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# KDOL Remote Workforce Survey: Contingent Workforce



# Acknowledgements

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- Center for Economic Development and Business Research (CEDBR)
  - Jeremy Hill, Director
  - Craig Compton, Research Economist
  - Jonathan Norris, Research Economist
- Kansas Department of Labor
  - Angela White, Director of Labor Market Information Systems
  - Emilie Doerksen, Labor Economist with Labor Market Information Systems
- Survey Respondents

# Contingent Workers

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- Contingent workers are individuals who are employed by an organization on a non-permanent basis.
- These workers are not traditional full-time employees with long-term job security.
- They often do not receive benefits such as health insurance, paid time off, or retirement plans.
- They are typically hired for specific tasks, projects, or for a defined period.
  - Temporary workers (short duration like seasonal work)
  - Freelancers (independently managed and earn money on a per-task basis)
  - Independent Contract (work performed for a specific period and under the supervision of the organization)
  - Consultants (create solutions to guide a company)

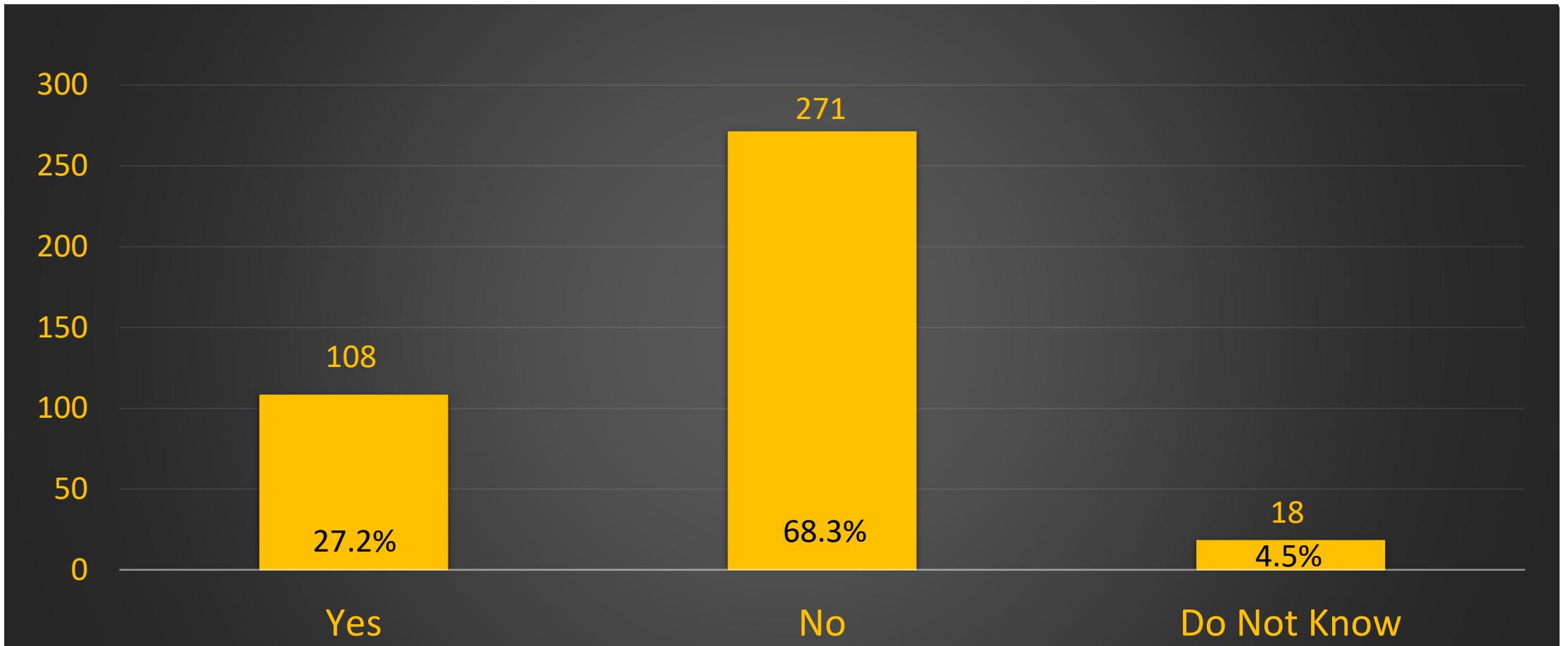
# KDOL Remote Workforce Survey

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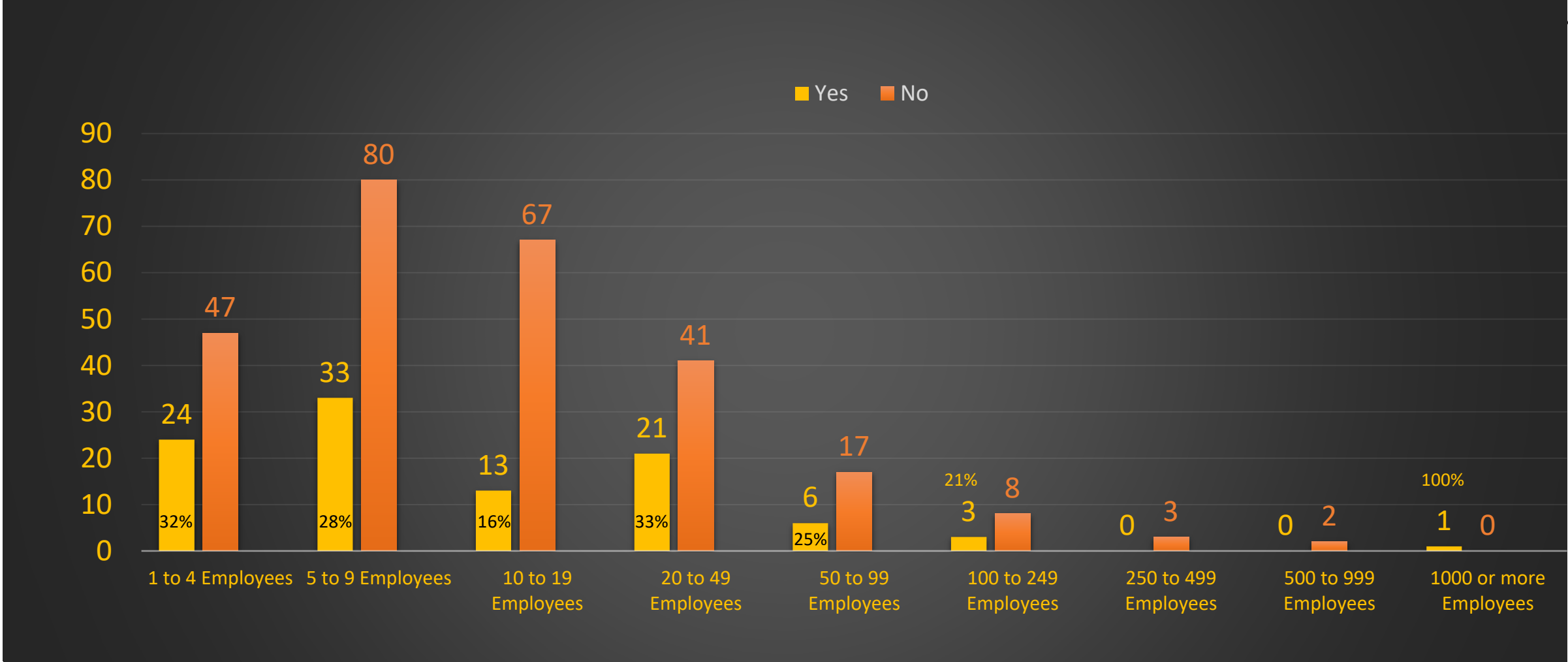
- Survey of all businesses with verifiable emails from the Annual Refiling Survey and the Occupational Employment and Wage Statistics Survey
- Surveys completed last two weeks of September 2023
- 397 respondents

# Over the past 12 months, has your organization hired any contingent workers?

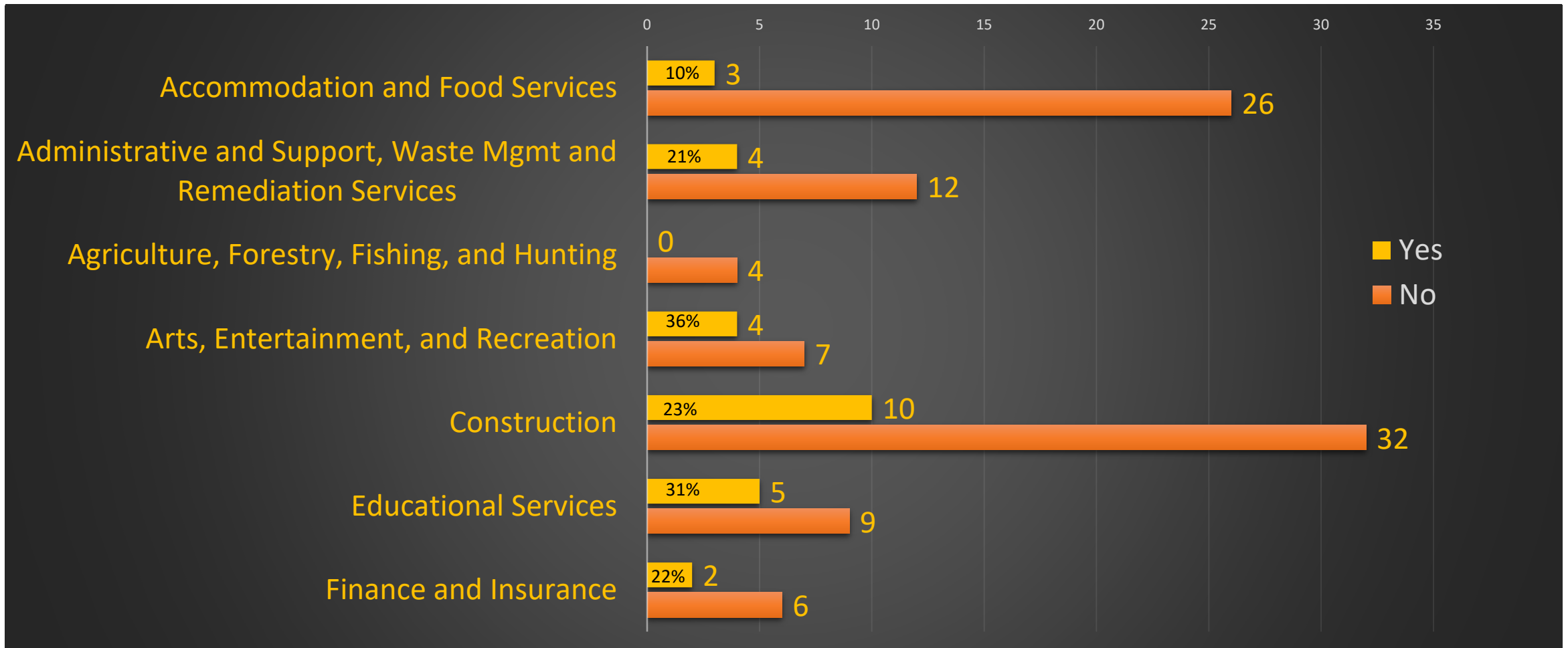
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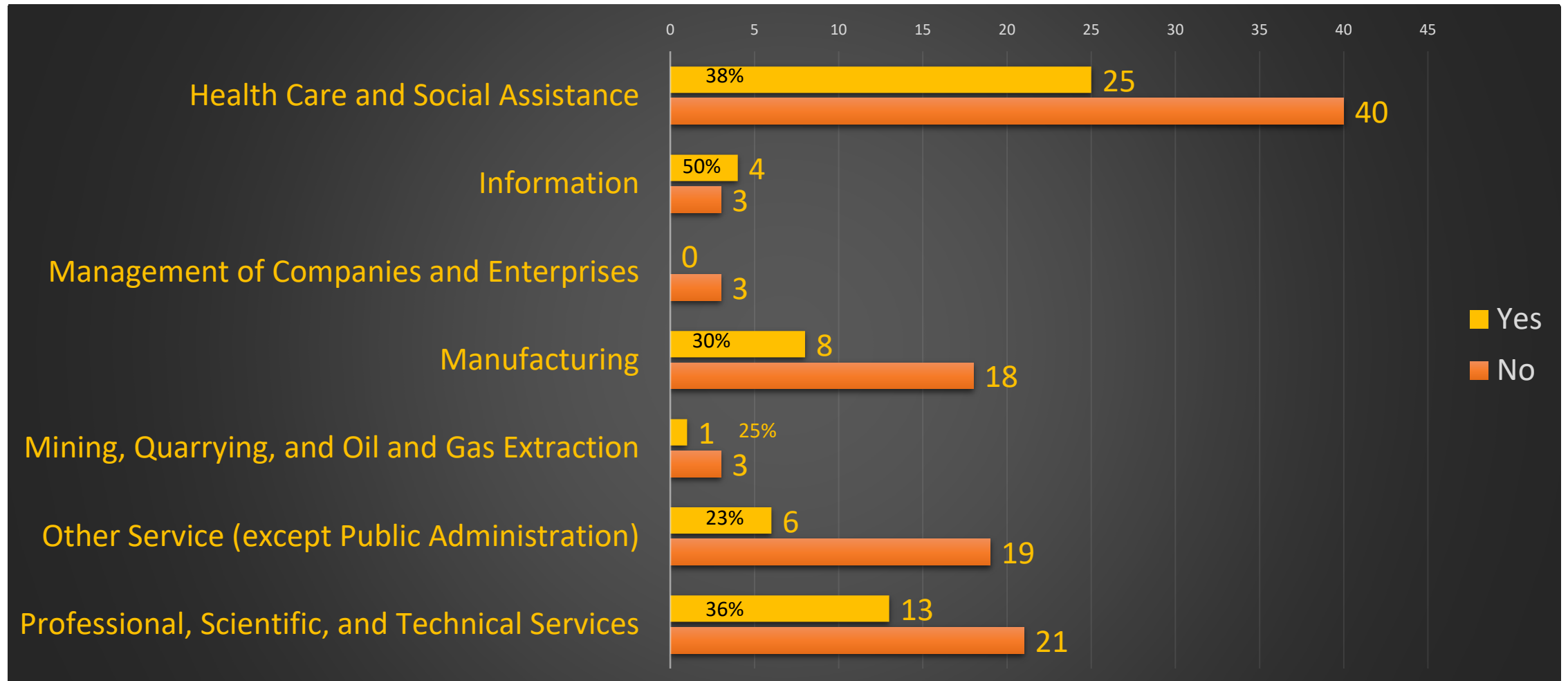
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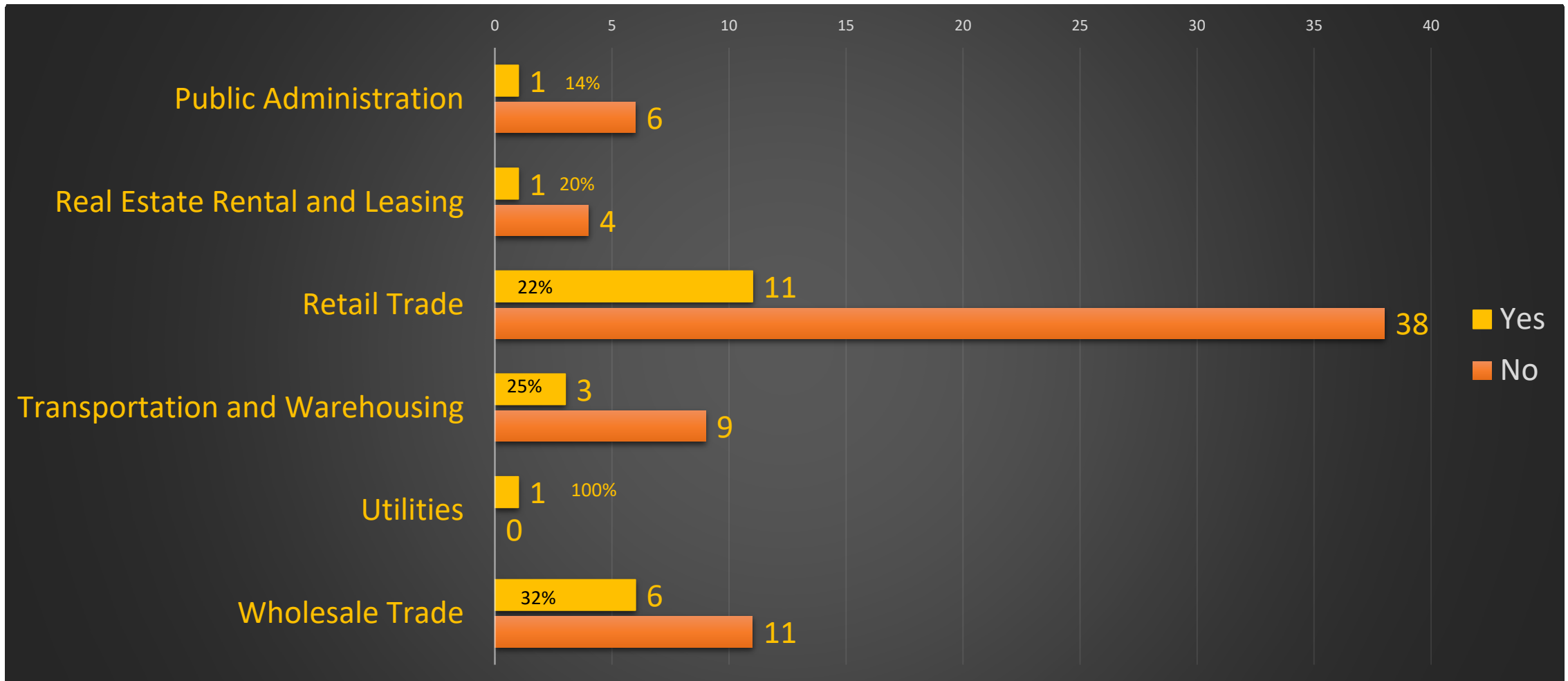


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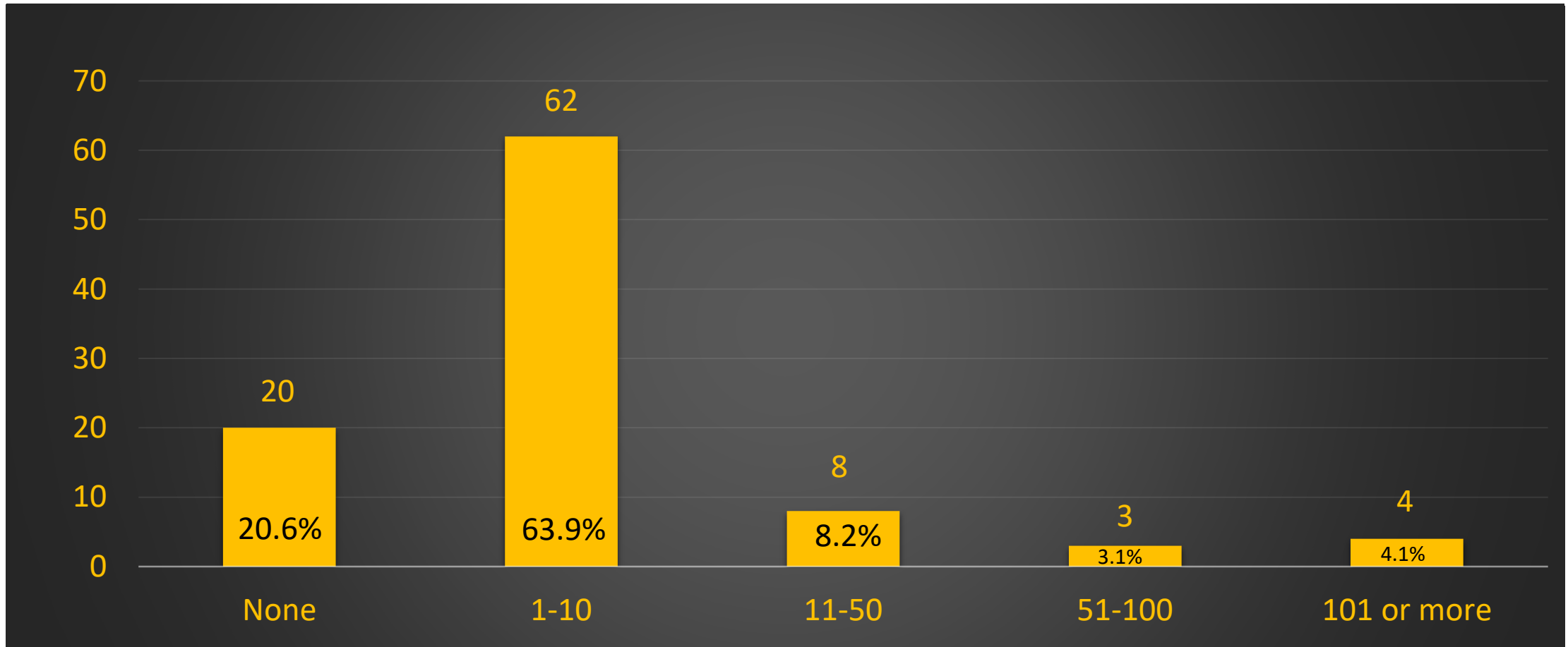


# Over the past 12 months, has your organization hired any contingent workers?

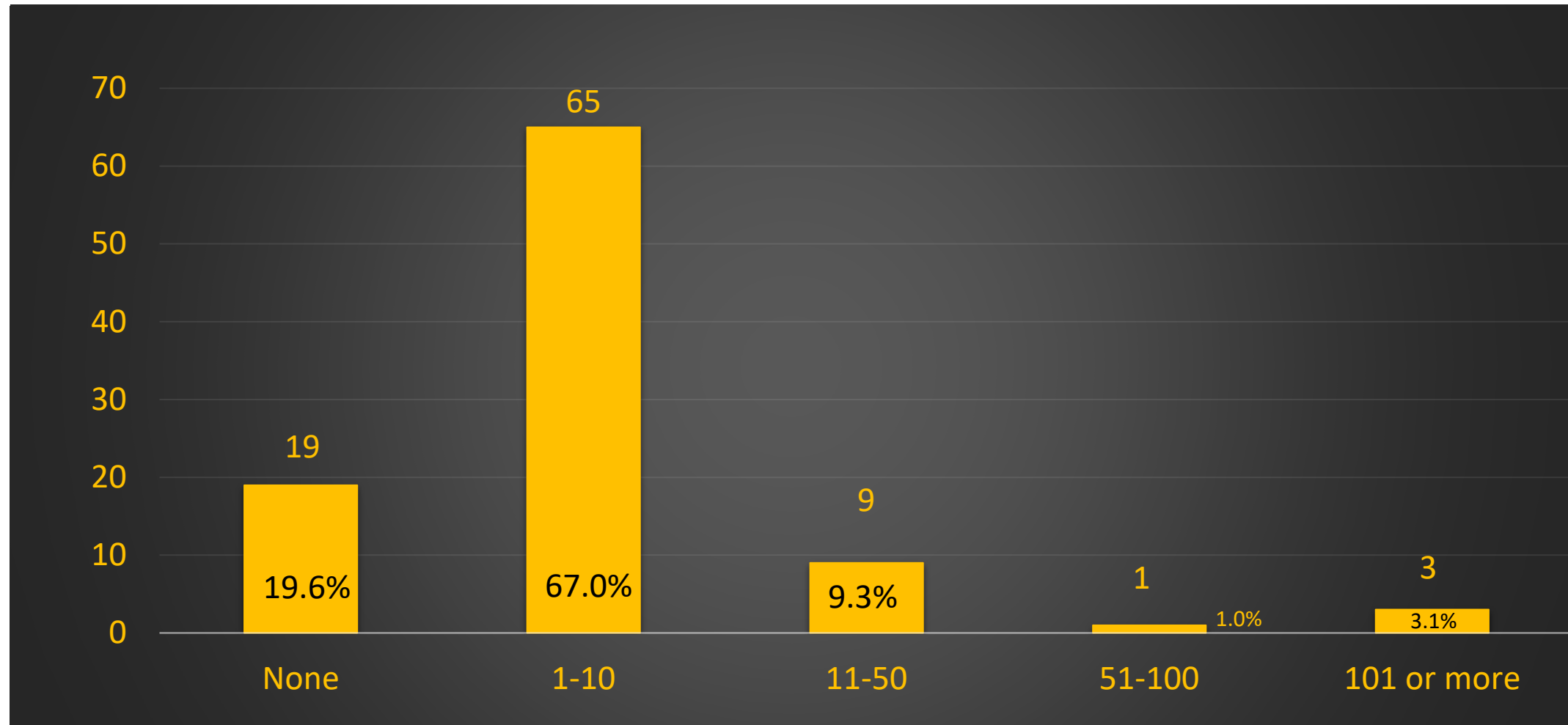


# How many contingent workers does your firm currently employ?

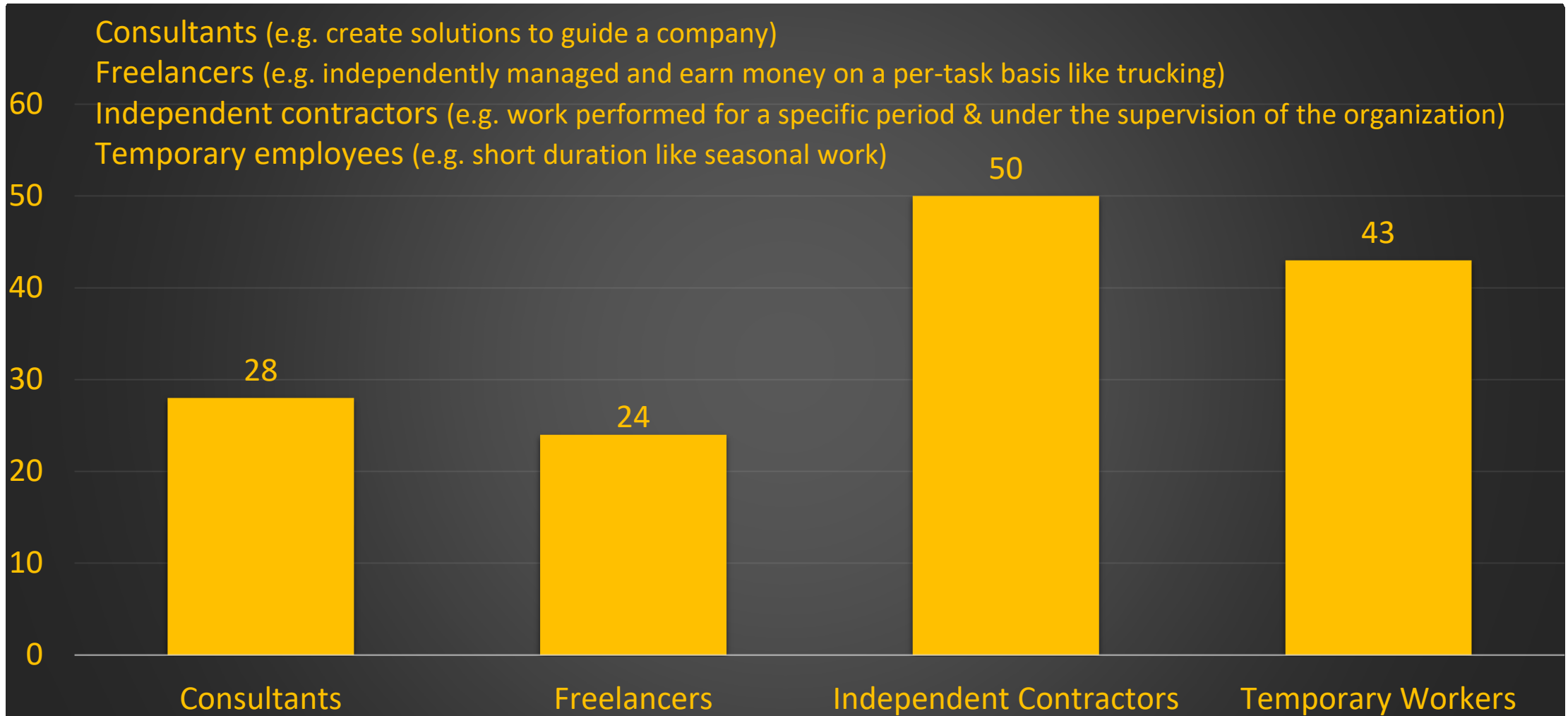
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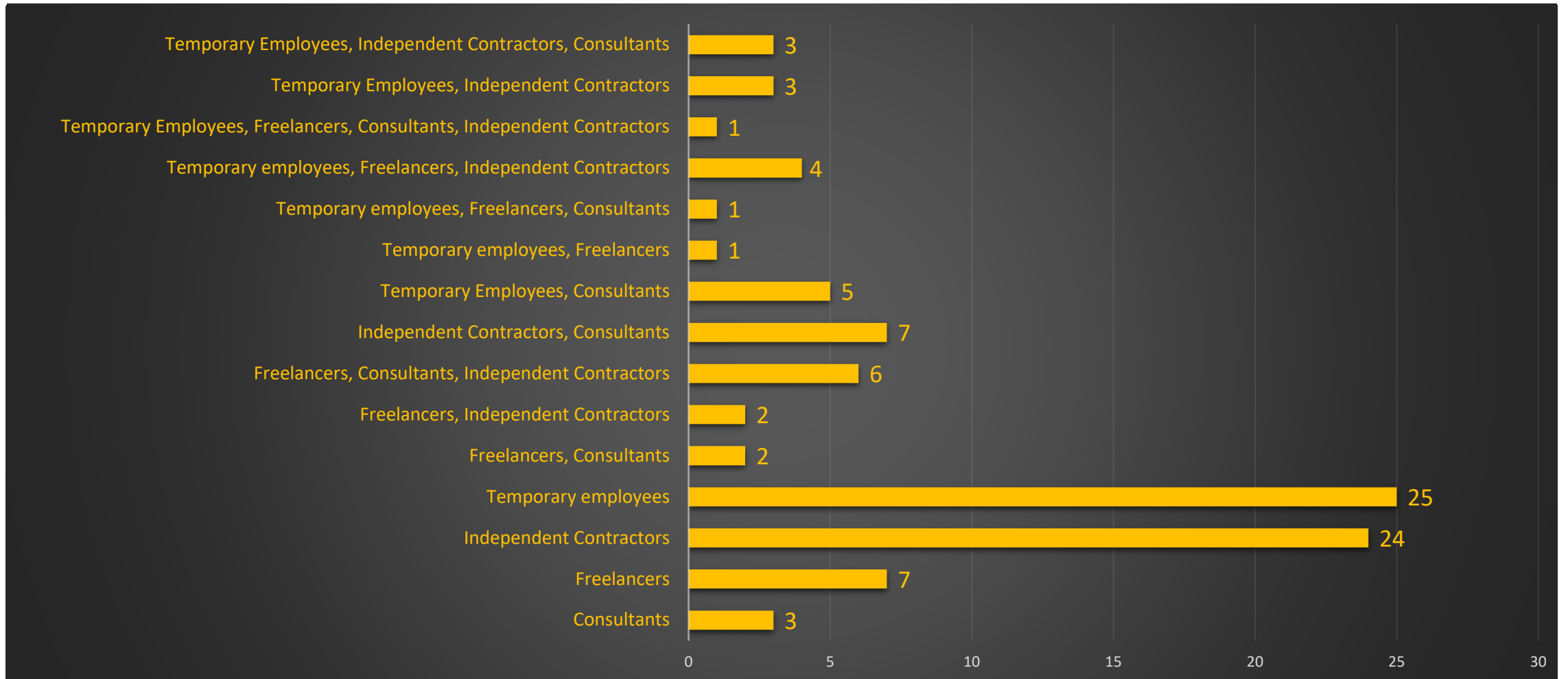
# How many contingent workers has your firm added over the past 12 months?



# What types of contingent workers does your firm typically hire? (select all that apply)

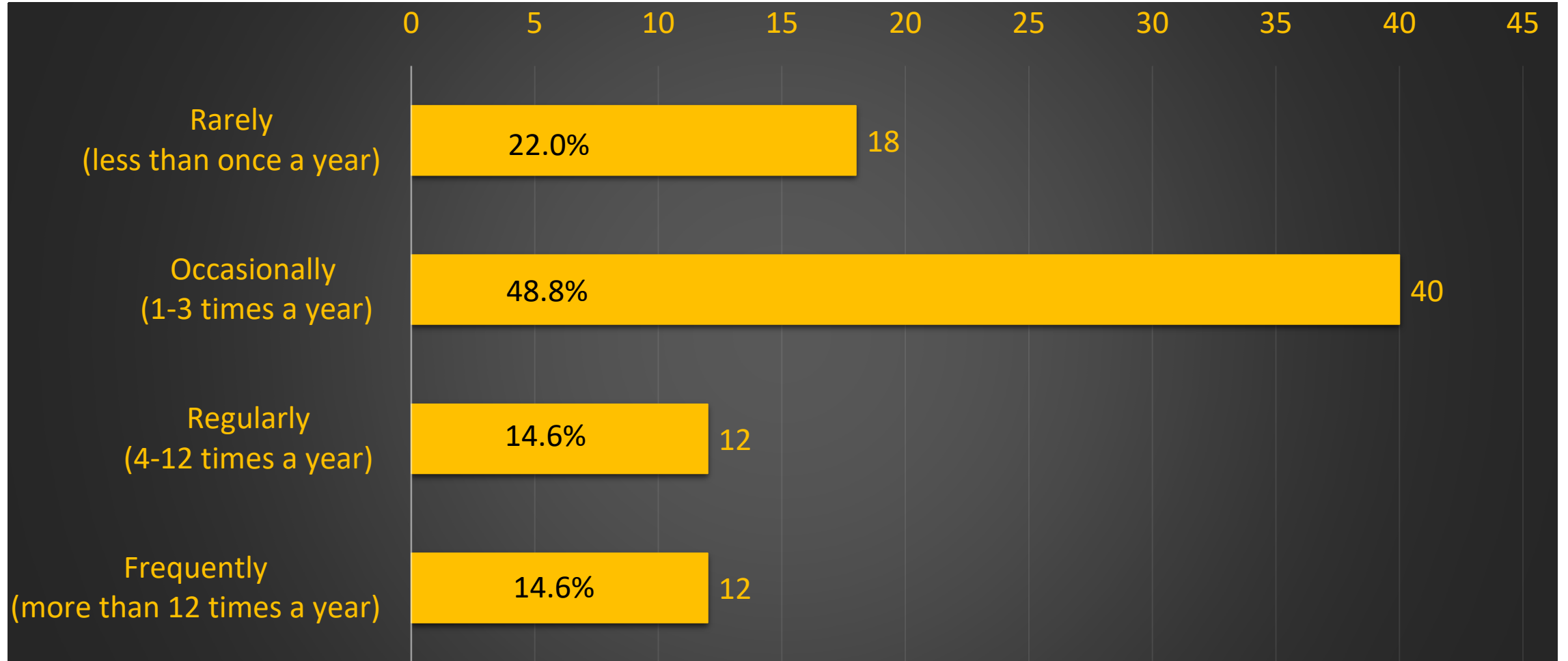


# What types of contingent workers does your firm typically hire?



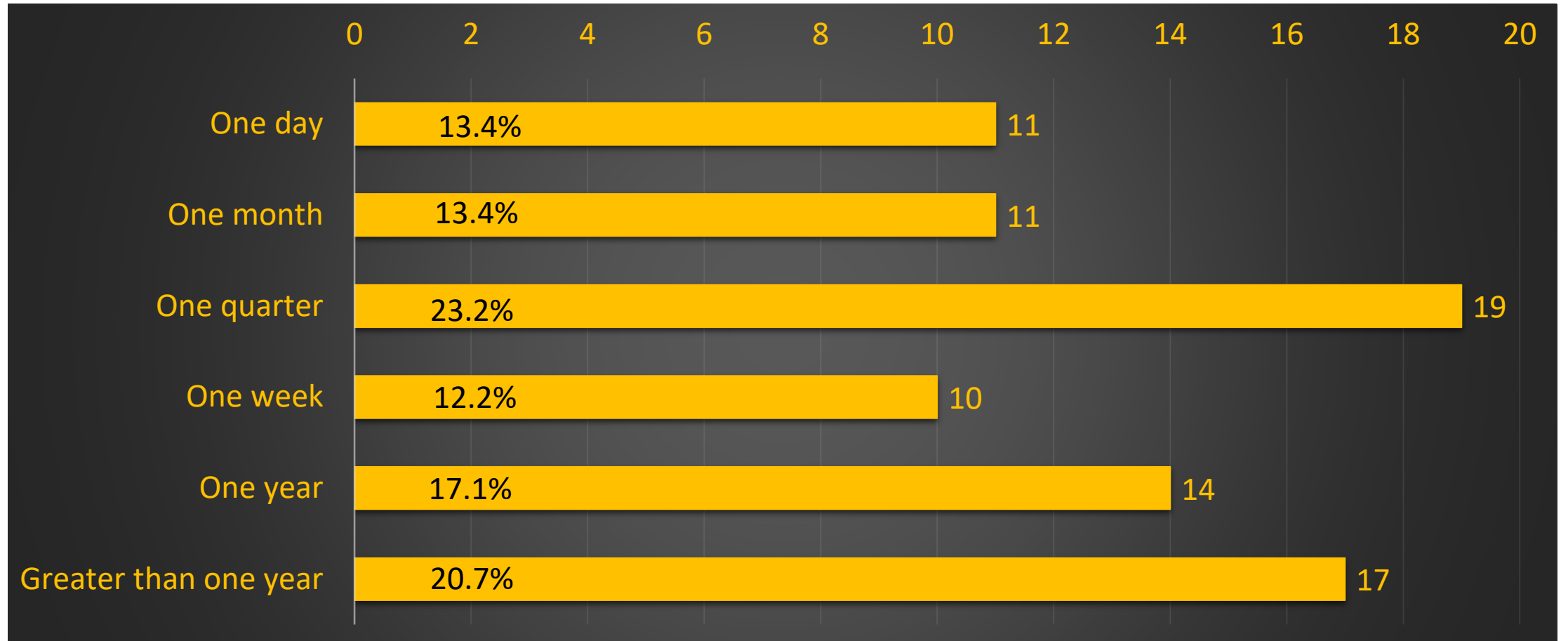
# On average, how frequently does your firm hire contingent workers?

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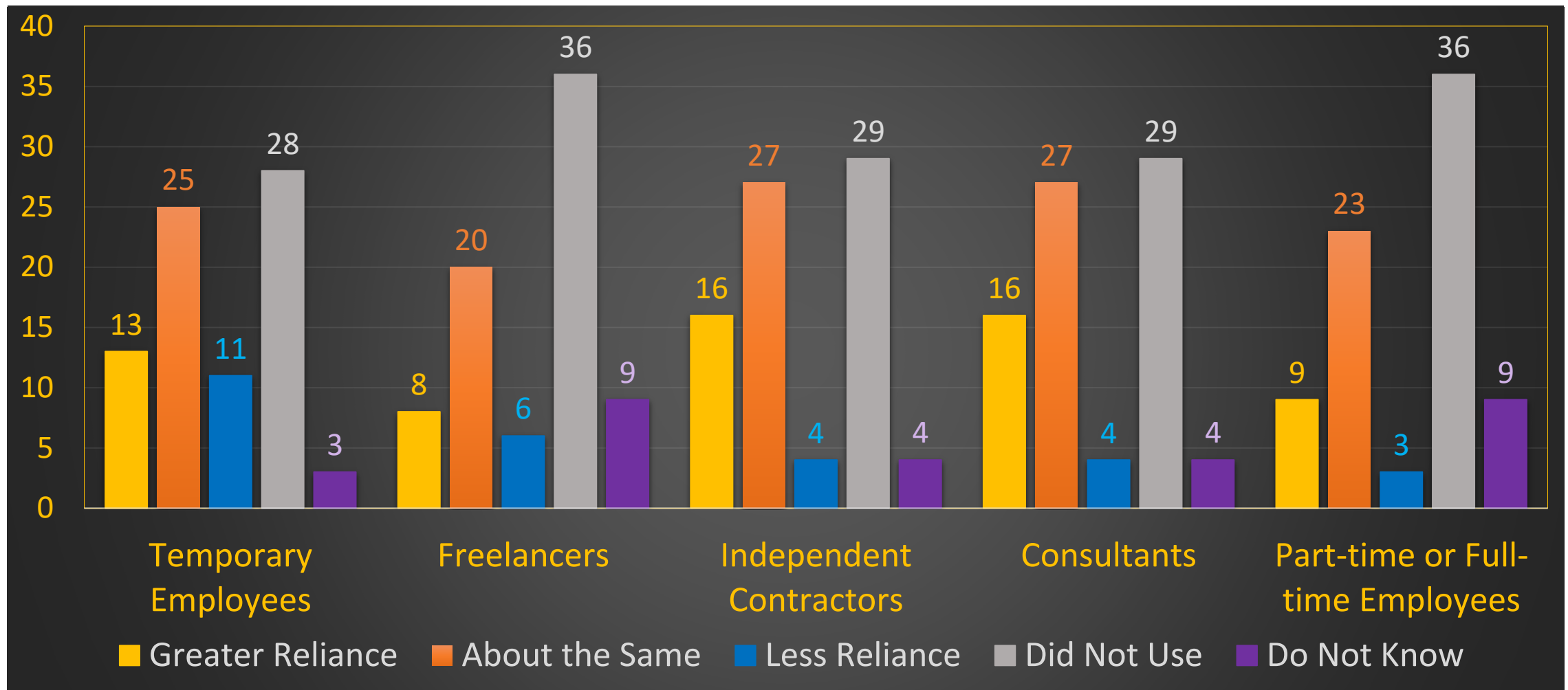


# What is the average duration of use of contingent workers?

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# Over the past five years, how have the following staffing options changed for your organization?

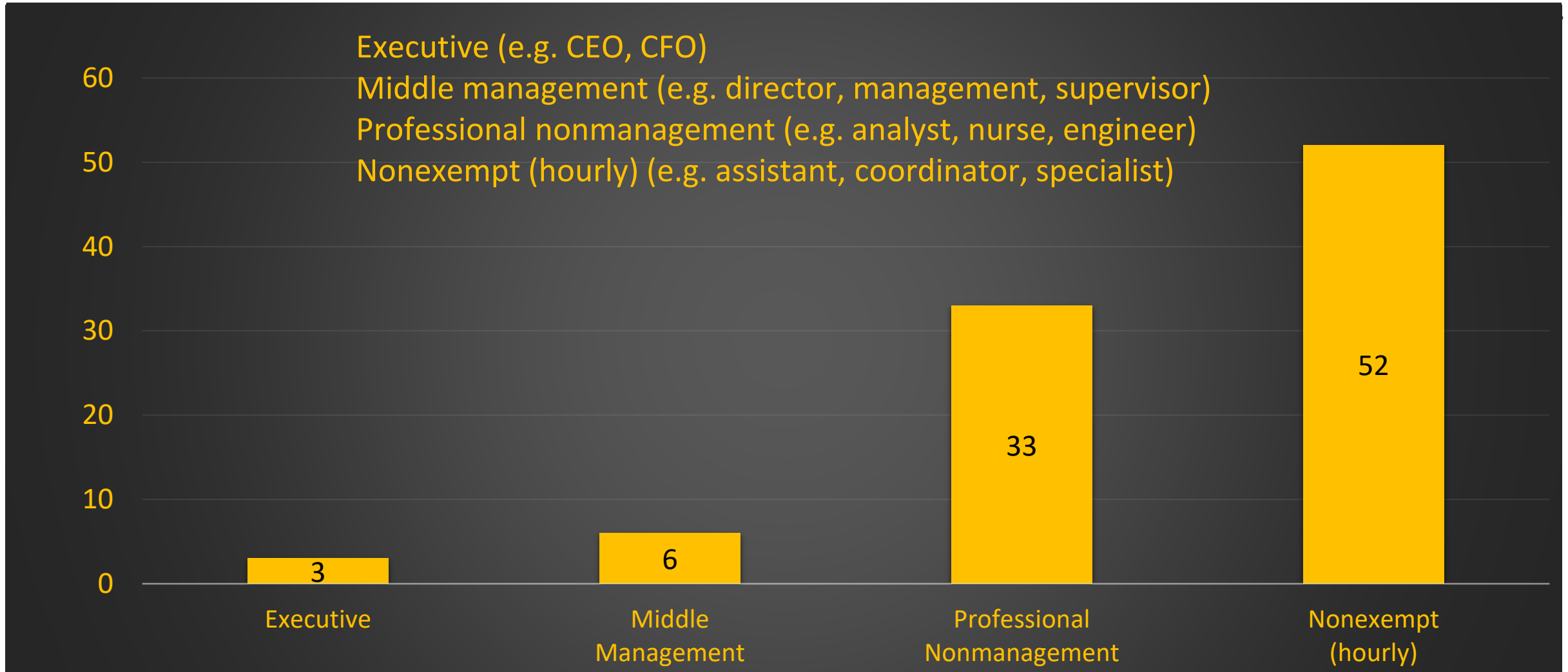




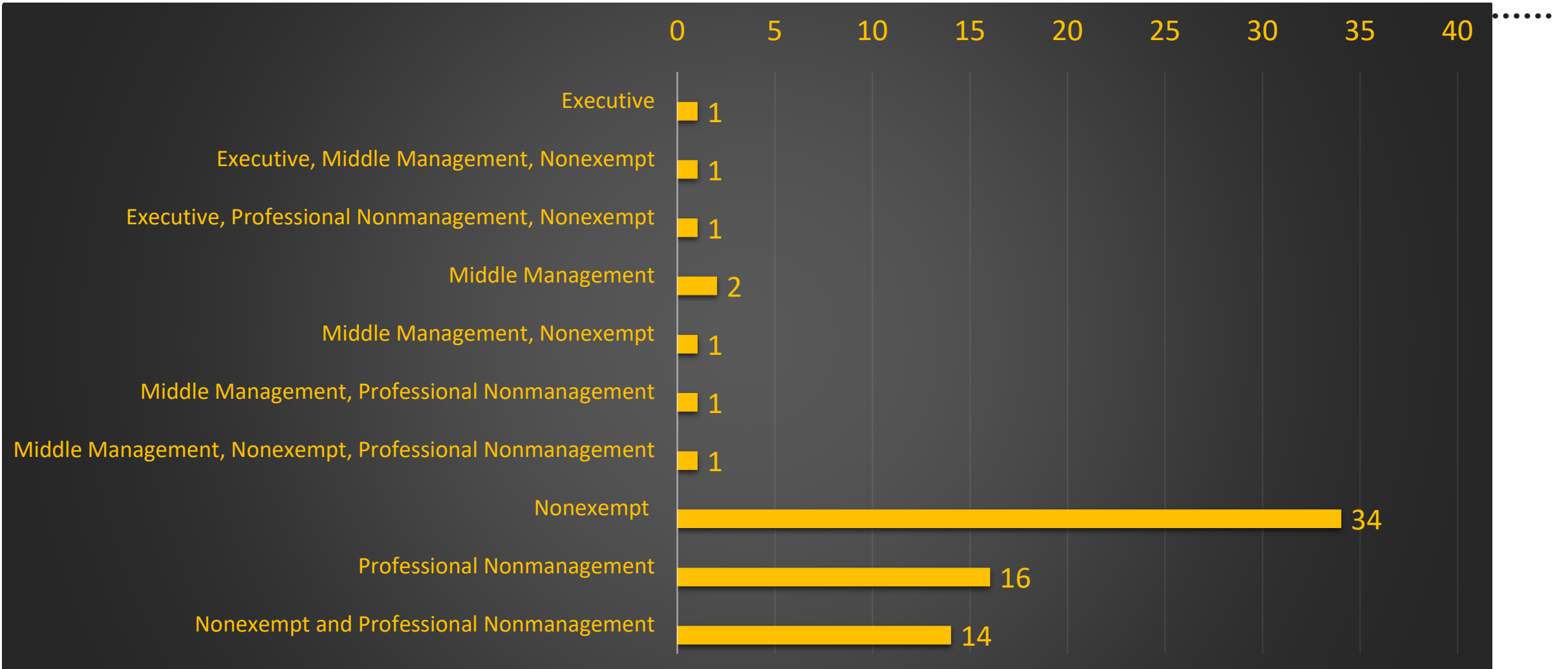
# Which factors influence the need for contingent workers in your firm? (select all that apply)



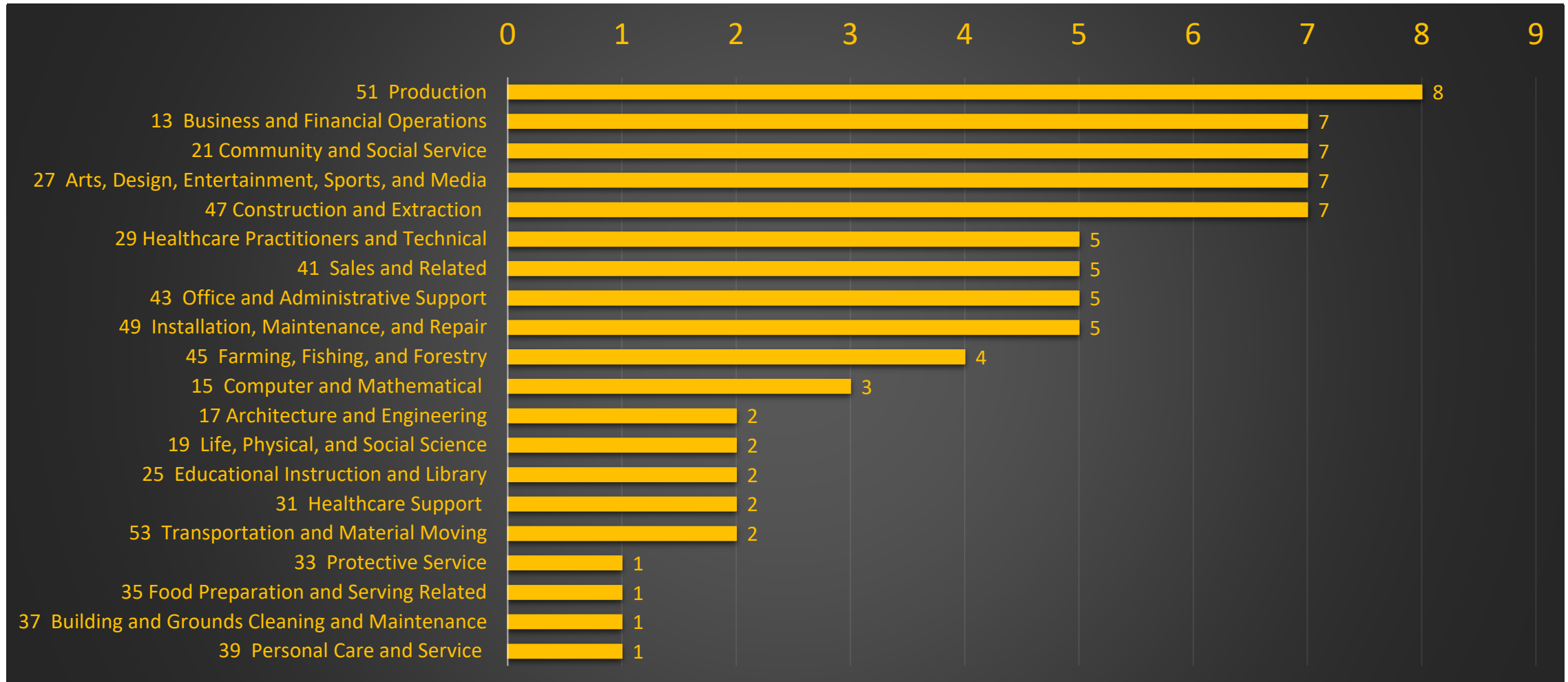
# Which of the following positions does your organization use for contingent workers? (select all that apply)



# Which of the following positions does your organization use for contingent workers?



# What is the primary type of occupation your organization uses for contingent workers?



# How important are the following skills when seeking a contingent labor force?

Content (e.g. reading comprehension, verbal communication)

Process (e.g. critical thinking, monitoring)

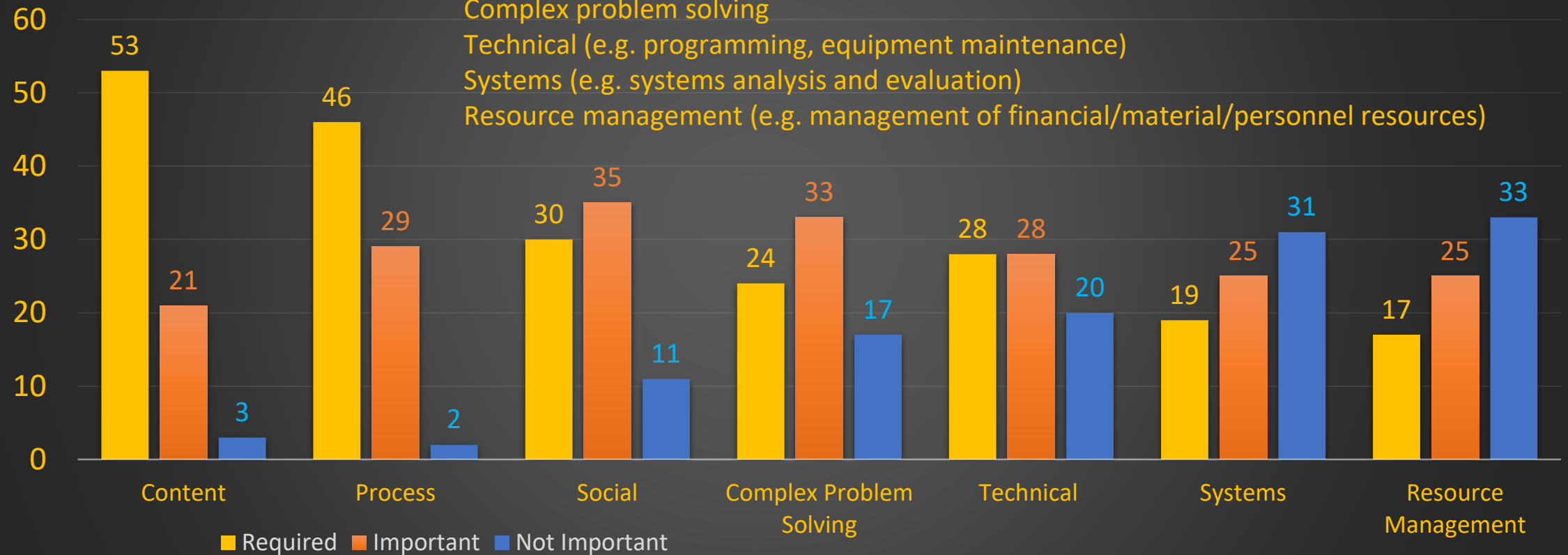
Social (e.g. negotiating, coordination)

Complex problem solving

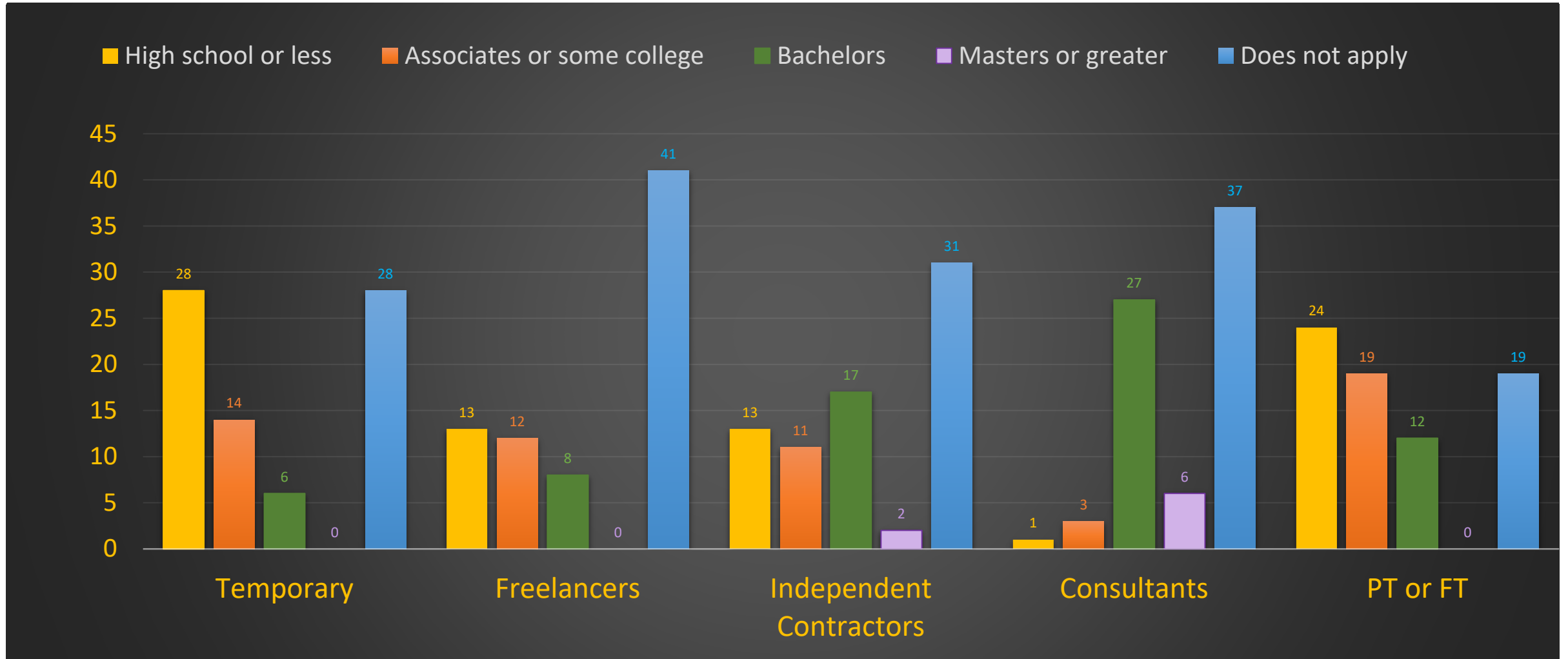
Technical (e.g. programming, equipment maintenance)

Systems (e.g. systems analysis and evaluation)

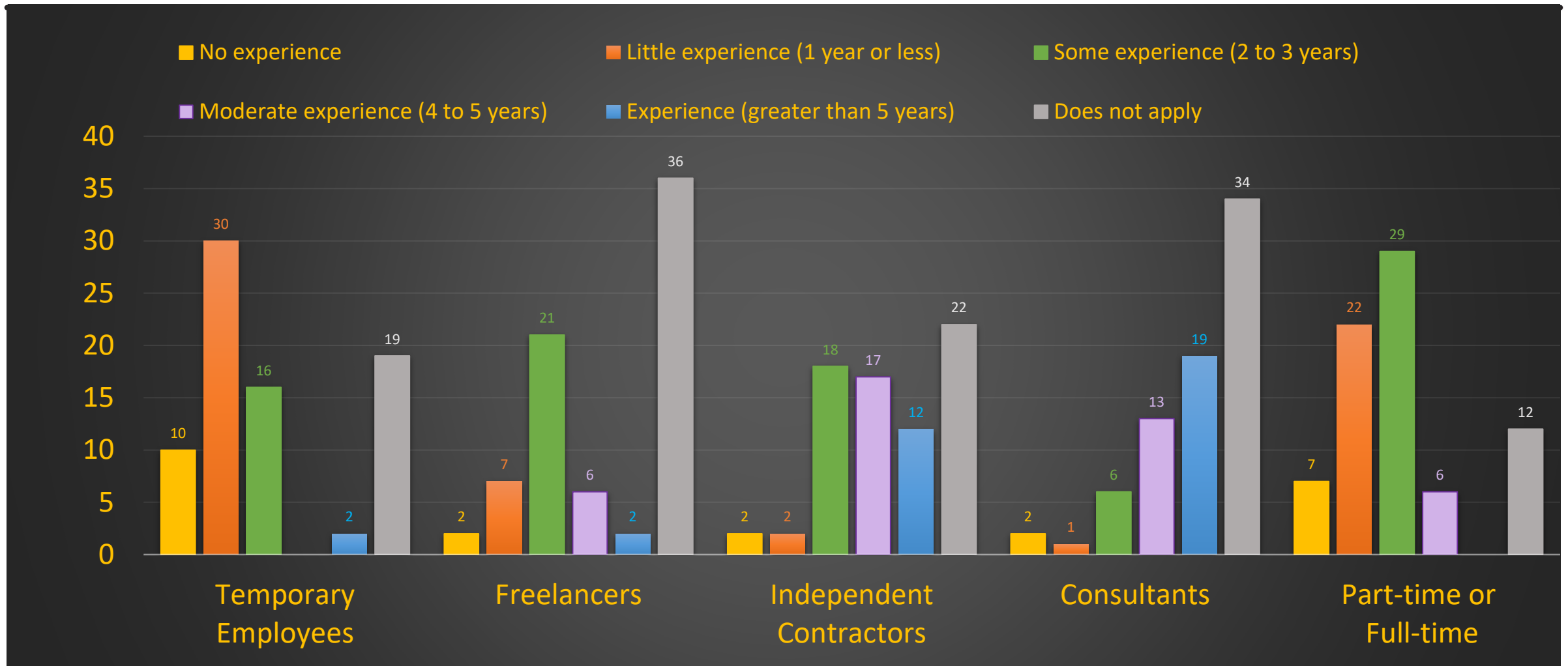
Resource management (e.g. management of financial/material/personnel resources)



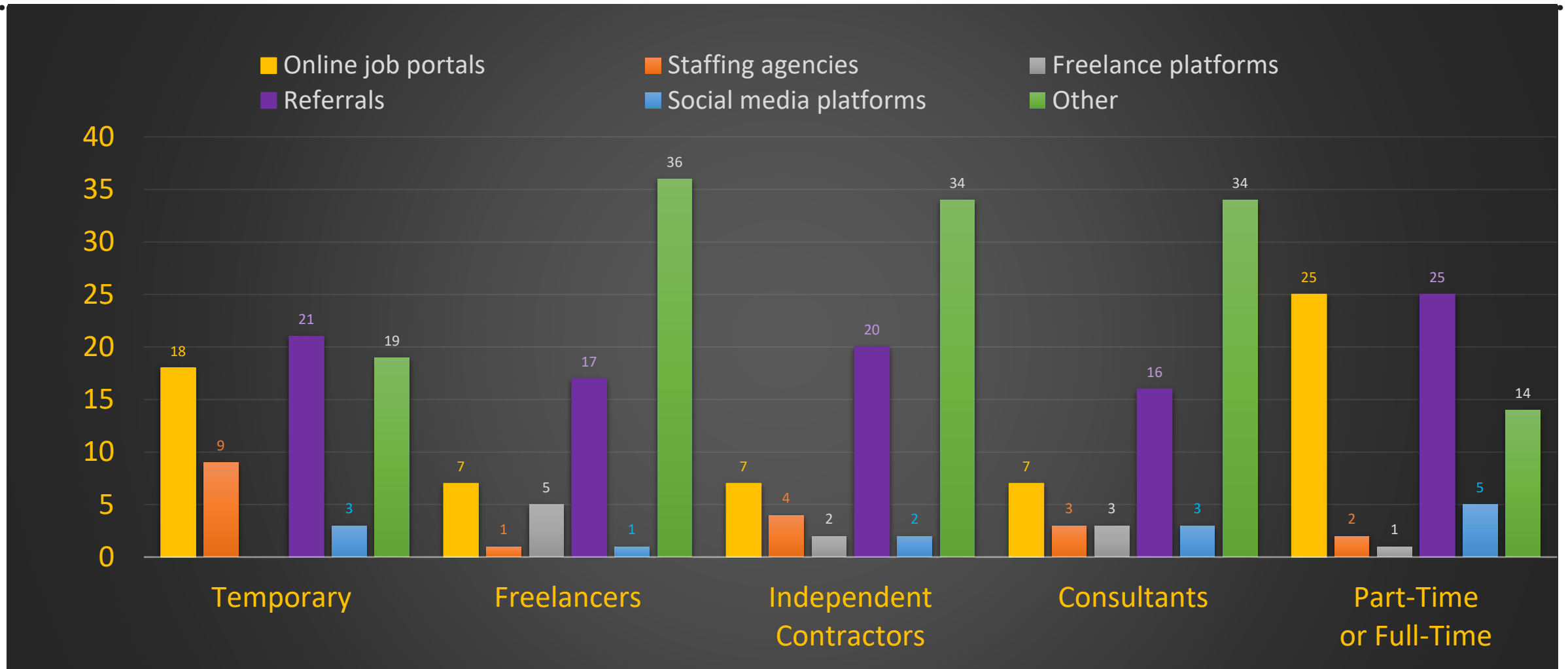
# What is the preferred education level for the following positions?



# What is the preferred experience level for the typical contingent workforce position?

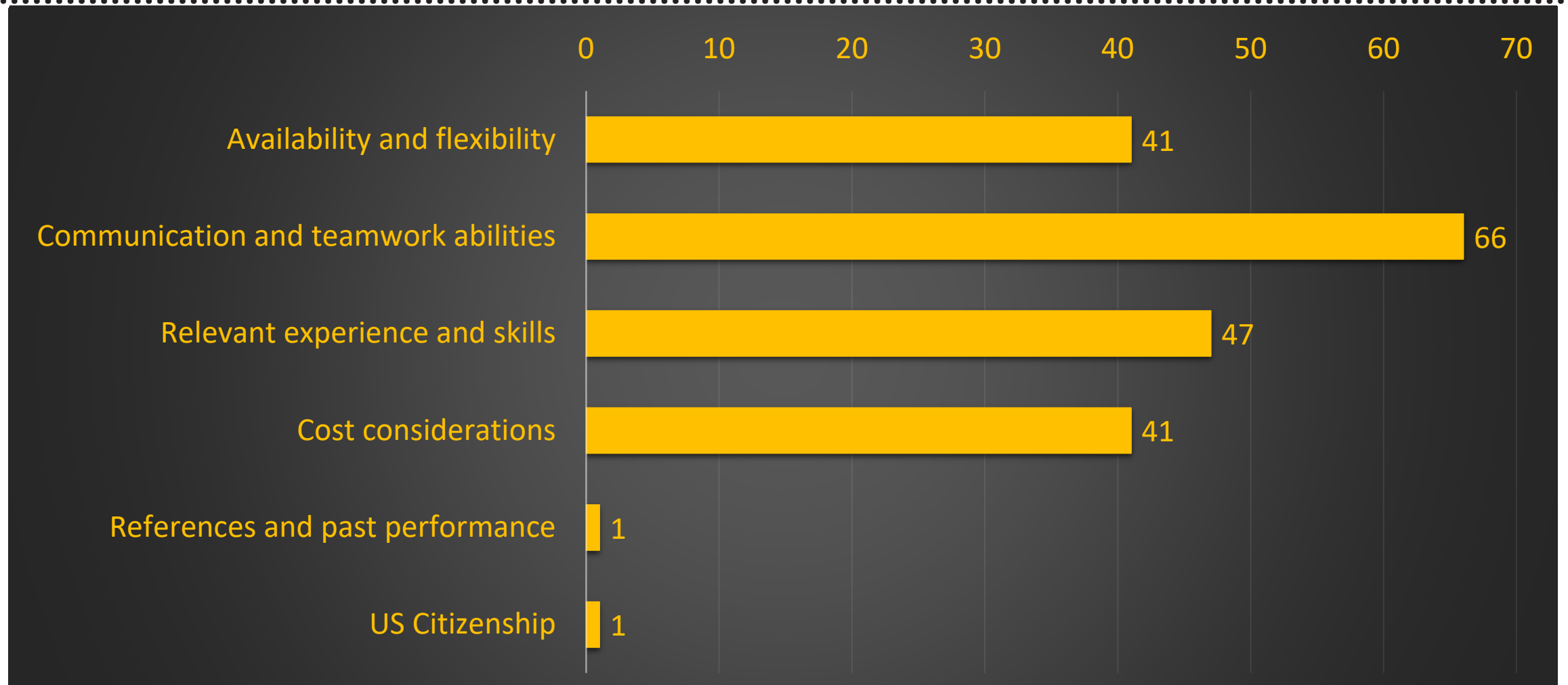


# What is the primary source by type of contingent worker?



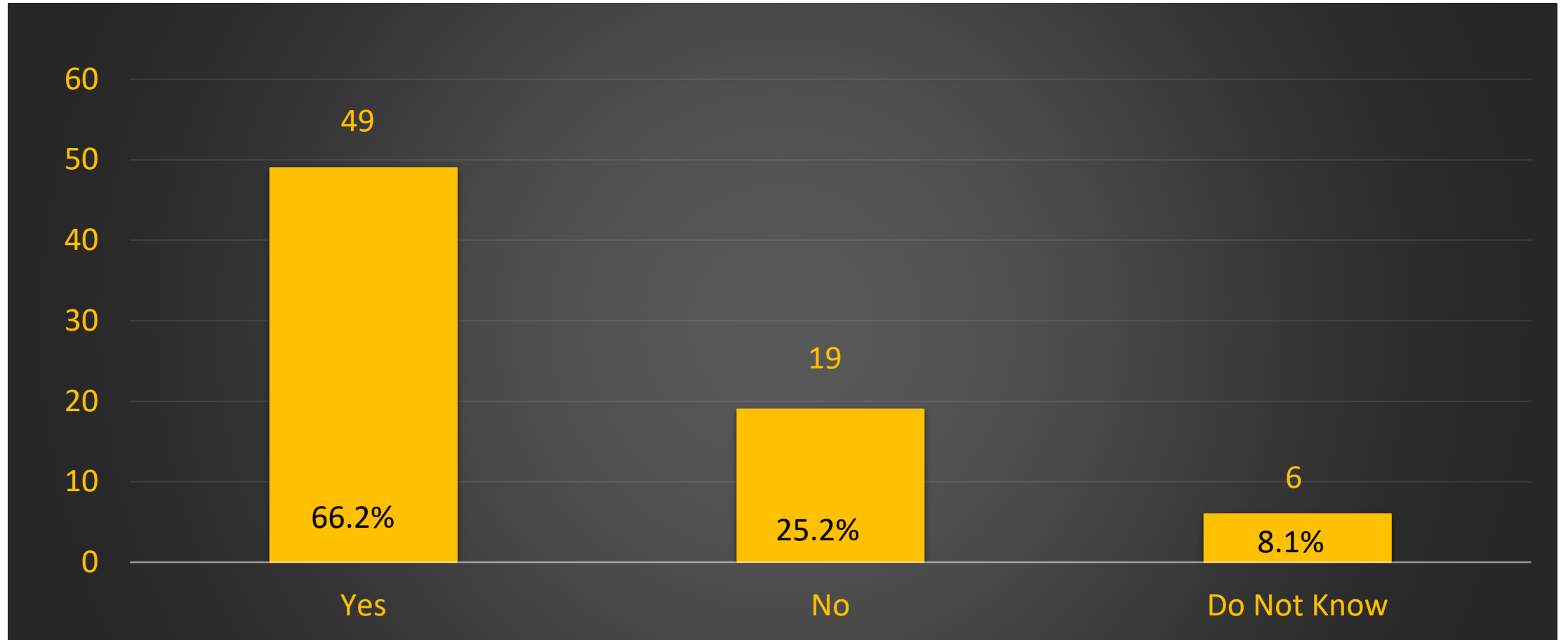


# What criteria do you consider when selecting contingent workers? (select all that apply)



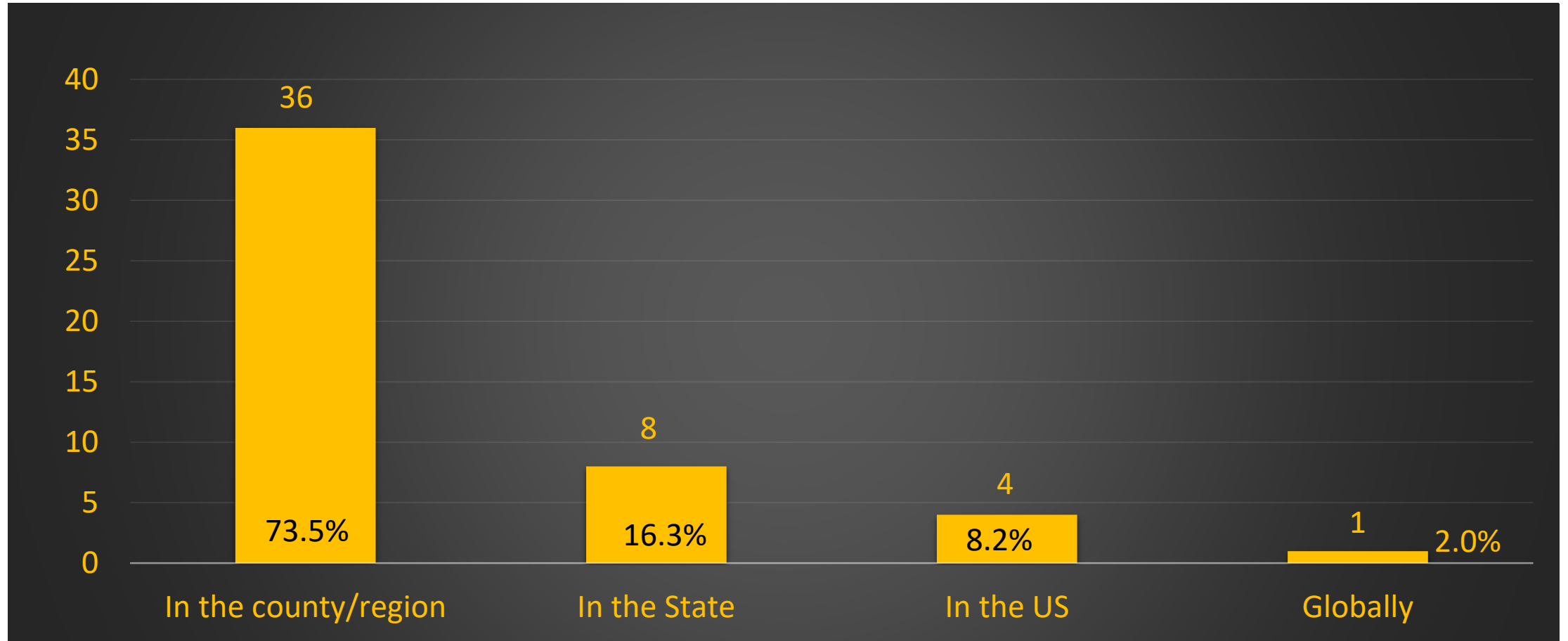
# Does the location of the contingent work matter?

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# Where is the primary source of your contingent worker?

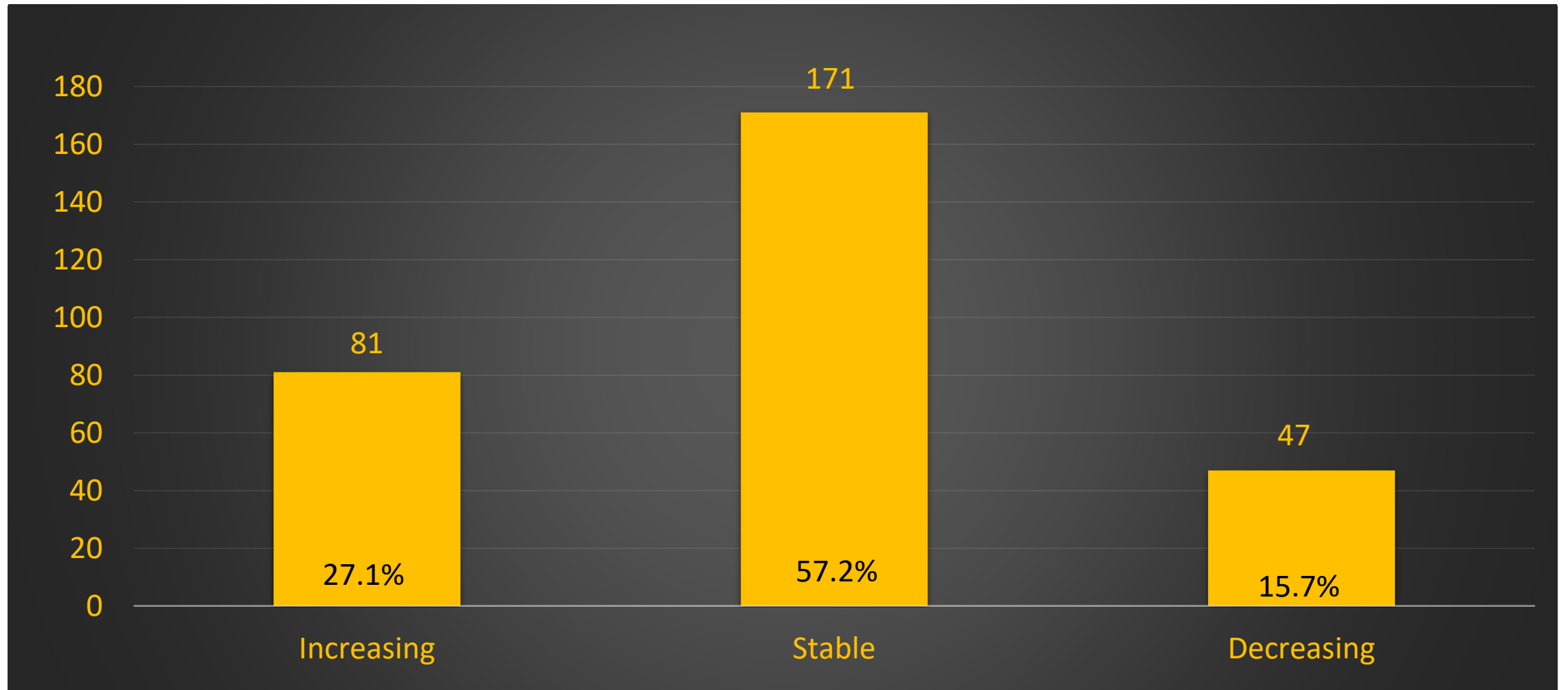
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# Over the next five years, how do you expect the use of the following staffing options for your organization?

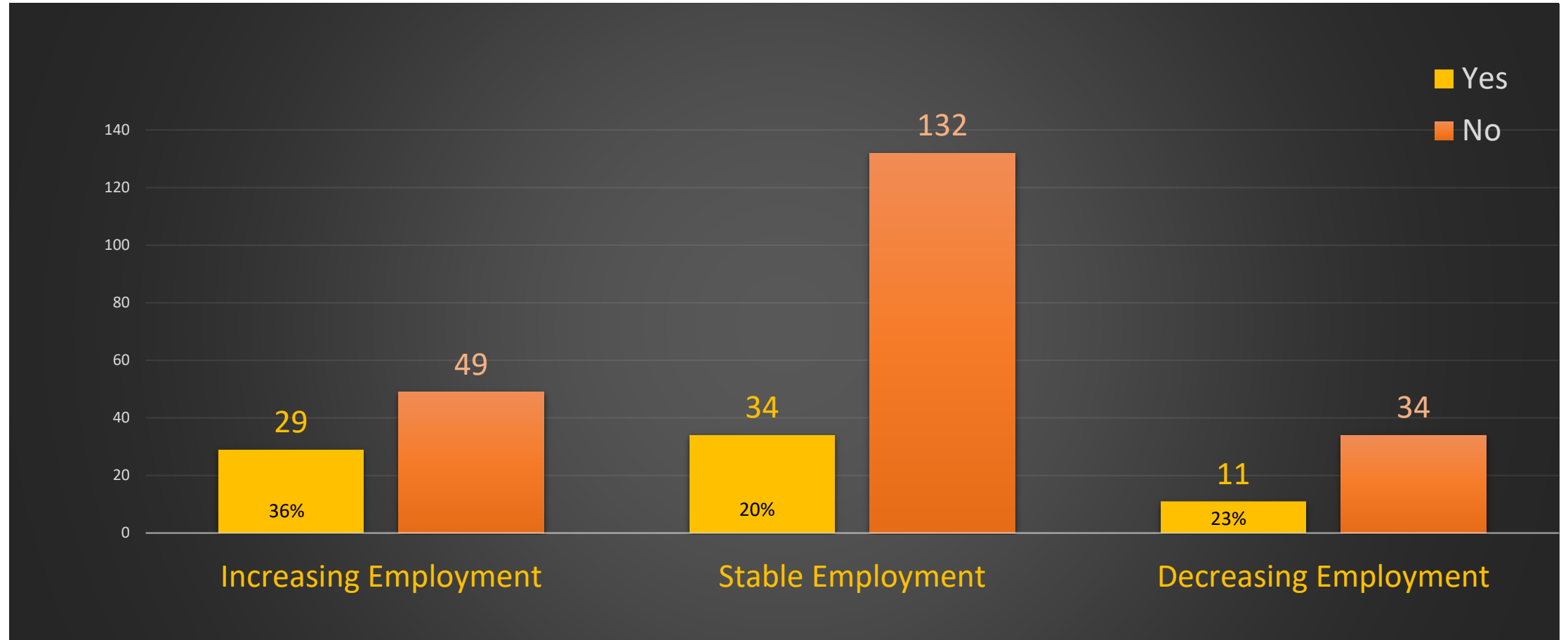


# Which of the following best describes the current employment conditions of your organization over the last twelve months?



# Over the past 12 months, has your organization hired any contingent workers?

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# Thank you....

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