## TSC Category
- Workforce Development

## TSC
- Contingent Workforce Management

## TSC Description
- Develop and implement organisational strategies and plans to manage contingent workforce effectively

### TSC Proficiency Description

<table>
<thead>
<tr>
<th>TSC Description</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
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<tbody>
<tr>
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<td>HRS-PDV-4026-1.1</td>
<td>HRS-PDV-5026-1.1</td>
<td>HRS-PDV-6026-1.1</td>
<td>Implement contingent workforce sourcing and management plans</td>
<td>Develop plans to source for and manage contingent workforce</td>
<td>Formulate organisational strategies to manage contingent workforce</td>
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### Knowledge
- Sources and suppliers of contingent workforce
- Ethical and legislative considerations related to the contingent workforce
- Organisational policies and procedures related to contingent workforce
- Budget management techniques
- Principles of employee engagement
- Performance measurement tools and processes
- Risks related to contingent workforce
- Trends in contingent workforce management
- Best in class operational and performance metrics for contingent workforce management
- Employee engagement techniques
- Performance goal-setting methodologies
- Trends in workforce demographic changes
- Business implications of different talent sourcing models
- Budget setting techniques
- Culture change management techniques
- Determining organisation’s appetite and objectives for contingent workforce
- Drive organisation-wide strategies on utilisation of contingent workforce in business operations
- Secure buy-in from senior stakeholders for adopting new talent engagement methods
- Establish enterprise budgets and cost expectations for engagement and sourcing of services
- Monitor overall business impact of contingent workforce strategies

### Abilities
- Source for contingent workforce from staffing suppliers, vendors and agencies
- Track job rates and overall costs related to staffing suppliers
- Implement plans to engage independent workers
- Develop systems to track contingent workforce performance against goals
- Measure performance of contingent workforce against goals
- Utilise emerging technology and tools to manage contingent workforce
- Evaluate potential risks and returns of utilising contingent workforce
- Develop sourcing plans for contingent workforce
- Manage budgets for contingent workforce sourcing
- Formulate strategies for onboarding and cultural assimilation of contingent workforce
- Develop plans for real-time engagement of contingent workforce
- Establish suitable goals for contingent workforce
- Review industry trends and emerging technologies in contingent workforce management
- Monitor overall business impact of contingent workforce strategies