CORPORATE MEMBERSHIP RESEARCH AGENDA

Staffing Industry Analysts’ Corporate Membership is a one-year subscription providing full access to the expertise, knowledge, and data of Staffing Industry Analysts (SIA), plus a professional network of peers.

With a rapid disruption around how work is being done across the globe, talent is engaging in new ways and the workforce solutions ecosystem is continuing to evolve. SIA’s leading research and independent and objective analysis helps you to stay abreast of the latest industry and economic developments and trends, and to make better-informed decisions that improve business results and minimize risk.

Corporate Membership provides comprehensive global coverage over three regions:

- The Americas
- Asia Pacific (APAC)
- Europe, the Middle East & Africa (EMEA)

Benefits of Corporate Membership include:
- Personalized intelligence
- Advisory services from our expert analysts
- Proprietary tools and research
- Insights from your peers

Members have access to new reports planned each year, alongside a large volume of reports in our website archives. Staffing Industry Analysts typically generates close to 300 reports a year, including a variety of forecasts, market size estimates, and survey reports. The following is a list of categories of research organized by region and topic. Access to research is available 24x7 at www.staffingindustry.com.
GLOBAL

Featuring research for global audiences across all regions.

**The Human Cloud and Gig Economy.** Our annual update of the surging market for online/human cloud staffing, wherein an emerging set of work intermediation models enable work arrangements of various kinds to be established and completed entirely through a digital/online platform.

**Global Coverage of Related Markets.** Reports covering the global landscape of related markets such as VMS (vendor management systems), MSP (managed service providers), RPO (recruitment process outsourcing), ATS (applicant tracking systems), contractor payrolling and online staffing.

**The Global Gig Economy.** Previously issued annually as the Global Contingent Market Estimate, this report covers our latest global estimate of spend on temporary staffing and total contingent labor, with estimates for major countries.

**Growth, Market Sizes and Forecast.** We provide annual updates to our global estimate of the size of both the staffing industry and the contingent workforce, broken up by major countries and with projections as well.

**Largest Job Boards Globally.** Provides information on key companies in the global job board market.

**Largest Global Staffing Companies.** We list the largest 100 companies based on worldwide staffing revenue. A global list specific to engineering staffing will be issued as well.

**Most Attractive Staffing Markets.** Includes a ranking of countries most and least conducive to staffing, based on a variety of factors such as market competition and political stability. The accompanying Market Attractiveness Assessment Tool allows users to conduct their own assessment based on the indicators that they perceive as more relevant to their business case and risk tolerance.
Online Staffing and Freelancer Management Systems (FMS). Forecast and market analysis of this exciting new space that promises to be both one of the hottest opportunities in staffing and a potential competitive threat for those caught unaware.

Quarterly Legal Updates. These quarterly updates provide regular news and analysis of case law and legislative and regulatory issues affecting the use of contingent workers around the world. We also issue a legal calendar for each our regions highlighting the legal changes and developments expected to impact the workforce environment in the coming year.

Workforce Solutions Buyers Survey Report. This series provides a variety of insights into the mindset, perspective and behaviors of workforce solutions buyer and helps staffing firms to better understand their customer across market segments and geographies.

Workforce Solutions Ecosystem Update. This report codifies and defines the various parts of the Workforce Solutions Ecosystem, highlighting the interconnected networks comprising the Staffing Industry and other types of Workforce Solutions and noting the changes to the industry in the last 12 months.

THE AMERICAS
Coverage for the Americas includes the United States, Canada and Latin America.*

**Growth, Market Sizes and Forecast.** Twice-a-year forecast of the growth of the US staffing industry and market size by skill segment.

**Legal, Legislative & Regulatory.** Comprises a comprehensive set of reports covering most areas of compliance and risk in staffing including the Affordable Care Act, co-employment and worker classification, with regular reporting on current legislative and regulatory issues.

**Margins, Pay & Bill Rates, Fees.** Margin and bill rate trends, direct hire and temp-to-hire fees—how much other staffing firms are getting.

**Mergers & Acquisitions.** Includes M&A trends and our annual list of buyers looking to purchase staffing firms, with specific interests and contact information.

**Financial Results of Listed Staffing Firms.** A quarterly analysis of the results of publicly listed staffing firms in North America.

**Operational Metrics & Best Practices.** Sales force and other internal staff employee compensation rates, productivity metrics, supplier landscape, statutory expense tool and survey insights from staffing firms on how they operate.

**Recruiting & Talent Acquisition.** Best practices survey and temporary worker analysis—how temps find staffing firms and what they really want.

**Sales/Marketing & Market Opportunities.** Comprehensive data on leading markets by industry, state, and metropolitan area. Detailed temporary market studies, buyer plans and strategies. Tools such as our Geo Opportunities Atlas and Seasonality Tool will help you find market opportunities.

**Staffing Firm Lists & Market Share.** Annual Book of Lists and Market Share Report on the largest staffing firms by geography and segment, fastest-growing firms and diversity firms.

Currently available or forthcoming reports in the list series include:

- Largest Staffing Suppliers in Argentina, Brazil, Canada, Chile, Colombia, Ecuador, Latin America, Mexico, Peru, Uruguay, US, Venezuela
- Largest Diversity Staffing Suppliers in US
- Fastest Growing Staffing Suppliers in US
- Largest IT Staffing Suppliers in Argentina, Brazil, Chile, Colombia, Peru, Uruguay, US

- Largest US Staffing Suppliers
  - Clinical/Scientific
  - Education
  - Engineering/Design
  - Finance/Accounting
  - Healthcare
  - Industrial
  - Legal
  - Marketing/Creative
  - Office/Clerical


- Central, 6%
- Northeast, 26%
- Southeast, 26%
- West, 17%
- Southwest, 10%
- Midwest, 9%
- Canada, 6%
**Staffing Market Assessment Reports.** Our comprehensive reports with a thorough analysis of particular temporary staffing sector, such as IT, Healthcare, and Industrial.

**The Gig Economy: Market Estimates and Features of the US Contingent Workforce.** Our latest market estimates of the US contingent workforce/the gig economy, with in-depth look at the work arrangements comprising contingent work and worker preferences.

**INDEPENDENT CONTRACTORS/SELF-EMPLOYED WORKERS:**

- **69%** prefer to run their own business or work as an independent contractor or freelancer.

More so than workers in any other alternative arrangement, independent contractors/self-employed workers voiced a strong preference for what they do.

**HUMAN CLOUD WORKERS:**

- **57%** prefer alternative arrangements.

Those who do prefer full-time work are likely to be among those who utilize the human cloud as a moonlighter and take advantage of both traditional and alternative models to generate income.

**TEMPORARY AGENCY WORKERS:**

- **53%** noted a preference for alternative work arrangements.

In this grouping, 22% registered a preference for explicitly part-time work, suggesting this grouping in particular is interested in opportunities outside of a traditional 40 hour work week.

**US Monthly Jobs Report.** Our monthly jobs report and associated tool are a convenient way for our members to stay on top of employment trends.

**Annual Reports Latin America.** This series of individual reports covers staffing market data for the Brazilian, Columbian and Mexican staffing markets.

**Staffing Industry Benchmarking Consortium (SIBC).** Is your staffing firm performing as well as it could? Find out by comparing your firm metric by metric to like firms in the staffing industry. SIBC consists of a group of Corporate Member staffing companies — large and small, privately held and publicly traded — who confidentially provide Staffing Industry Analysts with their company’s financial and operating data so they can access aggregated benchmarking data.

**Surveys.** Includes comprehensive annual surveys of the buyer community, staffing firms and temporary workers.


*Select research on Latin American markets may available in both Spanish and English language versions.*
EUROPE, THE MIDDLE EAST & AFRICA (EMEA)

EMEA reports cover staffing and labor market conditions across Europe, the Middle East & Africa.

Growth, Market Sizes and Forecast. Annual updates on the largest staffing markets in Europe.

Legal, Legislative & Regulatory. Regular reports highlighting changes in regional legislative and regulatory environments.

Mergers & Acquisitions. An annual review of M&A trends in Europe including valuations and best practices, plus a list of potential financial providers.


Currently available or forthcoming reports in the list series include:

- Largest Staffing Suppliers in Austria, Belgium, Denmark, Eastern Europe, Finland, France, Germany, Italy, Ireland, the Netherlands, Norway, Russia, Scandinavia, South Africa, Spain, Sweden, Switzerland, UK
- Europe’s €100m Club: Staffing Companies with Sales of more than €100 million in Europe
- Largest Europe Staffing Suppliers
  - Direct Hire
  - Finance/Accounting
  - Healthcare
  - IT
  - Office/Clerical

Data Sources. A series of research reports identifying useful sources of information relating to contingent workers in a given country/region: Africa, Austria, Belgium, Denmark, Finland, France, Germany, Ireland, Italy, Luxembourg, the Netherlands, Norway, Portugal, Spain, Sweden, Switzerland, UK, Africa, South Africa, United Arab Emirates.

Market Snapshots. Executive summaries of individual staffing markets. Available reports include Austria, Belgium, Denmark, Finland, France, Germany, Ireland, Italy, Luxembourg, the Netherlands, Norway, Portugal, South Africa, Spain, Sweden, Switzerland, UK.

Financial Results of Listed Staffing Firms. A quarterly analysis of the results of publicly listed staffing firms in Europe.
A Look at the Temporary Workforce Environment (by market). These individual reports provide a comprehensive overview of the contingent workforce and include an Excel-based pricing tool for local budgeting and planning. The reports contain a wealth of information relating to temporary agency work, the use of independent contractors, the legal landscape, labor union activities, income taxes and social contributions, the working week, employee screening and the use of managed service provision. These reports provide an essential background for anyone using temporary agency workers or independent contractors outside their home market. Country reports are available or forthcoming for: Belgium, France, Germany, Ireland, Italy, the Netherlands, Norway, Poland, Portugal, Sweden, Switzerland and the UK.

Country Overviews. With data on national economies and labor market conditions, these reports present an aerial analysis as it relates to employment activity in a given country. Overviews are available of forthcoming for Germany, Italy and the UK.

Independent Contractor Country Profiles. An in-depth look at the freelancing environment in individual countries.

UK Monthly Trends. A monthly bulletin of temporary staffing and permanent hire trends within the UK professional/executive staffing market.

Structure of the UK Staffing Market. This report provides detail into the structure of the UK market including the number of staffing firms by region and city.

Surveys. Includes comprehensive annual surveys of the buyer community and staffing firms.

ASIA PACIFIC (APAC)

APAC reports cover countries across Asia, along with Australia/NZ.

**Growth, Market Sizes and Forecast.** Annual updates on the most important staffing markets the APAC region.

**Legal, Legislative & Regulatory.** Regular reports highlighting changes in the legislative and regulatory environment across the region.

**Market Share Reports.** Staffing in Asia Pacific, Australia, Japan and Direct Hire Firms in Asia.

**Mergers & Acquisitions.** An annual review of M&A trends.

**Staffing Firm Lists & Market Share.** Annual Book of Lists and Market Share Report on the largest staffing firms by geography. Currently available or forthcoming reports in the list series include:

- Largest Staffing Suppliers in Australia, China, Hong Kong, India, Japan, Malaysia, Singapore, South Korea

**Data Sources.** A series of research identifying useful sources of information relating to contingent workers in Australia, China, Hong Kong, India, Japan, Singapore, South Korea

**Market Snapshots.** Executive summaries of individual staffing markets include Australia, China, Hong Kong, India, Japan, the Philippines, Singapore

**Financial Results of Listed Staffing Firms.** A quarterly analysis of the results of publicly listed staffing firms in the APAC region.

**Country Overviews.** With data on national economies and labor market conditions, these reports present an aerial analysis as it relates to employment activity in a given country. Overviews are available of forthcoming for Australia, China and Singapore.

**Surveys.** Include annual survey of staffing firms in Australia/NZ.

**Additional Resources:** *Top Performing Australian Staffing Firms, A Look at the Workforce Market in China*

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**APAC Buyers Reported Contingent Share of Workforce**

<table>
<thead>
<tr>
<th>Year</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>64</td>
<td>52</td>
<td>56</td>
</tr>
<tr>
<td>Median</td>
<td>17%</td>
<td>15%</td>
<td>20%</td>
</tr>
<tr>
<td>Average</td>
<td>22%</td>
<td>19%</td>
<td>24%</td>
</tr>
</tbody>
</table>

**Percent of Australian Temporary Staffing Revenue by Skill Segment**

<table>
<thead>
<tr>
<th>Skill Segment</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct Hire/Permanent Placement</td>
<td>34%</td>
</tr>
<tr>
<td>Industrial/Logistics Temp</td>
<td>12%</td>
</tr>
<tr>
<td>Office/Clerical Temp</td>
<td>10%</td>
</tr>
<tr>
<td>Engineering/Design Temp</td>
<td>8%</td>
</tr>
<tr>
<td>Other Temp Help</td>
<td>8%</td>
</tr>
<tr>
<td>IT Temp</td>
<td>7%</td>
</tr>
<tr>
<td>Healthcare Temp</td>
<td>5%</td>
</tr>
<tr>
<td>Retained Search</td>
<td>5%</td>
</tr>
<tr>
<td>Creative/Marketing Temp</td>
<td>2%</td>
</tr>
<tr>
<td>Finance/Accounting Temp</td>
<td>2%</td>
</tr>
<tr>
<td>Human Resources Consulting Services</td>
<td>2%</td>
</tr>
<tr>
<td>Online Staffing/Human Cloud</td>
<td>2%</td>
</tr>
<tr>
<td>Other</td>
<td>3%</td>
</tr>
<tr>
<td>Total</td>
<td>N=59</td>
</tr>
</tbody>
</table>
ADDITIONAL RESEARCH BENEFITS

**Analyst Time**
Alongside our comprehensive and leading research, including hundreds of individual reports, each corporate member can schedule limited confidential one-on-one sessions with one of our expert analysts about topics and issues specific to your business.

**Lexicon of Global Workforce Solutions-Related Terms**
This essential guide defines the various terminology and acronyms used within the workforce solutions ecosystem.

**Monthly Research Bulletins**
Monthly Research Bulletins detail the very latest research and findings from our team of analysts. Find out at a glance what reports have been recently published and stay update with cutting-edge insights from the field.

PLUS, EVEN MORE INSIGHTS AND VALUE ...

As the global advisor on staffing and workforce solutions, Staffing Industry Analysts provides Corporate Members with leading independent research and analysis, as well as essential business intelligence, industry information and networking opportunities. Our Editorial platforms, Conferences & Events and Certification & Training opportunities empower companies of all sizes across the workforce solutions ecosystem to connect, engage and educate themselves, utilizing tools and services to enhance their business success.

EDITORIAL

**Daily News Bulletins**
The Global Daily News brings you the latest staffing and employment news and updates, five days a week, including news on mergers and acquisitions, quarterly financial earnings reports and C-level updates.

**Staffing Industry Review Magazine**
Published eight times a year, *Staffing Industry Review* magazine provides expert advice on running a staffing business and boosting the bottom line. Complimentary print subscription is available with membership, along with online edition. [sireview.staffingindustry.com](http://sireview.staffingindustry.com)

**Staffing Segment Reports**
Regular roundups, of the biggest stories affecting staffing segments:

**The Staffing Stream**
A Staffing Industry Analyst online editorial property where hundreds of people from across the staffing ecosystem engage with each other. By tapping into the vast reach of the internet, The Staffing Stream will help you in real time so that you can be better informed; more connected and do your job even more effectively. [www.thestaffingstream.com](http://www.thestaffingstream.com)
CONFERENCES
All Corporate Members receive discounts for attending Staffing Industry Analysts’ award-winning events.

The next Executive Forum will be held at February 26 – March 1, 2018 at the Fontainebleau Hotel in Miami, FL. Staffing Industry Analysts’ flagship event is held every year in the US. Executive Forum is pre-eminent annual meeting for CEOs, owners and senior-level executives from staffing firms across industry sectors and sizes.
www.siexecutiveforum.com

Immediately following and co-located with the CWS Summit, Collaboration in the Gig Economy will be held September 13-14, 2017 at the Omni Dallas Hotel. This two-day event brings together contingent workforce solutions buyers, staffing suppliers and gig economy/human cloud companies for an intensive look at maximizing value in the increasingly sophisticated and tech driven talent supply chain. In 2018, Collaboration in Gig Economy makes its European debut following CWS Summit Europe in London, April 25-26, 2018.
www.collaborationgigeconomy.com

The Healthcare Staffing Summit will be held November 13-15, 2017 at The Fairmont in Dallas TX. This event takes a deep dive into the healthcare segment of staffing and features sessions specific to the strategic and tactical needs of firms focused on nursing, locum tenens and allied health among other segments.
www.healthcarestaffingsummit.com

The Executive Forum Europe will be held October 9-10, 2017 at The Grange St. Pauls in London. Building on the success of Executive Forum North America, Staffing Industry Analysts launched the first Executive Forum Europe event in 2014. Senior executives from staffing firms across Europe come together to learn about industry developments, to hear inspiring keynote speakers and to network with each other.
www.siexecutiveforum.eu
WEBINARS

Staffing Industry Report Webinar

Each month we’ll update you about the state of the economy, employment trends and developments in the staffing industry. We’ll also offer forecasts by geography, industry segment and sector, insight into what the buyer community is thinking and a roundup of our latest proprietary research. These are included as part of Corporate Membership, but also open to non-members for a small fee.

www.staffingindustry.com/webinars-staffing

CERTIFICATION & TRAINING

Certified Contingent Workforce Professional (CCWP)

Staffing Industry Analysts’ Certified Contingent Workforce Professional (CCWP) is an accreditation program designed for HR, procurement, MSP solution providers and others who manage or otherwise participate in corporate contingent staffing. The CCWP certification is available to Corporate Members at a discounted rate. Assessing and expanding the level of expertise of participants, the CCWP is an elite brand of CW program management professionals. To become certified, participants need to demonstrate knowledge of contingent workforce management best practices by taking a class and passing a rigorous certification exam. Successfully completing the program creates a level of designation that only a select few can call their own.

CCWP Statement of Work (SOW) Expert

Staffing Industry Analysts’ CCWP Statement Of Work Management Expert Certification is an accreditation program designed for HR, procurement, workforce solutions professionals, SOW solutions providers and others who manage a corporate contingent workforce program. The CCWP SOW Management Expert Certification assesses and extends the level of expertise in the practice of CW Program management to include SOW management services, a leading area of expansion in the field.
SOCIAL MEDIA
Stay connected with Staffing Industry Analysts (SIA) across social networks and channels.

@SIAnalysts
SIA’s company handles provide global coverage of the workforce solutions ecosystem

Staffing Industry Analysts’ Company Page provides SIA news, information and conference updates

Follow us here for more SIA news and posts.

Tune into to Staffing Industry Analysts’ video content, featuring thought leadership in action, conference highlights and more.
About Staffing Industry Analysts

Founded in 1989, Staffing Industry Analysts (SIA) is the global advisor on staffing and workforce solutions. Our proprietary research covers all categories of employed and non-employed work including temporary staffing, independent contracting and other types of contingent labor. SIA’s independent and objective analysis provides insights into the services and suppliers operating in the workforce solutions ecosystem, including staffing firms, managed service providers, recruitment process outsourcers, payrolling/compliance firms and talent acquisition technology specialists such as vendor management systems, online staffing platforms, crowdsourcing and online work services. We also provide training and accreditation with our unique Certified Contingent Workforce Professional (CCWP) program.

Known for our award-winning content, data, support tools, publications, executive conferences and events, we help both suppliers and buyers of workforce solutions make better-informed decisions that improve business results and minimize risk. As a division of the international business media company, Crain Communications Inc., SIA is headquartered in Mountain View, California, with offices in London, England.

For more information: www.staffingindustry.com