

fast facts: the rise of the free agent workforce

economic influence over free agent mentality

- More than 2-in-5 employees say they are more interested in non-traditional employment since the recent recession.
- Sixty-three percent of temporary or contract workers say the economy influenced their decision to become a temporary or contract worker.
- Nearly half of employees plan to retire after age 65. A full third (33%) plan to work as a temporary worker or contractor after they retire.
- There are more than 2.5 million workers in temporary positions, a number that has steadily grown since 2009.¹

long-term plan to work as free agent

- Nearly one-third (32%) of temporary or contract workers plan to work as such for the next 6 months to 3 years.
- Twenty-six percent plan to work as a temporary worker or contractor for the foreseeable future, or until they retire.

positive experiences & benefits drive free agency

- Seventy-eight percent of temporary and contract workers strongly or very strongly agree that their "experience as a contingent worker has been positive."
- Sixty-eight percent say that they view temporary or contingent work more positively now than they did before they worked as a free agent.
- Seven-in-ten temporary or contract workers would refer a friend or family member to work as a temporary or contract employee.

debunked: temporary/contract have lower job satisfaction levels

percentage of respondents who rated good, very good, excellent	permanent	temporary	contractor
My relationship with my immediate supervisor	84%	85%	88%
My current level of job satisfaction	73%	76%	86%
My current compensation level	66%	69%	76%
Training & career development opportunities in my organization	61%	63%	74%
Agree or strongly agree with "I am paid what I am worth"	42%	48%	60%

debunked: workers only choose temporary work in hopes of permanent employment

- While 25 percent of temporary/contract workers name “because it will lead to permanent employment” as their primary motivation for choosing contingent work, there are several other reasons why these employees chose free agency:
 - Flexibility of schedule (31%)
 - Money is better (28%)
 - I want to be in charge of my own career (21%)

debunked: temporary/contract employees are lower-caliber, lower-skilled workers

- Nearly one-third (32%) of workers who currently hold managerial or supervisory positions are working in a temporary capacity.
- Sixty-eight percent are in contractor positions, and another 63 percent of consultants are serving in managerial/supervisory roles.
- A full 40 percent of companies say that when they think about the top talent within their organization, many of them began as temporary workers.

- Temporary workers are more likely to agree or strongly agree with the statement, “being successful at work and moving up the career ladder is my top priority” (63%), compared to their permanent counterparts (44%).
- Seventy percent of temporary workers agree or strongly agree that, “My most important priority when thinking about my career is to get the next promotion,” compared to only 30 percent of permanent employees.

debunked: temporary/contract work offers less career growth

- Contrary to common perception, 63 percent of temporary and 73 percent of contract workers rated their growth potential with their current employer as good, very good, or excellent, compared to only 57 percent of permanent workers.
- Similarly, 74% of temporary and 76% of contractors said their growth potential was good/very good/excellent should they leave their employer, compared to 69% of permanent employees.
- Six-in-ten temporary/contract workers agree or strongly agree that, “working as a temporary or contingent worker has led to many great career opportunities.”

percentage of respondents who rated good, very good, excellent	permanent	temporary	contractor
I believe I have increased my career potential by periodically changing jobs	43%	59%	73%
I believe I have increased my earning potential by periodically changing jobs	42%	67%	69%
I have growing confidence in my ability to make a stable income by means other than a traditional work structure within a company	55%	74%	76%

¹ American Staffing Association