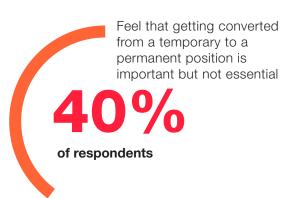
ATTRACTING & RETAINING CONTRACTORS

How to be an employer of choice

Contract employment on the rise





What do contractors want?

Monetary incentives

Effective communication with management

55% (\$)

50%



Clearly defined job responsibilities

45%



Key benefits of working as a contractor



Opportunity to gain more exposure



Shorter interview process



Experience in different industries without the need to commit



Higher pay



Better work-life balance

17% 15%

10%



See contracting as an opportunity to gain more experience, better exposure and learn new skills

Where specialist contract employees are found



- 50% Financial services & insurance
- 14% IT services & consumer electronics
- 14% Others
- 7% Oil & gas commodities
- 4% Manufacturing & industrial
- 2% FMCG

- 2% Pharmaceutical
- 2% Real Estate
- 2% Media
- 1% Shipping & logistics
- 1% Telecommunications
- 1% Tourism

Robert Walters (Singapore) Pte Ltd

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How to get the most out of your contract workforce

5 biggest challenges

What can employers do?

42% No job security



Pay premium salaries or offer completion bonuses



20% Lack of company inclusion



Have more engagement activities between permanent and contract staff



Lack of training and development



Expose contractors to internal or external training



Negative perd in the market

Negative perception



Raise awareness and education



Poor induction



Provide comprehensive orientation programme



Of contractors chose **recruiters** to secure their last contract position



On temporary employment would reconsider the option of leaving early if given a completion or retention bonus

Looking for specialist contractors? Speak to our recruiters today.



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