

IP Pro Index 2015

NEW WORLD OF WORK

The world of work is a changing global phenomenon with an ongoing fundamental shift in the international market towards assignment and project based work.

There are many factors that are contributing to this shift. These factors are not challenges but opportunities for organisations to improve upon productivity and profitability.

A range of global experts have provided us with extensive research focusing on workforce trends.

These reports capture insights from top level industry leaders from large global organisations.

The Deloitte's Human Capital Trends 2016, highlights the role of the contingent workforce saying,



70% of Executives and HR leaders ranked the contingent workforce as important to very important.

The 2015 Manpower Contingent Workforce Index reports that Australia has one of the largest most educated local contingent workforce around the world.

It is this contingent workforce that we need to understand, integrate and leverage a competitive advantage.

MAJOR CONTRIBUTING FACTORS

DEMOGRAPHIC SHIFT



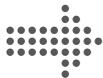
Attract and engage our future leaders:

- Understand their aspirations
- Be open minded and innovative
- Develop opportunities to encourage flexibility
- Embrace the generational differences

FLEXIBLE WORKFORCE

Technology is bringing the work and home closer together. Increasingly workers don't have to choose between work life or home life, rather they are opting to blend the two in an effort to increase their own productivity, resulting in a happier more content lifestyle.

BENEFITS EXPERIENCED FROM FLEXIBILITY PROGRAM

- Increased satisfaction  87%
- Increased productivity  71%

MIGRATION & MOBILITY

Due to the skill shortage demand, workers are much more mobile than ever before. Businesses are realising the need to groom talented employees with international experience.

PwC's Survey of Global Mobility Policies found the use of employers offered permanent transfer policies to substantially increase.



IN 2012
46%

IN 2002
29%

ABOUT THE IPRO INDEX

Independent Professional (IPro) is a modern term used to describe white collar contractors.

The IPro Index is a landmark research study conducted by Monash University and sponsored by Entity Solutions which focuses on the wellness and satisfaction of the contractor workforce.

The IPro Index for 2015 was sent out to over 10,000 IPros across Australia. The data was gathered at the end of 2015 via an online questionnaire.

The latest IPro Index marks the 7th consecutive year we have undertaken this research. With the aim to gain a better understanding of contracting experiences, issues and wellbeing from an IPro's perspective and highlights to

organisations and the global market in general, how to best engage and administer this growing sector of the workforce.

The IPro Index comprises a collection of four key areas (lifestyle, wellbeing, commitment and support) which capture overall attitudes towards professional contracting.

We begin the report with the special theme for 2015, the notion of identity. This theme is explored both in terms of how IPros see themselves as well as how they then compare themselves to standard permanent employees.

The IPro Index for 2015 resulted in an overall score of 7.6 out of 10.

“Our research into the IPro workforce is filling in the general lack of knowledge we have about what the growing normality of such arrangements hinders. This knowledge increases our ability to understand the broader implications and outcomes for individuals, organisations and society.

The results of our 2015 program add to this and also brings together the notions of self-identification and labelling to present a unique picture as to how IPros see themselves and how they wish to conduct their working lives.”

Dr Tui McKeown
Senior Lecturer
Monash University

TOPIC OF INTEREST

IPRO LABELS AND IDENTITY - WHAT'S IN A LABEL?

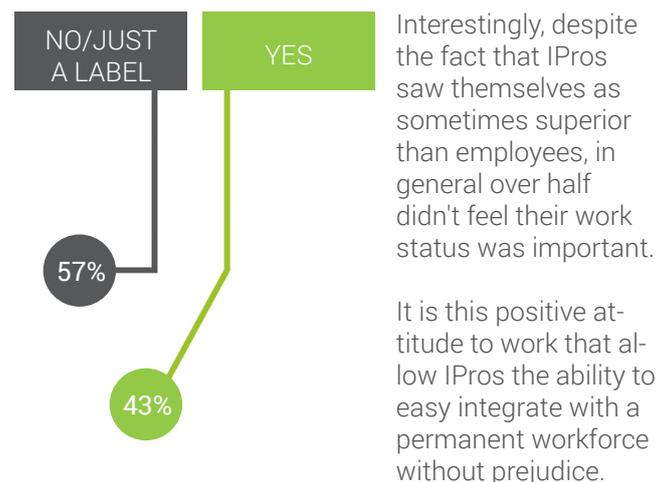
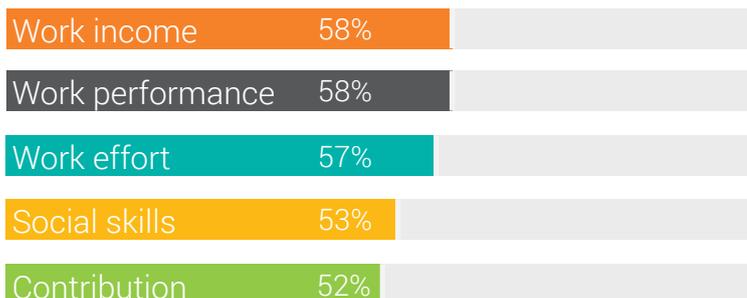
TOP 2 LABELS USED BY IPROS TO DESCRIBE THE WAY THEY WORK



SELF-COMPARISON TO FULL-TIME, PERMANENT EMPLOYEES

The notion of choice is widely regarded an important one within employment options and one extended in the 2015 IPro Index though the addition of a comparative set of items.

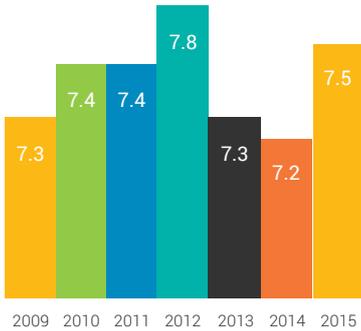
The major finding revealed here is that, IPros rate themselves, on a diverse range of measure, as either equivalent or superior to their fulltime, permanent counterparts within their current or most recent client organisation.



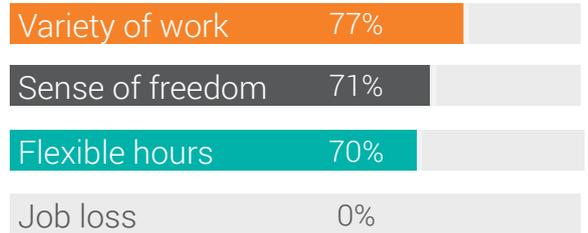
WORK STATUS IS "JUST"
A STATE OF MIND
ONLY 3 IN 7 CONSIDER IT
IMPORTANT

01

LIFESTYLE



WHY DO IPROS CHOOSE CONTRACTING?



The view of IPros being pulled rather than pushed into contracting work is once again evident and has been a consistent and decisive trend since 2009.

The key drivers behind the IPros' choice to engage in professional contracting work are variety of work, sense of freedom, flexible hours and perceived ability to earn more.

0% of people became an IPro due to a loss of a job.

IPRO'S SENSE OF SATISFACTION IS CLEAR:



Are generally satisfied with the kind of work they do as an IPro



Of people working as an IPro often think of quitting



WELLBEING

02

91% Proud of the work that they do

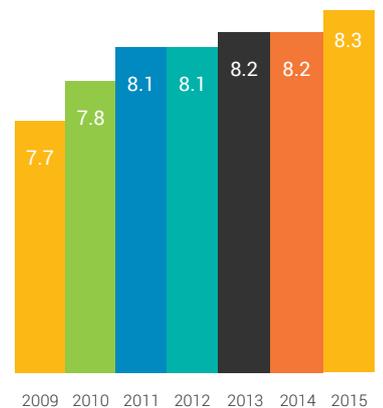
Feel happy when they are working intensely 85%

87% Enthusiastic about their job

Immersed in their work 81%

MORE THAN 97% OF ALL IPROS SAID THEY:

- Feel past experiences in their job, prepared them well for the future
- Can usually find several solutions when confronted with a problem
- Can usually handle whatever comes their way
- Feel prepared for most of the demands in their jobs

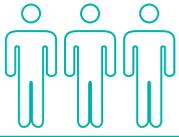


Overall, the results provide a very strong match between IPros' choice of career, their wellbeing and personality. The view of IPros emerging once again in 2015, is that they are highly competent, resourceful and self-aware individuals who are generally very comfortable with their choice of vocation.

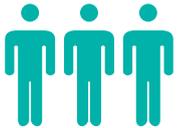


COMMITMENT TO CURRENT CLIENT

03



1 IN 2 FEEL



Their current client organisation has a great deal of personal meaning to them

They would be very happy to spend the rest of their career working for their current client organisation

Feel as if their current client organisation's problems are their own



Overall, this result confirms that over half of the IPros do experience a sense of commitment to their current client organisation. This is a pleasing result for organisations engaging the services of IPros and suggests there may be potential for a reassessment of to the nature of the client-IPro relationship.

It appears that for some IPros, the relationship with their current client organisation involves an emotional or relational element.

HOW CAN WE DRIVE COMMITMENT FROM IPROS?

01

Isolation impacts our success, incorporate inclusion strategies

02

Culture drives behaviour, shape and harness it

03

Innovation inspires us, consider every idea

04

PERCEIVED SUPPORT FROM CURRENT CLIENT



67%

Feel that their current client organisation cares about their opinion

65%

Feel that their current client organisation has help available when they have a problem

62%

Disagree that their current client organisation shows very little concern for them



These positive responses generally reaffirm many IPros feel their current client organisation values them.

WERE PROMISES UPHeld?



Agree that all the promises made by their current client organisation during the contract negotiation process have been kept so far

73%



Disagree that their client organisation has broken many of its promises to me even though I've upheld my side of the deal

10%

It supports the view that when managed effectively, the IPro-client relationship will foster mutual trust between the parties and thus match the objectives and expectations of both the IPro and the client organisation.