

**SKILLS FRAMEWORK FOR HUMAN RESOURCE
TECHNICAL SKILLS & COMPETENCIES (TSC) REFERENCE DOCUMENT**

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	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
				HRS-PDV-4026-1.1	HRS-PDV-5026-1.1	HRS-PDV-6026-1.1
				Implement contingent workforce sourcing and management plans	Develop plans to source for and manage contingent workforce	Formulate organisational strategies to manage contingent workforce
Knowledge				<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Trends in workforce demographic changes Business implications of different talent sourcing models Budget setting techniques Culture change management techniques
Abilities				<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Determine 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