What's Next in Contingent Staffing

Raise's **3 Keys** to Establishing a Successful Program

Introduction

This year has been filled with change.

Technology—everything from candidate matching to AI Agents and **skills-based hiring**—is changing the day-to-day of recruitment.

Monster, once the undisputed leader of job boards, has filed for bankruptcy. And the global economy is still in flux, trying to find equilibrium between political conflicts, technological advances, and shortages of skilled talent. **It's hard to say where we are going next because we don't really know where we are right now.**

Unfortunately, businesses don't have the luxury of waiting around to see what happens next. Every day brings with it new challenges that will shape success today and tomorrow: which ATS to use for your contingent staffing program; what datasets are most predictive for success; how you manage multiple vendors for staffing, onboarding, payroll.

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Choose right and your company could gain an edge, adopting a new technology that changes everything. But what if instead, your new hiring platform gets outclassed by something new 6 months later?

These are just some of the uncertainties that are punctuating today's labor market and affecting contingent staffing programs that are trying to deliver on projects efficiently.

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I'm sorry to say we can't tell you what's going to happen next. **A flexible approach is the best way to tackle challenges in the near-term.**

How is Raise staying flexible? **By combing people, process and tech to configure flexible solutions that traditional staffing can't match:** Skills-based hiring to prevent candidate fraud; automated onboarding to move faster; a supplier marketplace that has already connected 6000 prequalified suppliers.

Without further ado, here are Raise's 3 keys to successful staffing programs for this year and beyond.

Managing Uncertainty

Making Impactful Decisions in Uncertain Times

The future of contingent staffing is as murky as it has ever been:

- **?** **Technology is changing how people work and which jobs are automated**
- **?** **Technology is changing how we source, hire and manage workers**
- **?** **The economy continues to be volatile, in part thanks to tech**

...and planning for hiring over the next five years is like driving through a thick fog—except there's also a mechanic under your car trying to transform your 4-cylinder into a jet engine, while your drive.

There are contrasting views on how this will all play out. Keith Ferrazzi over at **Forbes** says that AI is poised to change recruitment forever: "[AI] is the architect of the future...What was once the domain of recruiters is now being rapidly overtaken by machine learning, natural language. processing, and predictive analytics."

On the other hand, MIT Economist and Nobel Laureate Daron Acemoglu thinks that **AI will only automate about 5% of tasks and add a mere 1% to the global GDP**.

With so much disagreement in the business world (and no crystal ball in sight), we need to hope for the best and plan for the worst.

No one likes driving in the fog. It's challenging, its uncertain, and it increases the chances you're going to make a mistake. But if that's true for your business it is also true of everyone else—**the future will favor the best and brightest planners for tomorrow's contingencies.**

So how can you mitigate the risks of an uncertain future?

- ✓ **Understand the strengths and weaknesses of your program** — innovation is about learning and adapting. Understand what's working and build on it.

- ✓ **Lean into trials when adopting new tech or process —** Validate before you commit. Build workflows for your business, not for your tech.

- ✓ **Focus on flexible solutions to workforce issues** — Being able to pivot, and having someone help you do it, has never been more important.

Staying Flexible

Finding the right people, process and tech

The volume of hiring solutions available on the market right now is staggering. People Managing People (a popular HR review site) recently [looked at 40+ ATSs available on the market;](#) [a similar site reviewed 60+ AI recruitment](#) tools in July of 2025.

Let that sink in for a minute. **There is so much tech available that we apparently need Expedia for HR to compare and select our options** (not sure about the discounts though). And when you're building or updating a contingent staffing program, that's only step number one—there is still onboarding, payrolling, workflows and reporting to consider.

> **Committing to any one approach can severely limit your flexibility**

Let's say you're the captain of a boat. If you get a hole in your boat, and you have a carpenter, a shipbuilder, and a general contractor on board, all claiming they can fix your problem, how do you choose? They all have different solutions, with different costs, risks and benefits.

Hiring is in a similar place right now—**technology platforms, staffing companies, and consultants all have different approaches and different solutions for the issues of today's contingent workforce programs.** Some have powerful technology that promises to fix everything. Others have ready made solutions that claim to work for any program. **Committing to any one approach can severely limit your flexibility.**

The reality is that different programs have different needs. We all work in our own industries that have their own norms. We have different company cultures with different hiring managers, each with their own ways of doing things. **No single tech or process is going to be able to address the complexities of a large organization.** And the same is true for any large scale, ready-made program that isn't adaptable to changing needs.

A big part of staying flexible is protecting your ability to choose new options as things change.

So the best way to fix your boat? **Get the contractor to hire the carpenter and the shipbuilder and let them figure out the details, while you talk some sense into whoever's steering the ship!**

Using the right Tech

How to plan for tomorrow's tech today

There's plenty of healthy debate on where technology is going next.

But for staffing specifically, there are a few areas of focus: like how AI is being leveraged to **meet measurable hiring outcomes,** or how learning platforms can increase employee retention by **helping employees self-asses upskill** on their own.

But outside of theoretical conversations there are practical ones too: the kinds that happen between CEOs, hiring managers, managers, and workers. **Like:**

1 Can we use AI to reduce staffing costs without losing too much quality in our product or services?

2 Do we need to hire specialists or consultants to implement new technology?

3 Do we need 4 resources to complete our next project on time, or can we hire 2 people and empower them with AI?

4 How much better will the tech be in 2 years, 5 years, 10 years?

While this looks like quite the laundry list, they are all getting at the same thing: **how can we use AI technology to advance our business objectives?**

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And this is where things get tricky, because every business is different. Tech that revolutionizes healthcare could be immaterial to oil and gas. AI matching for large pools of light industrial workers could be useless for small businesses. Just because a new tech is promising, doesn't make it optimal for you.

This makes it imperative for contingent staffers to use the right technology, rather than innovating for innovations' sake. Industry specific knowledge—like which tech platforms and processes are effective for which industry—invaluable in today's staffing environment.

Working with a trusted staffing partner can be a great way to mitigate the risks of new technology while ensuring your programs have access to platforms that are already being used effectively. And if they can work with your existing process, like Raise will, that's even better.

Conclusion

Change is a constant in staffing—and that's usually a good thing, because it means we're constantly adapting and getting better.

But when change happens too quickly we can find ourselves in challenging positions—either making rash decisions to try and keep up, or waiting too long and getting left behind.

Here's how you can stay ahead of changes without overcommitting:

1 Understand the specific goals and the needs of your program—if you're not sure, get advice from a staffing firm or consultant experienced in your industry

2 Stay Flexible —more change can always be coming. Don't overcommit, and try to find staffing options that will change with you.

3 Mitigate risks by working with trusted partners—handling massive change by yourself is a challenge. Working with a partner can help you pivot faster and better than you can by yourself.

4 Use tech that makes sense for you—just because tech is good doesn't make it good for you. Pilot, trial, and understand the impacts of tech on your business, so you can build proper workflows alongside it

If you want to see how Raise has helped build innovative programs using talented people, smart process, and innovative tech, take a look at our Innovations Page – it has details on our in-house product team, case studies of successful implementations, and more.