



**STATE OF  
CONTRACTING**

**2023** REPORT

# STATE OF CONTRACTING



**Hear the opinions, challenges and  
insights from over 600 contractors**



Welcome to the 2023 edition of our annual **State of Contracting** Survey, where we share with you the latest insights on the market and changing landscape of contracting from the perspective of our 620+ respondents.

## 1. Has the profile of a Contractor changed?

*The background and demographic shifts*

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## 2. Market Sentiment

*Insights into the trends of contractor sentiment and market demand*

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## 3. Working Overseas

*Sharing thoughts from our contractors on the opportunities of living and working abroad*

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## 4. Contracting Lifestyle

*Contractors give their overview on contracting and what matters to them the most.*

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## 5. Culture First

*A deeper insight into what contractors value the most about a company's culture.*

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## 6. Evaluating a potential job role

*What contractors look for when considering a new role*

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## 7. Preferred Working arrangements

*How contractors like to work*

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## 8. Top Perks of a role

*What the most important aspects of a job are to our contractors*

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## 9. Contractors searching behaviours

*How our contractors navigate their job search*





# How has the profile of a contractor changed?

The profile of contractors has evolved over time, reflecting changes in the overall workforce, and we are now observing a more diverse mix of experience levels. Typically, white-collar contractors in sectors such as IT, banking, and finance have been dominated by professionals with over 20 years of experience in a specific field.

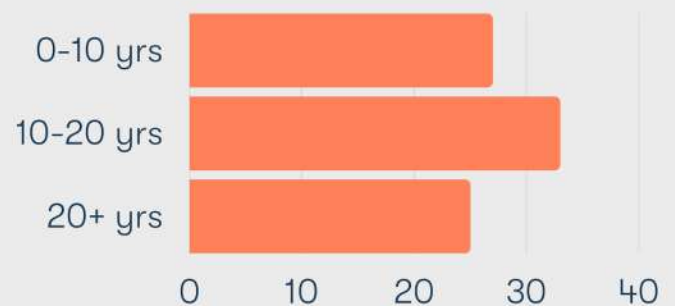
As niche industries like cyber security and app development continue to grow, we are seeing a shift in the requirements for professionals in these fields. With the increasing demand for specialised skills and expertise, it is becoming more common to find professionals with 5-10 years of experience solely dedicated to a specific niche skillset.

It is predicted that by 2025, 75% of the workforce will be made up of Millennials and Gen Z and we are seeing a slight increase every year in both those age groups in our survey. It is important for any employer to stay on top of the needs and attitudes of the growing and changing workforce.

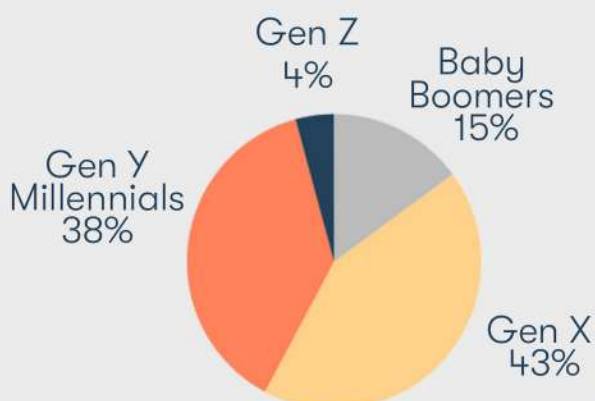
## Top industries represented in our survey



## How many years of experience do you have in your profession?



## Which generation do you belong to?



## Most common terms in job titles

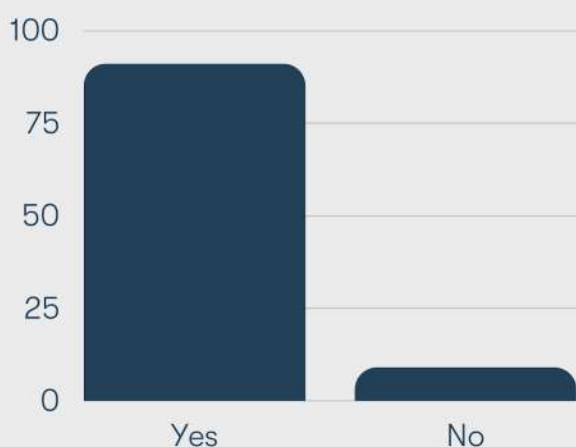
**Engineer** **Specialist** **Technical**  
**Senior** **Project**  
**Business Analyst** **Manager**  
**Developer** **Consultant**

We've also seen a steady increase in the pay rate of contractors in the key industries that make up this survey. The market saw a significant spike in rates never seen before due to the overwhelming demand and shortage of talent.

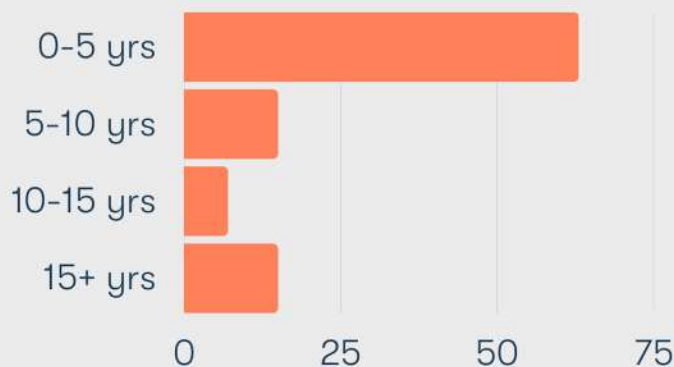
The number of women respondents in contracting roles in these traditionally male-dominated industries has increased from just 15% 2 years ago to 37% in 2023. The increase could be attributed to several factors including efforts to increase gender diversity, the recognition of the value of women in these roles, changing societal attitudes towards gender roles, and the availability of more flexible working arrangements. These changes have led to a shift in the types of jobs and roles that women are willing and able to pursue.

Of the 600+ respondents, the large majority have contracted for 5 years or less. This indicates that a significant number of them were exposed to contracting either just before or during the pandemic years, and this year have continued to pursue contracting as a result. When asked if they preferred to contract, 91% of respondents said they would be open to choose contract roles over permanent in the future.

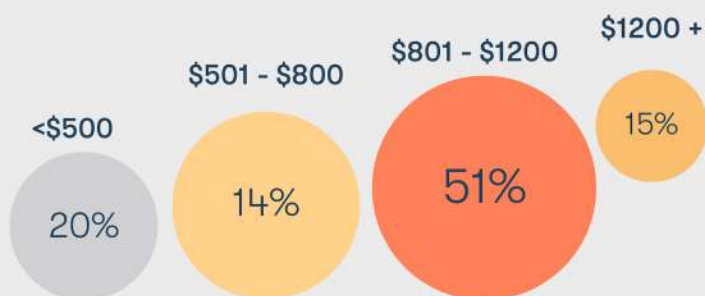
### Do you prefer contracting?



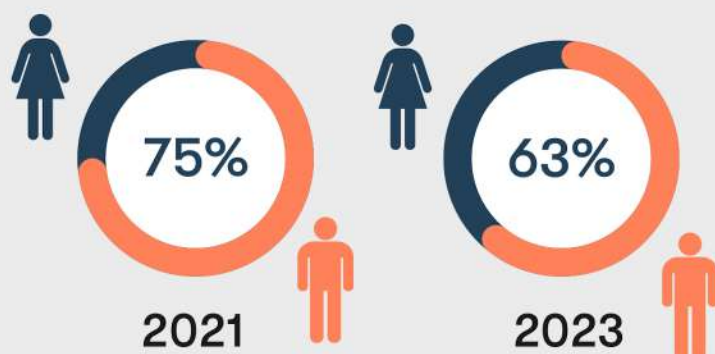
### How long have you been a contractor?



### What is your daily pay rate?



### What is your gender?





# Market Sentiment



## Would you recommend contracting?

93% of contractors would recommend contracting to their friends and colleagues. Signifying that because most contractors find their work to be so gratifying and fulfilling, they are happy to promote the benefits of contracting to others in their professional and personal networks.

## Has your experiences in the last few years (eg. The Pandemic) impacted your opinions on contracting?

13% of respondents reported an increase in contracting roles since the pandemic due to the rise of hybrid and remote work opportunities. Meanwhile, a significant majority of 86% of contractors stated that their positive views towards contracting remained unchanged.



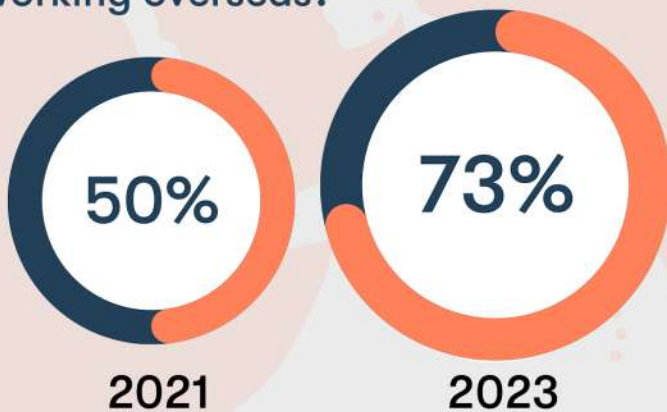
## Would being part of a global community of contractors be of value to you?



Overall, two-thirds of respondents were open to connecting to like-minded contractors.

# Working Overseas

Would you consider moving and working overseas?



Nearly three quarters of all contractors expressed a willingness to relocate overseas for a job opportunity. This is a significant increase from last year when 50% expressed the same openness.

This trend can be attributed to the growing popularity of remote work, as many workers seek out job opportunities that allow them to work from anywhere.

Where would you be interested to move to?

- 1st** UK/EU - 430
- 2nd** ASIA - 185
- 3rd** USA/  
CANADA - 148



How long would you intend to stay abroad?



Why would you look to work overseas?

- 1** For the adventure of travel
- 2** To gain new/advance skills in a global market
- 3** To build my network on an international level
- 4** To work remotely while still for the same client/employer



# Contracting Lifestyle

We asked our contractors for their take on contracting and what matters to them.

INDEPENDENCE  
FREEDOM  
FLEXIBILITY

## What do you enjoy the most about contracting?

Independence, freedom and flexibility continue to be the main reasons that our respondents contract, together with the higher pay rates they can command. Staying out of office politics, being exposed to new technology and meeting new people also rated highly.

## What are the top challenges you have faced as a contractor?

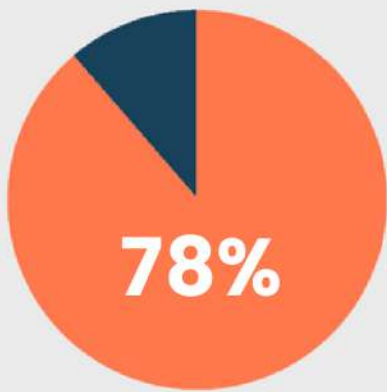
- 1 Securing continual work
- 2 Negotiating contracts
- 3 Balancing personal needs
- 4 Issues collaborating with staff + internal systems

"The best thing about being a contractor is the freedom to choose projects and clients, the variety of work experiences, and the opportunity to earn more compensation."

"Better wage. More diversity. Exposure to new technologies. Exposure to different ways of working. Always learning new things."

# Culture First

How important is a company's culture to you?



Open communication and collaboration continue to be the most important aspect of culture in any organisation for a contractor. Because their role requires them to produce quickly, the easy access to information and openness of their teams is paramount to their ability to deliver on their job.

Management style, like in any workplace is also a key area of culture that determines how well a contractor performs and feels valued. Workplace flexibility was also high on the scale for contractors.

How do you rate these aspects of company culture?

Open Communication & Collaboration



Management Style



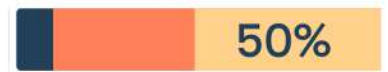
Ethical Behaviour



Workplace Flexibility



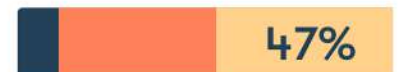
Diversity & Inclusion



Inclusion in team/staff activities



Candidate & Onboarding Process



Very important

Somewhat important

Not important





# Evaluating a Potential Role

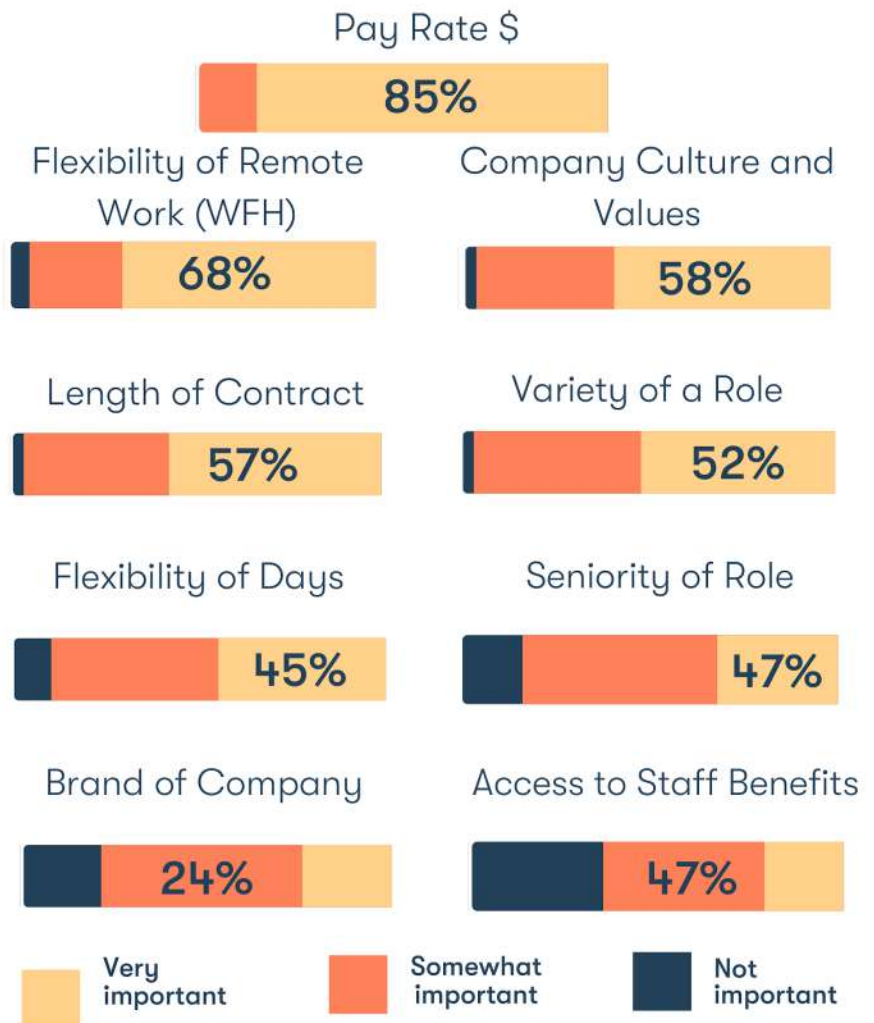
When considering a new contract role now, how important are the following?



Pay rate remains the single most important aspect of a potential contract offer with 85% stating that it is very important.

Following this with a 68% rating (as very important) is the flexibility to work from home or anywhere.

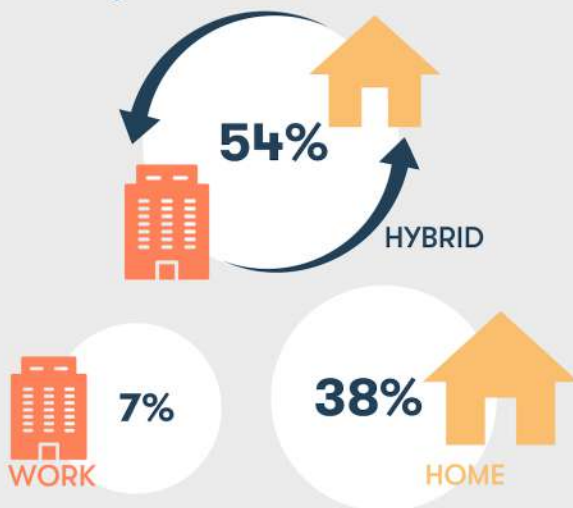
Company culture and values and the length of the contract are also considered more important when considering a role. The seniority and brand of the company has had slightly decreasing importance in recent years.





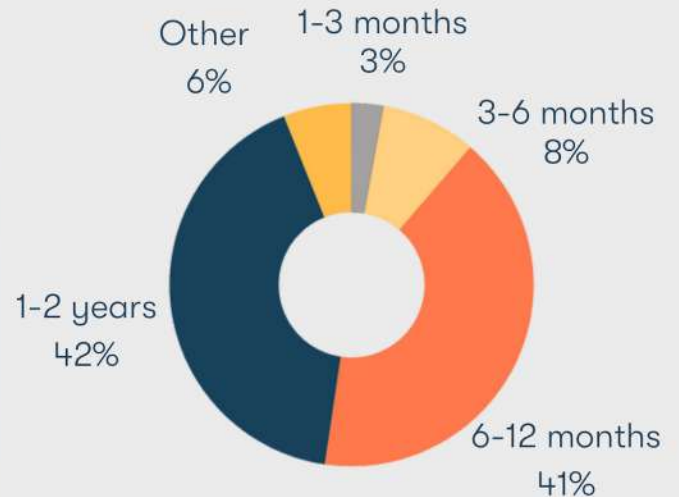
# Preferred Working Arrangements

What is your preferred way of working?



Working remotely has seen a rise of 10% in the last two years as has the preference of a hybrid work model. 38% say they prefer to work exclusively from home or remotely. Working in an office full time has decreased by 5% from 2021.

What is your ideal contract length?



Contractors showing a preference for longer contract lengths can be for several reasons, including greater stability and financial planning, higher earnings, career development, and improved work-life balance.

Longer contract lengths can provide contractors with a sense of security, more opportunities for growth, and the ability to negotiate higher rates, while also benefiting clients through greater project continuity.

If you had to choose, would you prefer a high pay rate over a long contract?

Survey respondents were asked to rate their answer on a scale of 1-100.



Responses were analysed based on age, length of time in profession and years of experience contracting, and in all cases the results remained at an average of 36-37/100 which leans slightly towards a higher pay rate over a longer contract.



# Top Perks of a Role

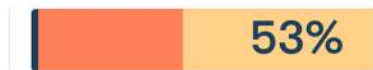
What are the most important aspects of a role?

- 1 Payrate
- 2 Company culture
- 3 Length of contract
- 4 Variety and scope
- 5 Flexibility

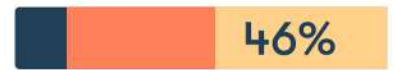
How do you rate the following workplace benefits?



Access to Latest Technology



Access to Learning and Development



Access to Health and Wellbeing



Access to Staff Perks (Retail Discounts)



In your opinion, what can companies/recruiters do to attract your interest and improve the experience for contractors?

When considering a role, contractors primarily look at the daily rate, work arrangement flexibility, and company culture. Once in a position, team inclusion and equality are highly valued. Supported by factual job requirements and honest feedback, building a healthy pipeline of opportunities with industry-savvy recruiters is crucial.

“Care for the welfare and interest of contractors. Feedback and suggestions on career are also highly appreciated.”

“Prioritise a workplace culture that supports contractors.”

“Recruiters to keep an ongoing relationship so they know what I am looking for and what roles are suitable.”



# Contractors Searching Behaviours

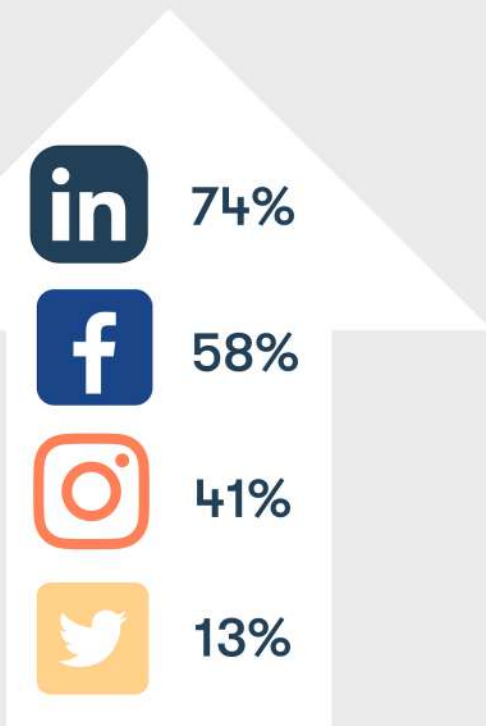
Which resources do you use to find work?



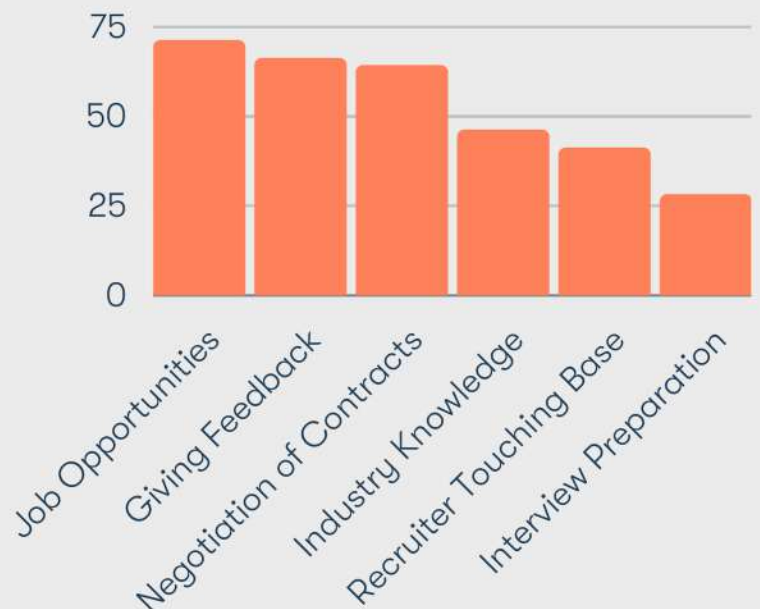
Based on our data analysis, online job boards and LinkedIn remain the most commonly used resources by contractors to find work. While LinkedIn was the most popular choice during the pandemic in 2021, our recent data shows a shift back to online job boards. However, social media platforms such as LinkedIn and Facebook are still widely used by contractors for job hunting purposes.

Furthermore, when assessing the services that recruiters offer, contractors consider job opportunities and feedback as the most important factors. This highlights the significance of clear communication and timely updates from recruiters to help contractors secure suitable job placements.

What social media platforms do you regularly use?



What services or benefits do you value the most from recruiters?





# Thank you for reading our report on the State of Contracting.

A special mention to the 620 + contractors who gave us their insights and tips through our annual State of Contracting survey.

We hope you found this survey and report insightful. If you'd like to know more about how Oncore can help you, head over to our website at [www.oncoreservices.com](http://www.oncoreservices.com) or click on the links below.



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