



## **Interim staff resourcing for short term interim projects on data driven services**

### **Q & A**

**Q) Do you engage in regional and academic institutions as a company strategy to ensure that these skillsets are fed through into HE curriculum?**

A) No. However, we started to work with some apprenticeship providers – Digital Native provide apprenticeships based on the apprentice Levy. They will go to organisations and come up with a bespoke training course, if the demand is high enough, for people who are typically postgrad and come up with a way of bringing those people in under the apprenticeship level, so they are hitting the ground running. They also do career shifts within organisation, using the apprenticeship levy to retrain people within your organisation specifically they do that within the data remit.

**Q) How much do you see people hiring a fractional skillset – for example, instead of getting someone in fulltime they get someone in for a day a week? Do you see a trend with people contracting to deliver a project – bringing people in with a specific output? Are those two things growing?**

A) Yes, they are. IR35 are leading the way on this. Having multiple income streams is beneficial for contractors – so that market is maturing. I think contractors are still finding it difficult to balance the books to make sure they've got 5 days worth of work. Certainly in more senior positions there is more fractional work going on. And yes, outcome based is more and more prevalent because it does help circumnavigate IR35 to some degree. So 'Statement of Work' are now being included in people's contracts and I think that's going to be the way the industry goes.

**Q) Has the market become more settled following IR35 changes? It seemed pre-Covid that contractors were heading to permanent roles and there were concerns there would then be a lack of skills in the market.**

A) The delay in the implementation of IR35 has allowed the market to get a better feel for how it will likely be implemented by businesses. Most big banks for example have already said that they will go 'blanket inside', so if you are a contractor within that space then your options are to go via an umbrella, or look for a permanent role. Promisingly many other organisations are taking a case by case pragmatic approach so as long as their working practices are well designed they should be able to take on 'outside' contractors where appropriate. The reality is that the contract market will decrease in size, in both supply and demand. More companies will turn to consultancies for delivery to avoid the risk, although it will increase cost. However from everything we are seeing the market will still exist and contract will still be the quickest and cheapest way to bring in specialist skilled and flexible resource.