

IPro Index 2014

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 about the contract workforce in Australia.

The IPro Index has been designed to gain a better understanding of contracting experiences, issues and wellbeing from an IPro's perspective and highlights to organisations and the market in general how to best engage

and manage this growing sector of the country's workforce.

The IPro Index for 2014 is calculated from the responses submitted by 381 IPros across Australia. The data was gathered between June and July 2014 via an online questionnaire.

The IPro Index comprises a collection of four key areas which capture overall attitudes towards professional contracting.

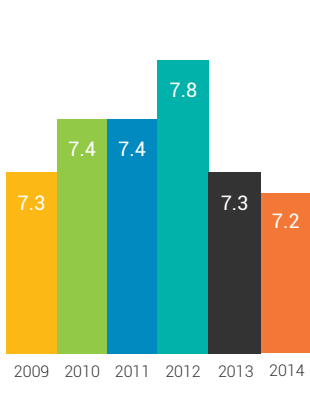
The IPro Index for 2014 is 7.2 out of 10.

“ The value that IPros bring to business is undeniable. Almost counter-intuitively given their love for variety and flexibility, they are a very stable resource due to their commitment to their employers and the task at hand.

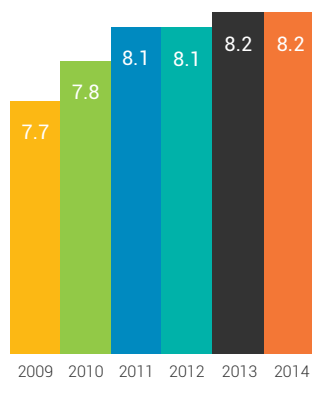
Their optimism and strong belief in self equips them for the ups and downs of contracting, and they are at the forefront when it comes to exploiting social media for business and social benefit. The IPro picture is one of being switched on, networked and in control. ”

Dr Tui McKeown
Senior Lecturer
Monash University

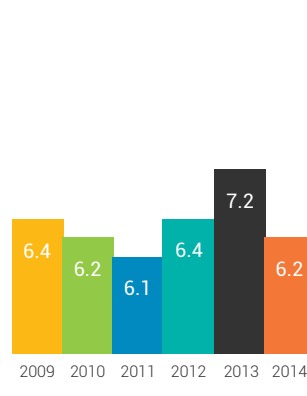
INDEX CATEGORIES



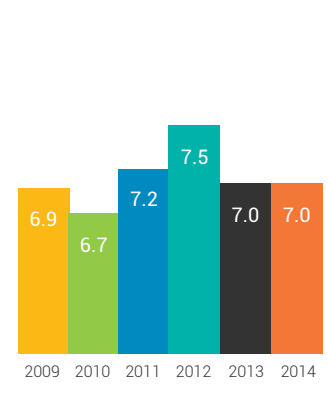
Lifestyle



Wellbeing



Commitment to current client



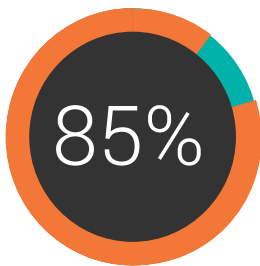
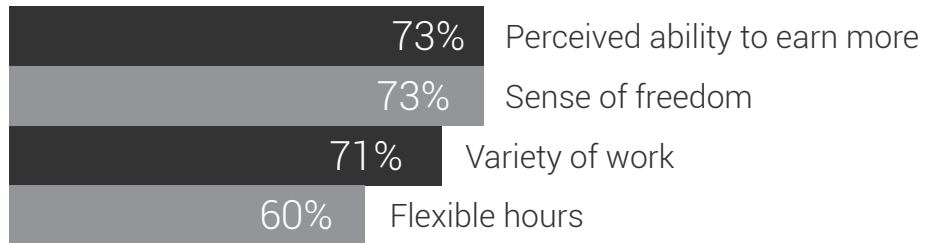
Perceived support from current client

01

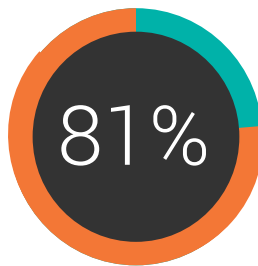
LIFESTYLE



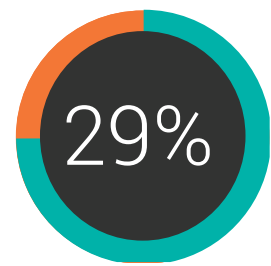
MAJOR REASONS FOR ENGAGING IN PROFESSIONAL CONTRACTING WORK



Generally satisfied with the kind of work they do as an IPro



Very satisfied with working as an IPro



Frequently think of ceasing work as an IPro

89% Proud of the work that they do

Feel happy when they are working intensely 87%

84% Enthusiastic about their job

Immersed in their work 83%



WELLBEING 02

97%



Can usually handle whatever comes their way

Can usually find several solutions when confronted with a problem

Remain calm when facing difficulties in their job

Feel past experiences in their job have prepared them well for the future

Feel prepared for most of the demands in their jobs



COMMITMENT TO CURRENT CLIENT

03



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

1 IN 2 FEEL

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



As if their current client organisation's problems are their own

Experience a sense of commitment to their current client

62%

“ The IPro Index continues to demonstrate that IPros see themselves as business partners and it's an inherent part of their role to step up to business challenges, deal with client problems as if they were their own and remain loyal to the client until their value diminishes.

Engaging an IPro provides businesses with the freedom to bring in new skills, and to staff up or down as demand requires, and can be extraordinarily powerful for businesses wanting to achieve cost containment, whilst at the same time having the right resources to enable growth. ”

Matthew Franceschini
Chief Executive Officer
Entity Solutions

04

PERCEIVED SUPPORT FROM CURRENT CLIENT



HOW COMMITTED AND SUPPORTIVE THEY FEEL THEIR CLIENT ORGANISATIONS WERE TO THEM

70%

Feel that their current client organisation cares about their opinion

66%

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



TRUST

67%

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

68%

Agree that their current client organisation has come through in fulfilling the promises made when the IPro was engaged

71%

Disagree that their client organisation has broken many of its promises to them even though the IPro has upheld their side of the deal



MONASH University

This research was independently conducted by
The Department of Management, Monash University

TOPICS OF INTEREST

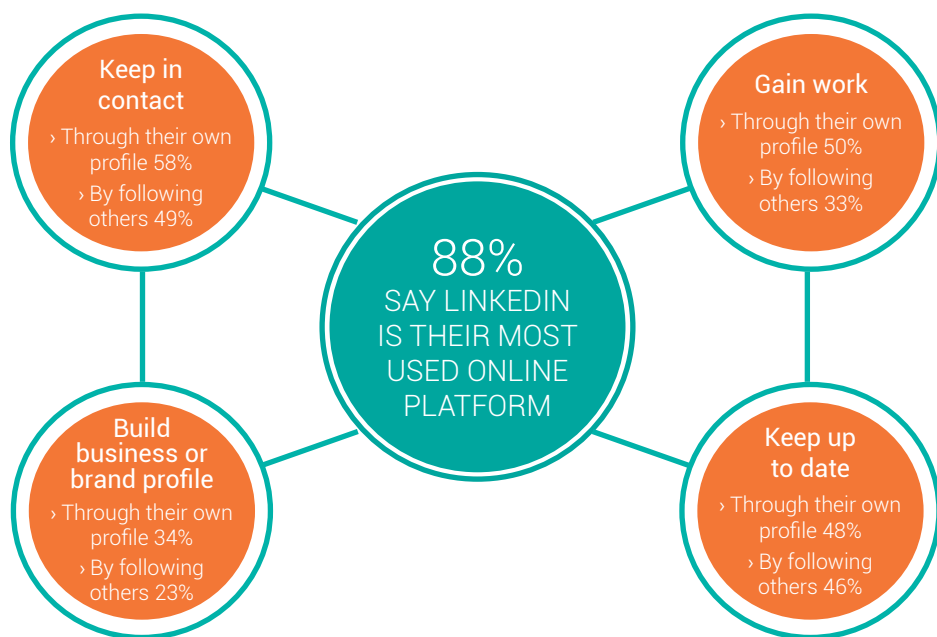


EMPLOYMENT ALTERNATIVES

52% Feel that finding IPro work in their current geographical area **as good as** the work they have now would be "somewhat easy" to "very easy"

Feel that finding IPro work in their current geographical area **better work** would be "quite difficult" to "very difficult" **65%**

HOW IPROS ARE ENGAGING WITH THE WORLDS LARGEST ONLINE NETWORKING PLATFORM: LINKEDIN



TOP 3 LABELS USED BY IPROS TO DESCRIBE THE WAY THEY WORK



77% Indicated they decided on the labels used to describe the way they work

WHAT WE NOW KNOW

Overall IPros continue to prove that they are:

- Generally satisfied working as an IPro;
- Proud, happy and enthusiastic about their work;
- Highly competent, resilient and self-aware individuals;
- Committed to employers who value their contributions, care about their wellbeing and honour promises to them;
- Prepared to share control and ownership with the client organisation;
- An invaluable contributor of productivity within client organisations;
- A sustainable workforce in Australia.