**Worksome - Scale Up Disruptor Award (796 words)**

Founded in Denmark in 2016, Worksome is the first all-in-one solution for simplifying the management of freelancers and contractors across the globe. Their innovative system automates payments, billing, and compliance processes while sourcing and maintaining a dynamic workforce. Worksome harnesses the talent of more than 30,000 hardworking freelancers; its pool of entrepreneurs offer 39,000 unique skillsets across 12 categories including Software and IT, Design and Creative Work, Finance and Management Consulting, and an array of niche skills within engineering and pharmaceuticals. The company not only saves businesses time and money while reducing risk, but also makes the globalised future of work a reality for businesses and workers alike.   
  
Historically, navigating the freelancer market has proven challenging for mid-to-large companies. This is especially the case for businesses which either do not have a system in place to manage freelancers at scale or those utilising legacy IT solutions such as Vendor Management Systems. Antiquated systems like these render it impossible for procurement teams to forecast labor costs accurately, manage payments, and optimize. Laborious admin and unnecessary time-wasting results while freelancers are often short-changed by being paid late or not at all.   
  
This is where Worksome steps in. The company solves systems and processes challenges all too common within standard freelancer platforms. Worksome disrupts the market by streamlining and automating solutions amongst competitors which still use handheld processes and outdated technology for complex compliance management to oversee their workforce. Unfortunately, these processes are simply not cut out for complex, global workforces in a fast-moving world.   
  
The OLIVER Agency is exemplary of Worksome’s customer impact. As a company of 2,500 employees onboarding around 85 freelancers a year, up to 5.25 hours per contract each week had been allocated for admin work. After harnessing Worksome, admin has decreased to only 1.4 hours per contract each week. This extraordinary 74% time savings directly translates into a major annual savings of $30k for the company. This cost savings is not unusual for Worksome clients – in fact, by utilising its services, businesses typically see incredible benefits in both time and financial savings.

Worksome also benefits freelancers. In a recent survey, 60% of freelancers reported they were paid faster when hired through the platform – *at least* on time, and sometimes even, upfront. The company integrally supports people’s choice of a more flexible and rewarding career. From the very beginning, it has provided a minimum wage setting on the platform (at least $750 USD/DKK 5000 for a project) to ensure freelancers are always paid properly for their work. Other freelancer platforms do not offer this setting. Worksome’s point of difference is to equally benefit employer and employee so everyone wins.

When COVID disrupted regular work patterns in 2020, many people began rethinking their choices – demanding fewer working hours and more flexibility at work. This led to workers leaving their jobs at historic rates, with 47.4 million Americans resigning. This ‘Great Resignation’ transformed the job market by creating more roles at companies which needed to be filled quickly and a larger pool of highly qualified freelancers looking for flexible contracts.  
  
During this time, Worksome’s integrated solutions successfully serviced the needs of both parties which helped the company scale and evolve. In fact, between October 2020 and October 2021, Worksome increased its US corporate contracts nine-fold and grew its active client base to 550 including Fortune 500 companies, such as LEGO, Accenture, Unilever, and Novo Nordisk. Meanwhile, its talent pool expanded to 30,000 registered freelancers with a remarkable 600% rise in the number of freelancers hired through the platform globally. The company’s astounding success can easily be seen by its rapid growth into 2021. This includes quadrupling its revenues, opening offices in New York and London, and expanding its workforce by 300% (100+ people) including taking on former Google executive Sune Nielsen as Head of Customer Success. Clients were invoiced an average of $300,000 each, equating to a revenue growth of 400% YOY.

Worksome’s transparent values benefit employers and freelancers equally, resulting in high employee and customer retention. Through exemplifying the ethos they aim to create, a highly engaged culture permeates through the company. The flexibility in the work-culture provides an opportunity for freelancers to experience a genuinely more rewarding career while a streamlined system supports economic growth by helping companies overcome talent shortage in the digital economy. By supplying companies with readily available talent at low fees, Worksome enables faster innovation and execution. The company has now set its sights on growth in 2022 by furthering its US presence while launching a mid-market package to diversify the company focus. Through maintaining their edge by smoothing out structure, processes and service delivery in a way competitors fail to do, employers and freelancers experience enhanced satisfaction and ease of doing business without limits.