

VENUES & HOSPITALITY NETWORKS

The Future of Flexible Work in Venues & Hospitality Networks

What shift-based hospitality operators need to know about running a 1099 talent network.

87%

of contractor-management leaders are in some posture of buying or shopping for a fix: already invested, evaluating, or planning 2026 investment.



THE FUTURE OF FLEXIBLE WORK · 2026

The Future of Flexible Work in Hospitality Networks

What shift-based and on-demand networks tell us about running a 1099 talent network.

Shift-based networks diverge from the cross-industry mean in three places that hospitality operators feel.

Across 500+ finance, HR, and operations leaders in seven verticals, shift-based and on-demand networks break from the baseline on three measures: gig-worker mix, banking-setup pain, and seasonal hiring posture. **Here's what's driving each gap, and what the leading hospitality networks are doing differently.**

ABOUT THE DATA

Who is this for Ops, finance, and HR leaders at event staffing agencies, hospitality talent networks, and venue operators running 1099 shift workers at scale

Shift-based & on-demand respondents **217**

Total survey sample **500+**

Company size ~50% have 500–4,999 employees

OPERATIONAL PAIN

69%

say speed of payment is contractors' top complaint.

The most stable finding in the FOFW dataset. Every vertical sits between 59–74%.

59%

flag banking and payment setup as the top onboarding pain.

+11 pts above the cross-industry baseline. The strongest cohort-vs-baseline delta in the report.

53%

flag compliance and classification as a top operational challenge.

The #2 most-flagged challenge across 537 leaders. Narrowly behind integration at 54%.

STRATEGIC POSTURE

88%

of shift-based networks hire mostly on-demand gig workers.

+31 pts above the cross-industry baseline. Nearly 2× the rate in expertise-heavy verticals.

69%

name scaling teams up or down as the top hiring reason.

The dominant shift-based posture. **Seasonal flex defines how the operation runs.**

87%

are in some posture of buying or shopping for a fix.

86.7% across the 537-respondent sample. 35% invested, 44% evaluating, 8% planning 2026.

WHERE HOSPITALITY NETWORKS GET STUCK

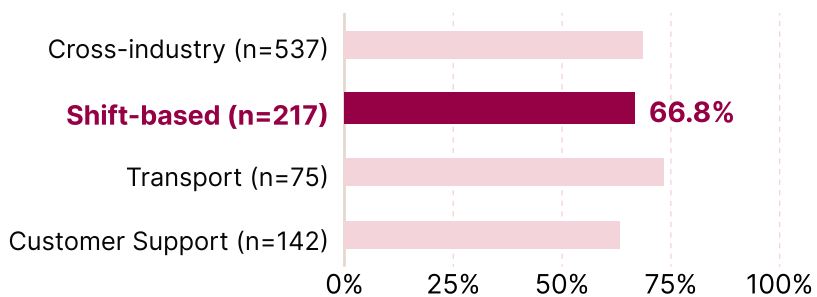
Three chokepoints decide whether a network can grow.

Pain doesn't spread evenly across the contractor lifecycle. Three specific failure points show up sharply in the data, and they're where event-ops coordinators burn full work weeks reconciling shifts.

FAILURE POINT 1 · THE FAST-PAY EXPECTATION

Pay late and the talent stops calling back.

69% of contractors cite payment speed as a top complaint, and shift-based networks sit at 66.8%. Transport hits 73%. The longer the lag, the faster talent takes the next booking.



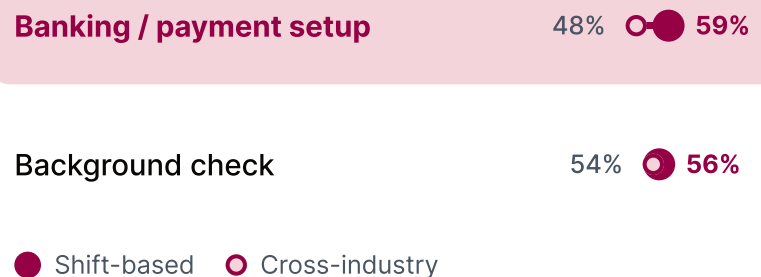
Hospitality expectation (Wingspan estimate): same-night pay is the table-stakes benchmark.

Speed of payment as top complaint · by cohort

FAILURE POINT 2 · PRE-EVENT ONBOARDING WINDOW

Banking setup has to be ready.

59% of shift-based networks flag banking setup as the #1 onboarding pain versus 48% baseline. Setup has to be ready before the event itself. Failed transfers mean double fees.

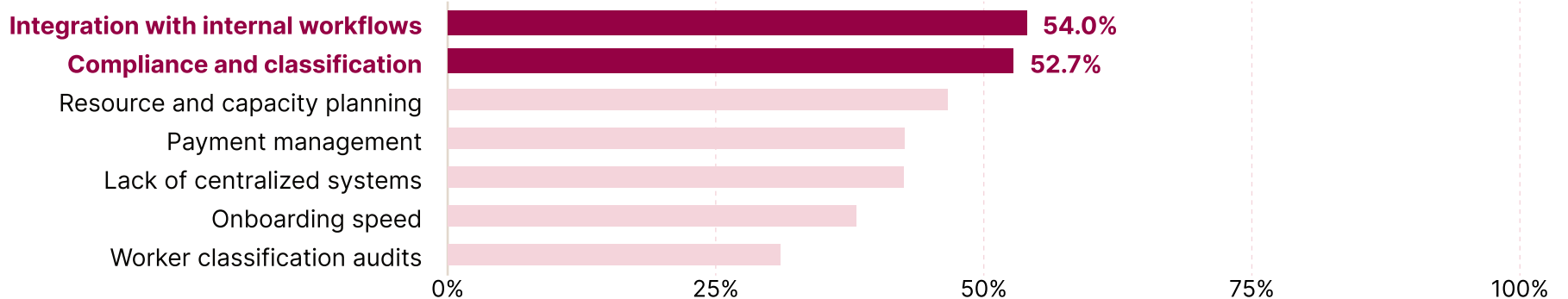


Onboarding pain · Cross-industry vs shift-based

FAILURE POINT 3 · THE CLASSIFICATION-AND-INTEGRATION COMPOUND

When the schedule platform doesn't talk to the payments platform, misclassifications compound.

54% of leaders flag integration with internal workflows as the #1 challenge, and 53% flag compliance and classification as #2. For shift-based networks managing AB5 and ABC-Test exposure, the two compound into multi-tool reconciliation.



Top contractor-management challenges across 537 leaders

87%

of leaders are in a buying posture

The market is moving. 35% of the 537-leader sample have already invested in a purpose-built contractor system, 44% are currently evaluating, and 8% are planning to invest in 2026. Shift-based networks match the cross-industry baseline at 86%.

WHERE HOSPITALITY RANKS

Shift-based networks diverge from the cross-industry mean.

This comparison sets the cross-industry baseline (n=537) alongside shift-based networks (n=217) and published Pourtastic case data. **These networks break from the baseline in three places.** Each gap is a separate pain with its own cause.

	X-Industry	Shift-Based	Transport	Customer Support	Hospitality fit	Pourtastic
Speed of pay as top complaint	68.5%	66.8%	73.3%	63.4%	High	—
On-demand gig worker mix	57.5%	88.5%	92%	85%	Very high	Yes
Banking / payment onboarding pain	48.4%	59.4%	60%	59%	Critical	—
Combined in-market posture	86.7%	85.7%	86%	85%	High	Invested
Scale teams up / down as top reason	—	69.1%	71%	67%	Defining	Yes

The takeaway: shift-based networks diverge *exactly where hospitality networks feel the cracks*: gig-heavy workforce, banking setup at onboarding, scale-driven hiring. A hospitality 1099 platform has to cover all three at once. That's why a hospitality network needs same-night pay, pre-event onboarding, and AB5-aware classification built into one platform.

WHAT THE LEADING NETWORKS ARE DOING

Three moves the leading hospitality networks have already made.

01 Pay tonight after the shift, not next Friday.

69% cite speed of pay as a top complaint. Same-night transfers keep them booking.

02 Onboard before the event, not at check-in.

59% flag banking setup as the #1 onboarding pain. Pre-event readiness closes the failure window.

03 Consolidate the shift-based stack.

Integration is the #1 cross-industry challenge at 54%. One platform for onboarding, pay, and 1099s cuts the workload in half.

These are the moves networks like **Pourtastic** (750 contractors, 30+ hours/month saved on admin, 35+ hours/year saved on 1099 filing, 35% lift in contractor satisfaction since switching from Stripe) have already made with Wingspan.

[Read the case](#)

Wingspan is the payroll platform built for shift-based hospitality and event networks. Same-day pay, pre-event onboarding, contractor self-service, and 1099 filing in one platform, used by Pourtastic and other hospitality networks scaling past 500 contractors.

[Book a demo](#)
[See how it works](#)

The 2026 Future of Flexible Work Report surveyed 500+ US-based finance, HR, and operations leaders. Hospitality-network insights drawn from the n=537 cross-industry baseline and shift-based contractor networks (n=217, ~40% of sample). Pourtastic data from a Wingspan case study on wingspan.app/customers.