

real people, real jobs

oporto, 24th october 2018

Pedro Empis
Randstad Portugal

 randstad



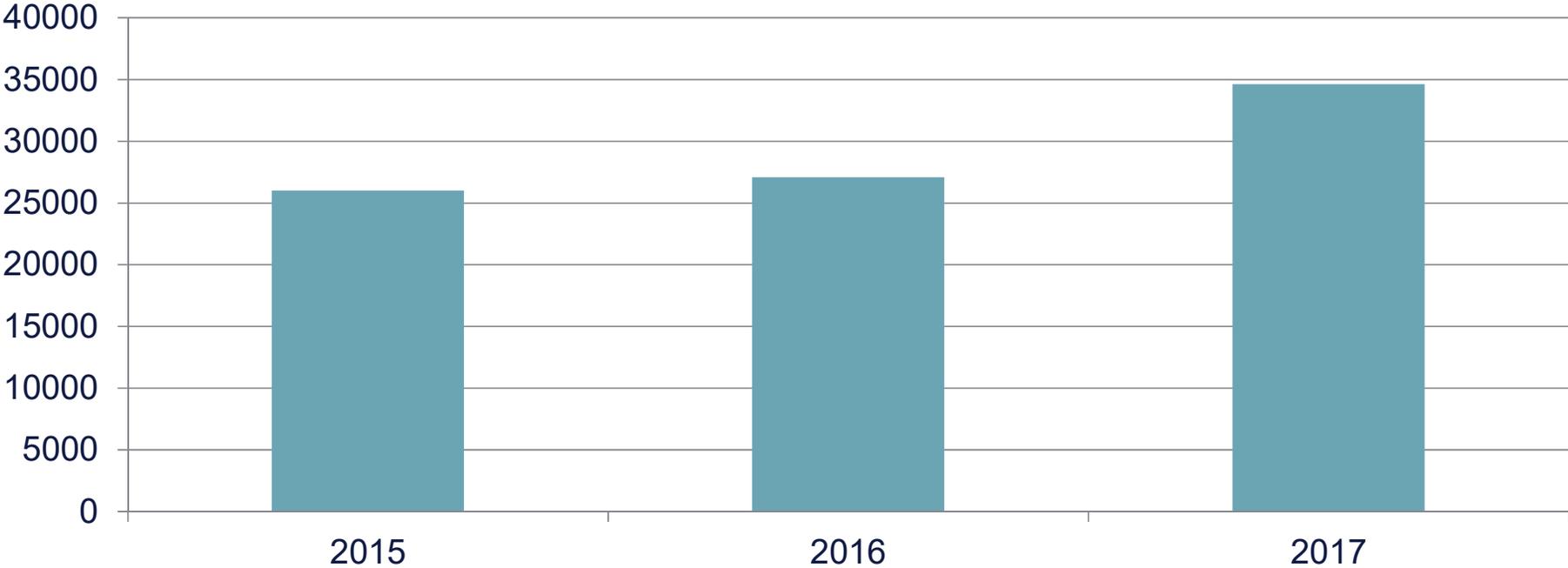
randstad portugal bringing
people to jobs.

55,000



randstad portugal bringing our contribution.

call center assistants (source: APCC)



people expecting
from us.

600,000

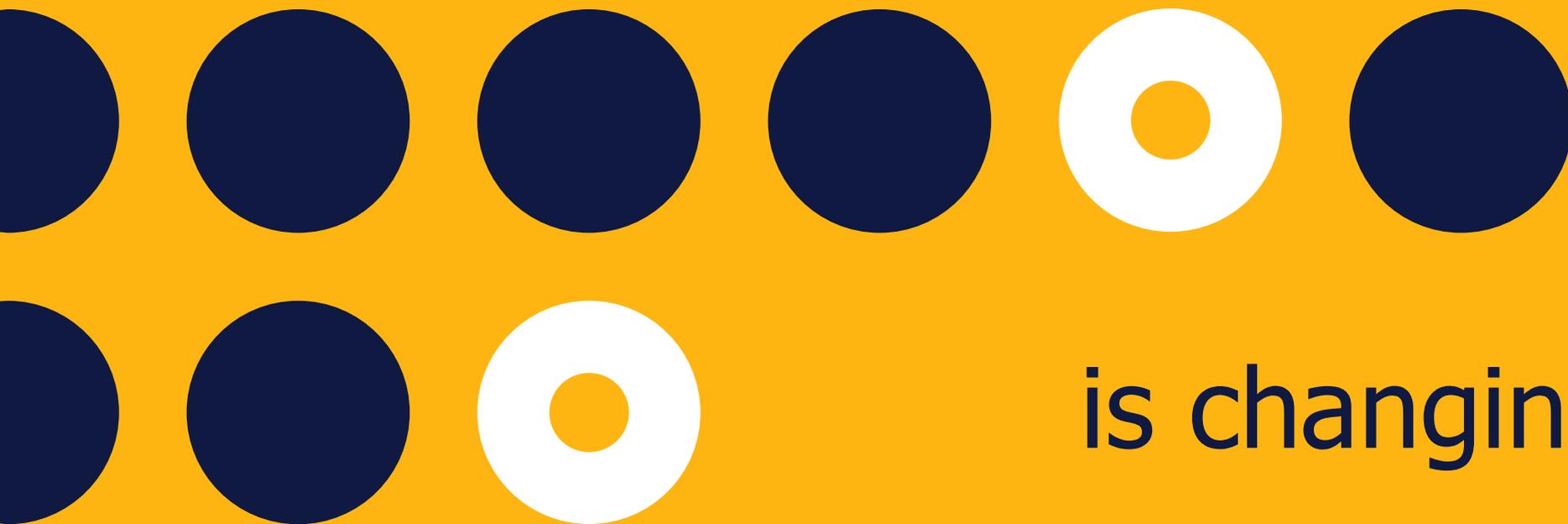


everything is
ok?

12%



portugal

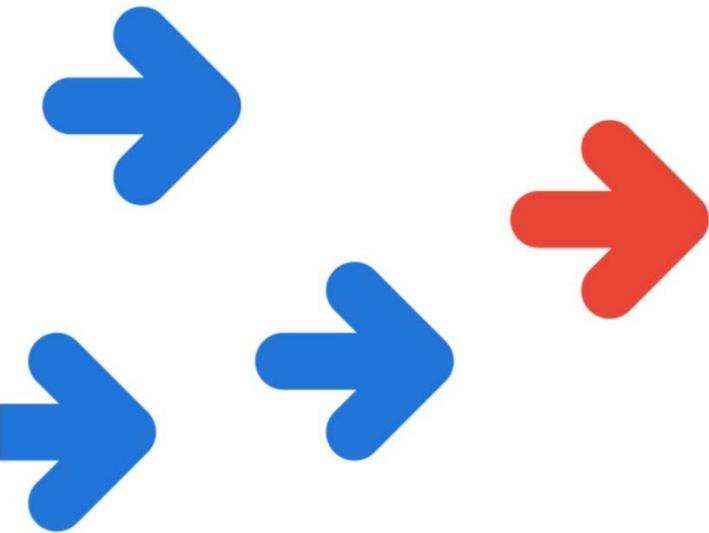


is changing.

economy in portugal back in business.



elderly people 4.0
are the newcomers.

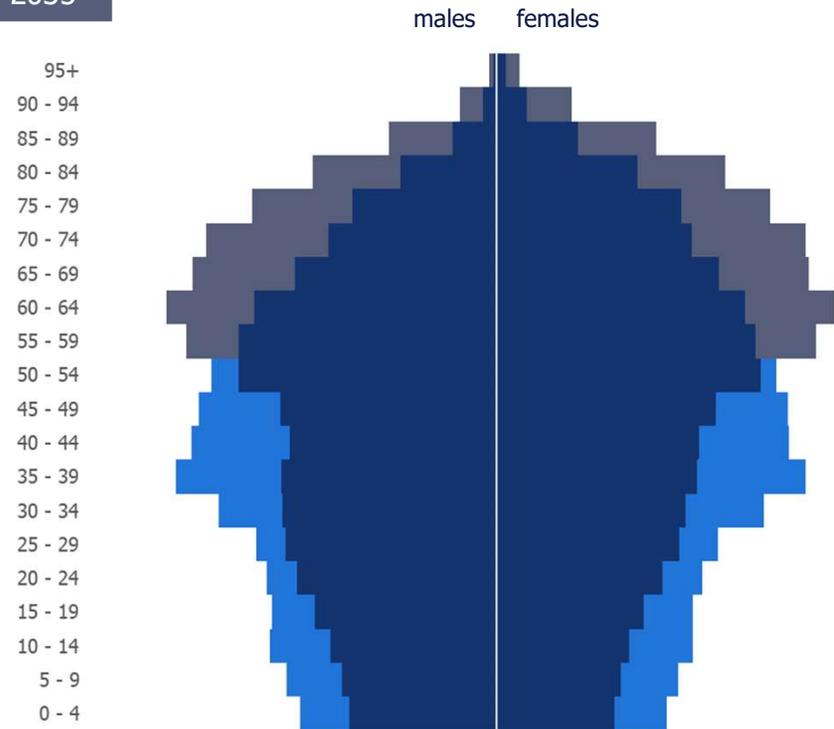


in 2035

less than 10 million inhabitants

1/4 elderly

2012
2035



real people

real challenges.

real people vs

real bots.





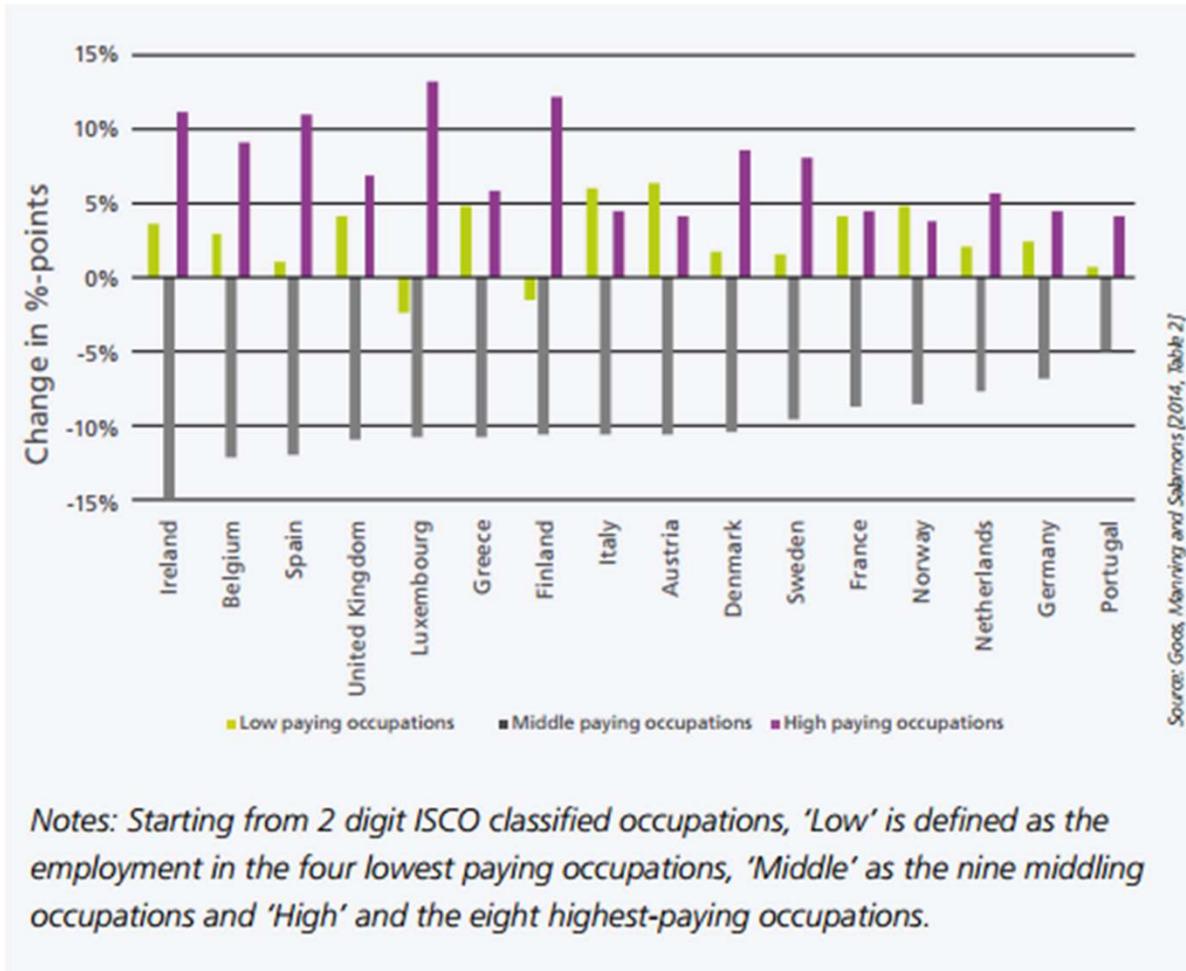
fat, lazy, machine driven

the end of “workers”?

the end is

the new beginning

jobs polarization



Top 10 skills

in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity

technology is becoming more human

Amazon is opening its first cashier-less retail store in Seattle

Abhimanyu Ghoshal, The Next Web Jan. 22, 2018, 6:13 AM



today

transformation





When a country has more than 5 million unemployed

real people vs

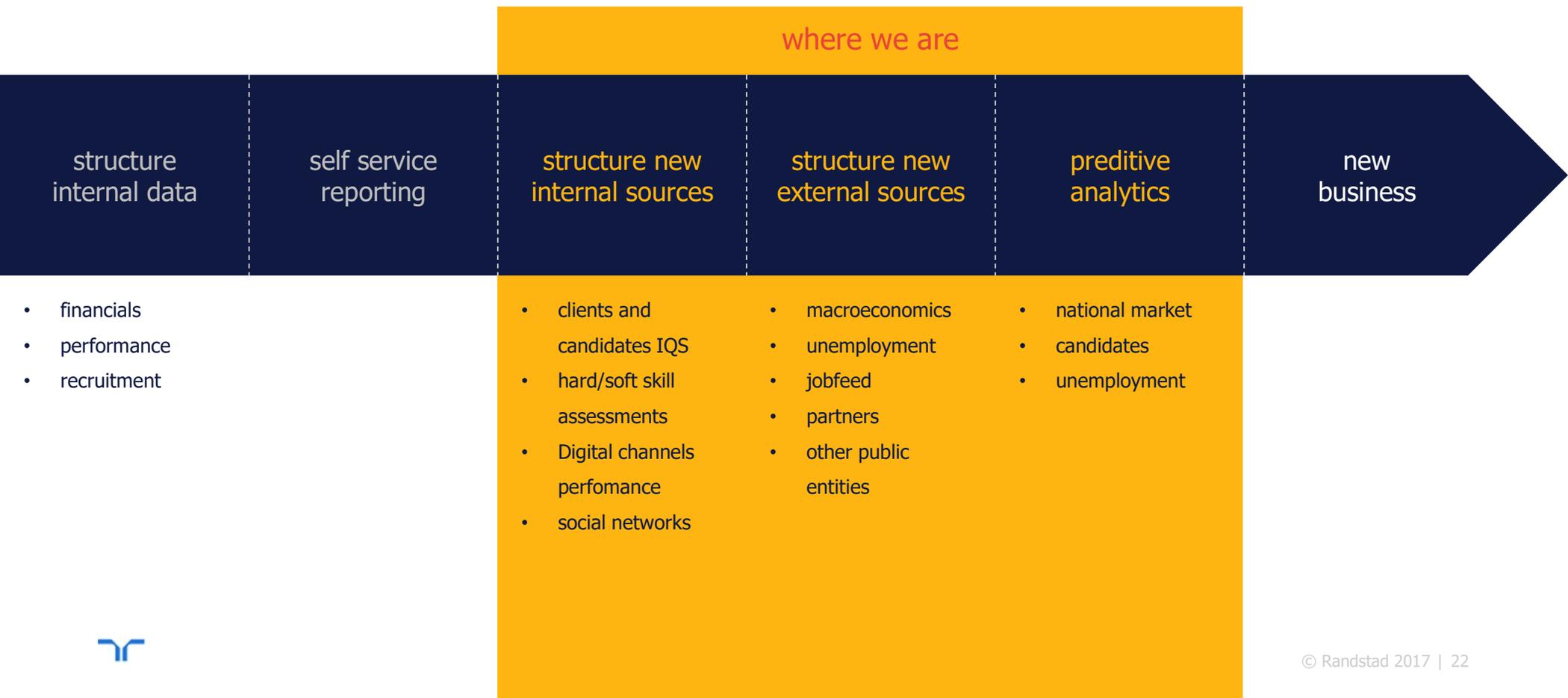
recruitment.

data science

predict and prescribe

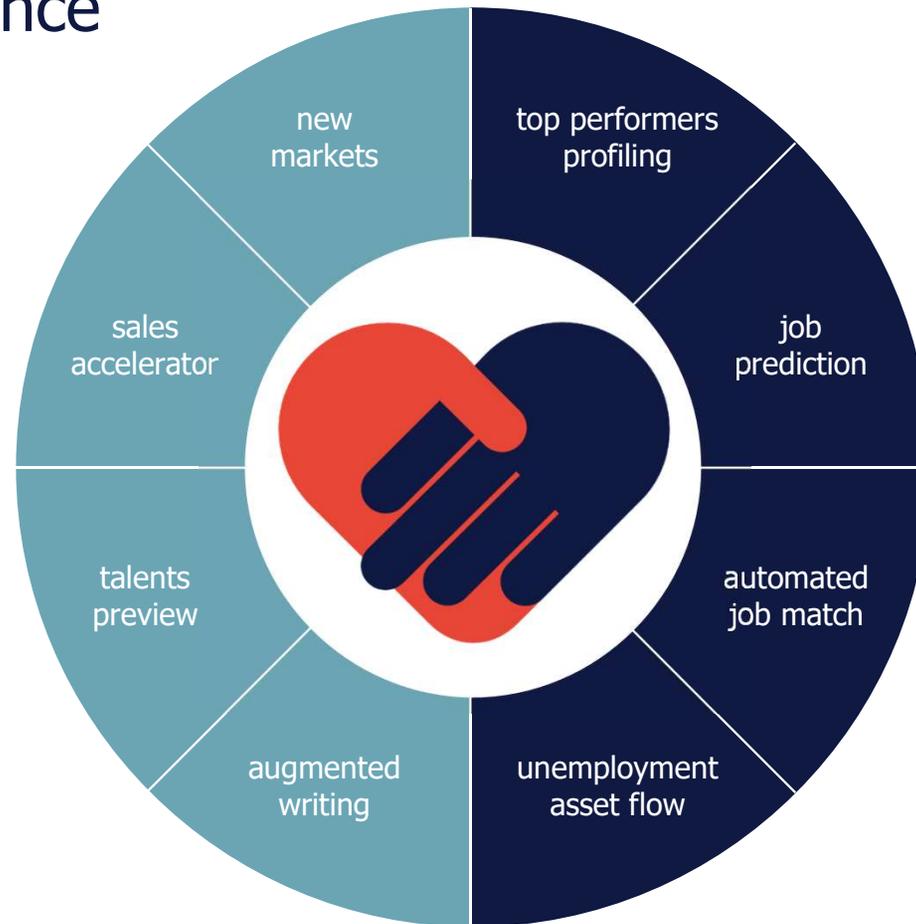


path to data science.



getting intelligence
from the data.

company



talent



global portugal market

unique active offers

48.057

Last period variation
-29,58%

registered unemployment

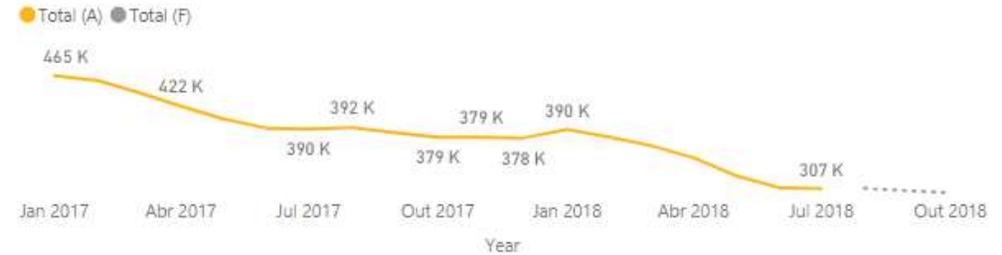
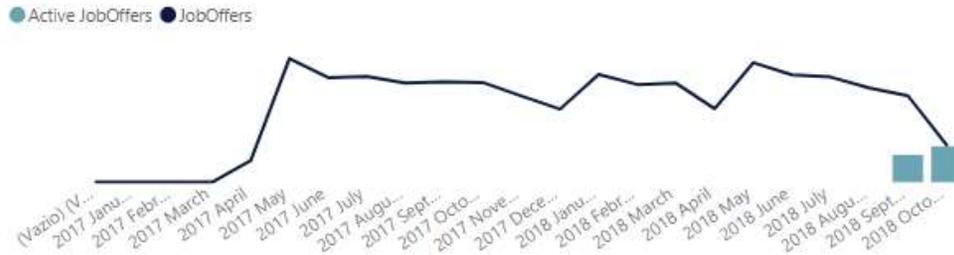
306.779

unemployment rate
6,42%

top job categories



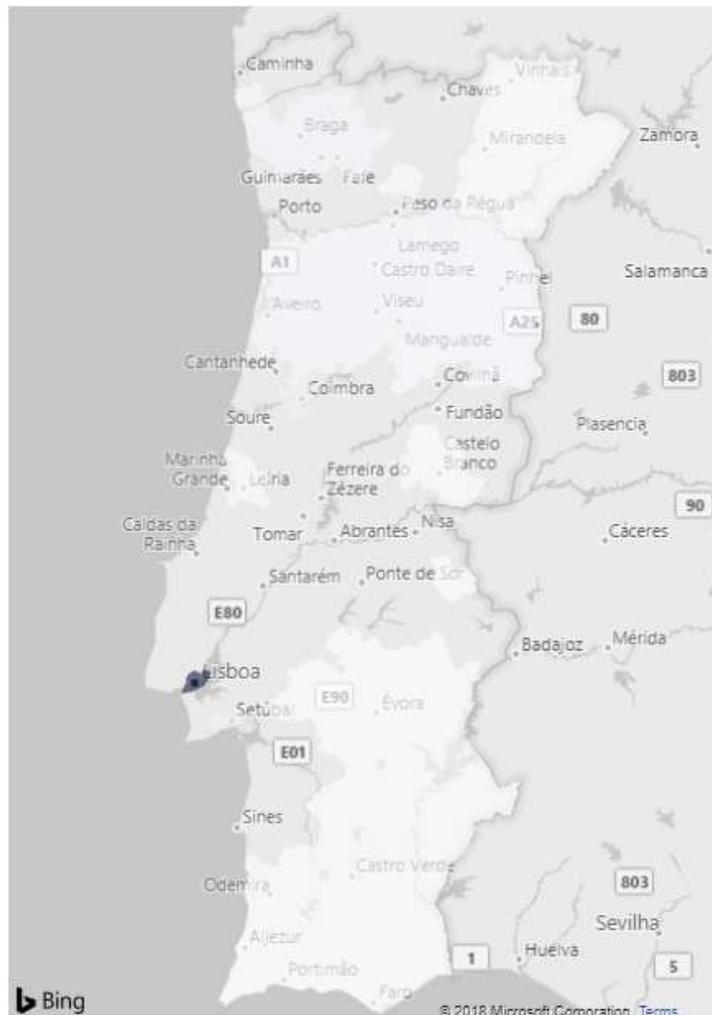
top functions



District:
 County:
 JobCategory:
 JobBoard:

active job offers

511



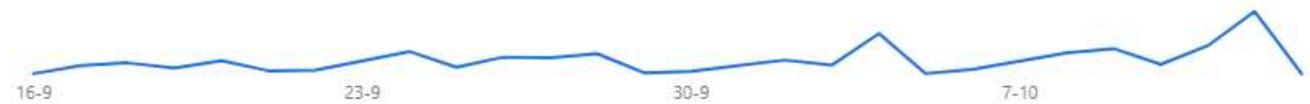
district\county



job categories



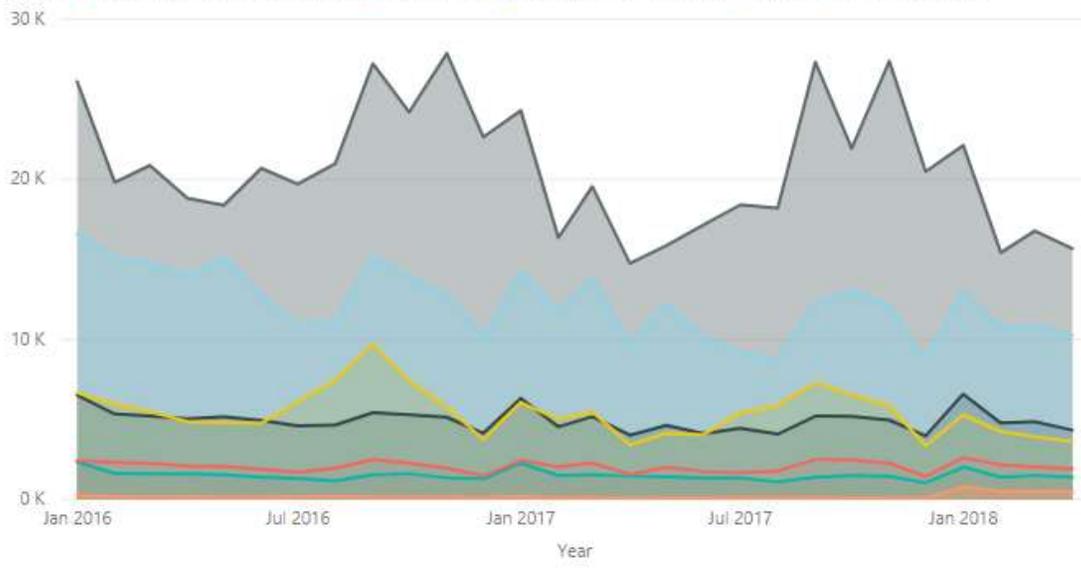
active job offers by date



District: County:

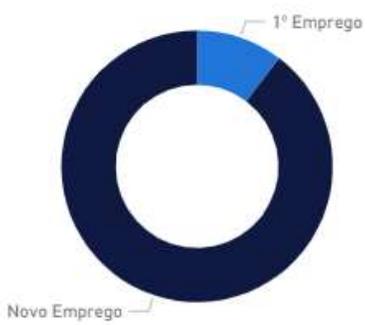


Motive: ● Desp. Mútuo Acordo ● Despedido ● Despediu-se ● Ex-Inativo ● Fim Trab Temp ● Outros ● Trab Conta Própria

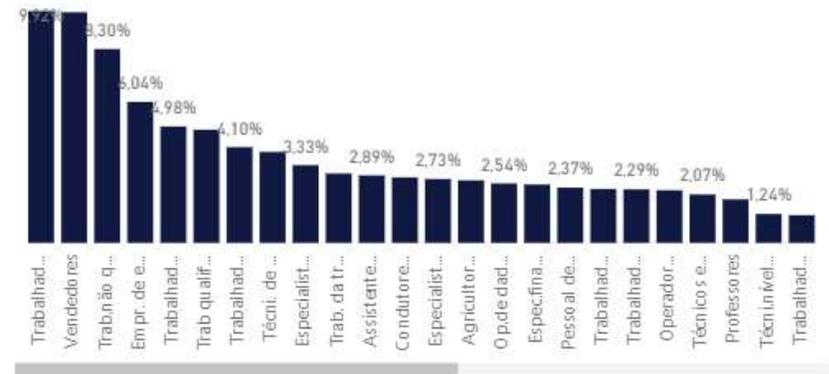


Fim Trab Temp
15.675 Registos
41,54% %Registos
-6,56% MoM Var
Outros
10.277 Registos
27,23% %Registos
-4,78% MoM Var
Despedido
4.331 Registos

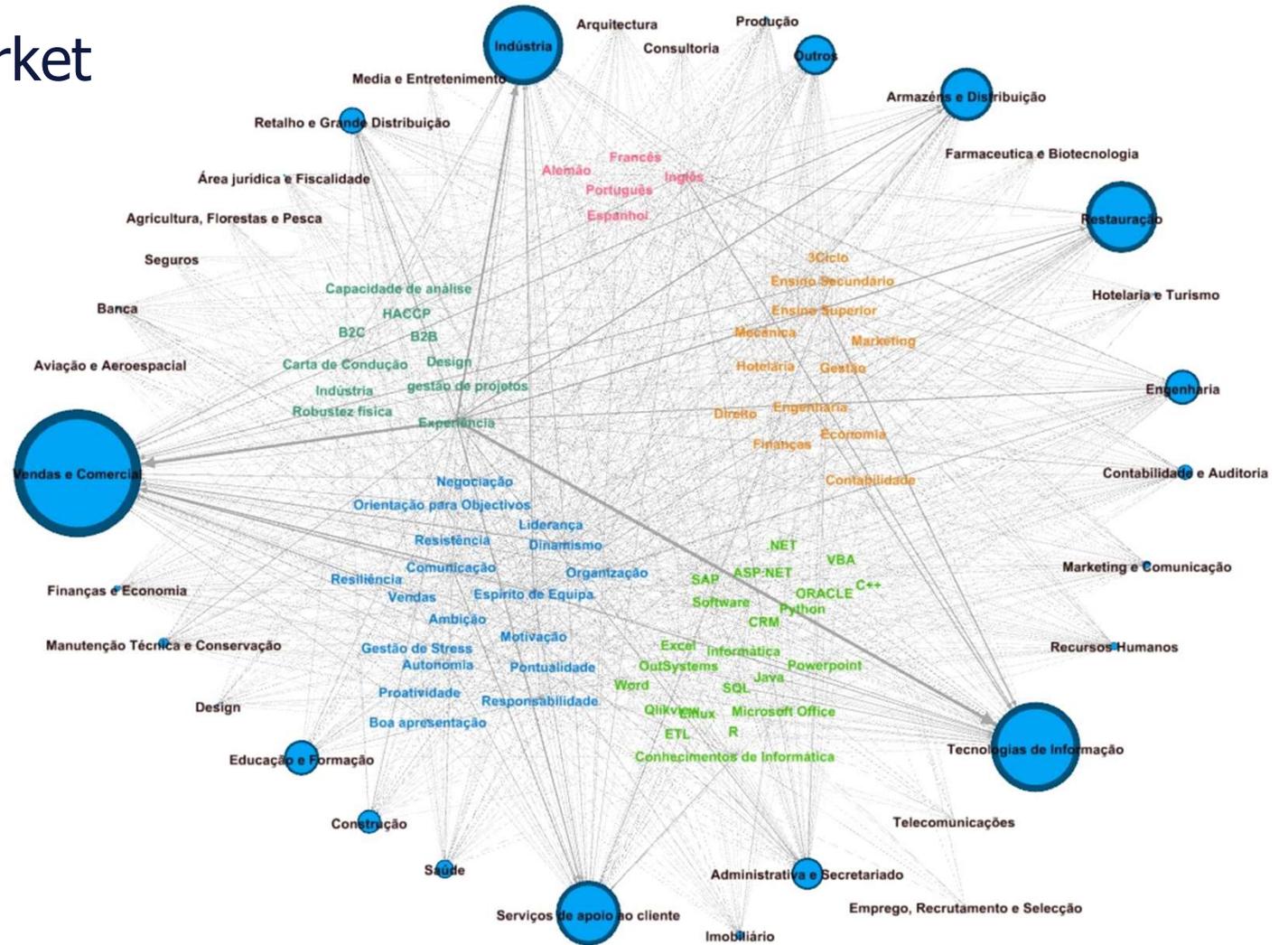
Value por Situacao



past job experience



portugal job market skills network.

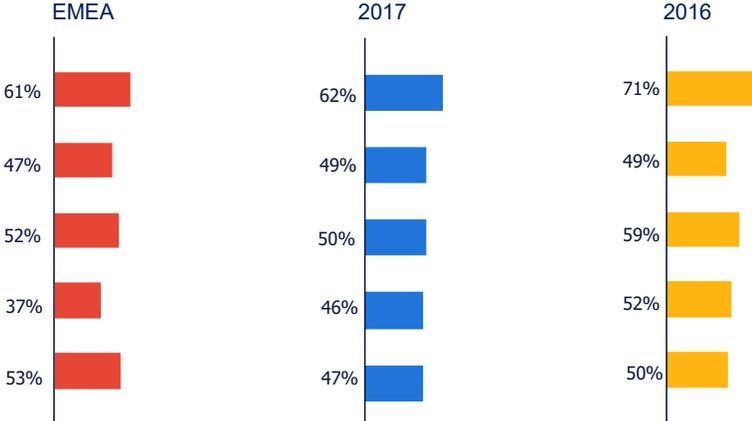
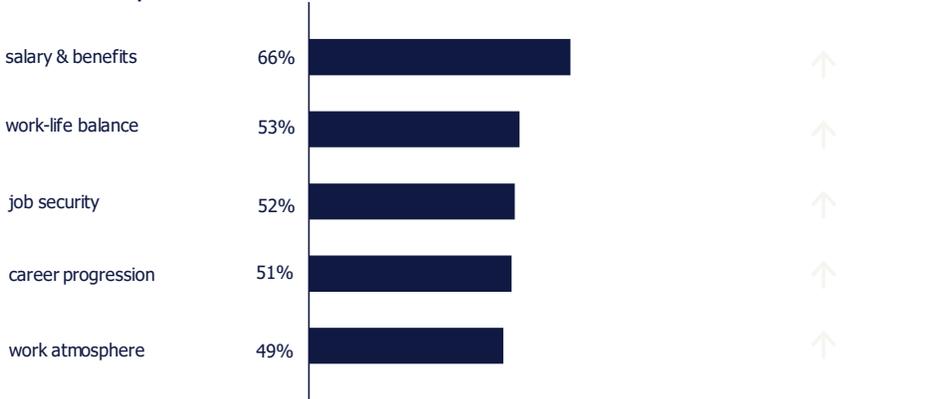


real people vs

retention.

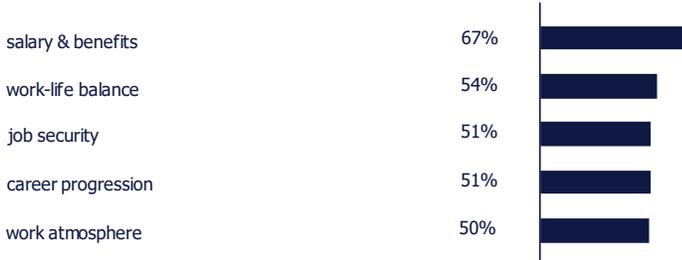
what potential employees want when choosing an employer.

5 most important criteria

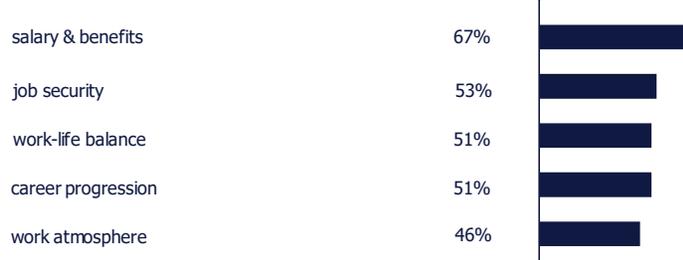


what do potential employees want top 5 by job category and industry.

white collar workers



blue collar workers

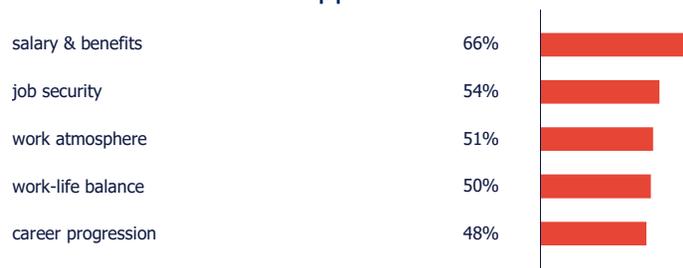


information and communication



base: n=405

administrative and support service activities



base: n=389



employee - employer exchange in portugal and the region.

a gap between what employees seek and what employers offer is a valuable opportunity for your EVP.

employees in portugal seek

- 1 salary & benefits
 - 2 work-life balance
 - 3 job security
 - 4 career progression
 - 5 pleasant work atmosphere
 - 6 financially healthy
 - 7 interesting job content
 - 8 giving back to society
 - 9 uses latest technologies
 - 10 very good reputation
-

employers in portugal offer

- 1 financially healthy
 - 2 uses latest technologies
 - 3 very good reputation
 - 4 job security
 - 5 career progression
 - 6 pleasant work atmosphere
 - 7 interesting job content
 - 8 attractive salary & benefits
 - 9 work-life balance
 - 10 giving back to society
-

employers in EMEA offer

- 1 financially healthy
 - 2 uses latest technologies
 - 3 very good reputation
 - 4 job security
 - 5 career progression
 - 6 interesting job content
 - 7 salary & benefits
 - 8 pleasant work atmosphere
 - 9 work-life balance
 - 10 giving back to society
-

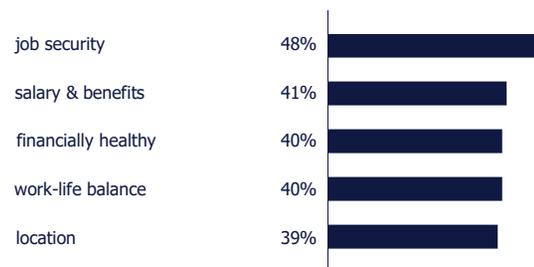
gap top 3

- 1 salary & benefits
 - 2 work-life balance
 - 3 job security
-

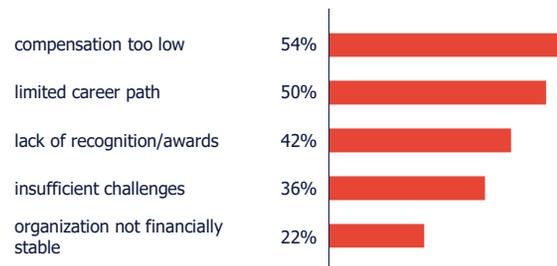


what factors do the portuguese stay or leave for.

top 5 reasons to stay*

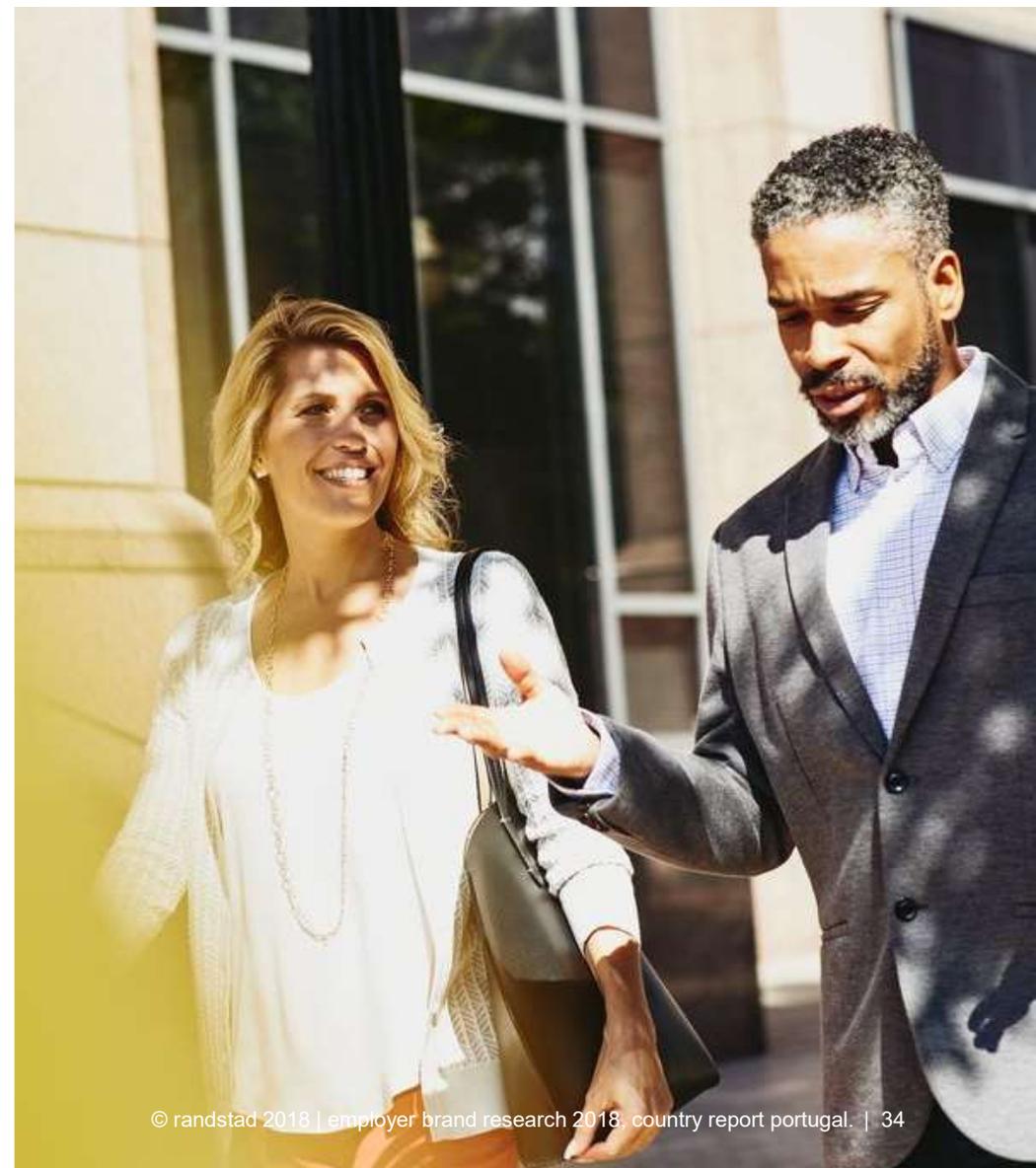


top 5 reasons to leave**

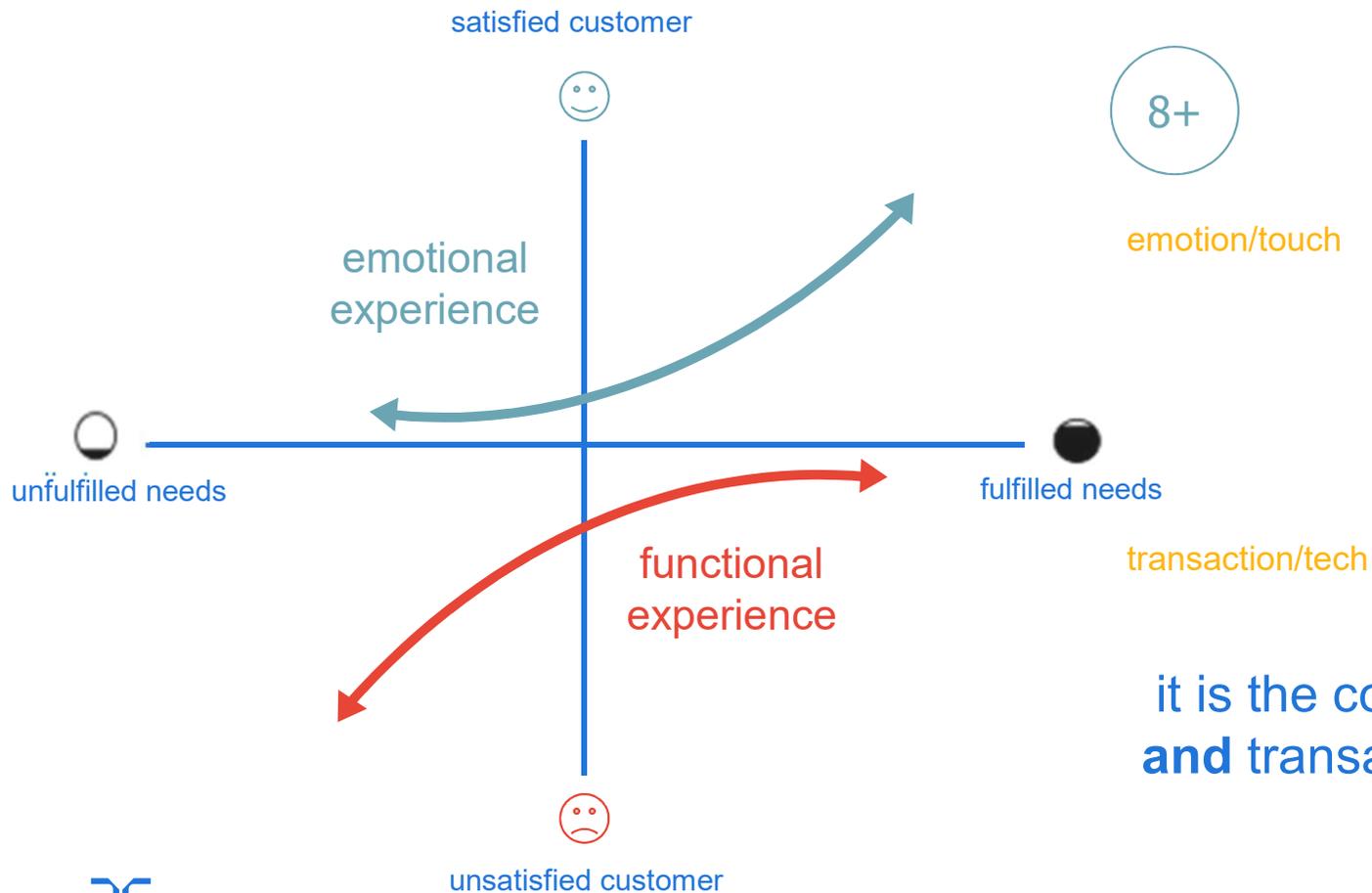


*of the respondents who said they stayed with the same employer for the past year and who do not plan to leave in the coming year

** of the respondents who said they changed employers in the past year or plan to do so in the coming year

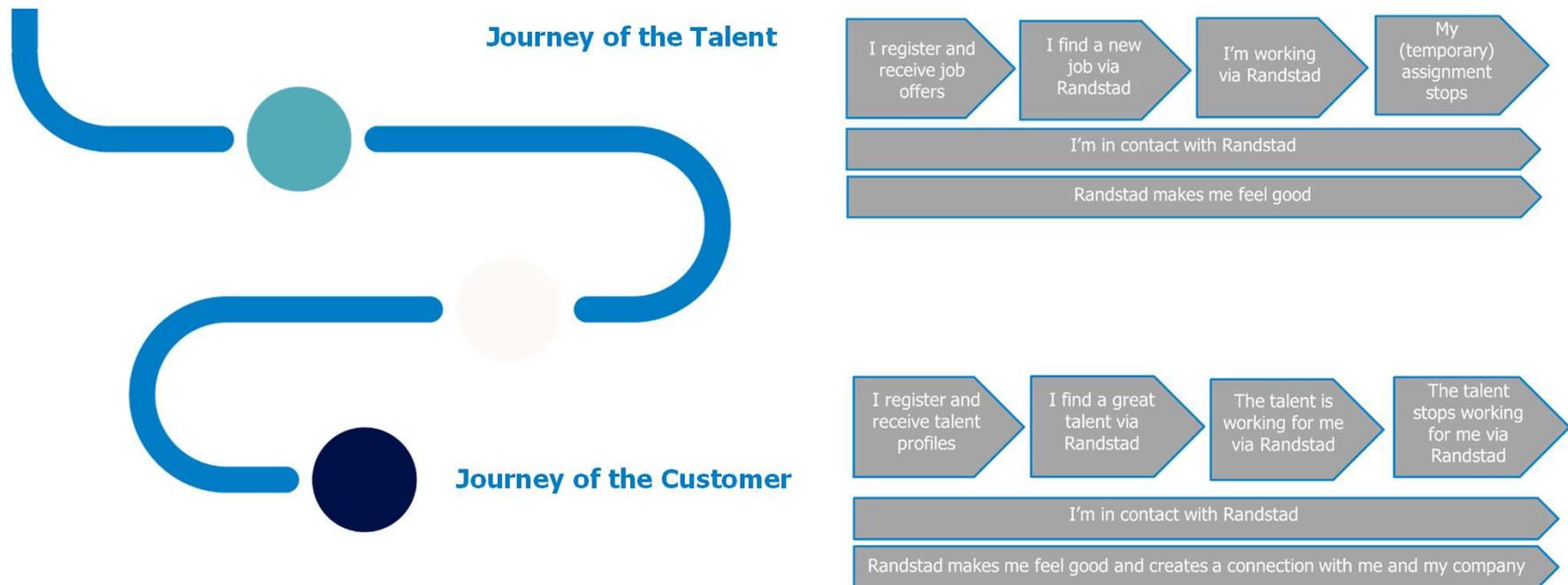


customer delight concept



it is the combination of emotional **and** transactional experience that makes the difference

at the heart of the approach lies the end-to-end customer journey, a crucial outside-in perspective.



performetrics
well being

o que faz
o teu coração



bater?



how to make the

difference



where smart technology



and talented people meets

randstad

human forward.

