

A woman with long dark hair and a young boy are sitting at a round wooden dining table. They are both looking at a tablet computer. The woman is smiling and pointing at the screen. The boy is also looking intently. On the table, there is a glass of water, a yellow mug, and some food. In the background, there is a concrete wall, a black pendant lamp, and a framed abstract painting with black and white geometric shapes.

skills of the future

what does future of work
look like for you.

Baja Sándor
Randstad CZ-H-RO


randstad

randstad present in 39 countries

#1 HR services provider worldwide, fortune 500.

key figures 2022

€ 27.6

billion in revenue

342,700

permanent placements

46,190

avg. corporate employees

4,905.

outlets in 39 markets

662,600

people we help to work every day

50%

women in leadership positions

randstad in Hungary

founded in 2004.

a leading recruitment firm

key figures 2022**

HUF 8.0

billion in revenue

1.742

number of placements

215

avg. corporate employees

5

offices

437

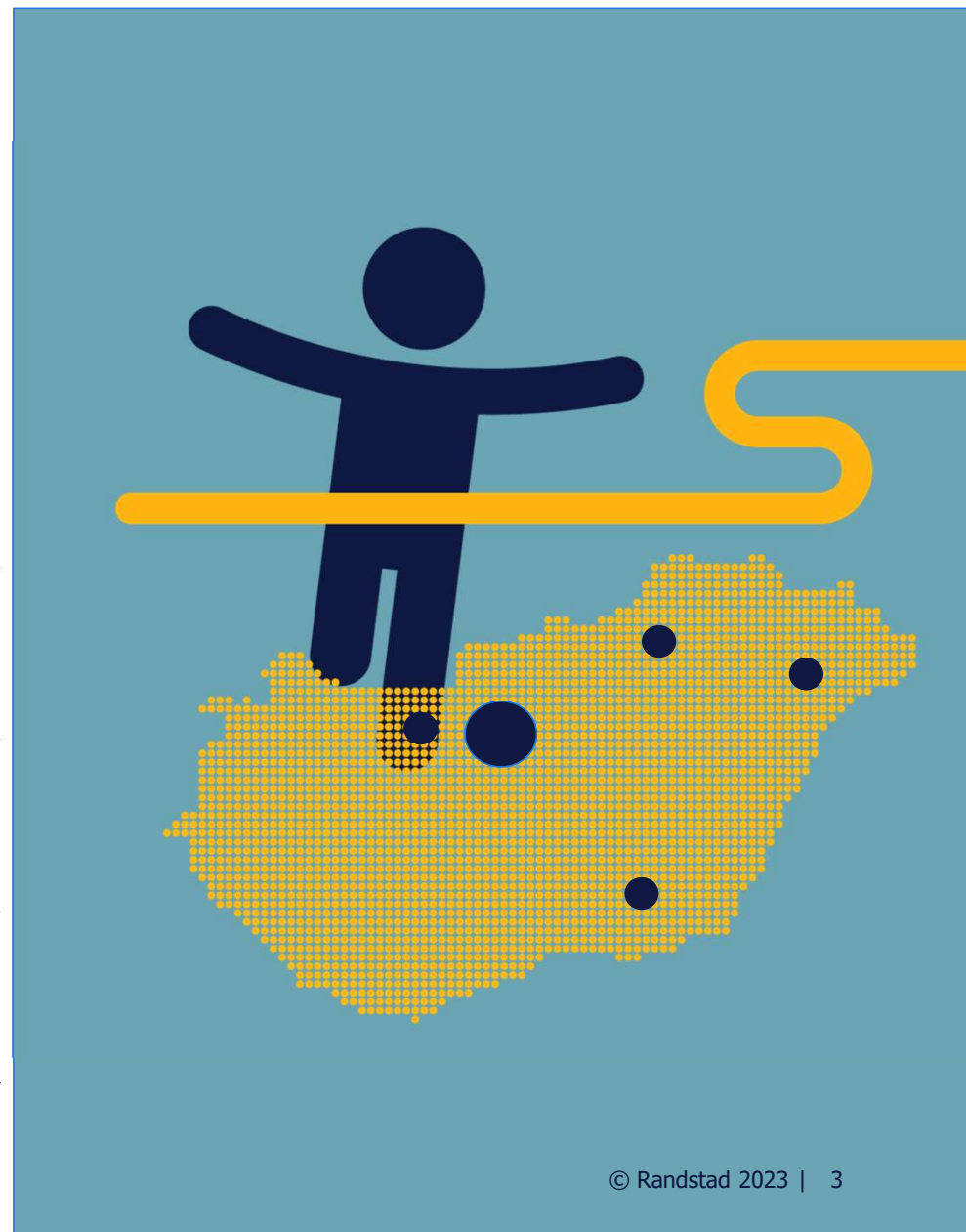
invoiced clients

78%

women in leadership positions

*Budapest Business Journal, Book of Lists 2022.

**all data as of year end 2022.





Sustainability at Randstad

April, 2022

through commitments to the following SDGs:

- 4 - quality education
- 5 - gender equality
- 8 - decent work
- 10 - reduced inequalities
- 13 - climate action



global market trends and three trends in particular.



global market trends



flexibility



innovation & technology



reversed market



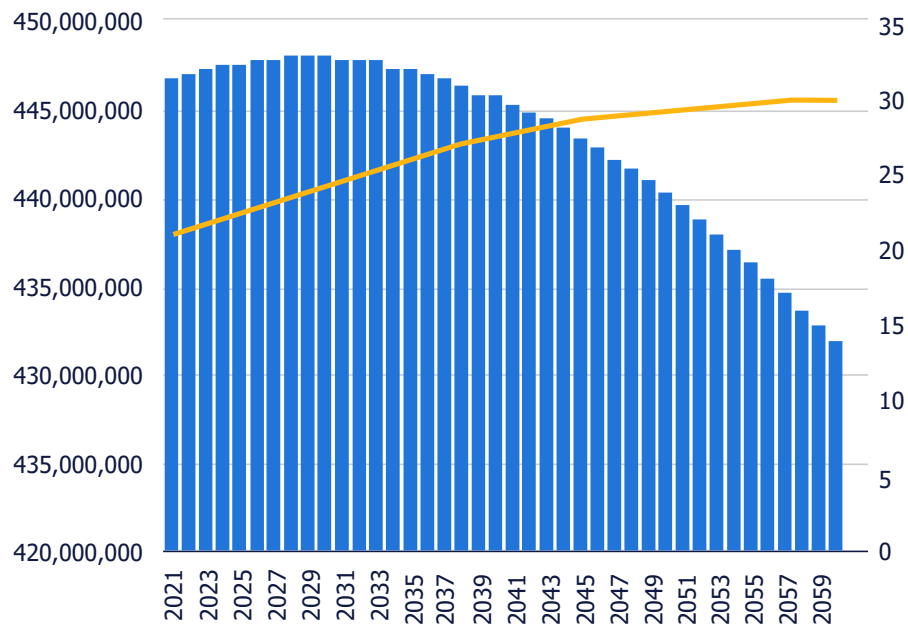
market trends

the world around us.

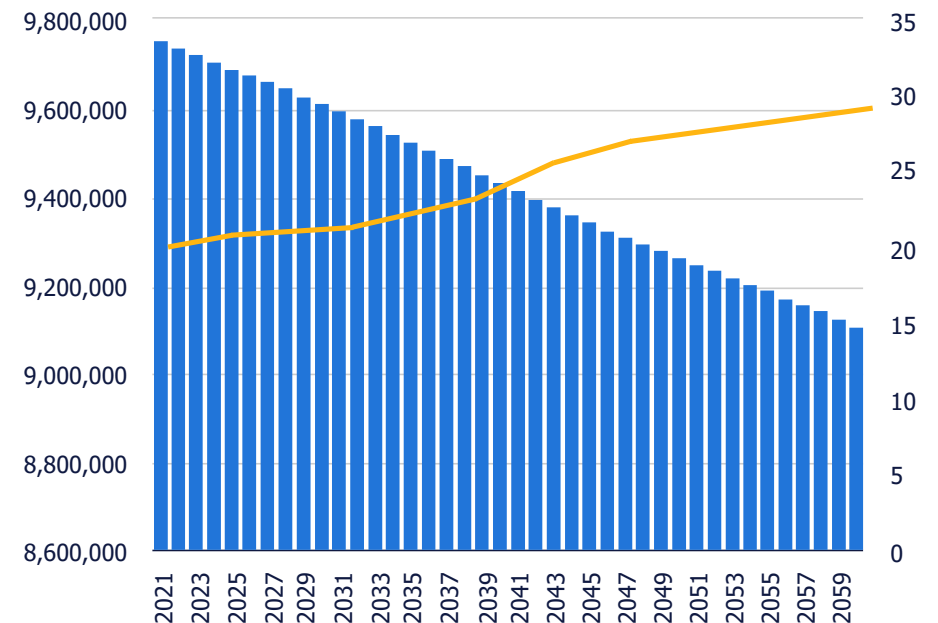
the demographic gap europe versus hungary.

- total
- share of 65 and over

european union 27



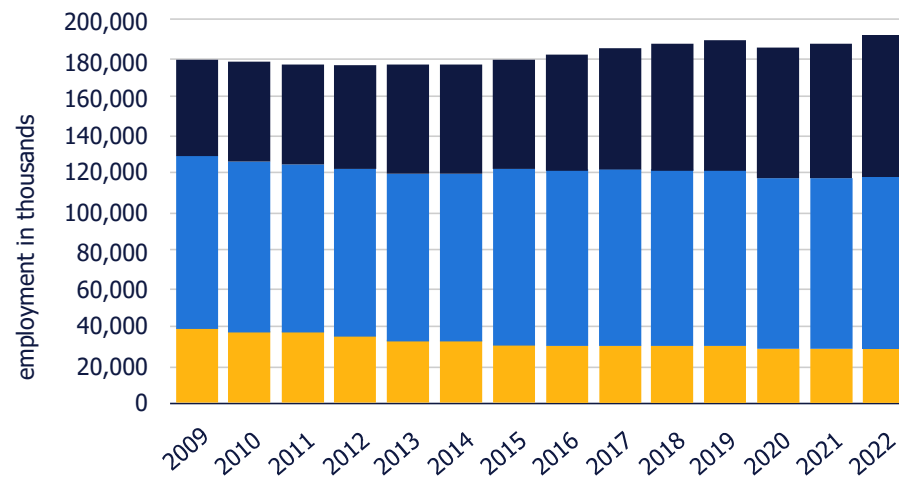
hungary



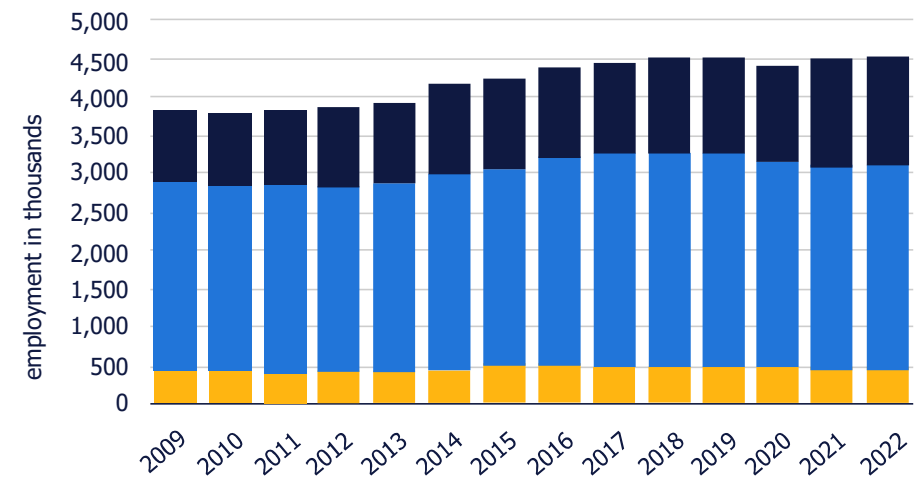
source: OECD

job growth in high skilled jobs europe versus hungary.

european union 27



hungary

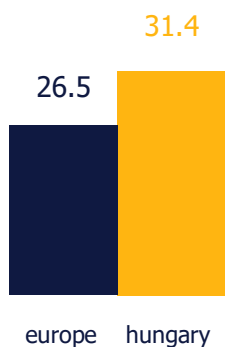


- tertiary education (levels 5-8)
- upper secondary and post-secondary non-tertiary education (levels 3 and 4)
- less than primary, primary and lower secondary education (levels 0-2)

large share of population lacking basic digital skills europe versus hungary.

16 to 29 years old (share in %)

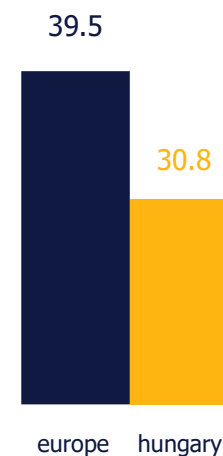
low
overall digital skills



basic
overall digital skills

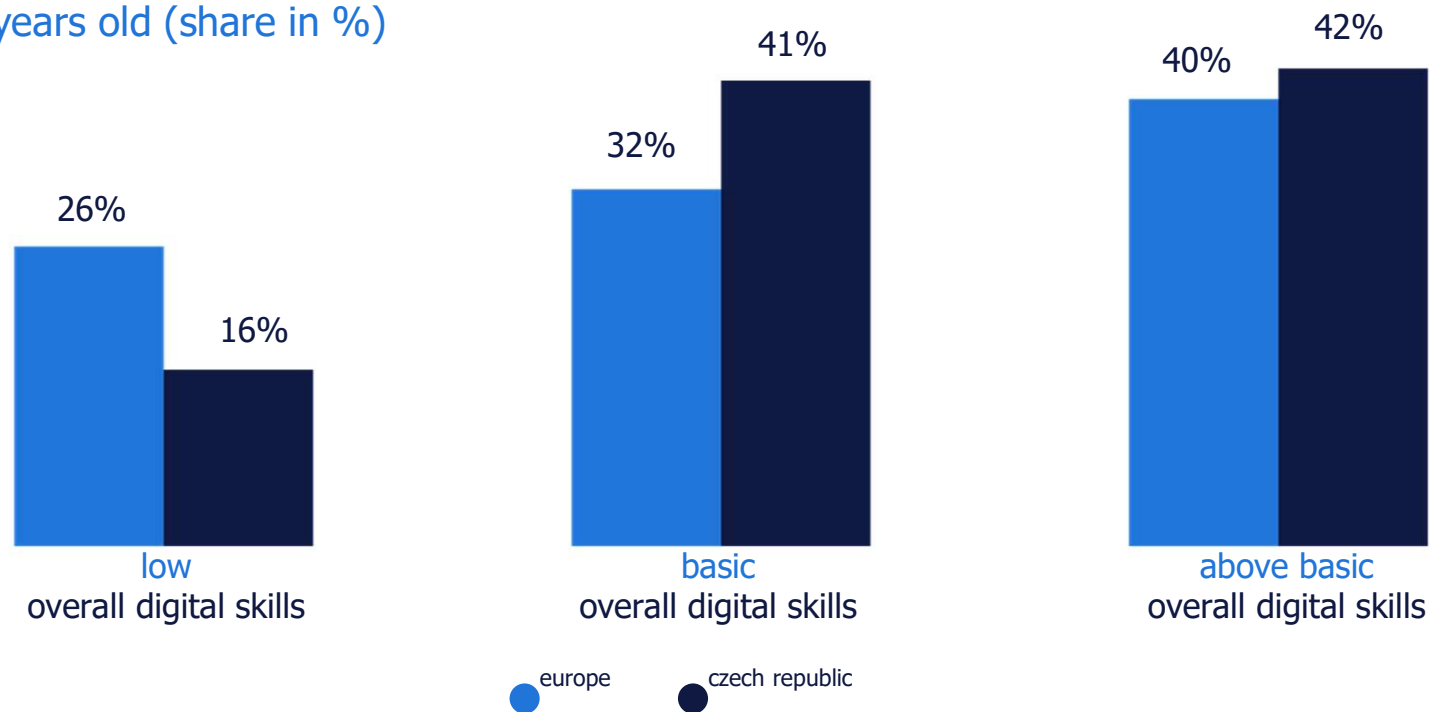


above basic
overall digital skills



digital skills europe versus czech republic.

16 to 29 years old (share in %)

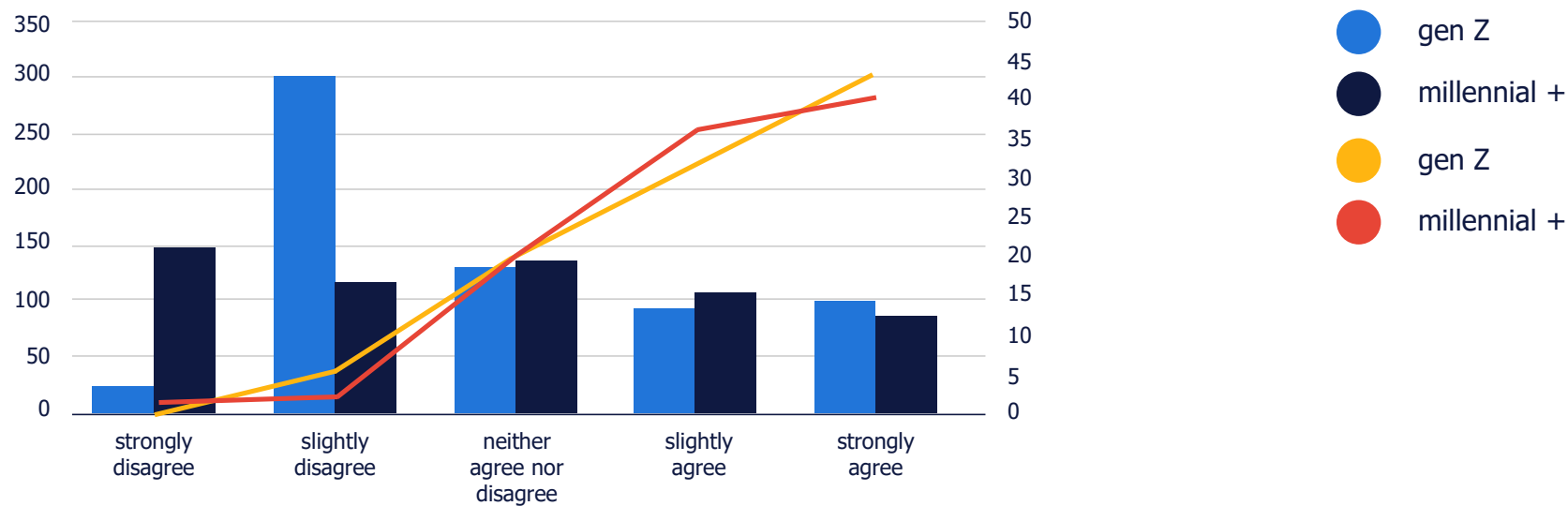


source: Eurostat



gen z is culturally diverse,
but united by new expectations of their career.

“I want to do work that is meaningful”





three trends

impact labor market.

global market trends and three trends in particular flexibility.



global market trends



flexibility

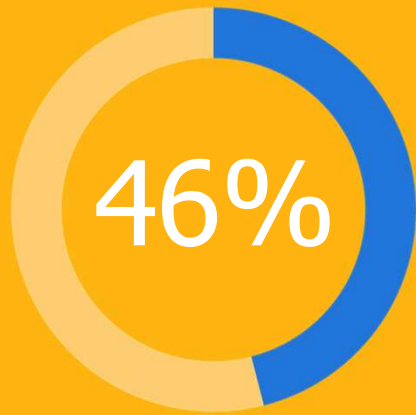


innovation & technology

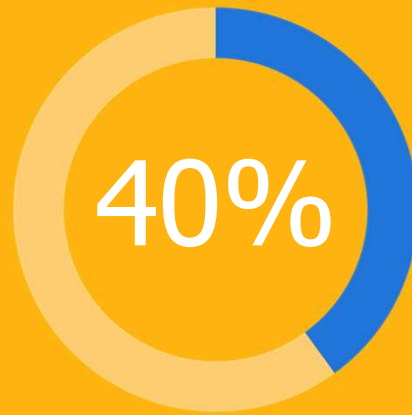


reversed market

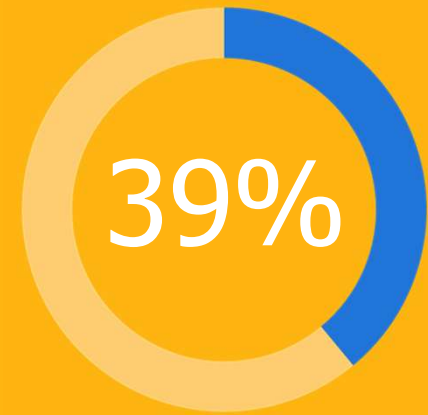
how do non-office workers feel about flexibility at work?



say it is as important,
or more important,
than pay



think flexibility is
possible in their
line of work



have taken a sick day
to manage personal
responsibilities

global market trends and three trends in particular innovation and technology.



global market trends



flexibility



innovation & technology



reversed market

AI and ChatGPT.



top 15 jobs to be automated in the next 10 years.

1. data entry and processing
2. marketing content writing
3. software development
4. software testing
5. administrative tasks
6. certain manual inspections
7. cybersecurity
8. employee expenses management
9. reading of digital medical images and sound
10. call center operations
11. over the road freight transportation
12. language translation
13. medical supply chain management
14. procurement
15. technical writing

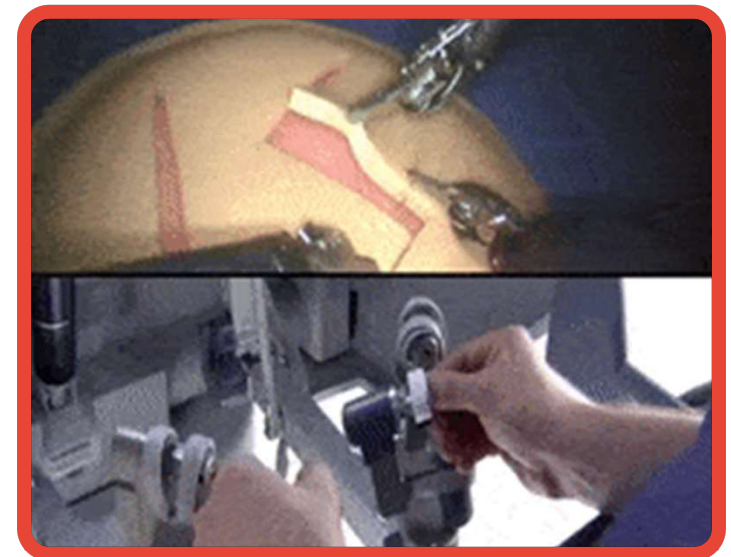


source: Forbes Expert Panel and Technology Council - [link here](#)

the gaming market an existing voluminous learning ground?

3,1 billion people
plays video games

- gaming is something larger than we may think
- this may have important implications for us as organizations
- we created urgency for more knowledge & insights related to gaming & skills



some key insights

playing video games *does* contribute to developing skills.

most frequently developed skills

1. **self-motivation**
Fortnite, Warzone, FIFA, PUBG, Minecraft
2. **teamwork**
Fortnite, Warzone, League of Legends, PUBG
3. **critical thinking**
Fortnite, Warzone, League of Legends
4. **leadership**
Warzone, League of Legends
5. **multitasking**
Warzone, League of Legends
6. **decision-making**
FIFA, Zelda* (negative effect)
7. **perseverance**
Fortnite, League of Legends
8. **communication**
Fortnite
9. **visual attention**
Fortnite

strongest learning effects

1. **self-motivation**
PUBG ($\beta = 0.584$)
2. **leadership**
League of Legends ($\beta = 0.534$)
3. **decision-making**
FIFA ($\beta = 0.346$)
4. **teamwork**
PUBG ($\beta = 0.338$)
5. **critical thinking**
Warzone ($\beta = 0.334$)
6. **multitasking**
League of legends ($\beta = 0.313$)
7. **perseverance**
League of Legends ($\beta = 0.280$)
8. **critical thinking**
Fortnite ($\beta = 0.274$)
9. **multitasking**
Warzone ($\beta = 0.266$)
10. **visual attention**
Fortnite ($\beta = 0.259$)

identified skills per game

1. **Fortnite** (6 skills)
communication, critical thinking, visual attention, self-motivation, perseverance, teamwork
2. **Warzone** (5 skills)
critical thinking, multitasking, self-motivation, leadership, teamwork
3. **League of Legends** (5 skills)
leadership, multitasking, perseverance, critical thinking, teamwork
4. **FIFA** (2 skills)
decision-making, self-motivation
5. **PUBG** (2 skills)
self-motivation, teamwork
6. **Zelda** (1 skill)
decision making* (negative effect)
7. **Minecraft** (1 skill)
self-motivation



source:TNO

skilling based on gaming
example forklift operator.

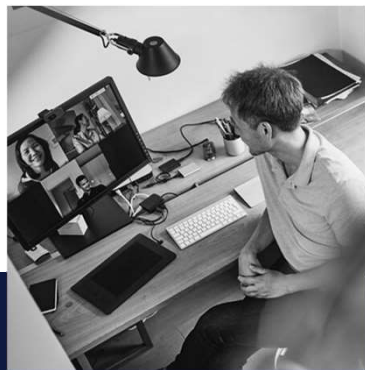


8
million people
reach

global market trends and three trends in particular reversed market.



global market trends



flexibility



innovation & technology



reversed market



how to keep people

in the bus.



randstad
human forward.



expanding our gaming horizon validation and scalability.



validating gaming skills in large
factories in the Netherlands among
machine operators and forklift drivers

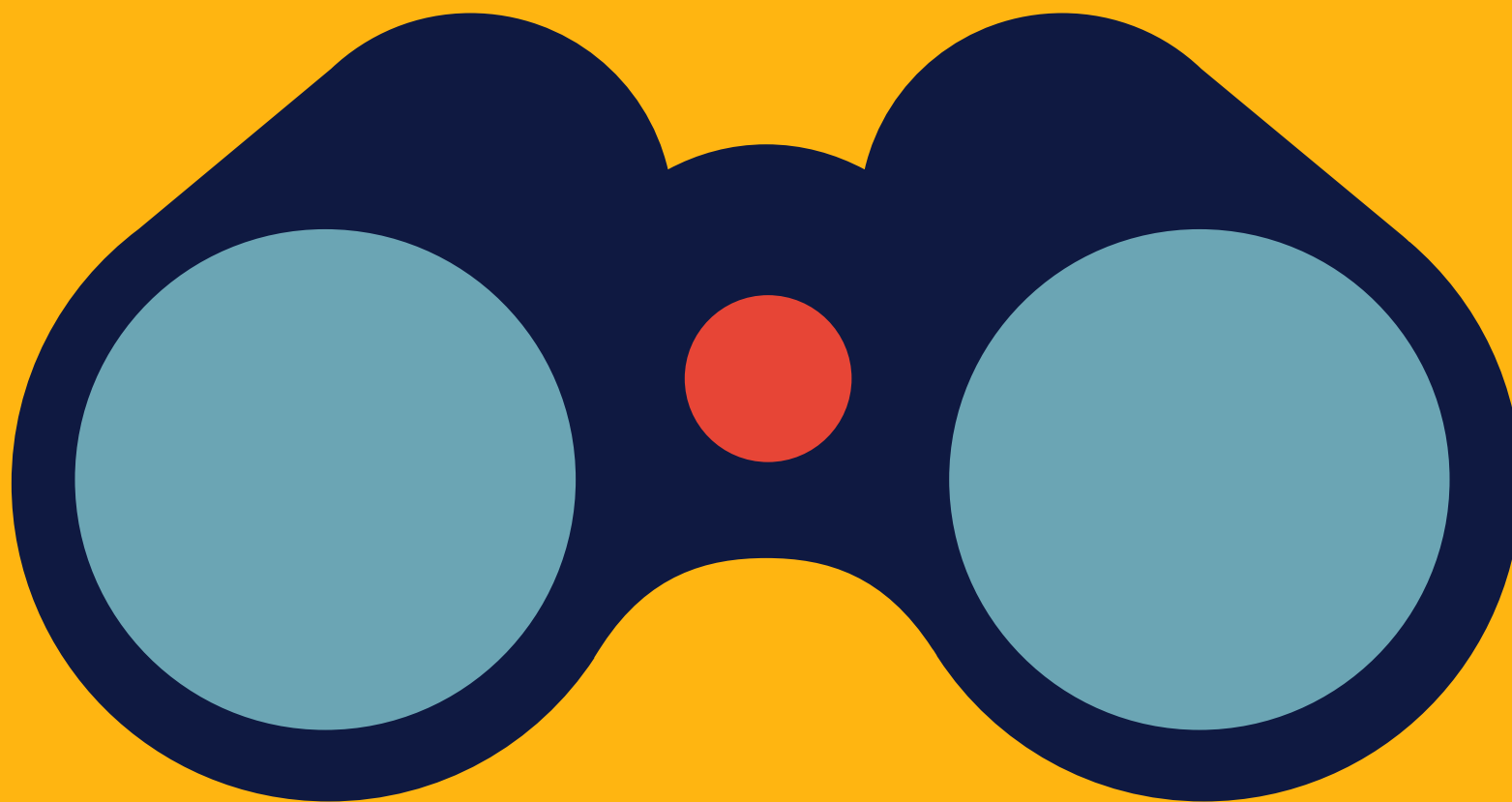


randstad healthcare

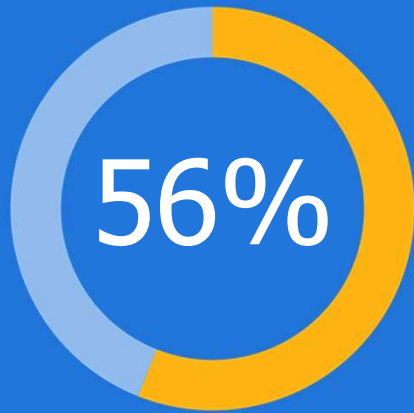


randstad profit and non-profit

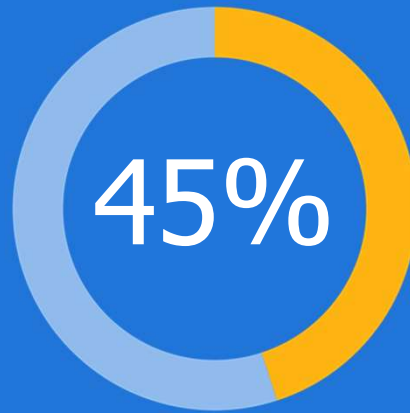
organization of **pilot testing** based on gaming skills that produce **scalable insights**



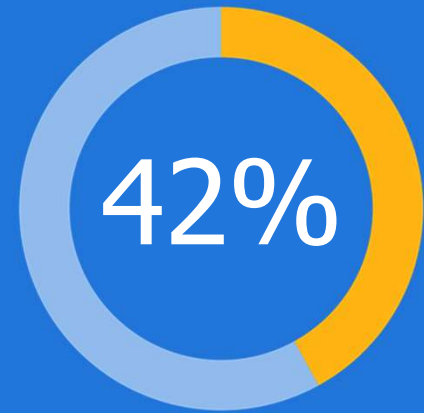
what would non-office workers do
if they had more flexibility at work?



would enjoy time
with their family
or friends



would rest
and recharge



would get
health or fit