



Tackling staff shortages

34 practical solutions for employers

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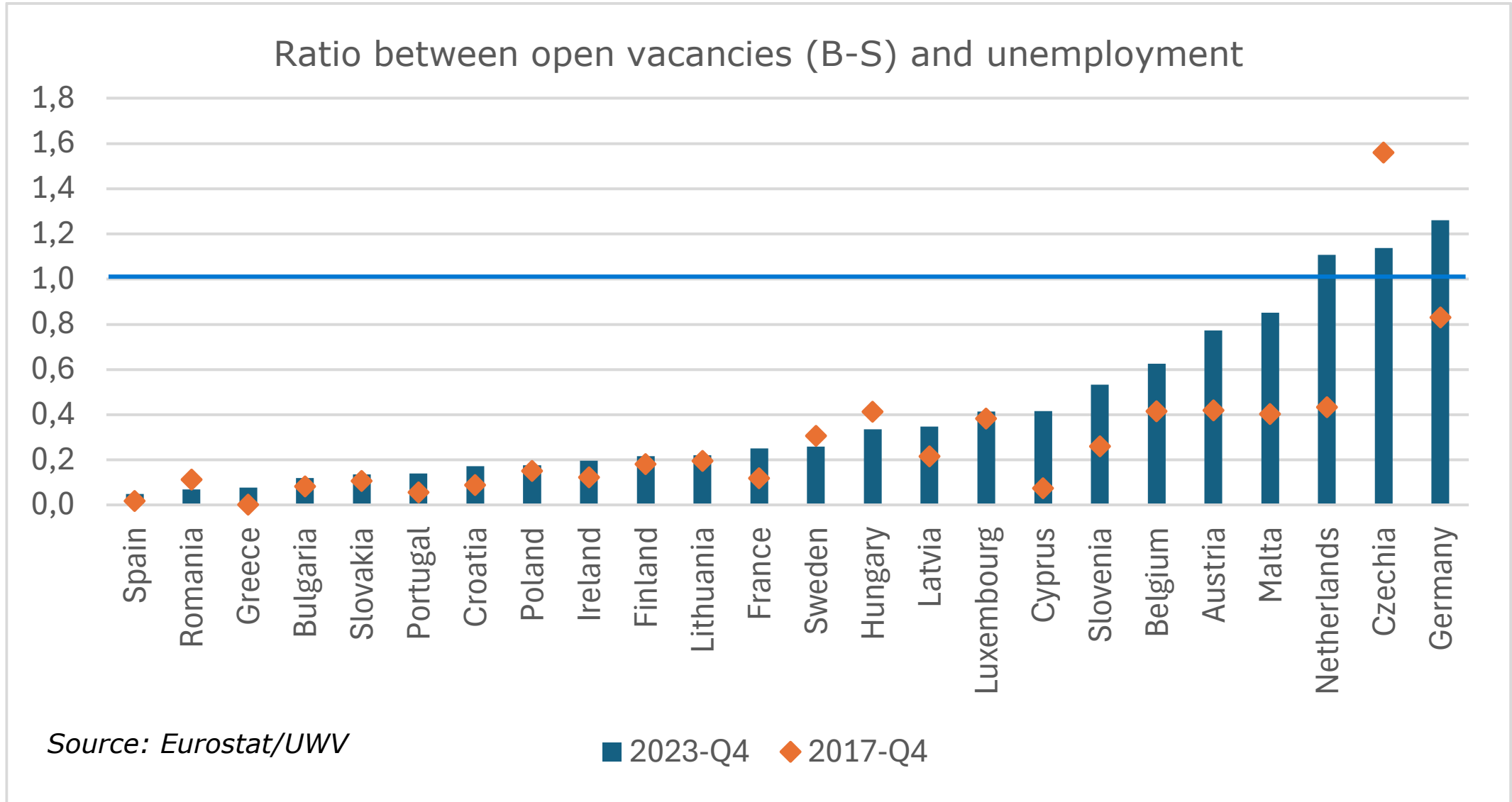


Today's programme

- Brief introduction into the Dutch labour market situation (15 mins)
- Example of 34 solutions in practice (10 mins)
- Time for you to take over! (20 mins)
- Plenary discussion & concluding remarks (15 mins)



Dutch labour market extremely tight





Without sufficient labour, the engine runs dry

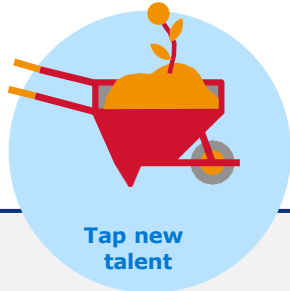
- ❖ More or less all industries in NL face labour shortages to some degree
- ❖ A growing number of employers struggle to attract staff
- ❖ In addition, *retaining* staff becomes a far bigger challenge than before
- ❖ Businesses, the economy as a whole and even broader society begin to suffer severely














Tackling staff shortages by taking a practical perspective

- ❖ UWV noticed an increasing need for a practical perspective for action
- ❖ “How do others do it?”
- ❖ A selection of 34 practical solutions, categorised in 3 main strategies:
 - 1. tap new talent**
 - 2. organise work differently**
 - 3. inspire loyalty and commitment**
- ❖ Not every solution applies to every organisation, employers can pick and try out what they think might work for them












34 solutions for employers















-  [Low-key introduction](#)
-  [Interest students](#)
-  [Look at skills](#)
-  [Focus on talent, less on position](#)
-  [Recruitment via Open Hiring](#)
-  [Recruitment in other regions](#)
-  [Recruitment abroad](#)
-  [Recruit older employees \(55+\)](#)
-  [Deploy pensioners](#)
-  [Deploy persons with an occupational impairment](#)
-  [Deploy asylum permit holders](#)
-  [Talent within the own organisation](#)
-  [Train new staff internally](#)



-  [Job carving and job creation](#)
-  [Combine jobs and tasks](#)
-  [Allow for working more hours](#)
-  [Be open to part-time agreements](#)
-  [Job sharing](#)
-  [Apprentice-journeyman-master structure](#)
-  [Cooperation with respect to staff](#)
-  [Deploy technology](#)
-  [Tackle administrative burden](#)



-  [Attention to vitality](#)
-  [Decrease physical strain](#)
-  [Attention to work hours and schedules](#)
-  [Attention to satisfied and committed employees](#)
-  [Ease the workload](#)
-  [Solid employment conditions](#)
-  [Facilitate staff](#)
-  [Support in case of financial trouble](#)
-  [Encourage learning and development](#)
-  [Pay attention to atmosphere and culture](#)
-  [Solid onboarding](#)
-  [Employer branding](#)

Some characteristics of the Dutch labour market



Mismatch due to gap between professional profiles sought after/on offer

- Open Hiring
- Look at skills

High degree of parttime work



- Job carving/creation
- Apprenticeship/master structure

- Be open to parttime
- Job sharing



- Encourage learning and development

- Attention to work hours and schedules

Recruitment via Open Hiring®

- ❖ Originated from Greyston Bakery in Yonkers, New York
- ❖ With Open Hiring, there are vacancies but no selection process
- ❖ Currently deployed by over 150 companies in NL
- ❖ Most prevalent in hospitality, logistics and construction



How can UWV's 34 solutions be applied to your country?

Form groups of 4-5 people

1. Highlight a specific labour market issue in your country
2. Discuss which of the aforementioned 34 solutions are already applied to tackle this issue
3. *Are there any solutions in use in your country that are not yet part of UWV's selection? Please share them!*



Hoofdingang

Parkeergarage

Lift mindervalide

Thank you for participating!

