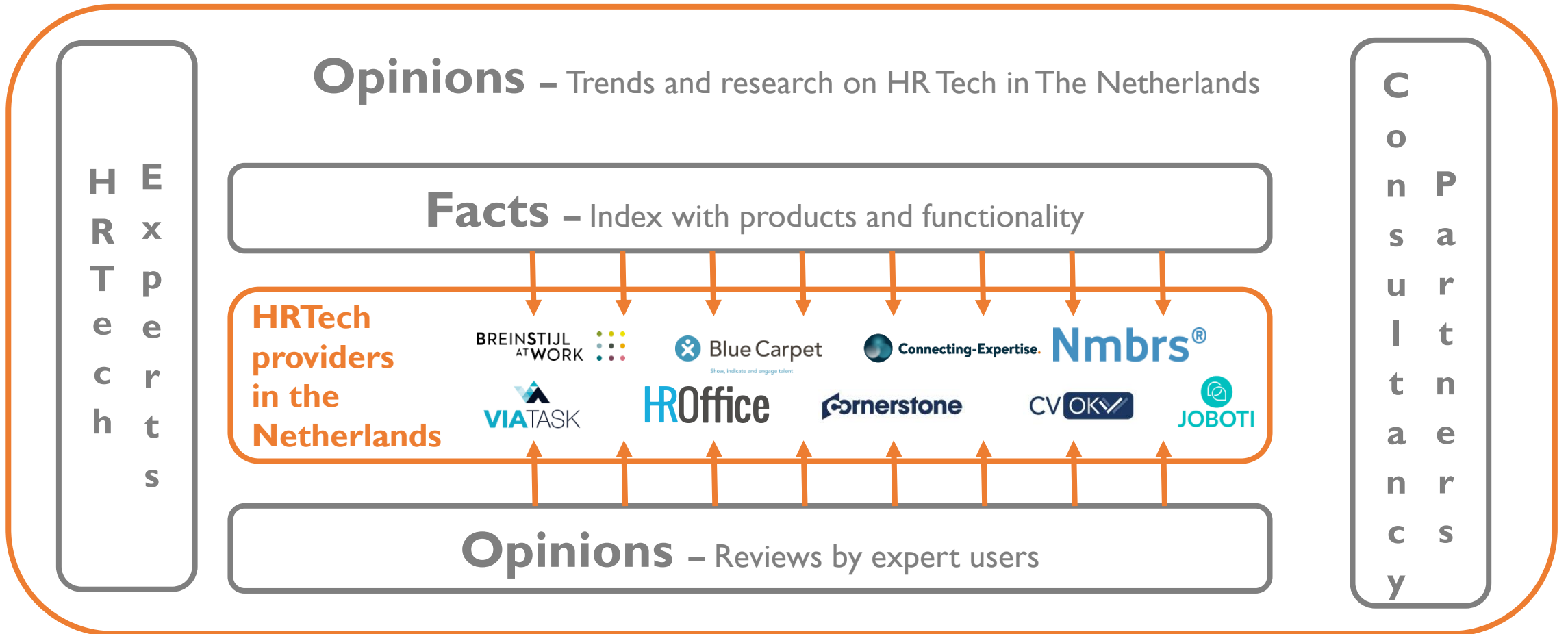


# Sourcing and Onboarding for Total Talent Acquisition





# Our Community Model

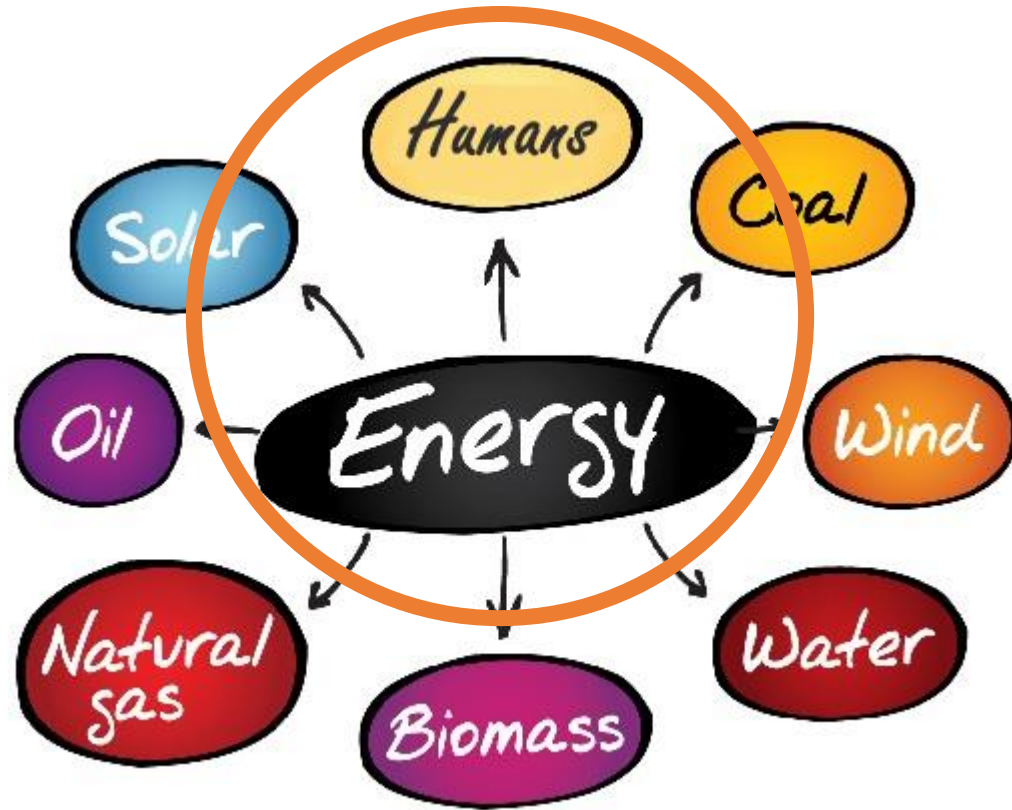


# Some typical work situations

#HRTech  
Review



HR =



Human  
Resources

# Group - Check 1

According to your experience, what is currently the most important topic that people are looking for in their work experience?

1. To work in any place at any time
2. To work for a company with a purpose
3. Life Long Learning
4. A decent salary
5. A permanent contract

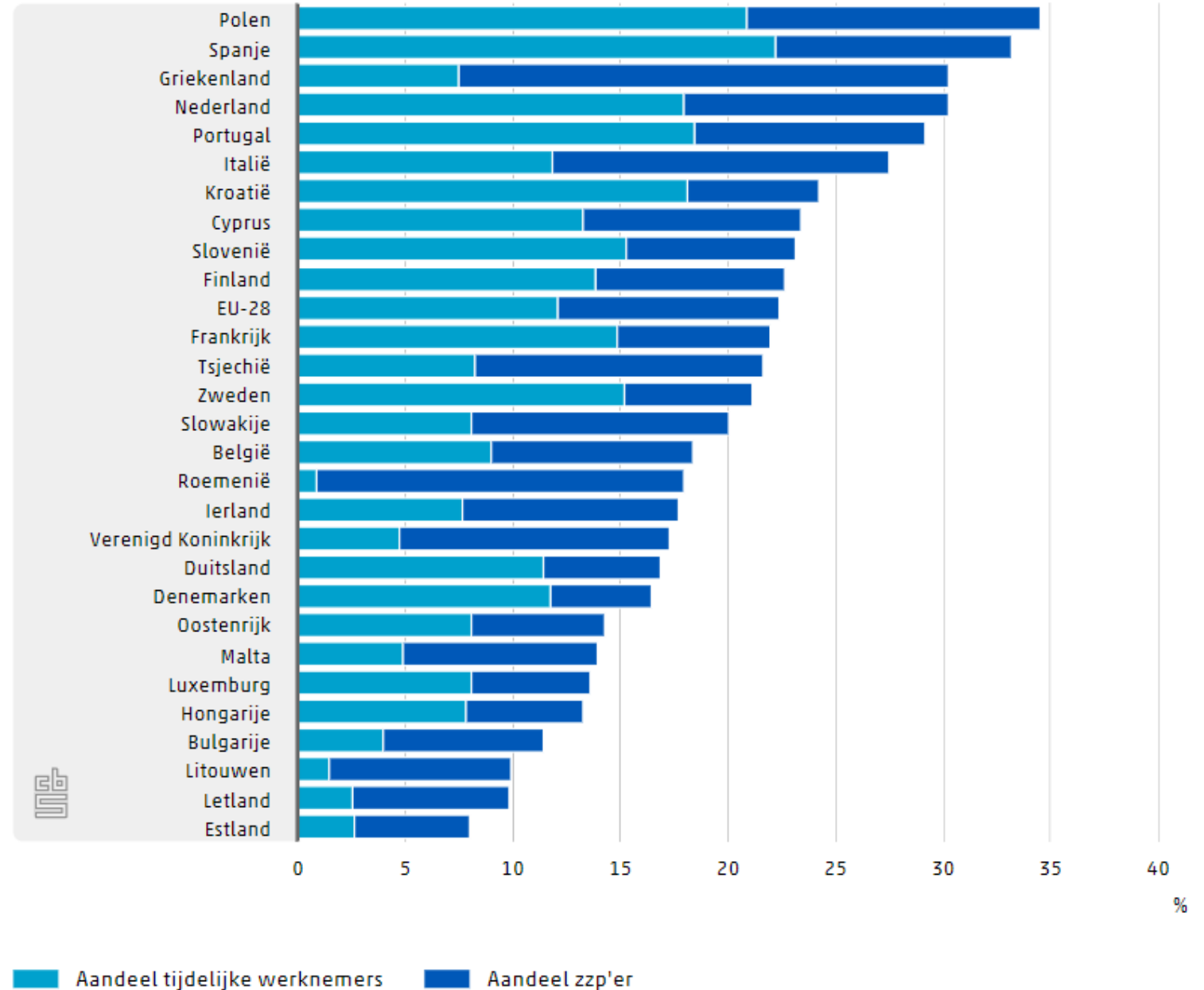
# A flexible “peel”?



If 30% of the working population has a flexible contract; this is at least a banana with a very thick peel.

**What is HR/  
Recruitment doing for  
that 30%?**

Flexwerkers (15 tot 75 jaar) in de EU, 2017



## Group - Check 2

Who in this group has a permanent contract for the organization they are representing here today?

1. Yes
2. No

Who in this group prefers a permanent contract over any kind of flexible contract?

1. Yes
2. No



# Permanent and Flex together; Why should HR wake up?



- In the search for talent, HR should also consider the external staff
- If you are trying to develop and engage your internal staff,
  - why do you still give all the innovative projects to external staff?

## **But most importantly;**

- **How, as an 'HR Business Partner', are you going to be a partner of a business that has already embraced the flexible workforce?**

So don't wait for the CEO to ask HR to start using Upwork, Freelance.nl, Jellow, Planet Interim or 99designs



## Group - Check 3

Should HR keep the focus on only permanent employees?

1. No, off course not
2. Yes, flexible working forms will soon disappear again
3. Not sure yet

# Total Talent Acquisition

#HRTech  
Review

“TA of all people and all types of contracts”

Who performs TTA?

Which #HRTech is used?



# Let's turn around the Candidate Experience for TTA

VRT;

- Let's create a unified Candidate Experience
- using social media and VRT jobsite,
- regardless the contract type











OVERZICHT VAN ONZE V

Zoek een vacature:  ↳ Zoeken

Functie -- FTE -- Merk -- Contract type --

7 functies die overeenkomen met uw selectie

	<b>Systeemingenieur Labo Radio</b>	VRT contract		
	<b>Business controller Technologie &amp; Innovatie</b>	Zelfstandige contract		
	<b>Developer Innovatie</b>	VRT contract	 Meer info	<span>▶ Ja, ik solliciteer</span>
	<b>Eindredacteur Ketnet (tijdelijk)</b>	Te bespreken	 Meer info	<span>▶ Ja, ik solliciteer</span>
	<b>Expert merchandising &amp; licensing</b>	Te bespreken	 Meer info	<span>▶ Ja, ik solliciteer</span>



# Group - Check 4

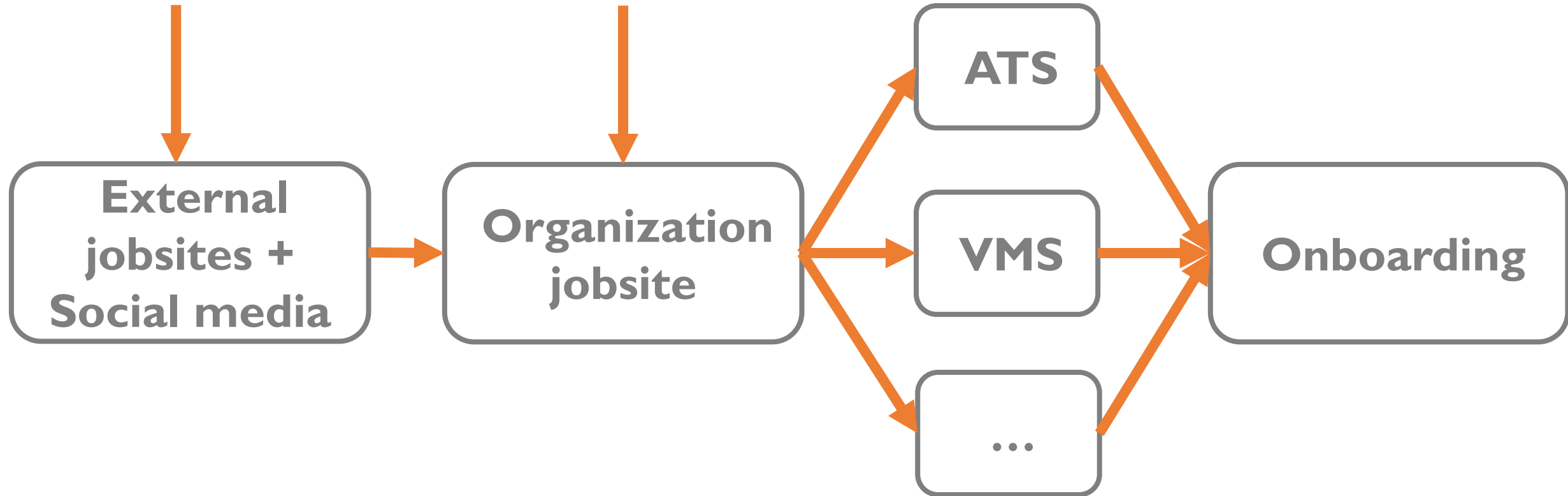


Why not put the candidate first, instead of the recruiting process?

1. No clue, we'll do it
2. The legal aspects of the flexible contracts make a combination impossible
3. External staff are not of strategic importance
4. It's better when the purchasing department keeps worrying about the flex workforce
5. The external staff and their contracts don't fit in the current HR systems

# Sourcing and Onboarding for TTA

#HRTech  
Review



# Group discussion



For those that answered Check 1 with answer 5 and Check 3 with answer 2 (only permanent contracts will be around long term), you may now leave

For those that feel TTA is coming;

1. Which road blocks do you see ahead?
2. What opportunities do you see when TTA is in place?



Thank you

#HRTech  
Review

#HRTech  
Review

Jouw performance  
management proces benchmarken?

Doe mee aan ons onderzoek



Cloudwatch

Doe mee