

A woman with dark hair tied back, wearing a blue work jacket and clear safety glasses, is focused on her work. She is wearing grey work gloves and is using a tool with a long metal shaft and a black handle. The background is a blurred industrial setting with warm, orange and yellow lighting.

# global report randstad workmonitor Q2 2019.

future job skills and sourcing talent

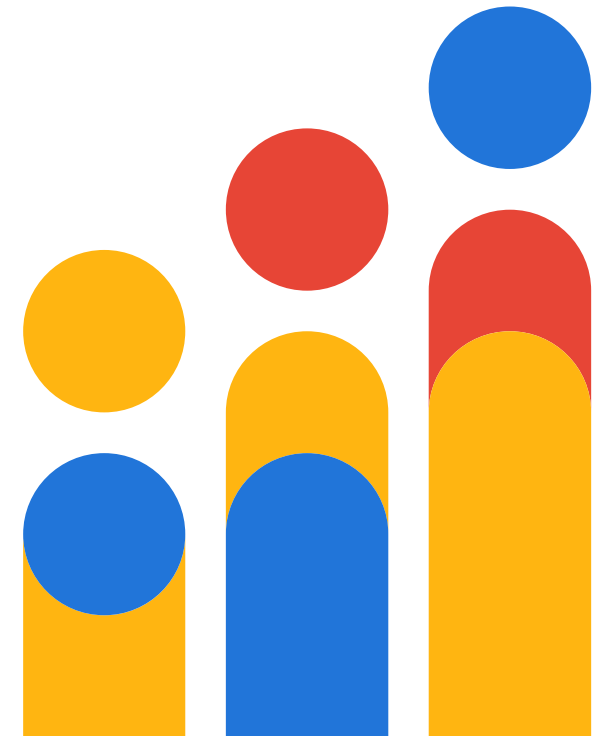
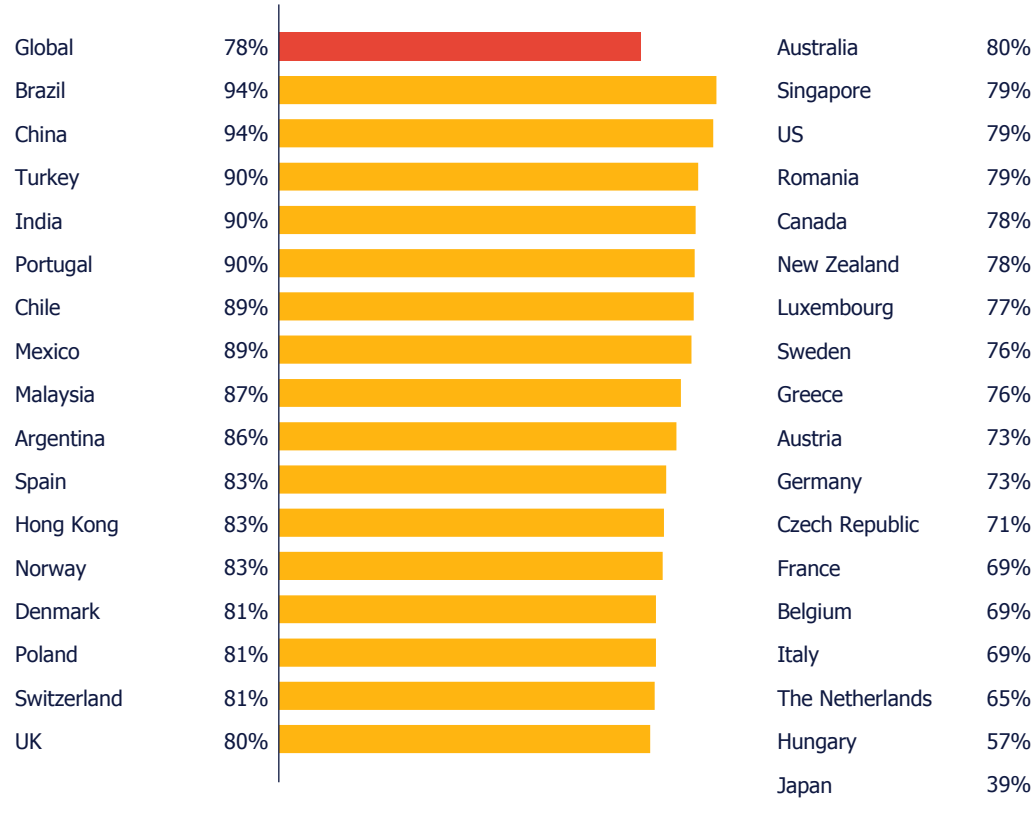


future

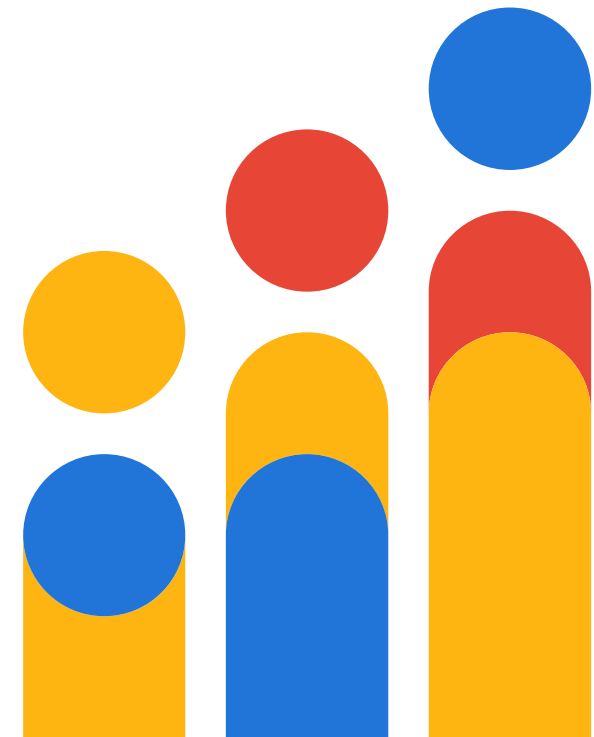
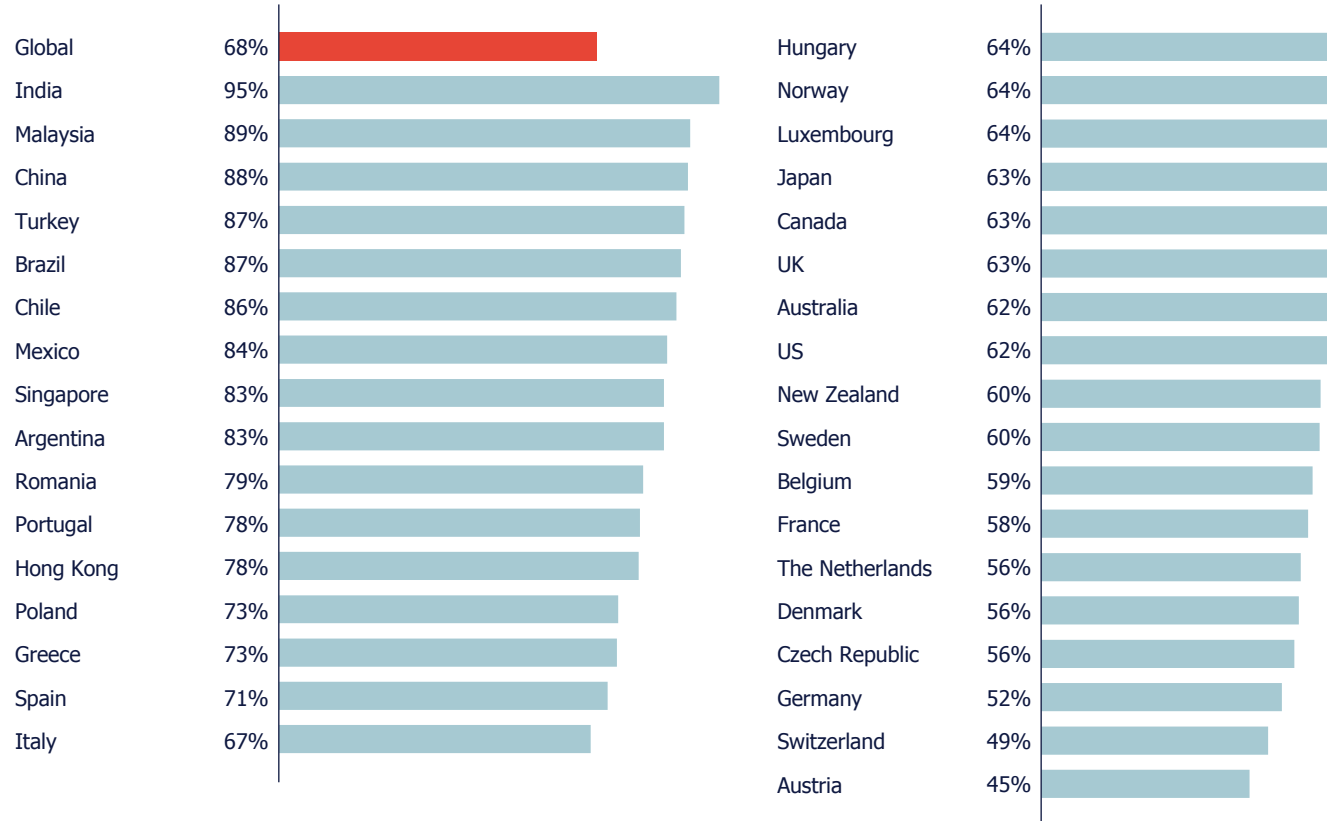


job skills.

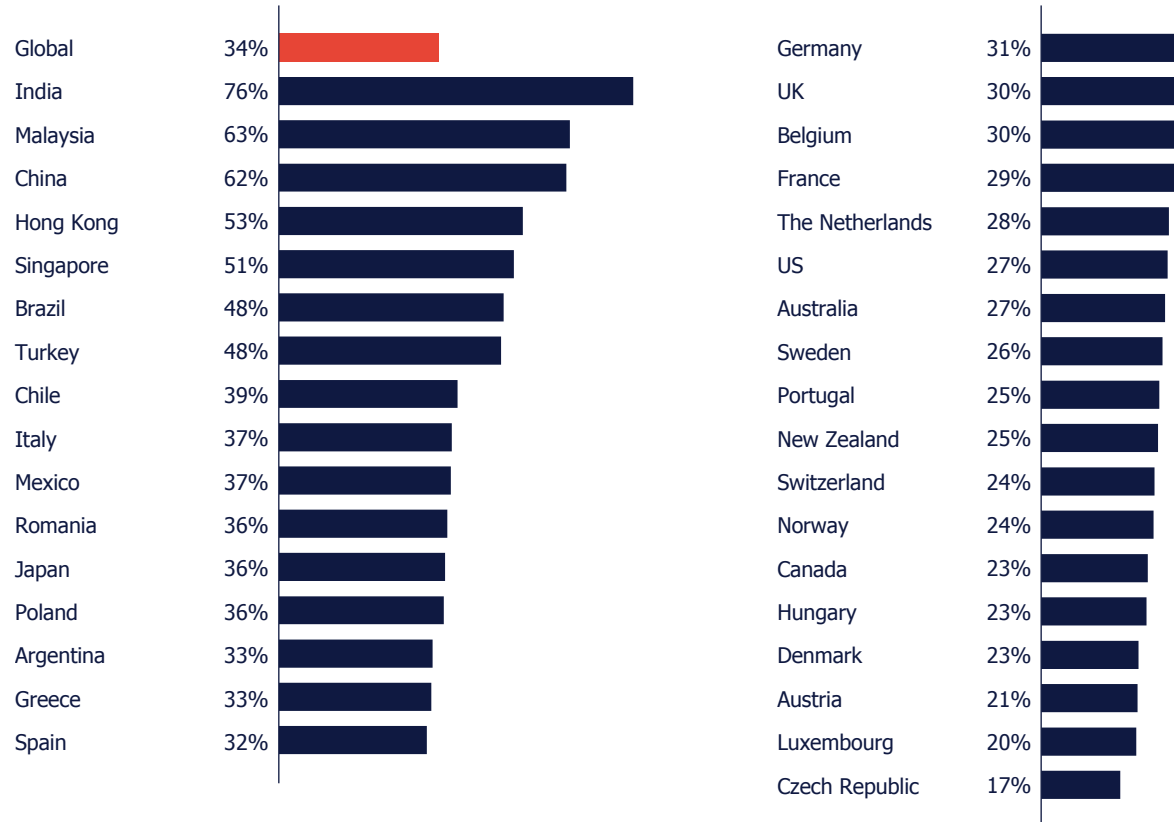
# 78% feel equipped to deal with the digitalization in their job.



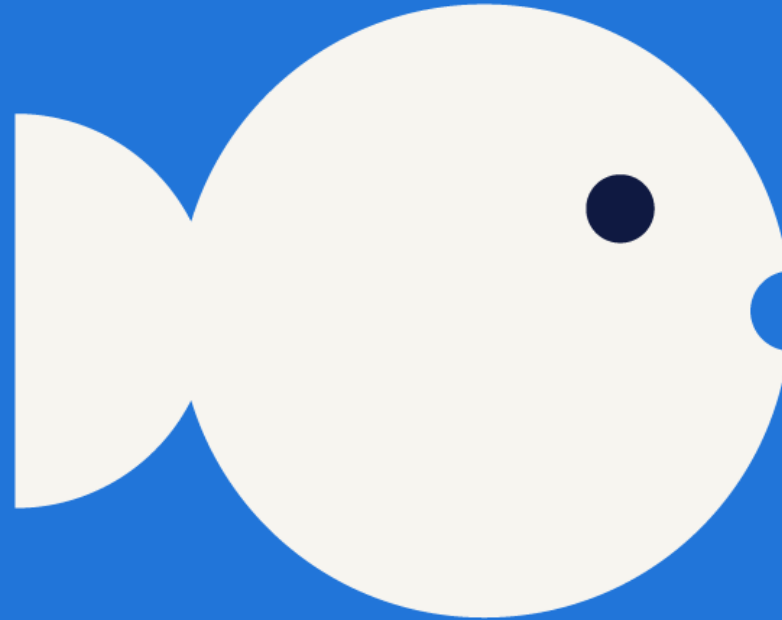
# 68% say that their employer should invest more in developing digital skills.



# 34% expect their job to be automated in the next 5-10 years.

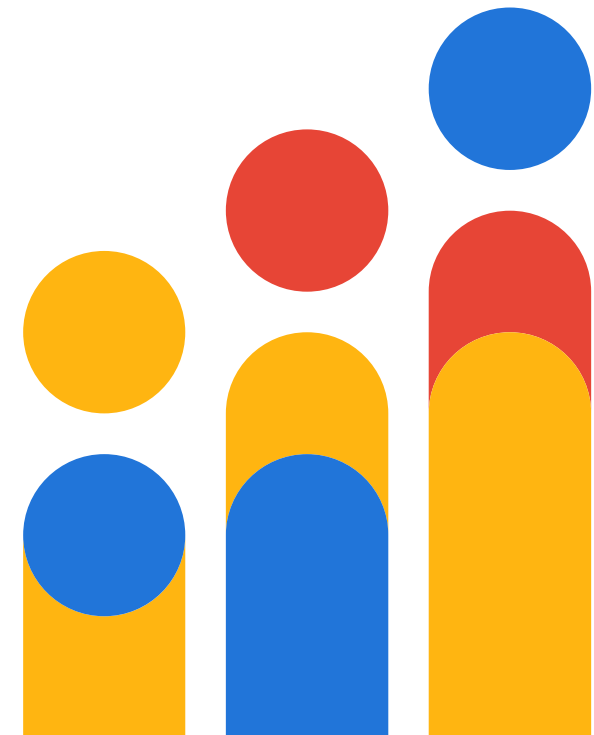
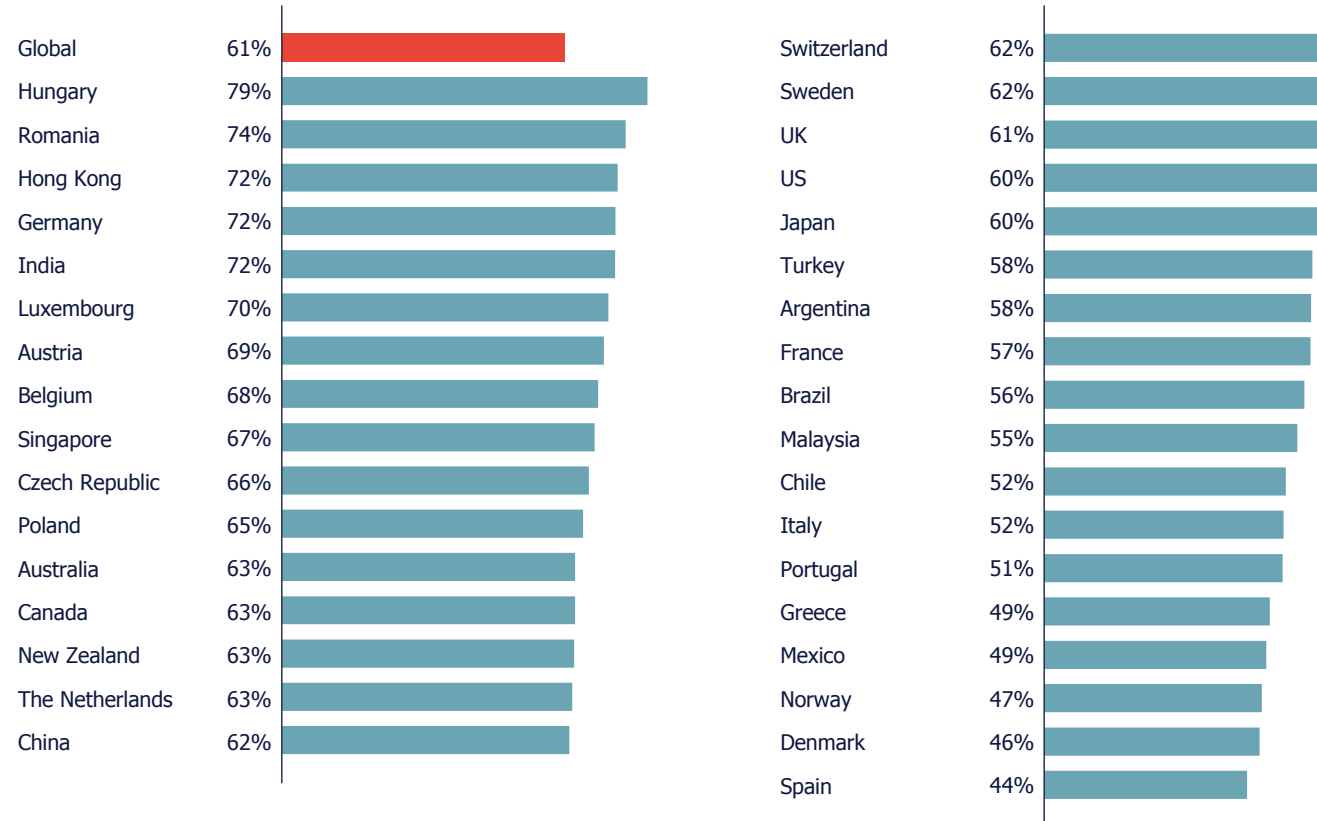


sourcing



talent.

# 61% say that their employer, has trouble in finding the right talent today.

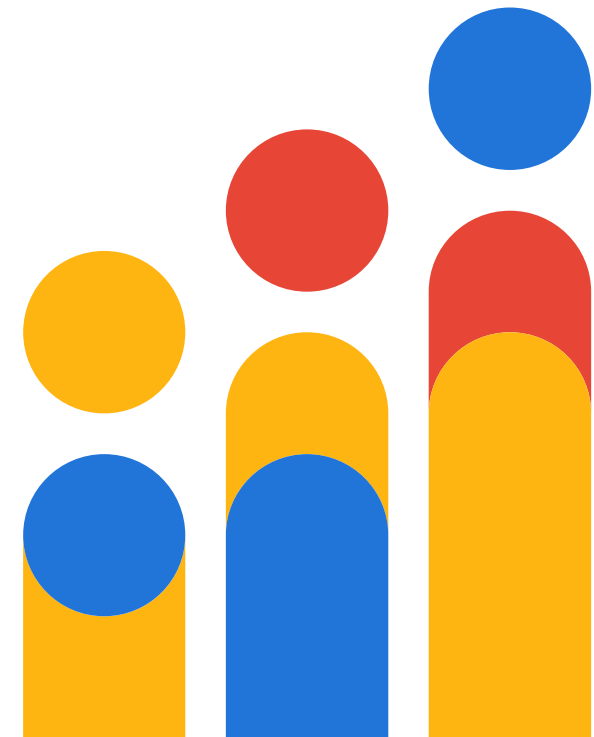
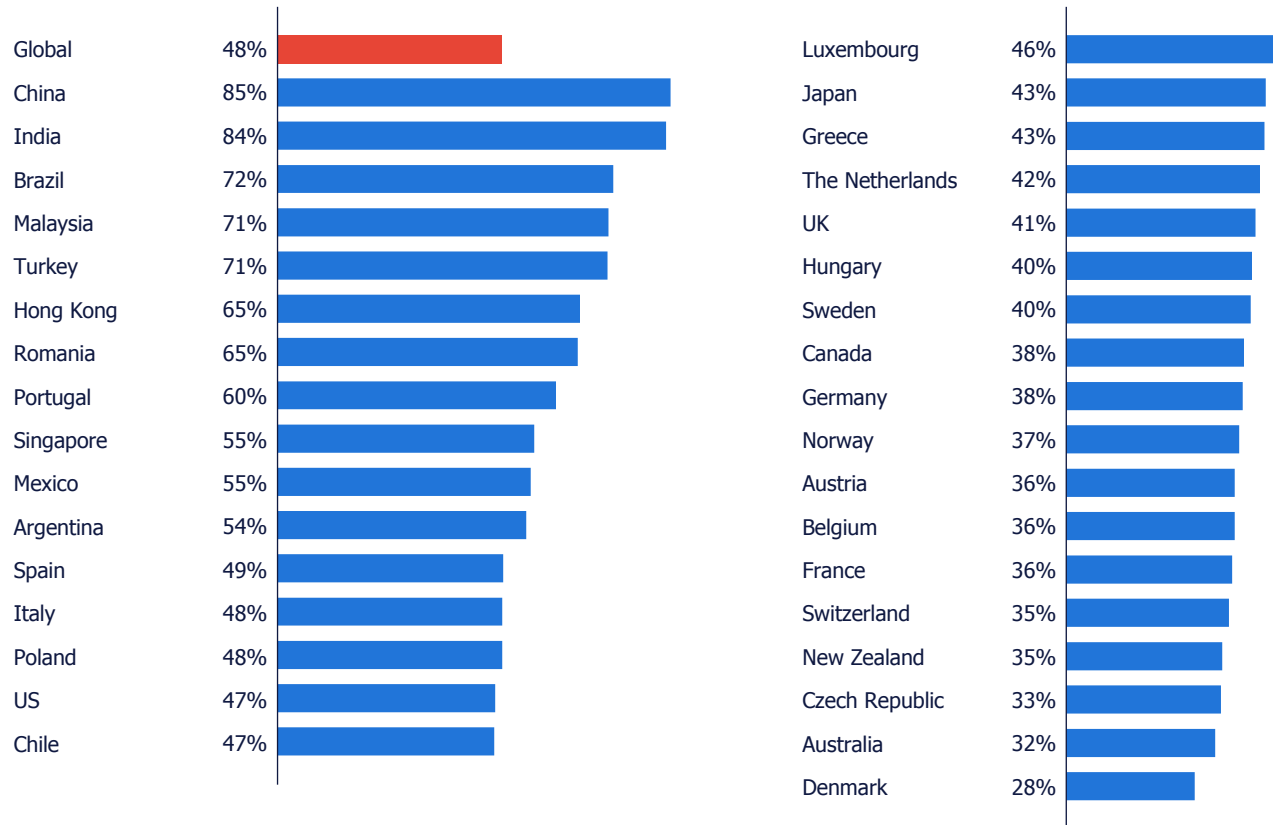




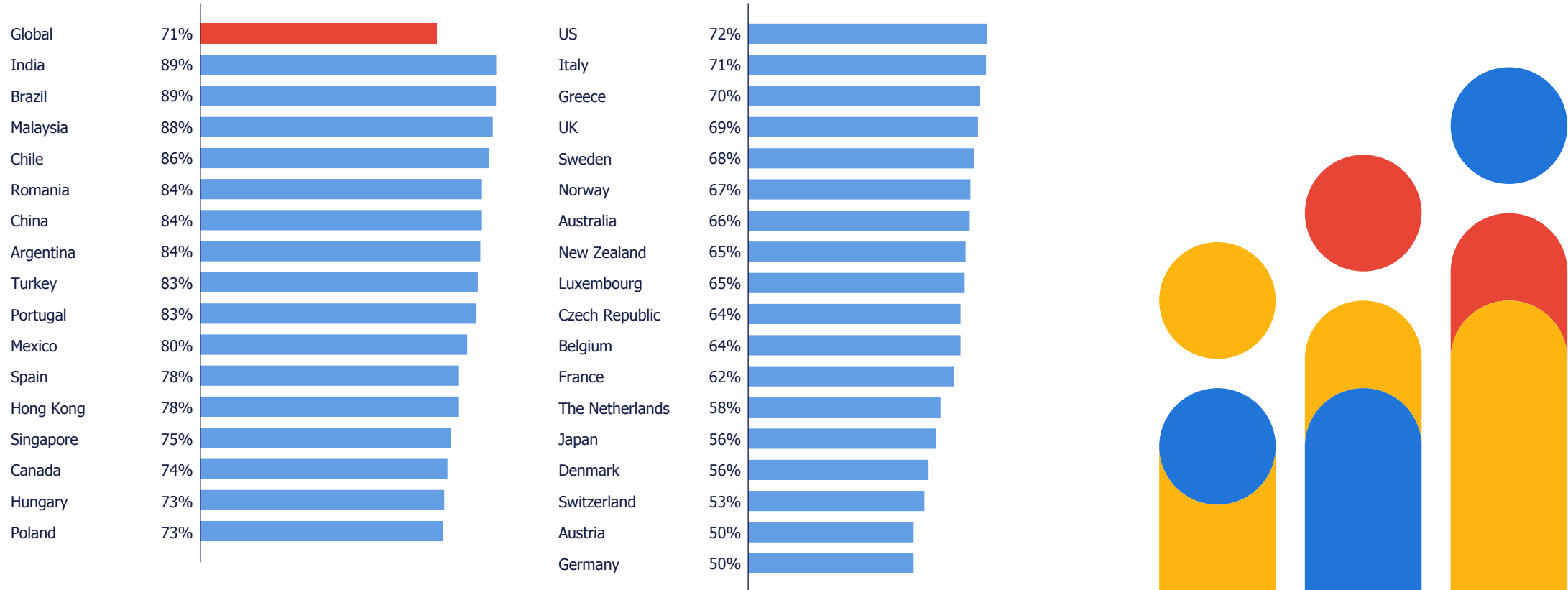
# 61% expect that it will be increasingly difficult for their employer to find the right talent in the future.



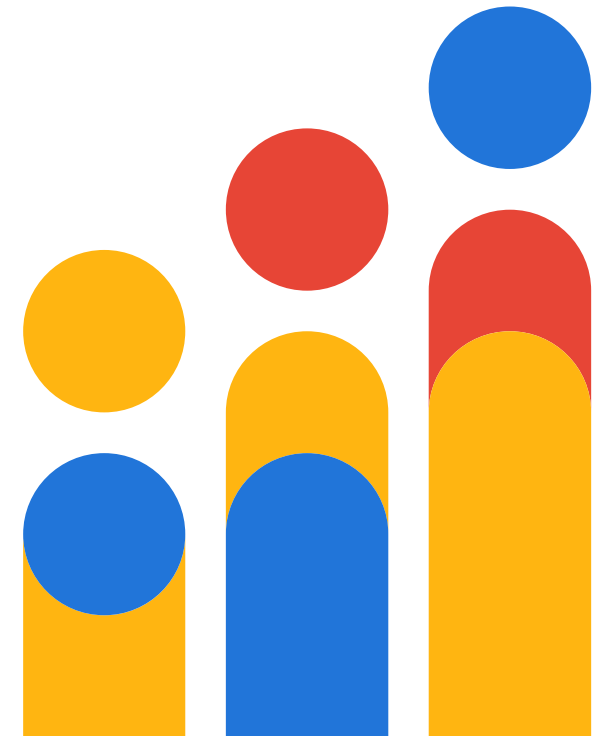
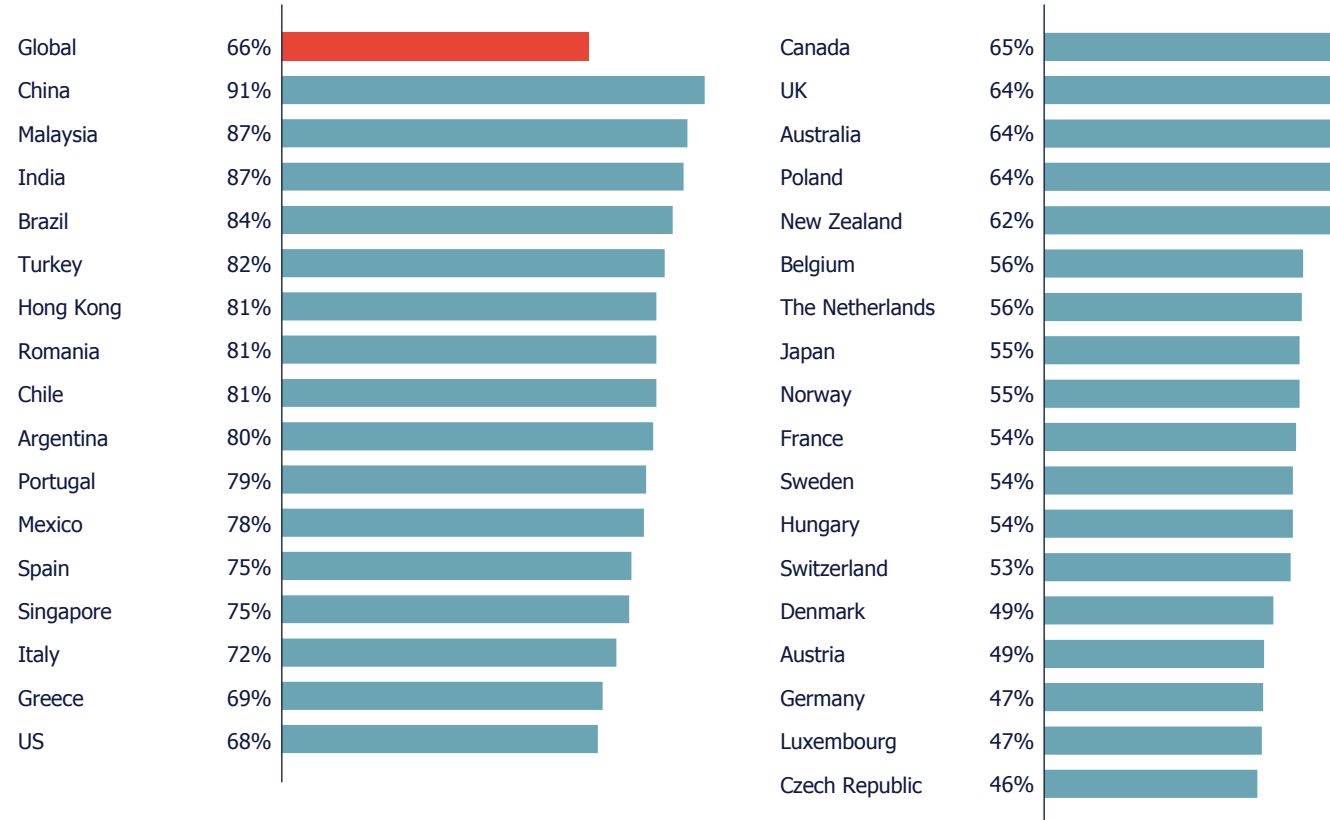
# 48% say that their employer has an increasing need for STEM profiles (Science, Technology, Engineering, Math).



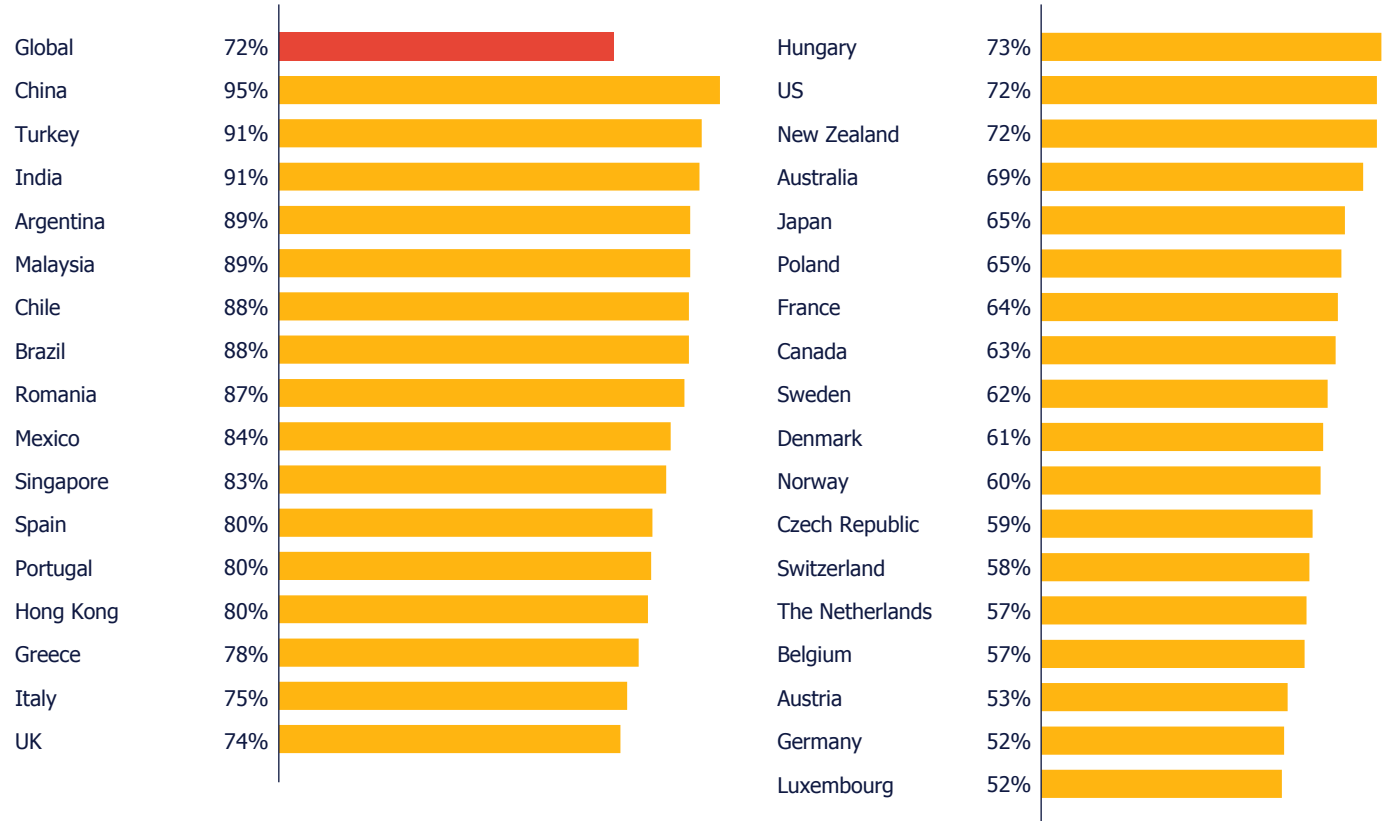
# 71% say that students should focus on a career in STEM.



# 66% state that they would focus on a field of study within STEM, if they were still 18 years old.



# 72% say that they would focus on a field of study within digital/online, if they were still 18 years old.



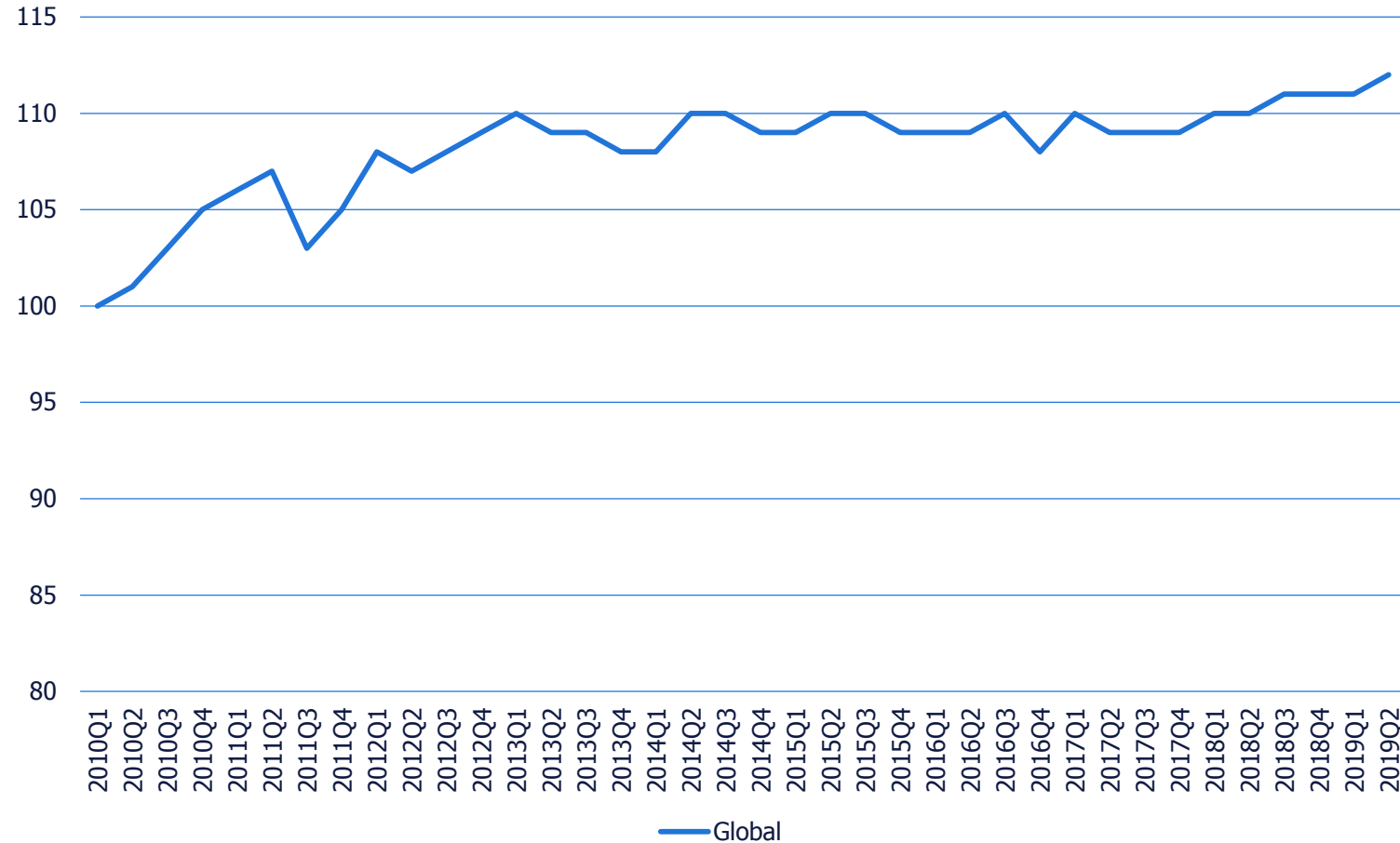
# mobility



# index.



# the global mobility index slightly increased compared to last quarter.

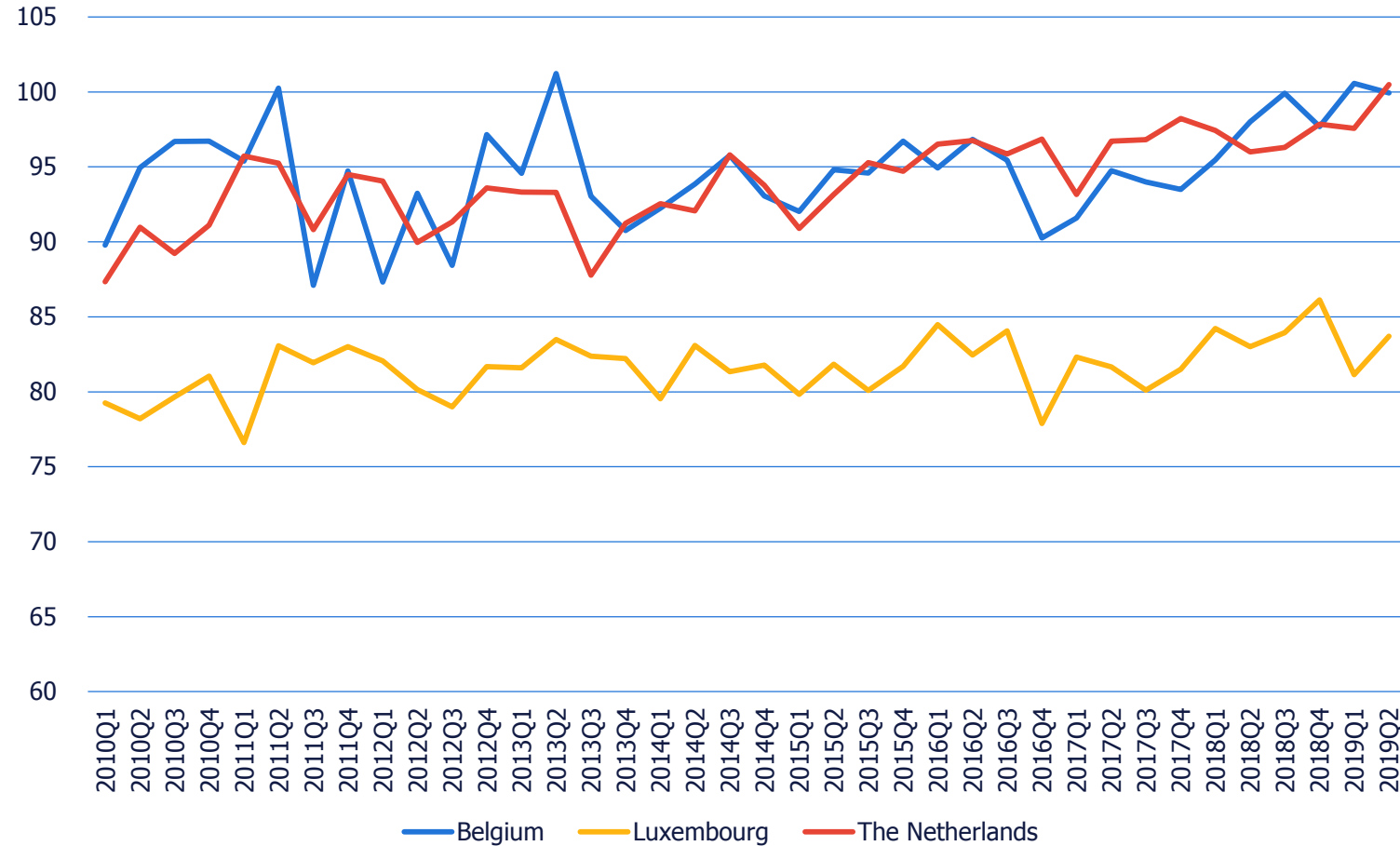


## question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



# mobility Luxembourg +3 and the Netherlands +2; Belgium -1.

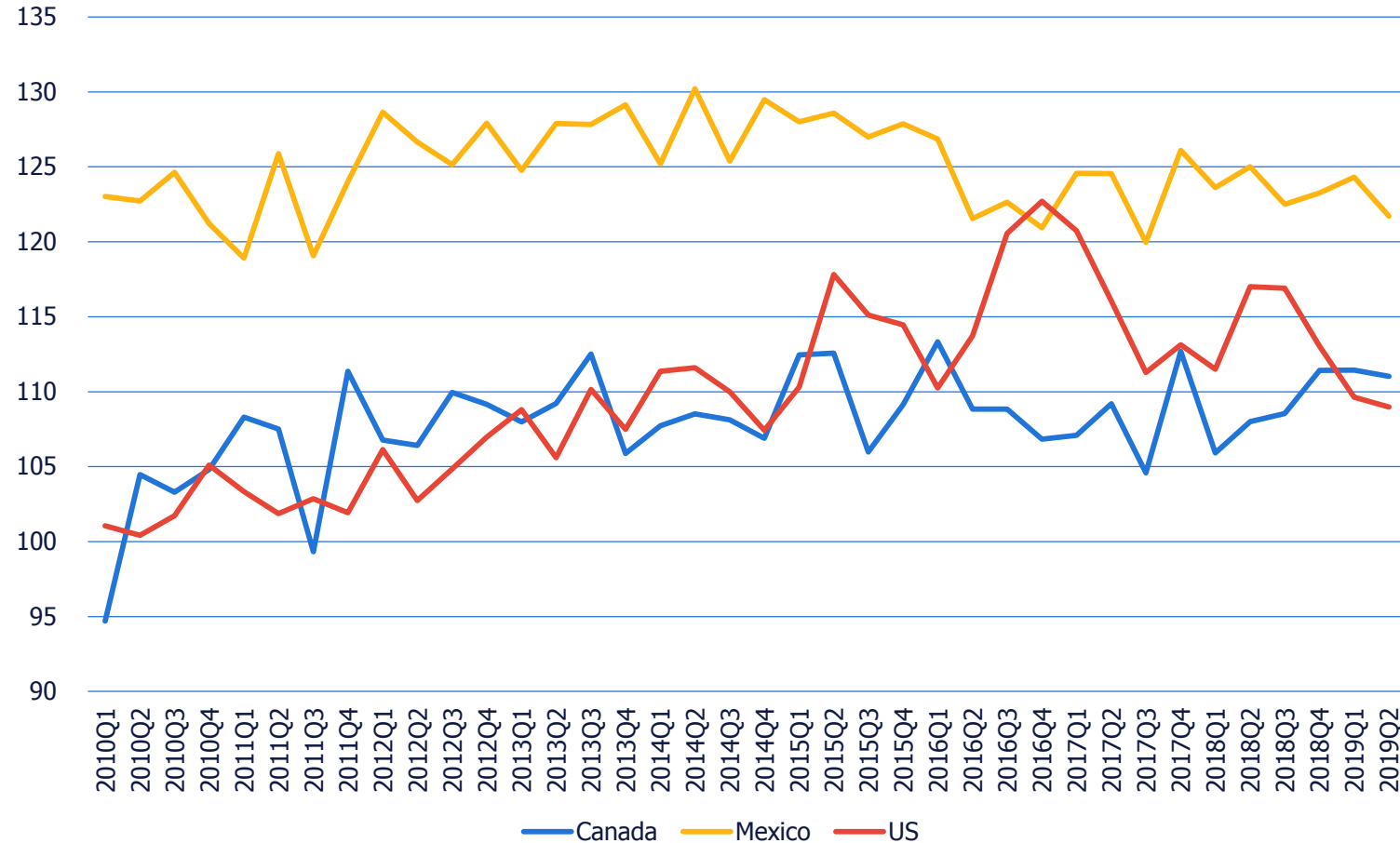


## question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



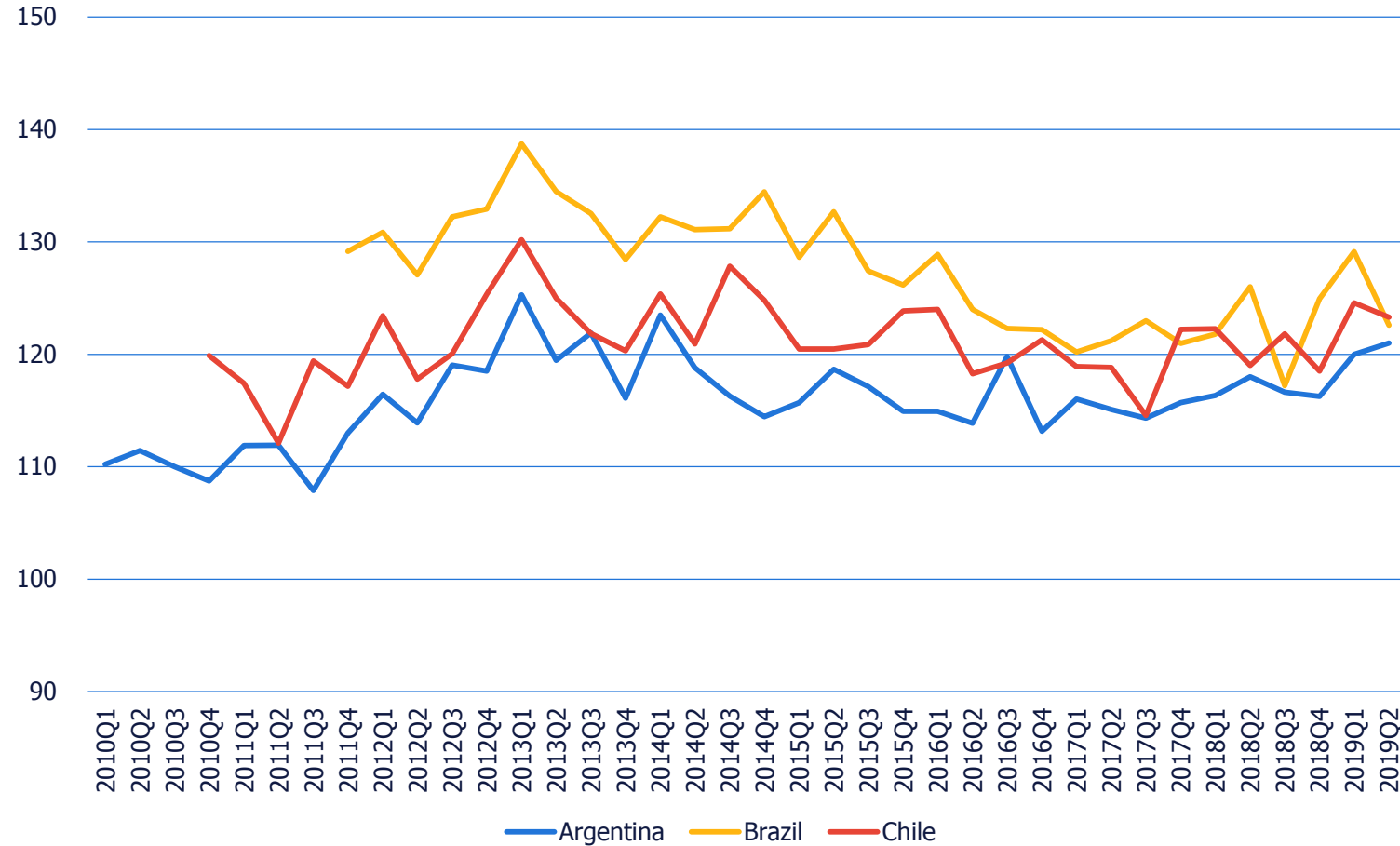
# mobility Mexico -2 and US -1; Canada no shift.



## question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

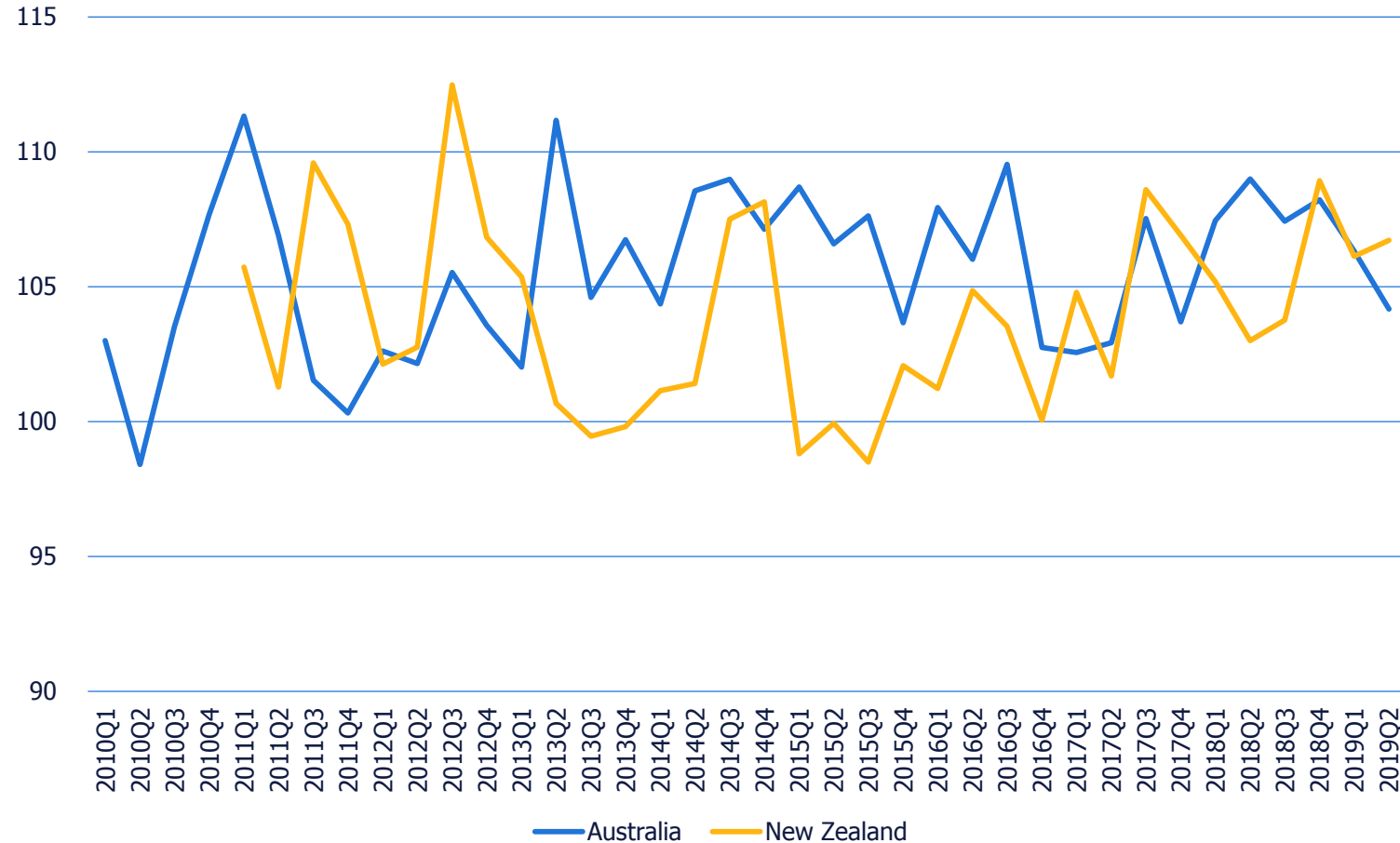
# mobility Brazil -6, Chile -2 and Argentina -1.



## question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

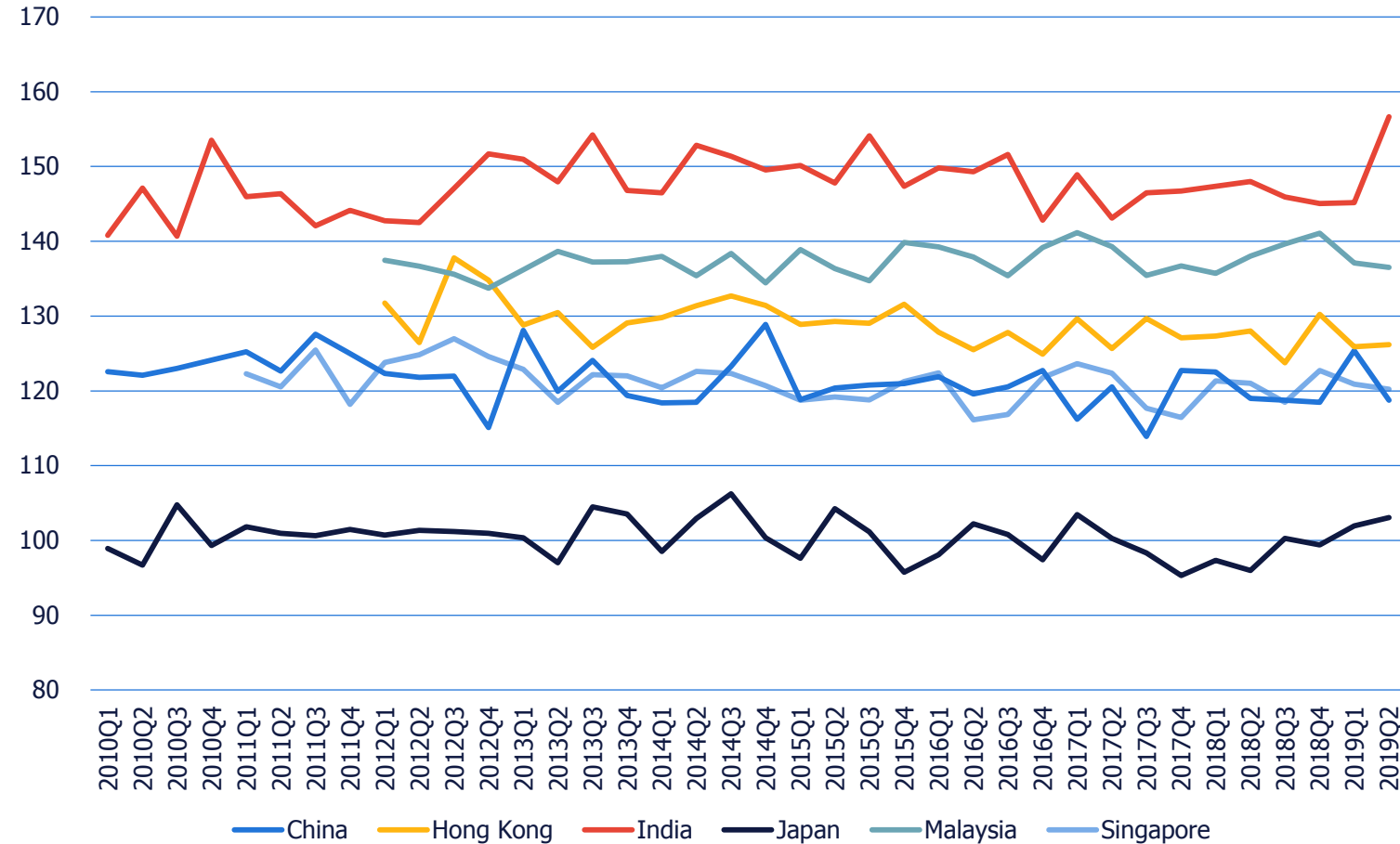
# mobility New Zealand +1 and Australia -2.



## question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

mobility India +12 and Japan +1; China -6 and Singapore -1;  
Hong Kong and Malaysia no shift.

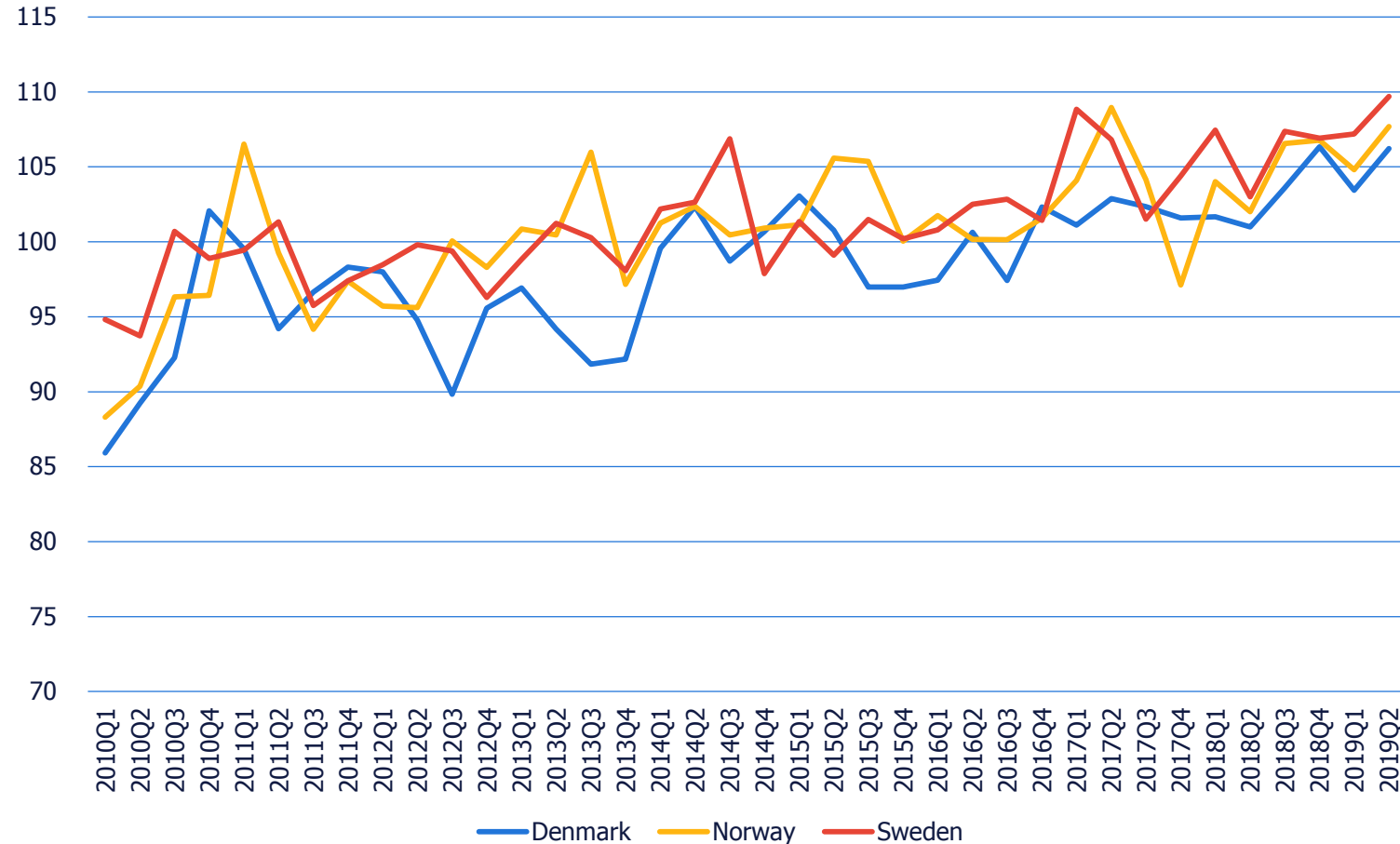


question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



# mobility Denmark +3, Norway +3 and Sweden +3.

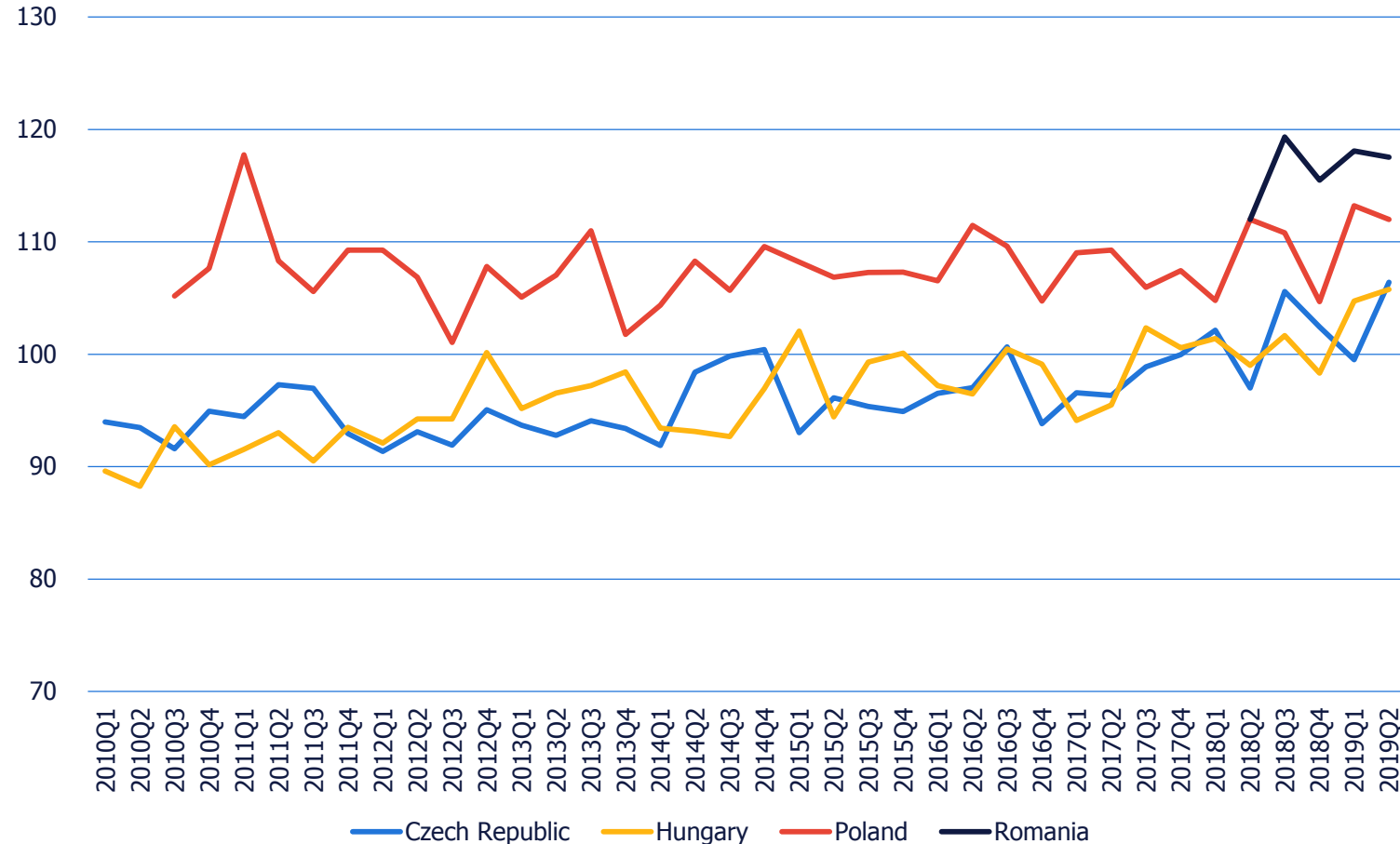


question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



# mobility Czech Republic +6 and Hungary +1; Poland -1; Romania no shift.

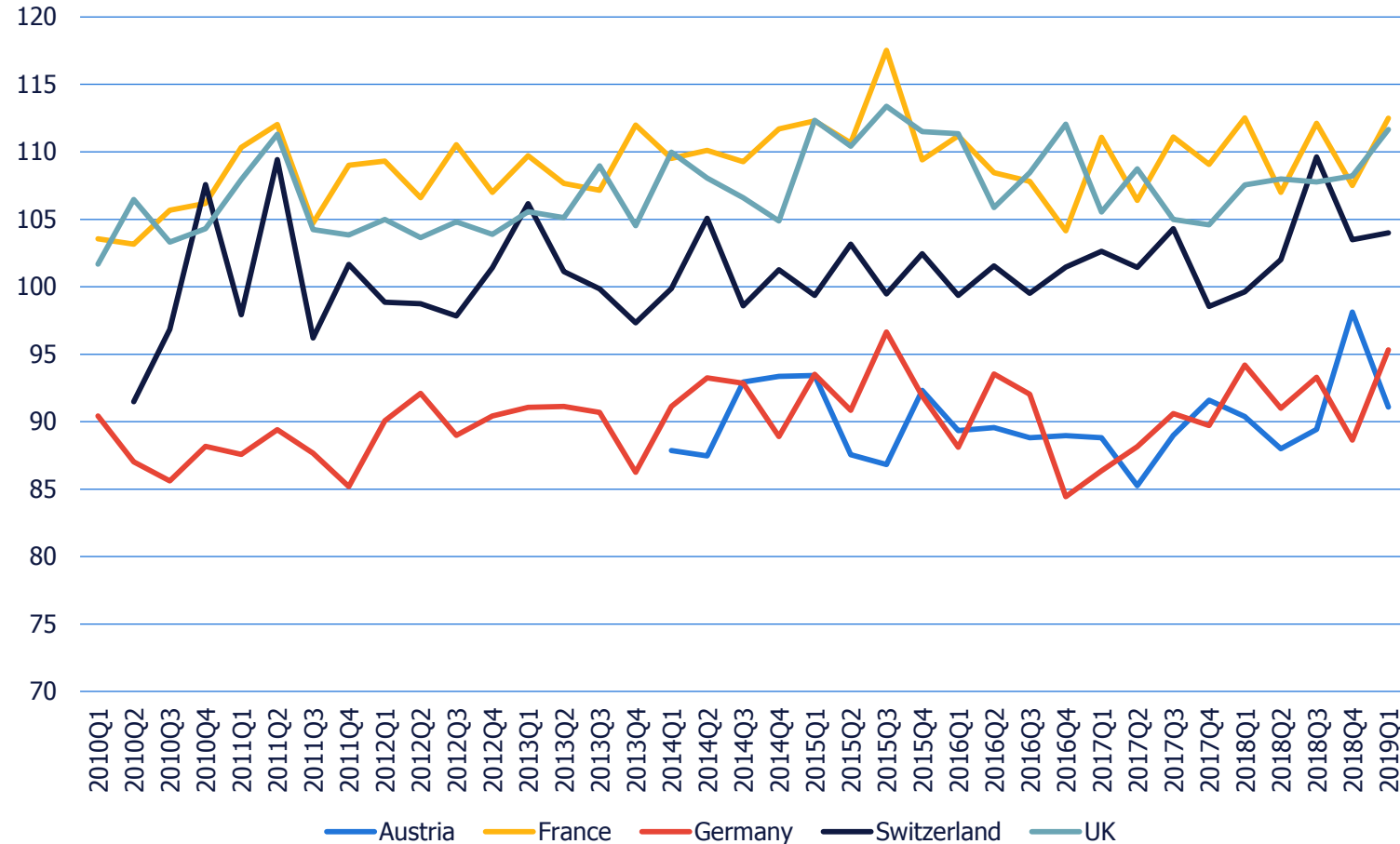


## question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



mobility Germany +2 and Switzerland +2; France -2 and UK -2; Austria no shift.

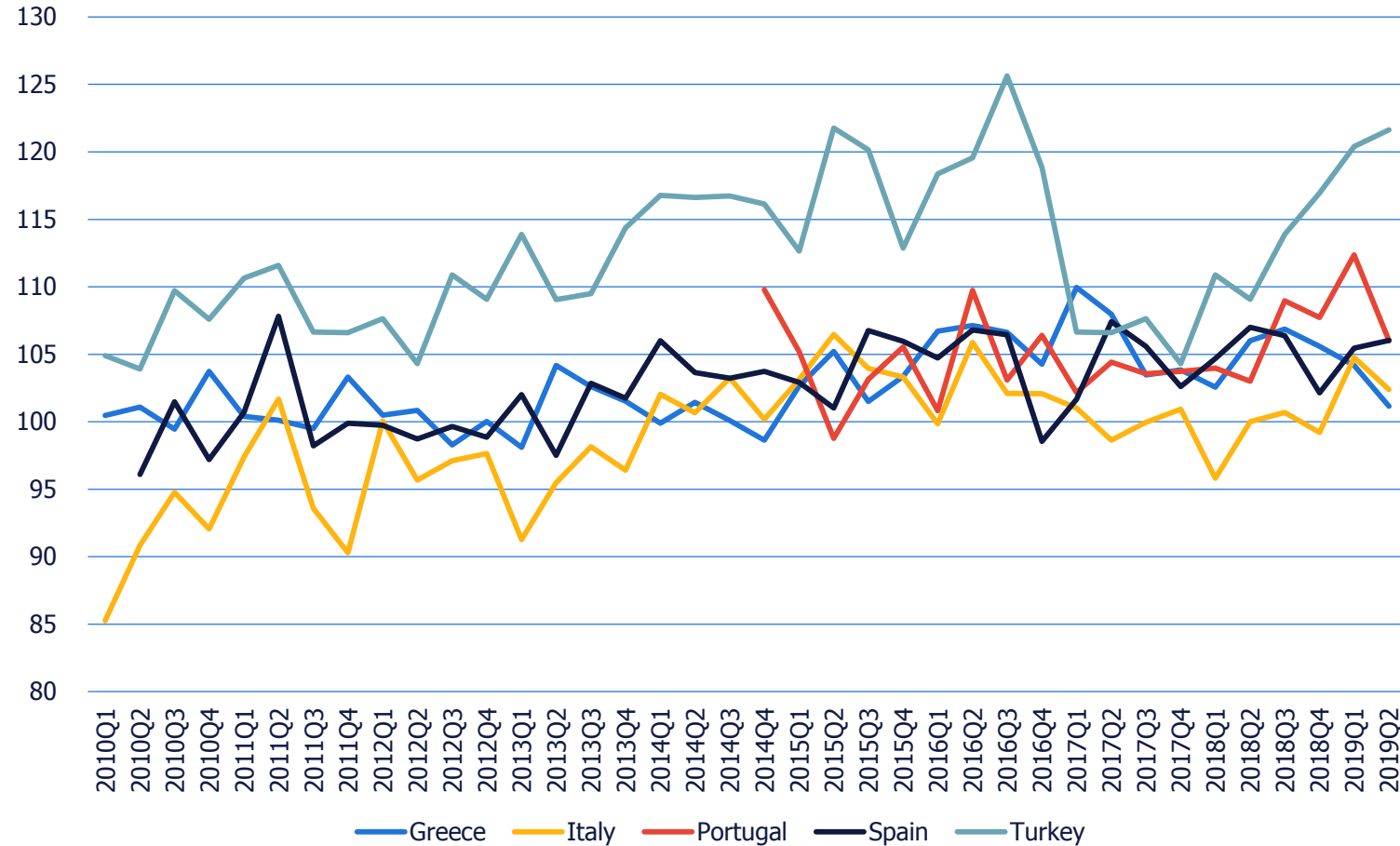


question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



mobility Turkey +2 and Spain +1; Portugal -6, Greece -3 and Italy -3.



question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



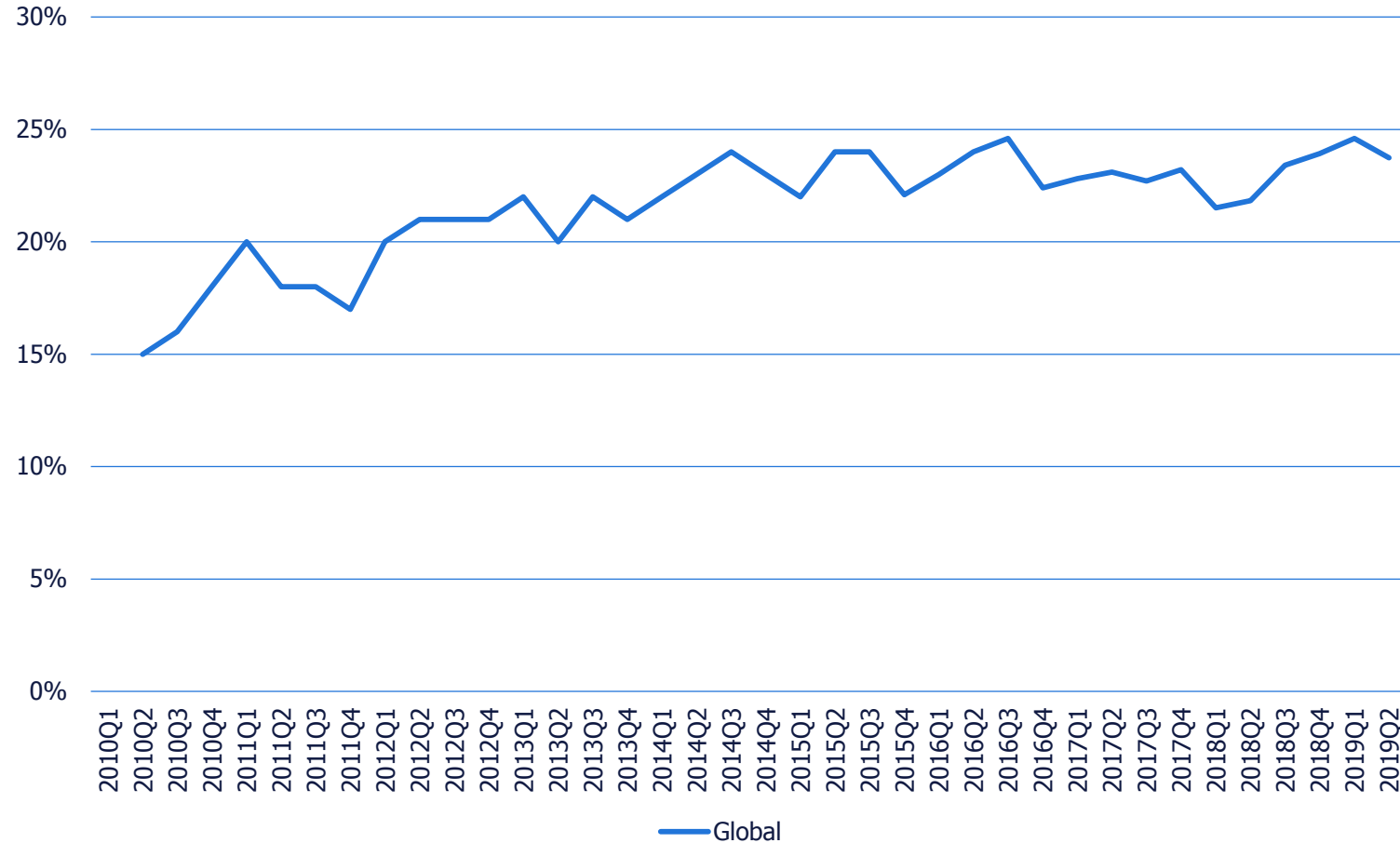


# actual



# job change.

the actual job change decreased compared to last quarter.

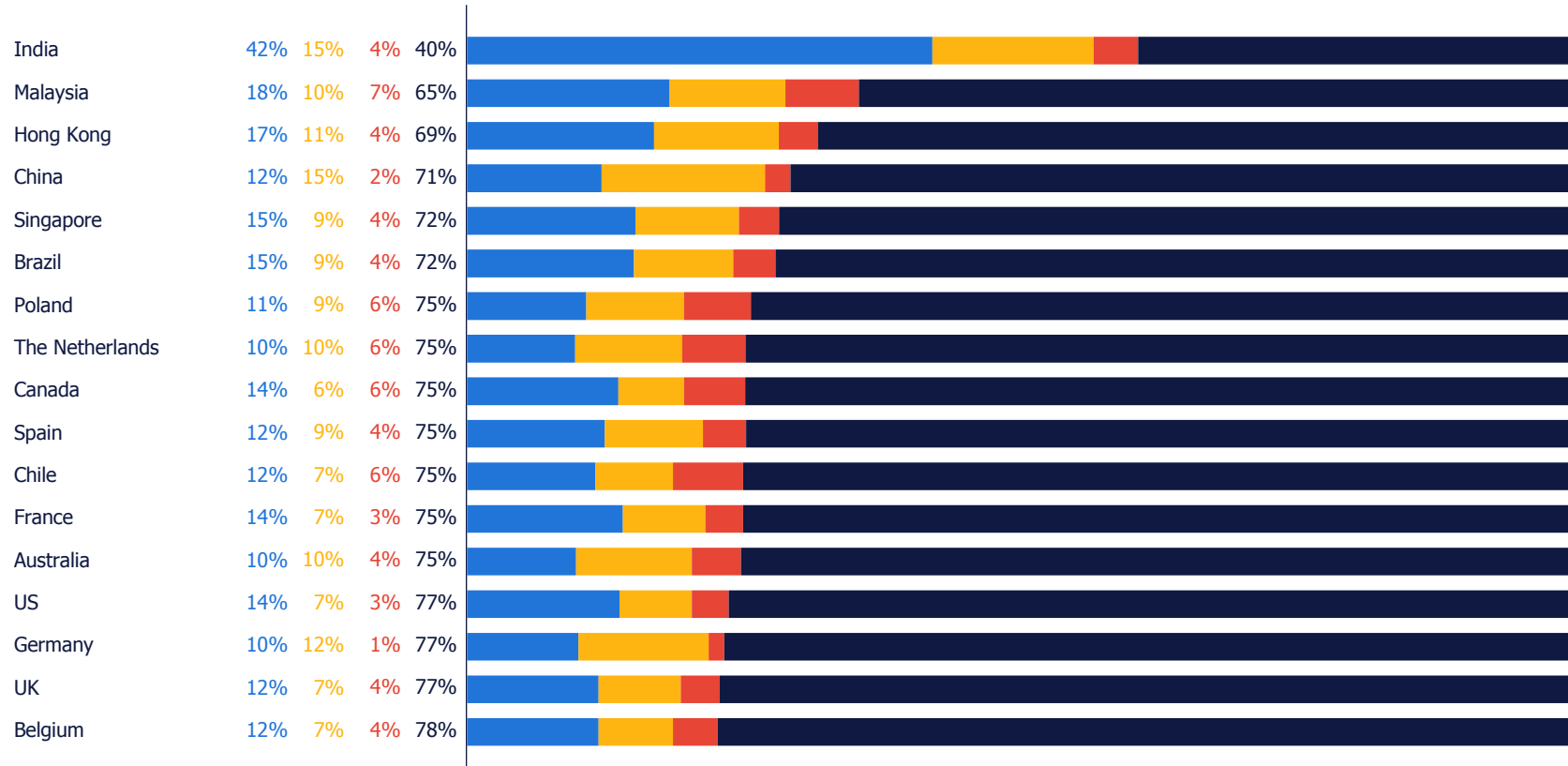


question:

- Have you changed jobs during the past six months? If you have started working in your first job during the past six months, this is not a change of employment/ employer; please fill in 'no'.



# actual job change highest in India; lowest in Luxembourg.



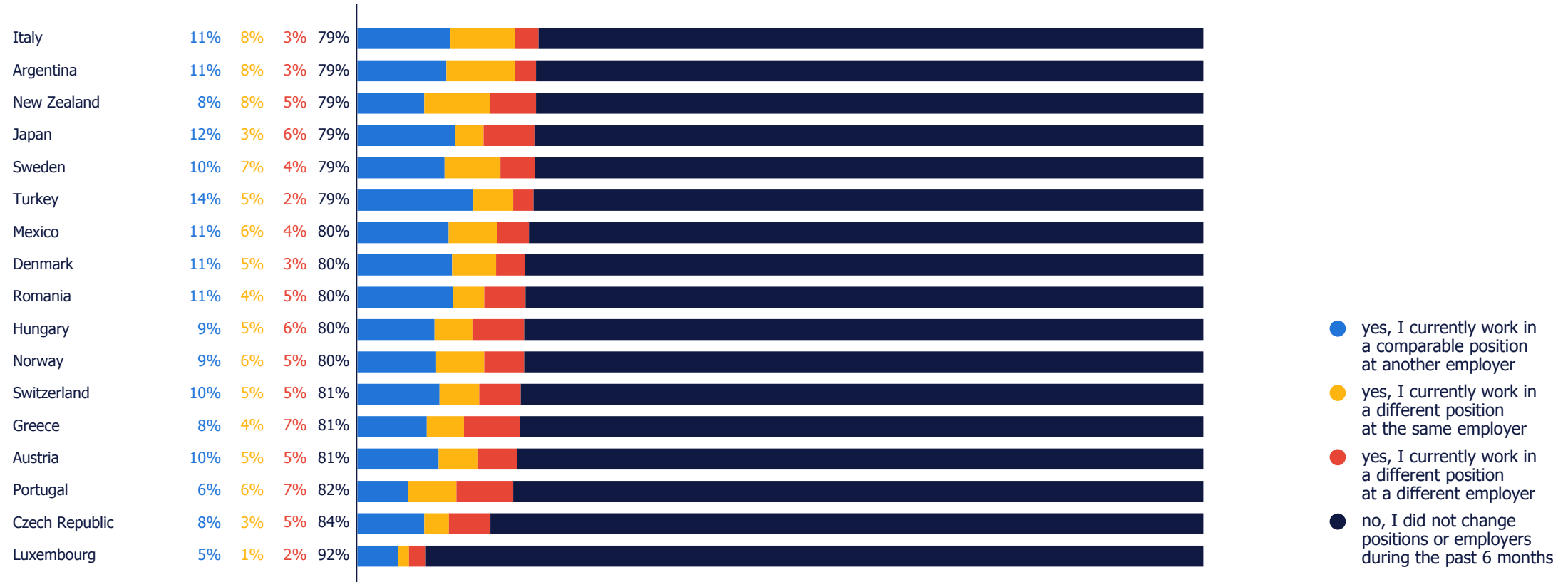
the job **change** increased in Belgium, India and Romania compared to last quarter.

job change decreased in Canada, Czech Republic, Portugal, Sweden, Turkey and the UK.

- yes, I currently work in a comparable position at another employer
- yes, I currently work in a different position at the same employer
- yes, I currently work in a different position at a different employer
- no, I did not change positions or employers during the past 6 months



# actual job change.

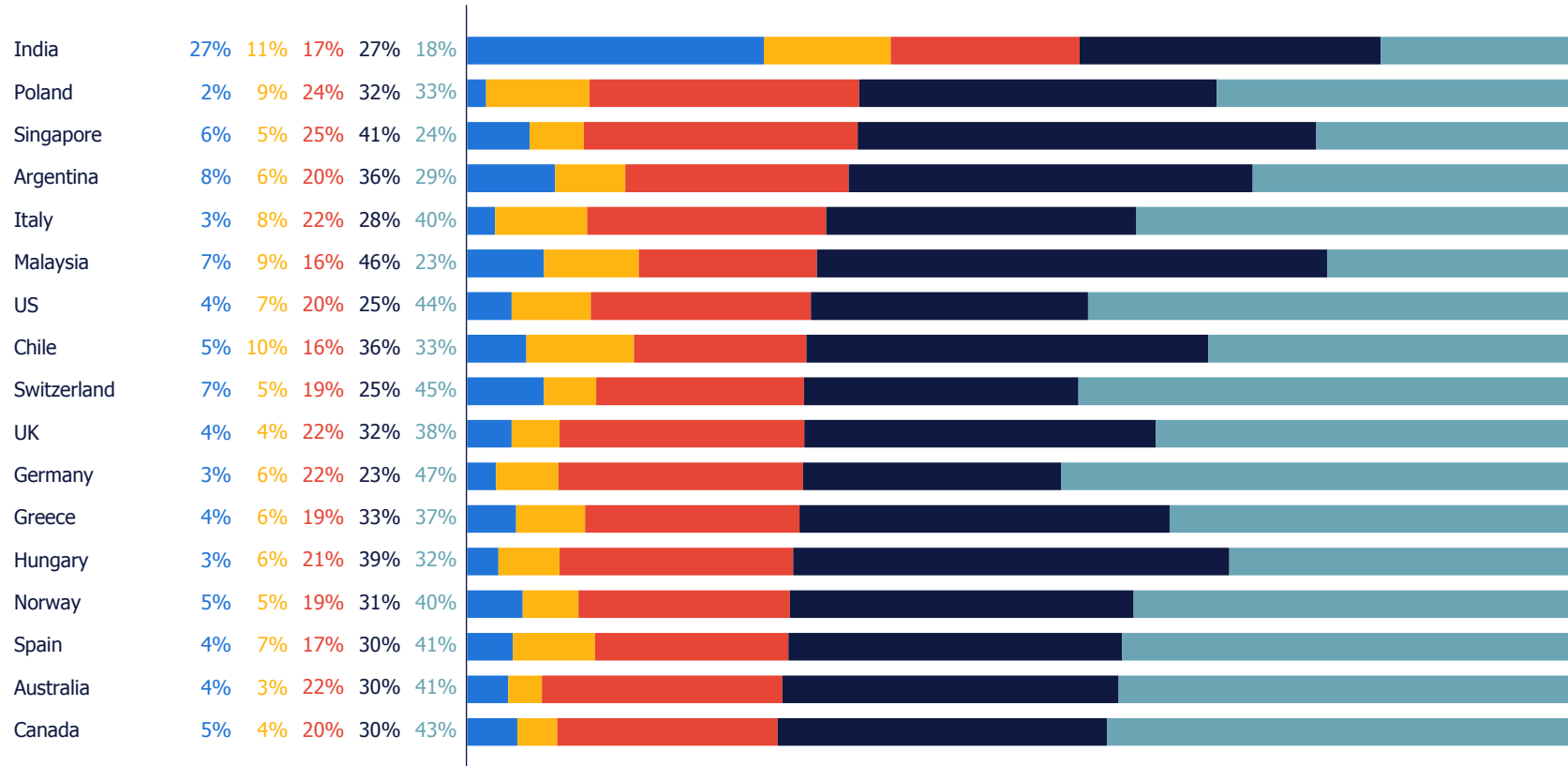


job



change  
appetite.

# job change appetite highest in India; lowest in Turkey.

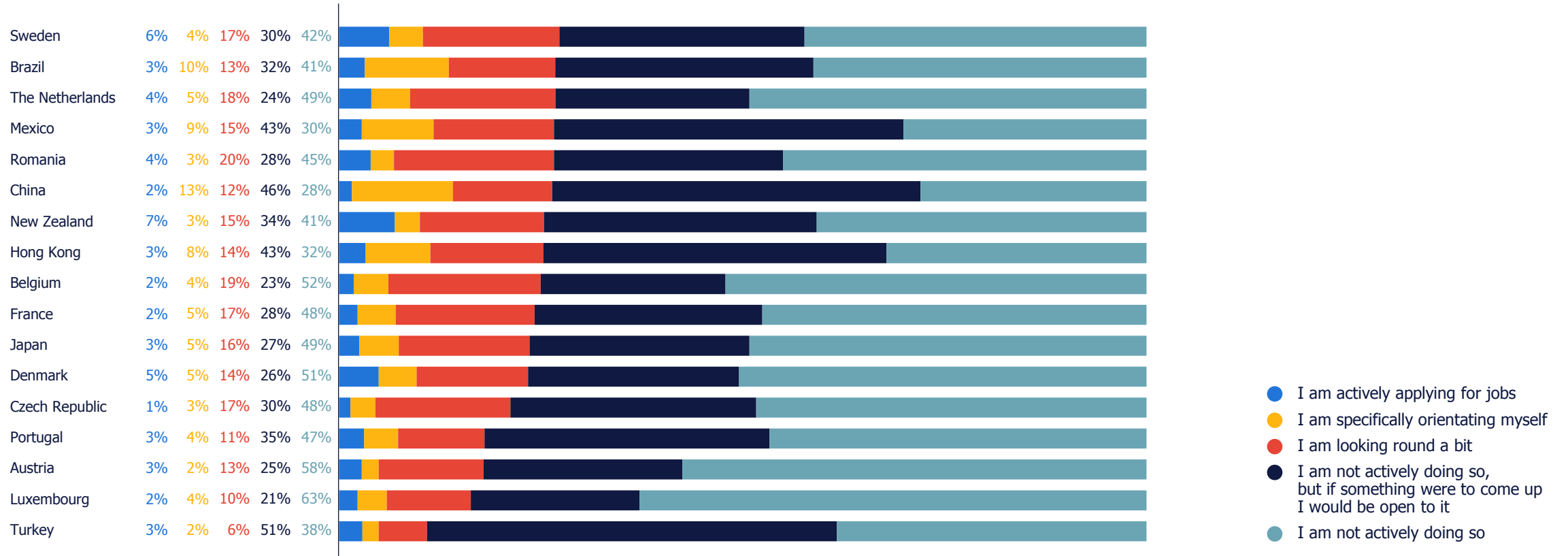


job change appetite increased in India, Poland and Singapore compared to last quarter.

in Canada, China, Malaysia, Portugal and Turkey, the job change appetite decreased.

- I am actively applying for jobs
- I am specifically orientating myself
- I am looking round a bit
- I am not actively doing so, but if something were to come up I would be open to it
- I am not actively doing so

# job change appetite.



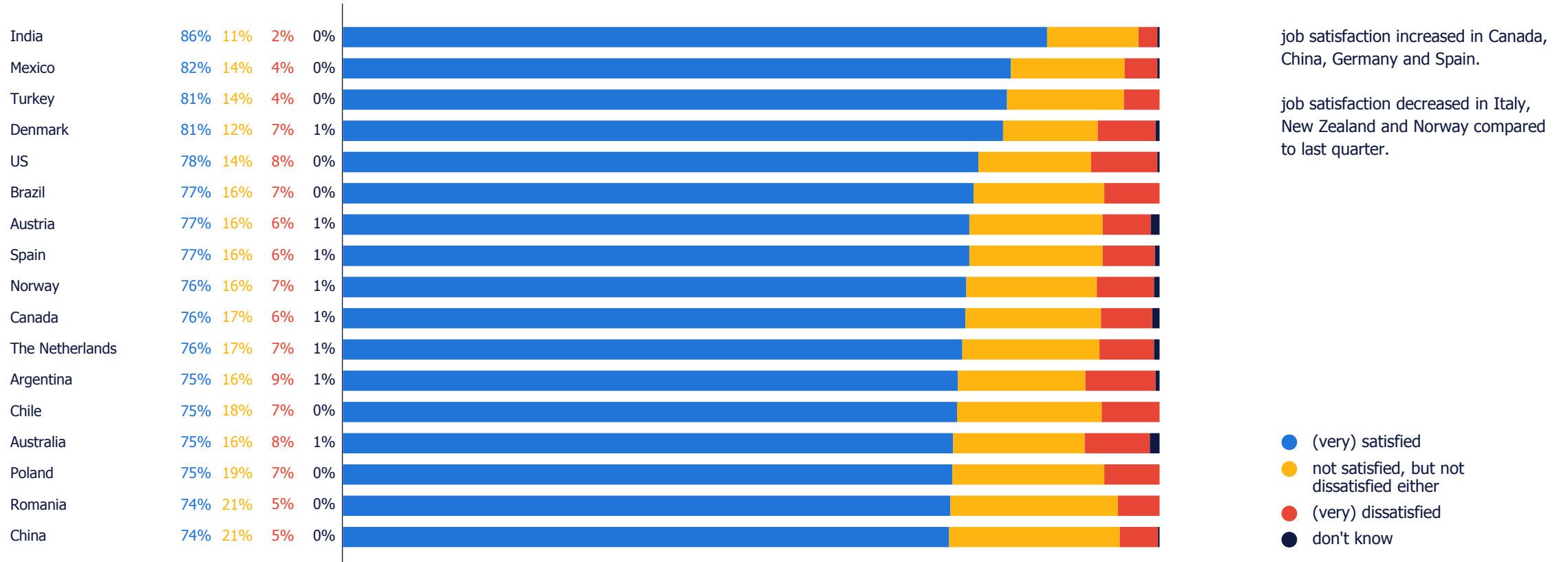
job



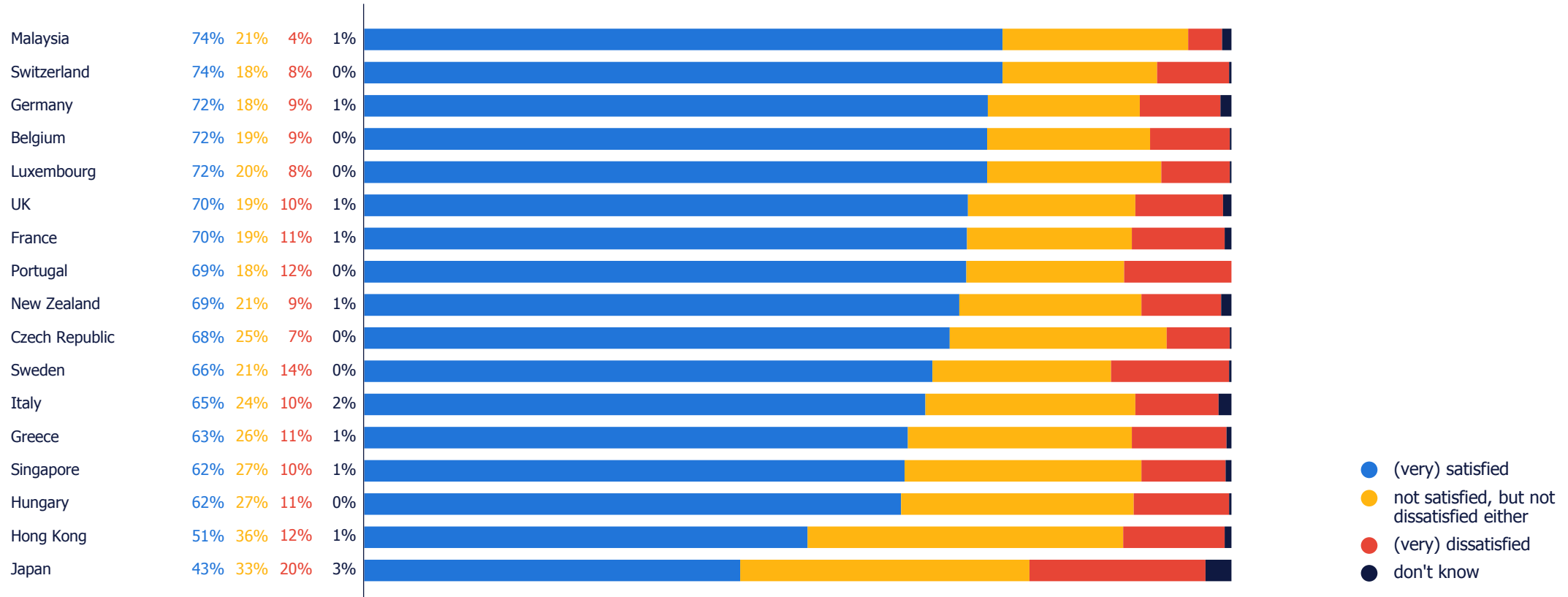
satisfaction.



# job satisfaction highest in India; lowest in Japan.



# job satisfaction.



about the



randstad  
workmonitor.



# about the randstad workmonitor.

- The Randstad Workmonitor was launched in the Netherlands in 2003, then in Germany, and covers 34 countries around the world. The study encompasses Europe, Asia Pacific and the Americas. The Randstad Workmonitor is published four times a year, making both local and global trends in mobility visible over time.
- The Workmonitor's Mobility Index, which tracks employee confidence and captures the likelihood of an employee changing jobs within the next 6 months, provides a comprehensive understanding of sentiments and trends in the job market.

Besides mobility, the survey addresses employee satisfaction and personal motivation as well as a rotating set of themed questions.

# about the randstad workmonitor.

- The study is conducted online among employees aged 18-65, working a minimum of 24 hours a week in a paid job (not self-employed). Minimum sample size is 400 interviews per country. The Dynata panel is used for sampling purposes.
- The second survey of 2019 was conducted from 23 April until 9 May in the following countries:

Argentina	Denmark	Luxembourg	Spain
Australia	France	Malaysia	Sweden
Austria	Germany	Mexico	Switzerland
Belgium	Greece	New Zealand	The Netherlands
Brazil	Hong Kong	Norway	Turkey
Canada	Hungary	Poland	UK
Chile	India	Portugal	US
China	Italy	Romania	
Czech Republic	Japan	Singapore	

# appendix.

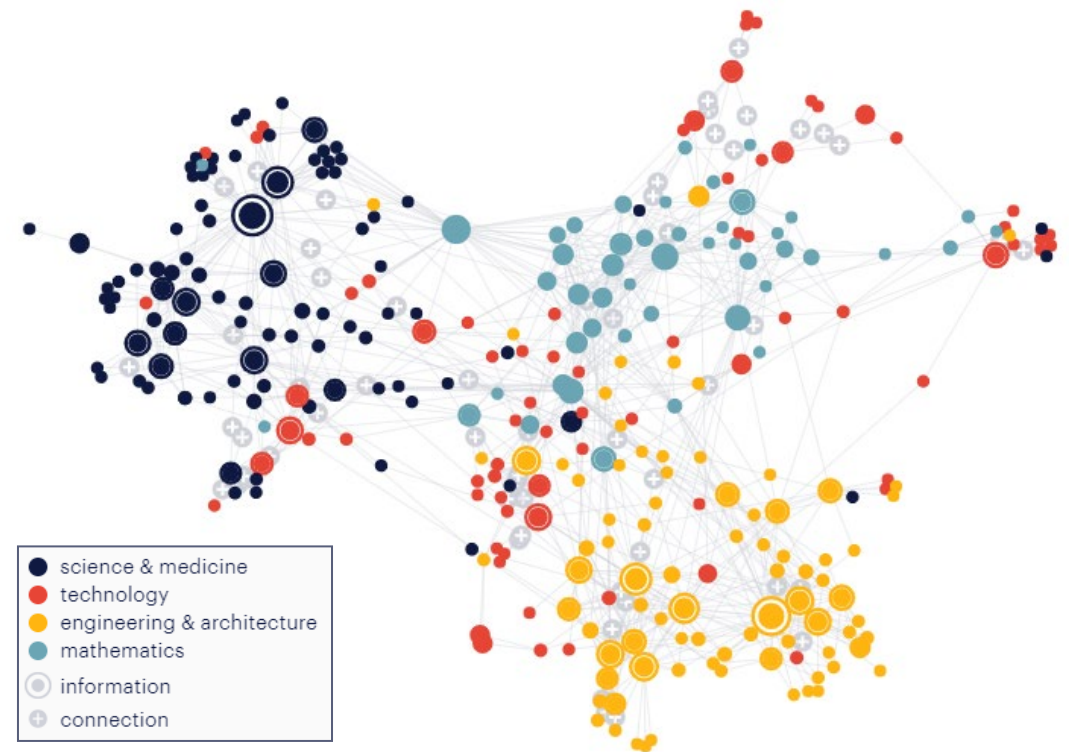
## more information on the future of work

(click on the image to download the report)



## more information on the world of STEM

(click on the image to go to the STEMisphere)



# contact information.



---

**randstad**  
global marketing & communications  
corporate.communications@randstad.com  
+31 (0)20 569 5623

---

**media enquiries**  
ingrid pouw  
ingrid.pouw@randstad.com  
+31 (0)20 569 1732

---

**research**  
max wright  
max.wright@randstad.com  
+31 (0)6 1229 7221

---

randstad

human forward.

