



magneet voor duurzame groei

Maak kennis met Young HiDelta

Presentator: Jan Terlingen

Datum: 12-10-2023

Even voorstellen...



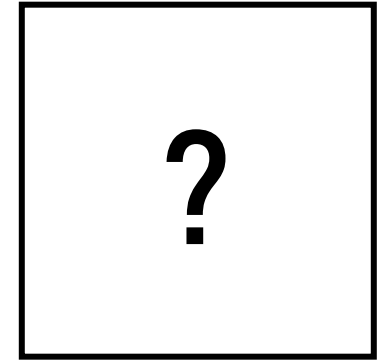
Luuk van Paridon
Mechanical Engineer



Jan Terlingen
*Business Developer
Aerospace & High
Tech*



Steef Denteneer
*Industrial Automation
Engineer*



Young Hi Delta Focus

Human Capital

**Aantrekken & vasthouden
van talent in de sector**

Knowlegde Sharing

**Benutten
kennis & creativiteit
van Young Professionals**

Community

**Bouwen aan een actief
(informeel) netwerk**

Young Hi Delta Community



Mission

Het inspireren, faciliteren en verbinden van de nieuwe generatie engineers en industry-professionals in Zuid-Holland



Get Inspired

YP Network Meetups

YP Challenges



Learn

Tech Hotspots

Expand (soft) Skillset



Share & Have Fun

Borrels & Events

Sharing Community

*YP = Young Professional

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Space meets High Tech

Young Professional Networking Event



21 maart
15:30-16:30 uur
Van Nelle Fabriek
Rotterdam

ZIE 2023:
DE TECHNOLOGISCHE INDUSTRIE



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Listed group

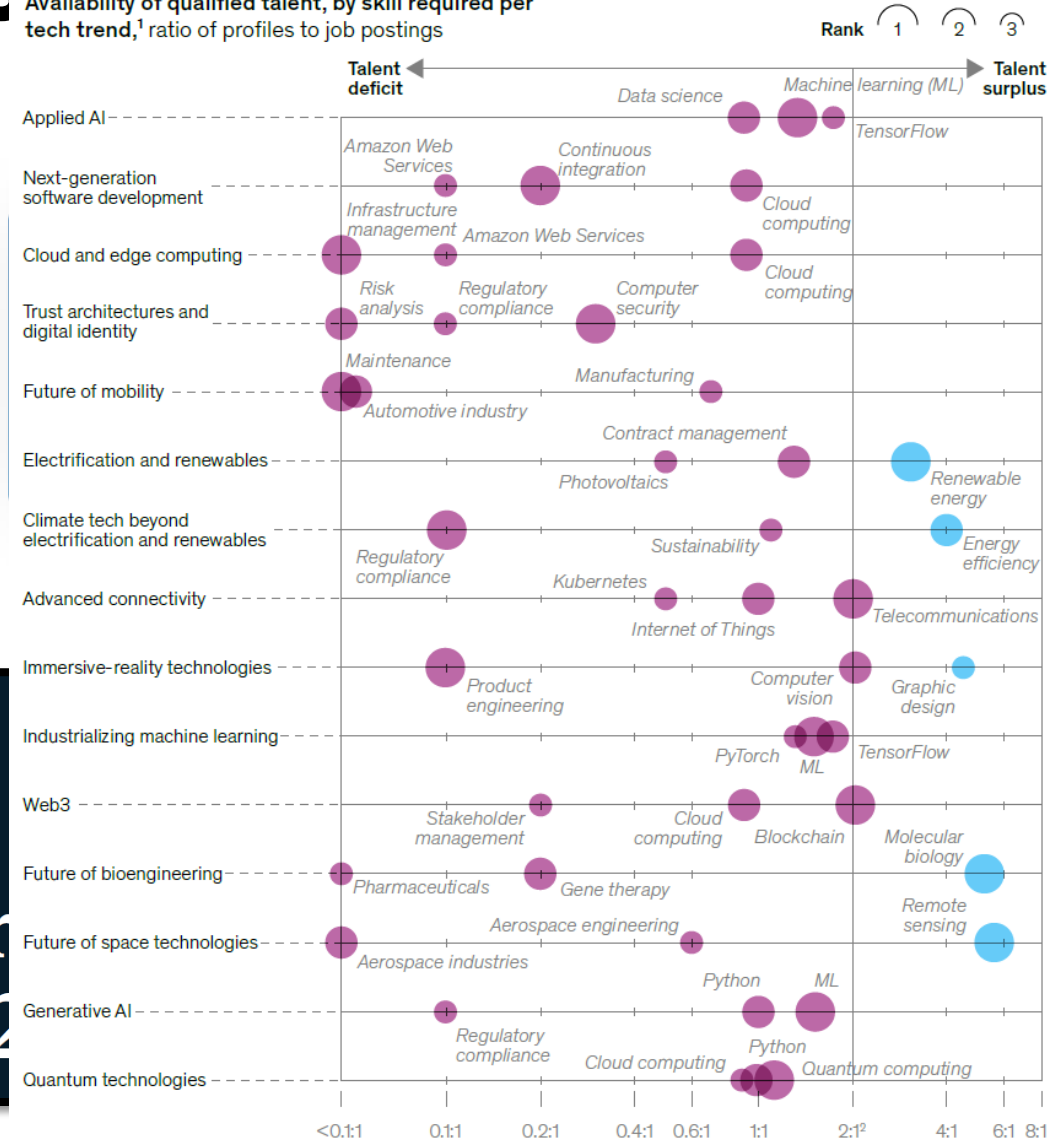
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Talent & Skills

Most fields related to these tech trends require skills where talent supply is **low**, while only a few fields have a **talent surplus**.

Availability of qualified talent, by skill required per tech trend,¹ ratio of profiles to job postings



McKinsey
Digital

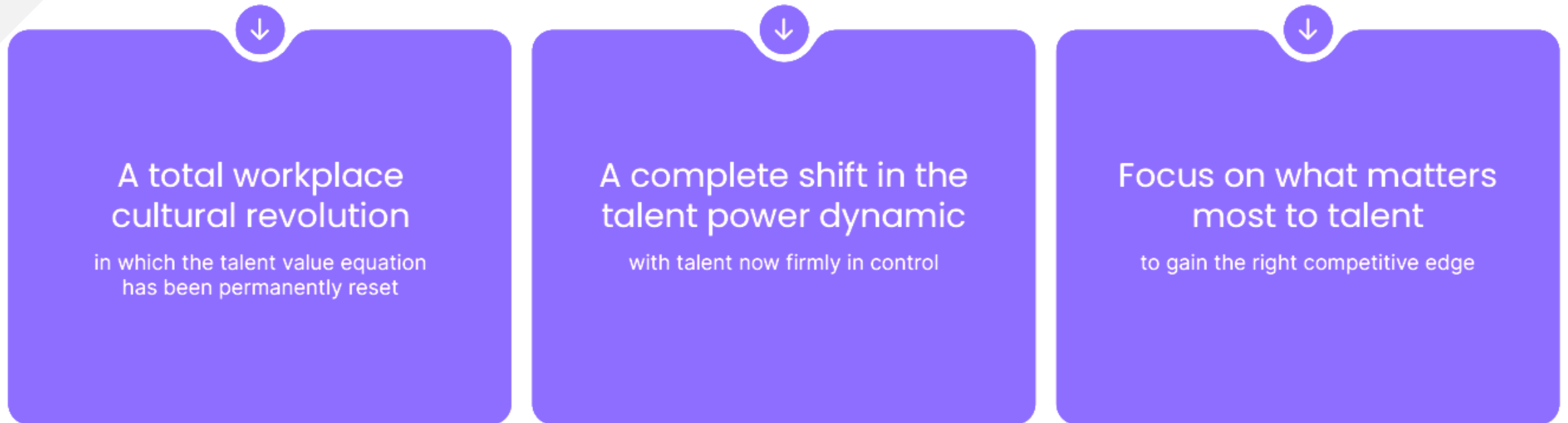
Technology Trends
Outlook 2022

Availability
Talent

¹The ratio of online profiles claiming each trend's most needed tech skills to all job postings requiring skill (logarithmic scale).

²Benchmark: 2 profiles with skill per job posting. Average talent supply-demand ratio benchmark based on skills listed for the 20 most common jobs. Source: McKinsey's proprietary Organizational Data Platform, which draws on licensed, de-identified public professional profile data

Talent & Skills



Source: Talent Trends 2023, Michael Page

Talent & Skills



of employees in the Netherlands are open to new job opportunities

Loyalty is the exception



in the Netherlands would choose work-life balance over career success

Flexibility & Working from home



Top most influential drivers of talent retention and attraction in Belgium

Talent Value Equation

Talent & Skills

The Work-Life Equation =



Salary

Pay should be fairly benchmarked for job satisfaction and talent attraction

+



Flexibility

A universal right, not simply a privilege — the new hygiene factor

+

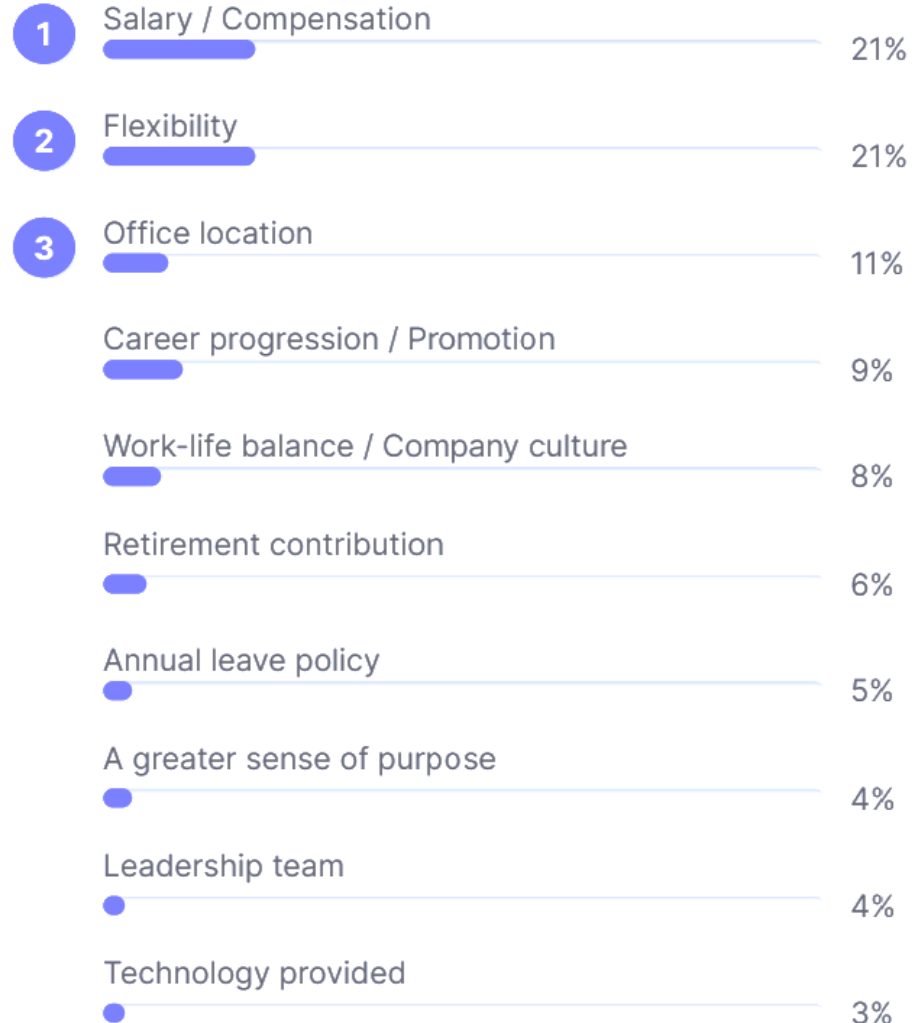


Career Growth

Differentiate talent development to counteract growing disloyalty and draw in top talent

Talent Attraction Index:

Relative strength of motivators/influences that best attract talent



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HiDelta!

magneet voor duurzame groei

Bedankt voor uw aandacht!