Sustainable employability of your employees: Deloitte quantifies your investments

THE ECOSYSTEM

Attention from government
- Subsidies will be made available
- Working from home safely and healthily is on the agenda (of the SER)

Cooperation with third parties
- Involvement of healthcare providers
- Data will benefit “BV Nederland”

The employee employability indicator

What does Deloitte make measurable?
1. Production waste involving (in any case) the themes of:
   - Health
   - Professional knowledge and skills
   - Motivation
   - Work-life balance
2. How deeply have measures been embedded in the organisation, including:
   - Flexibele working hours
   - Education and training possibilities
3. Sickness absence
4. Costs of in and outflow

How does Deloitte make it measurable?
- Measurement among employees
- Interviews with HR and manager

Why does Deloitte make it measurable?
- So you can take sound investment decisions
- You will gain insight into the savings potential
- It highlights priorities in the policy to be formed

TECHNOLOGY

The employee
- Access to own data through personal strongbox
- Depending on scores, individual (healthcare) offering for support and own dashboard
- Questionnaire can be completed with mobile phone
- Management dashboarding available at aggregated level through own strongbox
- Insight into requested interventions and progress
- Healthcare providers can be linked to employees’ scores

The employer
- Subsidies will be made available
- Working from home safely and healthily is on the agenda (of the SER)

NEXT STEPS
- Subsequent measurement to establish the effect
- Targeted interventions, such as:
  - Trainings for (groups of) employees, such as managers
  - Training programmes
  - Adjustments to job classification system

QUESTIONS?
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