

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"

QUESTIONS?

@ Please do send an email to JJansen@deloitte.nl or ldekker@deloitte.nl

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:
 - ❖ Flexible 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

The employer

-  Management dashboarding available at aggregated level through own strongbox
-  Insight into requested interventions and progress
-  Healthcare providers can be linked to employees' scores

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