VISIONS FOR THE FUTURE OF HONOURS

Perspectives from the labour market

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The labour market of the near future

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Trends and findings

• Technological changes go incredibly fast
• Purpose and added value to society are increasingly important
• The labour market is becoming flexible
• Companies need agility to be ready for the future
• Laws and regulations are increasing rapidly
• Customers want transparency and contact via all channels
  Increasingly more retired people
• Higher number of unemployed people

So… the future has never been more unpredictable
The Millennial Disruption Index

Banking is at the highest risk of disruption.

All 4 of the leading Banks are among the ten least loved brands by Millennials.

73% would be more excited about a new offering in financial services from GOOGLE, AMAZON, APPLE, PAYPAL, OR SQUARE than from their own nationwide bank.

Nearly half arecounting on tech start-ups to overhaul the way banks work.

They believe innovation will come from outside the industry.

The change will be seismic.
THE MILLENNIALS

the ME ME ME ME Generation
The great divide

HOW MILLENNIALS DESCRIBE THEMSELVES

- People-savvy: 65%
- Tech-savvy: 35%
- Loyal to their employers: 82%
- Fun-loving: 14%
- Hard-working: 86%

HOW HR PROFESSIONALS DESCRIBE MILLENNIALS

- People-savvy: 14%
- Tech-savvy: 86%
- Loyal to their employers: 1%
- Fun-loving: 39%
- Hard-working: 11%
Generations and digital ability

**Generation Y (= Millennials)**
- Born in 1986 till 2000
- Incredibly sophisticated, technology wise, immune to most traditional marketing and sales pitches
- Grew up with computers
- Partly digital immigrants. Mostly digital natives

**Generation Z (iGeneration, Homeland Generation)**
- Born in late 1990s and early 2000s
- Comfortable with technology, interacting on social media websites
- Grew up with touch screens
- They are digital natives

**Digital Immigrants**
- They had to learn to live with a digital world.
- Typical: “Did you get my e-mail?” Phone call

**Digital Natives**
- Born in a digital world
- Spend their lives surrounded by and using computers, videogames, digital music players, video cams, cell phones.
What kind of people are we looking for?

New Skills
- Highly analytical people
- Technologically skilled people. Being able to handle BIG Data
- Good social skills: Ability to bridge the gap between generations, ability to adapt very quickly
- People with a sustainable heart.
- Flexible people: having more jobs than only one. (learn and return)

Exceptional competencies
- We are looking for Alpha’s with a Bèta drive”
- And for “Whizzkids with a business drive”
Trainees

- 15 - Bi Cultural
- 45 - Western
- 8 - Non Western
What else do you need to enter the job market?

1. Social skills and organisational talent is very important
2. Part-time jobs during your study
3. Experience on the job
4. Internments
5. International scholarships, international experience
We prefer:
Your own Start Up
above a part time job