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1. Starting position 100 -> 55 %



The great unemployment problem - new book written by the CEO of Stepstone Dr. Sebastian Dettmers

Nearly every industry in Europe and overseas is lacking staff. In Germany out of 100 baby boomers which are retiring only 55 young talents are coming on the labour market. The new megatrend (except India and some countries in Africa) is the lack of workers and employees and not unemployment any more.

All industrialized countries have fought for talents for the last 20 years and will fight for employees in the future.

There is already a strong shortage in jobs like IT-specialists, doctors, teachers and tourism but also skilled workers in nearly any European and US-industry. This megatrend is a global one and will not be stopped by any possible economical recession in 2023...

2. Destination: From India and Armenia towards the Alpsrecruit

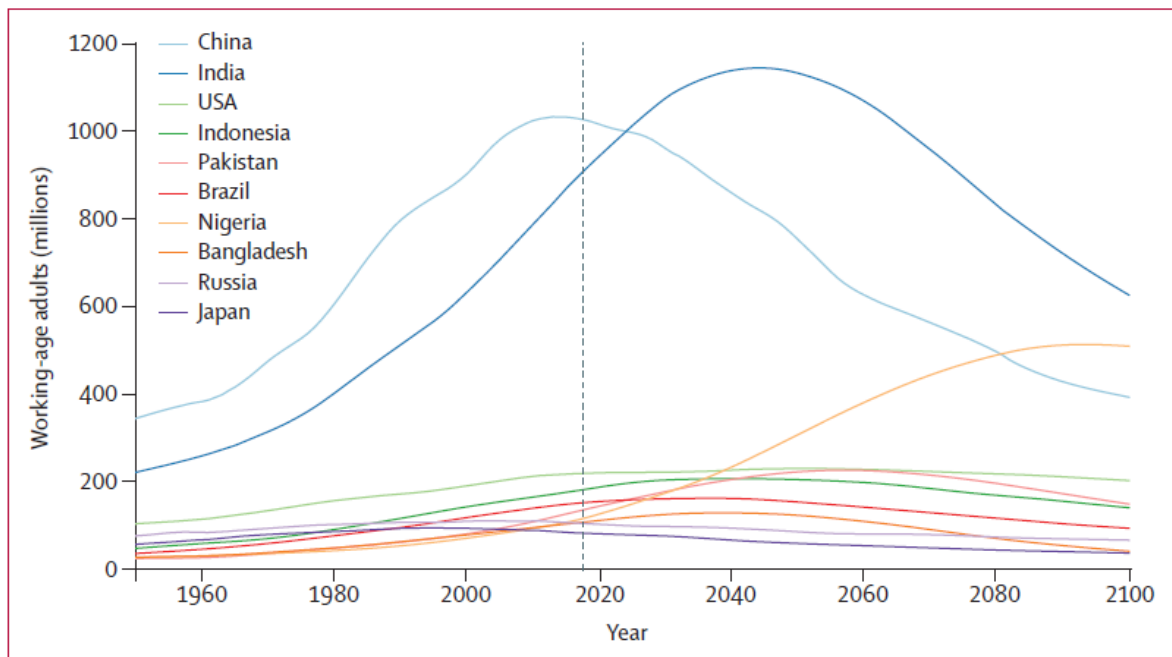


Figure 8: Number of working-age adults from 1950 to 2100 in the reference scenario in the ten most populous countries in 2017
Working-age adults are defined as individuals aged 20–64 years. Past data are from GBD 2017. GBD=Global Burden of Diseases, Injuries, and Risk Factors Study.

Source: The Lancet, October 17, 2020 p.1299 Global Health Metrix, Global Burden of Disease Study 2019

As you can see, in the blue line, India is one of very few countries worldwide, whose population will grow until the year 2100. Many Indians speak excellent English and dispose of a good formal education. Due to personal relations to Kerala and Bangalore we have HR experts in our team who know the local talent markets and can source talents and recruit skilled workers and specialists as well.

Armenia is a hidden champion in developing talents in coding and providing IT-specialists. Many young Armenians speak English and learn German at school and are eager to boost their career in Europe. Our network partners in Armenia will help you fill your vacancies e.g. in the IT department.

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General: We know the quality of local universities and companies and can assist you with this local knowledge.

Let's go for it! Let's go to the Alps!

Working in the German speaking heart of Europe is a very attractive dream for many well educated Indians and Armenians. Going for their vision will boost the career and live of our candidates and solve an ever growing problem at our customers empty offices in Germany, Austria and Switzerland.

3. Search methods, service & sustainability concept

3.1. Structured placement – perfect candidate experience

- Job description including short- and longterm success factors of the roles. Which goals have to be reached within 90 days/365 days to be sure, that the placement was successful for both sides?
- Agree on personas for the roles: What are the must have/ideal/still OK/no go criteria for the roles?
- Scorecard definition (see sample below) and definition of structured interview questions (to secure consistency) and decision process (as short as possible..)
- Clear candidate documentation throughout the process

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Position:

Candidate Name:
Interviewer Name:

Date:

		Questions asked	Interviewer's comments / remarks	Score (0-10)	Weight (1-10)	Weighted Score	Max. score
General	Culture fit	What would be your ideal job description?		7	10	70	100
		Imagine you would be living in Europe: What would be easy/difficult for you?		7	8	56	100
	Deal with complexity	Imagine you would be working and do not understand exactly what to do - what was your reaction?		8	8	64	80
	Adaptability	Tell me about a brand new project you were in. What was your role? What was easy/hard for you?		8	8	64	80
	Open minded	What are your hobbies/interests? Tell me about something you did the first time in your live recently.		5	7	35	70
	Interested in Europe	What do you know about EU/AT?		6	6	36	60

Sample of skill scorecard - to be adapted according to company's preferences

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- Perfect candidate experience (keep them constantly updated, create surprise and delight moments, give feedback at the end of interviews)
 - Recruiting kit (questions for verifying candidates, behavioural questions, skill test)
 - Active search and prescreening
 - Helpful reports to the client for easys and quick decision making
 - Appreciating communication with applicants and candidates
 - Local help in onboarding/-landing in the new environments

3.2. Search method and recruitment services

ALPSRECRUIT

- Active search of relevant candidates
- Preselection (CV, online interview) – is applicant relevant for Red-White-Red – Card (RWR)?
- Detailed interviews and information about CLIENT, the role and working in Germany, Austria, Switzerland
- Help applicants to collect all relevant personal and work relevant documents for RWR
- Written presentation of relevant candidates to CLIENT

CLIENT:

After video conference by CLIENT, tech talent/skill assessment by CLIENT in India/Europe (or online for coding skills - details to be discussed – group size, organization) and binding job offer.

ALPSRECRUIT

- Help candidates to provide relevant documents for Red-White-Red Card to CLIENT

CLIENT/ ALPSRECRUIT

- CLIENT: Clear RWR-Card with AMS
- ALPSRECRUIT Check details if necessary (e.g. make background checks on education, employment)

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3.3. Sustainability concept – value added services

- Welcome candidate at airport, transport to domicile
- Welcome/assistance at the new home and environment during first week
- Helping in adapting to European/Austrian habits – intercultural training/coaching
- Indian/Armenian community building (find food, cooking, social events...)
- If necessary: Workshop: „Intercultural competences at the working place“ for Austrian formen/managers and foreign employees – details to be discussed!
- Telephone hotline for limited time (e.g. 3 months) to be discussed

➔ For more infos/details please contact: buchinger@va-mos.net



Alpsrecruit -> **Always leading to perfect solutions!**