

press release

Date
24 April 2025

Randstad executes its partner for talent strategy to become a digital-first talent company

Randstad provides an update on the delivery of specialization and experience at scale through the Randstad Talent Platform at its capital markets event

Randstad NV, a global talent leader, is hosting a capital markets event today to provide an update on the progress of its partner for talent strategy and its transition to a digital-first talent company powered by the Randstad Talent Platform.

Building on its global scale, expertise and values, Randstad is transforming rapidly towards a digital-first model. Shifting from a generalist, demand-based staffing model to a provider of specialized, forecast-driven talent solutions, delivering specialization and seamless experience at scale.

partner for talent strategy

In October 2023, Randstad set out its partner for talent strategy, anchored in five pillars. The business has made significant progress executing this strategy, despite challenging market conditions. The key developments delivered to date include:

- **Growth through specialization:** completed the implementation of the specialization framework in all markets, providing focused expertise in Operational, Professional, Digital and Enterprise to meet the evolving demands of clients and talent;
- **Talent and equity at the heart:** a specialized talent attraction approach and talent communities have been initiated across the specializations and growth segments;
- **Delivery excellence:** opened 18 talent centers in 16 markets with over 750 professionals and 52 delivery centers with 900 professionals across the 9 largest markets. Delivering significant improvements in fill rates, talent utilization and client satisfaction;
- **Randstad Talent Platform:** implementation underway, and in Q1 2025 500,000 shifts were filled through the platform. Randstad now generates €2 bn of revenue through its digital marketplaces;
- **Best team in the industry:** reinforced specialization leadership and empowered Randstad's team with 75%+ of colleagues now in a specialized career trajectory.

Randstad Talent Platform

The Randstad Talent Platform is at the core of Randstad's business. It will be the primary way of engaging with clients and talent, to provide seamless experience at scale across all talent service models,

including digital marketplaces. Through these digital marketplaces, Randstad will become digital-first for clients and talent, augmented with human engagement where it has the greatest impact.

Powered by one global backbone of front, mid and back office systems, the Randstad Talent Platform will harmonize and automate workflows, driving efficiency and standardization across the business. At present, €2 billion in revenue runs through Randstad's digital marketplaces and it is expected that the Randstad Talent Platform will go live in the majority of markets over the next two years.

At today's event, the leadership team will provide a deep dive into three digital marketplaces:

- **Randstad Operational:** The Randstad App in North America caters to both clients and talent in specialized Operational roles, unlocking new growth opportunities by offering immediate talent availability at scale;
- **Randstad Professional:** Zorgwerk by Randstad is a 100% digital marketplace that serves the growing healthcare market in the Netherlands and ensures immediate talent availability across all work arrangements;
- **Randstad Digital:** Randstad Digital powered by Torc, an AI-powered talent marketplace platform, has a community of over 1 million specialized digital talent. Driving Randstad Digital's new talent service model, it brings together a hyper relevant community of digital talent to meet client demands.

The benefits of the partner for talent strategy are being realized and the business is reconfirming the growth algorithm it set out in October 2023. Since the implementation of the strategy, Randstad made structural changes to its portfolio to position the business for profitable growth and to improve its cost structure.

Sander van 't Noordende, CEO of Randstad, said:

"Randstad is becoming digital-first. With the Randstad Talent Platform at the core, we can deliver specialization and seamless experience at scale. Digital marketplaces, complemented by other service delivery channels, will be the driving force behind our business, enabling us to forecast talent needs and provide immediate talent availability to our clients. As we look forward, we are confident our partner for talent strategy positions Randstad to deliver profitable growth in the years ahead."

Jorge Vazquez, CFO of Randstad, said:

"Our vision for Randstad is clear. Over the last two years we have seen our partner for talent strategy gaining momentum and clear signs of early strategic progress. Central to this is the Randstad Talent Platform, which enables us to deliver experience at scale and drive increased productivity, to fuel our growth algorithm."

[Event details](#)

Today's presentation is scheduled to take place from 13:30 – 15:30 CET and there will be an opportunity for investors and analysts to participate in a live Q&A session with the presenting team after the presentations.

To attend the virtual event and watch all the presentations in real-time, please register [here](#). A number of the presentations will be recorded and will be made available to watch on the website shortly after the event [here](#).

[about randstad.](#)

Randstad is a global talent leader with the vision to be the world's most equitable and specialized talent company. As a partner for talent and through our four specializations - Operational, Professional, Digital and Enterprise - we provide clients with the high-quality, diverse and agile workforces that they need to succeed in a talent scarce world. We help people secure meaningful roles, develop relevant skills and find purpose and belonging in their workplace. Through the value we create, we are committed to a better and more sustainable future for all.

Headquartered in the Netherlands, Randstad operates in 39 markets and has approximately 40,000 employees. In 2024, we supported over 1.7 million talent to find work and generated a revenue of €24.1 billion. Randstad N.V. is listed on the Euronext Amsterdam. For more information, see www.randstad.com.