Jobandtalent Workforce as a Service

Our platform matches workers on demand to global enterprises in our marketplace.

**Enterprises**

We manage their entire workforce value chain.

**Workers**

We improve their job security and yearly earnings.

- **€283m**
  - 2019 Revenue
- **100%**
  - YoY Growth
- **7 Countries**
  - Europe+Latam
- **+24,000 workers**
  - Staffed today
- **600 Clients**
  - Top employers
LABOR MARKET 20 YEARS AGO

RIGID STRUCTURES

Companies
Zero flexible workforce

Workers
“A job for my entire life”
LABOR MARKET NOW
FLEX & PERM WORKFORCE

Companies
Perm & Temp workers to fulfill demand peaks

Workers
Extreme flexibility and precarious situation
Pains for both parts of the labor market

**Companies**
- Payroll cost: 100
- Inefficiencies (shifts, rotation, absenteeism): 150
  - Effective workforce cost: 50% Extra costs

**Workers**
- Potential yearly earnings: 100
- Hours per week: 60
- Training & Benefits: 40% Earnings lost
- Time in between jobs

50% Extra costs
40% Earnings lost
A massive opportunity

500m Temporary Workers

$4.6Tn

Traditional Staffing Market: $550bn
Workforce as a Service

[Image of various company logos: JUST EAT, UBER, Amazon, Santander]

[jobandtalent logo]
Full-Stack end to end technology platform
Instant Matching:
Candidates Sign in the APP and are matched to job opportunities based on their profile

Fastest way to get an interview:
Candidates can book themselves into the most suitable interview slot in the next hours
Automatic VideoInterview processes
Jobandtalent assess and rate all the candidates before they are sent to companies.

Unique scoring system
Workers are rated based on quantitative data (not show, attrition, performance data, etc).
Background Check
Candidates upload in the APP all the required compliance documents (right to work, passport, criminal background, driving licence, etc)

Contract Signing
Candidates sign the contract in the app and become Jobandtalent workers on assignment for our clients

Connection with Taxes Authorities
Real time connection to fulfill required documentation
Companies have a real-time access to all workers hired with all compliance documents.

Jobandtalent calculates the exact payroll, social contribution and taxes payments.

We provide in-app or on-site clocking systems to calculate hours and payroll.

Jobandtalent pays to the workers, they receive the payment notification in the app and companies do just one payment to Jobandtalent.
Matching

Vetting

Hiring

Payroll

WF Optimization

Workforce Analysis:
Once companies have over 100 workers with Jobandtalent, we run a workforce analysis (churn, attrition, KPIs per worker, etc)

Connection with their ERP
We connect our WF Optimisation tool with their ERP to understand their workforce-demand flows

Shifting
We optimize company shifts scheduling to accommodate workers better to their demand peaks and valleys

Real-time Dashboard
We measure the productivity increase with a Real-time Dashboard generating up to 25% on productivity improvement
Providing a “white collar perm worker” experience to forgotten “temp blue collar workers”

- Consumer credit Market
- Revolut
- Monzo
- N26

- Training Market
- OpenClassrooms
- EduMe

- Insurance Market
- CoverWallet
- Zego

- Employee Perks Market
- GymPass
- PerkBox

- Advance your Payroll
- Get paid before the end of the month

- Health Insurance
- Book an appointment with a specialist

- Training
- Book one of our certified courses

- Perks: get your voucher
- Gym Access, Restaurant Discounts, etc.
Workforce optimization case study

63.34% productivity increase

Job and talent matching

Replacing B players for A players

Worker Attrition Rate

Absenteeism Rate

Pack Rate per worker
Healthy marketplace with high usability and user engagement

+90% workers employed >30hrs per week

+€280m Paid in taxes and social contributions

+1m Payslips managed

Cumulative workers in the marketplace

1,800 Companies have hired through our platform since 2016
How to use tech to improve labor market liquidity and decrease unemployment rate

a) Labor tech Platform:
   • Real time connection of social security platform with the employers and workers
   • Big data used to understand better offer and demand in the marketplace.

b) Specific training modules based on demand forecasting

c) Adapting social security to the labor market reality by the use of Big Data and some social measures to make sure that nobody is left behind