



WORKFORCE SOLUTIONS MARKET OVERVIEW

EUROPE - 2025

UNDER PRESSURE:
OVERCOMING WORKFORCE CHALLENGES
IN AN UNPREDICTABLE LABOUR MARKET

TABLE OF CONTENTS



ABOUT THIS REPORT.....3

EUROPE OVERVIEW5

 The Netherlands6

 Germany, Austria, and Switzerland8

 UK and Ireland.....10

 Sweden12

INDUSTRY SPOTLIGHT

 Advancing Life Sciences With AI..... 13

 Shaping Emerging Trends In Technology 14

 A Renewed Focus On The Skills Powering The Energy Sector..... 15

TOP SOLUTIONS 16

CITATIONS..... 18

ABOUT THIS REPORT



The labour market is under constant pressure, shaped by rising costs, shifts in talent availability, and the disruptive possibilities of AI and automation. Companies must navigate these changes while securing the right talent at the right time—a task that's becoming increasingly complex in an unpredictable hiring market.

These challenges are redefining workforce priorities. Over the next five years, nearly two-fifths of workers' current skill sets are expected to evolve or become obsolete. In light of these developments, businesses are prioritising upskilling and reskilling initiatives. Failing to adapt could leave companies struggling to fill critical roles and remain competitive in an evolving job market. As hiring complexities increase, organisations need agile, data-driven solutions to optimise their talent acquisition and management efforts.

Economic factors, including rising costs and inflation, further complicate hiring. Global unemployment remained at a historic low of 5 per cent in 2024, underscoring the continued challenges of a tight labour market.³ Meanwhile, demographic shifts—such as ageing populations in higher-income economies and expanding working-age populations in lower-income regions—are also reshaping workforce

dynamics. These trends are driving demand for skills in talent management, teaching, mentoring, and adaptability.

In today's labour market, businesses need flexible, strategic workforce solutions to stay ahead. AgileOne provides end-to-end talent management services, from statement of work (SOW) arrangements that enhance project-based hiring efficiency to

contingent and recruitment workforce solutions that help companies scale with agility. Whether navigating skills shortages, rising costs, or the evolving role of AI in hiring, we empower organisations with tailored MSP, RPO, and workforce

optimisation strategies that drive efficiency, cost savings, and long-term success.

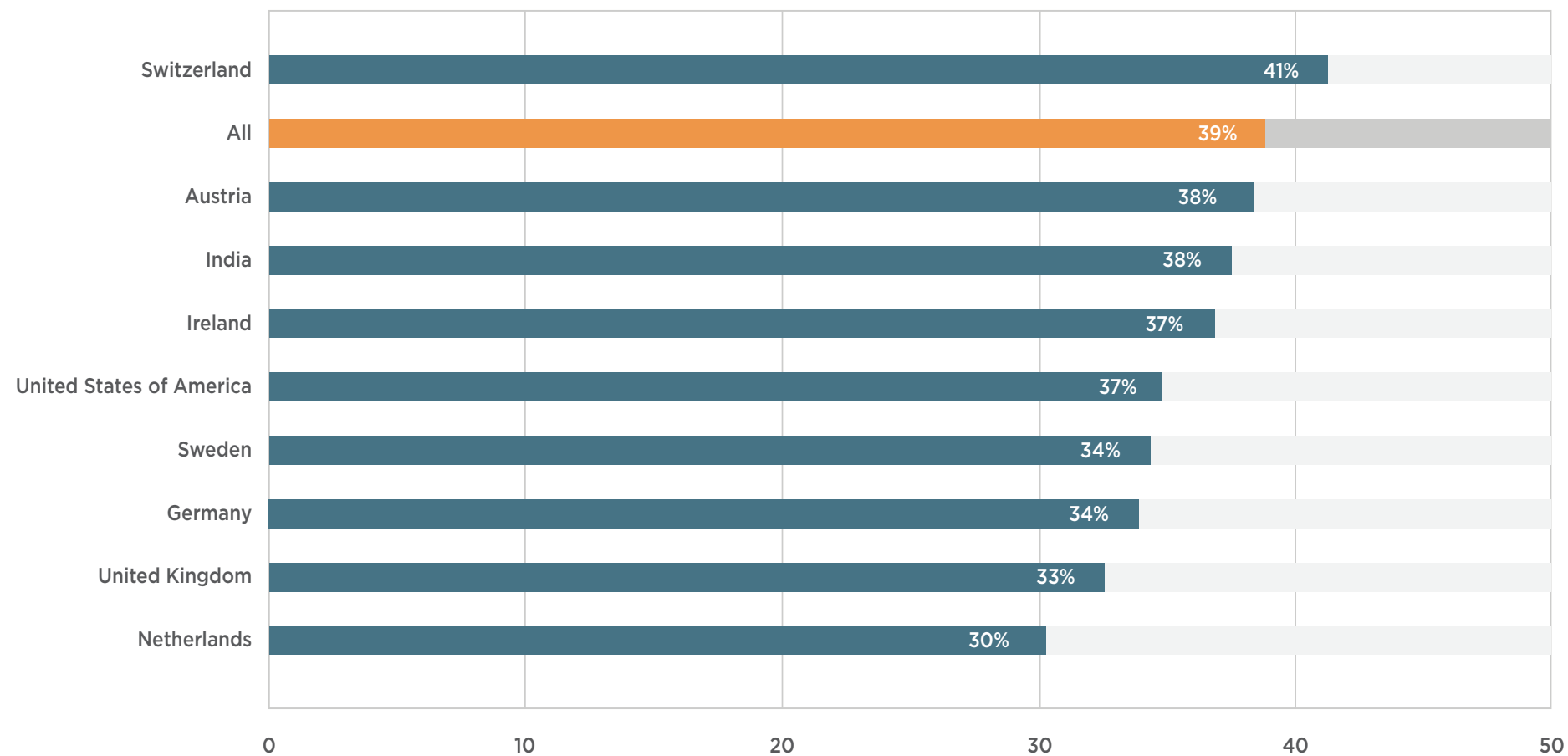
In this edition of **AgileOne's Workforce Solutions Market Overview**, we examine the key factors shaping today's labour market in Europe and provide strategic solutions backed by our industry-leading expertise. As part of our expansive market research, we provide the latest data and economic insights affecting four markets in Europe—the Netherlands, the DACH region (Germany, Austria, and Switzerland), the UK and Ireland, and Sweden—with a focus on key trends in the life sciences, technology, and energy sectors.

Global unemployment remained at a historic low of 5 per cent in 2024, underscoring the continued challenges of a tight labour market.²

ABOUT THIS REPORT



The Future of Jobs Report 2025, World Economic Forum, January 7, 2025
Share of workers' core skills projected to change, 2025-2030





Why AgileOne?

One world. One workforce. One provider. AgileOne.

When you're facing the pressure of managing your workforce, AgileOne is at your side. We are the one workforce solutions provider to offer solutions that are truly comprehensive, combining technology expertise, consulting services, and exceptional delivery to meet all your talent attraction and management needs.

We help companies manage the unexpected through a comprehensive suite of workforce solutions:

RPO

Recruitment Process Outsourcing (RPO)

Our RPO services provide scalable hiring support, ensuring that businesses attract top talent while improving efficiency and reducing costs.

MSP

Managed Service Provider (MSP)

For organisations managing external labour, our MSP programmes optimise contingent workforce strategies, leveraging technology and supplier management to drive cost savings and compliance.

SOW

Statement of Work (SOW) Management

We help businesses gain visibility and control over project-based labour, ensuring better budget alignment and workforce performance.

CWS

Contingent Workforce Solutions

Our expertise ensures that businesses (CWS) have access to flexible talent pools, helping them scale their workforce based on demand.

EUROPE OVERVIEW



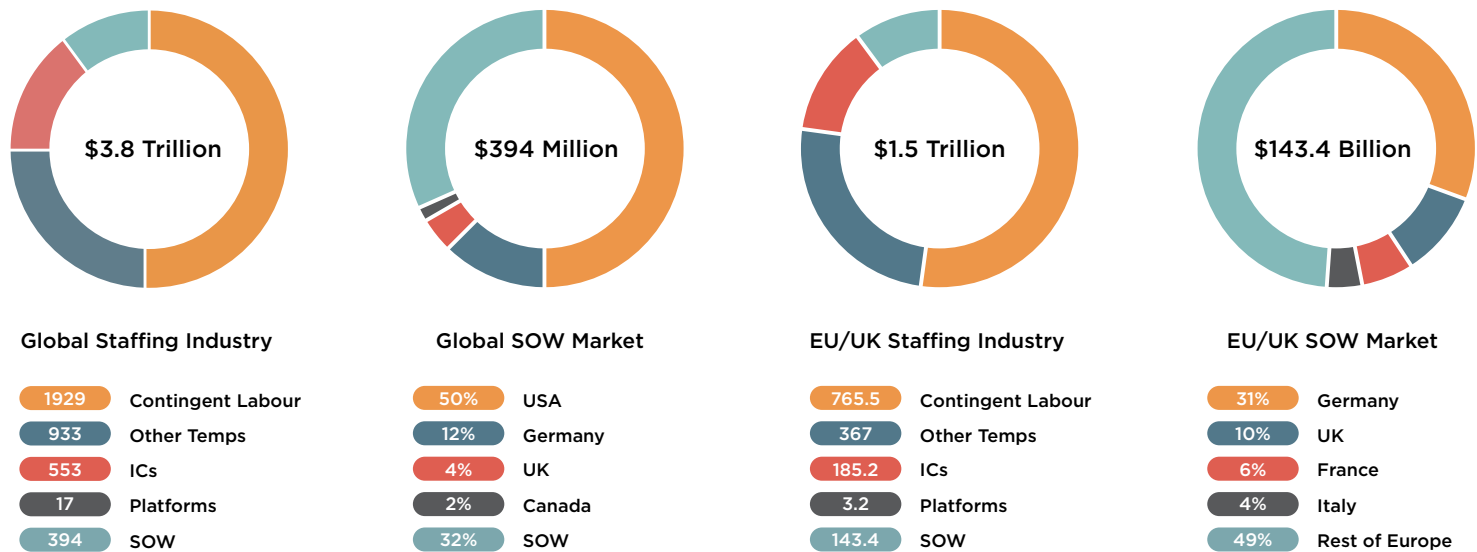
Europe’s labour market is undergoing significant changes as a result of economic pressures and regional differences in employment practices. In Western Europe, particularly the UK and Ireland, temporary staffing remains a common approach, offering businesses flexibility in an unpredictable economy. Meanwhile, Eastern Europe leans more heavily on statement of work (SOW) arrangements, which allow companies to bring in specialised talent for project-based work while navigating local labour laws and compliance requirements.⁴

Despite these ongoing changes, the demand for employment

stability remains strong across much of Europe. Freelancing and temporary work continue to play a role, but many workers still prioritise long-term job security. As businesses adjust to economic uncertainties and technological advancements, structured workforce solutions like SOW are likely to become even more prevalent.

AgileOne provides workforce solutions that simplify hiring, maintain compliance, and adapt to evolving demands. In the following pages, we offer an overview of key labour market statistics across Europe, highlighting the regional trends and workforce dynamics shaping our conversations with clients.

Sizing up the services procurement market in the EU and UK



Source: SIA

NETHERLANDS



The Dutch labour market remained remarkably stable in 2024, with the unemployment rate holding at 3.7 per cent, just slightly above the 3.6 per cent recorded in 2023. Such a steady trend is uncommon, with the last instance of such minimal fluctuation occurring in 1988—though at that time, unemployment was significantly higher at 8.3 per cent. While the current rate suggests a resilient labour force, the slight upward trend may signal early signs of cooling. However, compared to historical standards, the Netherlands continues to experience one of the lowest unemployment rates in its modern economic history.⁵

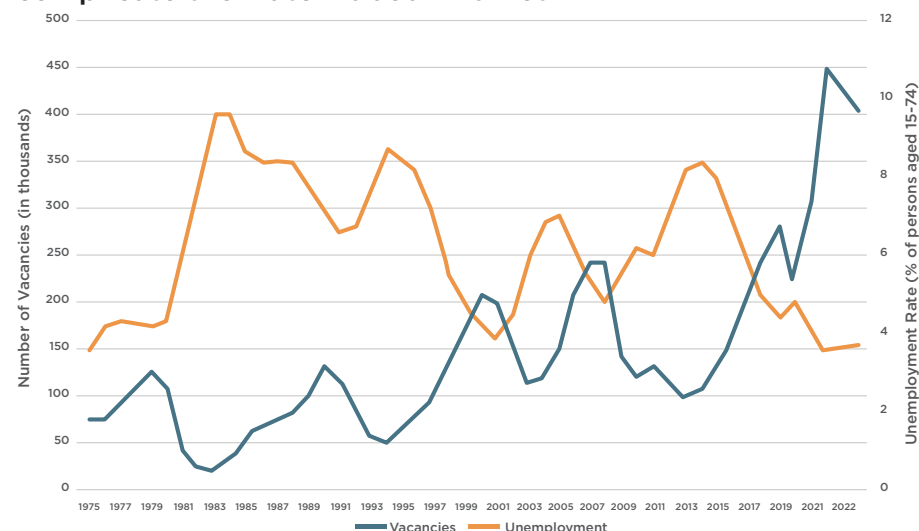
In 2024, job vacancies remained historically high at 404,000 unfilled positions, despite a 5 per cent decline for the second consecutive year, signalling a slowdown in labour demand. However, openings are still nearly four times higher than during the last sustained decline in 2013, underscoring the persistent tightness of the Dutch labour market. Employers, particularly in healthcare and technology, continue to face hiring challenges, with long-term projections indicating that vacancies will remain elevated, reinforcing concerns over ongoing labour shortages.⁷

Economic growth in the Netherlands is expected to pick up, rising from 0.9 per cent in 2024 to 1.6 per cent in both 2025 and 2026. This increase will be driven by stronger private consumption and external demand, though inflationary pressures will persist. Inflation is projected to gradually decrease from 3.2 per cent in 2024 to 2.5 per cent in 2026, reflecting ongoing wage growth and tight labour market conditions.⁸ Meanwhile, the Netherlands' Purchasing Managers' Index (PMI) declined slightly in January 2025 to 48.4, indicating continued economic contraction, whereas the global PMI rose to 50.1, signalling expansion elsewhere.⁹

In 2024

job vacancies remained historically high at **404,000 unfilled positions**, despite a **5 per cent decline** for the second consecutive year

Low unemployment and high vacancies continue to complicate the Dutch labour market⁶



Inflation

is projected to gradually decrease from **3.2 per cent in 2024** to **2.5 per cent in 2026**⁸

NETHERLANDS



One of the most significant recent labour market shifts stems from the enforcement of the DBA (Deregulating Beoordeling Arbeidsrelaties) Act, which is impacting freelancers and temporary workers. The Dutch government has begun cracking down on “false” self-employment, leading to a sharp decline in the number of registered freelancers, with more than 4,000 fewer self-employed workers in January 2025 alone. The healthcare sector, which heavily relies on freelancers, was particularly affected, losing nearly 2,000 self-employed workers in a single month. While the law aims to prevent companies from misclassifying workers to avoid taxes and social security contributions, it also introduces new hiring challenges, especially in industries dependent on flexible labour.¹⁰ As enforcement intensifies, businesses may need to adapt their workforce strategies to comply with stricter regulations while maintaining operational efficiency.

The DBA (Deregulating Beoordeling Arbeidsrelaties) Act regulates the classification of workers as employees or independent contractors (zzp'ers) to prevent false self-employment and ensure proper tax and social security contributions.

Under this law, businesses must use approved model agreements to define working relationships and companies misclassifying workers as freelancers risk fines and retroactive tax liabilities.





Germany's labour market is feeling the weight of broader economic struggles as geopolitical tensions and weakening global trade continue to dampen growth. While world trade is expected to expand by 2 per cent in 2025, Germany is not likely to realise the full benefits, with exports rising a mere 0.3 per cent over 2024 levels. Imports, on the other hand, are likely to increase slightly more, by 1 per cent, as companies seek to circumvent potential tariff barriers from the United States.¹² These pressures, combined with inflationary concerns and stagnant consumer spending, are forcing companies to rethink their workforce strategies, prioritising flexibility over long-term hiring commitments.

For years, Germany's labour market appeared resilient despite broader economic challenges. However, that assumption is fading. Employment levels are expected to drop slightly in 2025, averaging just over 46 million—about 70,000 fewer jobs than the previous year. While this may not seem drastic, the deeper concern lies in hiring trends: companies are growing more

cautious, choosing to freeze recruitment rather than expand their workforce. As a result, job seekers are encountering more hurdles, and the unemployment rate is projected to rise from 6 per cent to 6.2 per cent this year.¹³ This slowdown in hiring

is particularly evident in manufacturing, where production is showing tentative signs of recovery, yet job cuts are accelerating at the fastest pace in months.¹⁴

Against this backdrop, statement of work (SOW) services procurement is gaining momentum.

Instead of committing to full-time hires, companies are leveraging SOW agreements to access specialised talent on a project-by-project basis. This approach allows businesses to define deliverables, timelines, and costs upfront, creating a workforce strategy that adapts to market fluctuations. With rising costs, slower exports, and cautious consumer spending, flexibility is key. SOW agreements empower companies to stay competitive and innovative while managing labour costs, ensuring they have the right skills at the right time. Skilled professionals also benefit, securing high-value projects while maintaining their independence.

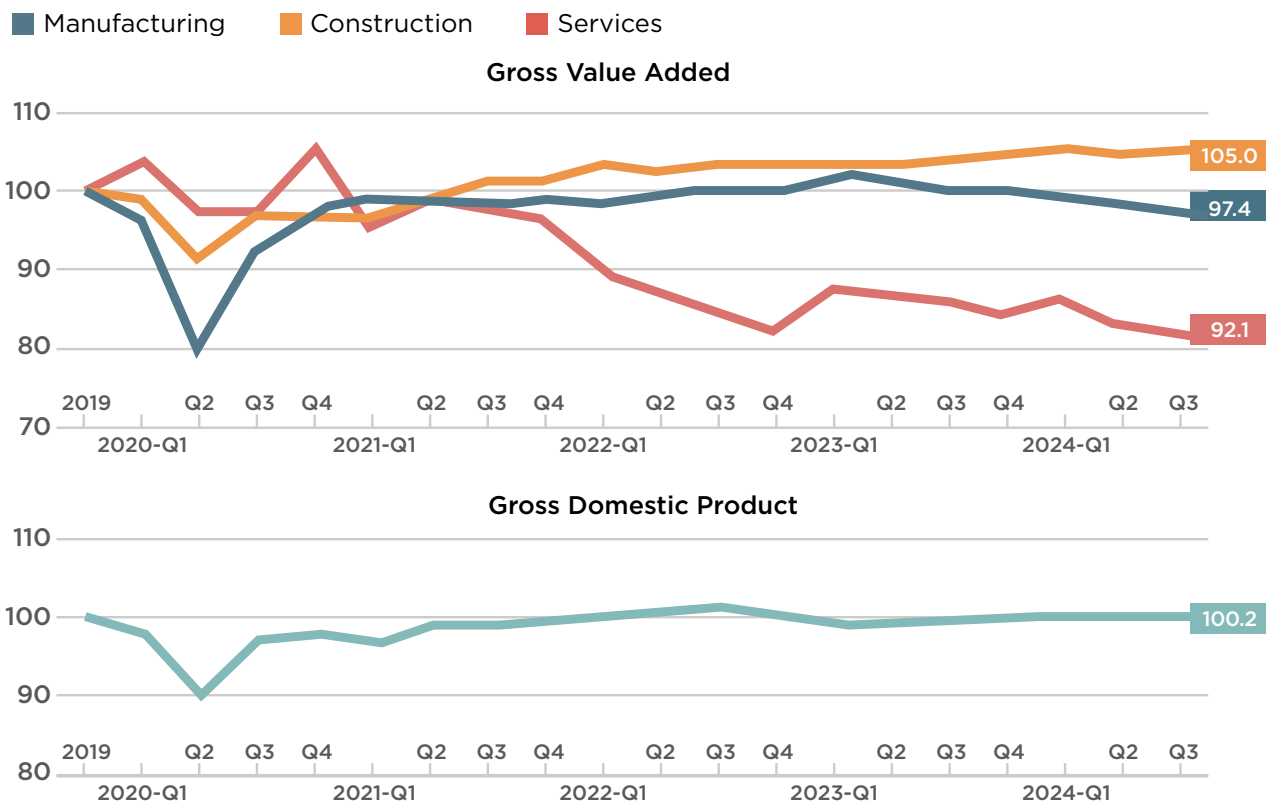
By adopting SOW agreements, businesses can remain competitive and innovative while controlling labour costs, ensuring they have the right skills at the right time.

Employment levels

are expected to drop slightly in 2025 in Germany, averaging just **over 46 million**—about **70,000 fewer jobs** than the previous year.¹³



Stagnation in Germany²³
Annual average in 2019 = 100



GERMANY, AUSTRIA, AND SWITZERLAND



Germany is just one country within the DACH region that is grappling with economic headwinds. Austria's labour market is also facing moderate challenges as economic growth remains sluggish, in line with broader trends. The unemployment rate increased from 5.1 per cent in 2023 to 5.3 per cent in 2024 and is expected to stay at this level throughout 2025 as businesses exercise caution in hiring amid economic uncertainty.¹⁵ While traditional industries, such as manufacturing and retail, are experiencing slower job creation, Austria's tech sector is expanding rapidly. With an average monthly salary of €4,677 and an annual growth rate of 8.7 per cent, the tech industry has seen its share of total employment rise from 4.2 per cent to 5.8 per cent. Additionally, Austria's strong vocational training system continues to provide a steady pipeline of skilled workers, helping to mitigate long-term labour shortages in specialised fields. In this environment, targeted investments in high-growth sectors and innovation-driven industries offer a potential path forward for Austria's labour market.¹⁶

Elsewhere, Switzerland's labour market is flashing mixed signals amid economic changes. In the fourth quarter of last year, the number of employed individuals rose by 0.6 per cent compared to the same period in the previous year, reaching approximately 5.387 million people.¹⁷ Despite this uptick in employment, the unemployment rate experienced a notable increase, climbing from 2.5 per cent in October to 3 per cent in January.¹⁸ This rise in unemployment aligns with a decline in the Swiss Labour Market Barometer, which reached its second-lowest level since the survey's inception in May 2021, indicating a pessimistic outlook for the labour market in the coming months.¹⁹ At the same time, the manufacturing sector continues to face challenges, with indicators reflecting a deepening downturn as of early 2025.²⁰ These developments suggest that while employment figures have grown modestly, underlying weaknesses in certain sectors and rising unemployment rates pose concerns for Switzerland's stability.



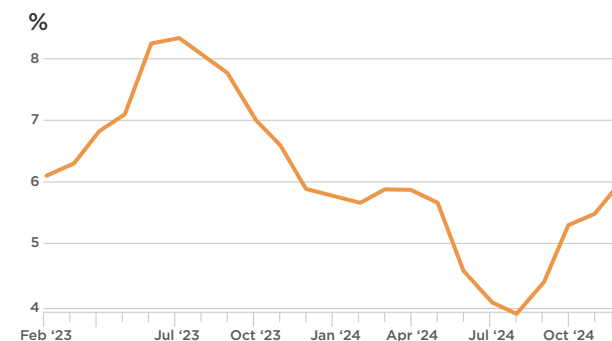


After years of persistent tightness, the UK labour market entered 2025 in a more balanced state. Throughout 2022 and 2023, a combination of historically low unemployment and persistently high job vacancies made recruitment more challenging than usual. This tightness was largely driven by an increase in economic inactivity since the pandemic, coupled with lower net migration from the EU, reducing the available workforce. However, by late 2024, demand for labour had slowed significantly, causing job vacancies to decline from their peak to 819,000, which was still slightly above pre-pandemic levels. At the same time, unemployment rose to 4.4 per cent at the end of 2024, signalling a softening of the labour market as hiring demand adjusted to broader economic conditions.²¹

Despite this cooling, wage growth continued to accelerate at the end of 2024, creating additional challenges for businesses and policymakers alike. Average weekly regular earnings saw a 5.9 per cent year-over-year increase in the three months to December, placing further pressure on the Bank of England's efforts to control inflation.²³ Employers are also facing rising costs due to an increase in National Insurance contributions (NIC) taking effect in April 2025, which many anticipate will significantly impact their bottom line. A recent survey revealed that two-fifths of employers expect the NIC hike to raise costs substantially, while rising minimum wages and business rates add further financial strain. In response, 25 per cent of businesses indicated they planned to make layoffs—the highest proportion outside the pandemic period since 2014—while 16 per cent expected a decrease in overall staffing levels in early 2025.²⁴

Facing economic changes, contingent labour is emerging as a crucial solution for businesses striving to remain agile. While the recruitment landscape faced the usual seasonal slowdown in December, early 2025 has already seen a strong rebound in job vacancies and hiring activity. Contract positions, in particular, have surged, marking a 25 per cent year-over-year increase and reaching their highest level in 20 months.²⁵ Against the odds, recruitment firms are demonstrating resilience, and achieving notable placement growth and maintaining strong résumé submission rates, underscoring the adaptability of businesses that are leveraging temporary and contract staffing. At the same time, firms like AgileOne have provided value beyond staffing by helping companies stay compliant with labour laws, including those enforced by the UK's HM Revenue & Customs (HMRC) department. HMRC has been actively cracking down on the misclassification of workers as independent contractors that should be classified as employees. Such misclassification can result in significant fines, backdated tax liabilities, and other penalties for businesses.²⁶

Average weekly earnings and annual growth rates²²



Unemployment

rose to **4.4 per cent at the end of 2024**, signaling a **softening of the labour market** as hiring demand adjusted to broader economic conditions²¹

UK & IRELAND



In addition to managing the complexities of the labour market, a true staffing partner can help companies navigate the UK's evolving skills landscape. The rapid pace of technological advancement and new policy initiatives have fundamentally altered workforce demands, with the top 20 skills for the average UK job changing by 33 per cent since 2021.²⁸ This transformation has made upskilling and continuous learning more critical than ever. To meet this demand, businesses should consider investing in workforce development, working closely with education and training providers to ensure employees acquire the necessary skills. At the same time, national and regional policymakers must base reforms on concrete evidence of industry needs, ensuring that the evolving skills framework aligns with economic priorities. By fostering a culture of lifelong learning and adaptability, the UK labour market can remain competitive and resilient in the face of ongoing change.

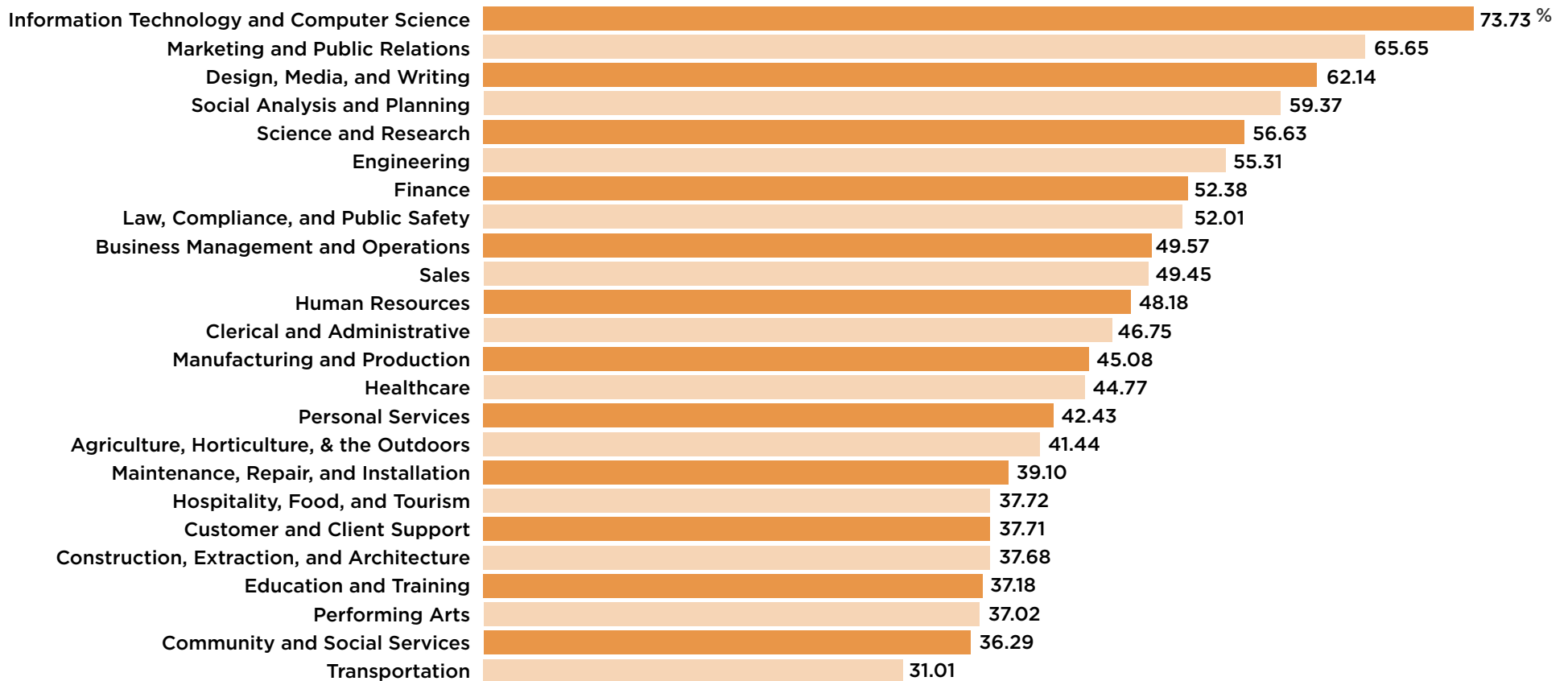
Meanwhile, Ireland's labour market remains strong, powered in part by a growing workforce. High net inward migration and increased female labour market participation have expanded labour supply, helping to sustain employment levels even as job postings have gradually normalised from their early 2022 peak. Despite this moderation, postings remain 19 per cent above pre-pandemic levels, indicating continued demand for talent.³⁰ Unemployment has also improved, with the rate for those aged 15-74 falling to 4.0 per cent in Q4 2024, down from 4.2 per cent a year earlier.³¹ Meanwhile, the European Central Bank's multiple interest rate cuts in recent months are set to provide additional economic support.





Index of career areas by skills change since 2021³⁹

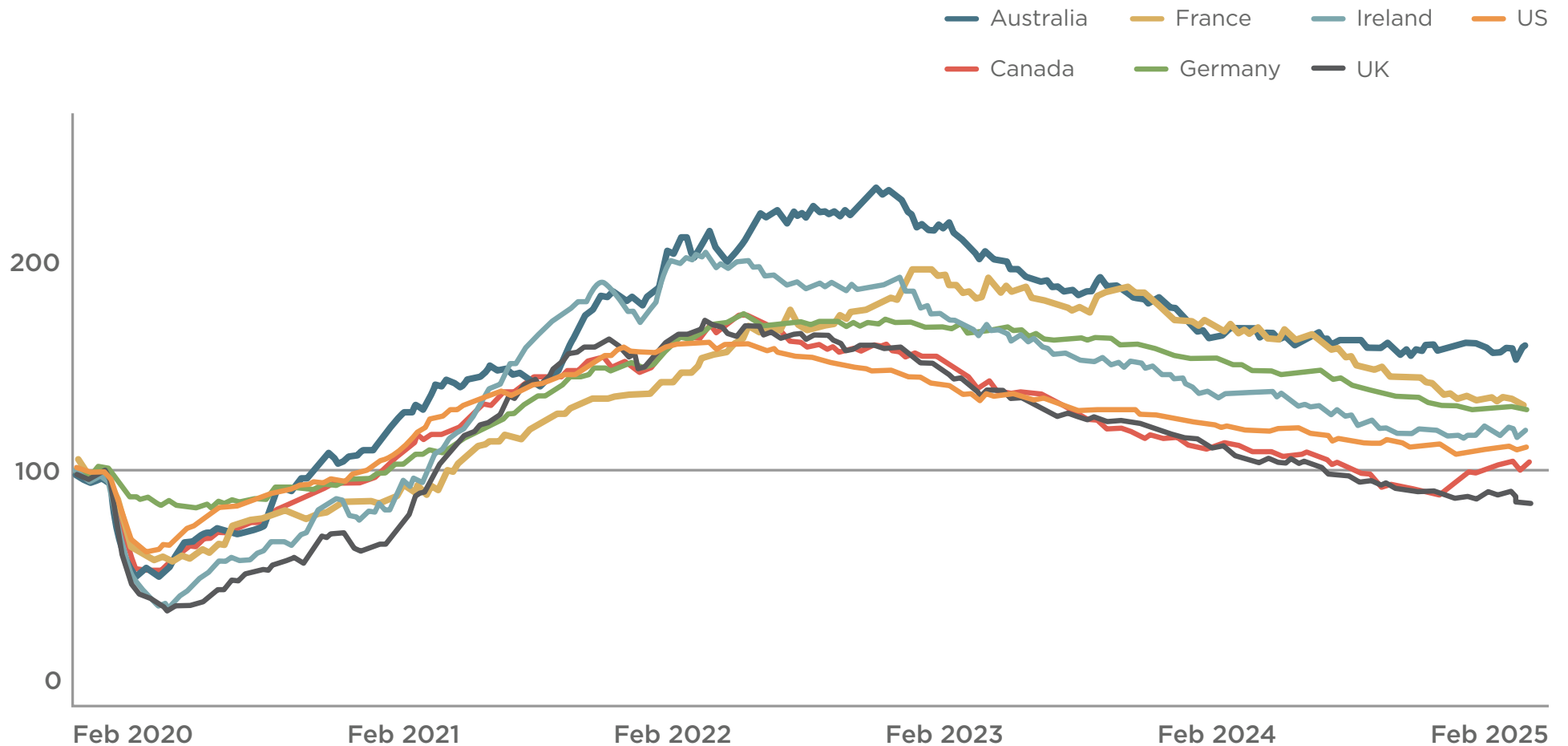
Measuring how much the UK's skills landscape has changed from 2021 to 2024





Indeed Job Postings Index of Ireland⁴¹

(1 Feb 2020 = 100), seasonally adjusted, to 17 January 2025



SWEDEN



Sweden's labour market faced headwinds in 2024 as rising unemployment and declining overall employment signalled a slowdown in economic momentum. The number of unemployed individuals grew by 41,000, pushing the unemployment rate to 8.4 per cent—an increase of 0.7 per cent from the previous year. Despite these challenges, Sweden continues to maintain a high labour force participation rate of more than 75 per cent, reflecting the country's traditionally strong workforce engagement.³²

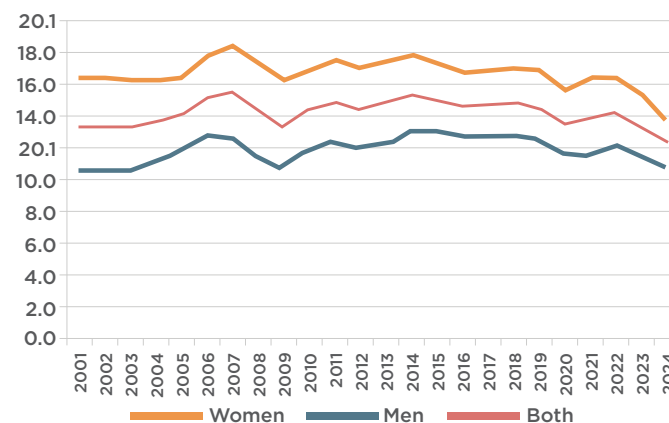
As Sweden's labour market adapts to new economic realities, it is coming to terms with new regulatory frameworks, too. The Agency Work Act is reshaping the composition of the workforce, with a particular impact on blue-collar employees. Designed to enhance job security for staffing agency workers, the law mandates that individuals who have been assigned to the same company for more than 24 months within a 36-month period be offered permanent employment or compensation equivalent to two months' salary. With the initial 24-month period concluding at the end of 2024, businesses are now facing critical decisions on workforce planning. The effects are already visible, as the number of temporary employees dropped by 62,000 last year, while permanent employment grew by 50,000.³⁴

Still, the benefits of a contingent staffing model remain significant, helping explain why approximately one in ten workers in Sweden is employed on a temporary basis.³⁶ Temporary workers allow businesses to scale their workforce in response to fluctuating demand, economic shifts, or seasonal peaks. This agility is particularly crucial in industries with cyclical workloads, such as retail, logistics, and healthcare. Additionally, workforce solutions partners like AgileOne play a key role in bridging skill gaps by quickly supplying specialised talent, reducing hiring costs and administrative burdens for companies.

In addition to the Agency Work Act, several other factors are shaping the Swedish labour market. The Corporate Sustainability Reporting Directive (CSRD) is driving greater transparency in supply chains, requiring organisations to report sustainability data as part of their

annual financial disclosures.³⁷ This has led to increased demand for tracking and managing workforce-related spending, particularly in contingent labour, as companies seek better insights into their employment and procurement practices. It has also led to added costs for companies, with estimates reaching up to €1 million annually for listed companies.³⁸ Meanwhile, the Digital Operational Resilience Act (DORA) is impacting the financial sector by imposing stricter IT risk management requirements, influencing hiring decisions for contingent workers with expertise in cybersecurity and compliance.³⁹

Share of temporary employees (aged 15-74) by gender³⁵



AgileOne's services procurement solutions help businesses manage evolving regulations and compliance demands by providing the visibility, tracking, and governance needed to manage workforce-related risks.

INDUSTRY SPOTLIGHT



Advancing life sciences with AI

Rapid technological advancements, strategic investments, and evolving regulatory landscapes are reshaping the life sciences industry across Europe. As the demand for innovative therapies, personalised medicine, and digital health solutions continues to rise, companies are accelerating their adoption of cutting-edge technologies to improve patient outcomes and streamline operations.

A significant catalyst for this transformation is the integration of artificial intelligence across many corners of the industry. Companies are leveraging AI to expedite drug discovery, enhance clinical trial designs, and optimise manufacturing processes. For instance, a collaborative project involving the UK Biobank and 14 pharmaceutical companies aims to utilise AI models to analyse extensive proteomic data and improve disease prediction and personalised treatment strategies.⁴⁰ This integration of AI not only accelerates research and development but also addresses the growing demand for precision medicine, marking a pivotal shift toward more individualised patient care.

Europe's life sciences sector is experiencing significant growth, with the number of newly formed life sciences companies increasing by an estimated 13.5 per cent over the past five years.⁴² This expansion is particularly notable in countries like Switzerland, the United Kingdom, and Germany, which have seen double-digit growth rates upwards of 15 per

cent. In Switzerland, scientist professional vacancies are projected to grow by 19.3 per cent in 2024, with laboratory roles expected to see a 54.2 per cent increase in demand.⁴³ Similarly, the European Union anticipates a 42.4 per cent rise in scientific vacancies, reaching approximately 3,835 positions, underscoring a robust demand for skilled professionals across the continent.⁴⁴ However, the sector faces challenges in talent acquisition, particularly in specialised areas such as regulatory affairs, intellectual property, compliance, and data privacy.⁴⁵ To address these shortages, companies are adopting strategies like offering professional development opportunities, flexible work arrangements, and clear career progression pathways to attract and retain top talent. These efforts are crucial for sustaining the sector's growth and maintaining its competitive edge in the global market.

Looking ahead, the life sciences industry is poised for continued growth, driven by technological innovations and strategic realignments. The convergence of biology with engineering and computational sciences, known as bioconvergence, is expected to open new avenues for therapeutic development and personalised medicine.⁴⁶



However, the industry must navigate challenges such as regulatory uncertainties, pricing pressures, and the need for a skilled workforce adept at integrating new technologies. Flexible hiring solutions, such as contingent staffing and statement of work (SOW) arrangements, provide a critical strategy for addressing these challenges. With shortages in specialised roles like pathologists and biotech researchers, pharma companies can leverage contract professionals to scale operations efficiently, ensuring that research, clinical trials, and regulatory processes remain on track.⁴⁷ SOW agreements offer further agility, allowing organisations to secure specialised expertise for defined projects without long-term overhead costs. By embracing flexible workforce models alongside AI-driven advancements and bioconvergence strategies, life sciences companies can mitigate talent shortages, accelerate innovation, and maintain a competitive edge no matter what the market has in store.

94 per cent

of life sciences CEOs plan to expand their workforce within the next three years.⁴¹



Shaping emerging trends in technology

The technology sector is finding itself caught between rapid innovation, shifting workforce demands, and an evolving regulatory landscape. In Europe, the demand for tech talent is surging. Notably, the role of data protection officers has gained prominence, reflecting the shifting regulatory environment and the growing importance of data security and privacy. Despite these developments, only 20 per cent of tech companies in Europe anticipate hiring in the next six months, indicating a cautious approach to expansion. This underscores the need for employers to navigate the dynamic environment effectively, balancing the demand for innovation with regulatory compliance and workforce considerations. Additionally, Europe's tech workforce has grown to 3.5 million professionals, demonstrating a substantial increase in the number of people employed in the sector and putting Europe on track to potentially match the U.S. tech workforce within five years.⁴⁹

The proliferation of AI technologies is a common factor influencing labour markets

in Europe. While AI has the potential to automate routine tasks, leading to some concerns about job displacement, it also creates opportunities for workers to engage in more complex problem-solving activities. For instance, AI coding tools have increased efficiency, allowing developers to focus on more intricate aspects of their work. However, this shift necessitates a workforce adept at leveraging these new technologies—especially as the technology sector continues to expand. The European Commission predicts that the digital economy will grow by 12 per cent annually through 2025, including

IT services, software development, and AI applications. This growth is expected to create high demand for data scientists, machine learning engineers, and IT specialists.⁵¹

In response to these changes, there is a growing emphasis on regulatory measures and workforce development initiatives. For example, in the U.S., the California Labor Federation is advocating for new regulations



to protect worker privacy amid the rise of AI-driven workplace surveillance.⁵² Meanwhile, the European Union has launched the Susa EU project with €12.4 million in funding to enhance the digital competencies of healthcare professionals, aiming to integrate digital health data into care practices and address a critical skill gap in the healthcare workforce.⁵³

Only 20 per cent

of tech companies in Europe anticipate **hiring in the next six months**, indicating a cautious approach to expansion.⁵⁰

A renewed focus on the skills powering the energy sector

The global energy utilities industry is powering a once-in-a-generation shift to a low-carbon future, operating under an imperative to increase the adoption of renewable energy sources. This shift is creating new opportunities for innovation and economic growth, but it is also presenting substantial challenges in workforce development.

The European energy sector is expanding its workforce to support the continent's ambitious climate goals, driven by policy initiatives such as the "Clean Industrial Deal," which seeks to help high-emission industries transition to net-zero emissions. This plan includes measures designed to boost clean tech companies, reduce energy costs for businesses and households, and ease environmental reporting requirements for small and medium-sized enterprises.⁵⁴ While these efforts are crucial for driving Europe's energy transition, challenges persist in ensuring a balanced shift for workers in traditional energy sectors. The European gas industry's recent decision to abandon an agreement to retrain workers for the low-carbon economy underscores the complexities involved in workforce transition. Many workers in fossil

fuel-related industries remain uncertain about their future job prospects, with concerns over job security, retraining costs, and the geographic availability of new employment opportunities.⁵⁵ If the workforce transition is not managed carefully, it could lead to significant social and economic disruptions, particularly in regions that have historically relied on fossil fuel industries for employment and economic stability.

The shift toward renewable energy is also influencing employment trends. Globally, the renewable energy sector employed about 16 million people as of 2023, with solar photovoltaics being the largest employer.⁵⁷ However, as of February 2024, the supply of workforce for solar energy is lagging behind demand, as educational institutions worldwide still produce more workforce for fossil fuels than for renewable energy industries.⁵⁸ Political dynamics are also reshaping the industry's future, with



the potential to shift focus from renewable energy toward fossil fuel production. If policy incentives for renewables are weakened, workforce development efforts could be stymied, slowing the transition to a sustainable energy economy and creating uncertainty for job growth in the sector

To address these challenges, there is a growing emphasis on workforce development and retraining programmes. In the UK, for example, the government has launched the Energy Skills Passport to facilitate the transition of workers from the oil and gas sector to the renewable energy industry, recognising that 90 per cent of these workers possess transferable skills.⁵⁹ Similarly, in Germany, the renewable energy sector employed approximately 387,700 people in 2022, marking a 15 per cent increase from the previous year and reaching the highest employment level in a decade.⁶⁰

16 million people

Globally, the renewable energy sector employed about 16 million people as of 2023, with solar photovoltaics being the largest employer.⁵⁶



Navigating today's labour market requires a strategic approach to workforce management. AgileOne helps businesses adapt to rising costs, shifting talent availability, and the impact of AI through contingent hiring, MSP programmes, and SOW management. Our RPO services support upskilling and reskilling initiatives, ensuring that companies build a sustainable talent pipeline.

With economic pressures and demographic shifts complicating hiring, AgileOne delivers data-driven insights and flexible workforce solutions to help businesses stay ahead. From supplier management to workforce optimisation, we provide the agility and expertise needed to streamline hiring, reduce costs, and build a resilient workforce.

Here are some of the leading strategies we're recommending to help companies combat today's challenges and foster a workforce built for tomorrow:

1 Identify creative solutions to uncover your spend on talent

Understanding your total spend on talent is more critical than ever as businesses continue to experience high costs in a complex economy. In recent years, companies have faced financial pressures due to labour market shifts, supply chain disruptions, and inflation, leading many to scale back on capital expenditures, travel, salaries, and even workforce size. While inflation remains uncertain, the reality is that cost pressures remain. To stay ahead, organisations should consider strategic approaches to identifying and managing workforce expenses, leveraging creative solutions to uncover hidden costs and optimise spending. By gaining full visibility into your talent, you can make informed decisions that drive efficiency without compromising workforce quality.

2 Empower your workforce through AI-driven innovation

AI is transforming the workplace by creating new opportunities, enhancing productivity, and allowing employees to focus on more meaningful, creative tasks. Rather than replacing human talent, AI can serve as a powerful tool to augment and complement your workforce, providing better data, deeper insights, and more efficient workflows. By integrating AI-driven solutions, you can enable your teams to make smarter decisions, streamline processes, and ultimately work more effectively. As businesses continue to evolve, leveraging AI as a strategic asset will be key to driving your innovation and long-term success.

3 Future-proof your workforce through reskilling

With nearly 60 per cent of workers requiring significant reskilling by 2027, businesses have no choice but to take a proactive approach to workforce development.⁶¹ As industries evolve and new technologies emerge, staying competitive means anticipating skill gaps and preparing employees for the future. Investing in upskilling and reskilling initiatives ensures that talent remains relevant and fosters a culture of continuous learning and adaptability. By implementing robust training programmes and educational opportunities, you can equip your team with the tools needed to handle changing job demands, drive innovation, and enhance overall productivity.

TOP SOLUTIONS



4 Maximise savings and strengthen your workforce with direct sourcing

Direct sourcing is a proven way to reduce costs while strengthening your employer brand and candidate engagement. By attracting talent directly and building a dedicated talent pool, employers can minimise advertising expenses, streamline hiring efforts, and better align candidates with company culture. This approach lowers hard costs and drives soft savings through increased employee satisfaction, reduced attrition, and decreased expenses related to rehiring and training. AgileOne helps companies take MSP programmes to the next level by maximising the value of known talent sources, such as corporate career pages, alumni networks, freelancers, and contractors. With our experienced direct sourcing team managing your talent community, you'll be able to track, engage, and onboard high-quality talent at lower rates, ultimately saving time and money while securing the best candidates for your business.

5 Conduct a supplier rationalisation assessment

Many companies assume that working with more suppliers will lead to a deeper talent pool. In reality, overlapping candidate sources often result in inefficiencies and missed cost-saving opportunities. When supplier contracts are spread too thin, businesses lose out on valuable volume discounts and struggle to maintain a streamlined workforce strategy. That's where supplier rationalisation comes in. This proven procurement strategy involves assessing supplier performance, pricing, delivery capabilities, and strategic alignment to identify the partners that truly add value. At AgileOne, we assist companies with optimising their supplier base, ensuring they work with the right partners to maximise efficiency and reduce costs. By strategically narrowing your supplier pool, you can achieve real savings and strengthen supplier relationships, leading to a higher-quality and more consistent contingent workforce.

6 Leverage RPO to scale recruitment efficiently

Companies today face fluctuating talent demands that make maintaining an internal recruiting team costly and inefficient. That's where RPO comes in. Rather than absorbing the expense of a full-time recruiting function, businesses can tap into an RPO partner like AgileOne to scale hiring efforts with agility and precision. An RPO has access to the right talent, leveraging social recruiting, employer branding, and data-driven sourcing strategies to attract high-quality candidates. Whether augmenting internal recruiting resources or managing the entire hiring process, an RPO solution provides the flexibility and expertise you need to meet evolving workforce demands—without the overhead.



From cutting-edge technologies to award-winning services, AgileOne has the expertise to provide true total talent management with access to world-class workforce solutions and technologies configured to meet your unique enterprise needs. We are minority/woman-owned, with operations across the globe.

Services:

- Managed services program (MSP)
- Recruitment process outsourcing (RPO)
- Vendor management system (VMS)
- Direct sourcing
- Science, technology, engineering, math (STEM) recruiting
- Payroll & contractor validation services (AllSourcePPS)

Contact

1999 West 190th Street
Torrance, California 90504
info@agile1.com

agile-one.com

CITATIONS



1. [The Future of Jobs Report 2025, World Economic Forum, January 7, 2025](#)
2. [Global unemployment set to hold near historical low of 5%, ILO says, Reuters, January 16, 2025](#)
3. [Global unemployment set to hold near historical low of 5%, ILO says, Reuters, January 16, 2025](#)
4. [Internal Data](#)
5. [Unemployment rate at its most stable since 1988, Statistics Netherlands, February 14, 2025](#)
6. [Unemployment rate at its most stable since 1988, Statistics Netherlands, February 14, 2025](#)
7. [Unemployment rate at its most stable since 1988, Statistics Netherlands, February 14, 2025](#)
8. [OECD Economic Outlook, Volume 2024 Issue 2, OECD, December 4, 2024](#)
9. [Nevi Netherlands Manufacturing PMI, Nevi, February 3, 2025](#)
10. [Decline in freelancers in the Netherlands signals trend break, NL Times, February 11, 2025](#)
11. [IW economic forecast: German economy remains poor, IWD, December 13, 2024](#)
12. [IW economic forecast: German economy remains poor, IWD, December 13, 2024](#)
13. [IW economic forecast: German economy remains poor, IWD, December 13, 2024](#)
14. [German manufacturing shows signs of recovery, but job cuts accelerate, PMI shows, Reuters, March 3, 2025](#)
15. [Economic forecast for Austria, European Commission, November 15, 2024](#)
16. [Most in Demand Tech Job in Austria in 2025, Nucamp, February 22, 2025](#)
17. [Labour market status, persons in employment, Federal Statistical Office, February 20, 2025](#)
18. [Swiss GDP Growth Accelerates Despite Weak Labour Market And Very Low Inflation, February 27, 2025](#)
19. [Swiss Labour Market Barometer, SECO, January 2025](#)
20. [Swiss job prospects deteriorate further in early 2025, February 3, 2025](#)
21. [UK labour market statistics, House of Commons, February 18, 2025](#)
22. [UK wage growth accelerates in final quarter of 2024, Financial Times, February 18, 2025](#)
23. [UK wage growth accelerates in final quarter of 2024, Financial Times, February 18, 2025](#)
24. [Quarter of UK employers plan to cut jobs before tax rises bite, report finds, February 16, 2025](#)
25. [APSCo Bullhorn Recruitment Trends Snapshot February 2025, APSCo, February 10, 2025](#)
26. [Employment status and employment rights: guidance for HR professionals, legal professionals and other groups, Gov.UK, August 30, 2024](#)
27. [The UK Skills Disruption Index, Lightcast, January 30, 2025](#)
28. [The UK Skills Disruption Index, Lightcast, January 30, 2025](#)
29. [Indeed's 2025 Ireland Jobs & Hiring Trends Report: Resilience, Despite Global Uncertainties, Indeed Hiring Lab, January 28, 2025](#)
30. [Indeed's 2025 Ireland Jobs & Hiring Trends Report: Resilience, Despite Global Uncertainties, Indeed Hiring Lab, January 28, 2025](#)
31. [Labour Force Survey Quarter 4 2024, Central Statistics Office, February 20, 2025](#)
32. [Weaker labour market in 2024, Statistics Sweden, February 25, 2025](#)
33. [Swedish legislative changes are affecting companies that use staffing agency workers and potentially consultants, Bird & Bird, April 17, 2023](#)
34. [Weaker labour market in 2024, Statistics Sweden, February 25, 2025](#)
35. [Weaker labour market in 2024, Statistics Sweden, February 25, 2025](#)
36. [Weaker labour market in 2024, Statistics Sweden, February 25, 2025](#)
37. [Corporate sustainability reporting, European Commission, August 7, 2024](#)
38. [Brussels sprouts more red tape on reporting, The Times, December 29, 2024](#)
39. [Digital Operational Resilience Act \(DORA\), European Insurance and Occupational Pensions Authority, January 16, 2023](#)
40. [Launch of world's most significant protein study set to usher in new understanding for medicine, UK Biobank, January 10, 2025](#)
41. [U.S. Life Sciences Outlook 2025, CBRE, February 6, 2025](#)
42. [European Life Sciences sector primed for growth in 2024 driving real estate demand and investment opportunities, UK BioIndustry Association, May 13, 2024](#)
43. [Switzerland – Life Sciences Labour Market Trends, VacancySoft, October 2024](#)
44. [Switzerland – Life Sciences Labour Market Trends, VacancySoft, November 2024](#)
45. [Life Sciences Market Conditions Report Q2 2024, EMEA Major, Lindsey & Africa, 2024](#)
46. [Bioconvergence, Innovation Centre Denmark, December 2022](#)
47. [‘AI can help solve global shortage of pathologists’, The Times, January 12, 2025](#)
48. [European Tech Jobseekers in 2024: Navigating a Shifting Landscape, EU Data Jobs, January 9, 2024](#)
49. [European Tech's Next Chapter: What to Expect in 2024-2025, Dirox, January 22, 2025](#)
50. [European Tech Jobseekers in 2024: Navigating a Shifting Landscape, EU Data Jobs, January 9, 2024](#)
51. [The Top 10 High-Growth Sectors for Jobs in Europe in 2025, Euro Climate Jobs, March 2025](#)
52. [Labor's new front in the AI fight, Politico, March 4, 2025](#)
53. [EU project launched to prepare health workers for a digital future, Financial Times, March 4, 2025](#)
54. [EU reveals plans to hit climate goals by helping dirty industries clean up, The Guardian, February 26, 2025](#)
55. [European gas industry abandons deal to retrain workers for low carbon economy, Financial Times, October 27, 2024](#)
56. [Renewable Energy Employment by Country, International Renewable Energy Agency, October 30, 2024](#)
57. [Renewable Energy Employment by Country, International Renewable Energy Agency, October 30, 2024](#)
58. [The failure to decarbonize the global energy education system: Carbon lock-in and stranded skill sets, July 31, 2023](#)
59. [Britain's move towards renewable energy could deliver up to 725,000 new jobs, The Scottish Sun, January 30, 2025](#)
60. [German renewables sector employment in 2022 at highest level in a decade, Clean Energy Wire, January 24, 2024](#)
61. [The 2020s will be a decade of upskilling. Employers should take notice, World Economic Forum, January 10, 2024](#)