

Business Case for The job of the future

This business case was prepared by the task team Future of work, and is submitted to the HLG-MOS for their approval.

Type of Activity	
<input type="checkbox"/> New activity	<input checked="" type="checkbox"/> Extension of existing activity
Proposed Modernisation Group(s) for Activity	
<input type="checkbox"/> Applying Data Science and Modern Methods	<input type="checkbox"/> Blue Skies Thinking
<input checked="" type="checkbox"/> Capabilities and Communication	<input type="checkbox"/> Supporting Standards
<input type="checkbox"/> Other:	<i>Name of proposed group or unknown if not clear</i>
Purpose	
<p>The last two years the task team Future of Work has been working on several activities concerning hybrid working, reaching youth and the job of the future. From these activities several ideas to continue the work have arised, as presented at the CES and HRMT this year. Based on the feedback we received, we would like to propose to continue the work on these activities working on one or more of the following ideas. We won't be able to work on all proposals, so based on available time and resources, expertise of team members we will select one or more topics to work on.</p> <p>Recruitment and onboarding (induction)</p> <ul style="list-style-type: none"> • Guidelines on recruitment of younger staff • Guidelines on engaging all generations to the onboarding/induction program • Guidelines on stay interviews <p>Work and job of the future</p> <ul style="list-style-type: none"> • Maturity/development model on flexible work practices and the matching management and leadership style to manage performance and productivity • Guidance and policies on what is defined as (and how to obtain them) equality, diversity and inclusion. • Framework for internal communication in a flexible working environment <p>Reaching youth</p> <ul style="list-style-type: none"> • Communication strategy to reach youth • Measuring and stimulating data usage and statistical literacy • Creating universal guidelines for new protocols on how to target youth as data source • Creating universal guidelines on how to deal with legislation and other barriers like parental consent 	
Description of the activity and deliverable(s)	
<p>For these activities the following steps will have to be executed:</p> <ol style="list-style-type: none"> 1. Selection of topics to be worked on 2. Gathering information, best practices, known models 3. Adapting, integrating and developing into a guideline/maturity model aimed at NSIs 	

<p>Deliverables will be a description of the guideline/maturity model for the chosen topics.</p> <p>Work on these topics might lead to increase our insight in the problems at hand, which might then lead to a project proposal for 2024.</p>	
<p>Alternatives considered</p>	
<p>If we don't do this, we might in the long run not be able to adapt to the changes we are facing in the world. We need to become more flexible, and more interesting for the younger generations.</p>	
<p>How does it relate to the HLG-MOS vision and other activities under the Group or HLG-MOS?</p>	
<p>Modernisation also means modernising the way we work and the way we think.</p>	
<p>Proposed start and end dates</p>	
<p>Start: January 2023</p>	<p>End: December 2023</p>

Guidance notes for completing the template

Business cases should be **strictly no longer than 2 pages**. Keep your text short and to the point. You can delete these guidance notes when you have completed the business case.

Business cases should not go into technical details. Remember, the audience for your business case will be chief statisticians. They will not accept a proposal just because you think it is a good idea. They will need to be convinced!