

OPERATING RESULT 2021 *
+34%
OPERATING RESULT 2021 *

—
Verama -
a growth
engine for
Aurobay

—
Exclusive
deal with
Tietoevry
in Poland

—
PayExpress
improves the
payment terms

KARIN SCHREIL, CEO, EWORK GROUP:

Digital skills
is the new gold

Report

Report 2021



Digital skills are key to the success of organizations and the economy in general - today, tomorrow and in the future.

Digital transformation, the growing gig economy and the adoption of 5G is rapidly changing the world of work. We are moving towards an economy with new demands for speed, agility and digital work procedures, as well as a labour market where more professionals want to manage their own working hours and how, where, and for whom, to work. Traditional ways of working are questioned by the rise of new technology - and with this comes demands for new skills.

At Ework Group, we are convinced that the best way to thrive in the digital economy is to find the right balance between people, business and technology. By constantly seeking new ways to renew oneself along these dimensions, to learn and to innovate, organizations will create favorable conditions for sustainable results. Our mission is to be a partner who enables organizations and professionals to reach their full potential by providing strong skills supply chains that connect clients and consultants, with access to the right skills and exciting assignments.

Contents

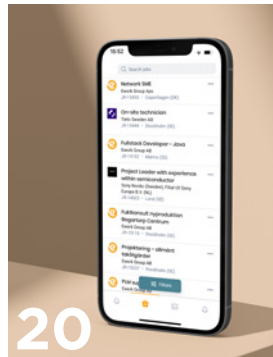


32

ORDER INTAKE 2021

19,979
SEK million

Order intake for the full year
SEK 19,979 million
- an increase of 18%.



20



30

9



23



26



13

- 4 2021 in brief
- 6 From the CEO
- 9 This is Ework Group
- 13 Verama gives Aurobay extra energy
Engaged, fast and flexible consultant management makes engine manufacturer Aurobay ready to face the future. Concept Manager Daniel Balke is one of the consultants developing the new technology.
- 20 Verama - the new marketplace
500 000 assignments are viewed on Verama every month, and more and more people discover the benefits of a platform where supply and demand of consulting services can be matched digitally.
- 23 Tietoevry Poland appoints Ework Group as Master Vendor
During its six years in Poland, Ework Group has succeeded in gaining the position as the third largest provider of IT solutions and services for the IT sector in the country.
- 26 Building a high-performance team
AI expert Errol Koolmeister helps major companies find the right talents and build effective teams to best utilize the potential of artificial intelligence.
- 28 What do our consultants say about us?
We asked a number of consultants and providers of consulting services what they think about us, about Verama and how they view the future.
- 30 PayExpress offers better payment terms
When clients want to extend the payment terms and the consultants want to get paid faster our financing service PayExpress is the solution for both parties.
- 32 Profile - Karin Schreil, CEO
Ework Group's new CEO wants to further enhance the work to resolve the skills shortage by attracting more women to join the network.

For a complete version of the Annual Report 2021, see eworkgroup.com

THE YEAR IN BRIEF

NET SALES

13,189

SEK million

Net sales increased by 7.8% to SEK 13,189 million (12,238).

OPERATING PROFIT

126.8

SEK million

The operating profit increased by 34.5% to SEK 126.8 million (94.3).

EARNINGS PER SHARE

5.68

SEK

Earnings per share before dilution increased by 41.3% to SEK 5.68 (4.02).

ORDER INTAKE

19,979

SEK million

Order intake for the full year increased by 18% to SEK 19,979 million (16,888).

NUMBER OF CONSULTANTS

11,827

The number of consultants on assignment peaked at 11,827 (10,542).

DIVIDEND

5.00

SEK

The Board of Directors proposes a dividend of SEK 5.00 per share (4.50).

SWEDEN

+5%

Net sales in Sweden increased by 5% to SEK 9,989 million (9,505).

NORWAY & POLAND

+23%

Net sales in Norway and Poland increased by 23%.

DENMARK

+20%

Net sales in Denmark increased by 20%.

THE MARKET

In 2021, the market for consulting services returned to growth, following the dramatic downturn caused by the pandemic in the previous year. At Ework Group, the number of consultants on assignment, as well as net sales, reached new record levels in the second quarter. The demand for consultants continued to increase throughout the year and the pattern was similar in most markets and skill areas. The growing market trend is reflected in Ework Group's demand indicator through an increasing number of assignment requests, while the number of applications from consultants per assignment is lower.

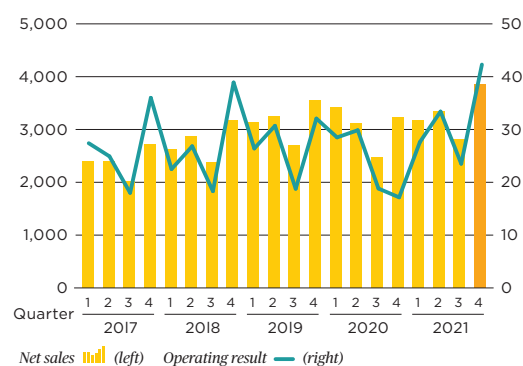
The strongest year-over-year growth was achieved in Norway and Poland, and Sweden and Denmark also developed positively. Finland had a more sustained downturn but showed a positive increase in the fourth quarter. In summary, the year was characterized by post-pandemic market recovery and good growth for the Group.

Remote work continued to define the conditions for both consultants and our own staff during the year. Productivity remained good, but many missed the social interactions that contribute to well-being and creativity. The number of reported hours from consultants on assignments was not affected compared to previous years.

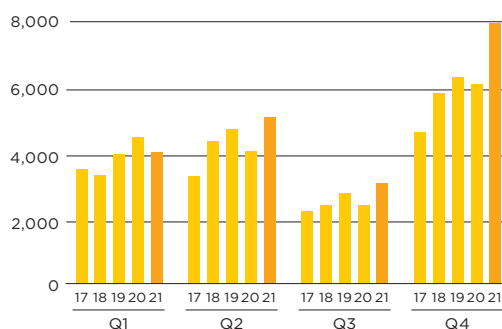
OUTLOOK FOR 2022

Ework Group believes that the demand for consulting services will remain at a high level during 2022. The company has a strong position in the market and a broad network of consultants. The initiatives in digitalization have strengthened the customer offering and resulted in a more efficient organization, hence Ework Group is expected to continue and grow faster than the market. Our view is that the company will continue to increase the net sales growth rate and further improve the EBIT margin in 2022 compared to 2021. ☺

NET SALES AND OPERATING PROFIT (SEK MILLION)



QUARTERLY ORDER INTAKE (SEK MILLION)



KEY INDICATORS (SEK MILLION UNLESS OTHERWISE SPECIFIED)

	2021	2020
Net sales	13,189	12,238
Operating profit	126.8	94.3
Profit before tax	124.3	84.9
Profit after tax	98.0	69.3
Cash flow, operating activities	68.3	378.5
Operating margin, %	1.0	0.8
Equity/assets ratio, %	5.3	6.3
Earnings/share before dilution, SEK	5.68	4.02
Earnings/share after dilution, SEK	5.67	4.02
Max. number of consultants on assignment	11,827	10,542
Average number of employees	280	283
Sales per employee	47.1	43.2

EWORk GROUP IN 2021



9,673
new contracts.

16,715
extended contracts.

26,388
new and extended contracts - an average of one contract every five minutes throughout the year.

ework STRENGTHENS ITS POSITION AS MARKET LEADER

In 2021, Ework Group further developed its leading position in the consultant market. Access to skills is one of the most critical issues of our age, and Ework Group is a player that offers tangible solutions. We continue to win market shares, and an increasing proportion of our net sales comes from assignments where we match consultants to clients' needs.

PHOTO: EMIL ANDERSSON

ework GROUP IS A COMPANY close to my heart that has been an important partner to many of the businesses where I have worked in recent decades. As newly appointed CEO of Ework Group, I look forward to helping our clients with one of the most important challenges of our time: finding the right professionals with the right skills at the right time.

While 2020 was dominated by pandemic-related uncertainty, 2021 turned into a year of strong recovery. We finished the fourth quarter with record levels for several key indicators, such as net sales, consultants on assignment and operating profit.

This success is underpinned by hard work and considerable investments over many years. Thanks to extensive experience, efficient services and a broad network of consultants with a wealth of skills in relevant areas, we have been able to help our clients with their needs, in good as well as challenging times.

During the pandemic, when both public and private sectors were forced to switch to increased remote working, Ework Group was well prepared. Thanks to our Verama platform, we are able to offer clients a more digitalized process for skills supply. This has made it easier to find the right

professionals and meet the challenges that accompany rapid change.

Skills shortage has been a focus issue for a long time in the tech sector. According to a study by TechSverige, in just a couple of years, 2024, the lack of tech professionals in Sweden is expected to amount to 70,000 people, unless specific action is taken. Ework Group is part of the solution, and our mission is clear; we must continue to attract professionals to our client assignments and strive to ensure that more organizations discover all the skills we can provide through our vast network of consultants.

ANOTHER IMPORTANT aspect of digitalisation is the future of work. How and from where will we be working? And how should employers and workforce best adapt to the new conditions? Ework Group leads the way also in this area. Since the first Coronavirus outbreak, digitalization has accelerated by several years, and we see an increasing interest in working more independently and remotely. Hybrid- and remote work is a clear labour market trend that is evident in many parts of the world, and more professionals choose their assignments on this basis. It creates an opportunity

“

As newly appointed CEO of Ework Group, I look forward to helping our clients with one of the most important challenges of our time: finding the right professionals with the right skills at the right time.

KARIN SCHREIL,
CEO, EWORK GROUP.





We have more consultants on assignment at our clients than ever before.

for us and our clients to bring in consultants from various locations in a different way than before. The experience from the pandemic has proven that it works extremely well.

One key tool in our efforts to deepen client relations is the Verama platform, which was launched in 2020. In Verama, clients can source consultants from thousands of different suppliers, while consultants have access to assignment requests from many different clients in one single place. During the fourth quarter, we made a major effort to increase our visibility in the market, which resulted in a record number of consultants registering in the Verama platform.

Today, Ework Group has more consultants than ever with our clients. During the fourth quarter, we reached 11,827 consultants on assignment, which is an increase by almost 1,800 compared to 2020. We see a continued high demand for consultants in our focus areas: IT, Tech and R&D. As societies and

“

During the fourth quarter, we made a major effort to increase our visibility in the market, which resulted in a record number of consultants registering in the Verama portal.

KARIN SCHREIL,
CEO, EWORK GROUP.

businesses re-opened after the pandemic, we experienced a boom. Many projects and initiatives that organizations had been forced to put on hold were restarted simultaneously at full speed.

An increasing proportion of net sales derives from assignments in which we find and match consultants to clients' needs. Ework Group strives to deliver high value to our clients' businesses and an example of this is our Managed Services offering, where Ework provides comprehensive procurement solutions for consultant supply. This means that we assume full responsibility for sourcing, contracting, follow-up and optimization of designated consultants and consultants that we match against specific needs.

IT IS OUR GOAL that clients shall view Ework Group as a partner and an enabler of success, all based on the needs of the business. Clients shall be able to rely on us in good as well as challenging times. An example of such a partnership is our collaboration with fast growing WirelessCar, where Ework partners with the business to enable supply of the right skills at the right time, thereby contributing to the realization of business plans as well as day-to-day operations.

By combining our extensive experience and efficient services with the benefits of our digital platform Verama, we see good potential for continued growth and scalability in our core business. I have good hopes that we will grow even stronger in 2022 and report improved profitability at the end of the year. ☺



THIS IS EWORK GROUP

When we started Ework Group in 2000, the goal was to cater for the needs of both professionals and organizations by matching the right skills with the right assignment - and vice versa. We know that this builds stronger professionals, organizations and societies. That's why we're still so passionate about it.

ILLUSTRATIONS: LARS REHNBERG



EWORK GROUP'S **STRONG** position as partner of consultant supply has also given us the courage to broaden our range of services. With Verama as our

centerpiece, we create new opportunities and expand our offerings to contribute to a more dynamic, well-functioning and future-proof market for the contingent workforce. Our ambition to take a leading and innovative role in the market clearly shows our strong entrepreneurial company culture. A proof of this is our wide variety of solutions, that range from providing individual consultants to forming advisory partnerships, and to handling entire procurement processes.

We are all proud to be part of Ework Group, where our most powerful tools

We are all proud to be part of Ework Group, where our most powerful tools are our values: Alert, Eager and Professional.

are our values: Alert, Eager and Professional. These values guide us in every aspect of our work. They help us become successful and ensure that we approach every client and situation with the right mindset. Ework Group was founded in Stockholm 2000. Today we are present in Sweden, Norway, Denmark, Finland and Poland. Ework Group's shares are listed on Nasdaq Stockholm. ☺

OUR OFFERING

We want to contribute to a more dynamic, well-functioning and future-proof market. That's why we constantly sharpen our services. Today Ework Group offers a wide range of solutions that can be easily adapted to our clients' different needs. The offer ranges from matching individual consultants with specific assignments to managing entire procurement processes.

CONSULTANT SOURCING

To get the most suitable consultants

We can provide our clients with the most suitable consultants available on the market. Our specialized Sourcing Partners combine their knowledge and experience with market leading technology and information sources to identify, attract, match and present the best consultants available on the market. We do not represent a limited number of vendors. We partner with our clients and source the right consultants from the open market. This independence makes us unique, and the result is an unlimited delivery capability in combination with best-in-class commercial terms.



MANAGED SERVICES

Allows focus on core business

Our Managed Services offer allows our clients to focus on their core business by outsourcing the management of one or more consultant categories. On our clients' behalf, Ework Group manages the practical and administrative work according to agreed guidelines. Our access to market leading expertise, real time market data and leading technology platforms enables us to manage our clients' procurement processes with increased quality and at lower cost - while our clients experience reduced risks, better cost control, shorter time to hire and increased compliance.

CONTRACT MANAGEMENT

Increased efficiency and reduced risk

Our contract management offer allows our clients to benefit from increased efficiency and reduced risks by channeling vendors via Ework Group. With fewer direct suppliers they can focus on their core business while we take care of benchmarking, on-boarding, off-boarding, background checks and compliance for appointed vendors. We can handle all vendors or a certain number of vendors, depending on our clients' needs.

EXPERT SERVICES

Improves the decision making

Our advisory service offering gives clients access to our intelligence, our data and to our extensive expertise - a valuable guidance that improves the decision making. With more than 20 years of experience in the contingent workforce industry we know how to support our clients with best practices and advice based on data and accumulated knowledge. Our experienced advisors team up with our clients and guide them in the areas of talent management, sourcing, procurement, cost optimization and compliance.



FINANCIAL SERVICES

Smarter financing

Our financial services offerings strengthens supplier relationships through solutions in the areas of supply chain financing, insurance and currency exchange. To attract top talent it's important for clients to offer attractive commercial terms. Our solutions allow organizations with long payment terms or high insurance requirements to remain attractive also for small and mid-sized suppliers that require short payment times. A higher availability of suppliers means better rates and increased access to skilled consultants.

VERAMA

Find, attract and manage consultants

Verama is an online marketplace for finding, attracting and managing consultants. Verama gives our clients access to tools and information that allow them to take control of the whole purchasing process - from request and contracts to time reporting and payments. Verama can be used in combination with Ework Group's other services, or as a separate service, depending on our clients' supplier strategy.



AN ENGINE FOR GROWTH

To grow fast, Aurobay depends on consultants, and needs often arise at short notice. The solution from Ework Group meets all requirements and makes the company ready for the future.

TEXT: HENRIK RÄDMARK PHOTOS: NICKE JOHANSSON & AUROBAY

T

HE SWEDISH-CHINESE engine manufacturer Aurobay is facing a double challenge. Aurobay is set to grow within an extremely dynamic technology area - engines and drivelines for vehicles, while large parts of its own operations are being transformed. Until summer 2021, Aurobay was a part of Volvo Cars. The company is now standing on its own two feet and has experienced an ambitious growth journey.

In order to succeed Aurobay's innovative capability is crucial. The demand for electric vehicles is growing rapidly in Europe, the US and on many Asian markets. In countries where there is limited access to green electricity and infrastructure for charging electric vehicles, the demand for combustion engines and hybrids still continues to rise.

Aurobay is investing significant resources in the development of engines for alternative fuels, as well as hybrid solutions where electrical power is included as a component. Last year, Aurobay manufactured around 750,000 units in its factories in Skövde, Sweden, and Zhangjiakou, China. Around 120,000 of these were electric engines.



LIKE A STARTUP

Although there have been engines manufactured in Skövde since 1907, the business feels like a start-up. That is also the term Henrik Ohlén uses to describe Aurobay. He was previously responsible for the consulting operations at Volvo Cars and is now working at Aurobay's HR department. Part of his mission is to identify and procure necessary systems for the operations.

Henrik Ohlén, Aurobay (on the left) and Erik Degerman, Ework Group (on the right), on site at Uni3 by Geely in Gothenburg.



“In some respects we are actually a bit like a startup company. Even if the fact that we from the start have 2,000 employees and a commercially robust business doesn’t really match that picture.”

Most of the 2,000 employees work in the engine factory in Skövde, the rest in the office in Gothenburg. Besides the major need for development they have other similarities with many start-ups, namely the requirement for rapid growth.

While it previously was sufficient enough to develop and deliver engines to Volvo Cars, they now need to find other customers. Or above all - find new customers, as all Volvo Cars should be fully electric by 2030 according to the owner Geely.

“For our business to be commercially viable, we need to achieve high volumes. Of course that’s not unique to us, but it’s still something that puts different demands on the business compared to

“

In some respects we’re actually a bit like a startup company. Even though the fact that we have 2,000 employees and a commercially robust business right from the outset doesn’t really match that profile.

HENRIK OHLÉN, AUROBAY.

previous years, when we were part of Volvo Cars.”

Two demands that Henrik Ohlén and his colleagues identified were speed and high degrees of flexibility. It was self-evident that the business should continue to be partly dependent on white-collar consultants. In view of the new conditions, it was also likely that the proportion of consultants would rise.

NO IN-HOUSE CONSULTANT MANAGEMENT

The company’s relatively modest size also means that management of consultants cannot be taken care of in-house. It would be too cumbersome and also a burden on profitability, explains Henrik Ohlén.

The management decided to outsource everything involving the consultants; from finding and matching consultants to supplying tools for handling them in the operations. Which supplier they would



Henrik Ohlén describes Verama as intuitive, and explains that they have chosen to optimise it for speed and flexibility.

choose for this was far from clear. The one they had previously used did not meet the requirements, and a procurement was initiated.

“When we evaluated the tenders, Ework Group didn’t stand out immediately from the others, but the more we had to do with them, the easier it became to make the choice,” recounts Henrik Ohlén.

The reason Aurobay picked Ework Group had less to do with the good functions and services provided, and actually more to do with commitment and interaction in the collaboration. Focus was the much talked about values that often is missing, like the day-to-day communication and the suppliers willingness to resolve situations.

“That often works in the beginning of a supplier relationship, but Ework

“

We have to be extremely quick to respond and cannot be held back by systems that are cumbersome or difficult to learn how to use.

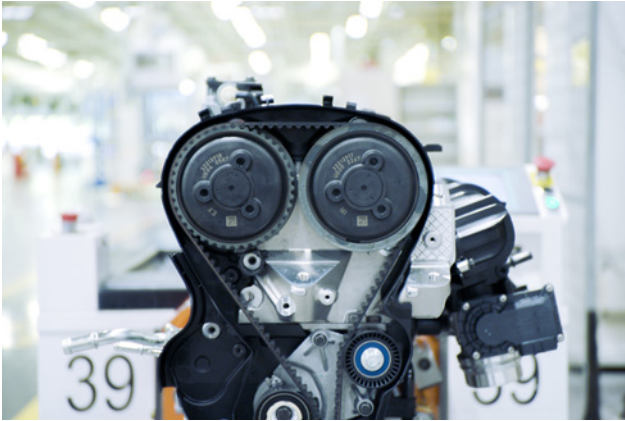
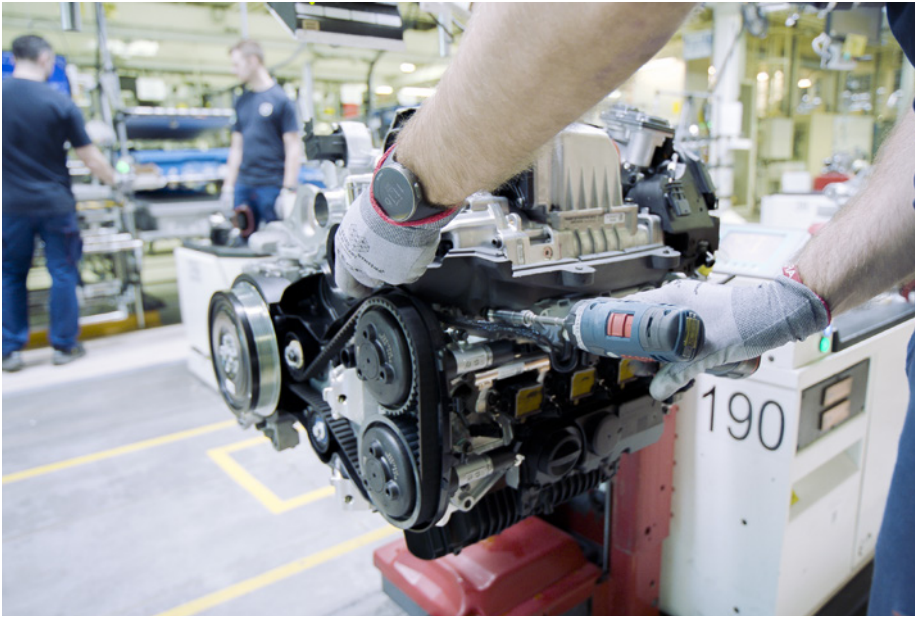
HENRIK OHLÉN, AUROBAY.

has continued in the same way, which is evident through such simple things as their quick response to emails and their availability on the phone.”

INTUITIVE AND QUICK

Responsiveness is a term that often pops up when he describes the implementing of Verama - Ework Group’s portal for consultant management. Verama can be customized for each client to follow their existing or desired processes, making the tool adapt to the existing work process, instead of having to adapt the work process to the tool.

“That in particular was absolutely necessary for us. We have to be extremely quick to respond and cannot be weighed down by systems that are cumbersome or difficult to learn to use.”



The Swedish-Chinese engine manufacturer Aurobay is facing a double challenge. Aurobay is aiming to grow in an extremely dynamic area of technology – engines and drive lines for vehicles – and at the same time large parts of the company's own business are being transformed.

Henrik Ohlén describes Verama as intuitive, and explains that they have chosen to optimise it for speed and flexibility, one of the effects being that they have few approval stages. When a manager identifies a need for a consultant, he or she submits a request in Verama, which is then handled by Ework Group. A short time later, the manager receives a number of suggestions of suitable consultants, and has a personal mandate to choose the one he or she considers most suitable for the assignment.

Once the consultant has onboarded the company, he or she handles its time reporting in Verama. The fact that it all takes place in the same system naturally makes consultant management easier, emphasises Henrik Ohlén.

MEETING A BROAD NEED

At the beginning of 2022, the proportion of consultants in the white-collar area at Aurobay was around ten per cent. A fairly normal figure for this kind of company. But as the business grows, so will the proportion of consultants. Partly because of the nature of the assignments. There are often short commitments that require Aurobay to quickly bring in specialist expertise, and then release it just as quickly.

“But there’s a need for consultants in all functions, not just in research and development, but also in areas such as IT, purchasing, finance and management. And by using one single tool, and the same supplier, to find and manage all consultants, we see that we can retain the speed and flexibility that are necessary for us.” ☺

ABOUT AUROBAY

BUSINESS ACTIVITY:

Development, production and sales of drive lines for vehicles. The business was formerly part of Volvo Cars.

NUMBER OF EMPLOYEES:

2,000 (2,900 including the factory in China).

NUMBER OF CONSULTANTS AMONG WHITE-COLLAR EMPLOYEES:

Approx. 10% and increasing.

BUSINESS LOCATIONS:

Skövde (factory, 1,400 employees) and Gothenburg (600 employees). Also factory in Zhangjiakou, China (900 employees).

COLLABORATION WITH

ework group:

Ework Group was chosen primarily because of their high levels of client understanding and flexibility, as well as their powerful supplier management tool, Verama.



“One of our strengths is finding the right consultant for the right assignment - even when time is tight.”

ERIK DEGERMAN,
ACCOUNT MANAGER, EWORK.

AT THE FOREFRONT OF TECHNOLOGY

Aurobay is a world leader in the field of combustion engines. Consultant Daniel Balke is one of the people who took them there.

TEXT: HENRIK RÅDMARK
PHOTO: MARKUS PETTERSSON - SHOOTIT



Daniel Balke, consultant.

DANIEL BALKE IS one of the most prominent individuals in his field and has made a significant contribution to Aurobay's advanced technology for combustion engines. As a consultant in the development department, first at Volvo Cars and then at Aurobay, he has led developments in areas of combustion engine technology.

"As a concept manager, I'm involved in shifting boundaries all the time, developing technology and introducing new technology," he explains.

From the outset Daniel's role was that of the expert, and as such he quickly became one in the team, he explains. At Aurobay, it doesn't matter whether you are an employee or a consultant, everyone works side by side towards the same goal.

"I was looking for a partner with smooth technological solutions and good conditions. Ework Group had what I was looking for. In practice, it

means we don't have so much direct contact on a daily basis - just as it should be. I report my time in the tool, and basically that's the contact I have with Ework," he says with a smile.

Despite - or maybe because of - the fact that the development of combustion engines has 'changed radically' in recent years, he finds work at Aurobay to be incredibly stimulating.

"Even though the automotive industry has increased its focus on electrification very quickly, combustion engines will have an important role to play for a long time to come, not least in hybrid solutions, for example," he says. ☺

“

As a concept manager, I'm involved in shifting boundaries all the time, developing technology and introducing new technology.

DANIEL BALKE, CONSULTANT.

LOOKING FORWARD TO EXPANSION

The collaboration with Aurobay is a little bit broader and a little bit tougher than other collaborations. That's how Erik Degerman at Ework Group sees it. "It's making us enhance our offering and take significant steps in our own development."

TEXT: HENRIK RÅDMARK
PHOTO: NICKE JOHANSSON



Erik Degerman, Account Manager, Ework Group.

AUROBAY IS NOT quite like other clients. Their requirements are a little bit tougher and the scope of the agreement with them is a little bit larger compared with most other collaborations. Erik Degerman, account manager at Ework Group, is clearly enthusiastic. He refers in particular to the fact that the partnership with Aurobay includes many elements of Ework's total offering.

"It means that we take care of all their consultant management on the white-collar side, from identifying suitable candidates in our extensive network to matching suitable individuals and then managing them on an ongoing basis during the assignment through Verama VMS," he explains.

The agreement is not limited to any special segment of consultants, but covers the whole spectrum - from mechanical engineering to IT and management. Erik admits that this might make the agreement 'a little

more challenging than usual', but it is in challenging situations that Ework Group thrives, adds value and develops at its best.

Something else that characterises the collaboration is Aurobay's ambitions and opportunities to grow, now that they are independent of Volvo Cars. Henrik Ohlén, consultant manager at Aurobay, confirms that an expansion will push up the need for consultants and increase the proportion of consultants.

"This is of course ideal for us, and we look forward to such a development. One of our strengths is finding the right consultant for the right assignment - even when time is tight," says Erik.

One of the reasons why Aurobay chose Ework Group was Verama, the tool used to manage consultants. It covers the whole chain from when a need for a consultant arises, through

selection and onboarding, to ongoing assignment management and finally the end of the assignment.

According to Aurobay's consulting manager Henrik Ohlén they appreciated the high degree of possible adaptation and the simplicity of use for both managers and consultants.

"Of course it's particularly pleasing to have that acknowledgement of Verama, as we from the start have put in a lot of energy into designing the platform based on the varying needs of the client. And of course this is a development process that continues, as we view this particular tool - used by both managers and consultants - as a key to efficient consultant management."

Aurobay is still in the starting phase of its new, independent existence, with ambitious goals. Ework Group looks forward to joining them for the whole journey. ☺

VERAMA - THE NEW MEETING PLACE

Verama has established itself as the new meeting place for buyers and sellers of consulting services. More and more actors see the benefits of using Verama VMS for a more efficient purchasing and management of consulting services.

TEXT: SUSANNA LINDGREN

WITH VERAMA, WHICH was launched in 2020, Ework Group offers an independent market portal for actors in the consulting market. This is a place where buyers can advertise new assignments and sellers find assignments that match their specific expertise – whether or not they have chosen to work with Ework Group as a consultant supplier. Verama differs from other consultant portals in the way the platform gathers assignments from several buyers in one shared marketplace for the entire consulting sector. It provides a unique overview of the market's different needs.

“There's been a lack of shared infrastructure and place where all sellers and buyers can find each other. Nor have there been any effective collaborative tools. Verama is our way of meeting that need,” says Daniel Asvelius, CDO at Ework Group.

The growing number of users indicates that Verama has succeeded in positioning itself as the new meeting place for professional services. The feedback has been very positive. The interface is perceived as being attractive, technically sound and easy to use.

“The technical launch of the platform is one step. It's something else altogether to attract users and create added value so that people choose to be proactive on Verama. The increased presence shows that we've succeeded,” says Daniel Asvelius.

EMPLOYER BRANDING A NEW FEATURE

One new feature in Verama is the opportunity for clients to position themselves through employer branding.

“In a market where demand exceeds supply, buyers of consulting services have realised how important it is to attract consultants with the right expertise,” says Daniel Asvelius.

Verama in numbers:

500,000

views of assignments are processed in Verama every month.

100,000

assignment applications since the launch at the turn of the year 2021/2022.

300

new users – often more – every week.

100

new consulting firms registered every week.

A list of requirements is no longer enough to achieve a successful match.

“That's why we worked with our clients to develop something that can be compared to company pages, which enables companies to promote both themselves and the assignments for which they're seeking consultants,” he says.

PROFILING PRODUCES MORE APPLICANTS

Companies that profile themselves and describe the services they are looking for attract far more applications than comparable clients that choose to remain anonymous. It shows that consultants in general appreciate the transparency around both clients and assignments, something that's also confirmed by Ework's annual client satisfaction survey. In the 2021 survey, transparency in particular is ranked highly by the consultants surveyed.

Daniel Asvelius is often asked why Ework Group is investing in a platform such as Verama, where it is free of charge for consultants and consulting companies to register.

“The platform supports Ework Group's traditional business by providing access to a bigger network of consultants, while it at the same time lays the foundations for smart supplementary services,” says Daniel Asvelius.

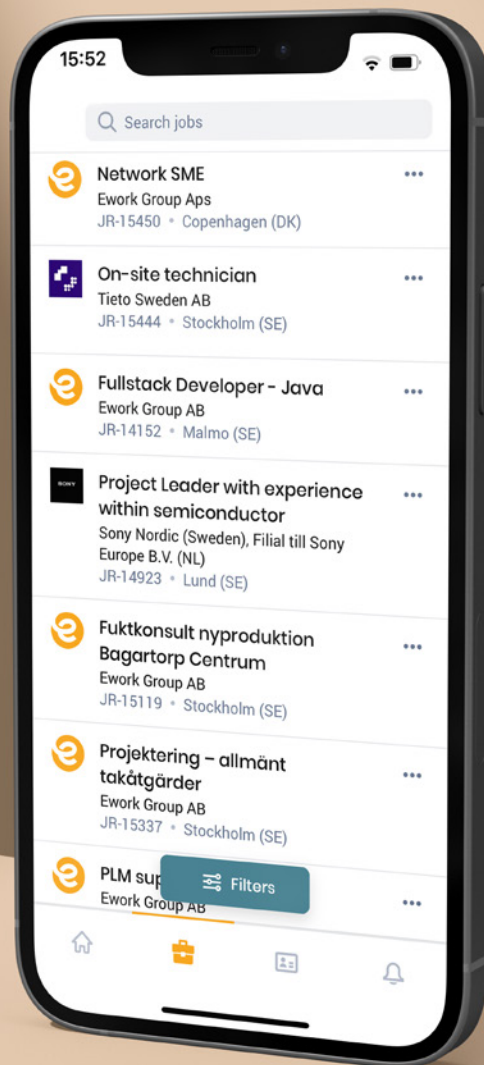
EFFECTIVE SUPPLIER MANAGEMENT

WITH VERAMA VMS

One clear example of successful supplementary sales is Verama VMS (Vendor Management System), which is, just as the name suggests, a supplier management system. Verama VMS is a little bit more than that, though, and Daniel Asvelius describes it as a cross between a purchasing and an HR system. Verama VMS links up the two parts to work specifically for consulting

This is Verama

Verama makes it possible for buyers and providers of consultants to procure consultants from thousands of suppliers, while giving consultants access to assignment requests from many different buyers in one single place.



services, providing an overview of hours worked, costs, framework agreements and everything else associated with the assignment - regardless of in which country the business is based. Ework Group has several clients that started to implement the system in one country that now are looking at a roll-out in more countries where they have operations.

“One important reason why they choose Verama VMS is that they can work in one single system, whether they have operations in one or ten countries, or are hiring ten or 1,000 consultants,” says Daniel Asvelius.

BRINGS TOGETHER UNIQUE MARKET INFORMATION

Other added value is that the data collected can provide unique market information. Bringing

This is Verama VMS

Verama VMS is a supplier management system specially developed for managing suppliers of consulting services. The system is integrated with Verama and provides buyers of consulting services with the opportunity to manage their consultant call-offs in a structured way, whether they choose to work with framework agreement suppliers or the open consulting market.

together several actors in one single place generates important information and generates a picture of what the market looks like on both client and supplier side. Many consulting companies are interested in seeing whether they are charging the right rates, whether they need to hire more people, what demand is like for certain skills - essentially anything that can help make various kinds of decisions, explains Daniel Asvelius. The future aim is to be able to collect and share the valuable information that is being generated.

“The more people that use Verama, the better the service is, both as a collector of valuable market information and as a marketplace. It feels really good that more and more people recognize the value of a shared platform for actors in the consulting sector,” says Daniel Asvelius. ☺



“

Attracting the best talent is the major challenge facing virtually all companies. Succeeding in this is by far the most important assignment for me, the CEO and the management team at Ework Group. Credibility for us as a company starts right here and with our own employees, who are our best ambassadors. The opportunity to develop and take the next step must therefore be even better and clearer for our employees at all levels. That is what I absolutely aim to contribute to.

MARIA RAGNARSSON, NEWLY APPOINTED AS CHIEF HUMAN RESOURCES OFFICER AT EWORK GROUP DURING 2021.

HOW SUPPLY MATCHES DEMAND

VERAMA OFFERS unique market information, including how well demand from clients matches what consultants are offering, and which roles and skills that top the list.

“The high demand for project managers indicate that our clients are growing, and that demand for consulting services remains high,” says Hampus Norén, Head of Supplier Relations for Verama.

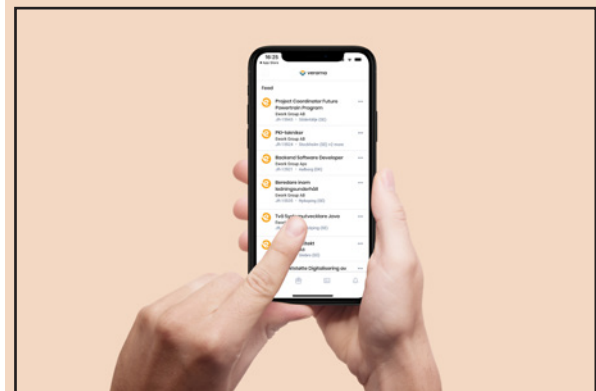
The fact that new skills such as mechanical engineering have entered the top ten list of consultant roles clearly shows how Ework Group’s offering is growing as clients’ needs for new services increase.

CLIENTS DEMAND

1. Project manager
2. Software developer
3. Technical lead
4. Solution architect
5. Java developer
6. Frontend developer
7. Fullstack developer
8. Business analyst
9. IT support
10. Construction engineer

CONSULTANTS OFFER

1. Project manager
2. Software developer
3. Fullstack developer
4. Java developer
5. Business analyst
6. Solution architect
7. IT support
8. Frontend developer
9. Scrum master
10. Mechanical engineer



The mobile app allows users to keep updated about new assignments, respond quickly and win more orders.

DOWNLOAD THE VERAMA APP

THE VERAMA APP MAKES it even easier to access Verama, to browse for new assignments and submit or check the status on job applications. The app, that was launched in Q4 2021, gives the user a simple and flexible access to the portal.

We know that the typical Verama user is a busy multitasker running a business or working on a consultant contract. That’s why we also know that a mobile app is a perfect interface for those users that want to stay updated and check the latest news on Verama between meetings, while commuting, or whenever they have a minute to spare.

The B2B market is running at a high tempo and speedy action is often required to win an assignment, especially in the current market conditions when clients decide very quickly when they find a good candidate. The mobile app will help consultants stay informed and ahead of the competition.

The Verama mobile app is available to download for iOS and Android.

Scan the QR-code below with your mobile phone camera to download the app.

Apple App Store

Google Play





Katarzyna Wolska, Country HR Manager Poland, Tietoevry.

TIETOEVRY POLAND CHOOSES EWORK GROUP AS MASTER VENDOR

Tietoevry Poland has chosen Ework Group to be its exclusive provider of IT competencies in Poland. The reason is obvious, Katarzyna Wolska Country HR Manager in Poland explains why.

TEXT: SUSANNA LINDGREN PHOTO: PRZEMYSŁAW JASINSKI

THE GLOBAL DIGITAL SERVICES provider Tietoevry has been present in Poland since 2006, to help customers accelerate their digital agenda. In Poland, Tietoevry has about 600 employees and 200 sub-contracted consultants supporting their clients deliver their products and services.

“For a company like us that sell skills - in our case software engineering - the people and their capabilities is our greatest asset. That makes it extra important for us to find the right partner providing us and our customers with the right resources,” says Katarzyna Wolska.

When Ework opened its first offices in Poland in 2015 Tietoevry Poland actually became the very first local client. The collaboration started with Ework providing matched consultants and taking care of all the administration connected with the contracting.



“During my 17 years in this business, I have dealt with many vendors delivering similar service. What we appreciate with Ework Group is that our relationship from the beginning has been built on trust, transparency and reliability,” says Wolska.

Thanks to six years of successful cooperation and delivery Ework has now built the position as Master Vendor. From 2022 onward Ework Group is the exclusive provider for all of Tietoevry’s sub-contracted IT competencies in Poland.

“For me Ework Group is a guarantee for professionalism as well as kept timelines and full control of the entire service cycle. I would recommend them to anybody - or maybe not! Then they might have less time for us,” says Wolska with a smile.

Since 2015 Ework Group has managed to take the position as the third largest provider of IT solutions and services for the IT sector in Poland. That makes Poland the third largest Ework site with more than 1000 consultants in the assignment.

“Tietoevry Poland is the first client in Poland where we have boosted our position and become the Master Vendor,” says Karolina Brzozowska, Client Responsible at Ework Group, Poland.

“

For a company like us that sell skills - in our case software engineering - the people and their capabilities is our greatest asset.

KATARZYNA WOLSKA, COUNTRY HR MANAGER, TIETOEVRVY, POLAND.

“Over the years we have been given the opportunity to take over the cooperation with other suppliers making us the sole provider.”

For Karolina Brzozowska and her team, becoming the Master Vendor is the best proof of a job well done.

“This demonstrates a great partnership and that our client has got our full support as well as speed in conducting the processes, also in the most difficult cases. It shows that hard work pays off,” says a pleased Brzozowska. ☺

+60%

DIVERSITY AND INCLUSION AS TOP PRIORITY

JUST OVER 60% of global HR managers and buyers have diversity and inclusion as a strategic focus, according to Staffing Industry Analysts' (SIA) survey entitled The future of diversity and inclusion in the contingent workforce (2020). Only one quarter consider that the same currently applies to consultants, but expect that diversity and inclusion will become increasingly important in the future also for contingent workforce.

INCREASED DEMAND ON TALENT PLATFORMS

THE DIGITAL TRANSITION that was expected to take four or five years happened in one month when the pandemic broke out. Digital, efficient work methods are expected to increase in the future. The need and demand on talent platforms for buyers of consultants grew from 14% in 2020 to 22% during 2021, and is expected to grow to around 47% over the next two years, according to Staffing Industry Analysts' (SIA) report entitled Workforce Solutions Buyer Survey Americas Initial Findings 2021.



TRENDS THAT DEFINE THE MARKET OF TOMORROW

- 1 THE NUMBER OF FREELANCERS** has increased during the pandemic. Many professionals, especially from younger generations, seem to prefer freelancing over full-time employment due to its flexibility and independence.
- 2 WITH REMOTE WORK** becoming a new normal, the idea of where work is performed has changed. It provides an opportunity for companies to rethink their recruiting strategies to source talent from anywhere in the world, not just their company's location.
- 3 WE ARE MOVING TOWARD** a knowledge economy demanding increased speed, flexibility and digital work procedures. As technology advances and automation services expand, people's future competitive advantage will primarily be their soft skills. The four Cs will be vital qualities for success: Critical thinking - Creativity - Collaboration - Communication.
- 4 WITH PEOPLE GENERALLY** living and working longer, there are now as many as five generations active in today's workplace. This presents significant value but also challenges. Business leaders must know what it takes to inspire and upskill a multigenerational workforce, and to harness diverse levels of talent and experience.
- 5 DIVERSITY AND INCLUSION** are among the top priorities today for HR and business leaders. However, companies and procurement need to start thinking more about this also for workers that are not employed. Contingent workers aren't just serving as fill-ins until employers can find more permanent solutions. Many have long-term relationships with the companies that hire them; increasingly, they contribute to organizational strategy and fulfil critical business objectives.

THE AI EXPERT:

“STRENGTHEN YOUR TEAM”

A rock band needs someone to front it, but it's the interplay between the band members that determines its success. A comparison can be drawn with the tech industry. At a webinar for Verama, AI expert Errol Koolmeister shared his experiences of how to build high-performance AI teams.

TEXT: YLVA CARLSSON PHOTOS: VIKTOR FREMLING



ERROL KOOLMEISTER is passionate about getting major companies to recognise the potential of AI. Most recently at H&M, where he spent three years leading the company's technical transformation, recruiting more than one hundred people for the newly-launched AI operation.

One of the lessons learned from H&M is that it takes time to find talented individuals. And when you've found them, it's all about finding the right team, which can also take time. There are many factors to consider when putting together a team. Experience, background, personality, work method and much more.

"A person can work really well in one group and not at all in another. At H&M, we learned to be prepared to replace people in the teams at regular intervals. That increased the capacity in our deliveries significantly," says Errol Koolmeister. Another benefit of changing the composition of the teams is that it can make someone who has been recruited stay around for longer. The average time that an IT expert stays at a workplace is at present about one and a half years.

"Experts find it easy to get a job, so they're happy to move around. But if they continuously have the opportunity to deal with new challenges at one single workplace, there's a greater chance that they'll stay."

Errol Koolmeister advocates a more coaching style of leadership to get an AI team to perform efficiently as well as possible. The leader is



It's a matter of trusting the data produced and letting the algorithms make the decisions, instead of holding on to your own idea, says Errol Koolmeister at a webinar for Verama that was held in December.

responsible for giving the team the conditions to succeed, while the employees are responsible for the expertise.

"It's the leader's task to say what has to be done. For how it is actually done - that's up to the team. Giving employees that mandate boosts the whole team."

One expression that Errol Koolmeister returns to is the importance of "AI first". The benefit of decisions being made with the aid of algorithms is clear in customer-based operations such as Facebook, Google and Uber. It is algorithms that determine what you encounter as a customer when you visit these sites.

"Working with AI first can be a major challenge for a team. It's a matter of trusting the data produced and letting the algorithms make the decisions, instead of holding on to your own idea."

Diversity is another important factor in producing a high-performance team. Errol Koolmeister refers to studies that show that the delivery speed in a team consisting of a mix of individuals with different backgrounds and skills is ten times higher than in a homogeneous team. When a delivery

“

It's the leader's task to say what has to be done, but as for how it is actually done - that's up to the team.

ERROL KOOLMEISTER, AI EXPERT.

has to be optimised, it's about working smarter and making use of all team members' contributions rather than doing more work," believes Errol Koolmeister.

What's the main lesson learned from your time at H&M?

"That it's OK to make a mistake and not to be afraid of it. Sometimes I made a decision, which eventually I had to correct. It all turned out well in the end, and that's the main thing," says Errol Koolmeister. ☺

THIS IS WHAT OUR CONSULTANTS THINK

All consultants on assignment via us are important, and we are eager to know how they feel about Ework Group. We asked four people working in different countries what they think about us, about Verama Marketplace, and whether they have any thoughts about the consulting market of the future. Here are some of their responses.



INGER-HILDE HILLESUND, PARTNER AND SENIOR ADVISOR AT FOOTSTEP, NORWAY

Why did you choose to work with Ework?

The large number of assignments all in one place give us an important insight into the current market situation, which is valuable for our strategic planning. Amazing customer service, close relationships with key account managers and quick response times from the support team are also valuable.

Do you believe that consulting assignments will change?

A lot of companies will realise that digitalisation requires a broader range of knowledge and skills. Therefore, the demand for competence that can make use of digital solutions and services will increase, such as expertise in the areas of change management and communication.



MARI MÖLLERBERG, OFFICE MANAGER & SENIOR RECRUITER AT TALENTME, SWEDEN

Why did you choose to work with Ework when looking for assignments?

We have really good collaboration and we get a clear specification of requirements. It's fast and efficient. I really appreciate Ework as a provider of consultants. What makes Ework stand out from other providers of consulting services is the higher level of engagement and better collaboration, which means that we present more suitable candidates. And Verama is easy to use and always updated. We use it a lot.

Do you see any changes in the market for consulting assignments?

Many companies are choosing interim solutions for increased flexibility, and many consultants feel that this work method works for them, and that it feels modern. Remote working has become more common, which means that we can find consultants all over Sweden, and not just locally.

“

What makes Ework Group stand out from other providers of consulting services is the higher level of engagement and better collaboration, which means that we present more suitable candidates.

MARI MÖLLERBERG, OFFICE MANAGER & SENIOR RECRUITER AT TALENTME, SWEDEN



ANNA HÄLLSTIG AND TINA RÖRGREN AT THE COMPANY ANNAOCHTINA, SWEDEN

What do you appreciate most about Ework?

We're really delighted with the collaboration. We feel that Ework has a pleasant, professional approach and that there's an authentic partnership between us and with the client. Our contact persons have a genuine interest both in us and in the business. We also appreciate Ework's well-designed structures, where nothing falls between two stools.

What do you think about Verama?

We think it works well, it's user-friendly and intuitive. We've had good support whenever we had any questions.



GABRIELA STEĆ, SENIOR IT RECRUITMENT CONSULTANT 360, APREEL, POLAND

What do you appreciate most about Ework?

Quick, clear information. I appreciate the clarity and structure in the collaboration. Having Ework as a business partner means that we're always updated at every stage of the recruitment process, and that we can rely on getting detailed feedback about the candidates. And Ework always has interesting and varied projects in different industries.

How would you describe Verama?

Verama simplifies the whole recruitment process. The platform makes it easy to recommend a candidate, as the presentation and CV in Verama make it easy to assess skilled consultants.

BETTER PAYMENT TERMS WITH PAYEXPRESS

Clients want to extend their payment terms, while consultants want to get paid faster.

The PayExpress financing service satisfies the interests of both parties while strengthening Ework Group's core business.

TEXT: SUSANNA LINDGREN
PHOTO: EMIL ANDERSSON

ULF OHLFELDT, NEWLY RECRUITED Head of PayExpress, started his position in spring 2021. His assignment is clear - to strengthen the business and further develop the offering with associated financial services.

"For us, this is a way of increasing the added value that Ework Group offers both clients and consultants," says Ulf Ohlfeldt.

The investment in PayExpress meets a growing demand in a market where payment times are getting longer, at large companies as well as medium-sized.

"The major buyers of our services are often listed companies or private equity-owned companies that strive to optimise their working capital, one way to free up capital is to extend payment times," says Ulf Ohlfeldt.

On the other side are the consultants, who can be hard hit when the terms of payment are deferred from 30 to 60, and sometimes even up to 180 days. This can create liquidity problems when wages, taxes and other ongoing expenses still have to be paid on a regular basis. The challenge is not new but several reports highlight that the problem of long payment times is growing. In 2019, the Swedish Companies Registration Office (Bolagsverket) and the Swedish Agency for Economic and Regional Growth (Tillväxtverket) confirmed in a joint report that the problem of getting paid on time is creating pressurised financial situations in many companies. One common criticism is that



"Our aim isn't to maximise the profit from our capital services, but to enhance our offering in order to meet a need that no one else is covering and that exists among our clients and consultants," says Ulf Ohlfeldt, Head of PayExpress.

large companies, by extending payment times, are essentially forcing smaller suppliers to take on the role of a bank. The credit management company Intrum confirms in its latest European Payment Report 2021 that 49% of companies in Sweden have accepted longer payment times than they are comfortable with - as they are unwilling to destroy their customer relations.

"With PayExpress, we can support our consultants and give them a clear financial forecast. We make sure that they get paid and on time, which gives them peace of mind and allows them to focus on their core business," he says.

Ulf Ohlfeldt joins Ework Group from the role of Head of New Sales at the credit management company Lowell, and he has extensive experience in the financing of special and operating capital from his time at Nordea. More and more companies and financial institutions are offering factoring



Corporate PayExpress attractive for both parties

With Corporate PayExpress, Ework Group is also targeting buyers of consulting services. The newly developed financing service is customised together with buyers to meet their need to extend their terms of payment. The result is an integrated payment system with attractive terms of payment for both parties. The buyer gets an extended payment period and the consultant gets paid more quickly – without cumbersome implementation and administration, on attractive terms.

In Corporate PayExpress, we free up capital for both buyer and consultant, which creates added value to work together with us at Ework Group,” says Ulf Ohlfeldt, Head of PayExpress.

and various solutions for invoice credits, he confirms. But neither banks nor finance companies have the same flexibility or smooth solution as Ework Group and PayExpress.

“The established relationship we already have with our clients and consultants gives us other opportunities for negotiation. We know that they pay, which means they don’t have the same exposure to credit losses, which also affects the price,” says Ulf Ohlfeldt.

It is also extremely easy to link PayExpress to the payment service all consultants are already using to invoice the assignments they have obtained through Ework Group.

“Our aim isn’t to maximise the profit from our capital services, but to enhance our offering in order to meet a need that no one else is covering and that exists among our clients and consultants. The intention is also to add other services to

“
We make sure that the consultants get paid and on time, which gives them peace of mind and allows them to focus on their core business.

ULF OHLFELDT,
HEAD OF
PAYEXPRESS.

PayExpress that are important for our clients and consultants.”

Exchange rate risks is one element. Ework’s consultants work in a global environment, where they themselves, like the companies for which they work, often have a geographical domicile beyond Sweden’s borders. Through PayExpress, consultants can find help mitigating their exchange rate risks by, for example, choosing to invoice in their own currency instead of the local one.

“We’re also seeing a need for industry-specific insurance solutions, and are therefore in the process of developing offerings in the area of liability and income insurance policies. PayExpress gives us the opportunity to broaden our offering in many ways where we believe we can add value for our partners. A good, long-term relationship with them is a prerequisite for our entire business,” says Ulf Ohlfeldt. ☺

SHE SEES SKILLS AS THE NEW GOLD

She has a conviction that anything is possible and a desire to make a difference. Ework Group's new CEO Karin Schreil sees skills as the new gold - and gets energy from digging deep with the shovel in her garden.

TEXT: YLVA CARLSSON PHOTOS: THRON ULLBERG

W

E MEET VIA TEAMS just before Christmas. Between two other meetings. Ever since Karin Schreil started as CEO just over one month ago, her diary has been fully booked. She is impressed by what she has experienced at meetings with the ten or so offices she has been able to visit so far, in Sweden, Denmark, Poland, Finland and Norway. Every day, new meetings with curious, engaged employees - with a desire to learn more, to keep on developing.

One of Karin's first tasks as new CEO was to present prizes at the Ework Group Awards. Fifteen employees received awards for their impressive

efforts during the year. An important tradition that builds pride, Karin thinks.

"Ework Group is a company I've always been impressed by, and that has been an important partner to many of the businesses where I've worked in recent decades."

But let's rewind a bit; Karin grows up in Stockholm, Gothenburg, Kalmar and Karlstad. Her interest for the interaction between humans and technology arise at an early stage. She graduates in Mechanical Engineering, specialising in Graphical Engineering, at KTH in Stockholm, and studies Engineering Design at ETH in Zurich. She does her master thesis at ABB, where she helps to design a user interface for industrial processes.

"Curiosity is one of my strongest driving forces. I want to understand how things work and how to make them better."

While growing up, Karin is encouraged to explore new things, and she dedicates herself to many different leisure activities. Helping out with practical chores at the family's country house outside Karlskrona in the summer holidays she learns that that nothing is impossible - regardless of whether you're a girl or a boy. When Karin

“

These are perfect projects for me, you can see the results from the improvements and I get new energy from being active outdoors.

KARIN SCHREIL,
CEO, EWORK GROUP.

When I ask Karin where she draws her strength and inspiration, she answers in a flash: in the garden. She loves being outside, doing physical work, using her body.



“

Many know us as a serious provider of skilled consultants. That's good, but Ework Group is so much more. I want us to make an even greater contribution to resolving one of today's biggest challenges: the skills shortage, for example by supporting skills development and attracting more women to join our network.

KARIN SCHREIL,
CEO, EWORK GROUP.

There is a long list of green improvement projects. Last year she created borders for flower beds, extended the already large stock of one-metre-high rhubarb plants, relaid footpaths and introduced a robot lawnmower.

starts her career, she arrives at a company where both qualifications and diversity are valued highly. At the same time she realises that in many other places there are differences in conditions between men and women.

“That awoke a frustration in me, and ever since then I've been strongly engaged in issues relating to equal opportunity, diversity and inclusion.”

She believes that curiosity, the conviction that anything is possible and the desire to make a difference in society have brought her to where she is today. When she accepts a job offer, it must appeal to both the head and the heart.

“There must also be a potential for development and a journey that encompasses customers and employees. As with Ework Group. There are amazing employees and consultants here, with a whole-hearted passion for our clients.”

WHAT DO YOU SEE AS THE NEXT STEP?

“On the one hand, benefiting from new technology to be able to act even more efficiently, faster and with even higher quality, on the other hand, meeting our clients' needs at a deeper level. By entering at an early stage, advising and providing support along the whole skills supply



chain, we can create greater added value for the client.”

She emphasises on how important it is to understand the actual need in order to identify the smartest solution. Ideas must be tested, rejected and renewed. The best result is achieved when Ework Group works in cross-functional, agile teams with different skills and experiences.

Karin has been working with continuous improvements for as long as she can remember. She was three years old when she took her first turns on skates. Figure skating was both enjoyable and challenging. Improvement and refinement, over and over again. When she was older, she continued skating in the Scandinavian Ice Kids show group.

“It was great fun. Creating something together with others and delivering a good show as a team gave me so much more than standing on the ice alone. There and then, came the first insights into what can be achieved when you collaborate and support one another.”

Another important experience she brings with her from her upbringing is to make use of every individual's full potential. Coaching, feedback and skills development create the conditions for progress and renewal.

“Skills have become the new gold. Access to the right expertise at the right time is particularly important in the areas of Tech, IT and Telecom, where development is moving rapidly. There are tremendous needs for digital skills related to the digitalization of businesses and societies - today, tomorrow and in the future.”

The positive effect that the recent pandemic has had on digitalization is clear to all of us who spent a lot of time at home instead of at the workplace. Remote working got a clear boost, and more and more clients are looking for talent and skills on the global market; something that Ework Group is perfectly positioned to help with, thanks to the vast network of consultants across Europe.

Karin estimates that digitalisation has been accelerated by at least three years since the first outbreak of the corona-



NAME: Karin Schreil.
AGE: 51.
LIVES IN: Danderyd, Stockholm.
WORKS AS: Newly appointed CEO of Ework Group.
BACKGROUND: Extensive experience from senior positions in the field of IT and tech, including at TietoEvry, Fujitsu and CGI.
LEISURE TIME: “A lot revolves around my teenage children, the home and the garden. I love being active and try to make time for running and golf in the summer, skiing and ice skating in the winter. Holidays are usually in warmer climes: favourite destinations include the south of France and Spain.”

“

A world-leading tech sector is built through competence and collaboration, and everyone is needed - men, women, young, experienced, domestic-born and foreign-born.

KARIN SCHREIL, CEO, EWORK GROUP.

virus. For Ework’s part, the change in behaviour means that clients are adopting new technology and making use of platforms to look for talent and skills. They expect a digital service to work as well in business operations as in private. The development of new functionality in Verama is one of several new initiatives expected during 2022. The new CEO also Ework to be more visible in the market.

“Many know us as a serious provider of skilled consultants. That’s good, but Ework Group is so much more. I want us to make an even greater contribution to resolving one of today’s biggest challenges: the skills shortage, for example by supporting skills development

and attracting more women to join our network. We have lots of exciting and important assignments to offer that require a variety of skills, not just in the field of technology.”

At present, around six out of ten employees at Ework are women, however only around three out of every ten consultants in Ework Group’s network are women. The same is true in many Tech companies. At the same time, there is a major skills shortage in the Tech sector. TechSverige’s report “The IT Skills Shortage” alerts to an expected deficit of 70,000 tech professionals by 2024, unless special action is taken. As a member of the board at the industry association

TechSverige, Karin is involved in the work to bring about a change.

“A world-leading tech sector is built through excellence and collaboration, and everyone is needed - men, women, young, experienced, domestic-born and foreign-born. Through TechSverige’s skills council, we are pushing vital issues for the industry and implementing practical initiatives to attract, educate and match professionals with employers in the Tech sector.”

When I ask Karin where she finds her strength and inspiration, she answers in a flash: in the garden. She loves being outside, doing physical work.

“My neighbours always laugh when they see me, sweaty and covered in mud.”

There is a long list of green improvement projects. Last year she arranged new edge supports for flower beds, extended the already large stand of rhubarb plants, renovated stone pavings and installed a robotic lawnmower.

“These are perfect projects for me, you can see the improvements straight away and I get new energy from being active outdoors.” ☺



eworkgroup.com

eworkgroup.com

Sweden

Stockholm
Mäster Samuelsgatan 60
SE-111 21 Stockholm
Phone: +46 (0) 8 12 22 59 68

Gothenburg
Kungssportsavenyn 34
SE-411 36 Göteborg
Phone: +46 (0) 31 361 84 65

Malmö
S:t Johannesgatan 1D
SE-211 46 Malmö
Phone: +46 (0) 40 645 50 03

Linköping
Nygatan 18
SE-582 19 Linköping
Phone: +46 (0) 13 475 14 26

Västerås
Sigurdsgatan 24
SE-721 36 Västerås
Phone: +46 (0) 8 12 22 59 68

Denmark

Köpenhamn
Axeltorv 2 F, 6. sal.
DK-1609 København V
Phone: +45 31 10 18 75

Finland

Helsingfors
Mannerheiminaukio 1
FIN-00100 Helsinki
Phone: +358 40 66 03 000

Norway

Oslo
Akersgata 16
NO-0158 Oslo
Phone: +47 22 40 36 20

Poland

Gdynia
Swietojanska 43/23 (2nd fl.)
81-391 Gdynia

Warszaw
Plac Małachowskiego 2
00-066 Warszaw
Phone: 22 395 75 44

Wroclaw
ul. Grabarska 1
50-079 Wrocław

Katowice
Wojewodzka 10
40-026 Katowice