

## WORK HARD PLAY HARD

# 4 young professionals about the race for talent in health and high tech

**As the labour market is tightening, many health and high tech companies and organisations are looking for new talents to join their team. However, what is it like to be a talented, young person at this moment in time? What has been their journey so far and what are they dreaming about or struggling with when it comes to their future? We asked four young professionals how they expect their future in health and high tech to look like.**



**"YOUNG PEOPLE WANT A LOT MORE THAN JUST A GOOD SALARY"**

**ANKITA JADON, PRODUCT ENGINEER AT NEXPERIA**

### What did your journey to the health and high tech sector look like?

"My journey had quite the detour, actually. Originally, I'm from India. In 2013 I moved to France to study nuclear engineering. After my studies, I started a PhD, which I finished in 2018. In 2020, I moved to the Netherlands, but the political climate here is not pro-nuclear energy. So, I had to change direction in my career. Luckily, I also have a background in electronics, so that is how I ended up at Nexperia.

### What do you think matters most to young professionals these days?

"Young people want a lot more than just a good salary. A company needs to have values that match with the individual. I would never work for a polluting company because I value sustainability, for example. At Nexperia, we organise a lot to ensure that younger employees have a sense of belonging to the company. From social activities to opportunities to meet the management team. We have a running team, a yoga team, a boxing team, and much more. They are engaging young culture by removing hierarchy wherever possible. And there are a lot of team-building activities. Our CEO is based in China but frequently comes to Nijmegen to answer questions.

### How can employers distinguish themselves in the race for talent?

I believe by having gender parity in the workplace. Look at women studying in this sector. At universities, there is almost a 50/50 split. And in the workplace? Absolutely not; less than 20% of the workforce is female. So, where is the female talent? Why are women not joining the industry? Research has repeatedly stated that a diverse workplace is more effective. Now the ball is in the company's courts if they use this information to bring out the best in everybody.



**"AS A START-UP, WE DO NOT HAVE A LOT OF MONEY TO OFFER, BUT WE DO HAVE A UNIQUE PROPOSITION"**

**EEF LAMERS, START-UP ENTREPRENEUR**

### How did you come up with the idea for your start-up?

"I did a bachelor's and master's in physics and astronomy. You are prepped for research, but most students go a different route. The faculty organised a business fair every year, and students were in great demand. Everyone was looking for new employees, from the ministry of Defence to ASML. I chose a different route. During a health hackathon, the idea was born to create a secure environment without stimuli for patients in hospitals. I asked permission to work out this idea. That was the kick-off for my own business, Micro Cosmos."

### What is it like, growing a start-up in this sector?

"Both very fulfilling and very challenging. By working in healthcare, you have a direct impact on the well-being of people. That is very nice. It is also a tough sector, and change takes time. It can take months to arrange something, so you have to do things in parallel. That can be a challenge in our schedule. Healthcare is also pretty conservative. There are lots of laws and regulations you have to be wary of, and there is little time to innovate. The nurses and doctors who work with us do this besides their busy daily routines. That is not easy. And as a start-up, it is even more challenging to get the right people around the table."

### What do you notice about the race for talent?

"As a matter of fact, students like to work for a start-up, and now that we have created a name for ourselves, we get a lot of applications. As a start-up, we do not have much money to offer, but we do have a unique proposition. Therefore, we also work a lot with interns, just like the rest of the sector. During our first years, it wasn't easy to find interns. Now, we have an excellent relationship with Avans Hogescholen and the HAN University of Applied Sciences—a great support to finding and attracting the talent that will help us to take the next step with Micro Cosmos."



**"I HAD JUST FINISHED AN INTERNSHIP AND I DIDN'T KNOW WHAT I WANTED"**

**JOSEPHINE DODEMONT, MEDICAL PRODUCT DEVELOPER AT HCM MEDICAL**

### Did you immediately know what to do after graduating?

"It's funny actually, because after studying biomedical sciences with a specialisation in regenerative medicine, I decided not to work in this field. For half a year, I worked with Geldersch Landschap en Kastelen. I had just finished an internship and didn't know what I wanted. After a while, HCM Medical crossed my path again. I did the first internship in my bachelor's at HCM Medical, which had stimulated me to continue studying regenerative medicine."

### What is it like, looking for a job in your field of work?

"The regenerative medicine track is highly specialised. If I had chosen immunology, there would be a lot of jobs. Biomedical science is a very popular field, but many of my university friends still don't have jobs. Because it is such a specialised field, choosing your specialisation significantly impacts your job chances. Also, the biomedical field differs from computer science. Big companies in my line of work, do not snatch up students. When I notified my LinkedIn network I was open for work, multiple ICT traineeships approached me; not the biomedical company I was looking for."

### What do you think the future of your work will look like?

"My specialisation feels like a booming field. There is a lot of progress, and although not many companies are working in this field, lots of research is being done at universities. And we need new people; we are moving towards a staff shortage. So, a race for talent is definitely going on here, even in my small and specialised field. I still notice the race for talent, even after finding a job."



**"WHAT SURPRISED ME THE MOST, IS THE FREEDOM AND FLEXIBILITY"**  
**MICHAEL GEURTSSEN, RESEARCHER AT TU EINDHOVEN AND NEXPERIA**

### How did your career in health and high tech start?

"I did a bachelor's and master's in mechanical engineering at TU Eindhoven, but in my master's, I chose a new specialisation that combined it with technical business administration. Manufacturing Systems and Engineering, it was called. During my studies, I have already worked in this field. I did my internship and graduation research at Nexperia about optimising the maintenance of the machines used to produce computer chips. First, I did the research. During my internship, I implemented the theory."

### What fascinates you the most about this industry?

"The tech sector is vast, and I'm working in the sector of semiconductors. The beauty of this field is that most of the innovation is created here. Many complex steps are required to go from raw materials to a finalised chip. It can be hundreds of steps, so there is a constant search for innovation. I enjoy that a lot. So after graduating, I asked Nexperia for a PhD position where I could still do my research and implement all my findings. They created that position, especially for me."

### Does that happen more often, companies creating a position just for you?

"You notice that employees are now in a luxury position. In this sector, every company is struggling to find people. It is tough to find talented and trained staff. I receive messages from recruiters at least once a week. However, creating a dream job is one thing, as a company you also have to live up to it. What surprised me the most about my job at Nexperia is the freedom and flexibility. The way I do my research is not possible in every industry. I get to choose which subjects I would like to work on and how that fits the academic world. Of course, Nexperia gives me a direction for my research, but within that direction, there is a lot of freedom."