

ANPE

T'AS PAS DE DIPLOME ?  
PAS DE BOULOT ?



MAIS T'AS DES **TALENTS**  
ET TU VEUX **TRAVAILLER**

VIENS SUR LA  
**PLATE-FORME DE VOCATION**  
NOUS MONTRER  
CE QUE TU SAIS FAIRE



**VOCATION  
PLATFORM**  
another way of  
recruiting...



## LE RECRUTEMENT PAR SIMULATION

- **The ANPE (National Employment Agency) has been using simulation exercises for recruitment since 1995**
- **Already nearly 1000 recruitment operations have been carried out and more than 50,000 people have been recruited by this method**



## LE RECRUTEMENT PAR SIMULATION

- **Simulation-based recruitment enables us to:**
  - **Tackle recruitment difficulties due to candidate shortages in a given employment area**
  - **Organise large-scale recruitments**
  
- **How?**
  - **By abandoning the usual recruitment criteria such as diplomas or work experience**
  - **By assessing a candidate 's ability to adapt to the job offer**



## LES FONDEMENTS DE LA METHODE

**A job profile is made up of:**

- **practical knowledge**
- **skills (the abilities needed to be able to adapt to the job)**



## We identify the following:

- **the ability to organise work, for example:**
  - taking initiatives and being able to work alone
  - working under pressure
- **the ability to carry out job tasks, for example:**
  - doing controls and checking quality
  - visualising a process or an object
- **having the right conduct and techniques, for example:**
  - handling objects skilfully
  - working from difficult positions
- **relations at work, for example:**
  - working as part of a team
  - being helpful and of service

## L'EVALUATION DES CANDIDATS

- **This means assessing whether the candidates ' abilities fit the job requirements**
- **This is done through simulation exercises**



## LES ETAPES D'UN RECRUTEMENT PAR SIMULATION

- 1- Analyse the relevance of the exercise to make sure it fits the recruitment problem**
- 2- Consider the job context and the profile in order to identify the skills to be assessed**
- 3- Adapt or create the exercises for candidate assessment**
- 4- Validate and evaluate the exercises in the company context**
- 5- Assess the candidates using simulation exercises**
- 6- Present the candidates with the right abilities to the company**
- 7- Draw up an audit of the operation and monitor the candidate when he/she joins the company**



## LES CONDITIONS DE REALISATION

### **Simulation-based recruitment is used when:**

- **the company accepts not to set any preconditions which would automatically exclude certain candidates (e.g. diplomas, work experience...)**
  
- **the company applies the ethical principals of the method**
  - **no other means of selection before an interview**
  - **seeing all candidates who successfully complete the exercises**
  - **supporting the employees when they begin their jobs**
  
- **the company gets involved in all stages of the recruitment process**



## LES AVANTAGES DE LA METHODE

- **Extend the candidate search while keeping the same requirements**
- **All candidates are selected in the same way (fairly, with transparency and rationalization)**



## LES PLATES-FORMES DE VOCATION

### 2 OBJECTIVES:

- **To allow young people without diplomas to validate a job plan in professions experiencing recruitment difficulties or where there is strong demand**  
For example: construction worker, home help, jobs in the catering trade...
- **To implement and manage recruitment for companies interested in using this method**



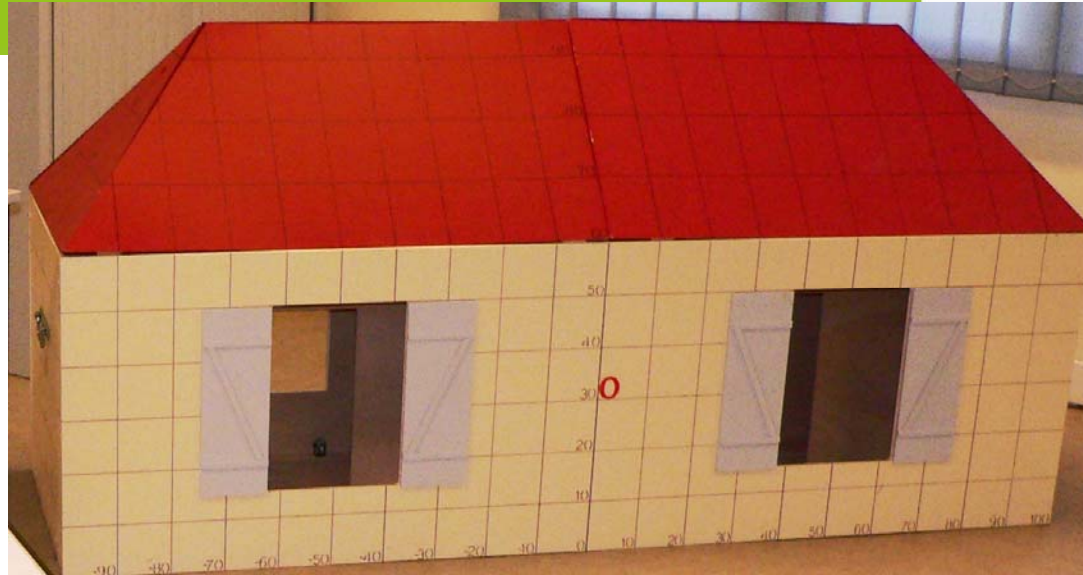
## A few examples from Picardy:



## EXEMPLE : OUVRIER DU BATIMENT

### TARGETS :

- Workers for the building trade
- Construction worker
- Training/ job placement contracts in the building trade



## EXEMPLE : OUVRIER DU BATIMENT

These exercises enable us to assess:

- **the ability to visualise a process and to position and locate points**
- **the ability to understand and follow instructions**
- **the ability to understand a written message**
- **the ability to report and take initiative**
- **knowledge of how to calculate surface areas, volumes, quantities and do conversions**
- **the ability to organise team work for specific tasks and to follow a plan to produce the finished object**



## LES ADRESSES

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