



The strategy Pôle emploi applies
towards large companies:

« Looking for a win-win achievement »

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Large Corporate Sub-Division

Pôle emploi

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Building an employment partnership with a large company,
step by step : a specific process

- ❖ **The negotiation phase**
- ❖ **The writing phase of the agreement : a key points focus**
- ❖ **The dissemination of the information about the agreement : who, when, how**
- ❖ **The implementation of the partnership**
- ❖ **Following the results and improving the practices**

❖ The negotiation with a large company has 3 distinct goals:

1. Facilitating a nationwide cooperation and duplicating the best practices
2. Extending the cooperation to other divisions, other topics or other professional groups, among the most significant ones of large companies
3. In case of an important corporate group, establishing an adapted cooperation process, taking into account its size and its employment structure

In all cases, the negotiation of an employment agreement with large companies should improve the mastery of Pôle emploi's employment service offer.

❖ The writing of a large corporate agreement values the partnership key points:

**The writing should clarify the partners' methods and goals
according to a concrete description of the following :**

- Partners' organization and representatives
- Main and significant issues
- Reciprocal commitments
- Concrete rules and responsibilities of each partner in the implementation of the partnership
- Management and review of the agreement

Adhering to the purpose of the agreement process, which is :

Bringing **the right information to the right person**
in the two organizations,
in order to allow them **to work with each other**
on a successful employment program
for the three next years.

The agreement with a large company : who, when, how



1. Have a distinction between what is political and what is practical : in most cases, an additional note is sent to the ground teams about the implementation topics
2. The information has to be provided both to Pôle emploi's and the partners' networks
3. Reliable representatives have to be identified by the corporate partner (about one for each French geographic area). They are meant to be the correspondants of Pôle emploi's 22 corporate representatives.

Implementing a large company agreement : a « Directeur Regional »'s liability



- ✓ Each area leads the agreement implementation its own way, according to the characteristics and opportunities of its territory.
- ✓ In most cases, each area correspondent gets in touch with his corporate correspondent to define the local employment processes in a mutual agreement.
- ✓ This local agreement can be formalized and signed, as an adaptation of the national agreement (which remains a framework for the local partners' negotiation).

The correspondants of the networks complete a survey, which leads to a follow up of the agreement.

- 1.The « follow up » measures the impact (on a quantitative and qualitative level) of the new employment organization, and solves occasional issues
- 2.It also draws conclusions for an improvement of the organization in case of a new agreement with the same company in the future
- 3.It edits a report and communicates the decisions made out of the agreement conduct meetings