## Job simulation recruitment (RMS) method carried out by assessment centres

The main challenge of the job simulation recruitment process is helping employers facing difficulties in their recruitment procedures, which were not reflecting actual day to day requirements of the work, or employers in sectors or geographical areas with shortages of qualified labour. The evaluation showed that the practice has been more effective for employers recruiting large numbers of people with similar tasks than for SMEs with different qualification profiles.

**Name of the PES**  
Pôle Emploi, DG Clients Services et Partenariat  
Employment Pole, DG Clients, Services and Partnership

**When was the practice implemented?**  
2002 – on-going

**Which organisation was involved in its implementation?**  
RMS is a recruitment method developed by Pole Emploi and implemented by 115 centres – called ‘vocational platforms’ (‘plateformes de vocation’) - across the country. Since 2005, these centres were developed to address shortages of qualified labour in specific sectors better at the same time building up relevant qualifications for jobseekers.

**Which social groups were targeted by the practice?**  
All registered unemployed, in particular (but not limited to) young and/or low-skilled jobseekers and hard-to-place unemployed;  
- Jobseekers;  
- Youth.

**What were the practice’s main objectives?**  
The aim of the practice is to assist small-, medium- and large-sized enterprises in recruitment operations. At the same time, it strives to facilitate the labour market integration of unemployed people based on their actual abilities rather than their professional experience.

**What activities were carried out?**  
The practice is carried out at local level through public employment services. The method is based on the evaluation of the actual abilities of a candidate to perform a task. Potential participants are recruited through job centres and they undergo half day exercises meant to be simulations of real work conditions they could face. These exercises are developed by the PES with the cooperation of employers on a case-by-case basis. If the candidate succeeds, the PES organises a job interview with the employer.

**What resources and other relevant organisational aspects were involved?**  
The practice is managed by Pole Emploi at national level. A specific department of Pole Emploi is dedicated to RMS with the responsibility of creating and producing simulation exercises according to newest scientific findings.

The practice is implemented by the vocational platforms (‘plateformes de vocation’) introduced in 2005 with the exclusive responsibility of managing this practice. There are 115 such vocational platforms across France, employing 500 trained civil servants. Each vocational platform has 5 to 7 specially trained agents, as well as qualified moderators/animators, and is managed in coordination with the local management of Pole Emploi.

**Source(s) of funding**  
National budget (tax revenue)  
European Social Fund (ECF)

**What were the outputs of the practice: people reached and products?**  
People reached:  
Over the last 3 years (2008 to 2010), 145 000 candidates each year on average, between 57% and 66% of candidates were positively evaluated and around 29% to 32% were recruited by enterprises.

**Products:**  
- A video presenting the practice  
- 70 ‘jobs meetings sessions’ and 20 ‘enterprises specific meetings sessions’.
### What outcomes have been identified?

The 2010 evaluation report reveals that employers value the practice as they can quickly assess and evaluate a group of candidates for a job. Further, this open process of recruitment is effective in detecting new typologies of qualification needs. Most employers pointed out the reliability of recruiting with the method. With it, they can form a pool of potential employees to recruit from in the future. From the point of view of the unemployed, the method is very practical and does not require preparing a CV. Hence, it helps them accessing a job for which they do not have matching officially certified qualifications or diplomas.

### What are the lessons learnt and success factors?

The evaluation of the practice conducted by Pole Emploi focused on the effects of the use of job simulations in recruitment in companies making use of it through the analysis of field research. For enterprises facing difficulties to recruit and/or enterprises active in sectors or geographical areas known to have shortages of qualified labour, the evaluation found that the practice is reliable in recruiting suitable candidates. Nevertheless the method, which is free for enterprises, is more effective for enterprises recruiting large numbers of people with similar tasks than for small and medium enterprises with different qualification profiles. The evaluation pointed out some limits, especially in cases when enterprises try to use the practice to find very specific skills and not general abilities and skills development. Impacts of the practice on the long term enterprises recruitment procedures are also limited, according to the evaluation. Other shortcomings identified concern the implementation of the practice, particularly improving preparation of candidates for interviews in final selection phase.

### More information on the practice


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