Competence-based search as the way to labour market forecasting and to improve PES efficiency

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Public Employment Service work purpose in terms of the new economy

- Staff recruitment and training under employers’ request
- Citizens’ profiling and career path management
- Personnel support of innovative development
- Forecasting and managing of the labour market changes
SOLUTION: employees search and selection according to competences

Staff recruitment problem in terms of the new economy

- Job search difficulties due to vacancies and resumes description language differences
- Problems with confirmation of resume information
- Employees requirements as part of the different professions
- Indistinct applicants view of the professions content and employers requirements
The main question is not “How to find?” but “What to look for?”

Competence-based search of job and employees

Probable source of funding:
- The regional budget funds
- Employers funds (income-generating operations)
Model structure

Experts: key competences description and definition

Professional standards

Educational standards

Data accumulation in operation (frequently referred competences, etc.)

Employer: vacancy by competences

Online interview

Hard-skills and soft-skills tests

Appropriate resumes with quality of conformance assessment to the required set of competences

Applicant: resume by competences

Model of vacancies

Model of resume

Master of vacancies

Master of resume
Primary data:
- professional and educational standards
- work with experts

Data verification and update:
- expert community
- users
Experts’ workplace

Annotation (fix list of competences)

Key test (verification)

Required educational courses

Experts’ list of competences (manual edit)
## Experts' Workplace

### Matrix of competences frequency at the related positions

<table>
<thead>
<tr>
<th></th>
<th>Class</th>
<th>Chief</th>
<th>Sous-Chief</th>
<th>Cook</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership skills</td>
<td></td>
<td>Always</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Team-work skills</td>
<td></td>
<td></td>
<td>Often</td>
<td></td>
</tr>
<tr>
<td>Communal skills</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Peculiarities</td>
<td></td>
<td></td>
<td>Occasionally</td>
<td></td>
</tr>
<tr>
<td>Creativity</td>
<td></td>
<td></td>
<td></td>
<td>Often</td>
</tr>
<tr>
<td>Foreign languages</td>
<td></td>
<td></td>
<td>Occasionally</td>
<td></td>
</tr>
<tr>
<td>Length of service</td>
<td></td>
<td>Always</td>
<td>Always</td>
<td>Occasionally</td>
</tr>
<tr>
<td>Experience</td>
<td></td>
<td></td>
<td></td>
<td>Often</td>
</tr>
<tr>
<td>PC User</td>
<td></td>
<td></td>
<td>Occasionally</td>
<td></td>
</tr>
<tr>
<td>Cuisine</td>
<td></td>
<td></td>
<td>Occasionally</td>
<td></td>
</tr>
</tbody>
</table>

Panel of competences

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[Image of the chart with competences and their frequency for different roles]
Employers search system (master of vacancies)

- Effective selection (inappropriate resumes quantity reduction)
- Required investments assessment of stuff retraining and training
- Possibility of specialists with a unique set competencies selection
- Primary selection and testing possibility
- Mapping of competences and vacancy profiles
Applicants search system (master of resumes)

- Effective resume
- Career management possibility and the most effective further education programs selection
- Time and finance costs saving for job search
Benefits of search system for state (Public Employment Services)

- Quality, accessibility and targeting of services improving
- Information for professional and educational standards modernization
- Labour market changes monitoring
- Basis for United Labour Stories Bureau creation
- Data base for forecasting and managing of the labour market changes
- Choice of the most effective measures of the active policy
- Data base for financial, management and investment decisions
Thank you for your attention