



# Support provided by PESs to investors and companies to assist their recruitment processes

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# PLAN

- ▶ The challenges of the HR function for investors
- ▶ The contribution of PESs
  - PESs as information system and decision support
  - PESs as technical support
  - PESs as resource upgrade operator
- ▶ The example of Senegal

# *The challenges of the HR function for investors*

Human resources support the market, the return on investment and the legal and fiscal environment: a key factor influencing the decision to invest;

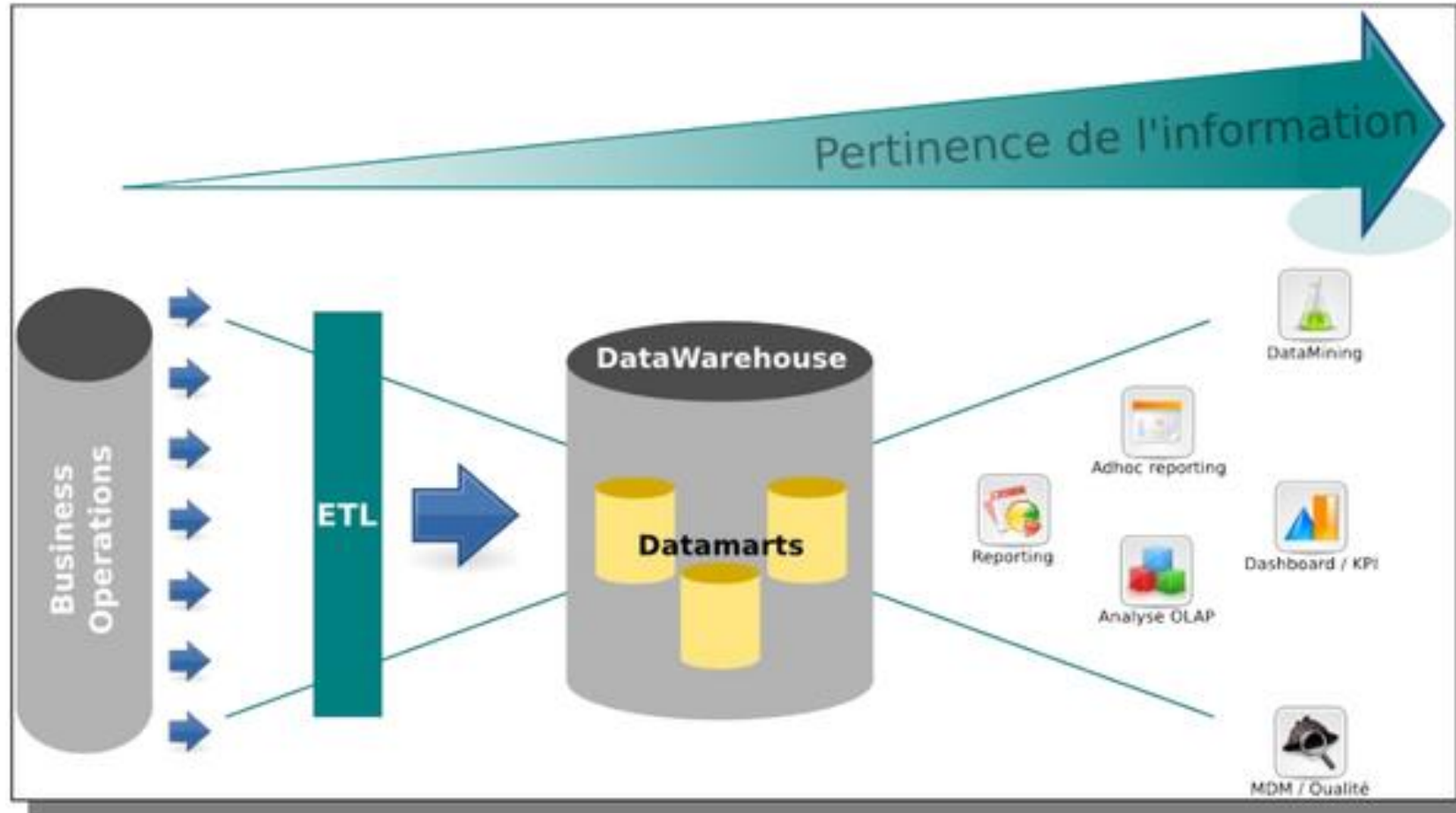
Human resources are therefore at the heart of any company strategy and their function is apparent at all levels;

They constitute a major lever and a key factor of competitiveness, hence their importance for companies in the recruitment process.

# *THE CONTRIBUTION OF PESs*



# PESs AS INFORMATION SYSTEMS AND DECISION SUPPORT



By managing professions through professional observatories and qualifications to assist investors in anticipating their skills requirements;

By identifying signs of strain in the labour market and preparing resources through training and strengthening capacity;

By creating skills observatories and providing investors and companies with reliable information on available skills;

Anticipating the impact of technological or organisational changes on skills requirements through work situation analysis and future projection by GPEC (Anticipatory Management of Jobs and Skills).

# PESs AS TECHNICAL SUPPORTS AT 4 LEVELS OF THE RECRUITMENT PROCESS

PRECISE ANALYSIS OF REQUIREMENT	SEARCH FOR CANDIDATES	SELECTION	FINALISATION
<ul style="list-style-type: none"><li>- Analysis of position;</li><li>- Determination of requirements for the position;</li><li>- Compilation of job description.</li></ul>	<ul style="list-style-type: none"><li>- Drafting of offer;</li><li>- Choice of channels and distribution.</li></ul>	<ul style="list-style-type: none"><li>- Collation of application files;</li><li>- Drafting of interview and assessment grids;</li><li>- Holding pre-selection interviews;</li><li>- Nomination of candidates.</li></ul>	<p>Implementation of accompanying tools/measures to facilitate the induction and integration of recruited candidates.</p>

# PESs AS RESOURCE UPGRADE OPERATORS

## Capacity building

- Through skills improvement processes and upgrading of resources according to companies' requirements

## Development of employability

- Through coaching and preparation of resources on professional skills sought by recruiters



# The example of Senegal



A SERVICE PROVISION BACKED BY A LANDMARK INSTRUMENT: the CNEE (National State-Employer Agreement)

# COMPANY SERVICE PROVISION (1)

1- A service for managing profiles and support  
To support the various levels of the recruitment  
process:

- ▶ Analysis of the post and determination of requirements,
- ▶ Distribution of offers,
- ▶ Collation of application files and development of interview form and tools (interview form and assessment grid,
- ▶ Holding of pre-selection interviews, etc.

## COMPANY SERVICE PROVISION (2)

### 2- Specialist company advisers

For personalised support and to manage specific requirements with:

- ❖ Advice on the choice of service (analysis of post, selection of profiles, support for recruitment interviews, etc.) or on the use of tools,
- ❖ Quality pre-selection,

## COMPANY SERVICE PROVISION (3)

3- A national database as a recruitment pool  
For territorialisation of requirements and diversity  
of profiles with:

- ▶ More than 40,000 people registered,
- ▶ Representation of all trades and professions,
- ▶ A map of skills by region,
- ▶ A presence in 11/14 regions.

# THE NATIONAL STATE-EMPLOYER AGREEMENT

Support for the private education sector through solidarity contracts which aim to strengthen human resources in this sector by progressively eliminating its systematic recourse to public teachers.

Support for MSMEs less than 5 years old to support their potential growth and development by financing their Human Resources for a period of one year;

Support for companies experiencing difficulty maintaining jobs created, by means of a financial contribution for employment protection contracts.

THANK YOU FOR YOUR ATTENTION!

