

Assessment Centre in the selection model of the EU institutions

The case of AD Competition 2010



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We select staff for:

5000

European
Parliament

3549

CONSILIUM
Council

34 345

European
Commission

...and many
other agencies of
the EU

2015

CVRIA
Court of Justice

895

CURIA RATIONUM
Court of Auditors


Ombudsman


Economic &
Social
Committee


Committee
of the Regions


Data Protection
Supervisor



Agenda

- EPSO in numbers
- Need for change: EDP
- Assessment Centre implementation
- Case study: recruiting administrators
- Challenges
- Proposed solutions



Some figures

Since the creation of EPSO in 2003:

- more than 504 000 candidates have participated in a competition;
- around 658 open competitions organised;
- 18 328 successful candidates;
- 12 110 successful candidates recruited.



Why change?

- Recruitment process out-dated: based on 1950's competition model;
- Extremely long procedure both for candidates and Institutions;
- 'War for talent': need to compete efficiently to attract the right people and create a positive image of the EU Institutions as potential employer.

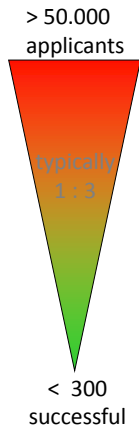


Why change (2)?

- Accelerated rate of retirement over the next 10 years;
- Demographic change;
- A change in desires and demands from the new generations;
- Align the European Institutions with best practice in the public sector.



Competition structure – general overview



1. Computer-based (Admission) Tests (“CBT”)

2. Assessment Centre (“AC”)

- In Brussels
- Fixed quota of invited candidates
- Tests in English, French or German
- General and field-specific competencies
- Usually tests over one day

3. Reserve list

- Fixed quota

See individual Notices of Competition for specific details



Example: first AD cycle - timeline

- **Registration**
16 March 2010 - 15 April 2010
- **Computer-Based Testing**
6 April 2010 - 23 May 2010
- **Assessment Centre**
13 September 2010 - 9 December 2010
- **Publication of Results**
3 February 2011



Statistics

	EPA	LAW	ECO	AUDIT	ICT	TOTAL
Validated applications	29104	7331	6391	2941	5872	51639
Participated in CBT	21462	5102	4485	2162	4161	37372
Reached cut-off in CBT	264 (36/40)	188 (34/40)	168 (35/40)	199 (32/40)	198 (34/40)	1017
Invited to AC	264	187	159	194	185	989
Laureates	105	44	39	48	72	308
Target met in %	100%	102%	100%	75%	100%	95.4 %

- **44 assessors involved (17 PM, 27 NPM) + 80 Markers**
- **165 « one day » sessions of 6 participants each**
- **4 sessions per day**
- **44 days of AC over 11 weeks**



Set of competencies

- **Technical competencies** in the field.
Examples: audit, ICT, economy, law, interpretation...
- **General competencies: 7+1**



MATRIX

	CB11	OP_EX_LF50	GR_EX	CASE
Analysis and Problem Solving		✓		✓
Communication		✓		✓
Delivering Quality and Results		✓		✓
Learning and Development	✓		✓	
Prioritising and Organising			✓	✓
Resilience	✓	✓		
Working with Others	✓		✓	
Leadership	✓		✓	

Technical competency: in the case study

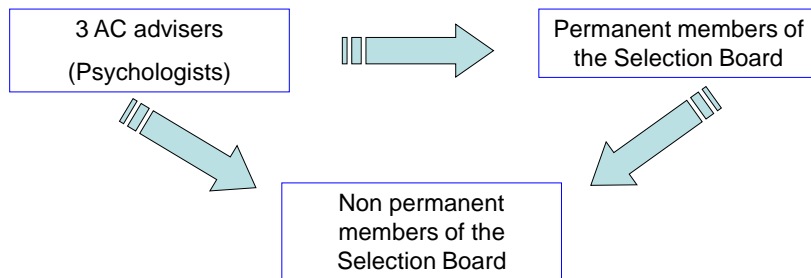


Training

- ❖ Accreditation of permanent Selection Board members
- ❖ 3-day training for non-permanent Selection Board members
- ❖ ½ day training for markers
- ❖ Dry run (2 days before start)



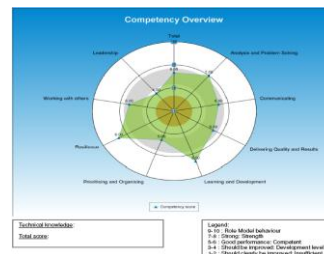
Support











The Competency Passport

Purpose of the Competency Passport :

- Comprehensive feedback mechanism for candidates and recruiters
- Facilitates the decision whether or not the candidate profile fits to the requirements of the position.
- Identification of future training needs



Challenges

Assessor turnover	Shift from win-lose to win-win => retention over the years	
Cost control and return on investment	Expected decrease of test development costs + retention of SBM's (Training costs down)	
Internal capacity building	Progressive hand over of training delivery to EPSO staff	
Marker training and support	Adapt support to the technical specificities of the markers' intervention	
Coherence within and between competition	Building trans-competition catalogue of answers, to be used by assessors	
Transparency and shelf life of testing methods	A constant challenge!	
From selection to recruitment	Shift from « Merit » to « Profile » approach + New IT solutions required	
Quality management	EPSO AC guidelines Feedback procedure for assessors Systematic statistical monitoring (Corr, CT, Halo) New technologies	



Thank you!

