Jobpunt Vlaanderen

Use case of (open) badges at the City of Ghent

P&O-partner van overheidsorganisaties in Vlaanderen
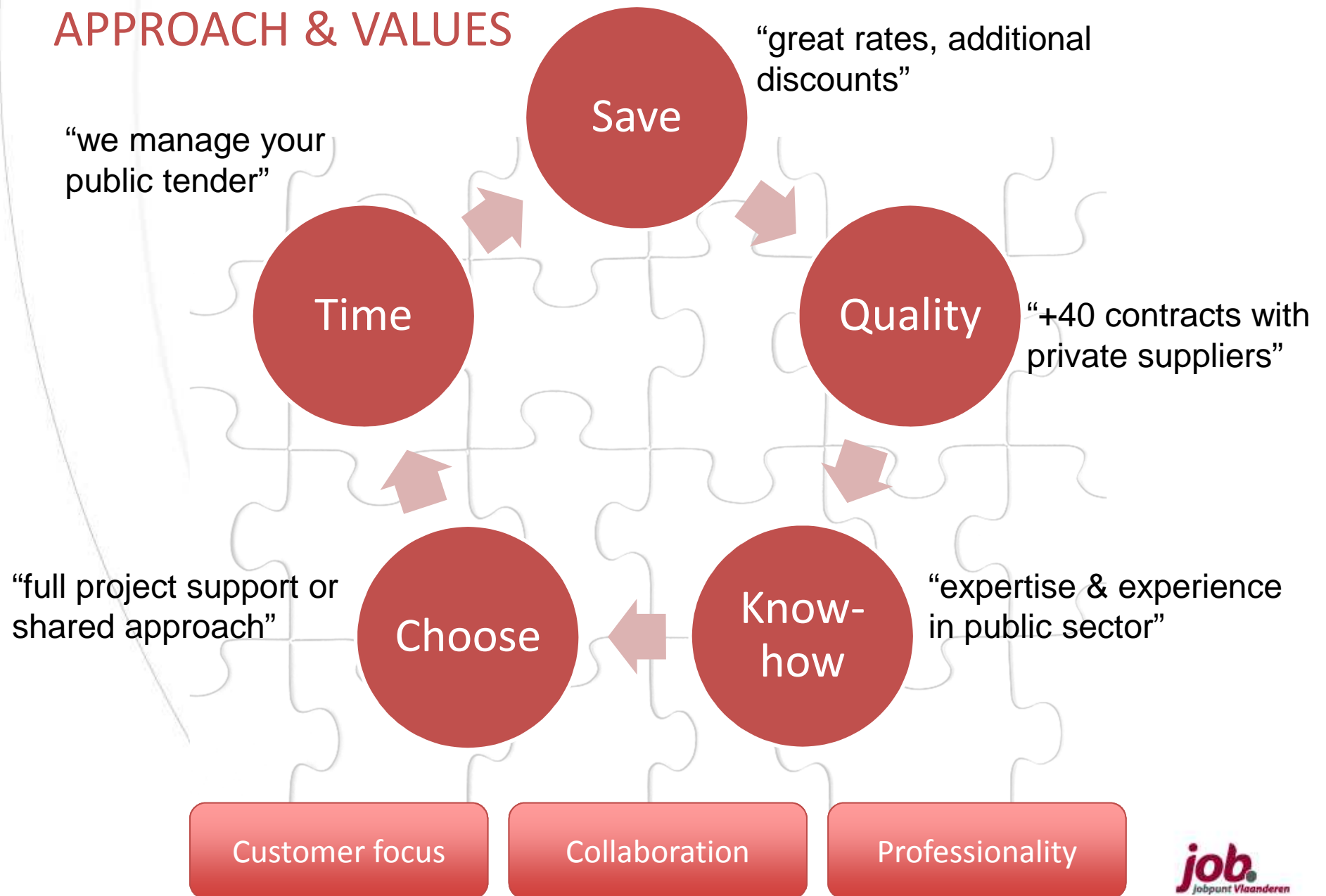
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AGENDA

1. Jobpunt: what do we do?
2. Challenges
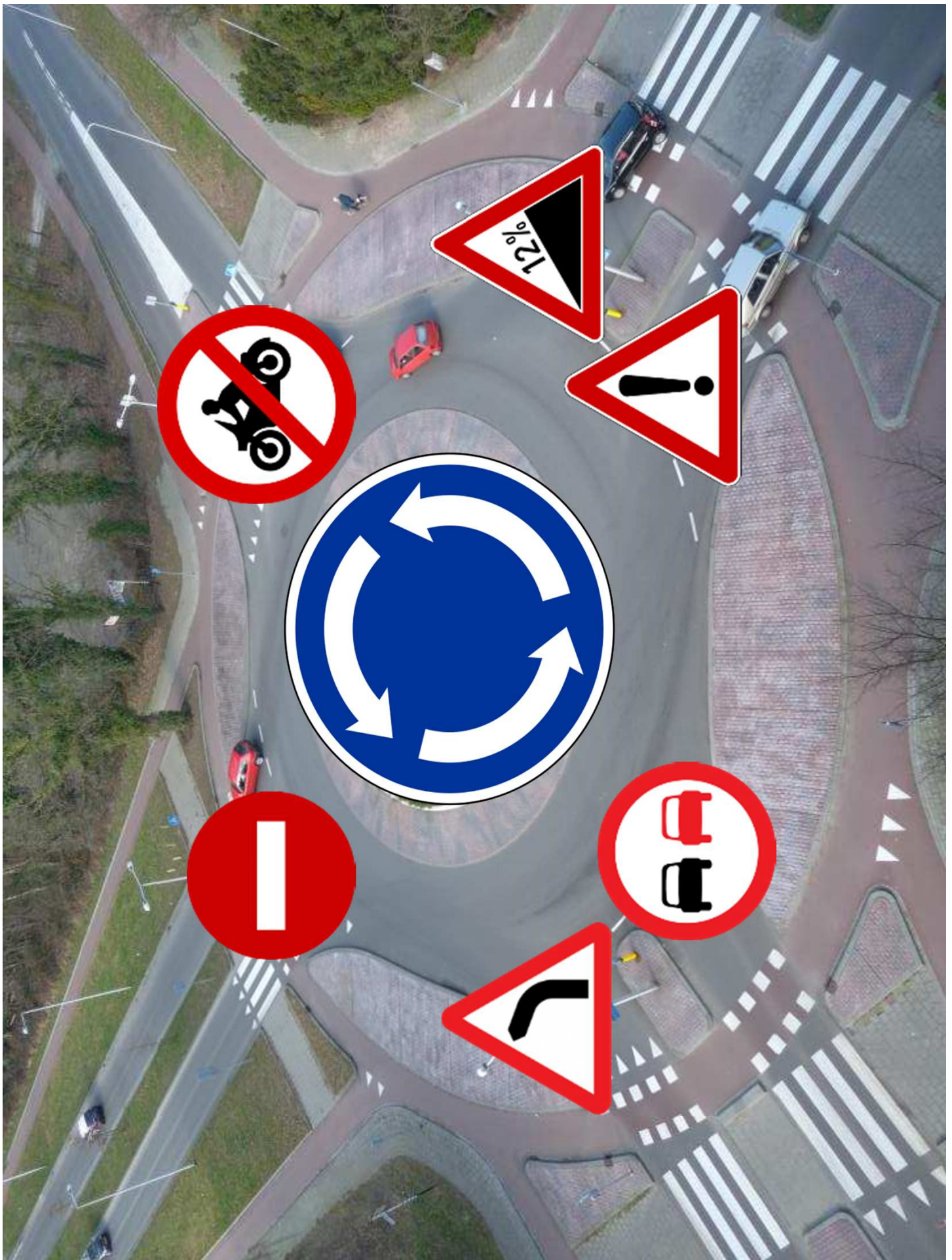3. Use case Be Badges 'City of Ghent'

Jobpunt?

- Partner in HRM / personnel & organizational solutions

- Public & para-public sector

- Public tenders/Contracts with private suppliers

APPROACH & VALUES

Save — "great rates, additional discounts"

"we manage your public tender" — **Time**

Quality — "+40 contracts with private suppliers"

"full project support or shared approach" — **Choose**

Know-how — "expertise & experience in public sector"

Customer focus · Collaboration · Professionality

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OUR SERVICES

CHALLENGES

TALENT
MISMATCH
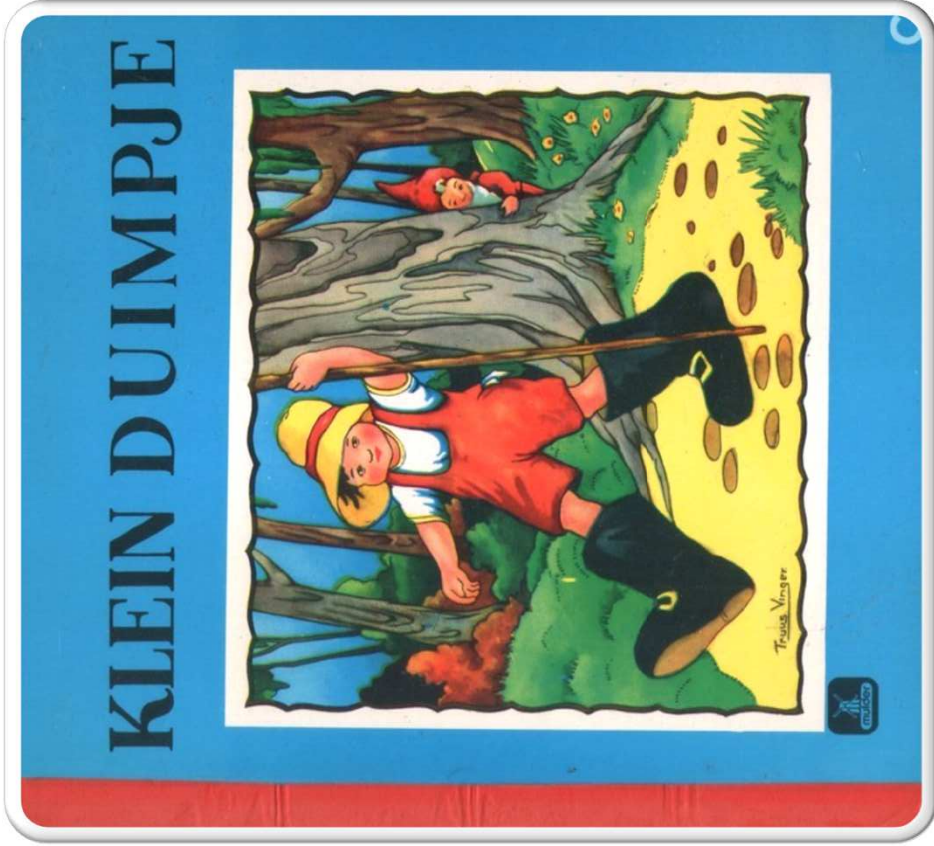
USE CASE BE BADGES "City of Ghent"

PROJECT

Large recruitment procedure 'administrative assistants' → 1 generic testing module C-level + role related module → Important: adverse impact, test quality & costs! → JOBPUNT + CLIENT + ACADEMIA: determining competencies, test approach & suppliers → SOLUTION
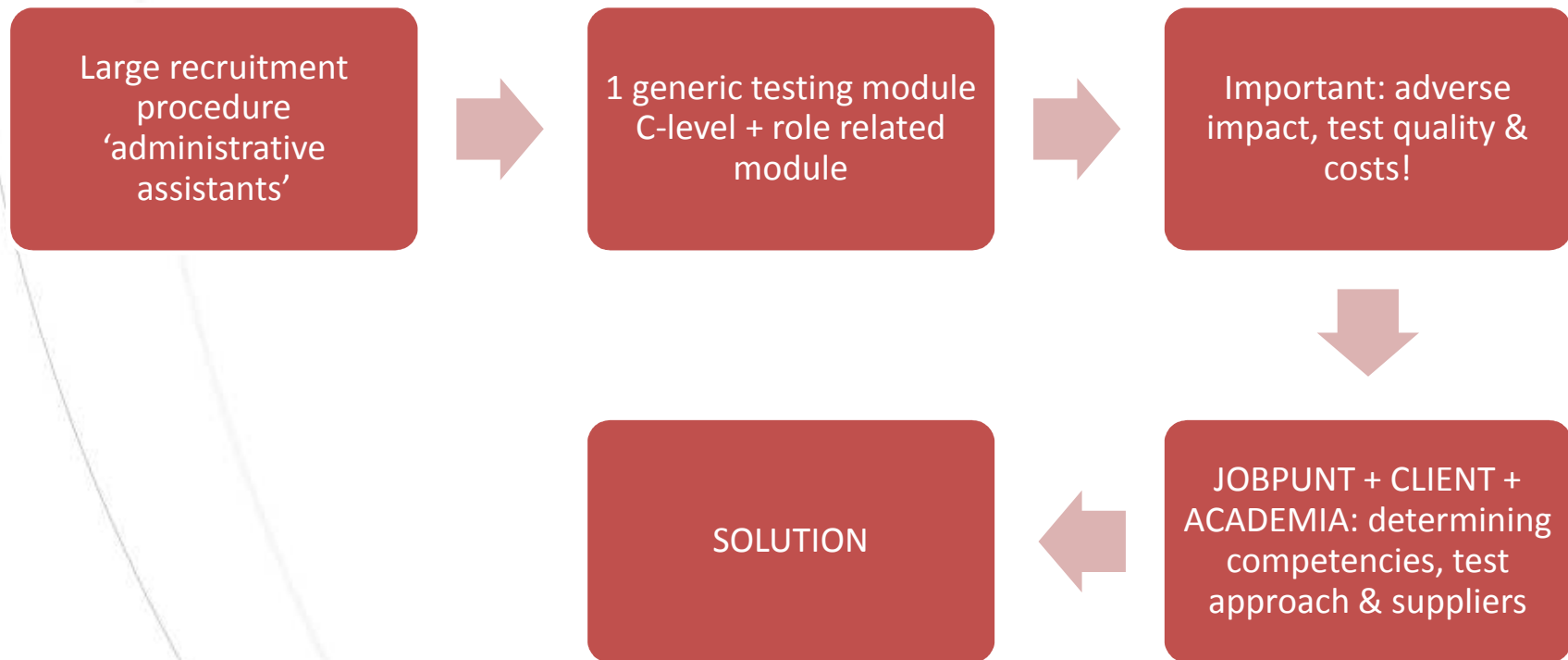
APPROACH

GENERIC MODULE

- Plan 2
- Intel   **CEBIR**
- **Situational Judgment Test**   s e l o r

ROLE RELATED

- Numco
- ADM
- Admita
- 'Letter'

INTERVIEWS

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SJT

- SELOR SJT:

    - Teamwork

    - Acting in a service-
      oriented manner

    - Showing reliability
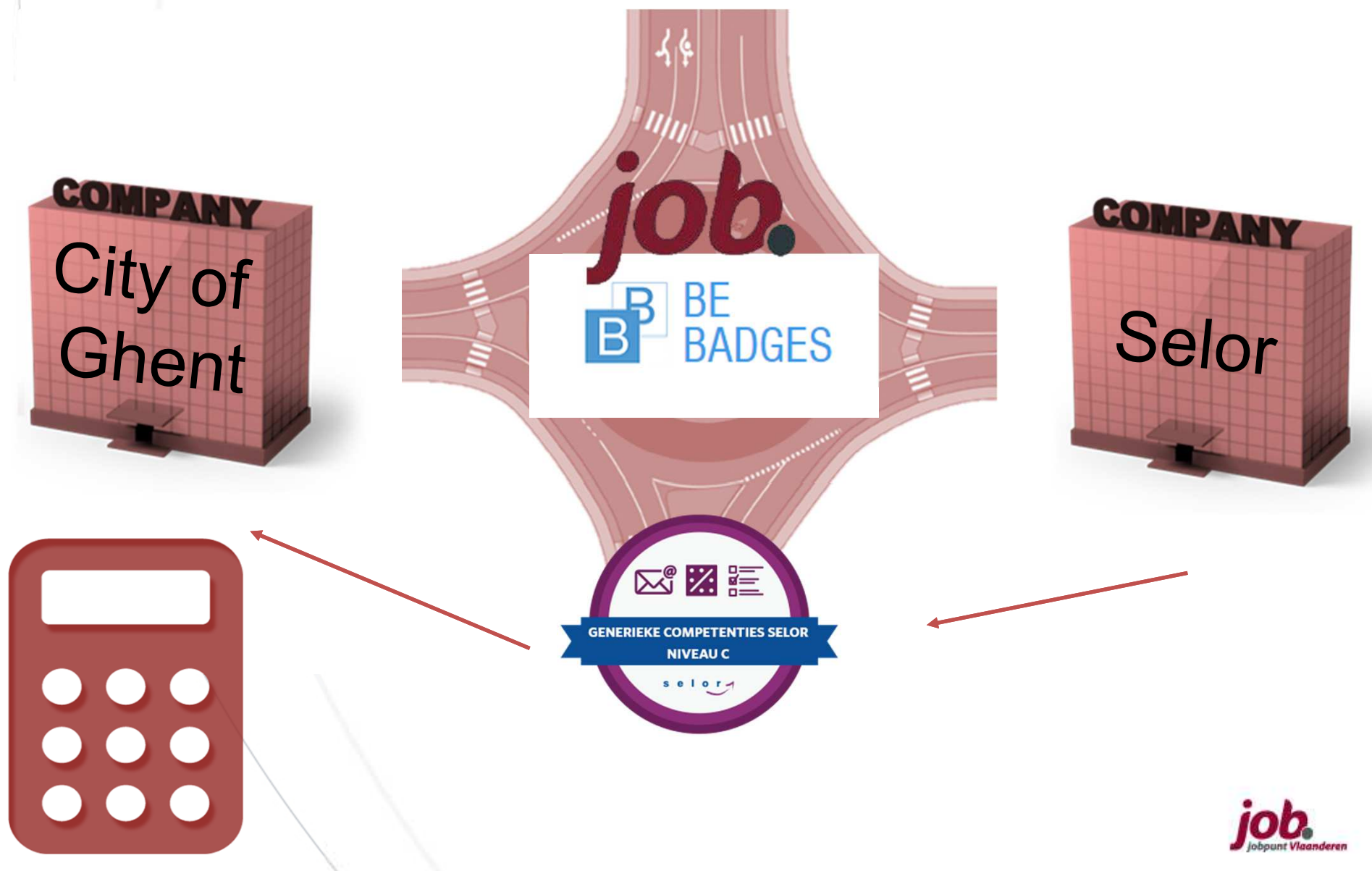
    - Developing oneself

    - Achieving objectives

TALENT MOBILITY USING OPEN BADGES

RESULTS BE BADGES → GHENT

– Mailing 766 candidates with Selor badge C

– 91 candidates with active account

– 75 participants used their level C badge in the Ghent procedure & 2 a level B badge

– 77 badges were used (!)

RESULTS TEST PROCEDURE

GENERIC TESTING MODULE

- 54 candidates (with SJT dispense) were tested on generic module

- Success rate = 85% (Total population SR = 71%)

ROLE-RELATED MODULE

- Mixed (N = 37): success rate (81%)

- Finance (N = 17): success rate (77%)

- Desk (N = 21): success rate (81%)

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