

Pôle emploi & Prism'emploi national agreement May 2021

A partnership at the heart of the recovery

Isabelle EYNAUD-CHEVALIER

**General Delegate
Prism'emploi**

7 octobre 2021



A brief reminder (1/2) Employment agencies in France in 2020

NUMBER OF
COMPANIES

→ **2 000**

NUMBER OF
AGENCIES

→ **10 500**

INTERNAL
STAFF

→ **29 000**

NUMBER OF
AGENCY WORKERS

→ **2,4 millions**

FULL TIME
EQUIVALENT

→ **635 000***

NUMBER OF
RECRUITMENTS

→ **78 000**

INCLUDING CDII
Temporary open-ended
contrats

50 000 (8%)

*** 824 636
In July 2021**



A brief reminder (2/2)

Social Position of French temporary worker : the most advanced in the world !

TRAINING

- Temporary work agencies pledge 3.33% of their total payroll to training.
- In 2020, 320 000 temporary workers received a training (500 million € invested).

AKTO

- Insurance Funds covering **32 professional branches**
- Total persons covered : **4 millions**
- Total funds collected : **1.3 billions**



- Professional Funds for Employment in the Temporary Work sector.
- In 2020, FPE-TT funded **91K trainings** to promote professional integration.

SOCIAL

- Temporary work agencies pledge 0,15% of their total wages to Fastt.



• Social Welfare funds for temporary workers

- In 2020 in order to secure professional situations Fastt provided :
 - ✓ 14 600 solutions to help workers in their housing project
 - ✓ 124 250 hours of childcare
 - ✓ 123 000 vehicle rental days
 - ✓ ...

INSURANCE

- 0,5% of their total payroll is dedicated to supplementary insurances.



AG2R LA MONDIALE

- Reunica Bayard provides compensation and retirement guarantees to temporary workers.



- Siaci provides a complementary health insurance scheme to one millions agency workers.



- 1. Get to know each other better to work better together !**
- 2. Act together to facilitate and streamline the sourcing of candidates,**
thanks to the sharing of candidate assessment practices and better access to the bank of profiles
- 3. Act on difficult-to-fill job vacancies,**
in particular by co-organizing actions on trades for which recruitment needs are identified
- 4. Encourage retraining of job seekers,**
in particular by developing strategies allowing future/temporary job seekers to develop new skills more suited to the needs of the labor market.



1. Get to know each other better to work better together !

- Developing relations between the networks of Pôle Emploi and the temporary work and recruitment branch to contribute to a better knowledge of their respective service offerings.
- **Pôle emploi** : more than 50,000 employees !
- **Employment agencies** : nearly 30,000 !




Among them several tens of thousands of people are called upon to cooperate in the territories on a regular basis.

- **This presupposes knowing each other well and regularly sharing the respective tools.**
- The two organizations will communicate on a regular basis and organize local meetings between the staff of their respective agencies, in association with the territorial representatives of the OPCO of the temporary work branch (AKTO), and of the social assistance fund (FASTT).
- **The implementation of modern means, like visios, is a tremendous accelerator allowing direct exchanges between professionals from two sides.**



2. Act together to facilitate and streamline the sourcing of candidates

- Many sectors of activity complain of recruitment difficulties, some of them like hotels, cafes and restaurants sector
- Pôle emploi has a considerable CV database of job seekers but may have difficulty assessing their real level of skills. And job seekers could be encouraged more often to take on temporary work assignments.
- Employment agencies are very advanced in recognizing the skills acquired by people through the development of tools specific to each network and can provide precise feedback on how the assignments went.
- These skills and concrete feedbacks can also help Pôle emploi to progress in this field and to better advise jobseekers.

 **Being more effective together to improve the profile / position match therefore presupposes very concrete progress including the proper use of digital technologies !**

- ✓ Pôle emploi must disseminate simple and systematic messages on the many advantages offered by our sector : acquisition of various experiences, possibilities of accessing training actions, of concluding a permanent interim contrat, quality of social health and provident protection ...
- ✓ Employment agencies must be able to approach job seekers more easily and systematically, by email and especially by SMS, based on prior identification via the CV database.



3. act on hard-to-fill vacancies

- Pôle emploi and employment agencies already often participate in joint actions such as job dating fairs, etc.
- Experimentation with a **mentoring system** for a job seeker by a temporary employee will also be launched to introduce people to jobs in short supply, thanks to a professional situation supervised by a loyal and experienced temporary employee. This innovative device will be formalized by a charter of commitments also involving the user company (*work in progress*).
- In both Prism'emploi and Pôle emploi, work is being carried out on transversal skills as a factor of mobility.
- **Indeed, the two networks note that these skills, in particular behavioral and relational, are fundamental to facilitate mobility. Technical skills can be acquired afterwards and as much as possible through concrete situations.**



4. Encourage retraining of job seekers

- In close collaboration with Pôle emploi, employment agencies can facilitate retraining, helping job seekers to discover new sectors and occupations and to overcome prejudices about agency work.
- **The capacity of employment agencies has been demonstrated in particular during the period of the health crisis** (*Temporary work agencies pledge 3.33% of their total payroll to training. In 2020, 320 000 temporary workers received a training - 500 million euros invested*).



Employment agencies have enabled employees of the hotel cafes and restaurant sector (paralyzed by the crisis) to join more dynamic sectors, such as logistics, driven by the growth of electronic commerce.


- In this perspective Prism'emploi has concluded agreements with its social partners :
 - ✓ allowing the development of territorial diagnoses,
 - ✓ highlighting local sources of employment,
 - ✓ the transformation of trades
 - ✓ and the use of transversal skills to promote intersectoral mobility.

▪ **All this work will be shared with our correspondents from Pôle Emploi !**



OBSERVATION

- Some sectors have seen their job potential dropping while others could not find skills they needed
- Organizations reinvented the workplace to comply with health & safety requirements
- Workers had to learn how to work remotely and to build resilience, etc.

 **As a result, there is a strong need to reskill people !**

**To help them find new jobs
Or to skill them for new roles
that are being created.**

ACTIONS

In order to face the social impact of the crisis on the jobs and skills of temporary workers, the sector has initiated a GPEC process (strategic workforce planning) supported by the Ministry of Labor/DGEFP with several targets :

- Analyze and anticipate future developments in jobs, qualifications and skills
- Evaluate the gaps between actual and forecast of skills
- Develop short and medium-term action plans (training, guidance) acknowledging new sectoral realities to secure the skills of employees and strengthen their employability
- Secure the professional retraining of temporary employees and more particularly those highly exposed to a risk of dropping out or professional decline
- Support and secure professional and geographic mobilities by acknowledging employment opportunities and temporary employees' projects

METHOD

- In support of this GPEC approach, the temporary work branch Observatory (OIR) carried out tests on an experimental basis in four employment areas (Lille, Nantes / Saint-Nazaire, Toulouse and Belfort / Montbéliard) allowing the branch to have a quantitative and qualitative vision of the labor markets.
- The question of social or situational skills achievement (reading, writing, arithmetic, but also communication, teamwork), in particular for lower-level employees remains a major issue.

 **Temporary workers have a significant "portfolio" of transversal skills, but too little known and valued.**

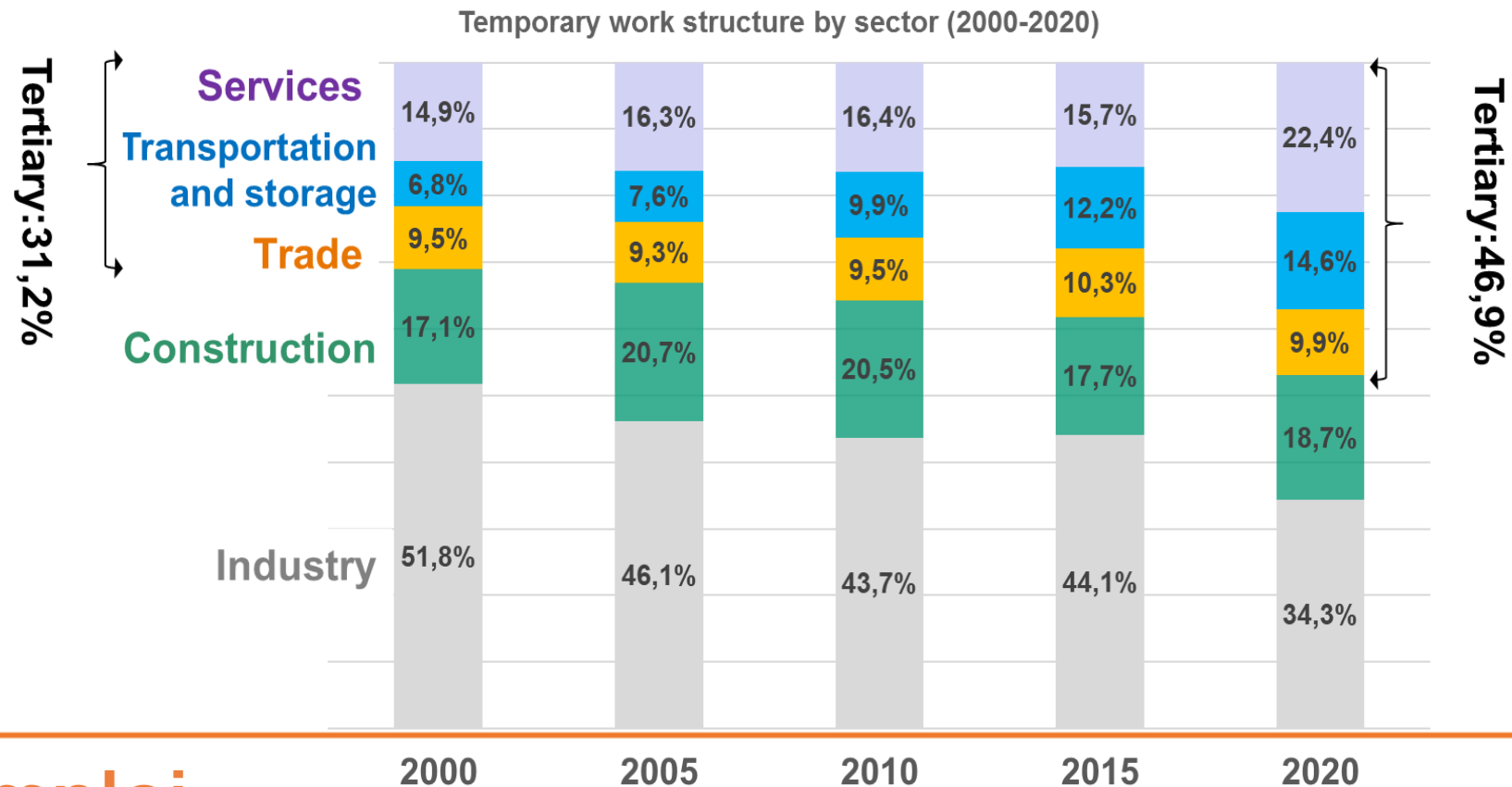
- To address this issue, the branch delegated the OIR with the task of producing a skills framework to enhance the transversal skills held by temporary employees. This work is still in progress and the benchmark should be finalized during the last quarter 2021.



To go a little further (1/2)

Change of worker's skills has accelerated in the last years

- During the last 20 years, Industry has declined of -17,5 %. From 2000 to 2015, share of Industry has reduced by 7,7 %. In the last five years, the de-industrialization process has accelerated (-9,8 % from 2015 to 2020).
- In the same time, share of tertiary sector has raised from 31,2% in 2000 to 46,9% in 2020. Share of transportation and storage has more than doubled (+7,8 per cent) and the share of services has improved by 7,5 %.
- Construction sector has remained stable.



To go a little further (2/2)

Temporary work plays a key role in the recovery of employment

- The economy's ability to boost employment depends on whether companies can adjust their production capacities in a situation characterized by persistent uncertainty.
- Employment agencies promote the mobility of candidates : their proximity, their local expertise on skills and the solution provided help to fluidify the supply of and demand for jobs.

Full time equivalent and yearly percentage change by sector
(April 2021 compared to April 2020 and April 2019)

