



# Graduate selection at the cutting edge



# Landeshauptstadt Düsseldorf





# Landeshauptstadt Düsseldorf

- one of the largest employers in public administration
- more than 10.000 employees
- about 500 trainees and interns
- in over 40 different professions



## basic conditions

- about 10.000 applications for vacant jobs
- about 10.000 applications for apprenticeships and dual degree programs
- hiring about 150 trainees in over 30 different professions every year



# starting situation

- old-fashioned selection process
- different data bases
- pre-selection by graduation, school grades and some other aspects
- paper and pencil in-house tests



# basic conditions

- Online Applicant Management and E-Recruiting
- modern and proactive
- integrated online assessments



# recruiting process

- pre-selection with online assessments
- in-house tests with online assessments and job-related tests
- inhouse assessment center
  - group elements
  - selection interviews
  - physical tests



# implementation of online recruitment

- starting in 2009 with the administrative dual degree program
- selection process to find convenient tests for administration trainees
- pre-selection replaced by online assessments
- improving the in-house testing



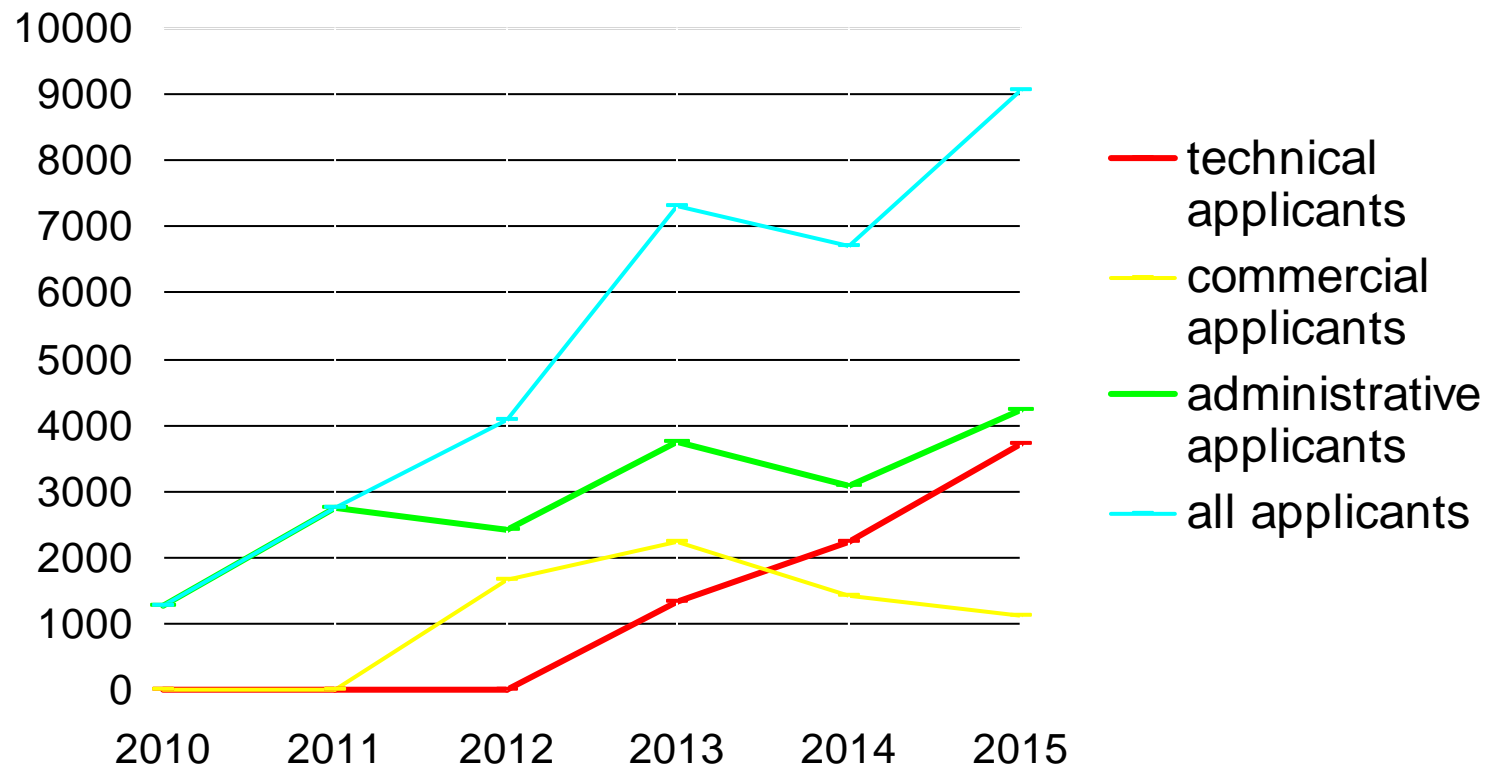


# enhancement of online recruitment

- expansion by two more administrative apprenticeships in the second year of online assessments
- continuous expansion by commercial and technical apprenticed professions
- developing new test compositions
- including special tests for specific skills



# development of the number of applicants





# feedback by users

- high acceptance in the HR Management staff
- smooth implementation and handling
- high acceptance in all departments through granting a say in the test configuration
- shorter selection process due to faster results of the online assessments



# feedback by applicants

- modern and attractive process
- professional impression
- fast communication
- usability out of office hours
- shorter and more comfortable selection process



# quotes by applicants

„I liked the online assessment because it was fast and did not require a lot of time.“

„The online assessments presents Düsseldorf as a modern and inovative employer.“

„This assessment was the first one I had to take I had fun doing it.“

„I was less nervous during the in-house testing because I knew what I could expect because of the online assessment.“



# disabled applicants

- different possibilities to support depending on the handicap for example individual tests for single persons or small groups
- special tests by an external institute if the possibilities to support are not enough to compensate the handicap
- only necessary for less than 4 % of all disabled applicants and 0,04 % of all applicants for 2015