

The Elior Group and Pôle Emploi give new impetus to their partnership aimed at helping job seekers find employment

The Elior Group and the French national employment agency, Pôle Emploi, have renewed for a further three years their partnership agreement aimed at helping job seekers find employment. Set up in 2004 and already renewed in 2007, this partnership is intended to help the Group to more effectively meet its recruitment requirements whilst at the same time providing long-term employment opportunities for people who are finding it difficult to return to work.

Since 2007, Elior has posted a total of more than 28,000 job vacancies with Pôle Emploi and has offered positions to almost 24,500 applicants who have come through a Pôle Emploi agency. These numbers reflect the success of the close working relationship built up between Elior and Pôle Emploi, which has been formalised in several French regions by the signature of service level agreements.

The partnership has also enabled the Group to increase its use of innovative recruitment techniques such as the **Simulation-based Recruitment Method created by Pôle Emploi**, which fosters a greater diversity of candidate profiles and enables recruiters to more easily identify applicants' practical job skills. More recently, a **Pre-recruitment On-the-job Evaluation Scheme** has been set up, which is particularly used in cases of professional mobility and/or for posts where it is difficult to find the right candidate. This method enables employers to assess whether applicants have the ability to occupy the post and in turn allows applicants to discover a profession that they might not necessarily have come across before but may appeal to them. Elior has particularly used this method when recruiting disabled employees and candidates from disadvantaged backgrounds.

The new agreement with Pôle Emploi will enable the Elior Group to meet its recruitment needs whilst offering better solutions for its local recruiters. It will also provide an opportunity for the Group to promote its businesses and offerings as well as to give professional training to people who are seeking employment and help build up real career paths.

For Pôle Emploi, the agreement opens up new opportunities for its registered job seekers by providing them with information on the professions available within Elior. In practice, this information will be given through **open days and visits to Elior's sites**. At the same time, the new agreement will promote employment for disadvantaged populations as Pôle Emploi has a range of tools and schemes (including pre-recruitment evaluation, simulation-based recruitment and state-aided systems) which help **low-qualified and young people as well as seniors and people with disabilities to find employment**.

Agnès Bureau Mirat, the Elior Group's Human Resources Director, stated: *"This new partnership with Pôle Emploi will enable us to better anticipate our recruitment needs and help us find the right candidate for the right job by using highly effective selection methods and resources. At the same time it will help create job opportunities for people who are finding it difficult to get work. It also confirms our position as a responsible employer, in line with the commitments we have already made to encourage diversity and help provide jobs for young people, seniors and the disabled."*

Christian Charpy, CEO of Pôle Emploi, said that the new agreement *"offers further opportunities for job seekers who are interested in Elior's professions. They will be able to discover and even test a range of different jobs which they would not necessarily otherwise have considered. The agreement also reflects our aim of constantly adapting our recruitment systems in order to give a fair chance to all categories of job seekers"*.

About Elior

Founded in 1991, Elior ranks third in the European contracted foodservice and related services market, holding leading positions in Contract Catering & Facilities Management and Concession Catering & Travel Retail. In 2008/2009, the Group generated revenue of €3.56 billion. Each day, Elior's 69,000 employees serve 2.9 million guests at 14,500 restaurants and outlets in 15 countries. Elior is active in the Business & Industry, Education, and Healthcare & Seniors sectors, as well as in travel (airports, railway stations and motorways), and leisure & culture (museums and exhibition centres). For more information please visit www.elior.com

About Pôle Emploi

Pôle Emploi – the French national employment agency – was created in order to more effectively help job seekers find employment and businesses meet their recruitment needs. It offers a one-stop, comprehensive service with a single contact person to help the job seeker or business concerned. Pôle Emploi agents assist job seekers on a daily basis with their job search as well as helping them fill out the forms required for various types of benefits and aid, such as unemployment benefit, training, mobility assistance and specific employment measures. In 2009, it covered a total of 2.5 million job seeker files. At the same time, Pôle Emploi agents assess the needs of businesses in order to put forward suitable candidates, and in 2009 carried out 708,000 on-site prospection visits and collected 3 million job offers. They also provide businesses with advice and information on the hiring process and the specific assistance measures available. www.pole-emploi.fr is France's leading employment website, with over 25 million visits per month. For more information please visit www.pole-emploi.org.

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