Apply online – easy access to jobs within state administration

http://prijava.ads.gov.mk

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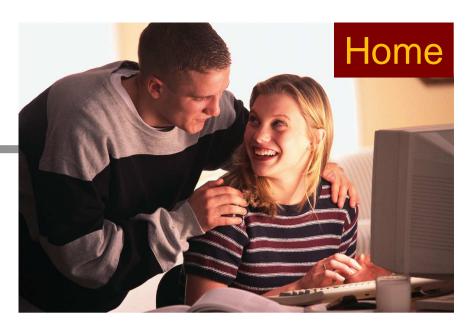
Civil Servants employment procedure (history)

1. Public job announcement in 2 daily newspapers
2. Receiving applications
3. Testing qualified candidates – on paper
4. Making list of min 5 candidates to the state bodies
5. If there is no 5 candidates "go to 1"
6. Final decision in state bodies

Civil Servants employment procedure (key reengineered points)

1. Put job announcements online
2. Apply only by completing simple form, without documents
3. Invitation for test by e-mail and SMS
   (implemented September 2007)
4. Testing on the computer
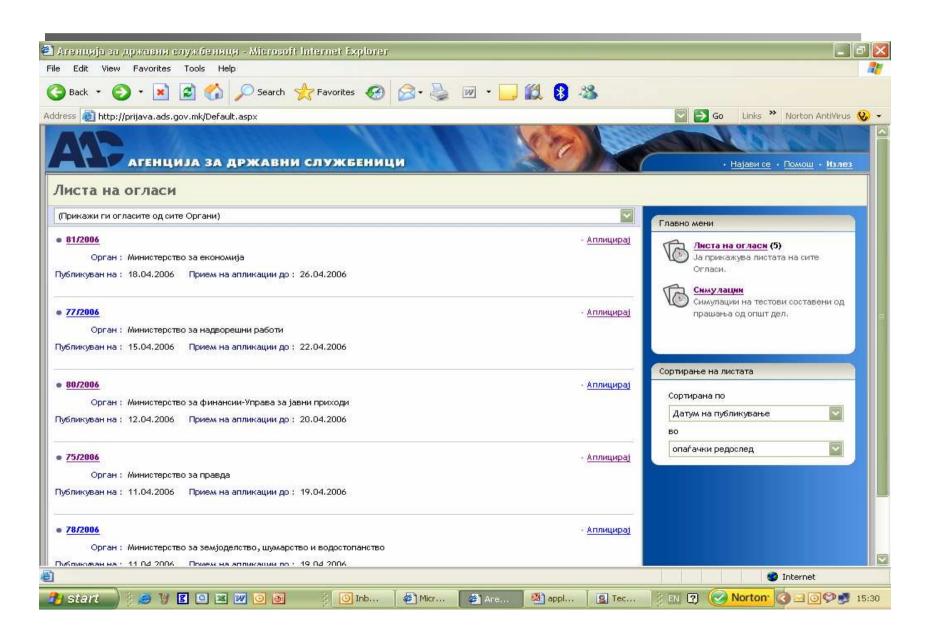5. Making list of <u>max</u> 5 best candidates

Selected Job Clubs

Home

Access http://prijava.ads.gov.mk
from any Internet connection

Selected Citizen
Information Centers

Internet Cafe
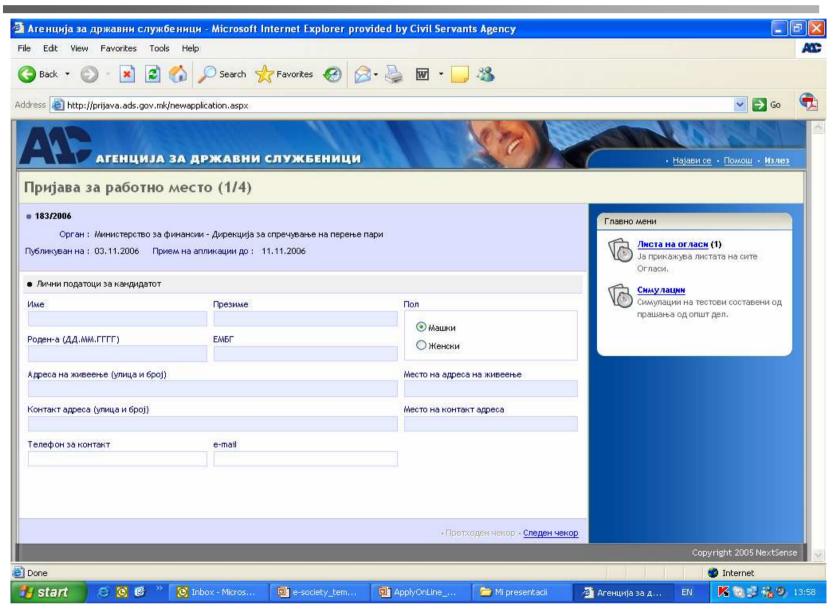
All Jobs Are Listed In One Place

One On-line Application Replaces Many Documents

Efficient & Transparent
Employment Process

The system covers all recruiting tasks performed by the Civil Servants Agency (back –office)
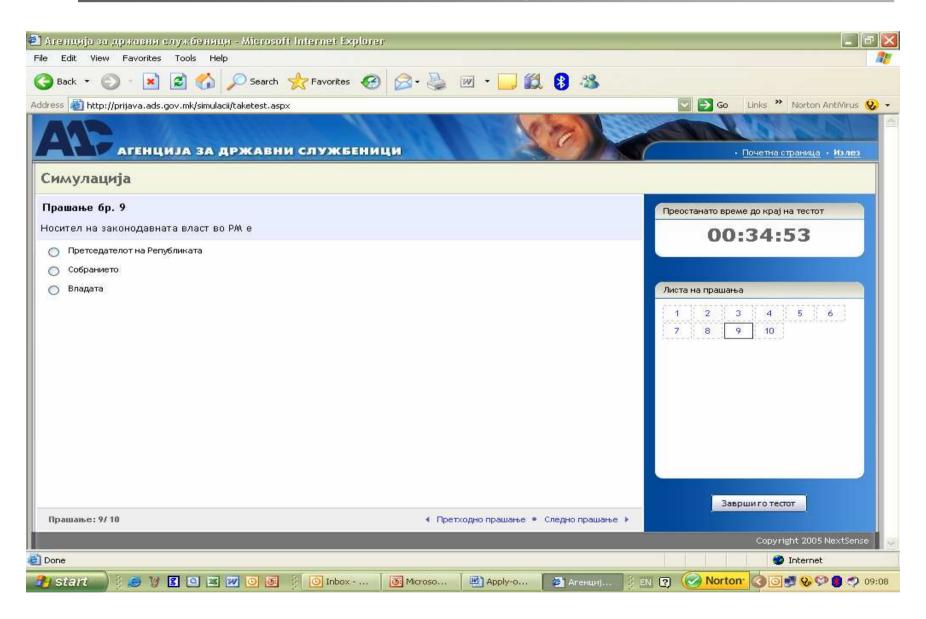
SMS, e-mail invitation for test
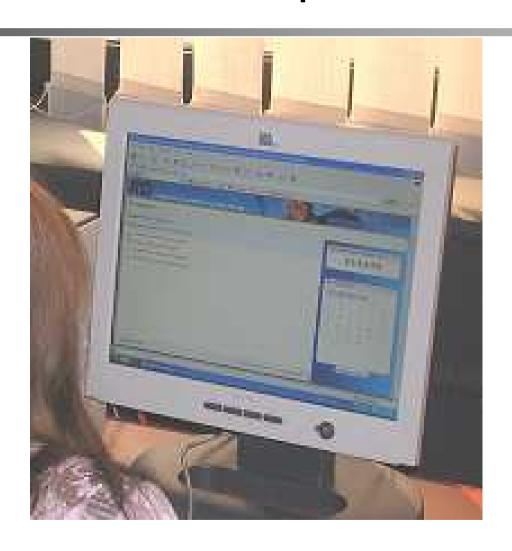
Efficient & Transparent Testing Process

Allows applicants to sit for the required exam on the computer

Results are calculated automatically and published immediately after pressing the "complete" button

Applicants can view a testing simulation and find out how easy is to take the test

Test in CSA premises

Applicants are Benefiting

No long hours waiting in lines
to get forms and complicated
procedures to
submit the completed forms which
cost about
5000 MKD ($100)

No need to wait the usual ten
days to receive test results

Reassuring to know that the
human factor has been
removed from the testing
phase

State bodies Benefiting

Recruitment process has been shortened
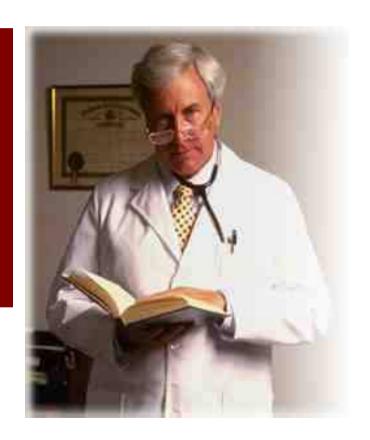
Quantity and Quality of candidates improved

Civil Service Agency Benefiting
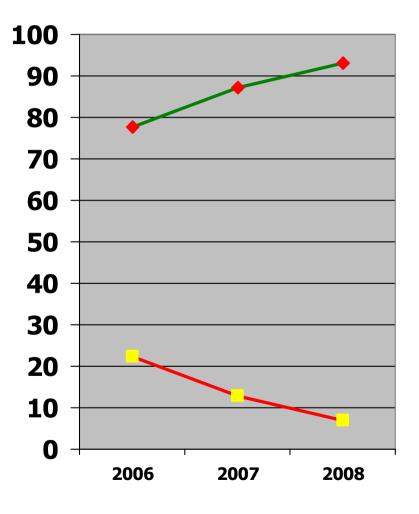
Agency no longer manually grades exams

Instead of spending vast amounts of man-hours on checking applications and written tests they are now able to concentrate on efforts that will increase the efficiency of state administration

Other institutions benefiting

500+ candidates for manager position within health institutions in Republic of Macedonia used our test module for their managerial exams
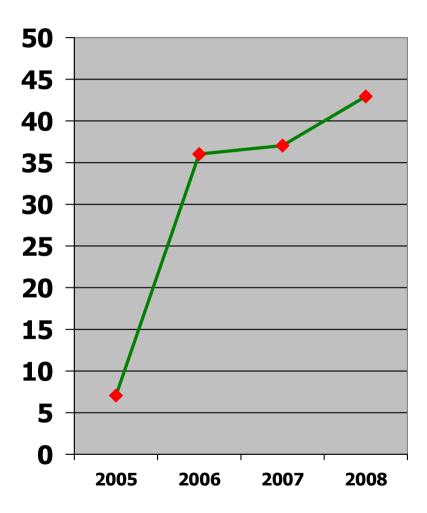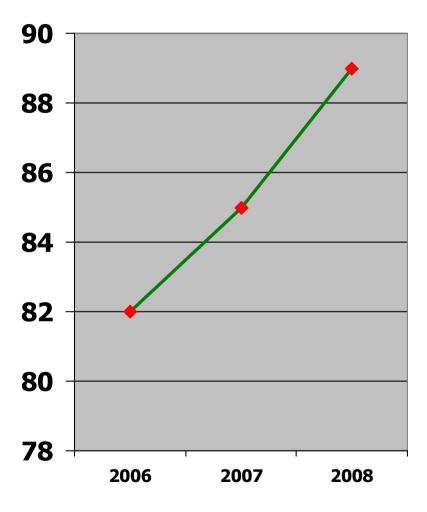
Results (1)

- 77.6% of the applications in 2006 were received on-line

- 87.2% of the applications in 2007 were received on-line

- 93% of the applications in 2008 were received on-line

Results (2)

- 36 candidates per position in 2006
- 37 candidates per position in 2007
- 43 candidates per position in 2008
- 7 candidates per position in 2005

Results (3)

- **82% as an average test score in 2006**
- **85% as an average test score in 2007**
- **89% as an average test score in 2008**

RoI

- Very hard to transform previous figures in money terms
- Saving of 2 man/years in CSA back-office (cca 20 k€)
- Cca 10000€ saved in 8 months, sending invitations through e-mail & sms

Survey - Metamorphosis

- **Ways of founding info for vacations**
  - 50% - regular check of web site
  - 45% - from daily newspapers
  - 5% – from friends
- **88% apply online**
- **53,6% from home, 23,7% from internet café, 12,4% from work, 7,2% from friends home**
- **Less than 6% of interviewed persons had some problems during application**
- **More then 90% believe in test results**
- **More then 90% trust the system**

Partners

Thank you!

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