

ECSSA

European Confederation of Search and Selection Associations

Newsletter

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May 2024

Top News

ECSSA at the World Employment Conference 2024



The annual conference of WEC – World Employment Confederation, the association representing private employment services industry at a global level, took place in Lisbon, Portugal from April 23rd to 25th. For the first time ECSSA participated!

Our President **Valerie Schena-Ehrenberger**, pictured alongside WEC President **Bettina Schaller** and CEO **Denis Pennel**, seized this fantastic opportunity to share the point of view of the European Search & Selection industry as a conference speaker on the topic "*The Talent We Want: Unlocking the Power of Skills-Based Hiring.*"

These three inspiring days were filled with debates involving participants from over 30 countries, profound discussions on topics of mutual interest, and engaging team moments.

For more insights into the event, visit ECSSA on [LinkedIn](#).

ECSSA News

ECSSA State of the Industry Barometer April 2024

The ECSSA State of the Industry Index is a tool to anticipate the industry's short-term and mid-term developments. It combines the perception of the current situation, as reported by executive recruitment consultants, with their estimations of the future business outlook.

In April 2024, the State of the Industry Index recorded a steady stance at 89.5 points, with a marginal dip of 0.4 points compared to the previous quarter. **Full Study:** [ECSSA Barometer](#)

ECSSA Webinar: Engaging with Disengaged Candidates... thanks to Neurosciences

According to a survey conducted by ECSSA, one of the primary hurdles for search and selection consultants is capturing candidates' attention. In our latest ECSSA webinar, **Georges Desvigne**, a certified trainer and neuroscience expert, introduced innovative strategies for engaging with candidates and fostering a relationship

built on trust and mutual respect. The session proved to be our most interactive ECSSA webinar to date, offering invaluable hands-on experiences and exercises.

For access to webinar materials or participation in upcoming events, please contact your national association.

We Welcome Jose Morente as ECSSA Board Member

We are thrilled to share that **Jose Morente**, Managing Partner of Antal-Luxembourg, has joined ECSSA as a new Board Member since May 2024. Jose will represent the Luxembourg Association **fr2s**, succeeding Gwladys Costant, currently co-president of fr2s, in this role.

We extend our thanks to Gwladys for her longstanding support and look forward to collaborating with Jose in the future.

Industry News

LUXEMBOURG - FR2S: Second Barometer of Employment among Recruitment Companies

In collaboration with the *Union des Entreprises Luxembourgeoises* (UEL), fr2s recently concluded two barometers with Luxembourg's recruitment companies. These studies aim to identify key factors for enhancing the country's attractiveness. The first barometer offers valuable insights into the primary challenges encountered by firms in candidate acquisition. Meanwhile, the data collected in the second barometer enable ongoing monitoring of the evolving needs of companies and candidates, as well as Luxembourg's overall attractiveness.

Survey results: [Barometer Results](#)

BELGIUM-FEDERGON: Increase in Hours Worked

In the beginning of 2024, the Federgon Index rose to 90.49 points from 90.13 points in the preceding month. During the same period, there was a modest uptick of +0.39% in the number of temporary work hours compared to the previous month. However, when compared to March of the previous year, the temporary work sector saw a decline.

Survey results: [Market Update Results](#)

News from Member Associations

SPAIN - AEBYS: Celebrating the 20th Anniversary

AEBYS is celebrating its 20th anniversary this year! Since its establishment, AEBYS has been a leader in excellence within the Spanish Search and Selection sector, providing bespoke solutions that cater to the unique needs of each client with a focus on ethics, professionalism, and efficiency. Throughout the years, AEBYS has exemplified an enduring dedication to continuous improvement, innovation, and fostering relationships with people. **For more information:** [AEBYS](#)

GERMANY - BDU: Celebrating 70 Years of BDU and the 25th Search and Selection Day

This year, the BDU marks two remarkable milestones. Founded on February 27, 1954, in Frankfurt am Main by 25 management consulting companies, the BDU has since grown to become the largest industry association in Europe with around 500 members. Additionally, the BDU is celebrating the 25th anniversary of the Search and Selection Day, focusing this year on topics surrounding the integration of AI in the search for skilled professionals and executives. **For more information:** [BDU Events](#)

ITALY – ASSOCONSULT: The 'Consultant Days' for University Students continue

ASSOCONSULT continues its popular 'Consultant Days', aiming to engage university students and promote careers in management consulting and search and selection. Through interactive sessions at the Athenaeum, consultants delve into real-life consultancy cases from their careers, illuminating the profession's attributes and opportunities. It concludes with a value game, offering the winner a day-long experience within the company.

For more information: [Consultant Days](#)

FRANCE – SYNTEC CONSEIL: Exploring the Dynamic Role of a Search and Selection Consultants

Syntec Conseil introduces a valuable resource for aspiring recruitment consultants! Explore why becoming a search and selection consultant goes beyond filling vacancies. Gain insights into understanding company cultures, defining needs, and integrating top talent. With detailed career guidance, testimonials, and expert tips, embark on the rewarding journey of recruitment consultancy.

For more information: [Recruitment Consultant](#)



Calendar of Events

22nd and 23rd May 2024

ECSSA Board Meeting in Gent, Belgium.

June

ECSSA Webinar – The European Search & Selection Market

Learn more about



[European Confederation of Search and Selection Associations](#)

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This newsletter collects information about ECSSA as well as content provided by individual member associations of the confederation. Responsibility for the accuracy of the latter lies with the respective national association.