



JUNIOR PROFESSIONALS PROGRAMME OVERALL SURVEY RESULTS

(SURVEYS OPENED FROM APRIL 7 TO APRIL 23)



JPP SURVEYS – RESPONSE RATES PER GROUP

Category	Invitations	Answers	Response Rate
BC	49	30	61%
AMC	10	6	60%
HoU	183	79	43%
JP	76	70	92%
Sponsor	33	16	48%
Panel + Obs	17	11	65%
Total	368	212	58%

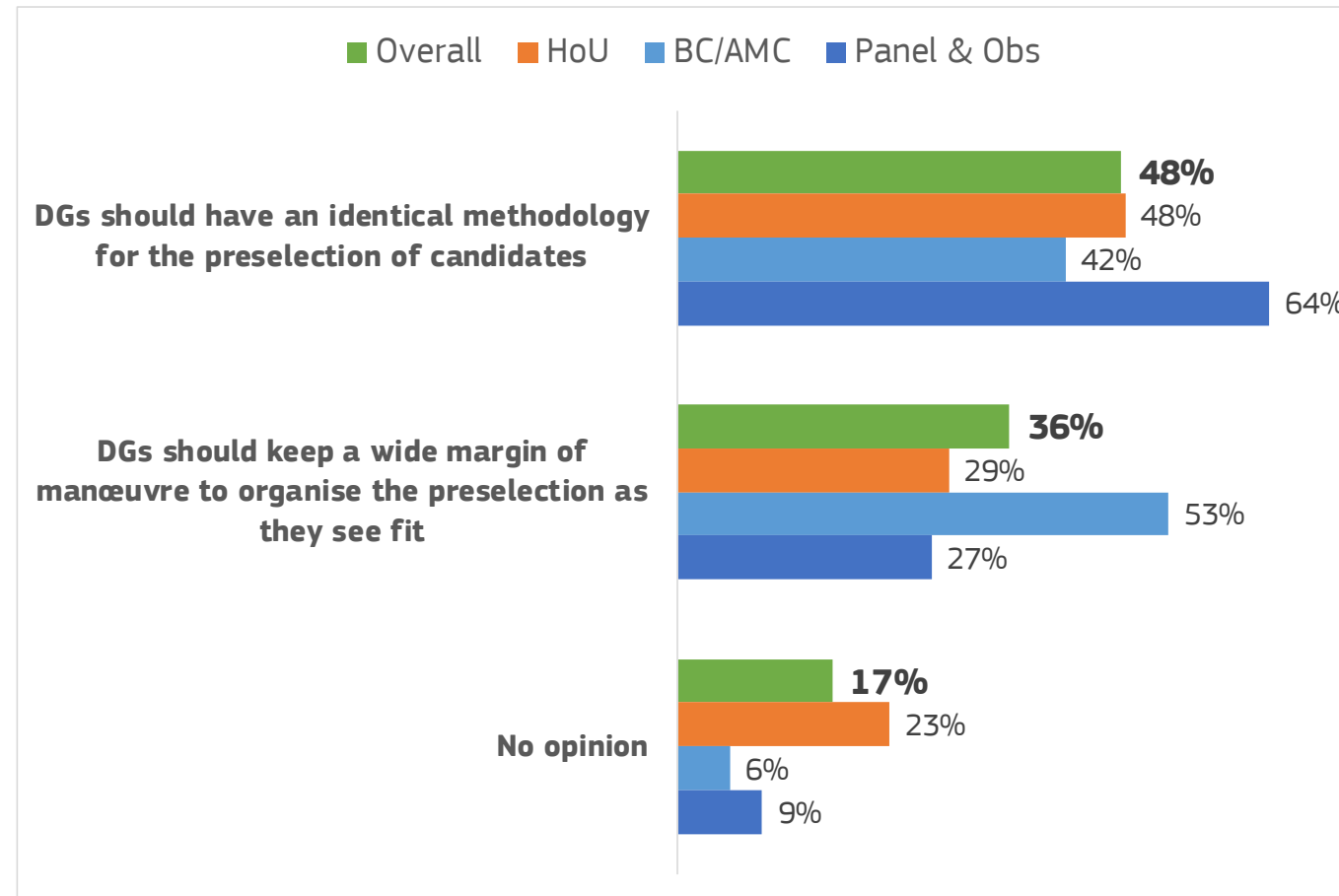




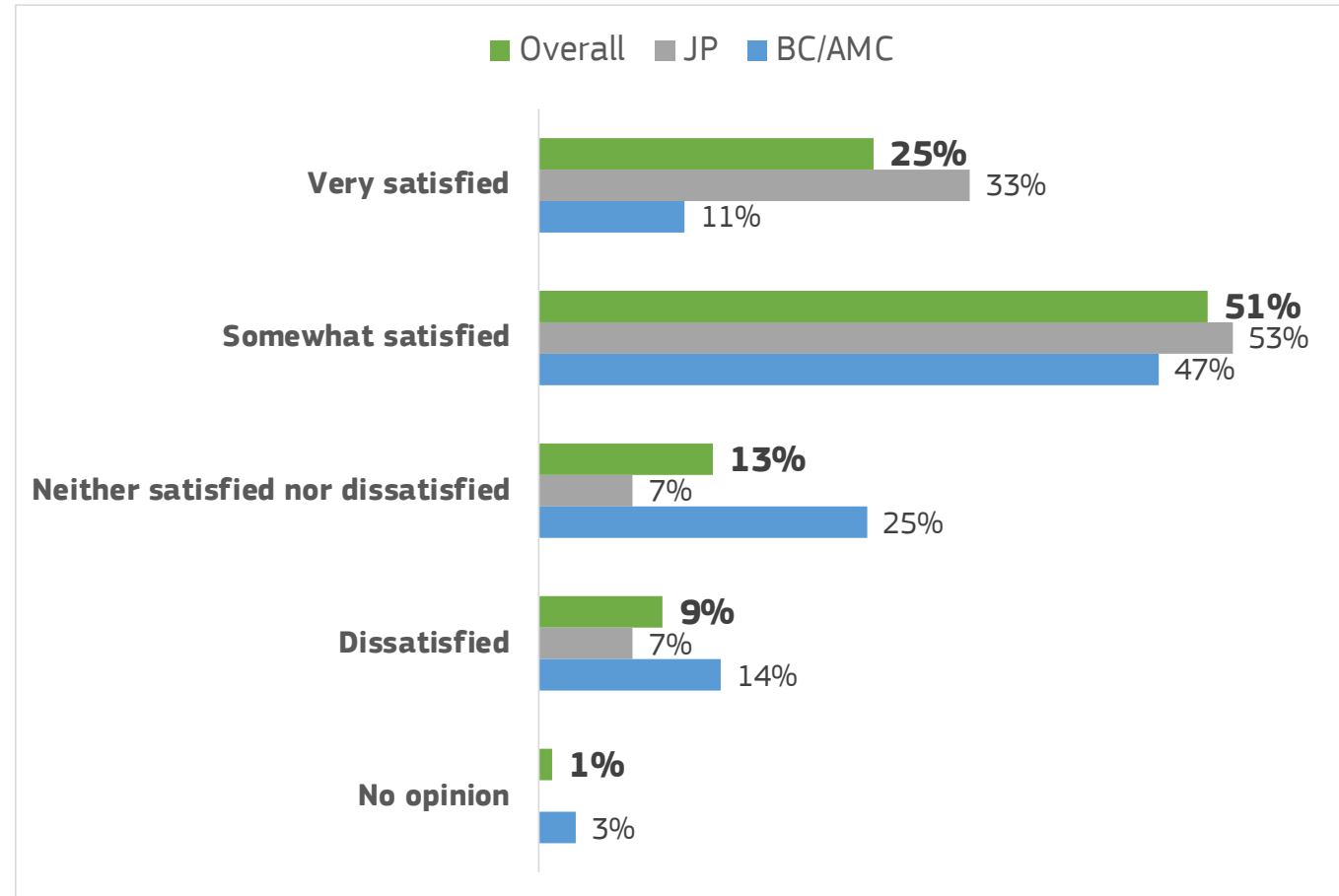
1 - ABOUT THE JPP OVERALL SELECTION PROCESS



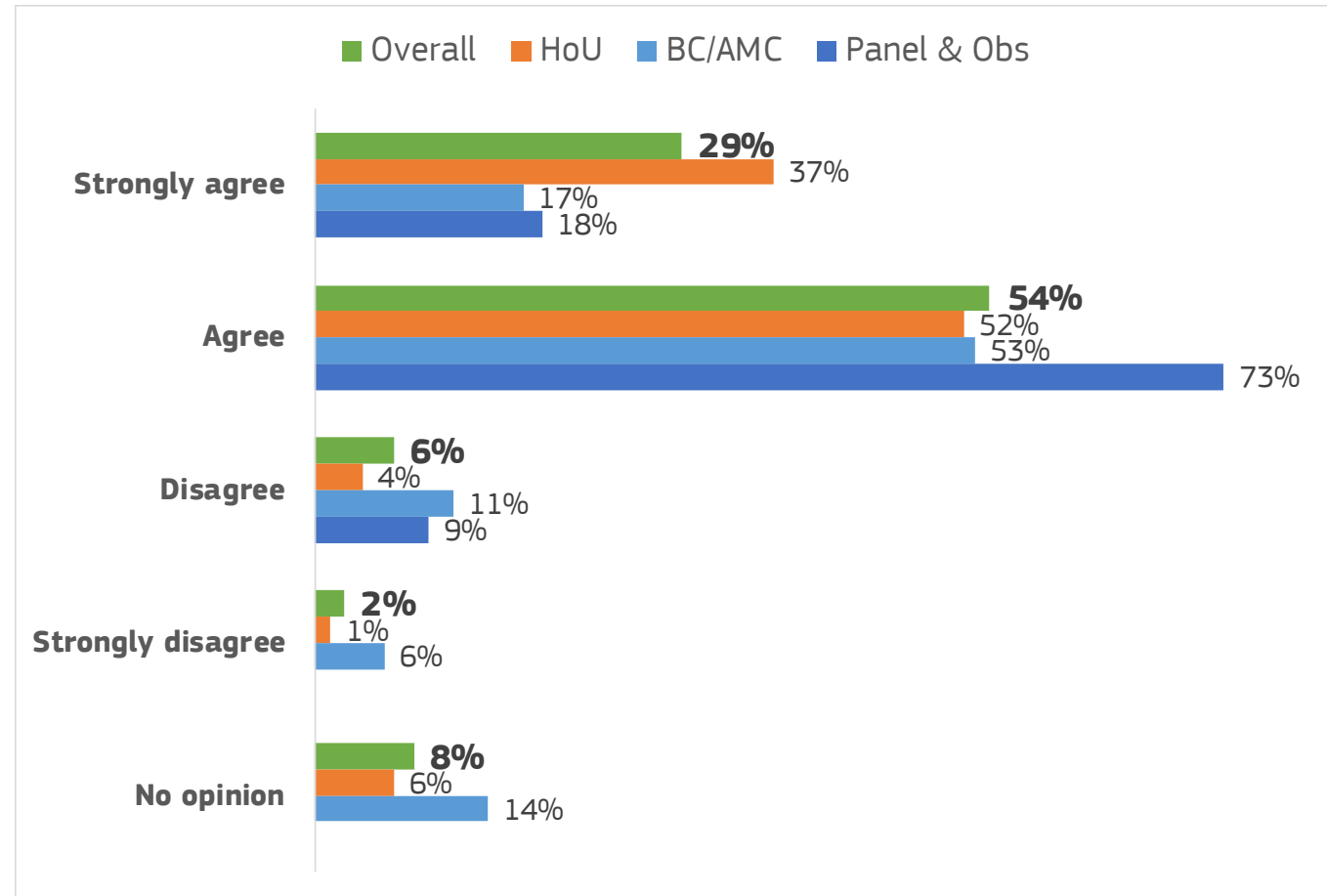
In your view, should DGs have an identical methodology for the preselection of candidates to the JPP or should they keep a wide margin of manoeuvre to organise the preselection as they see fit?



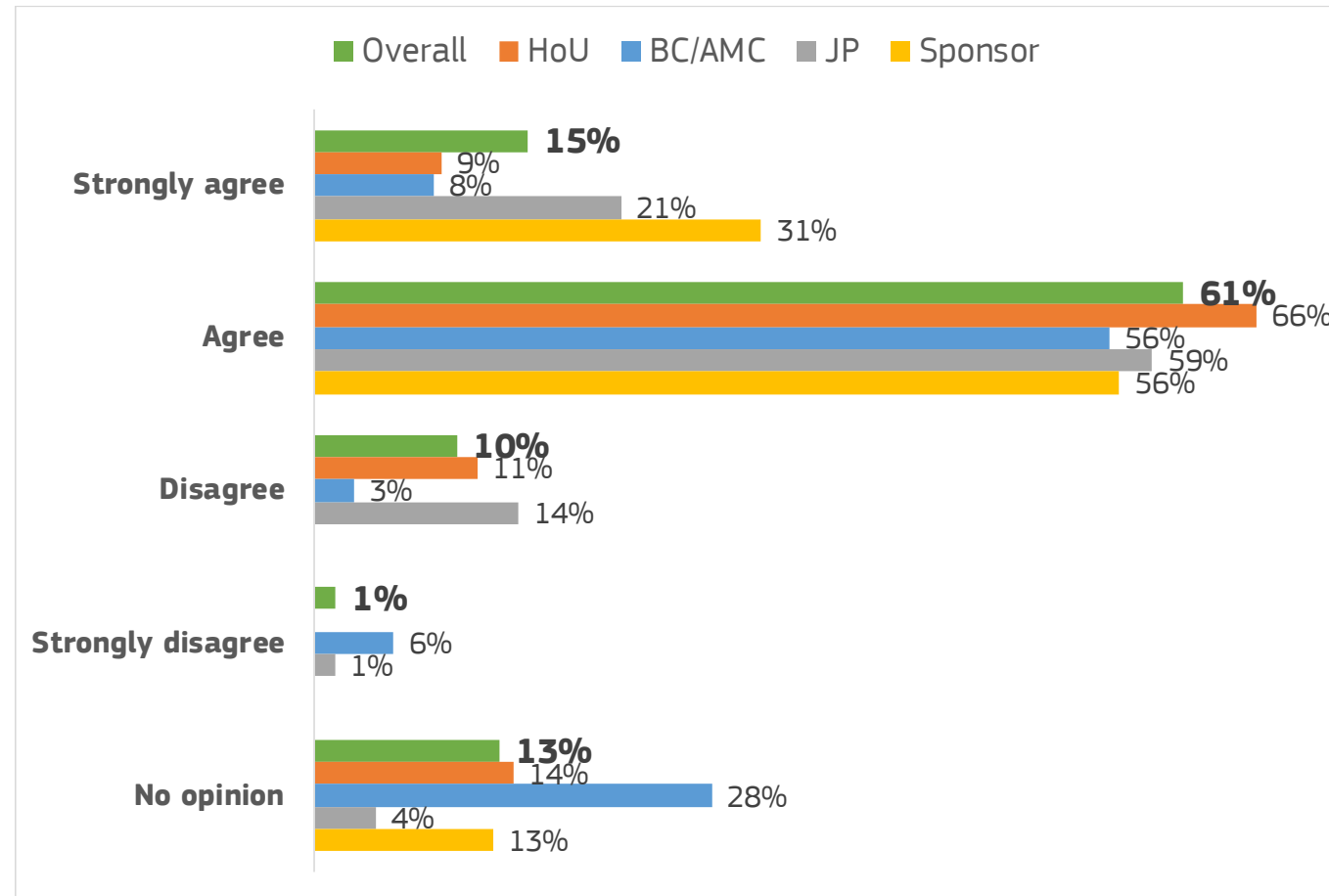
How satisfied are you of the overall selection and recruitment process for this pilot programme?



The skills and competencies of the JP selected through the programme correspond to what the Commission needs in terms of new AD officials



The overall duration of the programme (around 2 years) is appropriate to ensure a return on investment to DGs participating and to the Commission

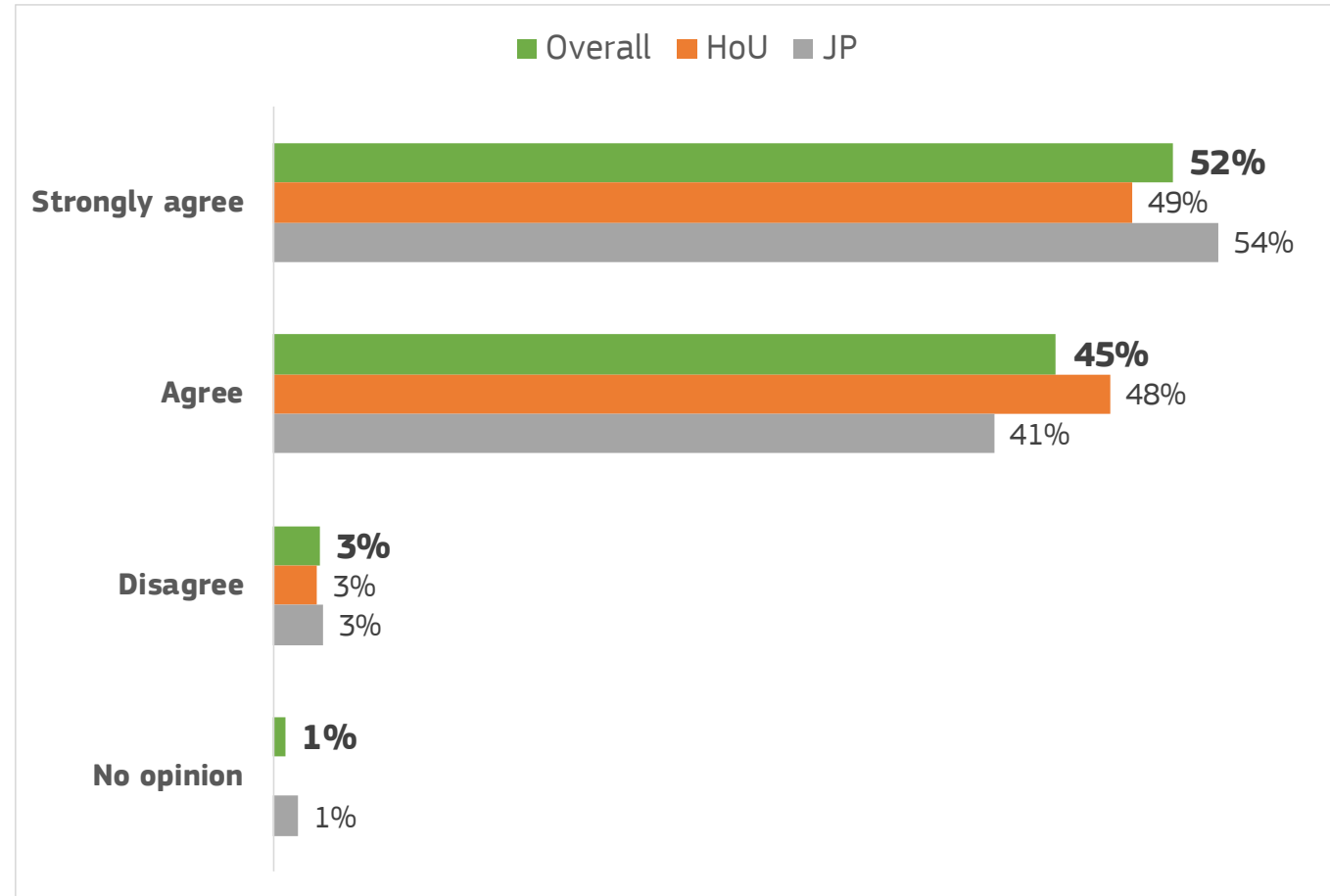




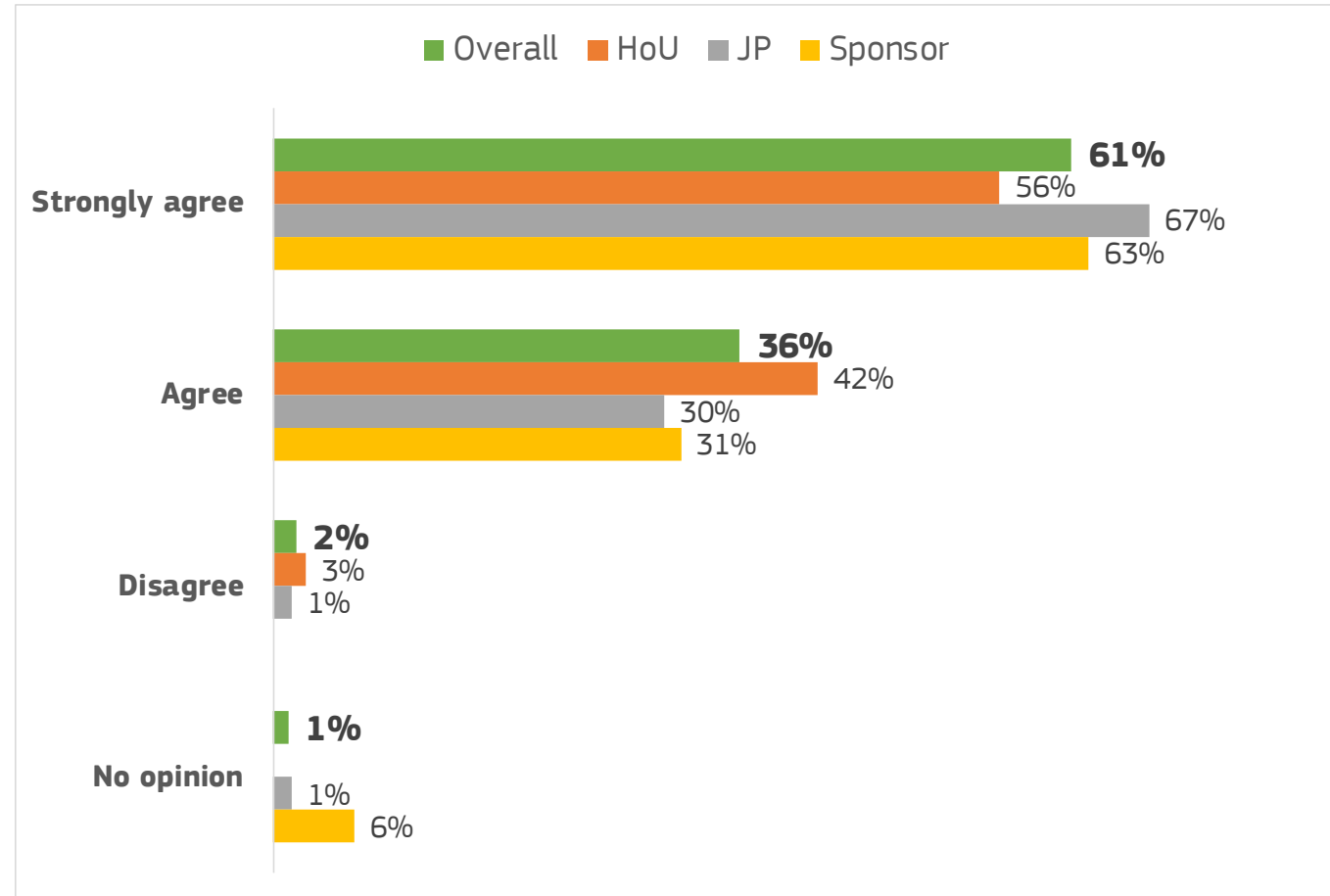
2 - EQUIPPING PARTICIPANTS WITH A BETTER UNDERSTANDING OF THE COMMISSION - PROGRAMME CONTENT



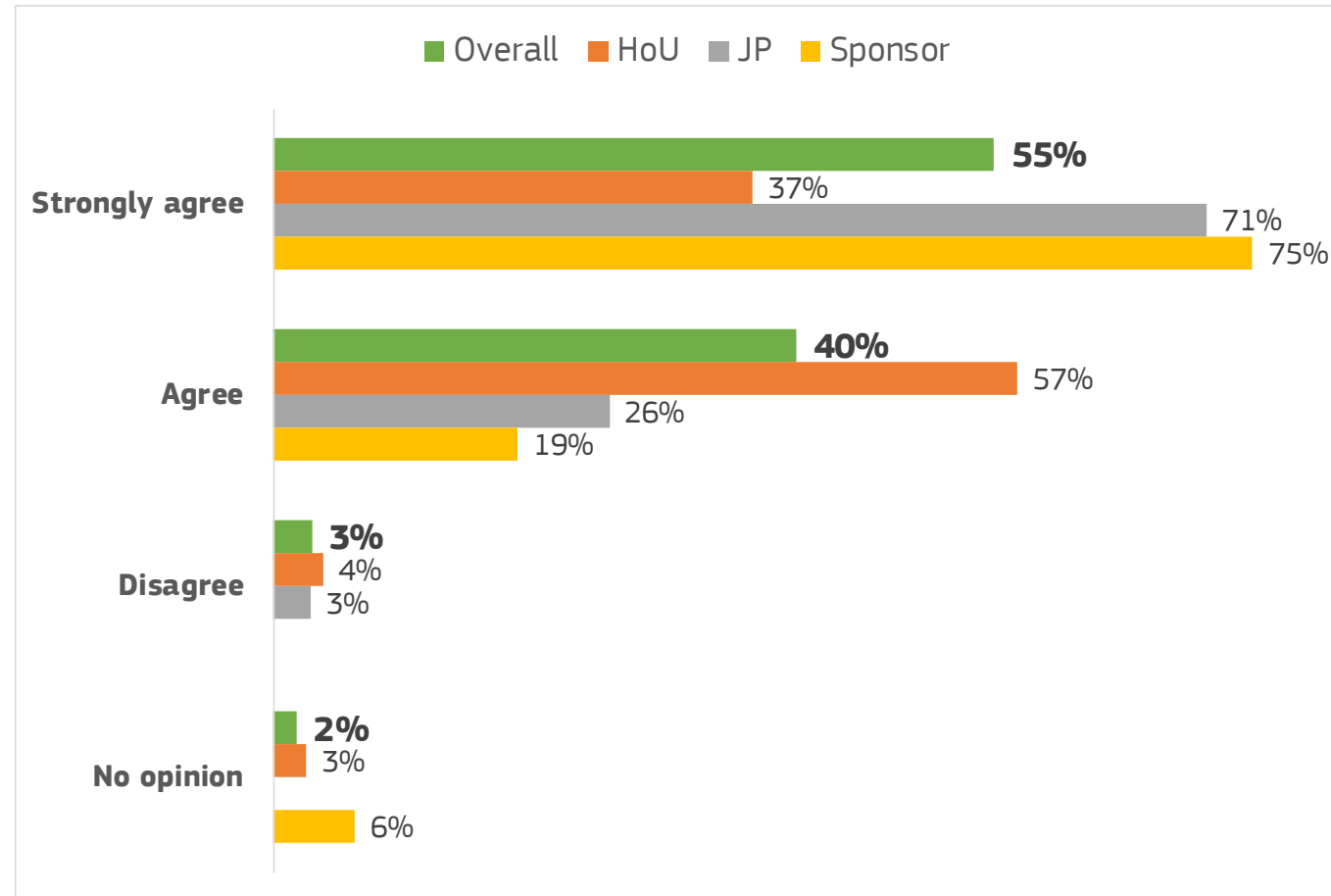
During the posting, the JP improved key skills for the tasks of an administrator



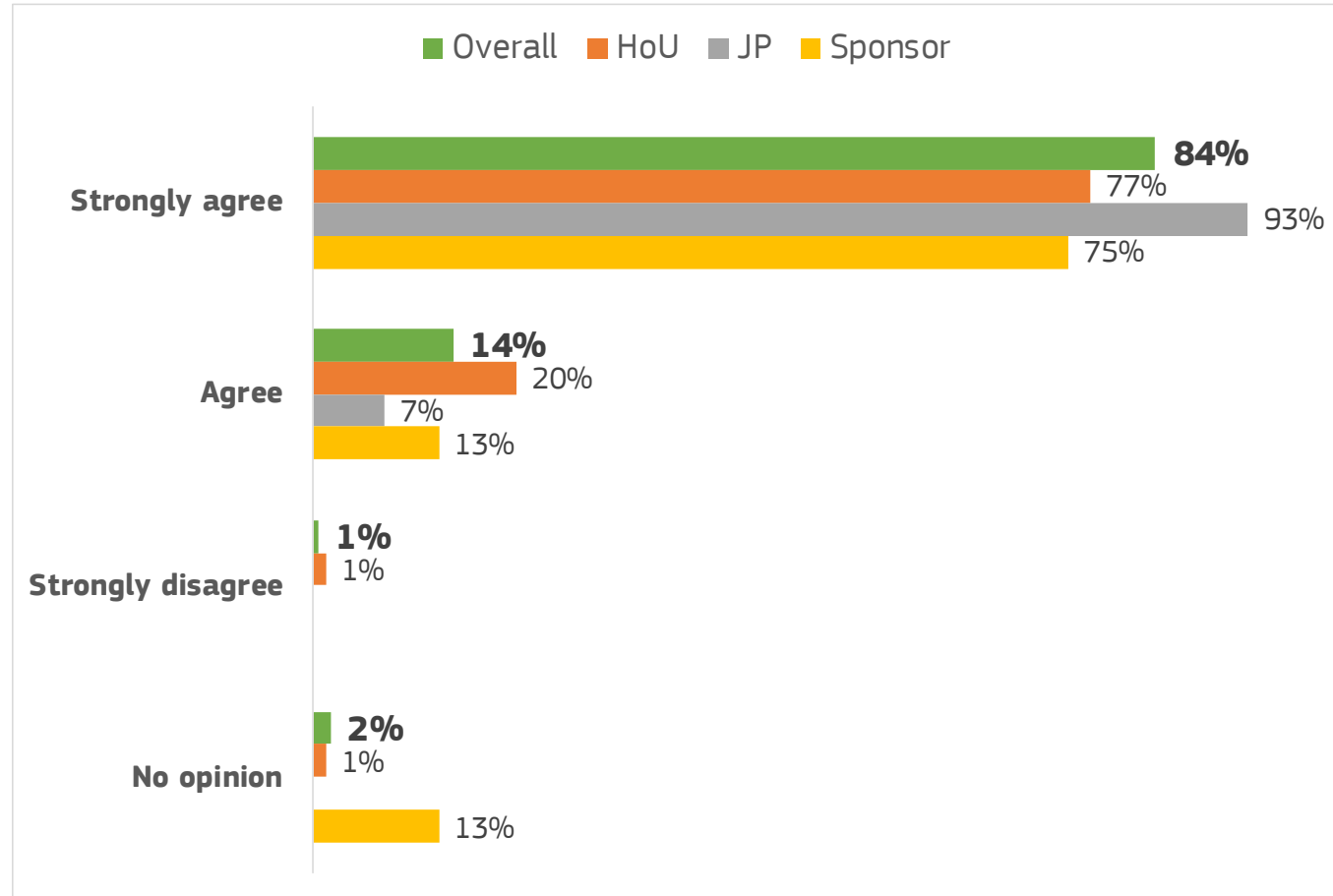
During the posting, the JP improved his/her knowledge and understanding of political priorities of the Commission and of the EU



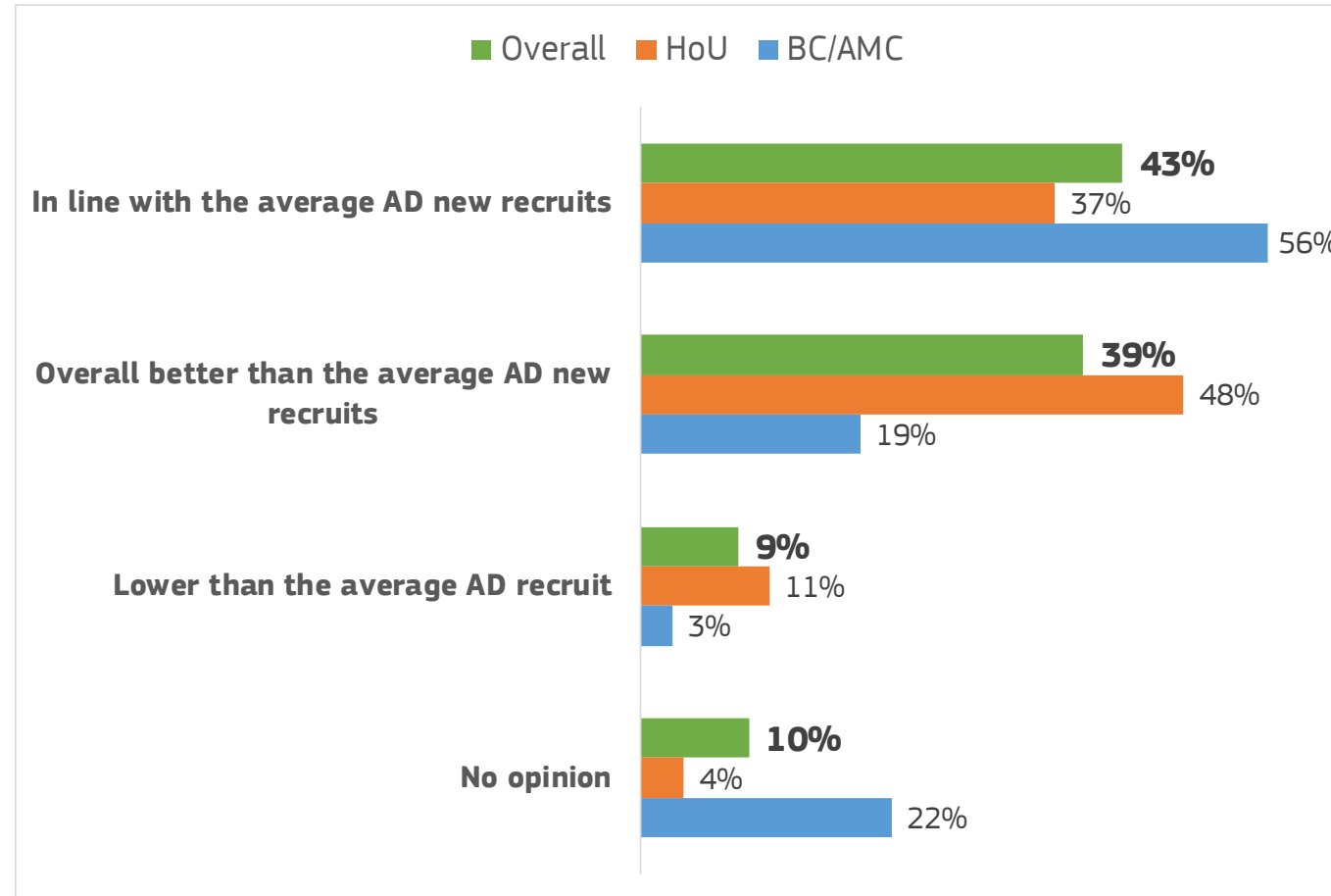
Through the programme activities, the JP developed a large network of contacts across the Commission beneficial to his/her personal and professional development



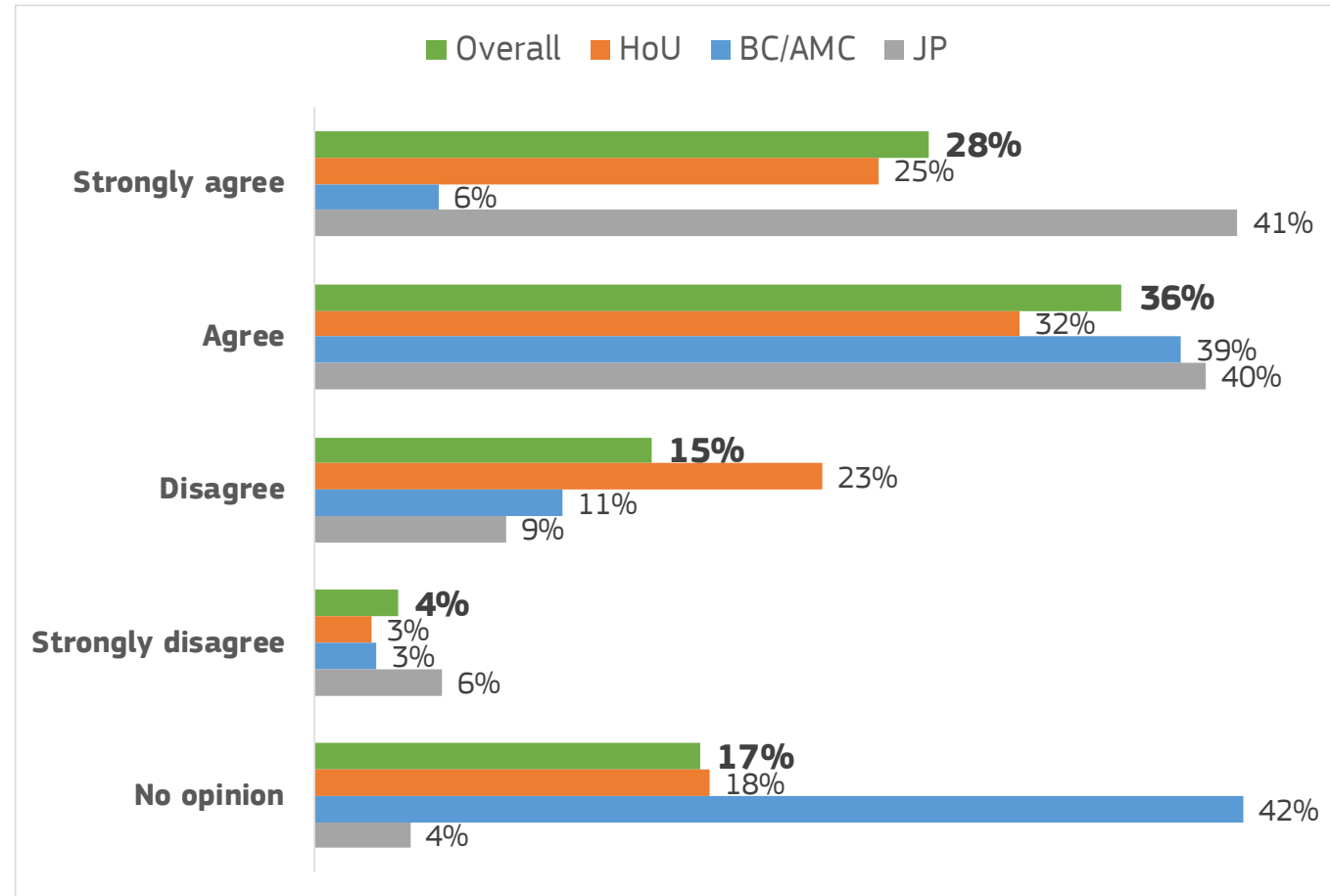
The JP showed willingness to put in an extra effort, when asked



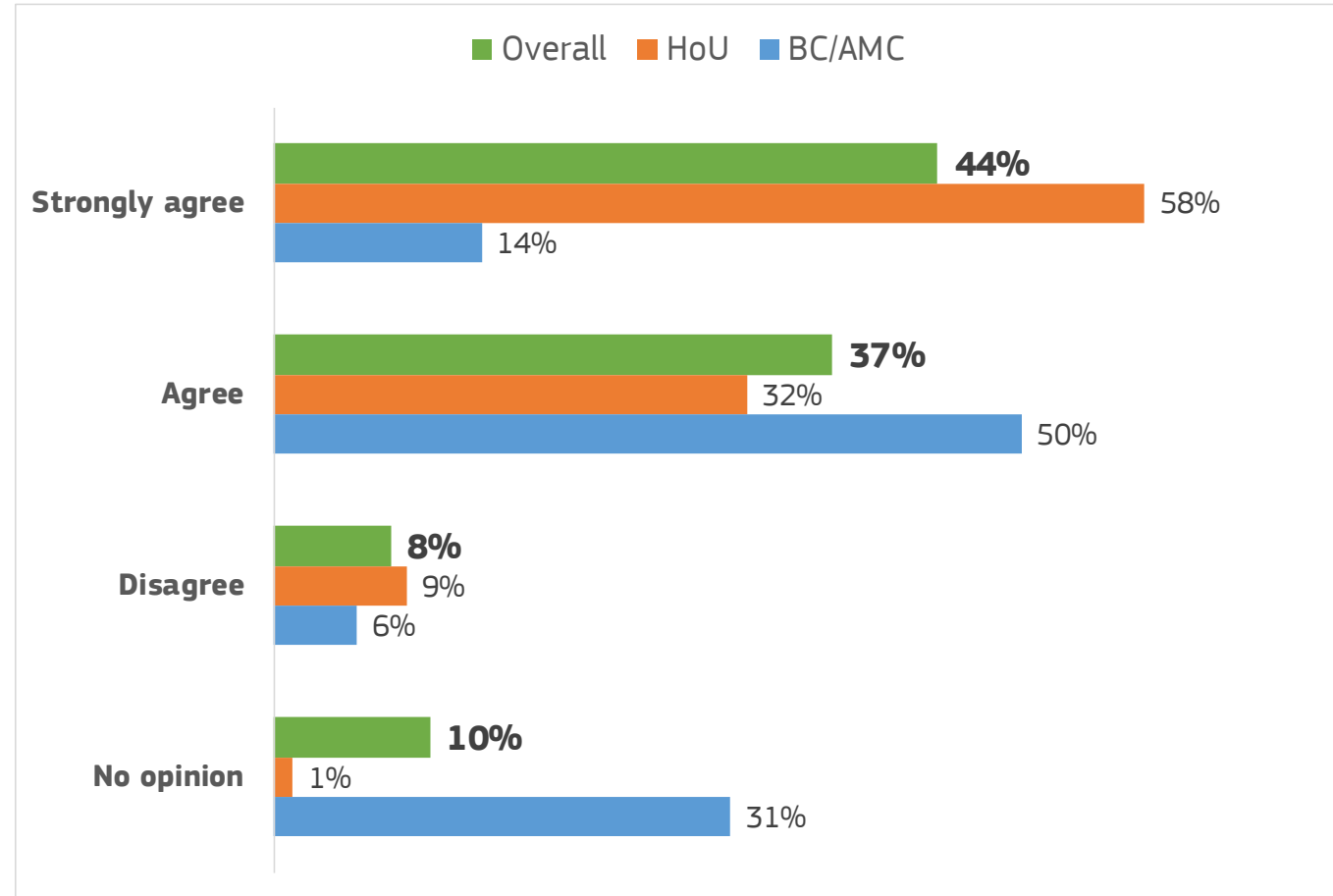
On the basis of the feedback you received from units and your own experience, the overall quality of the Junior professional to carry out AD tasks was



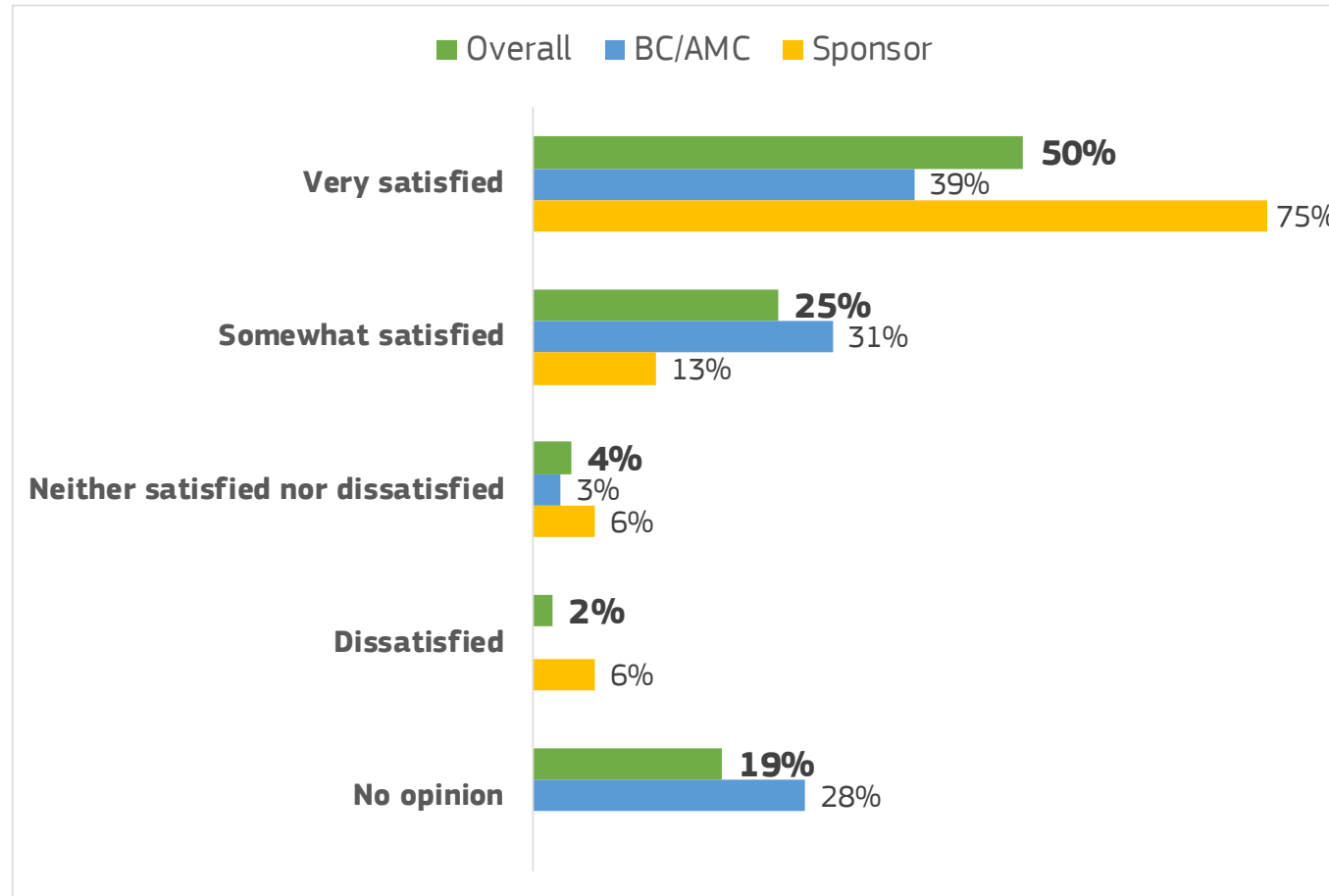
The JP actively contributed to enhance collaboration between the unit/ DG of assignment and other DGs/services



The JP has made an important contribution to the work of the unit/directorate and the DG, providing an added-value



How satisfied are/were you with the quality and performance of the JP posted or recruited in your DG?

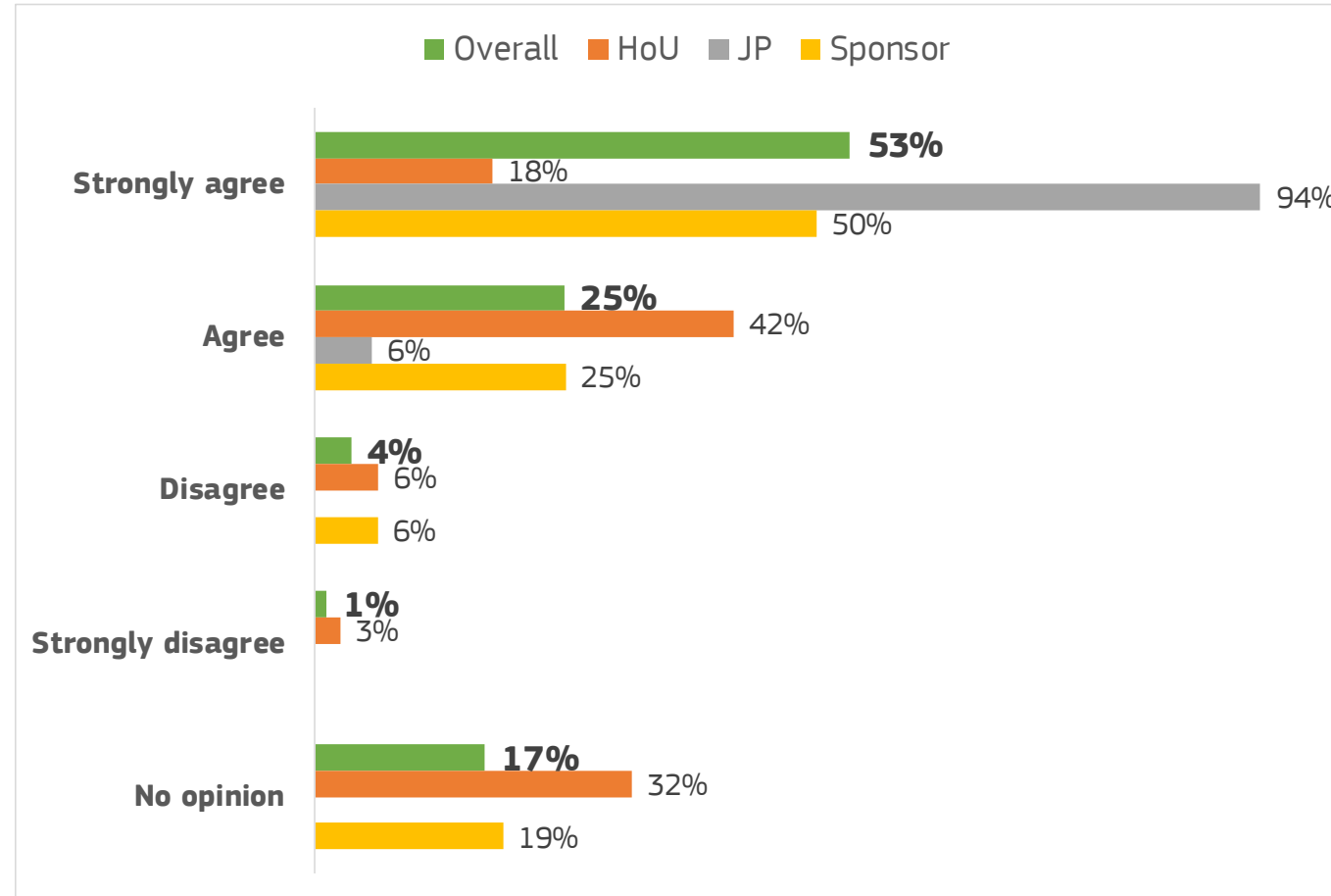




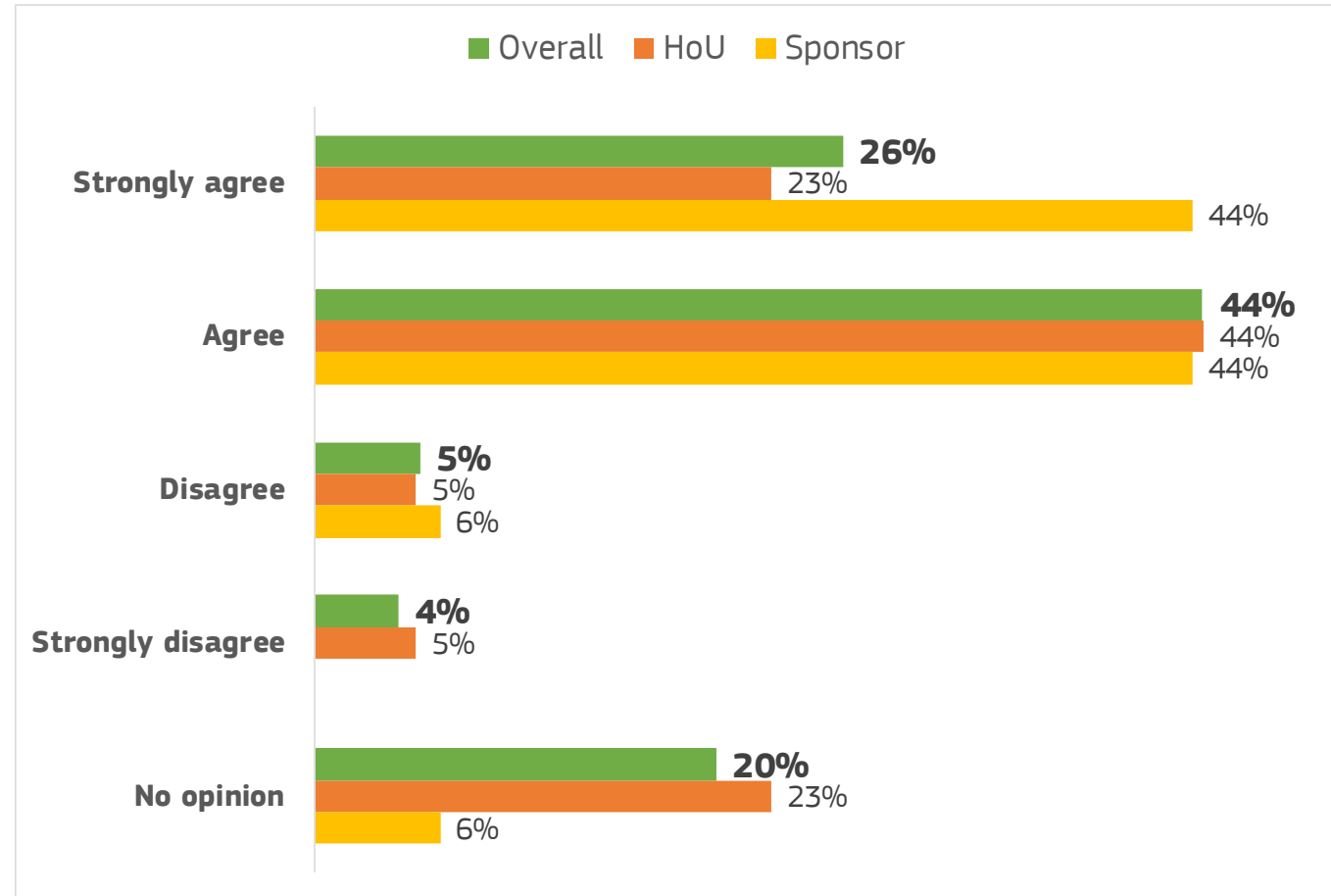
3 - HOW DOES THE PROGRAMME CONTRIBUTE TO KEEPING THE COMMISSION A COMPETITIVE, ATTRACTIVE EMPLOYER



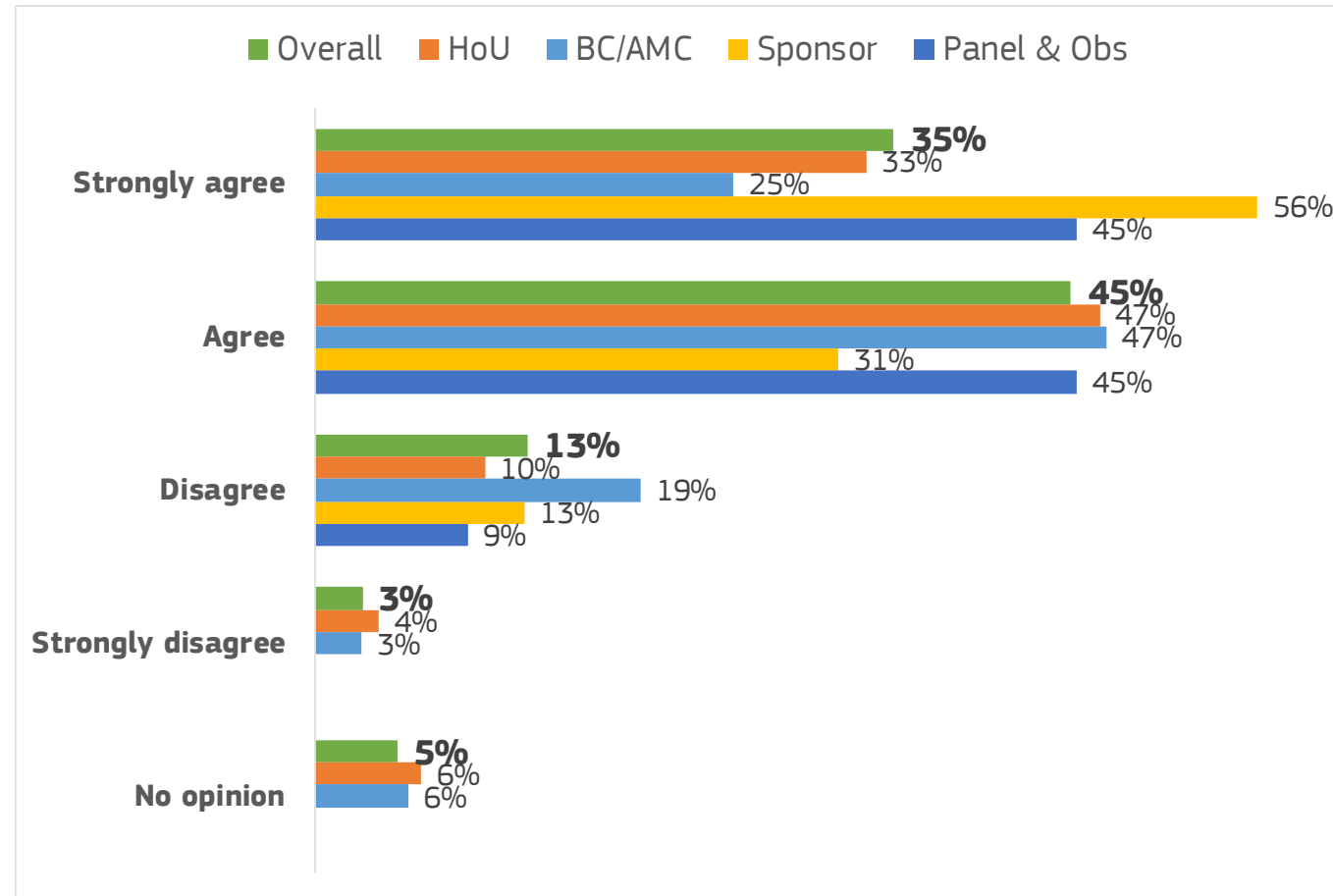
The JP actively promoted the programme and careers at the Commission inside and outside the institution



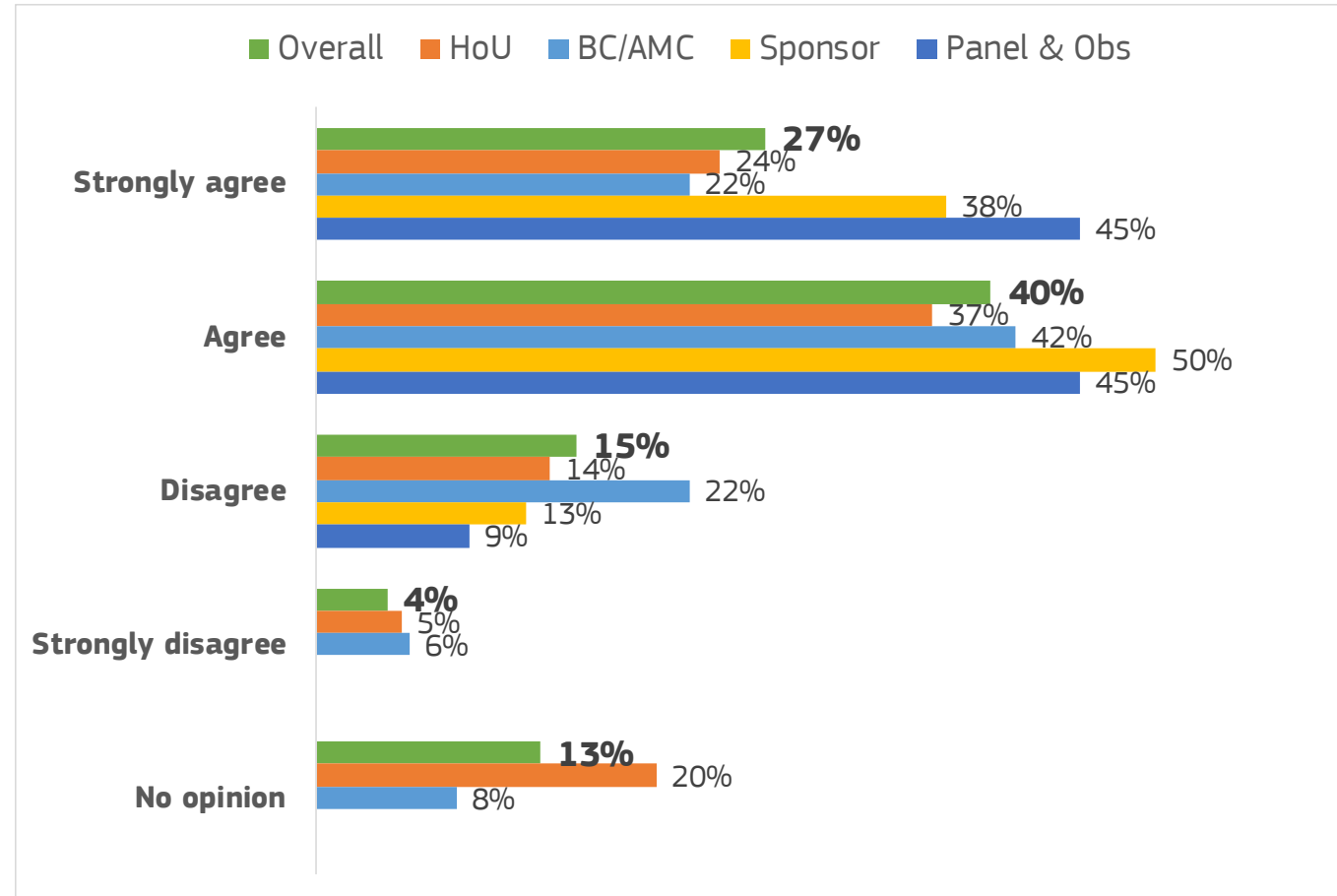
The JP programme improves staff flexibility, collaboration, key skills and knowledge of the main priorities of the Commission



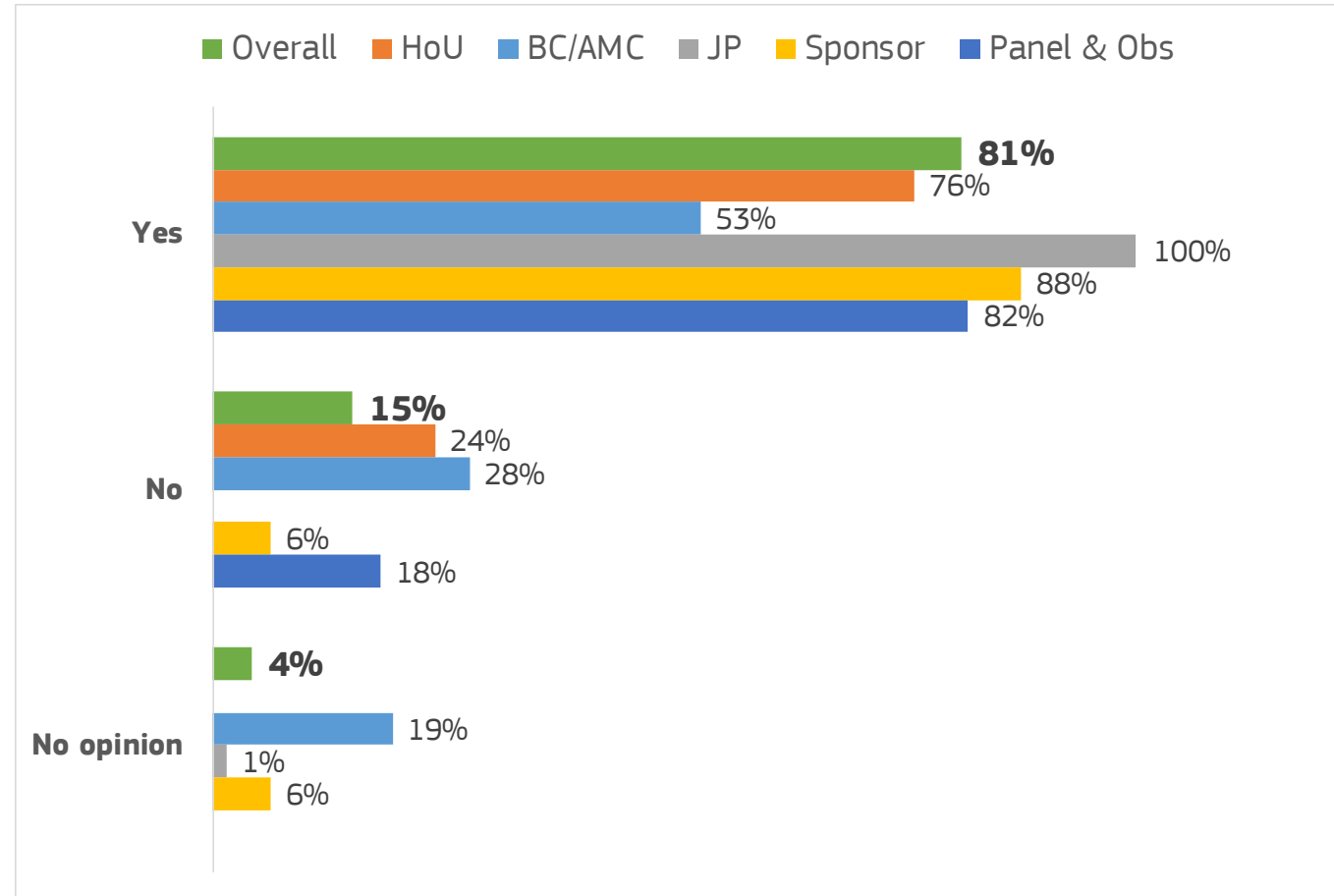
The JP programme is a good tool for recruiting and developing junior talents at the Commission



The JP programme is a good tool to make the Commission a more attractive and modern employer



Do you think the programme should continue as one of the tools for recruitment at AD entry level (by offering participants the possibility to participate in an internal competition)?

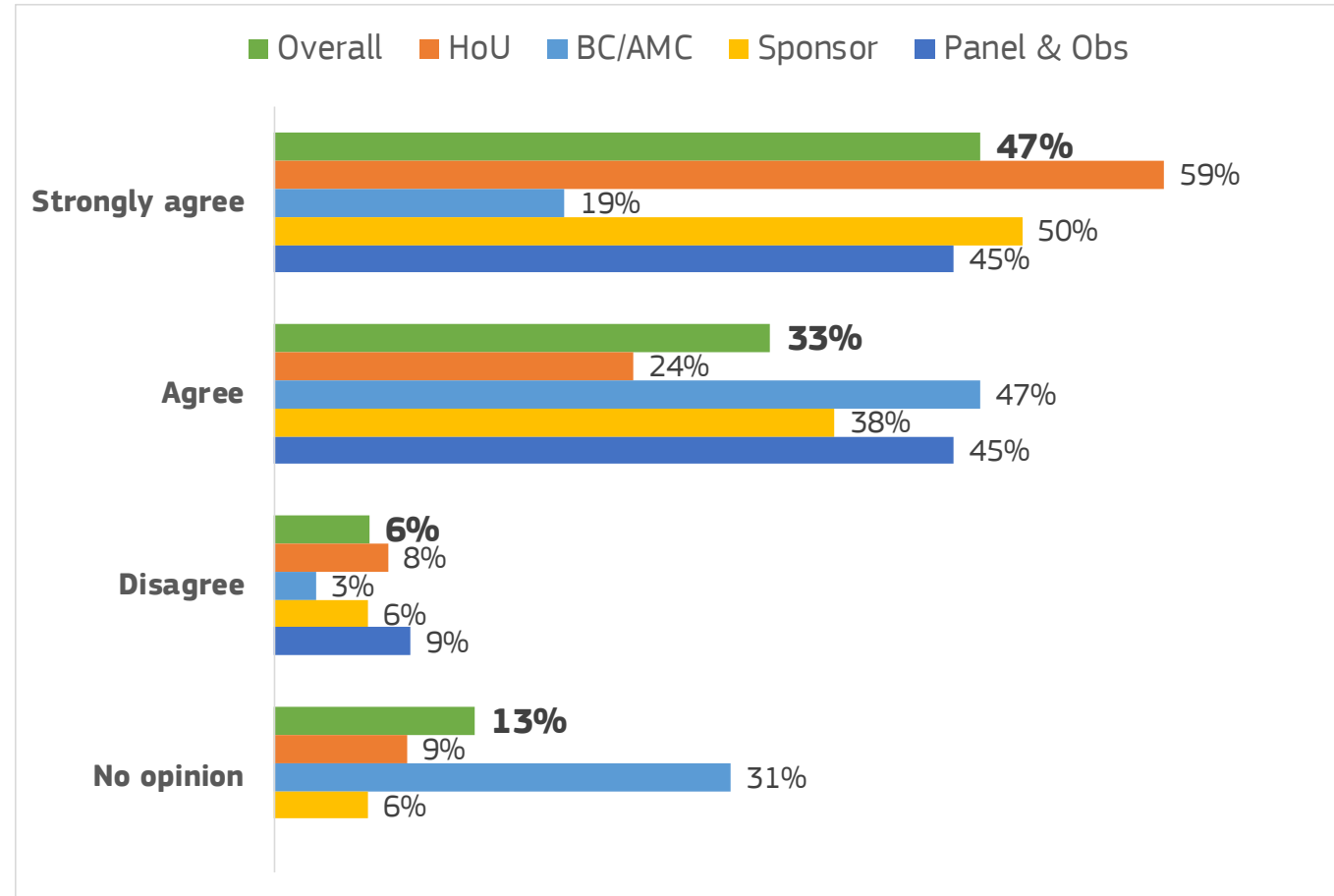




4 - FINAL QUESTIONS



If it was possible, my DG would consider offering a permanent position to one or more of the Junior professionals



POSITIVE DRIVERS

- **Mobility scheme**

- **Trainings programme**

- **Cross-sectorial project works**

POSSIBLE IMPROVEMENTS

- **Workload related to the selection procedure**

- **Restricted eligibility criteria**

- **Lack of clarity on what happens once the JPP cycle ends**