

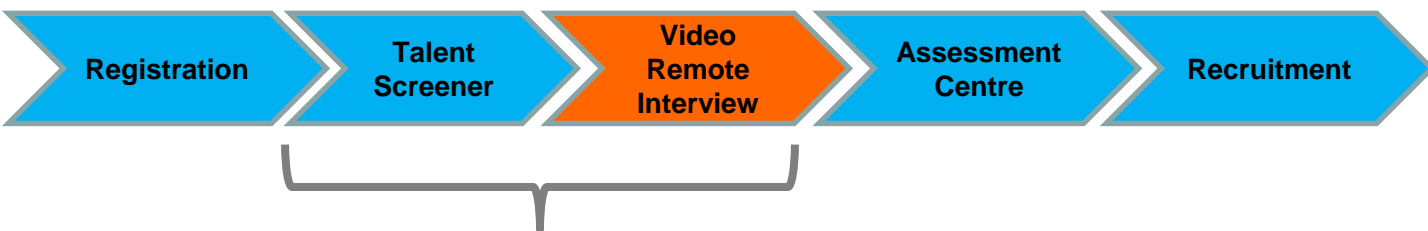
SETTING

European Personnel Selection Office

Open competitions



Several selection processes



This analysis

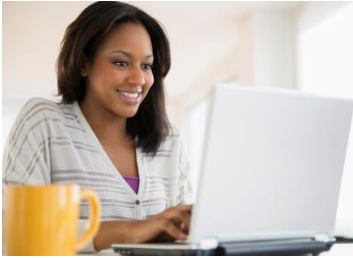
Preliminary Results on the use of Video Remote Interviews: the "no show" cases in an EPSO competition

EPSO Competition for National Lawyers (6)

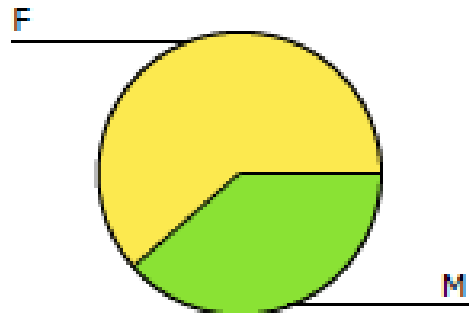
Talent
Screener

239 candidates invited to Video Remote Interview after Talent Screener

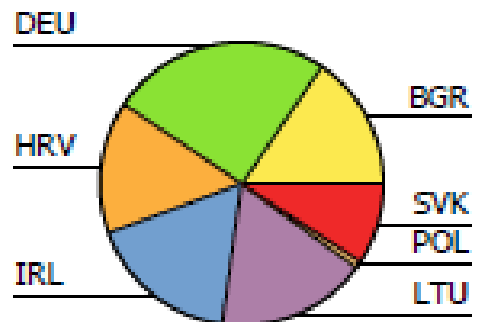
Video
Remote
Interview



GENDER		
F	147	61,51%
M	92	38,49%
	239	100,00%



CITIZENSHIP		
BGR	37	15,48%
DEU	60	25,10%
HVR	36	15,06%
IRL	41	17,15%
LTU	41	17,15%
POL	2	0,84%
SVK	22	9,21%
	239	100,00%

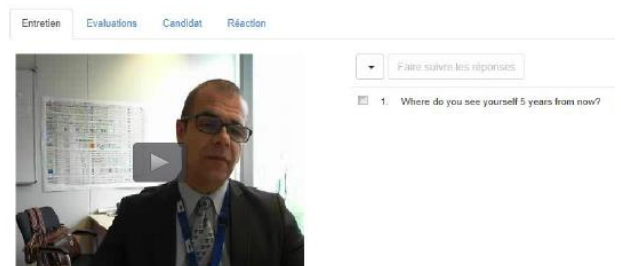


Preliminary Results on the use of Video Remote Interviews: the "no show" cases in an EPSO competition

The VRI

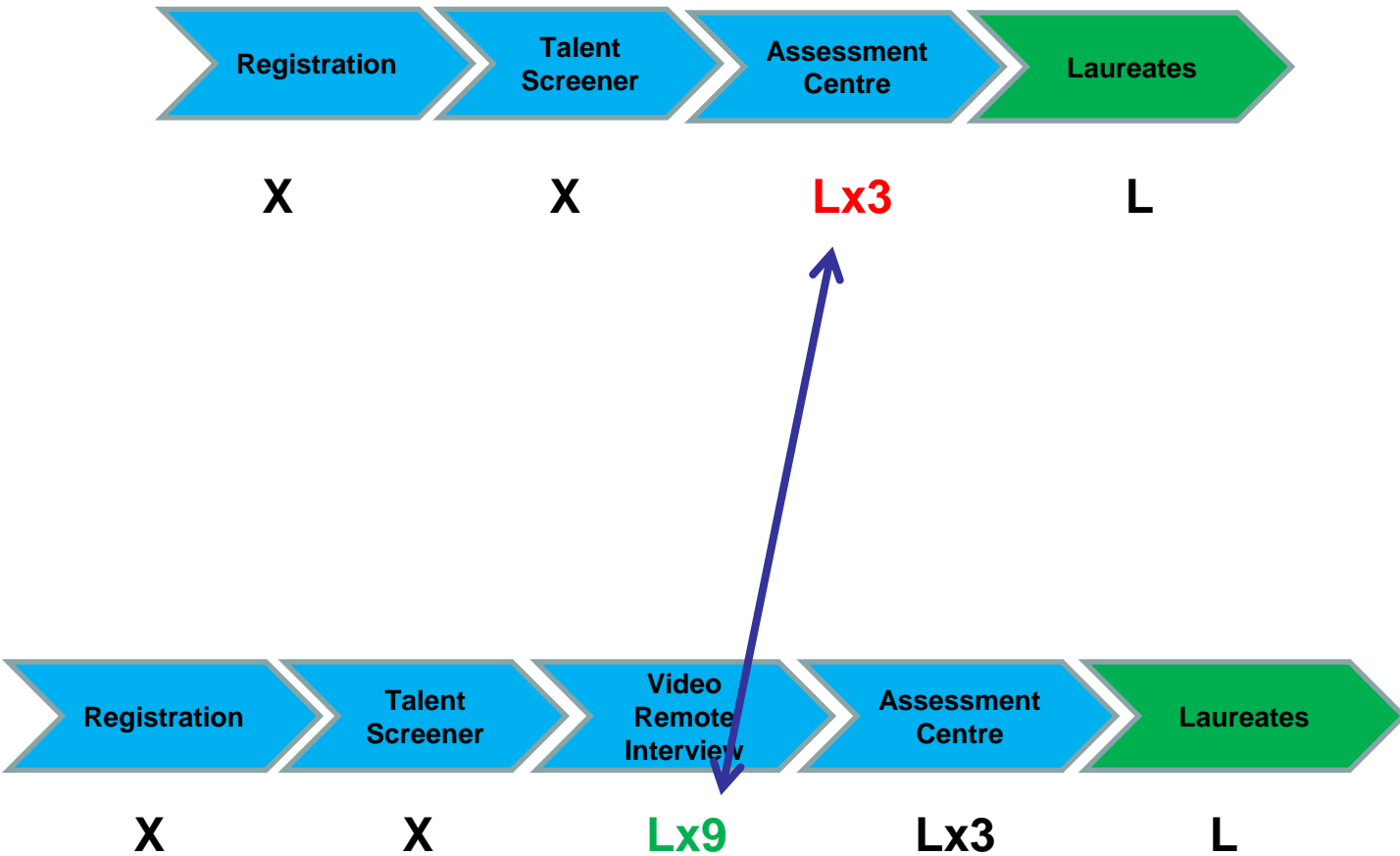
NoC

- you will be invited for a **remote structured interview in your language 2 (FR)**. This remote structured interview (part 1) will be linked to a structure interview at the assessment centre (part 2). The two interviews make up test (d), which is intended to assess **your specific competencies in the field of law in the light of the duties described and the selection criteria set out in this notice**. Your ability to **communicate orally in French** will also be assessed during the remote interview.



Preliminary Results on the use of Video Remote Interviews: the "no show" cases in an EPSO competition

VRI reduces the "false negative" cases



Preliminary Results on the use of Video Remote Interviews: the "no show" cases in an EPSO competition

VRI reduces the "false positive" cases?

8-10%



"NO SHOW" RATE for VRI

35%



Preliminary Results on the use of Video Remote Interviews: the "no show" cases in an EPSO competition

This analysis

There is a significant difference between the average scores of the candidates at Talent Screener who show up to the Video Remote Interview and the average scores of those who do not show up.

Those who show up to the Video Remote Interview have significantly higher scores at Talent Screener than those who do not show up.

	<i>VRI</i>	<i>N</i>	<i>Mean</i>	<i>Std. Deviation</i>	<i>S.E. Mean</i>
Scor Talent Screener	yes	155	45.75	13.99	1.12
	no	84	41.74	13.62	1.49

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Scor Talent Screener	Equal variances assumed	.00	.980	2.14	237.00	.034	4.01	1.88	.31	7.71
	Equal Variances Not assumed			2.15	174.29	0.33	4.01	1.86	.34	7.69

Preliminary Results on the use of Video Remote Interviews: the "no show" cases in an EPSO competition

GENDER	SHOW UP		NO SHOW UP		TOTAL
F	101	68,71%	46	31,29%	147
M	54	58,70%	38	41,30%	92
TOTAL	155	64,85%	84	35,15%	239

Chi-square Tests

Statistic	Value	df	Asymp. Sig. (2-tailed)	Exact Sig. (2-tailed)	Exact Sig. (1-tailed)
Pearson Chi-Square	2.49	1	.115		
Likelihood Ratio	2.47	1	.116		
Fisher's Exact Test				.127	.076
Continuity	2.07	1	.150		
N of Valid Cases	239				

$$\chi^2 = 2.49, p = 0.115 > 0.05$$

CITIZENSHIP	SHOW UP		NO SHOW UP		TOTAL
BGR	30	81,08%	7	18,92%	37
DEU	38	63,33%	22	36,67%	60
HRV	24	66,67%	12	33,33%	36
IRL	25	60,98%	16	39,02%	41
LTU	23	56,10%	18	43,90%	41
POL	2	100%	-	-	2
SVK	13	59,09%	9	40,91%	22
TOTAL	155	64,85%	84	35,15%	239

Chi-square Tests

Statistic	Value	df	Asymp. Sig. (2-tailed)
Pearson Chi-Square	7.44	6	.282
Likelihood Ratio	8.49	6	.204
N of Valid Cases	239		

$$\chi^2 = 7.44, p = 0.282 > 0.05$$

Preliminary Results on the use of Video Remote Interviews: the "no show" cases in an EPSO competition

	Age	min	max
SHOW	35	24	59
NO SHOW	34	25	62

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Round age	Equal variances assumed	.13	.723	1.63	237.00	.104	1.44	.88	-.30	3.17
	Equal Variances Not assumed			1.65	175.40	0.101	1.44	.87	-.28	3.15

$t(237) = 1,63, p = 0,104 > 0,05$

CONCLUSIONS

- VRI reduces "false negative" because it increases the intake between CV screening and AC
- VRI seems to play a role of "self selector": 35% no show => likely reduction of false positive
- Talent Screener score and no show rate: no sign of loss of talent, on the contrary
- VRI not impacting specific categories (gender, nationality)
- No sign of a "generational" (dis)advantage (age)