

## **Forem matches job seekers and job offerings faster and more relevant thanks to the European Employment Brokering platform**



Le Forem  
Charleroi, Belgium  
[www.leforem.be](http://www.leforem.be)

**Industry**  
Government / Public sector

**Employees**  
+4.000

**Technology used**  
JAVA – J2EE  
WebLogic

### **Key Benefits**

- Faster and more relevant job searches
- Easy matches between job seekers and job offerings
- Improved communications between all parties involved
- Geographically independent
- Multilingual
- Management information as food for statistics

FOREM is the main public service organisation responsible for employment & vocational training in Southern part of Belgium. With the strong collaboration of regional (Region Wallonne) & European (European Social Fund) institutions, Forem developed the European portal “Hotjob” over the last few years.

In terms of employment & education, Hotjob became one of the leading information portals in Belgium with more than 10.000 daily connections.

### **Challenges**

With the experience of the successful project of Hotjob, Forem wanted to launch an European Employment Brokering platform using standardized information. The direct users of this platform are all the employment organizations, i.e., private & public agencies, HR departments of international companies. In a first phase, this EBP platform was used by temporary work agencies (Job Brokers) and the exchange of Job Offers/Demands are limited to each participating country.

The customization of the architecture implied efficient business logic with a structural & semantic conversion of all the related data, resulting in a perfect matching of the job applications & vacancies. On top of that, all the new tools had to be harmoniously integrated with the existing environment of participating brokers.

### **Solution**

Developed with a component-based approach, the modern architecture of the Employment Brokering Platform is based on a J2EE environment, XML and XSLT. The development followed a pragmatic RUP-based methodology. The result is a state-of-the-art platform with an interactive document management system.

**The employment brokering platform fully supports Forem’s core business allowing jobseekers to manage and search job applications and job offerings, creating a perfect match between applications and vacancies.**