

Challenges in recruiting high skill workers:

Course-Competition

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Since a couple of year in Italy has been introduced a new method for the assumption in the firms (public and private).

Untill 2000 people can reach a dirigential allocation by a work competition reserved to workers that have already 20 years of work in the same sector and in many cases social connections could easily influenced the result of the competition.

In 2000 the public amministration has introduced for the first time an innovation for the selection of the managing sector: "Course-Competitions". The public sector begun a series of courses based on the formation of a new managing class. Really interesting is the way for gain the acces to these courses. Are admitted infact only degreed people that can be able to pass a preselective competition (write and oral), two theoretical competitions (Based on the main activity of the firm in object) and,finally, an interview with the manager. Once admitted a course of about 15 months (the time of the course change between the different firms) begin. At the end of this course a new test (write and oral) will select the new members of managing class. This selection model allow to select the ones which are for sure really interested to reach an high skill position. Another positive aspect of this model is that is strictly prefered by young people. Since 2000 to 2006 these courses are prefered by man and girls witch old is between 24&30 because reach a managing class rappresent a challenge for themselves and a place were test their real ability (for public administration it has been a great advange chose young managers becuase of their spirit of innovation).

Another strong point that must be evidencied is the hard selection for the admission. Many people that gained succes on other admission test found too much difficulties on these ones (not only knowledges difficulties but also physically and psicologically). ISTAT said that 25% of people who begun the admission for "Course-Competitions" retired their demand of access and only the 15% of the admitted to the courses reached their goals. The weak point of this model is the time. If it is right that one year of course give you the possibility to deepen and to develop thematics it is also right that is maybe is to much if you consider the level of the knowledge required for gain access to the courses. Time factor has been critic not only in the "formation time" but also at the end of the first courses .Infact between the results of the test and the beginning of the work you should wait about 8 month. Another weak point of the model is the coherence between this new model and the original acces to the managing and to the managing course. In the original law number 29/1993 for the acces to the managing class where evidencied two channel one internal and one external.

This diversification subtended a different allocation and composition in the management also for avoid an excessive "Cultural Omologation". In this new model ther's just one

channel the internal one. I believe that this model is producing great effect and advantages to italian public administration but also to all the private firms that have joined this kind of management assumption. Infact the continuous contact and comparison has generate forms of solidarity and self-organization and most important of all has generate a collective professional increase. Professional increase for firms is equal of gain increase. All private firms who joined this model gained 3% profits in just one years. Public administration in Italy is going to resolve all their problems in about 3 years if they continue on this path and this mean just one thing for the nation Economic growth and well-being. This model seem to be the solution for Italy in this period of economic insecurity.