



XVIII Convegno CoDAU

Reclutamento: semplificazione e nuove competenze

1 ottobre 2021

We got this

- 15 anni di lavoro assieme e X momenti dedicati all'osservazione e all'analisi del comparto universitario in ambito organizzativo e retributivo
- L'ultima edizione ha evidenziato come la maggior parte degli Atenei italiani abbia immediatamente gestito con competenza e flessibilità la crisi sanitaria legata al Covid-19. Si tratta di un'ulteriore conferma rispetto a quanto già certificato da numerose graduatorie che riconoscono gli Atenei italiani come eccellenti ambienti di lavoro e crescita professionale.



Alcuni Trend del comparto

Dal punto di vista delle risorse umane, alcuni elementi caratterizzano il comparto

 **BASSO TURN-OVER**

 **ALTA ANZIANITÀ**

FUNZIONE HR

- ✓ Identificare le competenze 'chiave' e 'rare', da monitorare e ricercare

PERSONE INTERNE ALL'ORGANIZZAZIONE

- ✓ Riqualficazione delle competenze
- ✓ Formazione

RECRUITMENT

- ✓ Essere attrattivi verso le nuove risorse e i talenti
- ✓ Ricercare le competenze utili all'organizzazione

Why mattering about Skills?

OBSOLESCENZA DELLE COMPETENZE

35%

Solo 1/3 delle competenze considerate importanti oggi saranno ancora rilevanti tra 5 anni

READINESS

10%

2/3 delle organizzazioni dicono che riqualificare la forza lavoro è importante per il loro successo nei prossimi 12-18 mesi, ma solo il 10 per cento dice di essere pronte ad affrontare la tendenza.

RESPONSIBILITY

73%

degli intervistati ha identificato le organizzazioni come l'entità responsabile dello sviluppo della forza lavoro rispetto a qualsiasi altro stakeholder

APPROCCIO ALLA FORMAZIONE

6x

Le aziende si stanno spostando in modo esponenziale dalla formazione formale e dai tradizionali metodi di istruzione tradizionali per supportare l'apprendimento nel flusso di lavoro sfruttando l'apprendimento digitale e autodidattico



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