



TALENT & LEARNING NELL'INDUSTRIA 4.0

Giovanni Rossi
Operation Manager Experis Academy



MEOS* - PREVISIONI MANPOWERGROUP PER L'Q4-2018

+2%

+3%

Rispetto al trimestre precedente

DI 1003 DATORI DI LAVORO INTERVISTATI IL:

8%

Prevede un aumento della forza lavoro

7%

Prevede un taglio della forza lavoro

83%

Non prevede cambiamenti

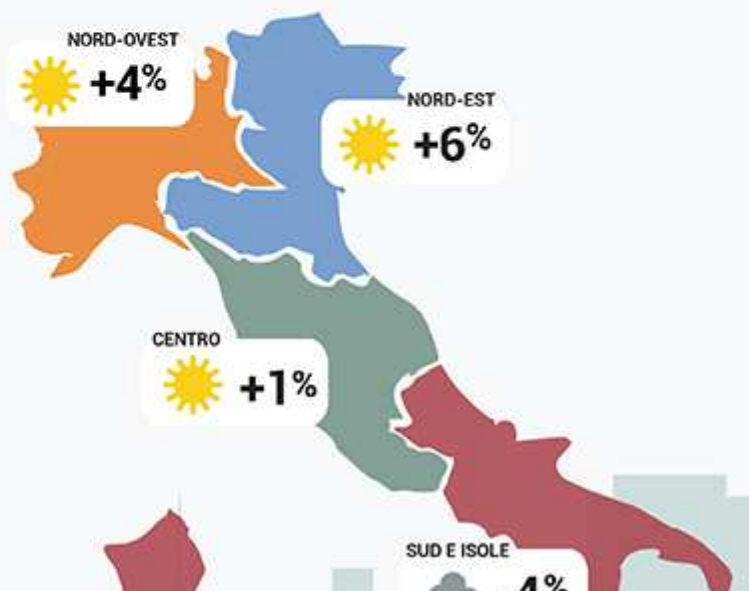
Il 2% dei datori di lavoro si è astenuto dal rispondere.

¹ Ai datori di lavoro è stata posta la seguente domanda:

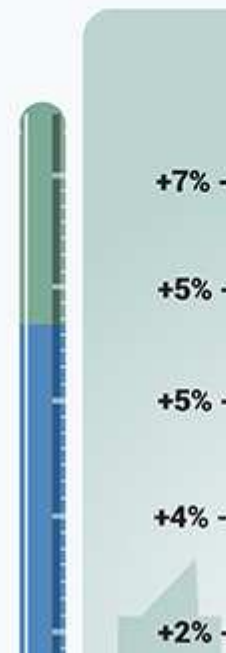
Rispetto al trimestre scorso, quali cambiamenti in termini di occupazione prevedete nella vostra azienda entro la fine di dicembre 2018?

• Il presente rapporto utilizza la definizione "Previsione Netta sull'Occupazione". Tale dato viene calcolato sottraendo dalla percentuale di datori di lavoro che prevedono un aumento delle assunzioni totali la percentuale di coloro i quali prevedono invece una diminuzione delle

IL BAROMETRO DEL LAVORO* LE PREVISIONI PER AREE GEOGRAFICHE

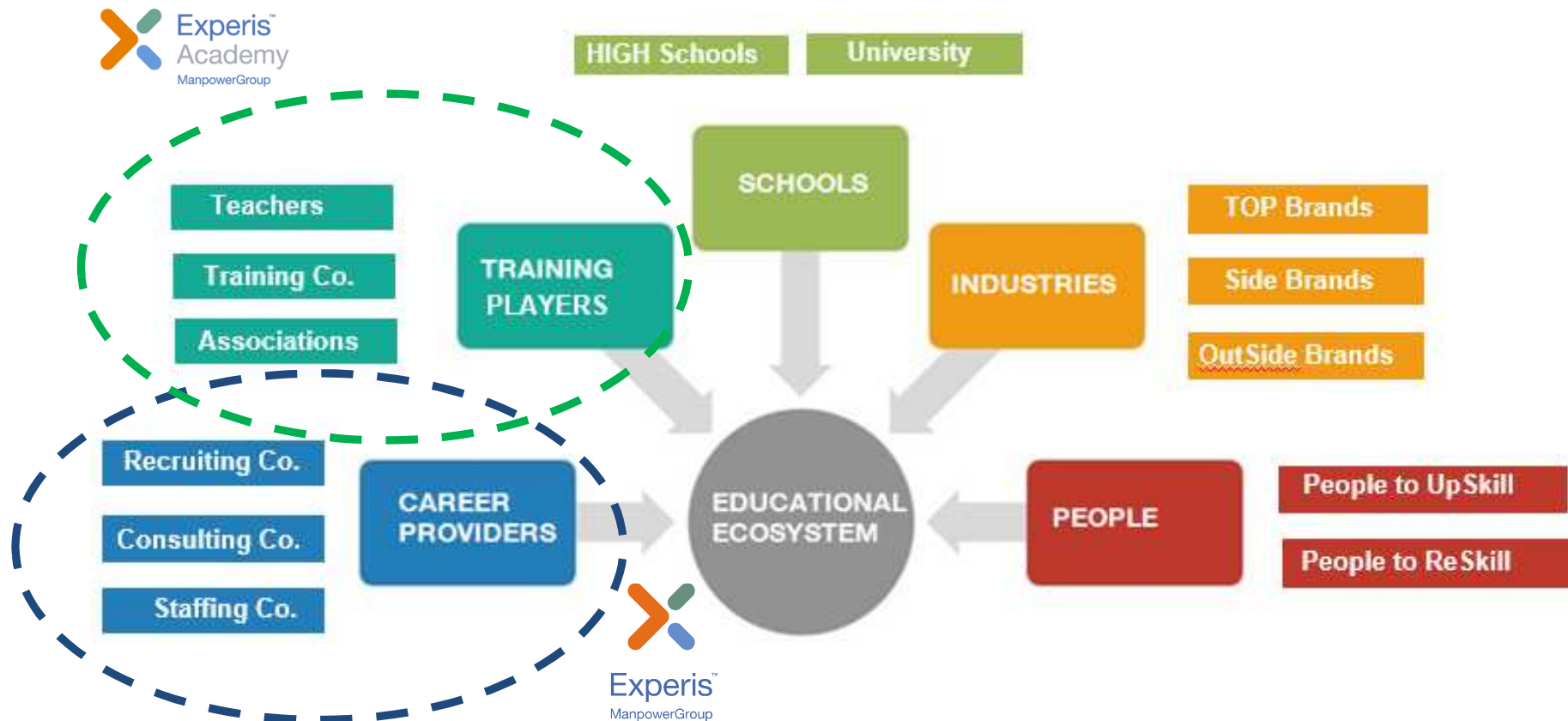


IL TERMOCALCOLO LE PREVISIONI



EDUCATIONAL ECOSYSTEM APPROACH

EXPERIS IMPACT



EDUCATIONAL ECOSYSTEM APPROACH



INDUSTRIES IMPACT

TOP Brands



Side Brands

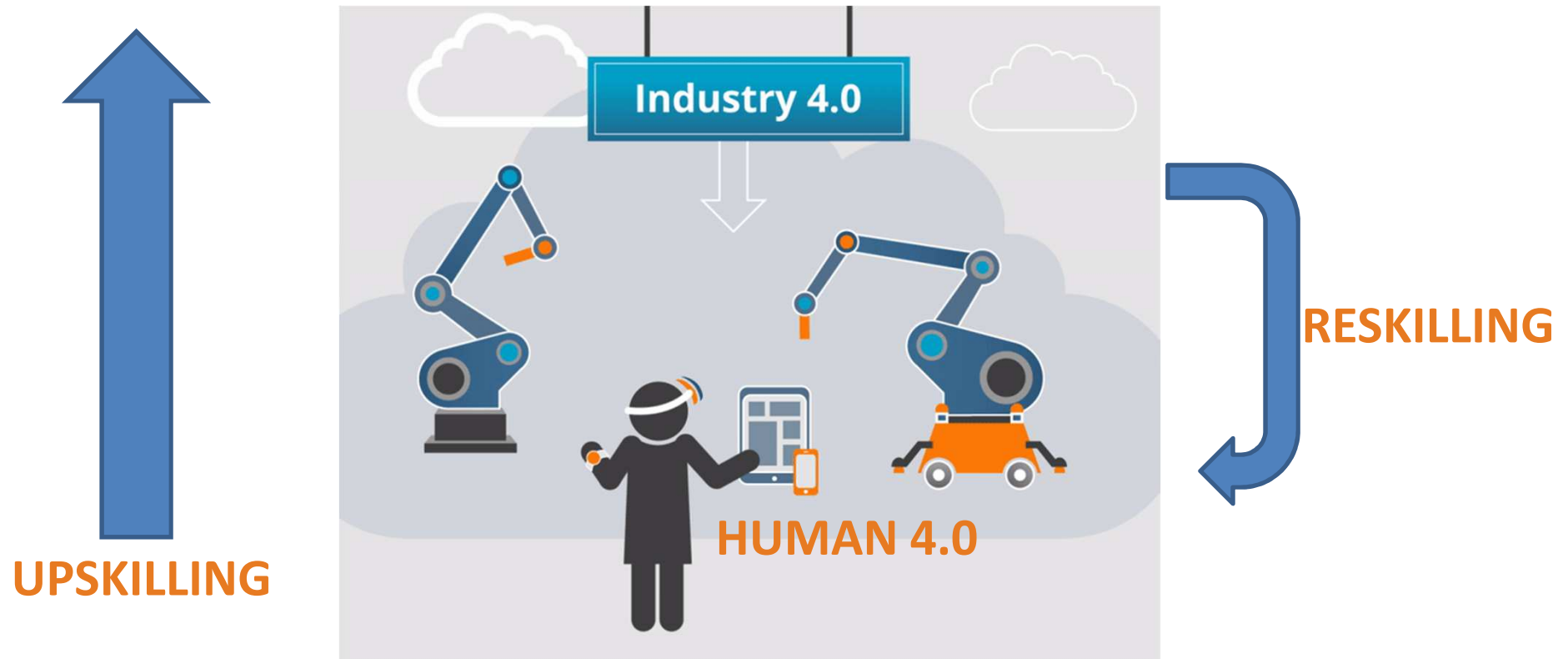


OutSide Brands

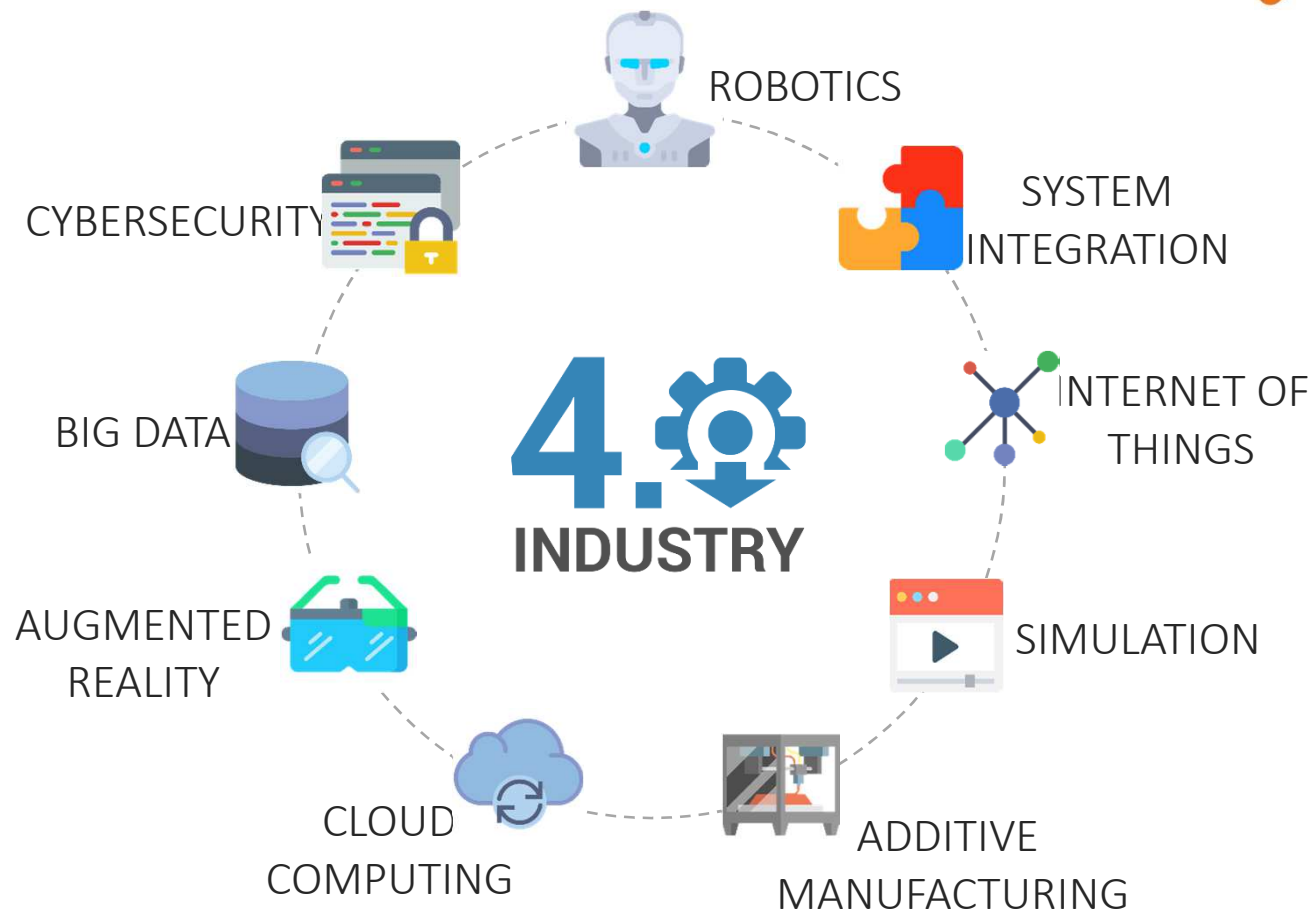


APPROACH – FOCUS ON INNOVATION

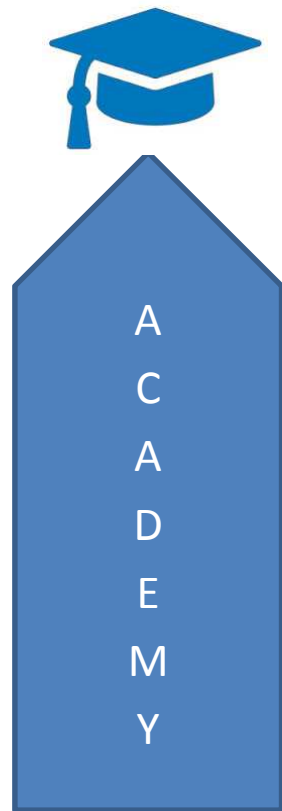
INDUSTRY 4.0 CALL **HUMAN 4.0**



TRAINING PROGRAMS



ACADEMY MODEL: TRAINING SEGMENTATION



MASTER PROGRAMS



TO PAY



200-240
HOURS



6 MONTHS
1 WEEKEND
EVERY 3 WEEKS

(Friday, Saturday, Sunday)



PROFESSIONALS
TO UPSKILL



PROFESSIONALS
TO RESKILL

PROFESSIONAL COURSES



FREE
ACCESS



200 HOURS



6 WEEKS
FULL TIME



NEWLY
GRADUATED
TO UPSKILL



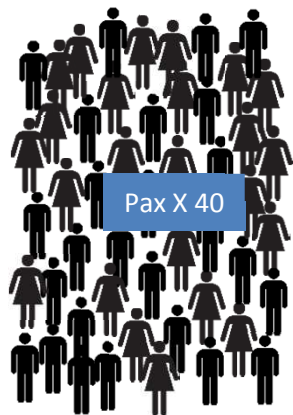
UNEMPLOYED
PEOPLE
TO RESKILL

ACADEMY MODEL: RECRUITMENT



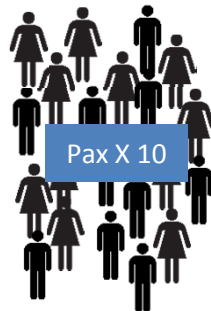
RECRUITMENT & SELECTION PIPELINE

1. FIRST CONTACT



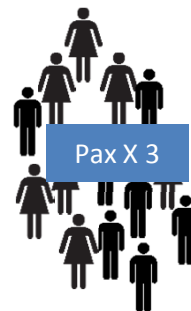
DEM, NETWORK,
DIRECT SEARCH,
SOCIAL CAMPAIGN

2. SOFT SKILL INTERVIEW



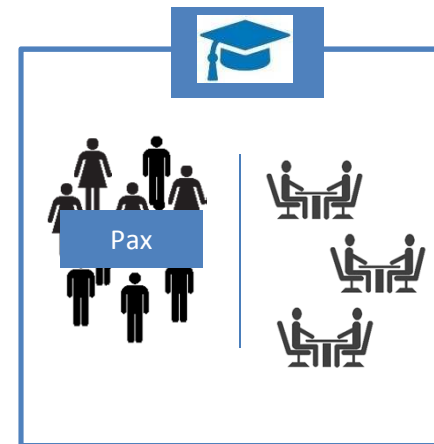
INTERVIEWS

3. TECHNICAL INTERVIEW



INTERVIEWS,
TEST

4. CLASS



PARTNERS
EXIT
INTERVIEWS

CAREER READY



ACADEMY MODEL: **TEACHERS**



 **95% PROFESSIONALS**

ALL TEACHERS ARE PROFESSIONALS FROM
MOTORSPORT, IT AND ENGINEERING.
THEIR KNOWLEDGE AND EXPERIENCE ARE AN ACADEMY
TRADEMARK AND GUARANTEE A PRACTICAL APPROACH.


+50%
FROM THE PARTNERS STAFF

FOCUS ON:

THE ACADEMIES



MOTORSPORT

MARANELLO (MO)



**ADVANCED
MANUFACTURING**

FORNOVO DI TARO (PR)



IT & ENGINEERING

KILOMETRO ROSSO (BG)

EXPERIS ACADEMY MOTORSPORT



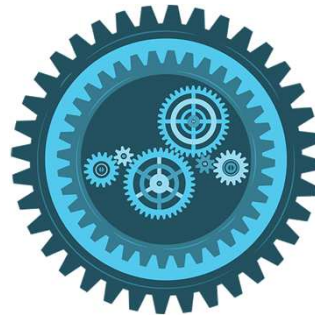
EXPERIS ACADEMY ADVANCED MANUFACTURING



EXPERIS ACADEMY IT & ENGINEERING



RESULTS: YEARLY NUMBERS



700 people trained annually - Placement: 70%

Than

GIOVANNI ROSSI



@giovannirossi74