

## Commercial Presentation Theatre & Process Equipment Zone (Hall 1)

Day: 25th October  
Time: 12,30 - 12,50

### OPENJOBMETIS SPA

Speakers: Dario Mazzoleni  
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### The Openjobmetis Techne Division: the recruiting's challenge in the Oil & Gas

#### Scenario

**Recruiting** in the **Oil & Gas** industry may be a **challenge** in the coming years due to the specific nature of the industry and the skills required to work in this field. The photograph taken by Unioncamere-Anpal, through the Excelsior information system, also highlighted a new increase in the difficulty of finding personnel, which rose from 38.6% last year to 45.6% in January 2023 (approximately 230,000 hires). The main reason reported by companies is the lack of candidates is (27.8%), followed by inadequate preparation (13.5%). From the List of Professions, it turns out that managers (66.1%) are the most difficult to find, followed by skilled workers (61.9%), technicians (51.6%), plant operators (49.0%), intellectual, scientific and highly specialized careers (47.5%), qualified professions in commercial activities and services (41.0%). The average search time required to fill the vacancies identified as hard-to-find by companies exceeds 4 months (4.3 to be exact). Openjobmetis data shows that the **mismatch between the needs of the most advanced production sectors and the available human capital has become increasingly bigger**. For example, **approximately 55% of engineering positions remain unfilled**, or are filled over a long period of time. The situation is not much better for **skilled workers** (here **55.4% of requests are not satisfied**) and for **qualified technical profiles (49%)**.

#### Solutions

It is therefore useful to be supported by an **Employment Agency such as Openjobmetis** which, having equipped itself years ago with a Division specialized in the Energy sector (Power and Oil&Gas), has networks of relationships and databases focusing on technical areas with qualified candidates and the experience needed to help companies identify the right people for open job positions.

In fact, our Agency:

- **publishes job vacancies** appropriately and uses appropriate communication channels to reach the right audience, such as job posting websites, social media, professional associations, etc.
- **collaborates with technical schools:** many technical schools offer training programs in metallurgy and metalworking; it may therefore be beneficial to establish relationships with these institutions to attract qualified students and graduates.
- **offers training programmes:** it can sometimes be difficult to find candidates with the necessary experience and skills.
- **supports companies** in defining contractual aspects and managing career paths to attract and retain the best candidates.

**The Openjobmetis Techne Division** was created to solve the dramatic demand for technical professionalism in the strategic sectors of Italian industry (energy, aerospace, construction & engineering, shipbuilding, networks & telco, railways, defence). Through its **network of Delivery Specialists, the Division is able to search, select, train and manage qualified resources**. The extensive experience gained in this market and the know-how acquired over the years allow us to make personnel (managers, coordinators, technicians, workers) available for companies capable of carrying out projects and processes in all the different phases.

### Presentation of a success story

The Client operates throughout national territory (at the sites of the main refineries in Italy). The Client expressed the need to create teams of workers for a series of orders located in various Italian regions (Piedmont, Lombardy, Liguria, Sardinia). The request for personnel was for 30 units of specialized workers divided into work teams. The profiles required were very complex: welders, fitters, pipe workers, mechanical maintenance workers, electricians, carpenters. The collaboration and synergy between the Division and the local branches (Genoa, Cagliari, Turin and Padua) enabled us to find the required resources, allowing our Client to meet the obligations and deadlines given by its Purchasing bodies. We also gave our Client constant support both in defining the contractual aspects (juridical frameworks and formulas), and in the logistical management (transfers, movements of workers off-site). We managed to put at the service of our Client our previous relationships with training centres, our database, decades of expertise and partnerships (one of which is the one with the Milanese Planning Consortium to which we belong); but the real difference was made by the 150 branches in the area who made candidates and contacts available to us.