

RAILFREIGHT CONNECTS – PROJECT CARGO SUMMIT

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THE IMPACT OF LABOUR SHORTAGE IN THE RAIL AND PORT INDUSTRY

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1. OUR TRAINING SCHOOL

Scuola Nazionale Trasporti e Logistica designs and implements courses tailored to job seekers and also offers continuous in-service training for companies and organizations operating in the logistics and transport sector (port and rail).

Since **1991** we have contributed actively to the development and promotion of logistics and transport systems nationwide with training projects addressing **market changes and technological innovations**.

The School was awarded training center status by the Italian Agency for Railway Safety and is a **member of FERMERC** association.

2. FOCUS - STAFF SHORTAGES & SHORTCOMINGS

In order to analyze the impact of staff shortages in the port and rail sectors, we must identify the nature of the problems.

Staff «shortages» in the rail and port industries should be divided into two categories:

- **Shortages = quantity** = jobs not filled
- **Shortcomings = quality** = insufficient skills for the tasks

3. CAUSES OF QUALITY ISSUES

The **causes of insufficiently trained staff** can be summarized under four main points:

- **Environmental** transition
- **Digital** transition
- Demand for increasingly **efficient and innovative services**
- Median **workforce age**

In this context training is a key factor to optimize existing HR

4. IDENTIFYING QUALITY-BASED ISSUES

4.0 technology-based work processes require enhanced skills including digital know-how, critical observation of data and information, data analysis through measurement and comparison of figures and the ability to team work with people who may not necessarily be physically present in the same workplace. Examples:

- **Port systems and equipment maintenance operators** need to upgrade into “Port mechatronics engineers”
- **Customs brokers/agents** need to acquire new business and marketing skills

5. QUANTITY ISSUES IN OUR SECTOR

There is currently a definite recruitment emergency in Italy regarding two job positions:

- **Drivers** of both freight and passenger **road vehicles**
- **Train drivers** and **train preparers**

This phenomenon is mainly due to staff turnover difficulties (increase in demand, generational turnover, difficulty in recruiting)

6. CAUSES

Time difference (non-synchronization) between the mega trends of changes within the logistics sector as opposed to businesses' industrial development plans

Staff recruitment difficulties (weak perception of strategic importance of the logistics sector)

Legislative requirements which place a series of bureaucratic obstacles to the creation of training programs

7. A MULTI-PRONGED APPROACH

We create training courses from a multi-pronged approach encompassing

- Accurate **identification of demand**
- An **educational offer** designed to provide employees with the skills required to adapt and to deal with evolving technological and work-related scenarios
- **Training programs** agreed with firms and tailored to include interdisciplinary contents
- **Critical monitoring** of training outcomes
- Continuing **awareness promotion activities**

THANK YOU FOR YOUR ATTENTION!

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PER INIZIATIVA CAMERA DI COMMERCIO LA SPEZIA