

FEMA Business Forum

University of Malta

Faculty of Economics, Management and Accountancy (FEMA)

27.02.2017

18:30 – 20:00

Lecture Theatre 1



Objective of survey: start the discussion on the current talent situation in Malta among Forum members

The survey covers:

- ✓ Basic demographical data of the respondent's institution or company
- ✓ Views on the importance of skills, competencies and character traits of graduates
- ✓ Evaluation of skills, competencies and character traits of graduates
- ✓ Future success factors
- ✓ Relevance and quality of business education of graduates

- 50 - 74 %
- 25 - 49 %
- < 25 %
- Nothing

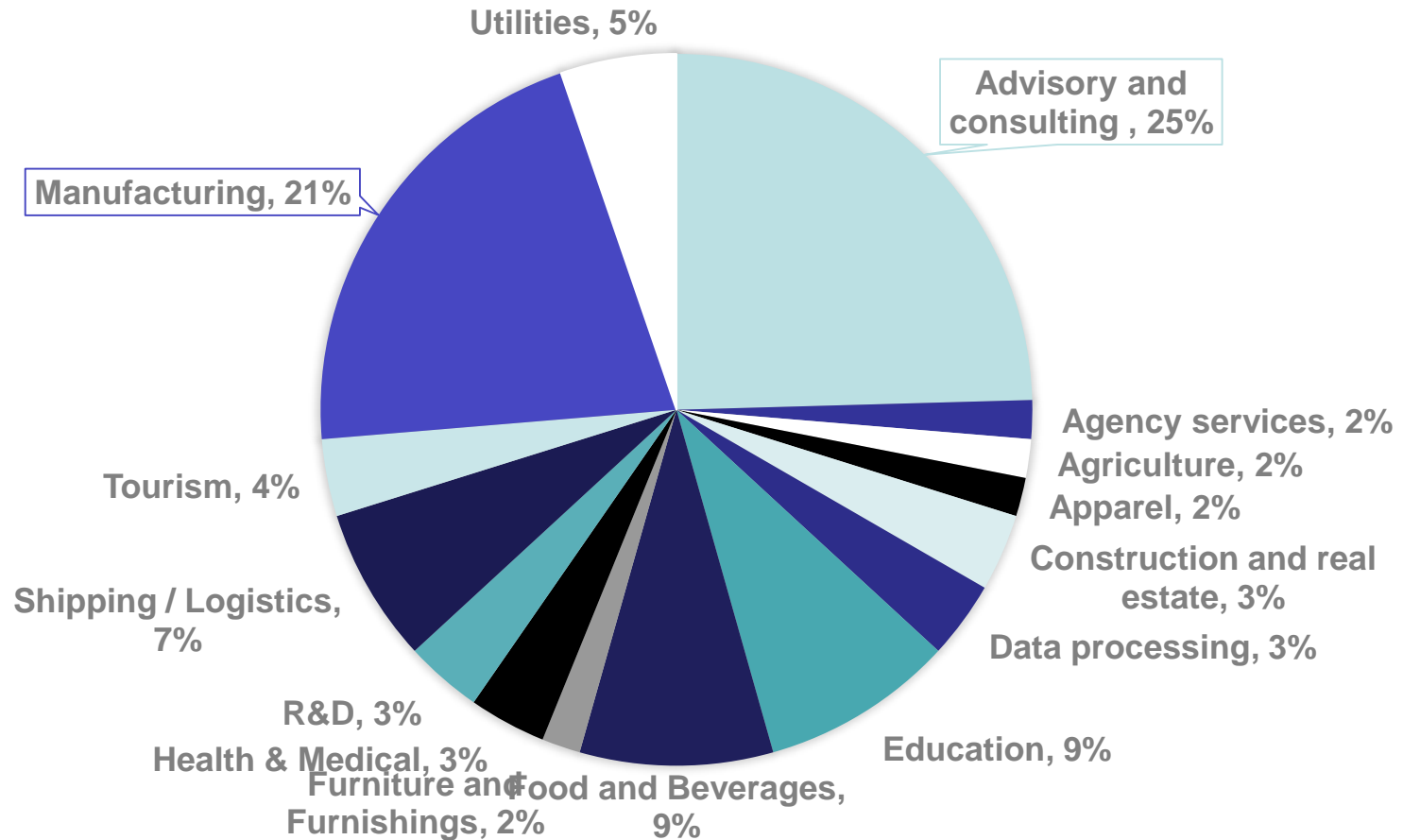
57 responses
Various industries and services and Public service

* 5. Number of employees in the Malta operations

* 6. Below you find a list of skills, competencies a workplace?

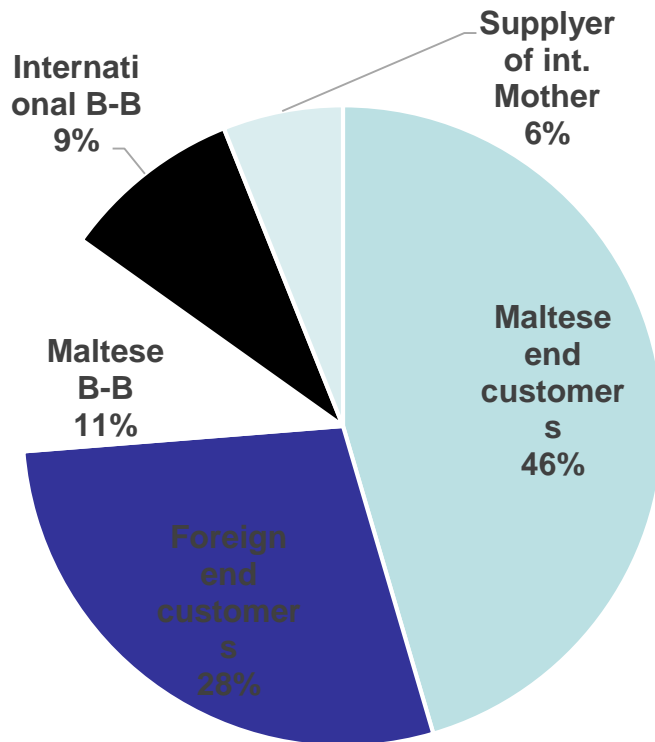
	Not important	Somewhat
Curiosity	<input type="radio"/>	<input type="radio"/>
Initiative and self motivation	<input type="radio"/>	<input type="radio"/>
Leadership	<input type="radio"/>	<input type="radio"/>
Persistence	<input type="radio"/>	<input type="radio"/>

Main Industries represented in the sample (n=57)

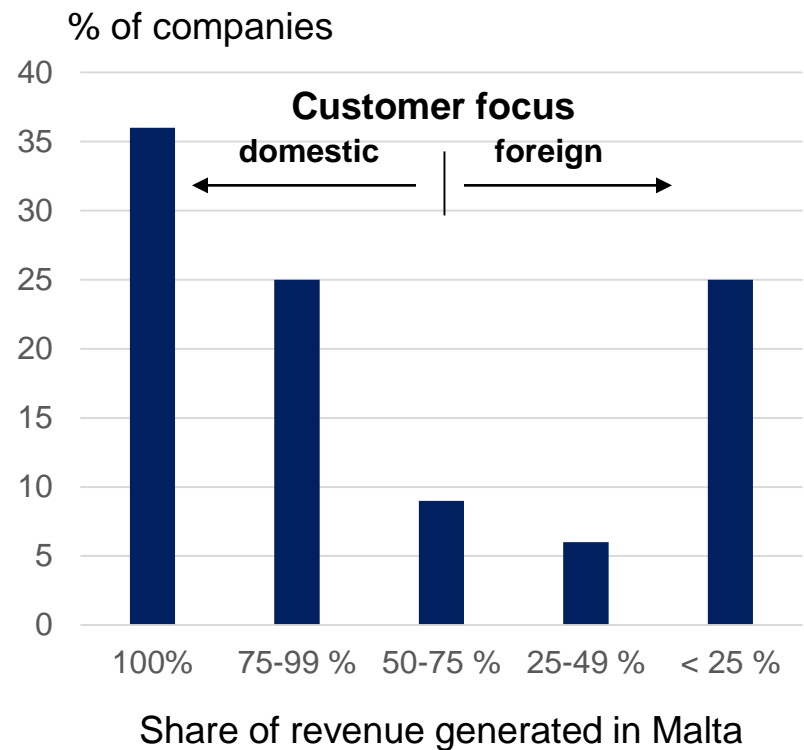


General information on customer base and distribution of domestic versus foreign market

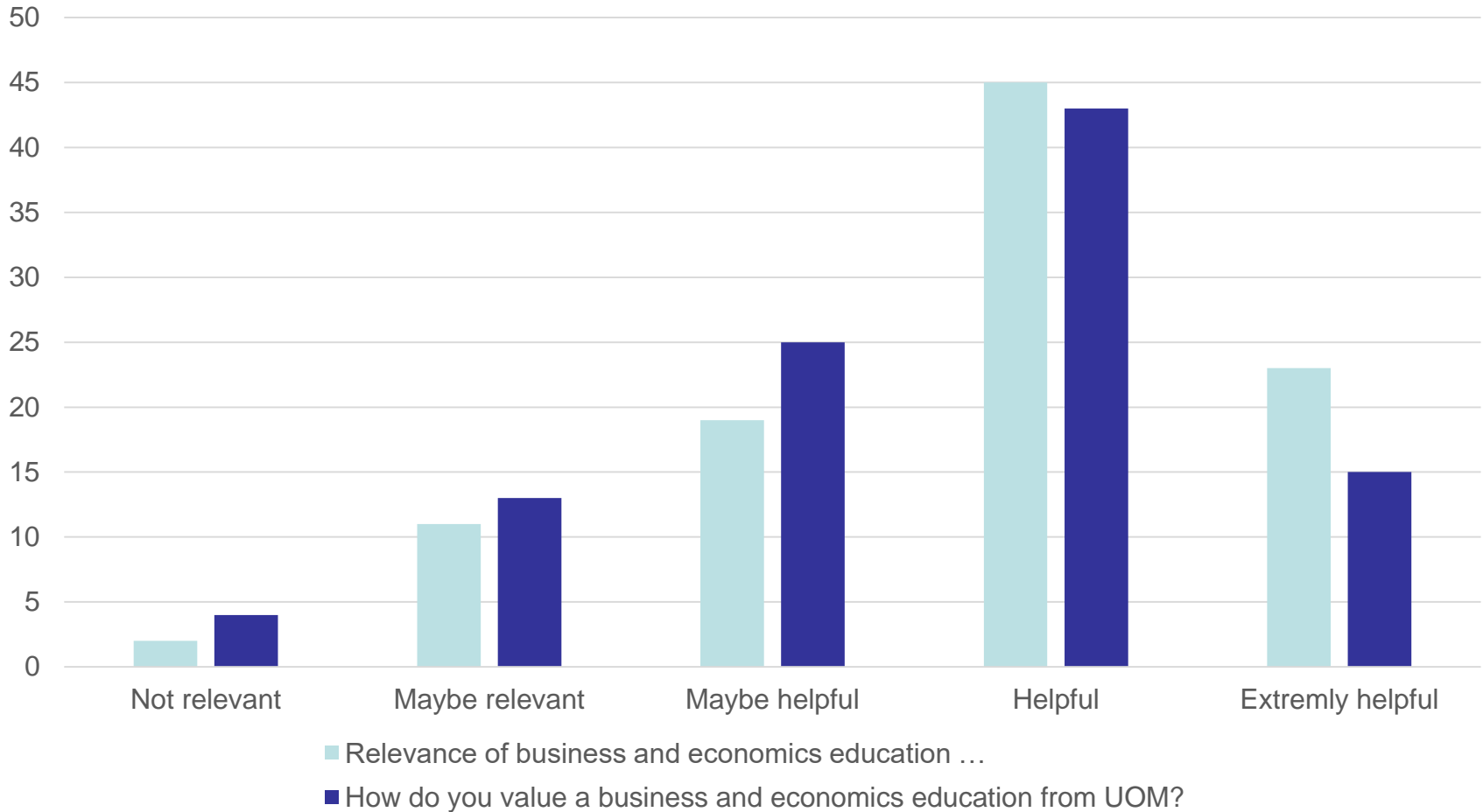
Customer Structure



Revenue Structure



How relevant is a Business and Economics education and how valuable is the one obtained in UOM?



We asked you about the importance of skills, competencies and character traits in your company

Skills



Examples of skills:

- Language skills
- Financial literacy
- Quantitative skills
- ...

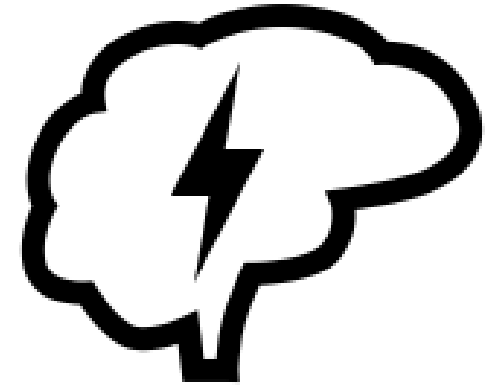
Competencies



Examples of competencies:

- Team work
- Communication
- ...

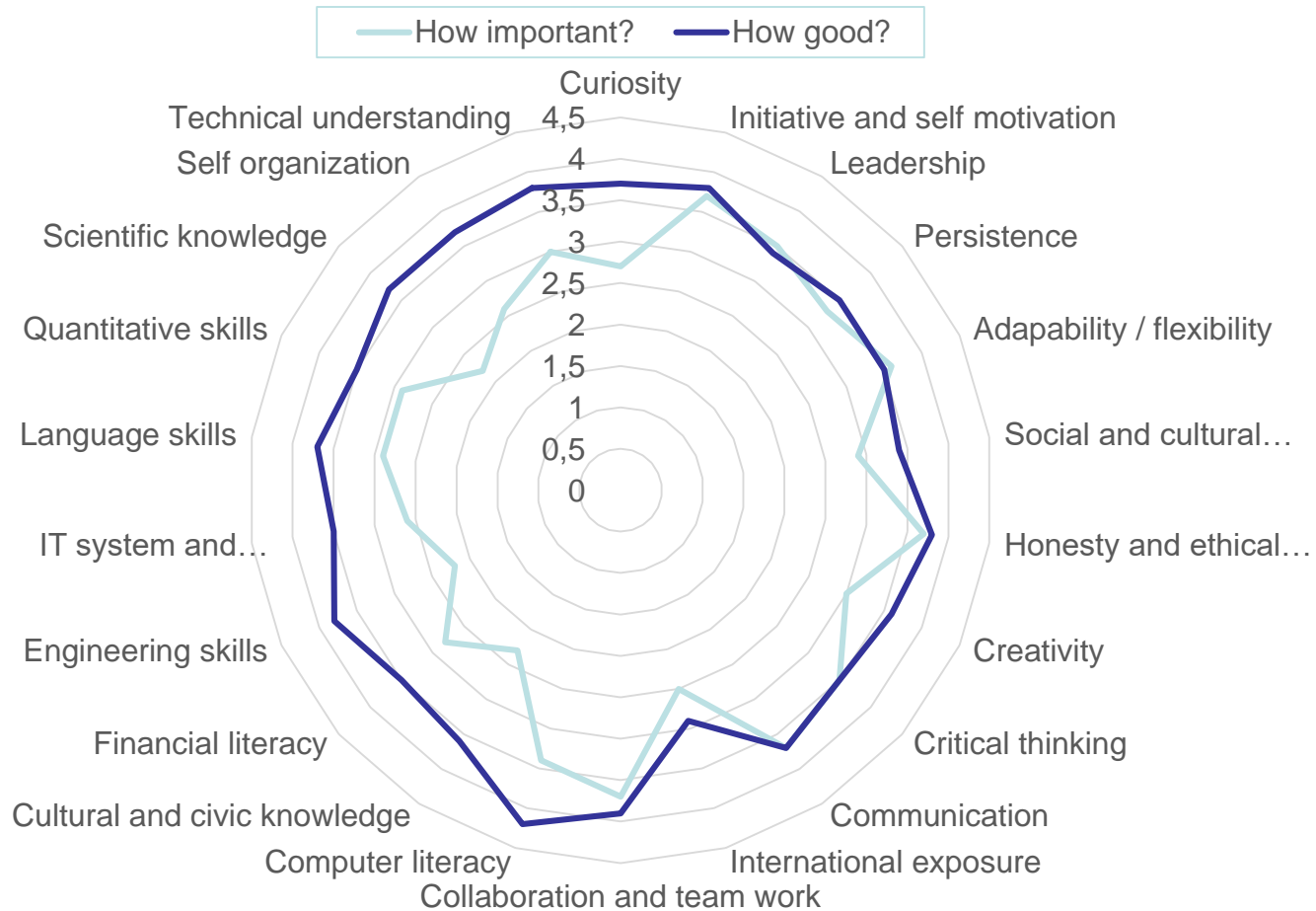
Character



Examples of character traits:

- Self motivation
- Resilience
- ...

On first sight all looks fine, until we normalize the data on averages in the next slide ...



... then we see that graduates are underperforming on the „higher order capabilities“

1 = average
Data across all industries



And the winner is ...

3

Skills



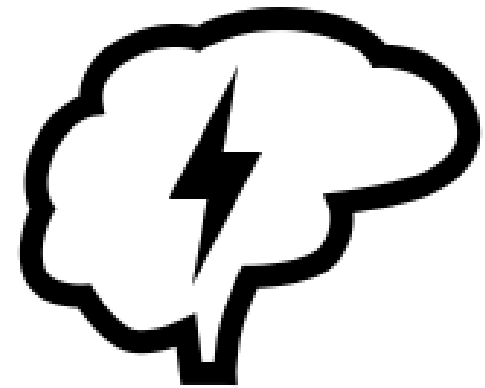
2

Competencies

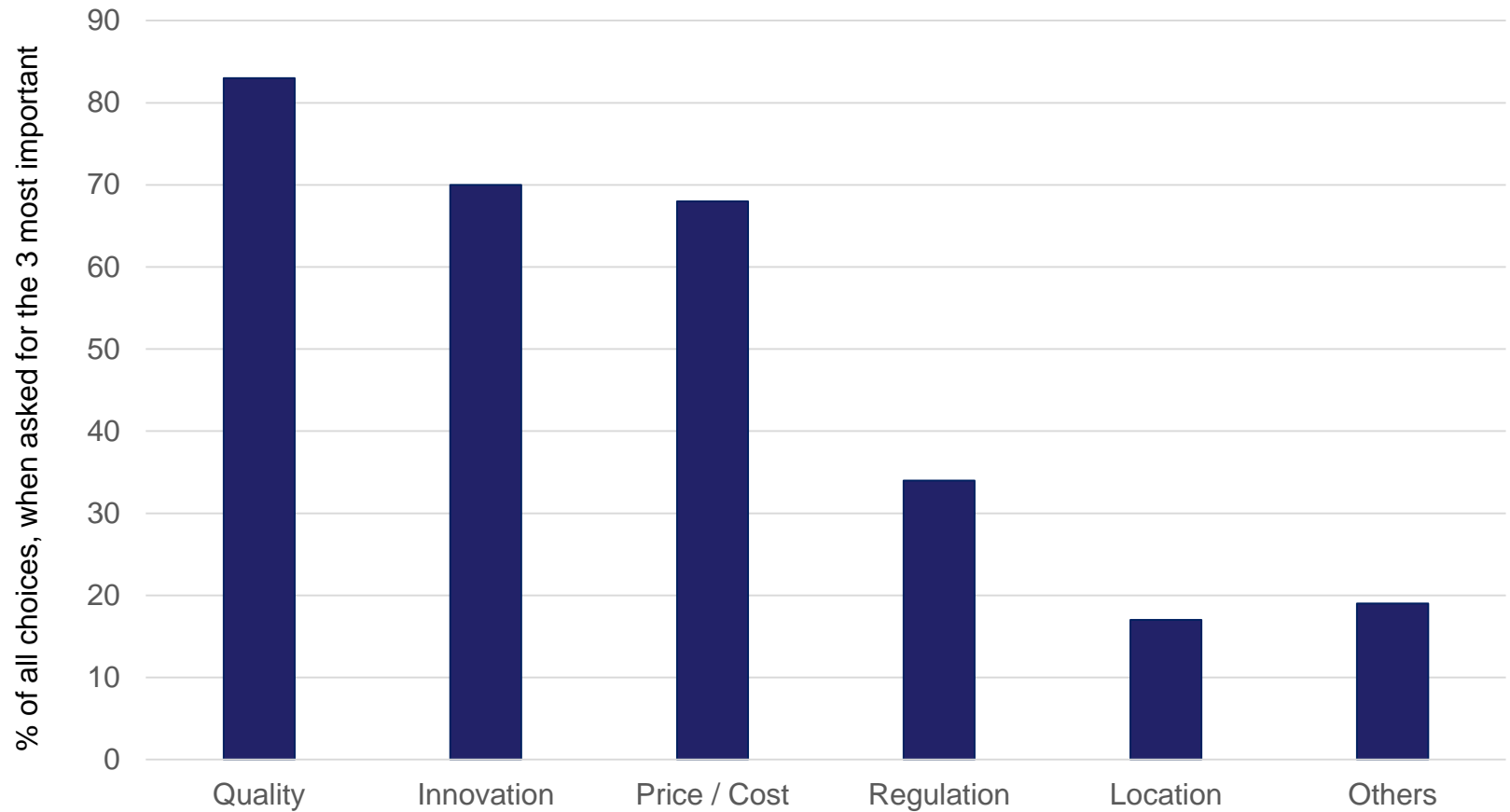


1

Character



Critical success factors



Immediate feedback to FEMA: Get real!

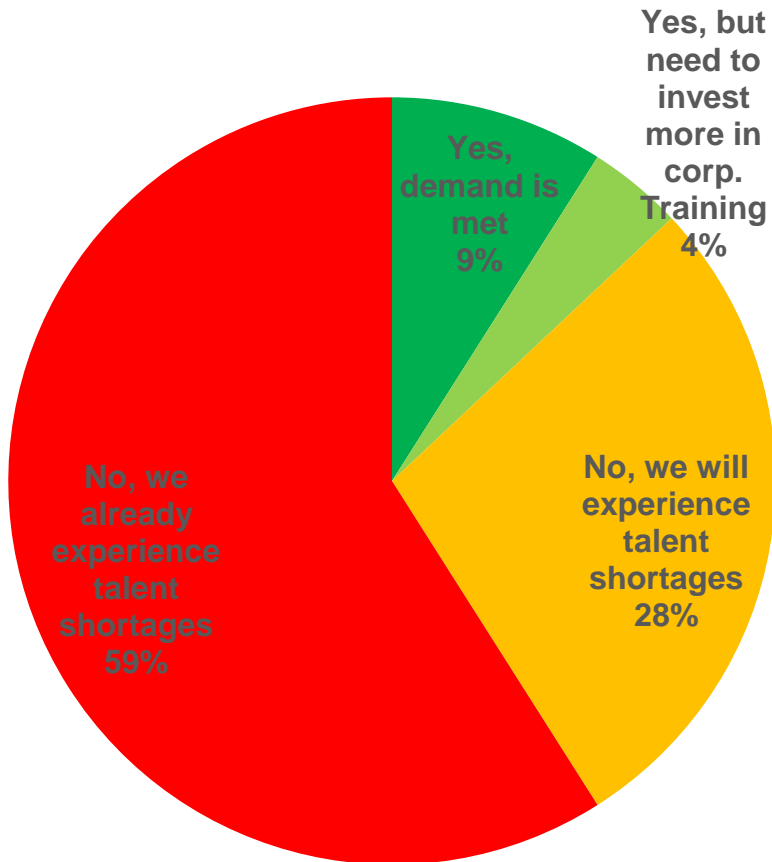
Comments on our graduates (Paraphrased)

- **„No practical preparation for the workplace“**
- **„Lack of flexibility / adaptability to change“**
- **„Better understanding of the reasoning behind an action or activity“**
- **„More specific industry knowledge“ (eg. Pension systems)**
- **„More critical thinking“**
- **„More creativity and curiosity“**
- **„Better application of theoretical knowledge“**
- **„More hands on experience“**
- **...**



87 % is experiencing or will face talent shortages

What can be done?



Possible solutions?

1. With the free movement of labour in the EU, shortages maybe compensated from aboard
2. Attracting more (and better) foreign students
3. Students from non EU countries maybe attracted to study in Malta and use the relevant work visa opportunities (eg. China, India etc.)
4. Improvements in the vocational training might enable to fill positions with non-University graduates
5. Improvements in the education and selection of local University students
6. Increasing the workforce participation in Malta (currently only 30 %)



Immediate discussion points

First things first:

- ✓ **More applicable content and formats and hand on training by FEMA**
- ✓ **Internship opportunities may increase the employability of local graduates**
- ✓ **Consider filling positions with more vocationally trained candidates**
- ✓ **Targeted recruitment activities in other EU countries**
- ✓ **Marketing Malta as a workplace in other EU countries**
- ✓ **Watch the BREXIT for risks and opportunities**
- ✓ **...**

How do we continue this discussion and define action items?