

## Board Memorandum

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Subject: Introducing an Undergraduate Trainee Scheme

Date: 2<sup>nd</sup> February 2008

### Background

The Corporation is weak in terms of a management support infrastructure. Graduates in various disciplines that are essential for the proper management of the Corporation are scarce. In certain positions, such as for example, accountancy the Corporation is not succeeding to recruit staff leaving it exposed to meet basic fundamental work let alone to plan for new important changes that will affect the Corporation: carbon trading, debt management, et al.

It is argued that the Corporation should adopt an aggressive stance to build this capacity. A potential way of achieving is to launch an Undergraduate Trainee Scheme where the Corporation targets university (and potentially where necessary MCAST) students in order to build a cadre of young specialist support capacity within.

The adoption of an Undergraduate Traineeship Scheme is a long term capacity building process – which should not replace immediate recruitment for vacancies that are essential to be filled in the immediate term. What the Undergraduate Trainee Scheme will achieve is an assurance of a 'pipeline' of essential skills over time in what is an extremely competitive market.

### Proposal

The Scheme will be directed at 1<sup>st</sup> year to pre-final year students. Ideally we should target pre-final year students so that the time lag to secure capacity building is shortened to the extent possible. This may not be possible in all positions. For example, MITTS Ltd engage at least 8 students a year at Year 1 – having at least 24 trainees during the four year life cycle of an ICT programme. The large consultancy firms are also known to recruit accountancy students from Year 1.

The mechanisms of the scheme are simple:

- recruitment is made on the basis of a call for application
- on selection the trainee is offered a contract binding the student to work with the Corporation for a number of years
- the trainee is provided with a monthly salary (at MITTS Ltd we pay the student Lm250 monthly) during the study period
- during the summer period the trainee is on full time employment with the Corporation
- the dissertation will be carried out on a particular issue for which the Corporation seeks a solution.

The recruitment process should be supported by a public campaign which would also include on-campus roadshows. The recruitment process should be such that engagement is finalized by May 2008.

An ETC permit – and therefore approval through MIIT and the Rapid Response Group at the Office of the Prime Minister – would be required.

In terms of requirements the following are seen to be essential:

- 3 BSc in business and computing in order to build an in-house change management team.

- 2 BComm with an honours degree in human resource management in order to build policy design and value added capacity within the HR Department
- 3/5 BComm in accountancy in order to strengthen capacity in the Finance Department which is under resourced.
- 2 BComm in economics to build a capacity on regulatory aspects and new frameworks relating to emerging financing
- 5 BEng students to secure an on-going pipeline of technical resources in what constitutes as the core business of the Corporation.
- 1/2 Industrial chemists.

It is further proposed that the conditions binding to the scheme would be a monthly allowance of Lm200 and a binding period of 4 years.

Budgeting for the scheme is accounted for in the training budget which will be extensively increased for 2008 following the adoption of my recommendations by the Board in September of the capacity building initiatives to be adopted in 2008.

### **Recommendation**

The Board is kindly requested to consider and authorise this proposal.

David Spiteri Gingell  
Chief Executive Officer