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# Addressing the skills gap: Investment in HR training

Zennaro Giuseppe  
Legnami  
Italy

In partnership with:

With financial support from the EU



## Introduction:

<p><b>Zennaro Giuseppe Legnami s.a.s.</b></p> <p>Via S.S. Romea 24 (km 68,500) 45014 Porto Viro, Rovigo – ITALY</p> <p>tecnico@zennarolegnami.com</p>	
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## Company's Description:

Zennaro Giuseppe Legnami is a company that works in wood sector and its derivatives, with a wide range of products. It was founded in the Sixties in Venice Province by Giuseppe Zennaro who led the company to become a reference point for provincial purchase of timber for construction carpentry. The sons Mauro and Damiano in 2002 acquired the company with the aim of expanding the range of products, focusing on quality: lumber industry and related; Design, construction and marketing of wooden structures.

## Sub-sectors affected:

X Carpentry (2nd Transformation)

## Implementation Process:

The company recognizes a great value in Human Resource Management. Employees represent the interface with the customer. The company's philosophy gives great importance to vocational training and the involvement of all human resources.

## Initiated practices:

In order to have a technical department able to design and build wooden structures tailored to suit every requests, the company invests in training programs and courses. Frequently internal meetings are organized in order to share information about the process and to build the work team.

### **Results:**

The employees share the corporate objectives. A technical department effectiveness on every request and taste.

### **Recommendations:**

It is important and vital to involve Human Resources in quality and commercial aims of the company.

### **Conclusions:**

This investment in HR training is helpful to fill the skill gap of new professionals. Many companies of wooden sector struggled to find qualified professionals, that really fit the business needs, but through this training on the job they allow new resources to acquire non only the key competences, but also the philosophy of the company.

### **Keywords:**

X Training