

## **A degree: a guarantee of competence?**

For many companies, a degree represents a kind of "guarantee" of theoretical knowledge and learning ability. Graduates enter the workplace with an academic background that can range from understanding complex technical concepts to problem-solving skills. In a context where innovation and technology are rapidly advancing, it's easy to see why an organization might prefer to rely on someone with a structured educational path.

However, the business world is very different from the academic one. The ability to manage unforeseen situations, make quick decisions, and collaborate with diverse teams are skills that are rarely acquired in school. In many industries, especially the more practical ones, theoretical knowledge is only part of the puzzle.

## **The role of practical experience**

Those who started working without an advanced degree often develop on-the-job skills that young graduates lack. These individuals have a deep understanding of processes, tools, and company dynamics. They have often faced and solved real-world problems, gaining an intuition that is hard to teach in a university setting.

For example, in manufacturing industries or sectors like engineering, it's common to find workers who, despite not having a prestigious academic degree, are capable of operating complex machinery or optimizing production processes thanks to decades of experience.

## **The dichotomy between theory and practice**

Companies that base their hiring decisions solely on educational qualifications risk missing out on a wealth of practical knowledge. The danger is creating a divide within the organization: on one side, the graduates who bring new ideas and theoretical knowledge; on the other, those who possess the ability to carry out the work efficiently.

This dichotomy between theory and practice can lead to inefficiencies if not managed properly. Forward-thinking companies recognize the importance of balancing both approaches, striving to value the potential of young

graduates as well as the experience of those with fewer formal qualifications but practical know-how.

### **The real challenge: integrating both worlds**

The solution lies in integrating both types of talent. An approach based solely on educational qualifications risks creating a sterile environment, devoid of pragmatism. On the other hand, excluding those with more academic training could prevent the company from innovating and adapting to market changes.

To ensure sustainable growth, companies should focus on continuous training, encouraging mutual learning between young graduates and experienced workers. Only in this way can a workplace be created that combines innovation with tradition, valuing each resource for what it can offer the organization.

Ultimately, educational qualifications are important, but they should not be the only criterion for evaluation.

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