

Table 16
Skills that enterprises consider very important for the most required occupation (according to the ISCO classification).
Year 2016 (%)

	Total recruitment forecast, 2016 (v.a.)*	Written and oral communication	Team working	Problem-solving	Work independently	Flexibility and adaptation
TOTAL	766.690	40,5	48,8	36,7	43,9	47,9
1. Legislators, senior officials and managers	1.530	82,2	83,0	89,7	83,9	80,3
122 Sales, marketing and development managers	500	84,1	81,5	84,9	79,9	74,5
121 Business services and administration managers	410	86,9	81,6	90,0	84,5	82,8
142 Retail and wholesale trade managers	310	67,2	81,3	98,0	90,8	85,2
Other occupations	320	87,3	88,6	88,6	82,9	81,3
2. Professionals	44.820	66,2	70,2	67,2	60,8	61,9
251 Software and applications developers and analysts	9.320	47,8	76,1	76,8	58,5	63,0
214 Engineering professionals (excluding electrotechnology)	6.540	61,2	72,1	72,8	62,9	57,4
263 Social and religious professionals	3.840	91,6	74,2	90,5	68,6	90,1
265 Creative and performing artists	3.210	47,9	66,8	25,4	42,7	54,1
234 Primary school and early childhood teachers	2.670	70,5	66,6	56,0	54,4	53,1
243 Sales, marketing and public relations professionals	2.530	82,7	74,1	71,9	71,9	71,1
233 Secondary education teachers	2.380	75,5	64,6	60,7	60,1	43,2
235 Other teaching professionals	2.220	85,9	66,0	54,0	58,9	59,5
226 Other health professionals	1.930	77,2	53,2	59,3	65,5	55,6
232 Vocational education teachers	1.720	90,7	74,2	59,3	73,5	65,7
215 Electrotechnology engineers	1.680	46,1	65,5	69,0	40,6	55,7
242 Administration professionals	1.600	84,0	66,1	73,4	63,6	63,3
211 Physical and earth science professionals	1.590	57,7	70,9	64,0	77,2	73,3
216 Architects, planners, surveyors and designers	910	44,4	49,4	47,1	50,7	41,6
221 Medical doctors	520	78,9	76,6	83,6	74,3	63,4
264 Authors, journalists and linguists	470	84,0	68,9	56,8	55,1	42,3
213 Life science professionals	440	71,9	78,9	70,9	56,3	72,1
241 Finance professionals	390	85,1	76,2	85,9	81,8	60,0
252 Database and network professionals	360	47,9	79,3	81,0	54,8	73,8
261 Legal professionals	330	81,4	61,9	69,7	57,4	53,2
Other occupations	180	64,1	67,4	67,4	81,8	76,8
3. Technicians and associate professionals	83.600	56,5	56,9	54,8	52,7	53,0
331 Financial and mathematical associate professionals	19.200	49,4	42,7	49,0	43,6	44,4
332 Sales and purchasing agents and brokers	11.200	79,6	57,0	60,2	65,8	61,1
311 Physical and engineering science technicians	8.170	36,0	61,6	58,4	51,3	45,2
325 Other health associate professionals	7.950	74,6	68,7	56,7	61,0	60,5
351 user support technicians	6.580	49,7	59,5	68,3	54,5	55,2
322 Nursing and midwifery associate professionals	6.510	56,5	66,0	53,6	53,0	49,3
333 Business services agents	5.700	72,4	56,1	55,6	60,8	54,9
313 Process control technicians	4.820	26,2	48,6	30,1	36,4	52,7
312 Mining, manufacturing and construction supervisors	4.350	51,8	60,6	64,4	57,9	51,8
342 Sports and fitness workers	2.160	69,4	86,4	36,5	39,5	80,7
334 Administrative and specialised secretaries	1.990	62,5	66,6	69,2	59,2	57,7
341 Legal, social and religious associate professionals	1.230	82,5	47,2	54,2	38,3	53,0
352 Telecommunications and broadcasting technicians	1.190	42,3	68,2	62,7	62,1	63,5
343 Artistic, cultural and culinary associate professionals	1.170	32,5	58,3	58,7	52,2	54,0
315 Ship and aircraft controllers and technicians	1.060	50,8	61,2	45,0	44,6	50,3
Other occupations	320	49,2	57,9	76,2	62,2	73,4
4. Clerks	76.700	57,0	47,4	42,7	47,5	50,2
422 Client information workers	18.470	74,1	45,1	48,7	47,4	53,7
411 General office clerks	15.390	46,7	57,0	45,7	52,6	45,0
412 Secretaries (general)	13.860	51,5	38,3	31,3	44,5	41,8
432 Material-recording and transport clerks	12.230	44,9	56,7	42,1	46,3	57,0
421 Tellers, money collectors and related clerks	6.500	76,3	59,1	61,4	41,8	54,7
441 Other clerical support workers	4.040	82,3	27,3	30,5	71,0	78,3
431 Numerical clerks	3.280	29,1	33,8	32,3	35,0	32,7
413 Keyboard operators	2.940	33,2	32,3	32,6	34,2	38,7

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TOTAL	766.690	40,5	48,8	36,7	43,9	47,9
5. Service workers and shop and market sales workers	272.070	52,8	54,2	32,5	43,2	50,7
513 Waiters and bartenders	100.740	55,9	50,6	31,2	43,9	47,2
522 Shop salespersons	80.930	60,6	59,9	30,7	42,0	59,1
512 Cooks	43.960	29,5	57,7	33,2	42,2	48,5
532 Personal care workers in health services	22.070	51,0	57,1	41,6	45,2	51,2
541 Protective services workers	8.270	45,8	42,3	35,0	41,7	41,7
523 Cashiers and ticket clerks	5.780	63,7	39,8	35,9	42,6	42,3
514 Hairdressers, beauticians and related workers	5.150	63,3	45,9	41,2	51,4	44,1
524 Other sales workers	2.500	64,0	18,8	17,7	46,1	25,8
531 Child care workers and teachers' aides	1.100	70,1	60,2	25,8	45,5	41,5
511 Travel attendants, conductors and guides	980	76,2	48,8	31,1	32,2	40,5
516 Other personal services workers	590	26,0	53,1	23,5	37,8	67,3
Other occupations	0	100,0	100,0	100,0	100,0	100,0
6. Skilled agricultural and fishery workers	1.820	9,4	33,9	11,0	31,0	32,4
611 Market gardeners and crop growers	1.770	9,7	32,6	10,1	31,5	31,8
Other occupations	60	0,0	75,4	40,4	14,0	49,1
7. Craft and related trades workers	95.930	18,1	46,4	40,6	41,6	41,7
711 Building frame and related trades workers	21.380	13,4	52,9	41,5	41,9	41,2
741 Electrical equipment installers and repairers	13.930	31,0	58,2	54,8	47,0	44,1
723 Machinery mechanics and repairers	12.610	21,7	43,7	43,0	40,6	44,3
722 Blacksmiths, toolmakers and related trades workers	9.420	13,0	43,0	36,9	45,1	43,3
712 Building finishers and related trades workers	8.650	17,6	39,4	47,5	40,2	40,0
751 Food processing and related trades workers	8.100	14,2	40,3	25,8	30,0	46,3
721 Sheet and structural metal workers, moulders and welders, and related workers	6.990	15,6	37,0	33,8	40,0	37,1
753 Garment and related trades workers	4.820	12,1	40,1	30,5	43,5	35,0
752 Wood treaters, cabinet-makers and related trades workers	3.230	23,0	45,5	35,6	42,6	38,3
731 Handicraft workers	2.230	15,7	38,8	27,3	36,6	36,7
713 Painters, building structure cleaners and related trades workers	1.860	16,8	48,1	37,0	46,1	45,7
742 Electronics and telecommunications installers and repairers	1.240	11,5	47,3	53,9	52,2	34,1
732 Printing trades workers	1.030	14,1	40,5	26,8	35,2	40,5
754 Other craft and related workers	440	39,8	29,2	29,2	27,4	28,3
8. Plant and machine operators and assemblers	79.950	17,6	36,2	30,3	41,6	44,3
833 Heavy truck and bus drivers	24.300	20,9	20,4	32,6	49,8	48,9
816 Food and related products machine operators	11.520	9,1	35,7	16,5	27,9	27,4
834 Mobile plant operators	9.060	25,5	50,8	44,8	48,0	48,8
815 Textile, fur and leather products machine operators	7.490	11,1	44,9	25,8	40,2	42,4
821 Assemblers	7.340	14,3	43,7	33,1	37,8	40,7
818 Other stationary plant and machine operators	7.000	14,4	42,3	18,9	35,4	41,2
814 Rubber, plastic and paper products machine operators	3.500	14,1	41,2	26,0	34,4	38,4
832 Car, van and motorcycle drivers	3.330	22,7	35,5	36,1	54,5	50,2
813 Chemical and photographic products plant and machine operators	2.040	17,4	47,7	19,6	37,3	50,0
835 Ships' deck crews and related workers	1.840	28,9	47,6	63,0	23,0	77,0
812 Metal processing and finishing plant operators	1.240	20,3	48,7	27,3	48,2	59,9
831 Locomotive engine drivers and related workers	670	47,1	48,3	62,6	54,1	61,4
811 Mining and mineral processing plant operators	360	19,0	50,1	38,1	30,0	63,3
817 Wood processing and papermaking plant operators	280	6,4	53,5	34,0	22,3	31,9

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TOTAL	766.690	40,5	48,8	36,7	43,9	47,9
9. Elementary occupations	110.260	12,5	32,6	18,1	33,3	37,9
911 Domestic, hotel and office cleaners and helpers	59.850	8,4	27,4	13,9	35,0	35,5
962 Other elementary workers	18.580	26,5	45,4	27,9	31,7	43,3
931 Mining and construction labourers	7.850	10,1	39,1	29,3	27,5	35,4
941 Food preparation assistants	7.200	8,6	34,0	9,8	24,3	40,5
933 Transport and storage labourers	6.210	18,4	30,6	19,4	40,6	45,3
961 Refuse workers	5.010	10,0	32,5	18,6	27,2	39,0
932 Manufacturing labourers	3.190	14,6	33,6	27,0	37,9	35,9
921 Agricultural, forestry and fishery labourers	2.120	10,7	40,9	24,1	32,3	37,1
Other occupations	260	34,4	28,9	0,0	66,4	25,8

* Absolute values have been rounded to the nearest ten and may not add up to the total.

Source: Unioncamere - Ministry of Labour, Excelsior Information System, 2016