EXCELSIOR INFORMA
COMPANY EMPLOYMENT SCHEMES OBTAINED FROM THE CHAMBER OF COMMERCE SYSTEM
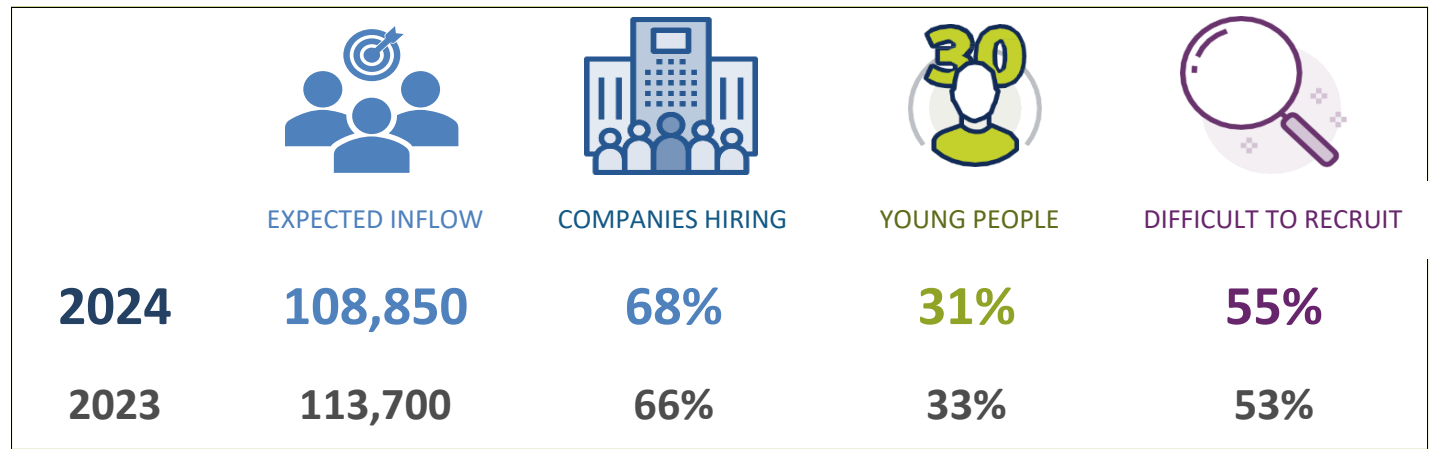
Year 2024
Friuli Venezia Giulia

Introduction

After three years of sustained growth, planned labor demand from businesses in 2024 has stabilized at the previous year's levels, with approximately 5.5 million contracts planned to support company workforces. This stability in hiring flows corresponds to an increase in the number of companies intending to hire, which this year nears 850,000 units (+3.1% compared to 2023).

The high labor demand is also reflected in the main labor market indicators reported by ISTAT, which, between the second quarter of 2023 and the same period in 2024 (the latest available data), show a significant reduction in the unemployment rate of -0.8 percentage points and an increase in the employment rate of +0.7 percentage points.

However, 2024 also marks a further increase in the difficulties companies face in finding the desired profiles. This difficulty affects 48% of planned hires during the year, an increase of 3 percentage points compared to the 45% recorded the previous year. At the national level, the mismatch is increasingly due to a lack of specific professional profiles available for company integration, a problem reported for 31.2% of planned hires, up from 28.4% in 2023 and 24.6% in 2022. The share of qualitative mismatch, linked to the inadequacy of candidates' skills compared to those required by companies, remains stable, fluctuating between 12% and 13% of planned hires (there is also a residual share of 4% related to unspecified reasons).

This publication focuses on the main characteristics of planned hires in the region for 2024.

	EXPECTED INFLOW	COMPANIES HIRING	YOUNG PEOPLE	DIFFICULT TO RECRUIT
2024	**108,850**	**68%**	**31%**	**55%**
2023	113,700	66%	33%	53%

Work opportunities in 2024 in the region

Expected inflow (a.v.)

% difficult to recruit

	Expected inflow (a.v.)	% difficult to recruit
Specialised labourers	18,480	72.9
Technical professions	11,280	64.7
Plant operators and stationary and mobile machinery operators	11,970	58.8
Managers and intellectual, scientific and highly-specialised professions	5,450	58.1
Skilled professions in commercial activities and services	34,400	51.2
Employees	8,670	43.2
Unskilled professions	18,610	42.2

N.B. Due to the rounding off, the sum of the single percentage values may differ by 100. This note is valid for all the graphs in this bulletin that show percentage compositions.
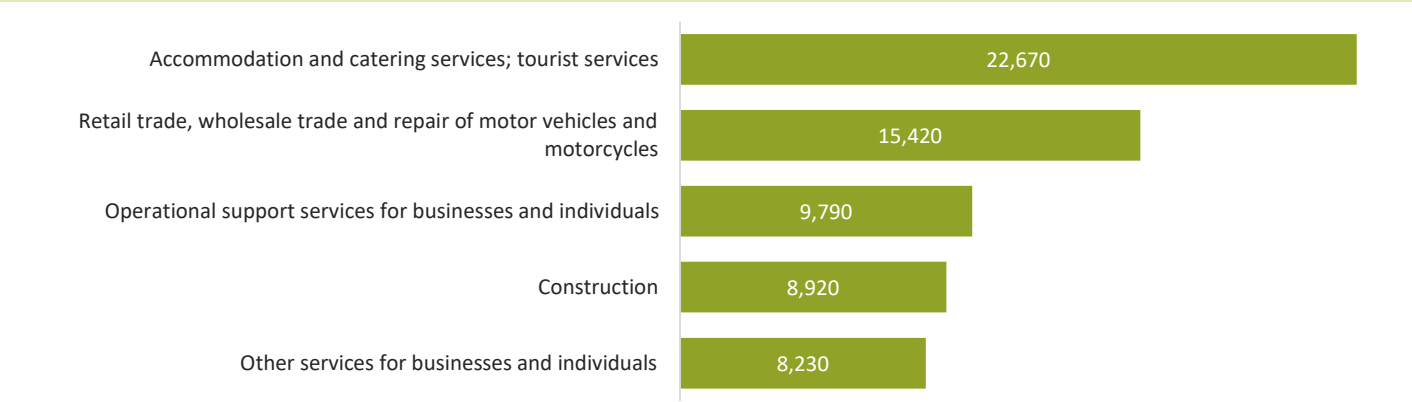
Unless otherwise specified, the source is: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

Friuli Venezia Giulia

COMPANY AREAS OF PLACEMENT AND MAIN PROFESSIONS

This page presents the main business areas of hires, along with some characteristics related to these entries, and the professions most in demand by companies in the region for 2024. Please note that, unless otherwise specified, the professions listed in the bulletin refer to the ISTAT CP2021 (3-digit) classification of professions.

Characteristics of expected inflow by business area in the region in 2024

BUSINESS AREA	INFLOW (a.v.)	% of total	% up to 29 years	% difficult to recruit
Total	108,850	100.0	31.5	55.3
Direction and General services areas	3,600	3.3	35.7	49.5
Administrative areas	5,470	5.0	25.8	50.2
Technical and planning areas	13,360	12.3	33.9	72.7
Area of production of goods and provision of the service	50,610	46.5	27.4	57.4
Commercial and sales areas	23,600	21.7	41.4	47.8
Logistics areas	12,210	11.2	27.8	45.8

Sectors that expect more inflow in the region in 2024 (a.v.)

Sector	Inflow
Accommodation and catering services; tourist services	22,670
Retail trade, wholesale trade and repair of motor vehicles and motorcycles	15,420
Operational support services for businesses and individuals	9,790
Construction	8,920
Other services for businesses and individuals	8,230

Professions most requested in the region in 2024

of which **difficult to recruit** *(%)*

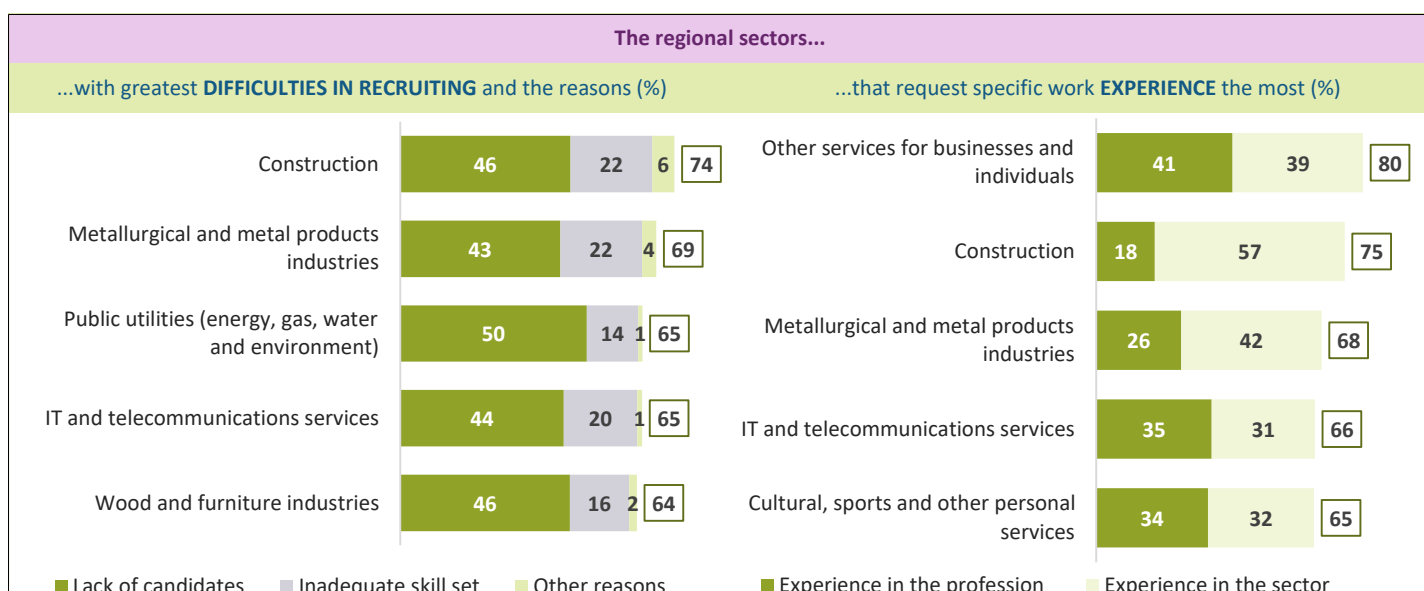| Profession	Inflow	difficult to recruit (%)
522-Trainers and employees in catering activities	19,260	57
512-Sales employees	9,850	36
814-Unqualified staff in cleaning services	9,850	43
813-Unqualified personnel responsible for moving and delivering goods	6,270	34
411-Secretariat and general affairs employees	4,310	41
742-Drivers of motor and animal-drawn vehicles	3,710	65

MAIN CHARACTERISTICS OF WORKERS REQUESTED BY COMPANIES

Below is a summary of the main characteristics of incoming hires, with a sectoral breakdown. The data covers recruitment difficulties, required experience, gender, and type of contract requested; the regional data is compared with that of its geographical division and the national average.
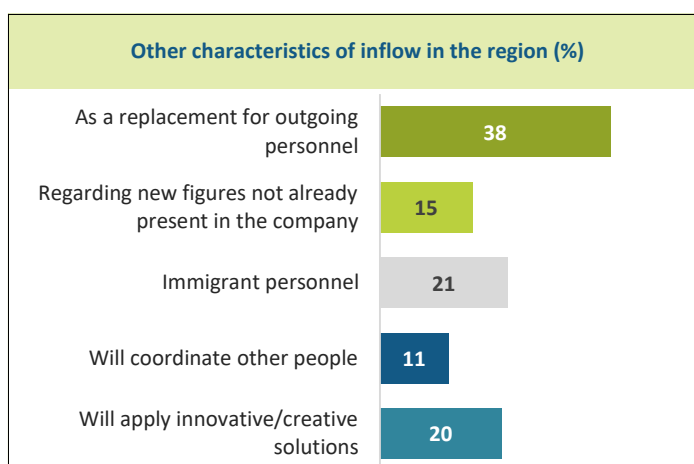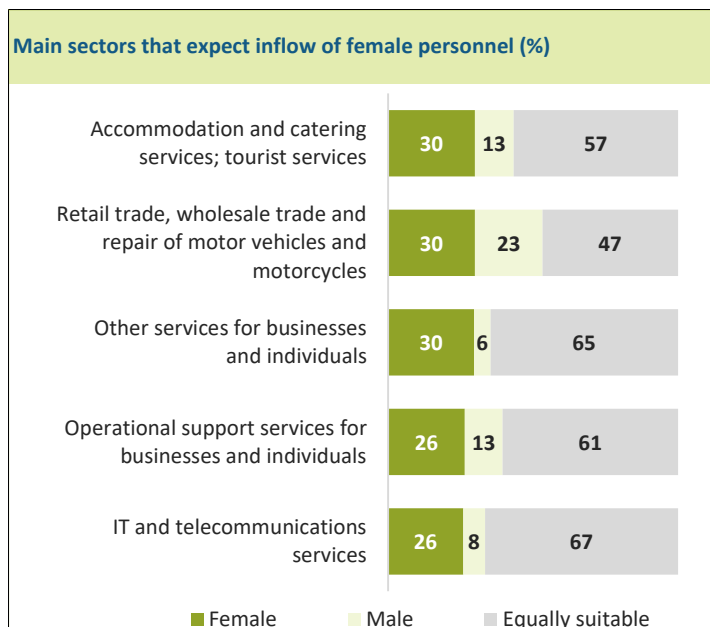
Difficulty in recruiting (%)	Reg.	North East	Italy
Total, of which:	**55.3**	**52.2**	**47.8**
for lack of candidates	36.8	35.5	31.2
due to inadequate skill set	14.2	12.5	12.9
for other reasons	4.3	4.2	3.7

Experience requested (%)	Reg.	North East	Italy
Total, of which:	**61.6**	**60.6**	**64.3**
in the profession	19.3	19.8	21.1
in the sector	42.3	40.8	43.2
non requested	38.4	39.4	35.7

The regional sectors...

...with greatest DIFFICULTIES IN RECRUITING and the reasons (%)

Sector	Lack of candidates	Inadequate skill set	Other reasons	Total
Construction	46	22	6	74
Metallurgical and metal products industries	43	22	4	69
Public utilities (energy, gas, water and environment)	50	14	1	65
IT and telecommunications services	44	20	1	65
Wood and furniture industries	46	16	2	64

■ Lack of candidates ■ Inadequate skill set ■ Other reasons

...that request specific work EXPERIENCE the most (%)

Sector	Experience in the profession	Experience in the sector	Total
Other services for businesses and individuals	41	39	80
Construction	18	57	75
Metallurgical and metal products industries	26	42	68
IT and telecommunications services	35	31	66
Cultural, sports and other personal services	34	32	65

■ Experience in the profession ■ Experience in the sector

Gender requested (%)	Reg.	South and islands	Italy
female	**20.0**	**19.1**	**18.5**
male	32.5	30.0	30.8
equally suitable	47.5	50.9	50.8

Contracts proposed (% values)	Reg.	South and islands	Italy
Workers employed by the company	**79.7**	**82.0**	**83.3**
with a permanent contract	16.5	18.5	18.6
with a fixed-term contract	53.3	53.3	56.2
with other contracts	9.8	10.3	8.4
Company non-salaried workers	**20.3**	**18.0**	**16.7**
agency workers	14.9	12.6	9.8
coll. and other non-salaried empl.	5.4	5.3	7.0

Main sectors that expect inflow of female personnel (%)

Sector	Female	Male	Equally suitable
Accommodation and catering services; tourist services	30	13	57
Retail trade, wholesale trade and repair of motor vehicles and motorcycles	30	23	47
Other services for businesses and individuals	30	6	65
Operational support services for businesses and individuals	26	13	61
IT and telecommunications services	26	8	67

■ Female ■ Male ■ Equally suitable

Other characteristics of inflow in the region (%)

As a replacement for outgoing personnel	38
Regarding new figures not already present in the company	15
Immigrant personnel	21
Will coordinate other people	11
Will apply innovative/creative solutions	20

CHARACTERISTICS OF INFLOW BY AGE GROUP

Expected inflow by age group in the region (%)

indifferent
30%

up to 29 years
31%

over 44 years
7%

30-44 years
32%

% of young people up to 29 years old out of total hires:

31.5%
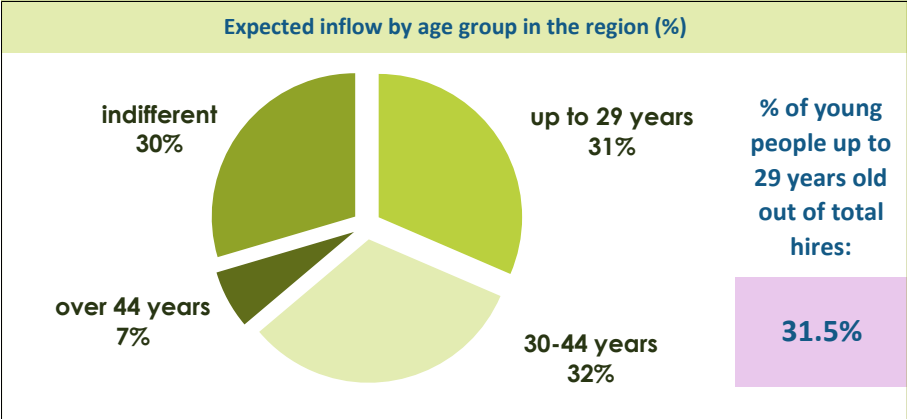
A specific detailed study concerns the age groups of the professional figures requested by companies in the region in 2024, with a detailed breakdown of the professions most requested and of the main business sectors that plan inflow from the younger segment, i.e. the figures with an age explicitly indicated by companies as "up to 29 years".
The connection to "difficulties in recruiting" offers a valuable perspective on the relationship between training and companies.

Main business sectors seeking young people in the region (%)

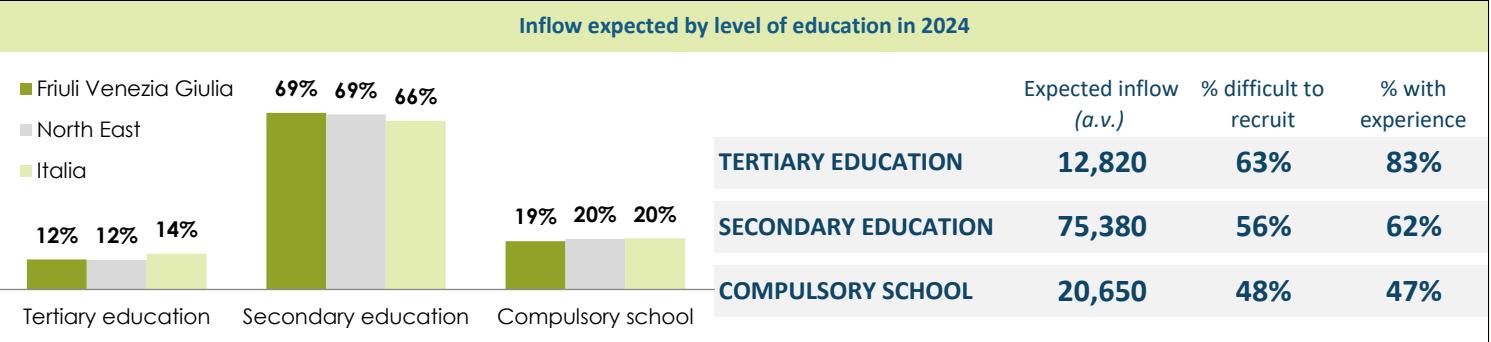| Sector	Up to 29 years	Indifferent	30 years and over
Retail trade, wholesale trade and repair of motor vehicles and motorcycles	43	23	35
Accommodation and catering services; tourist services	40	33	27
Cultural, sports and other personal services	33	39	27
Metallurgical and metal products industries	30	20	50
Construction	27	22	51

The top sectors for hires of young people up to 29 years old were selected based on absolute numbers.

Professions with the highest recruitment difficulty for young people
(expected hires of young people - % share and absolute value)

Average difficulty in recruiting young people
Region Friuli Venezia Giulia 56%

Profession	%	difficult to recruit young people	Inflow of young people
Specialized workers responsible for construction finishing	92%	860	940
Blacksmiths, tool makers	79%	670	840
IT, telematics and telecommunications technicians	78%	330	420
Artisanal mechanics, assemblers, repairers, maintenance workers on fixed/mobile machines	76%	730	960
Specialized workers involved in the construction and maintenance of building structures	74%	530	720
Specialized workers. installation/maintenance of electrical/electronic equipment	72%	340	480
Health technicians	71%	210	300
Technicians in the engineering field	69%	470	680
Machinery operators manufacturing rubber and plastic materials	65%	210	330
Toolmakers, workers and wood treatment craftsmen	64%	360	550

Friuli Venezia Giulia

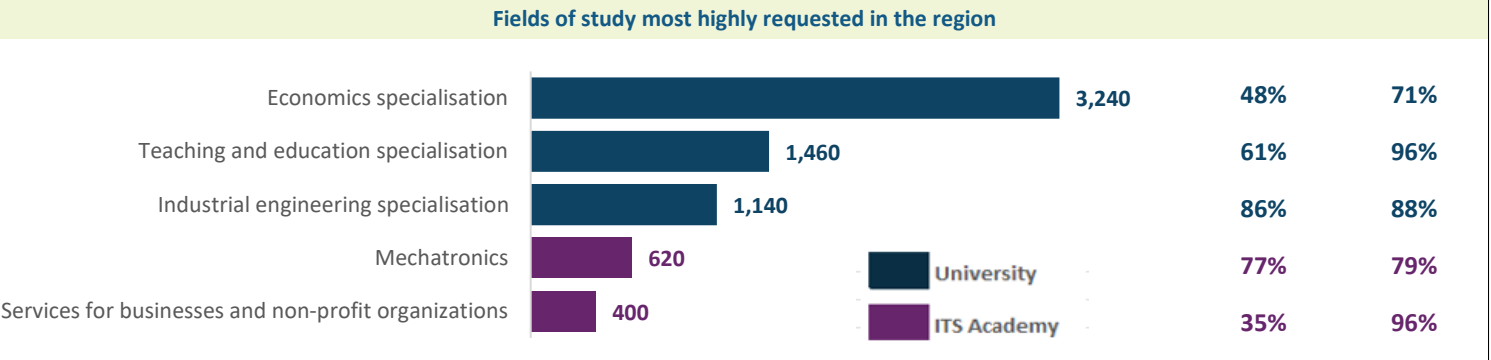# FIELDS OF STUDY THAT OFFER THE GREATEST JOB OPPORTUNITIES

Below are some data related to the educational levels and qualifications most requested for professional figures entering the workforce in 2024.
Following a summary overview with a comparison between the region, the geographical division and the national data, the most sought-after qualifications by companies in the region are presented, focusing on tertiary education levels (university degrees or ITS Academy diplomas) and secondary education levels (technical-vocational high school diplomas and professional qualifications or diplomas).
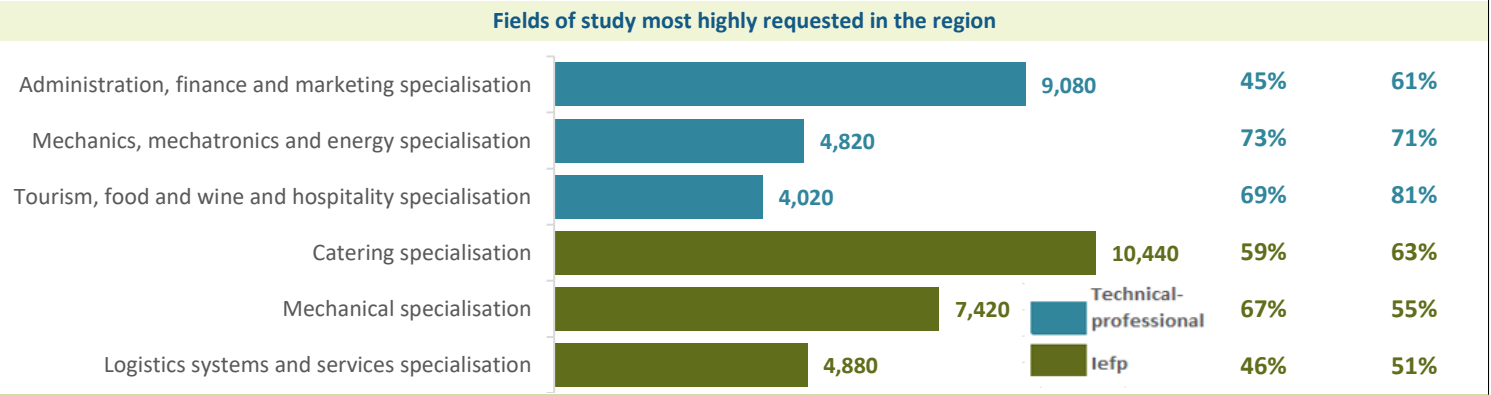
Inflow expected by level of education in 2024

Legend:
- Friuli Venezia Giulia
- North East
- Italia

Tertiary education: 12% / 12% / 14%
Secondary education: 69% / 69% / 66%
Compulsory school: 19% / 20% / 20%

	Expected inflow (a.v.)	% difficult to recruit	% with experience
TERTIARY EDUCATION	**12,820**	**63%**	**83%**
SECONDARY EDUCATION	**75,380**	**56%**	**62%**
COMPULSORY SCHOOL	**20,650**	**48%**	**47%**

TERTIARY EDUCATION

	Expected inflow (a.v.)	% on tertiary education	% difficult to recruit	% with experience
UNIVERSITY	**11,110**	**87%**	**63%**	**83%**
HIGHER TECHNOLOGICAL EDUCATION (ITS Academy)	**1,710**	**13%**	**61%**	**86%**

The technological fields for ITS Academies refer to the articulation provided by the Higher Technological Education Reform (Ministerial Decree No. 203 of 10/20/2023); this adjustment, which affected the survey questionnaire, expanded the application areas of ITS Academies, making the results not comparable with those of previous years.
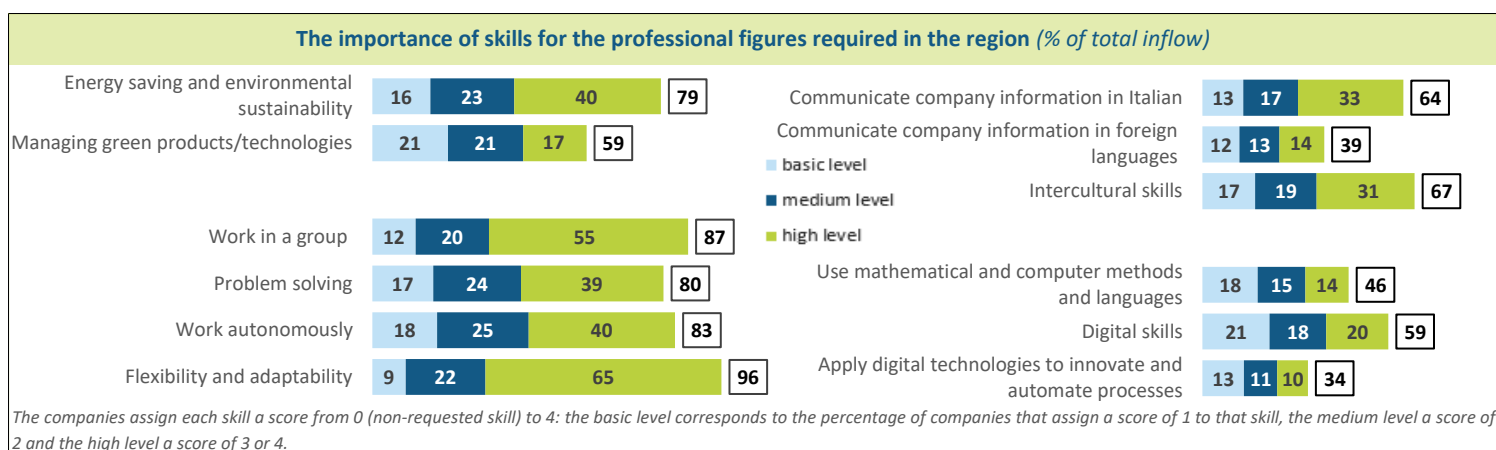
Fields of study most highly requested in the region

Field	Expected inflow	% difficult to recruit	% with experience
Economics specialisation (University)	3,240	48%	71%
Teaching and education specialisation (University)	1,460	61%	96%
Industrial engineering specialisation (University)	1,140	86%	88%
Mechatronics (ITS Academy)	620	77%	79%
Services for businesses and non-profit organizations (ITS Academy)	400	35%	96%

Legend: University / ITS Academy

SECONDARY EDUCATION

	Expected inflow (a.v.)	% on secondary education	% difficult to recruit	% with experience
TECHNICAL-PROFESSIONAL HIGH SECONDARY SCHOOL DIPLOMA	**25,980**	**34%**	**57%**	**67%**
HIGH SECONDARY SCHOOL DIPLOMA*	**2,560**	**3%**	**30%**	**72%**
TRAINING QUALIFICATION OR PROFESSIONAL DIPLOMA (IeFP)	**46,840**	**62%**	**57%**	**58%**

* Classical, scientific, human sciences, linguistics, artistic high school

Fields of study most highly requested in the region

Field	Expected inflow	% difficult to recruit	% with experience
Administration, finance and marketing specialisation	9,080	45%	61%
Mechanics, mechatronics and energy specialisation	4,820	73%	71%
Tourism, food and wine and hospitality specialisation	4,020	69%	81%
Catering specialisation	10,440	59%	63%
Mechanical specialisation	7,420	67%	55%
Logistics systems and services specialisation	4,880	46%	51%

Legend: Technical-professional / Iefp

SKILLS REQUIRED ACCORDING TO THE QUALIFICATION

A skill is the "proven ability to use, in work situations or in professional and personal development, a structured set of knowledge and skills acquired in formal, non-formal or informal learning contexts". This section analyses some of the main skills required by companies for incoming profiles, as well as an in-depth analysis of the main fields of study in the territory and the skills required for each of them.

The importance of skills for the professional figures required in the region *(% of total inflow)*

Skill	basic	medium	high	total
Energy saving and environmental sustainability	16	23	40	79
Managing green products/technologies	21	21	17	59
Work in a group	12	20	55	87
Problem solving	17	24	39	80
Work autonomously	18	25	40	83
Flexibility and adaptability	9	22	65	96
Communicate company information in Italian	13	17	33	64
Communicate company information in foreign languages	12	13	14	39
Intercultural skills	17	19	31	67
Use mathematical and computer methods and languages	18	15	14	46
Digital skills	21	18	20	59
Apply digital technologies to innovate and automate processes	13	11	10	34

Legend: basic level, medium level, high level

The companies assign each skill a score from 0 (non-requested skill) to 4: the basic level corresponds to the percentage of companies that assign a score of 1 to that skill, the medium level a score of 2 and the high level a score of 3 or 4.

Skills considered of "high" importance according to the main fields of study in the region*

Key:
- from 1% to 33%
- from 34% to 66%
- from 67% to 100%

	Communicative			Technological			Green		Soft			
	Communicate company information in Italian	Communicate company information in foreign languages	Intercultural skills	Use mathematical and computer methods and languages	Digital skills	Apply digital technologies to innovate and automate processes	Energy saving and environmental sustainability	Managing green products/technologies	Work in a group	Problem solving	Work autonomously	Flexibility and adaptability
TERTIARY EDUCATION	57%	29%	45%	39%	60%	21%	44%	23%	80%	74%	60%	83%
Economics specialisation	64%	33%	42%	48%	77%	20%	44%	21%	83%	77%	59%	84%
Teaching and education specialisation	33%	6%	41%	18%	29%	5%	37%	12%	80%	71%	54%	85%
Industrial engineering specialisation	60%	39%	52%	60%	79%	36%	64%	42%	78%	76%	69%	84%
Mechatronics	29%	18%	37%	39%	48%	39%	53%	29%	55%	61%	64%	74%
Services for businesses and non-profit organizations	85%	29%	70%	73%	89%	71%	76%	8%	93%	85%	90%	91%
SECONDARY EDUCATION	44%	21%	38%	20%	38%	14%	42%	19%	68%	57%	49%	75%
Administration, finance and marketing specialisation	51%	22%	44%	29%	58%	13%	39%	16%	72%	58%	51%	77%
Mechanics, mechatronics and energy specialisation	29%	6%	18%	19%	28%	19%	51%	20%	55%	57%	48%	72%
Tourism, food and wine and hospitality specialisation	48%	39%	53%	12%	17%	12%	56%	18%	73%	50%	44%	74%
Catering specialisation	46%	30%	43%	9%	3%	5%	52%	18%	58%	29%	39%	64%
Mechanical specialisation	16%	1%	13%	8%	8%	12%	33%	15%	33%	27%	28%	55%
Logistics systems and services specialisation	16%	1%	21%	4%	1%	5%	37%	12%	43%	18%	21%	52%
High school diploma	65%	52%	40%	10%	59%	5%	18%	10%	83%	76%	65%	85%

* The skills with "high" importance are those to which the companies assign a score of 3 or 4.

SOME CHARACTERISTICS OF COMPANIES

This page presents some characteristics of the hiring companies, highlighting the relative share of the total number of companies with employees present in the region, and detailed breakdown by size class. Furthermore, the training provided by companies to their employees in 2024 and the share of companies that hosted interns in 2023 are also analyzed. The page also presents some data on investments made by companies in various areas of digital transformation in 2024 and on the channels used for selecting personnel.
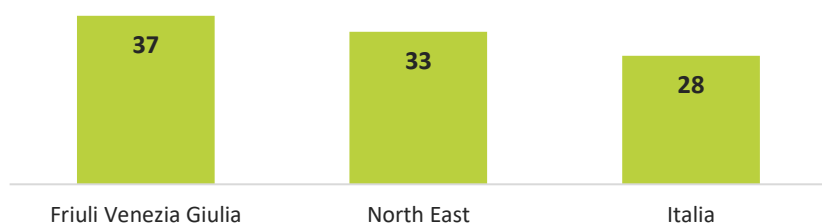
Companies that provide training in 2024

Companies that carried out training courses in 2024	**15,910**
% of total companies	**59%**

Internship activities

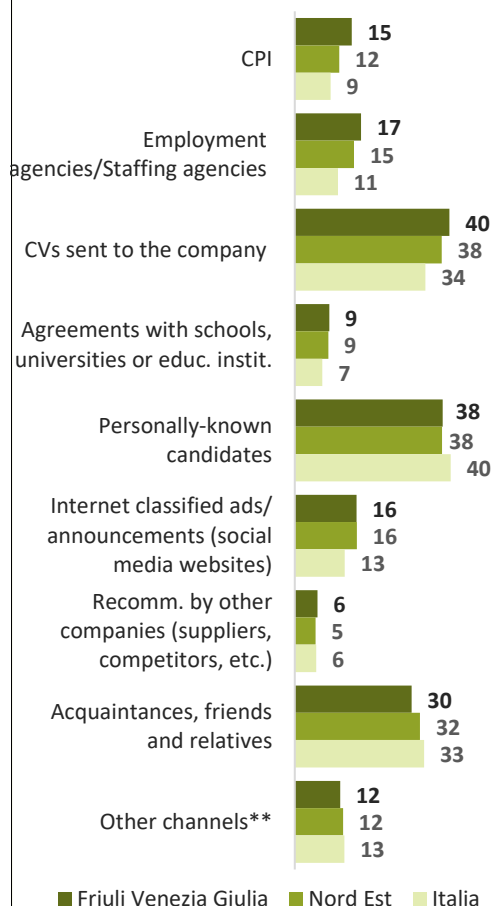|	
Companies in the region that hosted trainees/interns in 2023	**14%**
Percentage of interns/trainees employed in 2024	**16%**

Inflow by company size class in 2024 (%)

58	22	20

■ 1-49 employees ■ 50-249 empl. ■ 250 empl. and over

Companies that held training courses for its employees in 2024 *(% of total companies)*

Friuli Venezia Giulia	North East	Italia
37	33	28

Selection channels used by the companies*
(% of the total number of companies that indicate at least one selection channel)

	Friuli Venezia Giulia	Nord Est	Italia
CPI	15	12	9
Employment agencies/Staffing agencies	17	15	11
CVs sent to the company	40	38	34
Agreements with schools, universities or educ. instit.	9	9	7
Personally-known candidates	38	38	40
Internet classified ads/announcements (social media websites)	16	16	13
Recomm. by other companies (suppliers, competitors, etc.)	6	5	6
Acquaintances, friends and relatives	30	32	33
Other channels**	12	12	13

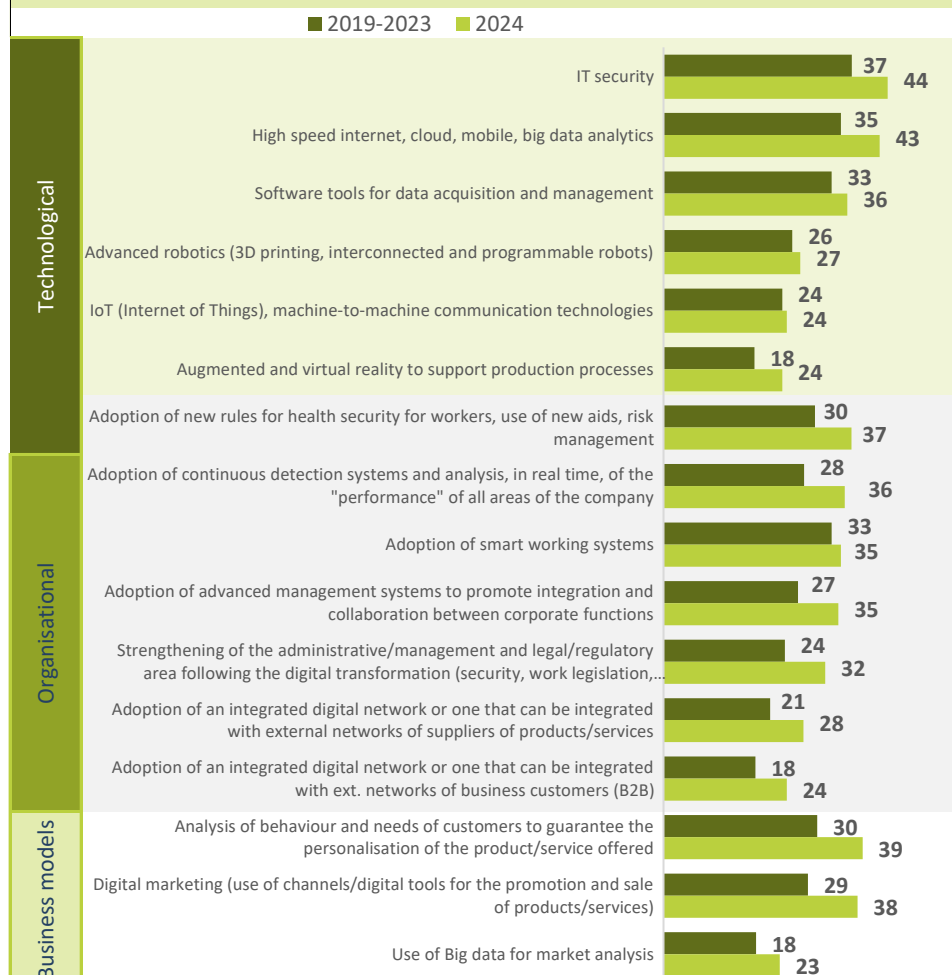■ Friuli Venezia Giulia ■ Nord Est ■ Italia

* This is a multiple choice question

**Trade associations/trade unions, classified ads/announcements in newspapers, labour consultants, other channel

Areas of digital transformation*
(% of companies that made investments)

■ 2019-2023 ■ 2024

		2019-2023	2024
Technological	IT security	37	44
	High speed internet, cloud, mobile, big data analytics	35	43
	Software tools for data acquisition and management	33	36
	Advanced robotics (3D printing, interconnected and programmable robots)	26	27
	IoT (Internet of Things), machine-to-machine communication technologies	24	24
	Augmented and virtual reality to support production processes	18	24
Organisational	Adoption of new rules for health security for workers, use of new aids, risk management	30	37
	Adoption of continuous detection systems and analysis, in real time, of the "performance" of all areas of the company	28	36
	Adoption of smart working systems	33	35
	Adoption of advanced management systems to promote integration and collaboration between corporate functions	27	35
	Strengthening of the administrative/management and legal/regulatory area following the digital transformation (security, work legislation,...	24	32
	Adoption of an integrated digital network or one that can be integrated with external networks of suppliers of products/services	21	28
	Adoption of an integrated digital network or one that can be integrated with ext. networks of business customers (B2B)	18	24
Business models	Analysis of behaviour and needs of customers to guarantee the personalisation of the product/service offered	30	39
	Digital marketing (use of channels/digital tools for the promotion and sale of products/services)	29	38
	Use of Big data for market analysis	18	23

* Companies that declared they made investments of high importance for corporate strategies in the 2019-2023 period and in 2024 in relation to each aspect of digital transformation

NOTE ON METHODOLOGY

The data presented came from the Excelsior survey carried out by Unioncamere in agreement with the National Agency for Active Labor Policies. The survey, which is included in the National Statistical Program (UCC-00007) among those that require a response, has been carried out on a monthly basis since 2017.

The information contained in this bulletin was obtained by processing administrative data from the Business Register and INPS, and from 2024 onwards, includes data on agricultural contracts within predominantly non-agricultural activities. This source, however, is considered net of phenomena not observed by design within Excelsior's scope of observation (contracts activated by: Public Administration, agricultural sector, professional firms, entities not registered with Chambers of Commerce; as well as contracts lasting less than one month). It is also integrated with information derived from monthly surveys available up to September 2024, which cover the entire year and have the last quarter as their forecast period. The monthly surveys were conducted primarily using the CAWI (Computer Assisted Web Interviewing) method, completing approximately 295,000 interviews with businesses, a representative sample of companies with employees in 2023 across various industrial and service sectors. The estimation of entry flow forecasts is obtained through the modeling of historical data derived from administrative sources on businesses and employment, appropriately integrated with sample data from each monthly survey.

Entries (i.e., the number of employment contracts that companies intend to stipulate in a given period) and their related characteristics refer to the hiring of employees and the flows of collaborators, temporary agency workers, and other non-employee workers.

This bulletin focuses on the analysis of the characteristics of planned entries in 2024, according to the professional profiles and educational levels required. The survey results are available at the provincial and regional levels according to a variable number of economic sectors, obtained by grouping economic activity codes from the ATECO2007 classification. The breakdown of planned entries by "professional group" refers to the ISTAT CP2021 classification.