



UNIONCAMERE



EXCELSIOR INFORMA

COMPANY EMPLOYMENT SCHEMES OBTAINED FROM THE CHAMBER OF COMMERCE SYSTEM

Year 2024

SUMMARY

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After three years of sustained growth, in 2024 the demand for labor planned by companies stabilizes at the levels of the previous year, with approximately 5.5 million contracts expected to support company staff. This stability in hiring flows corresponds to an increase in the number of companies intending to hire, which this year is close to 850 thousand units (+3.1% compared to 2023).

The high demand for labor is also reflected in the main labor market indicators detected by ISTAT, which, between the second quarter of 2023 and the same period of 2024 (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.

2024, however, also records a further increase in the difficulties for companies in finding the desired profiles. This difficulty affects 48% of the hiring planned during the year, with an increase of 3 points percentages compared to the 45% recorded the previous year. At a national level, the mismatch is increasingly due to the lack of specific professional profiles available for inclusion in the company, a problem reported for 31.2% of the planned hires, compared to 28.4% in 2023 and 24.6% in 2022. The share of qualitative mismatch, linked to the inadequacy of the skills possessed by the candidates compared to those required by the companies, remains stable, oscillating between 12% and 13% of the planned hires (there is also a residual share, equal to 4%, relating to unspecified reasons).



COMPANIES
HIRING



OUT OF ALL
COMPANIES WITH
EMPLOYEES



EXPECTED INFLOW



YOUNG
PEOPLE



DIFFICULTY IN
RECRUITING

2024 **848.920**

63%

5.516.280

29%

48%

2023 **823.100**

62%

5.509.130

30%

45%

N.B. Due to the rounding off, the sum of the single percentage values may differ by 100. This note applies to all graphs in the bulletin showing percentage compositions.

INFLOW EXPECTED IN 2024: BUSINESS AREAS AND BUSINESS SECTORS

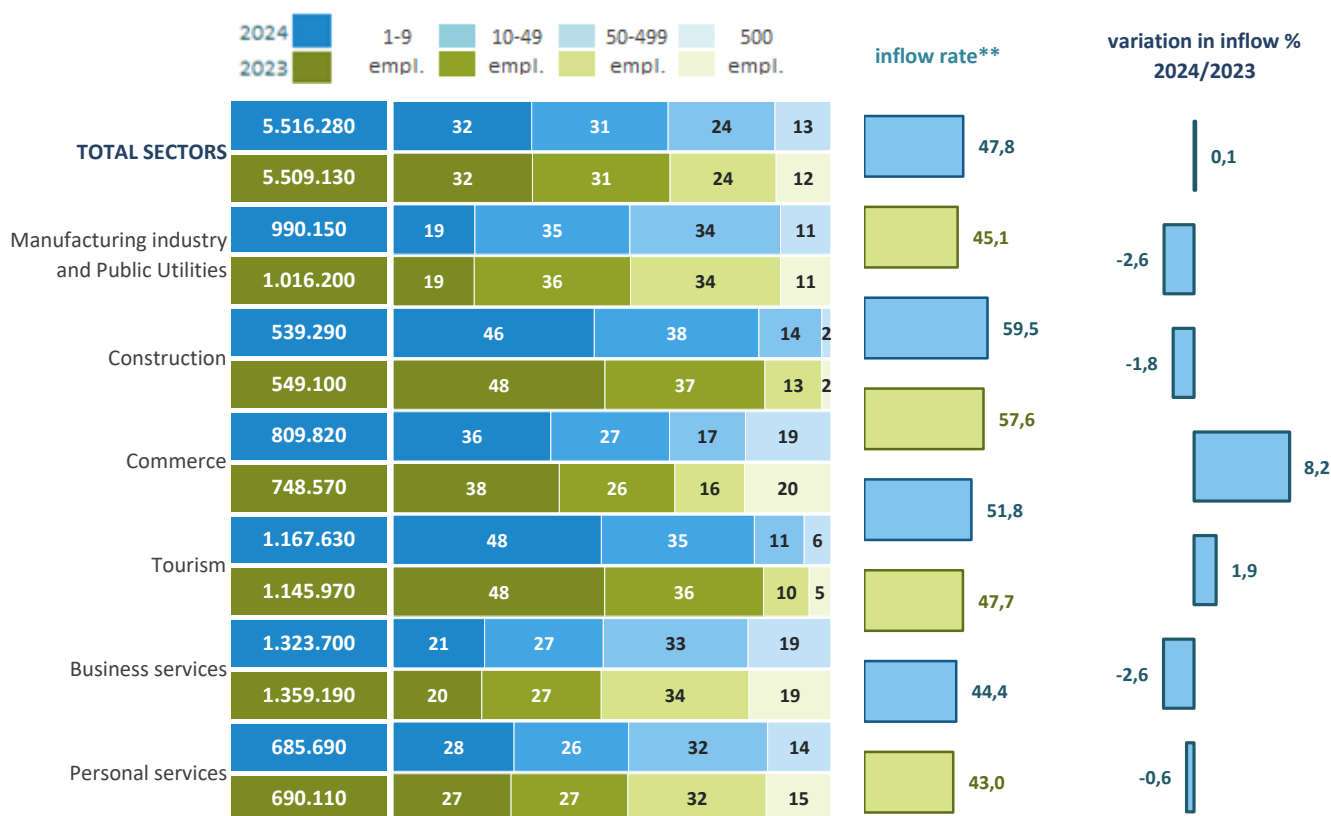
The production business area or, in the case of tertiary sector companies, the provision of services is the one that expresses the greatest demand for workers, with a share of total hires that in 2024 stands at 45%, equal to approximately 2.5 million units.

However, compared to 2023, a decrease in the relevance of this area can be observed, both in terms of incidence (the share of total hires was equal to 47.6%) and in absolute value (144 thousand fewer entries). This reduction is contrasted by the increase in hires in the commercial and sales areas, with approximately 160 thousand more entries compared to the previous year and an incidence on the total that increases by almost 3 percentage points (from 18.2% to 21%). The expansionary dynamics of this area, in continuity with what was recorded last year, is largely attributable to the contracts activated by companies operating in the trade sector.

With reference to the other business areas, characterized by numerically smaller entries and with modest variations from one year to the next, high difficulties in finding emerge for the typical profiles of design/research (which concern 62% of the planned hires in this area), installation and maintenance (65%) and information systems (63%).

BUSINESS AREAS	2024			2023		
	INFLOW (*)	% inflow	% diff. rec.	INFLOW (*)	% inflow	% diff. rec.
TOTAL	5.516.280	100,0	48	5.509.130	100,0	45
Direction and General services areas	219.600	4,0	45	239.500	4,3	46
1 General management and human resources organisation	27.900	0,5	45	30.300	0,5	41
2 Secretariat, staff and general services	109.910	2,0	31	105.830	1,9	28
3 Information systems	81.790	1,5	63	103.370	1,9	66
Administrative areas	263.780	4,8	42	270.780	4,9	37
1 Administration, legal	102.140	1,9	42	99.450	1,8	39
2 Accounting, management control, finance	161.640	2,9	42	171.330	3,1	36
Technical and planning areas	710.590	12,9	60	715.070	13,0	56
1 Planning and research and development	145.370	2,6	62	155.270	2,8	59
2 Installation and maintenance	459.740	8,3	65	460.760	8,4	61
3 Certification, quality control, safety, environment	105.480	1,9	35	99.040	1,8	32
Production of goods and provision of services area	2.480.500	45,0	51	2.624.370	47,6	47
Commercial and sales areas	1.157.110	21,0	40	1.000.020	18,2	36
1 Sales	759.850	13,8	39	625.040	11,3	36
2 Marketing, commercial, communication, public relations	128.130	2,3	44	135.760	2,5	45
3 Customer assistance	269.130	4,9	40	239.220	4,3	30
Logistics areas	684.710	12,4	41	659.390	12,0	41
1 Purchasing and internal handling of goods	198.690	3,6	37	178.040	3,2	33
2 Logistics and distribution	486.020	8,8	42	481.350	8,7	44

INFLOW BY BUSINESS SECTOR (% by size class)*

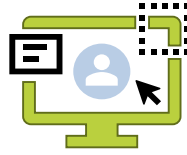


* Activation of contracts for employees and non-employees (with a duration > 20 days) planned by companies with employees.

MAIN CHARACTERISTICS OF EXPECTED INFLOW BY BUSINESS SECTOR



DIFFICULTY IN RECRUITING **48%**
for lack of candidates **31%**
due to inadequate skill set **13%**
for other reasons **4%**



EXPERIENCE **64%**
in the profession **21%**
in the sector **43%**
non requested **36%**



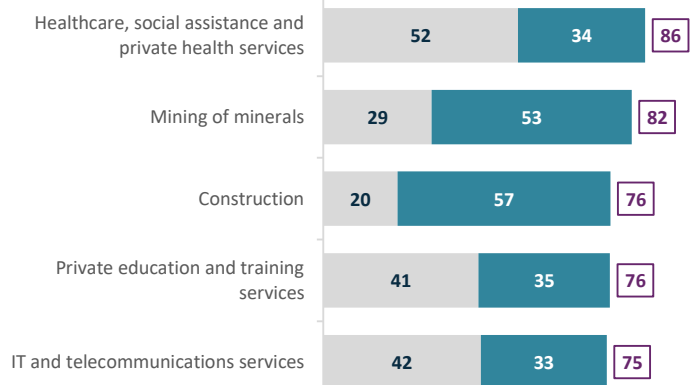
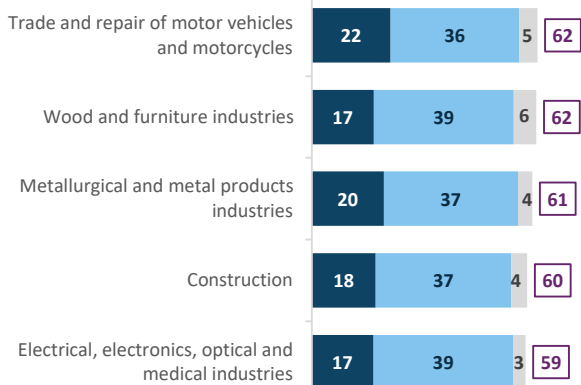
GENDER
female **18%**
male **31%**
equally suitable **51%**

The mismatch between supply and demand for labor, which is constantly increasing, does not affect all economic sectors in the same way but is more accentuated in some sectors than others. In 2024, difficulties in finding jobs that are decidedly above average (over 59% compared to 48%) are recorded, in addition to the vehicle trade and repair sector, in the construction sector and in some sectors of the manufacturing industry, in particular wood-furniture, metallurgy and the manufacture of metal products and the electrical and electronic industries. The construction sector is also among those that require a particularly high level of specific experience (in the sector or in the profession to be carried out in the company), which affects 76% of hires. Even higher percentages are observed in the extractive industry (82%) and in the private health and social care services sector (86%). As regards the use of immigrant personnel, it is particularly frequent in operational services to businesses and people and in those related to transport and logistics, where it covers approximately one third of entries. In absolute terms, however, it is the tourism and catering sector that concentrates the largest number of foreign workers' hires, with almost 230 thousand units in 2024.

THE MAIN SECTORS...

...WITH THE GREATEST DIFFICULTY IN RECRUITING (%)

...IN WHICH SPECIFIC EXPERIENCE IS MOST OFTEN REQUIRED (%)

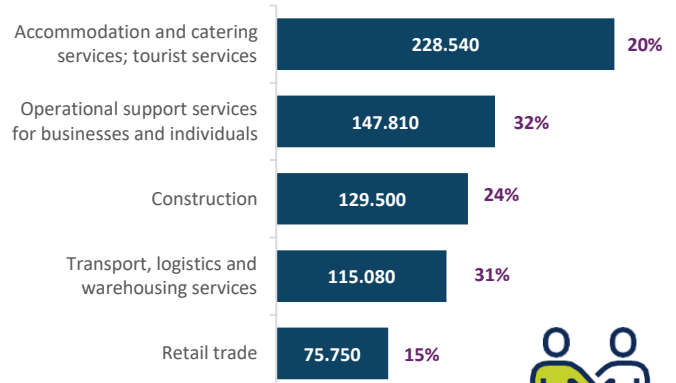


■ Inadequate skill set ■ Lack of candidates ■ Other reasons

■ Experience in the profession ■ Experience in the sector

...IN WHICH STAFF IS SOUGHT BY GENDER (%)

... WITH GREATER INFLOW OF IMMIGRANT PERSONNEL (a.v. and % of total inflow in the sector)



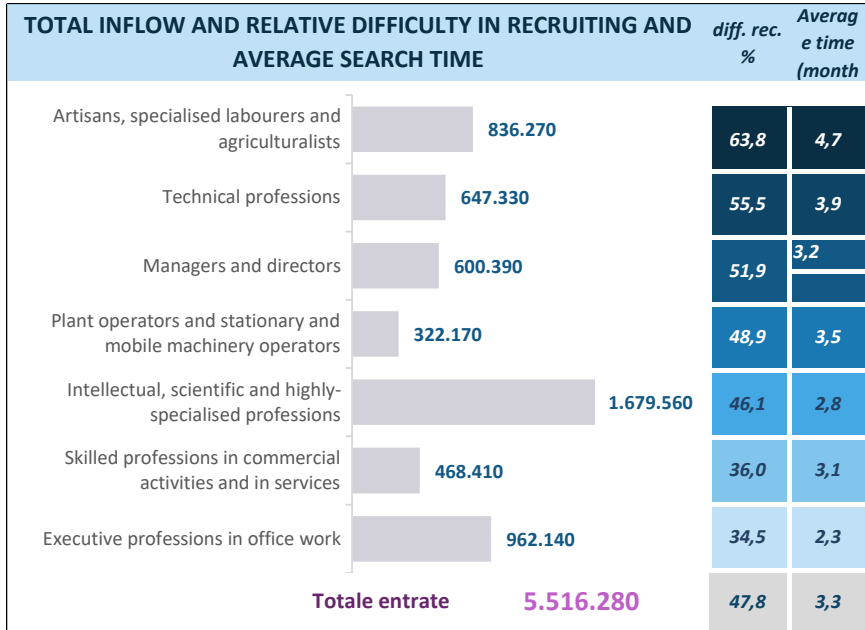
■ female ■ male ■ equally suitable

Total inflow of immigrant personnel **1.082.170** **20%**

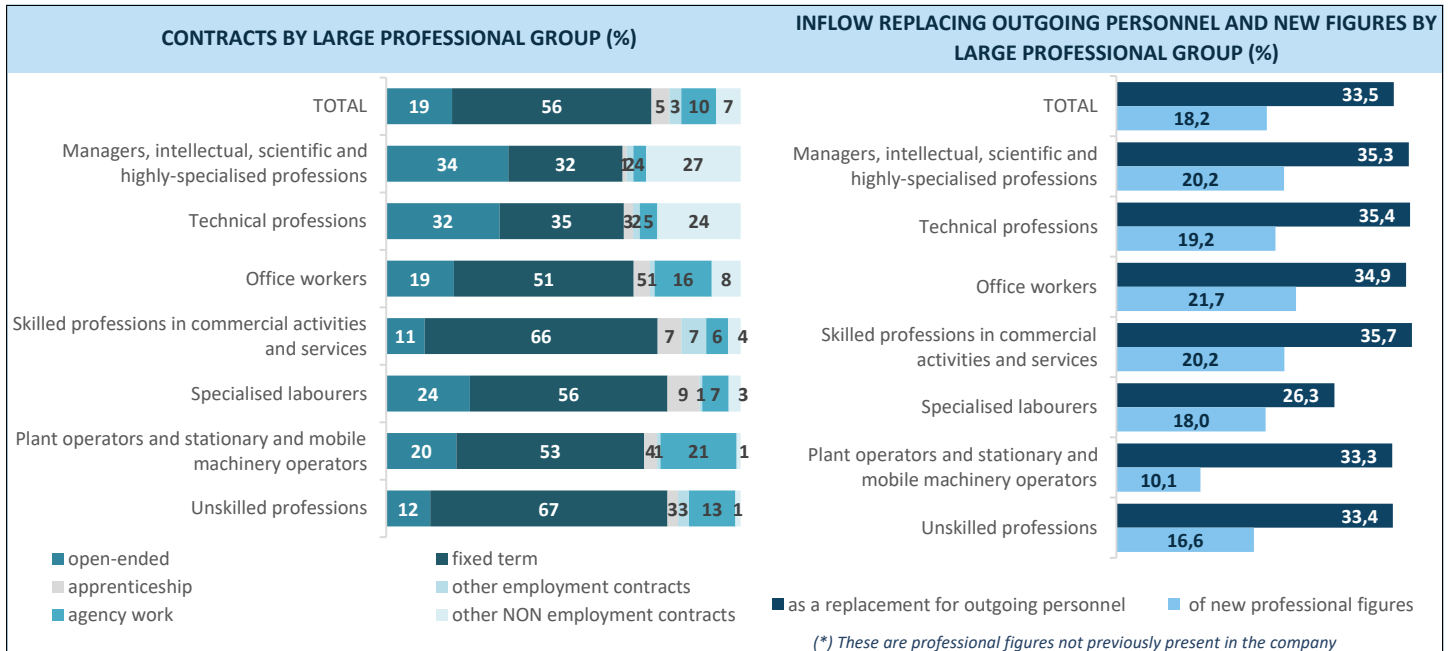
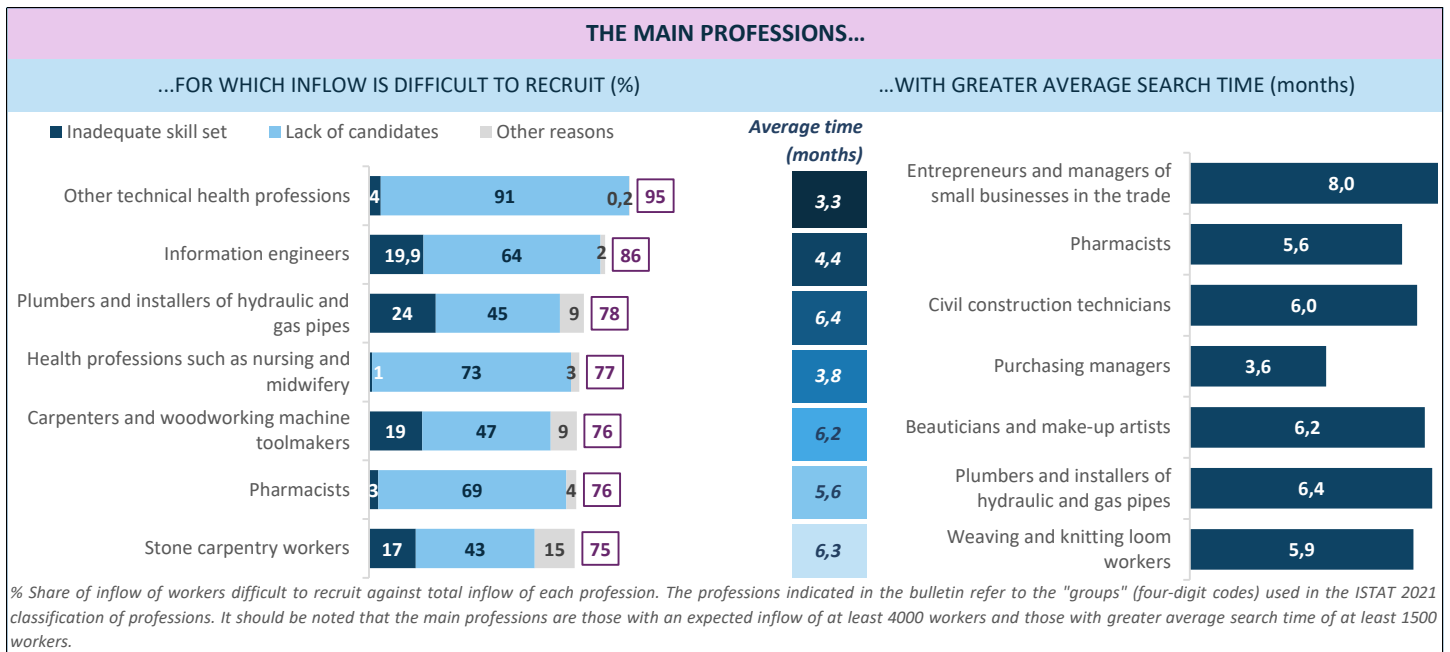


% share of difficult to recruit/experienced/gender-specific new hires out of each sector's total inflow. The sectors are presented in descending order with respect to the variable indicated in the graph.

MAIN CHARACTERISTICS OF EXPECTED INFLOW BY PROFESSION



The problems that companies face in finding workers mainly concern specialized workers: in 2024, in fact, difficulties in finding workers are expected for almost 64% of the planned entries of these profiles (compared to approximately 60% in the previous year). These difficulties determine, for companies, particularly long search times, which are close to 5 months. Higher-than-average difficulties in finding workers also affect workers with a lower degree of specialization, typically plant and machinery operators (51.9%), as well as technical profiles (55.5%) and managerial or highly specialized profiles (48.9%). For these professional groups, the average search times are between 3.2 and 3.9 months. In detail, for the most difficult professions to find, the associated shares exceed 75%; with the highest peaks for information engineers (86%) and for "other" technical health professions (95%).



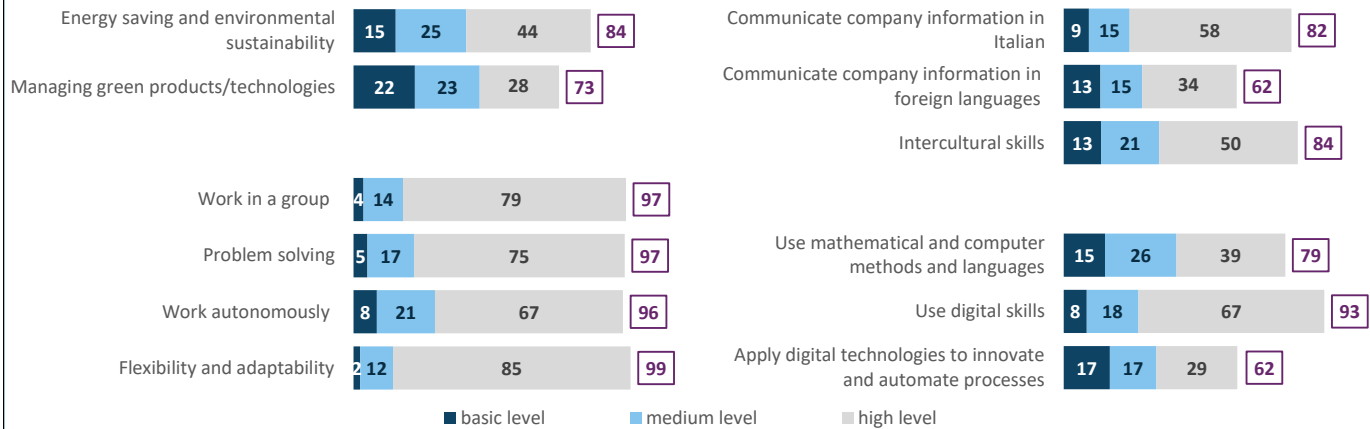
MANAGERS, HIGHLY SPECIALISED PROFESSIONS AND TECHNICIANS

969.500

inflow

In addition to transversal skills (for example, the ability to work in a team and flexibility), which are required for almost all high-profile figures, digital skills stand out, considered necessary in 93% of cases. Intercultural skills and attention to energy saving are also particularly frequent requests, both with a percentage equal to 84% of the entries. Beyond the skills required, among the individual professions, nursing ones are particularly difficult to find. Much higher than average difficulties in finding, between 65% and 69%, are also expected for profiles related to IT and for construction technicians, the latter also being associated with an average search time of almost 6 months.

"KEY" SKILLS BASED ON THE REQUIRED LEVEL (%)



MAIN CHARACTERISTICS OF THE PROFESSIONS MOST IN DEMAND (%)

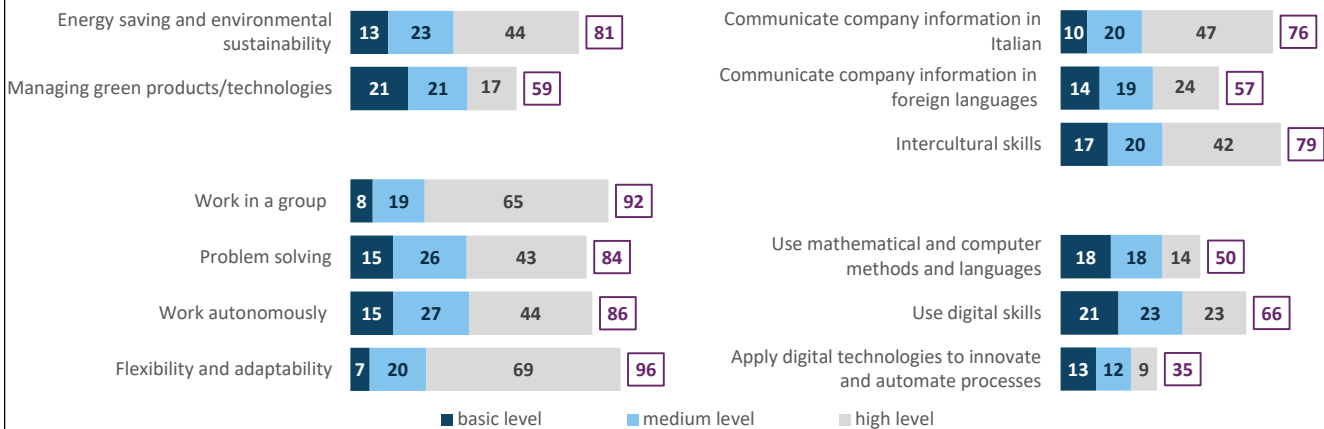
Code - Profession	INFLOW (A.V.)	young people under 30	with experience	female gender	new figures	Average time (months)
3334-Sales and distribution technicians	104.590	19,8	72,9	15,2	23,7	4,2
3212-Rehabilitation health professions	61.750	31,8	92,9	24,2	7,4	2,5
3312-Accountants	57.230	32,9	77,0	32,6	22,9	3,9
3211-Nursing and midwifery professions	41.340	24,6	89,9	10,1	4,8	3,8
3152-Construction site management technicians	30.110	8,5	95,7	3,2	33,3	5,8
2711-Software analysts and designers	28.140	30,1	88,3	1,5	11,6	3,7
3422-Vocational education teachers	26.530	6,2	89,4	11,2	17,9	2,2
2217-Industrial and management engineers	24.420	16,2	89,3	11,3	33,9	4,2
3122-Applications technicians	23.690	41,2	67,7	3,6	17,6	4,2
2642-Pre-primary school teachers	22.420	29,4	93,2	58,6	6,3	2,3
3131-Mechanical technicians	22.270	22,9	91,9	2,3	15,2	4,5
3121-Programming technicians	22.030	43,5	84,7	1,0	9,9	3,8

THE MOST DIFFICULT PROFESSIONS TO RECRUIT BY MAIN REASONS (%)

Code - Profession	INFLOW	of which DIFFICULT TO RECRUIT	Inadequate skill set	Lack of candidates	Other reasons	average search time (months)	
3334-Sales and distribution technicians	104.590	52.660	18	28	4	50	4,2
3212-Rehabilitation health professions	61.750	32.990	8	41	4	53	2,5
3211-Nursing and midwifery health professions	41.340	31.690	1	73	3	77	3,8
3312-Accountants	57.230	28.180	18	29	2	49	3,9
3152-Construction site management technicians	30.110	19.420	19	42	3	65	5,8
2711-Software analysts and designers	28.140	19.320	17	48	3	69	3,7
3122-Applications experts	23.690	15.490	32	33	1	65	4,2

As is the case for high-profile professions, also for intermediate-level ones the most requested skills are those of a transversal nature, always requested for over 84% of the entries. They are followed by attention to energy saving and sustainability (81%) and skills related to intercultural communication (79%). Furthermore, for several professions in this group, with high frequency (for over 45% of the entries) companies lean towards candidates under 30 years of age, among which bartenders and hairdressers stand out. In the case of the latter, in particular, companies need more than 5 months to find candidates with the required requisites. In the case of searches for chefs, companies report difficulty in finding them in almost 2 out of 3 cases.

"KEY" SKILLS BASED ON THE REQUIRED LEVEL (%)



MAIN CHARACTERISTICS OF THE PROFESSIONS MOST IN DEMAND (%)

Code - Profession	INFLOW (A.V.)	young people under 30	with experience	female gender	new figures	Average time (months)
5122-Retail sales clerks	452.540	47,4	55,7	34,3	14,2	2,2
5223-Waiters	437.390	47,2	68,3	16,7	24,2	3,0
5221-Cooks in hotels and restaurants	227.550	26,5	80,7	8,5	31,7	3,5
5224-Bartenders	181.020	50,5	56,8	34,1	26,1	3,2
4112-General business workers	151.220	25,8	65,9	40,0	22,8	3,6
5311-Qualified professions in health and social services	78.950	13,5	87,8	35,0	3,2	2,3
5222-Food preparation, cooking and distribution workers	74.020	30,1	38,1	26,3	8,5	1,5
4221-Reception and information workers in businesses and public bodies	62.310	40,0	40,7	38,1	24,7	2,9
4111-Secretarial workers	54.930	33,9	46,5	58,7	31,0	3,3
5511-Hairdressers	48.930	61,7	62,9	29,7	21,9	5,6
4222-Reception workers in accommodation and catering services	42.240	26,6	81,1	24,9	24,6	2,8
5523-Personal assistance workers	38.230	16,1	84,3	42,5	5,0	2,1

THE MOST DIFFICULT PROFESSIONS TO RECRUIT BY MAIN REASONS (%)

Code - Profession	INFLOW	of which DIFFICULT TO RECRUIT	Inadequate skill set	Lack of candidates	Other reasons	average search time (months)	
5223-Waiters	437.390	236.690	11	38	5	54	3,0
5221-Cooks in hotels and restaurants	227.550	140.120	14	44	4	62	3,5
5122-Retail sales clerks	452.540	138.590	9	20	2	31	2,2
5224-Bartenders	181.020	88.810	10	32	7	49	3,2
4112-General business workers	151.220	56.220	20	16	1	37	3,6
5311-Qualified professions in health and social services	78.950	41.270	10	39	3	52	2,3
5222-Food preparation, cooking and distribution workers	74.020	30.510	7	33	1	41	1,5

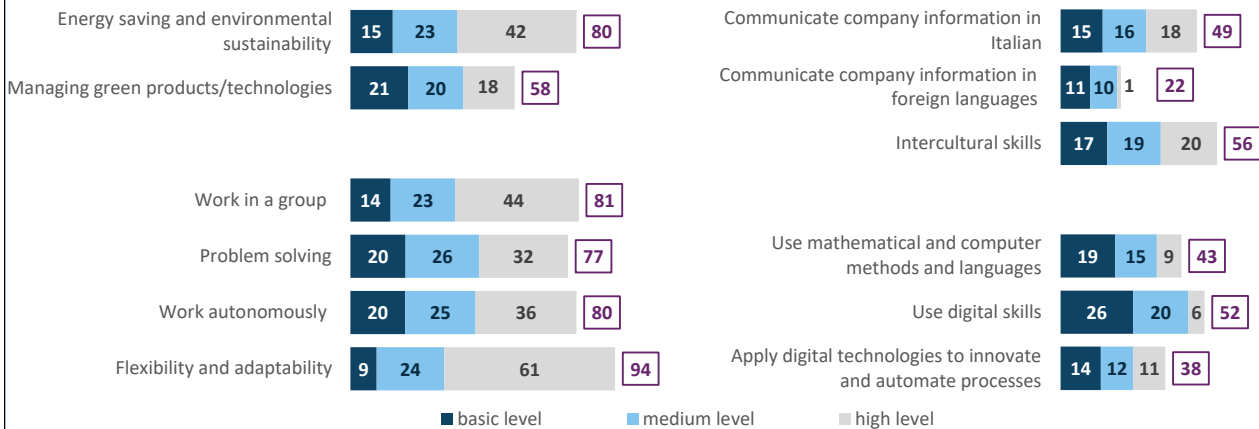
SPECIALISED LABOURERS, PLANT AND MACHINE OPERATORS

1.436.660

inflow

Flexibility is a requirement of the utmost importance also for blue-collar profiles, which is requested for 94% of the planned entries. Also very frequent, with shares between 77% and 81% of the entries, are the requests for other transversal skills and attention to energy saving. In general, companies report considerable difficulties in finding these professional figures, which in several cases concern more than 60% of the entries and exceed 70% in the case of electricians in civil construction, plumbers and pipe fitters, as well as mechanics specialized in car repairs. By virtue of these difficulties, the search times by companies are rather long, even around 6 months.

"KEY" SKILLS BASED ON THE REQUIRED LEVEL (%)



MAIN CHARACTERISTICS OF THE PROFESSIONS MOST IN DEMAND (%)

Code - Profession	INFLOW (A.V.)	young people under 30	with experience	female gender	new figures	Average time (months)
7423-Heavy vehicle and truck drivers	214.390	10,3	76,4	-	11,4	3,2
6121-Stone, brick and refractory masons	197.470	17,8	84,1	-	24,0	4,4
6137-Electricians in civil construction	89.970	38,9	72,3	-	21,9	5,8
6233-Mechanics and assemblers of industrial machinery	61.120	28,5	73,0	-	12,1	4,7
7281-Workers operating industrial product packaging machines	47.510	23,8	24,2	28,9	8,3	1,9
7211-Workers operating automatic and semi-automatic industrial machine tools	44.480	43,4	59,0	2,5	8,0	4,5
6241-Installers and repairers of electrical and electromechanical equipment	42.730	35,3	74,5	-	10,7	5,0
6214-Metal carpentry assemblers	42.120	22,9	70,1	-	17,8	4,7
6223-Machine tool fitters	41.320	42,0	72,4	-	7,0	5,1
6231-Artisan mechanics, repairers and maintenance workers of automobiles	38.990	48,4	68,0	-	18,3	6,2
6136-Plumbers and installers of hydraulic and gas pipes	38.300	42,6	71,1	-	20,1	6,4
7271-Series assemblers of machine parts	23.670	44,6	48,7	7,2	10,4	2,9

THE MOST DIFFICULT PROFESSIONS TO RECRUIT BY MAIN REASONS (%)

Code - Profession	INFLOW	of which DIFFICULT TO RECRUIT	average search time (months)
		<ul style="list-style-type: none"> Inadequate skill set Lack of candidates Other reasons 	
7423-Heavy vehicle and truck drivers	214.390	122.350 (13% Inadequate skill set, 41% Lack of candidates, 3% Other reasons)	3,2
6121-Stone, brick and refractory masons	197.470	115.570 (16% Inadequate skill set, 38% Lack of candidates, 4% Other reasons)	4,4
6137-Electricians in civil construction	89.970	65.830 (23% Inadequate skill set, 46% Lack of candidates, 5% Other reasons)	5,8
6233-Mechanics and assemblers of industrial machinery	61.120	41.830 (22% Inadequate skill set, 42% Lack of candidates, 5% Other reasons)	4,7
6136-Plumbers and installers of hydraulic and gas pipes	38.300	30.010 (24% Inadequate skill set, 45% Lack of candidates, 9% Other reasons)	6,4
7211-Workers of automatic and semi-automatic industrial machine tools	44.480	29.840 (17% Inadequate skill set, 46% Lack of candidates, 4% Other reasons)	4,5
6231-Artisan mechanics, repairers and maintenance workers of automobiles	38.990	29.030 (23% Inadequate skill set, 45% Lack of candidates, 6% Other reasons)	6,2

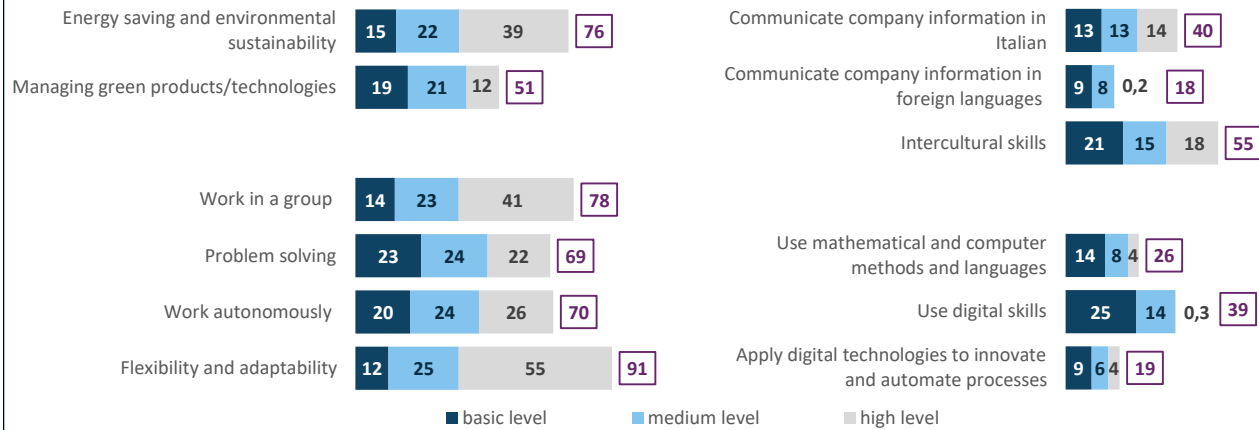
UNSKILLED PROFESSIONS

962.140

inflow

For professions classified as unskilled, flexibility is required for 91% of entries, a percentage that, although lower than that recorded for other profiles, is the highest. For these professional figures, companies do not require particularly high levels of previous experience and do not have particular difficulties in the recruitment phase; consequently, search times are generally shorter. Among the most sought-after professional figures, the only exception is unskilled staff in catering services, for whom the difficulties in finding them affect 53% of entries (compared to an average for the group of 34.5%).

"KEY" SKILLS BASED ON THE REQUIRED LEVEL (%)



MAIN CHARACTERISTICS OF THE PROFESSIONS MOST IN DEMAND (%)

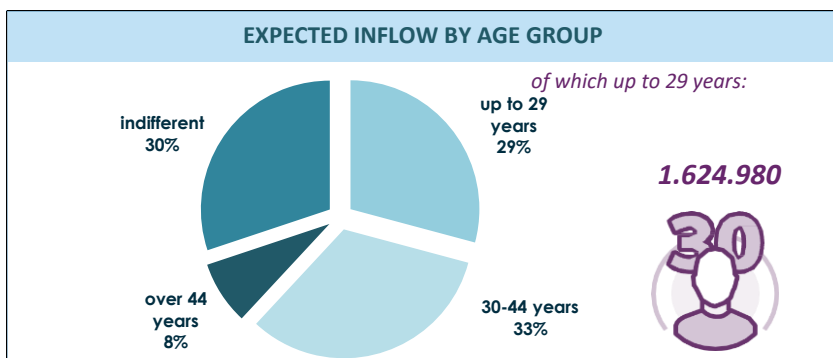
Code - Profession	INFLOW (A.V.)	young people under 30	with experience	female gender	new figures	Average time (months)
8143-Unskilled personnel for cleaning offices/commercial establishments	376.710	6,7	48,0	31,8	13,9	2,1
8132-Unskilled personnel for packing and warehouse	266.360	35,8	35,1	4,3	16,9	2,5
8141-Unskilled personnel for cleaning accommodation and ships	54.590	8,2	51,2	65,1	27,5	2,5
8133-Delivery workers	37.940	41,9	36,3	-	13,1	2,2
8161-Unskilled personnel for custodial services of buildings/equipment/goods	35.320	8,6	36,7	3,4	17,8	1,6
8142-Unskilled personnel in catering services	35.010	14,4	24,3	33,3	23,7	2,6
8431-Unskilled personnel in industrial activities	34.070	21,2	36,1	11,1	26,1	2,5
8131-Porters, goods handling workers	33.450	38,5	35,5	1,8	10,1	1,9
8145-Stove operators and other waste collectors and sorters	25.770	15,0	23,4	-	7,3	2,0
8421-Laborers and unskilled personnel in civil construction	20.070	25,3	40,2	-	20,1	3,1
8312-Unskilled personnel for maintenance of green spaces	18.210	22,5	58,9	-	19,4	3,2
8211-Unskilled personnel in recreational and cultural services	8.340	49,7	27,3	5,5	48,3	2,9

THE MOST DIFFICULT PROFESSIONS TO RECRUIT BY MAIN REASONS (%)

Code - Profession	INFLOW	of which DIFFICULT TO RECRUIT	average search time (months)
8143-Unskilled personnel for cleaning offices/commercial premises	376.710	145.150 (4 Inadequate skill set, 28 Lack of candidates, 6 Other reasons) 39	2,1
8132-Unskilled personnel for packing and warehouse	266.360	77.880 (8 Inadequate skill set, 18 Lack of candidates, 3 Other reasons) 29	2,5
8141-Unskilled personnel for cleaning accommodation and ships	54.590	22.810 (7 Inadequate skill set, 32 Lack of candidates, 3 Other reasons) 42	2,5
8142-Unskilled personnel in catering services	35.010	18.530 (10 Inadequate skill set, 40 Lack of candidates, 3 Other reasons) 53	2,6
8431-Unskilled personnel in industrial activities	34.070	12.300 (7 Inadequate skill set, 26 Lack of candidates, 3 Other reasons) 36	2,5
8131-Porters, goods handling personnel	33.450	10.800 (8 Inadequate skill set, 23 Lack of candidates, 1 Other reasons) 32	1,9
8133-Delivery personnel	37.940	8.480 (8 Inadequate skill set, 12 Lack of candidates, 3 Other reasons) 22	2,2

MAIN CHARACTERISTICS OF EXPECTED INFLOW BY AGE GROUP

Considering all professional figures, for a third of the planned hires in 2024, companies indicated a preference for candidates aged between 30 and 44. Slightly lower are the percentages of hires aimed at younger candidates (29% of total hires) and those for which age is considered indifferent (30%). The incidence of hires for which companies prefer candidates over 44 is much smaller, at only 8%. The sectors most oriented towards younger people (up to 29 years old) are retail trade, with 43% of hires aimed at the youth component, accommodation and food service activities and advanced business services (36% in both sectors).



The difficulty in finding young candidates is in line with the average for all hires, at 48%. However, numerous professional figures exceed this threshold, among which carpenters and specialized woodworkers stand out, with expected difficulties for 82% of young people and civil construction electricians (80%).

MAIN BUSINESS SECTORS LOOKING FOR YOUNG PEOPLE

(% of young people out of the total for the sector)



The top 10 sectors in terms of young inflow up to 29 years of age (by absolute value) were selected.

PROFESSIONS WITH THE GREATEST DIFFICULTY IN RECRUITING YOUNG PEOPLE

(expected inflow of young people - % share and a.v.)

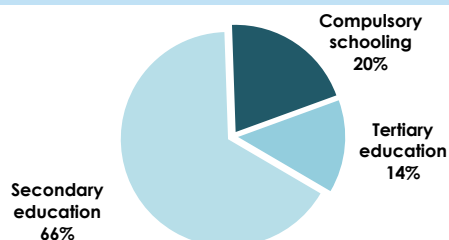
Average difficulty in recruiting young people 48%

Profession	Average difficulty in recruiting young people	young people difficult to recruit	young inflow	
Managers, highly specialised professions and technicians	Pharmacists	78%	4.090	5.260
	Software analysts and designers	70%	5.900	8.460
	Industrial designers	69%	6.480	9.330
	Mechanical technicians	69%	3.530	5.110
Office workers, commercial and services professions	Beauticians and makeup artists	69%	7.690	11.140
	Hotel and restaurant chefs	63%	38.100	60.220
	Hairdressers	59%	17.800	30.190
Specialised labourers, plant and machine operators	Carpenters and woodworking machine tool fitters	82%	6.360	7.760
	Electricians in civil construction	80%	27.900	35.040
	Artisan mechanics, car repairers and maintainers	78%	14.680	18.870

FIELDS OF STUDY THAT OFFER THE GREATEST JOB OPPORTUNITIES

The level of education most requested by companies is traditionally secondary, which includes high school diplomas and professional qualifications and diplomas (IeFP). In 2024, this type of training is required for 66% of the workers expected to be hired by companies. Possession of a tertiary education level (degree or ITS Academy diploma) is instead required for 14% of candidates, while for 20% of contracts, companies consider only compulsory education sufficient. The requirement of previous experience, as well as the difficulty in recruiting, tends to increase with the level of education. In particular, the experience requirement concerns almost 9 out of 10 hires of graduates, while the difficulty in finding suitable candidates reaches 61% for graduates of ITS Academy programs. Among the main fields of tertiary education, recruitment problems significantly exceed this threshold in the case of degrees in health and paramedical fields (72%) and ITS Academy programs in mechatronics (69%). In the case of secondary level programs, the greatest difficulties in finding suitable candidates concern the mechanical field (61%) and programs related to catering and food and wine tourism (53-56%).

EXPECTED INFLOW BY EDUCATION LEVEL



	Expected inflow (a.v.)	% difficult to recruit	% with experience
TERTIARY EDUCATION	771.730	52%	87%
SECONDARY EDUCATION	3.641.960	48%	64%
COMPULSORY SCHOOL	1.102.580	44%	50%

TERTIARY EDUCATION

	Expected inflow (a.v.)	% on tertiary education	% difficult to recruit	% with experience
UNIVERSITY	691.090	90%	51%	87%
HIGHER TECHNOLOGICAL EDUCATION (ITS Academy)	80.640	10%	61%	82%

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

Field of Study	Expected inflow (a.v.)	% on tertiary education	% difficult to recruit	% with experience
Economics	205.100	University	43%	78%
Teaching and training	111.410	ITS Academy	42%	94%
Health and paramedic	55.110	ITS Academy	72%	91%
Mechatronics	22.770	University	69%	79%
Information, Communication and Data Technologies	18.170	ITS Academy	63%	85%

SECONDARY EDUCATION

	Expected inflow (a.v.)	% on secondary education	% difficult to recruit	% with experience
TECHNICAL-PROFESSIONAL HIGH SECONDARY SCHOOL DIPLOMA	1.390.200	38%	49%	69%
HIGH SECONDARY SCHOOL DIPLOMA*	145.430	4%	30%	65%
TRAINING QUALIFICATION OR PROFESSIONAL DIPLOMA (IeFP)	2.106.340	58%	49%	60%

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

FIELDS OF STUDY MOST HIGHLY REQUESTED

Field of Study	Expected inflow (a.v.)	% on secondary education	% difficult to recruit	% with experience
Administration, Finance and Marketing	462.490	Technical-professional	37%	61%
Catering	442.780	IeFP	53%	67%
Tourism, food and wine and hospitality	273.630	Technical-professional	56%	77%
Logistics systems and services	256.260	IeFP	35%	46%
Mechanical	241.430	IeFP	61%	60%

SKILLS REQUIRED BASED ON QUALIFICATION

When reporting the skills they require from candidates, companies also indicate the degree of importance attributed to them, which varies significantly depending on the level of education and the training program requested. For example, in 2024, digital skills are considered very important for 67% of candidates with tertiary education but, among the specific programs, this figure reaches 77% in the case of economic degrees and 89% in the case of ITS Academy courses with an ICT focus. Among the transversal skills, the most widely requested are flexibility and the ability to work in a group, also in this case with indications of high importance more frequent for tertiary qualifications than for secondary ones. However, no significant differences emerge between levels or training programs with reference to the request for aptitude for environmental sustainability, for which only in the context of ITS Academy diplomas with a mechatronics focus and secondary school diplomas with a tourism-food and wine focus does the share of requests with high importance exceed 50%.

VERY IMPORTANT SKILLS BY MAIN FIELDS OF STUDY (*)

Key:	Communicative			Technological			Green		Soft					
	from 1% to 33%	from 34% to 66%	from 67% to 100%	Comunicare in italiano informazioni dell'impresa	Comunicare in lingue straniere informazioni dell'impresa	Competenze interculturali	Use mathematical and computer methods and languages	Use digital skills	Apply digital technologies to innovate and automate processes	Risparmio energetico e sostenibilità ambientale	Gestire prodotti/ tecnologie green	Work in a group	Problem solving	Work autonomously
TERTIARY EDUCATION	57%	35%	49%	42%	67%	30%	45%	26%	81%	77%	66%	84%		
Economics	62%	40%	48%	47%	77%	28%	44%	23%	81%	77%	65%	83%		
Teaching and training	42%	16%	49%	25%	45%	11%	40%	19%	80%	72%	61%	83%		
Health and paramedic	47%	10%	43%	12%	21%	13%	28%	13%	74%	61%	45%	80%		
Mechatronics	31%	12%	36%	31%	49%	36%	55%	28%	62%	65%	59%	75%		
Information, communication and data technologies	44%	43%	45%	51%	89%	42%	39%	27%	76%	78%	57%	77%		
SECONDARY EDUCATION	36%	15%	33%	13%	19%	11%	44%	18%	58%	41%	42%	68%		
Administration, Finance and Marketing	52%	24%	42%	24%	53%	12%	42%	19%	70%	55%	51%	77%		
Catering	43%	24%	47%	8%	5%	7%	48%	18%	60%	29%	37%	61%		
Tourism, Food and Wine and Hospitality	51%	40%	51%	14%	17%	13%	52%	21%	68%	45%	49%	73%		
Logistics Systems and Services	16%	1%	20%	6%	1%	5%	33%	9%	44%	26%	24%	56%		
Mechanical	16%	1%	17%	7%	6%	13%	37%	15%	38%	27%	31%	58%		
High school diploma	59%	43%	41%	14%	50%	12%	34%	14%	79%	64%	56%	83%		
COMPULSORY SCHOOL	19%	3%	24%	4%	2%	4%	38%	14%	40%	21%	28%	54%		

* The companies assign a score ranging from 0 (skill not required) to 4 (skill of the utmost importance) to each skill; the skills considered to be "very important" are those to which the companies assign a score of 3 or 4.

COMPANIES HIRING

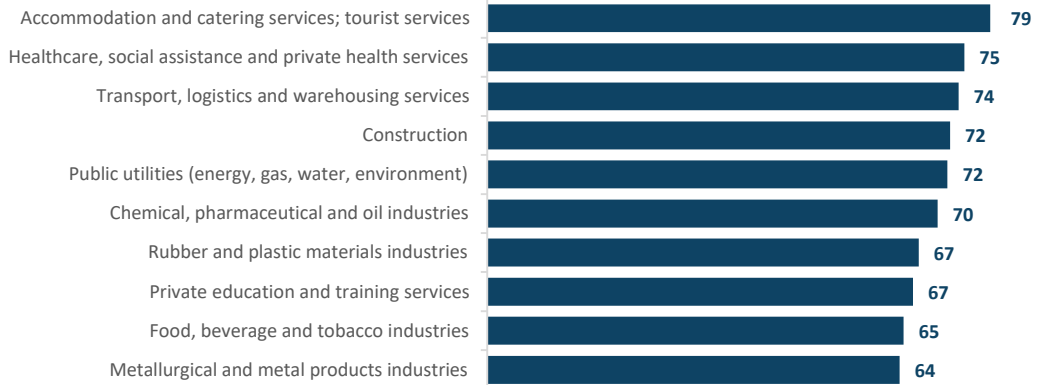
Companies with employees who planned to make hires in 2024 represent 63% of the total. However, in several sectors, significantly higher percentages are recorded. Among these, stand out: tourism and catering (79%), private healthcare and social assistance (75%), transportation and logistics (74%), construction and public utilities (both at 72%), as well as the chemical-pharmaceutical industries (70%).

In general, the most used selection channel by hiring companies is direct knowledge of candidates (indicated in 40% of cases), followed by received resumes (34%) and referrals from known individuals (33%). Among larger companies, the use of formal and structured channels such as resumes sent by candidates (up to 66%) or the use of the web and social media channels and employment agencies (up to 36%) is more frequent. Companies that have adopted integrated digital investment plans represent 67% of the total; the share of those that have invested in green skills is instead 57%.

COMPANIES HIRING IN 2024 BY SECTOR (% of total companies in the sector)

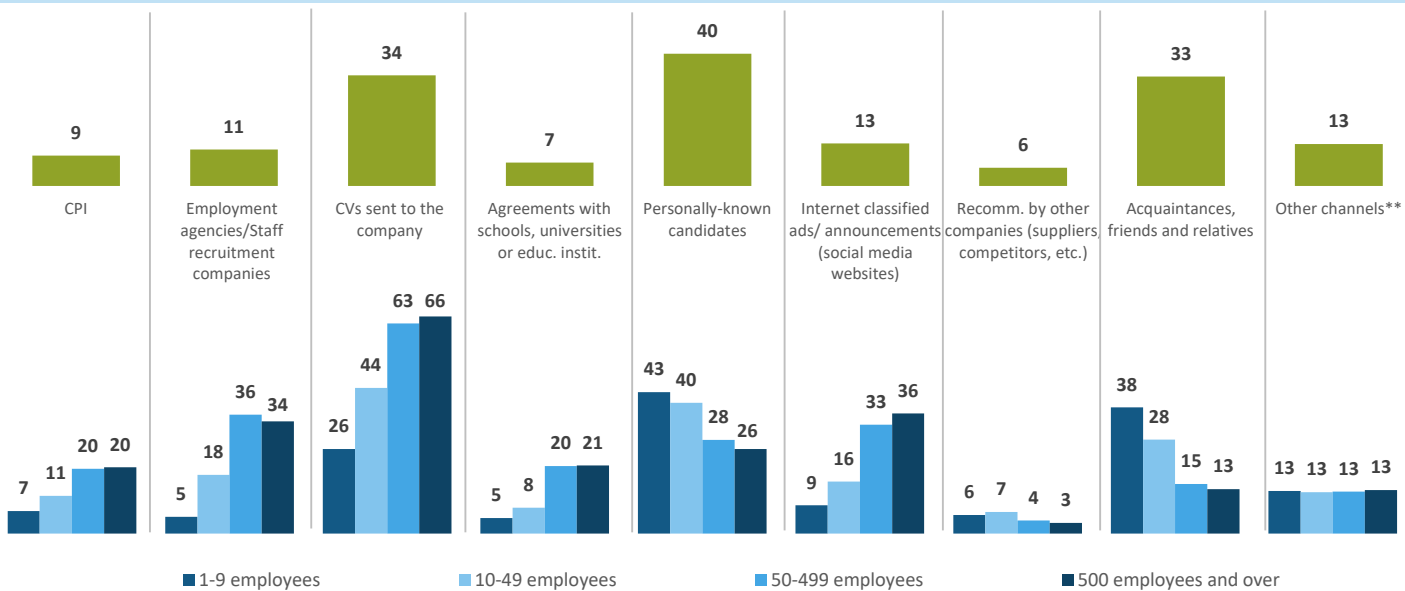
63%

Companies hiring



RECRUITMENT CHANNELS USED BY COMPANIES

(% of total companies that indicate at least one selection channel by size class*)



* This is a multiple choice question on the questionnaire, and the total can exceed 100.

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

DIGITAL TRANSFORMATION AND GREEN INVESTMENTS

67%

Companies that invested in digital transformation between 2019 and 2023 (out of the total number of companies)



67%

Companies that adopted integrated digital investment plans in 2024 (out of total number of companies)

56%

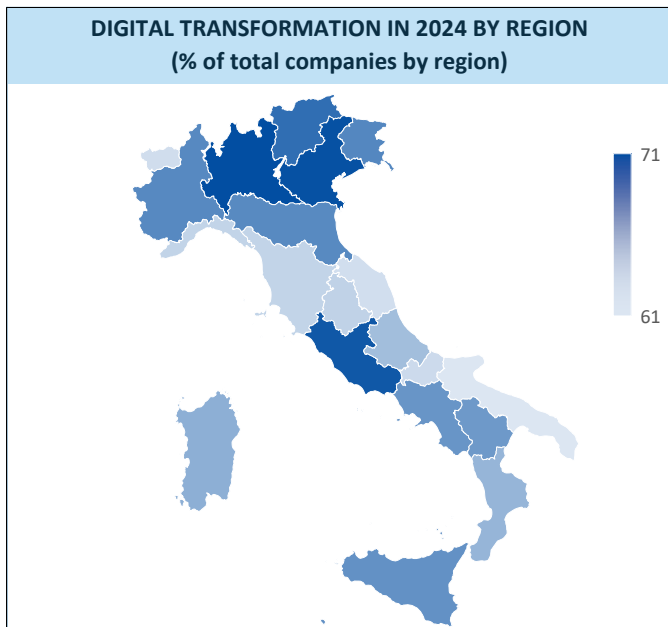
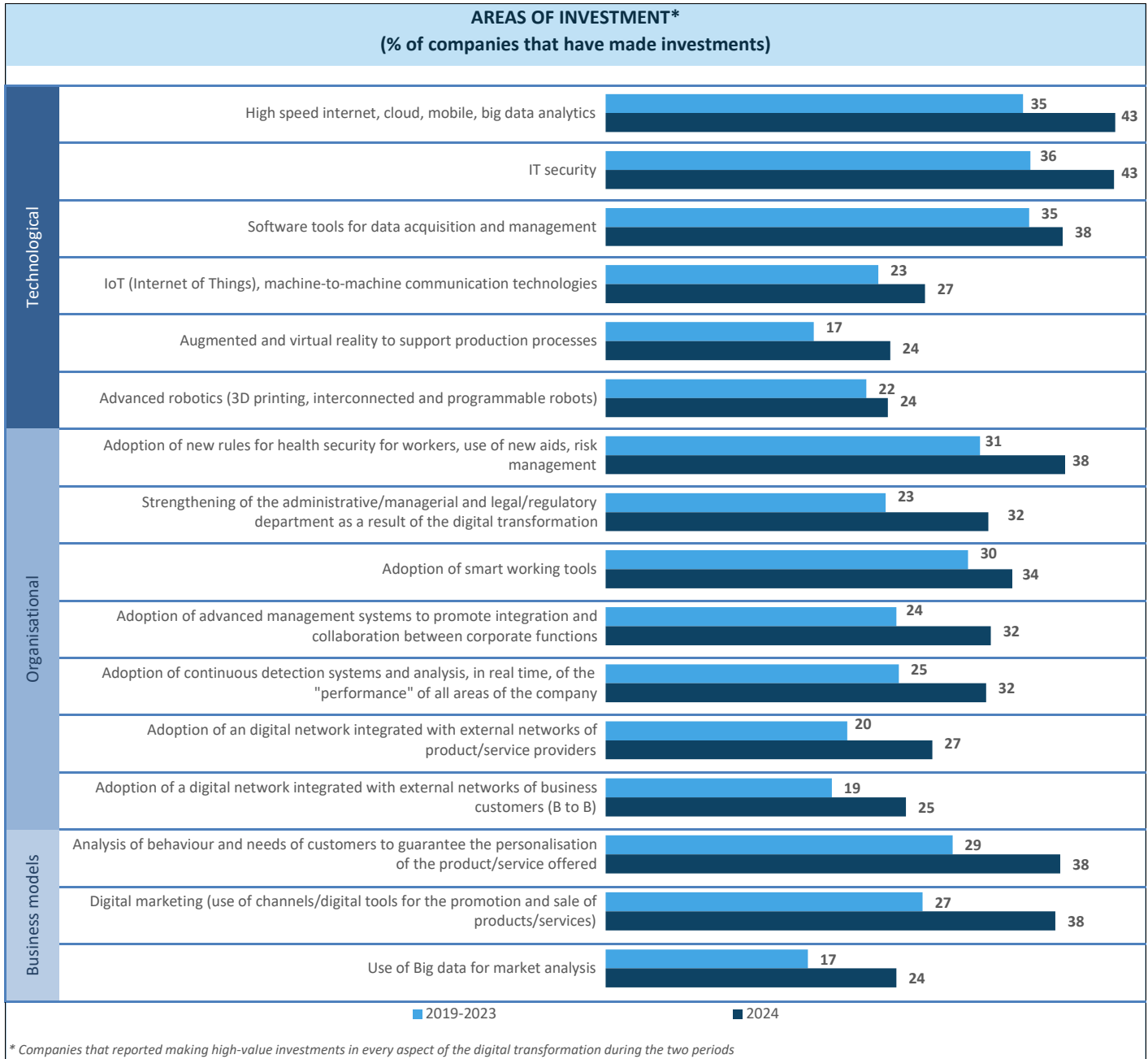
Companies that have invested in green skills in 2023 (out of the total number of companies)



57%

Companies that have invested in green skills in 2024 (out of the total number of companies)

COMPANIES INVESTING IN DIGITAL TRANSFORMATION



Considering investments in digital transformation and their importance from the point of view of companies, the growth trend that characterizes all types of investment will continue in 2024. Compared to last year, the most significant investments in the technological area concern both high-speed Internet, cloud, mobile, big data, and cyber security. In both cases, the investments made are considered highly important by 43% of companies, with significant increases (+7/8 p.p.) compared to the 2019-2023 period. In the area of business models, the relevance of investments has grown significantly in particular for the analysis of customer behavior and needs (38% of companies, +9 p.p.) and the development of digital marketing (38%, +11 p.p.). In the organizational area, investments aimed at strengthening the administrative and legal areas of the company following the digital transformation are growing in particular (+9 p.p., 32% in 2024). From a territorial point of view, a greater propensity to invest in digital transformation is confirmed by companies located in Lazio and the North of the country, with the exception of Valle d'Aosta and Liguria.

ONGOING TRAINING AND SCHOOL/WORK CONNECTION

In 2024, just over 730 thousand companies have organized (or plan to organize) training activities for their employees, equal to 51% of the total number of companies with employees active in the country. Training mainly occurs through external courses (22%) or support (18%), and to a lesser extent through internal company courses (10%). Regardless of the specific type of courses provided, companies that activate this training method are approximately 400 thousand, 28% of the total.

Training with courses is financed mainly with the company's own resources (78% of companies) and, secondarily, through interprofessional funds (15%) and contributions from bilateral bodies (10%). It more frequently concerns the digitalization area (41% of companies training through courses) than the "green" area (30%); however, 49% of companies that activate training courses intervene in areas other than those just mentioned.

COMPANIES THAT CARRY OUT TRAINING COURSES IN 2024

732.200
(no. training companies)



Companies that carried out training courses in 2024



51%
(% of total companies)

401.350
(no. training companies with courses)

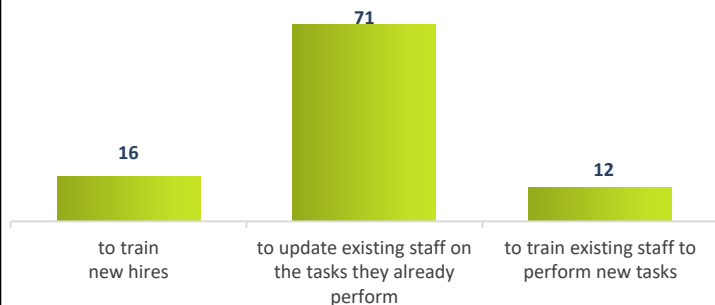


Companies that carried out training courses in 2024



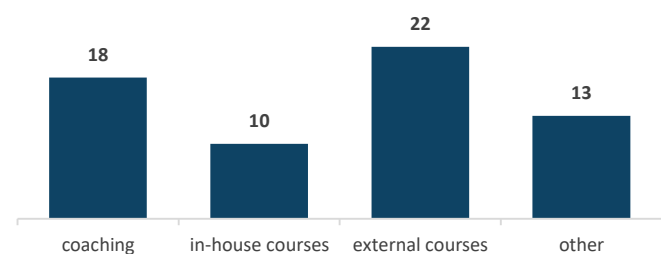
28%
(% of total companies)

COMPANIES BY MAIN PURPOSE OF TRAINING - 2024



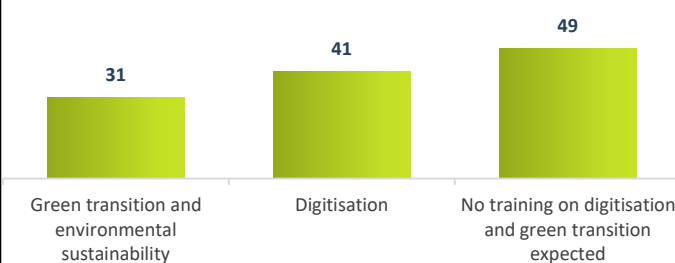
(composition % of total training companies)

COMPANIES BY TRAINING COURSE TYPE - 2024



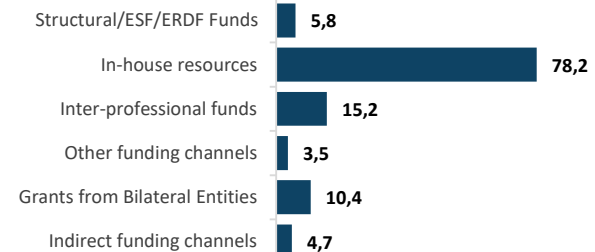
(% of total companies, multiple choice)

COMPANIES BY TRAINING AREA - 2024



(composition % of total training companies with courses)

COMPANIES BY TRAINING FUNDING METHOD - 2024



This is a multiple choice question

(composition % of total training companies with courses)

APPRENTICESHIP ACTIVITIES

Companies that hosted apprentices in 2023

13%

Number of apprentices hired in 2024

24%

In 2023, 13% of companies (with employees) hosted at least one student on an internship, showing stability compared to 2022. Among the hosted interns, almost one in four had their hiring formalized (or scheduled) during 2024.

INFLOW IN THE VARIOUS REGIONS

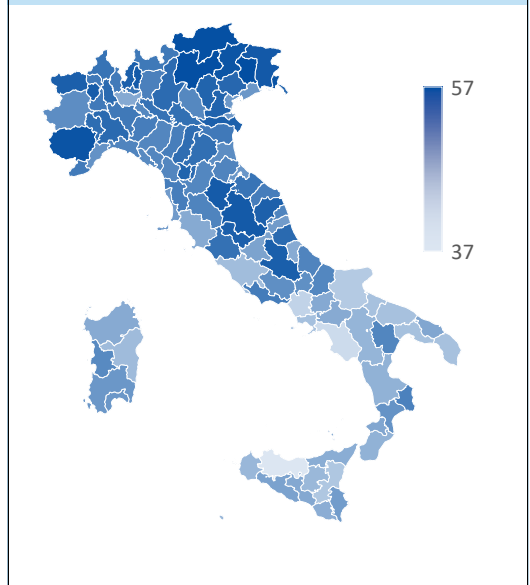
55% of the hires planned for 2024 are concentrated in five regions: Lombardy (19% of total entries), Lazio (10%), Veneto, Emilia-Romagna (each with 9%) and Campania (8%). The most significant difficulties in finding talent are recorded in the North of the country, where all regions show percentages higher than the national average. In the Central area, the difficulty in finding talent (47.3%) does not differ significantly from the average, by virtue of the relatively low percentage (43.6%) recorded in Lazio. Recruitment problems are also lower than average in most regions of the South; slightly higher than average percentages are only observed in Abruzzo and Molise.

As regards hiring trends compared to 2023, thanks to the expansionary dynamics that have characterized the tourism sector in recent years, positive values are recorded in all regions of the South, which determine, for this territorial area as a whole, an increase of 8.1%. Positive trends are also observed in the two northern regions with a strong tourist vocation, namely Valle d'Aosta (+6.8%) and Trentino-Alto Adige (+0.5%).

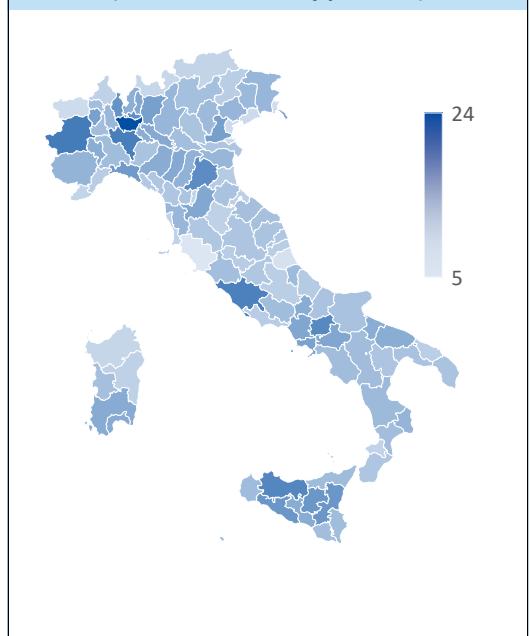
On the contrary, in the other northern regions there are drops (in percentage terms), ranging from -1.1% in Piedmont to -4.8% observed in Liguria.

	TOTAL INFLOW (a.v.)	% difficult to recruit	% university graduates	variation % 2023/2022
ITALIA	5.516.280	47,8	12,5	0,1
NORTH WEST	1.569.050	49,3	16,2	-2,4
NORTH EAST	1.260.180	52,2	10,0	-3,7
CENTRAL	1.106.270	47,3	12,4	-2,2
SOUTH AND ISLANDS	1.580.780	43,1	10,9	8,1
PIEMONTE	350.160	51,0	14,4	-1,1
VALLE D'AOSTA	20.150	54,5	5,9	6,8
LOMBARDIA	1.064.160	48,7	17,7	-2,6
LIGURIA	134.570	49,4	11,2	-4,8
TRENTINO ALTO ADIGE	173.860	56,5	8,0	0,5
VENETO	503.090	51,5	9,5	-4,5
FRIULI VENEZIA GIULIA	108.850	55,3	10,2	-4,3
EMILIA ROMAGNA	474.370	50,6	11,4	-4,2
TOSCANA	360.520	50,0	9,4	-2,2
UMBRIA	64.540	55,0	8,4	-0,4
MARCHE	136.110	51,0	8,9	-3,2
LAZIO	545.100	43,6	15,6	-2,2
ABRUZZO	122.130	50,4	7,5	4,6
MOLISE	20.140	49,0	9,7	5,5
CAMPANIA	456.530	41,0	12,3	4,7
PUGLIA	332.630	41,9	10,1	14,0
BASILICATA	40.760	45,9	9,3	13,4
CALABRIA	119.400	45,2	9,4	10,3
SICILIA	329.660	42,0	13,0	9,5
SARDEGNA	159.540	45,8	9,1	4,3

DEMAND FOR UNIVERSITY GRADUATES IN THE VARIOUS REGIONS (% of total inflow by province)



DEMAND FOR UNIVERSITY GRADUATES IN THE VARIOUS REGIONS (% of total inflow by province)

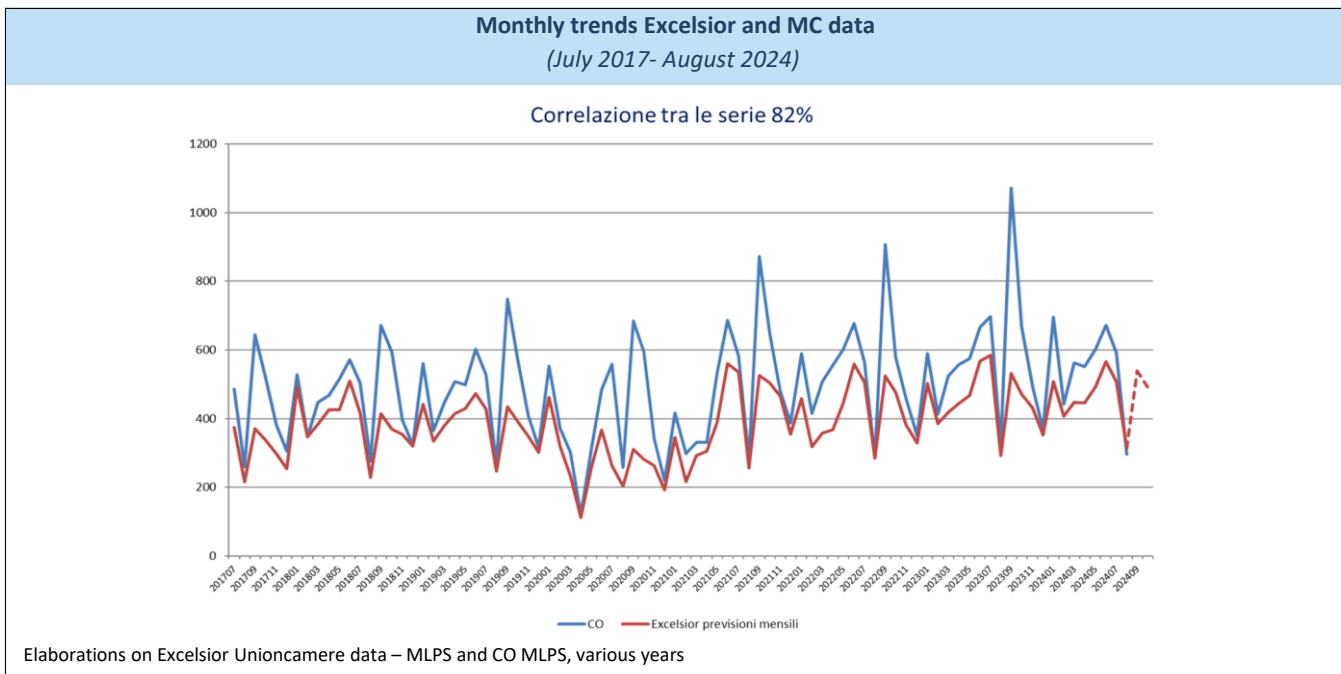


NOTE ON METHODOLOGY

The data presented derive from the Excelsior survey carried out by Unioncamere in agreement with the Ministry of Labour and Social Policies. The survey, which is included in the National Statistical Programme (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 the administrative information present in the Business Register and in INPS including, from 2024, the data relating to agricultural contracts in activities with a prevalence of non-agricultural. This source is however considered net of phenomena not observed by construction in the Excelsior observation field (contracts activated by: Public administration, agricultural sector, professional firms, subjects not registered in the registers of the Chambers of Commerce; as well as contracts lasting less than one month) and integrated with the information deriving from the monthly surveys available until September 2024 which, to cover the entire year, have the months of the last quarter as their forecast period. The monthly surveys were carried out mainly using the CAWI compilation technique and conducting approximately 295,000 interviews with companies, a representative sample of companies with employees in 2023 in the various industrial and service sectors. The estimate of the forecast of incoming flows is obtained through the modeling of the historical series of data taken from administrative sources on companies and employment, appropriately integrated with the sample data relating to each monthly survey. Hire (i.e., the number of employment contracts that companies intend to enter into in a certain period) and the related characteristics refer to the hiring of employees and the flows of collaborators, temporary workers and other non-employee workers.

The following graph compares the Excelsior monthly forecasts with the data from the Mandatory Communications of the Ministry of Labour. The CO data are processed in such a way as to be traced, as far as possible, to the Excelsior field of observation. Although it does not allow an alignment of the amounts - due to the structure of the available data - a strong correlation between the two series (82%) is highlighted for the period July 2017 - August 2024.



This bulletin focuses on the analysis of the characteristics of the hires planned for the year 2024, according to the professional profiles and the required education levels. There are also some comparisons with the 2023 data. The results of the survey are available at provincial and regional level according to a variable number of economic sectors, obtained by merging the economic activity codes of the ATECO2007 classification. The distribution of the hires planned by "professional group" refers to the ISTAT CP2021 classification.

Excelsior Informa is produced by Unioncamere in collaboration with the Ministry of Labor and Social Policies within the Excelsior Information System.

For further information, please visit the website: <https://excelsior.unioncamere.net> where data and analyses are available for all regions and provinces.

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