EXCELSIOR INFORMA

COMPANY EMPLOYMENT SCHEMES OBTAINED FROM THE CHAMBER OF COMMERCE SYSTEM
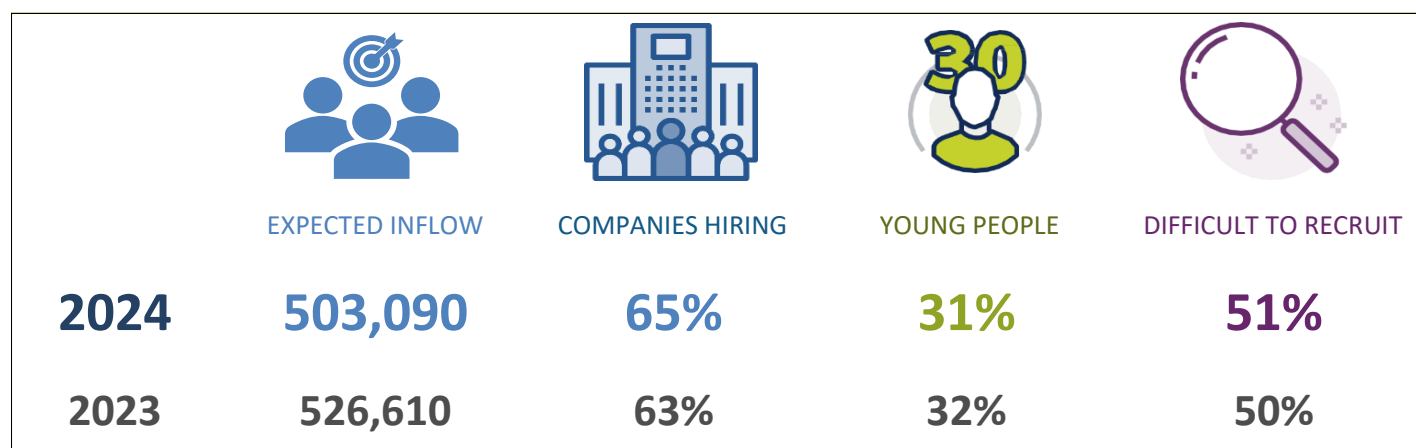
Year 2024
Veneto

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	**503,090**	**65%**	**31%**	**51%**
2023	526,610	63%	32%	50%

SUMMARY

Work opportunities in 2024 in the region

Expected inflow (a.v.)		% difficult to recruit
Specialised labourers	76,440	71.0
Technical professions	54,050	60.5
Plant operators and stationary and mobile machinery operators	69,200	56.7
Managers and intellectual, scientific and highly-specialised professions	20,450	55.7
Skilled professions in commercial activities and services	150,500	47.1
Employees	42,880	40.1
Unskilled professions	89,560	37.0

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

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	**503,090**	**100.0**	**31.5**	**51.5**
Direction and General services areas	**16,290**	3.2	31.7	48.5
Administrative areas	**24,120**	4.8	23.5	44.4
Technical and planning areas	**60,240**	12.0	31.7	66.6
Area of production of goods and provision of the service	**231,240**	46.0	28.2	55.1
Commercial and sales areas	**104,020**	20.7	42.7	43.1
Logistics areas	**67,190**	13.4	28.0	41.5

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

Sector	Inflow
Accommodation and catering services; tourist services	107,490
Retail trade, wholesale trade and repair of motor vehicles and motorcycles	79,120
Operational support services for businesses and individuals	37,820
Construction	36,900
Transport, logistics and warehousing services	33,890

Professions most requested in the region in 2024 — *of which* difficult to recruit (%)

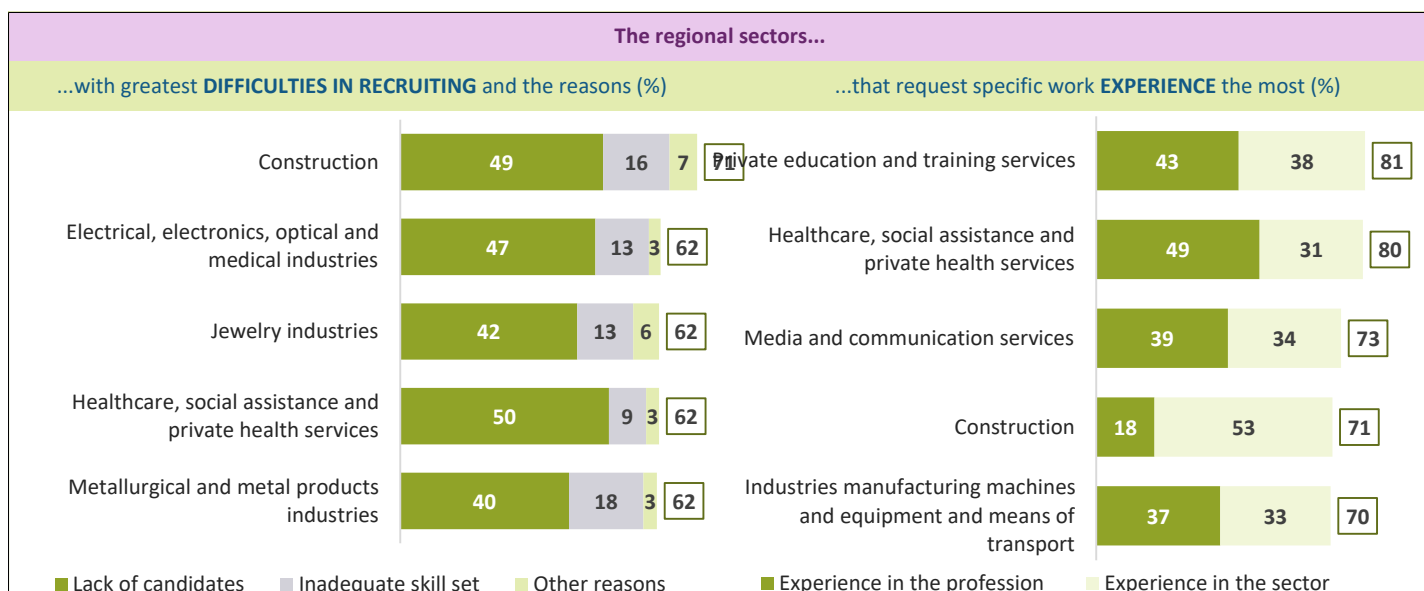| Profession	Inflow	difficult to recruit (%)
522-Trainers and employees in catering activities	83,580	52
512-Sales employees	48,490	34
814-Unqualified staff in cleaning services	41,560	43
813-Unqualified personnel responsible for moving and delivering goods	38,020	29
411-Secretariat and general affairs employees	20,870	39
742-Drivers of motor and animal-drawn vehicles	19,580	67

Veneto

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.
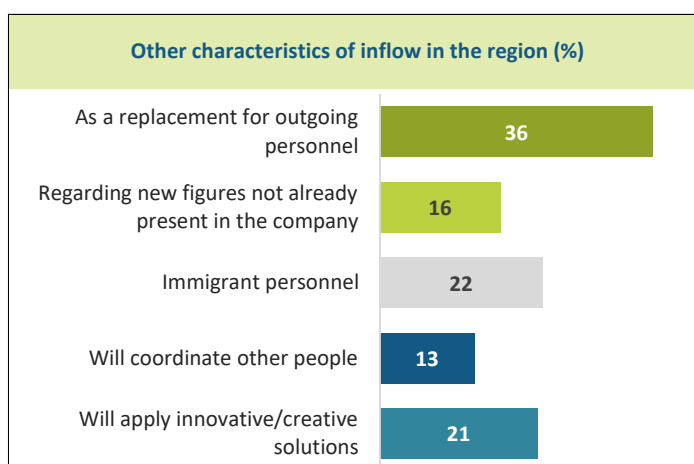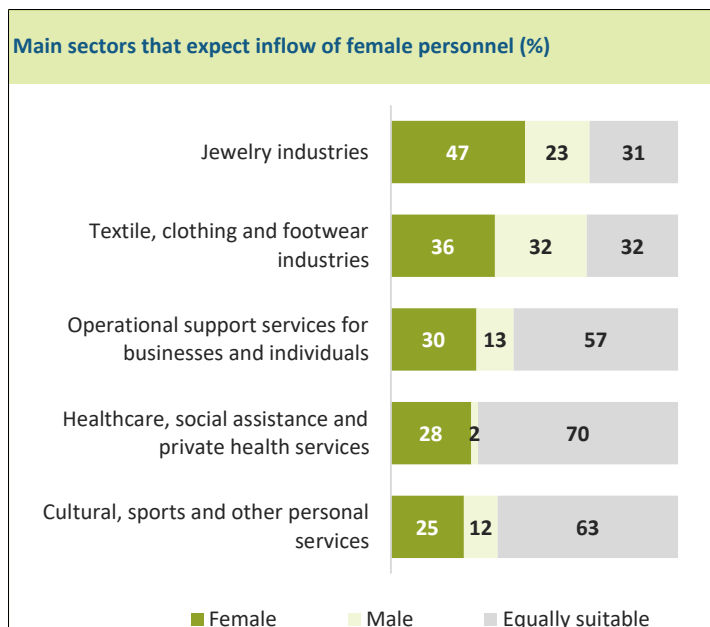
Difficulty in recruiting (%)	Reg.	North East	Italy
Total, of which:	**51.5**	**52.2**	**47.8**
for lack of candidates	34.2	35.5	31.2
due to inadequate skill set	12.9	12.5	12.9
for other reasons	4.4	4.2	3.7

Experience requested (%)	Reg.	North East	Italy
Total, of which:	**59.8**	**60.6**	**64.3**
in the profession	19.7	19.8	21.1
in the sector	40.1	40.8	43.2
non requested	40.2	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	49	16	7	71
Electrical, electronics, optical and medical industries	47	13	3	62
Jewelry industries	42	13	6	62
Healthcare, social assistance and private health services	50	9	3	62
Metallurgical and metal products industries	40	18	3	62

■ 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
Private education and training services	43	38	81
Healthcare, social assistance and private health services	49	31	80
Media and communication services	39	34	73
Construction	18	53	71
Industries manufacturing machines and equipment and means of transport	37	33	70

■ Experience in the profession ■ Experience in the sector

Gender requested (%)	Reg.	South and islands	Italy
female	**19.4**	**19.1**	**18.5**
male	32.1	30.0	30.8
equally suitable	48.4	50.9	50.8

Contracts proposed (% values)	Reg.	South and islands	Italy
Workers employed by the company	**81.6**	**82.0**	**83.3**
with a permanent contract	19.9	18.5	18.6
with a fixed-term contract	50.9	53.3	56.2
with other contracts	10.8	10.3	8.4
Company non-salaried workers	**18.4**	**18.0**	**16.7**
agency workers	13.2	12.6	9.8
coll. and other non-salaried empl.	5.2	5.3	7.0

Main sectors that expect inflow of female personnel (%)

Sector	Female	Male	Equally suitable
Jewelry industries	47	23	31
Textile, clothing and footwear industries	36	32	32
Operational support services for businesses and individuals	30	13	57
Healthcare, social assistance and private health services	28	2	70
Cultural, sports and other personal services	25	12	63

■ Female ■ Male ■ Equally suitable

Other characteristics of inflow in the region (%)

Characteristic	Value
As a replacement for outgoing personnel	36
Regarding new figures not already present in the company	16
Immigrant personnel	22
Will coordinate other people	13
Will apply innovative/creative solutions	21

Veneto

CHARACTERISTICS OF INFLOW BY AGE GROUP

Expected inflow by age group in the region (%)

indifferent 28%

up to 29 years 32%

over 44 years 8%

30-44 years 32%

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

31.5%
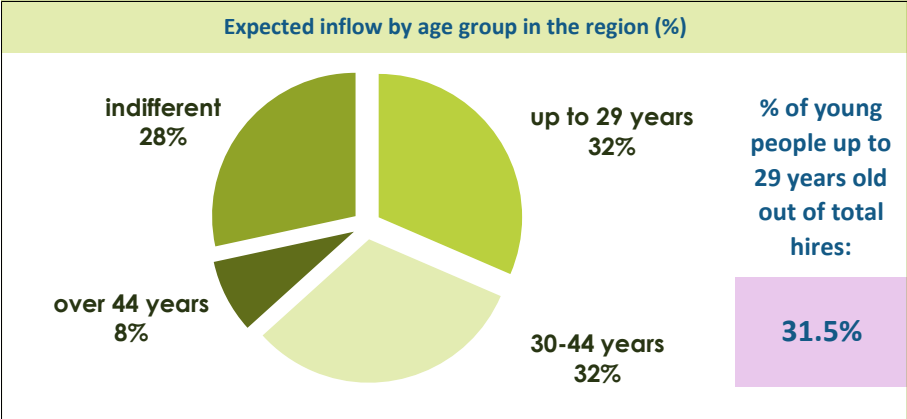
A specific detailed study concerns the age groups of the professional figures requested by companies in the region in 2024, with a detailed breakdown of the professions most requested and of the main business sectors that plan inflow from the younger segment, i.e. the figures with an age explicitly indicated 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 (%)

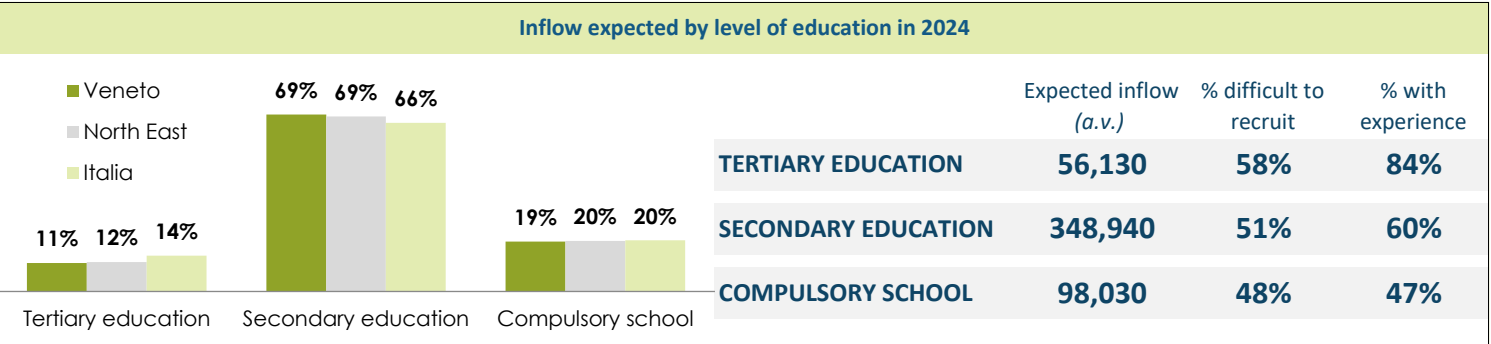| Sector	Up to 29 years	Indifferent	30 years and over
Retail trade, wholesale trade and repair of motor vehicles and motorcycles	43	22	35
Accommodation and catering services; tourist services	38	33	29
Industries manufacturing machines and equipment and means of transport	34	20	46
Construction	32	20	48
Metallurgical and metal products industries	31	23	46

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 Veneto 50%**		difficult to recruit young people	Inflow of young people
Toolmakers, workers and wood treatment craftsmen	93%	1,110	1,190
Specialized workers responsible for construction finishing	85%	4,760	5,620
Blacksmiths, tool makers	79%	2,200	2,780
Automatic and semi-automatic machine workers. for processing metal and prod. minerals	74%	2,190	2,950
Technicians in the engineering field	74%	1,600	2,180
Specialized workers involved in the construction and maintenance of building structures	72%	2,190	3,030
Artisanal mechanics, assemblers, repairers, maintenance workers on fixed/mobile machines	72%	3,320	4,600
Casters, welders, tinsmiths, boilermakers, assemblers of metal carpentry	72%	1,370	1,910
Specialized food processing workers	70%	850	1,210
Specialized workers. installation/maintenance of electrical/electronic equipment	64%	1,820	2,830

Veneto

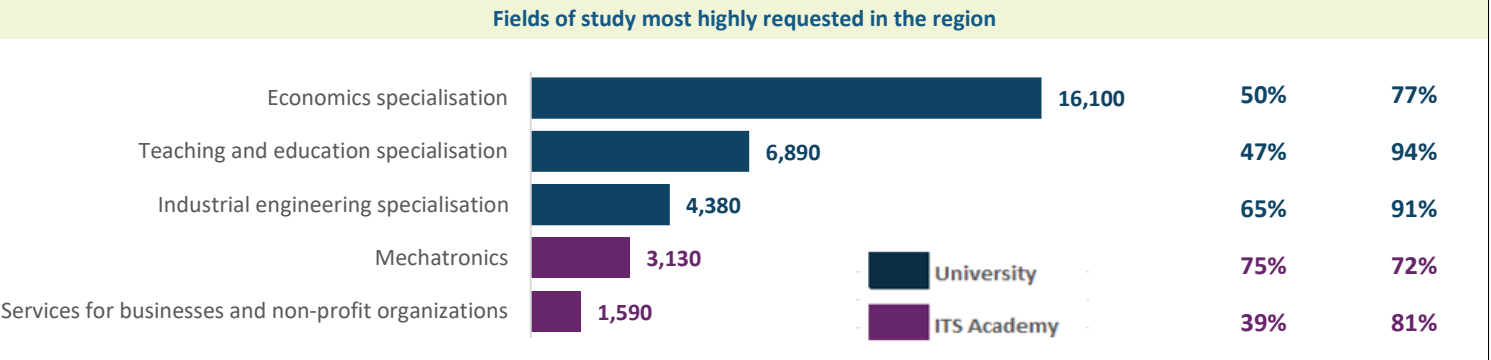# FIELDS OF STUDY THAT OFFER THE GREATEST JOB OPPORTUNITIES

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).
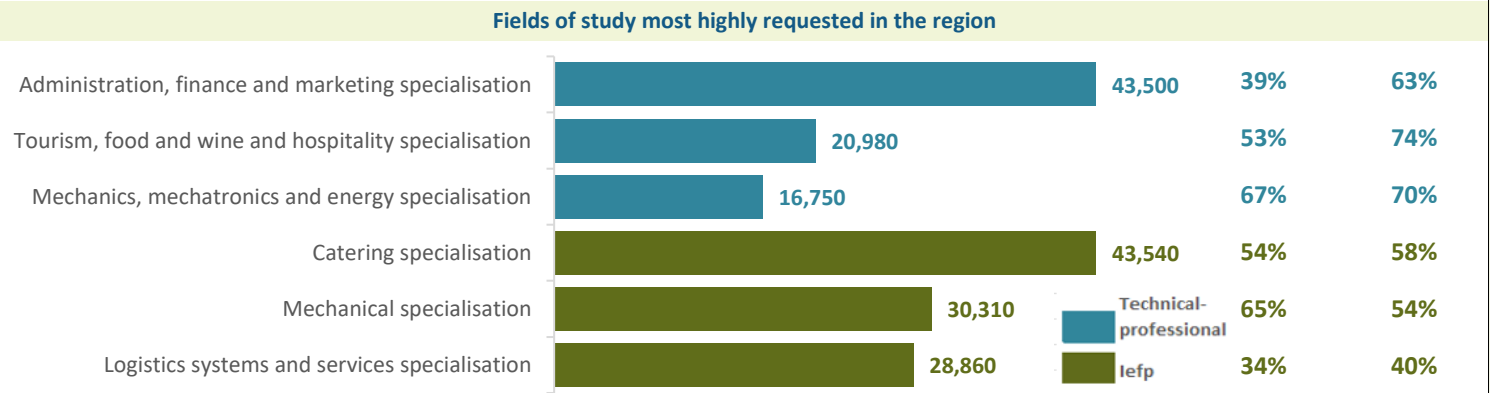
Inflow expected by level of education in 2024

■ Veneto
■ North East
■ Italia

	Expected inflow (a.v.)	% difficult to recruit	% with experience
TERTIARY EDUCATION	**56,130**	**58%**	**84%**
SECONDARY EDUCATION	**348,940**	**51%**	**60%**
COMPULSORY SCHOOL	**98,030**	**48%**	**47%**

Tertiary education: 11% / 12% / 14%
Secondary education: 69% / 69% / 66%
Compulsory school: 19% / 20% / 20%

TERTIARY EDUCATION

	Expected inflow (a.v.)	% on tertiary education	% difficult to recruit	% with experience
UNIVERSITY	**47,600**	**85%**	**58%**	**85%**
HIGHER TECHNOLOGICAL EDUCATION (ITS Academy)	**8,530**	**15%**	**63%**	**81%**

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.
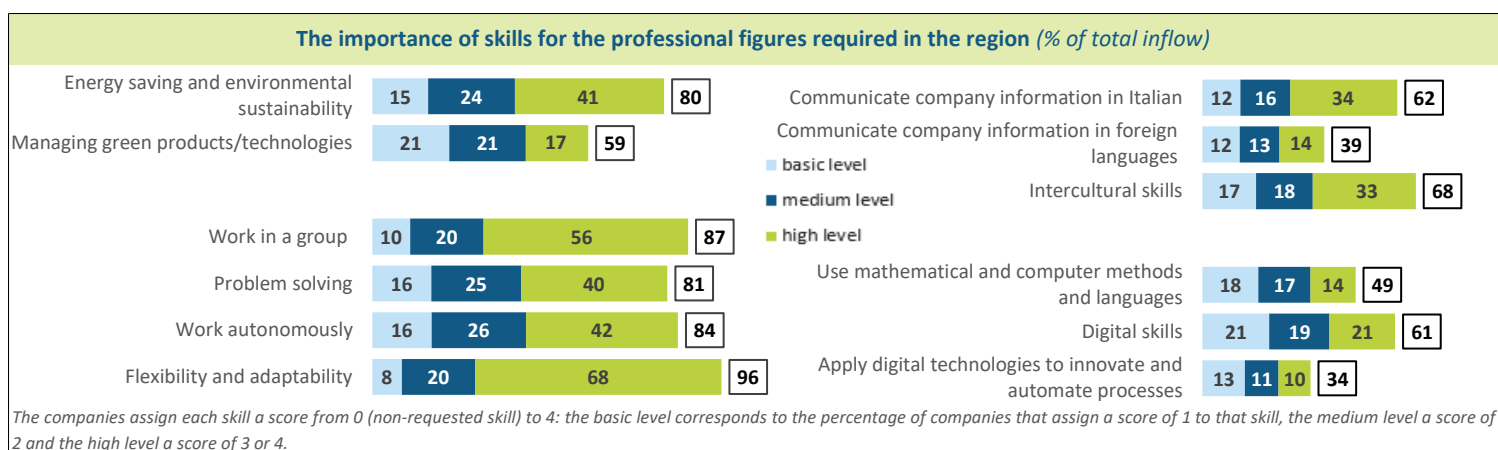
Fields of study most highly requested in the region

	Expected inflow	% difficult to recruit	% with experience
Economics specialisation	16,100	50%	77%
Teaching and education specialisation	6,890	47%	94%
Industrial engineering specialisation	4,380	65%	91%
Mechatronics	3,130	75%	72%
Services for businesses and non-profit organizations	1,590	39%	81%

■ University
■ ITS Academy

SECONDARY EDUCATION

	Expected inflow (a.v.)	% on secondary education	% difficult to recruit	% with experience
TECHNICAL-PROFESSIONAL HIGH SECONDARY SCHOOL DIPLOMA	**125,790**	**36%**	**51%**	**67%**
HIGH SECONDARY SCHOOL DIPLOMA*	**11,460**	**3%**	**31%**	**67%**
TRAINING QUALIFICATION OR PROFESSIONAL DIPLOMA (IeFP)	**211,700**	**61%**	**53%**	**55%**

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

Fields of study most highly requested in the region

	Expected inflow	% difficult to recruit	% with experience
Administration, finance and marketing specialisation	43,500	39%	63%
Tourism, food and wine and hospitality specialisation	20,980	53%	74%
Mechanics, mechatronics and energy specialisation	16,750	67%	70%
Catering specialisation	43,540	54%	58%
Mechanical specialisation	30,310	65%	54%
Logistics systems and services specialisation	28,860	34%	40%

■ Technical-professional
■ Iefp

Veneto

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	15	24	41	80
Managing green products/technologies	21	21	17	59
Work in a group	10	20	56	87
Problem solving	16	25	40	81
Work autonomously	16	26	42	84
Flexibility and adaptability	8	20	68	96
Communicate company information in Italian	12	16	34	62
Communicate company information in foreign languages	12	13	14	39
Intercultural skills	17	18	33	68
Use mathematical and computer methods and languages	18	17	14	49
Digital skills	21	19	21	61
Apply digital technologies to innovate and automate processes	13	11	10	34

- 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	58%	35%	49%	44%	67%	25%	42%	23%	81%	78%	64%	84%
Economics specialisation	61%	37%	49%	51%	76%	24%	38%	18%	79%	79%	64%	82%
Teaching and education specialisation	42%	18%	49%	24%	45%	7%	41%	13%	87%	76%	56%	85%
Industrial engineering specialisation	68%	50%	53%	59%	86%	45%	60%	41%	82%	87%	72%	87%
Mechatronics	31%	13%	36%	27%	42%	27%	48%	28%	64%	60%	63%	73%
Services for businesses and non-profit organizations	74%	46%	63%	55%	76%	46%	60%	23%	74%	66%	75%	89%
SECONDARY EDUCATION	45%	22%	39%	20%	37%	13%	42%	21%	66%	52%	50%	76%
Administration, finance and marketing specialisation	53%	27%	43%	26%	57%	11%	40%	20%	71%	58%	53%	78%
Tourism, food and wine and hospitality specialisation	53%	42%	56%	13%	18%	11%	55%	24%	69%	40%	50%	75%
Mechanics, mechatronics and energy specialisation	28%	5%	22%	21%	26%	18%	44%	22%	54%	52%	47%	70%
Catering specialisation	41%	23%	53%	9%	6%	6%	45%	17%	60%	30%	36%	62%
Mechanical specialisation	15%	0%	16%	8%	6%	11%	33%	14%	34%	22%	29%	56%
Logistics systems and services specialisation	17%	1%	19%	7%	1%	4%	35%	7%	48%	28%	26%	64%
High school diploma	56%	45%	38%	12%	50%	9%	23%	14%	74%	61%	57%	79%

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

Veneto

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

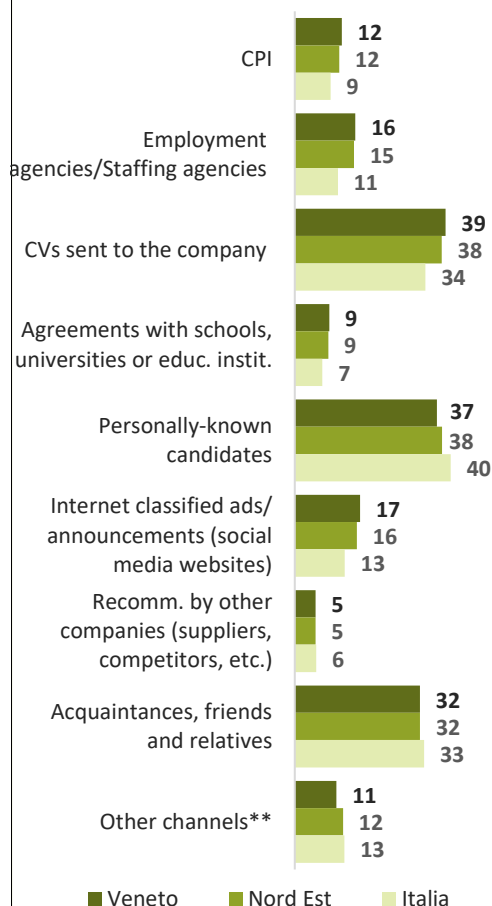|	
Companies that carried out training courses in 2024	**73,080**
% of total companies	**57%**

Internship activities

Companies in the region that hosted trainees/interns in 2023	**16%**
Percentage of interns/trainees employed in 2024	**20%**

Inflow by company size class in 2024 (%)

1-49 employees	50-249 empl.	250 empl. and over
60	21	19

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

Veneto	North East	Italia
34	33	28

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

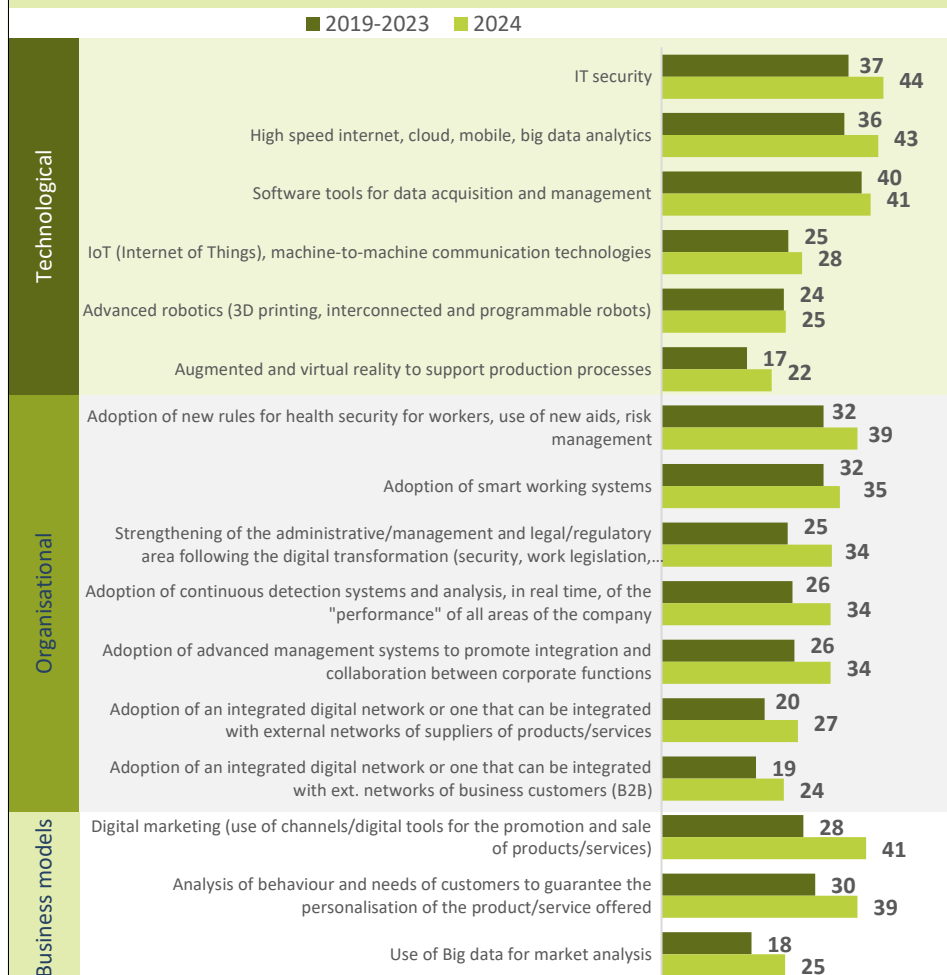|	Veneto	Nord Est	Italia
CPI	12	12	9
Employment agencies/Staffing agencies	16	15	11
CVs sent to the company	39	38	34
Agreements with schools, universities or educ. instit.	9	9	7
Personally-known candidates	37	38	40
Internet classified ads/announcements (social media websites)	17	16	13
Recomm. by other companies (suppliers, competitors, etc.)	5	5	6
Acquaintances, friends and relatives	32	32	33
Other channels**	11	12	13

* 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)

Legend: 2019-2023 | 2024

Technological

	2019-2023	2024
IT security	37	44
High speed internet, cloud, mobile, big data analytics	36	43
Software tools for data acquisition and management	40	41
IoT (Internet of Things), machine-to-machine communication technologies	25	28
Advanced robotics (3D printing, interconnected and programmable robots)	24	25
Augmented and virtual reality to support production processes	17	22

Organisational

	2019-2023	2024
Adoption of new rules for health security for workers, use of new aids, risk management	32	39
Adoption of smart working systems	32	35
Strengthening of the administrative/management and legal/regulatory area following the digital transformation (security, work legislation,...	25	34
Adoption of continuous detection systems and analysis, in real time, of the "performance" of all areas of the company	26	34
Adoption of advanced management systems to promote integration and collaboration between corporate functions	26	34
Adoption of an integrated digital network or one that can be integrated with external networks of suppliers of products/services	20	27
Adoption of an integrated digital network or one that can be integrated with ext. networks of business customers (B2B)	19	24

Business models

	2019-2023	2024
Digital marketing (use of channels/digital tools for the promotion and sale of products/services)	28	41
Analysis of behaviour and needs of customers to guarantee the personalisation of the product/service offered	30	39
Use of Big data for market analysis	18	25

* 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.