



Press release

Work: 460 thousand entries expected by companies in April (+3% compared to 12 months ago) and over 1.5 million by June

Tourism, trade and personal services drive demand for work

Rome, 10 April 2025 – 460 thousand revenues are planned by companies in April and 1.5 million for the April-June quarter, with an increase in labor demand of over 13 thousand units compared to April 2024 (+3.0%) and of approximately 29 thousand units in the corresponding quarter (+1.9%). The forecasts of industrial companies are stable (+0.3% on the month and +0.2% on the quarter), thanks to the contribution of construction companies (+4.6% in the month and +3.3% in the quarter), which offset the uncertainty of manufacturing (-2.0% on the month and -1.5% on the quarter). On the other hand, the expectations of service companies are positive (+4.0% in the month and +2.5% in the quarter), due to the dynamics recorded in the sectors of personal services (+13.0% in the month and +6.4% in the quarter) and operational services (+11.0% in the month and +8.8% in the quarter). This scenario is outlined in *the Excelsior Information System Bulletin*, which processes employment forecasts for April ¹, created by **Unioncamere** and the **Ministry of Labour and Social Policies**, with the support of the National Program for Youth, Women, and Employment co-financed by the European Union.

The industry as a whole is planning 122 thousand entries in the month and approximately 395 thousand in the quarter. In April, the manufacturing sector is looking for 77 thousand workers, rising to 247 thousand in the quarter. The sectors offering the greatest job opportunities are mechatronics (19 thousand contracts to be activated in the month and approximately 57 thousand in the quarter), metallurgy (14 thousand in the month and 45 thousand in the quarter), and agri-food (13 thousand in the month and 43 thousand in the quarter). The construction sector is planning 45 thousand entries in the month, rising to 148 thousand in the quarter. Services are also doing well, looking for 338 thousand workers in the month and 1.1 million by June. The tourism sector is offering the greatest job opportunities, with 112 thousand workers sought in the month and 397 thousand in the quarter. There were also multiple requests from the trade sector (64 thousand contracts in the month and 217 thousand by June) and personal services (51 thousand in the month and 184 thousand in the quarter).

The mismatch between job supply and demand is stable at 47.8%, with over 219 thousand professional profiles that are difficult to find, mainly due to the lack of candidates to fill open positions (31.3%, up 0.9 percentage points compared to a year ago). The sectors most affected by the mismatch are construction (62.1% of the profiles sought by companies are difficult to find), mechatronics (59.5%), metallurgy (59.4%) and wood-furniture (57.4%). Among the most difficult to find profiles, the Borsino delle Professioni reports engineers (58.4%) and analysts and specialists in application design (51.7%) for intellectual professions. Among technicians, high levels of mismatch are recorded for technicians in the engineering field (68.6%), technicians in the management of production processes (65.4%) and health technicians (64.7%). For specialized workers, the Borsino reports blacksmiths, tool makers (70.5%), construction finishing workers (69.1%) and artisan mechanics, assemblers, repairers and maintenance workers (68.5%), as professional figures that are difficult to find.

¹ Forecasts for the month of March are based on a sample of approximately 109 thousand companies. The interviews were conducted using the CAWI methodology in the period 19 February – 06 March 2025.

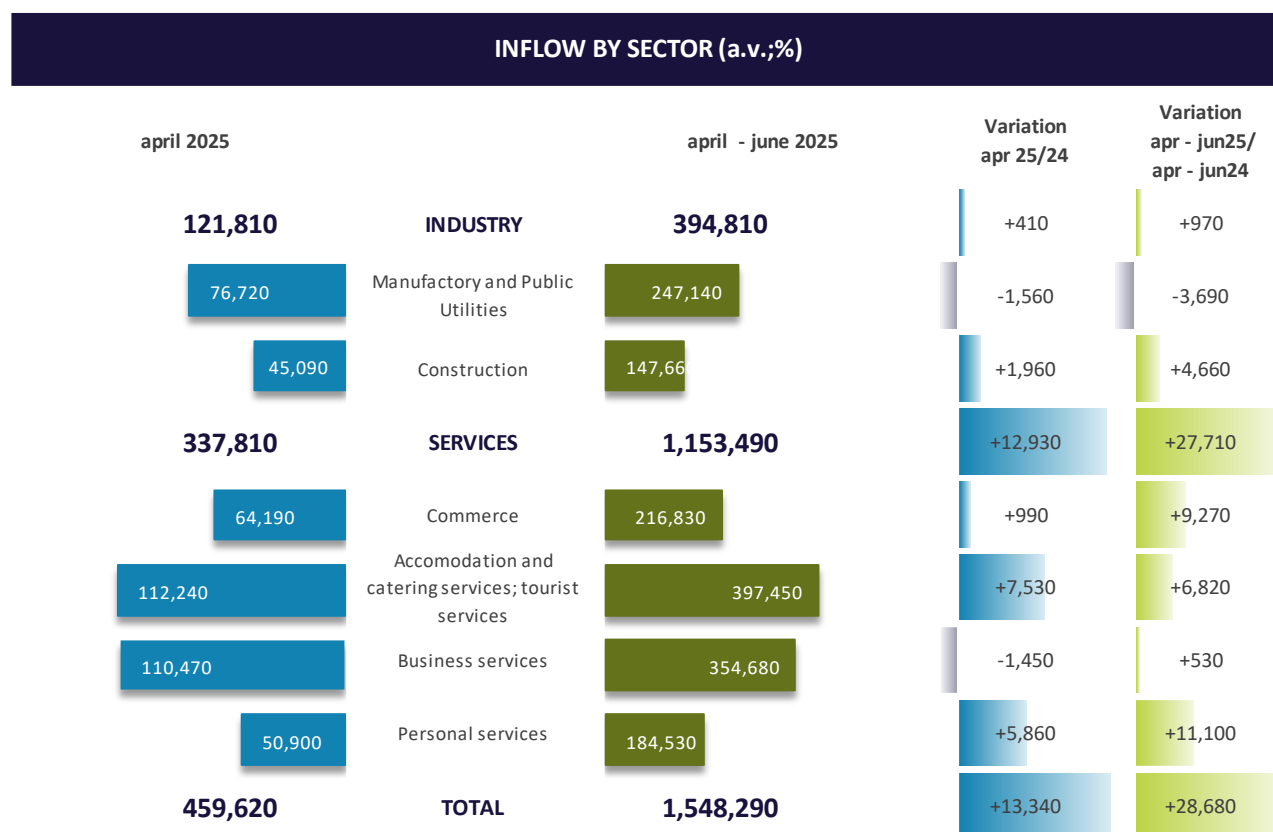
Also in April, the flow of hiring is characterized by a prevalence of fixed-term contracts (272 thousand equal to 59.3% of the planned entries), followed by permanent contracts (88 thousand equal to 19.2%).

The share of hiring that companies expect to fill by using immigrants stands at 19.0% of the total entries. Companies in operational services supporting businesses and people (34.2%), construction (25.5%) and transport, logistics and warehousing services (25.1%) declare that they will use foreign labor the most.

Companies are also looking for approximately 136 thousand young people "under 30" who represent 30% of the entries planned for April. The greatest employment opportunities for young people are offered by financial and insurance services (49.0% of planned hires will be filled by young people), IT and telecommunications services (42.4%), media and communication services (40.6%), trade (40.3%) and paper industries (36.9%).

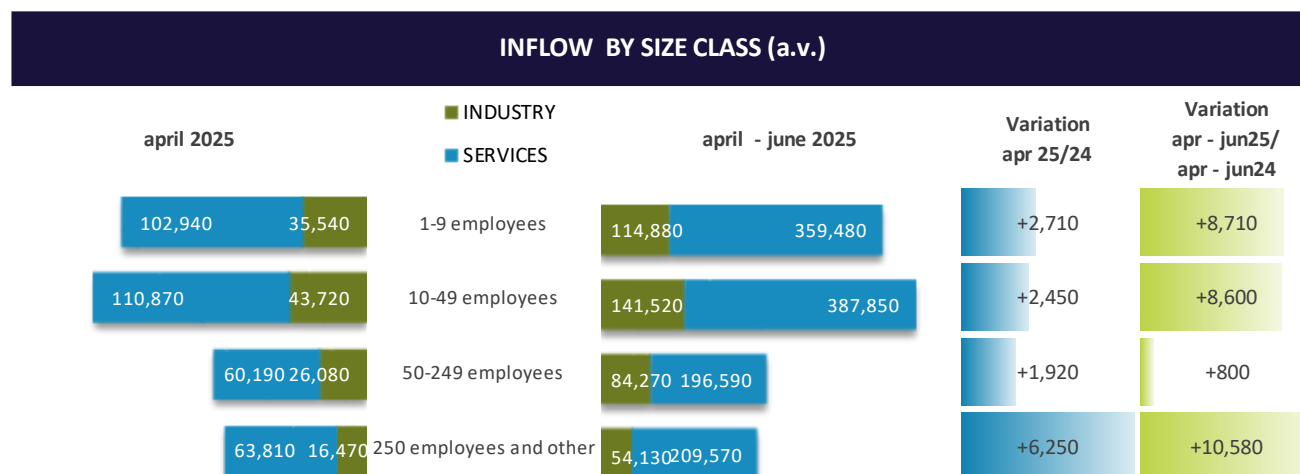
The seasonality of the tourism sector favors a higher growth in hiring for the South and Islands (+14 thousand in the month and +38 thousand in the quarter) followed by the Center (+4 thousand in the month and +13 thousand in the quarter).

INFLOW OF WORKERS EXPECTED BY COMPANIES BASED ON BUSINESS SECTOR (a.v.)



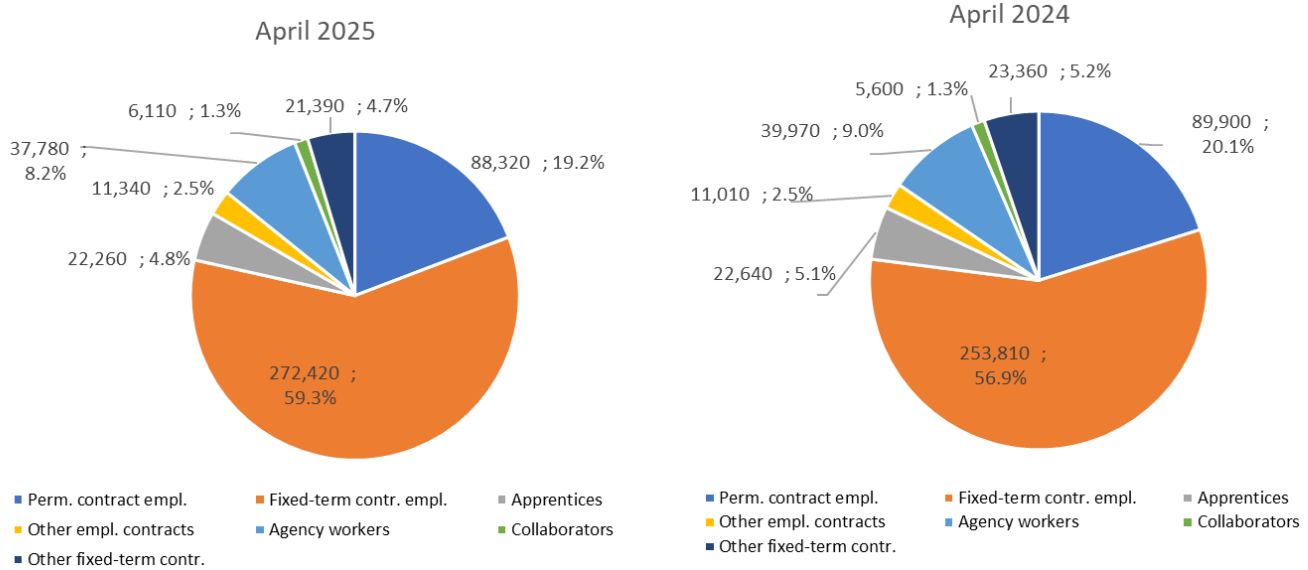
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

INFLOW OF WORKERS EXPECTED BY COMPANIES BY SIZE CLASS (a.v.)



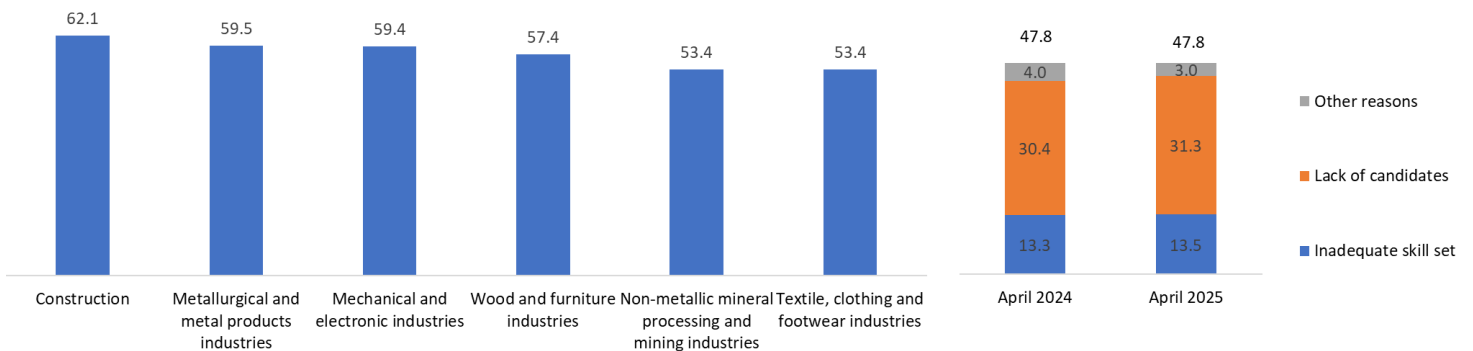
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

INFLOW OF IMMIGRANT PERSONNEL AND MAIN SECTORS HIRING IMMIGRANT WORKERS (a.v.; %)



Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

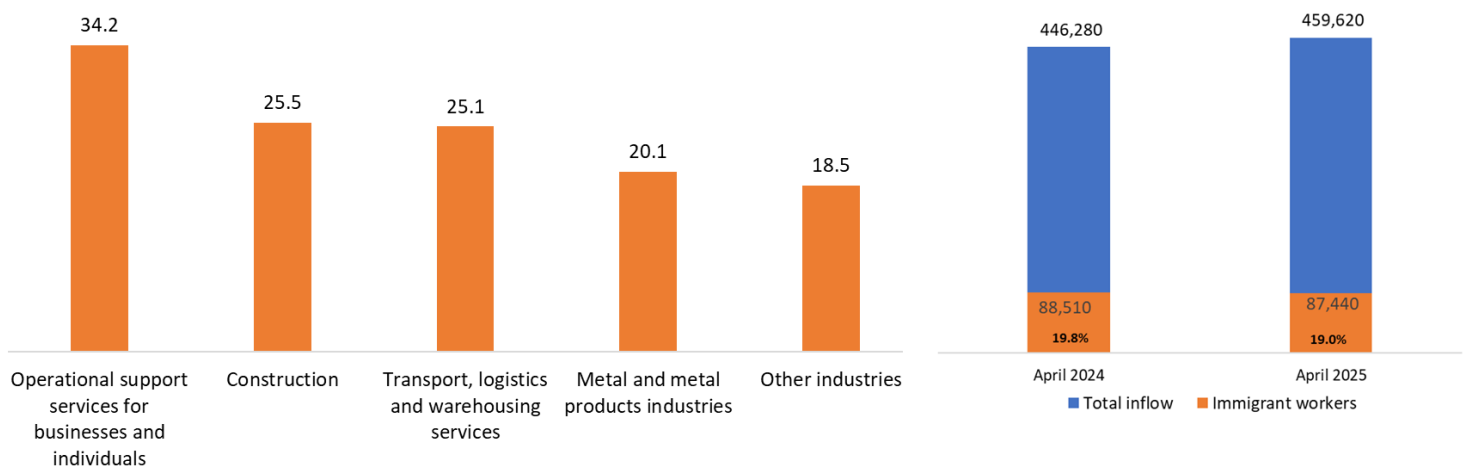
DIFFICULTY IN RECRUITING, MOTIVATIONS AND SECTORS WITH GREATER DIFFICULTIES (%)



Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

INFLOW OF IMMIGRANT PERSONNEL AND MAIN SECTORS HIRING IMMIGRANT WORKERS (a.v.; %)

Share % of inflow of immigrant workers in April 2025



Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

For more information:
348.9025607



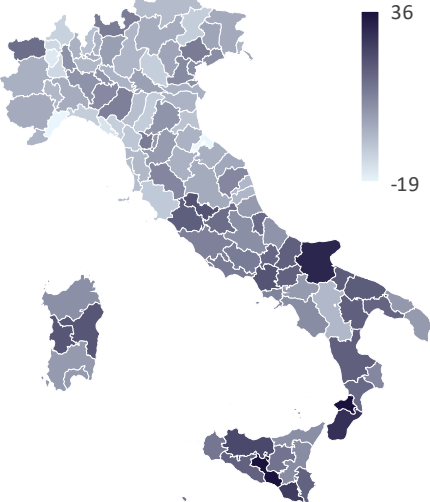
THE PROFESSIONS MOST IN DEMAND IN THE MONTH OF APRIL 2025 *

according to the classification of professions - ISTAT 2021 (3 digit)

	INFLOW EXPECTED IN APRIL 2025	Distribu tion x 1000	Difficulty in recruiting (%)	INFLOW EXPECTED april -june 2025
INFLOW	459,620	1,000	47.8	1,548,290
MANAGERS	750	1.6	59.2	2,290
INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALIZED PROFESSIONS	22,980	50.0	49.6	69,540
Engineers	5,060	11.0	58.4	15,540
Specialists in management, commercial and banking sciences	4,660	10.1	46.7	14,390
Analysts and specialists in the design of applications	2,170	4.7	51.7	6,160
TECHNICAL PROFESSIONS	52,680	114.6	55.4	163,790
IT, telematics and telecommunications technicians	6,020	13.1	59.4	18,370
Engineering technicians	5,760	12.5	68.6	19,100
Technicians for the management of production processes for goods and service	4,830	10.5	65.4	13,870
Health technicians	8,430	18.3	64.7	25,230
Technicians for the organization and administration of production activities	4,820	10.5	46.1	13,290
Technicians for relations with the markets	10,830	23.6	51.9	35,360
Technicians for commercial distribution	2,150	4.7	58.9	6,660
EMPLOYEES	38,170	83.0	34.5	122,990
Secretarial and general affairs workers	13,970	30.4	33.1	45,680
Customer reception and information workers	14,570	31.7	33.6	45,820
Logistics administrative management workers	3,010	6.6	39.7	9,970
Economic, accounting and financial management workers	2,980	6.5	36.5	8,800
QUALIFIED PROFESSIONS IN COMMERCIAL ACTIVITIES AND SERVICES	142,030	309.0	44.5	514,720
Sales workers	41,300	89.9	32.6	138,470
Operators and workers in sales activities catering	80,340	174.8	50.2	303,010
Qualified professions in health and social services	6,490	14.1	49.3	20,780
Beauty care operators	4,490	9.8	58.4	12,730
Qualified professions in personal services	4,300	9.3	38.4	14,330
Qualified professions in security, surveillance and custody services	3,380	7.3	33.9	19,230
SKILLED WORKERS	71,220	155.0	62.7	226,170
Skilled workers in the construction and maintenance of building structures	15,140	32.9	58.0	51,350
Skilled workers in the finishing of buildings	14,010	30.5	69.1	40,930
Founders, welders, tinsmiths, boilermakers, metal carpentry assemblers	6,890	15.0	60.7	20,020
Blacksmiths, tool makers	2,880	6.3	70.5	8,970
Artisan mechanics, assemblers, repairers, maintenance workers for fixed/mobi	11,210	24.4	68.5	33,190
Skilled workers for the installation/maintenance of electrical/electronic equip	5,640	12.3	61.4	18,710
Skilled workers in food processing	3,970	8.6	44.9	13,890
Skilled workers in the textile and clothing industry	2,920	6.3	59.1	9,470
PLANT OPERATORS, FIXED AND MOBILE MACHINERY WORKERS, VEHICLE DRIVERS	49,770	108.3	55.4	164,240
Automatic and semi-automatic machine operators for metalworking and prod. r	2,750	6.0	62.5	8,660
Workers in the textile and clothing industry	2,520	5.5	67.1	8,280
Workers in the assembly of industrial products	3,130	6.8	53.0	10,100
Workers in the packaging of industrial products	3,550	7.7	23.5	11,100
Workers in the fixed machinery for the food industry	2,600	5.7	33.3	8,330
Drivers of motor and animal-drawn vehicles	22,270	48.5	61.3	76,590
Drivers of earth-moving, lifting and material handling machines	5,000	10.9	65.5	15,520
UNQUALIFIED PROFESSIONS	82,020	178.4	36.3	284,550
Unqualified personnel in the movement and delivery of goods	21,790	47.4	36.4	84,200
Unqualified personnel in cleaning services	46,100	100.3	35.8	156,460
Unqualified personnel in the custody of buildings, equipment and goods	3,200	7.0	28.0	11,350
Unqualified personnel in agriculture and green maintenance	2,740	6.0	55.2	6,750
Unqualified personnel in construction	3,860	8.4	50.0	10,000
Unqualified personnel in manufacturing	2,740	6.0	23.7	8,720

Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

THE INFLOW IN THE TERRITORIES IN THE MONTH OF APRIL 2025 AND IN THE PERIOD APRIL - JUNE 2025

	April 2025		april - june 2025	Variation (a.v.)		Variation % forecast inflow april 2025/2024
	INFLOW FORECAST	% diff. recruiting	INFLOW FORECAST	april 2025/2024	apr - jun25/ apr - jun24	
PIEMONTE	26,730	48.4	84,760	-610	-4,420	
VALLE D'AOSTA	950	49.3	5,550	+120	+280	
LOMBARDIA	84,780	48.4	267,610	-1,720	-9,040	
LIGURIA	13,430	46.8	44,350	-1,750	-2,000	
TRENTINO ALTO ADIC	11,220	58.0	48,750	-330	-320	
VENETO	45,470	50.2	141,390	+830	-2,820	
FRIULI VENEZIA GIUL	9,220	52.1	29,960	-40	-1,260	
EMILIA ROMAGNA	39,440	48.8	139,640	-1,440	-2,720	
TOSCANA	33,550	49.1	107,990	-320	+310	
UMBRIA	5,280	55.4	16,530	+200	+560	
MARCHE	11,140	48.2	42,260	+50	+1,020	
LAZIO	45,120	45.1	150,860	+4,100	+11,390	
ABRUZZO	9,030	48.1	35,490	+590	+1,020	
MOLISE	1,560	46.2	5,660	+230	+530	
CAMPANIA	41,340	44.5	124,630	+3,690	+8,510	
PUGLIA	25,930	43.3	98,730	+3,370	+9,720	
BASILICATA	2,840	47.2	9,830	+110	+270	
CALABRIA	8,370	46.0	36,920	+1,470	+4,640	
SICILIA	29,010	45.9	96,190	+3,800	+10,410	
SARDEGNA	15,200	46.5	61,210	+1,000	+2,600	
NORD OVEST	125,890	48.2	402,270	-3,960	-15,170	
NORD EST	105,360	50.6	359,740	-980	-7,120	
CENTRO	95,080	47.5	317,640	+4,020	+13,280	
SUD E ISOLE	133,290	45.2	468,650	+14,260	+37,700	
ITALIA	459,620	47.8	1,548,290	+13,340	+28,680	

Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025