

2023



UNIONCAMERE



PROGETTO EXCELSIOR
SISTEMA INFORMATIVO
PER L'OCCUPAZIONE
E LA FORMAZIONE

STATISTICAL ANNEX



PROGETTO EXCELSIOR
SISTEMA INFORMATIVO
PER L'OCCUPAZIONE
E LA FORMAZIONE

Unioncamere continuous survey

ITALIAN COMPANIES' DEMAND FOR PROFESSIONS AND TRAINING IN 2023



**COESIONE
ITALIA 21-27**
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Cofinanziato
dall'Unione europea



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STATISTICAL ANNEX

Italian companies' demand for
professions and training

SECTION A

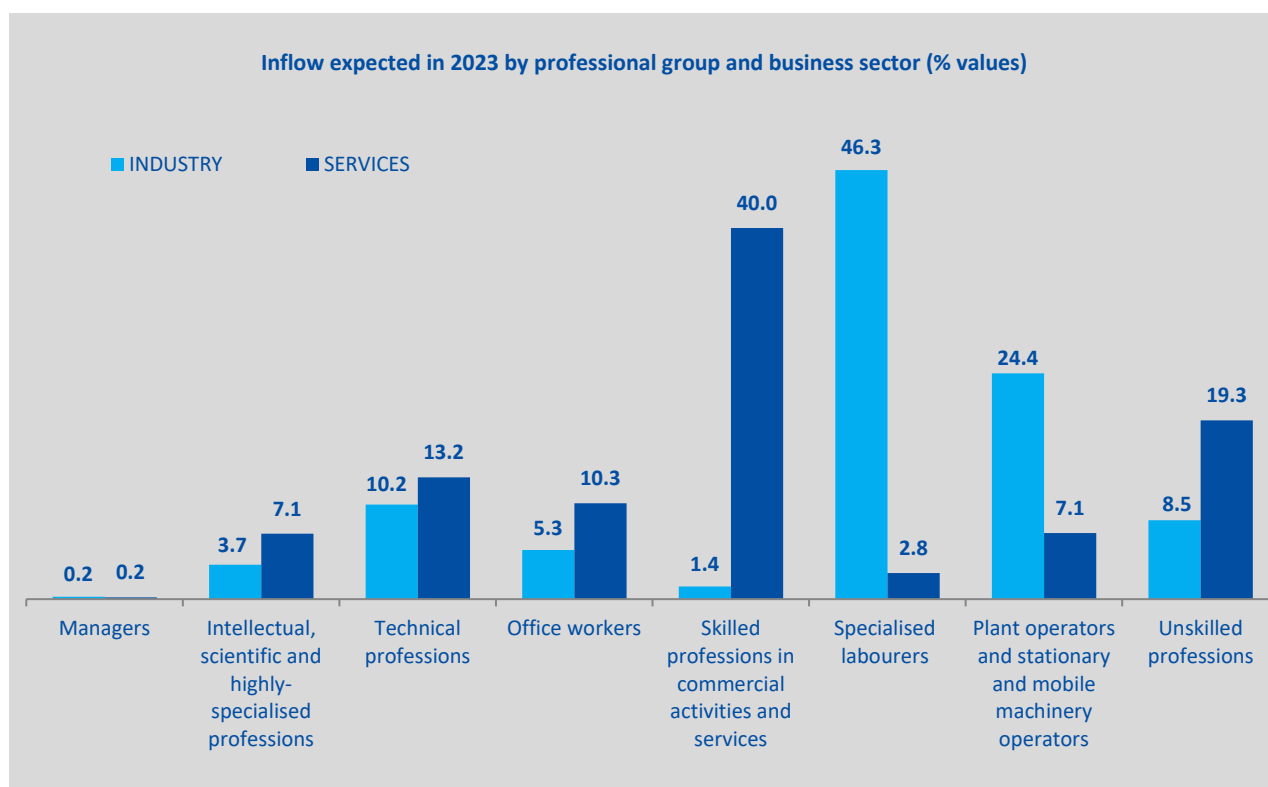
What professions are
companies looking for?

Table 1 - Inflow expected by companies in 2023 by professional group

		Inflow expected in 2023	
		(a.v.)*	(%)
TOTAL		5,509,130	100.0
Managers, highly specialised professions and technicians		1,025,870	18.6
1	Managers	11,160	0.2
2	Intellectual, scientific and highly-specialised professions	336,110	6.1
3	Technical professions	678,600	12.3
Office workers, commercial and services professions		2,091,500	38.0
4	Office workers	490,730	8.9
5	Skilled professions in commercial activities and services	1,600,770	29.1
Specialised labourers and plant and machinery operators		1,497,710	27.2
6	Specialised labourers	835,580	15.2
7	Plant operators and stationary and mobile machinery operators	662,130	12.0
Unskilled professions		894,060	16.2

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 2 - Inflow expected by the companies in 2023 by business area of placement and professional group (% share of total)

	Inflow expected in 2023 (a.v.)	for whom (%):							
		Managers	Intellectual and scientific professions	Technical professions	Office workers	Commercial and services professions	Specialised labourers	Plant and machinery operators	Unskilled professions
TOTAL	5,509,130	11,160 0.2	336,110 6.1	678,600 12.3	490,730 8.9	1,600,770 29.1	835,580 15.2	662,130 12.0	894,060 16.2
Area of production of goods and provision of	2,624,370	-	4.6	7.3	0.0	37.8	16.9	12.6	20.8
Direction area and general services	239,500	2.5	20.7	27.9	46.8	0.7	0.2	-	1.2
General direction, staff and human resources organisation	30,300	19.7	32.7	9.3	38.1	--	-	-	-
Secretariat, staff and general services	105,830	-	1.0	2.0	92.8	1.5	-	-	2.7
Information systems	103,370	--	37.4	59.8	2.3	--	0.5	-	-
Administrative, financial, legal and management control area	270,780	0.3	11.5	27.1	61.0	--	-	-	-
Commercial and sales area	1,000,020	0.4	5.0	19.7	16.4	57.8	0.0	0.0	0.6
Sales	625,040	0.5	3.3	11.9	2.6	81.6	--	-	0.2
Marketing, commercial, communication and public relations	135,760	0.8	20.9	64.5	11.9	1.9	-	-	--
Customer assistance	239,220	--	0.4	14.7	55.1	27.5	--	0.1	2.2
Technical and planning areas	715,070	0.0	11.5	18.7	0.1	3.2	54.7	1.0	10.8
Planning and research and development	155,270	0.2	50.5	47.6	0.6	-	1.1	-	-
Installation and maintenance	460,760	--	0.1	8.2	-	--	83.8	0.6	7.3
Certification and quality control, safety and	99,040	--	3.4	22.1	-	23.0	3.9	3.9	43.7
Logistics area	659,390	0.0	0.5	2.5	7.1	0.9	-	49.1	39.9
Purchasing and internal handling of goods	178,040	0.0	1.4	3.2	11.5	2.8	-	14.1	67.0
Transportation and	481,350	--	0.1	2.3	5.5	0.3	-	62.0	29.8

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

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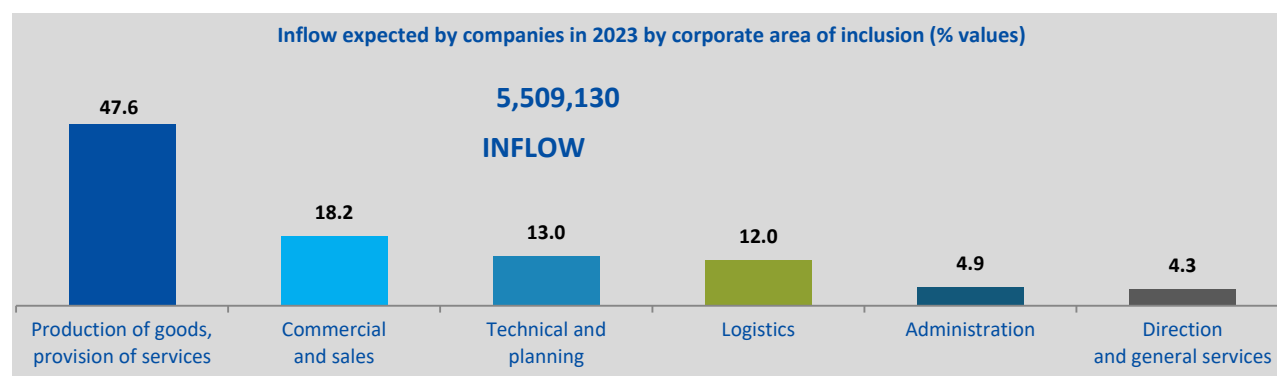


Table 3 - Inflow expected by companies in 2023 by corporate area of inclusion and main professions for each professional group

			Inflow expected in 2023 (a.v.)
TOTAL			5,509,130
Area of production of goods and provision of the service			2,624,370
Intellectual and scientific professions	1 st	Upper secondary school teacher	14,830
	2 nd	Nursery teacher	11,380
	3 rd	Actor	10,020
Technical professions	1 st	Professional educator	42,430
	2 nd	Nurse	40,370
	3 rd	Professional qualification course teacher	20,380
Office workers	1 st	Systematic data collections clerk	910
	2 nd	Statistical control officer	70
	3 rd	Actuarial calculation clerk	50
Commercial and services professions	1 st	Restaurant waiter	375,160
	2 nd	Assistant chef	115,130
	3 rd	Social and healthcare worker	66,610
Specialised labourers	1 st	Builder	156,780
	2 nd	Machine tool mechanic/builder	15,940
	3 rd	Carpenter assembler of metal elements and structures	14,690
Plant and machinery operators	1 st	Numerically controlled industrial machine tool operator	38,360
	2 nd	Fitter for the mass production of machine parts	24,580
	3 rd	Packaging machine operator	16,070
Unskilled professions	1 st	Cleaning services worker	379,130
	2 nd	Room cleaner	52,630
	3 rd	Dishwasher	33,220
Direction and General services areas			239,500
Managers	1 st	Systems administrator	1,180
	2 nd	Software development manager	710
	3 rd	Management applications consultant	650
Intellectual and scientific professions	1 st	Software development manager	7,890
	2 nd	Systems administrator	6,830
	3 rd	Management applications consultant	5,450
Technical professions	1 st	Computer programmer	19,090
	2 nd	IT assistance technician	14,720
	3 rd	Technical specialist in the management of telematic networks and systems	6,540
Office workers	1 st	Secretarial clerk	51,740
	2 nd	Administration clerk	36,500
	3 rd	In charge of back-office activities	2,980
Commercial and services professions	1 st	Motor vehicle records clerk	1,430
	2 nd	Property sale and rental documentation clerk	170
	3 rd	Agency employee requesting certificates and processing paperwork	--
Specialised labourers	1 st	Computer networks and systems maintenance technician	320
	2 nd	Computer systems and networks installer	180
	3 rd	Computer repairer	--
Unskilled professions	1 st	School caretaker/janitor	2,840
	2 nd	Office clerk	--

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

SECTION A - What professions are companies looking for?

(Cont'd) Table 3 - Inflow expected by companies in 2023 by corporate area of inclusion and main professions for each professional group

			Inflow expected in 2023 (a.v.)
TOTAL			5,509,130
Administrative area			270,780
Managers	1 st	Administrative director	420
	2 nd	Financial director	310
	3 rd	Director of planning and management control	70
Intellectual and scientific professions	1 st	Legal expert in a company	6,070
	2 nd	Administrative planning and control manager	5,050
	3 rd	Business management consultant	4,480
Technical professions	1 st	Accountants	28,040
	2 nd	Tax consultant	15,720
	3 rd	Management control officer	5,410
Office workers	1 st	Administration clerk	89,630
	2 nd	Accounting entries clerk	29,940
	3 rd	Procurement and offers clerk	9,960
Commercial and sales areas			1,000,020
Managers	1 st	Retail manager	1,820
	2 nd	Commercial director	1,300
	3 rd	Sales director	300
Intellectual and scientific professions	1 st	Pharmacist	17,040
	2 nd	Social media manager	3,850
	3 rd	Business consultant	3,650
Technical professions	1 st	Technical salesman	34,190
	2 nd	Commercial technician	33,680
	3 rd	Sales representative	23,380
Office workers	1 st	Hotel receptionist	39,340
	2 nd	Customer service representative	34,270
	3 rd	Customer reception representative	27,490
Commercial and services professions	1 st	Shop sales assistant	214,410
	2 nd	Sale assistant	73,680
	3 rd	Large-scale distribution salesperson	68,130
Specialised labourers	1 st	Baker	--
	2 nd	Furniture assembler for customers	--
	3 rd	Artisan pastry chef	--
Plant and machinery operators	1 st	Passenger shuttle bus driver	200
	2 nd	Platform agent	--
Unskilled professions	1 st	All-rounder for accommodation facilities	1,500
	2 nd	Valet attendant	1,300
	3 rd	Beach attendant	830

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

SECTION A - What professions are companies looking for?

(Cont'd) Table 3 - Inflow expected by companies in 2023 by corporate area of inclusion and main professions for each professional group

			Inflow expected in 2023 (a.v.)
TOTAL			5,509,130
Technical and planning areas			715,070
Managers	1 st	Technical area director	160
	2 nd	Director responsible for research and development	140
Intellectual and scientific professions	1 st	Building designer	13,950
	2 nd	Services project manager	9,880
	3 rd	Mechanical designer	7,720
Technical professions	1 st	Technical designer	12,380
	2 nd	Construction site technician	10,750
	3 rd	Foreman	10,570
Office workers	1 st	Addetto alla redazione di capitolati tecnici	390
	2 nd	Systematic surveys officer	310
	3 rd	Tenders organiser	100
Commercial and services professions	1 st	Bathing attendant	7,770
	2 nd	Surveillance agent	4,560
	3 rd	Sworn private security guard	4,150
Specialised labourers	1 st	Electrician for external and internal systems in buildings	79,010
	2 nd	Builder	35,950
	3 rd	Industrial machinery and system repairer and maintenance technician	35,910
Plant and machinery operators	1 st	Production line visual quality control worker	3,800
	2 nd	Operating machine driver	1,570
	3 rd	Mechanical excavator driver	670
Unskilled professions	1 st	Entry control doorman	20,980
	2 nd	Ecological operator	13,390
	3 rd	All-rounder responsible for small maintenance in the company	12,940
Logistics areas			659,390
Managers	1 st	Purchasing and procurement director	80
	2 nd	Logistics and distribution director	--
	3 rd	-	-
Intellectual and scientific professions	1 st	Purchasing Manager	2,070
	2 nd	Production planning manager	490
	3 rd	Specialist in the acquisition of goods and services	300
Technical professions	1 st	Buyer	3,710
	2 nd	Responsible for logistics and distribution systems	1,850
	3 rd	Transport organization manager	1,610
Office workers	1 st	Warehouse logistics management clerk	19,020
	2 nd	Purchasing management clerk	8,180
	3 rd	Freight forwarding agent	4,900
Commercial and services professions	1 st	Commercial businesses shelf replenishment worker	3,170
	2 nd	Warehouse clerk responsible for wholesale sales	1,510
	3 rd	Commission organizer in wholesale warehouses	740
Plant and machinery operators	1 st	Heavy vehicle and truck driver	98,340
	2 nd	Goods road hauler	86,430
	3 rd	Goods delivery worker with company vehicle	47,130
Unskilled professions	1 st	Warehouse worker assigned to handling of goods	163,750
	2 nd	Goods loading and unloading worker	20,020
	3 rd	Warehouse goods receiving and unloading worker	19,830

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

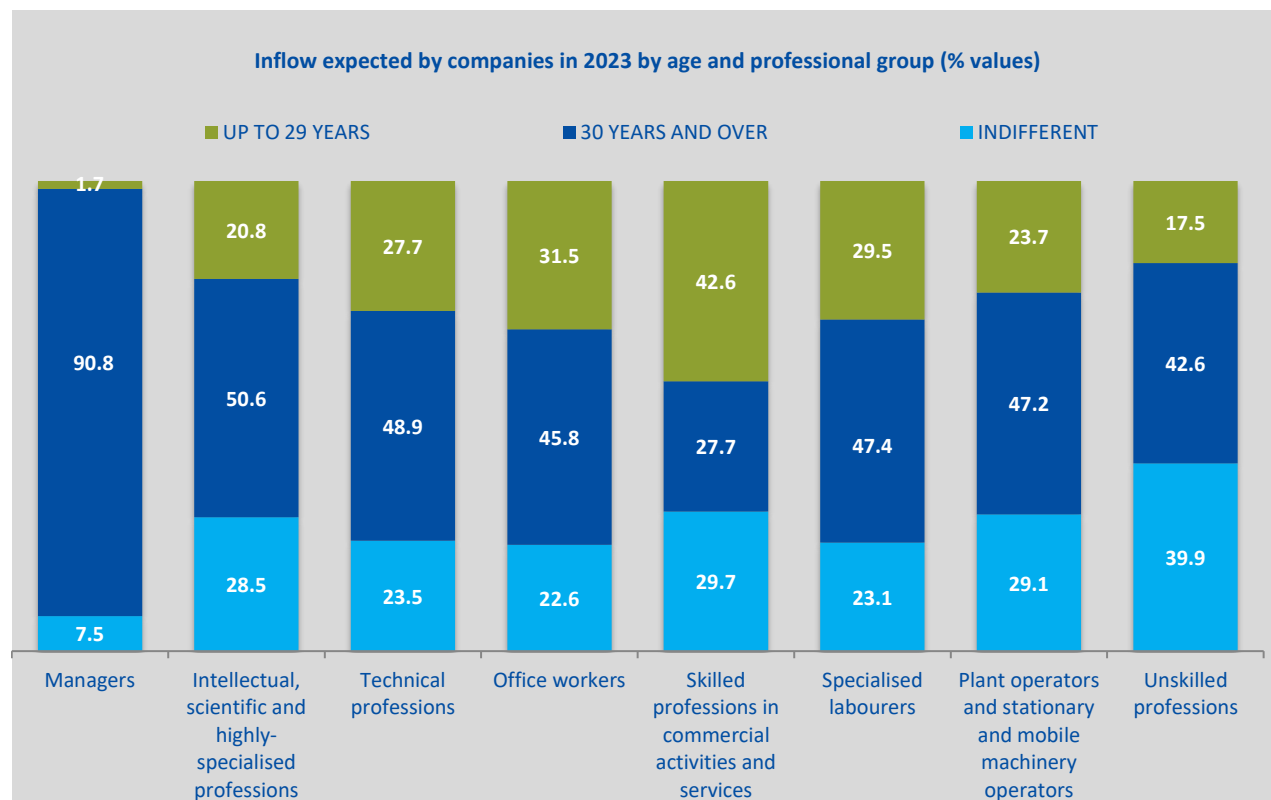
Table 4 - Main characteristics of professions in 2023 by large professional group (% share of total)

	Inflow expected in 2023 (a.v.)	for whom (%):			
		with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**
TOTAL	5,509,130	65.3	45.1	33.1	17.9
Managers, highly specialised professions and technicians	1,025,870	86.0	51.1	35.0	17.7
1. Managers	11,160	98.5	66.8	61.0	23.5
2. Intellectual, scientific and highly-specialised professions	336,110	91.5	48.0	35.6	17.3
3. Technical professions	678,600	83.0	52.3	34.3	17.8
Office workers, commercial and services professions	2,091,500	63.3	40.7	34.3	21.7
4. Office workers	490,730	59.1	31.2	35.1	22.7
5. Skilled professions in commercial activities and services	1,600,770	64.7	43.6	34.0	21.4
Specialised labourers and plant and machinery operators	1,497,710	67.6	55.6	29.0	13.8
6. Specialised labourers	835,580	72.8	60.3	26.0	17.0
7. Plant operators and stationary and mobile machinery operators	662,130	61.1	49.6	32.8	9.7
Unskilled professions	894,060	42.2	31.0	35.1	16.4

* In the following tables with a detailed breakdown, the information for the "Managers" group is not shown due to the reduced size of the classes. Absolute values rounded to the nearest ten. The totals may not coincide with the sum of the single values.

** For the recruitment of new professional figures, we intend the inclusion of professional profiles that do not replace a similar outgoing figure and/or are not figures that already exist in the company.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



Source: Unioncamere - ANPAL, Excelsior Information System, 2023

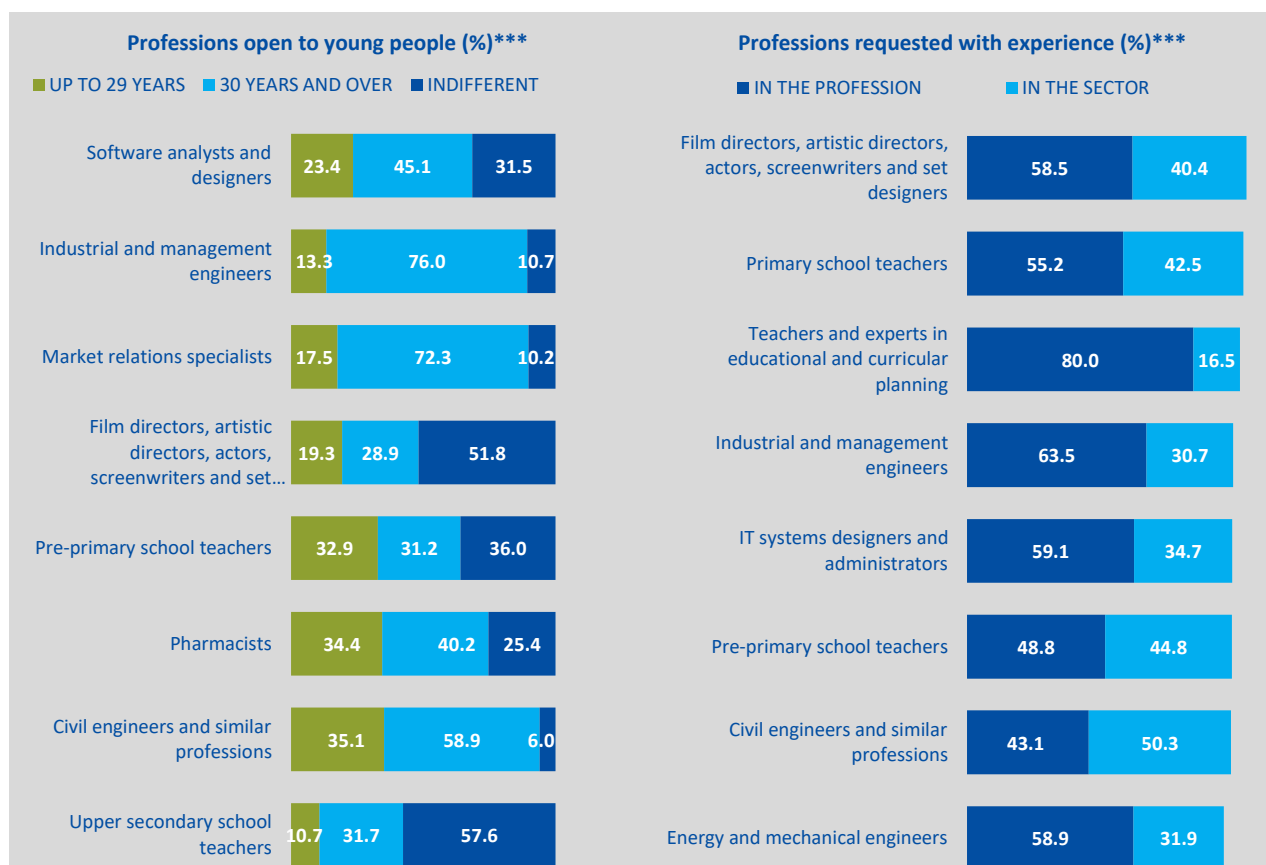
Table 5 - Intellectual, scientific and highly-specialised professions in demand in 2023: main characteristics (% share of total)

	Inflow expected in 2023 (a.v.)	for whom (%):			
		with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**
2. Intellectual, scientific and highly-specialised professions	336,110	91.5	48.0	35.6	17.3
<i>Total professions</i>		<i>65.3</i>	<i>45.1</i>	<i>33.1</i>	<i>17.9</i>
Software analysts and designers	29,310	90.6	66.0	21.5	12.4
Industrial and management engineers	25,030	94.1	53.9	29.3	29.6
Market relations specialists	23,160	90.2	46.1	33.4	26.5
Film directors, artistic directors, actors, screenwriters and set	21,510	98.8	21.9	23.2	25.9
Pre-primary school teachers	21,270	93.6	40.6	61.1	5.7
Pharmacists	21,050	83.9	73.1	52.6	10.6
Civil engineers and similar professions	17,310	93.4	58.9	15.3	16.9
Upper secondary school teachers	14,830	89.7	21.2	66.2	6.1
Energy and mechanical engineers	14,610	90.8	59.3	28.6	19.6
IT systems designers and administrators	12,680	93.8	69.8	26.0	8.5
Management and control specialists in private companies	12,000	88.4	37.1	53.3	30.5
Teachers and experts in educational and curricular planning	11,900	96.5	20.7	31.3	20.8
Specialists in economic sciences	9,530	79.7	32.9	11.8	12.5
Primary school teachers	9,410	97.7	37.3	69.1	10.4
Other professions	92,510	91.0	48.2	34.1	17.2

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** For the recruitment of "new professional figures", we intend the recruitment of professional profiles that do not replace a similar outgoing figure and/or are not figures that already exist in the company.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



*** The professional figures presented here were selected among the professions most in demand.

5.1- Intellectual, scientific and highly-specialised professions in demand in 2023: time spent finding the professional figure sought (% shares of total)

	Inflow expected in 2023 (a.v.)	Inflow by time spent (%):									Average time (months)
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year	
2. Intellectual, scientific and highly-specialised professions	336,110	28.1	20.0	21.4	7.6	3.4	9.0	2.9	1.9	5.7	3.5
Software analysts and designers	29,310	10.3	21.4	26.9	13.1	4.1	14.7	3.3	2.1	4.1	4.0
Industrial and management engineers	25,030	14.8	23.9	22.6	8.2	3.9	12.8	3.1	2.6	8.0	4.2
Market relations specialists	23,160	21.7	21.0	21.1	6.8	7.1	9.4	5.4	1.3	6.2	3.8
Film directors, artistic directors, actors, screenwriters and set designers	21,510	68.9	8.2	3.7	4.0	0.4	2.0	0.4	--	12.4	2.9
Pre-primary school teachers	21,270	48.8	24.6	20.7	1.6	0.8	2.1	0.8	0.6	--	2.0
Pharmacists	21,050	11.3	12.8	19.6	10.5	5.1	12.3	8.5	8.1	11.9	5.5
Civil engineers and similar professions	17,310	11.0	14.2	42.1	6.5	1.2	14.7	1.9	2.8	5.6	4.1
Upper secondary school teachers	14,830	37.4	15.9	27.8	11.5	--	7.3	--	--	--	2.4
Energy and mechanical engineers	14,610	7.8	17.9	30.8	16.3	5.2	10.4	2.3	3.4	5.9	4.2
IT systems designers and administrators	12,680	11.0	23.5	27.2	11.7	4.8	13.2	3.0	1.2	4.4	3.8
Management and control specialists in private companies	12,000	16.4	24.8	25.4	7.6	7.2	7.6	2.6	2.1	6.4	3.8
Teachers and experts in educational and curricular planning	11,900	58.7	24.7	7.1	3.0	--	2.2	1.5	1.5	0.9	2.0
Specialists in economic sciences	9,530	37.5	21.6	16.3	8.3	1.2	5.4	1.4	--	8.1	3.2
Primary school teachers	9,410	49.2	20.3	6.3	1.3	7.8	7.8	1.1	2.0	4.1	2.8
Other professions	92,510	30.3	21.7	20.2	6.4	3.1	8.5	3.0	1.4	5.4	3.4

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



** The professional figures presented were selected from among the professions most in demand.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

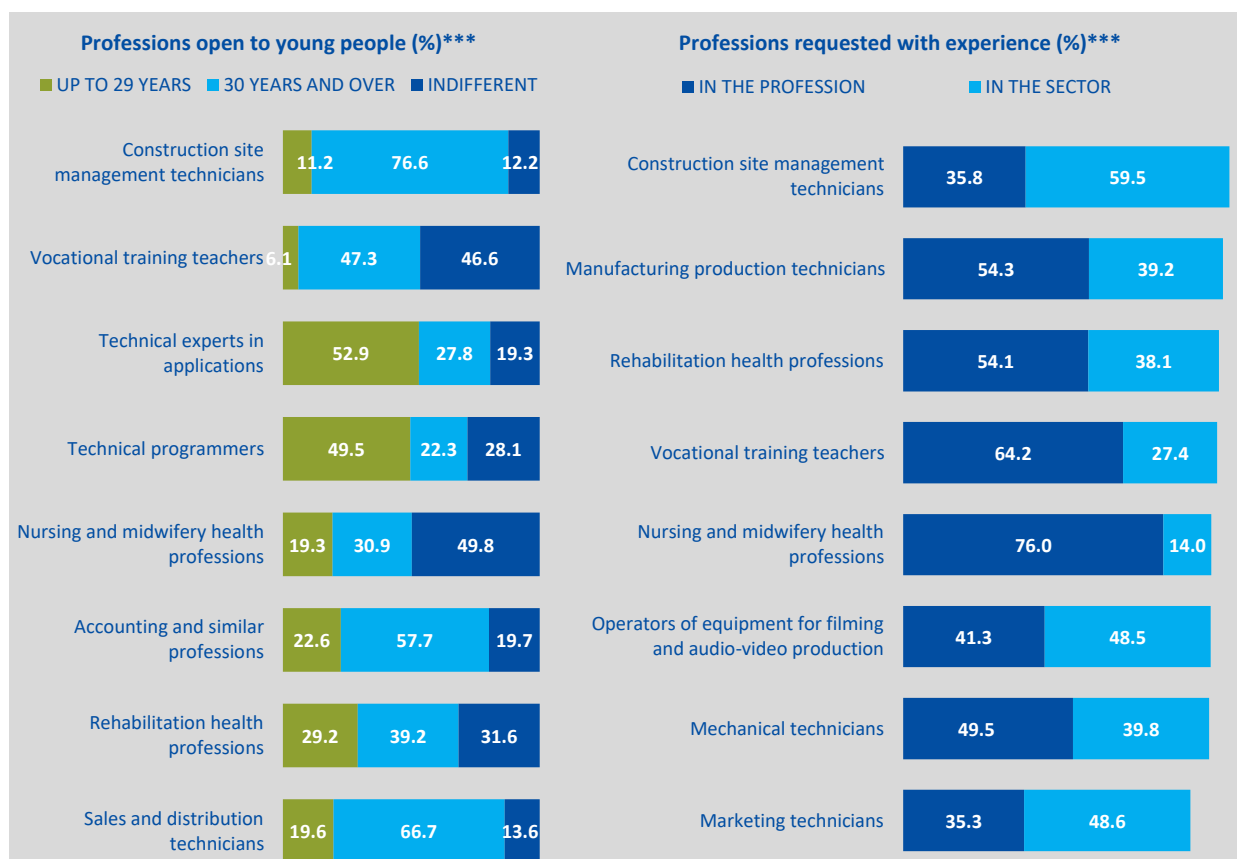
Table 6 - Technical professions in demand in 2023: main characteristics (% shares of total)

	Inflow expected in 2023 (a.v.)	for whom (%):			
		with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**
3. Technical professions	678,600	83.0	52.3	34.3	17.8
<i>Total professions</i>		<i>65.3</i>	<i>45.1</i>	<i>33.1</i>	<i>17.9</i>
Sales and distribution technicians	100,380	75.8	50.1	37.9	19.2
Rehabilitation health professions	65,850	92.2	46.9	46.2	7.6
Accounting and similar professions	54,940	79.8	38.8	30.7	19.9
Nursing and midwifery health professions	42,010	90.0	80.3	56.0	2.9
Technical programmers	35,280	83.5	65.8	16.0	9.9
Technical experts in applications	29,270	71.3	64.2	34.3	16.2
Vocational training teachers	28,280	91.7	35.6	37.5	17.6
Construction site management technicians	25,920	95.3	63.4	18.2	28.2
Trade representatives	23,380	83.5	57.7	23.8	26.1
Industrial designers and similar professions	22,430	81.4	60.2	30.9	15.8
Mechanical technicians	21,590	89.3	61.8	39.9	17.6
Marketing technicians	17,190	83.9	41.6	35.8	34.0
Operators of equipment for filming and audio-video	16,700	89.8	27.8	38.0	26.8
Manufacturing production technicians	13,840	93.4	56.5	39.7	27.2
Other professions	181,540	79.6	49.7	29.7	20.1

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** For the recruitment of "new professional figures", we intend the recruitment of professional profiles that do not replace a similar outgoing figure and/or are not figures that already exist in the company.

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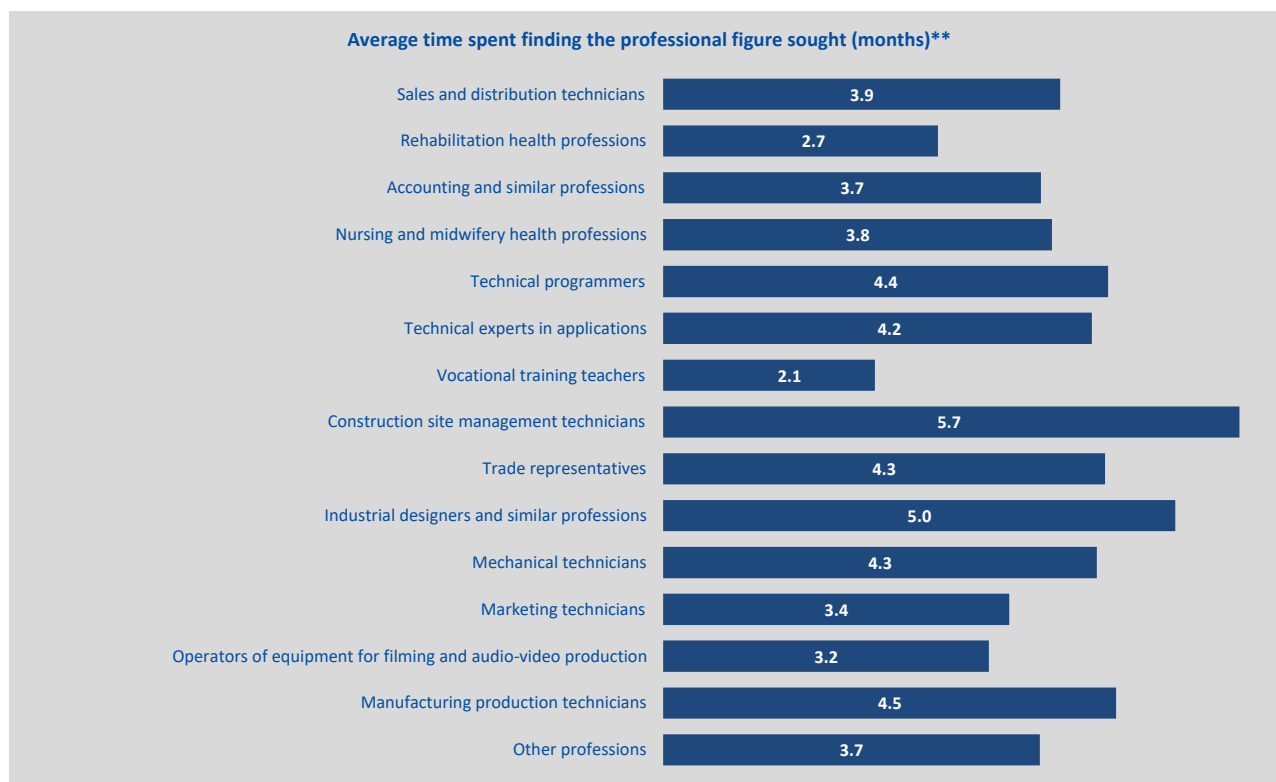
*** The professional figures presented here were selected among the professions most in demand.

6.1-Technical professions in demand in 2023: time spent finding the professional figure sought (% shares of total)

	Inflow expected in 2023 (a.v.)	Inflow by time spent (%):									Average time (months)
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year	
3. Technical professions	678,600	25.2	20.7	19.2	7.9	3.9	10.6	3.5	2.8	6.2	3.8
Sales and distribution technicians	100,380	20.1	21.7	20.9	7.7	4.4	12.5	4.7	2.4	5.5	3.9
Rehabilitation health professions	65,850	38.1	26.0	16.9	3.9	2.2	7.7	2.0	0.9	2.4	2.7
Accounting and similar professions	54,940	27.5	19.7	16.5	11.7	3.2	7.4	5.1	4.4	4.5	3.7
Nursing and midwifery health professions	42,010	24.6	22.3	18.9	7.7	4.0	9.4	2.9	3.3	6.9	3.8
Technical programmers	35,280	14.4	23.6	18.9	6.5	4.9	16.0	5.6	2.2	7.9	4.4
Technical experts in applications	29,270	23.1	17.0	23.1	3.6	3.1	15.1	3.4	2.2	9.5	4.2
Vocational training teachers	28,280	57.2	20.3	8.4	8.0	0.5	2.7	0.5	0.9	1.6	2.1
Construction site management technicians	25,920	14.4	16.9	16.2	10.1	2.9	6.6	6.9	9.8	16.3	5.7
Trade representatives	23,380	27.5	14.8	11.2	7.0	5.6	19.9	2.2	1.3	10.4	4.3
Industrial designers and similar professions	22,430	9.4	18.0	21.2	7.0	9.0	13.0	7.9	4.4	10.1	5.0
Mechanical technicians	21,590	15.9	17.7	25.0	10.0	4.8	12.3	2.9	4.6	6.7	4.3
Marketing technicians	17,190	35.6	16.9	14.4	8.9	2.8	12.0	1.8	3.7	3.9	3.4
Operators of equipment for filming and audio-video	16,700	38.2	19.0	17.9	3.1	3.6	9.7	--	4.6	4.0	3.2
Manufacturing production technicians	13,840	14.1	24.7	23.6	5.7	4.2	10.9	2.4	2.3	12.1	4.5
Other professions	181,540	23.0	20.6	21.8	9.4	4.3	10.1	3.1	2.2	5.5	3.7

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



** The professional figures presented were selected from among the professions most in demand.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

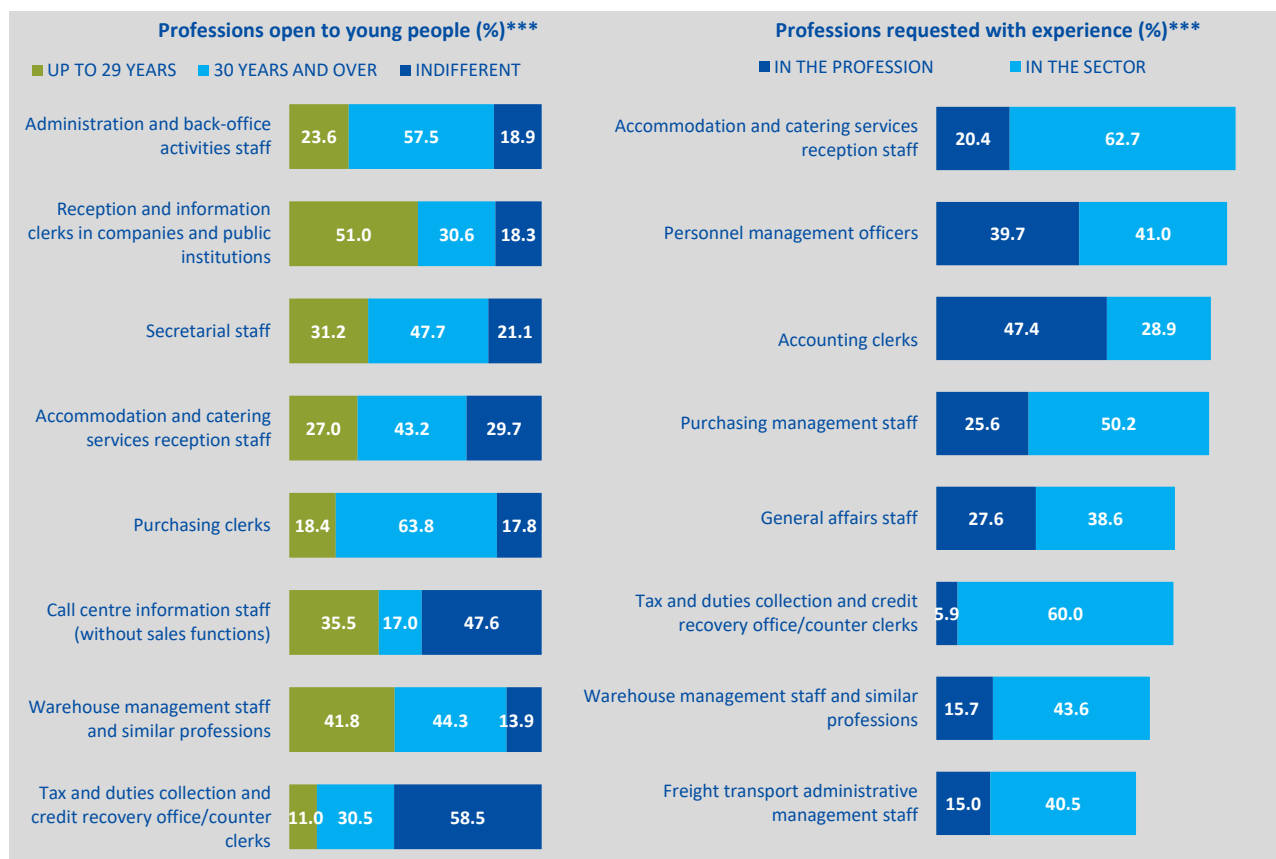
Table 7 -Office workers in demand in 2023: main characteristics (% shares of total)

	Inflow expected in 2023 (a.v.)	for whom (%):			
		with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**
4. Office workers	490,730	59.1	31.2	35.1	22.7
<i>Total professions</i>		<i>65.3</i>	<i>45.1</i>	<i>33.1</i>	<i>17.9</i>
General affairs staff	156,430	66.2	34.0	37.4	23.6
Reception and information clerks in companies and public institutions	70,680	34.8	22.5	38.2	26.3
Secretarial staff	59,600	49.9	30.0	34.5	26.6
Accommodation and catering services reception staff	45,820	83.0	38.1	27.5	26.5
Accounting and similar professions	34,650	76.2	29.7	37.0	22.3
Call centre information staff (without sales functions)	25,920	36.5	21.8	26.1	9.4
Warehouse management staff and similar professions	24,010	59.3	35.3	29.1	19.1
Tax and duties collection and credit recovery office/counter clerks	9,950	65.8	46.2	24.9	17.8
Purchasing management staff	8,790	75.7	26.1	43.8	18.1
Freight transport administrative management staff	7,640	55.5	35.7	39.8	6.0
Insurance, bank and other financial intermediary office/counter clerks	6,170	42.8	29.2	63.5	8.9
Personnel management officers	5,960	80.7	20.5	33.6	36.8
Ticket salespeople	5,820	52.8	16.1	29.5	17.4
Archive and filing clerks	4,680	25.4	53.4	43.9	10.6
Other professions	24,590	59.0	34.0	32.5	21.2

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** For the recruitment of "new professional figures", we intend the recruitment of professional profiles that do not replace a similar outgoing figure and/or are not figures that already exist in the company.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



*** The professional figures presented here were selected among the professions most in demand.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 7.1-Office workers in demand in 2023: time spent finding the professional figure sought (% shares of total)

	Inflow expected in 2023 (a.v.)	Inflow by time spent (%):										Average time (months)
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year		
4. Office workers	490,730	30.5	21.4	19.8	6.4	4.3	8.9	2.0	1.7	4.9	3.3	
General affairs staff	156,430	24.3	21.6	22.1	6.4	4.3	10.7	2.1	2.4	6.1	3.7	
Reception and information clerks in companies and public institutions	70,680	27.2	21.4	21.5	7.8	6.9	8.1	0.3	0.7	6.1	3.4	
Secretarial staff	59,600	37.7	18.2	16.2	5.6	2.7	9.4	2.2	2.2	5.7	3.3	
Accommodation and catering services reception staff	45,820	36.0	22.4	19.3	6.7	3.2	6.2	1.8	1.0	3.5	2.9	
Purchasing clerks	34,650	32.1	22.1	18.6	4.2	6.6	10.3	1.8	1.5	2.7	3.1	
Call centre information staff (without sales functions)	25,920	45.4	26.2	10.9	5.8	2.7	0.7	3.0	3.2	2.1	2.6	
Warehouse management staff and similar professions	24,010	25.4	20.4	22.8	2.8	4.0	9.0	8.9	1.2	5.4	3.8	
Tax and duties collection and credit recovery office/counter clerks	9,950	37.0	19.9	13.6	7.6	--	20.2	--	1.2	--	2.9	
Purchasing management staff	8,790	21.1	11.7	16.7	7.5	10.3	22.2	3.7	0.6	6.2	4.3	
Freight transport administrative management staff	7,640	18.8	26.7	40.8	5.6	2.3	1.3	0.9	0.7	3.0	2.9	
Insurance, bank and other financial intermediary office/counter clerks	6,170	23.8	33.9	19.1	10.0	--	6.4	2.1	1.1	2.8	3.0	
Personnel management officers	5,960	18.1	35.7	19.6	12.6	2.3	7.4	3.3	--	--	2.9	
Ticket salespeople	5,820	88.1	7.7	2.2	--	--	1.4	--	--	--	1.2	
Archive and filing clerks	4,680	27.2	29.5	15.1	15.0	2.2	1.5	--	--	9.1	3.3	
Other professions	24,590	34.6	18.6	21.3	7.4	5.0	7.6	0.7	0.7	4.1	3.0	

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



** The professional figures presented were selected from among the professions most in demand.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

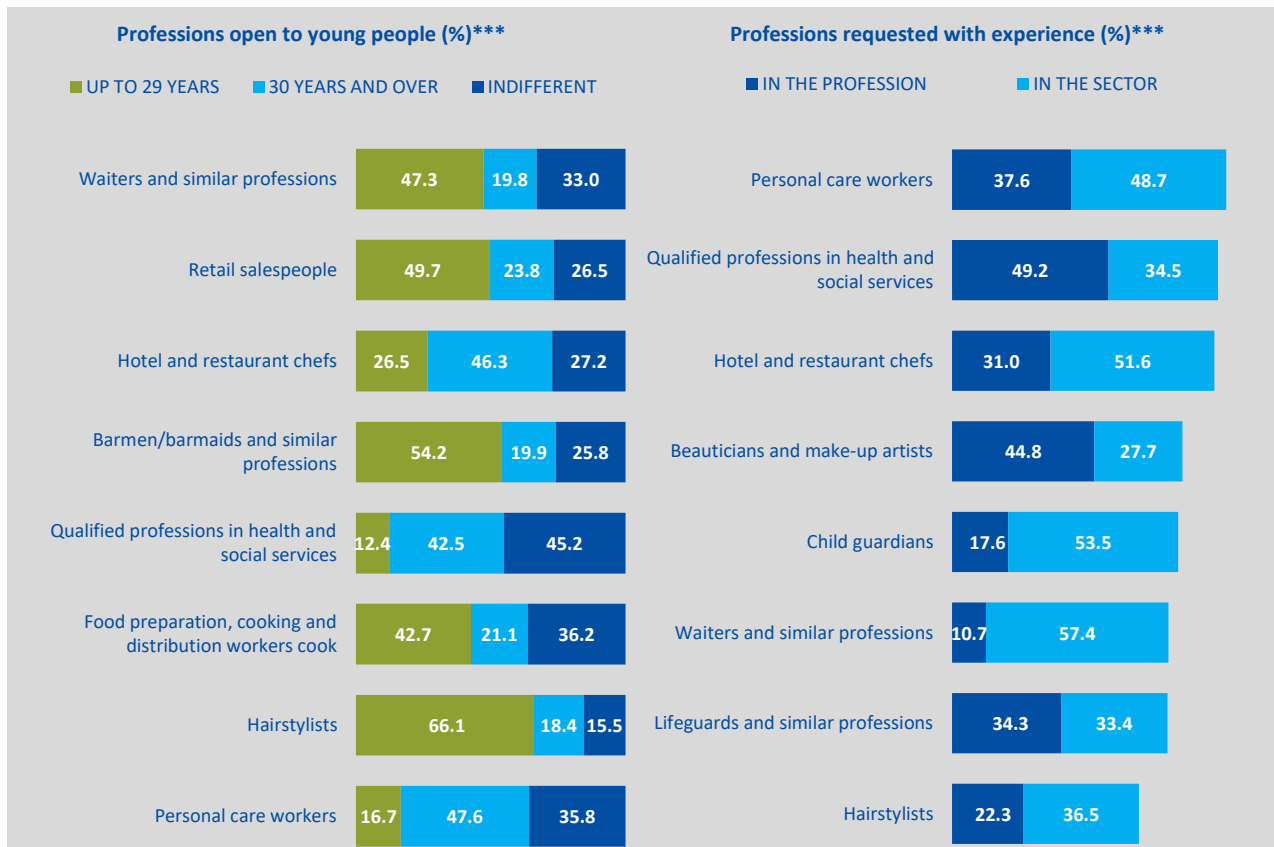
Table 8 -Qualified professions in commercial activities and services in demand in 2023: main characteristics (% shares of total)

	Inflow expected in 2023 (a.v.)	for whom (%):			
		with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**
5. Skilled professions in commercial activities and services	1,600,770	64.7	43.6	34.0	21.4
<i>Total professions</i>		<i>65.3</i>	<i>45.1</i>	<i>33.1</i>	<i>17.9</i>
Waiters and similar professions	427,650	68.1	51.5	26.5	25.8
Retail salespeople	408,370	53.9	28.2	39.9	13.5
Hotel and restaurant chefs	237,240	82.5	56.0	28.0	32.9
Barmen/barmaids and similar professions	164,040	57.2	43.7	29.3	28.3
Qualified professions in health and social services	77,340	83.7	55.6	51.7	2.6
Food preparation, cooking and distribution workers cook	65,660	47.8	42.7	48.3	10.2
Hairstylists	44,230	58.8	55.8	41.5	27.2
Personal care workers	35,900	86.2	40.2	46.4	3.8
Lifeguards and similar professions	22,520	67.8	24.2	20.5	45.9
Beauticians and make-up artists	16,300	72.5	56.0	37.6	28.9
Home and distance sellers and similar professions	15,460	41.9	41.0	19.2	9.7
Organisational sales activities staff	15,220	50.2	33.5	42.3	17.9
Commercial business cashiers	14,320	56.4	14.6	40.5	12.3
Child guardians	11,730	71.2	16.0	23.4	16.7
Other professions	44,810	52.0	41.5	41.8	15.1

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** For the recruitment of "new professional figures", we intend the recruitment of professional profiles that do not replace a similar outgoing figure and/or are not figures that already exist in the company.

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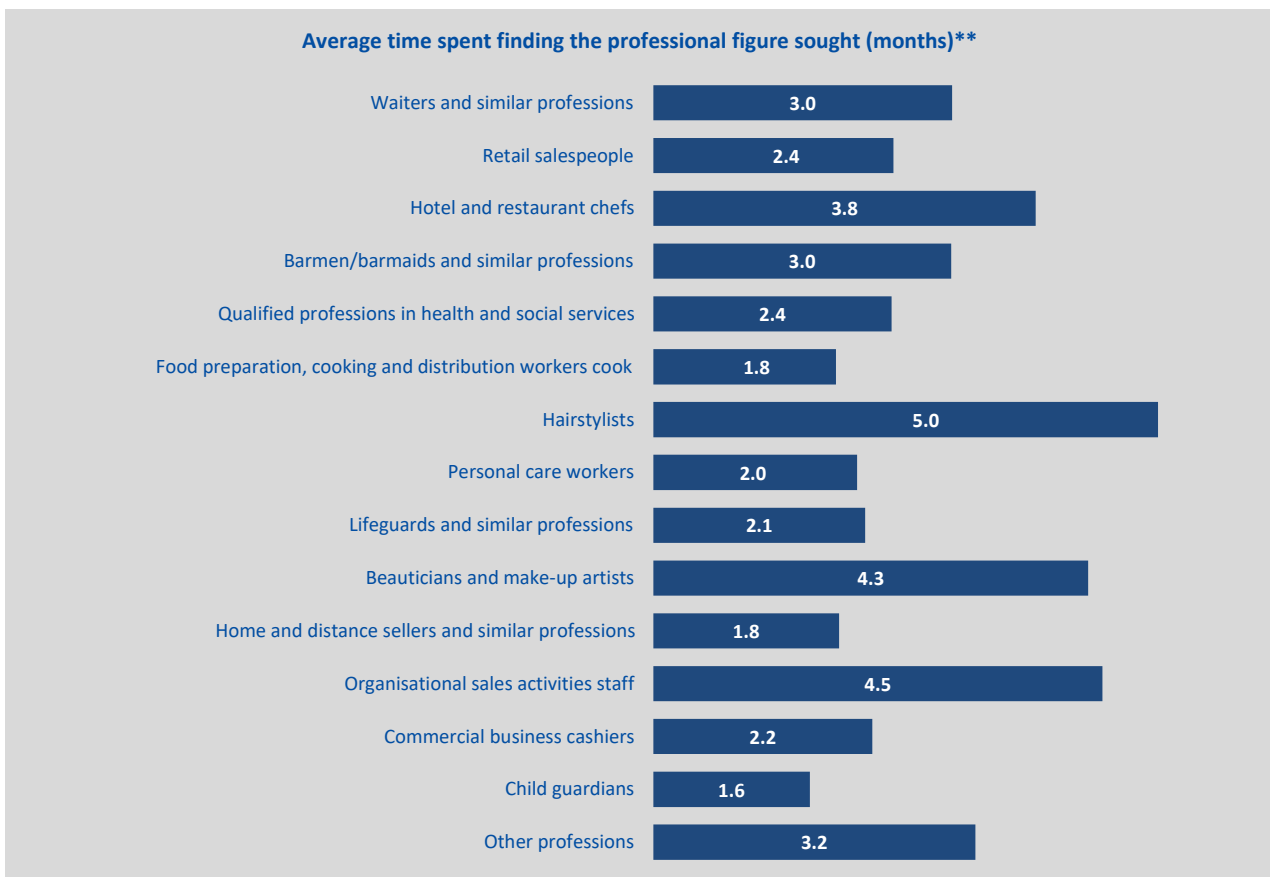
*** The professional figures presented here were selected among the professions most in demand.

Table 8.1- Qualified professions in commercial activities and services in demand in 2023: time spent finding the professional figure sought (% share of total)

	Inflow expected in 2023 (a.v.)	Inflow by time spent (%):									Average time (months)
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year	
5. Skilled professions in commercial activities and services	1,600,770	43.3	20.9	14.0	5.3	2.5	6.0	2.0	1.2	4.9	2.9
Waiters and similar professions	427,650	39.8	22.0	15.4	5.8	3.2	5.4	2.6	1.0	4.8	3.0
Retail salespeople	408,370	52.3	22.0	10.5	4.1	1.2	4.9	1.0	0.9	3.2	2.4
Hotel and restaurant chefs	237,240	29.4	18.1	17.5	8.3	4.1	10.3	2.5	1.2	8.6	3.8
Barmen/barmaids and similar professions	164,040	40.4	21.6	17.4	4.3	3.2	4.8	1.6	1.4	5.4	3.0
Qualified professions in health and social services	77,340	47.7	23.3	12.4	6.6	0.7	4.6	2.1	1.0	1.4	2.4
Food preparation, cooking and distribution workers cool	65,660	67.1	20.4	5.8	0.8	1.2	2.0	0.1	0.1	2.5	1.8
Hairstylists	44,230	19.1	15.1	19.9	5.6	2.7	13.4	6.2	4.9	13.1	5.0
Personal care workers	35,900	65.8	14.6	7.0	4.4	0.8	4.0	0.4	1.0	2.0	2.0
Lifeguards and similar professions	22,520	51.6	22.4	13.8	4.8	2.0	3.4	0.4	--	1.3	2.1
Beauticians and make-up artists	16,300	21.5	20.5	13.4	6.3	0.6	19.5	9.8	1.7	6.6	4.3
Home and distance sellers and similar professions	15,460	63.0	15.7	15.4	3.3	--	--	0.6	0.7	1.3	1.8
Organisational sales activities staff	15,220	27.8	17.3	17.5	6.5	5.0	6.3	1.4	3.1	15.0	4.5
Commercial business cashiers	14,320	55.0	26.9	9.5	--	1.1	0.9	2.6	0.4	3.3	2.2
Child guardians	11,730	68.2	20.2	6.9	1.9	--	2.0	0.6	--	--	1.6
Other professions	44,810	35.0	21.6	18.0	5.9	3.0	6.2	2.5	4.3	3.3	3.2

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

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** The professional figures presented were selected from among the professions most in demand.

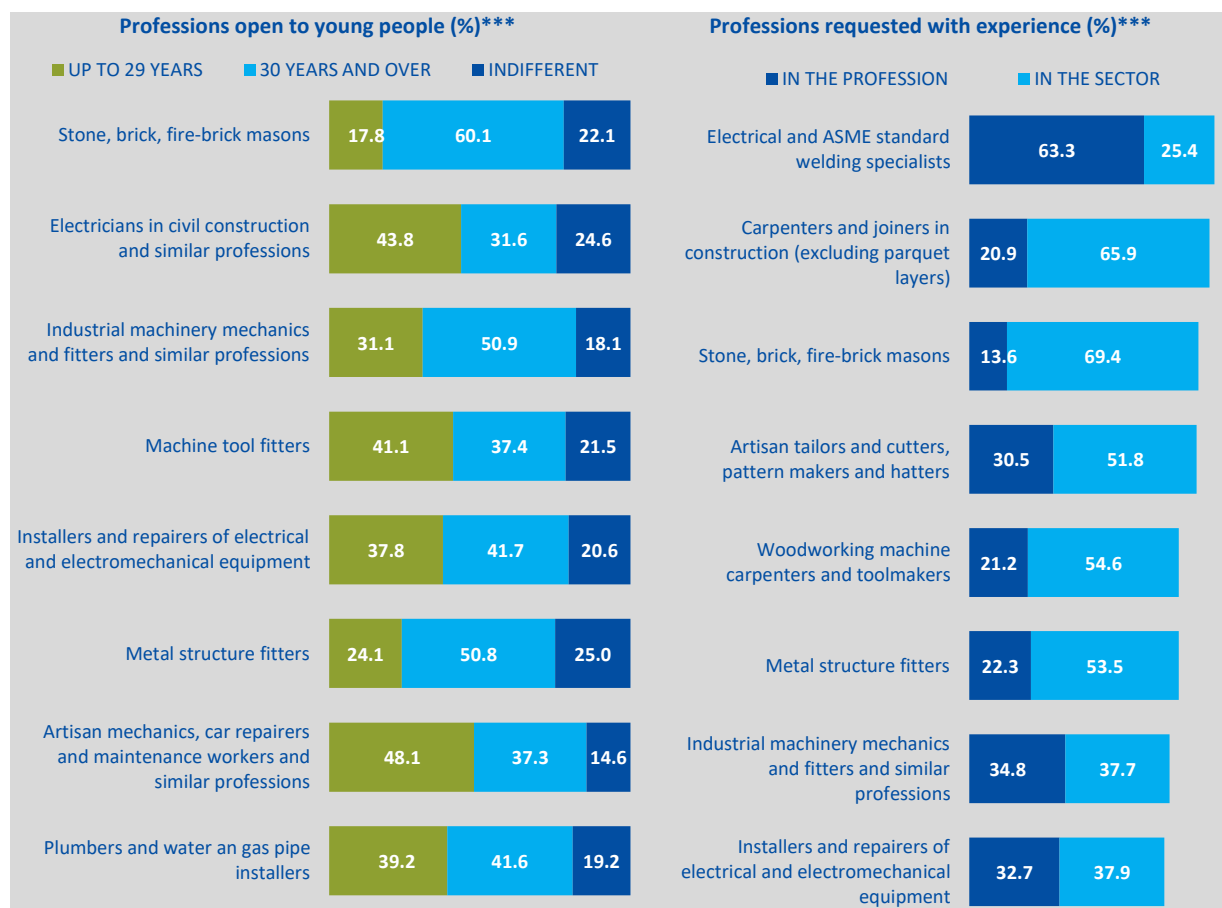
Table 9 -Specialised labourers in demand in 2023: main characteristics (% shares of total)

	Inflow expected in 2023 (a.v.)	for whom (%):			
		with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**
6. Specialised labourers	835,580	72.8	60.3	26.0	17.0
<i>Total professions</i>		<i>65.3</i>	<i>45.1</i>	<i>33.1</i>	<i>17.9</i>
Stone, brick, fire-brick masons	206,490	83.0	53.1	16.7	25.7
Electricians in civil construction and similar professions	96,930	69.8	68.0	25.2	17.8
Industrial machinery mechanics and fitters and similar professions	58,870	72.5	66.0	30.9	10.3
Machine toolmakers and similar professions	45,700	62.9	69.5	33.5	8.2
Installers and repairers of electrical and electromechanical equipment	43,190	70.6	64.9	27.6	10.4
Metal carpentry assemblers	40,210	75.8	66.4	29.1	11.8
Artisan mechanics, car repairers and maintenance workers and similar professions	36,330	69.8	70.8	35.8	15.4
Plumbers and water an gas pipe installers	34,830	69.9	75.0	27.0	13.0
Woodworking machine carpenters and toolmakers	20,510	75.8	64.3	28.5	22.4
Electrical and ASME standard welding specialists	16,000	88.7	76.5	29.8	8.0
Pastry chefs, ice cream makers and artisan conserve-makers	15,180	68.0	58.3	20.6	24.5
Artisan tailors and cutters, pattern makers and hatters	12,780	82.3	50.6	41.7	17.9
Carpenters and joiners in construction (excluding parquet layers)	11,580	86.9	65.8	23.7	17.3
Craftsmen and dry cleaners	11,410	27.4	34.6	24.0	11.1
Other professions	185,570	66.7	53.3	29.0	14.6

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** For the recruitment of "new professional figures", we intend the recruitment of professional profiles that do not replace a similar outgoing figure and/or are not figures that already exist in the company.

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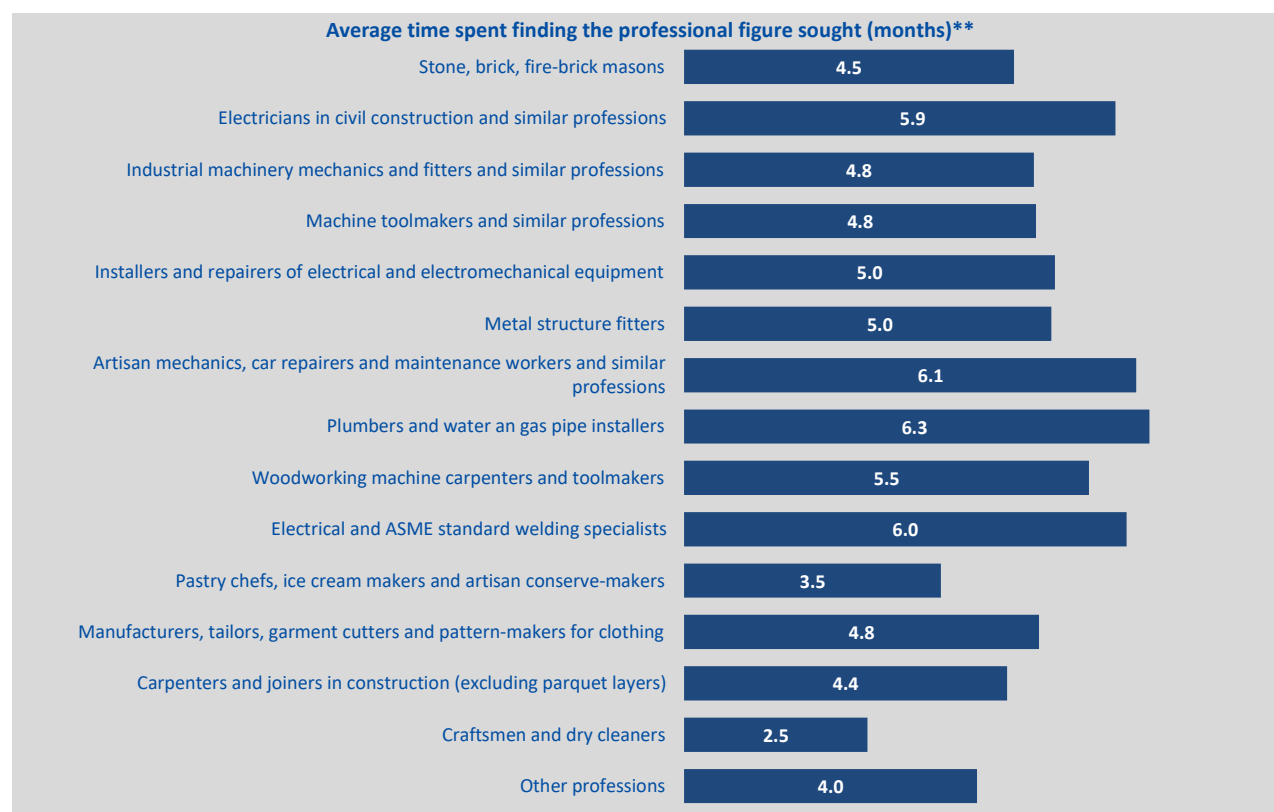
*** The professional figures presented here were selected among the professions most in demand.

Table 9.1-Office workers in demand in 2023: time spent finding the professional figure sought (% shares of total)

	Inflow expected in 2023 (a.v.)	Inflow by time spent (%):									Average time (months)
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year	
6. Specialised labourers	835,580	24.5	16.1	15.5	6.7	3.4	11.2	4.3	4.4	13.9	4.8
Stone, brick, fire-brick masons	206,490	27.1	16.4	16.6	7.4	3.0	9.6	3.1	3.2	13.5	4.5
Electricians in civil construction and similar professions	96,930	15.8	13.9	13.5	7.3	3.7	13.4	6.9	6.8	18.8	5.9
Industrial machinery mechanics and fitters and similar professions	58,870	14.7	23.6	19.7	6.9	3.8	9.6	4.2	5.5	12.0	4.8
Machine toolmakers and similar professions	45,700	17.8	21.8	15.0	7.7	2.8	13.2	5.4	3.9	12.3	4.8
Installers and repairers of electrical and	43,190	19.0	11.0	20.5	6.4	8.1	13.1	4.1	3.9	13.9	5.0
Metal structure fitters	40,210	26.4	13.0	13.4	3.9	3.2	15.6	6.0	3.6	14.9	5.0
Artisan mechanics, car repairers and maintenance	36,330	16.6	13.5	13.8	8.4	3.0	9.2	3.5	9.2	22.8	6.1
Plumbers and water an gas pipe installers	34,830	11.8	12.3	16.2	7.8	2.8	14.2	4.9	6.6	23.4	6.3
Woodworking machine carpenters and toolmakers	20,510	20.9	14.3	14.0	3.3	2.0	16.3	4.7	9.3	15.2	5.5
Electrical and ASME standard welding specialists	16,000	16.2	19.1	11.1	5.8	1.8	12.5	4.3	4.4	24.9	6.0
Pastry chefs, ice cream makers and artisan conserve-	15,180	46.5	17.0	11.9	2.3	2.7	5.7	--	1.2	12.4	3.5
Artisan tailors and cutters, pattern makers and hatters	12,780	24.0	11.8	22.3	7.5	5.6	7.6	0.4	4.4	16.3	4.8
Carpenters and joiners in construction (excluding parquet layers)	11,580	26.9	7.6	16.4	8.7	11.1	9.8	9.4	4.1	5.9	4.4
Craftsmen and dry cleaners	11,410	57.5	12.9	13.1	2.6	4.7	3.4	0.5	--	5.0	2.5
Other professions	185,570	33.0	17.1	13.8	6.3	2.5	10.8	4.1	3.3	9.0	4.0

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

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** The professional figures presented were selected from among the professions most in demand.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

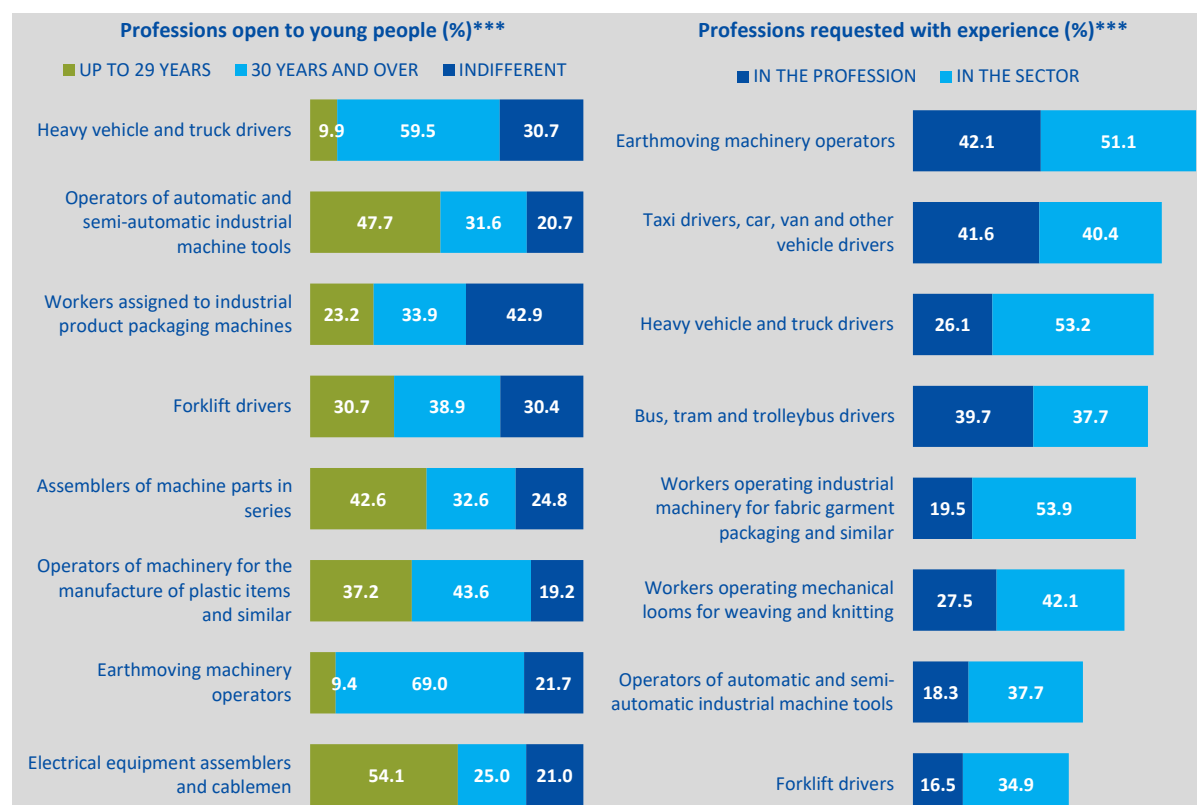
Table 10 - Plant operators and stationary and mobile machinery operators in 2023: main characteristics (% shares of total)

	Inflow expected in 2023 (a.v.)	for whom (%):			
		with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**
7. Plant operators and stationary and mobile machinery operators	662,130	61.1	49.6	32.8	9.7
<i>Total professions</i>		<i>65.3</i>	<i>45.1</i>	<i>33.1</i>	<i>17.9</i>
Heavy vehicle and truck drivers	241,330	79.3	56.8	35.1	11.7
Operators of automatic and semi-automatic industrial machine tools	49,900	56.0	66.4	33.2	7.3
Workers assigned to industrial product packaging machines	45,360	24.9	22.0	29.9	7.0
Forklift drivers	43,700	51.4	33.7	35.0	5.4
Machine parts series assemblers	26,840	50.2	46.9	27.5	5.6
Operators of machinery for the manufacture of plastic items and similar	20,300	34.3	43.4	35.9	7.2
Earthmoving machinery operators	19,640	93.3	60.0	21.3	14.5
Electrical equipment assemblers and cablemen	16,800	48.5	63.2	26.2	5.8
Bus, tram and trolleybus conductors	15,810	77.3	63.4	38.3	7.2
Workers assigned to machinery for the tailoring of fabric clothing and similar	14,910	73.4	56.3	32.4	14.5
Automated assembly line operators	13,220	37.9	32.5	24.2	5.6
Conduttori di macchinari per la produzione di pasticceria e prodotti da forno	12,750	28.0	40.8	30.8	6.7
Taxi drivers, car, van and other vehicle drivers	11,660	82.0	51.9	22.2	16.6
Operators on mechanical looms for weaving and knitting	11,540	69.7	66.2	59.8	8.9
Other professions	118,380	46.7	40.8	30.6	10.4

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** For the recruitment of "new professional figures", we intend the recruitment of professional profiles that do not replace a similar outgoing figure and/or are not figures that already exist in the company.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



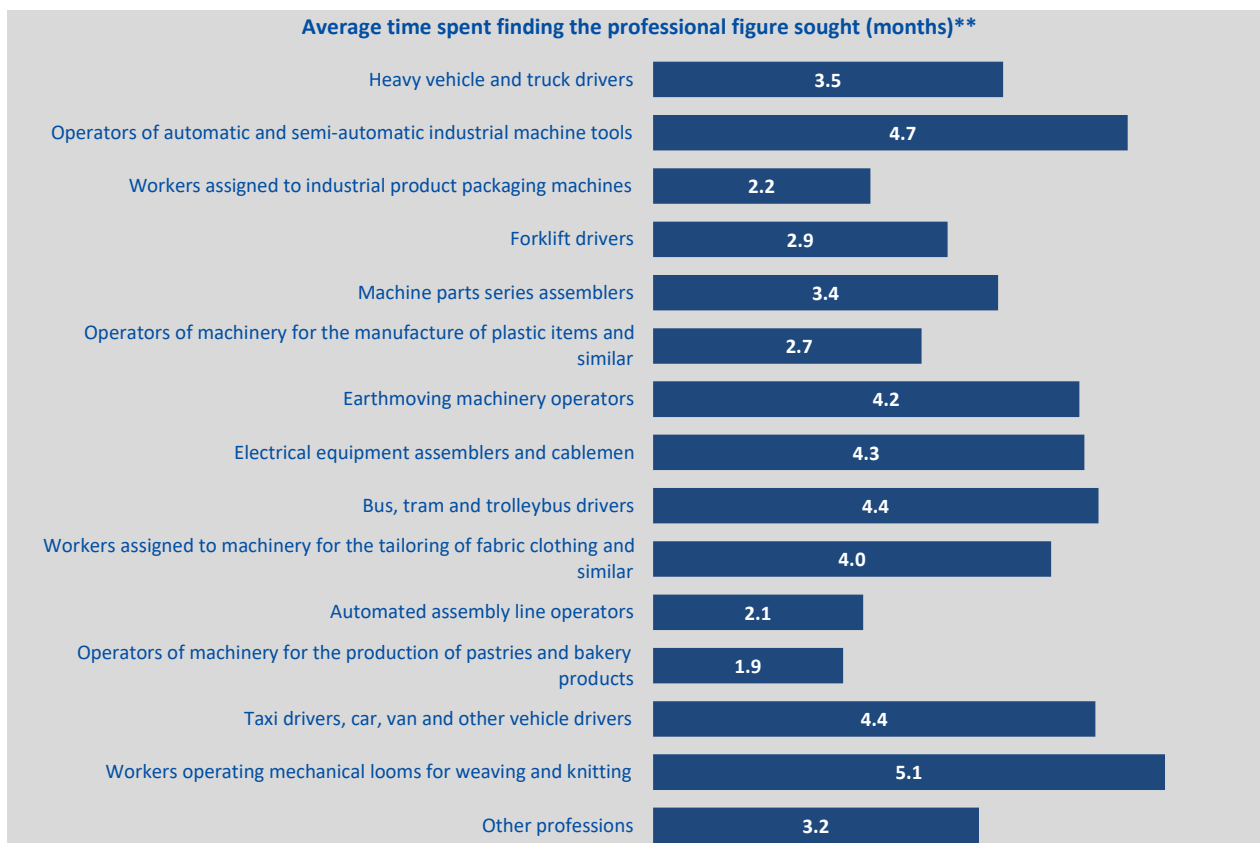
*** The professional figures presented here were selected among the professions most in demand.

10.1- Plant operators and stationary and mobile machinery operators in demand in 2023: time spent finding the professional figure sought(% shares of total)

	Inflow expected in 2023 (a.v.)	Inflow by time spent (%):									Average time (months)
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year	
7. Plant operators and stationary and mobile machinery operators	662,130	37.5	20.8	13.2	4.5	3.6	7.8	3.1	2.3	7.0	3.4
Heavy vehicle and truck drivers	241,330	36.4	21.6	13.6	4.4	4.6	6.8	2.6	2.3	7.8	3.5
Operators of automatic and semi-automatic industrial machine tools	49,900	23.8	20.8	12.3	5.5	3.1	11.2	6.4	2.9	13.9	4.7
Workers assigned to industrial product packaging machines	45,360	59.4	19.8	9.2	1.7	0.6	4.2	2.1	0.1	2.8	2.2
Forklift drivers	43,700	44.5	19.2	12.3	5.7	1.0	9.3	1.8	2.2	4.0	2.9
Machine parts series assemblers	26,840	35.1	23.2	15.3	6.2	2.8	5.1	1.6	3.3	7.5	3.4
Operators of machinery for the manufacture of plastic	20,300	48.7	19.2	13.9	3.8	1.7	5.4	1.3	3.5	2.5	2.7
Earthmoving machinery operators	19,640	27.7	12.8	18.7	6.5	5.6	11.8	4.2	4.3	8.3	4.2
Electrical equipment assemblers and cablemen	16,800	26.0	20.7	12.0	6.4	2.8	14.7	4.5	3.3	9.6	4.3
Bus, tram and trolleybus conductors	15,810	23.4	19.0	12.9	9.7	5.0	11.0	3.5	8.3	7.2	4.4
Workers assigned to machinery for the tailoring of	14,910	15.6	35.0	14.9	3.3	5.0	13.4	2.6	2.6	7.5	4.0
Automated assembly line operators	13,220	58.5	20.5	11.0	1.6	1.0	1.9	3.3	0.6	1.6	2.1
Conduttori di macchinari per la produzione di	12,750	59.4	14.6	18.2	1.3	3.4	2.1	0.4	--	--	1.9
Taxi drivers, car, van and other vehicle drivers	11,660	25.4	12.3	20.2	1.3	3.7	21.2	3.2	5.5	7.1	4.4
Operators on mechanical looms for weaving and knitting	11,540	18.9	17.7	11.3	1.6	2.1	13.0	26.4	0.9	8.1	5.1
Other professions	118,380	39.5	21.4	12.4	4.8	4.5	7.2	1.8	1.6	6.7	3.2

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



** The professional figures presented were selected from among the professions most in demand.

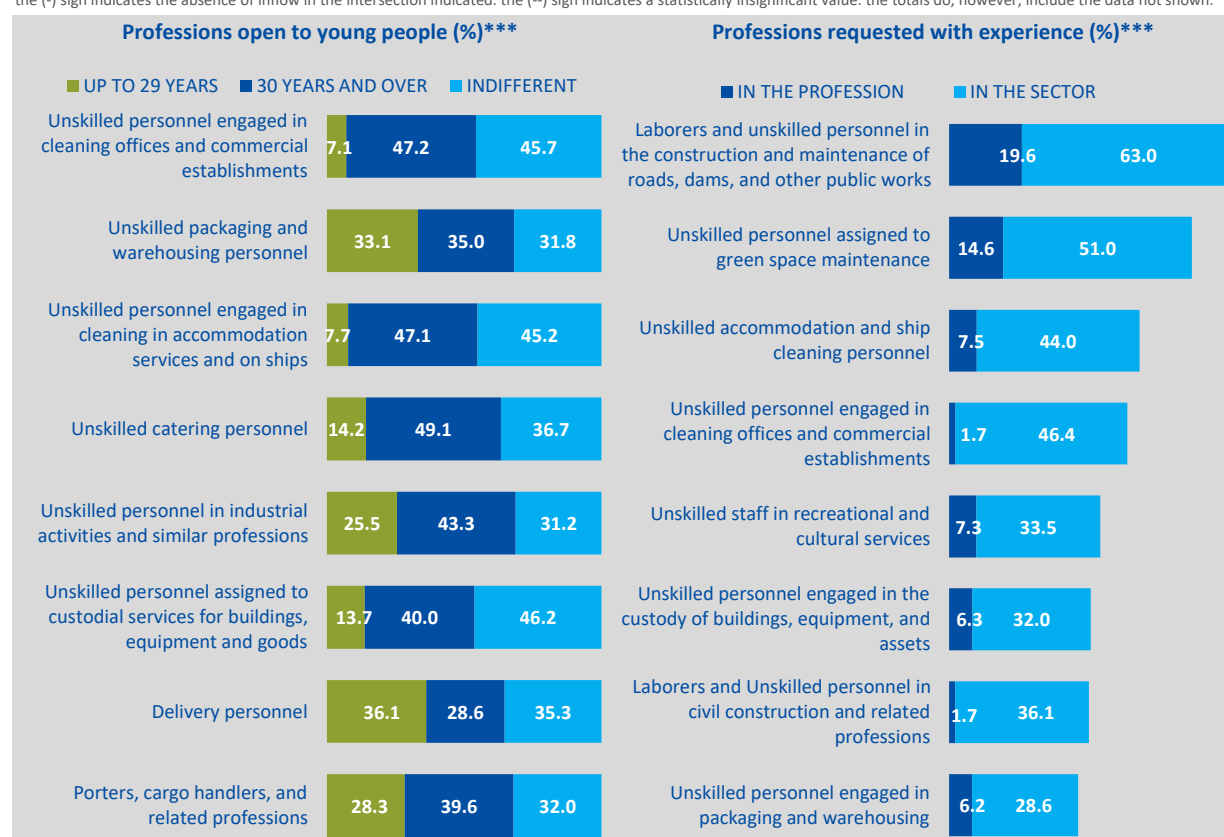
Table 11 - Unskilled professions in demand in 2022: main characteristics (% shares of total)

	Inflow expected in 2023 (a.v.)	for whom (%):			
		with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**
8. Unskilled professions	894,060	42.2	31.0	35.1	16.4
<i>Total professions</i>		<i>65.3</i>	<i>45.1</i>	<i>33.1</i>	<i>17.9</i>
Unskilled personnel engaged in cleaning offices and commercial establishments	379,130	48.1	34.3	37.4	13.9
Unskilled packaging and warehousing personnel	209,410	34.8	27.6	36.2	12.8
Unskilled personnel engaged in cleaning in accommodation services	53,020	51.4	35.2	22.2	32.4
Unskilled catering personnel	41,870	30.9	30.3	34.1	33.0
Unskilled personnel in industrial activities and similar professions	38,330	31.9	27.6	22.4	24.2
Unskilled personnel assigned to custodial services for buildings, equipment and goods	37,340	38.3	21.6	41.3	20.0
Delivery personnel	28,000	33.4	27.3	38.1	12.4
Porters, cargo handlers, and related professions	26,620	32.8	26.8	28.4	14.3
Ecological operators and other waste collectors and sorters	21,660	33.8	16.0	36.7	3.2
Unskilled personnel assigned to green space maintenance	18,110	65.6	43.2	31.8	10.2
Unskilled labourers and civil construction workers and similar professions	15,680	37.8	42.7	19.0	28.2
Unskilled staff in recreational and cultural services	10,780	40.8	16.6	40.0	37.1
Laborers and unskilled personnel in the construction and maintenance of roads, dams, and other public works	4,760	82.7	42.2	36.8	3.4
Janitors and related professions	4,180	23.5	5.4	82.7	4.9
Other professions	5,160	54.3	37.7	28.7	13.7

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** For the recruitment of "new professional figures", we intend the recruitment of professional profiles that do not replace a similar outgoing figure and/or are not figures that already exist in the company.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



*** The professional figures presented here were selected among the professions most in demand.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

11.1-Unskilled professions in demand in 2022: time spent finding the professional figure sought (% shares of total)

	Inflow expected in 2022 (a.v.)	Inflow by time spent (%):									Average time (months)
		1 month	2 month	3 month	4 month	5 month	6 month	from 7 to 9 month	from 10 to 12 months	over a year	
8. Unskilled professions	894,060	58.2	16.0	10.0	3.3	1.8	5.0	1.7	0.9	3.1	2.4
Unskilled personnel engaged in cleaning offices and commercial establishments	379,130	62.5	14.5	8.9	2.9	1.4	3.8	1.9	0.9	3.1	2.3
Unskilled packaging and warehousing personnel	209,410	54.2	18.4	11.2	2.3	1.1	6.8	2.3	0.8	2.9	2.4
Unskilled personnel engaged in cleaning in accommodation services and on ships	53,020	50.7	16.7	16.0	5.3	1.8	6.0	1.3	0.4	1.6	2.3
Unskilled catering personnel	41,870	55.7	20.4	6.3	4.0	3.1	5.3	0.3	1.0	3.9	2.4
Unskilled personnel in industrial activities and similar professions	38,330	45.6	25.0	9.4	6.4	2.1	4.9	0.7	2.2	3.8	2.7
Unskilled personnel assigned to custodial services for buildings, equipment and goods	37,340	63.2	15.3	7.6	3.0	4.5	4.8	0.8	--	0.7	2.0
Delivery personnel	28,000	62.4	15.5	7.2	1.3	3.1	2.5	2.3	2.8	2.8	2.4
Porters, cargo handlers, and related professions	26,620	62.4	12.2	5.3	4.2	2.5	7.2	1.1	1.3	3.9	2.5
Ecological operators and other waste collectors and sorters	21,660	61.8	14.2	12.2	3.2	2.3	3.0	--	1.3	2.0	2.1
Unskilled personnel assigned to green space maintenance	18,110	46.5	13.9	10.7	7.0	3.7	9.3	1.3	0.4	7.1	3.2
Unskilled labourers and civil construction workers and similar professions	15,680	45.1	11.0	22.1	5.8	4.9	2.8	1.6	1.2	5.5	3.0
Unskilled staff in recreational and cultural services	10,780	68.1	8.7	7.0	3.3	--	3.3	--	--	9.6	2.6
Laborers and unskilled personnel in the construction and maintenance of roads, dams, and other public works	4,760	63.8	7.3	21.3	3.4	1.6	1.2	--	--	1.2	1.9
Janitors and related professions	4,180	90.5	--	8.0	--	--	--	--	--	--	1.2
Other professions	5,160	33.2	8.9	8.9	10.1	--	18.4	7.3	2.2	10.5	4.5

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



** The professional figures presented were selected from among the professions most in demand.

Table 12- Inflow expected by the companies in 2023 at territorial level, by large professional group (% shares of total)

	Inflow expected in 2023 (a.v.)*	for whom (%):			
		Managers, specialised professions and technicians	Office workers, commercial and services professions	Specialised labourers and plant and machinery operators	Unskilled professions
TOTAL	5,509,130	18.6	38.0	27.2	16.2
NORTH WEST	1,607,100	22.8	34.4	26.3	16.5
PIEMONTE	353,930	21.5	34.2	30.0	14.2
TORINO	189,400	26.2	33.3	25.6	14.9
VERCELLI	11,760	13.2	38.6	34.1	14.1
NOVARA	32,150	17.1	34.4	36.2	12.3
CUNEO	50,790	17.4	31.1	37.2	14.3
ASTI	11,980	16.6	35.2	34.7	13.5
ALESSANDRIA	32,010	16.4	33.2	36.3	14.1
BIELLA	12,020	17.6	32.7	37.2	12.4
VERBANO-CUSIO-OSSOLA	13,830	9.7	56.5	21.8	11.9
VALLE D'AOSTA	18,870	8.3	60.1	16.4	15.1
LOMBARDIA	1,092,950	24.3	32.8	25.6	17.3
VARESE	65,560	22.0	35.2	28.8	13.9
COMO	52,440	16.2	40.6	24.4	18.9
SONDRIO	19,290	9.7	49.4	25.7	15.2
MILANO	506,530	31.4	31.6	18.2	18.8
BERGAMO	106,200	20.0	30.3	34.2	15.5
BRESCIA	135,610	15.9	33.1	34.8	16.2
PAVIA	37,280	18.1	37.9	29.2	14.8
CREMONA	28,170	16.7	28.7	36.9	17.8
MANTOVA	34,110	13.8	28.5	41.2	16.5
LECCO	25,470	18.5	32.9	36.7	11.9
LODI	14,100	16.8	30.5	36.1	16.6
MONZA E BRIANZA	68,180	23.9	32.8	26.5	16.8
LIGURIA	141,360	16.1	44.7	23.2	16.0
IMPERIA	16,190	10.2	59.5	19.0	11.4
SAVONA	25,360	10.7	52.0	20.4	16.8
GENOVA	78,560	19.9	38.2	24.0	17.9
LA SPEZIA	21,250	13.3	48.9	26.4	11.4
NORTH EAST	1,308,580	15.9	39.1	28.4	16.6
TRENTINO ALTO ADIGE	173,030	13.8	48.8	19.0	18.4
BOLZANO	92,410	12.4	51.5	18.6	17.5
TRENTO	80,630	15.4	45.7	19.4	19.6
VENETO	526,610	15.2	37.9	30.9	16.0
VERONA	114,960	13.9	39.9	27.3	18.9
VICENZA	84,860	16.7	31.1	40.1	12.1
BELLUNO	24,810	11.4	43.1	30.1	15.4
TREVISO	81,260	18.4	28.4	39.1	14.1
VENEZIA	113,760	10.8	50.9	19.6	18.7
PADOVA	87,220	19.4	33.9	32.5	14.2
ROVIGO	19,740	13.8	29.6	38.9	17.7
FRIULI VENEZIA GIULIA	113,700	17.0	37.2	30.0	15.9
UDINE	50,750	16.3	39.7	25.3	18.7
GORIZIA	15,020	12.4	33.7	38.3	15.6
TRIESTE	22,510	20.7	42.1	22.8	14.4
PORDENONE	25,420	17.7	29.9	40.9	11.6
EMILIA ROMAGNA	495,240	17.2	37.5	28.5	16.7
PIACENZA	29,780	14.1	27.7	34.0	24.2
PARMA	51,450	17.6	30.4	34.7	17.3
REGGIO EMILIA	51,150	19.3	31.0	34.2	15.5
MODENA	78,950	17.4	30.6	35.6	16.4
BOLOGNA	115,550	22.6	38.0	23.6	15.8
FERRARA	25,230	16.2	41.3	29.2	13.4
RAVENNA	45,630	13.9	45.8	23.9	16.3
FORLI'-CESENA	43,780	14.1	39.4	30.2	16.3
RIMINI	53,730	10.0	55.0	16.8	18.3

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

(cont'd) Table 12- Inflow expected by the companies in 2022 at territorial level, by large professional group (% shares of total)

	Inflow expected in 2023 (a.v.)*	for whom (%):			
		Managers, specialised professions and technicians	Office workers, commercial and services professions	Specialised labourers and plant and machinery operators	Unskilled professions
TOTAL	5,509,130	18.6	38.0	27.2	16.2
CENTRAL	1,131,290	19.2	37.8	25.8	17.1
TOSCANA	368,490	13.5	39.5	30.1	16.8
MASSA	15,420	11.5	42.3	32.1	14.1
LUCCA	39,860	12.1	44.6	27.2	16.2
PISTOIA	18,290	12.0	40.6	33.8	13.6
FIRENZE	116,600	17.6	36.5	26.3	19.5
LIVORNO	35,740	10.5	52.5	18.7	18.4
PISA	36,280	14.4	36.1	33.9	15.6
AREZZO	28,050	12.1	31.4	43.3	13.2
SIENA	25,340	12.1	46.2	25.7	16.0
GROSSETO	20,990	7.0	56.8	18.2	17.9
PRATO	31,920	11.5	21.4	53.3	13.7
UMBRIA	64,810	12.7	39.5	34.3	13.6
PERUGIA	50,760	12.9	40.0	33.5	13.6
TERNI	14,050	12.0	37.5	37.1	13.4
MARCHE	140,610	13.2	38.1	36.4	12.3
PESARO-URBINO	34,590	12.8	36.9	38.3	11.9
ANCONA	43,950	14.1	39.3	34.0	12.6
MACERATA	28,210	13.5	33.1	40.1	13.2
ASCOLI PICENO	20,440	11.8	44.5	30.7	12.9
FERMO	13,420	12.5	37.8	40.6	9.2
LAZIO	557,380	25.3	36.4	19.3	18.9
VITERBO	16,320	13.7	44.3	26.8	15.1
RIETI	7,330	12.8	37.9	36.4	12.9
ROMA	458,480	28.0	35.6	16.3	20.0
LATINA	43,010	11.5	45.3	29.1	14.2
FROSINONE	32,230	13.8	31.2	42.0	13.1
SOUTH AND ISLANDS	1,462,150	16.0	40.9	28.2	15.0
ABRUZZO	116,720	11.7	40.2	33.9	14.3
L'AQUILA	23,160	11.4	41.7	34.7	12.3
TERAMO	33,200	8.2	41.1	35.8	14.8
PESCARA	26,480	15.3	43.6	27.2	13.8
CHIETI	33,890	12.4	35.6	36.6	15.4
MOLISE	19,080	13.1	42.0	32.5	12.4
CAMPOBASSO	13,450	12.0	43.5	32.3	12.1
ISERNIA	5,630	15.7	38.5	32.9	12.9
CAMPANIA	436,150	18.7	36.8	28.8	15.6
CASERTA	64,250	18.7	37.6	33.5	10.2
BENEVENTO	17,090	20.1	33.4	34.8	11.7
NAPOLI	229,330	20.6	37.7	24.6	17.1
AVELLINO	25,590	17.1	31.5	39.2	12.1
SALERNO	99,890	14.6	36.2	31.8	17.4
PUGLIA	291,890	14.9	41.3	27.3	16.5
FOGGIA	39,940	13.1	41.3	28.1	17.5
BARI	124,040	17.9	37.4	27.8	16.9
TARANTO	33,180	15.0	39.7	33.4	11.9
BRINDISI	27,130	10.8	45.9	28.1	15.2
LECCE	67,600	11.9	47.4	22.7	18.0
BASILICATA	35,950	12.7	35.4	37.6	14.3
POTENZA	21,510	13.0	31.3	41.1	14.6
MATERA	14,430	12.3	41.5	32.4	13.8
CALABRIA	108,250	13.9	46.5	26.1	13.5
COSENZA	40,620	14.6	50.0	24.4	11.0
CATANZARO	22,830	12.8	43.4	27.5	16.4
REGGIO CALABRIA	23,170	17.2	41.5	29.6	11.7
CROTONE	9,790	13.1	42.5	29.7	14.7
VIBO VALENTIA	11,830	8.3	53.1	19.4	19.3

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

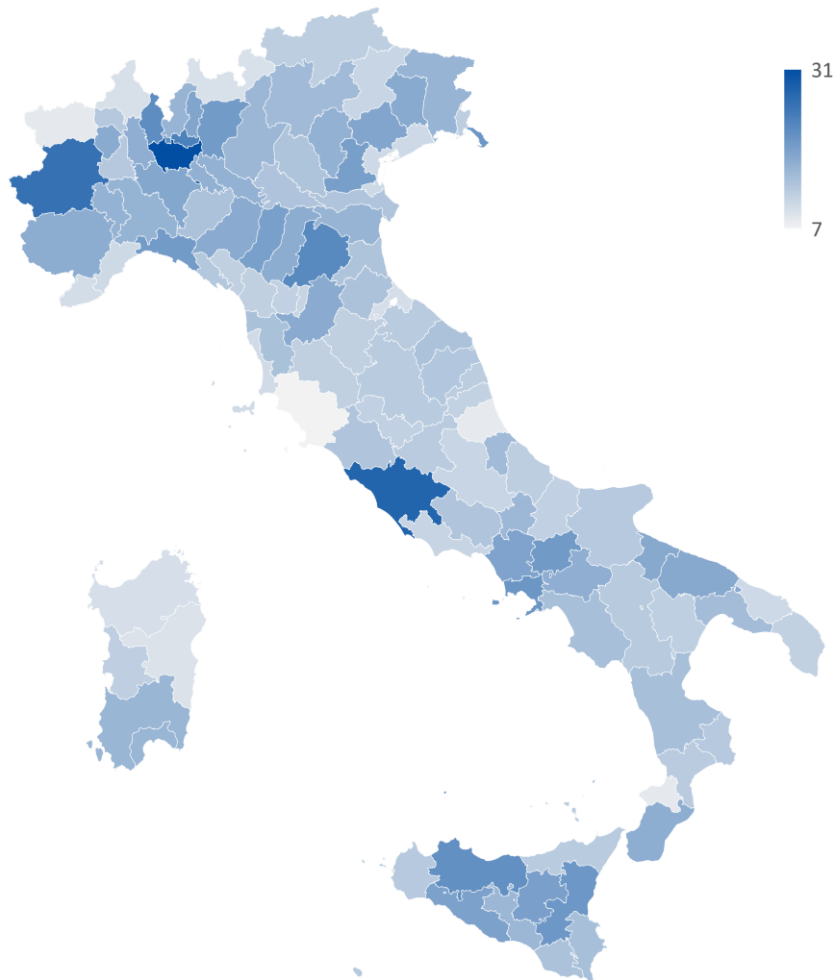
(cont'd) Table 12- Inflow expected by the companies in 2022 at territorial level, by large professional group (% shares of total)

	Inflow expected in 2023 (a.v.)*	for whom (%):			
		Managers, specialised professions and technicians	Office workers, commercial and services professions	Specialised labourers and plant and machinery operators	Unskilled professions
TOTAL	5,509,130	18.6	38.0	27.2	16.2
SICILIA	301,190	17.7	41.3	28.7	12.4
TRAPANI	26,910	13.1	48.0	24.6	14.3
PALERMO	75,370	21.5	42.2	24.5	11.8
MESSINA	41,700	12.8	46.1	25.8	15.3
AGRIGENTO	20,490	19.0	42.0	27.8	11.2
CALTANISSETTA	14,890	15.8	26.5	48.1	9.6
ENNA	5,890	19.3	35.1	36.2	9.5
CATANIA	67,750	20.5	38.5	29.3	11.7
RAGUSA	22,200	14.2	40.9	33.2	11.6
SIRACUSA	25,980	14.6	40.7	31.9	12.8
SARDEGNA	152,940	12.6	49.1	21.2	17.1
SASSARI	64,730	9.9	51.7	19.9	18.5
NUORO	13,860	9.4	49.3	24.4	17.0
CAGLIARI	66,020	16.0	46.0	21.8	16.3
ORISTANO	8,330	12.2	52.8	22.1	13.0

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Inflow of managers, specialised professions and technicians expected in 2023 by province (% share of the total)



Source: Unioncamere - ANPAL, Excelsior Information System, 2023

SECTION B

What skills are companies
looking for?

Table 13.1 - Skills requested by companies in 2023 by professional group (% shares of total inflow for whom the skill is considered necessary)

	TOTAL	Managers	Intellectual and scientific professions	Technical professions	Office workers	Commercial and services professions	Specialised labourers	Plant and machinery operators	Unskilled professions
Communicate company information in Italian	64.8	89.7	84.1	81.5	79.4	77.4	51.5	45.2	40.7
Communicate company information in foreign	44.5	77.1	73.9	59.4	63.7	59.6	24.8	19.9	20.5
Use mathematical and computer methods and	50.6	94.8	79.7	78.9	72.2	45.0	47.9	38.8	26.8
Use digital skills	63.4	96.6	92.8	93.8	92.3	59.1	52.1	52.3	39.5
Use "4.0" technologies to innovate processes	37.1	66.7	66.5	58.4	45.7	29.4	40.6	32.1	18.7
Work in a group	86.9	99.3	96.4	97.4	94.7	90.6	83.1	75.9	76.1
Problem solving	81.7	99.3	96.0	96.7	93.4	80.6	79.4	75.7	66.9
Work autonomously	83.0	99.0	96.0	94.8	89.5	84.2	83.9	75.4	68.0
Flexibility and adaptability	94.9	99.3	98.6	98.5	96.9	95.0	94.8	94.2	90.1
Energy saving and environmental sustainability	79.4	90.1	83.8	82.5	80.0	80.5	81.9	76.7	72.6

Table 13.2 - Skills that companies consider to be of "high" importance in 2023 by professional group (% shares of total inflow for whom the skill is considered to be of "high" importance)*

	TOTAL	Managers	Intellectual and scientific professions	Technical professions	Office workers	Commercial and services professions	Specialised labourers	Plant and machinery operators	Unskilled professions
Communicate company information in Italian	35.6	83.4	60.8	55.8	47.3	46.6	19.9	15.9	13.6
Communicate company information in foreign	15.7	46.0	44.1	30.1	35.0	19.9	1.7	0.5	0.2
Use mathematical and computer methods and	16.2	42.1	46.7	38.4	28.7	9.7	11.1	7.6	3.6
Use digital skills	23.3	66.5	71.8	65.7	61.1	12.6	8.0	3.2	0.3
Use "4.0" technologies to innovate processes	12.7	35.6	33.2	28.2	12.7	7.6	13.4	9.3	3.8
Work in a group	55.8	94.7	84.3	76.5	67.2	62.3	47.8	33.3	34.9
Problem solving	42.2	93.7	80.0	74.6	61.3	37.5	35.3	25.6	19.4
Work autonomously	42.9	92.5	71.0	63.9	49.0	42.4	41.6	27.7	25.5
Flexibility and adaptability	66.1	95.6	85.5	83.5	71.2	66.6	63.7	55.6	51.3
Energy saving and environmental sustainability	41.8	43.0	44.0	42.4	40.3	44.8	44.9	36.7	36.9

* The companies assign a score from 0 (skill is not required) to 4 (skill is of utmost importance) to each skill; the skills with "high" importance are those to which companies attribute a score of 3 or 4.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 13.3 - Skills requested by companies in 2023 according to several main characteristics of the professions (% shares of total inflow for whom the skill is considered necessary)

	TOTAL	with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**	up to 29 years	30 years and over	age irrelevant
Communicate company information in Italian	65.9	70.4	41.7	32.0	19.6	30.9	41.6	27.5
Communicate company information in foreign languages	45.7	72.2	40.5	31.5	21.1	32.8	40.0	27.1
Use mathematical and computer methods and languages	51.9	72.0	42.7	31.6	20.0	30.1	44.2	25.7
Use digital skills	64.0	70.9	41.8	32.5	18.4	30.5	42.6	26.9
Use "4.0" technologies to innovate processes	37.5	73.1	43.7	30.0	20.4	30.5	45.0	24.4
Work in a group	86.5	68.9	41.5	32.3	18.2	29.7	42.2	28.1
Problem solving	82.1	69.9	42.2	31.8	18.3	28.9	43.2	27.9
Work autonomously	83.3	69.8	42.4	31.9	19.0	28.9	43.7	27.3
Flexibility and adaptability	95.4	67.8	41.2	32.4	18.3	28.9	42.6	28.5
Energy saving and environmental sustainability	81.1	68.6	41.5	32.1	18.7	29.0	42.9	28.1

Table 13.4 - Skills that companies consider to be of "high" importance in 2023 according to several main characteristics of the professions (% shares of total inflow for whom the skill is considered to be of "high" importance)*

	TOTAL	with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**	up to 29 years	30 years and over	age irrelevant
Communicate company information in Italian	35.6	72.4	47.3	33.9	19.8	33.6	41.9	24.5
Communicate company information in foreign languages	15.7	77.8	45.3	31.9	23.2	35.3	40.5	24.2
Use mathematical and computer methods and languages	16.2	78.5	50.5	30.2	21.8	29.8	48.0	22.3
Use digital skills	23.3	77.3	46.0	32.7	19.5	31.7	47.0	21.2
Use "4.0" technologies to innovate processes	12.7	77.4	51.8	29.3	22.5	31.0	47.0	22.0
Work in a group	55.8	70.7	47.4	32.9	17.8	32.2	40.9	26.9
Problem solving	42.2	75.6	48.8	33.9	18.0	30.4	44.3	25.4
Work autonomously	42.9	74.4	49.6	32.9	20.1	29.1	45.8	25.1
Flexibility and adaptability	66.1	69.9	47.9	33.3	17.6	30.4	42.4	27.2
Energy saving and environmental sustainability	41.8	68.7	48.1	30.8	20.1	29.7	42.9	27.4

* The companies assign a score from 0 (skill is not required) to 4 (skill is of utmost importance) to each skill; the skills with "high" importance are those to which companies attribute a score of 3 or 4.

** For the recruitment of "new professional figures", we intend the recruitment of professional profiles that do not replace a similar outgoing figure and/or are not figures that already exist in the company.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 14.1 - Ability to communicate company information in Italian according to the degree of importance of this skill requested by companies for the main professions (absolute value and % share of the total)

	Inflow expected in 2023 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	for whom the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
TOTAL	5,509,130	1,941,170	3,567,960	12.1	17.0	15.0	20.6	2.7
1. Managers	11,160	1,150	10,010	2.1	4.2	28.8	54.6	3.5
1 st Sales and marketing directors and managers	1,860	50	1,810	3.1	5.6	17.3	71.1	3.6
2 nd Entrepreneurs and managers of small businesses in commerce	1,820	-	1,820	0.0	0.0	72.5	27.5	3.3
3 rd Entrepreneurs and managers of small businesses in accommodation and catering services	1,430	--	1,420	0.0	0.0	3.1	96.2	4.0
2. Intellectual, scientific and highly-specialised professions	336,110	53,440	282,670	8.7	14.7	22.3	38.5	3.1
1 st Software analysts and designers	29,310	2,450	26,870	10.7	15.8	28.0	37.1	3.0
2 nd Industrial and management engineers	25,030	1,260	23,770	4.9	13.8	24.2	52.1	3.3
3 rd Market relations specialists	23,160	1,030	22,130	4.6	11.1	22.4	57.4	3.4
3. Technical professions	678,600	125,860	552,740	9.3	16.4	22.4	33.4	3.0
1 st Sales and distribution technicians	100,380	5,140	95,240	2.9	11.0	21.4	59.6	3.5
2 nd Rehabilitation health professions	65,850	16,640	49,210	11.6	18.5	17.6	27.0	2.8
3 rd Accounting and similar professions	54,940	13,850	41,090	15.7	19.8	12.5	26.8	2.7
4. Office workers	490,730	101,110	389,620	11.9	20.2	20.4	26.8	2.8
1 st Administration and back-office activities staff	156,430	37,640	118,790	13.1	20.5	22.5	19.7	2.6
2 nd Reception and information clerks in companies and public institutions	70,680	9,620	61,060	13.2	24.5	19.1	29.6	2.8
3 rd Secretarial staff	59,600	10,490	49,110	9.6	20.7	18.9	33.3	2.9
5. Skilled professions in commercial activities and services	1,600,770	362,140	1,238,630	10.8	20.1	17.8	28.8	2.8
1 st Waiters and similar professions	427,650	76,230	351,420	9.9	21.7	20.8	29.8	2.9
2 nd Retail salespeople	408,370	45,220	363,150	7.2	21.0	20.3	40.5	3.1
3 rd Hotel and restaurant chefs	237,240	97,530	139,710	12.8	17.8	14.2	14.1	2.5
6. Specialised labourers	835,580	405,140	430,440	15.4	16.2	10.6	9.3	2.3
1 st Stone, brick, fire-brick masons	206,490	112,040	94,450	13.9	14.9	8.2	8.7	2.3
2 nd Electricians in civil construction and similar professions	96,930	33,130	63,800	15.8	22.0	15.9	12.1	2.4
3 rd Industrial machinery mechanics and fitters and similar professions	58,870	22,720	36,150	17.8	18.3	15.2	10.0	2.3
7. Plant operators and stationary and mobile machinery	662,130	362,540	299,590	13.9	15.4	9.1	6.9	2.2
1 st Heavy vehicle and truck drivers	241,330	118,650	122,680	13.8	16.6	12.1	8.3	2.3
2 nd Workers operating automatic and semi-automatic Industrial Machine tools	49,900	28,500	21,400	12.3	14.6	8.3	7.7	2.3
3 rd Workers operating Industrial packaging machinery	45,360	29,920	15,440	13.7	11.9	3.0	5.4	2.0
8. Unskilled professions	894,060	529,780	364,270	13.8	13.4	6.9	6.6	2.2
1 st Unskilled personnel engaged in cleaning offices and commercial establishments	379,130	235,100	144,020	14.0	12.9	6.4	4.7	2.0
2 nd Unskilled packaging and warehousing personnel	209,410	119,900	89,500	16.1	12.0	7.4	7.3	2.1
3 rd Unskilled accommodation and ship cleaning personnel	53,020	27,900	25,120	13.8	18.3	9.2	6.0	2.2

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

** The indicator represents a weighted average of the scores attributed to each skill (1 = low score, 4 = high score)

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 14.2 - Ability to communicate company information in foreign languages according to the degree of importance of this skill requested by companies for the main professions (absolute value and % share of the total)

	Inflow expected in 2023 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	for whom the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
TOTAL	5,509,130	3,060,300	2,448,820	13.8	14.9	8.3	7.5	2.2
1. Managers	11,160	2,560	8,600	4.2	26.9	19.3	26.8	2.9
1 st Sales and marketing directors and managers	1,860	200	1,660	14.8	3.5	19.8	51.2	3.2
2 nd Entrepreneurs and managers of small businesses in commerce	1,820	-	1,820	0.0	86.7	0.0	13.3	2.3
3 rd Entrepreneurs and managers of small businesses in accommodation and catering services	1,430	350	1,080	0.0	20.9	11.8	43.2	3.3
2. Intellectual, scientific and highly-specialised professions	336,110	87,870	248,240	12.3	17.4	21.9	22.3	2.7
1 st Software analysts and designers	29,310	3,560	25,750	17.0	21.2	32.2	17.4	2.6
2 nd Industrial and management engineers	25,030	3,570	21,470	11.1	21.6	21.4	31.7	2.9
3 rd Market relations specialists	23,160	550	22,610	2.3	4.8	42.7	47.9	3.4
3. Technical professions	678,600	275,560	403,040	13.9	15.4	16.1	14.0	2.5
1 st Sales and distribution technicians	100,380	29,920	70,460	11.2	14.5	17.9	26.6	2.9
2 nd Rehabilitation health professions	65,850	41,440	24,420	11.2	12.5	9.2	4.3	2.2
3 rd Accounting and similar professions	54,940	26,560	28,380	22.3	12.4	9.5	7.4	2.0
4. Office workers	490,730	178,270	312,460	14.1	14.6	17.0	18.1	2.6
1 st Administration and back-office activities staff	156,430	64,470	91,960	18.9	20.8	10.8	8.3	2.1
2 nd Reception and information clerks in companies and public institutions	70,680	10,790	59,890	8.1	11.5	31.1	34.0	3.1
3 rd Secretarial staff	59,600	26,910	32,690	19.3	11.7	12.7	11.2	2.3
5. Skilled professions in commercial activities and services	1,600,770	646,590	954,180	18.0	21.8	11.0	8.9	2.2
1 st Waiters and similar professions	427,650	98,400	329,250	15.9	25.3	19.9	16.0	2.5
2 nd Retail salespeople	408,370	147,820	260,550	19.7	23.5	11.7	8.9	2.2
3 rd Hotel and restaurant chefs	237,240	134,680	102,560	15.5	17.6	5.7	4.4	2.0
6. Specialised labourers	835,580	628,590	206,990	12.0	11.0	1.1	0.7	1.6
1 st Stone, brick, fire-brick masons	206,490	159,680	46,820	11.5	11.1	0.0	0.1	1.5
2 nd Electricians in civil construction and similar professions	96,930	68,910	28,020	11.0	8.7	5.3	3.9	2.1
3 rd Industrial machinery mechanics and fitters and similar professions	58,870	38,170	20,700	19.0	16.2	0.0	0.0	1.5
7. Plant operators and stationary and mobile machinery operators	662,130	530,350	131,780	9.9	9.6	0.3	0.2	1.5
1 st Heavy vehicle and truck drivers	241,330	187,430	53,900	11.4	10.9	0.0	0.0	1.5
2 nd Workers operating automatic and semi-automatic	49,900	42,180	7,720	9.0	6.5	0.0	0.0	1.4
3 rd Workers operating Industrial packaging machinery	45,360	41,440	3,920	5.4	3.3	0.0	0.0	1.4
8. Unskilled professions	894,060	710,520	183,540	11.3	8.9	0.1	0.1	1.5
1 st Unskilled personnel engaged in cleaning offices and commercial establishments	379,130	314,270	64,860	8.1	9.0	0.0	0.0	1.5
2 nd Unskilled packaging and warehousing personnel	209,410	170,180	39,230	11.7	7.0	0.0	0.0	1.4
3 rd Unskilled accommodation and ship cleaning personnel	53,020	31,450	21,570	24.0	16.7	0.0	0.0	1.4

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

** The indicator represents a weighted average of the scores attributed to each skill (1 = low score, 4 = high score)

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 14.3 - Ability to use mathematical and computer languages and methods according to the degree of importance of this skill requested by companies for the main professions (absolute value and % share of the total)

	Inflow expected in 2023 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	for whom the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
TOTAL	5,509,130	2,724,010	2,785,120	17.7	16.6	9.4	6.8	2.1
1. Managers	11,160	590	10,580	29.3	23.4	18.8	23.2	2.4
1 st Sales and marketing directors and managers	1,860	90	1,770	9.1	27.8	38.4	19.7	2.7
2 nd Entrepreneurs and managers of small businesses in commerce	1,820	-	1,820	100.0	0.0	0.0	0.0	1.0
3 rd Entrepreneurs and managers of small businesses in accommodation and catering services	1,430	60	1,370	22.3	30.3	19.6	23.3	2.5
2. Intellectual, scientific and highly-specialised professions	336,110	68,250	267,860	11.8	21.2	23.2	23.5	2.7
1 st Software analysts and designers	29,310	220	29,090	1.4	9.6	22.9	65.4	3.5
2 nd Industrial and management engineers	25,030	630	24,400	13.0	21.0	34.6	28.9	2.8
3 rd Market relations specialists	23,160	2,150	21,010	11.4	32.1	27.8	19.5	2.6
3. Technical professions	678,600	143,140	535,460	16.1	24.5	21.0	17.4	2.5
1 st Sales and distribution technicians	100,380	17,030	83,350	24.5	27.1	19.6	11.8	2.2
2 nd Rehabilitation health professions	65,850	24,050	41,810	25.4	22.1	11.7	4.3	1.9
3 rd Accounting and similar professions	54,940	9,690	45,250	11.3	31.6	22.9	16.6	2.5
4. Office workers	490,730	136,650	354,080	17.9	25.5	18.5	10.2	2.3
1 st Administration and back-office activities staff	156,430	33,760	122,670	14.9	25.1	26.3	12.2	2.5
2 nd Reception and information clerks in companies and public institutions	70,680	26,970	43,710	19.1	22.9	10.1	9.7	2.2
3 rd Secretarial staff	59,600	18,820	40,790	25.3	21.1	14.2	7.9	2.1
5. Skilled professions in commercial activities and services	1,600,770	880,050	720,720	19.3	16.0	5.7	4.1	1.9
1 st Waiters and similar professions	427,650	237,550	190,100	17.5	17.3	5.5	4.0	1.9
2 nd Retail salespeople	408,370	202,640	205,730	23.3	16.3	6.3	4.4	1.8
3 rd Hotel and restaurant chefs	237,240	134,900	102,340	17.7	15.0	6.7	3.7	1.9
6. Specialised labourers	835,580	435,680	399,900	20.2	16.5	7.3	3.8	1.9
1 st Stone, brick, fire-brick masons	206,490	124,930	81,560	16.2	13.7	5.3	4.3	1.9
2 nd Electricians in civil construction and similar professions	96,930	35,460	61,470	26.3	21.6	9.3	6.1	1.9
3 rd Industrial machinery mechanics and fitters and similar professions	58,870	25,890	32,980	25.9	17.4	9.6	3.1	1.8
7. Plant operators and stationary and mobile machinery operators	662,130	405,160	256,970	18.9	12.3	5.1	2.5	1.8
1 st Heavy vehicle and truck drivers	241,330	154,640	86,680	16.6	11.0	5.4	2.9	1.8
2 nd Workers operating automatic and semi-automatic	49,900	19,890	30,010	26.5	19.1	10.2	4.3	1.9
3 rd Workers operating Industrial packaging machinery	45,360	32,430	12,920	15.2	7.7	4.2	1.5	1.7
8. Unskilled professions	894,060	654,490	239,560	14.8	8.4	2.4	1.2	1.6
1 st Unskilled personnel engaged in cleaning offices and commercial establishments	379,130	307,890	71,240	13.6	4.1	0.8	0.4	1.4
2 nd Unskilled packaging and warehousing personnel	209,410	125,060	84,350	17.8	15.6	5.0	1.9	1.8
3 rd Unskilled accommodation and ship cleaning personnel	53,020	41,510	11,510	8.3	9.1	2.1	2.2	1.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

** The indicator represents a weighted average of the scores attributed to each skill (1 = low score, 4 = high score)

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 14.4 - Ability to use digital skills according to the degree of importance of this skill requested by companies for the main professions (absolute value and % share of the total)

	Inflow expected in 2023 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	for whom the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
TOTAL	5,509,130	2,015,720	3,493,410	20.9	19.2	10.8	12.5	2.2
1. Managers	11,160	380	10,780	10.5	19.6	18.6	47.9	3.1
1 st Sales and marketing directors and managers	1,860	--	1,820	4.8	20.5	22.0	50.6	3.2
2 nd Entrepreneurs and managers of small businesses in commerce	1,820	-	1,820	0.0	2.3	0.0	97.7	4.0
3 rd Entrepreneurs and managers of small businesses in accommodation and catering services	1,430	--	1,420	0.2	6.8	2.7	89.8	3.8
2. Intellectual, scientific and highly-specialised professions	336,110	24,350	311,750	6.4	14.6	31.3	40.5	3.1
1 st Software analysts and designers	29,310	-	29,310	0.0	0.0	20.5	79.5	3.8
2 nd Industrial and management engineers	25,030	--	25,000	0.5	2.1	37.5	59.8	3.6
3 rd Market relations specialists	23,160	290	22,870	4.5	20.0	27.1	47.1	3.2
3. Technical professions	678,600	41,830	636,770	8.8	19.3	27.6	38.1	3.0
1 st Sales and distribution technicians	100,380	2,680	97,700	8.6	24.6	27.3	36.9	3.0
2 nd Rehabilitation health professions	65,850	7,190	58,660	20.7	39.1	19.0	10.3	2.2
3 rd Accounting and similar professions	54,940	--	54,910	0.6	3.1	42.1	54.2	3.5
4. Office workers	490,730	37,940	452,790	10.1	21.0	29.3	31.8	2.9
1 st Administration and back-office activities staff	156,430	9,290	147,140	9.7	22.0	30.5	31.9	2.9
2 nd Reception and information clerks in companies and public institutions	70,680	10,260	60,430	10.5	19.0	19.1	36.9	3.0
3 rd Secretarial staff	59,600	3,670	55,940	10.7	22.0	22.6	38.5	2.9
5. Skilled professions in commercial activities and services	1,600,770	653,950	946,820	24.3	22.3	6.8	5.8	1.9
1 st Waiters and similar professions	427,650	189,260	238,380	20.1	22.5	7.7	5.5	2.0
2 nd Retail salespeople	408,370	100,060	308,310	24.8	23.2	14.8	12.7	2.2
3 rd Hotel and restaurant chefs	237,240	143,760	93,480	25.1	14.3	0.0	0.0	1.4
6. Specialised labourers	835,580	400,220	435,350	25.3	18.8	4.1	3.9	1.7
1 st Stone, brick, fire-brick masons	206,490	135,450	71,040	22.6	11.8	0.0	0.0	1.3
2 nd Electricians in civil construction and similar professions	96,930	23,200	73,730	24.8	23.6	14.3	13.4	2.2
3 rd Industrial machinery mechanics and fitters and similar professions	58,870	20,880	37,990	25.0	26.8	10.2	2.6	1.9
7. Plant operators and stationary and mobile machinery operators	662,130	315,880	346,240	27.6	21.6	1.9	1.3	1.6
1 st Heavy vehicle and truck drivers	241,330	89,500	151,830	32.8	30.1	0.0	0.0	1.5
2 nd Workers operating automatic and semi-automatic	49,900	20,990	28,910	24.8	16.4	7.8	8.9	2.0
3 rd Workers operating Industrial packaging machinery	45,360	29,120	16,240	24.3	11.5	0.0	0.0	1.3
8. Unskilled professions	894,060	541,150	352,910	26.5	12.7	0.2	0.2	1.3
1 st Unskilled personnel engaged in cleaning offices and commercial establishments	379,130	260,130	118,990	24.9	6.5	0.0	0.0	1.2
2 nd Unskilled packaging and warehousing personnel	209,410	83,450	125,950	38.4	21.7	0.0	0.0	1.4
3 rd Unskilled accommodation and ship cleaning personnel	53,020	41,260	11,760	12.5	9.7	0.0	0.0	1.4

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

** The indicator represents a weighted average of the scores attributed to each skill (1 = low score, 4 = high score)

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 14.5 - Ability to apply "4.0" technologies in order to innovate processes according to the degree of importance of this skill requested by companies for the main professions (absolute value and % share of the total)

	Inflow expected in 2023 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	for whom the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
TOTAL	5,509,130	3,466,320	2,042,810	13.0	11.4	6.9	5.8	2.1
1. Managers	11,160	3,720	7,440	14.3	16.7	22.6	13.0	2.5
1 st Sales and marketing directors and managers	1,860	370	1,490	15.8	17.6	23.9	23.1	2.7
2 nd Entrepreneurs and managers of small businesses in commerce	1,820	1,800	--	0.0	0.0	0.0	1.1	--
3 rd Entrepreneurs and managers of small businesses in accommodation and catering services	1,430	710	720	25.9	18.0	5.4	1.0	1.6
2. Intellectual, scientific and highly-specialised professions	336,110	112,580	223,530	15.1	18.2	16.6	16.6	2.5
1 st Software analysts and designers	29,310	1,400	27,910	5.8	15.6	22.1	51.7	3.3
2 nd Industrial and management engineers	25,030	5,540	19,490	16.5	21.0	20.0	20.4	2.6
3 rd Market relations specialists	23,160	5,230	17,930	19.9	22.5	20.2	14.8	2.4
3. Technical professions	678,600	282,130	396,460	14.7	15.5	14.8	13.4	2.5
1 st Sales and distribution technicians	100,380	43,410	56,970	16.7	18.6	12.9	8.5	2.2
2 nd Rehabilitation health professions	65,850	45,190	20,670	16.2	7.5	5.3	2.4	1.8
3 rd Accounting and similar professions	54,940	26,700	28,240	13.7	13.8	18.7	5.2	2.3
4. Office workers	490,730	266,310	224,420	16.7	16.3	7.5	5.3	2.0
1 st Administration and back-office activities staff	156,430	82,860	73,570	15.1	17.7	9.4	4.8	2.1
2 nd Reception and information clerks in companies and public institutions	70,680	45,310	25,380	14.9	12.9	3.4	4.7	1.9
3 rd Secretarial staff	59,600	30,980	28,630	17.8	15.4	8.8	6.0	2.1
5. Skilled professions in commercial activities and services	1,600,770	1,129,430	471,340	12.4	9.5	4.1	3.5	2.0
1 st Waiters and similar professions	427,650	299,230	128,420	10.9	10.8	4.7	3.6	2.0
2 nd Retail salespeople	408,370	282,520	125,850	14.9	9.4	3.3	3.2	1.8
3 rd Hotel and restaurant chefs	237,240	165,950	71,280	10.7	10.6	4.5	4.3	2.1
6. Specialised labourers	835,580	496,100	339,480	15.0	12.2	7.8	5.6	2.1
1 st Stone, brick, fire-brick masons	206,490	144,350	62,150	12.6	8.2	4.9	4.4	2.0
2 nd Electricians in civil construction and similar professions	96,930	40,560	56,380	20.8	17.7	12.7	6.9	2.1
3 rd Industrial machinery mechanics and fitters and similar professions	58,870	29,100	29,770	17.1	15.7	12.9	4.9	2.1
7. Plant operators and stationary and mobile machinery operators	662,130	449,590	212,540	12.4	10.4	5.4	3.9	2.0
1 st Heavy vehicle and truck drivers	241,330	173,940	67,390	10.6	8.5	5.9	2.9	2.0
2 nd Workers operating automatic and semi-automatic	49,900	22,900	27,000	16.9	14.7	9.5	13.0	2.3
3 rd Workers operating Industrial packaging machinery	45,360	34,720	10,630	11.0	6.8	2.8	2.9	1.9
8. Unskilled professions	894,060	726,460	167,600	8.5	6.5	1.8	1.9	1.8
1 st Unskilled personnel engaged in cleaning offices and commercial establishments	379,130	326,690	52,440	7.3	5.1	0.8	0.7	1.6
2 nd Unskilled packaging and warehousing personnel	209,410	158,530	50,880	10.7	8.3	2.7	2.6	1.9
3 rd Unskilled accommodation and ship cleaning personnel	53,020	42,900	10,120	5.7	9.0	1.9	2.4	2.0

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

** The indicator represents a weighted average of the scores attributed to each skill (1 = low score, 4 = high score)

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 14.6 - Ability to work in a group according to the degree of importance of this skill requested by companies for the main professions (absolute value and % share of the total)

	Inflow expected in 2023 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	for whom the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
TOTAL	5,509,130	719,730	4,789,400	10.9	20.2	23.0	32.8	2.9
1. Managers	11,160	80	11,080	0.4	4.2	24.6	70.1	3.7
1 st Sales and marketing directors and managers	1,860	--	1,820	0.0	5.2	35.1	57.7	3.5
2 nd Entrepreneurs and managers of small businesses in commerce	1,820	-	1,820	0.0	0.0	0.0	100.0	4.0
3 rd Entrepreneurs and managers of small businesses in accommodation and catering services	1,430	-	1,430	0.0	0.0	0.0	100.0	4.0
2. Intellectual, scientific and highly-specialised professions	336,110	12,070	324,040	2.8	9.3	28.9	55.3	3.4
1 st Software analysts and designers	29,310	210	29,100	0.9	6.2	25.6	66.5	3.6
2 nd Industrial and management engineers	25,030	270	24,760	1.5	5.9	24.7	66.8	3.6
3 rd Market relations specialists	23,160	90	23,070	3.8	12.3	28.3	55.3	3.4
3. Technical professions	678,600	17,320	661,280	4.9	16.1	29.3	47.2	3.2
1 st Sales and distribution technicians	100,380	640	99,740	3.8	18.6	30.3	46.6	3.2
2 nd Rehabilitation health professions	65,850	1,240	64,610	6.1	19.6	25.2	47.2	3.2
3 rd Accounting and similar professions	54,940	2,130	52,810	11.0	17.7	31.1	36.4	3.0
4. Office workers	490,730	25,780	464,950	8.5	19.1	28.9	38.3	3.0
1 st Administration and back-office activities staff	156,430	6,930	149,500	9.5	15.9	32.9	37.3	3.0
2 nd Reception and information clerks in companies and public institutions	70,680	2,250	68,430	10.8	20.3	21.3	44.4	3.0
3 rd Secretarial staff	59,600	5,700	53,910	7.3	21.0	22.1	40.0	3.0
5. Skilled professions in commercial activities and services	1,600,770	150,020	1,450,750	8.8	19.5	24.1	38.2	3.0
1 st Waiters and similar professions	427,650	43,170	384,480	8.6	20.5	23.2	37.6	3.0
2 nd Retail salespeople	408,370	27,950	380,420	7.0	16.9	26.5	42.8	3.1
3 rd Hotel and restaurant chefs	237,240	28,670	208,570	8.7	20.9	20.3	38.1	3.0
6. Specialised labourers	835,580	141,360	694,220	13.0	22.2	22.4	25.4	2.7
1 st Stone, brick, fire-brick masons	206,490	41,730	164,760	13.6	22.1	20.2	23.8	2.7
2 nd Electricians in civil construction and similar professions	96,930	8,750	88,180	8.7	19.5	25.6	37.2	3.0
3 rd Industrial machinery mechanics and fitters and similar professions	58,870	6,160	52,710	11.6	23.9	27.9	26.2	2.8
7. Plant operators and stationary and mobile machinery operators	662,130	159,520	502,610	17.0	25.6	17.5	15.8	2.4
1 st Heavy vehicle and truck drivers	241,330	66,360	174,970	16.8	25.2	16.6	13.8	2.4
2 nd Workers operating automatic and semi-automatic	49,900	11,470	38,430	18.3	26.1	14.9	17.7	2.4
3 rd Workers operating Industrial packaging machinery	45,360	10,330	35,020	18.3	24.7	20.6	13.6	2.4
8. Unskilled professions	894,060	213,570	680,490	17.5	23.8	15.4	19.5	2.5
1 st Unskilled personnel engaged in cleaning offices and commercial establishments	379,130	96,550	282,580	18.8	26.1	14.5	15.1	2.3
2 nd Unskilled packaging and warehousing personnel	209,410	40,610	168,800	16.7	22.6	14.9	26.4	2.6
3 rd Unskilled accommodation and ship cleaning personnel	53,020	14,170	38,850	15.2	24.7	16.5	16.9	2.5

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

** The indicator represents a weighted average of the scores attributed to each skill (1 = low score, 4 = high score)

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 14.7 - Problem-solving abilities according to the degree of importance of this skill requested by companies for the main professions (absolute value and % share of the total)

	Inflow expected in 2023 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	for whom the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
TOTAL	5,509,130	1,007,670	4,501,460	16.2	23.3	21.0	21.2	2.6
1. Managers	11,160	80	11,080	0.1	5.5	34.5	59.2	3.5
1 st Sales and marketing directors and managers	1,860	--	1,820	0.0	11.3	18.6	68.1	3.6
2 nd Entrepreneurs and managers of small businesses in commerce	1,820	-	1,820	0.0	0.0	81.7	18.3	3.2
3 rd Entrepreneurs and managers of small businesses in accommodation and catering services	1,430	-	1,430	0.0	9.9	10.2	79.8	3.7
2. Intellectual, scientific and highly-specialised professions	336,110	13,390	322,710	4.1	11.9	29.2	50.8	3.3
1 st Software analysts and designers	29,310	80	29,230	0.2	5.5	21.2	72.9	3.7
2 nd Industrial and management engineers	25,030	220	24,820	0.7	3.6	24.3	70.5	3.7
3 rd Market relations specialists	23,160	60	23,100	1.5	12.4	30.1	55.8	3.4
3. Technical professions	678,600	22,350	656,250	5.2	16.8	31.1	43.5	3.2
1 st Sales and distribution technicians	100,380	1,310	99,070	4.1	20.9	31.5	42.2	3.1
2 nd Rehabilitation health professions	65,850	1,090	64,760	6.0	16.3	35.7	40.4	3.1
3 rd Accounting and similar professions	54,940	2,700	52,240	9.4	23.2	29.3	33.2	2.9
4. Office workers	490,730	32,240	458,490	10.5	21.7	30.3	31.0	2.9
1 st Administration and back-office activities staff	156,430	9,700	146,730	9.6	20.4	34.8	29.1	2.9
2 nd Reception and information clerks in companies and public institutions	70,680	3,060	67,620	11.9	23.1	29.2	31.5	2.8
3 rd Secretarial staff	59,600	6,710	52,900	12.8	16.5	27.5	32.0	2.9
5. Skilled professions in commercial activities and services	1,600,770	310,370	1,290,400	17.4	25.7	21.3	16.3	2.5
1 st Waiters and similar professions	427,650	93,370	334,270	17.9	26.0	17.9	16.4	2.4
2 nd Retail salespeople	408,370	57,720	350,650	18.8	21.8	27.2	18.1	2.5
3 rd Hotel and restaurant chefs	237,240	53,850	183,390	14.9	26.9	20.2	15.3	2.5
6. Specialised labourers	835,580	172,260	663,310	18.4	25.7	18.5	16.8	2.4
1 st Stone, brick, fire-brick masons	206,490	56,580	149,920	20.0	23.4	15.1	14.2	2.3
2 nd Electricians in civil construction and similar professions	96,930	11,300	85,630	15.4	24.3	21.6	27.1	2.7
3 rd Industrial machinery mechanics and fitters and similar professions	58,870	6,170	52,700	11.4	24.4	28.4	25.3	2.8
7. Plant operators and stationary and mobile machinery operators	662,130	161,000	501,120	24.0	26.1	15.1	10.5	2.2
1 st Heavy vehicle and truck drivers	241,330	52,540	188,790	22.9	25.0	17.6	12.7	2.3
2 nd Workers operating automatic and semi-automatic	49,900	11,670	38,230	23.7	25.0	16.0	11.9	2.2
3 rd Workers operating Industrial packaging machinery	45,360	13,650	31,710	34.8	21.9	7.9	5.3	1.8
8. Unskilled professions	894,060	295,970	598,090	22.7	24.8	11.2	8.2	2.1
1 st Unskilled personnel engaged in cleaning offices and commercial establishments	379,130	132,210	246,920	22.2	27.2	10.2	5.5	2.0
2 nd Unskilled packaging and warehousing personnel	209,410	70,990	138,420	22.8	20.8	12.0	10.5	2.2
3 rd Unskilled accommodation and ship cleaning personnel	53,020	15,950	37,070	21.4	29.3	9.8	9.5	2.1

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

** The indicator represents a weighted average of the scores attributed to each skill (1 = low score, 4 = high score)

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 14.8 - Ability to work autonomously according to the degree of importance of this skill requested by companies for the main professions (absolute value and % share of the total)

	Inflow expected in 2023 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	for whom the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
TOTAL	5,509,130	937,700	4,571,430	16.1	24.0	22.6	20.3	2.6
1. Managers	11,160	110	11,050	0.3	6.2	41.2	51.3	3.4
1 st Sales and marketing directors and managers	1,860	--	1,820	0.0	8.7	27.7	61.6	3.5
2 nd Entrepreneurs and managers of small businesses in commerce	1,820	-	1,820	0.0	0.0	91.3	8.7	3.1
3 rd Entrepreneurs and managers of small businesses in accommodation and catering services	1,430	-	1,430	0.0	10.3	2.0	87.7	3.8
2. Intellectual, scientific and highly-specialised professions	336,110	13,590	322,520	6.4	18.6	33.9	37.1	3.1
1 st Software analysts and designers	29,310	750	28,570	5.9	19.8	30.0	41.7	3.1
2 nd Industrial and management engineers	25,030	260	24,770	5.3	11.7	41.5	40.4	3.2
3 rd Market relations specialists	23,160	90	23,070	4.0	14.7	30.6	50.4	3.3
3. Technical professions	678,600	35,620	642,980	7.9	22.9	32.9	31.1	2.9
1 st Sales and distribution technicians	100,380	2,520	97,860	3.8	19.8	32.5	41.3	3.1
2 nd Rehabilitation health professions	65,850	2,820	63,030	7.1	27.9	37.1	23.7	2.8
3 rd Accounting and similar professions	54,940	5,760	49,180	11.2	27.2	26.8	24.3	2.7
4. Office workers	490,730	51,580	439,150	15.6	24.9	27.5	21.5	2.6
1 st Administration and back-office activities staff	156,430	11,300	145,130	16.6	22.5	34.5	19.2	2.6
2 nd Reception and information clerks in companies and public institutions	70,680	7,110	63,570	24.3	22.7	22.5	20.5	2.4
3 rd Secretarial staff	59,600	11,200	48,400	12.8	20.8	21.7	26.0	2.7
5. Skilled professions in commercial activities and services	1,600,770	253,600	1,347,170	15.8	25.9	21.8	20.6	2.6
1 st Waiters and similar professions	427,650	77,410	350,230	17.8	26.4	21.5	16.2	2.4
2 nd Retail salespeople	408,370	47,560	360,810	13.3	28.6	22.3	24.1	2.6
3 rd Hotel and restaurant chefs	237,240	34,060	203,180	13.1	25.0	21.1	26.4	2.7
6. Specialised labourers	835,580	134,190	701,390	17.0	25.4	22.7	18.8	2.5
1 st Stone, brick, fire-brick masons	206,490	35,550	170,940	17.1	24.1	22.2	19.3	2.5
2 nd Electricians in civil construction and similar professions	96,930	9,070	87,870	11.0	25.4	28.7	25.5	2.8
3 rd Industrial machinery mechanics and fitters and similar professions	58,870	6,260	52,610	14.2	27.0	27.6	20.5	2.6
7. Plant operators and stationary and mobile machinery operators	662,130	162,670	499,460	23.1	24.7	15.5	12.2	2.2
1 st Heavy vehicle and truck drivers	241,330	52,310	189,010	19.4	26.0	16.9	16.0	2.4
2 nd Workers operating automatic and semi-automatic	49,900	11,110	38,790	17.8	27.9	17.9	14.2	2.4
3 rd Workers operating Industrial packaging machinery	45,360	14,460	30,900	29.1	25.1	10.4	3.5	1.8
8. Unskilled professions	894,060	286,340	607,720	21.0	21.5	13.8	11.7	2.2
1 st Unskilled personnel engaged in cleaning offices and commercial establishments	379,130	127,720	251,410	20.0	20.8	12.4	13.1	2.3
2 nd Unskilled packaging and warehousing personnel	209,410	65,790	143,620	21.8	22.1	15.6	9.0	2.2
3 rd Unskilled accommodation and ship cleaning personnel	53,020	13,360	39,660	17.0	26.5	17.5	13.8	2.4

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

** The indicator represents a weighted average of the scores attributed to each skill (1 = low score, 4 = high score)

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 14.9 - Ability to be flexible and adaptable according to the degree of importance of this skill requested by companies for the main professions (absolute value and % share of the total)

	Inflow expected in 2023 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	for whom the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
TOTAL	5,509,130	279,830	5,229,300	7.7	21.1	28.5	37.6	3.0
1. Managers	11,160	80	11,080	0.2	3.5	21.7	73.9	3.7
1 st Sales and marketing directors and managers	1,860	--	1,820	0.0	5.8	22.4	69.7	3.7
2 nd Entrepreneurs and managers of small businesses in commerce	1,820	-	1,820	0.0	0.0	17.4	82.6	3.8
3 rd Entrepreneurs and managers of small businesses in accommodation and catering services	1,430	-	1,430	0.0	0.0	1.9	98.1	4.0
2. Intellectual, scientific and highly-specialised professions	336,110	4,730	331,380	2.5	10.5	32.8	52.8	3.4
1 st Software analysts and designers	29,310	--	29,280	0.3	8.5	30.6	60.5	3.5
2 nd Industrial and management engineers	25,030	160	24,870	0.8	7.7	27.3	63.5	3.5
3 rd Market relations specialists	23,160	--	23,130	0.8	11.4	37.9	49.8	3.4
3. Technical professions	678,600	9,960	668,640	2.9	12.2	35.0	48.5	3.3
1 st Sales and distribution technicians	100,380	360	100,020	1.7	11.3	33.9	52.7	3.4
2 nd Rehabilitation health professions	65,850	500	65,350	3.8	15.5	32.2	47.7	3.2
3 rd Accounting and similar professions	54,940	460	54,480	4.5	17.1	38.3	39.2	3.1
4. Office workers	490,730	15,450	475,270	3.8	21.9	31.9	39.3	3.1
1 st Administration and back-office activities staff	156,430	5,530	150,900	3.2	20.2	37.0	36.1	3.1
2 nd Reception and information clerks in companies and public institutions	70,680	1,830	68,850	2.9	30.3	21.1	43.1	3.1
3 rd Secretarial staff	59,600	2,810	56,790	7.0	21.6	23.5	43.2	3.1
5. Skilled professions in commercial activities and services	1,600,770	79,390	1,521,390	7.2	21.2	28.1	38.5	3.0
1 st Waiters and similar professions	427,650	28,820	398,820	7.1	23.4	27.4	35.4	3.0
2 nd Retail salespeople	408,370	10,250	398,120	5.1	17.6	33.6	41.2	3.1
3 rd Hotel and restaurant chefs	237,240	15,670	221,570	6.2	23.3	24.7	39.2	3.0
6. Specialised labourers	835,580	43,210	792,370	8.2	22.9	27.5	36.2	3.0
1 st Stone, brick, fire-brick masons	206,490	16,170	190,320	8.8	24.7	25.6	33.0	2.9
2 nd Electricians in civil construction and similar professions	96,930	2,830	94,110	4.4	18.3	29.1	45.3	3.2
3 rd Industrial machinery mechanics and fitters and similar professions	58,870	960	57,910	5.8	22.1	34.0	36.4	3.0
7. Plant operators and stationary and mobile machinery operators	662,130	38,070	624,050	11.6	27.1	26.2	29.4	2.8
1 st Heavy vehicle and truck drivers	241,330	12,770	228,550	9.5	24.5	24.3	36.4	2.9
2 nd Workers operating automatic and semi-automatic	49,900	1,540	48,360	10.9	25.0	31.3	29.7	2.8
3 rd Workers operating Industrial packaging machinery	45,360	2,440	42,920	15.1	35.6	21.0	22.9	2.5
8. Unskilled professions	894,060	88,940	805,120	13.4	25.4	23.4	27.9	2.7
1 st Unskilled personnel engaged in cleaning offices and commercial establishments	379,130	42,130	337,000	14.2	25.9	22.7	26.1	2.7
2 nd Unskilled packaging and warehousing personnel	209,410	10,420	198,990	12.8	27.6	24.7	29.9	2.8
3 rd Unskilled accommodation and ship cleaning personnel	53,020	5,960	47,060	9.7	27.1	24.7	27.3	2.8

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

** The indicator represents a weighted average of the scores attributed to each skill (1 = low score, 4 = high score)

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 14.10 - Aptitude for energy saving and environmental sustainability according to the degree of importance of this skill requested by companies for the main professions (absolute value and % share of the total)

	Inflow expected in 2023 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	for whom the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
TOTAL	5,509,130	1,134,710	4,374,420	14.8	22.8	20.4	21.4	2.6
1. Managers	11,160	1,110	10,050	24.0	23.1	24.8	18.2	2.4
1 st Sales and marketing directors and managers	1,860	300	1,560	10.2	35.6	29.2	8.7	2.4
2 nd Entrepreneurs and managers of small businesses in commerce	1,820	-	1,820	100.0	0.0	0.0	0.0	1.0
3 rd Entrepreneurs and managers of small businesses in accommodation and catering services	1,430	-	1,430	0.5	0.1	77.9	21.6	3.2
2. Intellectual, scientific and highly-specialised professions	336,110	54,290	281,820	14.7	25.2	23.2	20.8	2.6
1 st Software analysts and designers	29,310	5,370	23,950	13.7	20.6	22.9	24.5	2.7
2 nd Industrial and management engineers	25,030	1,430	23,600	14.9	27.8	29.2	22.4	2.6
3 rd Market relations specialists	23,160	4,350	18,810	14.4	25.2	23.6	17.9	2.6
3. Technical professions	678,600	118,640	559,960	14.8	25.3	22.0	20.5	2.6
1 st Sales and distribution technicians	100,380	18,400	81,980	17.7	27.4	20.1	16.5	2.4
2 nd Rehabilitation health professions	65,850	19,990	45,860	20.1	20.5	15.1	14.0	2.3
3 rd Accounting and similar professions	54,940	7,290	47,650	16.1	36.6	19.5	14.5	2.4
4. Office workers	490,730	97,910	392,810	16.3	23.4	22.3	18.0	2.5
1 st Administration and back-office activities staff	156,430	28,400	128,030	15.8	23.9	24.6	17.6	2.5
2 nd Reception and information clerks in companies and public institutions	70,680	17,420	53,260	25.0	22.4	14.9	13.0	2.2
3 rd Secretarial staff	59,600	8,440	51,160	14.0	25.4	25.1	21.4	2.6
5. Skilled professions in commercial activities and services	1,600,770	312,450	1,288,320	14.0	21.7	20.2	24.5	2.7
1 st Waiters and similar professions	427,650	87,010	340,640	14.3	23.4	18.8	23.1	2.6
2 nd Retail salespeople	408,370	85,540	322,820	13.6	22.5	22.9	20.1	2.6
3 rd Hotel and restaurant chefs	237,240	31,040	206,190	11.0	18.8	21.8	35.3	2.9
6. Specialised labourers	835,580	150,880	684,700	14.0	23.0	21.8	23.1	2.7
1 st Stone, brick, fire-brick masons	206,490	46,410	160,080	12.5	23.8	17.3	23.9	2.7
2 nd Electricians in civil construction and similar professions	96,930	7,040	89,900	13.1	22.0	29.9	27.8	2.8
3 rd Industrial machinery mechanics and fitters and similar professions	58,870	11,240	47,630	13.1	24.4	21.4	22.1	2.6
7. Plant operators and stationary and mobile machinery operators	662,130	154,040	508,090	16.6	23.4	17.9	18.9	2.5
1 st Heavy vehicle and truck drivers	241,330	48,730	192,600	13.3	21.4	19.7	25.4	2.7
2 nd Workers operating automatic and semi-automatic	49,900	10,770	39,130	21.0	21.7	17.0	18.7	2.4
3 rd Workers operating Industrial packaging machinery	45,360	13,570	31,780	20.7	17.9	13.0	18.5	2.4
8. Unskilled professions	894,060	245,390	648,670	14.8	20.9	17.7	19.1	2.6
1 st Unskilled personnel engaged in cleaning offices and commercial establishments	379,130	108,350	270,770	12.7	20.5	18.4	19.8	2.6
2 nd Unskilled packaging and warehousing personnel	209,410	56,850	152,560	19.3	25.5	15.3	12.7	2.3
3 rd Unskilled accommodation and ship cleaning personnel	53,020	7,820	45,200	9.1	22.4	21.3	32.5	2.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

** The indicator represents a weighted average of the scores attributed to each skill (1 = low score, 4 = high score)

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 15 - Inflow expected by the companies in 2023 for whom each skill is requested according to the main professions (% shares of total)

	Inflow expected in 2023 (a.v.)	of whom with skills/the ability to (%):				
		communicate company information in Italian	communicate company information in foreign languages	use mathematical and computer methods and languages	use digital skills	use "4.0" technologies to innovate processes
TOTAL	5,509,130	64.8	44.5	50.6	63.4	37.1
1. Managers	11,160	89.7	77.1	94.8	96.6	66.7
1 st Sales and marketing directors and managers	1,860	97.1	89.3	95.1	98.0	80.3
2 nd Entrepreneurs and managers of small businesses in commerce	1,820	100.0	100.0	100.0	100.0	1.1
3 rd Entrepreneurs and managers of small businesses in accommodation and catering services	1,430	99.3	75.9	95.5	99.5	50.3
2. Intellectual, scientific and highly-specialised professions	336,110	84.1	73.9	79.7	92.8	66.5
1 st Software analysts and designers	29,310	91.7	87.9	99.2	100.0	95.2
2 nd Industrial and management engineers	25,030	95.0	85.8	97.5	99.9	77.9
3 rd Market relations specialists	23,160	95.5	97.6	90.7	98.7	77.4
3. Technical professions	678,600	81.5	59.4	78.9	93.8	58.4
1 st Sales and distribution technicians	100,380	94.9	70.2	83.0	97.3	56.8
2 nd Rehabilitation health professions	65,850	74.7	37.1	63.5	89.1	31.4
3 rd Accounting and similar professions	54,940	74.8	51.7	82.4	99.9	51.4
4. Office workers	490,730	79.4	63.7	72.2	92.3	45.7
1 st Administration and back-office activities staff	156,430	75.9	58.8	78.4	94.1	47.0
2 nd Reception and information clerks in	70,680	86.4	84.7	61.8	85.5	35.9
3 rd Secretarial staff	59,600	82.4	54.9	68.4	93.9	48.0
5. Skilled professions in commercial activities and services	1,600,770	77.4	59.6	45.0	59.1	29.4
1 st Waiters and similar professions	427,650	82.2	77.0	44.5	55.7	30.0
2 nd Retail salespeople	408,370	88.9	63.8	50.4	75.5	30.8
3 rd Hotel and restaurant chefs	237,240	58.9	43.2	43.1	39.4	30.0
6. Specialised labourers	835,580	51.5	24.8	47.9	52.1	40.6
1 st Stone, brick, fire-brick masons	206,490	45.7	22.7	39.5	34.4	30.1
2 nd Electricians in civil construction and similar professions	96,930	65.8	28.9	63.4	76.1	58.2
3 rd Industrial machinery mechanics and fitters and similar professions	58,870	61.4	35.2	56.0	64.5	50.6
7. Plant operators and stationary and mobile machinery operators	662,130	45.2	19.9	38.8	52.3	32.1
1 st Heavy vehicle and truck drivers	241,330	50.8	22.3	35.9	62.9	27.9
2 nd Workers operating automatic and semi-	49,900	42.9	15.5	60.1	57.9	54.1
3 rd Workers operating Industrial packaging	45,360	34.0	8.6	28.5	35.8	23.4
8. Unskilled professions	894,060	40.7	20.5	26.8	39.5	18.7
1 st Unskilled personnel engaged in cleaning offices and commercial establishments	379,130	38.0	17.1	18.8	31.4	13.8
2 nd Unskilled packaging and warehousing personnel	209,410	42.7	18.7	40.3	60.1	24.3
3 rd Unskilled accommodation and ship cleaning personnel	53,020	47.4	40.7	21.7	22.2	19.1

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Trattasi di una domanda a risposta multipla.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 16 - Inflow expected by the companies in 2023 for whom each skill is requested according to the main professions (% shares of total)

	Inflow expected in 2023 (a.v.)	of whom with skills/the ability to (%):				
		work in a group	problem solving	work autonomously	flexibility and adaptability	energy saving and environmental sustainability
TOTAL	5,509,130	86.9	81.7	83.0	94.9	79.4
1. Managers	11,160	99.3	99.3	99.0	99.3	90.1
1 st Sales and marketing directors and managers	1,860	98.0	98.0	98.0	98.0	83.7
2 nd Entrepreneurs and managers of small businesses in commerce	1,820	100.0	100.0	100.0	100.0	100.0
3 rd Entrepreneurs and managers of small businesses in accommodation and catering services	1,430	100.0	100.0	100.0	100.0	100.0
2. Intellectual, scientific and highly-specialised professions	336,110	96.4	96.0	96.0	98.6	83.8
1 st Software analysts and designers	29,310	99.3	99.7	97.4	99.9	81.7
2 nd Industrial and management engineers	25,030	98.9	99.1	99.0	99.4	94.3
3 rd Market relations specialists	23,160	99.6	99.7	99.6	99.9	81.2
3. Technical professions	678,600	97.4	96.7	94.8	98.5	82.5
1 st Sales and distribution technicians	100,380	99.4	98.7	97.5	99.6	81.7
2 nd Rehabilitation health professions	65,850	98.1	98.3	95.7	99.2	69.6
3 rd Accounting and similar professions	54,940	96.1	95.1	89.5	99.2	86.7
4. Office workers	490,730	94.7	93.4	89.5	96.9	80.0
1 st Administration and back-office activities staff	156,430	95.6	93.8	92.8	96.5	81.8
2 nd Reception and information clerks in	70,680	96.8	95.7	89.9	97.4	75.4
3 rd Secretarial staff	59,600	90.4	88.7	81.2	95.3	85.8
5. Skilled professions in commercial activities and services	1,600,770	90.6	80.6	84.2	95.0	80.5
1 st Waiters and similar professions	427,650	89.9	78.2	81.9	93.3	79.7
2 nd Retail salespeople	408,370	93.2	85.9	88.4	97.5	79.1
3 rd Hotel and restaurant chefs	237,240	87.9	77.3	85.6	93.4	86.9
6. Specialised labourers	835,580	83.1	79.4	83.9	94.8	81.9
1 st Stone, brick, fire-brick masons	206,490	79.8	72.6	82.8	92.2	77.5
2 nd Electricians in civil construction and similar professions	96,930	91.0	88.3	90.6	97.1	92.7
3 rd Industrial machinery mechanics and fitters and similar professions	58,870	89.5	89.5	89.4	98.4	80.9
7. Plant operators and stationary and mobile machinery operators	662,130	75.9	75.7	75.4	94.2	76.7
1 st Heavy vehicle and truck drivers	241,330	72.5	78.2	78.3	94.7	79.8
2 nd Workers operating automatic and semi-	49,900	77.0	76.6	77.7	96.9	78.4
3 rd Workers operating Industrial packaging	45,360	77.2	69.9	68.1	94.6	70.1
8. Unskilled professions	894,060	76.1	66.9	68.0	90.1	72.6
1 st Unskilled personnel engaged in cleaning offices and commercial establishments	379,130	74.5	65.1	66.3	88.9	71.4
2 nd Unskilled packaging and warehousing personnel	209,410	80.6	66.1	68.6	95.0	72.9
3 rd Unskilled accommodation and ship cleaning personnel	53,020	73.3	69.9	74.8	88.8	85.3

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Trattasi di una domanda a risposta multipla.

the (-) sign indicates the absence of inflow in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

SECTION C

What fields of study are requested by companies?

In this section, the data relative to demand for education and professional training (certification courses or 3/4-year professional diploma) are presented based on two different approaches regarding the meaning given to the indication of "compulsory education" as a level of education requested by the companies.

As well as university graduates, upper secondary school graduates (5-year high school diploma) and professionals with a diploma or qualification expressly indicated ("*explicit inflow*"), the companies seek workers who have generically frequented "compulsory education". Even though, according to today's common perception, the qualification associated with "compulsory education" corresponds to middle school (lower secondary school), in reality, in our system, following the 2006 reform, education is provided on a compulsory basis for at least 10 years and concerns the 6 to 16 years age group. At the same time, the legislation concerning the completion of compulsory education is aimed at obtaining an upper secondary school qualification or a professional qualification with a minimum three-year duration, by the age of eighteen.

Starting from these assumptions, the demand for professions for which companies request only compulsory education has been the subject of a specific study, verifying the cases in which this request is associated with professions for which there are three-year professional training courses, formally included among the 26 in the State-Regional Agreement of 1 August 2019.

With this methodology, a further potential demand for professional qualifications or diplomas was thus identified and, when added to the demand explicitly expressed by the companies included in the survey, provides an overall estimate of what we could indicate as "*potential inflow*" expected by the companies for which a professional qualification or diploma is required.

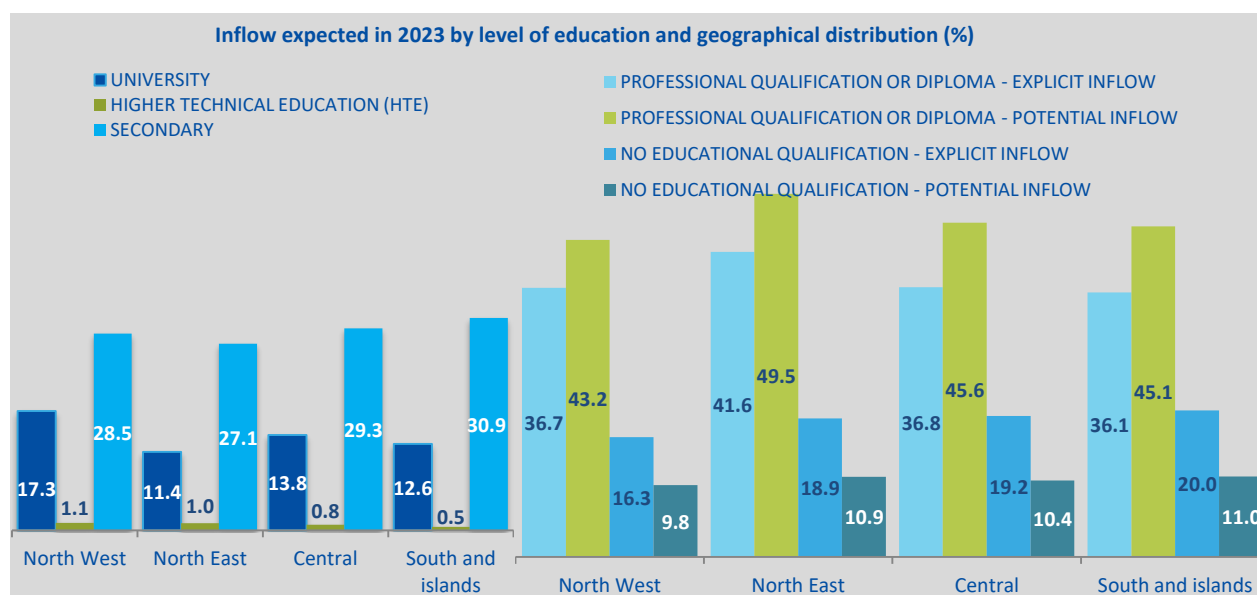
Table 17 - Inflow expected by the companies in 2023 by professional group and level of education (% shares of total)

	Inflow expected in 2023 (a.v.)	levels of education (% values):						
		university	Higher technical education (HTE Academy)	secondary	explicit inflow**		potential inflow**	
					professional qualification or diploma	no educational qualification	professional qualification or diploma	no educational qualification
TOTAL	5,509,130	13.9	0.9	29.0	37.7	18.5	45.7	10.5
Managers, highly specialised office workers and technicians	1,025,870	65.0	2.9	27.7	4.3	-	4.3	-
1. Managers	11,160	73.9	10.2	15.9	-	-	-	-
2. Intellectual, scientific and highly-specialised professions	336,110	88.1	2.6	9.1	0.1	-	0.1	-
3. Technical professions	678,600	53.4	3.0	37.1	6.5	-	6.5	-
Office workers, commercial and services professions	2,091,500	4.8	0.3	43.9	41.2	9.8	50.3	0.6
4. Office workers	490,730	19.6	1.1	65.1	14.1	-	14.1	-
5. Skilled professions in commercial activities and services	1,600,770	0.3	0.0	37.4	49.5	12.8	61.4	0.8
Specialised labourers and plant and machinery operators	1,497,710	-	0.8	21.1	52.4	25.7	68.6	9.6
6. Specialised labourers	835,580	-	1.2	24.3	53.3	21.3	73.0	1.5
7. Plant operators and stationary and mobile machinery operators	662,130	-	0.3	17.0	51.4	31.3	62.9	19.8
Unskilled professions	894,060	-	-	8.6	43.2	48.1	44.2	47.2
<i>of which:</i>								
<i>In industry</i>	<i>1,565,290</i>	<i>8.5</i>	<i>1.6</i>	<i>26.6</i>	<i>43.0</i>	<i>20.4</i>	<i>57.7</i>	<i>5.7</i>
<i>in services</i>	<i>3,943,830</i>	<i>16.1</i>	<i>0.6</i>	<i>29.9</i>	<i>35.6</i>	<i>17.8</i>	<i>41.0</i>	<i>12.4</i>
<i>difficult to recruit</i>	<i>2,484,700</i>	<i>15.1</i>	<i>1.3</i>	<i>27.7</i>	<i>39.2</i>	<i>16.7</i>	<i>47.2</i>	<i>8.7</i>
<i>with experience</i>	<i>3,597,160</i>	<i>18.7</i>	<i>1.0</i>	<i>30.4</i>	<i>34.7</i>	<i>15.2</i>	<i>42.1</i>	<i>7.9</i>

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Please refer to the introductory text in Section C of the Statistical Annex for the definition of explicit inflow and potential inflow

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 18 - Inflow and inflow difficult to recruit forecast by companies in 2023 according to fields of study at university, post-secondary and secondary level by sector (% shares of total)

	Inflow expected in 2023 (a.v.)	of whom (% values):		difficult to recruit (% values):		
		Industry	Services	Total	Industry	Services
TOTAL	5,509,130	28.4	71.6	45.1	15.0	30.1
University level	768,020	17.3	82.7	49.0	9.1	39.9
<i>of which: with postgraduate training</i>	<i>100,490</i>	<i>14.7</i>	<i>85.3</i>	<i>51.2</i>	<i>8.5</i>	<i>42.7</i>
Economics specialisation	222,730	16.9	83.1	39.4	6.1	33.3
Teaching and education specialisation	116,990	0.3	99.7	40.1	0.1	40.0
Healthcare and paramedical specialisation	61,870	0.6	99.4	67.5	0.3	67.2
Mathematical, physical and computer sciences specialisation	56,290	8.6	91.4	63.0	5.5	57.5
Industrial engineering specialisation	53,380	64.4	35.6	57.8	38.3	19.4
Civil engineering and architecture specialisation	49,110	51.5	48.5	55.9	31.8	24.0
Electronics and information engineering specialisation	45,040	20.5	79.5	60.8	15.6	45.1
Chemical-pharmaceutical specialisation	33,000	16.4	83.6	61.9	8.2	53.7
Humanistic, philosophical, historical and artistic specialisation	23,330	3.4	96.6	33.1	1.3	31.8
Political - social specialisation	20,110	9.3	90.7	31.3	3.4	28.0
Legal specialisation	15,610	13.2	86.8	45.7	6.7	39.0
Linguistic translators and interpreters specialisation	15,350	15.5	84.5	46.8	4.4	42.4
Other specialisations	55,230	14.6	85.4	54.2	8.4	45.8
Higher technical education (HTE Academy)	47,410	51.4	48.6	65.5	36.3	29.2
New technologies for the Made in Italy brand - mechanics	16,630	83.8	16.2	74.3	64.0	10.3
Information and communication technologies	13,020	14.0	86.0	68.8	11.2	57.6
Innovative technologies for cultural heritage and activities	3,790	23.6	76.4	48.4	13.2	35.2
Energy efficiency	3,590	79.6	20.4	89.3	71.0	18.3
New technologies for the Made in Italy brand - marketing and sustainability	3,030	43.2	56.8	47.9	25.4	22.5
Sustainable mobility	3,020	27.7	72.3	39.2	4.5	34.7
New technologies for the Made in Italy brand - fashion	2,250	76.6	23.4	42.5	25.3	17.2
New technologies for the Made in Italy brand - agri-food industry	780	14.0	86.0	43.8	9.5	34.4
New technologies for the Made in Italy brand - the home system	770	70.4	29.6	55.2	33.9	21.3
New life technologies (biotechnology and health)	520	63.2	36.8	70.0	52.1	17.8
Secondary level	1,596,100	26.1	73.9	43.1	13.7	29.4
Administration, finance and marketing specialisation	481,370	13.9	86.1	30.3	4.2	26.1
Tourism, food and wine and hospitality specialisation	279,050	2.2	97.8	51.2	0.7	50.5
Mechanics, mechatronics and energy specialisation	147,990	76.9	23.1	60.7	49.0	11.7
Social and healthcare specialisation	115,950	0.7	99.3	51.0	0.4	50.6
Transportation and logistics specialisation	98,540	23.9	76.1	38.5	10.8	27.7
Electronics and electrical engineering specialisation	93,500	79.5	20.5	59.6	48.8	10.8
Buildings, environment and territorial specialisation	70,310	73.5	26.5	58.3	43.5	14.7
Artistic specialisation (high school)	68,770	3.2	96.8	22.1	1.0	21.1
Industrial and artisan production and maintenance specialisation	49,210	60.3	39.7	46.8	31.9	14.9
Computer science and telecommunications specialisation	46,680	11.5	88.5	49.7	6.5	43.3
Secondary school specialisation (classical, scientific, human sciences)	42,940	9.8	90.2	34.8	2.0	32.8
Agriculture, agri-food and agro-industry specialisation	30,720	46.6	53.4	45.0	15.8	29.3
Other specialisations	71,070	33.3	66.7	36.3	16.8	19.4

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 18.1 - Explicit and potential inflow and inflow difficult to recruit forecast by companies in 2023 according to fields of training qualification or professional diploma (% shares of total)

	Explicit inflow expected in 2023 (a.v.)*	of whom (% values):		difficult to recruit (% values):		
		Industry	Services	Total	Industry	Services
Training qualification or professional diploma	2,077,830	32.4	67.6	46.9	18.0	28.9
Catering specialisation	448,380	0.9	99.1	49.6	0.4	49.2
Mechanical specialisation	268,650	79.9	20.1	57.9	47.4	10.5
Building specialisation	171,790	88.2	11.8	53.3	49.1	4.2
Logistics systems and services specialisation	227,850	21.0	79.0	36.2	7.3	28.9
Agri-food processing specialisation	153,700	28.8	71.2	50.9	10.4	40.5
Sales services specialisation	152,130	3.0	97.0	34.1	1.4	32.8
Secretarial administrative specialisation	168,750	6.7	93.3	27.8	2.7	25.1
Promotion and reception services specialisation	119,850	1.8	98.2	35.6	0.3	35.3
Electrical specialisation	97,920	88.7	11.3	64.0	60.5	3.6
Textiles and clothing specialisation	39,400	78.2	21.8	48.4	41.2	7.2
Wellness specialisation	56,090	0.0	100.0	55.1	0.0	55.1
Motor vehicle repair specialisation	42,600	11.3	88.7	62.5	7.1	55.4
Other specialisations	130,730	54.0	46.0	48.1	32.7	15.4
Compulsory school	1,019,770	31.3	68.7	40.7	14.1	26.6

	Potential inflow expected in 2023 (a.v.)*	of whom (% values):		difficult to recruit (% values):		
		Industry	Services	Total	Industry	Services
Training qualification or professional diploma	2,518,520	35.9	64.1	46.5	19.2	27.3
Catering specialisation	562,580	0.9	99.1	48.7	0.5	48.2
Mechanical specialisation	315,670	82.1	17.9	56.5	47.2	9.3
Building specialisation	274,620	92.3	7.7	53.1	50.3	2.8
Logistics systems and services specialisation	228,940	20.9	79.1	36.2	7.3	28.9
Agri-food processing specialisation	209,430	36.6	63.4	46.8	12.9	33.9
Sales services specialisation	191,210	3.0	97.0	32.5	1.2	31.3
Secretarial administrative specialisation	170,000	6.7	93.3	27.7	2.7	25.0
Promotion and reception services specialisation	125,790	1.7	98.3	36.2	0.3	35.9
Electrical specialisation	99,600	88.3	11.7	63.8	60.2	3.7
Textiles and clothing specialisation	63,120	83.7	16.3	47.4	41.6	5.8
Wellness specialisation	62,630	0.0	100.0	55.5	0.0	55.5
Motor vehicle repair specialisation	44,850	11.0	89.0	62.8	6.8	56.0
Other specialisations	170,090	56.3	43.7	47.9	31.9	16.0
Compulsory school	579,080	15.3	84.7	37.5	5.8	31.7

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Please refer to the introductory text in Section C of the Statistical Annex for the definition of explicit inflow and potential inflow

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 19 - Inflow difficult to recruit forecast by companies in 2023 according to fields of study at university, post-secondary and secondary level and experience requested (% shares of total)

	Inflow expected in 2023 (a.v.)	with requested experience (%):		
		Total	in the profession	in the sector
TOTAL	5,509,130	65.3	22.2	43.1
Livello universitario	768,020	87.6	53.1	34.5
<i>di cui: con formazione post-laurea</i>	<i>100,490</i>	<i>94.1</i>	<i>67.1</i>	<i>27.0</i>
Economics specialisation	222,730	79.2	41.6	37.5
Teaching and education specialisation	116,990	93.1	51.3	41.7
Healthcare and paramedical specialisation	61,870	91.6	77.5	14.1
Mathematical, physical and computer sciences specialisation	56,290	83.7	56.5	27.2
Industrial engineering specialisation	53,380	92.2	53.9	38.3
Civil engineering and architecture specialisation	49,110	93.3	44.9	48.5
Electronics and information engineering specialisation	45,040	90.9	66.3	24.5
Chemical-pharmaceutical specialisation	33,000	87.0	52.6	34.5
Humanistic, philosophical, historical and artistic specialisation	23,330	95.5	57.2	38.3
Political - social specialisation	20,110	88.5	48.7	39.8
Legal specialisation	15,610	88.6	54.2	34.4
Linguistic translators and interpreters specialisation	15,350	83.3	47.7	35.7
Other specialisations	55,230	94.9	68.8	26.0
Higher technical education (HTE Academy)	47,410	77.3	38.5	38.8
New technologies for the Made in Italy brand - mechanics	16,630	74.9	38.9	36.0
Information and communication technologies	13,020	82.4	47.0	35.4
Innovative technologies for cultural heritage and activities	3,790	84.6	22.5	62.1
Energy efficiency	3,590	61.9	25.1	36.8
New technologies for the Made in Italy brand - marketing and sustaina	3,030	88.1	29.6	58.5
Sustainable mobility	3,020	52.2	22.6	29.6
New technologies for the Made in Italy brand - fashion	2,250	98.0	75.5	22.5
New technologies for the Made in Italy brand - agri-food industry	780	97.6	24.6	72.9
New technologies for the Made in Italy brand - the home system	770	80.4	34.4	46.0
New life technologies (biotechnology and health)	520	37.4	29.3	8.1
Secondary level	1,596,100	68.4	23.3	45.1
Administration, finance and marketing specialisation	481,370	59.7	19.2	40.4
Tourism, food and wine and hospitality specialisation	279,050	76.4	17.5	58.9
Mechanics, mechatronics and energy specialisation	147,990	69.3	31.8	37.5
Social and healthcare specialisation	115,950	83.5	45.0	38.5
Transportation and logistics specialisation	98,540	52.9	17.9	34.9
Electronics and electrical engineering specialisation	93,500	69.7	23.0	46.7
Buildings, environment and territorial specialisation	70,310	83.8	26.0	57.8
Artistic specialisation (high school)	68,770	74.8	20.4	54.4
Industrial and artisan production and maintenance specialisation	49,210	71.1	22.1	49.0
Computer science and telecommunications specialisation	46,680	66.0	33.3	32.7
Secondary school specialisation (classical, scientific, human sciences)	42,940	72.2	28.1	44.1
Agriculture, agri-food and agro-industry specialisation	30,720	69.4	15.0	54.4
Other specialisations	71,070	65.0	22.5	42.5

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

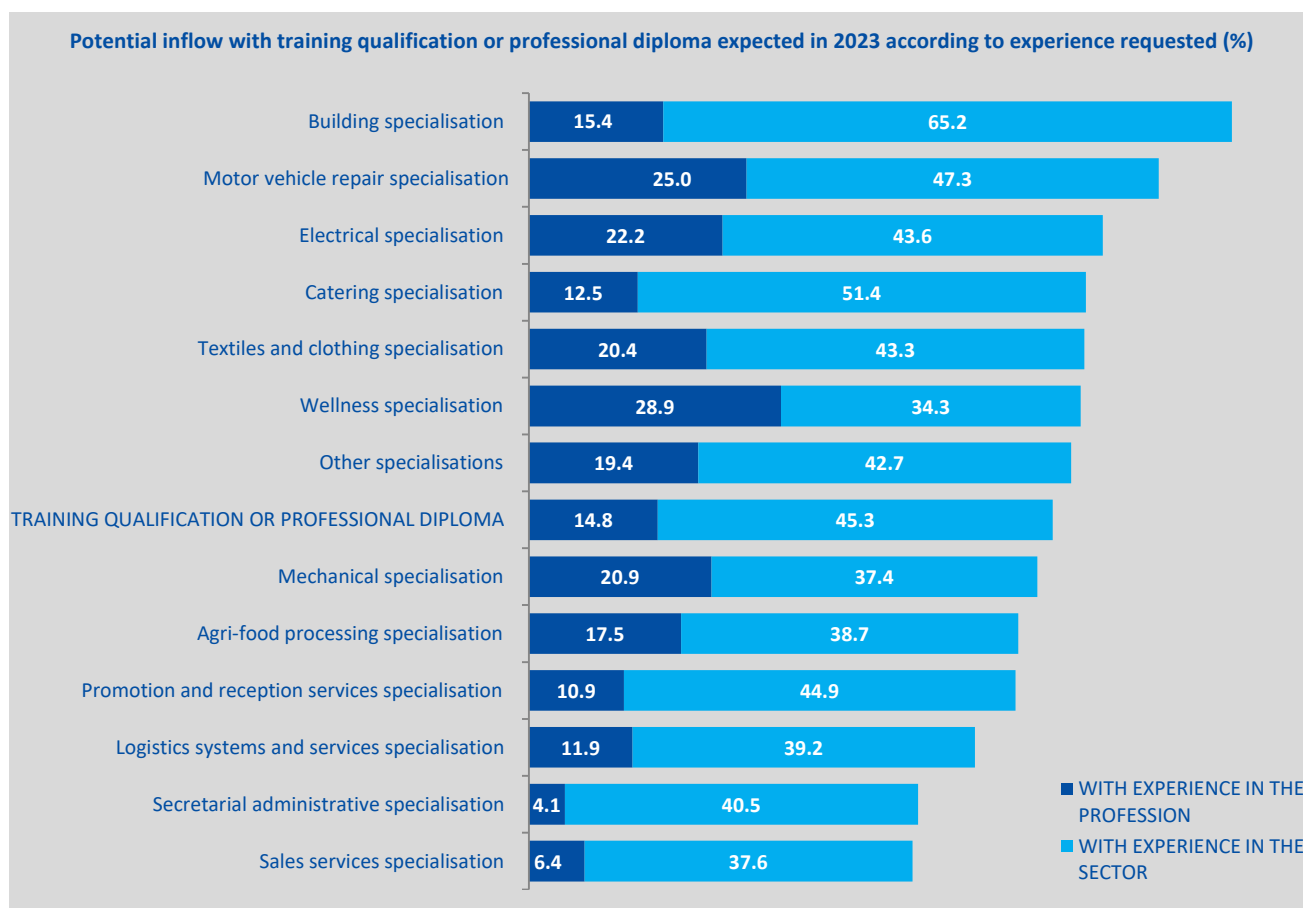
the (-) sign indicates the absence of inflow in the intersection indicated. the (–) sign indicates a statistically insignificant value. the totals do, however, include the data not

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 19.1 - Explicit and potential inflow expected by the companies in 2023 according to fields of training qualification or professional diploma and experience requested (% shares of total)

	Explicit inflow expected in 2023 (a.v.)*	with requested experience (%):			Potential inflow expected in 2023 (a.v.)*	with requested experience (%):		
		Total	In the profession	in the sector		Total	In the profession	in the sector
Training qualification or professional diploma	2,077,830	60.1	15.5	44.6	2,518,520	60.1	14.8	45.3
Catering specialisation	448,380	66.7	13.8	52.9	562,580	63.9	12.5	51.4
Mechanical specialisation	268,650	59.1	21.2	37.9	315,670	58.3	20.9	37.4
Building specialisation	171,790	80.0	17.1	62.9	274,620	80.6	15.4	65.2
Logistics systems and services specialisation	227,850	51.1	11.8	39.2	228,940	51.1	11.9	39.2
Agri-food processing specialisation	153,700	61.1	21.3	39.8	209,430	56.1	17.5	38.7
Sales services specialisation	152,130	41.9	5.0	36.8	191,210	44.0	6.4	37.6
Secretarial administrative specialisation	168,750	44.5	4.1	40.4	170,000	44.6	4.1	40.5
Promotion and reception services specialisation	119,850	56.3	11.2	45.1	125,790	55.8	10.9	44.9
Electrical specialisation	97,920	65.9	22.2	43.7	99,600	65.8	22.2	43.6
Textiles and clothing specialisation	39,400	60.0	20.7	39.3	63,120	63.7	20.4	43.3
Wellness specialisation	56,090	64.1	30.7	33.4	62,630	63.3	28.9	34.3
Motor vehicle repair specialisation	42,600	71.4	25.1	46.3	44,850	72.2	25.0	47.3
Other specialisations	130,730	63.2	21.2	42.0	170,090	62.2	19.4	42.7
Compulsory school	1,019,770	53.7	10.3	43.4	579,080	48.9	9.3	39.7

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values. Please refer to the introductory text in Section C of the Statistical Annex for the definition of explicit inflow and potential inflow



Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 20 - Inflow expected by the companies in 2023 according to fields of study at university, post-secondary and secondary level and skills requested (% shares of total)

	Inflow expected in 2023 (a.v.)	of whom with skills/the ability to (%):				
		communicate company information in Italian	communicate company information in foreign languages	use mathematical and computer methods and languages	Use digital skills	use "4.0" technologies to innovate processes
TOTAL	5,509,130	64.8	44.5	50.6	63.4	37.1
Livello universitario	768,020	83.1	68.7	81.6	95.3	61.8
<i>di cui: con formazione post-laurea</i>	<i>100,490</i>	<i>84.1</i>	<i>73.7</i>	<i>83.0</i>	<i>95.6</i>	<i>69.0</i>
Economics specialisation	222,730	86.3	78.0	88.8	98.5	63.6
Teaching and education specialisation	116,990	72.4	46.5	67.6	89.8	34.5
Healthcare and paramedical specialisation	61,870	69.3	38.4	61.7	84.6	34.6
Mathematical, physical and computer sciences	56,290	88.8	82.6	96.5	99.8	84.7
Industrial engineering specialisation	53,380	88.1	81.2	91.5	98.9	81.1
Civil engineering and architecture specialisation	49,110	88.7	60.3	87.5	99.5	82.9
Electronics and information engineering	45,040	90.6	86.8	96.1	100.0	91.3
Chemical-pharmaceutical specialisation	33,000	89.4	75.5	81.5	95.5	65.3
Humanistic, philosophical, historical and artistic	23,330	72.9	74.5	49.6	84.0	37.3
Political - social specialisation	20,110	92.1	85.1	80.0	95.7	68.3
Legal specialisation	15,610	77.9	56.3	66.6	88.3	55.8
Linguistic translators and interpreters specialisation	15,350	82.1	83.9	73.2	96.6	46.1
Other specialisations	55,230	85.6	66.2	83.4	96.0	69.3
Higher technical education (HTE Academy)	47,410	83.1	69.7	86.3	93.5	77.7
New technologies for the Made in Italy brand -	16,630	73.6	55.3	80.9	87.4	73.8
Information and communication technologies	13,020	88.2	78.8	95.6	99.7	87.8
Innovative technologies for cultural heritage and	3,790	91.8	87.5	97.0	99.0	85.6
Energy efficiency	3,590	83.9	54.2	84.1	93.1	79.6
New technologies for the Made in Italy brand -	3,030	90.7	89.5	89.7	100.0	68.7
Sustainable mobility	3,020	94.7	71.4	76.1	82.2	74.9
New technologies for the Made in Italy brand - fashion	2,250	82.9	81.7	82.9	96.9	75.5
New technologies for the Made in Italy brand - agri-food industry	780	85.4	76.1	35.0	96.3	27.1
New technologies for the Made in Italy brand - the	770	90.7	78.3	85.0	96.4	65.4
New life technologies (biotechnology and health)	520	65.3	74.0	99.8	99.8	53.5
Secondary level	1,596,100	75.2	54.0	60.9	79.8	44.2
Administration, finance and marketing	481,370	81.3	58.3	65.5	89.8	40.7
Tourism, food and wine and hospitality	279,050	84.3	76.2	55.3	66.9	41.9
Mechanics, mechatronics and energy specialisation	147,990	62.8	39.1	68.9	76.4	58.1
Social and healthcare specialisation	115,950	60.0	29.0	34.2	58.9	21.0
Transportation and logistics specialisation	98,540	61.9	33.8	54.8	82.8	37.8
Electronics and electrical engineering specialisation	93,500	67.5	39.5	66.6	85.9	62.4
Buildings, environment and territorial specialisation	70,310	73.8	46.4	72.2	81.2	63.6
Artistic specialisation (high school)	68,770	88.3	70.3	50.7	85.1	25.3
Industrial and artisan production and maintenance specialisation	49,210	64.1	43.2	62.1	74.6	54.9
Computer science and telecommunications specialisation	46,680	83.9	65.6	85.4	99.1	72.4
Secondary school specialisation (classical, scientific, human sciences)	42,940	75.9	56.0	64.2	82.4	41.2
Agriculture, agri-food and agro-industry	30,720	62.5	40.8	58.4	67.3	48.3
Other specialisations	71,070	73.9	53.7	60.2	80.3	43.4

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 20.1 - Inflow expected by the companies in 2023 according to fields of study at university, post-secondary and secondary level and skills requested (% shares of total)

	Inflow expected in 2023 (a.v.)	of whom with skills/the ability to (%):				energy saving and environmental sustainability
		work in a group	problem solving autonomously	work flexibility and adaptability		
TOTAL	5,509,130	86.9	81.7	83.0	94.9	79.4
Livello universitario	768,020	97.6	97.9	96.0	98.5	82.8
<i>di cui: con formazione post-laurea</i>	<i>100,490</i>	<i>97.5</i>	<i>98.0</i>	<i>97.3</i>	<i>98.8</i>	<i>88.1</i>
Economics specialisation	222,730	98.5	98.7	96.9	97.6	84.2
Teaching and education specialisation	116,990	97.7	97.2	93.9	99.0	79.8
Healthcare and paramedical specialisation	61,870	96.1	96.7	92.1	98.3	61.6
Mathematical, physical and computer sciences	56,290	97.8	98.5	96.6	99.0	82.4
Industrial engineering specialisation	53,380	98.1	99.7	98.4	99.6	93.5
Civil engineering and architecture specialisation	49,110	98.4	99.0	98.8	99.4	95.5
Electronics and information engineering	45,040	99.0	99.1	97.2	99.6	82.8
Chemical-pharmaceutical specialisation	33,000	97.9	96.6	97.4	99.1	91.0
Humanistic, philosophical, historical and artistic	23,330	91.9	91.0	89.7	99.9	77.5
Political - social specialisation	20,110	99.3	97.9	98.9	99.1	86.7
Legal specialisation	15,610	92.7	98.4	97.8	96.8	76.1
Linguistic translators and interpreters specialisation	15,350	95.7	95.9	91.9	98.3	80.2
Other specialisations	55,230	96.0	97.3	96.8	97.0	84.2
Higher technical education (HTE Academy)	47,410	95.9	97.7	96.3	97.6	84.8
New technologies for the Made in Italy brand - Information and communication technologies	16,630	91.5	95.6	94.9	98.1	81.1
Innovative technologies for cultural heritage and Energy efficiency	13,020	99.6	99.9	98.6	99.9	81.9
New technologies for the Made in Italy brand - Sustainable mobility	3,790	97.4	97.0	95.2	97.8	98.6
New technologies for the Made in Italy brand - New technologies for the Made in Italy brand - agri- food industry	3,590	93.2	94.8	96.4	97.0	98.9
New technologies for the Made in Italy brand - the New life technologies (biotechnology and health)	3,030	100.0	100.0	97.3	100.0	85.3
	3,020	97.6	99.8	91.8	87.2	93.5
	2,250	99.0	100.0	99.1	100.0	88.7
	780	100.0	99.4	100.0	100.0	47.0
	770	96.4	96.4	89.9	89.9	82.4
	520	100.0	100.0	100.0	66.7	64.7
Secondary level	1,596,100	93.4	90.5	88.8	97.4	81.9
Administration, finance and marketing	481,370	95.3	92.6	89.3	98.2	82.3
Tourism, food and wine and hospitality	279,050	92.8	87.8	89.5	96.3	84.6
Mechanics, mechatronics and energy specialisation	147,990	90.8	93.1	90.3	97.4	83.0
Social and healthcare specialisation	115,950	94.9	88.4	81.0	96.9	68.0
Transportation and logistics specialisation	98,540	86.8	85.2	80.6	96.8	82.9
Electronics and electrical engineering specialisation	93,500	93.1	90.8	91.1	98.1	87.0
Buildings, environment and territorial specialisation	70,310	94.0	91.8	93.3	97.3	90.9
Artistic specialisation (high school)	68,770	94.1	88.8	93.5	98.7	65.2
Industrial and artisan production and maintenance specialisation	49,210	88.7	87.0	90.6	97.2	82.7
Computer science and telecommunications	46,680	97.9	98.4	93.2	99.1	83.1
Secondary school specialisation (classical, scientific, human sciences)	42,940	95.7	91.3	92.0	97.0	82.5
Agriculture, agri-food and agro-industry	30,720	89.2	82.4	87.5	93.9	87.3
Other specialisations	71,070	93.9	92.7	86.5	96.2	84.5

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 20.2 - Explicit and potential Inflow expected by the companies in 2023 according to fields of training qualification or professional diploma and skills requested (% shares of total)

	Explicit inflow expected in 2023 (a.v.)*	of whom with skills/the ability to (%):				
		communicate company information in Italian	communicate company information in foreign languages	use mathematical and computer methods and languages	Use digital skills	use "4.0" technologies to innovate processes
Training qualification or professional diploma	2,077,830	58.5	37.0	40.6	50.6	29.6
Catering specialisation	448,380	74.2	63.3	41.3	48.1	27.8
Mechanical specialisation	268,650	46.2	20.0	45.0	50.2	38.8
Building specialisation	171,790	47.4	20.2	39.2	38.3	28.3
Logistics systems and services specialisation	227,850	44.6	20.5	36.6	55.1	23.7
Agri-food processing specialisation	153,700	49.8	32.9	37.6	37.0	25.7
Sales services specialisation	152,130	82.8	55.6	48.6	65.9	28.5
Secretarial administrative specialisation	168,750	45.7	23.8	28.3	47.1	21.0
Promotion and reception services specialisation	119,850	62.9	51.6	31.0	44.3	19.5
Electrical specialisation	97,920	60.6	28.3	57.7	69.1	49.9
Textiles and clothing specialisation	39,400	37.1	13.6	28.2	36.2	30.2
Wellness specialisation	56,090	85.8	52.5	51.5	66.3	37.9
Motor vehicle repair specialisation	42,600	55.1	24.7	41.7	62.1	38.0
Other specialisations	130,730	58.0	30.9	42.9	57.0	33.9

	Potential inflow expected in 2023 (a.v.)*	of whom with skills/the ability to (%):				
		communicate company information in Italian	communicate company information in foreign languages	use mathematical and computer methods and languages	Use digital skills	use "4.0" technologies to innovate processes
Training qualification or professional diploma	2,518,520	57.6	36.1	39.7	48.4	28.6
Catering specialisation	562,580	73.2	62.2	40.0	46.9	26.4
Mechanical specialisation	315,670	45.1	19.0	43.9	48.3	37.5
Building specialisation	274,620	45.0	19.3	37.4	34.5	26.6
Logistics systems and services specialisation	228,940	44.6	20.5	36.6	55.1	23.6
Agri-food processing specialisation	209,430	48.0	29.4	34.2	34.8	23.8
Sales services specialisation	191,210	83.1	55.6	49.6	65.8	28.7
Secretarial administrative specialisation	170,000	46.0	24.1	28.4	47.3	21.1
Promotion and reception services specialisation	125,790	63.2	51.7	31.1	44.1	19.5
Electrical specialisation	99,600	60.6	28.4	57.6	68.9	49.6
Textiles and clothing specialisation	63,120	36.7	14.1	29.1	35.4	27.3
Wellness specialisation	62,630	83.3	51.6	50.4	65.6	36.7
Motor vehicle repair specialisation	44,850	55.2	24.4	41.2	61.3	38.0
Other specialisations	170,090	54.9	26.9	40.5	52.2	31.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values. Please refer to the introductory text in Section C of the Statistical Annex for the definition of explicit inflow and potential inflow

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 20.3 - Explicit and potential Inflow expected by the companies in 2023 according to fields of training qualification or professional diploma and skills requested (% shares of total)

	Explicit inflow expected in 2023 (a.v.)*	of whom with skills/the ability to (%):				
		work in a group	problem solving	work autonomously	flexibility and adaptability	energy saving and environmental sustainability
Training qualification or professional diploma	2,077,830	83.1	75.5	79.0	93.5	78.6
Catering specialisation	448,380	88.8	75.5	81.6	92.8	84.3
Mechanical specialisation	268,650	77.9	75.5	77.4	94.0	77.7
Building specialisation	171,790	80.3	76.1	83.7	94.1	79.3
Logistics systems and services specialisation	227,850	76.0	71.3	73.5	93.5	72.2
Agri-food processing specialisation	153,700	83.3	66.2	76.8	93.2	79.1
Sales services specialisation	152,130	89.2	78.5	82.5	95.8	76.1
Secretarial administrative specialisation	168,750	77.3	72.4	67.4	86.5	68.2
Promotion and reception services specialisation	119,850	81.8	76.6	74.4	93.3	77.1
Electrical specialisation	97,920	89.4	87.1	87.2	96.8	86.3
Textiles and clothing specialisation	39,400	69.5	66.2	72.6	94.3	74.3
Wellness specialisation	56,090	93.7	80.9	92.0	96.8	89.4
Motor vehicle repair specialisation	42,600	82.1	83.2	81.2	96.2	86.1
Other specialisations	130,730	87.3	82.2	83.9	95.8	76.7

	Potential inflow expected in 2023 (a.v.)*	of whom with skills/the ability to (%):				
		work in a group	problem solving	work autonomously	flexibility and adaptability	energy saving and environmental sustainability
Training qualification or professional diploma	2,518,520	82.5	74.3	78.4	93.2	78.3
Catering specialisation	562,580	88.1	74.3	81.1	92.3	83.5
Mechanical specialisation	315,670	76.9	74.7	76.2	93.5	76.9
Building specialisation	274,620	79.4	72.8	82.1	92.5	78.2
Logistics systems and services specialisation	228,940	76.0	71.2	73.6	93.5	72.2
Agri-food processing specialisation	209,430	82.4	66.7	74.7	93.1	77.4
Sales services specialisation	191,210	89.3	77.2	82.7	96.2	76.3
Secretarial administrative specialisation	170,000	77.4	72.5	67.6	86.5	68.3
Promotion and reception services specialisation	125,790	81.7	76.0	74.0	93.2	77.3
Electrical specialisation	99,600	89.4	87.1	87.2	96.7	86.0
Textiles and clothing specialisation	63,120	68.0	64.4	69.6	93.7	75.1
Wellness specialisation	62,630	93.3	79.5	91.0	96.3	88.7
Motor vehicle repair specialisation	44,850	82.4	83.3	81.7	96.2	86.5
Other specialisations	170,090	84.4	78.9	81.0	94.9	76.2

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values. Please refer to the introductory text in Section C of the Statistical Annex for the definition of explicit inflow and potential inflow

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 21 - Inflow expected by the companies in 2023 by level of education at territorial level (% shares of total)

	Inflow expected in 2023 (a.v.)	levels of education (% values):						
		university	Higher technical education (HTE Academy)	secondary	explicit inflow**		potential inflow**	
					professional qualification or diploma	Compulsory school	professional qualification or diploma	Compulsory school
TOTAL	5,509,130	13.9	0.9	29.0	37.7	18.5	45.7	10.5
NORTH WEST	1,607,100	17.3	1.1	28.5	36.7	16.3	43.2	9.8
PIEMONTE	353,930	15.7	1.0	30.0	37.6	15.8	44.8	8.6
TORINO	189,400	19.2	1.0	30.9	34.9	14.0	40.6	8.3
VERCELLI	11,760	9.6	0.6	26.2	44.8	18.8	54.7	8.9
NOVARA	32,150	13.5	0.9	33.5	34.9	17.2	44.1	8.0
CUNEO	50,790	11.8	0.9	26.8	42.8	17.5	50.6	9.8
ASTI	11,980	11.2	1.3	30.3	39.9	17.3	48.6	8.6
ALESSANDRIA	32,010	11.8	1.3	29.3	39.2	18.5	48.6	9.0
BIELLA	12,020	11.9	1.1	29.6	38.0	19.3	50.1	7.3
VERBANO-CUSIO-OSSOLA	13,830	7.2	0.9	24.7	50.5	16.7	58.7	8.5
VALLE D'AOSTA	18,870	6.8	0.4	25.5	46.6	20.7	57.8	9.5
LOMBARDIA	1,092,950	18.8	1.2	28.1	35.9	16.1	41.9	10.1
VARESE	65,560	15.9	1.7	28.5	37.2	16.7	44.8	9.1
COMO	52,440	12.7	0.9	28.3	39.1	19.1	46.0	12.1
SONDRIO	19,290	7.1	0.5	23.5	48.9	20.0	59.4	9.4
MILANO	506,530	25.1	1.1	27.7	31.4	14.6	35.9	10.2
BERGAMO	106,200	14.3	1.2	28.4	39.9	16.1	46.8	9.3
BRESCIA	135,610	10.3	0.8	28.7	43.0	17.1	50.2	10.0
PAVIA	37,280	16.8	0.9	30.3	35.2	16.9	43.0	9.0
CREMONA	28,170	13.1	1.0	30.0	37.0	18.9	46.4	9.5
MANTOVA	34,110	10.0	1.1	27.5	42.0	19.4	50.3	11.1
LECCO	25,470	12.7	1.8	30.0	39.7	15.8	48.2	7.3
LODI	14,100	11.7	1.2	27.3	40.3	19.4	48.4	11.3
MONZA E BRIANZA	68,180	17.5	1.6	28.7	35.2	17.1	41.1	11.2
LIGURIA	141,360	12.0	0.8	28.7	39.6	19.0	48.0	10.6
IMPERIA	16,190	7.3	0.3	31.8	40.8	19.7	53.2	7.4
SAVONA	25,360	7.2	0.4	27.8	43.3	21.3	53.5	11.1
GENOVA	78,560	15.4	1.1	27.1	38.4	18.0	44.8	11.6
LA SPEZIA	21,250	8.4	0.8	33.0	38.5	19.3	49.1	8.7
NORTH EAST	1,308,580	11.4	1.0	27.1	41.6	18.9	49.5	10.9
TRENTINO ALTO ADIGE	173,030	9.4	0.8	20.0	49.7	20.1	57.1	12.7
BOLZANO	92,410	7.6	0.8	20.8	50.0	20.7	58.2	12.6
TRENTO	80,630	11.5	0.7	19.1	49.4	19.3	55.8	12.8
VENETO	526,610	10.7	1.1	27.9	41.6	18.6	49.5	10.8
VERONA	114,960	10.7	0.9	26.8	40.9	20.8	48.7	13.0
VICENZA	84,860	10.8	1.5	29.1	42.4	16.2	50.9	7.7
BELLUNO	24,810	8.8	0.7	26.8	46.4	17.3	54.4	9.3
TREVISO	81,260	12.0	1.3	28.5	40.3	17.9	48.7	9.5
VENEZIA	113,760	7.9	0.7	27.4	44.2	19.7	51.5	12.4
PADOVA	87,220	13.6	1.4	29.0	38.7	17.3	45.9	10.0
ROVIGO	19,740	9.4	0.9	27.0	41.3	21.4	50.9	11.8
FRIULI VENEZIA GIULIA	113,700	11.9	1.3	28.3	39.4	19.2	48.4	10.1
UDINE	50,750	11.3	1.0	26.7	40.8	20.1	48.6	12.3
GORIZIA	15,020	7.4	1.7	29.1	41.1	20.6	53.2	8.6
TRIESTE	22,510	15.8	1.3	29.6	34.7	18.6	44.3	9.0
PORDENONE	25,420	12.1	1.4	29.9	39.6	16.9	48.9	7.7
EMILIA ROMAGNA	495,240	12.7	1.0	28.4	39.2	18.7	47.2	10.7
PIACENZA	29,780	10.4	0.9	30.3	39.2	19.4	47.6	10.9
PARMA	51,450	12.5	1.2	26.4	39.6	20.4	47.6	12.3
REGGIO EMILIA	51,150	13.5	1.5	27.9	41.1	16.0	48.3	8.8
MODENA	78,950	12.3	1.4	27.5	41.5	17.2	48.8	9.9
BOLOGNA	115,550	18.3	1.2	29.1	35.0	16.5	41.3	10.1
FERRARA	25,230	12.0	0.7	29.5	38.0	19.8	48.0	9.8
RAVENNA	45,630	9.6	0.7	28.2	40.9	20.6	50.3	11.2
FORLI'-CESENA	43,780	10.0	0.6	28.2	39.1	22.1	49.2	12.1
RIMINI	53,730	7.3	0.4	29.1	42.2	21.0	51.0	12.2

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

(Cont'd) Table 22 - Inflow expected by companies in 2023 according to level of education at territorial level (% share of the total)

	Inflow expected in 2023 (a.v.)	levels of education (% values):						
		university	Higher technical education (HTE Academy)	secondary	explicit inflow**		potential inflow**	
					professional qualification or diploma	Compulsory school	professional qualification or diploma	Compulsory school
TOTAL	5,509,130	13.9	0.9	29.0	37.7	18.5	45.7	10.5
CENTRAL	1,131,290	13.8	0.8	29.3	36.8	19.2	45.6	10.4
TOSCANA	368,490	9.5	0.7	28.1	39.4	22.2	50.5	11.1
MASSA	15,420	8.5	0.7	30.6	36.3	23.9	50.8	9.4
LUCCA	39,860	8.6	0.7	31.4	39.0	20.3	46.6	12.7
PISTOIA	18,290	8.5	0.8	28.4	40.2	22.1	53.2	9.1
FIRENZE	116,600	12.6	0.8	27.7	38.6	20.3	47.5	11.4
LIVORNO	35,740	7.8	0.5	28.8	39.3	23.5	49.6	13.2
PISA	36,280	10.3	0.8	29.4	39.2	20.3	49.5	10.0
AREZZO	28,050	7.8	0.8	30.7	39.4	21.3	51.4	9.3
SIENA	25,340	9.2	0.6	28.8	39.7	21.7	50.3	11.1
GROSSETO	20,990	4.3	0.3	27.8	45.0	22.5	54.7	12.8
PRATO	31,920	7.0	1.0	19.3	40.2	32.4	63.8	8.8
UMBRIA	64,810	9.1	0.9	29.0	42.8	18.2	51.8	9.3
PERUGIA	50,760	9.4	0.7	29.2	42.7	17.9	51.2	9.4
TERNI	14,050	7.9	1.4	28.2	43.2	19.2	53.7	8.7
MARCHE	140,610	9.3	0.8	29.7	40.4	19.7	51.8	8.4
PESARO-URBINO	34,590	9.6	1.0	30.3	39.5	19.6	50.6	8.4
ANCONA	43,950	10.0	1.0	31.5	40.3	17.2	48.8	8.7
MACERATA	28,210	9.4	0.7	28.4	41.2	20.4	53.2	8.3
ASCOLI PICENO	20,440	8.3	0.5	28.2	42.0	21.1	54.7	8.4
FERMO	13,420	8.2	0.5	26.9	39.4	25.0	57.2	7.1
LAZIO	557,380	18.4	0.8	30.1	33.5	17.3	40.0	10.7
VITERBO	16,320	10.3	0.5	31.3	36.0	21.9	48.2	9.7
RIETI	7,330	10.6	0.5	34.3	36.3	18.3	48.4	6.3
ROMA	458,480	20.3	0.8	29.8	32.5	16.6	38.2	10.9
LATINA	43,010	8.0	0.6	30.5	40.4	20.6	50.3	10.6
FROSINONE	32,230	10.8	1.5	31.8	36.4	19.5	46.7	9.2
SOUTH AND ISLANDS	1,462,150	12.6	0.5	30.9	36.1	20.0	45.1	11.0
ABRUZZO	116,720	8.3	0.6	28.0	41.9	21.2	53.1	10.0
L'AQUILA	23,160	8.0	0.5	24.9	45.7	20.9	58.0	8.7
TERAMO	33,200	5.4	0.7	26.6	44.6	22.6	58.2	9.0
PESCARA	26,480	11.8	0.6	32.6	36.1	18.9	45.2	9.7
CHIETI	33,890	8.6	0.6	27.9	41.2	21.7	50.8	12.1
MOLISE	19,080	10.1	0.9	29.3	36.8	22.9	49.8	9.9
CAMPOBASSO	13,450	9.4	1.0	27.5	38.9	23.2	52.8	9.3
ISERNIA	5,630	11.8	0.6	33.6	31.8	22.2	42.6	11.4
CAMPANIA	436,150	14.3	0.5	30.7	35.0	19.5	43.0	11.6
CASERTA	64,250	15.5	0.4	32.7	34.0	17.4	42.6	8.8
BENEVENTO	17,090	16.3	0.6	33.4	31.9	17.8	40.4	9.3
NAPOLI	229,330	15.0	0.7	30.7	35.9	17.8	42.7	11.0
AVELLINO	25,590	13.7	0.5	32.1	33.8	19.9	44.2	9.5
SALERNO	99,890	11.8	0.2	28.5	34.5	24.9	44.0	15.5
PUGLIA	291,890	11.9	0.4	31.2	36.4	20.1	45.1	11.4
FOGGIA	39,940	10.9	0.2	27.2	36.6	25.1	47.5	14.2
BARI	124,040	14.2	0.4	30.5	35.8	19.2	43.8	11.2
TARANTO	33,180	11.7	0.8	32.6	34.8	20.0	45.3	9.5
BRINDISI	27,130	8.7	0.7	35.8	35.6	19.2	44.4	10.4
LECCE	67,600	9.7	0.2	32.2	38.4	19.4	46.4	11.4
BASILICATA	35,950	9.7	0.4	32.4	34.7	22.8	44.5	13.0
POTENZA	21,510	10.1	0.4	30.7	35.5	23.4	45.7	13.2
MATERA	14,430	9.0	0.4	35.1	33.5	22.0	42.7	12.8
CALABRIA	108,250	11.4	0.4	32.4	34.8	21.0	44.8	11.0
COSENZA	40,620	11.6	0.3	33.7	34.5	19.8	44.8	9.5
CATANZARO	22,830	11.3	0.4	30.2	34.4	23.8	44.2	13.9
REGGIO CALABRIA	23,170	13.0	0.4	33.6	33.9	19.1	43.2	9.7
CROTONE	9,790	11.4	0.4	28.0	36.2	23.9	47.1	13.0
VIBO VALENTIA	11,830	7.4	0.9	33.1	37.1	21.5	47.2	11.3

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

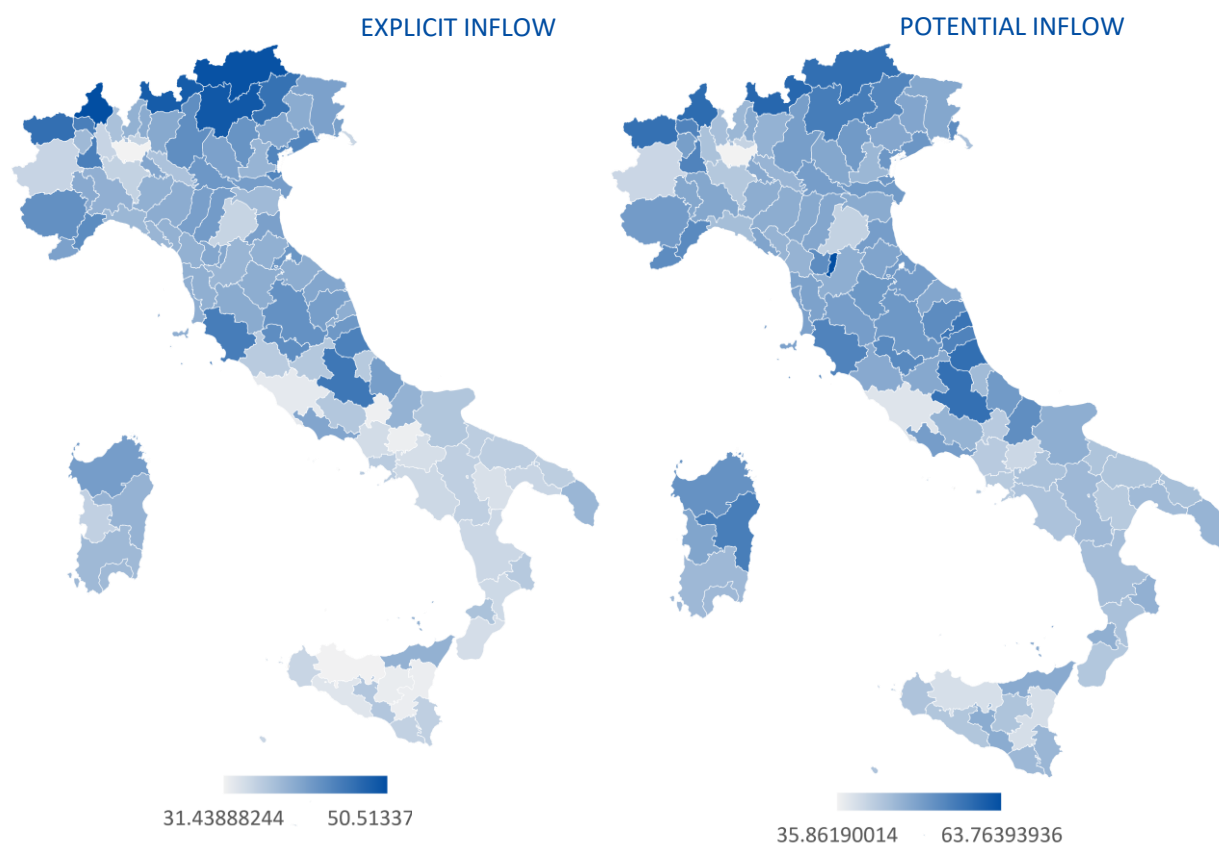
(Cont'd) Table 22 - Inflow expected by companies in 2023 according to level of education at territorial level (% share of the total)

	Inflow expected in 2023 (a.v.)	levels of education (% values):						
		university	Higher technical education (HTE Academy)	secondary	explicit inflow**		potential inflow**	
					professional qualification or diploma	Compulsory school	professional qualification or diploma	Compulsory school
TOTAL	5,509,130	13.9	0.9	29.0	37.7	18.5	45.7	10.5
SICILIA	301,190	14.6	0.5	32.7	33.9	18.3	42.7	9.5
TRAPANI	26,910	11.2	0.2	34.2	34.8	19.5	43.8	10.6
PALERMO	75,370	18.2	0.7	32.7	31.5	16.8	39.1	9.2
MESSINA	41,700	10.4	0.2	29.9	39.0	20.5	48.0	11.5
AGRIGENTO	20,490	17.5	0.6	30.6	32.9	18.3	43.4	7.8
CALTANISSETTA	14,890	11.9	1.0	29.7	36.5	20.9	47.8	9.6
ENNA	5,890	16.3	0.4	31.0	32.1	20.1	43.7	8.5
CATANIA	67,750	16.5	0.5	34.2	32.0	16.9	39.2	9.7
RAGUSA	22,200	10.8	0.7	34.6	35.2	18.7	45.7	8.2
SIRACUSA	25,980	11.5	0.6	33.4	35.5	19.0	46.1	8.4
SARDEGNA	152,940	10.0	0.5	28.2	39.4	21.9	49.5	11.8
SASSARI	64,730	7.6	0.5	27.5	41.3	23.1	52.2	12.2
NUORO	13,860	7.3	0.3	23.8	38.8	29.7	55.7	12.9
CAGLIARI	66,020	12.9	0.6	29.7	38.1	18.8	45.6	11.2
ORISTANO	8,330	9.6	0.7	30.0	35.4	24.4	49.0	10.8

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Please refer to the introductory text in Section C of the Statistical Annex for the definition of explicit inflow and potential inflow

Inflow with professional diploma or qualification forecast by companies in 2023 at territorial level (% shares of total)



Source: Unioncamere - ANPAL, Excelsior Information System, 2023

SECTION D

Other characteristics of inflow
requested by companies

Table 22 - Inflow expected by the companies in 2023 by business area of placement and business sectors (% shares of total)

	Inflow expected in 2023 (a.v.)	of whom (% values)							
		INDUSTRY	Manufacturing industry and Public utilities	Construction	SERVICES	Commerce	Accommodation and catering services; tourist services	Business services	Personal services
TOTAL*	5,509,130	1,565,290 28.4	1,016,200 18.4	549,100 10.0	3,943,830 71.6	748,570 13.6	1,145,970 20.8	1,359,190 24.7	690,110 12.5
Area of production of goods and provision of service	2,624,370	29.3	20.8	8.5	70.7	1.1	35.6	14.3	19.7
Direction area and general services	239,500	15.8	10.8	5.0	84.2	8.3	5.6	59.1	11.2
General direction, staff and human resources organisation	30,300	23.0	16.8	6.2	77.0	5.9	13.8	42.1	15.1
Secretariat, staff and general services	105,830	21.3	13.0	8.4	78.7	13.5	7.6	37.9	19.7
Information systems	103,370	8.1	6.8	1.3	91.9	3.6	1.3	85.8	1.3
Administrative, financial, legal and management control area	270,780	19.3	13.3	6.0	80.7	11.1	2.4	53.5	13.7
Commercial and sales area	1,000,020	8.4	7.7	0.7	91.6	50.9	15.5	17.3	7.8
Sales	625,040	5.9	5.4	0.5	94.1	70.2	13.9	8.1	2.0
Marketing, commercial, communication and public relations	135,760	26.6	24.2	2.5	73.4	24.3	3.4	40.8	4.8
Customer assistance	239,220	4.8	4.3	0.5	95.2	15.5	26.6	28.2	24.9
Technical and planning areas	715,070	68.4	30.8	37.6	31.6	7.2	3.2	17.8	3.4
Planning and research and development	155,270	52.4	40.3	12.1	47.6	4.7	0.2	40.8	1.9
Installation and maintenance	460,760	80.7	26.8	53.9	19.3	9.4	4.4	4.8	0.8
Certification and quality control, safety and environment	99,040	36.2	34.7	1.6	63.8	0.7	2.5	42.2	18.3
Logistics area	659,390	20.0	16.9	3.1	80.0	16.6	2.2	60.2	1.0
Purchasing and internal handling of goods	178,040	37.1	33.6	3.5	62.9	32.4	2.2	27.3	1.0
Transportation and	481,350	13.7	10.7	2.9	86.3	10.8	2.2	72.4	1.0

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 23 - Inflow expected by companies in 2023 according to contract type by business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2023 (a.v.)	Salaried employees (excl. with supply contract)	Supply contract employees	Coordinated and continuous collaborators**	Other non- salaried workers ***
TOTAL*	5,509,130	4,583,320 83.2	528,040 9.6	99,220 1.8	298,560 5.4
BUSINESS SECTOR					
INDUSTRY	1,565,290	81.2	14.5	1.1	3.2
Manufacturing industry	957,130	75.7	21.7	1.1	1.5
Mining of minerals	4,530	88.9	8.8	1.3	--
Food, beverage and tobacco industries	150,080	74.1	23.9	0.8	1.2
Textile, clothing and footwear industries	118,920	84.3	12.0	0.9	2.8
Wood and furniture industries	49,220	73.6	23.5	1.1	1.8
Paper, paper transformation and printing industries	31,300	72.1	25.3	1.1	1.4
Chemical, pharmaceutical and oil industries	39,950	62.0	35.9	1.7	0.4
Rubber and plastic materials industries	47,930	58.0	40.6	1.0	0.3
Non-metallic mineral processing industries	31,300	77.8	20.1	1.1	1.0
Metallurgical and metal products industries	201,130	76.0	21.8	1.1	1.0
Industries manufacturing machines and equipment and means of transport	197,540	79.0	17.6	1.2	2.3
Electrical, electronics, optical and medical industries	66,500	71.8	25.1	2.1	1.0
Household goods, leisure goods and other manufacturing	18,730	86.3	11.6	1.1	1.0
Public utilities (energy, gas, water, environment)	59,070	85.7	11.8	2.1	0.3
Construction	549,100	90.3	2.2	1.0	6.5
SERVICES	3,943,830	84.0	7.6	2.1	6.3
Trade and repair of motor vehicles and motorcycles	67,790	89.6	3.2	1.7	5.5
Wholesale trade	191,830	81.8	8.6	3.1	6.5
Retail trade	488,950	83.3	7.0	1.4	8.3
Accommodation and catering services; tourist services	1,145,970	95.5	3.7	0.6	0.2
Transport, logistics and warehousing services	409,180	83.8	12.1	0.6	3.5
Media and communication services	69,090	83.9	5.1	2.5	8.6
IT and telecommunications services	141,360	74.0	14.7	3.1	8.2
Advanced business support services	245,630	67.6	11.4	4.8	16.2
Financial and insurance services	45,990	73.7	5.9	5.7	14.7
Operational support services for businesses and individuals	447,930	83.2	9.2	3.0	4.5
Private education and training services	154,280	49.0	21.4	9.6	19.9
Healthcare, social assistance and private health services	294,110	78.5	3.7	2.4	15.5
Cultural, sports and other personal services	241,720	86.3	6.7	1.3	5.7
TERRITORIAL DISTRIBUTION					
North West	1,607,100	79.7	12.7	2.1	5.6
North East	1,308,580	81.6	12.9	1.0	4.5
Central	1,131,290	83.9	8.4	2.1	5.6
South and islands	1,462,150	88.0	4.1	2.0	6.0
SIZE CLASSES					
1-9 employees	1,754,180	89.7	3.9	2.3	4.1
10-49 employees	1,731,780	84.5	8.9	1.6	5.0
50-499 employees	1,336,010	77.0	14.3	1.7	6.9
500 employees and over	687,160	75.1	16.7	1.3	6.8

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Company directors are included, even if they are of a marginal nature.

*** Collaborators with a VAT number and casual workers

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 23.1- Inflow expected by the companies in 2023 based on difficulty in recruiting and experience required, territorial distribution and size class (% shares of total)

	Expected inflow in 2023 (a.v.)*	difficult to recruit (%):				with requested experience (%):	
		Total	for lack of candidates	for inadequate skill-set of candidates	for other reasons	In the profession	in the sector
TOTAL*	5,509,130	2,484,700	1,564,940	684,750	235,010	1,223,090	2,374,070
		45.1	28.4	12.4	4.3	22.2	43.1
BUSINESS SECTOR							
INDUSTRY	1,565,290	52.7	32.6	16.4	3.7	23.2	43.2
Manufacturing industry	957,130	50.6	31.5	15.8	3.2	25.5	35.8
Mining of minerals	4,530	29.2	23.8	3.8	1.6	35.6	36.2
Food, beverage and tobacco industries	150,080	38.9	23.8	10.2	4.9	13.9	35.2
Textile, clothing and footwear industries	118,920	47.5	28.0	17.3	2.2	26.8	44.4
Wood and furniture industries	49,220	57.1	35.2	18.3	3.7	21.6	38.2
Paper, paper transformation and printing industries	31,300	44.9	26.5	15.9	2.4	23.7	24.6
Chemical, pharmaceutical and oil industries	39,950	41.3	28.9	10.4	1.9	30.8	31.8
Rubber and plastic materials industries	47,930	43.5	24.7	14.7	4.1	16.9	28.8
Non-metallic mineral processing industries	31,300	51.0	35.4	12.9	2.7	24.5	35.3
Metallurgical and metal products industries	201,130	58.4	36.3	18.7	3.4	25.0	37.3
Industries manufacturing machines and equipment and means of transport	197,540	55.9	35.2	18.4	2.4	33.6	36.4
Electrical, electronics, optical and medical industries	66,500	54.3	36.1	14.8	3.4	32.3	28.5
Household goods, leisure goods and other manufacturing	18,730	45.3	28.2	13.5	3.6	30.3	27.3
Public utilities (energy, gas, water, environment)	59,070	41.4	26.5	9.9	5.0	21.3	32.9
Construction	549,100	57.6	35.1	18.0	4.4	19.3	57.2
SERVICES	3,943,830	42.1	26.7	10.9	4.5	21.8	43.1
Trade and repair of motor vehicles and motorcycles	67,790	56.5	31.5	20.1	4.9	22.4	46.2
Wholesale trade	191,830	38.6	21.3	14.3	3.0	19.6	40.7
Retail trade	488,950	34.8	21.0	9.7	4.1	12.7	42.5
Accommodation and catering services; tourist services	1,145,970	47.7	31.7	10.7	5.3	14.5	51.1
Transport, logistics and warehousing services	409,180	42.6	28.9	10.2	3.6	20.7	46.5
Media and communication services	69,090	20.9	12.1	7.4	1.5	35.3	50.0
IT and telecommunications services	141,360	52.7	33.2	16.2	3.4	42.9	33.3
Advanced business support services	245,630	37.1	24.1	11.1	2.0	30.7	32.8
Financial and insurance services	45,990	41.8	27.8	11.9	2.2	36.8	26.3
Operational support services for businesses and individuals	447,930	35.9	20.7	7.4	7.8	7.2	43.7
Private education and training services	154,280	34.6	14.7	16.8	3.0	41.1	35.0
Healthcare, social assistance and private health services	294,110	51.0	39.4	7.9	3.7	51.3	32.5
Cultural, sports and other personal services	241,720	38.6	20.5	13.6	4.5	28.9	35.1
TERRITORIAL DISTRIBUTION							
North West	1,607,100	45.9	29.0	12.4	4.5	23.7	40.2
North East	1,308,580	50.4	33.7	12.1	4.7	21.0	40.1
Central	1,131,290	43.2	26.9	12.2	4.1	21.5	44.2
South and islands	1,462,150	40.9	24.3	12.9	3.8	22.1	48.1
SIZE CLASSES							
1-9 employees	1,754,180	49.0	28.8	15.3	5.0	18.7	46.8
10-49 employees	1,731,780	47.1	29.2	13.5	4.4	21.0	45.7
50-499 employees	1,336,010	42.6	28.9	10.3	3.3	27.1	39.1
500 employees and over	687,160	35.1	24.6	6.6	3.9	24.7	34.6

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 24- Inflow expected by the companies in 2023 by age group, business sector, territorial distribution and size class (% shares of total)

	Inflow expected in 2023 (a.v.)	by age group (% values):					
		up to 24 years	25-29 years	30-44 years	45-54 years	over 54 years	age irrelevant
TOTAL*	5,509,130	491,770	1,162,550	1,832,890	410,020	27,030	1,584,870
		8.9	21.1	33.3	7.4	0.5	28.8
BUSINESS SECTOR							
INDUSTRY	1,565,290	9.3	18.9	39.2	10.1	0.6	22.0
Manufacturing industry	957,130	9.9	20.6	38.8	9.0	0.6	21.1
Mining of minerals	4,530	--	14.9	49.3	15.3	1.3	19.0
Food, beverage and tobacco industries	150,080	7.3	19.2	35.8	6.9	0.7	30.1
Textile, clothing and footwear industries	118,920	5.1	15.9	42.4	16.6	1.1	18.9
Wood and furniture industries	49,220	10.4	22.7	40.5	10.0	0.7	15.6
Paper, paper transformation and printing industries	31,300	14.7	27.8	34.9	4.9	0.5	17.2
Chemical, pharmaceutical and oil industries	39,950	7.1	25.0	44.4	5.9	--	17.4
Rubber and plastic materials industries	47,930	7.5	24.0	41.4	8.8	--	18.2
Non-metallic mineral processing industries	31,300	6.8	23.5	44.0	11.1	0.9	13.8
Metallurgical and metal products industries	201,130	13.2	19.7	36.5	7.7	0.7	22.2
Industries manufacturing machines and equipment and means of transport	197,540	11.8	20.5	38.1	9.3	0.5	19.8
Electrical, electronics, optical and medical industries	66,500	12.2	23.2	38.0	5.9	0.1	20.5
Household goods, leisure goods and other manufacturing	18,730	8.3	22.7	44.5	7.2	--	17.2
Public utilities (energy, gas, water, environment)	59,070	5.9	16.5	46.6	4.1	0.3	26.6
Construction	549,100	8.6	16.1	39.2	12.5	0.7	22.9
SERVICES	3,943,830	8.8	22.0	30.9	6.4	0.4	31.5
Trade and repair of motor vehicles and motorcycles	67,790	14.6	25.4	40.1	6.7	0.3	12.8
Wholesale trade	191,830	10.7	22.6	38.5	10.1	1.5	16.6
Retail trade	488,950	11.1	33.4	24.9	4.3	0.4	25.8
Accommodation and catering services; tourist services	1,145,970	15.7	21.3	25.8	6.1	0.4	30.6
Transport, logistics and warehousing services	409,180	1.7	13.4	36.2	9.0	0.7	39.0
Media and communication services	69,090	1.6	21.1	26.6	5.7	1.2	43.8
IT and telecommunications services	141,360	5.8	37.5	28.5	3.9	0.2	24.1
Advanced business support services	245,630	4.1	32.1	36.7	4.9	0.4	21.7
Financial and insurance services	45,990	3.4	35.9	37.6	7.9	0.4	14.8
Operational support services for businesses and individuals	447,930	1.9	10.9	32.4	10.3	0.2	44.4
Private education and training services	154,280	4.3	13.1	49.0	2.8	--	30.8
Healthcare, social assistance and private health services	294,110	1.1	19.1	35.7	5.5	0.1	38.5
Cultural, sports and other personal services	241,720	14.6	23.0	25.1	4.0	0.3	33.0
TERRITORIAL DISTRIBUTION							
North West	1,607,100	9.5	22.0	32.8	7.2	0.5	28.1
North East	1,308,580	10.6	20.6	32.3	6.8	0.5	29.1
Central	1,131,290	8.6	21.0	33.4	7.8	0.5	28.7
South and islands	1,462,150	7.1	20.6	34.6	8.0	0.4	29.3
SIZE CLASSES							
1-9 employees	1,754,180	12.4	21.1	33.5	9.9	0.9	22.2
10-49 employees	1,731,780	9.2	20.2	34.4	8.6	0.5	27.1
50-499 employees	1,336,010	5.4	20.8	35.0	5.5	0.1	33.2
500 employees and over	687,160	6.3	24.0	26.4	2.0	0.1	41.2

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 25- Inflow expected by the companies in 2023 by gender, business sector, territorial distribution and size class (% shares of total)

	Inflow expected in 2023 (a.v.)*	by gender (% values):		
		female	male	equally suitable
TOTAL*	5,509,130	994,010 18.0	1,752,000 31.8	2,763,120 50.2
BUSINESS SECTOR				
INDUSTRY	1,565,290	10.7	61.3	28.0
Manufacturing industry	957,130	15.5	52.0	32.6
Mining of minerals	4,530	3.9	71.6	24.5
Food, beverage and tobacco industries	150,080	22.9	36.7	40.3
Textile, clothing and footwear industries	118,920	37.7	32.1	30.2
Wood and furniture industries	49,220	10.2	64.7	25.1
Paper, paper transformation and printing industries	31,300	9.8	55.2	35.0
Chemical, pharmaceutical and oil industries	39,950	13.8	44.8	41.4
Rubber and plastic materials industries	47,930	16.6	54.3	29.1
Non-metallic mineral processing industries	31,300	6.6	74.1	19.3
Metallurgical and metal products industries	201,130	9.4	64.9	25.6
Industries manufacturing machines and equipment and means of transport	197,540	6.7	59.5	33.8
Electrical, electronics, optical and medical industries	66,500	11.7	43.3	45.0
Household goods, leisure goods and other manufacturing industries	18,730	26.3	43.0	30.7
Public utilities (energy, gas, water, environment)	59,070	5.3	46.7	48.0
Construction	549,100	3.1	79.0	17.9
SERVICES	3,943,830	20.9	20.1	59.0
Trade and repair of motor vehicles and motorcycles	67,790	7.6	71.1	21.3
Wholesale trade	191,830	17.4	43.2	39.4
Retail trade	488,950	29.5	14.9	55.6
Accommodation and catering services; tourist services	1,145,970	22.7	16.3	61.0
Transport, logistics and warehousing services	409,180	3.9	46.8	49.4
Media and communication services	69,090	11.0	10.8	78.2
IT and telecommunications services	141,360	11.8	15.7	72.4
Advanced business support services	245,630	15.8	16.1	68.1
Financial and insurance services	45,990	15.2	4.0	80.8
Operational support services for businesses and individuals	447,930	25.0	16.0	59.0
Private education and training services	154,280	26.2	13.1	60.7
Healthcare, social assistance and private health services	294,110	29.4	2.7	68.0
Cultural, sports and other personal services	241,720	24.1	16.6	59.4
TERRITORIAL DISTRIBUTION				
North West	1,607,100	17.1	31.2	51.7
North East	1,308,580	18.7	31.1	50.2
Central	1,131,290	18.8	30.3	50.9
South and islands	1,462,150	17.8	34.3	47.9
SIZE CLASSES				
1-9 employees	1,754,180	24.2	36.5	39.3
10-49 employees	1,731,780	18.1	37.3	44.6
50-499 employees	1,336,010	13.5	28.8	57.7
500 employees and over	687,160	10.9	11.8	77.3

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 26- Inflow expected by the companies in 2023 according to levels of education by business sector, territorial distribution and size class (% shares of total)

	Inflow expected in 2023 (a.v.)*	levels of education (% values):						
		university	Higher technical education (HTE Academy)	secondary	explicit inflow**		potential inflow**	
					professional qualification or diploma	Compulsory school	professional qualification or diploma	Compulsory school
TOTAL*	5,509,130	768,020	47,410	1,596,100	2,077,830	1,019,770	2,518,520	579,080
		13.9	0.9	29.0	37.7	18.5	45.7	10.5
BUSINESS SECTOR								
INDUSTRY	1,565,290	8.5	1.6	26.6	43.0	20.4	57.7	5.7
Manufacturing industry	957,130	10.2	2.0	29.0	41.4	17.4	54.2	4.6
Mining of minerals	4,530	21.0	1.3	9.5	32.0	36.2	34.7	33.5
Food, beverage and tobacco industries	150,080	6.6	0.8	24.7	40.1	27.8	63.0	4.9
Textile, clothing and footwear industries	118,920	5.6	1.8	20.6	45.1	26.9	68.4	3.5
Wood and furniture industries	49,220	7.3	1.4	25.9	44.7	20.7	60.7	4.7
Paper, paper transformation and printing	31,300	9.5	1.0	40.6	36.3	12.5	44.6	4.3
Chemical, pharmaceutical and oil	39,950	28.0	0.9	36.2	22.8	12.1	32.5	2.3
Rubber and plastic materials industries	47,930	7.0	1.2	27.0	44.3	20.6	57.9	7.0
Non-metallic mineral processing	31,300	9.3	0.6	23.8	38.8	27.6	52.3	14.0
Metallurgical and metal products	201,130	4.9	1.8	27.5	50.5	15.3	61.6	4.2
Industries manufacturing machines and equipment and means of transport	197,540	14.4	3.9	36.5	37.7	7.6	42.0	3.3
Electrical, electronics, optical and medical industries	66,500	24.2	3.4	34.0	31.8	6.6	35.0	3.4
Household goods, leisure goods and other manufacturing industries	18,730	9.7	1.6	25.4	42.3	21.0	55.2	8.1
Public utilities (energy, gas, water, environment)	59,070	14.3	0.5	24.6	29.4	31.3	33.5	27.1
Construction	549,100	4.8	0.8	22.7	47.3	24.3	66.4	5.2
SERVICES	3,943,830	16.1	0.6	29.9	35.6	17.8	41.0	12.4
Trade and repair of motor vehicles and motorcycles	67,790	5.2	1.1	38.5	45.9	9.3	50.8	4.4
Wholesale trade	191,830	14.2	1.0	42.8	29.5	12.4	31.6	10.3
Retail trade	488,950	9.1	0.3	46.0	32.8	11.8	41.5	3.0
Accommodation and catering services; tourist services	1,145,970	1.3	0.2	25.6	52.7	20.3	64.3	8.7
Transport, logistics and warehousing	409,180	5.3	0.6	18.7	42.5	33.0	43.2	32.3
Media and communication services	69,090	35.6	1.9	42.6	17.1	2.8	18.0	1.9
IT and telecommunications services	141,360	48.1	5.6	35.5	9.3	1.4	9.3	1.4
Advanced business support services	245,630	44.6	1.1	35.8	14.1	4.4	14.3	4.3
Financial and insurance services	45,990	58.4	0.6	38.2	2.6	0.2	2.6	0.2
Operational support services for businesses and individuals	447,930	5.2	0.4	18.3	36.5	39.7	38.1	38.0
Private education and training services	154,280	68.3	0.2	21.3	5.7	4.5	5.7	4.5
Healthcare, social assistance and private	294,110	49.5	0.1	41.7	6.4	2.3	6.4	2.3
Cultural, sports and other personal	241,720	8.5	0.0	22.6	52.8	16.1	59.1	9.8
TERRITORIAL DISTRIBUTION								
North West	1,607,100	17.3	1.1	28.5	36.7	16.3	43.2	9.8
North East	1,308,580	11.4	1.0	27.1	41.6	18.9	49.5	10.9
Central	1,131,290	13.8	0.8	29.3	36.8	19.2	45.6	10.4
South and islands	1,462,150	12.6	0.5	30.9	36.1	20.0	45.1	11.0
SIZE CLASSES								
1-9 employees	1,754,180	7.4	0.6	28.1	44.1	19.8	55.6	8.3
10-49 employees	1,731,780	10.7	0.9	28.9	40.0	19.5	48.6	10.9
50-499 employees	1,336,010	21.9	1.1	28.8	31.0	17.1	35.8	12.4
500 employees and over	687,160	23.2	0.8	31.9	28.9	15.2	32.5	11.6

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Please refer to the introductory text in Section C of the Statistical Annex for the definition of explicit inflow and potential inflow

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 27 - Several characteristics of Inflow expected by the companies in 2023 at territorial level (% shares of total)

	Inflow expected in 2023 (a.v.)*	for whom (%):					
		up to 29 years	age irrelevant	women	gender irrelevant	difficult to recruit	Immigrant personnel
TOTAL	5,509,130	30.0	28.8	18.0	50.2	45.1	19.2
NORTH WEST	1,607,100	31.4	28.1	17.1	51.7	45.9	21.2
PIEMONTE	353,930	32.2	26.9	18.3	49.6	47.8	20.5
TORINO	189,400	32.6	26.0	17.8	51.7	45.1	21.2
VERCELLI	11,760	32.8	28.1	18.4	47.8	48.1	18.1
NOVARA	32,150	31.5	26.1	19.0	46.7	49.5	18.9
CUNEO	50,790	32.8	31.0	18.8	48.0	53.3	21.6
ASTI	11,980	32.4	25.4	19.9	42.0	50.2	20.6
ALESSANDRIA	32,010	30.4	27.4	17.7	47.3	53.0	20.3
BIELLA	12,020	32.5	21.0	23.6	42.1	49.1	20.0
VERBANO-CUSIO-OSSOLA	13,830	29.8	30.7	18.4	53.5	45.5	14.8
VALLE D'AOSTA	18,870	29.4	32.7	20.2	53.4	54.2	18.8
LOMBARDIA	1,092,950	31.1	28.5	16.5	52.4	45.0	21.6
VARESE	65,560	32.0	27.6	19.6	50.5	50.8	21.5
COMO	52,440	32.0	29.7	18.3	53.0	49.2	25.8
SONDRIO	19,290	30.8	35.0	20.2	51.4	47.0	19.1
MILANO	506,530	29.3	29.9	14.6	59.4	40.1	20.6
BERGAMO	106,200	33.9	25.7	17.6	43.5	47.8	22.7
BRESCIA	135,610	34.2	26.7	17.9	41.8	48.8	21.9
PAVIA	37,280	29.4	27.7	17.6	46.4	50.7	24.1
CREMONA	28,170	30.0	29.3	18.6	46.0	49.1	23.8
MANTOVA	34,110	31.2	26.5	17.3	43.5	48.8	22.5
LECCO	25,470	33.1	24.4	19.9	43.9	53.1	19.0
LODI	14,100	30.7	29.2	17.0	48.2	46.3	22.5
MONZA E BRIANZA	68,180	32.0	27.3	16.6	51.0	50.1	21.6
LIGURIA	141,360	32.6	26.7	18.9	51.0	46.7	20.5
IMPERIA	16,190	35.3	26.4	20.2	52.1	48.4	18.7
SAVONA	25,360	32.2	27.2	18.7	50.1	43.4	19.2
GENOVA	78,560	31.8	26.8	18.9	51.7	47.5	22.0
LA SPEZIA	21,250	34.2	25.7	18.3	49.0	46.6	17.9
NORTH EAST	1,308,580	31.3	29.1	18.7	50.2	50.4	21.2
TRENTINO ALTO ADIGE	173,030	26.5	38.1	19.5	58.1	56.7	20.7
BOLZANO	92,410	26.5	38.1	20.1	58.7	58.2	20.4
TRENTO	80,630	26.6	38.1	18.7	57.5	55.1	20.9
VENETO	526,610	32.3	27.3	19.1	47.8	49.8	21.5
VERONA	114,960	31.3	28.4	19.1	48.8	47.8	24.7
VICENZA	84,860	36.6	23.6	20.4	44.4	52.6	19.9
BELLUNO	24,810	29.8	34.6	19.0	52.7	51.8	22.0
TREVISO	81,260	33.6	24.5	19.4	43.4	51.6	20.5
VENEZIA	113,760	30.3	30.3	18.9	52.1	46.9	20.1
PADOVA	87,220	32.5	26.1	18.1	47.9	51.1	21.4
ROVIGO	19,740	28.9	27.6	18.1	44.3	50.2	21.7
FRIULI VENEZIA GIULIA	113,700	32.8	28.6	19.4	47.8	52.7	20.2
UDINE	50,750	31.6	32.0	20.5	50.2	51.3	18.8
GORIZIA	15,020	30.5	29.0	16.7	42.5	54.2	21.4
TRIESTE	22,510	33.9	27.6	19.6	53.3	49.7	21.2
PORDENONE	25,420	35.4	22.4	18.7	41.3	57.0	21.1
EMILIA ROMAGNA	495,240	31.5	28.1	17.9	50.4	48.5	21.2
PIACENZA	29,780	30.4	33.1	14.7	50.3	47.5	31.2
PARMA	51,450	30.2	31.6	15.9	52.6	47.2	25.9
REGGIO EMILIA	51,150	34.4	25.2	17.4	47.2	48.1	20.8
MODENA	78,950	32.8	26.1	16.2	47.0	49.1	20.7
BOLOGNA	115,550	30.7	25.1	17.7	52.5	51.2	20.8
FERRARA	25,230	31.4	29.0	20.8	51.5	49.8	19.9
RAVENNA	45,630	30.2	31.2	18.0	50.8	48.0	18.5
FORLÌ-CESENA	43,780	31.9	28.1	18.4	48.4	46.8	20.7
RIMINI	53,730	30.9	30.9	23.2	53.0	44.9	16.7

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

(Cont'd) Table 27 - Several characteristics of inflow expected by the companies in 2023 at territorial level (% shares of total)

	Inflow expected in 2023 (a.v.)*	for whom (%):					
		up to 29 years	age irrelevant	women	gender irrelevant	difficult to recruit	immigrant personnel
TOTAL	5,509,130	30.0	28.8	18.0	50.2	45.1	19.2
CENTRAL	1,131,290	29.6	28.7	18.8	50.9	43.2	18.4
TOSCANA	368,490	30.0	27.6	21.0	47.5	46.9	19.2
MASSA	15,420	31.9	24.9	20.6	42.0	46.0	15.0
LUCCA	39,860	33.0	28.0	20.2	47.5	45.7	16.5
PISTOIA	18,290	32.0	23.9	20.3	42.8	50.7	16.0
FIRENZE	116,600	29.7	29.7	20.7	51.8	46.8	22.7
LIVORNO	35,740	30.4	31.8	20.4	54.5	44.7	17.5
PISA	36,280	31.1	24.2	17.2	47.6	49.8	19.3
AREZZO	28,050	32.2	24.4	20.0	40.8	51.5	17.6
SIENA	25,340	29.8	27.5	19.5	48.5	48.4	19.4
GROSSETO	20,990	31.0	32.4	22.8	51.5	40.3	17.0
PRATO	31,920	20.7	22.1	29.1	31.4	45.8	17.9
UMBRIA	64,810	32.7	26.7	19.6	47.6	50.5	19.9
PERUGIA	50,760	32.2	27.5	19.3	49.0	50.3	19.9
TERNI	14,050	34.5	23.8	20.4	42.3	51.5	19.9
MARCHE	140,610	33.7	24.3	19.8	43.3	48.6	17.6
PESARO-URBINO	34,590	33.4	25.2	18.7	43.4	48.8	17.1
ANCONA	43,950	34.0	24.6	18.4	46.8	49.0	17.9
MACERATA	28,210	32.3	24.2	19.0	40.9	50.4	17.9
ASCOLI PICENO	20,440	34.5	23.4	22.1	40.5	45.3	19.0
FERMO	13,420	35.0	22.5	25.1	41.0	47.6	15.0
LAZIO	557,380	28.0	30.7	17.1	55.4	38.5	17.9
VITERBO	16,320	34.9	24.8	22.1	45.2	47.2	18.7
RIETI	7,330	34.4	26.5	15.8	43.7	42.5	19.0
ROMA	458,480	27.2	31.5	16.4	57.9	37.0	17.9
LATINA	43,010	34.8	27.7	21.9	45.4	46.5	18.4
FROSINONE	32,230	25.3	27.2	18.0	40.0	44.9	16.8
SOUTH AND ISLANDS	1,462,150	27.7	29.3	17.8	47.9	40.9	15.8
ABRUZZO	116,720	29.2	26.2	18.4	44.0	46.6	17.3
L'AQUILA	23,160	29.5	30.2	16.0	45.9	49.8	18.4
TERAMO	33,200	29.2	22.9	19.6	42.1	47.4	16.5
PESCARA	26,480	29.0	25.4	20.3	44.7	43.4	14.7
CHIETI	33,890	29.2	27.4	17.5	44.0	46.2	19.4
MOLISE	19,080	28.8	25.3	21.2	38.9	45.3	14.3
CAMPOBASSO	13,450	28.4	24.7	20.8	38.9	45.0	15.1
ISERNIA	5,630	29.9	26.7	22.2	38.9	46.1	12.5
CAMPANIA	436,150	26.4	29.7	17.0	48.6	39.0	17.3
CASERTA	64,250	28.5	30.3	15.2	48.5	37.5	17.0
BENEVENTO	17,090	28.7	25.5	17.6	44.0	41.9	15.3
NAPOLI	229,330	26.3	28.8	17.1	49.2	40.0	17.5
AVELLINO	25,590	24.3	28.0	19.0	42.4	43.0	15.5
SALERNO	99,890	25.5	32.6	17.3	49.6	36.1	18.0
PUGLIA	291,890	29.7	29.1	17.2	49.0	40.6	16.1
FOGGIA	39,940	27.9	29.9	18.3	46.8	38.6	15.7
BARI	124,040	29.8	31.2	15.1	51.0	39.9	16.8
TARANTO	33,180	27.8	24.9	20.3	41.3	44.9	14.3
BRINDISI	27,130	28.8	27.8	19.8	44.3	45.4	15.3
LECCE	67,600	31.7	27.5	17.8	52.5	38.9	16.2
BASILICATA	35,950	28.1	25.8	17.8	38.7	45.4	15.0
POTENZA	21,510	25.4	25.8	17.2	37.4	43.7	16.5
MATERA	14,430	32.3	25.8	18.7	40.5	48.0	12.9
CALABRIA	108,250	27.6	27.5	18.7	46.1	41.7	15.1
COSENZA	40,620	29.9	28.6	18.1	50.0	40.2	15.4
CATANZARO	22,830	27.8	26.7	17.6	42.6	43.4	17.0
REGGIO CALABRIA	23,170	26.3	24.7	20.7	43.9	43.1	12.9
CROTONE	9,790	26.6	27.5	19.1	42.6	43.9	15.8
VIBO VALENTIA	11,830	22.7	30.3	19.0	46.5	39.3	14.3

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

(cont'd) Table 27 - Several characteristics of Inflow expected by the companies in 2023 at territorial level (% shares of total)

	Inflow expected in 2023 (a.v.)*	for whom (%):					
		up to 29 years	age irrelevant	women	gender irrelevant	difficult to recruit	Immigrant personnel
TOTAL	5,509,130	30.0	28.8	18.0	50.2	45.1	19.2
SICILIA	301,190	27.5	29.4	18.2	47.5	40.2	14.5
TRAPANI	26,910	25.4	28.9	19.7	46.7	37.8	13.3
PALERMO	75,370	28.0	29.6	17.0	53.0	38.1	14.9
MESSINA	41,700	27.0	31.2	18.0	48.7	39.0	14.3
AGRIGENTO	20,490	25.1	29.7	22.7	44.1	39.2	13.0
CALTANISSETTA	14,890	27.2	31.1	14.2	34.0	46.5	15.4
ENNA	5,890	29.0	26.6	19.2	42.4	43.8	12.9
CATANIA	67,750	29.6	29.2	17.1	50.1	39.0	15.2
RAGUSA	22,200	28.2	26.3	20.1	41.3	43.9	13.8
SIRACUSA	25,980	24.8	28.7	19.9	41.0	47.1	14.7
SARDEGNA	152,940	26.5	32.9	18.9	52.3	42.0	13.5
SASSARI	64,730	24.8	36.5	18.8	54.0	41.0	13.8
NUORO	13,860	27.5	29.6	19.6	46.6	47.0	8.5
CAGLIARI	66,020	27.5	31.0	18.6	52.5	41.7	14.0
ORISTANO	8,330	29.1	26.7	21.5	47.4	42.9	15.5

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Forecast inflow of young people indicated by companies in 2023 at territorial level (% shares of total)

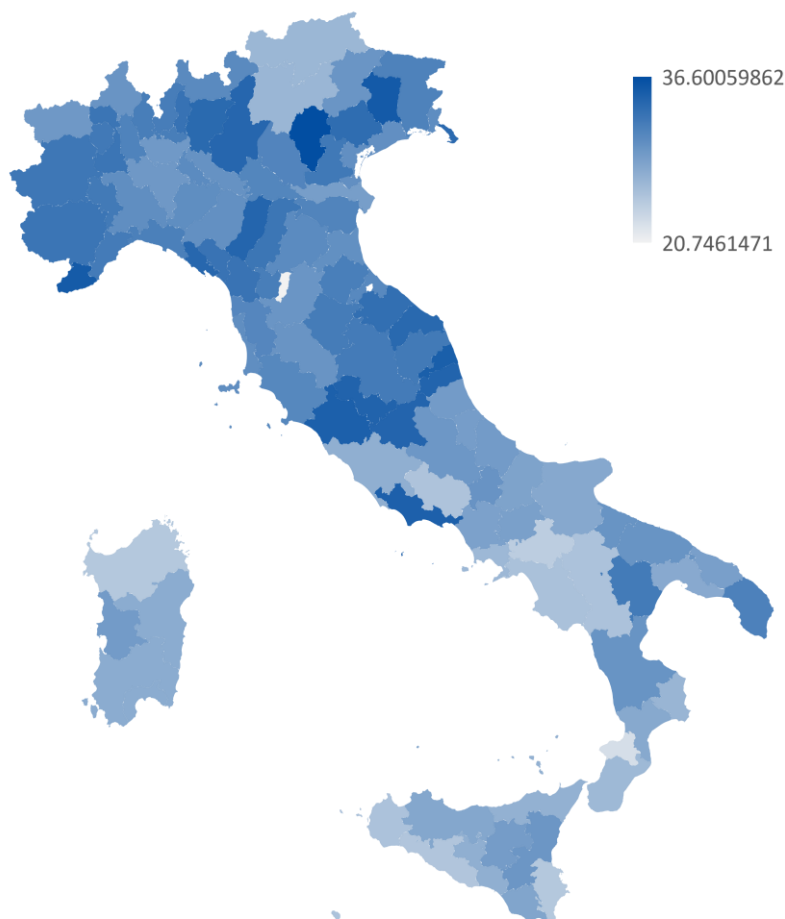


Table 27.1- Inflow expected by the companies in 2023 by time spent finding the figure by business sector, territorial distribution and size class (% shares of total)

	Inflow expected in 2023 (a.v.)*	Inflow by time spent (%):									Average time
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year	
TOTAL*	5,509,130	37.8	19.3	15.1	5.6	3.0	7.9	2.7	2.1	6.4	3.3
BUSINESS SECTOR											
INDUSTRY	1,565,290	27.8	18.7	15.9	6.4	3.6	10.0	4.1	3.4	10.1	4.2
Manufacturing industry	957,130	29.4	20.6	15.3	6.2	3.7	9.4	3.8	3.0	8.7	3.9
Mining of minerals	4,530	17.4	12.5	38.9	5.4	--	10.3	3.2	6.6	5.1	4.1
Food, beverage and tobacco industries	150,080	45.3	19.9	12.8	4.3	3.1	5.9	2.0	1.3	5.4	2.9
Textile, clothing and footwear industries	118,920	27.3	22.0	15.9	5.7	3.9	9.5	5.3	1.7	8.7	3.9
Wood and furniture industries	49,220	25.2	15.9	15.4	4.3	3.7	12.8	3.9	5.1	13.7	4.8
Paper, paper transformation and printing industries	31,300	34.4	20.2	15.9	5.3	2.2	7.0	2.8	6.0	6.2	3.7
Chemical, pharmaceutical and oil industries	39,950	28.8	26.0	18.8	7.2	4.3	7.7	2.7	1.0	3.6	3.1
Rubber and plastic materials industries	47,930	39.8	21.2	14.2	5.0	2.8	6.9	2.5	2.5	5.1	3.1
Non-metallic mineral processing industries	31,300	29.8	23.5	11.3	4.8	4.6	10.1	2.3	4.5	9.0	4.0
Metallurgical and metal products industries	201,130	24.8	19.3	15.4	6.0	2.9	11.8	4.1	3.7	12.0	4.5
Industries manufacturing machines and equipment and means of	197,540	21.5	22.5	15.7	8.9	4.5	9.8	4.6	3.6	9.0	4.2
Electrical, electronics, optical and medical industries	66,500	28.5	19.3	16.3	7.4	4.9	9.0	4.1	3.0	7.5	3.9
Household goods, leisure goods and other manufacturing industries	18,730	32.0	11.2	17.1	4.6	3.7	13.7	4.8	2.1	10.9	4.3
Public utilities (energy, gas, water, environment)	59,070	33.0	24.6	17.8	5.2	5.3	6.4	1.9	2.2	3.5	3.1
Construction	549,100	24.3	14.9	16.9	6.9	3.4	11.3	4.9	4.2	13.3	4.7
SERVICES	3,943,830	41.8	19.5	14.8	5.3	2.8	7.0	2.1	1.6	5.0	3.0
Trade and repair of motor vehicles and motorcycles	67,790	21.3	17.4	15.4	7.0	2.5	12.5	3.3	5.9	14.6	5.0
Wholesale trade	191,830	31.9	19.8	17.1	6.5	3.3	10.5	3.1	2.4	5.3	3.5
Retail trade	488,950	46.9	21.0	12.5	4.9	1.7	4.8	1.5	1.7	5.0	2.8
Accommodation and catering services; tourist services	1,145,970	41.0	20.2	15.4	5.7	3.1	6.2	2.1	1.0	5.4	3.0
Transport, logistics and warehousing services	409,180	43.4	19.9	14.1	3.6	3.5	6.8	2.1	1.7	4.8	3.0
Media and communication services	69,090	40.1	18.7	19.2	6.1	3.7	3.9	1.2	1.3	5.7	3.0
IT and telecommunications services	141,360	24.4	22.3	20.0	7.6	3.6	12.0	4.1	1.8	4.4	3.6
Advanced business support services	245,630	32.6	19.5	18.1	7.3	4.0	9.4	2.7	1.8	4.6	3.3
Financial and insurance services	45,990	23.3	22.5	25.3	11.1	3.4	7.1	2.3	1.8	3.4	3.3
Operational support services for businesses and individuals	447,930	53.7	16.9	10.5	4.1	1.9	5.5	2.0	1.4	3.9	2.6
Private education and training	154,280	47.3	15.3	15.4	4.6	1.5	10.0	0.7	1.6	3.6	2.8
Healthcare, social assistance and private health services	294,110	43.0	22.3	14.3	5.5	2.1	6.7	1.8	1.7	2.6	2.7
Cultural, sports and other personal services	241,720	43.4	15.7	13.8	4.4	3.2	8.4	2.7	1.7	6.6	3.3

Table 27.1- Inflow expected by the companies in 2023 by time spent finding the figure by business sector, territorial distribution and size class (% shares of total)

	Inflow expected in 2023 (a.v.)*	Inflow by time spent (%):									Average time
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year	
TOTAL*	5,509,130	37.8	19.3	15.1	5.6	3.0	7.9	2.7	2.1	6.4	3.3
TERRITORIAL DISTRIBUTION											
North West	1,607,100	37.2	19.2	15.2	5.9	2.9	8.4	2.8	2.1	6.2	3.4
North East	1,308,580	37.0	19.7	14.9	5.7	3.1	7.9	2.9	2.1	6.8	3.4
Central	1,131,290	38.8	19.2	15.2	5.4	3.0	7.3	2.7	1.8	6.5	3.3
South and islands	1,462,150	38.5	19.1	15.1	5.5	3.2	7.7	2.3	2.3	6.2	3.3
SIZE CLASSES											
1-9 employees	1,754,180	32.1	17.9	15.8	6.0	3.1	9.2	3.6	2.8	9.5	3.9
10-49 employees	1,731,780	34.0	19.7	15.8	6.1	3.5	8.8	2.9	2.3	7.0	3.5
50-499 employees	1,336,010	42.2	20.6	14.7	5.3	2.8	6.8	2.2	1.5	3.9	2.9
500 employees and over	687,160	53.8	19.4	12.4	4.3	2.0	4.1	1.0	0.9	2.1	2.3

* Absolute values are rounded to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 27.2- Inflow expected by the companies in 2023 by time spent finding the figure at territorial level (% shares of total)

	Inflow expected in 2023 (a.v.)*	Inflow by time spent (%):									Average time
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year	
TOTAL	5,509,130	37.8	19.3	15.1	5.6	3.0	7.9	2.7	2.1	6.4	3.3
NORTH WEST	1,607,100	37.2	19.2	15.2	5.9	2.9	8.4	2.8	2.1	6.2	3.4
PIEMONTE	353,930	36.7	19.7	13.9	5.9	3.0	9.3	2.9	2.2	6.2	3.4
TORINO	189,400	36.5	19.7	13.9	6.2	3.4	10.0	2.9	2.0	5.4	3.4
VERCELLI	11,760	38.9	21.3	12.4	5.2	2.2	7.0	3.2	2.2	7.6	3.4
NOVARA	32,150	38.6	19.4	13.0	5.7	2.1	9.0	2.5	2.4	7.3	3.5
CUNEO	50,790	34.5	19.5	14.8	5.9	2.5	9.4	3.4	2.9	7.0	3.6
ASTI	11,980	36.2	19.7	13.5	5.5	3.6	8.1	3.8	2.7	6.9	3.6
ALESSANDRIA	32,010	37.2	19.5	13.6	5.3	2.9	8.9	2.4	2.3	7.9	3.5
BIELLA	12,020	37.8	18.7	15.9	6.6	2.0	7.6	3.4	2.5	5.5	3.3
VERBANO-CUSIO-OSSOLA	13,830	38.6	22.8	13.7	4.2	2.7	7.0	2.6	1.9	6.5	3.2
VALLE D'AOSTA	18,870	40.0	19.3	15.3	5.6	3.1	6.6	1.8	1.9	6.4	3.2
LOMBARDIA	1,092,950	37.4	19.0	15.6	5.9	2.8	8.3	2.8	2.1	6.2	3.4
VARESE	65,560	34.3	20.7	15.4	6.6	2.9	7.2	3.3	2.5	7.1	3.5
COMO	52,440	41.2	17.3	14.1	5.2	2.8	7.3	3.0	2.9	6.2	3.3
SONDRIO	19,290	41.9	18.4	14.6	5.0	3.0	6.3	2.2	2.1	6.5	3.2
MILANO	506,530	39.1	19.1	16.3	5.8	2.7	8.0	2.4	1.6	5.1	3.1
BERGAMO	106,200	34.8	18.7	15.6	6.2	2.8	9.7	3.1	2.3	6.8	3.6
BRESCIA	135,610	35.1	18.2	15.2	5.9	3.3	8.9	3.1	2.8	7.5	3.6
PAVIA	37,280	37.7	17.9	14.4	6.0	2.3	9.1	2.2	2.9	7.6	3.6
CREMONA	28,170	38.6	18.9	14.2	5.3	2.3	8.1	2.7	2.4	7.6	3.5
MANTOVA	34,110	36.9	20.0	14.1	5.5	2.6	8.5	3.1	2.3	7.1	3.5
LECCO	25,470	31.8	19.4	15.9	5.9	2.8	9.9	3.3	3.0	8.1	3.8
LODI	14,100	37.1	19.8	15.3	5.3	2.8	7.3	3.6	2.1	6.7	3.4
MONZA E BRIANZA	68,180	34.4	19.8	14.9	6.6	2.9	8.2	3.2	2.4	7.7	3.6
LIGURIA	141,360	36.8	19.8	16.0	5.6	3.1	7.6	2.9	2.0	6.3	3.3
IMPERIA	16,190	39.5	17.8	13.5	5.7	2.8	8.7	4.0	1.3	6.6	3.4
SAVONA	25,360	37.5	20.3	14.0	6.8	2.5	7.8	3.3	2.2	5.4	3.3
GENOVA	78,560	35.6	20.6	17.5	5.0	3.3	7.5	2.4	1.8	6.4	3.3
LA SPEZIA	21,250	38.3	17.3	14.7	6.6	2.9	6.8	3.3	3.2	6.9	3.5
NORTH EAST	1,308,580	37.0	19.7	14.9	5.7	3.1	7.9	2.9	2.1	6.8	3.4
TRENTINO ALTO ADIGE	173,030	36.7	21.2	15.5	5.9	3.8	6.5	3.0	1.8	5.7	3.2
BOLZANO	92,410	34.9	20.4	15.3	6.8	4.7	6.7	3.0	2.0	6.2	3.4
TRENTO	80,630	38.7	22.0	15.7	4.8	2.8	6.3	3.0	1.6	5.0	3.1
VENETO	526,610	36.3	20.0	14.6	6.0	3.1	7.9	3.0	2.3	6.9	3.4
VERONA	114,960	39.0	19.5	14.4	5.1	3.2	8.0	2.9	1.9	6.0	3.3
VICENZA	84,860	33.4	19.6	15.0	6.6	3.0	8.4	3.8	2.4	7.7	3.7
BELLUNO	24,810	36.9	20.5	12.5	6.1	3.4	8.5	2.0	2.9	7.2	3.5
TREVISO	81,260	34.4	19.4	13.8	6.6	2.9	8.6	3.1	3.1	8.1	3.7
VENEZIA	113,760	39.3	20.5	15.6	5.8	2.9	6.7	2.2	1.7	5.4	3.1
PADOVA	87,220	33.6	20.4	14.5	6.6	3.3	7.9	3.5	2.3	7.9	3.6
ROVIGO	19,740	35.6	20.5	14.9	5.7	2.7	8.9	3.3	2.0	6.6	3.4
FRIULI VENEZIA GIULIA	113,700	37.2	18.6	14.7	5.3	2.8	8.1	3.3	2.4	7.5	3.5
UDINE	50,750	39.2	18.3	14.3	5.0	3.0	8.3	3.5	2.2	6.2	3.4
GORIZIA	15,020	36.0	19.2	14.6	6.5	2.6	7.2	3.7	2.0	8.2	3.6
TRIESTE	22,510	39.3	18.1	14.9	5.5	3.0	7.3	3.3	1.9	6.6	3.3
PORDENONE	25,420	32.0	19.2	15.5	5.1	2.6	8.8	2.7	3.6	10.5	4.0
EMILIA ROMAGNA	495,240	37.7	19.2	15.0	5.4	3.0	8.3	2.7	1.9	6.9	3.4
PIACENZA	29,780	38.9	15.9	14.2	4.4	2.5	12.1	2.2	2.1	7.7	3.6
PARMA	51,450	41.1	18.7	13.3	5.2	3.1	7.2	2.6	2.1	6.6	3.3
REGGIO EMILIA	51,150	37.0	20.1	14.3	5.9	3.2	7.7	3.0	2.1	6.8	3.4
MODENA	78,950	36.1	19.4	14.2	5.7	2.8	8.7	2.7	1.9	8.4	3.6
BOLOGNA	115,550	35.0	20.2	16.3	5.0	3.1	8.6	3.0	1.7	7.1	3.5
FERRARA	25,230	37.7	18.1	15.4	5.0	2.7	7.9	2.9	2.3	7.9	3.5
RAVENNA	45,630	42.0	17.9	15.4	5.2	2.3	7.4	2.6	1.4	5.8	3.1
FORLI'-CESENA	43,780	37.6	18.3	15.5	5.6	3.6	8.3	2.9	1.8	6.4	3.4
RIMINI	53,730	38.9	20.2	15.2	5.9	3.3	7.3	1.9	1.9	5.4	3.2

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

(cont'd) Table 27.2 - Inflow expected by the companies in 2023 by time spent finding the figure at territorial level (% shares of total)

	Inflow expected in 2023 (a.v.)*	Inflow by time spent (%):									Average time
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year	
TOTAL	5,509,130	37.8	19.3	15.1	5.6	3.0	7.9	2.7	2.1	6.4	3.3
CENTRAL	1,131,290	38.8	19.2	15.2	5.4	3.0	7.3	2.7	1.8	6.5	3.3
TOSCANA	368,490	37.8	18.6	14.7	5.8	3.2	7.4	3.4	1.9	7.3	3.4
MASSA	15,420	35.5	19.2	15.8	5.3	3.1	7.5	4.0	1.9	7.7	3.6
LUCCA	39,860	40.0	17.0	15.2	5.8	2.6	7.9	2.7	1.9	6.9	3.4
PISTOIA	18,290	32.9	19.8	14.9	5.9	4.3	7.6	3.5	2.3	8.7	3.7
FIRENZE	116,600	41.1	18.4	13.4	5.5	3.2	6.6	3.3	1.9	6.5	3.3
LIVORNO	35,740	38.1	19.0	16.2	6.3	3.6	7.0	2.2	1.5	6.2	3.2
PISA	36,280	36.1	20.6	13.4	7.0	3.5	6.9	3.0	2.0	7.4	3.5
AREZZO	28,050	33.4	17.8	15.1	5.7	3.7	9.3	3.8	2.9	8.4	3.8
SIENA	25,340	37.4	19.5	14.8	6.0	3.0	7.3	2.6	1.9	7.5	3.4
GROSSETO	20,990	45.4	16.0	13.6	5.5	2.6	5.8	3.2	1.4	6.5	3.1
PRATO	31,920	28.1	18.9	18.0	5.0	2.7	9.8	6.1	1.5	9.9	4.1
UMBRIA	64,810	38.0	19.0	14.3	5.8	3.4	7.1	3.1	1.9	7.5	3.4
PERUGIA	50,760	38.1	18.9	14.6	5.6	3.2	7.2	3.2	1.9	7.4	3.4
TERNI	14,050	37.6	19.1	13.3	6.4	4.2	6.6	2.8	2.0	8.0	3.5
MARCHE	140,610	37.0	19.2	14.7	5.6	3.0	8.0	3.4	2.1	7.1	3.5
PESARO-URBINO	34,590	35.3	20.0	16.1	5.3	3.1	7.8	2.9	2.4	7.1	3.5
ANCONA	43,950	37.0	19.5	15.0	6.1	2.8	8.5	2.8	2.0	6.2	3.4
MACERATA	28,210	36.1	19.6	13.7	6.3	3.5	7.0	3.7	2.5	7.5	3.6
ASCOLI PICENO	20,440	41.1	16.7	14.3	4.4	3.0	7.9	4.6	1.5	6.5	3.4
FERMO	13,420	36.5	19.1	13.3	4.4	2.4	9.1	3.8	1.5	9.9	3.7
LAZIO	557,380	40.1	19.7	15.7	5.1	2.8	7.0	2.1	1.7	5.8	3.1
VITERBO	16,320	36.1	19.9	13.8	5.9	5.4	6.8	2.3	2.9	6.8	3.5
RIETI	7,330	35.4	20.0	21.2	4.1	2.3	5.6	1.7	2.2	7.6	3.4
ROMA	458,480	40.9	19.6	15.9	5.1	2.7	7.0	2.0	1.4	5.5	3.1
LATINA	43,010	36.8	22.7	13.9	4.7	2.5	7.3	2.5	2.6	6.9	3.4
FROSINONE	32,230	36.3	17.2	15.4	5.0	3.7	7.6	3.1	3.5	8.1	3.7
SOUTH AND ISLANDS	1,462,150	38.5	19.1	15.1	5.5	3.2	7.7	2.3	2.3	6.2	3.3
ABRUZZO	116,720	36.7	19.8	14.5	6.3	3.2	7.1	2.6	2.8	7.0	3.5
L'AQUILA	23,160	37.3	18.2	14.8	5.9	3.9	7.0	2.3	2.6	8.1	3.6
TERAMO	33,200	34.8	21.8	15.2	7.1	3.0	6.7	2.2	2.2	7.0	3.4
PESCARA	26,480	39.3	17.8	14.3	5.1	3.1	7.0	2.6	4.4	6.5	3.5
CHIETI	33,890	36.1	20.5	13.9	6.9	2.9	7.7	3.3	2.2	6.5	3.4
MOLISE	19,080	39.8	17.1	12.1	5.8	3.7	8.4	3.0	2.5	7.6	3.5
CAMPOBASSO	13,450	40.0	17.0	11.7	5.8	3.6	8.4	3.2	2.6	7.7	3.6
ISERNIA	5,630	39.5	17.4	12.9	5.7	3.9	8.5	2.5	2.3	7.3	3.5
CAMPANIA	436,150	39.0	19.8	14.7	5.0	2.9	8.1	2.6	2.0	6.0	3.3
CASERTA	64,250	39.5	18.1	14.4	5.2	4.0	8.0	2.1	2.7	5.9	3.3
BENEVENTO	17,090	37.6	22.8	12.5	5.2	2.4	7.8	2.6	2.1	7.0	3.4
NAPOLI	229,330	37.9	21.0	15.1	4.5	2.8	8.5	2.6	1.7	5.9	3.2
AVELLINO	25,590	37.1	17.9	15.4	4.4	3.8	8.6	2.8	3.2	6.9	3.5
SALERNO	99,890	41.9	17.9	14.1	6.0	2.5	7.1	2.6	1.9	6.0	3.2
PUGLIA	291,890	38.1	20.0	15.8	5.5	3.4	7.0	1.9	2.2	6.0	3.2
FOGGIA	39,940	39.9	20.2	14.2	6.3	3.1	7.0	1.9	2.0	5.4	3.1
BARI	124,040	39.2	20.2	15.7	5.2	2.7	6.7	1.8	2.2	6.3	3.2
TARANTO	33,180	35.2	18.0	18.7	4.6	5.0	5.6	1.8	3.6	7.4	3.6
BRINDISI	27,130	35.5	18.9	13.8	5.7	5.5	8.9	2.5	2.5	6.8	3.5
LECCE	67,600	37.6	21.0	16.2	6.2	3.2	7.4	2.0	1.6	4.7	3.1
BASILICATA	35,950	38.8	18.9	13.4	5.0	3.3	8.2	2.4	3.1	6.9	3.5
POTENZA	21,510	38.0	19.4	14.5	4.5	2.7	8.3	2.6	3.9	6.2	3.5
MATERA	14,430	39.9	18.2	11.8	5.9	4.2	8.0	2.1	1.8	8.0	3.5
CALABRIA	108,250	38.0	17.5	14.4	6.4	3.7	8.0	2.1	2.8	7.1	3.5
COSENZA	40,620	36.3	20.0	14.7	7.2	2.6	7.3	2.0	2.8	7.3	3.5
CATANZARO	22,830	39.7	16.6	12.2	6.6	5.4	8.8	1.9	2.1	6.7	3.4
REGGIO CALABRIA	23,170	35.9	16.9	17.1	5.0	3.0	8.8	2.3	3.9	7.1	3.6
CROTONE	9,790	41.7	16.1	12.5	7.4	3.4	7.7	2.2	2.8	6.1	3.3
VIBO VALENTIA	11,830	41.3	13.3	13.4	5.2	5.5	8.1	2.1	2.3	8.6	3.6

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

(cont'd) Table 27.2 - Inflow expected by the companies in 2023 by time spent finding the figure at territorial level (% shares of total)

	Inflow expected in 2023 (a.v.)*	Inflow by time spent (%):									Averag e time
		1 month	2 months	3 months	4 months	5 months	6 months	7 to 9 months	from 10 to 12 months	over a year	
TOTAL	5,509,130	37.8	19.3	15.1	5.6	3.0	7.9	2.7	2.1	6.4	3.3
SICILIA	301,190	38.1	18.3	15.6	5.5	3.6	7.8	2.3	2.4	6.4	3.4
TRAPANI	26,910	39.9	17.7	13.5	5.2	2.9	8.6	1.7	2.2	8.2	3.5
PALERMO	75,370	38.2	19.1	16.2	5.7	3.9	7.3	2.2	2.4	4.9	3.2
MESSINA	41,700	39.2	18.6	16.9	5.3	2.5	7.5	1.8	2.1	6.1	3.2
AGRIGENTO	20,490	38.9	16.1	15.3	5.3	5.0	7.3	2.8	2.0	7.4	3.5
CALTANISSETTA	14,890	36.1	17.7	14.1	5.7	4.1	9.8	3.1	2.1	7.4	3.6
ENNA	5,890	38.6	16.9	12.0	5.7	5.1	8.8	3.3	1.9	7.6	3.6
CATANIA	67,750	37.9	19.3	15.4	5.6	3.5	8.0	2.2	2.2	6.0	3.3
RAGUSA	22,200	37.9	17.5	15.2	5.1	3.4	8.3	3.0	3.4	6.1	3.5
SIRACUSA	25,980	35.5	16.9	16.1	5.3	3.5	7.1	3.0	3.9	8.7	3.8
SARDEGNA	152,940	40.0	18.3	16.1	5.9	2.7	7.4	2.3	1.6	5.7	3.2
SASSARI	64,730	39.3	18.1	17.4	6.3	2.5	7.5	2.3	1.5	5.2	3.1
NUORO	13,860	46.4	15.2	12.6	5.3	3.6	7.4	2.3	1.4	6.0	3.1
CAGLIARI	66,020	38.5	19.4	16.0	5.8	2.7	7.4	2.3	1.8	6.2	3.3
ORISTANO	8,330	46.4	16.8	13.2	4.9	2.5	5.9	2.5	2.2	5.5	3.0

* Absolute values are rounded to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

SECTION E

Business forecasts and
orientations

Table 28 - Companies that forecast new hires in 2023 by business sector, size class and territorial distribution (% shares of total)

	Companies with salaried employees (a.v.)*	Companies that plan to hire employees**	by size class (%):			
			1-9 empl.	10-49 empl.	50-499 empl.	500 empl. and over
TOTAL COMPANIES	1,335,130	61.6	53.0	88.7	92.2	99.9
BUSINESS SECTOR						
INDUSTRY	412,750	65.0	56.6	87.2	91.8	99.6
Manufacturing industry	218,310	60.2	46.7	84.2	91.8	99.7
Mining of minerals	1,430	56.7	45.4	69.5	69.4	100.0
Food, beverage and tobacco industries	32,080	61.7	53.5	86.6	89.5	98.3
Textile, clothing and footwear industries	31,770	61.0	47.8	84.8	95.0	100.0
Wood and furniture industries	18,210	55.8	45.1	86.3	90.7	100.0
Paper, paper transformation and printing industries	8,850	47.5	32.9	76.1	90.3	100.0
Chemical, pharmaceutical and oil industries	4,150	69.5	38.6	81.4	92.6	100.0
Rubber and plastic materials industries	7,240	66.1	44.9	83.7	90.8	100.0
Non-metallic mineral processing industries	9,770	58.1	44.4	83.6	87.9	99.3
Metallurgical and metal products industries	48,780	62.8	49.9	85.1	92.6	99.5
Industries manufacturing machines and equipment and means of transport	37,360	62.4	46.5	85.2	94.0	100.0
Electrical, electronics, optical and medical industries	13,660	53.8	34.3	80.3	88.5	100.0
Household goods, leisure goods and other manufacturing industries	5,010	48.6	37.1	81.5	92.5	100.0
Public utilities (energy, gas, water, environment)	8,880	70.0	50.5	81.9	86.0	99.3
Construction	185,570	70.6	66.2	95.2	95.3	99.9
SERVICES	922,380	60.2	51.6	89.7	92.4	99.9
Trade and repair of motor vehicles and motorcycles	53,040	44.0	37.9	81.1	89.4	100.0
Wholesale trade	87,340	52.3	41.2	85.6	94.6	100.0
Retail trade	188,840	55.0	44.7	90.3	95.2	100.0
Accommodation and catering services; tourist services	216,740	77.1	73.6	95.8	91.3	100.0
Transport, logistics and warehousing services	50,860	72.8	60.0	92.5	94.4	99.8
Media and communication services	6,470	56.0	43.6	78.4	90.7	100.0
IT and telecommunications services	34,620	55.4	42.1	87.2	91.9	100.0
Advanced business support services	52,120	57.2	45.5	85.6	86.4	99.7
Financial and insurance services	20,620	49.3	28.8	65.0	84.8	100.0
Operational support services for businesses and individuals	75,550	55.5	45.8	88.7	92.9	99.4
Private education and training services	14,330	65.5	52.7	92.4	94.2	100.0
Healthcare, social assistance and private health services	29,280	73.4	58.3	94.5	95.9	99.9
Cultural, sports and other personal services	92,570	48.8	45.4	85.6	84.6	99.8
TERRITORIAL DISTRIBUTION						
North West	355,150	62.1	51.9	88.1	94.1	99.9
North East	273,610	65.7	55.9	89.9	93.1	99.9
Central	284,810	60.2	51.8	88.7	91.7	99.9
South and islands	421,560	59.5	53.0	88.4	88.6	99.7

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** These are the companies that plan to hire salaried personnel.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 29 - The selection channels used by companies in the last 12 months by business sector, territorial distribution and size class* (% share of the total number of companies that indicated at least one selection channel)

	CPI	Employment agencies/Staffing agencies	CVs sent to the company	Agreements with schools, universities or educ. instit.	Personally-known candidates	Internet classified ads/announcements (social media websites)	Recommended by other companies	Acquaintances, friends and relatives	Other channels**
TOTAL COMPANIES	9.5	11.0	33.9	7.2	41.7	12.4	5.8	33.3	12.7
BUSINESS SECTOR									
INDUSTRY	12.2	16.0	27.0	6.5	42.9	8.2	7.3	34.8	11.7
Manufacturing industry	14.1	24.3	32.0	8.6	38.3	9.6	5.8	30.9	11.0
Mining of minerals	5.1	3.2	23.4	6.6	52.6	4.9	6.7	29.5	13.0
Food, beverage and tobacco industries	8.4	11.2	33.1	5.1	42.2	6.8	4.3	37.7	12.5
Textile, clothing and footwear industries	13.1	18.5	30.9	4.9	39.7	8.6	6.2	32.7	13.1
Wood and furniture industries	15.8	19.6	25.5	5.6	41.0	9.1	6.4	35.4	10.8
Paper, paper transformation and printing	15.4	23.7	36.5	10.4	38.4	8.9	4.1	25.1	11.2
Chemical, pharmaceutical and oil industries	14.9	40.1	44.7	16.5	24.9	25.3	2.6	16.7	9.4
Rubber and plastic materials industries	13.9	44.9	36.9	9.1	32.9	8.2	3.4	26.6	9.3
Non-metallic mineral processing industries	13.5	19.9	26.9	4.5	44.0	8.1	7.4	34.1	12.8
Metallurgical and metal products industries	15.2	27.7	29.5	8.4	37.5	7.3	6.5	31.7	10.1
Industries manufacturing machines and equipment and means of transport	16.7	30.0	33.9	12.4	38.0	12.3	6.7	26.9	9.9
Electrical, electronics, optical and medical industries	16.5	33.2	37.6	16.8	30.4	15.6	5.4	22.2	10.4
Household goods, leisure goods and other manufacturing industries	12.7	18.9	28.3	7.7	36.2	9.2	6.8	36.7	10.6
Public utilities (energy, gas, water, environment)	14.3	26.5	41.9	8.2	33.6	18.0	4.1	23.9	17.6
Construction	9.8	5.7	20.2	3.9	48.9	6.0	9.3	40.1	12.0
SERVICES	8.3	8.9	36.9	7.5	41.2	14.2	5.1	32.7	13.1
Trade and repair of motor vehicles and motorcycles	10.9	7.4	26.5	9.1	43.6	8.6	6.7	36.2	11.2
Wholesale trade	11.7	18.4	29.6	5.6	39.9	14.1	6.7	30.1	12.1
Retail trade	8.1	8.6	39.1	5.5	38.8	13.8	4.0	32.2	12.5
Accommodation and catering services; tourist services	6.3	2.6	34.4	3.6	47.2	11.4	4.2	41.7	13.5
Transport, logistics and warehousing services	7.4	9.6	33.6	3.6	44.0	11.5	9.0	35.4	14.0
Media and communication services	5.8	7.9	36.1	16.8	44.5	14.8	5.0	18.7	15.0
IT and telecommunications services	11.0	19.4	43.0	23.3	30.4	27.8	5.3	17.6	12.4
Advanced business support services	11.1	18.2	43.3	19.6	33.6	25.7	5.4	18.7	12.4
Financial and insurance services	11.9	23.8	48.9	13.4	32.1	28.1	5.7	16.7	10.1
Operational support services for businesses and individuals	10.1	11.4	33.7	5.1	39.7	13.5	6.0	34.1	14.4
Private education and training services	7.1	6.0	55.8	13.0	38.8	18.4	5.1	24.3	13.8
Healthcare, social assistance and private health services	9.0	7.1	64.3	13.8	36.9	16.3	3.9	20.5	13.2
Cultural, sports and other personal services	5.3	2.4	31.0	9.1	42.5	9.8	3.9	33.3	14.7
TERRITORIAL DISTRIBUTION									
North West	10.7	15.9	36.4	10.2	37.3	15.2	5.9	30.9	11.8
North East	12.2	15.5	38.0	8.6	39.2	15.6	5.7	32.5	12.6
Central	9.8	9.4	33.9	6.3	42.5	11.6	6.0	33.2	13.3
South and islands	6.4	5.0	29.2	4.4	46.6	8.5	5.5	36.0	13.1
SIZE CLASSES									
1-9 employees	7.2	4.9	25.9	4.9	44.1	8.4	5.6	37.5	12.9
10-49 employees	12.3	18.0	44.3	8.2	40.6	14.5	6.9	28.8	12.2
50-499 employees	18.5	36.7	64.5	19.6	29.6	31.6	4.6	16.6	12.3
500 employees and over	19.9	34.6	66.9	19.9	26.8	36.3	4.5	13.9	11.6

* This is a multiple choice question.

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

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

SECTION F

Company training activities

Table 30 - Companies that carried out training activities for staff in 2022 by type of training conducted, territorial distribution and size class (% shares of total)

	Companies that carried out training in 2022	by type of training carried out*			
		with external courses	with internal courses	with mentoring	other methods
TOTAL	50.4	19.8	9.4	23.1	12.1
BUSINESS SECTOR					
INDUSTRY	54.6	26.5	10.0	23.0	9.8
Industry in the strictest sense	53.2	22.1	11.5	26.5	9.3
Mining of minerals	57.4	24.2	12.3	30.2	9.9
Food, beverage and tobacco industries	48.1	16.5	9.5	25.1	8.9
Textile, clothing and footwear industries	39.7	13.8	7.3	19.5	7.1
Wood and furniture industries	48.9	20.1	8.5	22.1	8.7
Paper, paper transformation and printing industries	52.4	20.6	10.0	25.8	9.6
Chemical, pharmaceutical and oil industries	67.8	35.9	25.6	37.1	14.0
Rubber and plastic materials industries	60.2	24.8	17.1	32.4	9.2
Non-metallic mineral processing industries	53.3	24.8	11.8	23.6	9.1
Metallurgical and metal products industries	58.1	25.6	12.2	28.1	8.5
Industries manufacturing machines and equipment and means of transport	59.5	27.3	13.7	30.0	11.0
Electrical, electronics, optical and medical industries	59.4	24.9	14.3	32.2	12.6
Household goods, leisure goods and other manufacturing industries	48.5	16.9	9.0	25.8	8.8
Public utilities (energy, gas, water, environment)	63.4	31.4	19.6	29.6	11.7
Construction	55.8	31.4	7.5	18.2	10.3
SERVICES	48.5	16.9	9.2	23.1	13.1
Trade and repair of motor vehicles and motorcycles	46.6	21.4	7.0	17.0	12.2
Wholesale trade	48.3	17.9	9.2	21.9	12.5
Retail trade	43.6	13.3	6.5	21.0	13.8
Accommodation and catering services; tourist services	40.9	11.9	5.1	23.1	8.8
Transport, logistics and warehousing services	49.3	21.6	10.6	21.1	9.4
Media and communication services	48.2	16.1	10.1	23.1	13.8
IT and telecommunications services	64.5	20.5	14.5	35.3	23.6
Advanced business support services	61.5	22.0	14.5	31.3	20.0
Financial and insurance services	71.1	26.1	30.4	23.4	22.3
Operational support services for businesses and individuals	46.9	17.4	10.5	21.6	10.8
Private education and training services	64.2	23.2	16.8	27.6	18.7
Healthcare, social assistance and private health services	67.8	31.2	20.7	26.5	15.0
Cultural, sports and other personal services	49.8	17.1	7.3	23.1	14.6
TERRITORIAL DISTRIBUTION					
North West	54.0	22.7	10.7	24.9	12.5
North East	55.2	24.5	10.5	25.5	12.1
Central	49.1	18.3	8.5	23.2	11.9
South and islands	44.9	15.1	8.2	19.8	12.0
SIZE CLASSES					
1-9 employees	44.9	16.7	6.2	19.4	11.9
10-49 employees	67.8	29.1	17.6	33.5	12.2
50-249 employees	78.9	37.2	30.0	45.2	14.4
250-499 employees	80.1	37.4	32.9	48.0	14.8
500 employees and over	82.1	38.8	34.5	48.5	14.8

* This is a multiple choice question.

The (-) sign indicates the absence of companies in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 31 - Companies that carried out training activities with courses for staff in 2022 by business sector, size class and territorial distribution (% shares of total)

	Companies that carried out training with courses in 2022	by size class			
		1-9 empl.	10-49 empl.	50-499 empl.	500 empl. and over
TOTAL COMPANIES	25.7	21.1	39.4	51.4	54.2
BUSINESS SECTOR					
INDUSTRY	32.4	27.1	45.2	56.6	62.8
Manufacturing industry	29.0	21.4	40.5	55.5	61.6
Mining of minerals	31.2	23.7	39.8	50.9	56.7
Food, beverage and tobacco industries	22.8	17.6	36.8	48.4	65.8
Textile, clothing and footwear industries	19.2	13.8	27.1	41.7	53.3
Wood and furniture industries	26.0	21.8	36.5	49.2	--
Paper, paper transformation and printing industries	26.8	20.4	38.9	47.0	65.6
Chemical, pharmaceutical and oil industries	45.9	25.3	53.5	62.8	66.6
Rubber and plastic materials industries	35.2	21.5	44.9	56.8	59.2
Non-metallic mineral processing industries	31.4	24.1	43.6	57.9	57.4
Metallurgical and metal products industries	33.2	25.7	44.5	60.3	65.7
Industries manufacturing machines and equipment and means of transport	34.5	25.3	45.8	59.7	63.4
Electrical, electronics, optical and medical industries	32.1	21.7	43.4	59.1	58.5
Household goods, leisure goods and other manufacturing industries	22.7	18.7	31.7	51.9	--
Public utilities (energy, gas, water, environment)	40.6	25.5	52.6	61.6	66.5
Construction	36.0	32.5	55.6	59.9	63.3
SERVICES	22.8	18.7	35.6	48.9	52.1
Trade and repair of motor vehicles and motorcycles	26.0	23.5	43.7	51.5	49.6
Wholesale trade	23.8	19.0	38.6	49.8	49.7
Retail trade	17.9	14.9	28.4	37.9	41.5
Accommodation and catering services; tourist services	15.3	13.8	22.3	28.7	49.0
Transport, logistics and warehousing services	28.3	19.4	41.0	49.4	56.1
Media and communication services	22.5	17.0	30.5	45.1	51.7
IT and telecommunications services	28.8	21.4	45.1	56.3	58.2
Advanced business support services	30.4	23.7	44.3	60.2	62.1
Financial and insurance services	45.8	41.1	50.8	66.3	61.9
Operational support services for businesses and individuals	24.2	18.9	40.1	51.4	56.0
Private education and training services	33.5	26.9	46.7	55.2	56.3
Healthcare, social assistance and private health services	43.1	35.2	53.7	61.3	63.1
Cultural, sports and other personal services	21.4	20.3	32.9	37.6	56.0
TERRITORIAL DISTRIBUTION					
North West	29.2	23.8	42.4	55.0	55.6
North East	30.6	25.7	41.8	52.2	54.4
Central	23.7	19.4	37.5	49.2	52.4
South and islands	20.7	17.3	35.2	46.5	53.6

The (-) sign indicates the absence of companies in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 32 - Companies that carried out training activities with courses for their staff in 2022 and main purpose of the training activity by business sector, territorial distribution and size class (% shares on the total)

	Companies that carried out training with courses in 2022	purpose of the training (% values):			training activity (% values):			
		train new hires	update staff on tasks already performed	train staff to carry out new tasks/jobs	in presence (in the classroom)	mixed mode (blended)	distance (e-learning)	distance (virtual classroom)
TOTAL COMPANIES	25.7	17.5	69.4	13.1	52.6	19.8	17.7	9.9
BUSINESS SECTOR								
INDUSTRY	32.4	18.1	68.7	13.2	63.2	17.4	11.0	8.3
Manufacturing industry	29.0	18.5	67.8	13.7	60.6	18.3	12.3	8.9
Mining of minerals	31.2	16.5	71.4	12.1	61.4	19.1	11.7	--
Food, beverage and tobacco industries	22.8	16.0	71.0	13.0	58.6	20.1	11.2	10.0
Textile, clothing and footwear industries	19.2	20.3	66.0	13.7	63.7	16.0	11.9	8.3
Wood and furniture industries	26.0	19.7	68.5	11.8	60.4	14.8	16.4	8.5
Paper, paper transformation and printing industries	26.8	21.6	65.3	13.1	63.1	12.4	13.8	10.6
Chemical, pharmaceutical and oil industries	45.9	14.6	73.9	11.6	51.9	26.9	11.0	10.2
Rubber and plastic materials industries	35.2	16.4	69.3	14.3	61.6	20.4	11.5	6.5
Non-metallic mineral processing industries	31.4	16.7	70.5	12.9	61.3	17.2	11.5	10.1
Metallurgical and metal products industries	33.2	18.6	68.2	13.2	64.9	15.6	10.7	8.8
Industries manufacturing machines and equipment and m	34.5	19.5	65.7	14.8	57.8	21.1	12.7	8.3
Electrical, electronics, optical and medical industries	32.1	17.7	65.3	17.0	53.9	21.9	15.2	9.0
Household goods, leisure goods and other manufacturing i	22.7	20.8	65.1	14.1	62.2	16.3	13.3	8.2
Public utilities (energy, gas, water, environment)	40.6	13.8	75.3	11.0	55.0	22.6	15.2	7.2
Construction	36.0	17.9	69.2	12.8	66.3	16.3	9.5	7.9
SERVICES	22.8	17.1	69.9	13.0	46.1	21.2	21.7	10.9
Trade and repair of motor vehicles and motorcycles	26.0	14.2	68.5	17.3	53.2	17.0	16.4	13.4
Wholesale trade	23.8	16.6	70.5	12.9	47.6	23.5	17.0	11.9
Retail trade	17.9	15.5	71.7	12.8	42.2	20.9	25.9	11.0
Accommodation and catering services; tourist services	15.3	25.9	64.7	9.4	53.9	17.8	17.8	10.5
Transport, logistics and warehousing services	28.3	16.9	74.5	8.6	59.3	16.6	15.7	8.3
Media and communication services	22.5	15.3	70.1	14.6	36.3	23.8	28.6	11.3
IT and telecommunications services	28.8	17.3	66.9	15.8	27.7	29.9	29.8	12.6
Advanced business support services	30.4	17.4	66.2	16.4	32.9	25.8	26.4	14.9
Financial and insurance services	45.8	8.8	84.2	7.0	16.8	19.7	48.3	15.2
Operational support services for businesses and individual:	24.2	20.2	67.5	12.2	46.2	21.7	20.6	11.5
Private education and training services	33.5	11.1	72.9	15.9	46.1	26.7	17.0	10.1
Healthcare, social assistance and private health services	43.1	11.5	78.3	10.2	46.1	23.1	22.4	8.4
Cultural, sports and other personal services	21.4	15.4	64.0	20.6	63.3	20.1	11.6	5.0
TERRITORIAL DISTRIBUTION								
North West	29.2	19.1	68.5	12.4	52.1	19.8	18.4	9.7
North East	30.6	17.7	69.8	12.6	55.6	18.7	15.8	9.8
Central	23.7	18.2	69.6	12.2	52.1	20.2	17.1	10.6
South and islands	20.7	14.8	70.1	15.1	50.7	20.4	19.1	9.8
SIZE CLASSES								
1-9 employees	21.1	17.8	69.0	13.1	53.3	17.7	18.4	10.6
10-49 employees	39.4	16.5	69.8	13.7	55.0	21.3	15.5	8.2
50-499 employees	51.4	17.7	70.5	11.8	46.9	27.7	16.2	9.2
500 employees and over	54.2	17.6	71.5	10.8	39.2	28.6	21.1	11.1

The (-) sign indicates the absence of companies in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 33 - Companies that hosted people in apprenticeships/internships in 2022 by business sector, size class and territorial distribution (% shares of total)

	Companies that hosted trainees/interns in 2022	by size class			
		1-9 empl.	10-49 empl.	50-499 empl.	500 empl. and over
TOTAL COMPANIES	13.2	10.2	22.2	30.4	29.6
BUSINESS SECTOR					
INDUSTRY	12.8	8.5	22.8	33.4	35.5
Manufacturing industry	15.8	9.7	25.2	36.6	38.8
Mining of minerals	14.8	9.5	20.7	31.1	31.7
Food, beverage and tobacco industries	13.0	9.2	23.2	32.7	35.4
Textile, clothing and footwear industries	11.7	5.5	21.4	35.4	37.7
Wood and furniture industries	12.8	9.3	21.2	33.8	--
Paper, paper transformation and printing industries	18.4	15.0	24.5	29.2	46.2
Chemical, pharmaceutical and oil industries	23.5	8.2	25.7	40.3	39.9
Rubber and plastic materials industries	17.8	10.1	20.3	36.5	48.5
Non-metallic mineral processing industries	12.7	7.2	21.7	32.3	38.6
Metallurgical and metal products industries	16.7	10.6	27.5	31.7	36.6
Industries manufacturing machines and equipment and means of transport	19.0	11.3	28.2	41.5	40.5
Electrical, electronics, optical and medical industries	21.6	13.5	30.9	42.7	37.0
Household goods, leisure goods and other manufacturing industries	13.5	9.2	24.5	36.8	--
Public utilities (energy, gas, water, environment)	15.1	7.7	19.6	26.7	30.4
Construction	8.9	7.4	17.3	19.7	28.0
SERVICES	13.3	10.9	21.7	29.0	28.2
Trade and repair of motor vehicles and motorcycles	18.0	16.5	26.5	37.1	38.5
Wholesale trade	11.0	8.5	17.2	27.6	33.1
Retail trade	10.7	8.0	21.7	27.2	29.5
Accommodation and catering services; tourist services	11.6	9.6	21.5	29.4	34.8
Transport, logistics and warehousing services	6.5	3.3	9.8	17.3	18.6
Media and communication services	18.2	14.6	27.2	28.0	22.7
IT and telecommunications services	22.7	18.7	31.0	39.7	35.0
Advanced business support services	22.7	19.4	29.7	38.6	34.6
Financial and insurance services	14.8	11.2	22.8	31.5	22.6
Operational support services for businesses and individuals	7.9	6.2	14.7	14.4	14.9
Private education and training services	22.8	16.5	37.6	38.2	40.6
Healthcare, social assistance and private health services	25.8	19.4	34.4	41.8	39.1
Cultural, sports and other personal services	15.5	14.9	20.8	25.2	35.5
TERRITORIAL DISTRIBUTION					
North West	16.1	12.4	25.1	35.3	33.2
North East	15.5	11.7	25.0	32.3	31.1
Central	11.3	8.5	20.3	27.6	28.7
South and islands	10.3	8.7	17.4	22.4	24.3

The (-) sign indicates the absence of companies in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 34 - Companies that carried out training activities for staff and that hosted people in apprenticeships/internships in 2022 at territorial level (% shares of total)

	Companies that carried out training in 2022	Companies with trainees in 2022
TOTAL	25.7	13.2
NORTH WEST	29.2	16.1
PIEMONTE	30.7	17.2
TORINO	32.1	18.0
VERCELLI	33.7	16.7
NOVARA	29.2	15.1
CUNEO	29.9	17.3
ASTI	25.9	16.4
ALESSANDRIA	30.1	16.0
BIELLA	31.2	18.0
VERBANO-CUSIO-OSSOLA	24.2	15.9
VALLE D'AOSTA	30.6	10.2
LOMBARDIA	29.1	16.4
VARESE	30.5	17.6
COMO	30.3	16.7
SONDRIO	25.9	11.8
MILANO	27.5	16.2
BERGAMO	32.5	17.8
BRESCIA	30.9	16.3
PAVIA	26.7	14.7
CREMONA	29.6	17.1
MANTOVA	31.6	15.6
LECCO	29.2	17.7
LODI	26.9	16.1
MONZA E BRIANZA	28.2	15.9
LIGURIA	25.6	12.2
IMPERIA	21.6	11.8
SAVONA	23.8	9.3
GENOVA	27.4	13.5
LA SPEZIA	25.6	11.9
NORTH EAST	30.6	15.5
TRENTINO ALTO ADIGE	31.5	15.0
BOLZANO	28.8	15.5
TRENTO	34.6	14.4
VENETO	31.7	16.9
VERONA	32.5	16.4
VICENZA	30.7	18.1
BELLUNO	35.4	15.6
TREVISO	33.3	20.3
VENEZIA	30.0	14.0
PADOVA	31.8	16.9
ROVIGO	29.3	14.7
FRIULI VENEZIA GIULIA	34.1	15.8
UDINE	33.6	15.3
GORIZIA	31.4	15.2
TRIESTE	33.7	16.0
PORDENONE	36.5	16.6
EMILIA ROMAGNA	28.2	14.1
PIACENZA	27.5	14.0
PARMA	31.0	13.1
REGGIO EMILIA	30.0	15.8
MODENA	29.0	15.3
BOLOGNA	26.2	13.9
FERRARA	27.0	15.2
RAVENNA	27.6	12.8
FORLI'-CESENA	28.7	15.6
RIMINI	27.6	10.5
CENTRAL	23.7	11.3
TOSCANA	24.6	10.2
MASSA	24.8	8.3
LUCCA	22.9	9.8
PISTOIA	25.2	9.0
FIRENZE	24.5	12.2
LIVORNO	26.1	7.7
PISA	27.3	11.5

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

SECTION F - Company training activities

(cont'd) Table 34 - Companies that conducted training, hosted internships and students in "school-work alternation" in 2022 and/or that plan to host students in "school-work alternation" in 2022 at territorial level (% shares of total)

	Companies that carried out training in 2022	Companies with trainees in 2022
TOTAL	25.7	13.2
AREZZO	23.4	9.5
SIENA	29.9	12.7
GROSSETO	25.1	7.5
PRATO	19.7	8.7
UMBRIA	29.8	14.9
PERUGIA	29.2	15.3
TERNI	31.3	13.7
MARCHE	22.5	12.5
PESARO-URBINO	22.2	11.6
ANCONA	26.8	16.6
MACERATA	21.3	10.9
ASCOLI PICENO	21.5	12.6
FERMO	17.3	8.2
LAZIO	22.4	11.2
VITERBO	24.8	8.6
RIETI	23.8	10.4
ROMA	22.3	11.2
LATINA	21.0	10.7
FROSINONE	22.8	12.9
SOUTH AND ISLANDS	20.7	10.3
ABRUZZO	24.4	9.9
L'AQUILA	28.2	9.9
TERAMO	21.3	8.9
PESCARA	23.9	11.9
CHIETI	24.8	8.9
MOLISE	25.1	13.3
CAMPOBASSO	24.8	14.4
ISERNIA	25.6	10.8
CAMPANIA	20.2	10.8
CASERTA	22.5	10.4
BENEVENTO	18.0	7.6
NAPOLI	20.4	12.8
AVELLINO	19.1	8.5
SALERNO	18.9	8.1
PUGLIA	18.3	10.0
FOGGIA	17.9	5.9
BARI	19.2	10.7
TARANTO	16.6	10.0
BRINDISI	16.1	8.4
LECCE	18.6	12.0
BASILICATA	22.9	12.4
POTENZA	24.1	13.0
MATERA	20.9	11.3
CALABRIA	21.6	8.8
COSENZA	21.7	7.6
CATANZARO	21.7	9.9
REGGIO CALABRIA	18.7	10.5
CROTONE	26.7	6.9
VIBO VALENTIA	23.9	8.0
SICILIA	20.0	10.1
TRAPANI	24.2	11.1
PALERMO	21.1	12.3
MESSINA	18.0	5.5
AGRIGENTO	17.5	7.3
CALTANISSETTA	24.4	9.0
ENNA	20.4	14.2
CATANIA	18.1	8.9
RAGUSA	18.2	12.2
SIRACUSA	21.4	13.9
SARDEGNA	24.2	10.8
SASSARI	23.5	7.0
NUORO	22.1	18.1
CAGLIARI	25.1	11.7
ORISTANO	25.4	11.7

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 35 - Companies carrying out training activities for staff in 2023 by type of training conducted, territorial distribution and size class (% shares of total)

	Companies conducting training in 2023	by type of training carried out*			
		with external courses	with internal courses	with mentoring	other methods
TOTAL	49.6	19.3	9.4	20.5	12.6
BUSINESS SECTOR					
INDUSTRY	53.4	25.4	10.2	20.1	10.0
Industry in the strictest sense	52.2	21.3	12.1	23.2	9.7
Mining of minerals	57.9	24.5	12.6	25.3	12.3
Food, beverage and tobacco industries	46.5	15.4	11.4	21.7	9.0
Textile, clothing and footwear industries	37.7	13.6	7.6	16.5	6.9
Wood and furniture industries	48.1	19.9	8.5	18.8	10.6
Paper, paper transformation and printing industries	48.9	18.1	10.5	21.8	10.1
Chemical, pharmaceutical and oil industries	67.5	33.8	27.3	31.3	16.0
Rubber and plastic materials industries	58.1	26.2	17.8	26.8	7.7
Non-metallic mineral processing industries	51.4	23.3	11.9	21.0	8.8
Metallurgical and metal products industries	57.4	23.8	12.9	25.4	9.6
Industries manufacturing machines and equipment and means of transport	59.6	26.5	14.2	26.3	11.0
Electrical, electronics, optical and medical industries	59.4	24.3	13.3	28.6	13.1
Household goods, leisure goods and other manufacturing industries	48.0	18.8	8.7	22.5	8.4
Public utilities (energy, gas, water, environment)	62.5	32.6	18.8	26.0	11.8
Construction	54.5	30.0	7.5	16.0	10.2
SERVICES	48.0	16.6	9.0	20.6	13.7
Trade and repair of motor vehicles and motorcycles	47.0	19.6	5.7	15.2	14.7
Wholesale trade	48.1	18.2	9.3	18.1	13.9
Retail trade	41.5	11.9	6.4	19.1	13.2
Accommodation and catering services; tourist services	40.9	12.3	5.1	21.0	9.1
Transport, logistics and warehousing services	49.1	21.9	11.0	17.7	10.3
Media and communication services	47.4	16.2	9.4	19.6	15.7
IT and telecommunications services	62.9	18.9	14.2	32.1	24.3
Advanced business support services	62.4	23.0	14.6	29.1	20.3
Financial and insurance services	70.2	26.8	29.8	19.4	21.3
Operational support services for businesses and individuals	46.5	17.1	9.9	18.7	12.6
Private education and training services	64.9	23.5	15.6	24.8	19.5
Healthcare, social assistance and private health services	67.0	29.5	21.5	22.8	16.4
Cultural, sports and other personal services	49.5	17.2	7.1	21.1	14.6
TERRITORIAL DISTRIBUTION					
North West	53.2	22.3	10.8	21.9	12.7
North East	55.0	24.2	10.5	22.5	12.6
Central	47.9	18.0	8.7	20.1	12.1
South and islands	44.1	14.2	7.9	18.1	12.7
SIZE CLASSES					
1-9 employees	44.0	16.1	6.0	17.2	12.4
10-49 employees	67.0	28.7	18.1	29.2	12.4
50-249 employees	79.1	37.9	31.2	39.9	14.3
250-499 employees	82.1	37.5	33.8	44.6	14.4
500 employees and over	84.2	39.4	35.8	45.2	14.4

* This is a multiple choice question.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 36 - Companies carrying out training activities for staff in 2023 by type of training conducted at territorial level (% shares of total)

	Companies conducting training in 2023	by type of training carried out*			
		with external	with internal	with mentoring	other methods
TOTAL	49.6	19.3	9.4	20.5	12.6
NORTH WEST	53.2	22.3	10.8	21.9	12.7
PIEMONTE	55.0	22.0	10.9	23.4	13.2
TORINO	56.9	22.5	11.0	24.6	14.3
VERCELLI	54.7	23.7	10.0	19.9	13.4
NOVARA	54.4	21.0	11.2	20.9	14.7
CUNEO	52.1	21.7	10.5	21.8	10.9
ASTI	50.7	20.6	11.5	20.6	10.0
ALESSANDRIA	54.5	21.1	11.2	23.3	13.0
BIELLA	59.4	24.0	11.4	28.3	12.9
VERBANO-CUSIO-OSSOLA	45.3	19.6	8.4	20.8	10.0
VALLE D'AOSTA	52.7	26.4	9.9	19.7	11.0
LOMBARDIA	53.3	23.0	11.0	21.7	12.5
VARESE	53.6	23.1	11.0	21.6	12.5
COMO	52.7	24.7	9.3	18.9	12.5
SONDRIO	51.0	23.3	7.7	21.9	9.5
MILANO	54.3	21.1	12.0	23.5	14.2
BERGAMO	53.5	27.1	10.9	20.0	10.4
BRESCIA	53.2	24.1	10.0	21.4	11.3
PAVIA	50.7	22.9	9.9	19.5	12.2
CREMONA	53.2	22.5	13.2	22.7	10.7
MANTOVA	54.9	23.9	12.6	21.5	11.8
LECCO	56.0	27.7	10.8	21.5	11.3
LODI	48.4	20.1	9.1	19.2	12.3
MONZA E BRIANZA	49.8	21.2	10.6	19.2	12.4
LIGURIA	48.5	18.3	9.4	20.4	12.7
IMPERIA	43.7	16.8	9.3	16.9	12.7
SAVONA	45.8	17.9	9.4	18.4	9.1
GENOVA	51.0	18.3	9.9	22.1	14.5
LA SPEZIA	48.4	19.8	8.1	20.8	11.4
NORTH EAST	55.0	24.2	10.5	22.5	12.6
TRENTINO ALTO ADIGE	51.5	24.2	9.2	20.7	11.6
BOLZANO	46.2	21.7	8.6	19.0	10.6
TRENTO	57.5	27.1	9.8	22.6	12.6
VENETO	57.4	25.4	11.1	22.2	13.7
VERONA	57.1	25.3	12.3	23.0	13.3
VICENZA	59.6	26.3	11.5	23.8	14.7
BELLUNO	56.2	24.8	10.5	20.3	14.1
TREVISO	58.4	25.7	11.2	21.7	13.9
VENEZIA	54.3	24.9	9.3	20.0	13.4
PADOVA	58.3	25.2	11.5	23.1	13.2
ROVIGO	55.0	24.0	9.3	21.4	14.2
FRIULI VENEZIA GIULIA	58.0	28.0	11.7	20.5	15.3
UDINE	57.1	28.1	11.1	21.2	13.6
GORIZIA	58.6	24.8	11.4	22.8	18.4
TRIESTE	56.8	27.7	10.6	18.6	16.8
PORDENONE	60.2	29.6	13.7	19.7	15.6
EMILIA ROMAGNA	52.4	21.8	9.9	23.7	11.0
PIACENZA	52.0	21.6	9.6	23.6	10.1
PARMA	57.0	23.8	12.2	25.6	12.1
REGGIO EMILIA	51.9	23.5	9.1	21.3	10.5
MODENA	52.2	21.7	9.2	22.5	10.7
BOLOGNA	54.4	21.1	10.9	25.7	13.8
FERRARA	52.1	21.7	10.1	24.3	10.1
RAVENNA	50.5	22.4	10.9	21.0	9.8
FORLI'-CESENA	50.2	21.4	7.8	23.9	9.0
RIMINI	48.2	19.9	8.1	24.0	8.9
CENTRAL	47.9	18.0	8.7	20.1	12.1
TOSCANA	47.5	18.6	9.0	20.0	11.1
MASSA	49.2	20.0	5.8	19.1	13.6
LUCCA	47.1	17.3	8.9	20.4	11.5
PISTOIA	44.3	19.0	8.1	17.1	9.2
FIRENZE	49.8	18.9	9.8	20.7	12.8
LIVORNO	46.8	18.0	9.8	21.9	8.4
PISA	50.3	20.4	10.3	21.9	11.0
AREZZO	46.9	18.4	9.5	22.3	10.0

(cont'd) Table 36 - Companies that carried out or intend to carry out training activities for staff in 2023 by type of training conducted at territorial level (% shares of total)

	Companies that carried out or intend to carry out training in 2023	by type of training carried out*			
		with external	with internal	with mentoring	other methods
TOTAL	49.6	19.3	9.4	20.5	12.6
SIENA	46.9	18.4	9.5	22.3	10.0
GROSSETO	54.2	23.7	10.0	19.6	13.3
PRATO	47.1	15.9	9.5	21.8	8.7
UMBRIA	45.7	20.0	6.9	18.6	10.6
PERUGIA	38.0	15.3	5.8	14.2	9.8
TERNI	51.2	23.3	7.6	21.8	11.1
MARCHE	47.4	18.2	9.0	20.6	10.0
PESARO-URBINO	51.0	23.3	10.4	18.1	10.0
ANCONA	45.9	17.4	8.4	19.6	9.9
MACERATA	49.6	20.4	10.9	21.7	10.2
ASCOLI PICENO	46.8	15.8	7.0	21.8	10.9
FERMO	43.5	14.7	8.3	20.4	8.3
LAZIO	48.2	17.0	8.6	19.9	13.8
VITERBO	42.6	13.5	6.3	21.7	9.2
RIETI	51.0	20.8	7.5	20.0	12.0
ROMA	51.5	16.5	9.3	20.8	15.0
LATINA	48.3	17.0	8.7	20.0	14.4
FROSINONE	47.7	16.3	9.4	18.1	12.3
SOUTH AND ISLANDS	47.9	18.0	8.7	20.1	12.1
ABRUZZO	46.1	16.8	9.3	19.0	11.5
L'AQUILA	44.4	15.0	7.3	20.3	10.4
TERAMO	51.2	22.1	11.7	17.6	13.6
PESCARA	42.8	14.8	8.1	18.6	9.5
CHIETI	47.5	16.5	11.2	18.8	13.5
MOLISE	45.0	16.8	7.6	17.6	11.9
CAMPOBASSO	44.2	16.4	7.8	17.0	12.0
ISERNIA	46.7	17.6	7.2	18.7	11.8
CAMPANIA	41.8	12.0	7.1	17.9	12.1
CASERTA	47.8	18.3	10.0	16.9	13.3
BENEVENTO	47.9	15.2	9.0	17.7	14.3
NAPOLI	34.7	11.4	6.9	14.9	8.5
AVELLINO	40.5	10.7	6.4	18.4	11.9
SALERNO	41.3	12.7	7.0	16.9	11.6
PUGLIA	42.1	12.0	8.0	17.5	12.9
FOGGIA	43.0	11.1	8.4	18.0	13.1
BARI	36.5	9.5	7.4	15.7	11.4
TARANTO	43.4	13.1	8.7	16.8	14.3
BRINDISI	42.5	13.6	6.6	19.1	10.3
LECCE	40.5	11.6	6.4	20.3	11.6
BASILICATA	41.7	12.8	8.3	17.3	10.7
POTENZA	39.3	11.5	7.3	17.0	10.4
MATERA	47.6	15.8	10.7	18.1	11.3
CALABRIA	47.3	15.6	7.9	19.9	13.4
COSENZA	48.5	14.6	9.2	19.7	14.5
CATANZARO	44.9	15.9	6.5	18.6	12.5
REGGIO CALABRIA	45.6	16.3	8.9	19.8	12.2
CROTONE	49.6	13.5	7.4	22.4	14.7
VIBO VALENTIA	53.1	19.8	11.6	18.5	14.9
SICILIA	44.0	15.1	7.5	17.4	12.8
TRAPANI	47.1	12.8	9.1	20.6	11.8
PALERMO	44.1	15.1	5.9	16.9	12.1
MESSINA	45.2	17.4	8.2	18.4	13.5
AGRIGENTO	43.2	12.4	7.5	17.0	13.7
CALTANISSETTA	38.9	14.2	7.7	12.6	11.8
ENNA	46.0	17.4	8.0	17.3	11.5
CATANIA	44.8	17.1	4.2	17.0	14.6
RAGUSA	44.3	15.2	8.1	17.3	12.8
SIRACUSA	43.4	12.4	5.8	19.9	11.6
SARDEGNA	51.0	19.4	8.7	20.2	14.4
SASSARI	50.7	15.9	8.0	22.7	14.2
NUORO	47.4	17.6	9.9	19.3	12.0
CAGLIARI	55.3	21.2	7.1	21.7	18.5
ORISTANO	52.8	22.1	8.6	19.4	15.3

* This is a multiple choice question.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 37 - Companies carrying out training activities for staff with courses in 2023 in the thematic areas of the green transition and environmental sustainability and/or digitisation, by territorial distribution and size class (% shares of companies carrying out training)

	Companies that carried out training with courses in 2023	thematic area of training:*		
		green transition and environmental sustainability	digitisation	no training on digitisation and green transition is planned
TOTAL	25.2	30.3	41.6	47.9
BUSINESS SECTOR				
INDUSTRY	31.7	32.5	35.6	51.6
Industry in the strictest sense	28.9	31.6	44.5	46.6
Mining of minerals	32.1	34.0	44.2	45.9
Food, beverage and tobacco industries	23.5	37.5	42.0	44.8
Textile, clothing and footwear industries	19.2	32.8	43.9	47.7
Wood and furniture industries	25.6	27.9	38.3	51.3
Paper, paper transformation and printing industries	25.0	35.9	47.3	42.6
Chemical, pharmaceutical and oil industries	44.8	49.0	61.7	30.3
Rubber and plastic materials industries	36.9	36.8	49.6	41.3
Non-metallic mineral processing industries	30.4	30.3	40.4	51.7
Metallurgical and metal products industries	32.5	26.7	40.7	51.1
Industries manufacturing machines and equipment and means of transport	34.5	30.3	46.4	46.0
Electrical, electronics, optical and medical industries	32.0	30.9	53.6	38.8
Household goods, leisure goods and other manufacturing industries	24.5	31.1	41.8	47.9
Public utilities (energy, gas, water, environment)	41.2	51.9	51.9	31.6
Construction	34.5	32.1	25.4	58.1
SERVICES	22.4	28.9	45.2	45.7
Trade and repair of motor vehicles and motorcycles	23.3	29.0	37.5	53.1
Wholesale trade	24.0	27.1	49.0	44.0
Retail trade	16.3	27.6	42.7	47.8
Accommodation and catering services; tourist services	15.9	31.7	31.9	53.7
Transport, logistics and warehousing services	29.3	28.8	37.9	52.5
Media and communication services	22.1	27.1	59.8	34.0
IT and telecommunications services	26.9	24.1	78.2	19.4
Advanced business support services	30.8	35.9	64.0	29.5
Financial and insurance services	45.9	33.3	72.5	24.6
Operational support services for businesses and individuals	23.7	31.1	45.0	44.0
Private education and training services	34.0	27.3	47.9	44.3
Healthcare, social assistance and private health services	42.5	27.0	44.1	48.1
Cultural, sports and other personal services	21.7	21.6	28.6	61.4
TERRITORIAL DISTRIBUTION				
North West	28.9	28.3	40.8	49.0
North East	30.5	26.9	39.0	51.5
Central	23.5	30.5	40.3	48.8
South and islands	19.7	36.1	46.2	42.1
SIZE CLASSES				
1-9 employees	20.3	27.5	35.7	53.0
10-49 employees	39.8	31.7	46.6	43.9
50-249 employees	52.6	40.1	60.5	31.3
250-499 employees	53.5	43.1	63.1	28.3
500 employees and over	56.0	43.0	63.6	28.1

* This is a multiple choice question.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 38 - Areas of training with courses linked to green transition and environmental sustainability in 2023, by territorial distribution and size class (% share of companies carrying out training)

	Companies carrying out training with courses in 2023 in the area of green transition and environmental sustainability	specific thematic area of training:*				
		Recycling /re-use of materials	Waste management systems	Energy efficiency/ management systems	Environmental sustainability	Other areas
TOTAL	30.3	21.5	37.9	30.4	47.1	13.5
BUSINESS SECTOR						
INDUSTRY	32.5	18.8	40.4	35.9	40.5	12.3
Industry in the strictest sense	31.6	22.3	43.8	27.1	48.6	11.9
Mining of minerals	34.0	27.8	43.8	28.4	51.7	10.2
Food, beverage and tobacco industries	37.5	28.0	41.7	34.6	52.1	10.5
Textile, clothing and footwear industries	32.8	24.3	43.8	25.2	56.3	10.3
Wood and furniture industries	27.9	30.7	39.7	22.4	42.2	15.4
Paper, paper transformation and printing industries	35.9	22.1	47.9	30.7	45.8	12.4
Chemical, pharmaceutical and oil industries	49.0	12.1	42.3	22.9	63.9	11.3
Rubber and plastic materials industries	36.8	23.9	41.6	22.8	50.9	10.6
Non-metallic mineral processing industries	30.3	28.2	44.2	24.4	45.6	8.5
Metallurgical and metal products industries	26.7	20.3	47.6	26.3	40.6	14.1
Industries manufacturing machines and equipment and means of transport	30.3	18.4	43.3	28.4	48.3	12.1
Electrical, electronics, optical and medical industries	30.9	20.7	42.3	23.8	49.6	10.7
Household goods, leisure goods and other manufacturing industries	31.1	19.3	43.0	26.7	51.7	13.0
Public utilities (energy, gas, water, environment)	51.9	19.2	55.2	28.7	49.3	9.7
Construction	32.1	15.2	35.3	45.4	31.4	12.9
SERVICES	28.9	23.5	36.2	26.7	51.6	14.3
Trade and repair of motor vehicles and motorcycles	29.0	19.7	48.7	22.8	36.9	22.4
Wholesale trade	27.1	20.0	31.7	30.8	50.7	12.8
Retail trade	27.6	35.8	39.7	38.5	44.8	11.6
Accommodation and catering services; tourist services	31.7	32.4	50.9	26.7	47.0	12.6
Transport, logistics and warehousing services	28.8	13.5	34.0	22.5	54.0	15.5
Media and communication services	27.1	18.8	25.7	22.9	59.2	14.9
IT and telecommunications services	24.1	15.2	19.5	30.1	59.4	11.5
Advanced business support services	35.9	13.8	25.9	28.0	64.3	12.7
Financial and insurance services	33.3	13.0	11.2	16.0	74.7	14.5
Operational support services for businesses and individuals	31.1	20.3	40.6	22.3	58.6	13.4
Private education and training services	27.3	18.6	17.8	23.2	51.6	24.4
Healthcare, social assistance and private health services	27.0	17.2	41.1	24.0	36.7	18.4
Cultural, sports and other personal services	21.6	32.9	34.3	18.6	46.7	16.5
TERRITORIAL DISTRIBUTION						
North West	28.3	19.8	36.8	28.2	48.2	15.3
North East	26.9	19.7	39.6	27.8	45.7	14.8
Central	30.5	22.5	40.6	28.9	46.5	12.3
South and islands	36.1	24.1	35.9	35.8	47.3	11.4
SIZE CLASSES						
1-9 employees	27.5	24.2	38.1	32.6	42.0	14.0
10-49 employees	31.7	18.5	40.3	26.8	47.3	14.6
50-249 employees	40.1	16.4	35.9	27.0	60.4	11.3
250-499 employees	43.1	18.3	33.7	29.4	65.9	7.9
500 employees and over	43.0	17.7	30.1	30.0	67.4	9.1

* This is a multiple choice question.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

SECTION G

Companies and digital
transformation

Table 39 - Investments made by companies in the different areas of digital transformation by level of importance of the investment
(% share of the companies that made investments)

	Companies that invested in the 2018-2022 period, by level of importance of the investment*				Companies that invested in 2023, by level of importance of the investment*			
	Low (minimal importance)	Moderate	Considerable	High (maximum importance)	Low (minimal importance)	Moderate	Considerable	High (maximum importance)
Technology								
Business 4.0 software tools for data acquisition and management to support decisions, product/services design and engineering, process analysis	30.4	32.9	15.9	20.8	27.8	31.3	19.3	21.6
High speed internet, cloud, mobile, big data analytics	31.8	32.4	16.4	19.4	26.7	30.1	18.9	24.3
IoT (Internet of Things), machine-to-machine	40.6	34.7	12.4	12.3	37.0	33.4	15.3	14.3
Advanced robotics (3D printing, interconnected and programmable collaborative robots)	43.5	34.1	10.5	11.9	41.8	32.0	12.6	13.6
IT security	31.8	32.7	16.0	19.5	26.9	30.0	18.5	24.6
Augmented and virtual reality to support production processes	44.4	36.7	10.0	8.9	40.2	34.0	14.0	11.9
Corporate organisational model								
Adoption of continuous detection systems and analysis, in real time, of the "performance" of all areas of the company	39.0	36.0	12.3	12.7	31.4	35.0	16.7	16.9
Adoption of advanced management systems with the aim of promoting integration and collaboration between the various corporate functions	36.8	35.2	14.3	13.6	30.6	34.0	18.4	17.0
Adoption of an integrated digital network or one that can potentially be integrated with external networks of suppliers of products/services (suppliers, logistics and assistance services)	40.8	37.7	12.3	9.2	34.5	35.8	16.9	12.8
Adoption of an integrated digital network or one that can be integrated with ext. networks of business customers (B2B)	43.5	36.7	11.6	8.3	37.8	35.2	14.7	12.3
Adoption of smart working tools (smart working, teleworking, working from home)	36.3	33.6	15.4	14.8	34.4	32.2	15.7	17.7
Strengthening of the administrative/management and legal/regulatory area following the digital transformation (security, work legislation, privacy regulations, new personnel management procedures and new ways of working)	39.9	35.2	13.4	11.6	32.1	34.7	18.0	15.1
Adoption of new rules for health security for workers, use of new aids, risk management	32.9	34.7	15.4	17.0	31.2	33.9	17.7	17.2
Development of new business models								
Use of Big data for market analysis	47.1	34.4	10.5	8.0	39.7	34.7	14.6	10.9
Digital marketing (use of channels/digital tools for the promotion and sale of products/services)	37.2	36.2	14.4	12.2	28.8	33.1	19.9	18.2
Analysis of behaviour and needs of customers/users to guarantee the personalisation of the product/service offered	35.1	35.5	15.3	14.1	27.8	33.1	19.3	19.8

* Companies assign points to each area, from 0 (did not invest) to 4 (investment of maximum importance).

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 40 - Companies that have adopted integrated digital investment plans (% share of the total)

	In the 2018-2022 period			In 2023		
	adopted integrated investment plans in digital*	invested in one digital area only	did not invest in digital	adopted integrated investment plans in digital*	invested in one digital area only	did not invest in digital
TOTAL	37.1	29.1	33.8	40.9	25.4	33.8
BUSINESS SECTOR						
INDUSTRY	35.2	30.4	34.4	38.7	26.6	34.7
Industry in the strictest sense	40.7	28.9	30.4	42.7	25.3	32.1
Mining of minerals	37.6	29.1	33.3	37.5	25.2	37.3
Food, beverage and tobacco industries	30.1	27.3	42.6	33.9	23.5	42.6
Textile, clothing and footwear industries	33.1	28.8	38.1	33.5	26.2	40.4
Wood and furniture industries	34.3	33.0	32.7	37.4	28.9	33.7
Paper, paper transformation and printing industries	44.5	30.8	24.7	43.7	27.5	28.8
Chemical, pharmaceutical and oil industries	63.2	22.4	14.4	67.0	19.8	13.2
Rubber and plastic materials industries	50.9	27.2	21.9	53.8	21.6	24.6
Non-metallic mineral processing industries	37.1	32.3	30.6	39.4	28.4	32.2
Metallurgical and metal products industries	42.8	29.5	27.7	43.7	25.8	30.5
Industries manufacturing machines and equipment and means of transport	47.0	28.1	24.9	50.3	24.4	25.3
Electrical, electronics, optical and medical industries	55.7	24.9	19.4	55.5	21.8	22.7
Household goods, leisure goods and other manufacturing	32.9	33.4	33.8	35.0	30.7	34.3
Public utilities (energy, gas, water, environment)	50.9	28.5	20.6	54.6	25.9	19.5
Construction	27.4	32.4	40.2	32.8	28.2	38.9
SERVICES	37.9	28.6	33.6	41.8	24.9	33.4
Trade and repair of motor vehicles and motorcycles	38.5	32.1	29.4	41.9	26.3	31.7
Wholesale trade	47.5	29.2	23.3	50.3	25.0	24.7
Retail trade	37.1	29.2	33.8	40.9	25.7	33.5
Accommodation and catering services; tourist services	24.2	30.4	45.5	28.5	27.4	44.2
Transport, logistics and warehousing services	33.6	29.8	36.6	38.0	27.0	35.0
Media and communication services	53.1	24.5	22.4	56.5	20.2	23.3
IT and telecommunications services	61.8	21.6	16.6	66.3	16.3	17.3
Advanced business support services	59.3	23.0	17.7	64.1	18.3	17.6
Financial and insurance services	64.0	19.0	17.0	67.9	15.9	16.2
Operational support services for businesses and individuals	35.0	29.8	35.2	40.0	24.6	35.3
Private education and training services	56.5	23.5	20.0	61.0	19.3	19.7
Healthcare, social assistance and private health services	49.6	28.1	22.2	53.4	25.0	21.7
Cultural, sports and other personal services	25.7	29.6	44.7	28.4	27.1	44.5
TERRITORIAL DISTRIBUTION						
North West	39.3	30.1	30.6	42.0	26.4	31.6
North East	39.0	30.7	30.3	41.9	26.7	31.4
Central	36.1	28.3	35.6	39.3	25.3	35.4
South and islands	34.4	27.8	37.8	40.2	23.7	36.1
SIZE CLASSES						
1-9 employees	30.9	30.3	38.8	34.6	26.7	38.7
10-49 employees	51.0	28.0	21.0	54.8	23.7	21.5
50-249 employees	68.4	21.7	10.0	72.9	17.3	9.8
250-499 employees	80.2	12.5	7.2	84.4	9.3	6.4
500 employees and over	72.1	19.0	9.0	76.4	15.1	8.5

* Share of companies that indicated they made high importance investments in two or more areas of digital transformation in the surveyed periods

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 41 - Impact on human capital of the investments made by companies in the various areas of digital transformation by business sector, territorial distribution, size class (% share of the total)

	Companies that made investments*				If so, these investments have an impact on:			
	2018-2022		2023		recruitment of personnel with skills suited to the new technologies / new organisational and business models	training of personnel already present to update their skills to the new technologies / new organisational and business models	launch of consulting services	none of these
	YES	NO	YES	NO				
TOTAL	66.2	33.8	66.2	33.8	5.9	33.0	9.6	59.4
BUSINESS SECTOR								
INDUSTRY	65.6	34.4	65.3	34.7	5.4	33.9	8.7	59.5
Industry in the strictest sense	69.6	30.4	67.9	32.1	6.0	36.2	9.8	56.8
Mining of minerals	66.7	33.3	62.7	37.3	7.2	53.4	11.2	43.1
Food, beverage and tobacco industries	57.4	42.6	57.4	42.6	4.8	29.8	7.9	63.4
Textile, clothing and footwear industries	61.9	38.1	59.6	40.4	4.1	26.0	8.4	67.1
Wood and furniture industries	67.3	32.7	66.3	33.7	5.0	32.2	10.1	60.4
Paper, paper transformation and printing industries	75.3	24.7	71.2	28.8	5.7	36.7	7.3	57.6
Chemical, pharmaceutical and oil industries	85.6	14.4	86.8	13.2	12.5	51.8	15.0	39.3
Rubber and plastic materials industries	78.1	21.9	75.4	24.6	7.2	43.1	12.2	48.3
Non-metallic mineral processing industries	69.4	30.6	67.8	32.2	7.1	31.7	6.6	61.6
Metallurgical and metal products industries	72.3	27.7	69.5	30.5	5.6	38.6	9.8	54.9
Industries manufacturing machines and equipment and means of transport	75.1	24.9	74.7	25.3	7.2	40.3	11.3	52.2
Electrical, electronics, optical and medical industries	80.6	19.4	77.3	22.7	7.4	44.5	11.6	48.2
Household goods, leisure goods and other	66.2	33.8	65.7	34.3	4.1	29.4	9.3	63.9
Public utilities (energy, gas, water, environment)	79.4	20.6	80.5	19.5	7.7	50.0	13.2	42.6
Construction	59.8	40.2	61.1	38.9	4.3	29.5	6.8	64.7
SERVICES	66.4	33.6	66.6	33.4	6.2	32.7	10.0	59.4
Trade and repair of motor vehicles and motorcycles	70.6	29.4	68.3	31.7	3.2	33.6	5.6	62.1
Wholesale trade	76.7	23.3	75.3	24.7	6.4	35.2	10.2	57.2
Retail trade	66.2	33.8	66.5	33.5	6.0	30.7	9.5	61.1
Accommodation and catering services; tourist services	54.5	45.5	55.8	44.2	4.0	21.8	4.7	73.6
Transport, logistics and warehousing services	63.4	36.6	65.0	35.0	4.8	31.3	7.4	62.4
Media and communication services	77.6	22.4	76.7	23.3	9.0	36.9	14.3	49.7
IT and telecommunications services	83.4	16.6	82.7	17.3	14.0	45.6	20.5	39.7
Advanced business support services	82.3	17.7	82.4	17.6	10.1	42.6	19.9	43.5
Financial and insurance services	83.0	17.0	83.8	16.2	10.7	57.1	17.5	32.9
Operational support services for businesses and individuals	64.8	35.2	64.7	35.3	5.1	30.8	10.3	60.6
Private education and training services	80.0	20.0	80.3	19.7	10.3	44.2	11.2	47.0
Healthcare, social assistance and private health services	77.8	22.2	78.3	21.7	6.8	43.2	11.0	48.8
Cultural, sports and other personal services	55.3	44.7	55.5	44.5	3.6	26.0	7.8	66.8
TERRITORIAL DISTRIBUTION								
North West	69.4	30.6	68.4	31.6	6.2	34.8	10.1	57.7
North East	69.7	30.3	68.6	31.4	6.1	34.6	10.5	57.9
Central	64.4	35.6	64.6	35.4	5.5	32.2	9.8	60.3
South and islands	62.2	37.8	63.9	36.1	5.9	30.8	8.2	61.7
SIZE CLASSES								
1-9 employees	61.2	38.8	61.3	38.7	3.8	27.1	8.4	66.0
10-49 employees	79.0	21.0	78.5	21.5	7.7	44.1	11.7	47.5
50-249 employees	90.0	10.0	90.2	9.8	15.9	54.6	14.5	35.8
250-499 employees	92.8	7.2	93.6	6.4	25.2	61.2	13.0	25.3
500 employees and over	91.0	9.0	91.5	8.5	17.7	57.3	15.1	32.9

(*) Share of companies that indicated they made high importance investments in at least one of the areas of digital transformation in the 2018-2022 period or in 2023

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

SECTION H

Investments made by companies in
green products and technologies

Table 42- Companies that invested between 2018 and 2022 in products and technologies with greater energy savings and/or lower environmental impact and area of investment by territorial distribution and size class (% shares of companies that have made investments)

	Companies that made investments	area of investment		
		production process	reduction in consumption of energy/raw materials, waste from processing	product
TOTAL	28.2	40.4	21.5	66.3
BUSINESS SECTOR				
INDUSTRY	31.7	53.8	26.3	58.8
Industry in the strictest sense	36.0	61.9	24.8	61.1
Mining of minerals	41.5	73.5	23.5	56.8
Food, beverage and tobacco industries	36.9	68.5	21.0	61.1
Textile, clothing and footwear industries	31.5	64.6	28.0	66.4
Wood and furniture industries	34.6	66.3	22.3	59.8
Paper, paper transformation and printing industries	41.3	73.8	26.0	61.2
Chemical, pharmaceutical and oil industries	54.1	71.3	40.4	61.0
Rubber and plastic materials industries	48.5	69.7	29.5	64.6
Non-metallic mineral processing industries	40.3	67.5	28.0	61.0
Metallurgical and metal products industries	37.6	63.4	11.8	58.0
Industries manufacturing machines and equipment and means of transport	31.5	45.5	35.2	63.0
Electrical, electronics, optical and medical industries	34.1	48.3	39.0	56.2
Household goods, leisure goods and other manufacturing industries	30.1	46.2	18.2	61.4
Public utilities (energy, gas, water, environment)	41.1	45.1	7.2	67.4
Construction	25.9	41.1	30.7	54.1
SERVICES	26.7	33.6	19.1	70.1
Trade and repair of motor vehicles and motorcycles	30.1	44.1	14.8	65.3
Wholesale trade	27.6	29.8	25.9	65.7
Retail trade	23.9	19.7	17.1	82.6
Accommodation and catering services; tourist services	29.7	41.8	17.5	72.9
Transport, logistics and warehousing services	34.6	35.5	10.9	64.2
Media and communication services	31.7	37.8	26.5	65.9
IT and telecommunications services	23.4	36.7	24.1	61.4
Advanced business support services	25.4	36.7	16.6	68.5
Financial and insurance services	28.7	23.9	18.2	80.5
Operational support services for businesses and individuals	24.1	37.6	23.8	58.4
Private education and training services	23.2	24.8	12.8	78.5
Healthcare, social assistance and private health services	28.9	37.5	16.5	70.3
Cultural, sports and other personal services	21.9	33.9	28.9	54.7
TERRITORIAL DISTRIBUTION				
North West	28.8	38.9	21.4	67.5
North East	30.6	38.3	20.5	67.4
Central	26.3	40.4	23.8	64.7
South and islands	27.3	43.3	20.7	65.5
SIZE CLASSES				
1-9 employees	24.4	39.8	21.4	64.0
10-49 employees	38.5	43.5	19.3	67.5
50-249 employees	45.9	42.4	26.1	74.1
250-499 employees	50.6	34.2	24.8	80.8
500 employees and over	43.5	32.7	24.3	80.1

* This is a multiple choice question.

The (-) sign indicates the absence of companies in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 43- Companies that invested between 2018 and 2022 in products and technologies with greater energy savings and/or lower environmental impact and area of investment by territorial distribution and size class (% shares of companies that have made investments)

	Companies that made investments	Impact of the investment								
		corporate costs	corporate costs and other factors	other factors	other factors (% share of companies that made investments)**					
					increase in productivity and efficiency	increase in employment	increase in sales	retraining of workers present	improvement in products and	Other
TOTAL	28.2	49.5	9.7	40.8	23.0	12.3	34.1	2.9	6.7	1.8
BUSINESS SECTOR										
INDUSTRY	31.7	44.1	10.5	45.4	29.7	13.8	36.2	4.3	6.7	1.7
Industry in the strictest sense	36.0	44.0	8.0	48.0	32.7	16.2	36.1	5.5	6.3	1.4
Mining of minerals	41.5	47.2	--	50.8	36.6	15.9	28.4	--	--	--
Food, beverage and tobacco industries	36.9	51.6	8.0	40.4	30.3	12.8	32.0	1.1	4.2	0.6
Textile, clothing and footwear industries	31.5	40.6	5.7	53.7	31.4	20.8	41.1	7.6	2.9	--
Wood and furniture industries	34.6	43.0	7.0	50.0	35.7	13.3	35.9	9.9	6.7	0.9
Paper, paper transformation and printing industries	41.3	34.5	5.4	60.2	38.2	16.7	45.1	8.1	8.4	1.7
Chemical, pharmaceutical and oil industries	54.1	34.3	6.1	59.6	32.8	21.2	53.1	1.8	4.1	1.8
Rubber and plastic materials industries	48.5	42.1	4.8	53.1	38.4	16.4	31.6	4.7	11.0	2.0
Non-metallic mineral processing industries	40.3	40.5	4.0	55.5	35.1	19.2	35.5	12.0	8.5	--
Metallurgical and metal products industries	37.6	46.9	7.1	46.0	35.4	13.5	31.9	5.1	9.3	1.6
Industries manufacturing machines and equipment and means of transport	31.5	42.7	13.9	43.4	26.4	15.7	36.9	5.7	5.8	3.1
Electrical, electronics, optical and medical industries	34.1	41.0	11.7	47.3	34.8	24.8	38.6	3.2	4.5	--
Household goods, leisure goods and other manufacturing industries	30.1	51.1	8.6	40.3	25.1	10.5	32.7	--	--	--
Public utilities (energy, gas, water, environment)	41.1	37.6	9.2	53.2	34.2	5.5	43.2	2.7	7.2	2.9
Construction	25.9	44.9	14.9	40.2	24.0	10.6	35.6	2.5	7.3	2.0
SERVICES	26.7	52.2	9.3	38.4	19.6	11.6	33.1	2.2	6.7	1.9
Trade and repair of motor vehicles and motorcycles	30.1	53.9	10.7	35.4	23.9	8.9	27.9	1.3	4.8	1.0
Wholesale trade	27.6	49.4	9.1	41.5	14.5	17.5	34.6	1.3	5.8	1.2
Retail trade	23.9	61.7	7.3	31.0	13.9	13.6	24.4	0.9	6.6	2.0
Accommodation and catering services; tourist services	29.7	52.0	7.4	40.6	22.9	12.6	35.2	3.4	6.7	1.1
Transport, logistics and warehousing services	34.6	46.5	11.0	42.5	18.6	5.4	40.3	2.3	6.5	2.5
Media and communication services	31.7	48.9	20.8	30.3	19.9	11.2	29.7	3.4	4.4	--
IT and telecommunications services	23.4	46.2	14.1	39.7	25.2	13.1	38.1	4.8	8.2	1.2
Advanced business support services	25.4	43.4	15.5	41.1	27.2	10.3	37.3	3.3	5.2	3.6
Financial and insurance services	28.7	50.3	5.8	43.8	19.5	8.8	32.3	1.6	6.2	5.0
Operational support services for businesses and individuals	24.1	43.5	10.5	46.1	23.6	8.4	42.7	2.8	9.7	2.2
Private education and training services	23.2	47.9	9.1	43.0	18.9	7.0	30.7	--	12.2	6.3
Healthcare, social assistance and private health services	28.9	59.3	6.9	33.8	20.3	7.1	30.7	2.1	6.4	2.3
Cultural, sports and other personal services	21.9	52.9	11.7	35.4	16.0	11.6	31.2	1.1	7.2	1.9
TERRITORIAL DISTRIBUTION										
North West	28.8	48.1	9.9	42.0	23.4	13.1	34.3	2.6	7.9	2.5
North East	30.6	50.9	10.4	38.7	22.0	11.5	34.1	2.9	5.7	1.9
Central	26.3	51.5	9.8	38.7	21.5	12.7	34.2	2.5	5.3	1.6
South and islands	27.3	48.4	9.0	42.6	24.4	12.0	33.9	3.5	7.4	1.4
SIZE CLASSES										
1-9 employees	24.4	51.5	10.4	38.0	21.1	11.8	33.1	2.2	6.1	1.7
10-49 employees	38.5	47.5	9.2	43.3	27.3	13.1	33.5	4.9	7.1	2.1
50-249 employees	45.9	40.4	7.6	52.0	25.9	13.1	42.4	3.4	8.4	3.0
250-499 employees	50.6	41.4	3.3	55.3	32.6	17.8	34.8	4.1	12.4	--
500 employees and over	43.5	45.3	6.8	47.9	22.7	14.1	40.1	2.9	9.1	2.4

* Share of companies that indicated they made high importance investments in two or more areas of digital transformation in the surveyed periods

** This is a multiple choice question.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

SECTION I

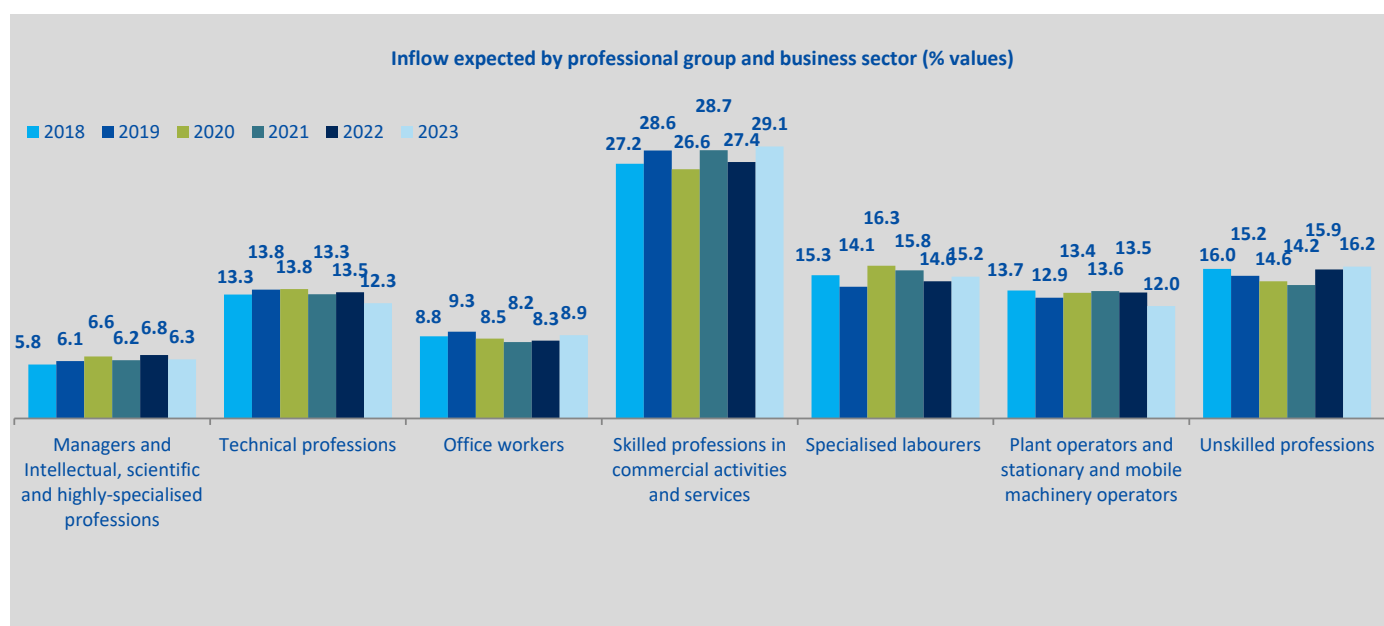
Labour market trends

Table 44- Inflow expected by the companies in the five-year period from 2018 to 2023 by professional group

	2018		2019		2020		2021		2022		2023	
	(a.v.)*	(%)	(a.v.)*	(%)	(a.v.)*	(%)	(a.v.)*	(%)	(a.v.)*	(%)	(a.v.)*	(%)
TOTAL	4,553,980	100.0	4,615,200	100.0	3,242,310	100.0	4,638,980	100.0	5,179,140	100.0	5,509,130	100.0
Managers, highly specialised professions and technicians	866,030	19.0	917,650	19.9	662,520	20.4	903,960	19.5	1,049,560	20.3	1,025,870	18.6
1 Managers	7,830	0.2	9,270	0.2	6,760	0.2	9,820	0.2	11,130	0.2	11,160	0.2
2 Intellectual, scientific and highly-specialised professions	254,470	5.6	273,440	5.9	207,560	6.4	278,550	6.0	339,770	6.6	336,110	6.1
3 Technical professions	603,740	13.3	634,940	13.8	448,200	13.8	615,590	13.3	698,660	13.5	678,600	12.3
Office workers, commercial and services professions	1,639,930	36.0	1,748,820	37.9	1,139,680	35.2	1,708,320	36.8	1,849,330	35.7	2,091,500	38.0
4 Office workers	400,410	8.8	427,290	9.3	276,240	8.5	378,430	8.2	430,490	8.3	490,730	8.9
5 Skilled professions in commercial activities and services	1,239,520	27.2	1,321,540	28.6	863,440	26.6	1,329,890	28.7	1,418,840	27.4	1,600,770	29.1
Specialised labourers and plant and machinery	1,320,420	29.0	1,245,210	27.0	965,200	29.8	1,365,770	29.4	1,455,320	28.1	1,497,710	27.2
6 Specialised labourers	697,400	15.3	649,170	14.1	529,530	16.3	734,220	15.8	758,650	14.6	835,580	15.2
7 Plant operators and stationary and mobile machinery operators	623,020	13.7	596,040	12.9	435,670	13.4	631,550	13.6	696,670	13.5	662,130	12.0
Unskilled professions	727,600	16.0	703,520	15.2	474,910	14.6	660,940	14.2	824,920	15.9	894,060	16.2

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (–) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



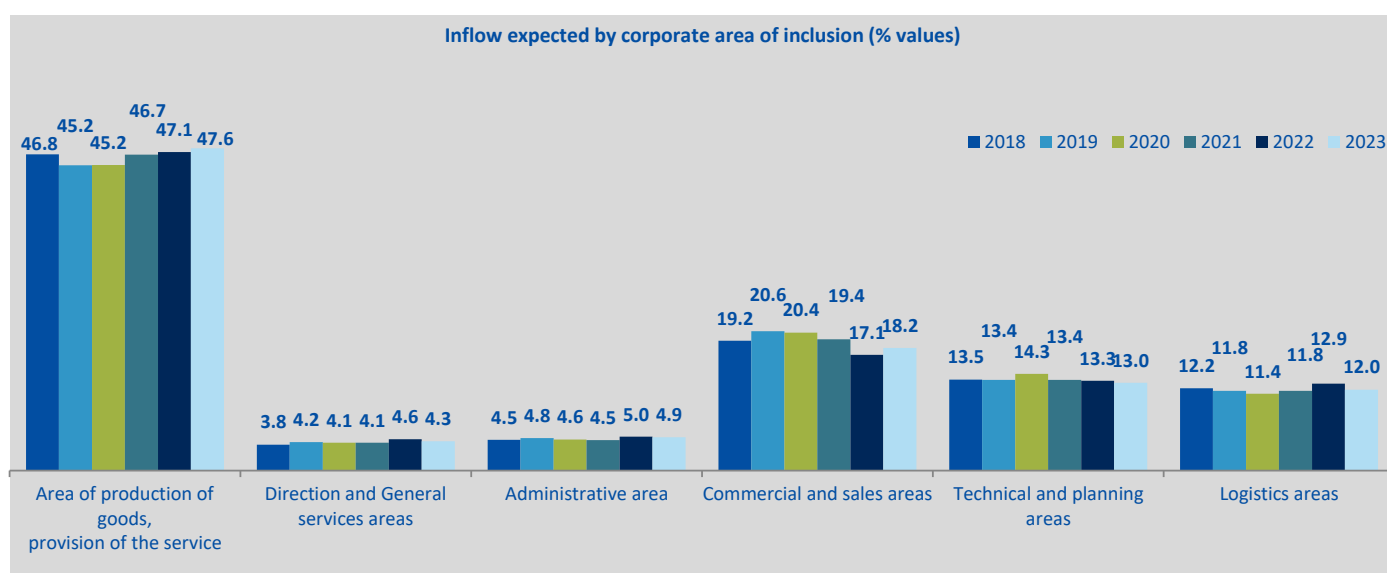
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 45- Inflow expected by the companies in the five-year period from 2018 to 2023 by business area of placement

	2018		2019		2020		2021		2022		2023	
	(a.v.)*	(%)	(a.v.)*	(%)	(a.v.)*	(%)	(a.v.)*	(%)	(a.v.)*	(%)	(a.v.)*	(%)
TOTAL	4,553,980	100.0	4,615,200	100.0	3,242,310	100.0	4,638,980	100.0	5,179,140	100.0	5,509,130	100.0
Area of production of goods and provision of service	2,130,110	46.8	2,084,320	45.2	1,465,040	45.2	2,168,150	46.7	2,439,470	47.1	2,624,370	47.6
Direction area and general services	174,780	3.8	195,240	4.2	134,120	4.1	191,530	4.1	239,630	4.6	239,500	4.3
General direction, staff and human resources organisation	25,920	0.6	26,500	0.6	15,740	0.5	28,380	0.6	28,550	0.6	30,300	0.5
Secretariat, staff and general services	79,450	1.7	98,320	2.1	65,700	2.0	87,330	1.9	95,540	1.8	105,830	1.9
Information systems	69,410	1.5	70,410	1.5	52,680	1.6	75,820	1.6	115,540	2.2	103,370	1.9
Administrative, financial, legal and management control area	207,100	4.5	221,390	4.8	149,400	4.6	209,460	4.5	259,770	5.0	270,780	4.9
Commercial and sales area	873,930	19.2	951,120	20.6	661,940	20.4	900,880	19.4	885,700	17.1	1,000,020	18.2
Sales	562,490	12.4	611,460	13.2	427,850	13.2	587,550	12.7	565,080	10.9	625,040	11.3
Marketing, commercial, communication and public relations	139,770	3.1	155,410	3.4	100,750	3.1	129,160	2.8	120,150	2.3	135,760	2.5
Customer assistance	171,670	3.8	184,250	4.0	133,340	4.1	184,170	4.0	200,470	3.9	239,220	4.3
Technical and planning areas	612,760	13.5	618,170	13.4	463,670	14.3	622,180	13.4	688,630	13.3	715,070	13.0
Planning and research and development	145,030	3.2	152,010	3.3	98,010	3.0	127,100	2.7	165,950	3.2	155,270	2.8
Installation and maintenance	378,380	8.3	361,390	7.8	293,030	9.0	399,660	8.6	430,350	8.3	460,760	8.4
Certification and quality control, safety and environment	89,350	2.0	104,770	2.3	72,630	2.2	95,420	2.1	92,340	1.8	99,040	1.8
Logistics area	555,300	12.2	544,970	11.8	368,140	11.4	546,790	11.8	665,940	12.9	659,390	12.0
Purchasing and internal handling of goods	167,920	3.7	144,390	3.1	87,390	2.7	131,660	2.8	173,790	3.4	178,040	3.2
Transportation and distribution	387,380	8.5	400,580	8.7	280,750	8.7	415,130	8.9	492,140	9.5	481,350	8.7

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

The (-) sign indicates the absence of companies in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 46.1 - Several characteristics of the Inflow expected by companies in 2018 and 2019 by business sector, territorial distribution, size class
(% share of the total)

	Inflow expected in 2018 (a.v.)*	for whom (%):			Inflow expected in 2019 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
TOTAL*	4,553,980	27.8	20.9	26.3	4,615,200	27.3	20.9	26.4
BUSINESS SECTOR								
INDUSTRY	1,359,630	25.3	13.7	31.1	1,277,300	24.1	12.5	31.9
Manufacturing industry	935,040	29.6	17.9	33.4	854,050	28.5	16.6	34.3
Mining of minerals	3,040	13.1	9.1	38.2	3,570	17.0	7.1	33.8
Food, beverage and tobacco industries	147,660	28.5	26.2	18.4	133,450	25.3	24.2	19.3
Textile, clothing and footwear industries	130,480	21.8	38.2	36.0	117,740	23.1	35.3	34.6
Wood and furniture industries	38,940	29.5	10.0	36.1	38,980	28.2	9.9	36.4
Paper, paper transformation and printing industries	24,130	33.9	14.7	27.9	24,170	32.8	15.7	28.2
Chemical, pharmaceutical and oil industries	36,010	35.4	17.0	27.0	33,730	31.3	14.0	28.5
Rubber and plastic materials industries	54,480	34.6	17.0	20.1	45,970	32.4	16.0	24.3
Non-metallic mineral processing industries	33,010	29.3	15.0	27.6	27,350	26.3	10.0	28.7
Metallurgical and metal products industries	203,800	28.6	7.9	41.3	186,790	26.6	8.4	41.7
Industries manufacturing machines and equipment and	178,010	31.4	8.9	41.3	165,460	32.7	8.1	42.5
Electrical, electronics, optical and medical industries	60,920	34.6	18.1	35.9	56,570	33.6	15.7	36.3
Household goods, leisure goods and other manufacturing	24,560	39.7	30.5	26.7	20,280	37.1	33.9	33.3
Public utilities (energy, gas, water, environment)	53,600	22.0	10.6	19.4	51,730	21.5	7.4	18.5
Construction	370,990	15.0	3.8	27.1	371,530	14.4	3.8	28.2
SERVICES	3,194,340	28.9	24.0	24.3	3,337,900	28.5	24.1	24.3
Trade and repair of motor vehicles and motorcycles	60,900	36.9	6.8	40.2	46,750	36.6	7.7	38.6
Wholesale trade	203,830	29.3	18.6	28.4	210,130	28.2	18.1	28.7
Retail trade	411,480	41.5	37.0	17.2	432,290	42.2	38.5	18.6
Accommodation and catering services; tourist services	786,790	33.6	23.4	24.4	854,480	33.0	23.3	24.6
Transport, logistics and warehousing services	367,910	17.2	6.9	23.5	363,070	16.9	6.5	24.3
Media and communication services	42,700	33.0	14.2	23.3	47,620	21.8	14.2	18.4
IT and telecommunications services	119,500	36.9	15.9	41.2	122,980	35.0	17.9	43.2
Advanced business support services	182,820	34.0	23.1	30.1	201,510	33.1	22.0	29.8
Financial and insurance services	43,150	34.1	24.0	24.5	40,410	35.3	20.0	25.6
Operational support services for businesses and individuals	430,730	15.1	25.8	19.7	436,780	16.4	25.2	18.5
Private education and training services	127,190	21.7	28.3	30.6	129,680	18.5	28.3	26.0
Healthcare, social assistance and private health services	226,280	23.9	38.1	22.9	250,080	22.9	38.9	24.5
Cultural, sports and other personal services	191,080	31.1	27.1	22.9	202,120	30.7	24.7	22.0
TERRITORIAL DISTRIBUTION								
North West	1,355,760	30.3	21.1	27.6	1,393,000	28.9	21.1	27.7
North East	1,129,570	28.9	21.9	30.7	1,105,800	28.2	21.7	31.8
Central	925,770	26.8	21.7	24.6	938,600	26.8	21.3	24.9
South and islands	1,142,870	24.7	19.2	21.8	1,177,800	24.9	19.7	20.9
SIZE CLASSES								
1-9 employees	1,564,590	27.9	23.8	28.6	1,454,560	28.0	24.9	28.4
10-49 employees	1,368,420	25.6	17.6	28.5	1,436,480	24.9	17.0	28.9
50-499 employees	1,104,850	25.7	14.5	23.9	1,186,530	24.1	14.2	24.4
500 employees and over	516,120	37.7	34.9	19.0	537,630	38.7	35.2	18.5

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 46.2 - Several characteristics of the Inflow expected by the companies in 2020 and 2021 by business sector, territorial distribution, size class (% shares of total)

	Inflow expected in 2020 (a.v.)*	for whom (%):			Inflow expected in 2021 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
TOTAL*	3,242,310	28.1	20.6	29.7	4,638,980	27.5	18.6	32.2
BUSINESS SECTOR								
INDUSTRY	935,970	24.1	11.1	34.9	1,322,280	23.7	11.9	38.9
Manufacturing industry	583,150	28.6	15.8	36.5	843,010	27.7	16.9	39.4
Mining of minerals	2,400	8.2	2.5	30.5	4,400	14.6	4.2	19.9
Food, beverage and tobacco industries	107,210	25.8	23.9	22.8	133,970	22.9	24.8	23.7
Textile, clothing and footwear industries	73,140	21.1	36.8	35.7	91,420	19.5	45.6	36.1
Wood and furniture industries	24,310	27.5	7.4	43.5	39,800	27.9	10.5	45.7
Paper, paper transformation and printing industries	16,390	31.8	12.2	31.0	23,680	33.5	15.1	35.4
Chemical, pharmaceutical and oil industries	24,680	34.2	13.6	28.0	31,950	29.3	10.3	31.5
Rubber and plastic materials industries	32,050	36.6	16.2	28.3	46,170	33.2	14.9	33.5
Non-metallic mineral processing industries	19,810	28.3	10.5	34.7	25,750	25.9	7.9	38.0
Metallurgical and metal products industries	120,280	26.2	6.1	43.9	191,450	29.3	9.9	47.6
Industries manufacturing machines and equipment and means of transport	111,480	30.3	7.3	45.0	173,880	29.0	8.4	46.6
Electrical, electronics, optical and medical industries	38,600	38.9	15.5	37.9	59,630	36.3	12.5	41.9
Household goods, leisure goods and other manufacturing industries	12,800	42.2	28.7	44.6	20,910	29.0	29.9	33.3
Public utilities (energy, gas, water, environment)	40,180	22.3	7.2	19.7	55,440	19.6	6.2	24.8
Construction	312,640	16.0	2.9	33.8	423,840	16.2	2.9	39.9
SERVICES	2,306,340	29.7	24.5	27.6	3,316,700	29.0	21.3	29.6
Trade and repair of motor vehicles and motorcycles	45,400	36.2	7.6	47.5	58,370	35.6	7.3	50.4
Wholesale trade	141,700	24.8	17.7	32.8	162,980	26.6	20.3	27.0
Retail trade	295,340	45.0	38.1	20.4	416,200	47.0	31.6	26.3
Accommodation and catering services; tourist services	506,930	37.6	24.8	27.4	876,630	36.2	23.2	29.9
Transport, logistics and warehousing services	247,600	18.5	6.9	30.5	352,880	15.8	4.6	32.0
Media and communication services	31,890	22.0	19.3	25.7	64,330	14.1	11.3	13.6
IT and telecommunications services	95,500	40.0	18.5	43.7	129,530	37.7	18.5	45.4
Advanced business support services	147,870	32.9	20.9	34.7	210,250	30.3	14.9	29.0
Financial and insurance services	32,370	40.4	22.5	26.9	47,410	34.7	17.2	34.2
Operational support services for businesses and individuals	329,020	15.5	26.2	21.1	408,970	14.8	22.4	24.5
Private education and training services	94,960	11.8	21.3	24.3	128,020	15.9	21.2	25.6
Healthcare, social assistance and private health services	207,350	23.0	38.8	27.7	278,460	18.4	30.4	33.9
Cultural, sports and other personal services	130,430	35.6	24.3	26.2	182,680	32.5	24.0	27.8
TERRITORIAL DISTRIBUTION								
North West	978,240	29.7	21.4	30.6	1,372,690	29.0	18.1	33.6
North East	754,610	29.6	21.6	35.5	1,107,990	28.8	19.6	38.6
Central	649,960	27.4	20.7	27.8	915,320	26.0	19.3	30.1
South and islands	859,500	25.4	19.0	25.1	1,242,980	25.8	18.0	26.6
SIZE CLASSES								
1-9 employees	1,150,830	28.9	23.5	32.3	1,654,790	29.9	24.9	34.3
10-49 employees	943,290	25.1	16.9	32.2	1,328,010	25.0	18.8	34.1
50-499 employees	770,080	25.8	14.2	26.9	1,068,790	25.8	13.0	29.5
500 employees and over	378,120	37.8	34.5	21.1	587,390	29.5	10.7	27.1

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 46.3 - Several characteristics of the Inflow expected by the companies in 2022 and 2023 by business sector, territorial distribution, size class (% shares of total)

	Inflow expected in 2022 (a.v.)*	for whom (%):			Inflow expected in 2023 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
TOTAL*	5,179,140	28.7	18.1	40.5	5,509,130	30.0	18.0	45.1
BUSINESS SECTOR								
INDUSTRY	1,498,580	27.3	10.7	47.3	1,565,290	28.2	10.7	52.7
Manufacturing industry	934,960	30.9	15.0	45.6	957,130	30.5	15.5	50.6
Mining of minerals	4,020	9.9	7.1	28.4	4,530	15.1	3.9	29.2
Food, beverage and tobacco industries	150,650	26.0	21.2	34.6	150,080	26.5	22.9	38.9
Textile, clothing and footwear industries	99,850	18.6	42.6	43.8	118,920	21.0	37.7	47.5
Wood and furniture industries	49,770	34.7	7.6	52.1	49,220	33.1	10.2	57.1
Paper, paper transformation and printing	28,300	40.7	10.2	39.6	31,300	42.5	9.8	44.9
Chemical, pharmaceutical and oil industries	39,990	34.4	9.7	37.8	39,950	32.1	13.8	41.3
Rubber and plastic materials industries	52,750	34.7	13.7	40.3	47,930	31.5	16.6	43.5
Non-metallic mineral processing industries	31,000	31.1	4.9	41.5	31,300	30.3	6.6	51.0
Metallurgical and metal products industries	199,820	33.2	9.1	52.7	201,130	32.9	9.4	58.4
Industries manufacturing machines and equipment and means of transport	191,630	32.7	6.4	50.1	197,540	32.3	6.7	55.9
Electrical, electronics, optical and medical industries	66,120	38.8	15.6	47.6	66,500	35.5	11.7	54.3
Household goods, leisure goods and other manufacturing industries	21,080	27.3	25.6	47.7	18,730	31.0	26.3	45.3
Public utilities (energy, gas, water, environment)	54,880	19.4	5.2	33.2	59,070	22.5	5.3	41.4
Construction	508,740	21.6	3.4	52.0	549,100	24.7	3.1	57.6
SERVICES	3,680,550	29.3	21.1	37.8	3,943,830	30.8	20.9	42.1
Trade and repair of motor vehicles and motorcycles	60,770	39.8	8.6	55.2	67,790	40.0	7.6	56.5
Wholesale trade	178,000	29.8	18.7	33.1	191,830	33.3	17.4	38.6
Retail trade	432,270	42.0	29.4	30.2	488,950	44.5	29.5	34.8
Accommodation and catering services; tourist services	986,290	36.1	23.1	40.5	1,145,970	37.1	22.7	47.7
Transport, logistics and warehousing services	391,920	14.8	4.3	35.9	409,180	15.1	3.9	42.6
Media and communication services	55,830	19.7	10.9	19.9	69,090	22.7	11.0	20.9
IT and telecommunications services	151,500	40.7	12.0	51.6	141,360	43.3	11.8	52.7
Advanced business support services	231,400	34.6	16.3	39.2	245,630	36.2	15.8	37.1
Financial and insurance services	53,900	36.7	16.2	38.0	45,990	39.2	15.2	41.8
Operational support services for businesses and individuals	457,960	14.1	23.5	31.3	447,930	12.8	25.0	35.9
Private education and training services	145,110	14.6	30.3	40.6	154,280	17.4	26.2	34.6
Healthcare, social assistance and private	319,780	20.0	27.4	47.0	294,110	20.3	29.4	51.0
Cultural, sports and other personal services	215,830	38.2	27.0	34.2	241,720	37.6	24.1	38.6
TERRITORIAL DISTRIBUTION								
North West	1,526,910	30.0	17.7	41.7	1,607,100	31.4	17.1	45.9
North East	1,244,820	30.0	18.8	45.8	1,308,580	31.3	18.7	50.4
Central	1,019,600	28.1	18.3	38.7	1,131,290	29.6	18.8	43.2
South and islands	1,387,800	26.6	17.7	35.8	1,462,150	27.7	17.8	40.9
SIZE CLASSES								
1-9 employees	1,724,450	32.6	24.5	43.1	1,754,180	33.5	24.2	49.0
10-49 employees	1,569,200	27.3	18.3	42.3	1,731,780	29.4	18.1	47.1
50-499 employees	1,259,220	25.3	12.8	38.5	1,336,010	26.2	13.5	42.6
500 employees and over	626,270	28.5	10.9	33.0	687,160	30.3	10.9	35.1

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 47.1 - Several characteristics of inflow expected by companies in 2018 and 2019 at territorial level (% share of the total)

	Inflow expected in 2018 (a.v.)*	for whom (%):			Inflow expected in 2019 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
TOTAL	4,553,980	27.8	20.9	26.3	4,615,200	27.3	20.9	26.4
NORTH WEST	1,355,760	30.3	21.1	27.6	1,393,000	28.9	21.1	27.7
PIEMONTE	312,660	32.0	23.6	28.2	301,100	30.5	23.3	28.3
TORINO	168,780	31.9	24.3	27.3	166,750	30.2	23.2	26.2
VERCELLI	9,850	30.9	22.4	27.6	9,530	31.1	25.0	29.3
NOVARA	27,120	30.5	21.6	28.7	26,800	29.9	21.9	30.9
CUNEO	46,080	35.6	23.0	30.8	41,440	32.3	22.7	33.0
ASTI	11,370	27.2	22.3	26.5	9,570	29.5	22.8	31.7
ALESSANDRIA	27,560	32.8	20.5	31.0	25,310	32.3	22.8	30.2
BIELLA	11,250	29.5	30.4	26.4	11,540	29.2	28.9	28.0
VERBANO-CUSIO-OSSOLA	10,650	28.4	22.7	25.6	10,160	27.3	23.4	28.1
VALLE D'AOSTA	15,630	26.5	22.1	21.4	15,020	26.1	21.3	27.8
LOMBARDIA	917,690	29.8	19.9	27.9	961,880	28.4	19.9	27.9
VARESE	61,230	28.9	23.3	30.9	63,820	28.6	24.0	31.7
COMO	41,260	31.0	22.9	29.1	43,310	29.3	23.1	28.7
SONDRIO	17,440	27.4	22.7	21.9	16,610	27.4	24.7	25.2
MILANO	394,230	29.0	18.1	25.5	447,210	27.7	18.1	25.2
BERGAMO	92,730	32.9	19.6	28.8	91,010	31.0	19.5	30.1
BRESCIA	123,400	30.4	19.9	30.5	116,170	28.9	21.0	28.9
PAVIA	31,070	27.1	22.7	28.4	32,160	28.7	23.1	31.2
CREMONA	25,490	30.9	20.8	26.9	24,580	27.7	20.9	28.9
MANTOVA	35,650	30.2	24.3	31.7	30,380	28.9	23.5	33.1
LECCO	25,630	33.7	21.0	32.8	22,200	31.7	20.6	33.5
LODI	12,650	30.3	19.7	27.3	12,010	28.0	20.0	28.7
MONZA E BRIANZA	56,910	28.7	20.3	30.5	62,420	27.9	19.5	31.5
LIGURIA	109,770	29.8	24.5	24.9	115,000	28.8	25.0	24.5
IMPERIA	13,060	30.8	24.7	18.1	11,720	30.2	27.1	19.5
SAVONA	19,390	29.2	24.6	21.4	18,980	25.6	24.4	22.3
GENOVA	61,310	31.0	24.8	27.2	68,530	29.7	23.9	25.8
LA SPEZIA	16,010	25.6	23.2	26.0	15,780	27.8	29.1	24.9
NORTH EAST	1,129,570	28.9	21.9	30.7	1,105,800	28.2	21.7	31.8
TRENTINO ALTO ADIGE	144,290	24.2	18.6	31.2	148,120	22.8	17.3	33.6
BOLZANO	76,690	23.5	18.2	36.6	79,600	21.4	16.0	40.0
TRENTO	67,600	25.0	19.0	25.1	68,520	24.4	18.8	26.1
VENETO	457,180	30.8	22.5	31.2	453,830	29.6	22.3	32.1
VERONA	97,220	31.0	22.3	29.5	100,190	30.1	21.0	30.8
VICENZA	78,750	35.2	22.7	35.0	74,760	32.5	23.1	35.2
BELLUNO	21,660	28.6	23.1	32.6	20,800	31.1	25.4	33.8
TREVISO	79,430	30.8	20.3	34.4	72,450	29.3	21.9	36.3
VENEZIA	84,870	28.2	24.0	26.2	89,830	26.2	22.7	26.3
PADOVA	77,460	30.2	22.8	32.1	79,250	30.3	22.8	33.2
ROVIGO	17,780	28.1	23.0	28.2	16,550	26.7	20.0	31.9
FRIULI VENEZIA GIULIA	103,660	30.1	23.1	31.6	95,920	30.1	22.2	34.5
UDINE	41,660	32.4	25.8	32.8	40,160	31.5	23.4	34.0
GORIZIA	14,520	24.3	18.0	30.8	14,620	25.5	17.5	32.7
TRIESTE	18,240	27.3	24.7	26.8	17,680	30.0	23.8	33.9
PORDENONE	29,250	31.4	20.6	33.2	23,450	30.5	21.8	37.0
EMILIA ROMAGNA	424,450	28.1	22.1	29.8	407,930	28.3	22.5	30.2
PIACENZA	26,650	26.6	18.1	28.3	25,030	26.8	21.3	30.5
PARMA	46,040	29.0	21.1	28.6	45,230	29.4	21.6	30.5
REGGIO EMILIA	48,640	30.0	22.8	34.5	41,980	29.4	24.4	36.5
MODENA	70,370	29.8	21.5	31.6	67,560	28.7	22.3	33.1
BOLOGNA	101,920	29.1	22.9	32.5	99,610	30.7	22.9	31.2
FERRARA	22,650	29.6	23.4	29.3	20,550	27.2	24.1	30.4
RAVENNA	37,560	26.2	22.4	26.3	36,970	25.4	20.3	26.0
FORLÌ-CESENA	33,980	25.5	23.2	25.5	32,850	28.2	23.5	25.5
RIMINI	36,660	22.7	21.5	23.2	38,170	23.6	21.9	22.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

(Cont'd) Table 47.1 - Several characteristics of inflow expected by companies in 2018 and 2019 at territorial level (% share of the total)

	Inflow expected in 2018 (a.v.)*	for whom (%):			Inflow expected in 2019 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
TOTAL	4,553,975	27.8	20.9	26.3	4,615,201	27.3	20.9	26.4
CENTRAL	925,770	26.8	21.7	24.6	938,600	26.8	21.3	24.9
TOSCANA	303,140	27.3	23.9	28.2	293,070	26.9	23.7	29.1
MASSA	10,370	27.3	22.7	26.8	10,770	25.6	22.9	25.7
LUCCA	28,660	25.2	21.2	24.8	28,790	26.0	21.3	25.0
PISTOIA	16,560	28.1	23.1	26.9	15,160	27.7	23.3	30.6
FIRENZE	101,040	28.9	26.1	32.4	96,760	28.5	26.2	31.8
LIVORNO	26,320	23.2	21.5	21.0	27,080	21.5	20.0	23.4
PISA	30,200	28.1	21.9	29.1	30,520	27.2	23.3	29.7
AREZZO	23,900	30.5	21.8	29.4	22,040	31.6	21.8	31.1
SIENA	20,970	30.3	23.8	27.9	20,780	29.4	25.1	30.8
GROSSETO	15,220	26.8	24.1	21.1	15,180	26.5	25.5	22.8
PRATO	29,900	21.5	25.5	26.7	26,000	21.8	21.6	30.1
UMBRIA	54,830	28.0	23.5	29.1	53,920	28.7	22.6	31.1
PERUGIA	41,840	29.3	22.5	30.5	41,830	29.7	22.0	31.4
TERNI	12,990	24.0	26.4	24.4	12,090	25.3	24.8	29.8
MARCHE	123,400	29.4	23.1	25.9	108,010	28.8	23.1	28.1
PESARO-URBINO	32,040	31.1	22.8	26.3	26,040	30.1	22.9	29.0
ANCONA	38,400	28.5	21.0	27.1	34,770	28.1	20.4	29.3
MACERATA	24,970	30.9	24.7	27.6	21,820	29.4	22.6	29.6
ASCOLI PICENO	16,050	29.1	22.7	21.4	15,220	29.0	25.8	23.8
FERMO	11,950	25.0	27.8	22.9	10,170	26.3	30.2	24.7
LAZIO	444,400	25.6	19.5	21.3	483,600	26.1	19.3	21.0
VITERBO	12,980	28.9	22.3	27.3	12,490	27.2	24.2	27.6
RIETI	6,340	27.9	24.1	25.9	7,530	27.9	21.1	24.6
ROMA	357,280	25.6	19.5	20.8	395,540	26.5	19.2	20.5
LATINA	39,110	23.2	19.7	23.0	37,750	23.0	20.2	23.3
FROSINONE	28,690	26.7	18.0	20.8	30,290	24.6	17.3	20.6
SOUTH AND ISLANDS	1,142,870	24.7	19.2	21.8	1,177,800	24.9	19.7	20.9
ABRUZZO	99,660	26.9	21.1	26.1	95,130	27.3	22.0	27.9
L'AQUILA	21,490	22.0	19.2	28.6	18,410	23.0	20.3	28.6
TERAMO	27,350	27.5	21.5	26.1	26,390	29.0	20.9	29.1
PESCARA	22,030	28.3	22.2	26.1	21,730	29.5	23.5	25.4
CHIETI	28,800	28.9	21.3	24.1	28,600	26.9	23.0	28.2
MOLISE	15,720	25.0	19.0	23.2	15,630	23.4	20.4	22.7
CAMPOBASSO	10,750	25.8	17.3	21.5	10,650	22.6	19.8	21.6
ISERNIA	4,960	23.3	22.6	27.0	4,980	25.3	21.9	25.0
CAMPANIA	324,680	24.7	18.3	20.6	372,020	24.3	18.0	20.1
CASERTA	45,700	23.7	18.7	20.8	53,010	23.6	17.7	20.5
BENEVENTO	15,620	24.0	21.8	18.4	15,630	23.5	20.2	19.4
NAPOLI	171,940	25.9	17.1	21.1	199,200	25.5	17.4	20.2
AVELLINO	21,180	24.6	21.2	21.0	22,390	23.9	19.9	23.0
SALERNO	70,230	22.6	19.0	19.8	81,790	22.2	18.6	18.9
PUGLIA	236,240	24.4	18.7	21.3	238,320	25.4	19.3	21.0
FOGGIA	33,020	22.6	17.9	18.4	34,690	26.9	18.3	17.2
BARI	104,450	23.2	16.9	23.1	99,550	23.6	17.8	22.5
TARANTO	27,300	27.2	23.2	20.5	29,260	28.3	22.2	21.4
BRINDISI	21,680	27.7	21.9	18.5	21,690	27.2	22.8	19.5
LECCE	49,800	25.0	19.4	21.3	53,130	25.5	20.0	21.1
BASILICATA	34,860	26.5	18.9	20.9	34,010	27.1	19.1	20.7
POTENZA	22,620	26.9	19.4	21.0	21,150	26.6	19.2	20.7
MATERA	12,240	25.7	18.0	20.7	12,870	27.7	19.0	20.8
CALABRIA	89,030	25.3	19.1	23.6	84,170	26.4	20.0	19.8
COSENZA	35,560	21.7	17.1	25.1	33,110	24.5	16.7	20.2
CATANZARO	18,460	27.4	18.9	24.0	18,690	24.6	19.2	18.5
REGGIO CALABRIA	19,040	29.8	23.2	23.3	16,880	29.1	26.8	22.9
CROTONE	8,220	27.3	18.6	22.2	8,050	25.8	20.7	17.5
VIBO VALENTIA	7,750	24.0	19.6	17.8	7,440	34.2	19.8	17.4

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

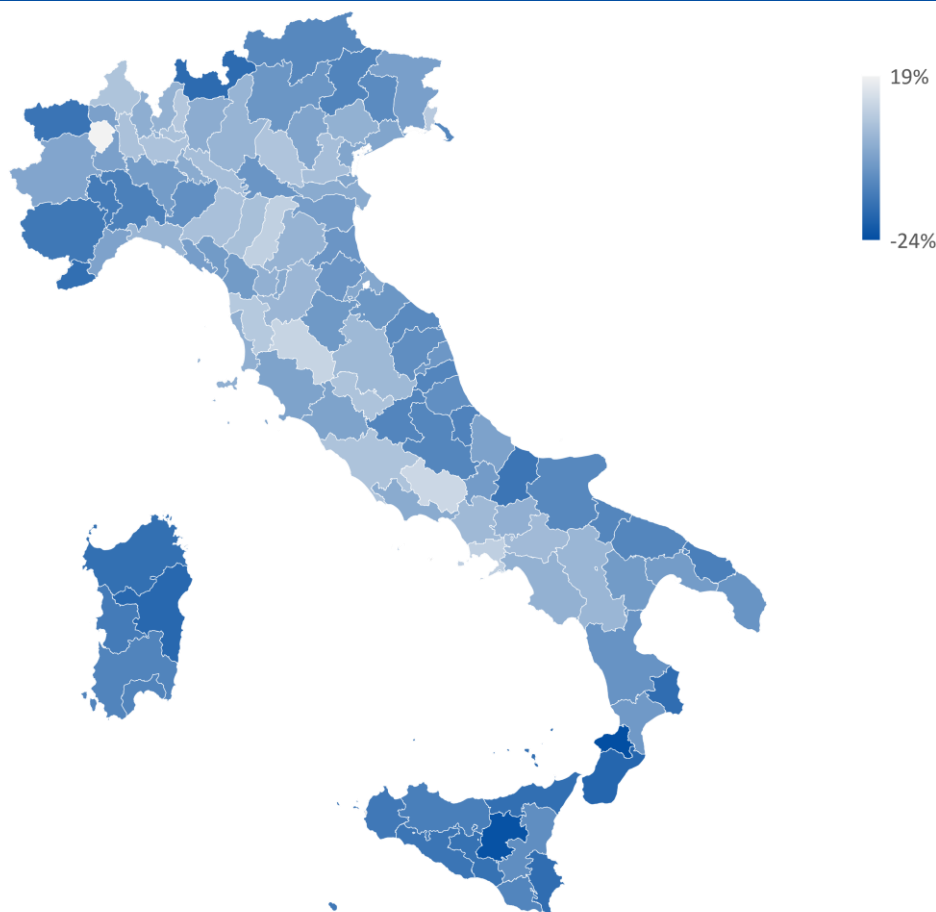
(Cont'd) Table 47.1 - Several characteristics of inflow expected by companies in 2018 and 2019 at territorial level (% share of the total)

	Inflow expected in 2018 (a.v.)*	for whom (%):			Inflow expected in 2019 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
TOTAL	4,553,980	27.8	20.9	26.3	4,615,200	27.3	20.9	26.4
SICILIA	226,180	24.5	19.0	20.7	224,780	24.2	20.8	19.0
TRAPANI	18,900	24.3	18.0	17.6	17,290	24.9	21.5	17.3
PALERMO	55,370	23.7	17.6	19.7	59,920	22.5	18.2	17.9
MESSINA	30,470	23.6	19.5	20.7	29,130	23.8	22.1	19.5
AGRIGENTO	14,050	24.4	22.0	21.1	13,450	24.1	22.9	17.9
CALTANISSETTA	10,940	21.5	16.5	22.3	10,910	22.5	16.9	21.9
ENNA	5,390	25.4	22.1	21.6	4,330	25.7	25.3	19.6
CATANIA	53,520	24.6	18.4	20.7	51,540	23.6	21.0	18.3
RAGUSA	16,200	29.0	22.6	21.2	16,990	29.5	22.7	21.1
SIRACUSA	21,340	25.8	19.7	24.7	21,220	27.1	23.6	21.8
SARDEGNA	116,510	22.6	21.4	23.1	113,730	23.2	21.7	21.8
SASSARI	42,520	19.9	20.2	22.8	42,820	21.4	22.5	20.8
NUORO	10,580	21.9	22.4	17.2	9,880	24.9	23.7	21.1
CAGLIARI	57,520	24.6	22.1	24.0	55,160	24.2	20.7	22.1
ORISTANO	5,900	23.0	21.8	27.2	5,870	23.3	22.5	26.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Trend of inflow expected by companies at territorial level - 2019 vs 2018



Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 47.2 - Several characteristics of Inflow expected by the companies in 2020 and 2021 at territorial level (% shares of total)

	Inflow expected in 2020 (a.v.)*	for whom (%):			Inflow expected in 2021 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
TOTAL	3,242,310	28.1	20.6	29.7	4,638,980	27.5	18.6	32.2
NORTH WEST	978,240	29.7	21.4	30.6	1,372,690	29.0	18.1	33.6
PIEMONTE	222,430	30.9	23.0	31.3	308,420	30.6	18.1	34.4
TORINO	120,290	31.2	22.8	30.5	167,070	29.8	18.2	32.3
VERCELLI	7,340	27.7	21.1	29.3	9,780	30.3	16.4	32.8
NOVARA	19,860	31.5	21.7	31.3	25,260	32.9	19.2	38.7
CUNEO	32,280	30.4	23.6	34.3	47,720	32.2	17.3	36.1
ASTI	7,800	30.3	23.8	32.8	10,910	29.9	18.1	37.2
ALESSANDRIA	20,030	31.1	22.0	33.2	28,450	30.9	16.5	39.1
BIELLA	8,000	30.6	28.1	31.6	9,720	30.0	22.0	36.8
VERBANO-CUSIO-OSSOLA	6,840	29.8	26.6	26.3	9,520	31.8	18.2	32.3
VALLE D'AOSTA	11,270	25.5	24.4	25.5	17,460	26.9	21.8	31.8
LOMBARDIA	663,880	29.5	20.5	30.8	930,740	28.8	17.9	33.4
VARESE	43,020	30.2	23.0	35.5	63,220	31.6	21.9	40.2
COMO	29,360	30.5	23.4	31.7	42,550	28.7	19.1	38.6
SONDRIO	12,060	25.3	22.6	27.3	19,870	25.4	23.2	28.8
MILANO	301,420	29.2	19.9	28.6	420,930	28.0	16.3	30.1
BERGAMO	65,920	31.1	20.2	30.3	90,480	30.8	18.1	37.1
BRESCIA	80,780	29.2	19.9	32.4	113,250	28.7	18.9	33.5
PAVIA	23,770	29.5	21.9	31.8	33,400	27.7	18.3	36.8
CREMONA	17,420	29.4	20.8	31.9	23,360	28.9	17.8	35.0
MANTOVA	23,430	28.8	22.0	34.9	32,120	27.5	19.4	32.9
LECCO	15,600	32.1	20.2	35.4	20,630	30.0	21.8	38.8
LODI	8,710	31.6	19.7	31.2	11,970	30.4	17.5	34.6
MONZA E BRIANZA	42,390	28.4	20.5	34.1	58,960	30.2	18.1	37.3
LIGURIA	80,660	28.8	23.2	27.7	116,080	27.3	19.0	33.1
IMPERIA	8,730	28.2	23.9	23.1	13,840	28.7	22.8	27.8
SAVONA	13,660	29.2	24.0	25.6	19,360	25.6	21.5	29.9
GENOVA	47,330	29.4	23.0	28.9	66,560	27.6	17.7	36.0
LA SPEZIA	10,940	26.5	22.7	28.8	16,320	26.7	18.3	29.3
NORTH EAST	754,610	29.6	21.6	35.5	1,107,990	28.8	19.6	38.6
TRENTINO ALTO ADIGE	100,190	25.4	20.2	38.9	159,530	24.7	19.4	41.6
BOLZANO	53,740	24.3	19.1	42.1	87,240	24.2	19.6	44.7
TRENTO	46,450	26.6	21.4	35.2	72,290	25.2	19.1	37.9
VENETO	304,960	30.7	21.8	35.8	446,890	30.2	20.4	38.9
VERONA	66,970	30.5	21.3	35.0	93,810	29.9	18.0	37.0
VICENZA	49,880	33.6	20.3	39.4	75,900	31.6	21.4	42.4
BELLUNO	14,080	31.1	23.6	35.9	23,070	34.0	25.0	39.9
TREVISO	49,790	29.8	21.5	38.6	71,240	31.3	21.6	40.6
VENEZIA	57,650	28.7	23.2	31.4	91,050	27.6	20.9	34.4
PADOVA	54,190	31.5	22.3	35.9	75,310	31.1	19.4	41.5
ROVIGO	12,390	27.7	21.2	35.0	16,520	25.6	20.3	37.7
FRIULI VENEZIA GIULIA	66,060	29.9	21.2	37.8	99,840	30.7	18.8	41.4
UDINE	28,500	30.1	21.1	36.5	41,330	31.2	18.9	40.0
GORIZIA	9,030	26.7	19.6	38.9	13,500	27.7	14.6	44.6
TRIESTE	12,480	29.1	22.3	35.7	19,490	31.1	21.5	39.4
PORDENONE	16,060	31.9	21.7	41.1	25,530	31.3	18.6	43.5
EMILIA ROMAGNA	283,410	29.9	21.8	33.3	401,730	28.4	18.9	36.3
PIACENZA	17,830	29.7	18.1	33.8	26,950	27.8	15.3	37.1
PARMA	31,960	30.2	21.4	34.7	42,770	29.5	18.3	36.5
REGGIO EMILIA	29,700	29.9	20.5	38.9	39,740	29.2	21.1	41.4
MODENA	45,880	32.0	21.0	34.8	61,520	28.1	18.5	39.8
BOLOGNA	66,540	31.1	22.6	33.6	97,270	29.1	17.2	38.0
FERRARA	14,840	29.2	24.3	34.1	21,250	29.7	22.6	34.1
RAVENNA	27,280	26.0	22.0	30.2	39,060	26.3	18.9	34.6
FORLÌ-CESENA	23,970	27.3	22.9	29.7	34,710	25.7	20.1	31.5
RIMINI	25,420	29.5	23.4	27.7	38,460	29.2	21.6	27.5

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

(cont'd) Table 47.2 - Several characteristics of Inflow expected by the companies in 2020 and 2022 at territorial level (% shares of total)

	Inflow expected in 2020 (a.v.)*	for whom (%):			Inflow expected in 2021 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
TOTAL	3,242,308	28.1	20.6	29.7	4,638,984	27.5	18.6	32.2
CENTRAL	649,960	27.4	20.7	27.8	915,320	26.0	19.3	30.1
TOSCANA	198,040	27.2	22.9	31.1	289,670	26.1	22.1	33.9
MASSA	8,450	26.9	21.7	29.8	12,590	24.3	19.6	32.8
LUCCA	20,880	27.8	18.6	28.8	30,010	26.7	18.1	30.2
PISTOIA	10,470	29.2	20.6	32.8	14,920	26.8	22.0	37.2
FIRENZE	61,700	27.2	25.4	34.8	93,780	26.7	23.2	37.6
LIVORNO	18,950	24.2	20.0	24.1	26,730	25.7	19.1	27.8
PISA	20,610	26.9	21.8	31.4	28,270	25.7	19.9	34.6
AREZZO	14,740	31.1	22.7	32.1	23,090	30.1	21.2	36.0
SIENA	12,050	30.5	24.4	33.5	18,730	27.6	23.1	35.6
GROSSETO	11,810	25.4	26.0	22.0	15,470	25.6	22.8	28.2
PRATO	18,380	24.8	23.2	31.1	26,070	20.4	28.6	29.2
UMBRIA	36,220	30.0	21.3	35.1	51,620	30.1	21.8	39.1
PERUGIA	27,920	30.5	21.8	35.9	40,270	30.3	21.9	38.4
TERNI	8,300	28.0	19.4	32.4	11,350	29.5	21.6	41.9
MARCHE	77,330	30.3	22.2	30.5	116,400	28.9	20.4	33.4
PESARO-URBINO	18,420	30.8	22.2	32.4	27,410	28.6	18.5	31.7
ANCONA	24,970	29.9	19.7	31.6	37,930	28.5	18.8	33.7
MACERATA	15,620	30.7	22.1	31.1	23,510	28.1	22.5	36.6
ASCOLI PICENO	10,970	31.4	23.2	27.1	16,850	29.8	20.0	31.5
FERMO	7,350	28.3	29.5	25.9	10,710	31.5	26.9	32.5
LAZIO	338,370	26.5	19.0	24.4	457,630	24.8	16.9	25.9
VITERBO	9,630	27.5	22.5	28.8	12,720	28.2	26.9	34.2
RIETI	6,080	21.5	24.8	26.7	8,330	21.8	26.5	33.4
ROMA	273,620	26.9	18.9	24.0	371,790	24.5	16.0	24.4
LATINA	27,920	24.7	18.3	25.7	37,690	28.2	20.2	33.7
FROSINONE	21,120	25.0	17.9	25.7	27,100	23.6	16.7	29.5
SOUTH AND ISLANDS	859,500	25.4	19.0	25.1	1,242,980	25.8	18.0	26.6
ABRUZZO	68,400	27.6	20.6	30.0	102,140	27.1	19.9	31.9
L'AQUILA	14,100	22.8	21.2	27.3	20,330	24.8	19.5	32.0
TERAMO	18,260	28.3	20.3	30.6	28,370	25.2	20.3	31.8
PESCARA	16,430	28.8	21.2	29.1	24,240	30.4	20.1	29.8
CHIETI	19,610	29.3	19.8	32.0	29,200	27.7	19.6	33.8
MOLISE	11,370	25.8	20.7	24.4	17,530	23.3	18.7	26.9
CAMPOBASSO	7,900	27.1	19.9	23.2	12,350	24.7	17.1	26.8
ISERNIA	3,470	22.9	22.6	27.0	5,180	19.9	22.6	27.1
CAMPANIA	266,450	25.2	17.5	25.6	349,780	25.8	16.6	25.9
CASERTA	40,460	25.5	18.1	25.3	50,970	27.5	17.5	27.0
BENEVENTO	11,110	22.1	20.3	25.6	15,410	23.1	18.0	29.0
NAPOLI	139,120	26.4	16.6	26.8	181,640	26.1	16.2	25.8
AVELLINO	16,540	26.0	20.2	26.8	21,470	24.5	19.8	26.0
SALERNO	59,220	22.6	17.8	22.8	80,280	24.6	15.9	24.6
PUGLIA	176,880	25.0	19.1	23.5	259,080	27.2	17.5	25.1
FOGGIA	24,790	26.7	19.0	20.9	38,070	28.2	17.7	22.1
BARI	78,170	22.3	17.5	24.8	109,780	25.9	15.3	25.4
TARANTO	21,610	30.1	20.6	24.2	30,380	26.8	18.1	26.4
BRINDISI	14,660	26.6	20.8	22.1	24,420	28.1	19.8	24.0
LECCE	37,650	26.1	21.0	22.8	56,430	28.9	20.2	26.2
BASILICATA	22,670	25.6	19.2	25.8	33,930	23.8	18.8	28.9
POTENZA	14,370	26.0	18.8	25.4	20,520	24.6	17.8	28.4
MATERA	8,300	25.0	20.0	26.6	13,400	22.5	20.4	29.7
CALABRIA	61,090	27.1	18.6	25.0	94,660	25.8	18.8	25.4
COSENZA	23,890	27.7	17.4	26.4	35,220	27.8	18.7	25.5
CATANZARO	13,420	24.9	17.4	25.1	19,550	26.7	18.5	23.9
REGGIO CALABRIA	12,860	30.5	23.5	24.2	20,540	24.5	19.8	28.3
CROTONE	6,000	24.2	15.5	25.9	9,560	21.2	16.1	26.8
VIBO VALENTIA	4,930	25.5	19.3	18.7	9,790	24.2	20.8	20.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

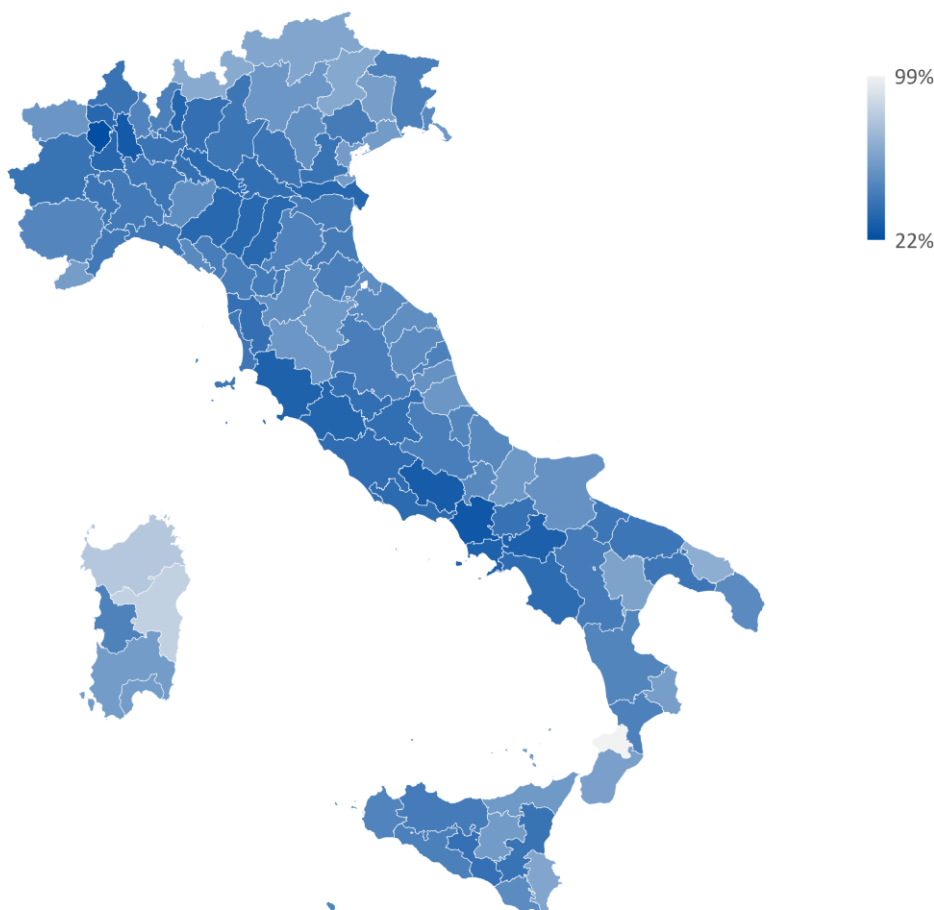
(cont'd) Table 47.2 - Several characteristics of Inflow expected by the companies in 2020 and 2021 at territorial level (% shares of total)

	Inflow expected in 2020 (a.v.)*	for whom (%):			Inflow expected in 2021 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
TOTAL	3,242,310	28.1	20.6	29.7	4,638,980	27.5	18.6	32.2
SICILIA	174,550	25.3	19.5	23.9	255,430	25.6	17.7	26.5
TRAPANI	13,530	25.9	18.6	21.6	19,870	28.4	19.9	24.1
PALERMO	47,320	24.9	20.6	21.7	67,530	25.3	15.7	25.9
MESSINA	22,000	25.1	20.2	24.3	34,450	25.2	19.8	25.8
AGRIGENTO	10,760	20.4	18.7	23.4	15,610	24.6	21.5	25.6
CALTANISSETTA	9,300	23.0	15.4	27.3	12,790	23.0	14.9	31.6
ENNA	3,570	23.2	21.0	23.7	5,620	23.8	19.2	27.1
CATANIA	40,020	26.0	19.2	24.8	55,530	26.5	16.6	27.8
RAGUSA	12,530	28.7	20.0	25.3	18,830	26.1	21.2	25.4
SIRACUSA	15,530	26.6	19.2	27.1	25,200	24.6	17.3	26.6
SARDEGNA	78,090	23.6	21.0	25.3	130,430	23.2	20.5	28.2
SASSARI	28,280	22.5	21.2	24.3	50,530	24.8	22.3	26.9
NUORO	6,520	22.2	26.0	25.0	11,950	21.8	20.2	30.3
CAGLIARI	38,710	24.3	20.0	26.7	61,270	21.9	18.5	29.6
ORISTANO	4,580	26.4	20.1	20.1	6,690	26.2	26.1	20.6

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Trend of inflow expected by companies at territorial level - 2021 vs 2020



Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 47.3 - Several characteristics of Inflow expected by the companies in 2022 and 2023 at territorial level (% shares of total)

	Inflow expected in 2022 (a.v.)*	for whom (%):			Inflow expected in 2023 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
TOTAL	5,179,140	28.7	18.1	40.5	5,509,130	30.0	18.0	45.1
NORTH WEST	1,526,910	30.0	17.7	41.7	1,607,100	31.4	17.1	45.9
PIEMONTE	345,650	30.5	18.5	43.3	353,930	32.2	18.3	47.8
TORINO	183,210	30.4	18.3	42.1	189,400	32.6	17.8	45.1
VERCELLI	12,070	29.5	18.7	40.2	11,760	32.8	18.4	48.1
NOVARA	31,890	31.7	18.7	44.0	32,150	31.5	19.0	49.5
CUNEO	51,920	32.3	17.9	46.5	50,790	32.8	18.8	53.3
ASTI	12,260	31.0	18.4	43.0	11,980	32.4	19.9	50.2
ALESSANDRIA	31,340	28.5	18.1	46.2	32,010	30.4	17.7	53.0
BIELLA	11,260	28.9	24.4	45.3	12,020	32.5	23.6	49.1
VERBANO-CUSIO-OSSOLA	11,690	28.4	19.8	40.2	13,830	29.8	18.4	45.5
VALLE D'AOSTA	16,920	30.1	21.7	45.4	18,870	29.4	20.2	54.2
LOMBARDIA	1,032,320	29.6	17.3	41.0	1,092,950	31.1	16.5	45.0
VARESE	60,280	30.8	20.1	45.9	65,560	32.0	19.6	50.8
COMO	48,030	31.6	20.0	44.0	52,440	32.0	18.3	49.2
SONDRIO	18,730	29.7	20.7	40.1	19,290	30.8	20.2	47.0
MILANO	454,590	27.8	15.5	37.1	506,530	29.3	14.6	40.1
BERGAMO	104,470	33.0	17.6	43.7	106,200	33.9	17.6	47.8
BRESCIA	137,780	32.0	19.2	43.0	135,610	34.2	17.9	48.8
PAVIA	36,200	26.7	19.7	48.3	37,280	29.4	17.6	50.7
CREMONA	28,490	28.5	18.1	44.2	28,170	30.0	18.6	49.1
MANTOVA	36,030	27.7	17.6	42.8	34,110	31.2	17.3	48.8
LECCO	26,130	32.4	19.3	46.9	25,470	33.1	19.9	53.1
LODI	13,760	31.7	15.3	41.3	14,100	30.7	17.0	46.3
MONZA E BRIANZA	67,810	29.7	17.1	44.9	68,180	32.0	16.6	50.1
LIGURIA	132,020	31.6	18.6	41.8	141,360	32.6	18.9	46.7
IMPERIA	14,580	29.4	21.8	37.2	16,190	35.3	20.2	48.4
SAVONA	22,620	29.1	19.0	38.1	25,360	32.2	18.7	43.4
GENOVA	75,170	32.2	18.0	44.2	78,560	31.8	18.9	47.5
LA SPEZIA	19,650	34.2	17.8	40.1	21,250	34.2	18.3	46.6
NORTH EAST	1,244,820	30.0	18.8	45.8	1,308,580	31.3	18.7	50.4
TRENTINO ALTO ADIGE	159,350	25.3	18.4	50.3	173,030	26.5	19.5	56.7
BOLZANO	82,620	25.1	18.9	52.5	92,410	26.5	20.1	58.2
TRENTO	76,730	25.5	17.9	47.9	80,630	26.6	18.7	55.1
VENETO	502,360	31.8	20.2	45.4	526,610	32.3	19.1	49.8
VERONA	106,200	31.5	19.8	43.0	114,960	31.3	19.1	47.8
VICENZA	84,890	35.6	21.4	47.7	84,860	36.6	20.4	52.6
BELLUNO	25,520	31.2	23.6	44.7	24,810	29.8	19.0	51.8
TREVISO	81,350	33.9	20.2	46.5	81,260	33.6	19.4	51.6
VENEZIA	93,460	29.2	20.9	43.8	113,760	30.3	18.9	46.9
PADOVA	88,880	30.9	18.2	46.8	87,220	32.5	18.1	51.1
ROVIGO	22,080	25.7	19.2	46.6	19,740	28.9	18.1	50.2
FRIULI VENEZIA GIULIA	108,040	31.0	18.0	48.3	113,700	32.8	19.4	52.7
UDINE	45,460	29.7	19.7	47.8	50,750	31.6	20.5	51.3
GORIZIA	14,750	29.2	15.3	48.8	15,020	30.5	16.7	54.2
TRIESTE	21,040	32.1	19.1	44.2	22,510	33.9	19.6	49.7
PORDENONE	26,790	33.4	15.8	52.0	25,420	35.4	18.7	57.0
EMILIA ROMAGNA	475,070	29.6	17.7	44.2	495,240	31.5	17.9	48.5
PIACENZA	28,990	25.1	15.3	39.6	29,780	30.4	14.7	47.5
PARMA	49,990	29.4	16.5	41.8	51,450	30.2	15.9	47.2
REGGIO EMILIA	51,460	33.1	17.1	45.1	51,150	34.4	17.4	48.1
MODENA	76,990	31.8	15.8	45.3	78,950	32.8	16.2	49.1
BOLOGNA	110,910	29.2	17.1	47.7	115,550	30.7	17.7	51.2
FERRARA	24,380	29.6	21.0	44.3	25,230	31.4	20.8	49.8
RAVENNA	43,380	27.5	19.2	44.5	45,630	30.2	18.0	48.0
FORLÌ-CESENA	41,560	29.6	19.5	42.6	43,780	31.9	18.4	46.8
RIMINI	47,420	27.8	20.9	40.1	53,730	30.9	23.2	44.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

(cont'd) Table 47.3 - Several characteristics of Inflow expected by the companies in 2022 and 2023 at territorial level (% shares of total)

	Inflow expected in 2022 (a.v.)*	for whom (%):			Inflow expected in 2023 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
TOTAL	5,179,136	28.7	18.1	40.5	5,509,127	30.0	18.0	45.1
CENTRAL	1,019,600	28.1	18.3	38.7	1,131,290	29.6	18.8	43.2
TOSCANA	326,610	27.3	20.6	41.9	368,490	30.0	21.0	46.9
MASSA	13,930	28.5	17.9	39.9	15,420	31.9	20.6	46.0
LUCCA	34,420	29.7	18.7	40.4	39,860	33.0	20.2	45.7
PISTOIA	16,980	28.9	19.8	44.5	18,290	32.0	20.3	50.7
FIRENZE	97,980	27.8	20.6	43.9	116,600	29.7	20.7	46.8
LIVORNO	32,930	27.0	19.7	38.2	35,740	30.4	20.4	44.7
PISA	32,620	28.8	18.7	43.0	36,280	31.1	17.2	49.8
AREZZO	25,980	27.8	20.9	46.1	28,050	32.2	20.0	51.5
SIENA	22,650	27.2	18.9	43.5	25,340	29.8	19.5	48.4
GROSSETO	20,520	27.9	21.9	32.8	20,990	31.0	22.8	40.3
PRATO	28,600	19.1	28.2	40.7	31,920	20.7	29.1	45.8
UMBRIA	61,670	33.1	20.5	46.3	64,810	32.7	19.6	50.5
PERUGIA	47,830	33.2	20.2	46.2	50,760	32.2	19.3	50.3
TERNI	13,840	32.8	21.4	46.6	14,050	34.5	20.4	51.5
MARCHE	133,730	30.1	19.0	42.9	140,610	33.7	19.8	48.6
PESARO-URBINO	33,460	30.6	16.3	41.9	34,590	33.4	18.7	48.8
ANCONA	42,330	31.2	17.5	42.3	43,950	34.0	18.4	49.0
MACERATA	26,800	29.7	22.5	46.7	28,210	32.3	19.0	50.4
ASCOLI PICENO	18,730	29.5	19.9	39.9	20,440	34.5	22.1	45.3
FERMO	12,410	27.4	22.1	44.3	13,420	35.0	25.1	47.6
LAZIO	497,590	27.5	16.4	34.4	557,380	28.0	17.1	38.5
VITERBO	16,340	28.3	21.4	41.0	16,320	34.9	22.1	47.2
RIETI	9,810	35.5	15.1	37.7	7,330	34.4	15.8	42.5
ROMA	398,360	26.8	15.8	32.9	458,480	27.2	16.4	37.0
LATINA	42,620	32.7	20.6	43.1	43,010	34.8	21.9	46.5
FROSINONE	30,470	26.1	15.7	37.4	32,230	25.3	18.0	44.9
SOUTH AND ISLANDS	1,387,800	26.6	17.7	35.8	1,462,150	27.7	17.8	40.9
ABRUZZO	114,050	27.5	19.0	40.8	116,720	29.2	18.4	46.6
L'AQUILA	22,630	25.9	18.8	43.6	23,160	29.5	16.0	49.8
TERAMO	31,880	25.9	20.3	38.0	33,200	29.2	19.6	47.4
PESCARA	27,280	29.2	18.2	38.5	26,480	29.0	20.3	43.4
CHIETI	32,270	28.9	18.5	43.6	33,890	29.2	17.5	46.2
MOLISE	18,810	24.8	20.6	37.1	19,080	28.8	21.2	45.3
CAMPOBASSO	13,220	25.5	19.9	36.5	13,450	28.4	20.8	45.0
ISERNIA	5,600	23.1	22.1	38.5	5,630	29.9	22.2	46.1
CAMPANIA	395,800	26.4	16.6	35.0	436,150	26.4	17.0	39.0
CASERTA	59,340	29.2	15.5	36.5	64,250	28.5	15.2	37.5
BENEVENTO	16,250	23.9	16.3	38.1	17,090	28.7	17.6	41.9
NAPOLI	202,510	26.5	16.6	35.6	229,330	26.3	17.1	40.0
AVELLINO	24,310	24.6	19.0	35.6	25,590	24.3	19.0	43.0
SALERNO	93,390	25.4	16.9	32.0	99,890	25.5	17.3	36.1
PUGLIA	289,630	28.4	17.6	33.7	291,890	29.7	17.2	40.6
FOGGIA	39,050	27.4	18.1	31.9	39,940	27.9	18.3	38.6
BARI	123,990	27.9	16.5	33.4	124,040	29.8	15.1	39.9
TARANTO	32,790	29.5	18.0	35.8	33,180	27.8	20.3	44.9
BRINDISI	27,160	27.4	18.5	39.0	27,130	28.8	19.8	45.4
LECCE	66,640	30.0	18.9	32.1	67,600	31.7	17.8	38.9
BASILICATA	36,820	26.2	15.7	38.0	35,950	28.1	17.8	45.4
POTENZA	22,750	26.6	15.8	37.7	21,510	25.4	17.2	43.7
MATERA	14,070	25.5	15.7	38.5	14,430	32.3	18.7	48.0
CALABRIA	101,400	26.0	18.5	36.8	108,250	27.6	18.7	41.7
COSENZA	37,960	27.4	17.9	36.7	40,620	29.9	18.1	40.2
CATANZARO	22,250	24.7	18.5	37.7	22,830	27.8	17.6	43.4
REGGIO CALABRIA	21,380	27.9	20.4	37.9	23,170	26.3	20.7	43.1
CROTONE	9,830	24.5	17.6	37.9	9,790	26.6	19.1	43.9
VIBO VALENTIA	9,980	21.5	18.1	31.7	11,830	22.7	19.0	39.3

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

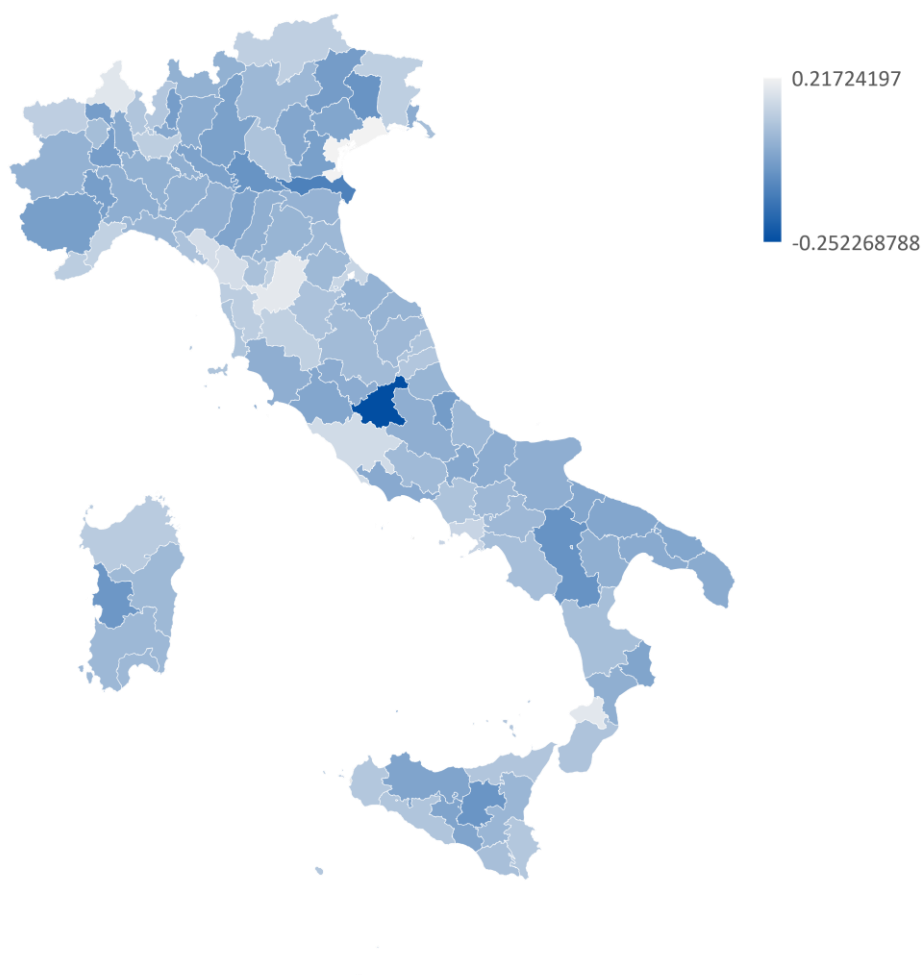
(cont'd) Table 47.3 - Several characteristics of Inflow expected by the companies in 2022 and 2023 at territorial level (% shares of total)

	Inflow expected in 2022 (a.v.)*	for whom (%):			Inflow expected in 2023 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
TOTAL	5,179,140	28.7	18.1	40.5	5,509,130	30.0	18.0	45.1
SICILIA	288,040	26.5	17.9	35.3	301,190	27.5	18.2	40.2
TRAPANI	24,590	25.8	20.4	31.8	26,910	25.4	19.7	37.8
PALERMO	75,810	26.3	16.6	35.1	75,370	28.0	17.0	38.1
MESSINA	38,280	26.3	18.0	34.4	41,700	27.0	18.0	39.0
AGRIGENTO	18,820	23.6	22.1	33.7	20,490	25.1	22.7	39.2
CALTANISSETTA	14,990	22.7	13.3	40.5	14,890	27.2	14.2	46.5
ENNA	6,200	25.2	16.3	37.9	5,890	29.0	19.2	43.8
CATANIA	64,880	28.7	17.3	34.6	67,750	29.6	17.1	39.0
RAGUSA	20,720	28.5	20.0	36.9	22,200	28.2	20.1	43.9
SIRACUSA	23,760	26.1	19.1	38.8	25,980	24.8	19.9	47.1
SARDEGNA	143,250	23.1	19.2	38.3	152,940	26.5	18.9	42.0
SASSARI	58,510	22.4	19.4	39.0	64,730	24.8	18.8	41.0
NUORO	13,170	23.9	21.8	35.0	13,860	27.5	19.6	47.0
CAGLIARI	62,870	23.5	18.3	39.2	66,020	27.5	18.6	41.7
ORISTANO	8,710	23.7	20.5	32.5	8,330	29.1	21.5	42.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Trend of inflow expected by companies at territorial level - 2023 vs 2022



Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 48.1 - Inflow expected by companies in 2018 according to contract type by business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2018 (a.v.)	Salaried personnel	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non- salaried employees ***
			with a permanent contract	without a permanent contract	apprenti- ceship	other salaried workers			
TOTAL*	4,553,980	3,494,970	965,280	2,165,840	222,740	141,100	679,570	75,280	304,160
		76.7	21.2	47.6	4.9	3.1	14.9	1.7	6.7
BUSINESS SECTOR									
INDUSTRY	1,359,630	74.1	26.5	41.5	5.2	1.0	23.2	0.9	1.8
Manufacturing industry	935,040	67.8	24.3	36.7	5.8	0.9	30.5	0.9	0.8
Mining of minerals	3,040	90.7	31.1	54.2	--	3.8	5.9	1.7	1.7
Food, beverage and tobacco industries	147,660	68.5	14.4	47.5	5.3	1.3	30.3	0.6	0.6
Textile, clothing and footwear industries	130,480	80.8	44.0	32.5	3.7	0.6	17.8	0.7	0.6
Wood and furniture industries	38,940	81.3	25.9	46.5	7.8	1.0	16.6	1.1	1.0
Paper, paper transformation and printing industries	24,130	75.7	26.7	37.6	9.2	2.2	21.3	1.6	1.4
Chemical, pharmaceutical and oil industries	36,010	56.2	23.7	28.9	3.3	0.3	41.1	1.5	1.2
Rubber and plastic materials industries	54,480	45.1	14.2	26.3	4.0	0.5	53.4	0.8	0.7
Non-metallic mineral processing industries	33,010	64.0	24.6	36.0	2.7	0.6	34.4	0.8	0.8
Metallurgical and metal products industries	203,800	65.7	18.9	39.0	6.8	1.0	32.6	0.8	0.8
Industries manufacturing machines and equipment and means of	178,010	71.4	27.3	35.9	7.2	1.0	26.9	0.9	0.8
Electrical, electronics, optical and medical industries	60,920	63.0	27.1	27.5	7.7	0.7	33.8	1.8	1.5
Household goods, leisure goods and other manufacturing industries	24,560	36.7	11.2	21.5	3.6	0.3	62.0	0.7	0.6
Public utilities (energy, gas, water, Construction	53,600	68.2	19.7	44.7	2.4	1.3	27.8	2.1	1.9
	370,990	90.9	32.9	53.0	4.0	1.0	4.1	0.8	4.1

Table 48.1 - Inflow expected by companies in 2018 according to contract type by business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2018 (a.v.)	Salaried personnel	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non-salaried employees ***
			with a permanent contract	without a permanent contract	apprenticeship	other salaried workers			
TOTAL*	4,553,980	3,494,970	965,280	2,165,840	222,740	141,100	679,570	75,280	304,160
		76.7	21.2	47.6	4.9	3.1	14.9	1.7	6.7
SERVICES	3,194,340	77.9	19.0	50.2	4.8	4.0	11.4	2.0	8.8
Trade and repair of motor vehicles and motorcycles	60,900	81.6	32.0	33.5	13.7	2.4	6.5	1.5	10.4
Wholesale trade	203,830	68.0	25.4	36.1	5.3	1.2	9.6	2.9	19.6
Retail trade	411,480	76.9	16.8	51.3	6.5	2.4	12.4	1.4	9.3
Accommodation and catering services; tourist services	786,790	92.3	14.0	63.0	6.4	8.9	6.9	0.6	0.2
Transport, logistics and warehousing services	367,910	80.7	21.2	55.5	1.9	2.1	16.3	0.6	2.4
Media and communication services	42,700	75.2	11.7	55.8	2.5	5.2	10.9	2.7	11.2
IT and telecommunications services	119,500	57.3	30.3	16.5	10.2	0.3	27.7	2.6	12.3
Advanced business support services	182,820	64.4	25.0	31.1	5.9	2.3	11.3	4.4	19.9
Financial and insurance services	43,150	65.7	38.1	23.4	2.4	1.8	9.6	5.3	19.4
Operational support services for businesses and individuals	430,730	73.7	22.3	47.1	1.3	3.0	9.4	3.4	13.5
Private education and training	127,190	44.9	8.6	35.1	0.8	0.4	20.2	6.3	28.5
Healthcare, social assistance and private health services	226,280	78.6	17.1	60.2	0.6	0.8	11.4	1.8	8.2
Cultural, sports and other personal services	191,080	84.2	14.8	53.8	8.5	7.0	10.7	0.9	4.2
TERRITORIAL DISTRIBUTION									
North West	1,355,760	72.9	21.4	43.2	5.1	3.2	18.5	1.8	6.8
North East	1,129,570	75.7	17.0	49.0	6.1	3.6	19.6	1.0	3.8
Central	925,770	77.6	21.1	48.3	4.9	3.2	13.3	1.8	7.4
South and islands	1,142,870	81.7	25.2	50.7	3.4	2.4	7.4	2.1	8.8
SIZE CLASSES									
1-9 employees	1,564,590	83.2	25.4	46.5	7.0	4.3	7.0	1.8	8.0
10-49 employees	1,368,420	78.4	21.1	49.0	5.0	3.4	13.1	1.6	6.9
50-499 employees	1,104,850	72.4	17.5	50.1	2.4	2.4	18.9	1.6	7.1
500 employees and over	516,120	62.2	16.6	41.6	3.6	0.4	35.2	1.5	1.1

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Company directors are included, even if they are of a marginal nature.

*** Collaborators with a VAT number and casual workers

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 48.2 - Inflow expected by companies in 2019 according to contract type by business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2019 (a.v.)	Salaried personnel	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non- salaried employees ***
			with a permanent contract	without a permanent contract	apprentic eship	other salaried workers			
TOTAL*	4,615,200	3,764,810	1,058,820	2,336,260	228,990	140,750	491,120	78,000	281,260
		81.6	22.9	50.6	5.0	3.0	10.6	1.7	6.1
BUSINESS SECTOR									
INDUSTRY	1,277,300	80.0	29.5	45.5	4.6	0.4	17.3	1.0	1.8
Manufacturing industry	854,050	74.8	27.7	41.1	5.5	0.5	23.4	0.9	0.9
Mining of minerals	3,570	93.2	48.4	40.0	4.7	--	3.6	1.6	1.6
Food, beverage and tobacco industries	133,450	74.0	16.9	52.7	3.9	0.4	24.7	0.7	0.7
Textile, clothing and footwear industries	117,740	84.2	39.7	39.6	4.7	0.3	14.4	0.7	0.7
Wood and furniture industries	38,980	88.0	29.3	51.1	7.1	0.5	10.3	0.9	0.8
Paper, paper transformation and printing industries	24,170	81.3	27.8	46.6	6.6	0.3	15.9	1.4	1.4
Chemical, pharmaceutical and oil industries	33,730	66.4	30.5	31.8	3.8	0.3	30.6	1.6	1.4
Rubber and plastic materials industries	45,970	53.4	19.3	29.8	4.2	--	44.9	0.8	0.8
Non-metallic mineral processing industries	27,350	78.3	27.5	45.2	3.5	2.1	19.8	1.0	0.9
Metallurgical and metal products industries	186,790	73.3	24.2	42.5	6.0	0.5	25.0	0.8	0.8
Industries manufacturing machines and equipment and means of	165,460	77.7	32.0	37.9	7.4	0.4	20.2	1.1	1.0
Electrical, electronics, optical and medical industries	56,570	71.6	34.5	30.1	6.7	0.2	26.1	1.2	1.2
Household goods, leisure goods and other manufacturing industries	20,280	47.0	14.7	28.3	3.2	0.8	51.8	0.6	0.6
Public utilities (energy, gas, water, Construction	51,730	78.6	25.3	49.8	2.9	0.6	17.5	2.0	1.9
	371,530	92.1	34.1	54.9	2.8	0.3	3.2	0.9	3.8

Table 48.2 - Inflow expected by companies in 2019 according to contract type by business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2019 (a.v.)	Salaried personnel	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non- salaried employees ***
			with a permanent contract	without a permanent contract	apprentic eship	other salaried workers			
TOTAL*	4,615,200	3,764,810	1,058,820	2,336,260	228,990	140,750	491,120	78,000	281,260
		81.6	22.9	50.6	5.0	3.0	10.6	1.7	6.1
SERVICES	3,337,900	82.2	20.4	52.6	5.1	4.1	8.1	2.0	7.8
Trade and repair of motor vehicles and motorcycles	46,750	82.3	34.4	36.2	10.7	1.0	6.6	1.3	9.7
Wholesale trade	210,130	72.8	28.4	37.6	6.0	0.7	6.7	2.5	18.1
Retail trade	432,290	81.9	19.3	52.8	7.3	2.5	8.6	1.2	8.3
Accommodation and catering services; tourist services	854,480	94.5	14.9	63.8	6.4	9.4	4.7	0.7	0.2
Transport, logistics and warehousing services	363,070	87.4	24.1	59.4	2.5	1.5	10.1	0.5	1.9
Media and communication services	47,620	80.6	11.7	61.3	2.1	5.5	6.9	3.0	9.5
IT and telecommunications services	122,980	64.4	35.6	16.4	12.1	0.3	20.6	3.0	11.9
Advanced business support services	201,510	60.5	24.2	28.6	5.8	1.9	14.5	5.2	19.8
Financial and insurance services	40,410	72.3	44.0	23.5	4.1	0.7	4.9	5.2	17.6
Operational support services for businesses and individuals	436,780	78.9	22.5	51.8	1.7	2.9	6.8	3.3	11.0
Private education and training	129,680	51.1	11.7	37.1	1.1	1.2	15.1	7.1	26.7
Healthcare, social assistance and private health services	250,080	85.4	18.5	65.3	0.8	0.9	6.8	1.6	6.2
Cultural, sports and other personal services	202,120	89.0	16.5	57.7	8.1	6.8	6.7	0.9	3.5
TERRITORIAL DISTRIBUTION									
North West	1,393,000	77.3	23.8	45.8	4.8	2.9	13.7	2.0	7.0
North East	1,105,800	82.0	19.0	53.4	5.9	3.6	13.6	1.0	3.4
Central	938,600	81.7	22.1	50.9	5.4	3.3	9.2	1.9	7.2
South and islands	1,177,800	86.1	26.3	53.4	3.9	2.5	5.4	1.8	6.7
SIZE CLASSES									
1-9 employees	1,454,560	84.1	26.1	46.8	6.7	4.6	5.6	2.1	8.2
10-49 employees	1,436,480	82.8	22.7	51.7	5.1	3.3	9.5	1.7	6.1
50-499 employees	1,186,530	79.1	20.8	53.3	2.9	2.2	13.4	1.6	5.9
500 employees and over	537,630	77.0	20.0	52.2	4.6	0.2	21.1	0.9	1.0

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Company directors are included, even if they are of a marginal nature.

*** Collaborators with a VAT number and casual workers

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 48.3 - Inflow expected by companies in 2020 according to contract type by business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2020 (a.v.)	Salaried personnel	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non-salaried employees ***
			with a permanent contract	without a permanent contract	apprenticeship	other salaried workers			
TOTAL *	3,242,310	2,606,560	714,150	1,620,240	176,200	95,980	340,550	75,700	219,500
		80.4	22.0	50.0	5.4	3.0	10.5	2.3	6.8
BUSINESS SECTOR									
INDUSTRY	935,970	80.3	28.8	45.9	4.9	0.6	15.8	1.6	2.3
Manufacturing industry	583,150	74.3	27.8	40.3	5.6	0.6	22.7	1.7	1.3
Mining of minerals	2,400	92.2	37.5	52.4	2.4	--	3.9	2.2	--
Food, beverage and tobacco industries	107,210	74.7	15.4	54.5	4.2	0.6	23.5	0.9	0.9
Textile, clothing and footwear industries	73,140	83.7	42.6	36.5	4.0	0.7	14.0	1.3	1.0
Wood and furniture industries	24,310	86.4	31.5	47.4	7.0	0.5	10.1	2.1	1.4
Paper, paper transformation and printing industries	16,390	81.0	33.6	39.2	8.1	--	14.8	2.6	1.7
Chemical, pharmaceutical and oil industries	24,680	66.0	33.9	27.8	4.1	0.2	29.6	2.4	2.0
Rubber and plastic materials industries	32,050	54.6	23.4	27.5	3.6	0.2	42.6	1.5	1.2
Non-metallic mineral processing industries	19,810	76.8	29.0	42.0	3.6	2.1	20.1	1.8	1.4
Metallurgical and metal products industries	120,280	72.7	22.9	42.7	6.2	0.9	24.0	1.8	1.4
Industries manufacturing machines and equipment and	111,480	76.9	32.4	37.3	6.8	0.4	19.7	1.9	1.6
Electrical, electronics, optical and medical industries	38,600	70.4	35.2	27.0	7.9	0.3	25.6	2.6	1.5
Household goods, leisure goods and other manufacturing industries	12,800	46.5	12.4	26.4	7.2	0.4	50.1	1.3	2.1
Public utilities (energy, gas, water, Construction)	40,180	78.3	27.8	47.5	2.3	0.7	17.7	2.3	1.7
Construction	312,640	91.7	30.8	56.2	4.0	0.7	2.8	1.3	4.1
SERVICES	2,306,340	80.4	19.3	51.6	5.6	3.9	8.3	2.6	8.6
Trade and repair of motor vehicles and motorcycles	45,400	82.6	33.4	34.7	13.3	1.1	4.5	2.6	10.3
Wholesale trade	141,700	69.9	26.2	38.4	4.5	0.8	6.5	4.1	19.5
Retail trade	295,340	80.6	15.1	54.6	8.5	2.5	9.1	2.0	8.3
Accommodation and catering services; tourist services	506,930	93.5	13.1	63.3	7.2	10.0	5.5	0.8	0.2
Transport, logistics and warehousing services	247,600	85.5	23.9	57.2	2.6	1.9	11.3	0.8	2.4
Media and communication services	31,890	81.3	10.2	63.1	1.5	6.5	6.7	3.7	8.3
IT and telecommunications services	95,500	65.1	35.5	14.8	14.5	0.3	19.2	3.6	12.1
Advanced business support services	147,870	62.6	21.9	32.0	7.1	1.6	13.1	5.6	18.6
Financial and insurance services	32,370	67.7	38.5	19.4	9.5	0.2	3.5	5.6	23.2
Operational support services for businesses and individuals	329,020	79.0	22.5	51.5	1.7	3.3	6.3	3.9	10.9
Private education and training	94,960	48.9	9.5	38.0	0.7	0.6	14.4	8.8	28.0
Healthcare, social assistance and private health services	207,350	82.5	18.6	62.5	0.8	0.6	6.7	2.1	8.7
Cultural, sports and other personal services	130,430	88.4	14.2	56.7	10.9	6.5	7.0	1.1	3.6

Table 48.3 - Inflow expected by companies in 2020 according to contract type by business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2020 (a.v.)	Salaried personnel	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non- salaried employees ***
			with a permanent contract	without a permanent contract	apprentic eship	other salaried workers			
TOTAL *	3,242,310	2,606,560	714,150	1,620,240	176,200	95,980	340,550	75,700	219,500
		80.4	22.0	50.0	5.4	3.0	10.5	2.3	6.8
TERRITORIAL DISTRIBUTION									
North West	978,240	76.2	22.9	45.1	5.4	2.8	13.6	2.5	7.7
North East	754,610	81.3	18.6	52.7	6.2	3.9	13.5	1.4	3.8
Central	649,960	79.8	21.5	49.3	5.9	3.0	9.4	2.7	8.1
South and islands	859,500	84.8	24.5	53.6	4.4	2.3	5.2	2.7	7.3
SIZE CLASSES									
1-9 employees	1,150,830	83.9	22.8	49.2	7.4	4.6	4.9	2.8	8.3
10-49 employees	943,290	81.2	21.5	51.4	5.4	2.9	9.3	2.3	7.1
50-499 employees	770,080	77.3	22.1	50.1	3.2	2.0	14.1	2.1	6.5
500 employees and over	378,120	73.7	20.8	48.4	4.3	0.2	23.1	1.5	1.7

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Company directors are included, even if they are of a marginal nature.

*** Collaborators with a VAT number and casual workers

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 48.4 - Inflow expected by companies in 2021 according to contract type by business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2021 (a.v.)	Salaried personnel	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non- salaried employees ***
			with a permanent contract	without a permanent contract	apprentice ship	other salaried workers			
TOTAL*	4,638,980	3,777,590	788,180	2,592,710	221,460	175,250	455,000	106,990	299,400
		81.4	17.0	55.9	4.8	3.8	9.8	2.3	6.5
BUSINESS SECTOR									
INDUSTRY	1,322,280	80.3	22.7	51.4	5.6	0.6	15.4	1.4	2.9
Manufacturing industry	843,010	75.3	24.4	43.9	6.5	0.5	21.8	1.5	1.4
Mining of minerals	4,400	95.2	41.4	44.3	9.4	--	2.8	1.5	--
Food, beverage and tobacco industries	133,970	75.4	13.7	57.0	3.9	0.8	22.3	0.9	1.4
Textile, clothing and footwear industries	91,420	81.2	38.9	37.2	4.5	0.6	17.0	1.4	0.4
Wood and furniture industries	39,800	86.5	26.1	51.5	8.3	0.6	10.0	1.6	1.9
Paper, paper transformation and printing industries	23,680	78.7	24.6	45.1	8.9	--	16.9	2.2	2.3
Chemical, pharmaceutical and oil industries	31,950	64.6	31.6	28.6	4.0	0.3	30.5	2.2	2.6
Rubber and plastic materials industries	46,170	55.2	18.5	32.4	4.3	--	42.3	1.4	1.0
Non-metallic mineral processing industries	25,750	79.5	26.2	47.1	5.4	0.8	17.9	1.7	0.9
Metallurgical and metal products industries	191,450	75.1	19.3	48.0	7.2	0.7	22.3	1.4	1.2
Industries manufacturing machines and equipment and means of	173,880	79.1	28.4	41.6	8.8	0.3	17.4	1.6	2.0
Electrical, electronics, optical and medical industries	59,630	72.3	30.9	33.4	7.6	0.3	24.2	2.3	1.2
Household goods, leisure goods and other manufacturing industries	20,910	53.1	17.7	28.6	6.4	0.4	45.3	1.2	0.5
Public utilities (energy, gas, water, and other services)	55,440	80.8	26.1	52.0	2.2	0.4	15.5	2.3	1.4
Construction	423,840	90.2	18.7	66.3	4.3	0.9	2.5	1.2	6.0

Table 48.4 - Inflow expected by companies in 2021 according to contract type by business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2021 (a.v.)	Salaried personnel	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non- salaried employees ***
			with a permanent contract	without a permanent contract	apprentice ship	other salaried workers			
TOTAL*	4,638,980	3,777,590	788,180	2,592,710	221,460	175,250	455,000	106,990	299,400
		81.4	17.0	55.9	4.8	3.8	9.8	2.3	6.5
SERVICES	3,316,700	81.9	14.7	57.7	4.4	5.0	7.6	2.6	7.9
Trade and repair of motor vehicles and motorcycles	58,370	85.8	27.0	46.6	11.1	1.2	4.4	2.1	7.7
Wholesale trade	162,980	78.4	21.4	50.2	5.9	0.9	7.6	4.3	9.8
Retail trade	416,200	78.8	12.7	57.0	5.8	3.4	9.2	1.7	10.3
Accommodation and catering services; tourist services	876,630	95.3	7.4	72.5	4.2	11.3	3.7	0.7	0.4
Transport, logistics and warehousing services	352,880	86.6	21.0	61.7	2.0	2.0	11.4	0.8	1.1
Media and communication services	64,330	82.1	6.1	68.4	1.4	6.2	4.8	2.8	10.2
IT and telecommunications services	129,530	63.8	32.9	17.7	12.5	0.6	19.2	4.0	13.0
Advanced business support services	210,250	63.3	21.0	32.0	7.4	3.0	11.9	6.2	18.5
Financial and insurance services	47,410	60.5	31.4	20.5	8.5	--	2.7	7.1	29.7
Operational support services for businesses and individuals	408,970	82.2	16.0	60.1	1.9	4.2	6.0	3.8	7.9
Private education and training	128,020	43.2	7.4	35.2	0.3	0.3	14.2	12.1	30.5
Healthcare, social assistance and private health services	278,460	78.2	18.3	57.6	1.1	1.2	6.1	2.5	13.3
Cultural, sports and other personal services	182,680	88.6	8.0	65.0	8.7	6.8	6.7	1.4	3.3
TERRITORIAL DISTRIBUTION									
North West	1,372,690	76.4	19.7	47.7	5.3	3.7	14.6	2.7	6.3
North East	1,107,990	81.1	14.7	56.0	5.7	4.8	12.1	1.4	5.3
Central	915,320	82.9	18.0	56.0	4.7	4.3	7.4	2.8	6.9
South and islands	1,242,980	86.2	15.3	64.8	3.4	2.7	4.2	2.4	7.2
SIZE CLASSES									
1-9 employees	1,654,790	88.5	17.4	59.2	6.3	5.5	4.0	2.6	4.9
10-49 employees	1,328,010	82.6	16.8	57.6	4.8	3.4	8.9	2.1	6.3
50-499 employees	1,068,790	76.2	16.4	54.8	2.7	2.3	13.2	2.4	8.2
500 employees and over	587,390	68.2	17.3	44.6	3.9	2.3	22.1	1.9	7.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Company directors are included, even if they are of a marginal nature.

*** Collaborators with a VAT number and casual workers

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 48.5 - Inflow expected by companies in 2022 according to contract type by business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2022 (a.v.)	Salaried personnel	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non- salaried employees ***
			with a permanent contract	without a permanent contract	apprentice ship	other salaried workers			
TOTAL*	5,179,140	4,154,920	974,030	2,720,450	291,480	168,960	559,780	101,070	363,370
		80.2	18.8	52.5	5.6	3.3	10.8	2.0	7.0
BUSINESS SECTOR									
INDUSTRY	1,498,580	76.6	24.6	45.3	6.3	0.4	16.9	1.2	5.3
Manufacturing industry	934,960	70.5	25.2	38.5	6.4	0.3	24.9	1.2	3.3
Mining of minerals	4,020	90.0	42.8	46.4	--	--	7.6	2.1	--
Food, beverage and tobacco industries	150,650	70.3	15.1	50.8	3.8	0.5	25.2	0.8	3.7
Textile, clothing and footwear industries	99,850	85.6	41.2	40.3	3.7	0.4	12.8	1.2	0.4
Wood and furniture industries	49,770	69.3	22.2	38.8	8.2	0.2	26.4	1.2	3.1
Paper, paper transformation and printing industries	28,300	67.1	21.4	38.3	7.3	--	27.6	1.5	3.8
Chemical, pharmaceutical and oil industries	39,990	54.5	29.0	21.6	3.7	0.3	37.9	1.6	6.0
Rubber and plastic materials industries	52,750	51.4	19.0	27.5	4.9	--	46.2	1.0	1.4
Non-metallic mineral processing industries	31,000	74.6	27.7	41.0	5.8	--	23.9	1.2	0.3
Metallurgical and metal products industries	199,820	69.4	20.1	40.8	8.1	0.4	26.7	1.2	2.7
Industries manufacturing machines and equipment and means of	191,630	71.0	28.6	34.2	7.9	0.2	21.2	1.3	6.5
Electrical, electronics, optical and medical industries	66,120	69.5	33.5	27.6	8.2	0.2	26.4	2.1	2.0
Household goods, leisure goods and other manufacturing industries	21,080	85.5	26.5	49.6	8.1	1.3	12.0	1.1	1.3
Public utilities (energy, gas, water, and other services)	54,880	84.3	29.3	49.7	4.9	0.3	12.9	2.1	0.7
Construction	508,740	87.0	22.8	57.3	6.3	0.6	2.7	0.9	9.4

Table 48.5 - Inflow expected by companies in 2022 according to contract type by business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2022 (a.v.)	Salaried personnel	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non- salaried employees ***
			with a permanent contract	without a permanent contract	apprentice ship	other salaried workers			
TOTAL*	5,179,140	4,154,920	974,030	2,720,450	291,480	168,960	559,780	101,070	363,370
		80.2	18.8	52.5	5.6	3.3	10.8	2.0	7.0
SERVICES	3,680,550	81.7	16.5	55.5	5.3	4.4	8.3	2.3	7.7
Trade and repair of motor vehicles and motorcycles	60,770	88.4	27.7	44.1	14.7	1.8	3.5	2.0	6.1
Wholesale trade	178,000	79.5	25.9	44.8	7.0	1.8	9.7	3.4	7.4
Retail trade	432,270	80.8	14.0	56.3	7.1	3.4	8.8	1.7	8.7
Accommodation and catering services; tourist services	986,290	95.8	11.5	68.7	5.9	9.7	3.1	0.7	0.4
Transport, logistics and warehousing services	391,920	83.7	19.4	60.9	1.7	1.8	14.8	0.7	0.9
Media and communication services	55,830	84.3	7.9	66.5	2.3	7.6	5.2	3.1	7.4
IT and telecommunications services	151,500	64.7	35.2	16.6	12.6	0.2	15.1	3.0	17.3
Advanced business support services	231,400	64.2	23.1	31.7	8.8	0.7	13.1	5.1	17.6
Financial and insurance services	53,900	55.9	29.5	17.4	9.0	--	6.6	5.2	32.3
Operational support services for businesses and individuals	457,960	81.5	17.7	58.5	1.8	3.4	10.3	3.2	5.0
Private education and training	145,110	44.9	7.0	36.3	1.3	0.3	18.1	10.6	26.4
Healthcare, social assistance and private health services	319,780	73.1	16.3	54.7	1.0	1.1	4.1	2.1	20.6
Cultural, sports and other personal services	215,830	89.7	10.2	62.8	9.4	7.3	6.3	1.1	2.9
TERRITORIAL DISTRIBUTION									
North West	1,526,910	76.2	21.6	45.2	6.3	3.0	14.4	2.3	7.2
North East	1,244,820	78.5	16.8	51.6	6.4	3.7	14.4	1.1	5.9
Central	1,019,600	81.1	18.9	52.3	5.9	4.0	9.3	2.5	7.1
South and islands	1,387,800	85.6	17.4	61.5	4.0	2.6	4.7	2.0	7.8
SIZE CLASSES									
1-9 employees	1,724,450	88.0	20.2	54.3	8.4	5.1	4.1	2.3	5.5
10-49 employees	1,569,200	81.1	18.0	55.0	5.3	2.8	10.4	1.8	6.7
50-499 employees	1,259,220	73.4	17.2	51.5	2.8	1.9	16.2	1.7	8.7
500 employees and over	626,270	70.3	20.3	43.7	4.4	2.0	19.3	1.8	8.6

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Company directors are included, even if they are of a marginal nature.

*** Collaborators with a VAT number and casual workers

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

Table 48.6 - Inflow expected by companies in 2023 according to contract type by business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2023 (a.v.)	Salaried personnel	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non- salaried employees ***
			with a permanent contract	without a permanent contract	apprentice ship	other salaried workers			
TOTAL*	5,509,130	4,583,320	1,086,250	2,985,380	318,210	193,480	528,040	99,220	298,560
		83.2	19.7	54.2	5.8	3.5	9.6	1.8	5.4
BUSINESS SECTOR									
INDUSTRY	1,565,290	81.2	27.0	46.9	6.9	0.4	14.5	1.1	3.2
Manufacturing industry	957,130	75.7	28.7	40.0	6.6	0.3	21.7	1.1	1.5
Mining of minerals	4,530	88.9	43.2	44.9	--	--	8.8	1.3	--
Food, beverage and tobacco industries	150,080	74.1	15.0	53.5	4.8	0.7	23.9	0.8	1.2
Textile, clothing and footwear industries	118,920	84.3	41.8	37.4	4.5	0.6	12.0	0.9	2.8
Wood and furniture industries	49,220	73.6	25.4	40.0	7.8	0.3	23.5	1.1	1.8
Paper, paper transformation and printing industries	31,300	72.1	24.7	38.9	8.1	0.5	25.3	1.1	1.4
Chemical, pharmaceutical and oil industries	39,950	62.0	33.8	24.1	4.0	0.2	35.9	1.7	0.4
Rubber and plastic materials industries	47,930	58.0	26.1	27.6	4.2	0.2	40.6	1.0	0.3
Non-metallic mineral processing industries	31,300	77.8	28.6	41.9	6.9	0.4	20.1	1.1	1.0
Metallurgical and metal products industries	201,130	76.0	23.5	44.0	8.4	0.1	21.8	1.1	1.0
Industries manufacturing machines and equipment and means of	197,540	79.0	33.6	38.0	7.2	0.2	17.6	1.2	2.3
Electrical, electronics, optical and medical industries	66,500	71.8	39.2	24.6	8.0	--	25.1	2.1	1.0
Household goods, leisure goods and other manufacturing industries	18,730	86.3	30.3	46.4	8.7	1.0	11.6	1.1	1.0
Public utilities (energy, gas, water, and other services)	59,070	85.7	30.6	48.9	5.8	0.3	11.8	2.1	0.3
Construction	549,100	90.3	23.7	58.5	7.7	0.5	2.2	1.0	6.5

Table 48.6 - Inflow expected by companies in 2023 according to contract type by business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2023 (a.v.)	Salaried personnel	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non- salaried employees ***
			with a permanent contract	without a permanent contract	apprentice ship	other salaried workers			
TOTAL*	5,509,130	4,583,320	1,086,250	2,985,380	318,210	193,480	528,040	99,220	298,560
		83.2	19.7	54.2	5.8	3.5	9.6	1.8	5.4
SERVICES	3,943,830	84.0	16.8	57.1	5.3	4.8	7.6	2.1	6.3
Trade and repair of motor vehicles and motorcycles	67,790	89.6	29.6	43.7	15.3	1.0	3.2	1.7	5.5
Wholesale trade	191,830	81.8	27.8	44.4	7.8	1.8	8.6	3.1	6.5
Retail trade	488,950	83.3	14.3	58.7	6.8	3.5	7.0	1.4	8.3
Accommodation and catering services; tourist services	1,145,970	95.5	11.3	68.5	5.8	9.8	3.7	0.6	0.2
Transport, logistics and warehousing services	409,180	83.8	19.5	60.8	1.9	1.7	12.1	0.6	3.5
Media and communication services	69,090	83.9	7.7	69.1	1.4	5.8	5.1	2.5	8.6
IT and telecommunications services	141,360	74.0	43.0	18.3	12.2	0.6	14.7	3.1	8.2
Advanced business support services	245,630	67.6	25.9	33.2	7.1	1.4	11.4	4.8	16.2
Financial and insurance services	45,990	73.7	39.5	22.4	11.8	--	5.9	5.7	14.7
Operational support services for businesses and individuals	447,930	83.2	16.9	61.3	1.8	3.3	9.2	3.0	4.5
Private education and training	154,280	49.0	7.7	39.5	1.3	0.5	21.4	9.6	19.9
Healthcare, social assistance and private health services	294,110	78.5	17.8	58.6	0.9	1.3	3.7	2.4	15.5
Cultural, sports and other personal services	241,720	86.3	9.6	59.0	9.6	8.2	6.7	1.3	5.7
TERRITORIAL DISTRIBUTION									
North West	1,607,100	79.7	23.3	46.6	6.3	3.5	12.7	2.1	5.6
North East	1,308,580	81.6	18.7	52.3	6.8	3.8	12.9	1.0	4.5
Central	1,131,290	83.9	19.5	54.1	6.2	4.1	8.4	2.1	5.6
South and islands	1,462,150	88.0	16.9	64.3	4.0	2.9	4.1	2.0	6.0
SIZE CLASSES									
1-9 employees	1,754,180	89.7	20.7	55.2	8.5	5.3	3.9	2.3	4.1
10-49 employees	1,731,780	84.5	18.4	57.1	5.8	3.2	8.9	1.6	5.0
50-499 employees	1,336,010	77.0	18.8	52.8	3.3	2.1	14.3	1.7	6.9
500 employees and over	687,160	75.1	22.3	46.8	3.6	2.4	16.7	1.3	6.8

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Company directors are included, even if they are of a marginal nature.

*** Collaborators with a VAT number and casual workers

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023