



UNIONCAMERE

EXCELSIOR INFORMA

COMPANY EMPLOYMENT SCHEMES OBTAINED FROM THE CHAMBER OF COMMERCE SYSTEM



Puglia

Year 2021

Introduction

In line with the climate of economic recovery characterising the current year, an increase in employment needs by the Italian business system is expected. In fact, 61% of the total number of companies with employees in industry and services plan to hire workers in 2021, a percentage that is returning to the pre-pandemic level, after a significant decline in 2020. The inflow expected in 2021 - with any contractual form - is approximately 4.6 million units, thereby fully returning to the 2019 levels. This rapid recovery is also accompanied by an increase in the difficulty companies experience in recruiting the professional profiles they are seeking, which involves almost a third of the expected inflow and which can also be attributed to a growing level of experience requested from candidates. The major problems in recruitment will mainly concern specialised profiles: managers and specialists with in-depth knowledge, also of a scientific nature (about 40% will be difficult to recruit) and above all skilled labourers (46%).

This publication focuses on the main characteristics of the inflow planned in the region for the year 2021.



EXPECTED INFLOW



COMPANIES HIRING



YOUNG PEOPLE



DIFFICULT TO RECRUIT

	EXPECTED INFLOW	COMPANIES HIRING	YOUNG PEOPLE	DIFFICULT TO RECRUIT
2021	259,080	58%	27%	25%
2020	176,880	45%	25%	24%
2019	238,320	56%	25%	21%

SUMMARY

Work opportunities in 2021 in the region

		Expected inflow (a.v.)	% difficult to recruit	
Company areas of inclusion and the main professions	page 2	Technical professions	29,090	38.0
Main characteristics of workers requested by the companies	page 3	Specialised labourers	46,310	33.9
Characteristics of inflow by age group	page 4	Managers and Intellectual, scientific and highly-spec. prof.	12,670	31.2
Skills requested	page 5	Plant operators and stationary and mobile machinery operators	31,870	27.3
Qualifications that offer the greatest job opportunities	page 6	Skilled professions in commercial activities and services	85,810	21.8
Several characteristics of the companies	page 7	Office workers	17,190	17.1
Note on methodology	page 8	Unskilled professions	36,140	10.6

N.B. Due to the rounding off, the sum of the single percentage values may differ by 100. This note is valid for all the graphs in this bulletin that show percentage compositions.

COMPANY AREAS OF INCLUSION AND MAIN PROFESSIONS

This page shows the main company areas of inclusion, with several characteristics regarding inflow, and the professions most requested by companies for 2021 in the region. It should be noted that, unless otherwise specified, the professions indicated in the bulletin refer to the classification of professions of ISTAT CP2011 (3 digit).

Characteristics of expected inflow by business area in the region in 2021

COMPANY AREA	INFLOW (a.v.)	% of total	% up to 29 years	% difficult to recruit
Total	259,080	100.0	27.2	25.1
Direction and General services areas	8,000	3.1	28.3	30.1
Administrative areas	7,790	3.0	19.3	19.6
Technical and planning areas	33,960	13.1	20.4	31.6
Area of production of goods and provision of the service	126,740	48.9	23.5	24.0
Commercial and sales areas	53,040	20.5	43.1	24.1
Logistics areas	29,570	11.4	24.4	24.0

The sectors that expect more inflow in the region in 2021 (a.v.)

Accommodation and catering services; tourist services	57,690
Retail trade, wholesale trade and repair of motor vehicles and motorcycles	40,300
Construction	30,710
Operational support services for businesses and individuals	20,370
Healthcare, social assistance and private health services	18,210

The professions most requested in the region in 2021

of which difficult to recruit (%)

522-Catering business operators	44,090	21
512-Sales staff	27,390	22
814-Unskilled cleaning services staff	20,230	11
742-Motor vehicle drivers	18,420	32
612-Artisans and specialised labourers in construction and building maintenance	14,460	13
813-Unskilled staff assigned to moving and delivery of goods	7,970	6

MAIN CHARACTERISTICS OF WORKERS REQUESTED BY COMPANIES

The main characteristics of the incoming figures are summarised below, organised by sector. The data concerns the difficulties in recruiting, experience required, gender and type of contract requested; the figure for the region is compared with that of the geographical distribution and the national figure.

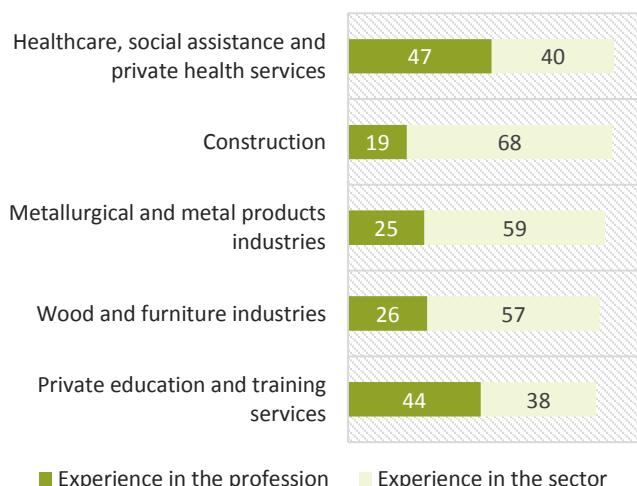
Difficulty in recruiting (%)	Reg.	South and islands	Italy
Total, of which:	25.1	26.6	32.2
for lack of candidates	10.6	12.0	16.2
due to inadequate skill set	12.0	12.1	12.8
for other reasons	2.5	2.5	3.2

Experience requested (%)	Reg.	South and islands	Italy
Total, of which:	71.0	71.3	68.7
in the profession	20.8	21.5	21.9
in the sector	50.2	49.8	46.8
non requested	29.0	28.7	31.3

The regional sectors...

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

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



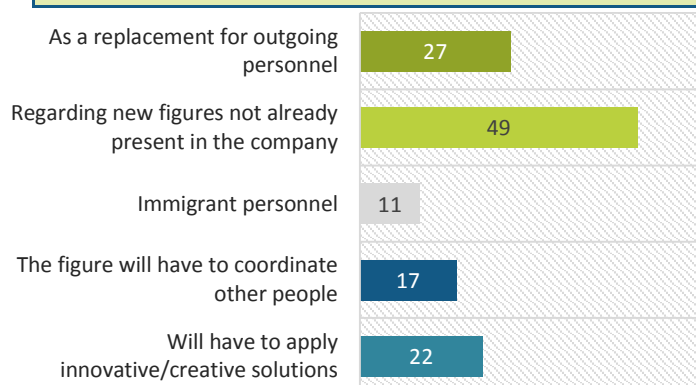
Gender requested (%)	Reg.	South and islands	Italy
Female	17.5	18.0	18.6
Male	37.1	36.1	34.0
equally suitable	45.4	45.9	47.3

Contracts proposed (% values)	Reg.	South and islands	Italy
Workers employed by the company	86.3	86.2	81.4
with a permanent contract	13.2	15.3	17.0
with a fixed-term contract	67.5	64.8	55.9
with other contracts	5.6	6.1	8.6
Company non-salaried workers	13.7	13.8	18.6
agency workers	4.2	4.2	9.8
coll. and other non-salaried empl.	9.5	9.6	8.8

The main sectors that expect inflow of female personnel (%)

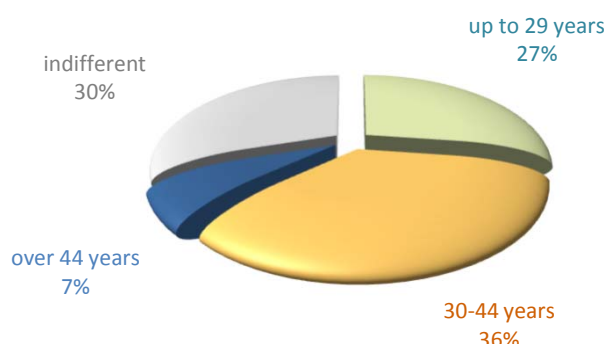


Other characteristics of the inflow in the region (%)



CHARACTERISTICS OF INFLOW BY AGE GROUP

Expected inflow by age group in the region (%)



% of young people up to 29 years against the total inflow:

27.2%

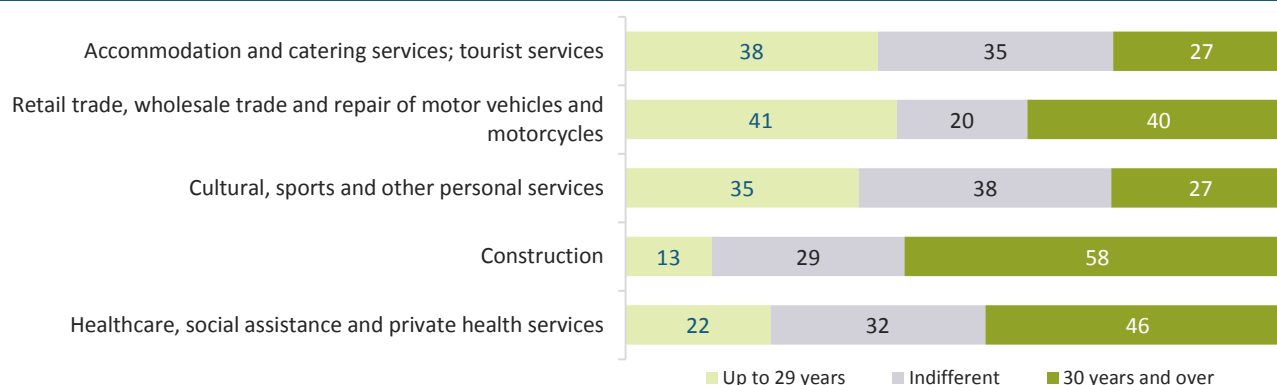
A specific detailed study concerns the age groups of the professional figures requested by companies in the region in 2021, with a detailed breakdown of the professions most requested and of the main business sectors that plan inflow from the younger segment, i.e. the figures with an age explicitly indicated by companies as "up to 29 years". The report that includes "difficulties in recruiting" offers key ideas for analysis with regard to the relationship between training and companies.

The professions with the greatest difficulty in recruiting young people

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

	Average difficulty in recruiting young people Puglia region 26%	difficult to recruit young people	Inflow of young people
Doctors and other health specialists	51%	580	1,140
Cooks, waiters and other tourist services professions	49%	2,190	4,490
Sales assistants and other skilled staff in shops and wholesale stores	49%	120	240
Designers, engineers and similar professions	45%	1,040	2,310
Administrative, financial and production management experts	43%	900	2,120
Economic and business management sciences specialists	41%	280	700
Education experts and teachers	38%	70	200
Shop assistants and other skilled personnel in large-scale distribution	35%	480	1,380
Warehouse management, logistics and purchasing staff	35%	1,170	3,390
Social welfare workers in institutions or at home	31%	260	840

The main business sectors seeking young people in the region (%)

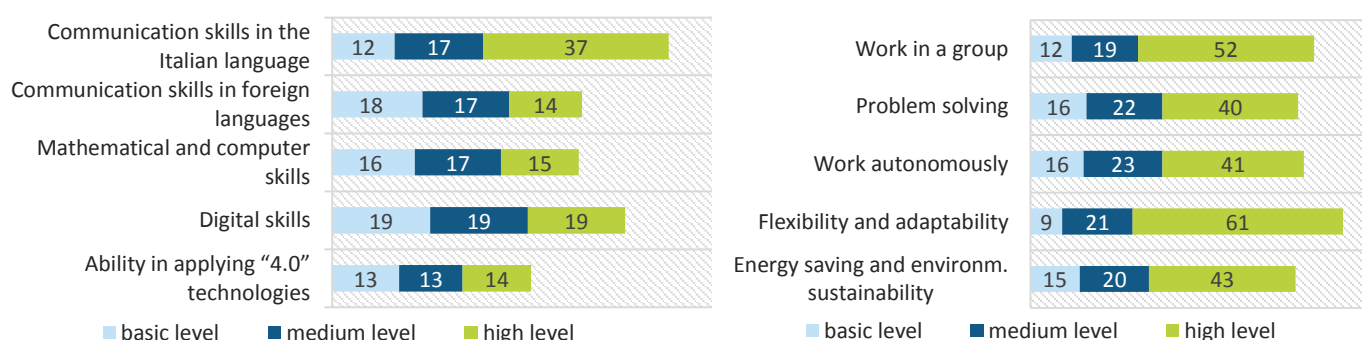


The top sectors for inflow of young people up to 29 years have been selected, as an absolute value

SKILLS REQUESTED

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

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



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

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

Key:	Soft	Green	Technological	Communicative						
from 1% to 33%										
from 34% to 66%										
from 67% to 100%										
	Work in a group	Problem solving	Work autonomously	Flexibility and adaptability						
		Energy saving and environmental sustainability	Use mathematical and computer methods and languages	Use digital skills						
			Use "4.0" technologies to innovate processes	Communicate company information in Italian						
				Communicate company information in foreign languages						
UNIVERSITY	83%	77%	71%	83%	48%	42%	67%	28%	63%	36%
Economics specialisation	78%	78%	73%	78%	52%	44%	77%	33%	66%	36%
Teaching and education specialisation	90%	84%	69%	91%	43%	39%	66%	17%	66%	34%
Healthcare and paramedical specialisation	83%	65%	56%	83%	46%	18%	31%	18%	48%	19%
HIGHER TECHNICAL EDUCATION (HTE)	46%	64%	57%	66%	57%	32%	41%	25%	37%	27%
SECONDARY (5-year diploma)	59%	47%	45%	70%	46%	18%	25%	16%	45%	18%
Administration, finance and marketing specialisation	61%	52%	47%	72%	43%	23%	44%	15%	55%	26%
Tourism, food and wine and hospitality specialisation	69%	42%	41%	70%	56%	18%	18%	19%	56%	33%
Social and healthcare specialisation	60%	44%	41%	71%	36%	8%	1%	14%	28%	2%
Professional QUALIFICATION (3-year) or professional DIPLOMA (4-year)**	43%	27%	37%	55%	40%	9%	5%	8%	29%	9%
Catering specialisation	39%	23%	38%	50%	42%	8%	3%	7%	37%	18%
Building specialisation	42%	27%	41%	56%	35%	5%	0%	6%	19%	1%
Mechanical specialisation	40%	33%	32%	58%	39%	6%	4%	11%	10%	1%

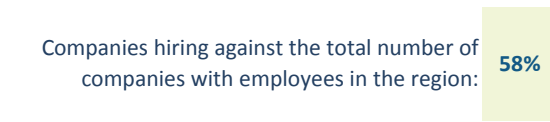
* The skills with "high" importance are those to which the companies assign a score of 3 or 4.

** The data refers to the potential inflow with a professional diploma or qualification. Please refer to the introductory text on page 6 "The fields of study that offer greatest job opportunities" for the definition of potential inflow.

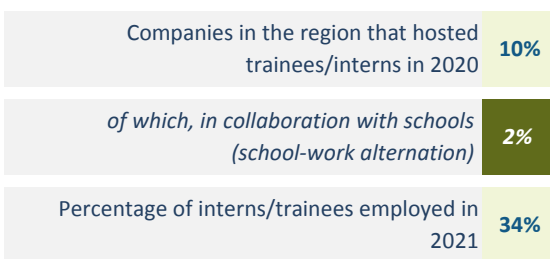
SEVERAL CHARACTERISTICS OF THE COMPANIES

This page presents several characteristics of the companies that are hiring, highlighting the relative share of the total number of companies with employees present in the region, and detailed breakdown by size class. The training carried out by companies for their employees in 2020 and 2021 and the share of companies that hosted trainees/interns in 2020 is also analysed. The page also presents some data on the investments made by companies in the various areas of digital transformation in 2021 and on the channels for selecting incoming personnel.

Companies hiring in 2021



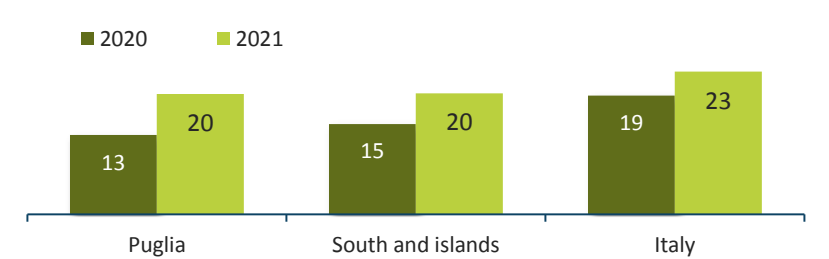
Training and internship activities



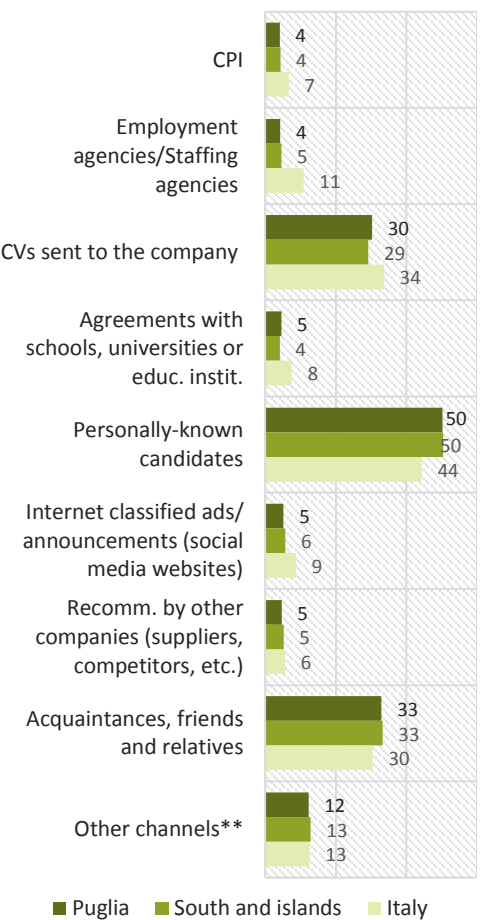
Inflow by company size class in 2021 (%)



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



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



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



* This is a multiple choice question

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

* Companies that declared they made investments of high importance for corporate strategies in the 2016-2020 period and in 2021 in relation to each aspect of digital transformation

Note on methodology:

The data presented comes from the Excelsior survey carried out by Unioncamere in agreement with the National Agency for Active Labour Policies (ANPAL). The survey, which is included in the National Statistical Programme (UCC-00007) among those that imply an obligatory response, has been carried out on a monthly basis since 2017.

The information contained in this bulletin was acquired by processing all the information obtained through the monthly surveys carried out up until August 2021, mainly by using the compilation technique in CAWI mode, carrying out approximately 282,500 interviews at companies, a representative sample of companies with employees in 2020 in the various industrial and service sectors. The main innovation introduced, starting from the 2017 survey, concerns the adoption of specific modelling of the historical series of data, obtained from administrative sources on businesses and employment and appropriately integrated with the sample data relative to each monthly survey, in order to assess the forecasted inflow. The concept of inflow (i.e. the number of work contracts that companies intend to enter into within a given period) and their relative characteristics has also been extended to the flow of collaborators, agency workers, and other non-salaried workers, in addition to the employment of salaried workers. The data regarding the forecast for the entire year therefore no longer come from a specific annual survey, but from the integrated processing of the available monthly surveys.

The projection of the data from the monthly surveys and the strengthening of the integration between these and the administrative data, through a forecast model, as previously mentioned, allow comparisons with the forecasts made in the years prior to 2017 only in trend and qualitative terms. In this bulletin, the analysis focuses mainly on the characteristics of the planned inflow in 2021, according to the professional profiles and levels of education requested. The results of the survey are available at provincial and regional level according to a variable number of economic sectors, obtained as a grouping of economic activity codes of the ATECO2007 classification. The distribution of inflow envisaged by "professional group" refers to the codes of the ISTAT CP2011 classification.

Excelsior Informa is created by Unioncamere in collaboration with ANPAL as part of the Excelsior Information System.

For in-depth information, refer to the following website: <http://excelsior.unioncamere.net> where data and analyses referring to all the regions and all the provinces is available.

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