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EXCELSIOR INFORMA
COMPANY EMPLOYMENT SCHEMES OBTAINED FROM THE CHAMBER OF COMMERCE SYSTEM

PROGETTO EXCELSIOR
SISTEMA INFORMATIVO
PER L'OCCUPAZIONE
E LA FORMAZIONE

Lazio   **Year 2022**

Introduction

The international problems of a political and economic nature linked to the conflict in Ukraine do not so far seem to have had a negative impact on the 2022 employment requirements forecast by private industrial and services companies operating in Italy. Among the companies with employees, those that have planned to hire are 60% of the total, a percentage substantially in line with that recorded last year. On the other hand, we notice significant growth in expected inflow of workers into companies - with any form of contract - passing from 4.6 million units in 2021 to around 5.2 million in the current year (an increase of about 11%). While the propensity of companies to resort to young workers remains almost unchanged, a significant increase in their difficulty in recruiting the profiles they are seeking emerges, concerning 41% of inflow (compared to 32% last year). In almost two out of three cases, the expected recruiting problems appear to come from a scarce presence of people available and only in one out of three cases it can be attributed to an inadequate skill-set of candidates or to other reasons. This publication focuses on the main characteristics of the inflow planned in the region for the year 2022.

	EXPECTED INFLOW	COMPANIES HIRING	YOUNG PEOPLE	DIFFICULT TO RECRUIT
2022	**497,590**	**54%**	**28%**	**34%**
2021	457,630	56%	25%	26%

SUMMARY		Work opportunities in 2022 in the region		
			Expected inflow (a.v.)	**% difficult to recruit**
Company areas of inclusion and the main professions	page 2	Specialised labourers	57,370	48.7
Main characteristics of workers requested by the companies	page 3	Technical professions	78,090	40.3
Characteristics of inflow by age group	page 4	Managers and intellectual, scientific and highly-specialised…	53,490	38.2
Skills requested	page 5	Skilled professions in commercial activities and services	127,270	34.8
Qualifications that offer the greatest job opportunities	page 6	Plant operators and stationary and mobile machinery operators	44,730	34.5
Several characteristics of the companies	page 7	Employees	47,350	25.3
Note on methodology	page 8	Unskilled professions	89,290	22.2

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 2022 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 2022

COMPANY AREA	INFLOW (a.v.)	% of total	% up to 29 years	% difficult to recruit
Total	**497,590**	**100.0**	**27.5**	**34.4**
Direction and General services areas	**40,730**	8.2	28.4	37.3
Administrative areas	**30,550**	6.1	25.2	30.9
Technical and planning areas	**64,710**	13.0	25.2	48.3
Area of production of goods and provision of the service	**212,510**	42.7	25.1	33.6
Commercial and sales areas	**87,560**	17.6	40.1	30.7
Logistics areas	**61,530**	12.4	20.8	27.9

The sectors that expect more inflow in the region in 2022 (a.v.)

Sector	Inflow
Operational support services for businesses and individuals	72,820
Accommodation and catering services; tourist services	71,620
Retail trade, wholesale trade and repair of motor vehicles and motorcycles	63,180
Construction	50,210
Transport, logistics and warehousing services	39,600

The professions most requested in the region in 2022 — *of which* **difficult to recruit** *(%)*

Profession	Inflow	difficult to recruit (%)
522-Catering business operators	59,220	39
814-Unskilled cleaning services staff	50,390	21
512-Sales staff	42,420	28
742-Motor vehicle drivers	25,490	40
411-Secretarial and general affairs office staff	24,860	25
813-Unskilled staff assigned to moving and delivery of goods	23,540	16

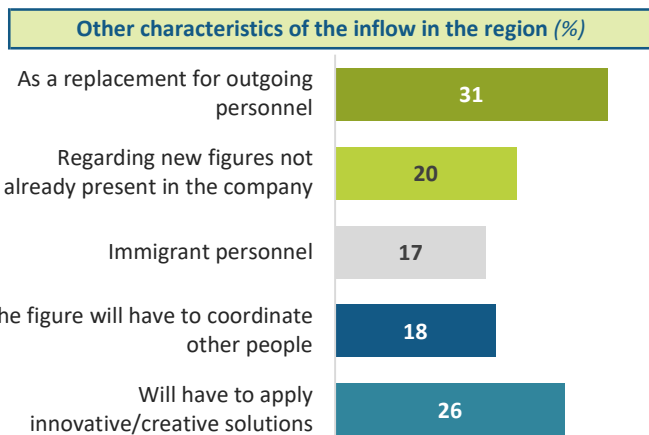## MAIN CHARACTERISTICS OF WORKERS REQUESTED BY COMPANIES

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.	Central	Italy
Total, *of which:*	**34.4**	**38.7**	**40.5**
for lack of candidates	20.7	23.3	24.6
due to inadequate skill set	11.0	12.0	12.4
for other reasons	2.8	3.4	3.6

Experience requested (%)	Reg.	Central	Italy
Total, *of which:*	**68.5**	**67.0**	**67.0**
in the profession	25.0	22.9	23.6
in the sector	43.5	44.0	43.4
non requested	31.5	33.0	33.0

The regional sectors...

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

Sector	Lack of candidates	Inadequate skill set	Other reasons
Wood and furniture industries	23	26	3
Construction	29	20	2
Metallurgical and metal products industries	23	22	4
Industries manufacturing machines and equipment and means of transport	30	15	3
Electrical, electronics, optical and medical industries	29	18	1

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

Sector	Experience in the profession	Experience in the sector
Healthcare, social assistance and private health services	60	28
Chemical, pharmaceutical and oil industries	28	58
Media and communication services	43	42
Private education and training services	50	33
Textile, clothing and footwear industries	28	51

Gender requested (%)	Reg.	Central	Italy
female	16.4	18.3	18.1
male	27.4	30.9	33.4
equally suitable	56.2	50.8	48.5

Contracts proposed (% values)	Reg.	Central	Italy
Workers employed by the company	**81.4**	**81.1**	**80.2**
with a permanent contract	20.3	18.9	18.8
with a fixed-term contract	52.4	52.3	52.5
with other contracts	8.7	9.9	8.9
	18.6	**18.9**	**19.8**
Company non-salaried workers			
agency workers	7.4	9.3	10.8
coll. and other non-salaried empl.	11.2	9.6	9.0

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

Sector	female	male	equally suitable
Textile, clothing and footwear industries	53	25	22
Private education and training services	32	13	55
Healthcare, social assistance and private health services	27	2	72
Retail trade, wholesale trade and repair of motor vehicles and motorcycles	26	24	50
Cultural, sports and other personal services	24	20	56

Other characteristics of the inflow in the region (%)

As a replacement for outgoing personnel	31
Regarding new figures not already present in the company	20
Immigrant personnel	17
The figure will have to coordinate other people	18
Will have to apply innovative/creative solutions	26

CHARACTERISTICS OF INFLOW BY AGE GROUP

Expected inflow by age group in the region *(%)*

indifferent
31%

up to 29 years
28%

over 44 years
8%

30-44 years
33%
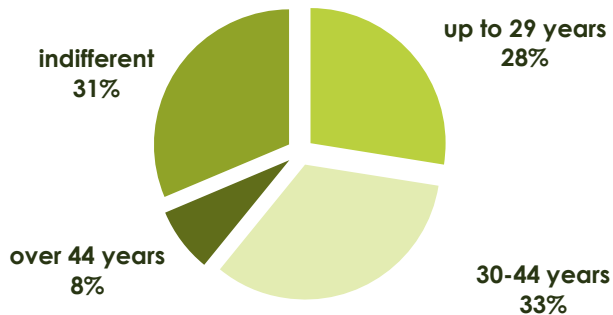
% of young people up to 29 years against the total inflow:

27.5%

A specific detailed study concerns the age groups of the professional figures requested by companies in the region in 2022, 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".
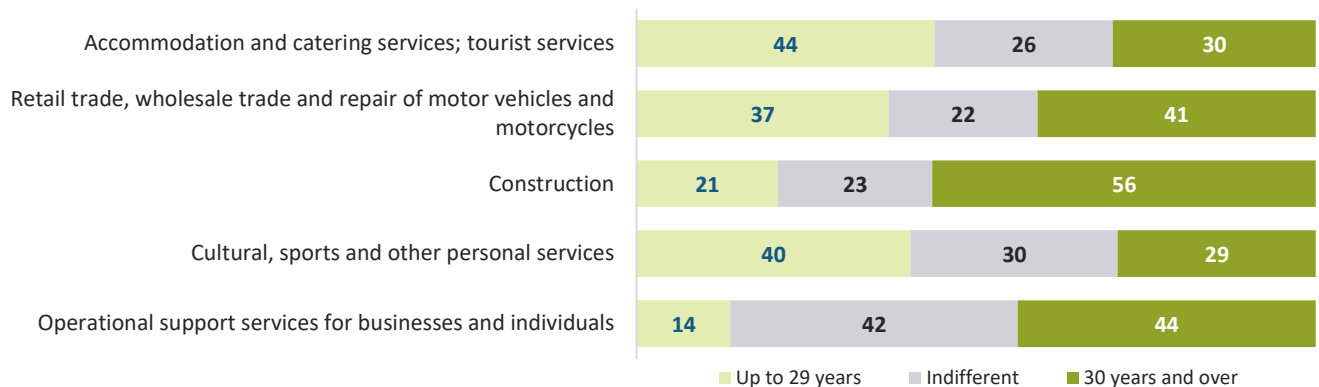
The report that includes "difficulties in recruiting" offers key ideas for analysis with regard to the relationship between training and companies.

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 Lazio region 38%		difficult to recruit young	Inflow of young people
Engineering technicians	81%	1,190	1,460
Building finisher artisans and specialised labourers	64%	2,410	3,770
Electrical and electronic equipment installation and maintenance artisans and specialised labourers.	62%	1,220	1,980
Market relations technicians	61%	1,610	2,620
Health technicians	61%	1,200	1,970
Engineers and similar professions	60%	1,230	2,040
Primary and pre-primary school teachers and similar professions	58%	600	1,040
Artisans and specialised labourers in construction and building maintenance	53%	1,940	3,650
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobile machines	50%	910	1,830
Experts in mathematical, computer, chemistry, physical and natural sciences	49%	1,070	2,170

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

	Up to 29 years	Indifferent	30 years and over
Accommodation and catering services; tourist services	44	26	30
Retail trade, wholesale trade and repair of motor vehicles and motorcycles	37	22	41
Construction	21	23	56
Cultural, sports and other personal services	40	30	29
Operational support services for businesses and individuals	14	42	44

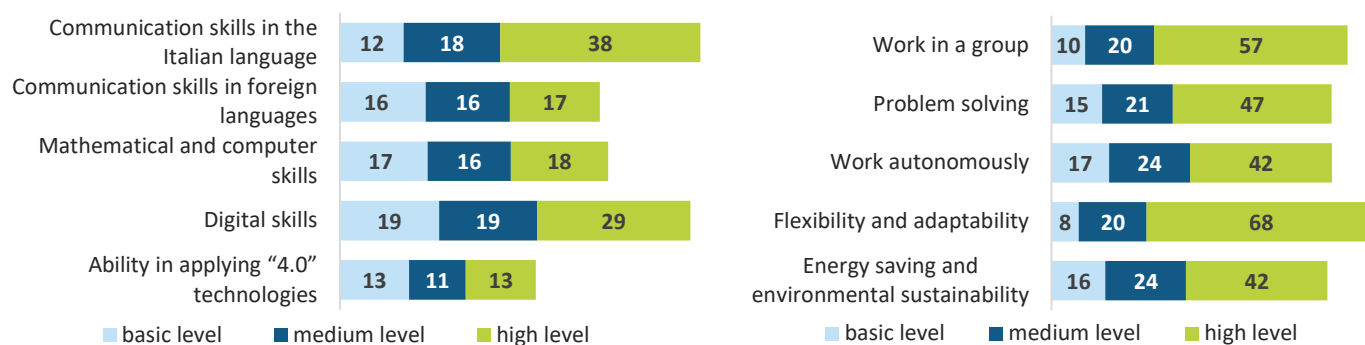■ Up to 29 years ■ Indifferent ■ 30 years and over

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)*

Skill	basic level	medium level	high level
Communication skills in the Italian language	12	18	38
Communication skills in foreign languages	16	16	17
Mathematical and computer skills	17	16	18
Digital skills	19	19	29
Ability in applying "4.0" technologies	13	11	13

Skill	basic level	medium level	high level
Work in a group	10	20	57
Problem solving	15	21	47
Work autonomously	17	24	42
Flexibility and adaptability	8	20	68
Energy saving and environmental sustainability	16	24	42

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

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

Key:

from 1% to 33%	
from 34% to 66%	
from 67% to 100%	

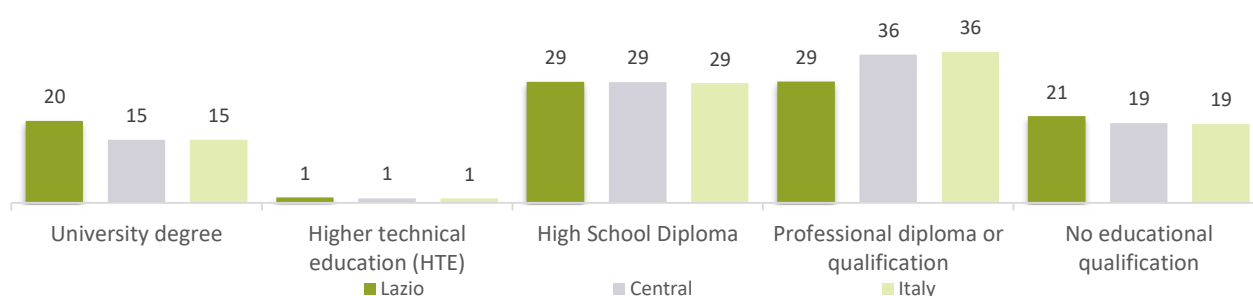|	Soft				Green	Technological			Communicative	
	Work in a group	Problem solving	Work autonomously	Flexibility and adaptability	Energy saving and environmental sustainability	Use mathematical and computer methods and languages	Use digital skills	Use "4.0" technologies to innovate processes	Communicate company information in Italian	Communicate company information in foreign languages
UNIVERSITY	84%	80%	64%	85%	45%	45%	73%	32%	59%	40%
Economics specialisation	84%	77%	66%	81%	48%	44%	77%	28%	60%	37%
Healthcare and paramedical specialisation	61%	70%	58%	83%	37%	10%	26%	13%	44%	11%
Mathematical, physical and computer sciences specialisation	94%	85%	72%	93%	37%	87%	99%	79%	51%	38%
HIGHER TECHNICAL EDUCATION (HTE)	71%	82%	61%	84%	44%	55%	82%	44%	36%	21%
SECONDARY *(5-year diploma)*	64%	53%	44%	72%	42%	19%	37%	13%	43%	20%
Administration, finance and marketing specialisation	70%	52%	39%	70%	35%	23%	51%	9%	47%	22%
Tourism, food and wine and hospitality specialisation	75%	50%	50%	78%	61%	14%	20%	15%	52%	44%
Social and healthcare specialisation	51%	36%	39%	61%	32%	12%	6%	8%	25%	2%
Professional QUALIFICATION *(3-year)* or **professional DIPLOMA** *(4-year)***	51%	35%	37%	63%	42%	9%	10%	7%	35%	11%
Catering specialisation	52%	32%	31%	64%	40%	5%	3%	3%	44%	18%
Building specialisation	46%	27%	40%	58%	38%	7%	0%	6%	18%	0%
Sales services specialisation	62%	39%	42%	63%	44%	12%	24%	9%	61%	20%

* 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.

FIELDS OF STUDY THAT OFFER THE GREATEST JOB OPPORTUNITIES

Below, there is some data related to the levels of education and qualifications most requested of the inflow of professional figures in 2022. Data on the demand for workers with professional diplomas or qualifications is presented based on two different approaches. In fact, in addition to workers with professional diplomas and qualifications expressly indicated ("explicit inflow"), companies are looking for workers who generically went through "compulsory education". With a specific in-depth study, there have been cases in which the request for workers who have generically gone through "compulsory education" was 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. A further potential demand for professional qualifications was thus identified and, when added to the demand explicitly expressed by the companies as part of the survey, provides an overall estimate of the "potential inflow" expected by the companies for which a professional qualification is required.

Inflow expected by level of education in 2022 (%)*

	University degree	Higher technical education (HTE)	High School Diploma	Professional diploma or qualification	No educational qualification
Lazio	20	1	29	29	21
Central	15	1	29	36	19
Italy	15	1	29	36	19

* The data regarding Professional diplomas or qualifications refers to potential inflow

The fields of study most highly requested in the region

	Expected inflow (a.v.)	% of the total	% difficult to recruit	% with experience
University	**97,760**	**20%**	**40%**	**89%**
of whom with post-graduate education	*20,221*	*21%*	*38%*	*98%*
Economics specialisation	27,390		32%	83%
Healthcare and paramedical specialisation	8,710		62%	93%
Mathematical, physical and computer sciences specialisation	8,670		48%	85%
Higher technical education (HTE)	**6,180**	**1%**	**53%**	**74%**
SECONDARY (5-year diploma)	**144,880**	**29%**	**32%**	**71%**
Administration, finance and marketing specialisation	44,250		24%	59%
Tourism, food and wine and hospitality specialisation	15,260		44%	74%
Social and healthcare specialisation	12,680		35%	87%
Professional qualification (3-year) or explicit inflow	**79,180**	**16%**	**44%**	**66%**
professional diploma (4-year) potential inflow	**145,280**	**29%**	**39%**	**64%**
Catering specialisation — explicit inflow	20,110			
Catering specialisation — potential inflow	40,060		38%	61%
Building specialisation — explicit inflow	5,630			
Building specialisation — potential inflow	19,520		44%	86%
Sales services specialisation — explicit inflow	5,740			
Sales services specialisation — potential inflow	17,770		29%	45%

■ explicit inflow
■ potential inflow

The percentages of difficult to recruit inflow and inflow with experience refer to potential inflow

No educational qualification explicit inflow	**169,590**	**34%**	**28%**	**56%**
potential inflow	**103,500**	**21%**	**26%**	**52%**

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 2021 and 2022 and the share of companies that hosted trainees/interns in 2021 is also analysed. The page also presents some data on the investments made by companies in the various areas of digital transformation in 2022 and on the channels for selecting incoming personnel.

Companies hiring in 2022

Companies hiring against the total number of companies with employees in the region:	**54%**

Inflow by company size class in 2022 (%)

57	20	22

■ 1-49 employees   ■ 50-249 empl.   ■ 250 empl. and over

Training and internship activities

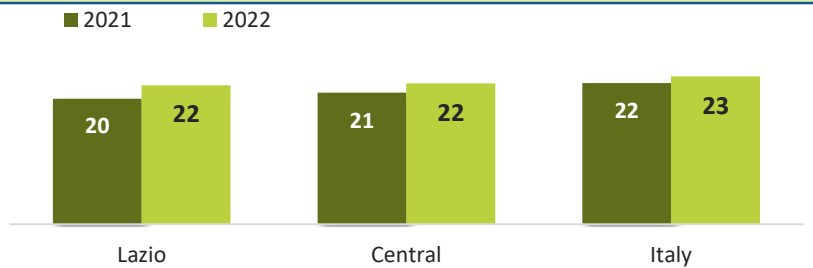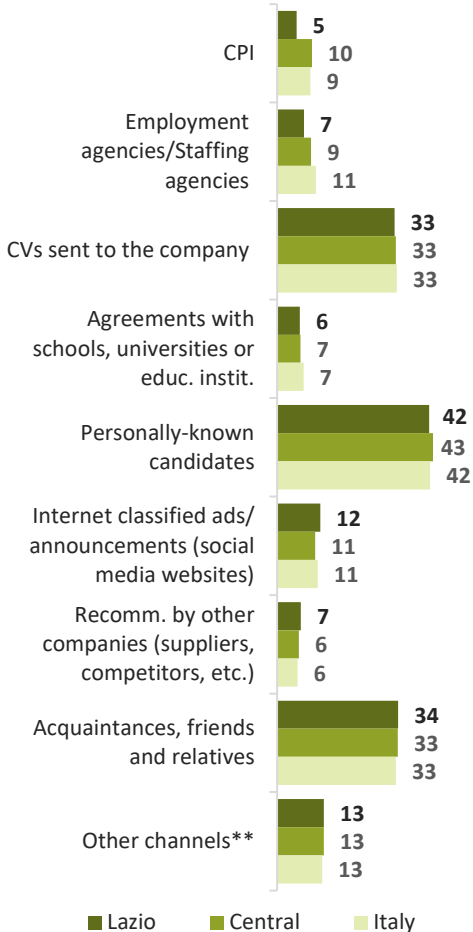|	
Companies in the region that hosted trainees/interns in 2021	**9%**
of which, in collaboration with schools (school-work alternation)	**3%**
Percentage of interns/trainees employed in 2022	**32%**

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

■ 2021   ■ 2022

Lazio	Central	Italy
20 — 22	21 — 22	22 — 23

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

Channel	Lazio	Central	Italy
CPI	5	10	9
Employment agencies/Staffing agencies	7	9	11
CVs sent to the company	33	33	33
Agreements with schools, universities or educ. instit.	6	7	7
Personally-known candidates	42	43	42
Internet classified ads/ announcements (social media websites)	12	11	11
Recomm. by other companies (suppliers, competitors, etc.)	7	6	6
Acquaintances, friends and relatives	34	33	33
Other channels**	13	13	13

■ Lazio   ■ Central   ■ Italy

* This is a multiple choice question

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

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

■ 2017-2021   ■ 2022

Technological

Area	2017-2021	2022
High speed internet, cloud, mobile, big data analytics	35	44
IT security	34	42
Software tools for data acquisition and management	32	38
IoT (Internet of Things), machine-to-machine communication technologies	23	27
Augmented and virtual reality to support production processes	20	24
Advanced robotics (3D printing, interconnected and programmable robots)	20	20

Organisational

Area	2017-2021	2022
Adoption of new rules for health security for workers, use of new aids, risk management	37	44
Adoption of smart working systems	32	38
Adoption of advanced management systems to promote integration and collaboration between corporate functions	28	36
Strengthening of the administrative/management and legal/regulatory area following the digital transformation (security, work legislation,…	28	34
Adoption of continuous detection systems and analysis, in real time, of the "performance" of all areas of the company	27	33
Adoption of an integrated digital network or one that can be integrated with external networks of suppliers of products/services	21	28
Adoption of an integrated digital network or one that can be integrated with ext. networks of business customers (B2B)	18	24

Business models

Area	2017-2021	2022
Analysis of behaviour and needs of customers to guarantee the personalisation of the product/service offered	30	40
Digital marketing (use of channels/digital tools for the promotion and sale of products/services)	28	39
Use of Big data for market analysis	16	24

* Companies that declared they made investments of high importance for corporate strategies in the 2017-2021 period and in 2022 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 until the month of August 2022, mainly by using the compilation technique in CAWI mode, carrying out about 285,000 interviews at companies, a representative sample of companies with employees in 2021 in the various industrial and services sectors. The estimate of the inflow forecast is obtained through modelling of the historical series of data taken from administrative sources on companies and employment, suitably integrated with the sample data relative to each monthly survey. Inflow (i.e. the number of employment contracts that companies intend to enter into in a certain period) and the relative characteristics refer to the hiring of employees and flows of collaborators, temporary workers and other non-employee 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.

In this bulletin, the analysis focuses mainly on the characteristics of the planned inflow in 2022, according to the professional profiles and levels of education requested. There are also some qualitative comparisons with the 2021 data. 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.