



UNIONCAMERE

EXCELSIOR INFORMA

COMPANY EMPLOYMENT SCHEMES OBTAINED FROM THE CHAMBER OF COMMERCE SYSTEM



Lombardia

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

1,032,320

59%

30%

41%

2021

930,740

60%

29%

33%

SUMMARY

Work opportunities in 2022 in the region

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	139,140	60.5
Main characteristics of workers requested by the companies	page 3	Technical professions	179,710	49.1
Characteristics of inflow by age group	page 4	Managers and intellectual, scientific and highly-specialised...	92,640	48.5
Skills requested	page 5	Plant operators and stationary and mobile machinery operators	141,730	41.2
Qualifications that offer the greatest job opportunities	page 6	Skilled professions in commercial activities and services	214,250	37.2
Several characteristics of the companies	page 7	Employees	97,530	28.7
Note on methodology	page 8	Unskilled professions	167,330	24.1

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	#####	100.0	29.6	41.0
Direction and General services areas	67,570	6.5	33.1	46.9
Administrative areas	72,450	7.0	24.8	33.8
Technical and planning areas	147,900	14.3	28.6	56.5
Area of production of goods and provision of the service	418,630	40.6	29.1	44.9
Commercial and sales areas	180,400	17.5	37.0	29.3
Logistics areas	145,370	14.1	23.3	29.6

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

Retail trade, wholesale trade and repair of motor vehicles and motorcycles	130,850
Accommodation and catering services; tourist services	126,930
Operational support services for businesses and individuals	101,340
Construction	91,480
Transport, logistics and warehousing services	86,020

The professions most requested in the region in 2022

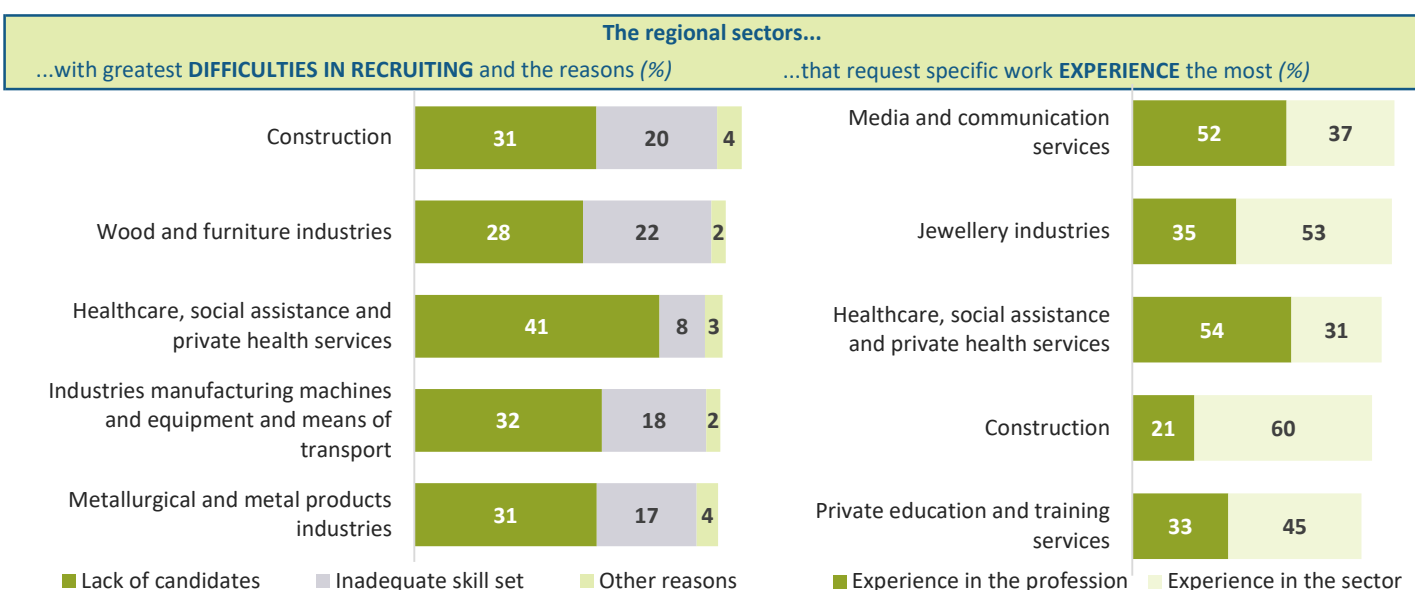
of which difficult to recruit (%)

522-Catering business operators	103,480	44
814-Unskilled cleaning services staff	84,810	28
512-Sales staff	72,710	23
813-Unskilled staff assigned to moving and delivery of goods	59,170	16
742-Motor vehicle drivers	52,000	47
411-Secretarial and general affairs office staff	48,150	33

MAIN CHARACTERISTICS OF WORKERS REQUESTED BY COMPANIES

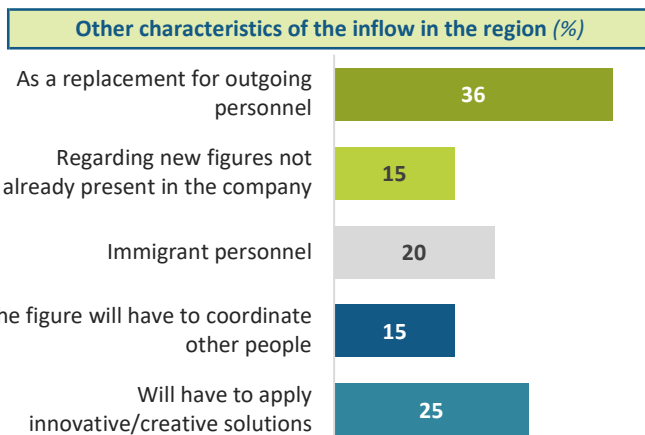
The main characteristics of the incoming figures are summarised below, organised by sector. The data concerns the difficulties in recruiting, experience required, gender and type of contract requested; the figure for the region is compared with that of the geographical distribution and the national figure.

Difficulty in recruiting (%)	Reg.	North West	Italy	Experience requested (%)	Reg.	North West	Italy
Total, of which:	41.0	41.7	40.5	Total, of which:	66.4	65.7	67.0
for lack of candidates	24.8	25.5	24.6	in the profession	25.3	24.8	23.6
due to inadequate skill set	12.3	12.4	12.4	in the sector	41.1	40.9	43.4
for other reasons	3.9	3.8	3.6	non requested	33.6	34.3	33.0



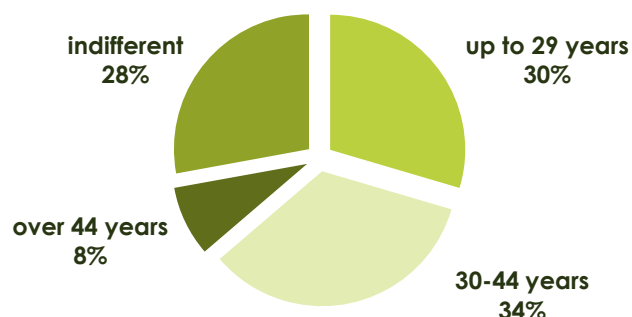
Gender requested (%)	Reg.	North West	Italy
female	17.3	17.7	18.1
male	32.5	32.7	33.4
equally suitable	50.2	49.6	48.5

Contracts proposed (% values)	Reg.	North West	Italy
Workers employed by the company	76.2	76.2	80.2
with a permanent contract	23.4	21.6	18.8
with a fixed-term contract	44.0	45.2	52.5
with other contracts	8.9	9.3	8.9
Company non-salaried workers	23.8	23.8	19.8
agency workers	14.1	14.4	10.8
coll. and other non-salaried empl.	9.7	9.4	9.0



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:

29.6%

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".

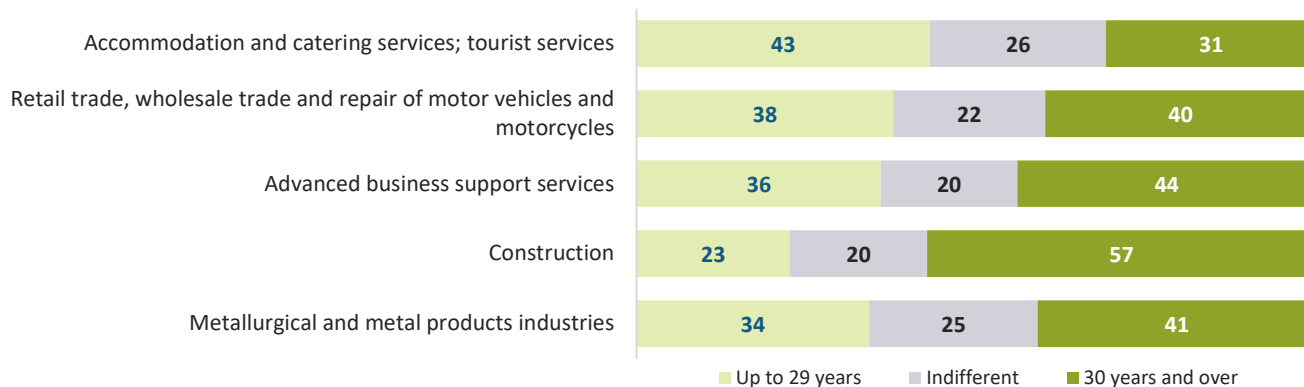
The report that includes "difficulties in recruiting" offers key ideas for analysis with regard to the relationship between training and companies.

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 Lombardia region 41%	difficult to recruit young	Inflow of young people
Engineering technicians	75%	4,950	6,620
Health technicians	74%	5,950	8,080
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobile machines	73%	5,450	7,420
Blacksmith ironworkers, tool makers and similar professions	73%	3,400	4,650
Building finisher artisans and specialised labourers	67%	6,110	9,150
Engineers and similar professions	60%	1,970	3,300
Electrical and electronic equipment installation and maintenance artisans and specialised labourers.	57%	2,730	4,810
Experts in mathematical, computer, chemistry, physical and natural sciences	56%	2,740	4,880
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	55%	2,350	4,250
IT, telematics and telecommunications technicians	54%	6,960	12,880

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

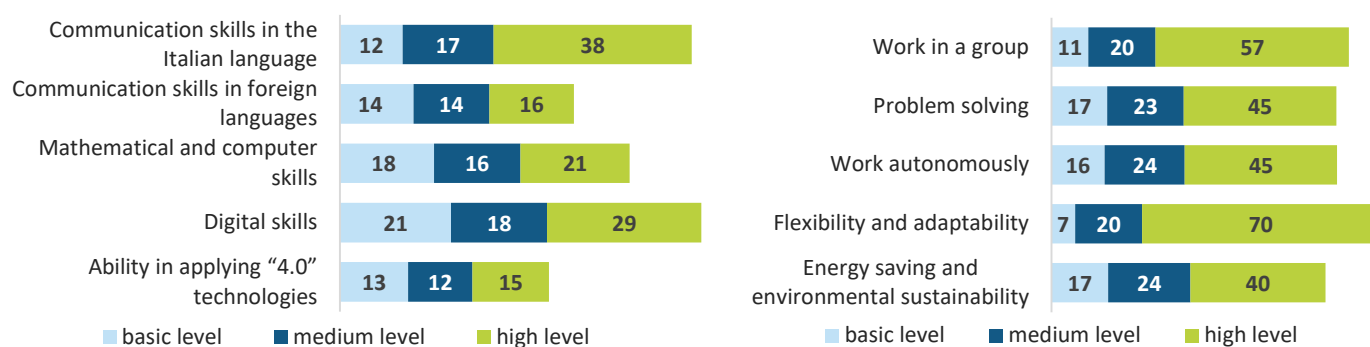


The top sectors for inflow of young people up to 29 years have been selected, as an absolute value

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	84%	80%	70%	86%	43%	50%	72%	32%	63%	41%
Economics specialisation	83%	78%	72%	85%	45%	51%	78%	31%	65%	44%
Teaching and education specialisation	84%	70%	61%	80%	32%	25%	45%	4%	49%	23%
Electronics and information engineering specialisation	91%	93%	76%	92%	44%	82%	98%	66%	65%	57%
HIGHER TECHNICAL EDUCATION (HTE)	77%	79%	67%	87%	49%	56%	74%	51%	41%	28%
SECONDARY (5-year diploma)	66%	55%	48%	77%	42%	23%	39%	14%	44%	17%
Administration, finance and marketing specialisation	67%	52%	49%	76%	37%	27%	52%	12%	49%	22%
Mechanics, mechatronics and energy specialisation	58%	53%	49%	75%	45%	23%	29%	22%	33%	8%
Tourism, food and wine and hospitality specialisation	75%	54%	52%	80%	58%	14%	20%	10%	54%	30%
Professional QUALIFICATION (3-year) or professional DIPLOMA (4-year)**	49%	30%	39%	64%	40%	9%	9%	8%	31%	8%
Catering specialisation	61%	27%	38%	64%	48%	8%	5%	6%	46%	21%
Mechanical specialisation	34%	25%	32%	59%	33%	8%	7%	11%	14%	1%
Building specialisation	42%	24%	38%	59%	36%	6%	0%	4%	20%	0%

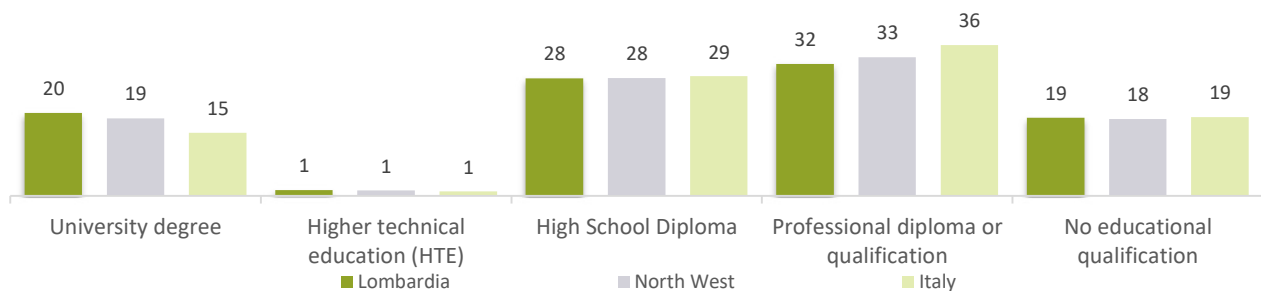
* The skills with "high" importance are those to which the companies assign a score of 3 or 4.

** 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 (%)*



* 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	205,790	20%	48%	88%
<i>of whom with post-graduate education</i>	<i>26,332</i>	<i>13%</i>	<i>50%</i>	<i>95%</i>
Economics specialisation	62,410		34%	82%
Teaching and education specialisation	25,810		58%	94%
Electronics and information engineering specialisation	17,270		61%	88%
Higher technical education (HTE)	13,740	1%	56%	72%
SECONDARY (5-year diploma)	291,480	28%	40%	66%
Administration, finance and marketing specialisation	99,540		30%	59%
Mechanics, mechatronics and energy specialisation	32,970		60%	72%
Tourism, food and wine and hospitality specialisation	28,130		57%	69%
Professional qualification (3-year) or professional diploma (4-year)	explicit inflow 187,720	18%	51%	70%
	potential inflow 327,520	32%	45%	64%
Catering specialisation	33,060			
			39%	65%
Mechanical specialisation	39,980			
			53%	60%
Building specialisation	11,890			
			51%	87%
			The percentages of difficult to recruit inflow and inflow with experience refer to potential inflow	
No educational qualification	explicit inflow 333,590	32%	32%	51%
	potential inflow 193,790	19%	28%	47%

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: **59%**

Training and internship activities

Companies in the region that hosted trainees/interns in 2021 **16%**

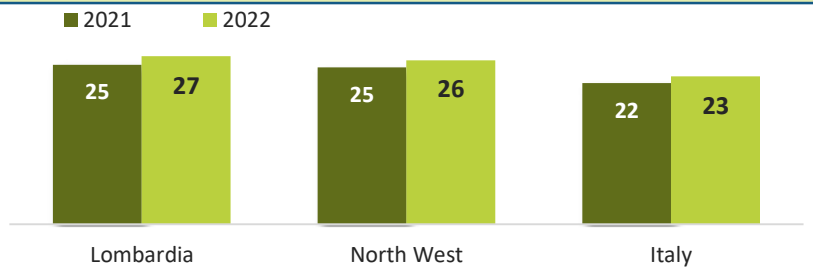
of which, in collaboration with schools (school-work alternation) **11%**

Percentage of interns/trainees employed in 2022 **30%**

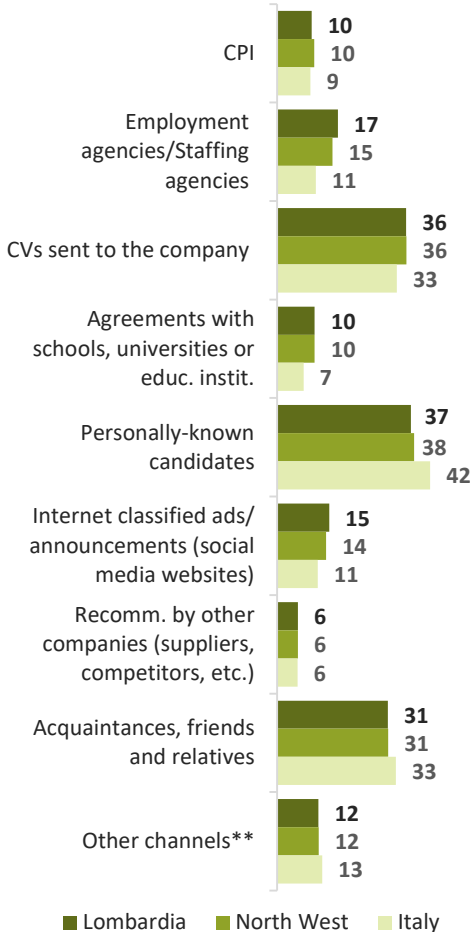
Inflow by company size class in 2022 (%)



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 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.

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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