UNIONCAMERE

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

PROGETTO EXCELSIOR
SISTEMA INFORMATIVO
PER L'OCCUPAZIONE
E LA FORMAZIONE

Marche   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	**133,730**	**62%**	**30%**	**43%**
2021	116,400	63%	29%	33%

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	26,490	*58.7*
Main characteristics of workers requested by the companies	page 3	Managers and intellectual, scientific and highly-specialised…	5,410	*53.7*
Characteristics of inflow by age group	page 4	Technical professions	13,510	*51.0*
Skills requested	page 5	Plant operators and stationary and mobile machinery operators	22,510	*46.3*
Qualifications that offer the greatest job opportunities	page 6	Skilled professions in commercial activities and services	38,980	*36.7*
Several characteristics of the companies	page 7	Employees	8,990	*28.3*
Note on methodology	page 8	Unskilled professions	17,850	*26.7*

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	**133,730**	**100.0**	**30.1**	**42.9**
Direction and General services areas	**3,430**	2.6	32.2	37.1
Administrative areas	**5,600**	4.2	23.4	39.9
Technical and planning areas	**16,590**	12.4	31.3	56.3
Area of production of goods and provision of the service	**72,590**	54.3	29.5	44.6
Commercial and sales areas	**20,950**	15.7	38.0	31.3
Logistics areas	**14,560**	10.9	22.7	38.5

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

Sector	Inflow
Accommodation and catering services; tourist services	27,750
Retail trade, wholesale trade and repair of motor vehicles and motorcycles	16,050
Construction	11,760
Industries manufacturing machines and equipment and means of transport	8,250
Metallurgical and metal products industries	7,560

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

Profession	Inflow	Difficult to recruit (%)
522-Catering business operators	23,240	40
512-Sales staff	9,820	29
814-Unskilled cleaning services staff	8,250	31
813-Unskilled staff assigned to moving and delivery of goods	6,350	25
742-Motor vehicle drivers	5,750	55
612-Artisans and specialised labourers in construction and building maintenance	5,680	48

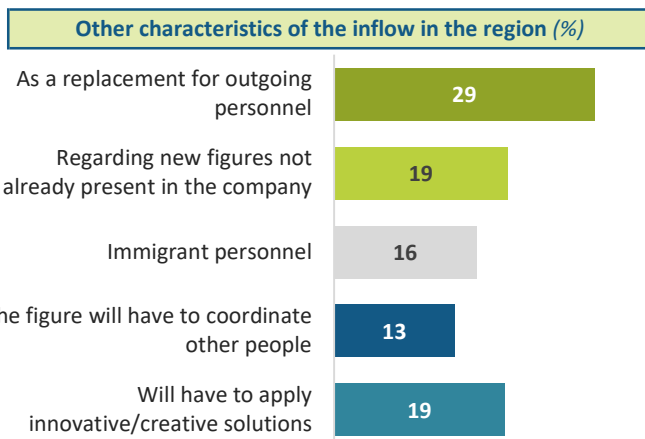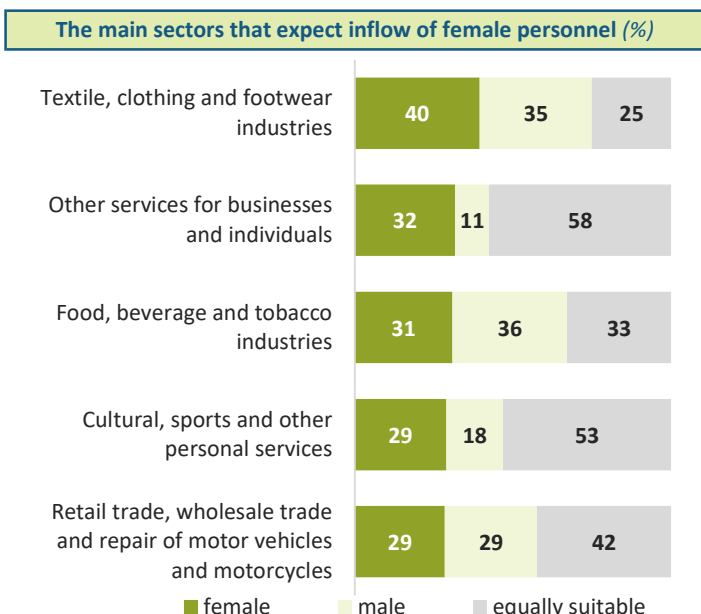## MAIN CHARACTERISTICS OF WORKERS REQUESTED BY COMPANIES

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:*	*42.9*	*38.7*	*40.5*
for lack of candidates	26.6	23.3	24.6
due to inadequate skill set	12.8	12.0	12.4
for other reasons	3.5	3.4	3.6

Experience requested (%)	Reg.	Central	Italy
Total, *of which:*	*64.5*	*67.0*	*67.0*
in the profession	20.3	22.9	23.6
in the sector	44.3	44.0	43.4
non requested	35.5	33.0	33.0

The regional sectors...

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

Industries manufacturing machines and equipment and means of transport: 38 | 14 | 3

Metallurgical and metal products industries: 40 | 14 | 1

Construction: 33 | 17 | 3

Textile, clothing and footwear industries: 34 | 13 | 6

Wood and furniture industries: 41 | 10 | 1

■ Lack of candidates   ■ Inadequate skill set   ■ Other reasons

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

Healthcare, social assistance and private health services: 56 | 29

Transport, logistics and warehousing services: 21 | 56

Textile, clothing and footwear industries: 25 | 51

Advanced business support services: 38 | 38

Construction: 20 | 54

■ Experience in the profession   ■ Experience in the sector

Gender requested (%)	Reg.	Central	Italy
female	*19.0*	*18.3*	*18.1*
male	*38.9*	*30.9*	*33.4*
equally suitable	*42.1*	*50.8*	*48.5*

Contracts proposed (% values)	Reg.	Central	Italy
Workers employed by the company	*77.9*	*81.1*	*80.2*
with a permanent contract	*14.4*	*18.9*	*18.8*
with a fixed-term contract	*51.9*	*52.3*	*52.5*
with other contracts	*11.6*	*9.9*	*8.9*
Company non-salaried workers	*22.1*	*18.9*	*19.8*
agency workers	*14.5*	*9.3*	*10.8*
coll. and other non-salaried empl.	*7.6*	*9.6*	*9.0*

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

Textile, clothing and footwear industries: 40 | 35 | 25

Other services for businesses and individuals: 32 | 11 | 58

Food, beverage and tobacco industries: 31 | 36 | 33

Cultural, sports and other personal services: 29 | 18 | 53

Retail trade, wholesale trade and repair of motor vehicles and motorcycles: 29 | 29 | 42

■ female   ■ male   ■ equally suitable

Other characteristics of the inflow in the region (%)

As a replacement for outgoing personnel: 29

Regarding new figures not already present in the company: 19

Immigrant personnel: 16

The figure will have to coordinate other people: 13

Will have to apply innovative/creative solutions: 19

CHARACTERISTICS OF INFLOW BY AGE GROUP

Expected inflow by age group in the region (%)

indifferent 24%

up to 29 years 30%

over 44 years 10%

30-44 years 36%
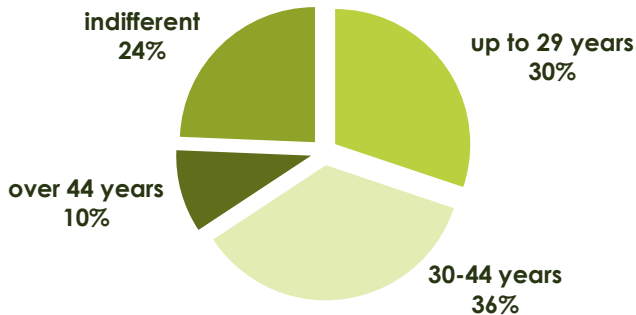
% of young people up to 29 years against the total inflow:

30.1%

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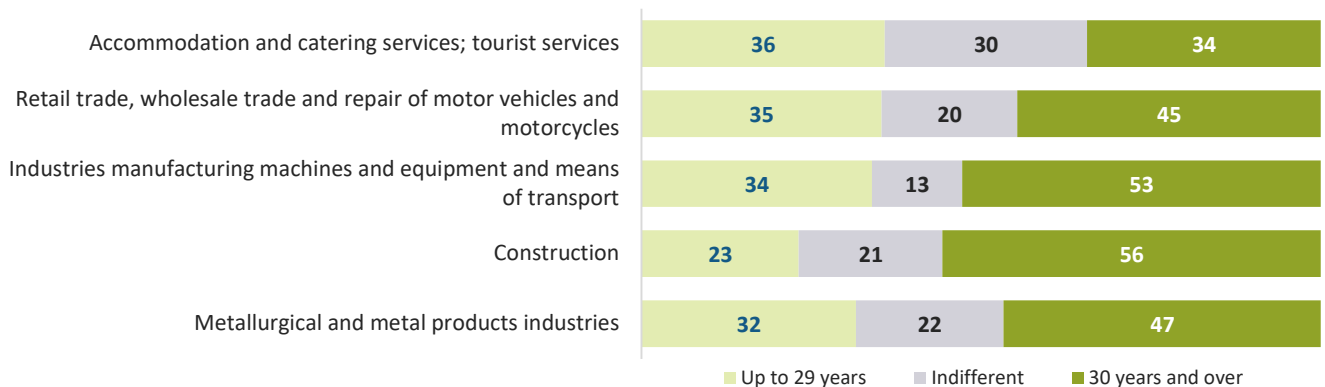*The report that includes "difficulties in recruiting" offers key ideas for analysis with regard to the relationship between training and companies.*

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 Marche region 43%	difficult to recruit young	Inflow of young people
Automatic and semi-automatic machinery workers for metal processing and for mineral products	79%	960	1,220
Engineering technicians	78%	530	670
Engineers and similar professions	73%	230	310
Building finisher artisans and specialised labourers	73%	980	1,350
Blacksmith ironworkers, tool makers and similar professions	71%	450	630
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	69%	400	580
Workers assigned to machinery in the industry of textiles, garments and similar	69%	360	520
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobile machines	66%	700	1,070
Market relations technicians	65%	310	480
Electrical and electronic equipment installation and maintenance artisans and specialised labourers.	64%	570	890

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	36	30	34
Retail trade, wholesale trade and repair of motor vehicles and motorcycles	35	20	45
Industries manufacturing machines and equipment and means of transport	34	13	53
Construction	23	21	56
Metallurgical and metal products industries	32	22	47

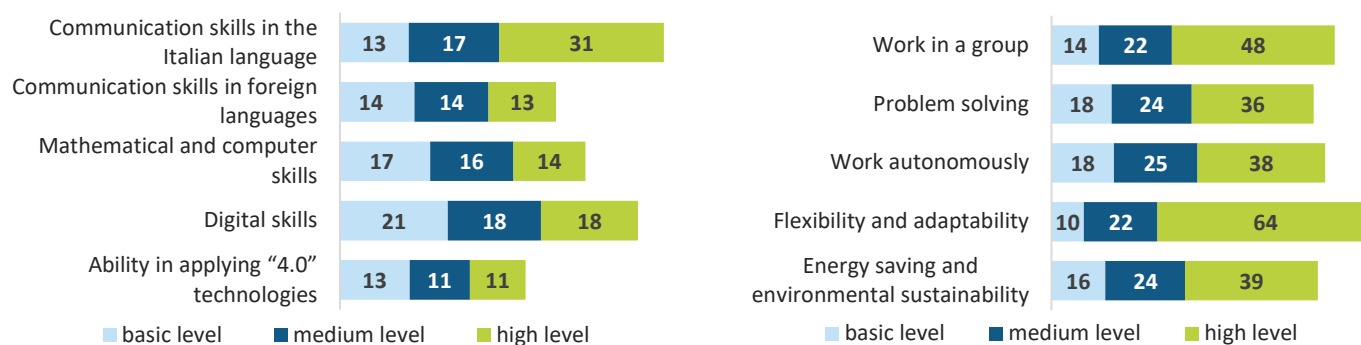■ Up to 29 years   ■ Indifferent   ■ 30 years and over

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)*

	basic level	medium level	high level
Communication skills in the Italian language	13	17	31
Communication skills in foreign languages	14	14	13
Mathematical and computer skills	17	16	14
Digital skills	21	18	18
Ability in applying "4.0" technologies	13	11	11

	basic level	medium level	high level
Work in a group	14	22	48
Problem solving	18	24	36
Work autonomously	18	25	38
Flexibility and adaptability	10	22	64
Energy saving and environmental sustainability	16	24	39

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%	

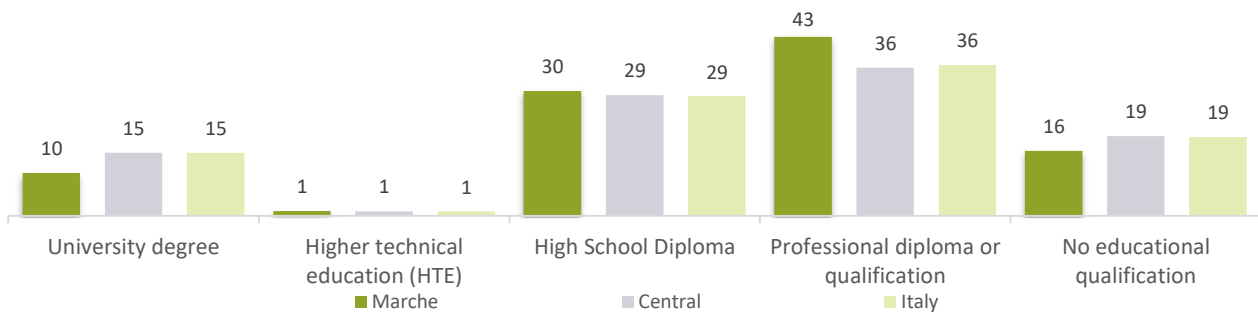|	Soft				Green	Technological			Communicative	
	Work in a group	Problem solving	Work autonomously	Flexibility and adaptability	Energy saving and environmental sustainability	Use mathematical and computer methods and languages	Use digital skills	Use "4.0" technologies to innovate processes	Communicate company information in Italian	Communicate company information in foreign languages
UNIVERSITY	**79%**	**78%**	**66%**	**85%**	**46%**	**43%**	**67%**	**25%**	**58%**	**33%**
Economics specialisation	83%	75%	72%	85%	47%	48%	76%	24%	63%	41%
Healthcare and paramedical specialisation	57%	77%	59%	78%	38%	14%	26%	7%	47%	5%
Teaching and education specialisation	76%	70%	59%	81%	40%	26%	37%	11%	39%	19%
HIGHER TECHNICAL EDUCATION (HTE)	**59%**	**55%**	**57%**	**70%**	**52%**	**34%**	**64%**	**34%**	**43%**	**19%**
SECONDARY *(5-year diploma)*	**59%**	**47%**	**45%**	**71%**	**40%**	**17%**	**27%**	**14%**	**41%**	**19%**
Administration, finance and marketing specialisation	64%	55%	47%	75%	32%	26%	51%	11%	55%	23%
Tourism, food and wine and hospitality specialisation	59%	33%	43%	66%	49%	10%	12%	6%	54%	39%
Mechanics, mechatronics and energy specialisation	48%	48%	43%	71%	44%	15%	15%	27%	21%	4%
Professional QUALIFICATION *(3-year)* **or professional DIPLOMA** *(4-year)***	**40%**	**24%**	**30%**	**57%**	**37%**	**7%**	**6%**	**7%**	**25%**	**9%**
Catering specialisation	47%	24%	30%	58%	43%	7%	6%	6%	37%	21%
Mechanical specialisation	30%	18%	25%	56%	29%	9%	5%	7%	14%	0%
Building specialisation	39%	23%	35%	54%	39%	6%	0%	4%	16%	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 (%)*

	University degree	Higher technical education (HTE)	High School Diploma	Professional diploma or qualification	No educational qualification
Marche	10	1	30	43	16
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		**13,750**	**10%**	**51%**	**87%**
of whom with post-graduate education		*2,287*	*17%*	*59%*	*95%*
Economics specialisation		3,710		42%	79%
Healthcare and paramedical specialisation		1,850		65%	92%
Teaching and education specialisation		1,470		33%	90%
Higher technical education (HTE)		**1,490**	**1%**	**69%**	**83%**
SECONDARY *(5-year diploma)*		**40,160**	**30%**	**43%**	**69%**
Administration, finance and marketing specialisation		9,500		32%	65%
Tourism, food and wine and hospitality specialisation		7,670		43%	76%
Mechanics, mechatronics and energy specialisation		5,460		60%	67%
Professional qualification *(3-year)* or	**explicit inflow**	**26,400**	**20%**	**49%**	**64%**
professional diploma *(4-year)*	**potential inflow**	**57,500**	**43%**	**44%**	**61%**
Catering specialisation	explicit inflow / potential inflow	6,230 / 14,000		35%	61%
Mechanical specialisation	explicit inflow / potential inflow	5,830 / 11,310		51%	53%
Building specialisation	explicit inflow / potential inflow	1,560 / 5,800		50%	83%

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

No educational qualification	**explicit inflow**	**51,940**	**39%**	**37%**	**55%**
	potential inflow	**20,830**	**16%**	**32%**	**50%**

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:	**62%**

Inflow by company size class in 2022 (%)

71	18	10

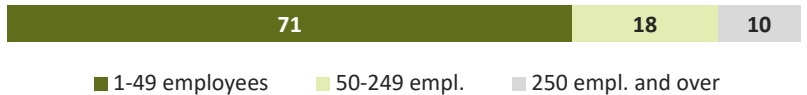■ 1-49 employees ■ 50-249 empl. ■ 250 empl. and over

Training and internship activities

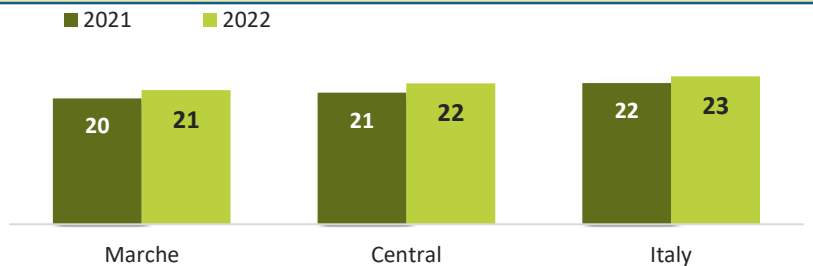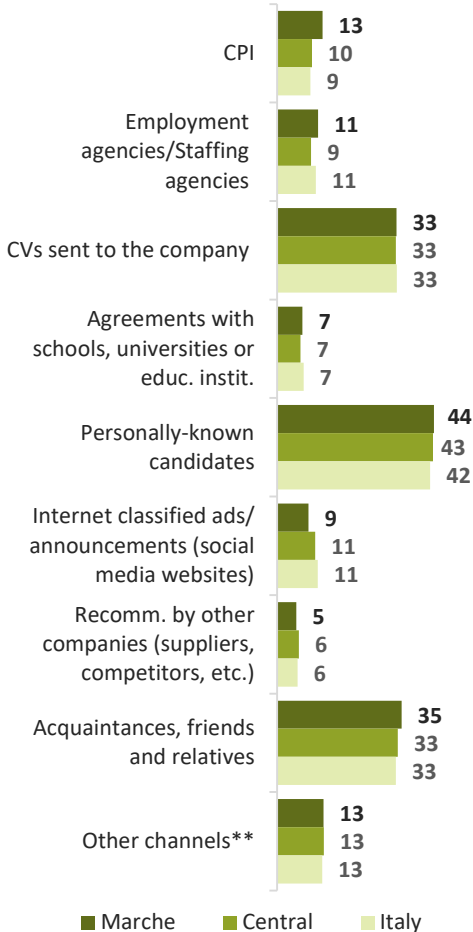|	
Companies in the region that hosted trainees/interns in 2021	**13%**
of which, in collaboration with schools (school-work alternation)	**7%**
Percentage of interns/trainees employed in 2022	**32%**

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

■ 2021 ■ 2022

	Marche	Central	Italy
2021	20	21	22
2022	21	22	23

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

Channel	Marche	Central	Italy
CPI	13	10	9
Employment agencies/Staffing agencies	11	9	11
CVs sent to the company	33	33	33
Agreements with schools, universities or educ. instit.	7	7	7
Personally-known candidates	44	43	42
Internet classified ads/ announcements (social media websites)	9	11	11
Recomm. by other companies (suppliers, competitors, etc.)	5	6	6
Acquaintances, friends and relatives	35	33	33
Other channels**	13	13	13

■ Marche ■ 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

	2017-2021	2022
High speed internet, cloud, mobile, big data analytics	30	38
Software tools for data acquisition and management	32	37
IT security	29	37
IoT (Internet of Things), machine-to-machine communication technologies	23	29
Augmented and virtual reality to support production processes	18	27
Advanced robotics (3D printing, interconnected and programmable robots)	24	25

Organisational

	2017-2021	2022
Adoption of new rules for health security for workers, use of new aids, risk management	33	37
Adoption of smart working systems	28	34
Adoption of advanced management systems to promote integration and collaboration between corporate functions	24	32
Adoption of continuous detection systems and analysis, in real time, of the "performance" of all areas of the company	22	30
Strengthening of the administrative/management and legal/regulatory area following the digital transformation (security, work legislation,...	19	28
Adoption of an integrated digital network or one that can be integrated with external networks of suppliers of products/services	19	26
Adoption of an integrated digital network or one that can be integrated with ext. networks of business customers (B2B)	17	23

Business models

	2017-2021	2022
Analysis of behaviour and needs of customers to guarantee the personalisation of the product/service offered	28	36
Digital marketing (use of channels/digital tools for the promotion and sale of products/services)	24	35
Use of Big data for market analysis	16	21

* 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.