



UNIONCAMERE

## EXCELSIOR INFORMA

### COMPANY EMPLOYMENT SCHEMES OBTAINED FROM THE CHAMBER OF COMMERCE SYSTEM



## Toscana

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

326,610

60%

27%

42%

2021

289,670

61%

26%

34%

#### 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 53,620	56.8
Main characteristics of workers requested by the companies	page 3	Technical professions 34,920	51.5
Characteristics of inflow by age group	page 4	Managers and intellectual, scientific and highly-specialised... 16,310	50.8
Skills requested	page 5	Plant operators and stationary and mobile machinery operators 47,130	45.9
Qualifications that offer the greatest job opportunities	page 6	Skilled professions in commercial activities and services 97,360	38.6
Several characteristics of the companies	page 7	Employees 25,300	30.2
Note on methodology	page 8	Unskilled professions 51,980	25.3

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
<b>Total</b>	<b>326,610</b>	<b>100.0</b>	<b>27.3</b>	<b>41.9</b>
Direction and General services areas	10,650	3.3	32.7	43.9
Administrative areas	14,880	4.6	16.9	39.3
Technical and planning areas	40,840	12.5	30.2	52.7
Area of production of goods and provision of the service	171,510	52.5	25.2	43.7
Commercial and sales areas	54,270	16.6	36.7	31.3
Logistics areas	34,470	10.6	22.3	37.3

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

Accommodation and catering services; tourist services	72,870
Retail trade, wholesale trade and repair of motor vehicles and motorcycles	40,680
Textile, clothing and footwear industries	28,780
Operational support services for businesses and individuals	28,320
Construction	27,190

### The professions most requested in the region in 2022

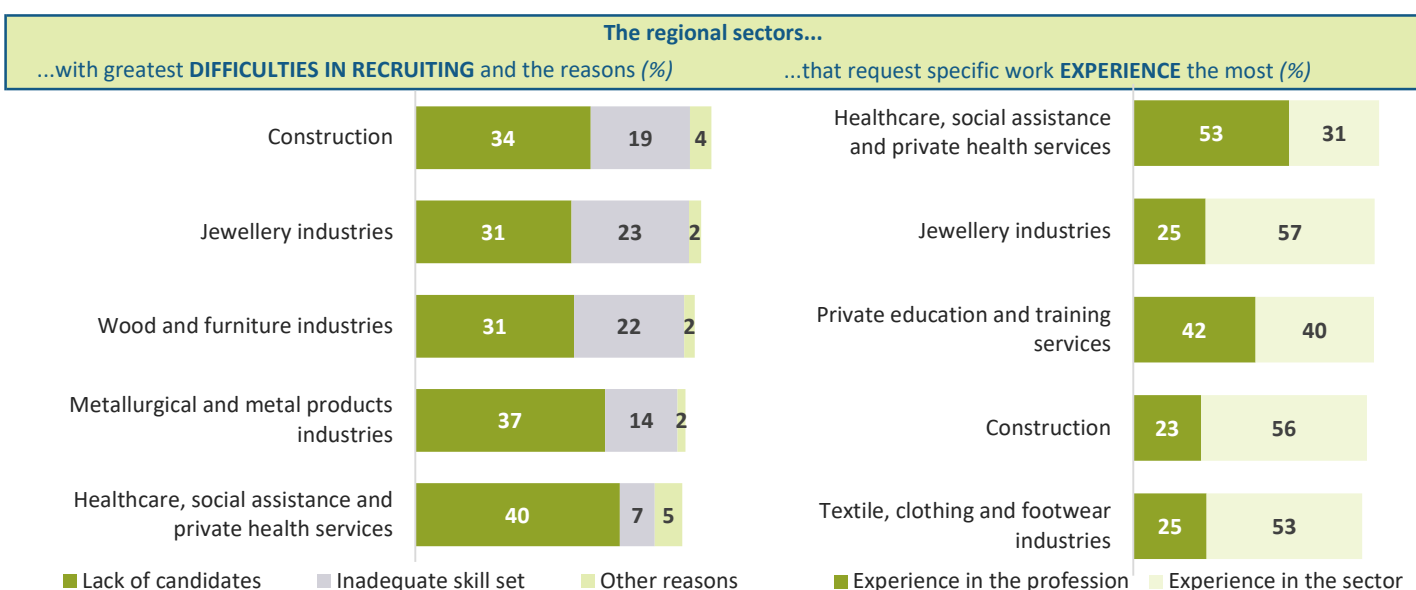
of which difficult to recruit (%)

522-Catering business operators	57,220	44
814-Unskilled cleaning services staff	30,330	29
512-Sales staff	25,710	23
742-Motor vehicle drivers	14,490	56
813-Unskilled staff assigned to moving and delivery of goods	14,210	19
726-Workers assigned to machinery in the textile industry, for garments and similar	12,730	47

## MAIN CHARACTERISTICS OF WORKERS REQUESTED BY COMPANIES

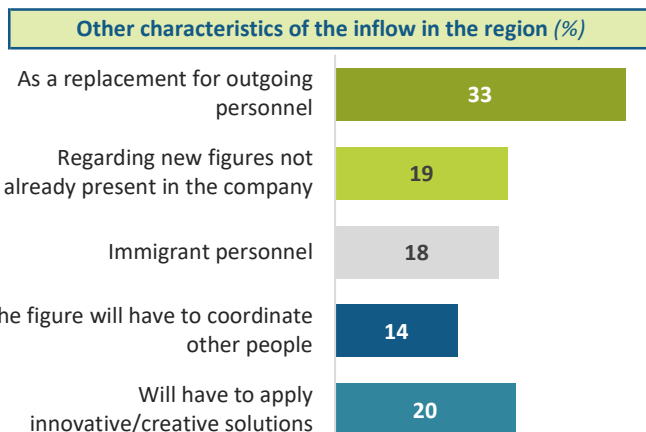
The main characteristics of the incoming figures are summarised below, organised by sector. The data concerns the difficulties in recruiting, experience required, gender and type of contract requested; the figure for the region is compared with that of the geographical distribution and the national figure.

Difficulty in recruiting (%)	Reg.	Central	Italy	Experience requested (%)	Reg.	Central	Italy
<b>Total, of which:</b>	<b>41.9</b>	<b>38.7</b>	<b>40.5</b>	<b>Total, of which:</b>	<b>66.5</b>	<b>67.0</b>	<b>67.0</b>
for lack of candidates	25.1	23.3	24.6	in the profession	21.4	22.9	23.6
due to inadequate skill set	12.8	12.0	12.4	in the sector	45.1	44.0	43.4
for other reasons	4.0	3.4	3.6	non requested	33.5	33.0	33.0



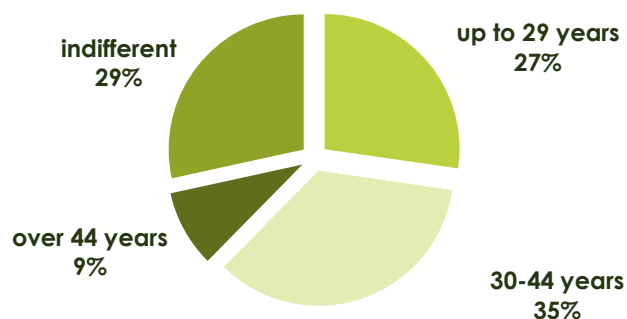
Gender requested (%)	Reg.	Central	Italy
female	20.6	18.3	18.1
male	32.2	30.9	33.4
equally suitable	47.2	50.8	48.5

Contracts proposed (% values)	Reg.	Central	Italy
<b>Workers employed by the company</b>	<b>82.6</b>	<b>81.1</b>	<b>80.2</b>
with a permanent contract	18.9	18.9	18.8
with a fixed-term contract	53.2	52.3	52.5
with other contracts	10.4	9.9	8.9
<b>Company non-salaried workers</b>	<b>17.4</b>	<b>18.9</b>	<b>19.8</b>
agency workers	9.4	9.3	10.8
coll. and other non-salaried empl.	8.0	9.6	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:

**27.3%**

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 Toscana region 42%	difficult to recruit young	Inflow of young people
Experts in mathematical, computer, chemistry, physical and natural sciences	91%	620	690
Building finisher artisans and specialised labourers	75%	2,700	3,610
Blacksmith ironworkers, tool makers and similar professions	74%	650	880
Life sciences specialists	73%	450	620
Engineering technicians	67%	890	1,320
Automatic and semi-automatic machinery workers for metal processing and for mineral products	66%	870	1,330
Engineers and similar professions	58%	410	700
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	58%	540	930
Artisans and specialised labourers in construction and building maintenance	53%	970	1,820
Electrical and electronic equipment installation and maintenance artisans and specialised labourers.	53%	850	1,620

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

Business Sector	Up to 29 years	Indifferent	30 years and over
Accommodation and catering services; tourist services	35	32	33
Retail trade, wholesale trade and repair of motor vehicles and motorcycles	37	20	43
Construction	24	21	55
Cultural, sports and other personal services	35	35	30
Textile, clothing and footwear industries	15	21	64

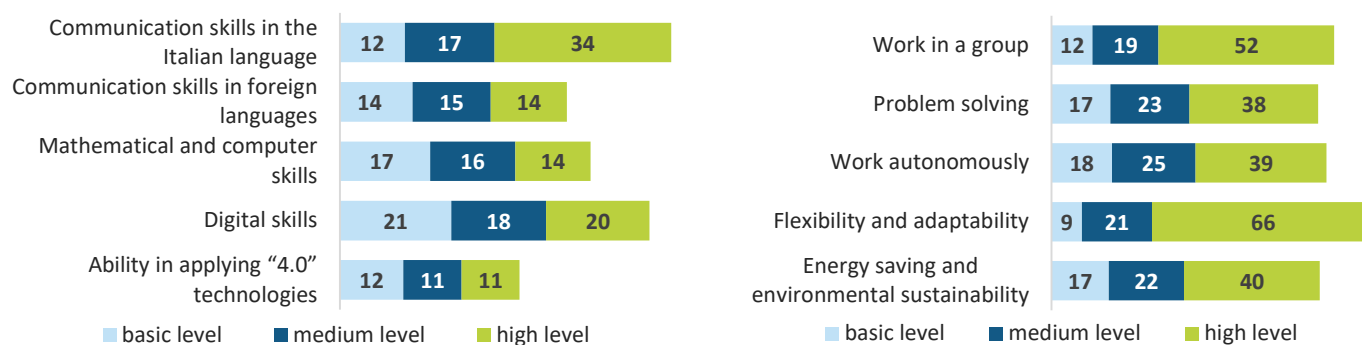
■ Up to 29 years    ■ Indifferent    ■ 30 years and over

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)



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						
<b>UNIVERSITY</b>	81%	78%	67%	84%	46%	45%	67%	25%	61%	37%
Economics specialisation	81%	76%	73%	84%	48%	52%	76%	20%	64%	40%
Teaching and education specialisation	84%	76%	56%	82%	39%	29%	45%	10%	55%	34%
Healthcare and paramedical specialisation	67%	73%	58%	78%	39%	14%	25%	11%	48%	7%
<b>HIGHER TECHNICAL EDUCATION (HTE)</b>	72%	66%	68%	81%	48%	36%	70%	39%	56%	28%
<b>SECONDARY (5-year diploma)</b>	65%	50%	46%	74%	42%	18%	31%	14%	44%	20%
Administration, finance and marketing specialisation	68%	52%	43%	74%	34%	22%	50%	10%	54%	25%
Tourism, food and wine and hospitality specialisation	67%	41%	53%	74%	53%	13%	15%	10%	56%	39%
Mechanics, mechatronics and energy specialisation	58%	51%	43%	71%	51%	16%	21%	22%	28%	9%
<b>Professional QUALIFICATION (3-year) or professional DIPLOMA (4-year)**</b>	44%	27%	32%	60%	38%	8%	6%	8%	28%	11%
Catering specialisation	51%	25%	29%	57%	46%	7%	6%	8%	39%	22%
Mechanical specialisation	40%	30%	33%	56%	32%	14%	5%	14%	17%	1%
Textiles and clothing specialisation	27%	11%	10%	58%	14%	4%	1%	2%	3%	0%

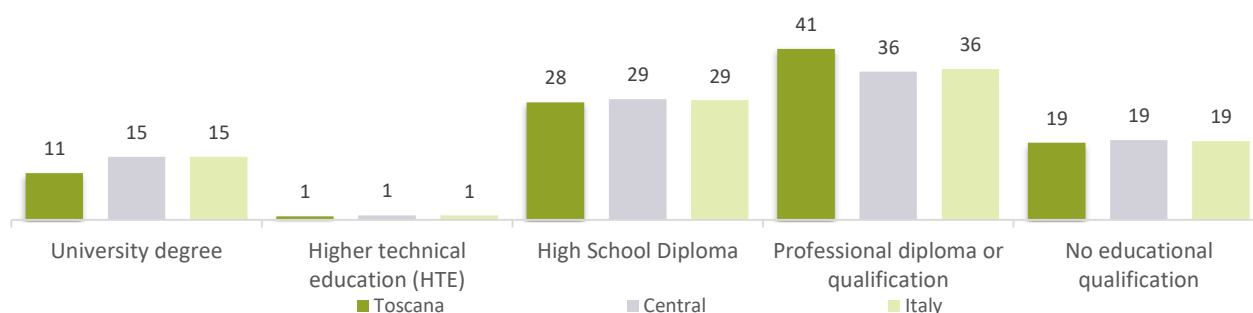
\* The skills with "high" importance are those to which the companies assign a score of 3 or 4.

\*\* 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
<b>University</b>	<b>36,600</b>	<b>11%</b>	<b>51%</b>	<b>88%</b>
<i>of whom with post-graduate education</i>	<i>5,686</i>	<i>16%</i>	<i>61%</i>	<i>97%</i>
Economics specialisation	9,960		44%	79%
Teaching and education specialisation	4,940		41%	95%
Healthcare and paramedical specialisation	3,980		67%	87%
<b>Higher technical education (HTE)</b>	<b>2,710</b>	<b>1%</b>	<b>48%</b>	<b>86%</b>
<b>SECONDARY (5-year diploma)</b>	<b>92,340</b>	<b>28%</b>	<b>42%</b>	<b>69%</b>
Administration, finance and marketing specialisation	26,440		32%	61%
Tourism, food and wine and hospitality specialisation	16,760		50%	77%
Mechanics, mechatronics and energy specialisation	9,290		59%	70%
<b>Professional qualification (3-year) or professional diploma (4-year)</b>	<b>explicit inflow 60,340</b>	<b>18%</b>	<b>49%</b>	<b>68%</b>
	<b>potential inflow 134,350</b>	<b>41%</b>	<b>44%</b>	<b>66%</b>
Catering specialisation	16,340	36,420	39%	65%
Mechanical specialisation	9,540	17,740	49%	61%
Textiles and clothing specialisation	2,070	13,800	43%	75%
<b>No educational qualification</b>	<b>explicit inflow 134,630</b>	<b>41%</b>	<b>36%</b>	<b>58%</b>
	<b>potential inflow 60,620</b>	<b>19%</b>	<b>31%</b>	<b>50%</b>

The percentages of difficult to recruit inflow and inflow with experience refer to 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 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: **60%**

**Training and internship activities**

Companies in the region that hosted trainees/interns in 2021 **10%**

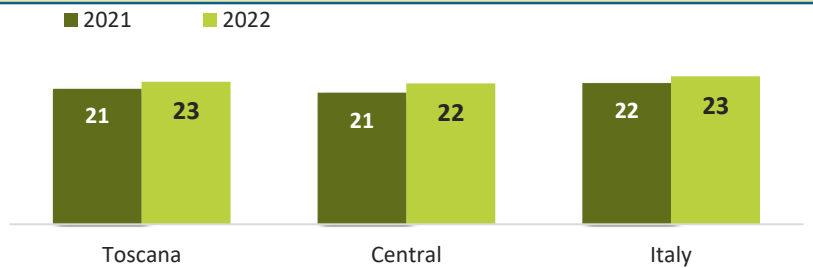
of which, in collaboration with schools (school-work alternation) **5%**

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

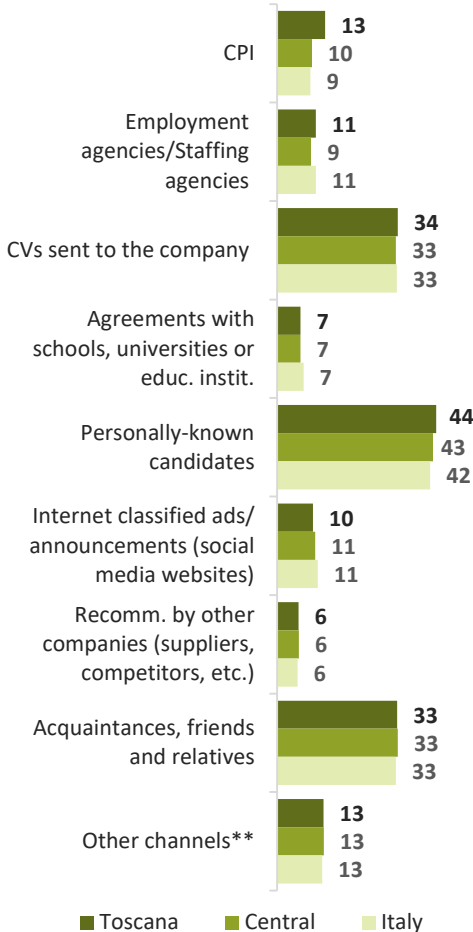
**Inflow by company size class in 2022 (%)**



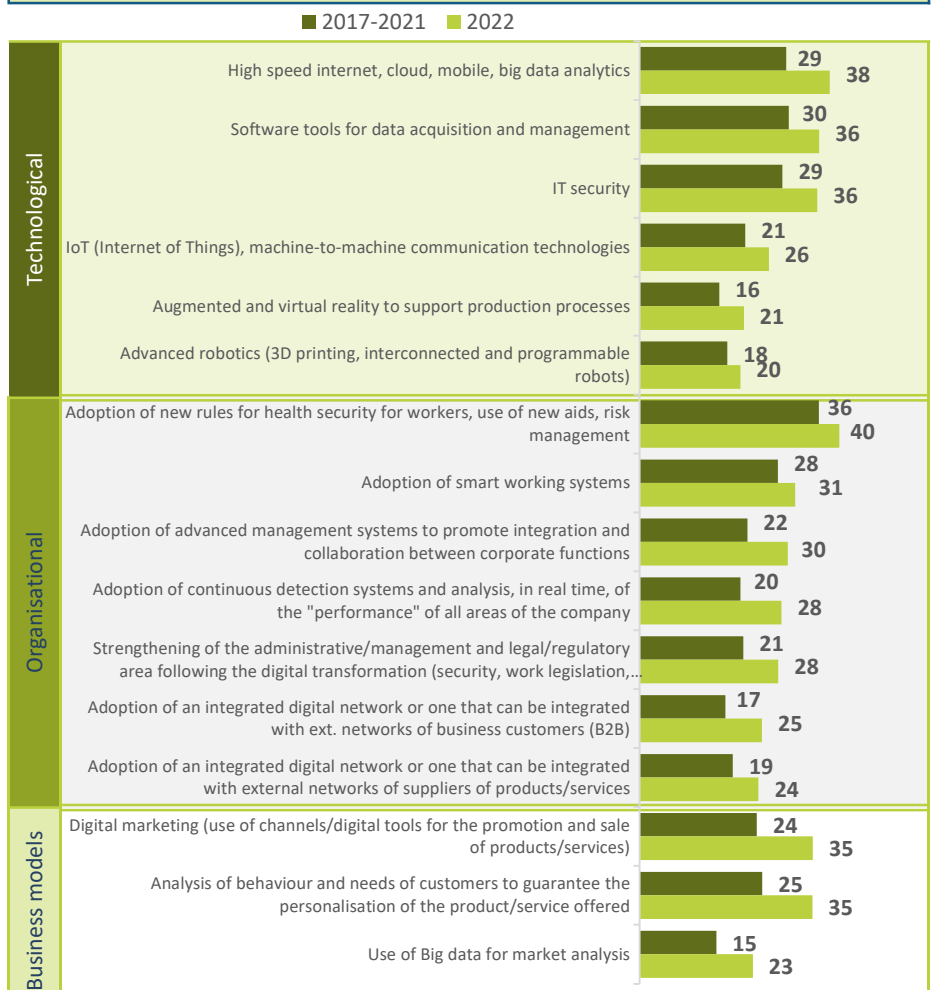
**Companies that held training courses for its employees (% of total companies)**



**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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