UNIONCAMERE

PROGETTO EXCELSIOR
SISTEMA INFORMATIVO PER L'OCCUPAZIONE E LA FORMAZIONE

COESIONE ITALIA 21·27 GIOVANI, DONNE E LAVORO | Cofinanziato dall'Unione europea | | ANPAL

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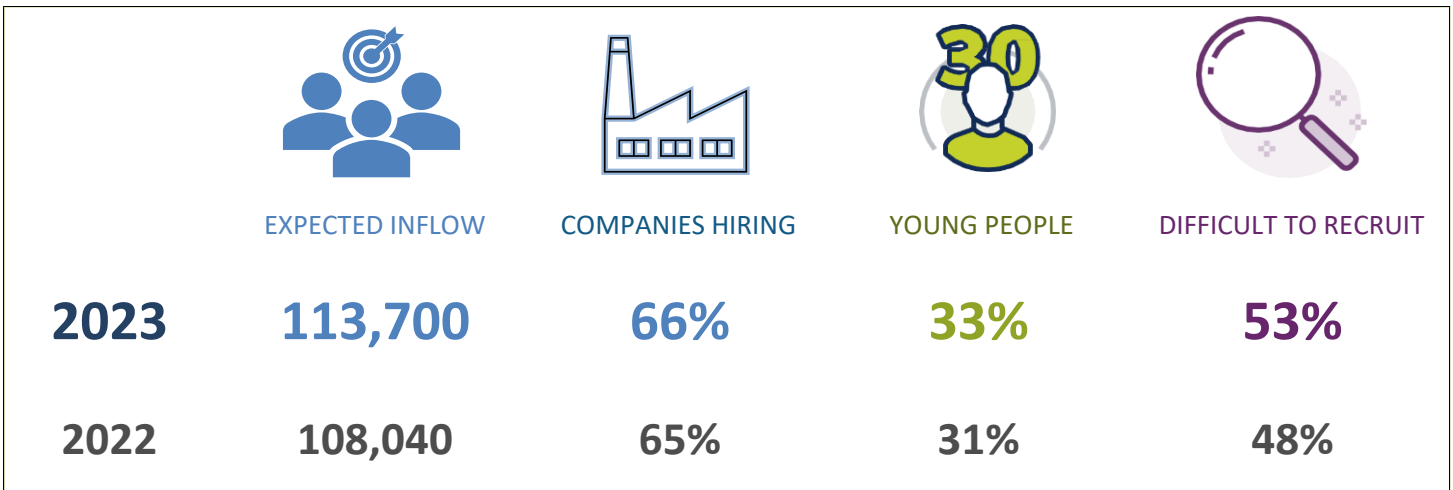## COMPANY EMPLOYMENT SCHEMES OBTAINED FROM THE CHAMBER OF COMMERCE SYSTEM

Year 2023
Friuli Venezia Giulia

Introduction

In 2023, the positive trend in job demand planned by companies continues, albeit with a slower growth rate than that recorded in the previous two years. The number of companies that have planned to hire goes from around 785 thousand in 2022 to the current 823 thousand (+4.9%); more marked, equal to +6.4%, will be the increase in the number of workers joining the company workforce, which this year will reach 5.5 million units (compared to 5.2 in the previous year). The improvement in the Excelsior indicators is in line with the main labor market indicators detected by ISTAT, which in the second quarter of 2023 signal an increase in the employment rate (+1.2 points compared to the second quarter of 2022) and, at the same time , a reduction in the unemployment rate (-0.5 points).

However, the growth in demand for labor is accompanied by a greater difficulty for companies in finding the desired profiles, a problem which affects 45% of planned revenues in 2023 (compared to 41% the previous year) and which mainly derives (for approximately two cases out of three) from an insufficient presence of people in the labor market available to join the company. However, problems linked to the inadequacy of candidate preparation with respect to the needs of companies are less frequent (one case in three).

This publication focuses on the main characteristics of the revenues planned in the region for the year 2023.

	EXPECTED INFLOW	COMPANIES HIRING	YOUNG PEOPLE	DIFFICULT TO RECRUIT
2023	**113,700**	**66%**	**33%**	**53%**
2022	108,040	65%	31%	48%

SOMMARIO

Opportunità di lavoro nel 2023 in regione

Expected inflow (a.v.) — **% difficult to recruit**

	Expected inflow (a.v.)	% difficult to recruit
Specialised labourers	20,140	69.7
Managers and intellectual, scientific and highly-specialised professions	6,000	64.2
Technical professions	13,290	63.4
Plant operators and stationary and mobile machinery operators	13,970	57.3
Skilled professions in commercial activities and services	33,000	46.0
Unskilled professions	18,030	38.5
Employees	9,280	37.0

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 CP2021 (3 digit).

Characteristics of expected inflow by business area in the region in 2023

BUSINESS AREA	INFLOW (a.v.)	% of total	% up to 29 years	% difficult to recruit
Total	113,700	100.0	32.8	52.7
Direction and General services areas	4,420	3.9	41.9	50.4
Administrative areas	4,980	4.4	29.8	43.8
Technical and planning areas	15,740	13.8	33.7	68.7
Area of production of goods and provision of the service	56,650	49.8	28.6	54.1
Commercial and sales areas	20,430	18.0	42.6	42.3
Logistics areas	11,490	10.1	32.4	46.8

The sectors that expect more inflow in the region in 2023 (a.v.)

Sector	Inflow
Accommodation and catering services; tourist services	23,030
Retail trade, wholesale trade and repair of motor vehicles and motorcycles	14,050
Operational support services for businesses and individuals	9,810
Other services for businesses and individuals	9,630
Construction	9,100

The professions most requested in the region in 2023

of which difficult to recruit (%)

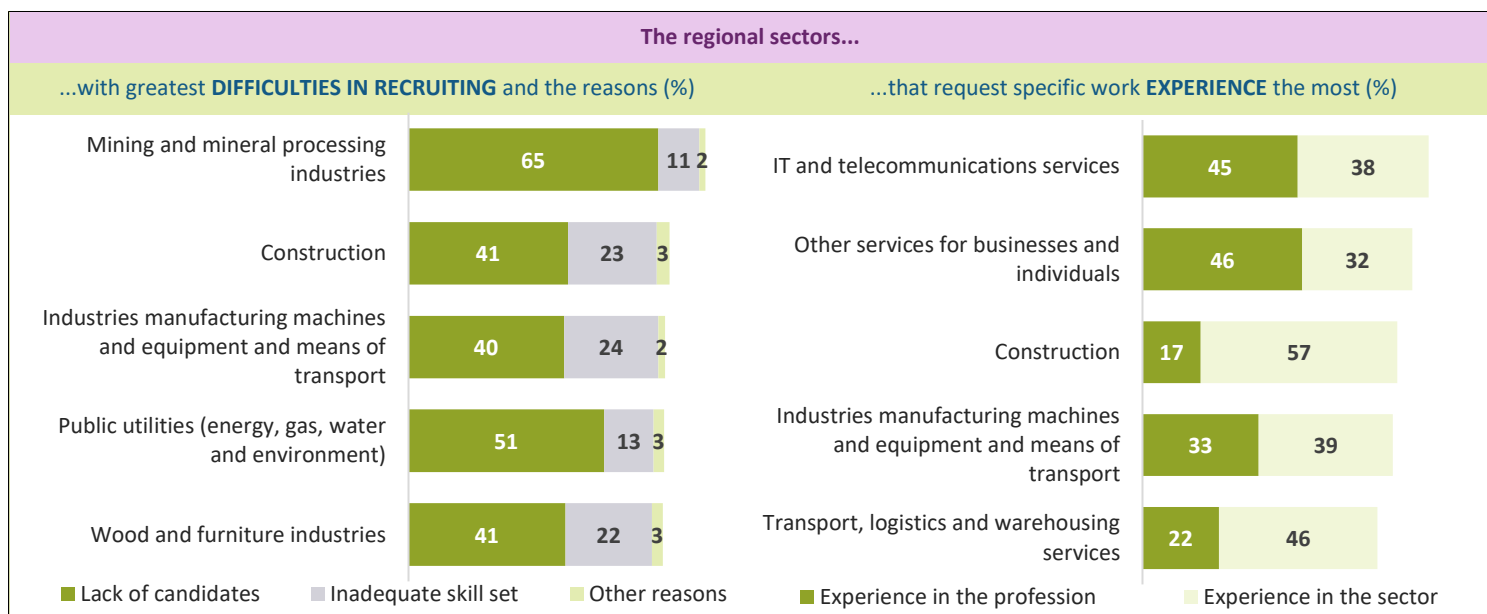| Profession	Inflow	Difficult to recruit (%)
522-Trainers and employees in catering activities	18,690	48
814-Unqualified staff in cleaning services	10,730	40
512-Sales employees	8,810	34
411-Secretariat and general affairs employees	4,400	35
813-Unqualified personnel responsible for moving and delivering goods	4,390	35
742-Drivers of motor and animal-drawn vehicles	4,150	63

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.
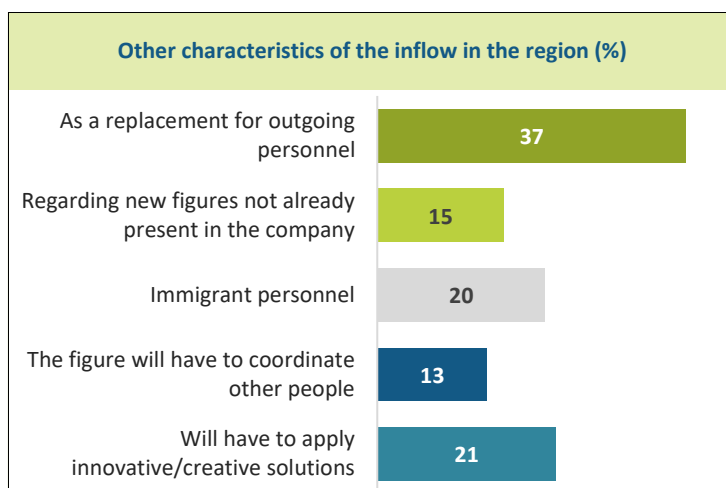
Difficulty in recruiting (%)	Reg.	North East	Italia
Total, of which:	**52.7**	**50.4**	**45.1**
for lack of candidates	34.9	33.7	28.4
due to inadequate skill set	13.5	12.1	12.4
for other reasons	4.3	4.7	4.3

Experience requested (%)	Reg.	North East	Italia
Total, of which:	**61.8**	**61.1**	**65.3**
in the profession	22.1	21.0	22.2
in the sector	39.7	40.1	43.1
non requested	38.2	38.9	34.7

The regional sectors...

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

Sector	Lack of candidates	Inadequate skill set	Other reasons
Mining and mineral processing industries	65	11	2
Construction	41	23	3
Industries manufacturing machines and equipment and means of transport	40	24	2
Public utilities (energy, gas, water and environment)	51	13	3
Wood and furniture industries	41	22	3

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

Sector	Experience in the profession	Experience in the sector
IT and telecommunications services	45	38
Other services for businesses and individuals	46	32
Construction	17	57
Industries manufacturing machines and equipment and means of transport	33	39
Transport, logistics and warehousing services	22	46

Gender requested (%)	Reg.	North East	Italia
female	**19.4**	**18.7**	**18.0**
male	32.8	31.1	31.8
equally suitable	47.8	50.2	50.2

Contracts proposed (% values)	Reg.	North East	Italia
Workers employed by the company	**79.4**	**81.6**	**83.2**
with a permanent contract	16.5	18.7	19.7
with a fixed-term contract	52.1	52.3	54.2
with other contracts	10.8	10.6	9.3
Company non-salaried workers	**20.6**	**18.4**	**16.8**
agency workers	14.9	12.9	9.6
coll. and other non-salaried empl.	5.7	5.5	7.2

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

Sector	female	male	equally suitable
Accommodation and catering services; tourist services	34	11	55
Retail trade, wholesale trade and repair of motor vehicles and motorcycles	28	24	48
Other manufacturing industries	27	51	23
Other services for businesses and individuals	23	9	67
Cultural, sports and other personal services	23	17	60

Other characteristics of the inflow in the region (%)

Characteristic	%
As a replacement for outgoing personnel	37
Regarding new figures not already present in the company	15
Immigrant personnel	20
The figure will have to coordinate other people	13
Will have to apply innovative/creative solutions	21

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CHARACTERISTICS OF INFLOW BY AGE GROUP

Expected inflow by age group in the region (%)

indifferent
29%

up to 29 years
33%

over 44 years
6%

30-44 years
32%

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

32.8%
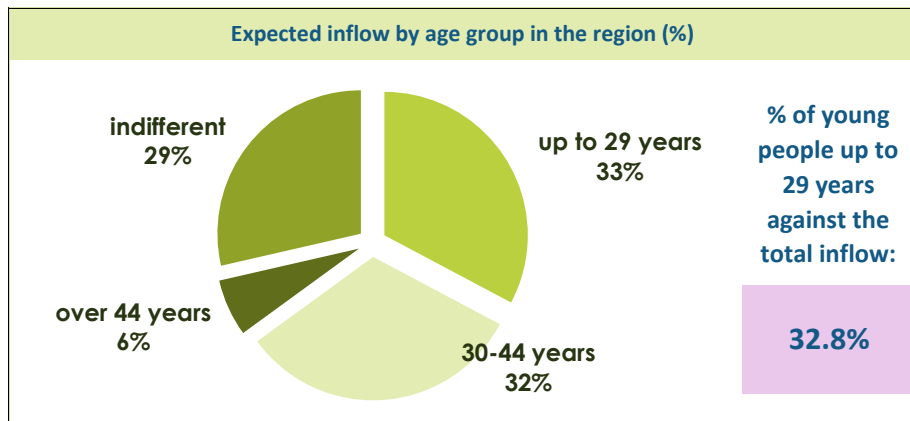
A specific detailed study concerns the age groups of the professional figures requested by companies in the region in 2023, with a detailed breakdown of the professions most requested and of the main business sectors that plan inflow from the younger segment, i.e. the figures with an age explicitly indicated 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 Friuli Venezia Giulia region 50%		difficult to recruit young people	Inflow of young people
Conductors of railway trains and operators of vehicles on rails and cableways	90%	230	260
Furnace operators and other processing plants. glass, ceramic, similar materials	88%	210	240
Drivers of motor and animal-drawn vehicles	83%	560	680
Blacksmiths, tool makers	81%	760	930
Specialized workers assigned to finishing constructions	79%	740	950
Health technicians	78%	260	340
Life science specialists	76%	200	270
Craft mechanics, fitters, repairers, maintenance workers on fixed/mobile machines	75%	1,020	1,360
IT, telematics and telecommunications technicians	74%	860	1,150
Automatic and semi-automatic machine operators. for processing metal and prod. minerals	73%	620	860

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

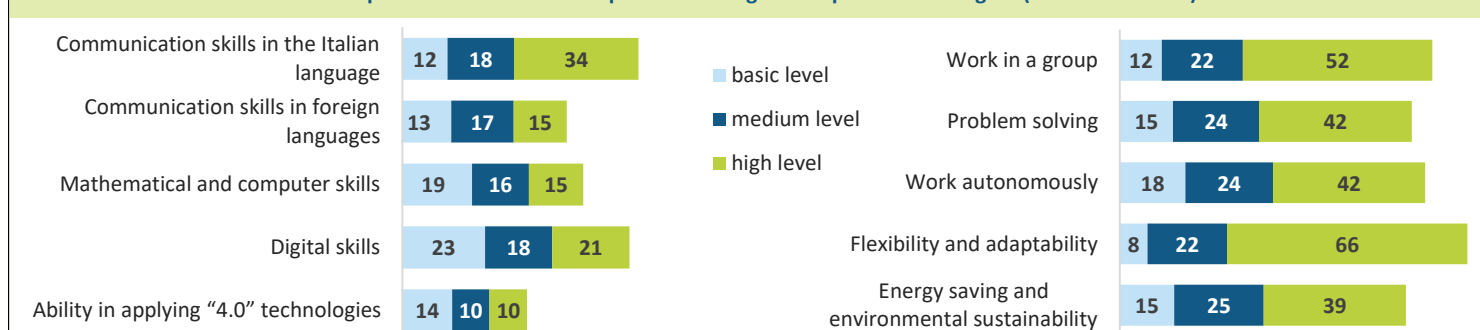|	Up to 29 years	Indifferent	30 years and over
Accommodation and catering services; tourist services	41	30	29
Retail trade, wholesale trade and repair of motor vehicles and motorcycles	39	22	39
Construction	31	21	49
Metallurgical and metal products industries	33	20	48
Industries manufacturing machines and equipment and means of transport	32	21	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)

Skill	basic level	medium level	high level
Communication skills in the Italian language	12	18	34
Communication skills in foreign languages	13	17	15
Mathematical and computer skills	19	16	15
Digital skills	23	18	21
Ability in applying "4.0" technologies	14	10	10
Work in a group	12	22	52
Problem solving	15	24	42
Work autonomously	18	24	42
Flexibility and adaptability	8	22	66
Energy saving and environmental sustainability	15	25	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.

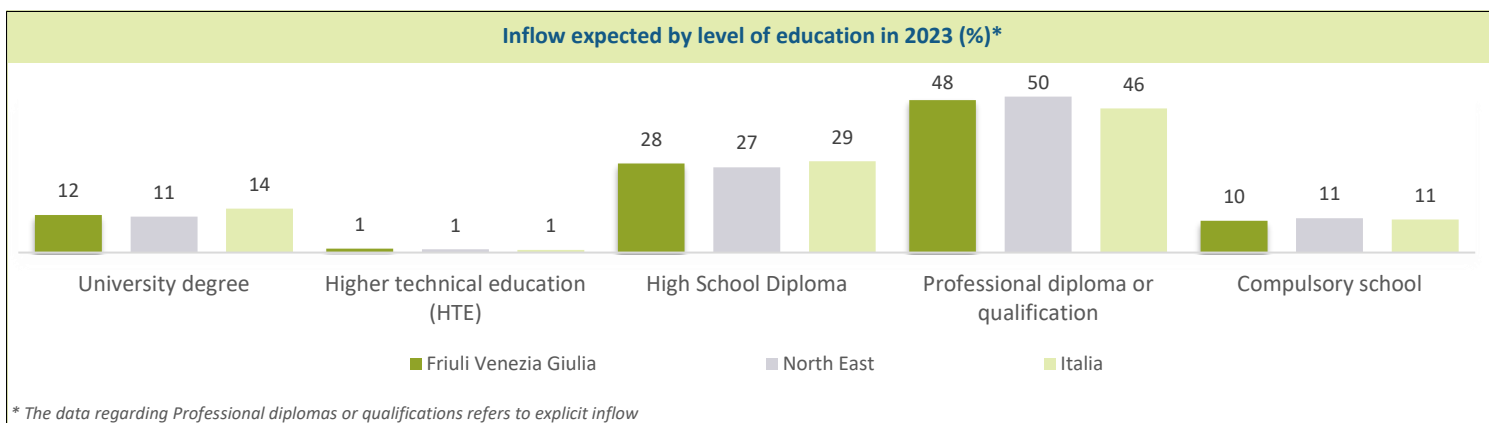## Skills considered of "high" importance according to the main fields of study in the region*

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	82%	82%	68%	83%	38%	42%	70%	24%	56%	36%
Economics specialisation	88%	86%	65%	86%	39%	44%	82%	18%	69%	44%
Teaching and education specialisation	87%	85%	74%	91%	33%	14%	43%	3%	43%	31%
Industrial engineering specialisation	76%	88%	65%	76%	53%	52%	86%	45%	60%	44%
HIGHER TECHNICAL EDUCATION (HTE) (ITS Academy)	68%	63%	62%	80%	40%	35%	59%	39%	46%	16%
SECONDARY (5-year diploma)	64%	53%	47%	73%	39%	18%	32%	14%	43%	18%
Administration, finance and marketing specialisation	68%	56%	54%	74%	36%	26%	53%	10%	51%	27%
Mechanics, mechatronics and energy specialisation	55%	52%	42%	66%	39%	19%	26%	21%	33%	7%
Tourism, food and wine and hospitality specialisation	67%	42%	49%	81%	57%	11%	10%	14%	52%	29%
Professional QUALIFICATION (3-year) or professional DIPLOMA (4-year)**	43%	30%	36%	62%	38%	8%	6%	6%	28%	10%
Catering specialisation	51%	29%	43%	65%	42%	9%	5%	4%	48%	27%
Mechanical specialisation	35%	26%	27%	55%	32%	9%	9%	10%	13%	1%
Agri-food processing specialisation	42%	25%	37%	55%	42%	5%	1%	3%	22%	8%

* 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.

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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 2023. 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.
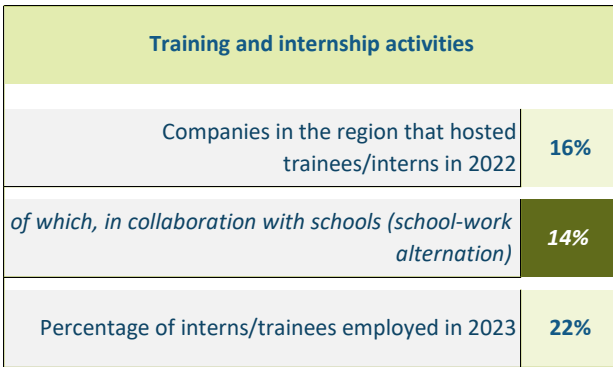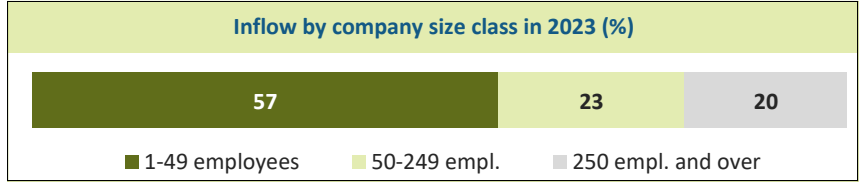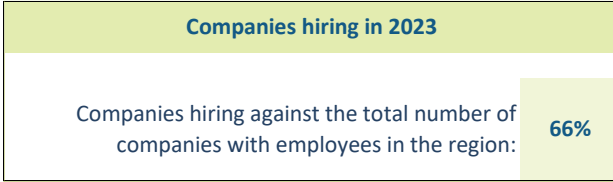
Inflow expected by level of education in 2023 (%)*

	University degree	Higher technical education (HTE)	High School Diploma	Professional diploma or qualification	Compulsory school
Friuli Venezia Giulia	12	1	28	48	10
North East	11	1	27	50	11
Italia	14	1	29	46	11

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

The fields of study most highly requested in the region

		Expected inflow (a.v.)	% of the total	% difficult to recruit	% with experience
University		**13,510**	**12%**	**61%**	**88%**
of whom with post-graduate education		*1,649*	*12%*	*63%*	*96%*
Economics specialisation		4,050		50%	79%
Teaching and education specialisation		1,590		65%	96%
Industrial engineering specialisation		1,280		76%	90%
Higher technical education (HTE) ITS Academy		**1,440**	**1%**	**75%**	**79%**
SECONDARY (5-year diploma)		**32,190**	**28%**	**51%**	**67%**
Administration, finance and marketing specialisation		9,270		39%	60%
Mechanics, mechatronics and energy specialisation		5,640		69%	69%
Tourism, food and wine and hospitality specialisation		4,700		48%	62%
Professional qualification (3-year) or professional diploma (4-year)	**explicit inflow**	**44,770**	**39%**	**52%**	**56%**
	potential inflow	**55,070**	**48%**	**52%**	**56%**
Catering specialisation	explicit inflow	9,050		54%	69%
	potential inflow	12,500			
Mechanic specialisation	explicit inflow	8,930		65%	56%
	potential inflow	10,350			
Agri-food processing specialisation	explicit inflow	3,440		39%	51%
	potential inflow	4,490			

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

Compulsory school	**explicit inflow**	**21,790**	**19%**	**50%**	**49%**
	potential inflow	**11,490**	**10%**	**47%**	**45%**

SOME 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 2022 is also analysed. The page also presents some data on the investments made by companies in the various areas of digital transformation in 2023 and on the channels for selecting incoming personnel.
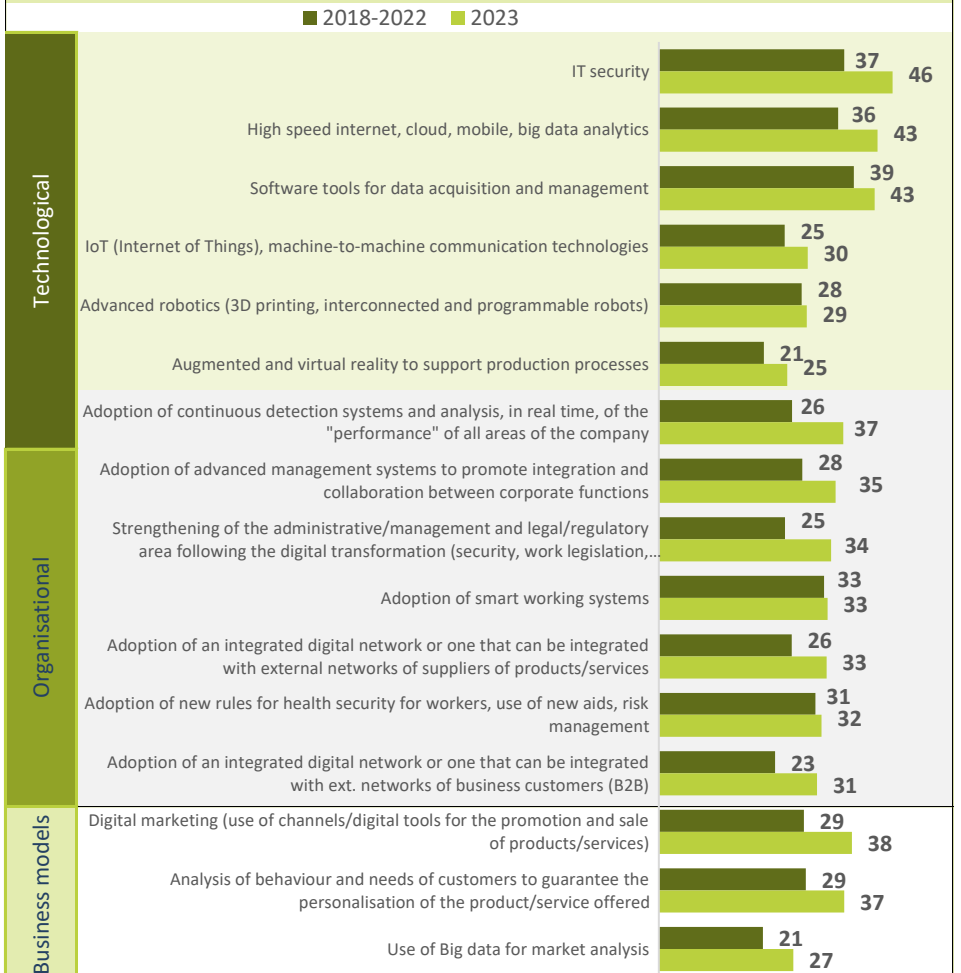
Companies hiring in 2023

Companies hiring against the total number of companies with employees in the region:	**66%**

Inflow by company size class in 2023 (%)

57	23	20

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

Training and internship activities

Companies in the region that hosted trainees/interns in 2022	**16%**
of which, in collaboration with schools (school-work alternation)	**14%**
Percentage of interns/trainees employed in 2023	**22%**

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

■ 2022   ■ 2023

	Friuli Venezia Giulia	North East	Italia
2022	34	31	26
2023	34	31	25

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

	Friuli Venezia Giulia	North East	Italia
CPI	16	12	9
Employment agencies/Staffing agencies	18	15	11
CVs sent to the company	40	38	34
Agreements with schools, universities or educ. instit.	10	9	7
Personally-known candidates	40	39	42
Internet classified ads/announcements (social media websites)	15	16	12
Recomm. by other companies (suppliers, competitors, etc.)	6	6	6
Acquaintances, friends and relatives	30	32	33
Other channels**	12	13	13

■ Friuli Venezia Giulia   ■ North East   ■ Italia

* 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)

■ 2018-2022   ■ 2023

Technological

	2018-2022	2023
IT security	37	46
High speed internet, cloud, mobile, big data analytics	36	43
Software tools for data acquisition and management	39	43
IoT (Internet of Things), machine-to-machine communication technologies	25	30
Advanced robotics (3D printing, interconnected and programmable robots)	28	29
Augmented and virtual reality to support production processes	21	25

Organisational

	2018-2022	2023
Adoption of continuous detection systems and analysis, in real time, of the "performance" of all areas of the company	26	37
Adoption of advanced management systems to promote integration and collaboration between corporate functions	28	35
Strengthening of the administrative/management and legal/regulatory area following the digital transformation (security, work legislation,...	25	34
Adoption of smart working systems	33	33
Adoption of an integrated digital network or one that can be integrated with external networks of suppliers of products/services	26	33
Adoption of new rules for health security for workers, use of new aids, risk management	31	32
Adoption of an integrated digital network or one that can be integrated with ext. networks of business customers (B2B)	23	31

Business models

	2018-2022	2023
Digital marketing (use of channels/digital tools for the promotion and sale of products/services)	29	38
Analysis of behaviour and needs of customers to guarantee the personalisation of the product/service offered	29	37
Use of Big data for market analysis	21	27

* Companies that declared they made investments of high importance for corporate strategies in the 2018-2022 period and in 2023 in relation to each aspect of digital transformation

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NOTE ON METHODOLOGY

The data presented came from the Excelsior survey carried out by Unioncamere in agreement with the National Agency for Active Labor Policies. The survey, which is included in the National Statistical Program (UCC-00007) among those that require a 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 August 2023, mainly using the CAWI compilation technique and carrying out approximately 275,000 interviews with companies, a representative sample of companies with employees to 2022 of the various industrial and service sectors. The estimate of the forecast of income flows is obtained by modeling the historical series of data taken from administrative sources on businesses and employment, appropriately integrated with the sample data relating to each monthly survey. Revenue (i.e. the number of employment contracts that companies intend to stipulate in a certain period) and the related characteristics refer to the hiring of employees and the flows of collaborators, temporary workers and other non-employed workers. The data relating to the forecasts for the entire year therefore no longer derive 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 income planned for the year 2023, according to the professional profiles and levels of education required. There are also some qualitative comparisons with the 2022 data. The results of the survey are available at provincial and regional level according to a variable number of economic sectors, obtained as a merger of economic activity codes of the ATECO2007 classification. The distribution of expected revenue by "professional group" refers to the codes of the ISTAT CP2021 classification.