



EXCELSIOR INFORMA

COMPANY EMPLOYMENT SCHEMES OBTAINED FROM THE CHAMBER OF COMMERCE SYSTEM

Year 2023

Lombardia

Introduction

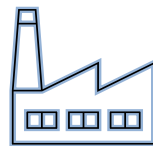
In 2023, the positive trend in job demand planned by companies continues, albeit with a slower growth rate than that recorded in the previous two years. The number of companies that have planned to hire goes from around 785 thousand in 2022 to the current 823 thousand (+4.9%); more marked, equal to +6.4%, 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

2023
1,092,950
2022
1,032,320


COMPANIES HIRING

62%
59%


YOUNG PEOPLE

31%
30%


DIFFICULT TO RECRUIT

45%
41%

SUMMARY

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Work opportunities in 2023 in the region

	Entrate previste (v.a.)	% difficile reperimento
Specialised labourers	156,400	63.6
Technical professions	173,780	52.2
Plant operators and stationary and mobile machinery operators	123,720	49.9
Managers and intellectual, scientific and highly-specialised professions	92,340	47.0
Skilled professions in commercial activities and services	245,980	42.9
Employees	111,990	32.0
Unskilled professions	188,740	29.3

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.

Lombardia

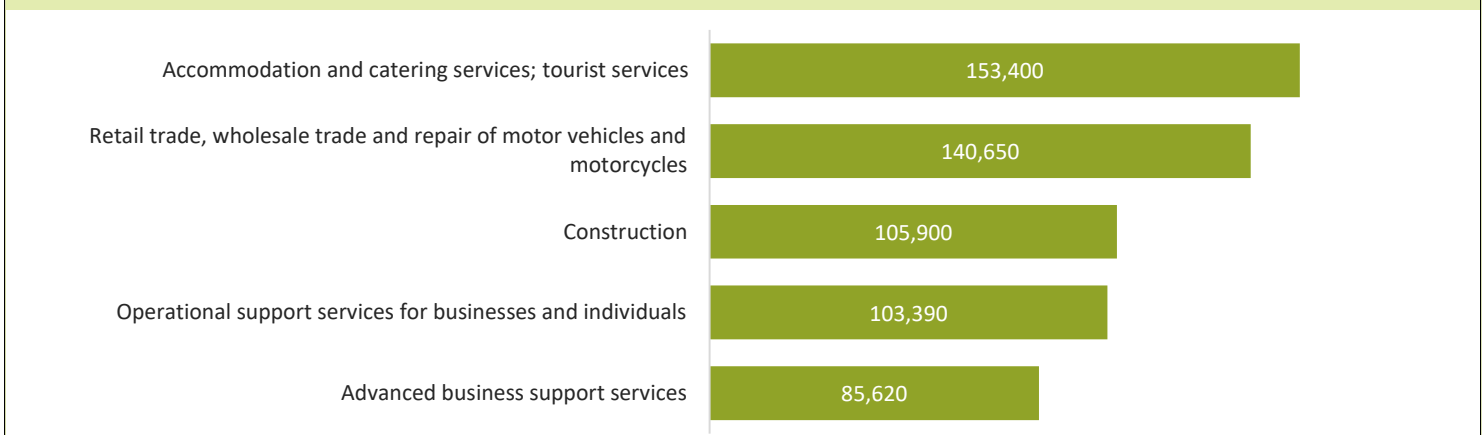
COMPANY AREAS OF INCLUSION AND MAIN PROFESSIONS

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	1,092,950	100.0	31.1	45.0
Direction and General services areas	65,590	6.0	34.4	50.2
Administrative areas	74,530	6.8	26.8	34.7
Technical and planning areas	157,610	14.4	32.0	58.6
Area of production of goods and provision of the service	457,600	41.9	29.5	48.5
Commercial and sales areas	199,930	18.3	39.3	33.9
Logistics areas	137,680	12.6	23.9	37.0

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



The professions most requested in the region in 2023

of which difficult to recruit (%)

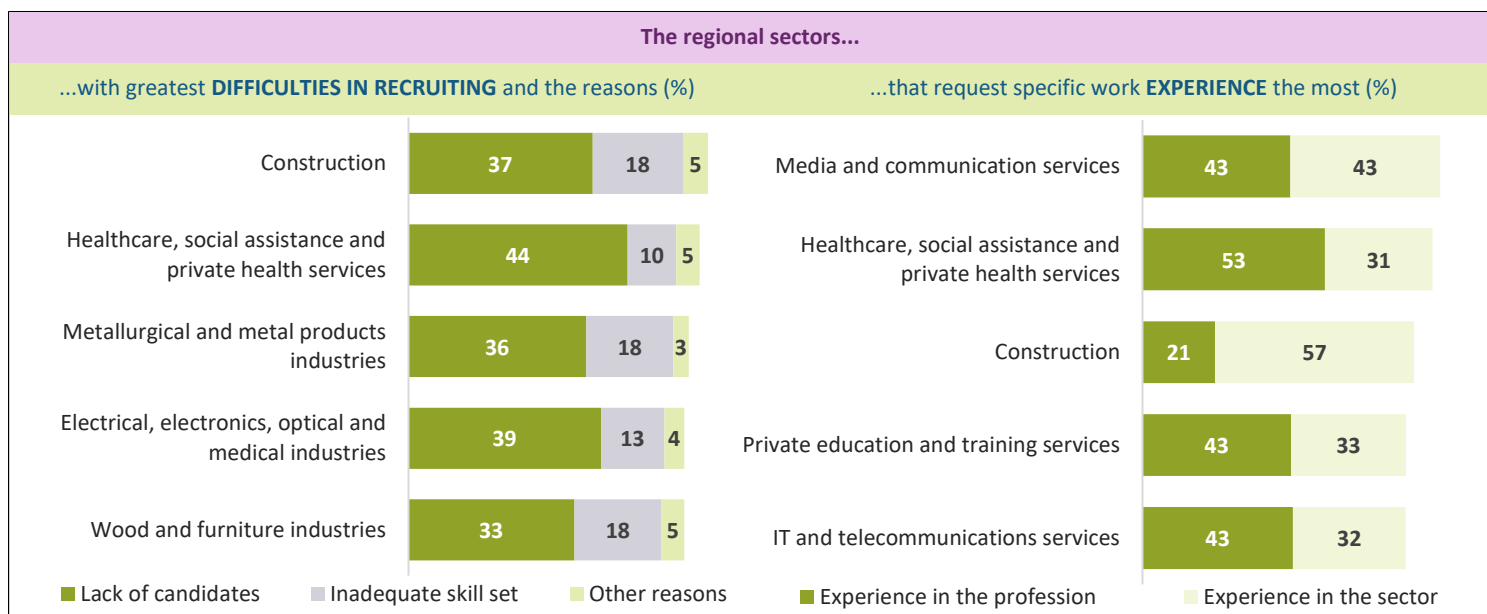


MAIN CHARACTERISTICS OF WORKERS REQUESTED BY COMPANIES

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.

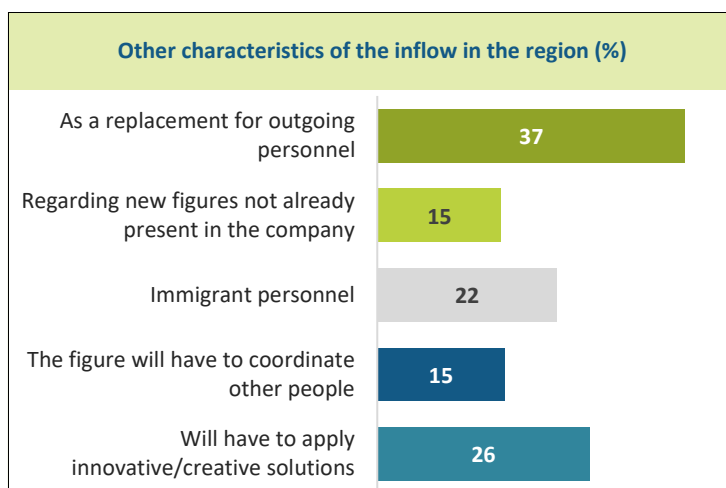
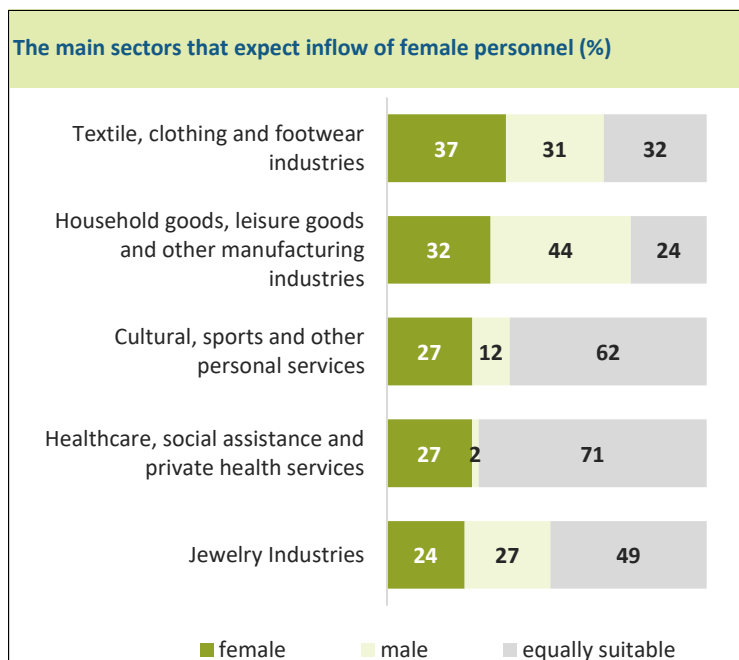
Difficulty in recruiting (%)	Reg.	North West	Italia
Total, of which:	45.0	45.9	45.1
for lack of candidates	28.2	29.0	28.4
due to inadequate skill set	12.4	12.4	12.4
for other reasons	4.5	4.5	4.3

Experience requested (%)	Reg.	North West	Italia
Total, of which:	64.5	63.9	65.3
in the profession	24.6	23.7	22.2
in the sector	39.9	40.2	43.1
non requested	35.5	36.1	34.7

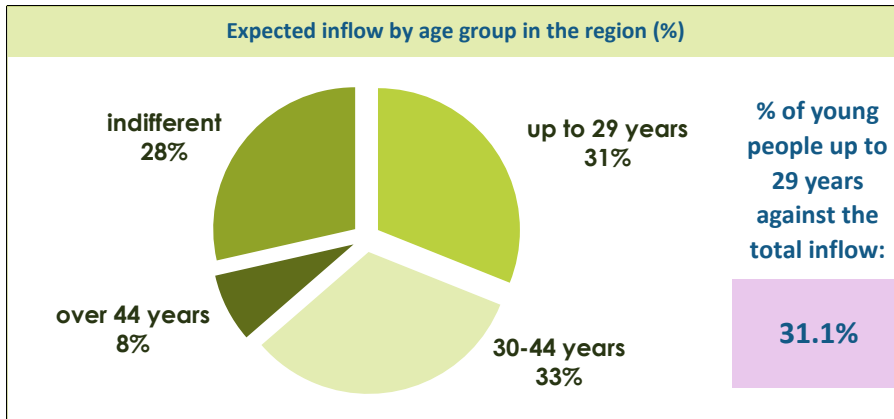


Gender requested (%)	Reg.	North West	Italia
female	16.5	17.1	18.0
male	31.2	31.2	31.8
equally suitable	52.4	51.7	50.2

Contracts proposed (% values)	Reg.	North West	Italia
Workers employed by the company	79.6	79.7	83.2
with a permanent contract	25.2	23.3	19.7
with a fixed-term contract	45.2	46.6	54.2
with other contracts	9.2	9.8	9.3
Company non-salaried workers	20.4	20.3	16.8
agency workers	12.4	12.7	9.6
coll. and other non-salaried empl.	8.0	7.6	7.2



CHARACTERISTICS OF INFLOW BY AGE GROUP

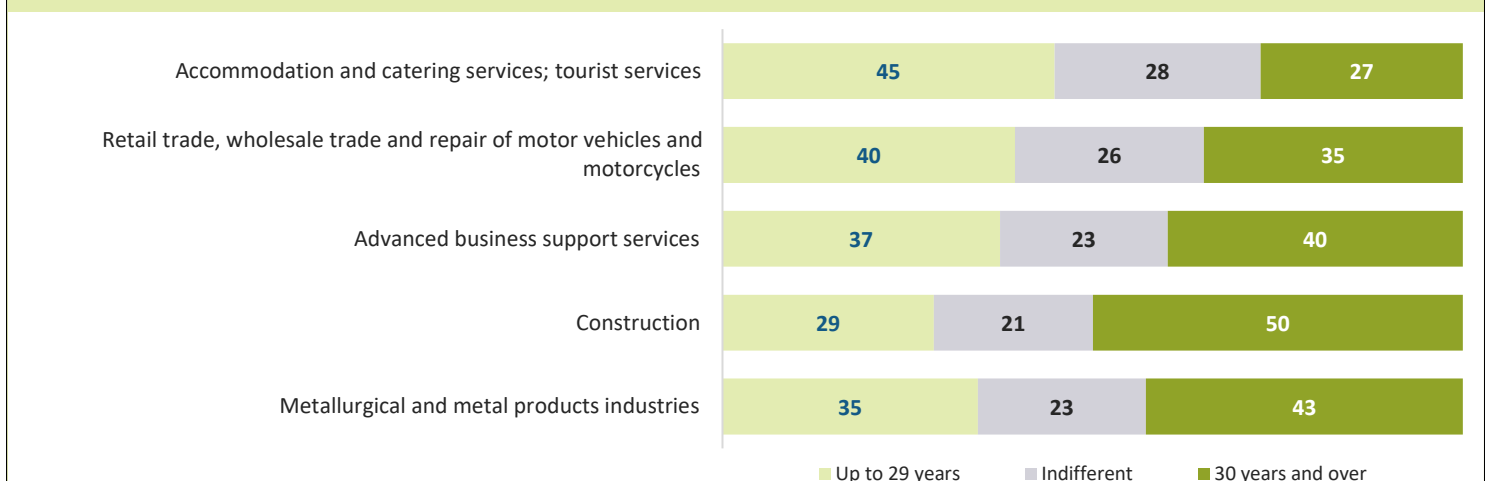


A specific detailed study concerns the age groups of the professional figures requested by companies in the region in 2023, with a detailed breakdown of the professions most requested and of the main business sectors that plan inflow from the younger segment, i.e. the figures with an age explicitly indicated 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.)

Profession	Average difficulty in recruiting young people Lombardia region 45%	difficult to recruit young people	Inflow of young people
Engineers	76%	3,070	4,040
Blacksmiths, tool makers	73%	3,670	5,010
Engineering technicians	72%	3,890	5,420
Analysts and application design specialists	71%	1,570	2,230
Craft mechanics, fitters, repairers, maintenance workers on fixed/mobile machines	71%	6,070	8,600
Health technicians	69%	4,200	6,120
Specialized workers assigned to finishing constructions	68%	10,490	15,470
Automatic and semi-automatic machine operators. for processing metal and prod. minerals	64%	4,470	6,930
Casters, welders, tinsmiths, boilermakers, metal carpentry assemblers	64%	1,980	3,080
Specialized food processing workers	63%	2,210	3,490

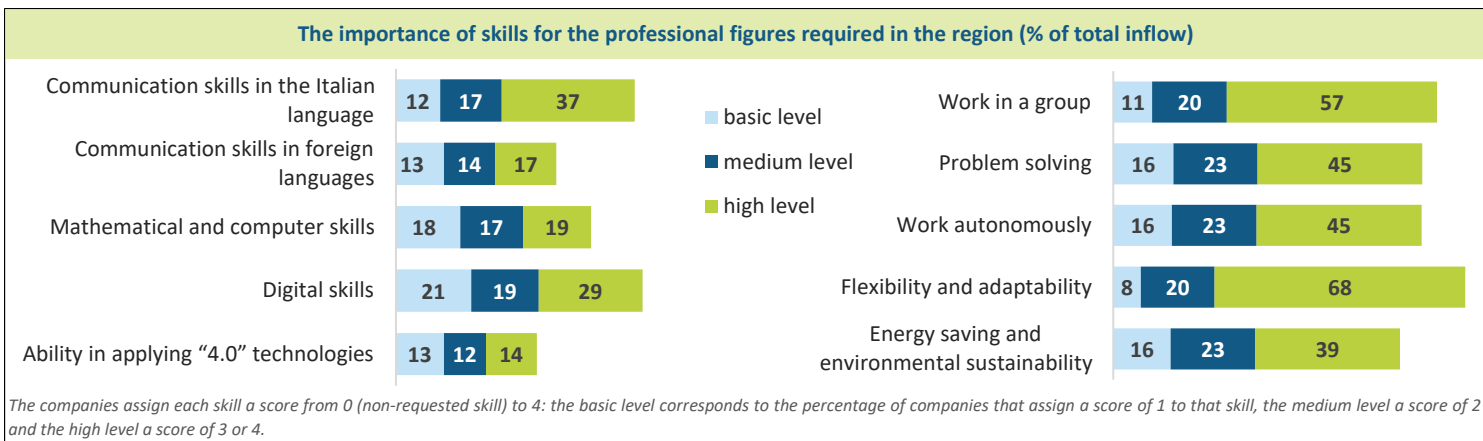
The main business sectors seeking young people in the region (%)



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.



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

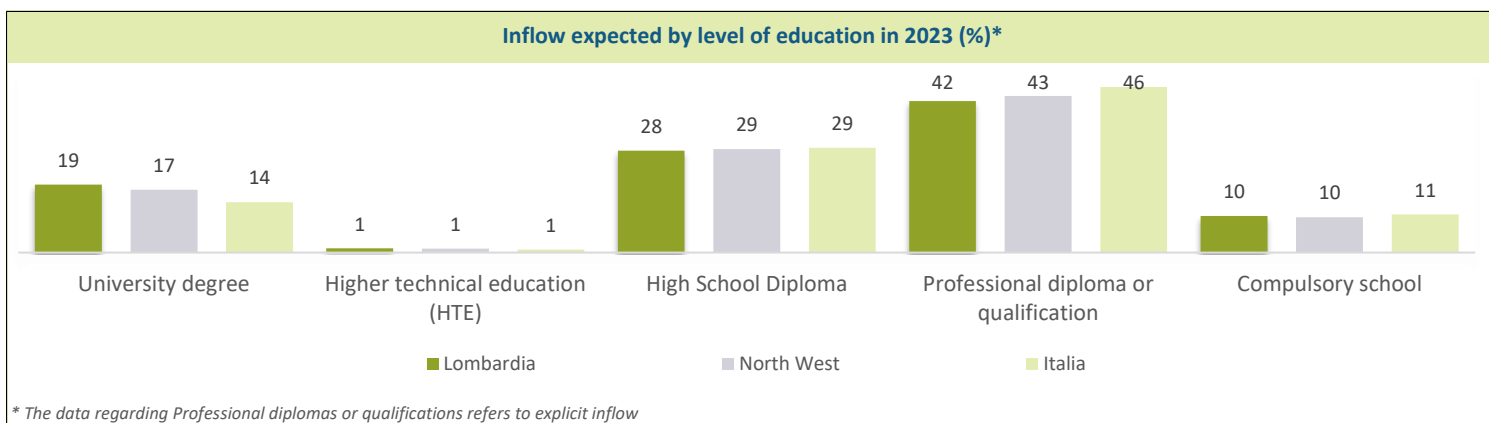
	Soft	Green	Technological	Communicative						
Key:	from 1% to 33%	from 34% to 66%	from 67% to 100%							
	Work in a group	Problem solving	Work autonomously	Flexibility and adaptability	Energy saving and environmental sustainability	Use mathematical and computer methods and languages	Use digital skills	Use "4.0" technologies to innovate processes	Communicate company information in Italian	Communicate company information in foreign languages
UNIVERSITY	82%	81%	69%	86%	42%	47%	73%	31%	61%	41%
Economics specialisation	80%	77%	68%	83%	44%	50%	78%	30%	63%	46%
Teaching and education specialisation	82%	73%	65%	83%	33%	22%	47%	7%	46%	18%
Mathematical, physical and computer sciences specialisation	83%	90%	71%	82%	35%	75%	99%	59%	60%	48%
HIGHER TECHNICAL EDUCATION (HTE) (ITS Academy)	73%	76%	71%	85%	42%	44%	64%	39%	45%	28%
SECONDARY (5-year diploma)	67%	56%	51%	75%	41%	20%	40%	15%	43%	20%
Administration, finance and marketing specialisation	67%	58%	52%	74%	38%	23%	57%	9%	46%	23%
Tourism, food and wine and hospitality specialisation	77%	49%	57%	79%	52%	20%	17%	17%	53%	39%
Mechanics, mechatronics and energy specialisation	55%	54%	49%	73%	43%	20%	28%	24%	30%	8%
Professional QUALIFICATION (3-year) or professional DIPLOMA (4-year)**	45%	28%	35%	60%	38%	8%	7%	8%	26%	7%
Catering specialisation	61%	30%	39%	63%	42%	8%	5%	5%	44%	21%
Mechanical specialisation	34%	25%	29%	57%	34%	9%	6%	11%	15%	1%
Logistics systems and services specialisation	35%	19%	25%	57%	30%	6%	1%	5%	17%	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 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.



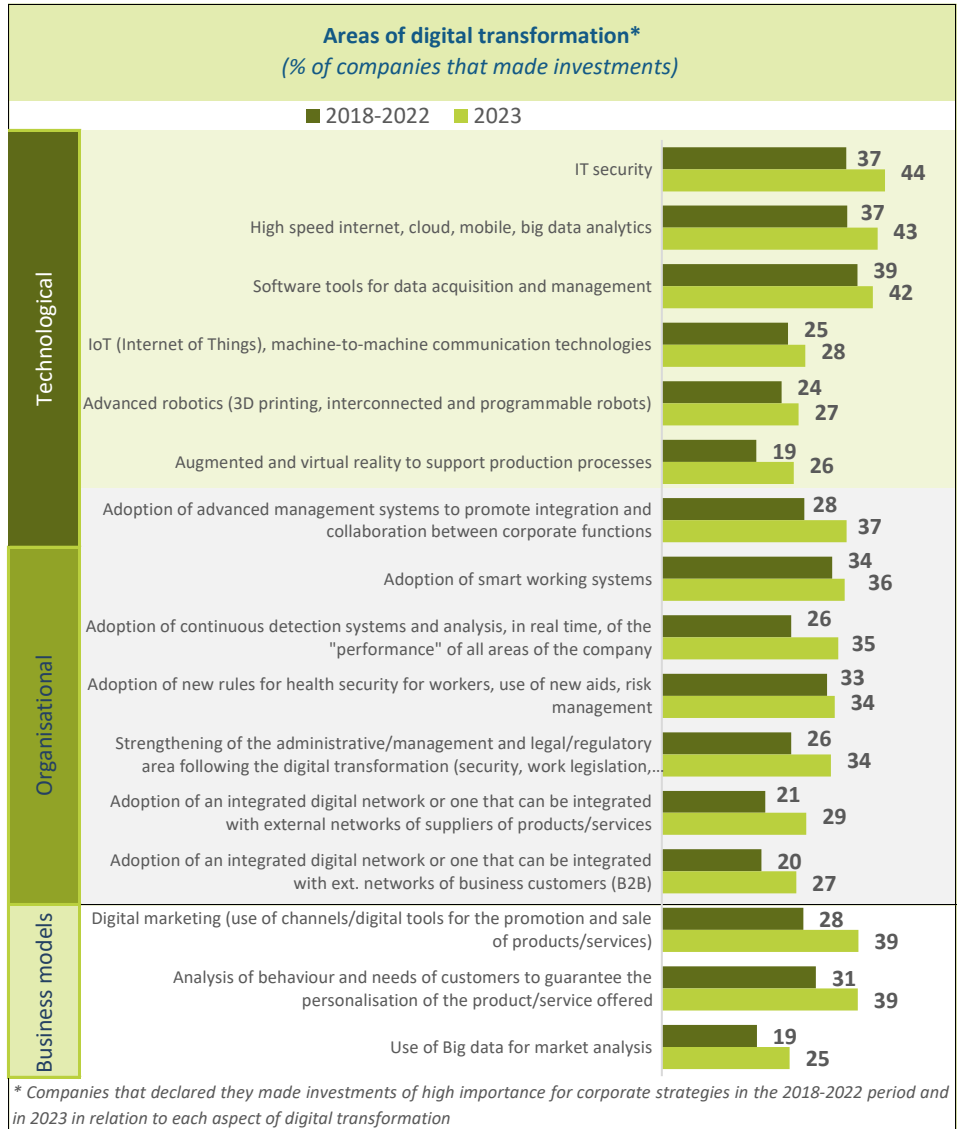
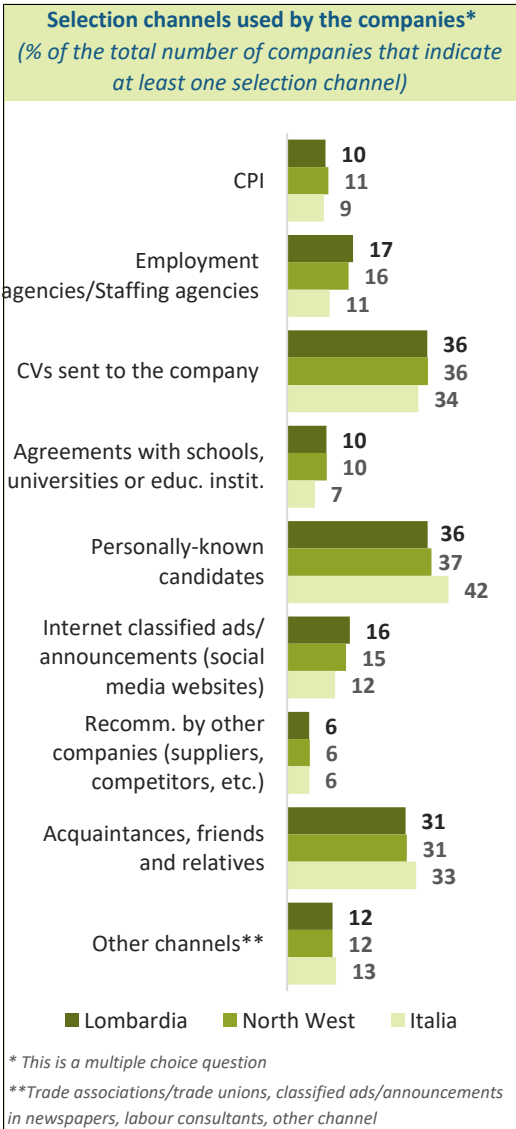
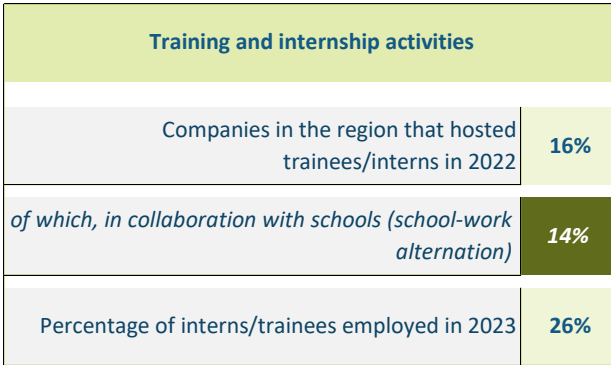
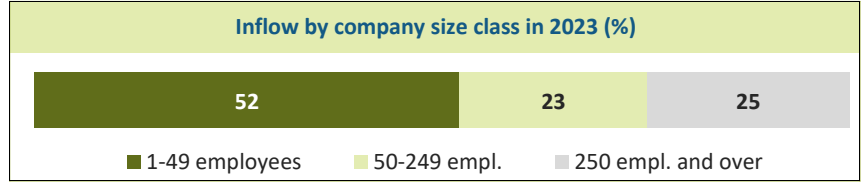
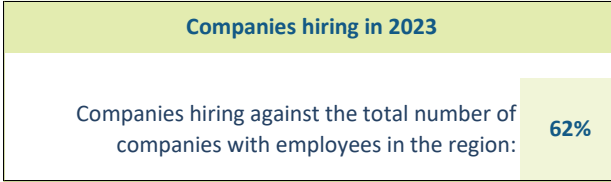
The fields of study most highly requested in the region

Field of Study	Expected inflow (a.v.)	% of the total	% difficult to recruit	% with experience
University	204,990	19%	48%	87%
<i>of whom with post-graduate education</i>	<i>23,683</i>	<i>12%</i>	<i>47%</i>	<i>92%</i>
Economics specialisation	71,020		36%	80%
Teaching and education specialisation	25,710		48%	93%
Mathematical, physical and computer sciences specialisation	15,720		59%	84%
Higher technical education (HTE) ITS Academy	12,570	1%	61%	73%
SECONDARY (5-year diploma)	307,430	28%	44%	67%
Administration, finance and marketing specialisation	107,850		30%	59%
Tourism, food and wine and hospitality specialisation	33,430		57%	73%
Mechanics, mechatronics and energy specialisation	32,770		65%	69%
Professional qualification (3-year) or professional diploma (4-year)	explicit inflow: 391,910 potential inflow: 457,700	36% 42%	47% 46%	58% 57%
Catering specialisation	63,650 (explicit) / 80,590 (potential)		51%	65%
Mechanics specialisation	61,770 (explicit) / 71,580 (potential)		58%	59%
System and logistic services specialisation	54,090 (explicit) / 54,250 (potential)		32%	51%
Compulsory school	explicit inflow: 176,040 potential inflow: 110,250	16% 10%	39% 36%	49% 46%

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

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.



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.

Excelsior Informa is created by Unioncamere in collaboration with ANPAL as part of the Excelsior Information System.

For further information, please consult the website: <http://excelsior.unioncamere.net> where data and analyzes relating to all regions and provinces are available.

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