



EXCELSIOR INFORMA

COMPANY EMPLOYMENT SCHEMES OBTAINED FROM THE CHAMBER OF COMMERCE SYSTEM

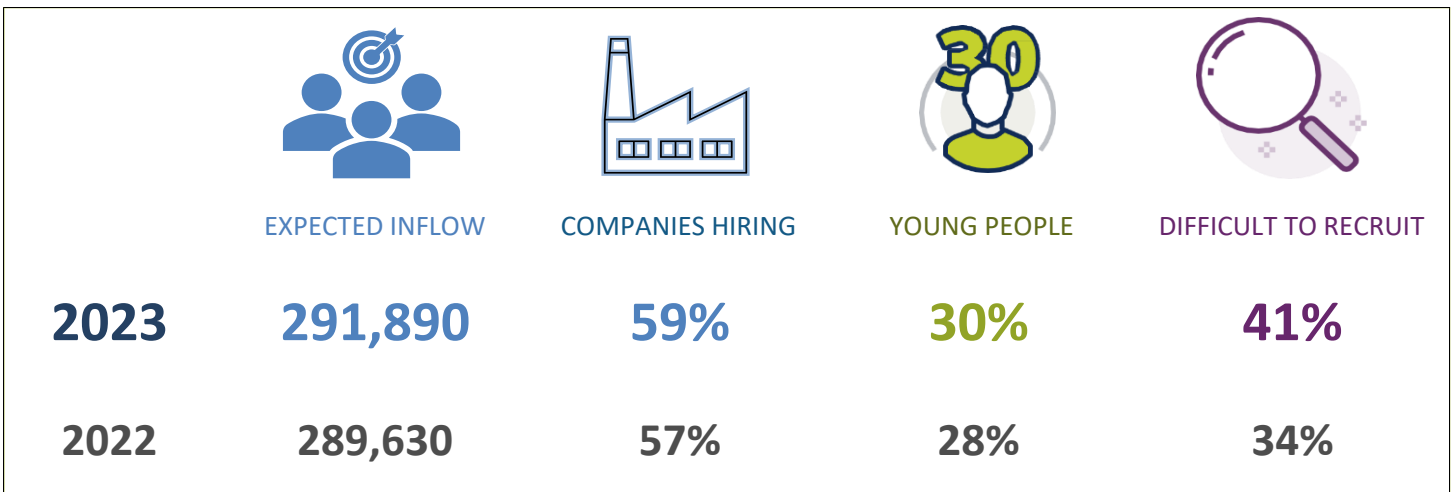
Year 2023
Puglia

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).

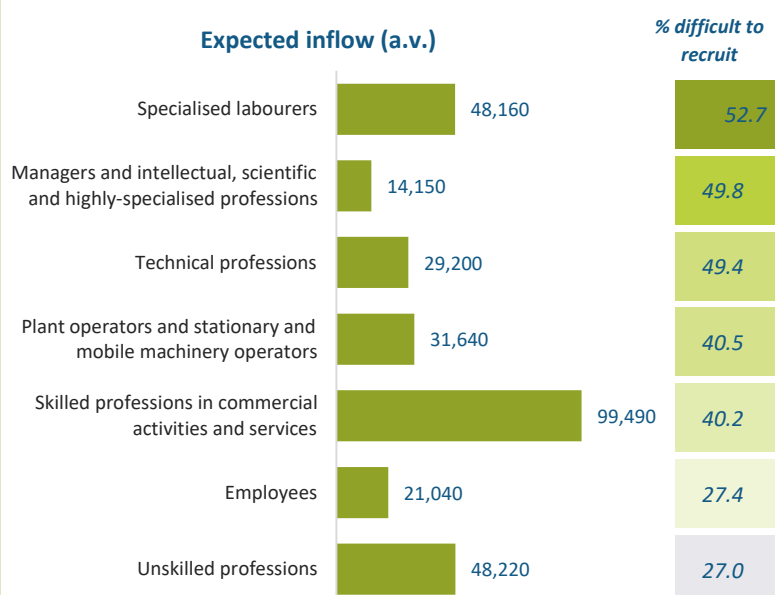
This publication focuses on the main characteristics of the revenues planned in the region for the year 2023.



SUMMARY

Company areas of inclusion and the main professions	page 2
Main characteristics of workers requested by the companies	page 3
Characteristics of inflow by age group	page 4
Skills requested	page 5
Qualifications that offer the greatest job opportunities	page 6
Several characteristics of the companies	page 7
Note on methodology	page 8

Work opportunities in 2023 in the region



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	291,890	100.0	29.7	40.6
Direction and General services areas	8,730	3.0	31.6	44.6
Administrative areas	10,110	3.5	26.3	40.3
Technical and planning areas	35,850	12.3	25.7	48.4
Area of production of goods and provision of the service	148,720	51.0	26.6	42.1
Commercial and sales areas	56,760	19.4	46.4	32.9
Logistics areas	31,720	10.9	19.1	37.5

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

Accommodation and catering services; tourist services	74,980
Retail trade, wholesale trade and repair of motor vehicles and motorcycles	42,120
Construction	36,970
Operational support services for businesses and individuals	22,750
Transport, logistics and warehousing services	19,070

The professions most requested in 2023

of which difficult to recruit (%)

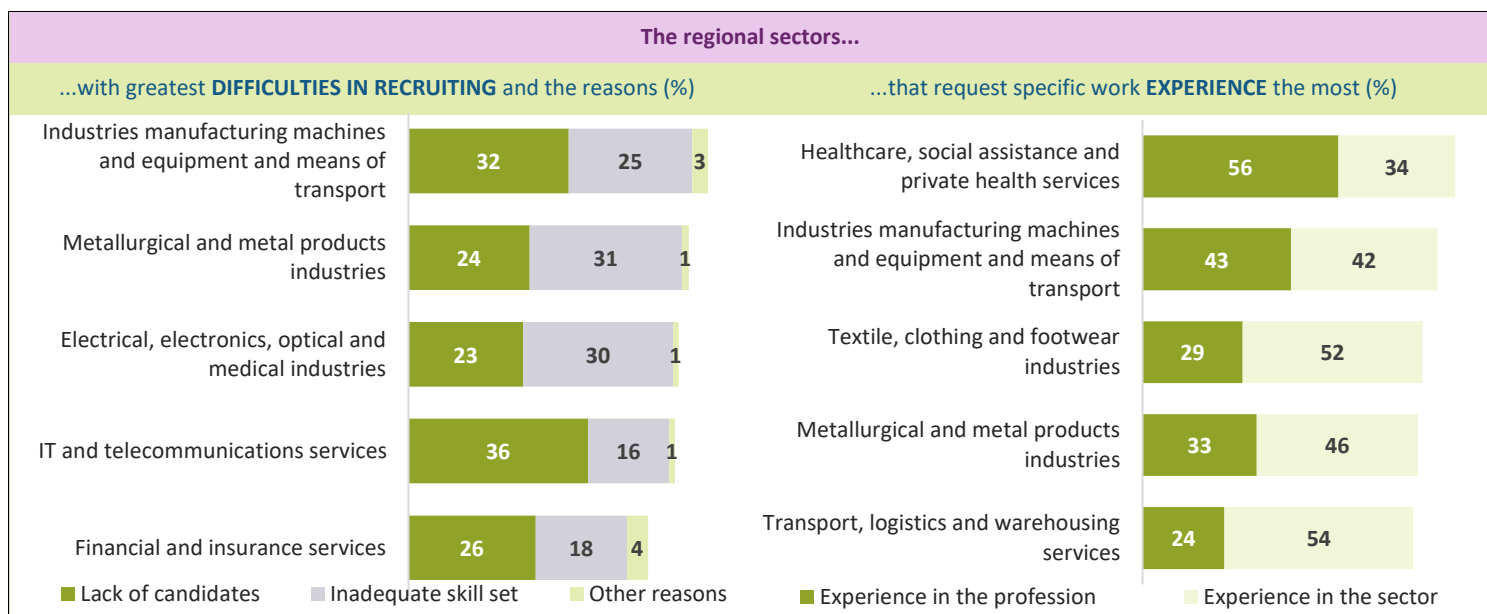
522-Trainers and employees in catering activities	56,100	48
814-Unqualified staff in cleaning services	31,290	29
512-Sales employees	29,800	30
742-Drivers of motor and animal-drawn vehicles	18,190	48
612-Specialized workers involved in the construction and maintenance of building structures	18,070	45
813-Unqualified personnel responsible for moving and delivering goods	8,710	24

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.

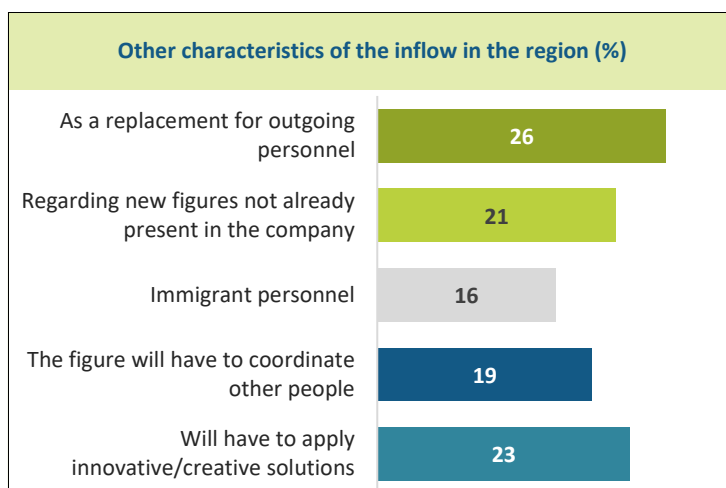
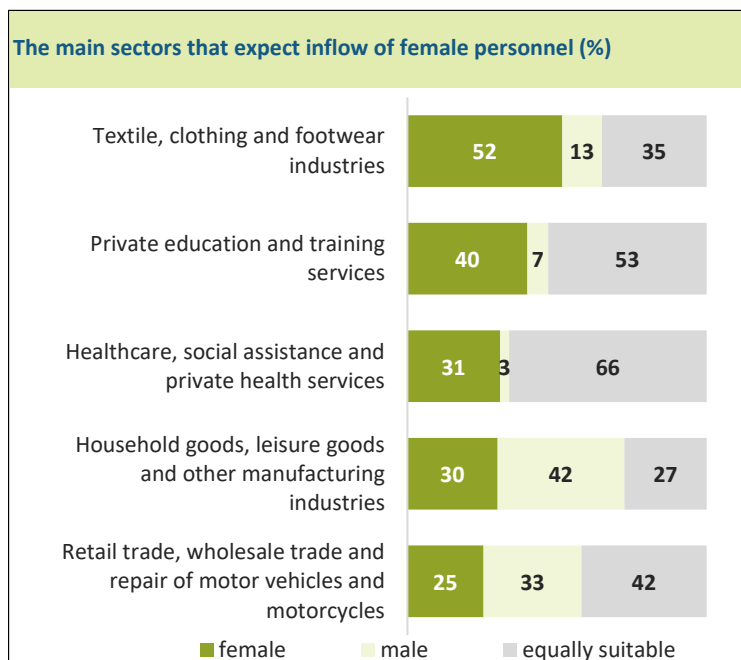
Difficulty in recruiting (%)	Reg.	South and islands	Italia
Total, of which:	40.6	40.9	45.1
for lack of candidates	23.7	24.3	28.4
due to inadequate skill set	12.9	12.9	12.4
for other reasons	4.0	3.8	4.3

Experience requested (%)	Reg.	South and islands	Italia
Total, of which:	69.2	70.2	65.3
in the profession	20.9	22.1	22.2
in the sector	48.3	48.1	43.1
non requested	30.8	29.8	34.7

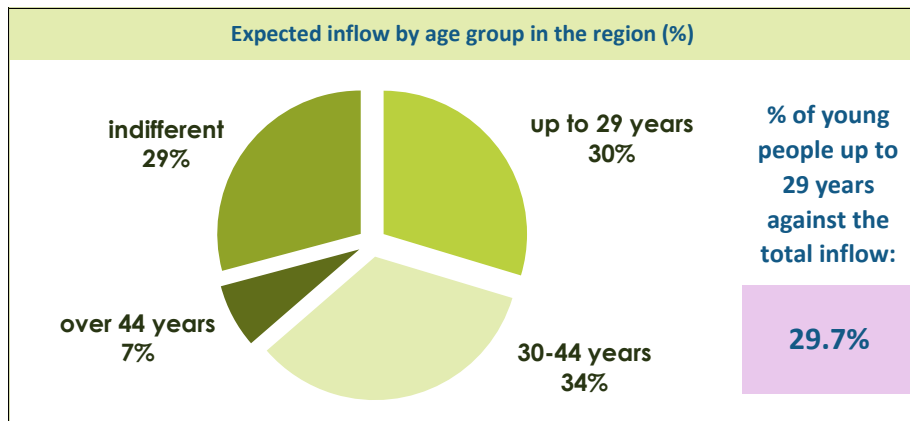


Gender requested (%)	Reg.	South and islands	Italia
female	17.2	17.8	18.0
male	33.7	34.3	31.8
equally suitable	49.0	47.9	50.2

Contracts proposed (% values)	Reg.	South and islands	Italia
Workers employed by the company	88.2	88.0	83.2
with a permanent contract	15.7	16.9	19.7
with a fixed-term contract	65.7	64.3	54.2
with other contracts	6.8	6.8	9.3
Company non-salaried workers	11.8	12.0	16.8
agency workers	4.4	4.1	9.6
coll. and other non-salaried empl.	7.4	7.9	7.2



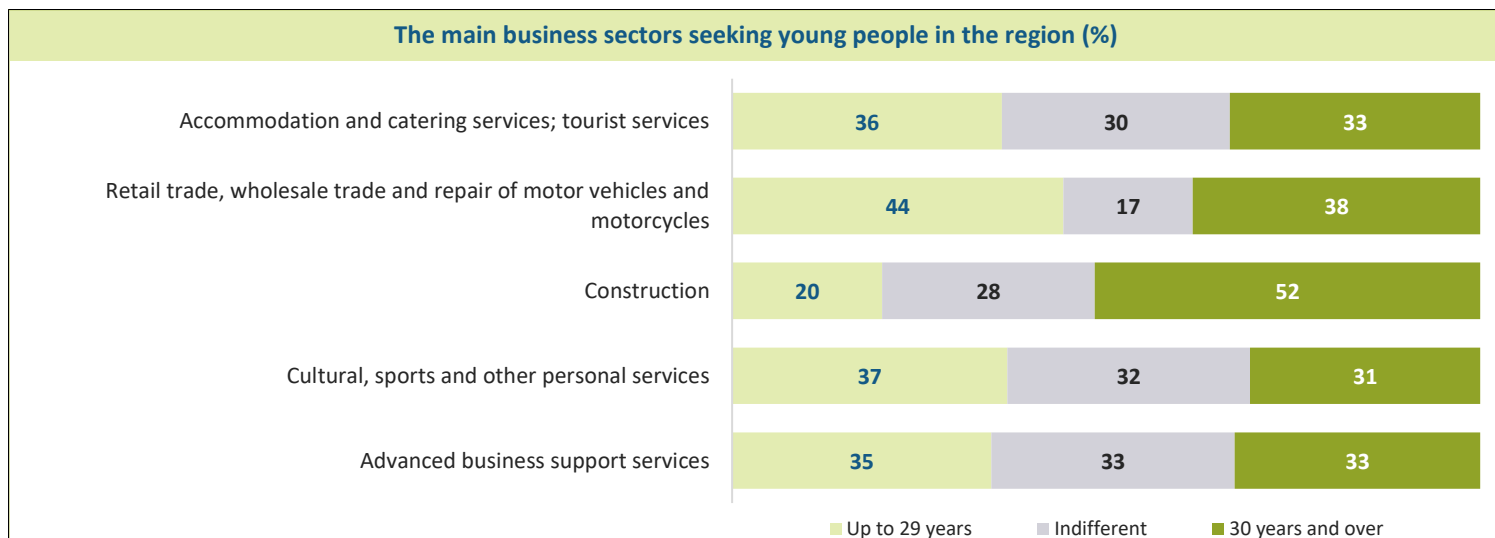
CHARACTERISTICS OF INFLOW BY AGE GROUP



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 Puglia region 45%	difficult to recruit young people	Inflow of young people
Craft mechanics, fitters, repairers, maintenance workers on fixed/mobile machines	78%	1,130	1,450
Technicians for the management of production processes of goods and services	77%	800	1,030
IT, telematics and telecommunications technicians	69%	970	1,420
Specialized workers assigned to finishing constructions	66%	1,680	2,540
Casters, welders, tinsmiths, boilermakers, metal carpentry assemblers	65%	480	740
Specialized workers installation/maintenance of electrical/electronic equipment	58%	710	1,230
Operators and employees in catering activities	53%	12,880	24,190
Aesthetic care operators	53%	990	1,870
Specialized workers involved in the construction and maintenance of building structures	52%	1,510	2,870
Health technicians	49%	1,040	2,110

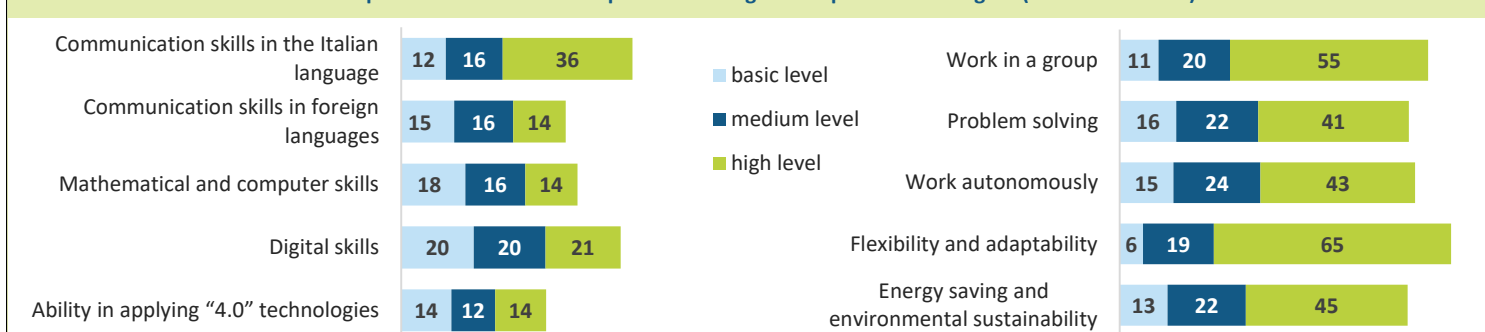


The top sectors for inflow of young people up to 29 years have been selected, as an absolute value

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*

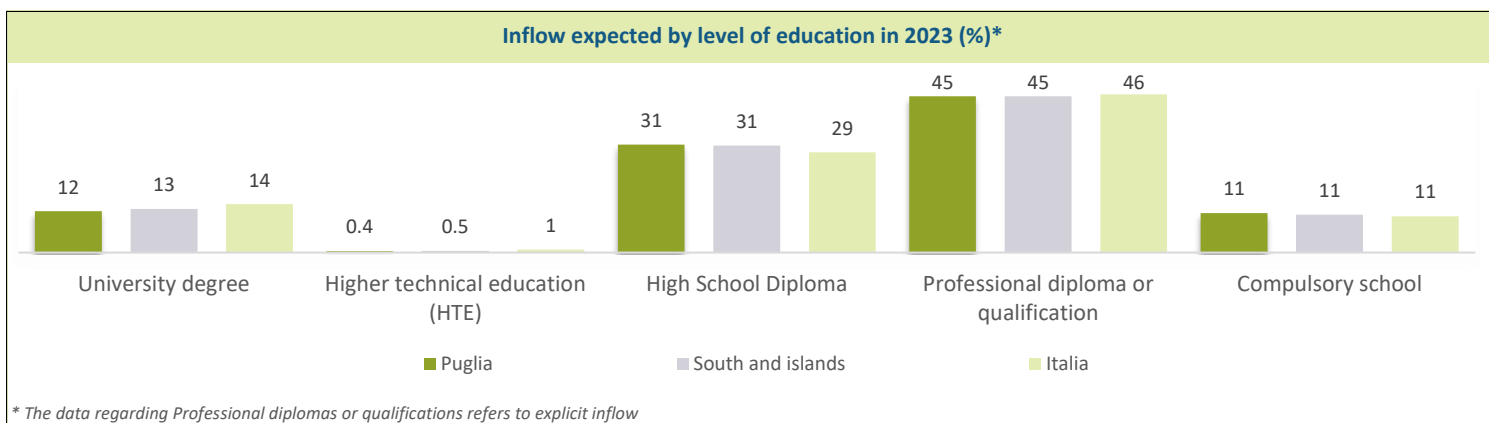
	Key:										
	from 1% to 33%	from 34% to 66%	from 67% to 100%	Soft	Green	Technological	Communicative				
	Work in a group	Problem solving	Work autonomously	Flexibility and adaptability	Energy saving and environmental sustainability	Use mathematical and computer methods and languages	Use digital skills	Use "4.0" technologies to innovate processes	Communicate company information in Italian	Communicate company information in foreign languages	
UNIVERSITY	80%	76%	66%	83%	44%	40%	63%	31%	52%	34%	
Economics specialisation	78%	71%	60%	79%	42%	40%	72%	31%	53%	38%	
Teaching and education specialisation	81%	71%	60%	87%	43%	21%	52%	11%	46%	23%	
Healthcare and paramedical specialisation	67%	68%	62%	72%	27%	16%	14%	27%	36%	11%	
HIGHER TECHNICAL EDUCATION (HTE) (ITS Academy)	73%	73%	60%	76%	73%	53%	65%	45%	63%	37%	
SECONDARY (5-year diploma)	65%	53%	50%	75%	50%	17%	31%	17%	48%	20%	
Administration, finance and marketing specialisation	66%	57%	53%	74%	52%	21%	51%	13%	54%	20%	
Tourism, food and wine and hospitality specialisation	67%	46%	48%	74%	52%	12%	15%	13%	55%	28%	
Social and healthcare specialisation	52%	47%	38%	69%	36%	6%	3%	10%	28%	3%	
Professional QUALIFICATION (3-year) or professional DIPLOMA (4-year)**	46%	30%	35%	58%	42%	8%	7%	9%	27%	9%	
Catering specialisation	48%	28%	27%	53%	48%	4%	6%	4%	28%	18%	
Building specialisation	41%	30%	40%	55%	38%	11%	0%	10%	20%	0%	
Mechanical specialisation	40%	29%	32%	63%	40%	3%	7%	12%	14%	1%	

* 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.

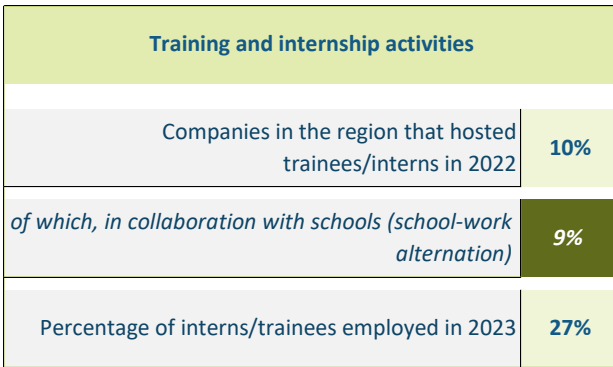
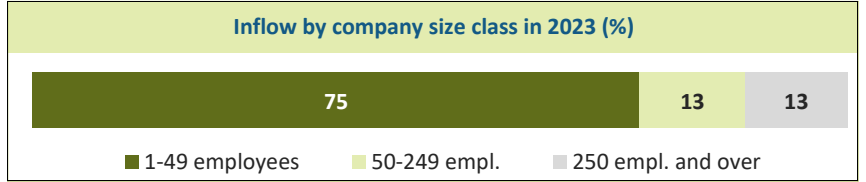
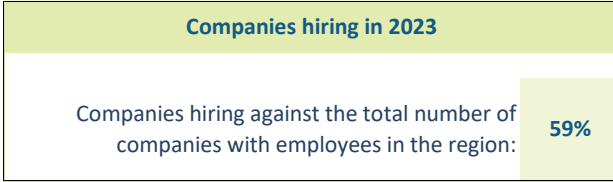


The fields of study most highly requested in the region

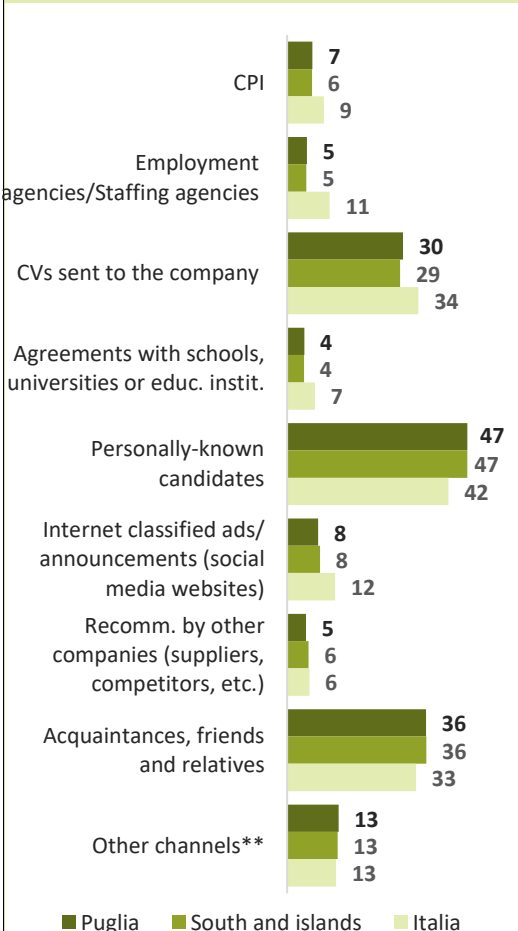
Field of Study	Expected inflow (a.v.)	% of the total	% difficult to recruit	% with experience
University	34,760	12%	47%	87%
<i>of whom with post-graduate education</i>	<i>5,888</i>	<i>17%</i>	<i>56%</i>	<i>95%</i>
Economics specialisation	8,790		39%	71%
Teaching and education specialisation	6,420		26%	98%
Healthcare and paramedical specialisation	3,300		70%	94%
Higher technical education (HTE) ITS Academy	1,180	0%	54%	71%
SECONDARY (5-year diploma)	91,000	31%	38%	71%
Administration, finance and marketing specialisation	23,870		27%	59%
Tourism, food and wine and hospitality specialisation	23,390		49%	77%
Social and healthcare specialisation	6,490		26%	84%
Professional qualification (3-year) or professional diploma (4-year)	explicit inflow 106,190	36%	43%	67%
	potential inflow 131,730	45%	43%	68%
Catering specialisation	28,230 (explicit) / 32,620 (potential)		47%	67%
Building specialisation	11,460 (explicit) / 20,800 (potential)		43%	83%
Mechanics specialisation	8,540 (explicit) / 11,150 (potential)		49%	77%
			<small>The percentages of difficult to recruit inflow and inflow with experience refer to explicit inflow</small>	
Compulsory school	explicit inflow 58,770	20%	37%	59%
	potential inflow 33,220	11%	29%	49%

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.



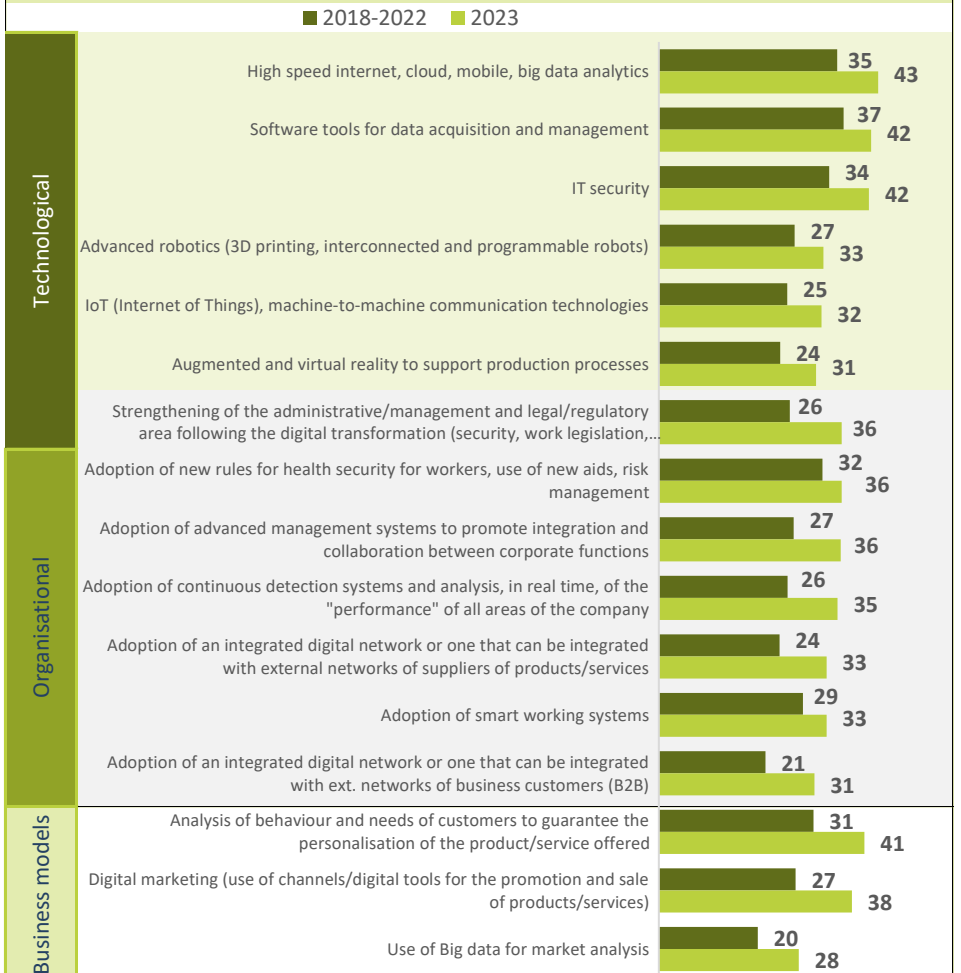
Selection channels used by the companies* (% of the total number of companies that indicate at least one selection channel)



* 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)



* 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

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.

Partial or total reproduction and/or dissemination of the tables contained in this publication is permitted exclusively with full citation of the source: **Unioncamere-ANPAL, Excelsior Information System, 2023.**