

2021



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STATISTICAL ANNEX



PROGETTO EXCELSIOR
SISTEMA INFORMATIVO
PER L'OCCUPAZIONE
E LA FORMAZIONE

Unioncamere continuous survey

ITALIAN COMPANIES' DEMAND
FOR PROFESSIONS AND TRAINING
IN 2021

SECTION A What professions are companies looking for?

Table 1	Inflow expected by companies in 2021 by professional group
Table 2	Inflow expected by companies in 2021 by corporate area of inclusion and professional group
Table 3	Inflow expected by companies in 2021 by corporate area of inclusion and main professions for each professional group
Table 4	Main characteristics of professions in 2021 by large professional group
Table 5	Intellectual, scientific and highly specialised professions requested in 2021: main characteristics
Table 6	Technical professions requested in 2021: main characteristics
Table 7	Office workers requested in 2021: main characteristics
Table 8	Skilled professions in commercial activities and in services requested in 2021: main characteristics
Table 9	Specialised labourers requested in 2021: main characteristics
Table 10	Plant operators and stationary and mobile machinery operators requested in 2021: main characteristics
Table 11	Unskilled professions requested in 2021: main characteristics
Table 12	Inflow expected by companies in 2021 at territorial level, by large professional group

SECTION B What skills are companies looking for?

Table 13.1	Skills requested by companies in 2021 by professional group
Table 13.2	The skills that companies consider to be of “high” importance in 2021 by professional group
Table 13.3	The skills requested by companies in 2021 according to several main characteristics of the professions
Table 13.4	The skills that companies consider to be of “high” importance in 2021 according to several main characteristics of the professions
Table 14.1	Ability to communicate company information in Italian according to the degree of importance of this skill requested by companies for the main professions
Table 14.2	Ability to communicate company information in foreign languages according to the degree of importance of this skill requested by companies for the main professions
Table 14.3	Ability to use mathematical and computer languages according to the degree of importance of this skill requested by companies for the main professions
Table 14.4	Ability to use digital skills according to the degree of importance of this skill requested by companies for the main professions
Table 14.5	Ability to apply “4.0” technologies in order to innovate processes according to the degree of importance of this skill requested by companies for the main professions
Table 14.6	Ability to work in a group according to the degree of importance of this skill requested by companies for the main professions
Table 14.7	Problem-solving abilities according to the degree of importance of this skill requested by companies for the main professions
Table 14.8	Ability to work autonomously according to the degree of importance of this skill requested by companies for the main professions
Table 14.9	Ability to work with flexibility and adaptability according to the degree of importance of this skill requested by companies for the main professions
Table 14.10	Aptitude for energy saving and environmental sustainability according to the degree of importance of this skill requested by companies for the main professions
Table 15.1	Inflow expected by the companies in 2021 for whom each skill is requested according to the main professions
Table 15.2	Inflow expected by the companies in 2021 for whom each skill is requested according to the main professions

Table 16.1 Overall degree of importance with which each skill is requested according to the main professions

Table 16.2 Overall degree of importance with which each skill is requested according to the main professions

SECTION C What fields of study are requested by companies?

Table 17 Inflow expected by companies in 2021 by professional group and levels of education

Table 18 Difficult to recruit Inflow and outflow expected by companies in 2021 according to fields of study at post-secondary, university level

Table 18.1 Explicit and potential inflow and difficult to recruit inflow expected by companies in 2021 according to training qualifications or professional diploma specialisation

Table 19 Inflow expected by companies in 2021 according to fields of study at university, post-secondary and secondary level and experience requested

Table 19.1 Explicit inflow and potential inflow expected by companies in 2021 according to training qualifications or professional diploma specialisations and experience requested

Table 20 Inflow expected by companies in 2021 according to fields of study at university, post-secondary and secondary level and skills requested

Table 20.1 Inflow expected by companies in 2021 according to fields of study at university, post-secondary and secondary level and skills requested

Table 20.2 Explicit inflow and potential inflow expected by companies in 2021 according to training qualifications or professional diploma specialisations and skills requested

Table 20.3 Explicit inflow and potential inflow expected by companies in 2021 according to training qualifications or professional diploma specialisations and skills requested

Table 21 Inflow expected by companies in 2021 according to level of education at territorial level

SECTION D Other characteristics of inflow requested by companies

Table 22 Inflow expected by companies in 2021 by corporate area of inclusion and professional group

Table 23 Inflow expected by companies in 2021 according to contract type by business sector, territorial distribution and size class

Table 24 Inflow expected by companies in 2021 by age group, business sector, territorial distribution and size class

Table 25 Inflow expected by companies in 2021 by gender, contract type by business sector, territorial distribution and size class

Table 26 Inflow expected by companies in 2021 according to level of education by business sector, territorial distribution and size class

Table 27 Several characteristics of inflow expected by companies in 2021 at territorial level

SECTION E Business forecasts and orientations

Table 28 Companies that planned to hire employees in 2021 by business sector, size class and territorial distribution

Table 29 The selection channels used by companies in the last 12 months by business sector, territorial distribution and size class

SECTION F Company training activities

Table 32 Companies that carried out training activities for their staff in 2020 by type of training performed, territorial distribution and size class

Table 33 Companies that carried out training activities with courses for their staff in 2020 by business sector, size class and territorial distribution

INDEX

- Table 34** Companies that carried out training activities with courses for their staff in 2020 and main purpose of the training activity by business sector, territorial distribution and size class
- Table 35** Companies that hosted trainees/interns in 2020 by business sector, size class and territorial distribution
- Table 36** Companies that carried out training activities for their staff and that hosted trainees/interns in 2020 at territorial level
- Table 37** Companies that carried out or intend to carry out training activities for their staff in 2021 by type of training performed, territorial distribution and size class
- Table 38** Companies that carried out or intend to carry out training activities for their staff in 2021 by type of training performed at territorial level
- Table 39** Resources with which companies intend to finance training activities with courses they have carried out or intend to carry out in 2021, by territorial distribution and size class
- Table 40** Reasons why companies do not utilise public funding to finance training activities with courses they have carried out or intend to carry out in 2021, by territorial distribution and size class
- Table 41** Companies that have carried out or intend to carry out training activities with courses in 2021 in the thematic area of green transition and environmental sustainability and/or digitisation, by territorial distribution and size class
- Table 42** Areas of training with courses linked to the green transition and environmental sustainability carried out or to be carried out by companies in 2021, by territorial division and size class
- Table 43** Areas of training with courses linked to digitisation carried out or to be carried out by companies in 2021, by territorial division and size class
- Table 44** Reasons why companies did not carry out or intend to carry out training activities for their staff in 2021, by territorial distribution and size class
- Table 45** Entities from which companies believe they can find information and support to carry out training activities for their staff, by territorial distribution and size class
- SECTION G Companies and digital transformation**
- Table 46** Investments made by companies in the various areas of digital transformation by level of importance of the investment
- Table 47** Companies that have adopted integrated digital investment plans
- Table 48** Impact on human capital of the investments made by companies in the various areas of digital transformation by business sector, territorial distribution, size class
- SECTION H Investments made by companies in green products and technologies**
- Table 50** Companies that invested between 2016 and 2020 in products and technologies with greater energy savings and/or lower environmental impact and area of investment by territorial distribution and size class
- Table 51** Companies that invested between 2016 and 2020 in products and technologies with greater energy savings and/or lower environmental impact and impact of the investment by territorial distribution and size class
- SECTION I Labour market trends**
- Table 52** Inflow expected by companies in the 2018-2019-2020-2021 four-year period by professional group
- Table 53** Inflow expected by companies in the 2018-2019-2020-2021 four-year period by company area of inclusion
- Table 54.1** Several characteristics of the Inflow expected by companies in 2018 and 2019 by business sector, territorial distribution and size class
- Table 54.2** Several characteristics of the Inflow expected by companies in 2020 and 2021 by business sector, territorial distribution and size class
- Table 55.1** Several characteristics of inflow expected by companies in 2018 and 2019 at territorial level
- Table 55.2** Several characteristics of inflow expected by companies in 2020 and 2021 at territorial level

INDEX

- Table 56.1** Inflow expected by companies in 2018 according to contract type by business sector, territorial distribution and size class
- Table 56.2** Inflow expected by companies in 2019 according to contract type by business sector, territorial distribution and size class
- Table 56.3** Inflow expected by companies in 2020 according to contract type by business sector, territorial distribution and size class
- Table 56.4** Inflow expected by companies in 2021 according to contract type by business sector, territorial distribution and size class

STATISTICAL ANNEX

Italian companies' demand for
professions and training

SECTION A

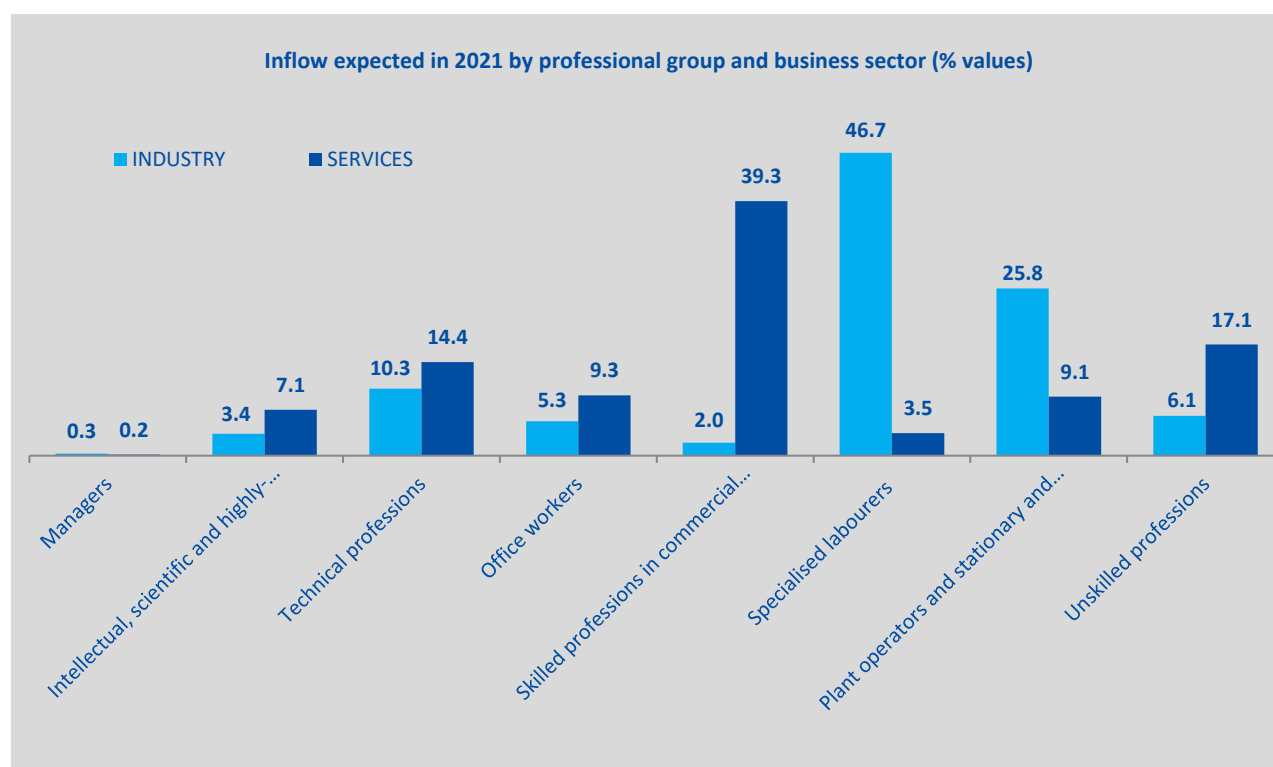
What professions are
companies looking for?

Table 1 - Inflow expected by companies in 2021 by professional group

	Inflow expected in 2021	
	(a.v.)*	(%)
TOTAL	4,638,980	100.0
Managers, highly specialised professions and technicians	903,920	19.5
1 Managers	9,820	0.2
2 Intellectual, scientific and highly-specialised professions	278,990	6.0
3 Technical professions	615,110	13.3
Office workers, commercial and services professions	1,708,360	36.8
4 Office workers	378,430	8.2
5 Skilled professions in commercial activities and services	1,329,920	28.7
Specialised labourers and plant and machinery operators	1,377,150	29.7
6 Specialised labourers	734,220	15.8
7 Plant operators and stationary and mobile machinery operators	642,940	13.9
Unskilled professions	649,550	14.0

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



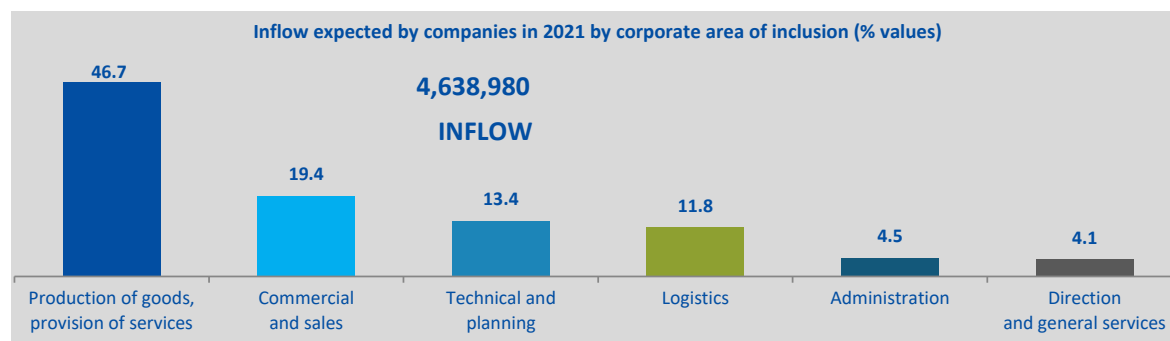
Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 2 - Inflow expected by companies in 2021 by corporate area of inclusion and professional group (% share of the total)

	Inflow expected in 2021 (a.v.)	of which (%):							
		Managers	Intellectual and scientific professions	Technical professions	Office workers	Commercial and services professions	Specialised labourers	Plant and machinery operators	Unskilled professions
TOTAL	4,638,980	9,820	278,990	615,110	378,430	1,329,920	734,220	642,940	649,550
		0.2	6.0	13.3	8.2	28.7	15.8	13.9	14.0
Area of production of goods and provision of service	2,168,150	-	4.7	7.6	0.4	36.4	17.9	13.9	19.1
Direction area and general services	191,530	3.0	20.9	28.6	45.7	0.3	1.2	-	0.3
General direction, staff and human resources organisation	28,380	20.4	35.7	10.1	33.8	--	-	-	-
Administrative office, staff and general services	87,330	-	1.9	9.9	86.9	0.6	-	-	0.7
Information Systems	75,820	--	37.2	57.1	2.7	--	2.9	-	-
Administrative, financial, legal and management control area	209,460	0.5	10.3	27.6	61.6	--	-	-	-
Commercial and sales area	900,880	0.2	4.7	24.0	13.4	56.7	0.0	0.0	0.9
Sales	587,550	0.2	3.0	15.8	2.0	78.8	0.0	--	0.1
Marketing, commercial, communication and public relations	129,160	0.7	17.8	70.7	7.5	3.2	--	-	--
Customer assistance	184,170	--	0.7	17.3	54.0	24.0	0.1	0.0	3.9
Technical and planning area	622,180	0.1	11.3	17.8	0.1	4.0	55.3	1.1	10.3
Planning and research and development	127,100	0.5	53.0	44.1	0.5	-	1.9	-	-
Installation and maintenance	399,660	-	--	8.3	-	-	84.5	0.6	6.6
Certification and quality control, safety and	95,420	--	3.0	22.8	-	25.9	4.4	4.4	39.5
Logistics area	546,790	--	0.4	2.2	5.6	0.8	-	61.1	29.9
Purchasing and internal handling of goods	131,660	--	1.5	3.0	11.0	3.1	-	24.2	57.2
Transport and distribution	415,130	--	0.1	1.9	4.0	0.0	-	72.8	21.2

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

The (-) sign indicates the absence of companies in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 3 - Inflow expected by companies in 2021 by corporate area of inclusion and main professions for each professional group

		Inflow expected in 2021 (a.v.)
TOTAL		4,638,980
Area of production of goods and provision of the service		2,168,150
Intellectual and scientific professions	1 st Upper secondary school teacher	13,910
	2 nd Actor	10,450
	3 rd Foreign languages teacher	8,430
Technical professions	1 st Nurse	39,160
	2 nd Professional educator	32,080
	3 rd Professional qualification course teacher	26,910
Office workers	1 st Debt collection operator	8,510
	2 nd Systematic data collections clerk	490
	3 rd Postal sorting and delivery worker	150
Commercial and services professions	1 st Restaurant waiter	255,930
	2 nd Assistant chef	81,370
	3 rd Social and healthcare worker	59,460
Specialised labourers	1 st Builder	120,550
	2 nd Machine tool mechanic/builder	17,460
	3 rd Ironworker	14,920
Plant and machinery operators	1 st Numerically controlled industrial machine tool operator	31,570
	2 nd Fitter for the mass production of machine parts	19,690
	3 rd Food packaging worker	15,350
Unskilled professions	1 st Cleaning services worker	269,970
	2 nd Room cleaner	40,390
	3 rd Dishwasher	28,590
Direction Area and general services		191,530
Managers	1 st Social and healthcare service coordinator	1,010
	2 nd Director or plant manager	840
	3 rd Director of operations in industry and in public utilities	710
Intellectual and scientific professions	1 st Software development manager	7,870
	2 nd Personnel selection officer	4,310
	3 rd Management applications consultant	3,800
Technical professions	1 st Computer programmer	19,520
	2 nd IT assistance technician	7,170
	3 rd Production Secretary	6,370
Office workers	1 st Secretarial clerk	41,800
	2 nd Administration clerk	26,150
	3 rd Telephone switchboard operator	4,380
Commercial and services professions	1 st Motor vehicle records clerk	410
	2 nd Property sale and rental documentation clerk	70
	3 rd Computer products salesperson	--
Specialised labourers	1 st Computer networks and systems maintenance technician	1,590
	2 nd Computer systems and networks installer	630
Unskilled professions	1 st School caretaker/janitor	610
	2 nd Office clerk	--

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values. Source: Unioncamere - ANPAL, Excelsior Information System, 2021

SECTION A - What professions are companies looking for?

(cont.) Table 3 - Inflow expected by companies in 2021 by corporate area of inclusion and main professions for each professional group

		Inflow expected in 2021 (a.v.)
TOTAL		4,638,980
Administrative area		209,460
Managers	1 st Financial director	720
	2 nd Administrative director	340
Intellectual and scientific professions	1 st Business management consultant	3,820
	2 nd Legal expert in a company	3,250
	3 rd Administrative planning and control manager	2,930
Technical professions	1 st Tax consultant	17,980
	2 nd Bookkeeping clerk	16,770
	3 rd Financial promoter	3,150
Office workers	1 st Administration clerk	71,670
	2 nd Accounting entries clerk	28,270
	3 rd Invoicing clerk	4,150
Commercial and sales areas		900,880
Managers	1 st Supermarket director	870
	2 nd Commercial director	790
	3 rd Marketing director	200
Intellectual and scientific professions	1 st Pharmacist	11,860
	2 nd Business manager	4,750
	3 rd Business consultant	4,230
Technical professions	1 st Technical salesperson	39,480
	2 nd Commercial technician	36,150
	3 rd Sales representative	26,670
Office workers	1 st Hotel receptionist	30,250
	2 nd Customer reception representative	22,470
	3 rd Customer service representative	14,670
Commercial and services professions	1 st Shop sales assistant	155,920
	2 nd Sale assistant	54,920
	3 rd Barman	40,100
Specialised labourers	1 st Artisan pastry chef	260
	2 nd Electrical appliances repairer	110
	3 rd Computer repairer	--
Plant and machinery operators	1 st Platform agent	--
	2 nd Packaging machine worker	--
Unskilled professions	1 st Car park attendant	3,510
	2 nd Accommodation facility odd-job man	1,420
	3 rd Beach attendant	1,080

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values. Source: Unioncamere - ANPAL, Excelsior Information System, 2021

SECTION A - What professions are companies looking for?

(cont.) Table 3 - Inflow expected by companies in 2021 by corporate area of inclusion and main professions for each professional group

		Inflow expected in 2021 (a.v.)
TOTAL		4,638,980
Technical and planning area		622,180
Managers	1 st Technical area director	430
	2 nd Director responsible for research and development	210
Intellectual and scientific professions	1 st Building designer	8,360
	2 nd Mechanical designer	7,090
	3 rd Architect	4,700
Technical professions	1 st Site foreman	8,100
	2 nd Construction site technician	7,890
	3 rd Technical designer	7,290
Office workers	1 st Tenders organiser	200
	2 nd Technical specifications drafting clerk	170
	3 rd Secretarial clerk	150
Commercial and services professions	1 st Bathing attendant	6,690
	2 nd Surveillance agent	6,470
	3 rd Sworn private security guard	4,550
Specialised labourers	1 st Electrician for external and internal systems in buildings	47,320
	2 nd Industrial machinery and system repairer and maintenance technician	41,920
	3 rd Builder	23,130
Plant and machinery operators	1 st Production line visual quality control worker	4,180
	2 nd Operating machine driver	1,180
	3 rd Mechanical excavator driver	790
Unskilled professions	1 st Entry control doorman	20,110
	2 nd Accommodation facility odd-job man	11,710
	3 rd Sanitation worker	10,620
Logistics areas		546,790
Managers	1 st Logistics and distribution director	--
Intellectual and scientific professions	1 st Purchasing Manager	1,670
	2 nd Production planning manager	340
Technical professions	1 st Buyer	2,190
	2 nd Warehouse and internal distribution manager	1,090
	3 rd Transport organisation manager	1,060
Office workers	1 st Warehouse logistics management clerk	12,520
	2 nd Purchasing management clerk	5,060
	3 rd Warehouse administrative management clerk (incoming and outgoing goods)	2,470
Commercial and services professions	1 st Warehouse wholesale sales assistant	1,770
	2 nd Commercial businesses shelf replenishment worker	1,300
	3 rd Wholesale sales clerk	380
Plant and machinery operators	1 st Heavy vehicle and truck driver	114,390
	2 nd Goods road hauler	59,300
	3 rd Goods delivery worker with company vehicle	35,010
Unskilled professions	1 st Warehouse worker assigned to handling of goods	71,620
	2 nd Goods loading and unloading worker	26,650
	3 rd Warehouse goods receiving and unloading worker	13,750

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 4 - Main characteristics of professions in 2021 by large professional group (% share of the total)

	Inflow expected in 2021 (a.v.)	of which (%):			new professional figures**
		with experience	difficult to recruit	as a replacement for outgoing personnel	
TOTAL	4,638,980	68.7	32.2	31.6	19.7
Managers, highly specialised professions and technicians	903,920	85.6	40.0	32.4	21.5
1. Managers	9,820	97.7	42.4	54.0	23.7
2. Intellectual, scientific and highly-specialised professions	278,990	87.9	37.0	32.5	25.1
3. Technical professions	615,110	84.4	41.3	32.0	19.8
Office workers, commercial and services professions	1,708,360	67.1	26.9	32.7	23.2
4. Office workers	378,430	62.6	19.5	30.4	26.9
5. Skilled professions in commercial activities and services	1,329,920	68.4	29.0	33.4	22.1
Specialised labourers and plant and machinery operators	1,377,150	71.5	40.8	29.4	14.1
6. Specialised labourers	734,220	76.3	46.0	26.7	17.0
7. Plant operators and stationary and mobile machinery operators	642,940	65.9	34.9	32.5	10.7
Unskilled professions	649,550	43.4	17.3	32.1	19.6

* In the following tables with a detailed breakdown, the information for the "Managers" group is not shown due to the reduced size of the classes. absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** For the recruitment of new professional figures, we intend the inclusion of professional profiles that do not replace a similar outgoing figure and/or are not figures that already exist in the company.

the (-) sign indicates the absence of inflow in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

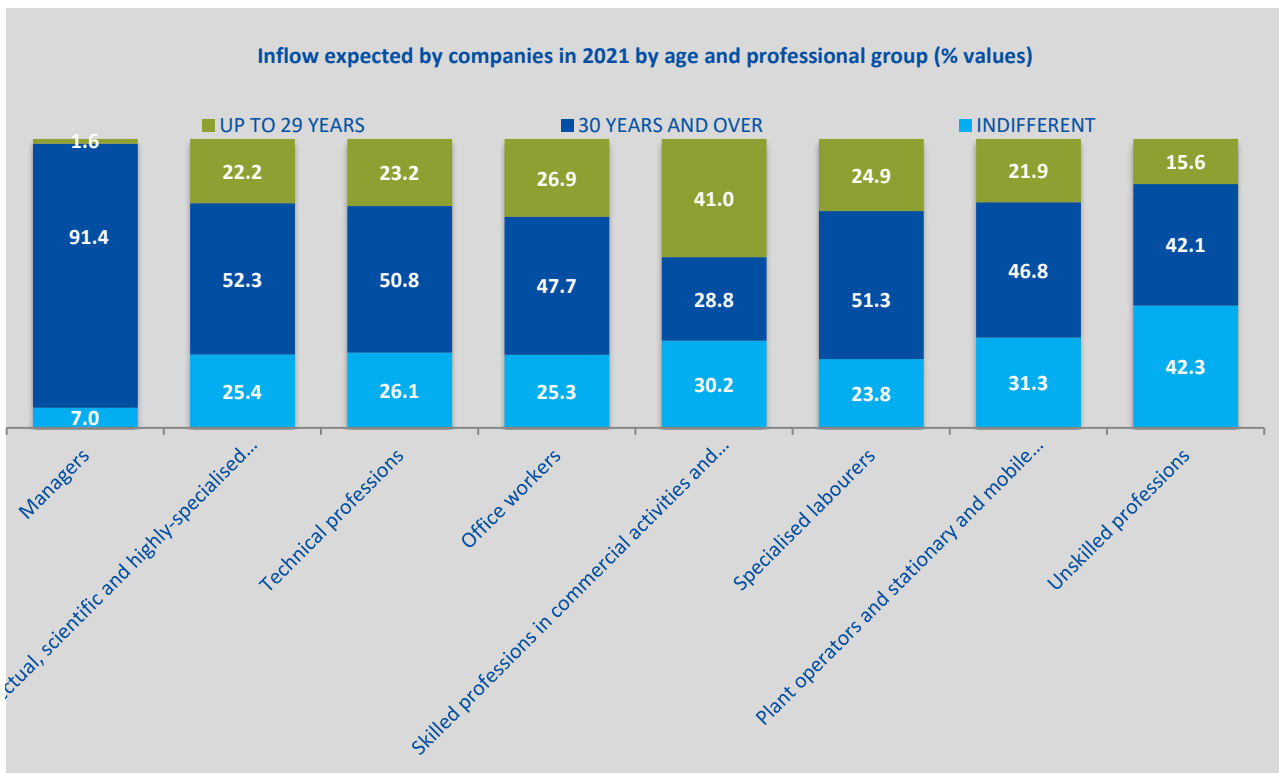


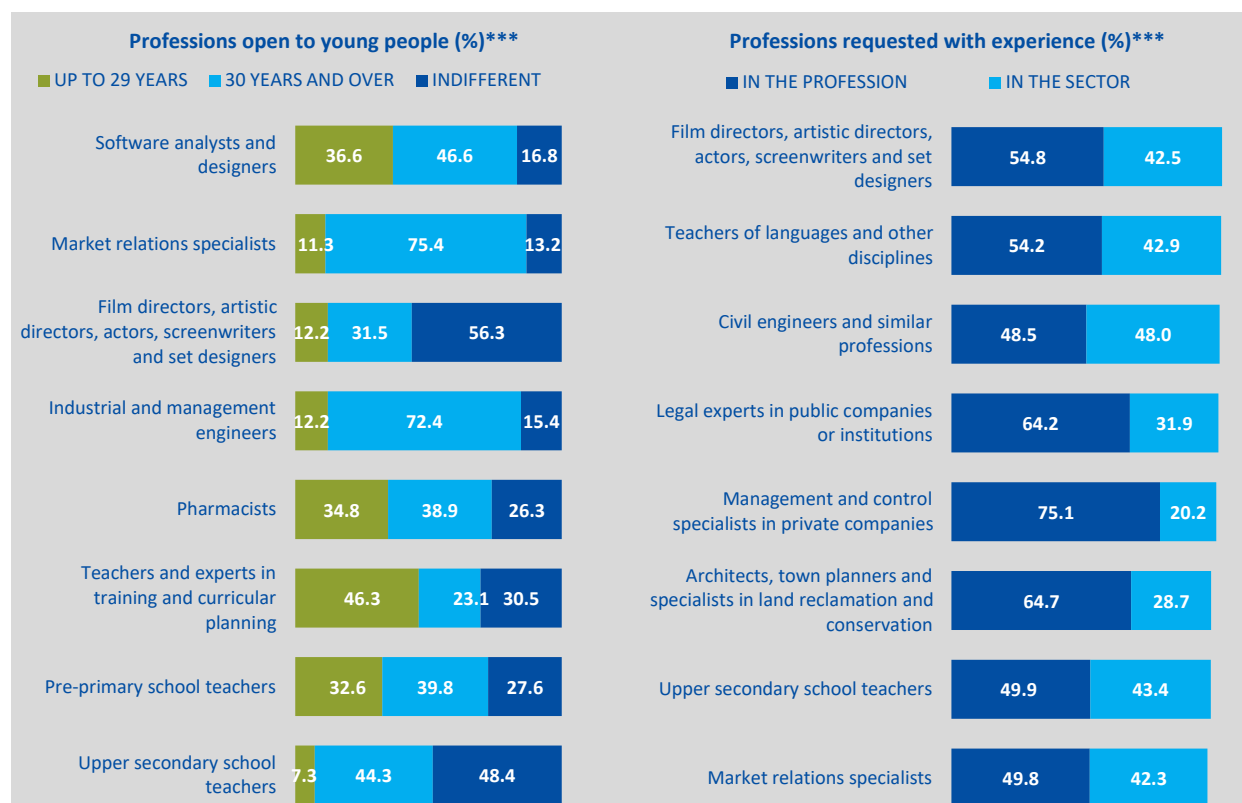
Table 5 - Intellectual, scientific and highly specialised professions requested in 2021: main characteristics (% share of the total)

	Inflow expected in 2021 (a.v.)	of which (%):			new professional figures**
		with experience	difficult to recruit	as a replacement for outgoing personnel	
2. Intellectual, scientific and highly-specialised professions	278,990	87.9	37.0	32.5	25.1
<i>Total professions</i>		<i>68.7</i>	<i>32.2</i>	<i>31.6</i>	<i>19.7</i>
Software analysts and designers	30,860	76.7	58.6	13.5	27.1
Market relations specialists	24,630	92.1	37.5	27.9	41.3
Film directors, artistic directors, actors, screenwriters and set designers	19,780	97.3	14.1	21.1	37.7
Industrial and management engineers	16,290	90.1	44.3	25.3	37.0
Pharmacists	15,410	84.1	52.3	49.0	11.9
Teachers and experts in training and curricular planning	14,770	69.5	31.6	26.3	18.9
Pre-primary school teachers	14,500	92.0	41.1	63.9	8.4
Upper secondary school teachers	13,910	93.3	14.6	60.7	16.9
Civil engineers and similar professions	10,830	96.5	30.0	20.2	25.2
Energy and mechanical engineers	10,810	84.9	48.7	35.1	19.3
Teachers of languages and other disciplines	9,520	97.0	45.7	34.4	23.4
Management and control specialists in private companies	8,250	95.2	34.3	44.2	37.7
Legal experts in public companies or institutions	6,080	96.1	20.0	22.9	36.8
Architects, town planners and specialists in land reclamation and conservation	5,730	93.4	12.6	9.3	9.8
Other professions	77,620	86.9	35.5	35.3	21.8

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** For the recruitment of "new professional figures", we intend the recruitment of professional profiles that do not replace a similar outgoing figure and/or are not figures that already exist in the company.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



*** The professional figures presented here were selected among the professions most in demand.

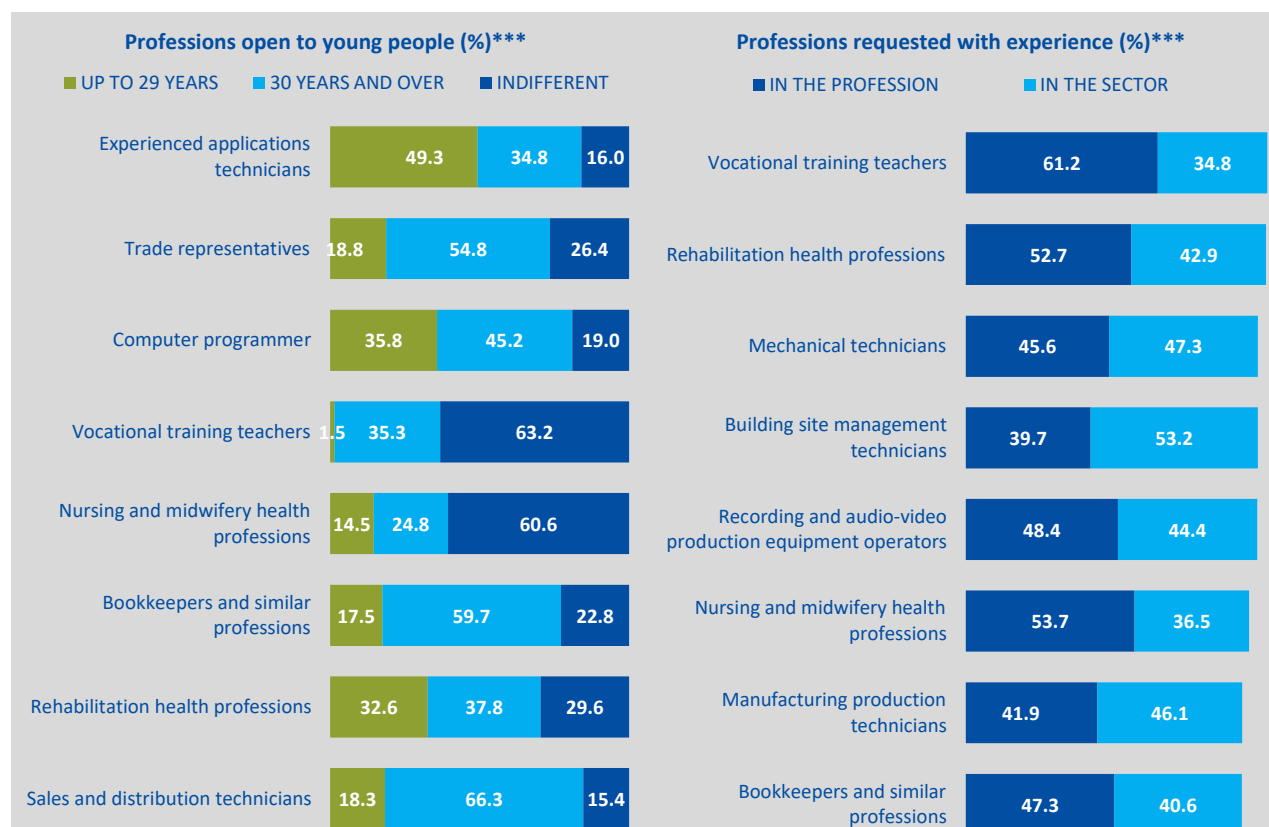
Table 6 - Technical professions requested in 2021: main characteristics (% share of the total)

	Inflow expected in 2021 (a.v.)	of which (%):			new professional figures**
		with experience	difficult to recruit	as a replacement for outgoing personnel	
3. Technical professions	615,110	84.4	41.3	32.0	19.8
<i>Total professions</i>		<i>68.7</i>	<i>32.2</i>	<i>31.6</i>	<i>19.7</i>
Sales and distribution technicians	106,300	80.8	43.4	31.4	28.3
Rehabilitation health professions	46,870	95.6	37.1	41.6	6.8
Bookkeepers and similar professions	42,970	87.9	30.2	21.5	19.7
Nursing and midwifery health professions	40,160	90.2	47.2	67.3	3.5
Vocational training teachers	30,240	95.9	24.6	44.6	22.6
Computer programmer	29,020	85.6	67.0	22.3	11.2
Trade representatives	26,670	83.7	51.3	25.4	18.4
Experienced applications technicians	22,960	65.8	50.4	23.1	13.4
Industrial designers and similar professions	19,130	81.7	52.6	27.7	16.6
Building site management technicians	18,990	92.9	41.9	18.8	21.3
Recording and audio-video production equipment operators	18,450	92.8	17.9	28.8	33.6
Financial management technicians	18,280	73.2	34.0	33.2	4.9
Mechanical technicians	17,910	93.0	51.0	37.2	22.1
Manufacturing production technicians	14,190	88.0	56.9	29.8	28.0
Other professions	162,970	80.0	38.0	27.4	23.7

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** For the recruitment of "new professional figures", we intend the recruitment of professional profiles that do not replace a similar outgoing figure and/or are not figures that already exist in the company.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



*** The professional figures presented here were selected among the professions most in demand.

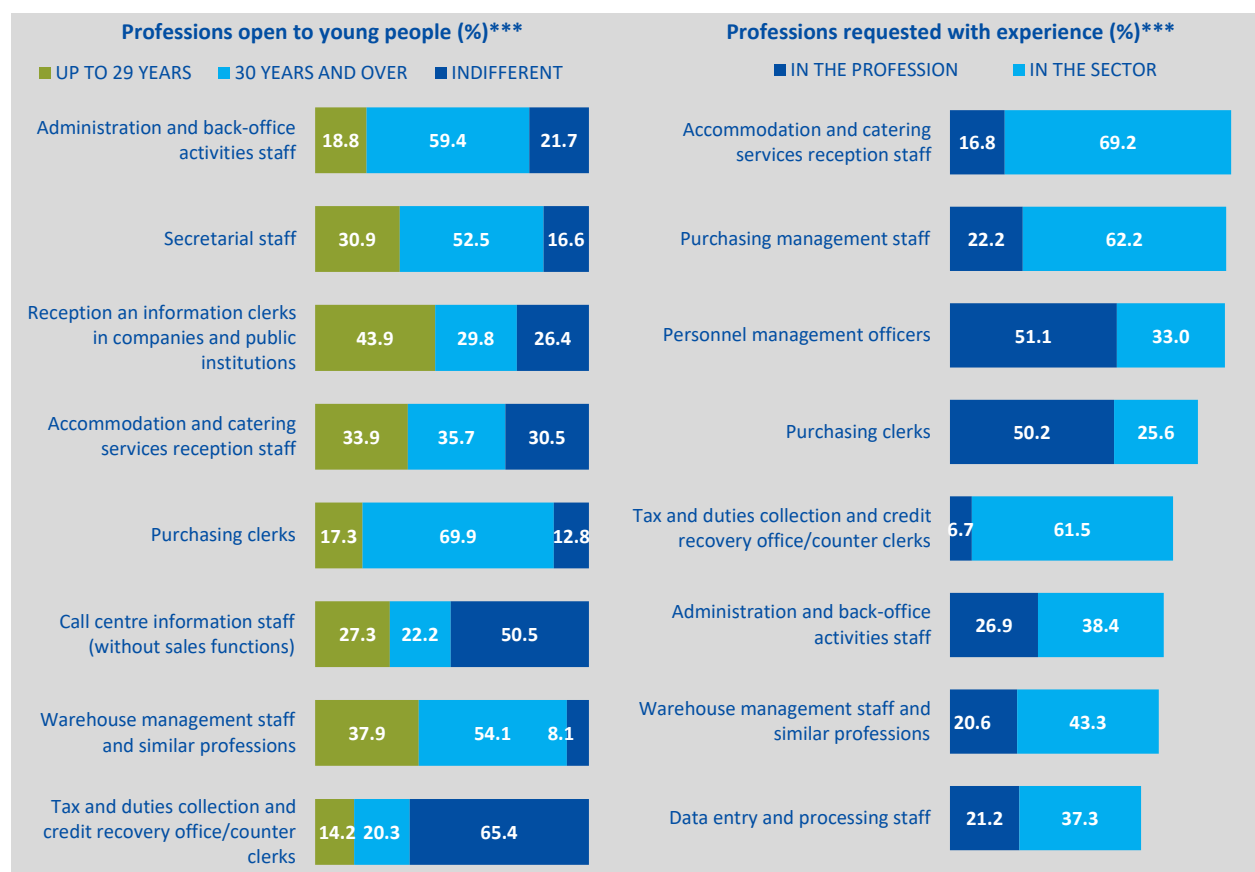
Table 7 - Office workers requested in 2021: main characteristics (% share of the total)

	Inflow expected in 2021 (a.v.)	of which (%):			
		with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**
4. Office workers	378,430	62.6	19.5	30.4	26.9
<i>Total professions</i>		<i>68.7</i>	<i>32.2</i>	<i>31.6</i>	<i>19.7</i>
Administration and back-office activities staff	111,700	65.3	14.7	33.5	30.8
Secretarial staff	47,800	52.1	18.4	25.6	37.9
Reception an information clerks in companies and public institutions	45,810	44.2	16.3	32.2	26.7
Accommodation and catering services reception staff	36,290	86.0	28.4	29.5	28.2
Purchasing clerks	32,730	75.8	17.7	37.3	30.3
Call centre information staff (without sales functions)	23,490	50.4	22.9	21.9	4.5
Warehouse management staff and similar professions	16,400	63.8	25.6	33.7	21.8
Tax and duties collection and credit recovery office/counter clerks	11,410	68.2	40.5	24.1	2.0
Freight transport administrative management staff	6,070	55.4	26.7	34.1	13.6
Ticket salespeople	5,860	49.6	9.8	19.2	17.1
Purchasing management staff	5,550	84.4	25.3	29.3	18.9
Insurance, bank and other financial intermediary office/counter clerks	5,000	52.1	21.0	44.7	16.4
Personnel management officers	4,880	84.0	13.4	29.2	31.2
Data entry and processing staff	4,750	58.4	19.4	39.7	19.5
Other professions	20,690	58.5	21.8	19.3	29.2

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** For the recruitment of "new professional figures", we intend the recruitment of professional profiles that do not replace a similar outgoing figure and/or are not figures that already exist in the company.

the (-) sign indicates the absence of inflow in the intersection indicated. the (–) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



*** The professional figures presented here were selected among the professions most in demand.

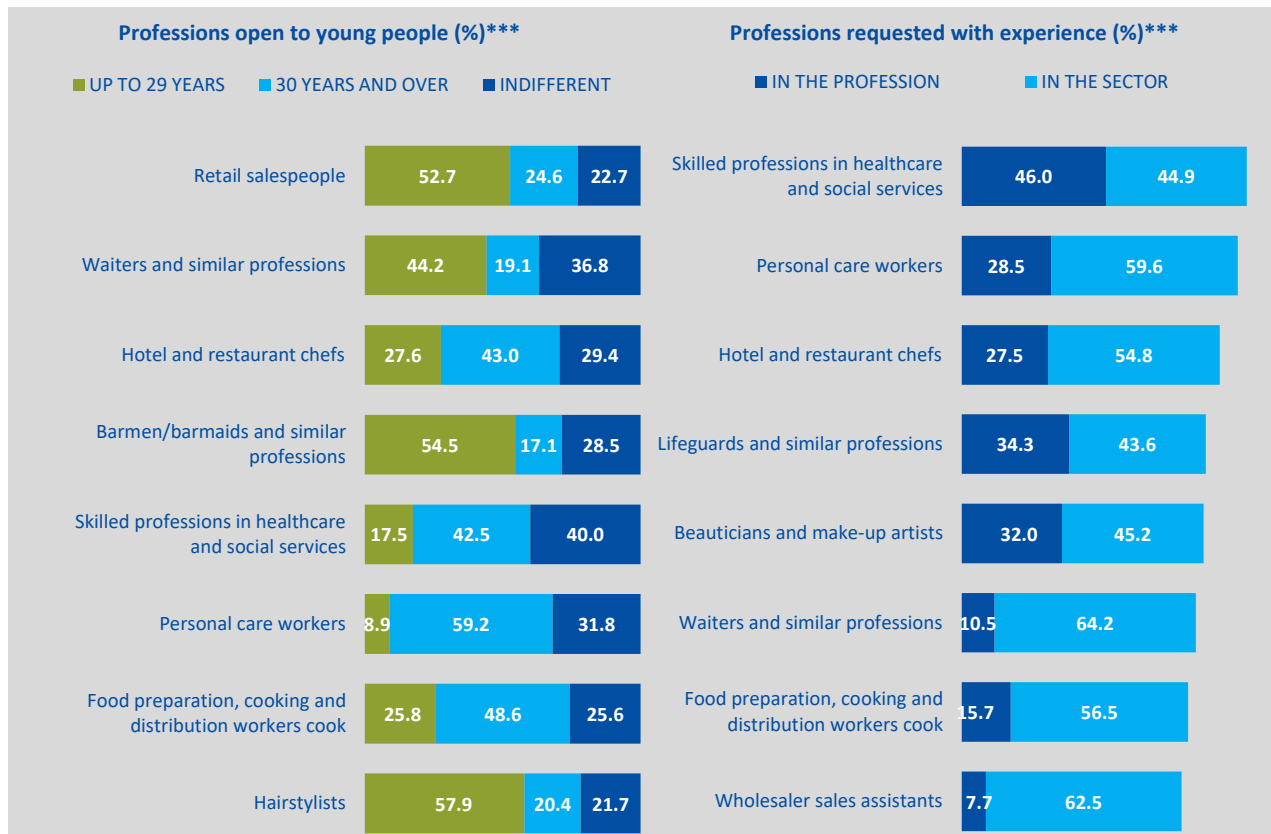
Table 8 - Skilled professions in commercial activities and in services requested in 2021: main characteristics (% share of the total)

	Inflow expected in 2021 (a.v.)	of which (%):			new professional figures**
		with experience	difficult to recruit	as a replacement for outgoing personnel	
5. Skilled professions in commercial activities and services	1,329,920	68.4	29.0	33.4	22.1
<i>Total professions</i>		<i>68.7</i>	<i>32.2</i>	<i>31.6</i>	<i>19.7</i>
Retail salespeople	357,550	53.8	23.0	40.0	13.8
Waiters and similar professions	316,710	74.7	32.5	29.7	27.0
Hotel and restaurant chefs	194,760	82.4	39.9	28.0	33.4
Barmen/barmaids and similar professions	135,220	62.1	21.4	30.9	31.9
Skilled professions in healthcare and social services	69,850	90.9	37.7	43.0	5.2
Personal care workers	54,460	88.1	30.8	41.5	4.0
Food preparation, cooking and distribution workers cook	40,790	72.2	18.9	28.9	32.4
Hairstylists	35,510	61.8	46.9	35.0	29.3
Home and distance sellers and similar professions	20,270	30.8	36.3	23.7	8.1
Lifeguards and similar professions	19,010	77.9	12.8	20.0	43.4
Wholesaler sales assistants	16,370	70.2	17.4	33.2	10.2
Private security guards	14,730	45.2	23.4	28.9	5.7
Childcare supervisors of and similar professions	10,820	66.2	10.8	18.8	23.5
Beauticians and make-up artists	10,190	77.2	38.7	31.9	20.7
Other professions	33,660	55.0	14.8	30.2	13.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** For the recruitment of "new professional figures", we intend the recruitment of professional profiles that do not replace a similar outgoing figure and/or are not figures that already exist in the company.

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*** The professional figures presented here were selected among the professions most in demand.

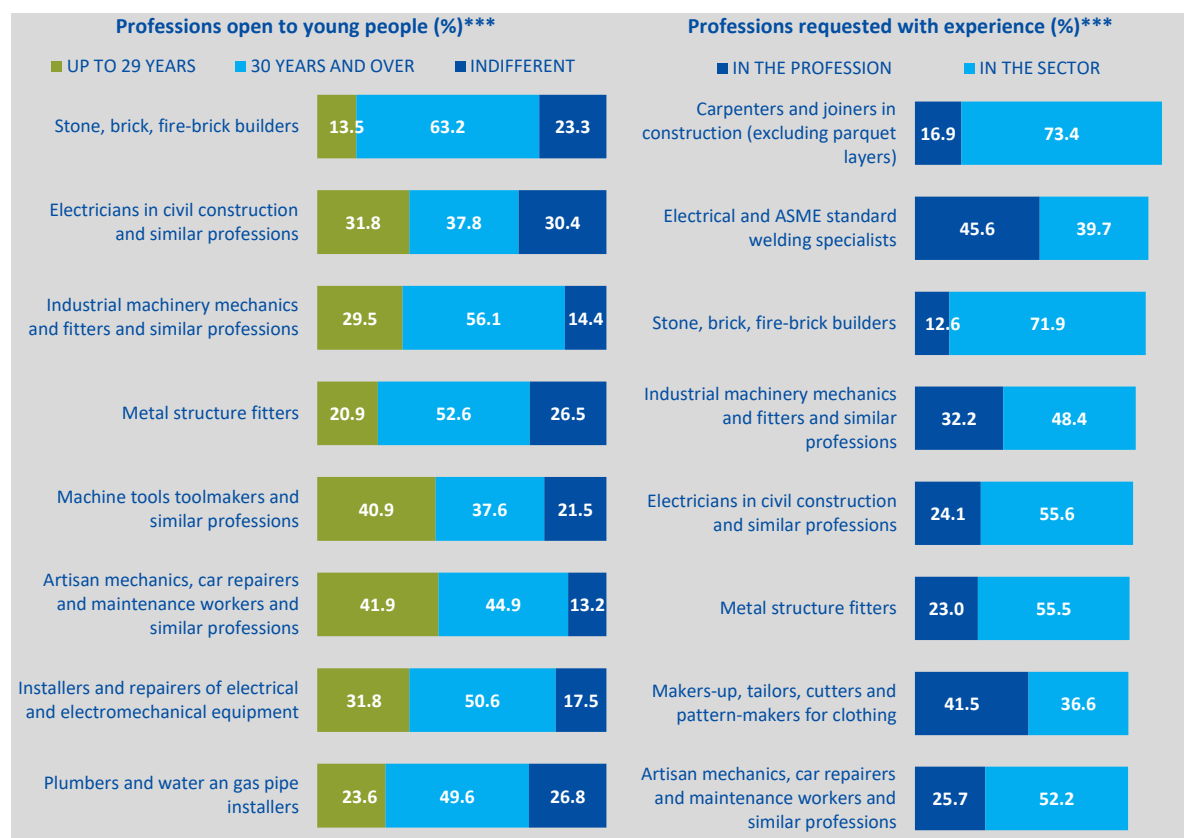
Table 9 - Skilled labourers requested in 2021: main characteristics (% share of the total)

	Inflow expected in 2021 (a.v.)	of which (%):			
		with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**
6. Specialised labourers	734,220	76.3	46.0	26.7	17.0
<i>Total professions</i>		<i>68.7</i>	<i>32.2</i>	<i>31.6</i>	<i>19.7</i>
Stone, brick, fire-brick builders	155,810	84.5	30.6	21.0	24.1
Electricians in civil construction and similar professions	70,800	79.7	55.3	23.8	16.5
Industrial machinery mechanics and fitters and similar professions	67,000	80.7	53.5	31.1	11.7
Metal structure fitters	43,010	78.5	51.5	28.7	13.4
Machine tools toolmakers and similar professions	41,850	67.4	59.6	33.5	7.4
Artisan mechanics, car repairers and maintenance workers and similar professions	35,590	77.9	64.0	36.5	20.0
Installers and repairers of electrical and electromechanical equipment	33,710	75.7	55.2	28.7	9.1
Plumbers and water an gas pipe installers	28,840	75.0	49.7	28.8	15.8
Woodworking machine carpenters and toolmakers	18,140	70.7	56.0	30.8	15.4
Pastry chefs, ice cream makers and artisan conserve-makers	15,880	53.1	28.6	15.1	38.5
Electrical and ASME standard welding specialists	15,470	85.3	66.8	21.9	7.5
Manufacturers, tailors, garment cutters and pattern-makers for clothing	14,080	78.1	50.0	31.2	26.0
Carpenters and joiners in construction (excluding parquet layers)	11,350	90.3	26.7	20.1	23.4
Laundry and dry cleaner's staff	11,170	34.8	17.4	21.3	12.5
Other professions	171,540	71.1	43.9	27.8	15.3

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** For the recruitment of "new professional figures", we intend the recruitment of professional profiles that do not replace a similar outgoing figure and/or are not figures that already exist in the company.

the (-) sign indicates the absence of inflow in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



*** The professional figures presented here were selected among the professions most in demand.

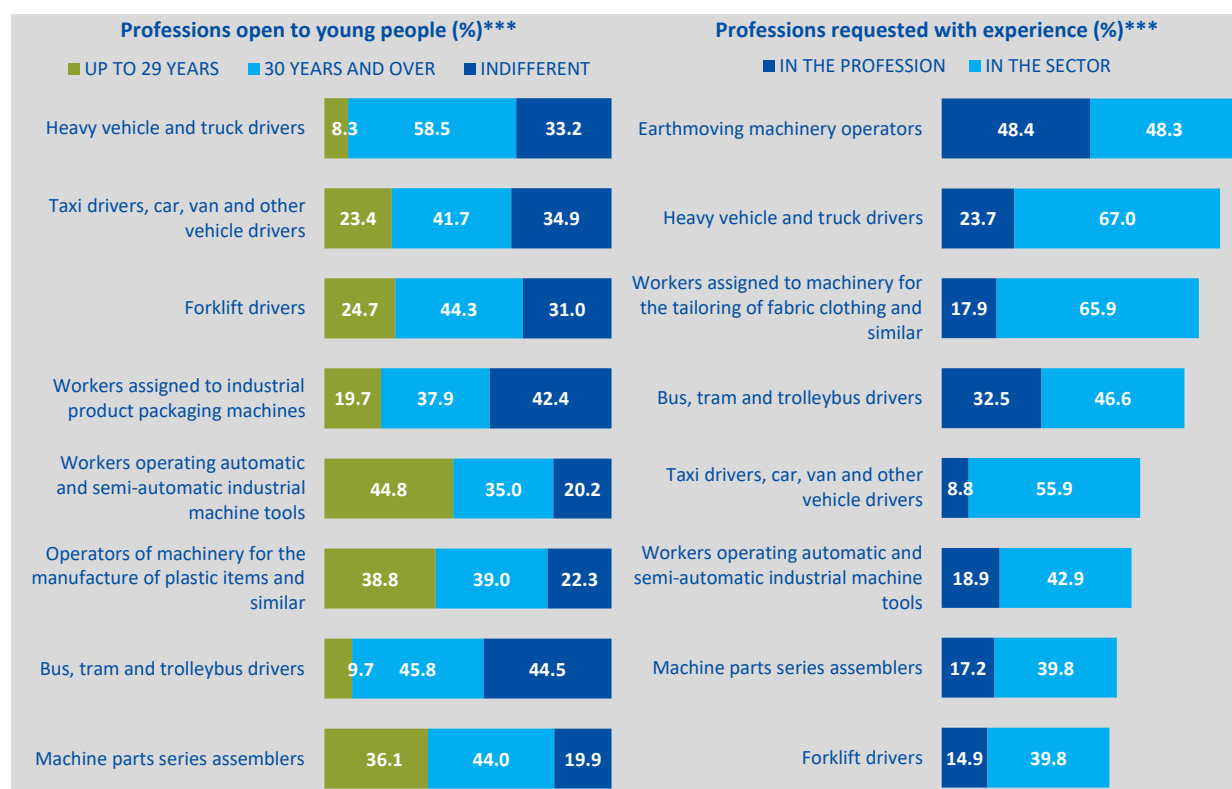
Table 10 - Plant operators and stationary and mobile machinery operators requested in 2021: main characteristics (% share of the total)

	Inflow expected in 2021 (a.v.)	of which (%):			new professional figures**
		with experience	difficult to recruit	as a replacement for outgoing personnel	
7. Plant operators and stationary and mobile machinery operators	642,940	65.9	34.9	32.5	10.7
<i>Total professions</i>		<i>68.7</i>	<i>32.2</i>	<i>31.6</i>	<i>19.7</i>
Heavy vehicle and truck drivers	182,370	90.7	46.6	37.6	10.4
Taxi drivers, car, van and other vehicle drivers	60,510	64.6	22.4	27.4	13.7
Forklift drivers	54,350	54.7	21.9	32.3	10.5
Workers assigned to industrial product packaging machines	46,970	33.6	13.1	26.2	11.0
Workers operating automatic and semi-automatic industrial machine tools	45,290	61.8	52.2	28.3	7.8
Operators of machinery for the manufacture of plastic items and similar	23,000	40.3	34.5	37.3	4.3
Bus, tram and trolleybus drivers	22,520	79.1	38.6	44.2	7.2
Machine parts series assemblers	21,710	57.1	27.3	32.2	6.8
Earthmoving machinery operators	20,030	96.7	53.6	17.2	18.9
Electrical equipment assemblers and cablemen	13,140	43.0	37.6	29.2	6.9
Workers assigned to machinery for the tailoring of fabric clothing and similar	12,450	83.8	40.4	44.5	12.8
Operators of machinery for the production of pastries and bakery products	10,660	31.1	24.3	12.9	11.9
Automated assembly line operators	10,340	40.7	25.9	27.6	9.2
Assemblers in the mass production of various metal, rubber and plastic items	9,550	53.8	44.3	30.3	6.0
Other professions	110,070	53.0	28.5	32.1	12.8

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** For the recruitment of "new professional figures", we intend the recruitment of professional profiles that do not replace a similar outgoing figure and/or are not figures that already exist in the company.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



*** The professional figures presented here were selected among the professions most in demand.

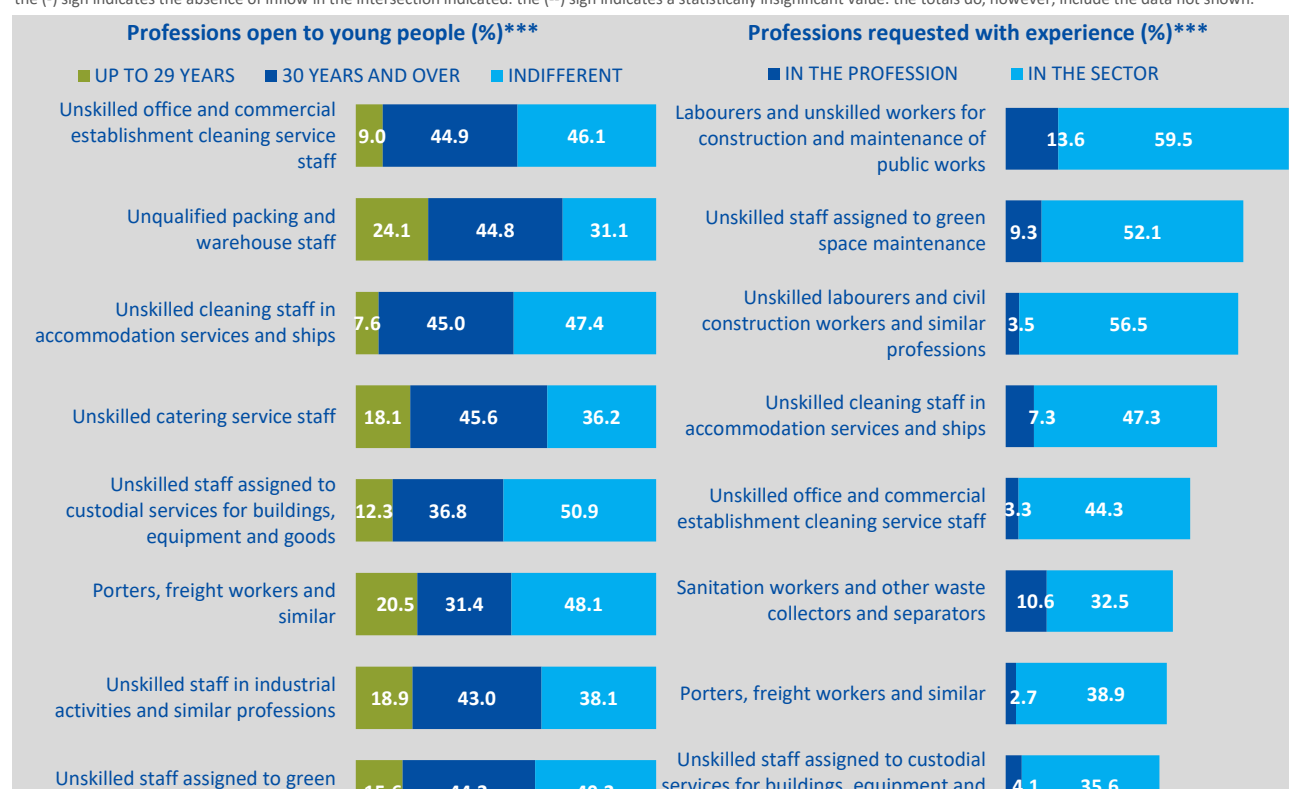
Table 11 - Unskilled professions requested in 2021: main characteristics (% share of the total)

	Inflow expected in 2021 (a.v.)	of which (%):			new professional figures**
		with experience	difficult to recruit	as a replacement for outgoing personnel	
8. Unskilled professions	649,550	43.4	17.3	32.1	19.6
<i>Total professions</i>		<i>68.7</i>	<i>32.2</i>	<i>31.6</i>	<i>19.7</i>
Unskilled office and commercial establishment cleaning service staff	269,970	47.6	19.8	33.0	18.1
Unqualified packing and warehouse staff	109,080	37.5	12.5	31.9	12.5
Unskilled cleaning staff in accommodation services and ships	41,680	54.6	20.4	24.4	32.5
Unskilled catering service staff	39,640	29.6	15.7	40.1	33.4
Unskilled staff assigned to custodial services for buildings, equipment and goods	37,230	39.7	16.1	33.4	24.2
Porters, freight workers and similar	37,080	41.6	9.8	34.4	15.5
Unskilled staff in industrial activities and similar professions	33,340	33.3	20.5	25.1	24.8
Unskilled staff assigned to green space maintenance	20,710	61.3	21.3	28.6	13.8
Delivery workers	18,170	17.3	9.7	43.0	26.8
Sanitation workers and other waste collectors and separators	17,250	43.2	14.8	32.3	4.9
Unskilled labourers and civil construction workers and similar professions	11,300	60.0	20.4	17.6	28.5
Unskilled staff in recreational and cultural services	5,380	37.6	14.3	19.5	36.5
Labourers and unskilled workers for construction and maintenance of public works	2,680	73.1	35.2	21.1	17.1
Meter readers, coin collectors and similar professions	1,740	28.7	21.5	34.7	10.5
Other professions	4,310	49.9	17.7	36.8	11.0

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** For the recruitment of "new professional figures", we intend the recruitment of professional profiles that do not replace a similar outgoing figure and/or are not figures that already exist in the company.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.





*** The professional figures presented here were selected among the professions most in demand.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 12 - Inflow expected by companies in 2021 at territorial level, by large professional group (% share of the total)

	Inflow expected in 2021 (a.v.)*	of which (%):			
		Managers, specialised professions and technicians	Office workers, commercial and services professions	Specialised labourers and plant and machinery operators	Unskilled professions
TOTAL	4,638,980	19.5	36.8	29.7	14.0
NORTH WEST	1,372,690	23.0	34.2	29.5	13.3
PIEMONTE	308,420	20.8	34.5	32.9	11.8
TORINO	167,070	24.9	33.9	29.4	11.8
VERCELLI	9,780	15.9	38.5	34.6	10.9
NOVARA	25,260	17.1	33.2	40.1	9.6
CUNEO	47,720	16.0	33.2	37.6	13.2
ASTI	10,910	16.1	34.9	37.8	11.2
ALESSANDRIA	28,450	15.8	32.7	39.3	12.2
BIELLA	9,720	17.4	41.3	31.7	9.5
VERBANO-CUSIO-OSSOLA	9,520	11.9	48.9	27.1	12.1
VALLE D'AOSTA	17,460	8.5	54.7	18.3	18.5
LOMBARDIA	930,740	24.5	32.9	28.8	13.8
VARESE	63,220	23.3	34.0	28.8	13.9
COMO	42,550	16.9	36.5	33.7	12.9
SONDRIO	19,870	9.0	50.6	26.6	13.9
MILANO	420,930	31.5	32.2	21.0	15.3
BERGAMO	90,480	18.6	31.9	38.9	10.5
BRESCIA	113,250	16.3	33.6	39.0	11.0
PAVIA	33,400	20.8	34.8	30.6	13.8
CREMONA	23,360	16.5	28.2	40.7	14.6
MANTOVA	32,120	14.1	30.2	42.1	13.6
LECCO	20,630	19.3	29.7	39.6	11.3
LODI	11,970	17.5	30.7	38.1	13.7
MONZA AND BRIANZA	58,960	25.6	32.6	27.5	14.3
LIGURIA	116,080	18.6	40.9	27.7	12.8
IMPERIA	13,840	10.0	57.1	18.9	14.0
SAVONA	19,360	11.6	48.6	24.5	15.3
GENOVA	66,560	24.0	35.1	29.7	11.2
LA SPEZIA	16,320	12.0	41.8	30.4	15.8
NORTH EAST	1,107,990	16.6	38.0	31.2	14.1
TRENTINO ALTO ADIGE	159,530	13.1	50.2	19.5	17.2
BOLZANO	87,240	11.8	51.0	18.8	18.4
TRENTO	72,290	14.8	49.2	20.2	15.8
VENETO	446,890	16.2	36.3	34.5	13.1
VERONA	93,810	16.7	37.5	32.0	13.9
VICENZA	75,900	16.2	32.2	41.8	9.8
BELLUNO	23,070	10.6	47.7	26.6	15.1
TREVISO	71,240	17.2	27.5	44.2	11.1
VENEZIA	91,050	13.0	46.2	24.5	16.3
PADOVA	75,310	20.5	33.3	34.1	12.2
ROVIGO	16,520	14.2	28.5	39.9	17.4
FRIULI VENEZIA GIULIA	99,840	18.1	34.9	33.3	13.7
UDINE	41,330	19.6	39.8	26.9	13.7
GORIZIA	13,500	13.1	29.8	45.8	11.3
TRIESTE	19,490	21.9	38.7	23.8	15.6
PORDENONE	25,530	15.4	27.0	44.2	13.4
EMILIA ROMAGNA	401,730	18.2	35.9	31.8	14.1
PIACENZA	26,950	13.7	28.5	39.6	18.2
PARMA	42,770	18.9	31.5	36.7	12.9
REGGIO EMILIA	39,740	19.7	32.4	35.8	12.1
MODENA	61,520	18.9	31.8	36.4	12.9
BOLOGNA	97,270	23.7	35.2	27.9	13.1
FERRARA	21,250	17.1	37.1	31.7	14.1
RAVENNA	39,060	14.3	42.8	28.7	14.2
FORLI'-CESENA	34,710	14.4	35.9	34.0	15.7
RIMINI	38,460	12.0	50.2	20.4	17.3

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

(Cont.) Table 12 - Inflow expected by companies in 2021 at territorial level, by large professional group (% share of the total)

	Inflow expected in 2021 (a.v.)*	of which (%):			
		Managers, specialised professions and technicians	Office workers, commercial and services professions	Specialised labourers and plant and machinery operators	Unskilled professions
TOTAL	4,638,980	19.5	36.8	29.7	14.0
CENTRAL	915,320	21.3	36.6	26.9	15.1
TOSCANA	289,670	15.4	38.8	31.6	14.1
MASSA	12,590	12.8	40.1	32.0	15.1
LUCCA	30,010	14.7	40.4	29.2	15.7
PISTOIA	14,920	13.8	36.8	36.4	13.0
FIRENZE	93,780	19.6	38.4	27.7	14.2
LIVORNO	26,730	11.4	46.3	23.7	18.6
PISA	28,270	16.7	37.6	32.5	13.3
AREZZO	23,090	13.4	35.7	41.9	8.9
SIENA	18,730	15.0	44.6	26.0	14.3
GROSSETO	15,470	8.8	49.9	20.3	21.0
PRATO	26,070	12.2	24.9	54.4	8.6
UMBRIA	51,620	15.0	38.1	35.5	11.5
PERUGIA	40,270	15.2	38.3	35.0	11.5
TERNI	11,350	14.0	37.3	37.4	11.3
MARCHE	116,400	15.0	34.9	37.0	13.2
PESARO-URBINO	27,410	16.8	32.4	37.2	13.5
ANCONA	37,930	15.2	33.4	36.7	14.7
MACERATA	23,510	14.3	32.9	40.4	12.4
ASCOLI PICENO	16,850	13.8	42.0	31.1	13.2
FERMO	10,710	12.7	39.2	38.8	9.3
LAZIO	457,630	27.4	35.5	20.4	16.7
VITERBO	12,720	14.2	48.9	25.4	11.5
RIETI	8,330	14.9	39.9	32.8	12.4
ROMA	371,790	30.7	34.7	17.1	17.5
LATINA	37,690	11.7	41.5	30.7	16.1
FROSINONE	27,100	13.7	30.8	45.1	10.4
SOUTH AND ISLANDS	1,242,980	16.8	38.8	30.6	13.9
ABRUZZO	102,140	12.8	39.3	34.9	13.0
L'AQUILA	20,330	11.5	40.1	37.3	11.1
TERAMO	28,370	10.1	38.6	36.2	15.1
PESCARA	24,240	17.0	44.2	27.5	11.3
CHIETI	29,200	13.0	35.4	38.1	13.5
MOLISE	17,530	13.5	39.0	34.6	13.0
CAMPOBASSO	12,350	12.9	40.2	35.6	11.2
ISERNIA	5,180	14.9	35.9	32.2	17.1
CAMPANIA	349,780	19.0	34.1	33.6	13.2
CASERTA	50,970	19.1	35.3	33.6	12.1
BENEVENTO	15,410	18.5	29.0	40.5	12.0
NAPOLI	181,640	21.4	34.4	30.9	13.3
AVELLINO	21,470	16.6	31.8	42.3	9.3
SALERNO	80,280	14.3	34.3	36.2	15.2
PUGLIA	259,080	16.1	39.8	30.2	13.9
FOGGIA	38,070	14.0	41.3	29.1	15.6
BARI	109,780	19.3	35.2	31.3	14.2
TARANTO	30,380	15.9	38.4	36.3	9.4
BRINDISI	24,420	11.7	45.5	31.9	10.9
LECCE	56,430	13.4	45.9	24.7	16.1
BASILICATA	33,930	12.6	33.4	39.4	14.6
POTENZA	20,520	12.9	30.9	44.6	11.6
MATERA	13,400	12.1	37.4	31.4	19.2
CALABRIA	94,660	14.8	44.3	25.4	15.5
COSENZA	35,220	15.6	47.2	22.5	14.7
CATANZARO	19,550	14.5	42.1	26.3	17.1
REGGIO CALABRIA	20,540	16.9	44.3	29.2	9.5
CROTONE	9,560	12.7	44.6	27.0	15.8
VIBO VALENTIA	9,790	10.2	38.0	24.1	27.7

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

SECTION A - What professions are companies looking for?

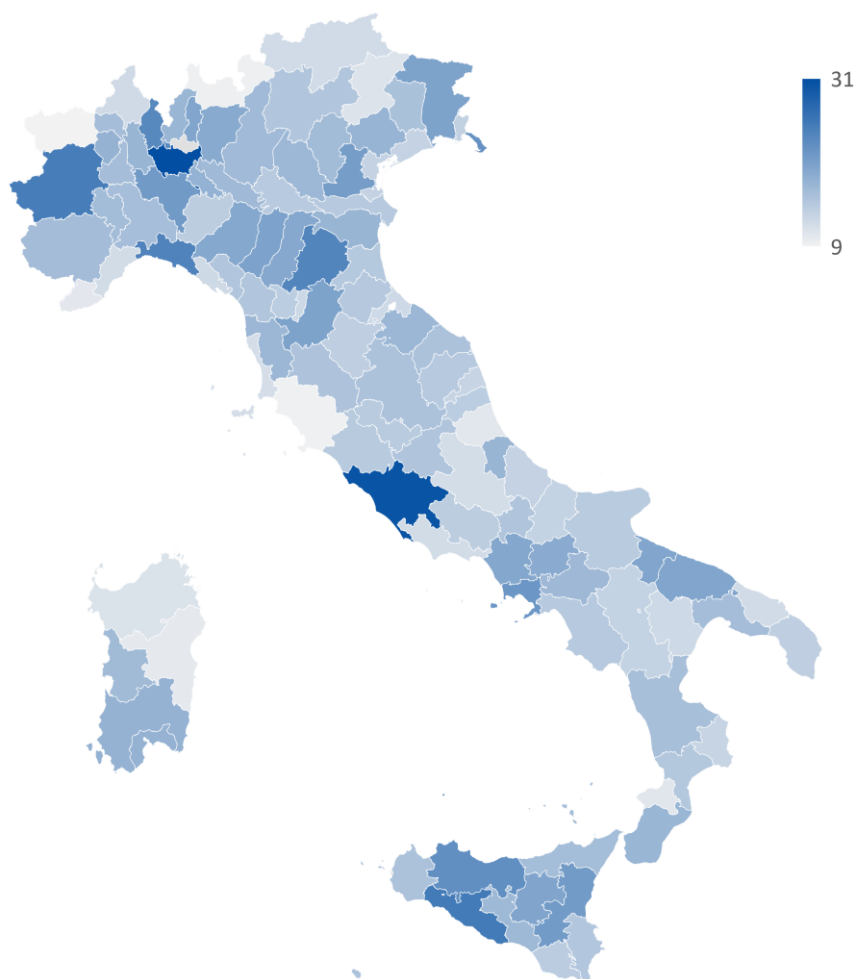
(Cont.) Table 12 - Inflow expected by companies in 2021 at territorial level, by large professional group (% share of the total)

	Inflow expected in 2021 (a.v.)*	of which (%):			
		Managers, specialised professions and technicians	Office workers, commercial and services professions	Specialised labourers and plant and machinery operators	Unskilled professions
TOTAL	4,638,980	19.5	36.8	29.7	14.0
SICILIA	255,430	19.0	38.6	30.2	12.2
TRAPANI	19,870	15.2	42.7	27.6	14.6
PALERMO	67,530	22.4	38.4	25.9	13.3
MESSINA	34,450	16.0	43.0	27.5	13.6
AGRIGENTO	15,610	25.2	38.1	26.6	10.1
CALTANISSETTA	12,790	16.5	28.9	44.6	10.0
ENNA	5,620	19.4	34.7	34.9	11.0
CATANIA	55,530	20.7	38.2	28.8	12.2
RAGUSA	18,830	13.8	39.9	35.9	10.4
SIRACUSA	25,200	14.7	35.4	40.6	9.3
SARDEGNA	130,430	14.1	46.5	21.4	18.1
SASSARI	50,530	10.7	48.7	19.5	21.1
NUORO	11,950	9.8	47.3	23.2	19.7
CAGLIARI	61,270	17.4	44.3	22.4	15.9
ORISTANO	6,690	16.2	48.0	24.1	11.7

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Inflow of managers, specialised professions and technicians expected in 2021 by province (% share of the total)



Source: Unioncamere - ANPAL, Excelsior Information System, 2021

SECTION B

What skills are companies
looking for?

Table 13.1 -The skills required by companies in 2021 by professional group (% share of the total inflow for whom the skill is deemed necessary out of the total)

	TOTAL	Managers	Intellectual and scientific professions	Technical professions	Office workers	Commercial and services professions	Specialised labourers	Plant and machinery operators	Unskilled professions
Communicate company information in Italian	67.0	96.3	84.2	84.4	79.4	77.3	56.4	48.9	44.5
Communicate company information in foreign	48.2	76.1	76.8	63.0	62.4	60.0	32.3	28.9	25.8
Use mathematical and computer methods and	50.5	95.1	80.0	79.9	75.2	43.2	47.0	39.3	25.2
Use digital skills	60.5	97.1	93.5	92.6	91.8	53.9	49.2	52.3	31.3
Use "4.0" technologies to innovate processes	36.4	72.4	63.5	57.1	46.5	28.0	38.7	30.4	19.3
Work in a group	86.0	98.4	97.6	96.8	93.6	89.5	82.5	75.8	73.0
Problem solving	81.0	99.1	95.9	96.5	92.6	81.2	78.0	74.1	62.5
Work autonomously	82.8	98.6	96.0	94.8	88.0	85.5	82.1	72.6	68.1
Flexibility and adaptability	95.1	99.1	98.9	98.4	98.0	95.7	94.2	93.2	90.3
Energy saving and environmental sustainability	76.3	88.0	79.9	79.8	76.7	78.1	76.8	72.0	71.0

Table 13.2 -The skills that companies consider of "high" importance in 2021 by professional group (% share of the total inflow for whom the skill is deemed "highly" important out of the total)

	TOTAL	Managers	Intellectual and scientific professions	Technical professions	Office workers	Commercial and services professions	Specialised labourers	Plant and machinery operators	Unskilled professions
Communicate company information in Italian	35.2	80.9	60.3	57.6	44.8	44.5	20.2	15.1	14.5
Communicate company information in foreign	15.8	45.9	49.1	30.8	34.1	18.9	2.1	0.5	0.3
Use mathematical and computer methods and	16.0	66.2	45.5	38.3	29.0	9.8	9.0	7.1	3.7
Use digital skills	21.0	63.2	71.0	62.0	52.9	8.8	6.5	3.0	0.7
Use "4.0" technologies to innovate processes	10.9	37.2	29.3	21.1	13.7	6.7	10.1	7.1	4.5
Work in a group	51.6	89.4	82.5	74.9	58.6	54.4	44.5	32.9	32.2
Problem solving	39.3	93.3	77.8	71.4	57.3	31.5	33.7	23.6	18.7
Work autonomously	42.0	92.5	71.3	62.6	46.4	41.7	40.5	25.5	25.2
Flexibility and adaptability	64.2	91.7	84.8	78.6	69.4	65.5	61.7	54.6	47.9
Energy saving and environmental sustainability	37.9	55.0	41.0	37.0	33.9	42.0	37.3	33.8	35.9

* The companies assign a score from 0 (skill is not required) to 4 (skill is of utmost importance) to each skill; the skills with "high" importance are those to which companies attribute a score of 3 or 4.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 13.3 -Skills required by companies in 2021 according to several main characteristics of the professions(% share of the total inflow for whom the skill is deemed necessary against the total)

	TOTAL	with experience	difficult to recruit	replacement for outgoing personnel	as a new professional figures**	up to 29 years	30 years and over	age irrelevant
Communicate company information in Italian	67.0	70.5	70.6	65.7	70.5	70.0	66.7	64.9
Communicate company information in foreign languages	48.2	51.5	49.9	45.7	56.6	52.7	47.0	45.6
Use mathematical and computer methods and languages	50.5	54.9	56.4	49.1	55.5	50.7	54.2	45.1
Use digital skills	60.5	63.9	65.4	60.4	60.8	64.2	61.8	55.1
Use "4.0" technologies to innovate processes	36.4	39.3	41.8	34.2	41.5	36.6	40.0	31.0
Work in a group	86.0	88.1	88.5	85.8	86.0	89.0	85.8	83.4
Problem solving	81.0	84.7	86.0	81.1	79.4	82.4	82.5	77.4
Work autonomously	82.8	86.0	87.8	83.6	84.3	83.7	85.0	78.9
Flexibility and adaptability	95.1	96.6	97.0	95.1	94.7	95.7	95.7	93.7
Energy saving and environmental sustainability	76.3	79.0	80.0	75.9	78.0	76.6	78.7	72.5

Table 13.4 -The skills that companies consider "highly" important in 2021 according to several main characteristics of the professions (% share of the total inflow for whom the skill is deemed "highly" important out of the total)

	TOTAL	with experience	difficult to recruit	replacement for outgoing personnel	as a new professional figures**	up to 29 years	30 years and over	age irrelevant
Communicate company information in Italian	35.2	39.0	40.7	34.9	37.6	37.3	36.1	31.9
Communicate company information in foreign languages	15.8	18.1	17.0	15.0	20.2	18.1	15.6	13.9
Use mathematical and computer methods and languages	16.0	18.6	20.0	15.1	20.9	15.3	19.0	12.5
Use digital skills	21.0	23.9	24.6	20.3	24.2	21.5	24.1	16.0
Use "4.0" technologies to innovate processes	10.9	12.4	13.8	10.2	14.2	10.5	13.0	8.2
Work in a group	51.6	55.5	57.5	52.1	51.8	55.6	51.8	47.5
Problem solving	39.3	44.8	47.8	39.2	43.0	38.2	43.7	33.9
Work autonomously	42.0	46.6	50.9	42.8	47.5	41.5	46.6	35.9
Flexibility and adaptability	64.2	68.4	72.7	65.4	63.8	66.1	65.8	60.2
Energy saving and environmental sustainability	37.9	40.5	43.4	37.4	41.9	37.4	40.7	34.5

* The companies assign a score from 0 (skill is not required) to 4 (skill is of utmost importance) to each skill; the skills with "high" importance are those to which companies attribute a score of 3 or 4.

** For the recruitment of "new professional figures", we intend the recruitment of professional profiles that do not replace a similar outgoing figure and/or are not figures that already exist in the company.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 14.1 - Ability to communicate company information in Italian according to the degree of importance of this skill requested by companies for the main professions (absolute value and % share of the total)

	Inflow expected in 2021 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	of which the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
TOTAL	4,638,980	1,528,660	3,110,320	12.5	19.4	14.8	20.3	2.6
1. Managers	9,820	360	9,460	6.1	9.4	23.7	57.2	3.4
1 st General managers of companies providing services to businesses and individuals	2,100	50	2,050	10.5	12.1	7.2	67.6	3.4
2 nd General managers of companies in the industry, strictly speaking, and in public utilities	1,870	70	1,800	11.8	9.8	34.3	40.4	3.1
3 rd Managers in the sales and marketing department	1,190	--	1,160	0.3	9.9	7.1	80.5	3.7
2. Intellectual, scientific and highly-specialised professions	278,990	43,970	235,020	6.1	17.8	22.9	37.4	3.1
1 st Software analysts and designers	30,860	3,140	27,720	8.6	33.3	21.4	26.5	2.7
2 nd Market relations specialists	24,630	480	24,140	2.0	12.7	23.4	59.9	3.4
3 rd Film directors, artistic directors, actors, screenwriters and set designers	19,780	6,560	13,220	5.2	17.2	14.4	30.1	3.0
3. Technical professions	615,110	95,750	519,370	7.8	19.0	21.8	35.8	3.0
1 st Sales and distribution technicians	106,300	6,340	99,960	3.2	8.5	22.9	59.5	3.5
2 nd Rehabilitation health professions	46,870	9,060	37,810	10.4	19.8	26.0	24.5	2.8
3 rd Bookkeepers and similar professions	42,970	12,400	30,570	13.6	19.5	16.7	21.3	2.6
4. Office workers	378,430	78,110	300,320	12.0	22.5	20.4	24.5	2.7
1 st Administration and back-office activities staff	111,700	25,150	86,550	13.3	25.4	21.7	17.0	2.5
2 nd Secretarial staff	47,800	7,930	39,870	12.1	25.1	19.1	27.0	2.7
3 rd Reception and information clerks in companies and public institutions	45,810	10,610	35,200	8.9	17.1	20.4	30.3	2.9
5. Skilled professions in commercial activities and services	1,329,920	301,450	1,028,470	11.5	21.3	17.2	27.4	2.8
1 st Retail salespeople	357,550	70,920	286,640	7.1	17.7	16.6	38.8	3.1
2 nd Waiters and similar professions	316,710	53,850	262,860	12.2	22.0	19.3	29.4	2.8
3 rd Hotel and restaurant chefs	194,760	64,330	130,430	14.8	23.4	15.1	13.8	2.4
6. Specialised labourers	734,220	320,110	414,110	16.0	20.2	10.6	9.6	2.2
1 st Stone, brick, fire-brick builders	155,810	72,090	83,720	14.9	18.4	9.9	10.5	2.3
2 nd Electricians in civil construction and similar professions	70,800	23,680	47,120	18.0	23.4	12.7	12.4	2.3
3 rd Industrial machinery mechanics and fitters and similar professions	67,000	22,770	44,230	15.0	25.4	13.8	11.9	2.3
7. Plant operators and stationary and mobile machinery operators	642,940	328,510	314,430	15.2	18.6	8.2	6.9	2.1
1 st Heavy vehicle and truck drivers	182,370	81,420	100,950	16.5	20.6	9.4	8.9	2.2
2 nd Taxi drivers, car, van and other vehicle drivers	60,510	24,490	36,020	14.2	24.5	8.5	12.4	2.3
3 rd Forklift drivers	54,350	26,250	28,100	18.7	18.9	9.8	4.2	2.0
8. Unskilled professions	649,550	360,400	289,160	15.5	14.6	8.1	6.4	2.1
1 st Unskilled office and commercial establishment cleaning service staff	269,970	148,050	121,920	16.8	14.8	7.1	6.4	2.1
2 nd Unqualified packing and warehouse staff	109,080	57,910	51,160	14.7	14.0	13.2	4.9	2.2
3 rd Unskilled cleaning staff in accommodation services and ships	41,680	18,820	22,870	16.7	22.7	8.1	7.4	2.1

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

** The indicator represents a weighted average of the scores attributed to each skill (1 = low score, 4 = high score)

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 14.2 - Ability to communicate company information in foreign languages according to the degree of importance of this skill requested by companies for the main professions (absolute value and % share of the total)

	Inflow expected in 2021 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	of which the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
TOTAL	4,638,980	2,405,110	2,233,880	16.0	16.4	8.1	7.7	2.2
1. Managers	9,820	2,350	7,470	8.6	21.6	21.9	24.0	2.8
1 st General managers of companies providing services to businesses and individuals	2,100	1,480	610	1.2	8.3	14.4	5.2	2.8
2 nd General managers of companies in the industry, strictly speaking, and in public utilities	1,870	230	1,650	9.1	8.4	48.0	22.3	2.9
3 rd Managers in the sales and marketing department	1,190	80	1,110	2.6	14.6	20.5	55.9	3.4
2. Intellectual, scientific and highly-specialised professions	278,990	64,730	214,260	11.2	16.4	23.4	25.7	2.8
1 st Software analysts and designers	30,860	6,600	24,260	13.1	26.9	27.2	11.4	2.5
2 nd Market relations specialists	24,630	530	24,100	1.1	3.4	33.6	59.8	3.6
3 rd Film directors, artistic directors, actors, screenwriters and set designers	19,780	9,080	10,700	10.9	15.5	10.5	17.1	2.6
3. Technical professions	615,110	227,460	387,660	16.2	16.0	16.3	14.5	2.5
1 st Sales and distribution technicians	106,300	27,540	78,760	18.2	12.2	19.4	24.4	2.7
2 nd Rehabilitation health professions	46,870	23,670	23,200	17.4	13.2	10.4	8.5	2.2
3 rd Bookkeepers and similar professions	42,970	23,190	19,780	14.2	11.8	14.8	5.2	2.2
4. Office workers	378,430	142,310	236,130	14.2	14.1	16.7	17.4	2.6
1 st Administration and back-office activities staff	111,700	54,020	57,670	18.2	17.7	9.6	6.1	2.1
2 nd Secretarial staff	47,800	16,630	31,170	16.1	19.8	14.4	14.9	2.4
3 rd Reception an information clerks in companies and public institutions	45,810	5,260	40,550	7.4	6.7	34.3	40.1	3.2
5. Skilled professions in commercial activities and services	1,329,920	532,210	797,710	17.9	23.2	9.7	9.1	2.2
1 st Retail salespeople	357,550	154,540	203,010	15.1	22.8	8.7	10.1	2.2
2 nd Waiters and similar professions	316,710	72,930	243,780	14.8	25.8	19.3	17.1	2.5
3 rd Hotel and restaurant chefs	194,760	88,190	106,570	21.2	22.8	5.8	4.9	1.9
6. Specialised labourers	734,220	496,800	237,420	16.9	13.4	1.4	0.7	1.6
1 st Stone, brick, fire-brick builders	155,810	112,850	42,950	14.7	12.2	0.5	0.2	1.5
2 nd Electricians in civil construction and similar professions	70,800	42,720	28,080	16.6	13.4	6.3	3.4	1.9
3 rd Industrial machinery mechanics and fitters and similar professions	67,000	38,940	28,060	18.8	23.1	0.0	0.0	1.6
7. Plant operators and stationary and mobile machinery operators	642,940	457,190	185,750	15.3	13.0	0.3	0.2	1.5
1 st Heavy vehicle and truck drivers	182,370	123,440	58,930	15.8	16.5	0.0	0.0	1.5
2 nd Taxi drivers, car, van and other vehicle drivers	60,510	41,170	19,340	15.7	13.3	2.1	0.9	1.6
3 rd Forklift drivers	54,350	37,150	17,190	15.7	15.9	0.0	0.0	1.5
8. Unskilled professions	649,550	482,060	167,490	14.9	10.6	0.2	0.1	1.4
1 st Unskilled office and commercial establishment cleaning service staff	269,970	203,170	66,800	14.6	10.2	0.0	0.0	1.4
2 nd Unqualified packing and warehouse staff	109,080	88,630	20,440	10.9	7.8	0.0	0.0	1.4
3 rd Unskilled cleaning staff in accommodation services and ships	41,680	21,470	20,210	24.9	23.6	0.0	0.0	1.5

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

** The indicator represents a weighted average of the scores attributed to each skill (1 = low score, 4 = high score)

Table 14.3 - Ability to use mathematical and computer languages and methods according to the degree of importance of this skill requested by companies for the main professions (absolute value and % share of the total)

	Inflow expected in 2021 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	of which the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
TOTAL	4,638,980	2,294,140	2,344,840	17.8	16.7	9.1	6.9	2.1
1. Managers	9,820	480	9,330	11.6	17.3	41.7	24.5	2.8
1 st General managers of companies providing services to businesses and individuals	2,100	260	1,840	6.2	18.7	49.1	13.7	2.8
2 nd General managers of companies in the industry, strictly speaking, and in public utilities	1,870	--	1,860	35.7	11.3	18.3	34.0	2.5
3 rd Managers in the sales and marketing department	1,190	--	1,170	8.5	16.5	33.4	40.0	3.1
2. Intellectual, scientific and highly-specialised professions	278,990	55,680	223,310	13.6	21.0	20.7	24.8	2.7
1 st Software analysts and designers	30,860	220	30,650	7.3	14.4	25.2	52.4	3.2
2 nd Market relations specialists	24,630	2,940	21,680	16.7	22.1	24.5	24.8	2.7
3 rd Film directors, artistic directors, actors, screenwriters and set designers	19,780	12,220	7,560	9.0	22.1	6.7	0.4	2.0
3. Technical professions	615,110	123,370	491,750	17.6	24.0	21.2	17.1	2.5
1 st Sales and distribution technicians	106,300	15,630	90,670	22.2	25.0	25.4	12.6	2.3
2 nd Rehabilitation health professions	46,870	16,340	30,530	28.3	19.4	8.4	9.0	2.0
3 rd Bookkeepers and similar professions	42,970	7,630	35,340	20.1	19.6	27.3	15.2	2.5
4. Office workers	378,430	93,750	284,690	19.9	26.3	18.0	11.0	2.3
1 st Administration and back-office activities staff	111,700	20,610	91,090	19.6	28.5	20.3	13.1	2.3
2 nd Secretarial staff	47,800	11,430	36,370	21.9	28.1	13.2	12.9	2.2
3 rd Reception an information clerks in companies and public institutions	45,810	16,730	29,080	17.4	20.0	21.8	4.3	2.2
5. Skilled professions in commercial activities and services	1,329,920	755,320	574,600	17.9	15.5	5.9	3.9	1.9
1 st Retail salespeople	357,550	196,160	161,390	19.6	16.2	5.3	4.0	1.9
2 nd Waiters and similar professions	316,710	176,140	140,570	16.6	17.1	6.4	4.3	2.0
3 rd Hotel and restaurant chefs	194,760	106,000	88,760	19.0	16.5	7.2	2.9	1.9
6. Specialised labourers	734,220	388,940	345,280	21.3	16.8	5.6	3.4	1.8
1 st Stone, brick, fire-brick builders	155,810	97,430	58,380	16.9	13.9	4.3	2.4	1.8
2 nd Electricians in civil construction and similar professions	70,800	28,570	42,230	24.2	24.5	7.9	3.2	1.8
3 rd Industrial machinery mechanics and fitters and similar professions	67,000	30,270	36,730	21.2	22.4	7.2	4.0	1.9
7. Plant operators and stationary and mobile machinery operators	642,940	390,470	252,470	19.0	13.2	4.7	2.4	1.8
1 st Heavy vehicle and truck drivers	182,370	111,480	70,890	19.5	14.0	3.2	2.2	1.7
2 nd Taxi drivers, car, van and other vehicle drivers	60,510	40,330	20,180	13.8	9.9	5.0	4.6	2.0
3 rd Forklift drivers	54,350	26,980	27,370	21.2	20.9	5.3	3.0	1.8
8. Unskilled professions	649,550	486,140	163,420	13.0	8.4	2.1	1.6	1.7
1 st Unskilled office and commercial establishment cleaning service staff	269,970	218,210	51,750	11.2	5.4	1.6	1.0	1.6
2 nd Unqualified packing and warehouse staff	109,080	70,130	38,950	17.5	12.5	4.1	1.6	1.7
3 rd Unskilled cleaning staff in accommodation services and ships	41,680	30,070	11,610	11.6	11.5	1.7	3.1	1.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

** The indicator represents a weighted average of the scores attributed to each skill (1 = low score, 4 = high score)

Table 14.4 - Ability to use digital skills according to the degree of importance of this skill requested by companies for the main professions (absolute value and % share of the total)

	Inflow expected in 2021 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	of which the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
TOTAL	4,638,980	1,834,420	2,804,560	20.4	19.1	10.9	10.1	2.2
1. Managers	9,820	280	9,540	11.5	22.5	26.9	36.3	2.9
1 st General managers of companies providing services to businesses and individuals	2,100	140	1,960	8.2	15.2	21.4	48.9	3.2
2 nd General managers of companies in the industry, strictly speaking, and in public utilities	1,870	70	1,810	34.2	17.2	13.8	31.1	2.4
3 rd Managers in the sales and marketing department	1,190	--	1,180	2.9	13.2	22.5	60.8	3.4
2. Intellectual, scientific and highly-specialised professions	278,990	18,030	260,960	7.9	14.7	33.1	37.9	3.1
1 st Software analysts and designers	30,860	-	30,860	0.0	0.0	25.1	74.9	3.7
2 nd Market relations specialists	24,630	160	24,460	5.1	21.9	37.5	34.8	3.0
3 rd Film directors, artistic directors, actors, screenwriters and set designers	19,780	8,250	11,540	10.8	29.9	9.2	8.3	2.3
3. Technical professions	615,110	45,770	569,350	10.0	20.5	30.7	31.3	2.9
1 st Sales and distribution technicians	106,300	4,910	101,390	11.7	23.2	33.8	26.7	2.8
2 nd Rehabilitation health professions	46,870	4,960	41,910	23.8	30.9	22.8	11.9	2.3
3 rd Bookkeepers and similar professions	42,970	--	42,960	0.0	1.0	61.0	37.9	3.4
4. Office workers	378,430	31,210	347,220	14.6	24.2	29.5	23.4	2.7
1 st Administration and back-office activities staff	111,700	9,020	102,680	18.9	25.2	26.9	20.9	2.5
2 nd Secretarial staff	47,800	3,370	44,430	12.6	27.9	26.8	25.7	2.7
3 rd Reception and information clerks in companies and public institutions	45,810	8,000	37,810	13.7	22.2	28.2	18.5	2.6
5. Skilled professions in commercial activities and services	1,329,920	612,480	717,450	24.2	20.9	5.1	3.7	1.8
1 st Retail salespeople	357,550	128,450	229,100	25.9	20.6	9.2	8.4	2.0
2 nd Waiters and similar professions	316,710	150,360	166,350	19.1	22.1	7.3	4.0	1.9
3 rd Hotel and restaurant chefs	194,760	120,760	74,000	22.0	16.0	0.0	0.0	1.4
6. Specialised labourers	734,220	373,120	361,100	23.8	18.9	4.2	2.3	1.7
1 st Stone, brick, fire-brick builders	155,810	106,620	49,190	19.7	11.5	0.0	0.4	1.4
2 nd Electricians in civil construction and similar professions	70,800	21,230	49,570	19.8	25.0	18.2	6.9	2.2
3 rd Industrial machinery mechanics and fitters and similar professions	67,000	23,670	43,320	30.3	25.7	5.5	3.2	1.7
7. Plant operators and stationary and mobile machinery operators	642,940	306,980	335,950	28.6	20.7	1.9	1.1	1.5
1 st Heavy vehicle and truck drivers	182,370	71,530	110,840	33.5	27.2	0.0	0.0	1.4
2 nd Taxi drivers, car, van and other vehicle drivers	60,510	23,230	37,280	31.0	30.6	0.0	0.0	1.5
3 rd Forklift drivers	54,350	22,110	32,230	31.9	27.4	0.0	0.0	1.5
8. Unskilled professions	649,550	446,560	203,000	19.0	11.5	0.3	0.4	1.4
1 st Unskilled office and commercial establishment cleaning service staff	269,970	207,370	62,600	15.3	7.9	0.0	0.0	1.3
2 nd Unqualified packing and warehouse staff	109,080	54,140	54,940	30.8	19.6	0.0	0.0	1.4
3 rd Unskilled cleaning staff in accommodation services and ships	41,680	30,260	11,420	13.8	13.6	0.0	0.0	1.5

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

** The indicator represents a weighted average of the scores attributed to each skill (1 = low score, 4 = high score)

Table 14.5 - Ability to apply "4.0" technologies in order to innovate processes according to the degree of importance of this skill requested by companies for the main professions (absolute value and % share of the total)

	Inflow expected in 2021 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	of which the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
TOTAL	4,638,980	2,950,300	1,688,690	13.9	11.7	5.9	5.0	2.1
1. Managers	9,820	2,710	7,100	23.9	11.2	17.1	20.0	2.5
1 st General managers of companies providing services to businesses and individuals	2,100	880	1,220	37.5	2.9	4.3	13.3	1.9
2 nd General managers of companies in the industry, strictly speaking, and in public utilities	1,870	--	1,830	17.8	10.5	38.7	30.6	2.8
3 rd Managers in the sales and marketing department	1,190	230	950	12.7	10.6	26.2	30.9	2.9
2. Intellectual, scientific and highly-specialised professions	278,990	101,810	177,180	17.6	16.6	13.8	15.6	2.4
1 st Software analysts and designers	30,860	5,210	25,650	4.4	13.1	22.8	42.9	3.3
2 nd Market relations specialists	24,630	6,370	18,250	26.4	18.9	15.7	13.1	2.2
3 rd Film directors, artistic directors, actors, screenwriters and set designers	19,780	13,680	6,100	8.9	15.2	6.4	0.3	1.9
3. Technical professions	615,110	264,060	351,050	16.7	19.3	11.1	10.0	2.3
1 st Sales and distribution technicians	106,300	43,440	62,870	16.2	21.5	13.7	7.8	2.2
2 nd Rehabilitation health professions	46,870	29,580	17,290	14.1	12.3	5.0	5.4	2.0
3 rd Bookkeepers and similar professions	42,970	24,540	18,430	14.4	16.9	6.4	5.2	2.1
4. Office workers	378,430	202,570	175,870	17.0	15.8	8.4	5.2	2.0
1 st Administration and back-office activities staff	111,700	60,800	50,900	15.3	15.3	10.3	4.6	2.1
2 nd Secretarial staff	47,800	23,780	24,020	15.9	20.7	7.0	6.7	2.1
3 rd Reception an information clerks in companies and public institutions	45,810	27,320	18,490	18.8	9.1	6.1	6.3	2.0
5. Skilled professions in commercial activities and services	1,329,920	957,370	372,560	12.2	9.1	3.7	3.0	1.9
1 st Retail salespeople	357,550	257,820	99,730	13.4	8.0	3.7	2.8	1.9
2 nd Waiters and similar professions	316,710	228,860	87,850	10.2	10.6	4.3	2.7	2.0
3 rd Hotel and restaurant chefs	194,760	139,900	54,860	12.1	9.5	3.5	3.1	1.9
6. Specialised labourers	734,220	449,920	284,300	15.9	12.8	6.0	4.1	2.0
1 st Stone, brick, fire-brick builders	155,810	118,450	37,350	8.9	8.7	4.3	2.1	2.0
2 nd Electricians in civil construction and similar professions	70,800	34,060	36,740	21.6	17.3	7.6	5.5	1.9
3 rd Industrial machinery mechanics and fitters and similar professions	67,000	30,940	36,060	22.5	16.4	9.4	5.5	2.0
7. Plant operators and stationary and mobile machinery operators	642,940	447,360	195,570	13.1	10.2	4.3	2.9	1.9
1 st Heavy vehicle and truck drivers	182,370	130,710	51,660	11.4	10.4	4.2	2.3	1.9
2 nd Taxi drivers, car, van and other vehicle drivers	60,510	48,580	11,930	8.7	6.3	3.2	1.5	1.9
3 rd Forklift drivers	54,350	34,130	20,220	20.2	8.8	4.5	3.7	1.8
8. Unskilled professions	649,550	524,500	125,060	9.4	5.3	1.7	2.8	1.9
1 st Unskilled office and commercial establishment cleaning service staff	269,970	223,070	46,900	9.7	4.2	1.8	1.6	1.7
2 nd Unqualified packing and warehouse staff	109,080	81,700	27,370	10.8	5.6	1.7	7.0	2.2
3 rd Unskilled cleaning staff in accommodation services and ships	41,680	32,150	9,540	8.5	10.6	1.0	2.8	1.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

** The indicator represents a weighted average of the scores attributed to each skill (1 = low score, 4 = high score)

Table 14.6 - Ability to work in a group according to the degree of importance of this skill requested by companies for the main professions (absolute value and % share of the total)

	Inflow expected in 2021 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	of which the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
TOTAL	4,638,980	650,340	3,988,640	13.1	21.3	22.6	29.0	2.8
1. Managers	9,820	160	9,660	3.7	5.3	24.4	65.0	3.5
1 st General managers of companies providing services to businesses and individuals	2,100	--	2,100	10.6	8.6	15.9	64.7	3.3
2 nd General managers of companies in the industry, strictly speaking, and in public utilities	1,870	90	1,780	1.5	3.2	24.6	66.0	3.6
3 rd Managers in the sales and marketing department	1,190	--	1,180	0.0	6.3	20.3	72.8	3.7
2. Intellectual, scientific and highly-specialised professions	278,990	6,780	272,220	4.4	10.7	33.3	49.2	3.3
1 st Software analysts and designers	30,860	--	30,830	2.1	8.2	40.2	49.4	3.4
2 nd Market relations specialists	24,630	180	24,450	3.1	4.8	33.0	58.3	3.5
3 rd Film directors, artistic directors, actors, screenwriters and set designers	19,780	1,590	18,190	3.4	22.3	12.9	53.4	3.3
3. Technical professions	615,110	19,520	595,590	5.8	16.0	30.1	44.8	3.2
1 st Sales and distribution technicians	106,300	4,230	102,070	6.9	18.8	27.9	42.4	3.1
2 nd Rehabilitation health professions	46,870	1,210	45,660	2.9	13.8	27.0	53.7	3.3
3 rd Bookkeepers and similar professions	42,970	1,620	41,350	15.6	19.0	35.8	25.8	2.7
4. Office workers	378,430	24,050	354,380	11.8	23.2	28.2	30.4	2.8
1 st Administration and back-office activities staff	111,700	4,970	106,730	11.5	27.0	28.9	28.1	2.8
2 nd Secretarial staff	47,800	2,920	44,890	8.4	26.7	27.4	31.4	2.9
3 rd Reception an information clerks in companies and public institutions	45,810	2,590	43,220	14.1	22.3	25.9	32.0	2.8
5. Skilled professions in commercial activities and services	1,329,920	140,170	1,189,750	12.9	22.1	21.6	32.9	2.8
1 st Retail salespeople	357,550	33,240	324,310	9.9	22.1	23.1	35.6	2.9
2 nd Waiters and similar professions	316,710	30,950	285,760	11.1	23.6	21.5	34.0	2.9
3 rd Hotel and restaurant chefs	194,760	23,510	171,250	16.4	20.8	20.0	30.7	2.7
6. Specialised labourers	734,220	128,480	605,730	14.3	23.7	22.4	22.1	2.6
1 st Stone, brick, fire-brick builders	155,810	35,050	120,760	16.5	21.0	19.7	20.3	2.6
2 nd Electricians in civil construction and similar professions	70,800	10,500	60,300	10.6	24.8	22.1	27.5	2.8
3 rd Industrial machinery mechanics and fitters and similar professions	67,000	7,560	59,430	9.2	23.5	31.9	24.1	2.8
7. Plant operators and stationary and mobile machinery operators	642,940	155,790	487,150	18.2	24.7	18.3	14.6	2.4
1 st Heavy vehicle and truck drivers	182,370	47,460	134,910	19.6	23.3	15.8	15.3	2.4
2 nd Taxi drivers, car, van and other vehicle drivers	60,510	12,070	48,430	14.1	33.0	19.9	13.0	2.4
3 rd Forklift drivers	54,350	9,680	44,670	14.3	28.2	23.1	16.6	2.5
8. Unskilled professions	649,550	175,390	474,160	18.2	22.6	14.0	18.3	2.4
1 st Unskilled office and commercial establishment cleaning service staff	269,970	71,470	198,500	20.8	21.3	14.0	17.5	2.4
2 nd Unqualified packing and warehouse staff	109,080	24,540	84,540	17.2	22.2	14.7	23.5	2.6
3 rd Unskilled cleaning staff in accommodation services and ships	41,680	11,010	30,680	15.6	30.9	12.7	14.3	2.3

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

** The indicator represents a weighted average of the scores attributed to each skill (1 = low score, 4 = high score)

Table 14.7 - Problem-solving abilities according to the degree of importance of this skill requested by companies for the main professions (absolute value and % share of the total)

	Inflow expected in 2021 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	of which the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
TOTAL	4,638,980	883,200	3,755,780	17.6	24.1	19.4	19.8	2.5
1. Managers	9,820	90	9,720	1.0	4.7	28.3	65.0	3.6
1 st General managers of companies providing services to businesses and individuals	2,100	--	2,070	0.0	1.5	17.8	79.2	3.8
2 nd General managers of companies in the industry, strictly speaking, and in public utilities	1,870	-	1,870	1.4	6.7	36.7	55.2	3.5
3 rd Managers in the sales and marketing department	1,190	--	1,180	0.0	5.7	16.4	77.3	3.7
2. Intellectual, scientific and highly-specialised professions	278,990	11,320	267,670	6.4	11.8	30.6	47.2	3.2
1 st Software analysts and designers	30,860	210	30,650	5.9	5.4	32.1	56.0	3.4
2 nd Market relations specialists	24,630	--	24,580	7.6	13.9	24.4	53.9	3.2
3 rd Film directors, artistic directors, actors, screenwriters and set designers	19,780	5,920	13,860	7.1	9.1	29.1	24.8	3.0
3. Technical professions	615,110	21,470	593,640	8.2	16.9	30.2	41.2	3.1
1 st Sales and distribution technicians	106,300	4,570	101,730	4.3	17.2	35.8	38.4	3.1
2 nd Rehabilitation health professions	46,870	980	45,890	4.7	15.2	33.2	44.9	3.2
3 rd Bookkeepers and similar professions	42,970	2,480	40,490	19.6	19.4	32.3	22.8	2.6
4. Office workers	378,430	28,120	350,320	10.6	24.7	29.2	28.1	2.8
1 st Administration and back-office activities staff	111,700	7,900	103,800	7.9	31.1	28.4	25.5	2.8
2 nd Secretarial staff	47,800	4,480	43,320	12.3	26.0	26.5	25.9	2.7
3 rd Reception an information clerks in companies and public institutions	45,810	3,680	42,130	11.0	23.2	30.3	27.4	2.8
5. Skilled professions in commercial activities and services	1,329,920	250,570	1,079,350	20.1	29.5	17.1	14.4	2.3
1 st Retail salespeople	357,550	45,370	312,180	21.5	37.2	16.0	12.5	2.2
2 nd Waiters and similar professions	316,710	72,620	244,090	20.0	27.9	15.7	13.5	2.3
3 rd Hotel and restaurant chefs	194,760	38,950	155,810	20.1	24.7	18.3	16.9	2.4
6. Specialised labourers	734,220	161,660	572,550	19.0	25.3	18.5	15.2	2.4
1 st Stone, brick, fire-brick builders	155,810	52,320	103,480	20.7	22.0	13.4	10.3	2.2
2 nd Electricians in civil construction and similar professions	70,800	11,870	58,930	16.0	28.4	21.7	17.1	2.5
3 rd Industrial machinery mechanics and fitters and similar professions	67,000	7,560	59,440	13.0	24.3	27.4	24.1	2.7
7. Plant operators and stationary and mobile machinery operators	642,940	166,670	476,260	23.4	27.0	14.8	8.9	2.1
1 st Heavy vehicle and truck drivers	182,370	38,040	144,330	20.7	31.4	16.1	10.9	2.2
2 nd Taxi drivers, car, van and other vehicle drivers	60,510	12,210	48,300	29.3	26.0	14.7	9.8	2.1
3 rd Forklift drivers	54,350	11,790	42,550	25.7	27.9	17.8	6.9	2.1
8. Unskilled professions	649,550	243,290	406,270	23.4	20.5	8.9	9.8	2.1
1 st Unskilled office and commercial establishment cleaning service staff	269,970	106,610	163,360	24.7	19.8	7.7	8.2	2.0
2 nd Unqualified packing and warehouse staff	109,080	33,420	75,660	25.6	19.4	10.7	13.7	2.2
3 rd Unskilled cleaning staff in accommodation services and ships	41,680	13,090	28,590	23.2	26.2	9.4	9.7	2.1

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

** The indicator represents a weighted average of the scores attributed to each skill (1 = low score, 4 = high score)

Table 14.8 - Ability to work autonomously according to the degree of importance of this skill requested by companies for the main professions (absolute value and % share of the total)

	Inflow expected in 2021 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	of which the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
TOTAL	4,638,980	797,060	3,841,920	17.8	23.0	22.0	20.0	2.5
1. Managers	9,820	140	9,680	0.7	5.4	31.2	61.3	3.6
1 st General managers of companies providing services to businesses and individuals	2,100	--	2,050	0.0	8.4	16.4	72.8	3.7
2 nd General managers of companies in the industry, strictly speaking, and in public utilities	1,870	-	1,870	1.7	3.3	45.1	49.9	3.4
3 rd Managers in the sales and marketing department	1,190	--	1,180	0.0	7.3	14.0	78.1	3.7
2. Intellectual, scientific and highly-specialised professions	278,990	11,150	267,840	7.4	17.3	35.2	36.1	3.0
1 st Software analysts and designers	30,860	450	30,410	10.5	22.2	33.9	32.0	2.9
2 nd Market relations specialists	24,630	70	24,560	2.8	9.7	38.2	49.0	3.3
3 rd Film directors, artistic directors, actors, screenwriters and set designers	19,780	3,030	16,750	9.5	33.5	21.9	19.8	2.6
3. Technical professions	615,110	31,990	583,120	10.5	21.7	28.7	33.8	2.9
1 st Sales and distribution technicians	106,300	3,600	102,710	5.1	18.1	27.8	45.7	3.2
2 nd Rehabilitation health professions	46,870	2,200	44,670	10.9	22.5	38.0	23.9	2.8
3 rd Bookkeepers and similar professions	42,970	6,960	36,010	17.4	27.3	20.7	18.4	2.5
4. Office workers	378,430	45,530	332,910	15.7	25.8	26.1	20.4	2.6
1 st Administration and back-office activities staff	111,700	13,330	98,360	15.2	23.2	27.2	22.4	2.6
2 nd Secretarial staff	47,800	5,100	42,700	15.3	29.2	23.5	21.2	2.6
3 rd Reception and information clerks in companies and public institutions	45,810	10,950	34,860	16.7	20.2	24.5	14.7	2.5
5. Skilled professions in commercial activities and services	1,329,920	193,400	1,136,520	19.0	24.8	22.5	19.2	2.5
1 st Retail salespeople	357,550	32,230	325,320	23.7	24.9	25.9	16.5	2.4
2 nd Waiters and similar professions	316,710	56,310	260,400	18.2	27.4	19.4	17.2	2.4
3 rd Hotel and restaurant chefs	194,760	25,520	169,240	14.8	22.1	23.0	27.0	2.7
6. Specialised labourers	734,220	131,090	603,130	17.6	24.0	21.6	18.9	2.5
1 st Stone, brick, fire-brick builders	155,810	34,830	120,970	18.0	21.5	20.4	17.8	2.5
2 nd Electricians in civil construction and similar professions	70,800	9,420	61,380	14.7	27.0	24.1	20.9	2.6
3 rd Industrial machinery mechanics and fitters and similar professions	67,000	8,210	58,790	12.8	27.6	27.2	20.1	2.6
7. Plant operators and stationary and mobile machinery operators	642,940	176,300	466,630	23.1	24.0	14.8	10.7	2.2
1 st Heavy vehicle and truck drivers	182,370	42,070	140,290	19.4	26.4	17.2	14.0	2.3
2 nd Taxi drivers, car, van and other vehicle drivers	60,510	18,720	41,790	25.4	19.7	12.3	11.7	2.1
3 rd Forklift drivers	54,350	12,540	41,810	23.4	30.4	14.5	8.8	2.1
8. Unskilled professions	649,550	207,450	442,100	23.4	19.5	14.0	11.2	2.2
1 st Unskilled office and commercial establishment cleaning service staff	269,970	77,900	192,060	28.1	16.5	13.4	13.1	2.2
2 nd Unqualified packing and warehouse staff	109,080	34,710	74,370	20.6	27.1	13.2	7.2	2.1
3 rd Unskilled cleaning staff in accommodation services and ships	41,680	9,370	32,310	21.3	26.7	16.7	12.8	2.3

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

** The indicator represents a weighted average of the scores attributed to each skill (1 = low score, 4 = high score)

Table 14.9 - Ability to be flexible and adaptable according to the degree of importance of this skill requested by companies for the main professions (absolute value and % share of the total)

	Inflow expected in 2021 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	of which the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
TOTAL	4,638,980	227,060	4,411,920	9.0	22.0	28.0	36.2	3.0
1. Managers	9,820	90	9,730	0.6	6.8	32.0	59.7	3.5
1 st General managers of companies providing services to businesses and individuals	2,100	--	2,100	0.0	20.0	46.7	33.2	3.1
2 nd General managers of companies in the industry, strictly speaking, and in public utilities	1,870	-	1,870	1.1	1.4	20.9	76.6	3.7
3 rd Managers in the sales and marketing department	1,190	--	1,180	0.0	7.8	18.6	72.9	3.7
2. Intellectual, scientific and highly-specialised professions	278,990	3,130	275,870	1.7	12.3	36.6	48.2	3.3
1 st Software analysts and designers	30,860	--	30,810	1.8	9.5	49.1	39.4	3.3
2 nd Market relations specialists	24,630	160	24,470	0.1	12.0	28.0	59.2	3.5
3 rd Film directors, artistic directors, actors, screenwriters and set designers	19,780	1,340	18,440	3.7	21.5	25.3	42.7	3.1
3. Technical professions	615,110	10,100	605,020	3.4	16.4	32.4	46.2	3.2
1 st Sales and distribution technicians	106,300	2,350	103,960	2.6	13.1	35.4	46.7	3.3
2 nd Rehabilitation health professions	46,870	550	46,320	1.3	7.7	31.8	58.0	3.5
3 rd Bookkeepers and similar professions	42,970	990	41,980	8.9	23.0	37.6	28.2	2.9
4. Office workers	378,430	7,420	371,020	6.4	22.2	33.2	36.2	3.0
1 st Administration and back-office activities staff	111,700	1,590	110,110	4.1	24.0	35.3	35.2	3.0
2 nd Secretarial staff	47,800	1,480	46,320	6.1	21.0	34.8	35.0	3.0
3 rd Reception an information clerks in companies and public institutions	45,810	1,170	44,640	6.0	24.3	35.6	31.5	3.0
5. Skilled professions in commercial activities and services	1,329,920	56,800	1,273,120	7.9	22.3	27.2	38.2	3.0
1 st Retail salespeople	357,550	9,230	348,320	5.2	18.8	29.0	44.4	3.2
2 nd Waiters and similar professions	316,710	20,220	296,490	8.0	24.0	28.1	33.5	2.9
3 rd Hotel and restaurant chefs	194,760	9,310	185,450	7.5	22.4	24.2	41.1	3.0
6. Specialised labourers	734,220	42,770	691,450	9.8	22.7	27.1	34.5	2.9
1 st Stone, brick, fire-brick builders	155,810	13,820	141,980	11.7	25.8	24.6	29.1	2.8
2 nd Electricians in civil construction and similar professions	70,800	3,230	67,570	7.6	20.3	27.0	40.5	3.1
3 rd Industrial machinery mechanics and fitters and similar professions	67,000	2,030	64,970	7.1	18.2	34.1	37.6	3.1
7. Plant operators and stationary and mobile machinery operators	642,940	43,710	599,220	12.8	25.8	26.1	28.5	2.8
1 st Heavy vehicle and truck drivers	182,370	9,300	173,070	10.1	24.5	26.6	33.7	2.9
2 nd Taxi drivers, car, van and other vehicle drivers	60,510	4,430	56,080	9.7	21.6	25.7	35.7	2.9
3 rd Forklift drivers	54,350	3,330	51,020	13.7	27.1	29.6	23.5	2.7
8. Unskilled professions	649,550	63,050	586,500	16.4	26.0	21.2	26.7	2.6
1 st Unskilled office and commercial establishment cleaning service staff	269,970	23,410	246,550	16.8	24.7	19.9	29.9	2.7
2 nd Unqualified packing and warehouse staff	109,080	5,050	104,030	17.4	35.7	20.7	21.6	2.5
3 rd Unskilled cleaning staff in accommodation services and ships	41,680	4,370	37,310	11.8	27.5	23.4	26.8	2.7

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

** The indicator represents a weighted average of the scores attributed to each skill (1 = low score, 4 = high score)

Table 14.10 - Aptitude for energy saving and environmental sustainability according to the degree of importance of this skill requested by companies for the main professions (absolute value and % share of the total)

	Inflow expected in 2021 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	of which the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
TOTAL	4,638,980	1,099,440	3,539,550	16.3	22.1	18.0	19.9	2.5
1. Managers	9,820	1,170	8,640	12.8	20.2	23.4	31.6	2.8
1 st General managers of companies providing services to businesses and individuals	2,100	610	1,490	9.1	6.9	46.9	8.0	2.8
2 nd General managers of companies in the industry, strictly speaking, and in public utilities	1,870	110	1,760	10.1	35.9	14.4	33.6	2.8
3 rd Managers in the sales and marketing department	1,190	210	980	8.6	24.1	11.1	38.8	3.0
2. Intellectual, scientific and highly-specialised professions	278,990	56,100	222,900	16.0	22.9	21.4	19.7	2.6
1 st Software analysts and designers	30,860	7,700	23,160	17.7	20.9	17.5	18.9	2.5
2 nd Market relations specialists	24,630	4,360	20,260	20.0	22.4	24.6	15.2	2.4
3 rd Film directors, artistic directors, actors, screenwriters and set designers	19,780	9,010	10,770	12.1	14.9	17.9	9.6	2.5
3. Technical professions	615,110	124,150	490,960	19.9	23.0	19.5	17.5	2.4
1 st Sales and distribution technicians	106,300	27,180	79,130	21.5	21.0	16.6	15.3	2.3
2 nd Rehabilitation health professions	46,870	10,240	36,630	23.1	25.7	16.9	12.4	2.2
3 rd Bookkeepers and similar professions	42,970	12,390	30,580	18.9	21.8	20.5	10.0	2.3
4. Office workers	378,430	88,080	290,360	17.1	25.7	17.7	16.2	2.4
1 st Administration and back-office activities staff	111,700	24,020	87,680	21.3	23.0	20.1	14.1	2.3
2 nd Secretarial staff	47,800	7,770	40,030	10.9	32.5	21.7	18.7	2.6
3 rd Reception an information clerks in companies and public institutions	45,810	14,260	31,560	14.0	26.6	12.1	16.2	2.4
5. Skilled professions in commercial activities and services	1,329,920	291,180	1,038,750	15.6	20.5	17.3	24.8	2.7
1 st Retail salespeople	357,550	87,890	269,660	15.8	16.4	14.9	28.3	2.7
2 nd Waiters and similar professions	316,710	68,840	247,870	14.5	22.2	17.1	24.4	2.7
3 rd Hotel and restaurant chefs	194,760	28,500	166,260	11.6	23.4	19.0	31.4	2.8
6. Specialised labourers	734,220	170,420	563,790	15.2	24.3	17.9	19.4	2.5
1 st Stone, brick, fire-brick builders	155,810	42,260	113,550	15.3	20.8	17.4	19.3	2.6
2 nd Electricians in civil construction and similar professions	70,800	10,540	60,260	15.6	25.6	20.5	23.4	2.6
3 rd Industrial machinery mechanics and fitters and similar professions	67,000	13,820	53,180	14.4	26.6	19.2	19.2	2.5
7. Plant operators and stationary and mobile machinery operators	642,940	179,830	463,110	16.1	22.1	17.4	16.5	2.5
1 st Heavy vehicle and truck drivers	182,370	37,250	145,120	11.7	21.5	20.6	25.8	2.8
2 nd Taxi drivers, car, van and other vehicle drivers	60,510	14,080	46,430	17.4	25.0	16.8	17.6	2.4
3 rd Forklift drivers	54,350	14,610	39,730	18.0	25.0	19.2	10.9	2.3
8. Unskilled professions	649,550	188,520	461,030	15.4	19.7	17.8	18.1	2.5
1 st Unskilled office and commercial establishment cleaning service staff	269,970	66,230	203,740	15.3	21.4	18.1	20.6	2.6
2 nd Unqualified packing and warehouse staff	109,080	35,020	74,060	19.4	17.7	19.5	11.2	2.3
3 rd Unskilled cleaning staff in accommodation services and ships	41,680	5,940	35,750	11.1	27.2	19.2	28.2	2.8

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

** The indicator represents a weighted average of the scores attributed to each skill (1 = low score, 4 = high score)

Table 15.1 - Inflow expected by the companies in 2021 for whom each skill is requested according to the main professions (% share of the total)

	Inflow expected in 2021 (a.v.)	of whom with skills/the ability to (%):				
		communicate company information in Italian	communicate company information in foreign languages	use mathematical and computer methods and languages	use digital skills	use "4.0" technologies to innovate processes
TOTAL	4,638,980	67.0	48.2	50.5	60.5	36.4
1. Managers	9,820	96.3	76.1	95.1	97.1	72.4
1 st General managers of companies providing services to businesses and individuals	2,100	97.5	29.3	87.7	93.6	58.0
2 nd General managers of companies in the industry, strictly speaking, and in public	1,870	96.3	87.8	99.2	96.4	97.5
3 rd Managers in the sales and marketing department	1,190	97.8	93.7	98.4	99.4	80.4
2. Intellectual, scientific and highly-specialised professions	278,990	84.2	76.8	80.0	93.5	63.5
1 st Software analysts and designers	30,860	89.8	78.6	99.3	100.0	83.1
2 nd Market relations specialists	24,630	98.0	97.9	88.1	99.3	74.1
3 rd Film directors, artistic directors, actors, screenwriters and set designers	19,780	66.8	54.1	38.2	58.3	30.8
3. Technical professions	615,110	84.4	63.0	79.9	92.6	57.1
1 st Sales and distribution technicians	106,300	94.0	74.1	85.3	95.4	59.1
2 nd Rehabilitation health professions	46,870	80.7	49.5	65.1	89.4	36.9
3 rd Bookkeepers and similar professions	42,970	71.2	46.0	82.2	100.0	42.9
4. Office workers	378,430	79.4	62.4	75.2	91.8	46.5
1 st Administration and back-office activities staff	111,700	77.5	51.6	81.6	91.9	45.6
2 nd Secretarial staff	47,800	83.4	65.2	76.1	92.9	50.3
3 rd Reception an information clerks in companies and public institutions	45,810	76.8	88.5	63.5	82.5	40.4
5. Skilled professions in commercial activities and services	1,329,920	77.3	60.0	43.2	53.9	28.0
1 st Retail salespeople	357,550	80.2	56.8	45.1	64.1	27.9
2 nd Waiters and similar professions	316,710	83.0	77.0	44.4	52.5	27.7
3 rd Hotel and restaurant chefs	194,760	67.0	54.7	45.6	38.0	28.2
6. Specialised labourers	734,220	56.4	32.3	47.0	49.2	38.7
1 st Stone, brick, fire-brick builders	155,810	53.7	27.6	37.5	31.6	24.0
2 nd Electricians in civil construction and similar professions	70,800	66.6	39.7	59.7	70.0	51.9
3 rd Industrial machinery mechanics and fitters and similar professions	67,000	66.0	41.9	54.8	64.7	53.8
7. Plant operators and stationary and mobile machinery operators	642,940	48.9	28.9	39.3	52.3	30.4
1 st Heavy vehicle and truck drivers	182,370	55.4	32.3	38.9	60.8	28.3
2 nd Taxi drivers, car, van and other vehicle drivers	60,510	59.5	32.0	33.3	61.6	19.7
3 rd Forklift drivers	54,350	51.7	31.6	50.4	59.3	37.2
8. Unskilled professions	649,550	44.5	25.8	25.2	31.3	19.3
1 st Unskilled office and commercial establishment cleaning service staff	269,970	45.2	24.7	19.2	23.2	17.4
2 nd Unqualified packing and warehouse staff	109,080	46.9	18.7	35.7	50.4	25.1
3 rd Unskilled cleaning staff in accommodation services and ships	41,680	54.9	48.5	27.9	27.4	22.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (–) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 15.2 - Inflow expected by the companies in 2021 for whom each skill is requested according to the main professions (% share of the total)

	Inflow expected in 2021 (a.v.)	of whom with skills/the ability to (%):				
		work in a group	problem solving	work autonomously	flexibility and adaptability	energy saving and environmental sustainability
TOTAL	4,638,980	86.0	81.0	82.8	95.1	76.3
1. Managers	9,820	98.4	99.1	98.6	99.1	88.0
1 st General managers of companies providing services to businesses and individuals	2,100	99.9	98.5	97.7	99.9	70.8
2 nd General managers of companies in the industry, strictly speaking, and in public	1,870	95.2	100.0	100.0	100.0	94.0
3 rd Managers in the sales and marketing department	1,190	99.4	99.4	99.4	99.4	82.7
2. Intellectual, scientific and highly-specialised professions	278,990	97.6	95.9	96.0	98.9	79.9
1 st Software analysts and designers	30,860	99.9	99.3	98.5	99.8	75.0
2 nd Market relations specialists	24,630	99.3	99.8	99.7	99.4	82.3
3 rd Film directors, artistic directors, actors, screenwriters and set designers	19,780	91.9	70.1	84.7	93.2	54.4
3. Technical professions	615,110	96.8	96.5	94.8	98.4	79.8
1 st Sales and distribution technicians	106,300	96.0	95.7	96.6	97.8	74.4
2 nd Rehabilitation health professions	46,870	97.4	97.9	95.3	98.8	78.1
3 rd Bookkeepers and similar professions	42,970	96.2	94.2	83.8	97.7	71.2
4. Office workers	378,430	93.6	92.6	88.0	98.0	76.7
1 st Administration and back-office activities staff	111,700	95.6	92.9	88.1	98.6	78.5
2 nd Secretarial staff	47,800	93.9	90.6	89.3	96.9	83.7
3 rd Reception an information clerks in companies and public institutions	45,810	94.3	92.0	76.1	97.4	68.9
5. Skilled professions in commercial activities and services	1,329,920	89.5	81.2	85.5	95.7	78.1
1 st Retail salespeople	357,550	90.7	87.3	91.0	97.4	75.4
2 nd Waiters and similar professions	316,710	90.2	77.1	82.2	93.6	78.3
3 rd Hotel and restaurant chefs	194,760	87.9	80.0	86.9	95.2	85.4
6. Specialised labourers	734,220	82.5	78.0	82.1	94.2	76.8
1 st Stone, brick, fire-brick builders	155,810	77.5	66.4	77.6	91.1	72.9
2 nd Electricians in civil construction and similar professions	70,800	85.2	83.2	86.7	95.4	85.1
3 rd Industrial machinery mechanics and fitters and similar professions	67,000	88.7	88.7	87.7	97.0	79.4
7. Plant operators and stationary and mobile machinery operators	642,940	75.8	74.1	72.6	93.2	72.0
1 st Heavy vehicle and truck drivers	182,370	74.0	79.1	76.9	94.9	79.6
2 nd Taxi drivers, car, van and other vehicle drivers	60,510	80.0	79.8	69.1	92.7	76.7
3 rd Forklift drivers	54,350	82.2	78.3	76.9	93.9	73.1
8. Unskilled professions	649,550	73.0	62.5	68.1	90.3	71.0
1 st Unskilled office and commercial establishment cleaning service staff	269,970	73.5	60.5	71.1	91.3	75.5
2 nd Unqualified packing and warehouse staff	109,080	77.5	69.4	68.2	95.4	67.9
3 rd Unskilled cleaning staff in accommodation services and ships	41,680	73.6	68.6	77.5	89.5	85.8

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (–) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 16.1 - Overall degree of importance with which each skill is requested according to the main professions (% share of total)

	Inflow expected in 2021 (a.v.)	of whom with skills/the ability to (%):				
		communicate company information in Italian	communicate company information in foreign languages	use mathematical and computer methods and languages	use digital skills	use "4.0" technologies to innovate processes
TOTAL	4,638,980	2.6	2.2	2.1	2.2	2.1
1. Managers	9,820	3.4	2.8	2.8	2.9	2.5
1 st General managers of companies providing services to businesses and individuals	2,100	3.4	2.8	2.8	3.2	1.9
2 nd General managers of companies in the industry, strictly speaking, and in public	1,870	3.1	2.9	2.5	2.4	2.8
3 rd Managers in the sales and marketing department	1,190	3.7	3.4	3.1	3.4	2.9
2. Intellectual, scientific and highly-specialised professions	278,990	3.1	2.8	2.7	3.1	2.4
1 st Software analysts and designers	30,860	2.7	2.5	3.2	3.7	3.3
2 nd Market relations specialists	24,630	3.4	3.6	2.7	3.0	2.2
3 rd Film directors, artistic directors, actors,	19,780	3.0	2.6	2.0	2.3	1.9
3. Technical professions	615,110	3.0	2.5	2.5	2.9	2.3
1 st Sales and distribution technicians	106,300	3.5	2.7	2.3	2.8	2.2
2 nd Rehabilitation health professions	46,870	2.8	2.2	2.0	2.3	2.0
3 rd Bookkeepers and similar professions	42,970	2.6	2.2	2.5	3.4	2.1
4. Office workers	378,430	2.7	2.6	2.3	2.7	2.0
1 st Administration and back-office activities staff	111,700	2.5	2.1	2.3	2.5	2.1
2 nd Secretarial staff	47,800	2.7	2.4	2.2	2.7	2.1
3 rd Reception and information clerks in companies and public institutions	45,810	2.9	3.2	2.2	2.6	2.0
5. Skilled professions in commercial activities and services	1,329,920	2.8	2.2	1.9	1.8	1.9
1 st Retail salespeople	357,550	3.1	2.2	1.9	2.0	1.9
2 nd Waiters and similar professions	316,710	2.8	2.5	2.0	1.9	2.0
3 rd Hotel and restaurant chefs	194,760	2.4	1.9	1.9	1.4	1.9
6. Specialised labourers	734,220	2.2	1.6	1.8	1.7	2.0
1 st Stone, brick, fire-brick builders	155,810	2.3	1.5	1.8	1.4	2.0
2 nd Electricians in civil construction and similar professions	70,800	2.3	1.9	1.8	2.2	1.9
3 rd Industrial machinery mechanics and fitters and similar professions	67,000	2.3	1.6	1.9	1.7	2.0
7. Plant operators and stationary and mobile machinery operators	642,940	2.1	1.5	1.8	1.5	1.9
1 st Heavy vehicle and truck drivers	182,370	2.2	1.5	1.7	1.4	1.9
2 nd Taxi drivers, car, van and other vehicle drivers	60,510	2.3	1.6	2.0	1.5	1.9
3 rd Forklift drivers	54,350	2.0	1.5	1.8	1.5	1.8
8. Unskilled professions	649,550	2.1	1.4	1.7	1.4	1.9
1 st Unskilled office and commercial establishment cleaning service staff	269,970	2.1	1.4	1.6	1.3	1.7
2 nd Unqualified packing and warehouse staff	109,080	2.2	1.4	1.7	1.4	2.2
1 st Unskilled cleaning staff in accommodation services and ships	41,680	2.1	1.5	1.9	1.5	1.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 16.2 - Overall degree of importance with which each skill is requested according to the main professions (% share of total)

	Inflow expected in 2021 (a.v.)	of whom with skills/the ability to (%):				
		work in a group	problem solving	work autonomously	flexibility and adaptability	energy saving and environmental sustainability
TOTAL	4,638,980	2.8	2.5	2.5	3.0	2.5
1. Managers	9,820	3.5	3.6	3.6	3.5	2.8
1 st General managers of companies providing services to businesses and individuals	2,100	3.3	3.8	3.7	3.1	2.8
2 nd General managers of companies in the industry, strictly speaking, and in public	1,870	3.6	3.5	3.4	3.7	2.8
3 rd Managers in the sales and marketing department	1,190	3.7	3.7	3.7	3.7	3.0
2. Intellectual, scientific and highly-specialised professions	278,990	3.3	3.2	3.0	3.3	2.6
1 st Software analysts and designers	30,860	3.4	3.4	2.9	3.3	2.5
2 nd Market relations specialists	24,630	3.5	3.2	3.3	3.5	2.4
3 rd Film directors, artistic directors, actors,	19,780	3.3	3.0	2.6	3.1	2.5
3. Technical professions	615,110	3.2	3.1	2.9	3.2	2.4
1 st Sales and distribution technicians	106,300	3.1	3.1	3.2	3.3	2.3
2 nd Rehabilitation health professions	46,870	3.3	3.2	2.8	3.5	2.2
3 rd Bookkeepers and similar professions	42,970	2.7	2.6	2.5	2.9	2.3
4. Office workers	378,430	2.8	2.8	2.6	3.0	2.4
1 st Administration and back-office activities staff	111,700	2.8	2.8	2.6	3.0	2.3
2 nd Secretarial staff	47,800	2.9	2.7	2.6	3.0	2.6
3 rd Reception an information clerks in companies and public institutions	45,810	2.8	2.8	2.5	3.0	2.4
5. Skilled professions in commercial activities and services	1,329,920	2.8	2.3	2.5	3.0	2.7
1 st Retail salespeople	357,550	2.9	2.2	2.4	3.2	2.7
2 nd Waiters and similar professions	316,710	2.9	2.3	2.4	2.9	2.7
3 rd Hotel and restaurant chefs	194,760	2.7	2.4	2.7	3.0	2.8
6. Specialised labourers	734,220	2.6	2.4	2.5	2.9	2.5
1 st Stone, brick, fire-brick builders	155,810	2.6	2.2	2.5	2.8	2.6
2 nd Electricians in civil construction and similar professions	70,800	2.8	2.5	2.6	3.1	2.6
3 rd Industrial machinery mechanics and fitters and similar professions	67,000	2.8	2.7	2.6	3.1	2.5
7. Plant operators and stationary and mobile machinery operators	642,940	2.4	2.1	2.2	2.8	2.5
1 st Heavy vehicle and truck drivers	182,370	2.4	2.2	2.3	2.9	2.8
2 nd Taxi drivers, car, van and other vehicle drivers	60,510	2.4	2.1	2.1	2.9	2.5
3 rd Forklift drivers	54,350	2.5	2.1	2.1	2.7	2.3
8. Unskilled professions	649,550	2.4	2.1	2.2	2.6	2.5
1 st Unskilled office and commercial establishment cleaning service staff	269,970	2.4	2.0	2.2	2.7	2.6
2 nd Unqualified packing and warehouse staff	109,080	2.6	2.2	2.1	2.5	2.3
3 rd Unskilled cleaning staff in accommodation services and ships	41,680	2.3	2.1	2.3	2.7	2.8

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

SECTION C

What fields of study are requested by companies?

In this section, the data relative to demand for education and professional training (certification courses or 3/4-year professional diploma) are presented based on two different approaches regarding the meaning given to the indication of "compulsory education" as a level of education requested by the companies.

As well as university graduates, upper secondary school graduates (5-year high school diploma) and professionals with a diploma or qualification expressly indicated ("*explicit inflow*"), the companies seek workers who have generically frequented "compulsory education". Even though, according to today's common perception, the qualification associated with "compulsory education" corresponds to middle school (lower secondary school), in reality, in our system, following the 2006 reform, education is provided on a compulsory basis for at least 10 years and concerns the 6 to 16 years age group. At the same time, the legislation concerning the completion of compulsory education is aimed at obtaining an upper secondary school qualification or a professional qualification with a minimum three-year duration, by the age of eighteen.

Starting from these assumptions, the demand for professions for which companies request only compulsory education has been the subject of a specific study, verifying the cases in which this request is 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.

With this methodology, a further potential demand for professional qualifications or diplomas was thus identified and, when added to the demand explicitly expressed by the companies included in the survey, provides an overall estimate of what we could indicate as "*potential inflow*" expected by the companies for which a professional qualification or diploma is required.

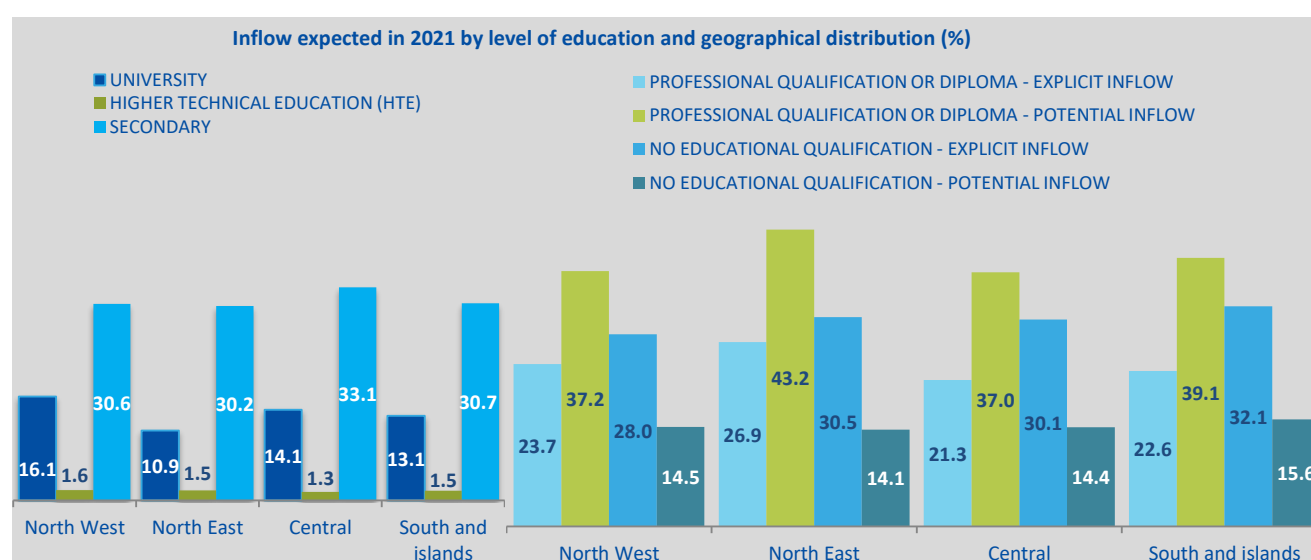
Table 17 - Inflow expected by companies in 2021 by professional group and levels of education (% share of the total)

	Inflow expected in 2021 (a.v.)	levels of education (% values):						
		university	higher technical education (HTE)	secondary	explicit inflow**		potential inflow**	
					professional qualification or diploma	no educational qualification	professional qualification or diploma	no educational qualification
TOTAL	4,638,980	13.7	1.5	31.0	23.7	30.1	39.1	14.7
Managers, highly specialised office workers and technicians	903,920	62.4	3.9	30.5	3.1	-	3.1	-
1. Managers	9,820	78.0	6.7	15.3	-	-	-	-
2. Intellectual, scientific and highly-specialised professions	278,990	88.1	1.4	10.5	0.1	-	0.1	-
3. Technical professions	615,110	50.6	5.0	39.9	4.5	-	4.5	-
Office workers, commercial and services professions	1,708,360	4.1	0.9	43.4	27.9	23.7	50.1	1.4
4. Office workers	378,430	17.5	4.0	66.1	12.4	-	12.4	-
5. Skilled professions in commercial activities and services	1,329,920	0.3	0.1	36.9	32.3	30.4	60.9	1.8
Specialised labourers and plant and machinery operators	1,377,150	-	1.3	22.3	35.4	41.0	58.8	17.6
6. Specialised labourers	734,220	-	2.0	22.4	45.3	30.2	73.1	2.4
7. Plant operators and stationary and mobile machinery operators	642,940	-	0.5	22.0	24.0	53.4	42.4	35.0
Unskilled professions	649,550	-	-	17.7	16.5	65.9	18.6	63.8
<i>of which:</i>								
<i>In industry</i>	<i>1,322,280</i>	<i>7.8</i>	<i>2.5</i>	<i>27.2</i>	<i>31.4</i>	<i>31.0</i>	<i>55.1</i>	<i>7.4</i>
<i>in services</i>	<i>3,316,700</i>	<i>16.0</i>	<i>1.1</i>	<i>32.5</i>	<i>20.6</i>	<i>29.8</i>	<i>32.8</i>	<i>17.6</i>
<i>difficult to recruit</i>	<i>1,495,010</i>	<i>16.1</i>	<i>2.3</i>	<i>29.8</i>	<i>28.5</i>	<i>23.3</i>	<i>40.8</i>	<i>11.0</i>
<i>with experience</i>	<i>3,186,500</i>	<i>17.1</i>	<i>1.8</i>	<i>31.4</i>	<i>24.3</i>	<i>25.5</i>	<i>38.0</i>	<i>11.8</i>

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Please refer to the introductory text in Section C of the Statistical Annex for the definition of explicit inflow and potential inflow

the (-) sign indicates the absence of inflow in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 18 - Inflow and difficult to recruit Inflow expected by companies in 2021 according to fields of study at university, post-secondary and secondary level (% share of the total)

	Inflow expected in 2021 (a.v.)	of whom (% values):		difficult to recruit (% values):		
		Industry	Services	Total	Industry	Services
TOTAL	4,638,980	28.5	71.5	32.2	11.1	21.1
University level	634,360	16.3	83.7	37.9	7.0	30.9
<i>of whom: with post-graduate education</i>	95,180	12.7	87.3	47.3	7.0	40.3
Economics specialisation	169,880	16.3	83.7	31.1	5.2	25.9
Teaching and education specialisation	85,720	0.1	99.9	36.7	0.1	36.7
Healthcare and paramedical specialisation	52,590	0.6	99.4	43.7	0.1	43.6
Electronics and information engineering specialisation	49,410	18.2	81.8	57.0	11.7	45.3
Industrial engineering specialisation	41,760	64.1	35.9	50.9	35.5	15.4
Civil engineering and architecture specialisation	41,040	43.0	57.0	35.6	12.7	22.8
Mathematical, physical and computer sciences specialisation	34,480	7.6	92.4	55.8	5.0	50.8
Chemical-pharmaceutical specialisation	28,830	21.2	78.8	46.6	9.8	36.8
Humanistic, philosophical, historical and artistic specialisation	24,340	2.5	97.5	20.7	0.7	20.0
Political - social specialisation	21,860	6.7	93.3	27.0	2.0	25.0
Linguistic, translating and interpreting specialisation	19,640	8.5	91.5	38.3	3.5	34.8
Psychology specialisation	11,570	0.5	99.5	4.1	0.3	3.8
Other specialisations	53,240	17.3	82.7	32.6	7.4	25.2
Higher technical education (HTE)	69,580	48.2	51.8	49.3	25.6	23.7
New technologies for the Made in Italy brand - mechanics	17,600	80.0	20.0	69.4	57.9	11.5
Innovative technologies for cultural heritage and activities	17,110	35.6	64.4	21.5	4.4	17.1
Information and communication technologies	11,160	9.6	90.4	53.5	4.6	48.9
Sustainable mobility	7,350	43.6	56.4	54.6	21.9	32.7
Energy efficiency	5,100	91.6	8.4	59.1	52.7	6.4
New technologies for the Mae in Italy brand - marketing and sustainability	3,540	25.4	74.6	33.0	12.2	20.8
New technologies for the Made in Italy brand - the home system	3,460	28.3	71.7	66.4	14.5	51.8
New technologies for the Made in Italy brand - fashion	2,480	70.7	29.3	39.0	27.3	11.7
New life technologies (biotechnology and health)	1,000	42.3	57.7	77.3	26.8	50.5
New technologies for the Made in Italy brand - agri-food industry	800	47.3	52.7	30.0	26.5	3.5
Secondary level	1,438,610	25.0	75.0	31.0	9.9	21.1
Administration, finance and marketing specialisation	441,760	13.7	86.3	22.9	2.5	20.4
Mechanics, mechatronics and energy specialisation	176,820	68.0	32.0	46.0	33.2	12.7
Tourism, food and wine and hospitality specialisation	148,330	1.0	99.0	30.8	0.4	30.3
Social and healthcare specialisation	136,190	0.7	99.3	33.0	0.3	32.7
Transportation and logistics specialisation	92,360	16.4	83.6	20.8	4.1	16.7
Electronics and electrical engineering specialisation	68,550	66.8	33.2	47.5	37.2	10.3
Agriculture, agri-food and agro-industry specialisation	67,260	24.8	75.2	36.3	7.2	29.2
Buildings, environment and territorial specialisation	59,770	63.5	36.5	41.5	22.2	19.3
Computer science and telecommunications specialisation	50,690	11.5	88.5	36.4	5.6	30.8
Artistic specialisation (high school)	50,460	10.2	89.8	22.0	4.2	17.9
Chemistry, materials and biotechnology specialisation	37,220	28.5	71.5	25.1	10.9	14.2
Linguist specialisation (high school)	27,270	6.2	93.8	23.5	1.5	21.9
Other specialisations	81,950	45.5	54.5	31.9	17.8	14.1

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 18.1 - Explicit and potential inflow and difficult to recruit inflow expected by companies in 2021 according to training qualifications or professional diploma specialisation (% share of the total)

	Explicit inflow expected in 2021 (a.v.)*	of whom (% values):		difficult to recruit (% values):		
		Industry	Services	Total	Industry	Services
Training qualification or professional diploma	1,099,240	37.8	62.2	38.8	17.1	21.7
Catering specialisation	294,780	2.1	97.9	36.2	0.7	35.5
Mechanical specialisation	180,860	79.5	20.5	48.7	39.9	8.8
Sales services specialisation	91,940	3.6	96.4	37.2	0.7	36.5
Building specialisation	94,480	91.5	8.5	33.3	31.0	2.3
Electrical specialisation	84,890	87.8	12.2	52.8	49.5	3.3
Agri-food processing specialisation	33,400	44.1	55.9	37.0	11.7	25.3
Logistics systems and services specialisation	70,470	19.9	80.1	18.9	5.7	13.2
Promotion and reception services specialisation	54,030	0.9	99.1	22.7	0.2	22.5
Textiles and clothing specialisation	18,610	68.3	31.7	42.3	32.7	9.7
Wellness specialisation	35,240	0.0	100.0	44.5	0.0	44.5
Thermal-hydraulics specialisation	26,510	81.4	18.6	44.0	38.7	5.3
Motor vehicle repair specialisation	28,160	14.0	86.0	66.3	9.9	56.4
Other specialisations	85,870	39.8	60.2	34.1	16.7	17.4
No educational qualification	1,397,190	29.4	70.6	24.9	8.7	16.2

	Potential inflow expected in 2021 (a.v.)*	of whom (% values):		difficult to recruit (% values):		
		Industry	Services	Total	Industry	Services
Training qualification or professional diploma	1,815,030	40.1	59.9	33.6	15.6	18.0
Catering specialisation	517,070	2.4	97.6	31.4	0.7	30.8
Mechanical specialisation	289,970	85.7	14.3	44.2	38.1	6.1
Sales services specialisation	207,630	4.4	95.6	22.6	0.8	21.8
Building specialisation	195,350	95.6	4.4	31.7	30.5	1.2
Electrical specialisation	89,180	88.0	12.0	51.7	48.5	3.2
Agri-food processing specialisation	83,350	54.8	45.2	26.6	11.3	15.2
Logistics systems and services specialisation	71,370	19.6	80.4	18.9	5.7	13.2
Promotion and reception services specialisation	70,050	0.7	99.3	20.7	0.1	20.6
Textiles and clothing specialisation	48,620	79.4	20.6	33.4	28.2	5.2
Wellness specialisation	46,420	0.0	100.0	44.5	0.0	44.5
Thermal-hydraulics specialisation	31,970	83.4	16.6	42.7	37.8	4.9
Motor vehicle repair specialisation	31,290	15.2	84.8	66.2	9.7	56.5
Other specialisations	132,770	47.4	52.6	32.2	17.3	14.8
No educational qualification	681,400	14.4	85.6	24.2	3.8	20.4

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Please refer to the introductory text in Section C of the Statistical Annex for the definition of explicit inflow and potential inflow

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 19 - Inflow expected by companies in 2021 according to fields of study at university, post-secondary and secondary level and experience requested (% share of the total)

	Inflow expected in 2021 (a.v.)	with requested experience (%):		
		Total	in the profession	in the sector
TOTAL	4,638,980	68.7	21.9	46.8
University level	634,360	86.1	49.3	36.8
<i>of whom: with post-graduate education</i>	95,180	91.2	57.5	33.7
Economics specialisation	169,880	81.3	44.9	36.4
Teaching and education specialisation	85,720	90.7	51.7	39.0
Healthcare and paramedical specialisation	52,590	91.1	54.6	36.5
Electronics and information engineering specialisation	49,410	80.9	53.6	27.3
Industrial engineering specialisation	41,760	88.7	51.6	37.0
Civil engineering and architecture specialisation	41,040	89.7	45.5	44.3
Mathematical, physical and computer sciences specialisation	34,480	85.8	52.9	32.9
Chemical-pharmaceutical specialisation	28,830	87.1	50.2	36.9
Humanistic, philosophical, historical and artistic specialisation	24,340	95.8	49.2	46.6
Political - social specialisation	21,860	79.2	42.6	36.6
Linguistic, translating and interpreting specialisation	19,640	81.3	38.1	43.3
Psychology specialisation	11,570	66.3	41.6	24.8
Other specialisations	53,240	93.7	57.5	36.2
Higher technical education (HTE)	69,580	80.3	33.6	46.6
New technologies for the Made in Italy brand - mechanics	17,600	80.8	38.1	42.7
Innovative technologies for cultural heritage and activities	17,110	77.7	20.8	57.0
Information and communication technologies	11,160	82.9	49.3	33.6
Sustainable mobility	7,350	81.5	35.5	46.0
Energy efficiency	5,100	82.2	28.7	53.5
New technologies for the Mae in Italy brand - marketing and sustainability	3,540	70.7	28.4	42.3
New technologies for the Made in Italy brand - the home system	3,460	77.9	25.2	52.7
New technologies for the Made in Italy brand - fashion	2,480	89.4	51.6	37.8
New life technologies (biotechnology and health)	1,000	77.1	33.6	43.5
New technologies for the Made in Italy brand - agri-food industry	800	90.3	8.5	81.8
Secondary level	1,438,610	69.5	21.8	47.7
Administration, finance and marketing specialisation	441,760	64.1	18.0	46.1
Mechanics, mechatronics and energy specialisation	176,820	68.8	25.3	43.5
Tourism, food and wine and hospitality specialisation	148,330	76.1	15.9	60.3
Social and healthcare specialisation	136,190	87.1	34.7	52.4
Transportation and logistics specialisation	92,360	58.0	13.0	45.0
Electronics and electrical engineering specialisation	68,550	70.3	28.4	42.0
Agriculture, agri-food and agro-industry specialisation	67,260	66.2	17.5	48.6
Buildings, environment and territorial specialisation	59,770	77.8	23.8	54.0
Computer science and telecommunications specialisation	50,690	68.3	33.3	35.0
Artistic specialisation (high school)	50,460	78.2	31.2	47.0
Chemistry, materials and biotechnology specialisation	37,220	54.5	9.5	45.0
Linguist specialisation (high school)	27,270	65.2	16.3	48.8
Other specialisations	81,950	71.0	24.9	46.1

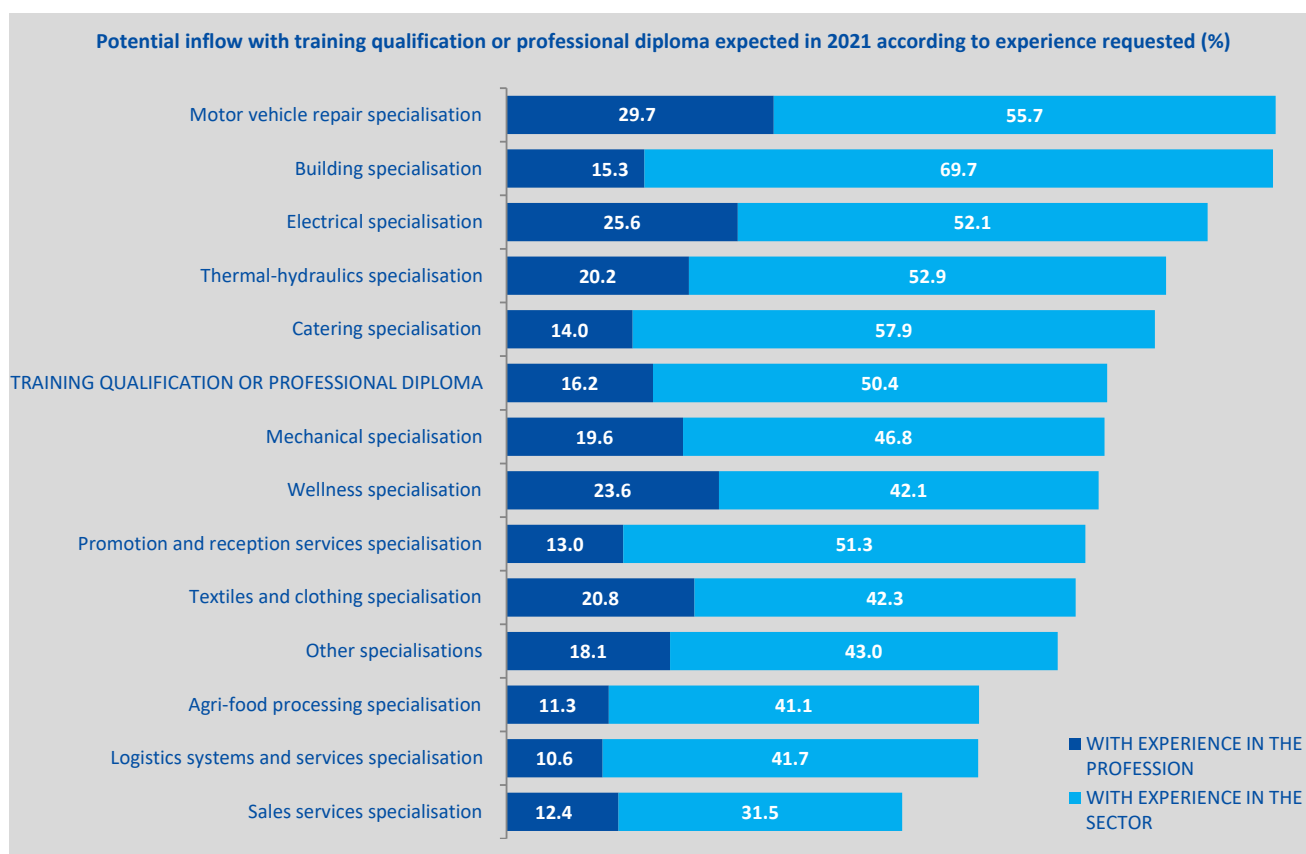
* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 19.1 - Explicit inflow and potential inflow expected by companies in 2021 according to training qualifications or professional diploma specialisations and experience requested (% share of the total)

	Explicit inflow expected in 2021 (a.v.)*	with requested experience (%):			Potential inflow expected in 2021 (a.v.)*	with requested experience (%):		
		Total	In the profession	in the sector		Total	In the profession	in the sector
Training qualification or professional diploma	1,099,240	70.3	20.3	50.0	1,815,030	66.6	16.2	50.4
Catering specialisation	294,780	77.6	19.7	58.0	517,070	71.9	14.0	57.9
Mechanical specialisation	180,860	69.8	21.0	48.8	289,970	66.3	19.6	46.8
Sales services specialisation	91,940	52.0	23.2	28.8	207,630	43.9	12.4	31.5
Building specialisation	94,480	85.8	17.5	68.3	195,350	85.0	15.3	69.7
Electrical specialisation	84,890	78.8	25.9	52.9	89,180	77.8	25.6	52.1
Agri-food processing specialisation	33,400	61.6	17.1	44.5	83,350	52.4	11.3	41.1
Logistics systems and services specialisation	70,470	52.6	10.7	41.9	71,370	52.3	10.6	41.7
Promotion and reception services specialisation	54,030	60.8	16.1	44.8	70,050	64.2	13.0	51.3
Textiles and clothing specialisation	18,610	64.2	29.9	34.3	48,620	63.1	20.8	42.3
Wellness specialisation	35,240	68.1	23.8	44.2	46,420	65.7	23.6	42.1
Thermal-hydraulics specialisation	26,510	73.0	21.0	52.0	31,970	73.2	20.2	52.9
Motor vehicle repair specialisation	28,160	85.1	30.3	54.8	31,290	85.3	29.7	55.7
Other specialisations	85,870	61.2	20.8	40.3	132,770	61.1	18.1	43.0
No educational qualification	1,397,190	58.1	10.3	47.8	681,400	55.1	10.7	44.4

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values. Please refer to the introductory text in Section C of the Statistical Annex for the definition of explicit inflow and potential inflow



Source: Unioncamere - ANPAL, Excelsior Information System, 2021

SECTION C - What fields of study are requested by the companies?

Table 20 - Inflow expected by companies in 2021 according to fields of study at university, post-secondary and secondary level and skills requested (% share of the total)

	of whom with skills/the ability to (%):					
	Inflow expected in 2021 (a.v.)	communicate company information in Italian	communicate company information in foreign languages	use mathematical and computer methods and languages	Use digital skills	use "4.0" technologies to innovate processes
TOTAL	4,638,980	67.0	48.2	50.5	60.5	36.4
University level	634,360	85.2	69.7	81.3	93.7	61.1
<i>of whom: with post-graduate education</i>	<i>95,180</i>	<i>87.8</i>	<i>81.2</i>	<i>84.0</i>	<i>95.5</i>	<i>71.0</i>
Economics specialisation	169,880	89.1	73.7	89.6	97.1	64.9
Teaching and education specialisation	85,720	74.1	54.1	70.1	93.5	40.4
Healthcare and paramedical specialisation	52,590	78.8	37.8	49.1	66.9	34.7
Electronics and information engineering specialisation	49,410	86.8	81.0	93.8	100.0	88.4
Industrial engineering specialisation	41,760	92.8	85.8	96.5	98.0	82.9
Civil engineering and architecture specialisation	41,040	85.5	69.9	90.8	99.2	74.1
Mathematical, physical and computer sciences specialisation	34,480	90.9	78.7	96.5	99.8	78.2
Chemical-pharmaceutical specialisation	28,830	91.9	71.3	79.4	94.5	57.2
Humanistic, philosophical, historical and artistic specialisation	24,340	84.7	72.4	64.8	82.6	43.6
Political - social specialisation	21,860	92.3	85.5	78.8	93.0	61.8
Linguistic, translating and interpreting specialisation	19,640	68.8	88.9	68.3	95.8	43.5
Psychology specialisation	11,570	91.9	79.9	72.8	99.4	60.2
Other specialisations	53,240	83.5	66.2	80.8	95.6	61.4
Higher technical education (HTE)	69,580	78.4	64.5	83.3	91.1	75.1
New technologies for the Made in Italy brand - mechanics	17,600	67.2	49.8	72.7	83.6	79.7
Innovative technologies for cultural heritage and activities	17,110	77.9	71.7	90.1	96.9	75.7
Information and communication technologies	11,160	87.1	72.2	93.9	99.4	85.1
Sustainable mobility	7,350	76.5	65.9	71.0	78.1	69.2
Energy efficiency	5,100	73.1	58.3	74.5	81.4	61.2
New technologies for the Made in Italy brand - marketing and sustainability	3,540	93.9	73.0	91.3	99.2	80.0
New technologies for the Made in Italy brand - the home system	3,460	92.4	66.2	87.2	99.6	51.0
New technologies for the Made in Italy brand - fashion	2,480	98.3	78.9	96.3	97.9	74.8
New life technologies (biotechnology and health)	1,000	93.2	83.1	89.7	97.9	45.3
New technologies for the Made in Italy brand - agri-food industry	800	57.0	41.7	91.3	94.9	86.8
Secondary level	1,438,610	73.9	53.9	58.8	71.9	40.5
Administration, finance and marketing specialisation	441,760	81.8	62.4	68.5	85.2	40.4
Mechanics, mechatronics and energy specialisation	176,820	65.1	44.5	62.3	70.2	50.2
Tourism, food and wine and hospitality specialisation	148,330	86.5	77.1	58.4	63.6	38.5
Social and healthcare specialisation	136,190	68.3	34.3	33.1	52.8	23.5
Transportation and logistics specialisation	92,360	51.3	37.9	45.5	56.0	28.2
Electronics and electrical engineering specialisation	68,550	72.8	52.5	70.2	85.3	56.5
Agriculture, agri-food and agro-industry specialisation	67,260	67.0	53.9	46.3	48.4	40.6
Buildings, environment and territorial specialisation	59,770	71.4	43.6	61.6	68.5	43.8
Computer science and telecommunications specialisation	50,690	75.3	54.2	75.1	97.0	63.0
Artistic specialisation (high school)	50,460	82.0	58.1	48.0	72.4	39.4
Chemistry, materials and biotechnology specialisation	37,220	56.9	26.0	37.5	43.5	28.5
Linguist specialisation (high school)	27,270	87.1	72.4	70.5	91.3	38.2
Other specialisations	81,950	68.3	49.9	58.7	69.4	43.0

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

SECTION C - What fields of study are requested by the companies?

Table 20.1 - Inflow expected by companies in 2021 according to fields of study at university, post-secondary and secondary level and skills requested (% share of the total)

	Inflow expected in 2021 (a.v.)	of whom with skills/the ability to (%):				
		work in a group	problem solving	work autonomously	flexibility and adaptability	energy saving and environmental sustainability
TOTAL	4,638,980	86.0	81.0	82.8	95.1	76.3
University level	634,360	97.8	98.0	94.7	99.0	82.7
<i>of whom: with post-graduate education</i>	<i>95,180</i>	<i>97.3</i>	<i>97.9</i>	<i>97.3</i>	<i>98.7</i>	<i>88.0</i>
Economics specialisation	169,880	98.2	97.8	92.7	98.6	83.1
Teaching and education specialisation	85,720	98.1	97.5	94.5	98.8	79.4
Healthcare and paramedical specialisation	52,590	93.6	98.0	93.5	99.3	82.1
Electronics and information engineering specialisation	49,410	99.3	99.6	96.6	99.5	82.0
Industrial engineering specialisation	41,760	98.3	99.1	98.3	99.3	89.1
Civil engineering and architecture specialisation	41,040	99.3	99.2	98.1	99.2	93.0
Mathematical, physical and computer sciences specialisation	34,480	98.3	99.1	96.9	99.1	77.4
Chemical-pharmaceutical specialisation	28,830	96.3	96.9	96.2	99.3	78.8
Humanistic, philosophical, historical and artistic specialisation	24,340	95.0	91.1	88.9	97.2	75.7
Political - social specialisation	21,860	99.6	99.6	93.2	99.8	78.4
Linguistic, translating and interpreting specialisation	19,640	98.8	99.5	93.5	100.0	83.4
Psychology specialisation	11,570	99.9	100.0	99.7	99.8	89.8
Other specialisations	53,240	97.7	97.6	96.4	99.4	83.2
Higher technical education (HTE)	69,580	96.2	96.0	95.5	98.9	88.2
New technologies for the Made in Italy brand - mechanics	17,600	94.0	94.5	92.7	99.3	85.5
Innovative technologies for cultural heritage and activities	17,110	98.5	97.4	96.1	98.5	93.4
Information and communication technologies	11,160	92.8	96.0	98.3	98.8	83.7
Sustainable mobility	7,350	97.3	91.4	91.6	97.4	88.2
Energy efficiency	5,100	95.1	95.4	98.1	100.0	91.1
New technologies for the Mae in Italy brand - marketing and sustainability	3,540	100.0	99.8	94.5	100.0	95.6
New technologies for the Made in Italy brand - the home system	3,460	99.5	99.6	99.9	100.0	73.0
New technologies for the Made in Italy brand - fashion	2,480	99.4	99.5	99.6	99.9	91.5
New life technologies (biotechnology and health)	1,000	95.4	96.1	94.4	96.1	96.5
New technologies for the Made in Italy brand - agri-food industry	800	97.1	97.2	97.0	100.0	90.0
Secondary level	1,438,610	89.4	86.1	85.8	96.3	76.6
Administration, finance and marketing specialisation	441,760	92.7	89.3	89.6	97.1	75.8
Mechanics, mechatronics and energy specialisation	176,820	85.9	86.0	86.0	95.5	80.5
Tourism, food and wine and hospitality specialisation	148,330	93.5	85.3	86.2	96.7	83.1
Social and healthcare specialisation	136,190	88.1	86.2	81.6	96.8	75.2
Transportation and logistics specialisation	92,360	82.5	75.1	75.9	94.8	72.1
Electronics and electrical engineering specialisation	68,550	94.2	94.0	89.5	98.2	75.5
Agriculture, agri-food and agro-industry specialisation	67,260	85.4	80.0	78.0	91.7	82.0
Buildings, environment and territorial specialisation	59,770	86.4	83.9	88.9	93.7	75.2
Computer science and telecommunications specialisation	50,690	95.2	97.3	93.1	98.8	73.7
Artistic specialisation (high school)	50,460	85.4	83.8	90.1	97.1	64.6
Chemistry, materials and biotechnology specialisation	37,220	74.0	62.5	67.2	93.2	80.4
Linguist specialisation (high school)	27,270	93.5	90.5	89.6	98.1	75.4
Other specialisations	81,950	88.0	85.9	84.3	97.6	73.3

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 20.2 - Explicit inflow and potential inflow expected by companies in 2021 according to training qualifications or professional diploma specialisations and skills requested (% share of the total)

	Explicit inflow expected in 2021 (a.v.)*	of whom with skills/the ability to (%):				
		communicate company information in Italian	communicate company information in foreign languages	use mathematical and computer methods and languages	Use digital skills	use "4.0" technologies to innovate processes
Training qualification or professional diploma	1,099,240	62.8	43.8	45.0	50.8	32.6
Catering specialisation	294,780	73.8	64.5	44.4	45.0	29.2
Mechanical specialisation	180,860	49.9	27.5	49.3	52.3	42.5
Sales services specialisation	91,940	59.2	35.9	38.4	50.9	23.0
Building specialisation	94,480	57.7	29.7	40.4	38.4	27.1
Electrical specialisation	84,890	62.3	36.6	53.1	63.0	44.6
Agri-food processing specialisation	33,400	57.4	43.3	43.9	48.1	29.6
Logistics systems and services specialisation	70,470	50.9	26.3	37.8	51.0	22.9
Promotion and reception services specialisation	54,030	69.2	59.2	40.9	49.5	26.5
Textiles and clothing specialisation	18,610	47.4	30.3	37.1	37.6	26.8
Wellness specialisation	35,240	85.3	62.6	48.8	62.9	33.3
Thermal-hydraulics specialisation	26,510	61.5	33.6	44.9	51.1	40.9
Motor vehicle repair specialisation	28,160	61.3	33.1	50.6	71.5	40.6
Other specialisations	85,870	65.4	44.4	49.2	62.2	36.3

	Potential inflow expected in 2021 (a.v.)*	of whom with skills/the ability to (%):				
		communicate company information in Italian	communicate company information in foreign languages	use mathematical and computer methods and languages	Use digital skills	use "4.0" technologies to innovate processes
Training qualification or professional diploma	1,815,030	62.2	43.6	41.0	46.8	28.8
Catering specialisation	517,070	74.0	64.9	41.3	44.2	26.7
Mechanical specialisation	289,970	46.7	25.6	42.5	45.7	36.6
Sales services specialisation	207,630	70.7	43.0	37.5	56.1	22.3
Building specialisation	195,350	54.1	29.0	38.4	33.1	24.5
Electrical specialisation	89,180	61.2	35.7	52.0	61.6	43.5
Agri-food processing specialisation	83,350	50.4	39.4	36.5	39.7	23.3
Logistics systems and services specialisation	71,370	51.4	26.5	37.7	50.9	22.8
Promotion and reception services specialisation	70,050	71.8	56.5	37.3	44.5	23.4
Textiles and clothing specialisation	48,620	44.2	28.6	30.8	32.5	25.0
Wellness specialisation	46,420	83.1	59.9	47.8	60.5	32.0
Thermal-hydraulics specialisation	31,970	61.7	33.0	44.1	49.9	38.0
Motor vehicle repair specialisation	31,290	59.8	31.5	49.3	68.6	40.2
Other specialisations	132,770	58.1	37.3	43.2	52.6	31.5

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values. Please refer to the introductory text in Section C of the Statistical Annex for the definition of explicit inflow and potential inflow

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 20.3 - Explicit inflow and potential inflow expected by companies in 2021 according to training qualifications or professional diploma specialisations and skills requested (% share of the total)

	Explicit inflow expected in 2021 (a.v.)*	of whom with skills/the ability to (%):				
		work in a group	problem solving	work autonomously	flexibility and adaptability	energy saving and environmental sustainability
Training qualification or professional diploma	1,099,240	84.4	79.4	83.2	94.7	79.3
Catering specialisation	294,780	87.2	77.7	84.7	94.3	82.8
Mechanical specialisation	180,860	80.0	81.7	80.9	95.7	76.3
Sales services specialisation	91,940	96.1	89.5	92.0	98.8	83.6
Building specialisation	94,480	78.6	68.9	77.8	90.5	73.8
Electrical specialisation	84,890	83.8	81.2	85.2	95.2	78.8
Agri-food processing specialisation	33,400	82.3	76.3	86.3	95.1	82.4
Logistics systems and services specialisation	70,470	79.8	75.2	72.7	94.6	75.5
Promotion and reception services specialisation	54,030	78.5	73.8	78.9	90.5	76.6
Textiles and clothing specialisation	18,610	82.2	75.3	77.3	92.2	64.5
Wellness specialisation	35,240	93.6	81.4	91.9	97.9	88.4
Thermal-hydraulics specialisation	26,510	85.4	85.7	89.4	96.5	88.1
Motor vehicle repair specialisation	28,160	84.9	87.0	86.2	97.6	89.1
Other specialisations	85,870	82.3	82.8	82.8	94.5	72.0

	Potential inflow expected in 2021 (a.v.)*	of whom with skills/the ability to (%):				
		work in a group	problem solving	work autonomously	flexibility and adaptability	energy saving and environmental sustainability
Training qualification or professional diploma	1,815,030	83.4	75.7	81.0	94.2	75.7
Catering specialisation	517,070	86.6	74.1	82.3	93.8	80.5
Mechanical specialisation	289,970	77.1	75.7	76.6	94.0	71.4
Sales services specialisation	207,630	94.0	86.5	90.5	97.8	72.3
Building specialisation	195,350	78.7	68.4	77.2	92.0	73.8
Electrical specialisation	89,180	83.5	80.7	84.3	95.0	78.3
Agri-food processing specialisation	83,350	80.6	66.1	74.1	94.3	71.4
Logistics systems and services specialisation	71,370	79.9	75.4	72.9	94.7	75.1
Promotion and reception services specialisation	70,050	81.6	74.5	80.5	90.9	77.9
Textiles and clothing specialisation	48,620	74.7	69.4	73.1	89.6	61.7
Wellness specialisation	46,420	93.1	79.4	91.0	97.3	87.3
Thermal-hydraulics specialisation	31,970	84.9	83.4	88.9	96.2	86.8
Motor vehicle repair specialisation	31,290	84.8	86.1	86.2	97.4	87.8
Other specialisations	132,770	79.1	76.5	79.6	94.0	70.7

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values. Please refer to the introductory text in Section C of the Statistical Annex for the definition of explicit inflow and potential inflow

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 21 - Inflow expected by companies in 2021 according to level of education at territorial level (% share of the total)

	Inflow expected in 2021 (a.v.)	levels of education (% values):						
		university	higher technical education (HTE)	secondary	explicit inflow**		potential inflow**	
					professional qualification or diploma	no educational qualification	professional qualification or diploma	no educational qualification
TOTAL	4,638,980	13.7	1.5	31.0	23.7	30.1	39.1	14.7
NORTH WEST	1,372,690	16.1	1.6	30.6	23.7	28.0	37.2	14.5
PIEMONTE	308,420	14.5	1.5	29.6	25.8	28.6	40.5	13.8
TORINO	167,070	17.8	1.6	28.9	25.3	26.4	37.6	14.1
VERCELLI	9,780	11.5	1.2	29.4	29.0	28.9	47.3	10.6
NOVARA	25,260	10.4	2.1	30.5	26.8	30.2	44.5	12.5
CUNEO	47,720	10.8	1.3	29.0	25.6	33.2	43.6	15.2
ASTI	10,910	11.3	1.3	32.2	26.4	28.8	43.5	11.7
ALESSANDRIA	28,450	10.7	1.5	30.4	25.7	31.7	42.4	15.0
BIELLA	9,720	12.5	1.0	37.9	22.8	25.8	39.5	9.2
VERBANO-CUSIO-OSSOLA	9,520	7.4	0.8	27.3	32.0	32.5	50.8	13.6
VALLE D'AOSTA	17,460	5.7	1.0	24.1	35.4	33.8	52.3	16.8
LOMBARDIA	930,740	17.3	1.7	30.9	22.8	27.3	35.7	14.5
VARESE	63,220	15.1	1.7	31.4	24.6	27.2	39.4	12.4
COMO	42,550	11.3	1.4	31.7	25.9	29.7	41.2	14.4
SONDRIO	19,870	6.3	0.7	23.8	28.5	40.6	54.4	14.8
MILANO	420,930	23.1	1.8	31.1	18.8	25.2	28.4	15.6
BERGAMO	90,480	12.3	1.5	30.9	27.8	27.5	42.8	12.5
BRESCIA	113,250	11.1	1.6	29.2	29.2	28.9	46.0	12.1
PAVIA	33,400	15.5	1.0	32.9	22.4	28.2	34.2	16.4
CREMONA	23,360	11.1	1.0	29.2	24.9	33.7	41.5	17.1
MANTOVA	32,120	8.8	1.3	32.4	24.8	32.7	42.7	14.8
LECCO	20,630	12.8	1.4	31.4	25.8	28.7	41.7	12.8
LODI	11,970	11.9	1.6	30.5	24.7	31.3	40.6	15.4
MONZA AND BRIANZA	58,960	16.9	2.0	32.8	22.7	25.6	34.5	13.8
LIGURIA	116,080	12.5	1.5	31.5	22.9	31.5	38.4	16.0
IMPERIA	13,840	6.8	1.2	32.1	20.6	39.3	44.0	15.9
SAVONA	19,360	7.5	1.2	28.6	25.6	37.1	46.5	16.1
GENOVA	66,560	16.5	1.5	33.1	21.4	27.5	32.7	16.1
LA SPEZIA	16,320	7.5	2.0	27.9	28.0	34.6	47.3	15.4
NORTH EAST	1,107,990	10.9	1.5	30.2	26.9	30.5	43.2	14.1
TRENTINO ALTO ADIGE	159,530	8.9	1.1	23.8	35.2	31.1	52.2	14.0
BOLZANO	87,240	6.9	1.1	25.3	35.3	31.4	51.7	15.0
TRENTO	72,290	11.2	1.0	21.9	35.0	30.8	52.9	12.9
VENETO	446,890	10.0	1.7	32.1	26.1	30.1	42.3	14.0
VERONA	93,810	9.9	1.3	32.6	25.4	30.7	40.5	15.6
VICENZA	75,900	9.6	2.1	33.0	26.2	29.1	44.5	10.8
BELLUNO	23,070	7.0	1.7	29.2	29.4	32.6	48.8	13.2
TREVISO	71,240	10.7	1.9	31.9	25.5	30.1	42.7	12.8
VENEZIA	91,050	7.7	1.4	32.0	28.5	30.4	43.4	15.4
PADOVA	75,310	14.0	2.0	32.3	23.8	27.9	38.1	13.6
ROVIGO	16,520	8.6	1.5	28.3	25.3	36.3	43.5	18.1
FRIULI VENEZIA GIULIA	99,840	12.0	1.8	30.0	28.1	28.2	43.3	12.9
UDINE	41,330	13.8	1.6	29.0	28.6	27.1	42.6	13.1
GORIZIA	13,500	7.9	2.3	28.6	36.3	24.9	51.5	9.7
TRIESTE	19,490	15.7	2.0	29.4	24.1	28.9	39.0	13.9
PORDENONE	25,530	8.6	1.7	32.7	25.9	31.2	43.3	13.7
EMILIA ROMAGNA	401,730	12.4	1.5	30.8	24.1	31.3	40.7	14.6
PIACENZA	26,950	8.5	1.1	27.7	28.4	34.3	44.5	18.2
PARMA	42,770	12.2	1.6	32.0	23.8	30.4	40.0	14.2
REGGIO EMILIA	39,740	12.4	2.1	31.1	25.7	28.7	41.9	12.5
MODENA	61,520	12.3	2.2	31.7	24.7	29.0	39.9	13.9
BOLOGNA	97,270	17.6	1.6	31.5	21.7	27.6	34.9	14.4
FERRARA	21,250	10.9	1.4	29.2	26.5	32.1	43.9	14.6
RAVENNA	39,060	9.8	1.2	32.4	24.8	31.8	43.2	13.5
FORLI'-CESENA	34,710	9.4	0.9	30.1	22.3	37.2	43.5	16.1
RIMINI	38,460	8.0	0.7	27.9	24.1	39.3	47.0	16.3

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

(Cont.) Table 22 - Inflow expected by companies in 2021 according to level of education at territorial level (% share of the total)

	Inflow expected in 2021 (a.v.)	levels of education (% values):						
		university	higher technical education (HTE)	secondary	explicit inflow**		potential inflow**	
					professional qualification or diploma	no educational qualification	professional qualification or diploma	no educational qualification
TOTAL	4,638,980	13.7	1.5	31.0	23.7	30.1	39.1	14.7
CENTRAL	915,320	14.1	1.3	33.1	21.3	30.1	37.0	14.4
TOSCANA	289,670	10.7	1.3	30.4	23.2	34.5	43.5	14.2
MASSA	12,590	9.0	1.0	32.0	23.7	34.2	43.7	14.2
LUCCA	30,010	10.1	1.0	29.0	27.4	32.5	44.1	15.8
PISTOIA	14,920	9.2	1.6	31.2	22.4	35.7	42.4	15.7
FIRENZE	93,780	13.2	1.4	31.9	22.1	31.3	40.2	13.2
LIVORNO	26,730	8.4	1.2	26.5	25.4	38.5	44.5	19.4
PISA	28,270	12.7	1.3	29.8	23.6	32.6	42.0	14.2
AREZZO	23,090	9.5	1.4	34.1	21.9	33.0	45.3	9.6
SIENA	18,730	10.6	1.2	31.0	23.4	33.8	43.2	14.0
GROSSETO	15,470	5.8	0.8	28.0	25.4	40.0	47.5	17.9
PRATO	26,070	7.9	1.2	27.3	19.2	44.3	52.5	11.0
UMBRIA	51,620	9.5	1.5	33.8	25.5	29.7	42.7	12.5
PERUGIA	40,270	9.4	1.4	34.2	25.2	29.7	42.5	12.5
TERNI	11,350	9.5	2.0	32.6	26.5	29.4	43.4	12.5
MARCHE	116,400	10.4	1.3	30.6	25.1	32.7	44.1	13.6
PESARO-URBINO	27,410	11.1	1.2	31.1	25.1	31.4	43.3	13.2
ANCONA	37,930	10.8	1.6	30.8	28.4	28.4	43.1	13.7
MACERATA	23,510	9.8	1.3	29.6	22.8	36.5	45.0	14.3
ASCOLI PICENO	16,850	10.2	0.9	31.7	22.2	35.0	42.2	15.1
FERMO	10,710	9.2	1.0	28.7	22.5	38.7	50.7	10.4
LAZIO	457,630	17.7	1.3	35.4	18.8	26.8	30.5	15.1
VITERBO	12,720	9.6	1.0	33.3	24.2	31.9	44.4	11.7
RIETI	8,330	13.7	0.6	39.8	20.0	25.9	34.6	11.3
ROMA	371,790	19.6	1.3	36.3	17.3	25.5	27.7	15.1
LATINA	37,690	8.1	0.8	28.4	27.3	35.4	45.4	17.3
FROSINONE	27,100	10.2	1.7	32.8	24.3	31.0	40.7	14.6
SOUTH AND ISLANDS	1,242,980	13.1	1.5	30.7	22.6	32.1	39.1	15.6
ABRUZZO	102,140	8.7	1.4	28.7	26.1	35.0	46.0	15.1
L'AQUILA	20,330	8.2	1.4	25.2	30.2	35.1	51.5	13.7
TERAMO	28,370	6.0	1.0	30.0	23.6	39.4	47.6	15.4
PESCARA	24,240	12.6	1.3	30.4	26.2	29.5	41.1	14.6
CHIETI	29,200	8.6	1.9	28.7	25.5	35.4	44.7	16.2
MOLISE	17,530	10.3	1.2	32.9	23.5	32.1	42.5	13.2
CAMPOBASSO	12,350	9.8	1.2	34.9	23.4	30.7	41.8	12.3
ISERNIA	5,180	11.5	1.2	28.1	23.9	35.3	44.1	15.2
CAMPANIA	349,780	14.9	1.6	31.7	20.9	30.9	36.0	15.8
CASERTA	50,970	15.9	1.7	29.7	22.6	30.1	37.0	15.6
BENEVENTO	15,410	15.9	1.2	27.2	23.1	32.7	42.6	13.1
NAPOLI	181,640	15.8	1.7	33.4	19.9	29.1	33.6	15.4
AVELLINO	21,470	12.4	1.3	30.7	22.2	33.4	41.1	14.5
SALERNO	80,280	12.7	1.6	30.0	21.3	34.4	38.1	17.6
PUGLIA	259,080	13.2	1.5	29.4	22.5	33.5	40.4	15.6
FOGGIA	38,070	12.0	1.7	28.5	20.4	37.4	40.6	17.2
BARI	109,780	16.1	1.4	28.5	20.8	33.3	37.4	16.7
TARANTO	30,380	11.7	1.3	31.1	24.9	31.1	43.3	12.6
BRINDISI	24,420	8.6	1.2	30.6	27.4	32.3	45.4	14.3
LECCE	56,430	11.0	1.7	30.3	23.9	33.1	42.4	14.6
BASILICATA	33,930	8.9	1.3	30.4	26.7	32.7	42.5	16.9
POTENZA	20,520	9.1	1.4	30.9	25.9	32.8	41.8	16.9
MATERA	13,400	8.6	1.1	29.8	27.8	32.7	43.7	16.9
CALABRIA	94,660	11.9	1.4	32.0	23.0	31.7	38.5	16.2
COSENZA	35,220	12.7	1.8	30.3	23.7	31.5	40.9	14.4
CATANZARO	19,550	11.3	1.3	34.8	19.2	33.3	34.1	18.5
REGGIO CALABRIA	20,540	13.7	1.2	30.9	25.0	29.1	39.5	14.7
CROTONE	9,560	10.9	1.0	32.5	24.7	30.9	39.4	16.1
VIBO VALENTIA	9,790	7.6	0.9	34.1	21.9	35.6	36.0	21.4

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

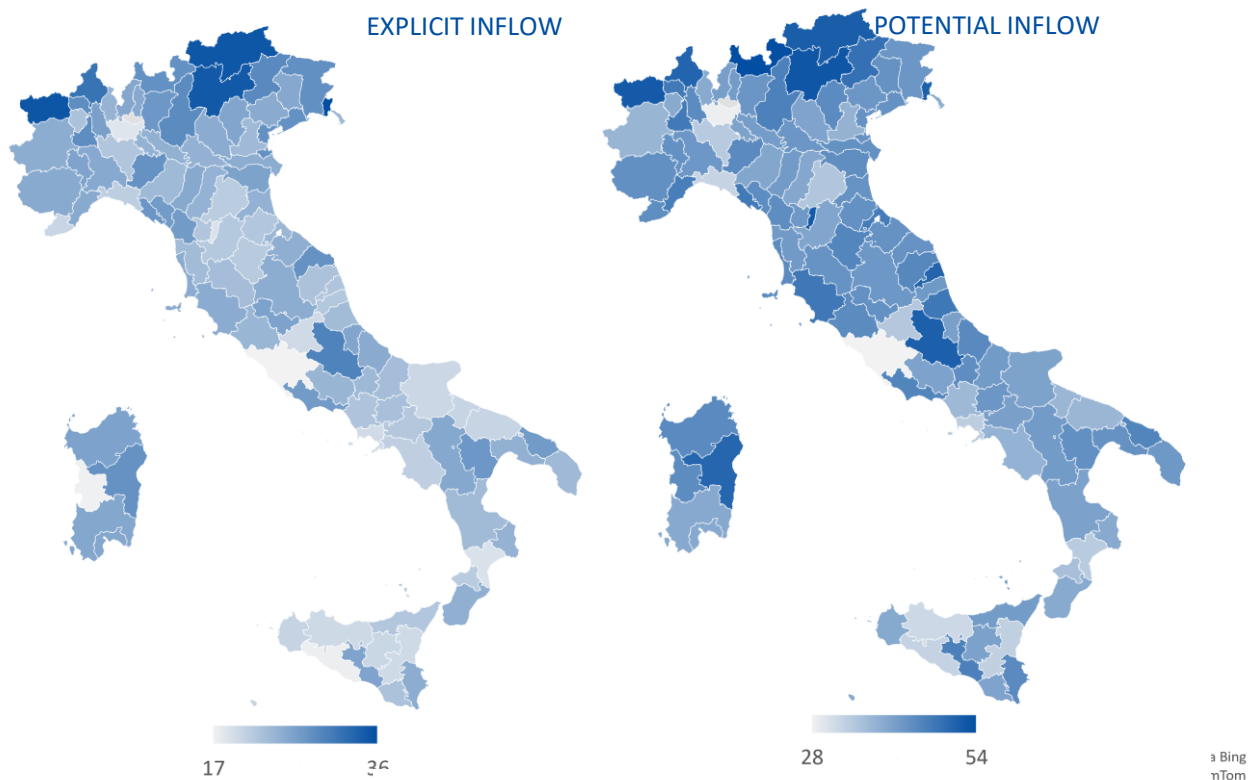
(Cont.) Table 22 - Inflow expected by companies in 2021 according to level of education at territorial level (% share of the total)

	Inflow expected in 2021 (a.v.)	levels of education (% values):						
		university	higher technical education (HTE)	secondary	explicit inflow**		potential inflow**	
					professional qualification or diploma	no educational qualification	professional qualification or diploma	no educational qualification
TOTAL	4,638,980	13.7	1.5	31.0	23.7	30.1	39.1	14.7
SICILIA	255,430	15.1	1.6	31.5	21.4	30.4	37.0	14.7
TRAPANI	19,870	12.5	1.8	31.9	20.8	33.0	39.6	14.2
PALERMO	67,530	17.4	1.7	32.2	20.1	28.5	31.9	16.7
MESSINA	34,450	13.4	1.7	28.4	22.4	34.1	41.7	14.7
AGRIGENTO	15,610	21.4	1.2	31.8	17.7	27.8	32.8	12.7
CALTANISSETTA	12,790	13.3	1.2	27.8	26.4	31.3	46.2	11.5
ENNA	5,620	14.9	1.0	30.4	20.6	33.1	40.8	12.8
CATANIA	55,530	16.9	1.7	32.7	20.1	28.6	33.3	15.4
RAGUSA	18,830	10.1	1.7	34.5	22.8	30.9	40.5	13.2
SIRACUSA	25,200	10.6	1.0	30.7	25.3	32.3	44.6	13.0
SARDEGNA	130,430	10.4	1.1	29.0	26.0	33.6	42.7	16.8
SASSARI	50,530	7.6	0.7	28.8	26.5	36.3	44.6	18.3
NUORO	11,950	7.1	2.6	22.4	28.5	39.5	50.4	17.5
CAGLIARI	61,270	13.1	1.1	30.4	26.0	29.5	39.5	16.0
ORISTANO	6,690	12.3	0.9	29.6	17.5	39.7	44.2	13.0

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Please refer to the introductory text in Section C of the Statistical Annex for the definition of explicit inflow and potential inflow

Inflow with a professional diploma or qualification expected by companies in 2021 at territorial level (% share of the total)



SECTION D

Other characteristics of inflow
requested by companies

Table 22 - Inflow expected by companies in 2021 by corporate area of inclusion and business sector (% share of the total)

	Inflow expected in 2021 (a.v.)	of whom (% values)							
		INDUSTRY	Manufacturing industry and Public utilities	Construction	SERVICES	Commerce	Accommodation and catering services; tourist services	Business services	Personal services
TOTAL*	4,638,980	1,322,280	898,450	423,840	3,316,700	637,550	876,630	1,213,360	589,160
		28.5	19.4	9.1	71.5	13.7	18.9	26.2	12.7
Area of production of goods and provision of	2,168,150	30.7	22.5	8.2	69.3	1.4	32.8	14.3	20.8
Direction area and general services	191,530	14.4	10.6	3.8	85.6	8.3	2.9	62.7	11.8
General direction, staff and human resources organisation	28,380	17.4	16.3	1.1	82.6	4.5	3.7	50.2	24.1
Administrative office, staff and general services	87,330	19.3	11.9	7.4	80.7	11.7	4.9	47.9	16.3
Information Systems	75,820	7.6	6.9	0.6	92.4	5.8	0.2	84.4	2.0
Administrative, financial, legal and management control area	209,460	21.7	16.5	5.1	78.3	11.0	1.6	56.0	9.8
Commercial and sales area	900,880	9.2	8.3	0.9	90.8	48.7	13.7	21.2	7.3
Sales	587,550	7.2	6.7	0.5	92.8	65.7	12.5	12.9	1.6
Marketing, commercial, communication and public relations	129,160	24.0	21.3	2.7	76.0	24.5	2.2	43.4	5.9
Customer assistance	184,170	5.1	4.5	0.6	94.9	11.2	25.6	32.0	26.1
Technical and planning area	622,180	65.7	31.8	33.9	34.3	7.2	2.7	21.1	3.3
Planning and research and development	127,100	52.5	40.9	11.6	47.5	1.2	0.7	42.1	3.5
Installation and maintenance	399,660	76.9	28.0	48.8	23.1	10.7	3.8	7.7	0.8
Certification and quality control, safety and environment	95,420	36.5	35.5	1.0	63.5	0.7	0.6	48.9	13.2
Logistics area	546,790	16.8	15.0	1.8	83.2	15.6	3.1	62.7	1.9
Purchasing and internal handling of goods	131,660	33.3	32.3	1.0	66.7	32.4	1.1	32.6	0.5
Transport and distribution	415,130	11.5	9.5	2.1	88.5	10.2	3.7	72.3	2.3

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 23 - Inflow expected by companies in 2021 according to contract type by business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2021 (a.v.)	Salaried employees (excl. with supply contract)	Supply contract employees	Coordinated and continuous collaborators**	Other non-salaried workers ***
TOTAL*	4,638,980	3,777,590	455,000	106,990	299,400
		81.4	9.8	2.3	6.5
BUSINESS SECTOR					
INDUSTRY	1,322,280	80.3	15.4	1.4	2.9
Manufacturing industry	843,010	75.3	21.8	1.5	1.4
Mineral extraction	4,400	95.2	2.8	1.5	--
Food, beverage and tobacco industries	133,970	75.4	22.3	0.9	1.4
Textile, clothing and footwear industries	91,420	81.2	17.0	1.4	0.4
Wood and furniture industries	39,800	86.5	10.0	1.6	1.9
Paper, paper transformation and printing industries	23,680	78.7	16.9	2.2	2.3
Chemical, pharmaceutical and oil industries	31,950	64.6	30.5	2.2	2.6
Rubber and plastic materials industries	46,170	55.2	42.3	1.4	1.0
Non-metallic mineral processing industries	25,750	79.5	17.9	1.7	0.9
Metallurgical and metal product industries	191,450	75.1	22.3	1.4	1.2
Industries manufacturing machines and equipment and means of transport	173,880	79.1	17.4	1.6	2.0
Electrical, electronics, optical and medical industries	59,630	72.3	24.2	2.3	1.2
Household and leisure goods and other manufacturing industries	20,910	53.1	45.3	1.2	0.5
Public utilities (energy, gas, water, environment)	55,440	80.8	15.5	2.3	1.4
Construction	423,840	90.2	2.5	1.2	6.0
SERVICES					
SERVICES	3,316,700	81.9	7.6	2.6	7.9
Trade and repair of motor vehicles and motorcycles	58,370	85.8	4.4	2.1	7.7
Wholesale trade	162,980	78.4	7.6	4.3	9.8
Retail trade	416,200	78.8	9.2	1.7	10.3
Accommodation and catering services; tourist services	876,630	95.3	3.7	0.7	0.4
Transport, logistics and warehousing services	352,880	86.6	11.4	0.8	1.1
Media and communication services	64,330	82.1	4.8	2.8	10.2
IT and telecommunications services	129,530	63.8	19.2	4.0	13.0
Advanced business support services	210,250	63.3	11.9	6.2	18.5
Financial and insurance services	47,410	60.5	2.7	7.1	29.7
Operational support services for businesses and individuals	408,970	82.2	6.0	3.8	7.9
Private education and training services	128,020	43.2	14.2	12.1	30.5
Private health, social assistance and healthcare services	278,460	78.2	6.1	2.5	13.3
Cultural, sports and other personal services	182,680	88.6	6.7	1.4	3.3
TERRITORIAL DISTRIBUTION					
North West	1,372,690	76.4	14.6	2.7	6.3
North East	1,107,990	81.1	12.1	1.4	5.3
Central	915,320	82.9	7.4	2.8	6.9
South and islands	1,242,980	86.2	4.2	2.4	7.2
SIZE CLASSES					
1-9 employees	1,654,790	88.5	4.0	2.6	4.9
10-49 employees	1,328,010	82.6	8.9	2.1	6.3
50-499 employees	1,068,790	76.2	13.2	2.4	8.2
500 employees and over	587,390	68.2	22.1	1.9	7.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Company directors are included, even if they are of a marginal nature.

*** Collaborators with a VAT number and casual workers

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 24 - Inflow expected by companies in 2021 by age group, business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2021 (a.v.)	by age group (% values):					
		up to 24 years	25-29 years	30-44 years	45-54 years	over 54 years	age irrelevant
TOTAL*	4,638,980	321,280	955,170	1,615,150	334,090	32,770	1,380,520
		6.9	20.6	34.8	7.2	0.7	29.8
BUSINESS SECTOR							
INDUSTRY	1,322,280	6.4	17.3	41.2	10.7	1.1	23.4
Manufacturing industry	843,010	7.6	20.1	40.8	9.1	1.0	21.4
Mineral extraction	4,400	1.5	13.1	41.5	12.4	4.0	27.6
Food, beverage and tobacco industries	133,970	4.0	19.0	35.7	6.1	0.8	34.5
Textile, clothing and footwear industries	91,420	3.9	15.6	41.6	18.6	1.0	19.3
Wood and furniture industries	39,800	10.3	17.6	44.7	11.2	0.6	15.7
Paper, paper transformation and printing industries	23,680	7.8	25.7	45.5	9.1	1.1	10.7
Chemical, pharmaceutical and oil industries	31,950	3.9	25.4	44.7	6.3	0.7	19.0
Rubber and plastic materials industries	46,170	6.7	26.5	40.0	6.0	1.0	19.8
Non-metallic mineral processing industries	25,750	2.0	23.9	50.5	9.3	2.0	12.3
Metallurgical and metal product industries	191,450	11.1	18.2	40.2	8.1	1.1	21.3
Industries manufacturing machines and equipment and means of transport	173,880	9.2	19.7	40.5	9.2	1.2	20.2
Electrical, electronics, optical and medical industries	59,630	9.4	26.9	40.5	7.0	1.0	15.2
Household and leisure goods and other manufacturing industries	20,910	7.1	21.9	48.7	6.8	0.5	15.1
Public utilities (energy, gas, water, environment)	55,440	1.5	18.1	44.3	6.2	1.2	28.8
Construction	423,840	4.6	11.6	41.6	14.6	1.1	26.6
SERVICES	3,316,700	7.1	21.9	32.3	5.8	0.6	32.3
Trade and repair of motor vehicles and motorcycles	58,370	12.0	23.6	44.5	3.9	1.0	15.1
Wholesale trade	162,980	4.9	21.7	44.1	9.5	1.3	18.5
Retail trade	416,200	11.1	35.9	27.5	2.4	0.7	22.4
Accommodation and catering services; tourist services	876,630	13.6	22.7	25.7	5.0	0.3	32.7
Transport, logistics and warehousing services	352,880	1.4	14.4	34.6	9.1	0.6	39.9
Media and communication services	64,330	1.3	12.8	37.2	6.0	0.6	42.2
IT and telecommunications services	129,530	5.0	32.7	37.7	4.2	0.4	20.1
Advanced business support services	210,250	3.5	26.9	43.1	4.9	0.7	21.0
Financial and insurance services	47,410	7.1	27.7	36.8	7.0	4.5	17.0
Operational support services for businesses and	408,970	1.8	13.0	32.3	8.1	0.6	44.1
Private education and training services	128,020	0.7	15.3	36.7	4.8	0.2	42.5
Private health, social assistance and healthcare services	278,460	0.8	17.6	37.2	7.2	0.2	37.0
Cultural, sports and other personal services	182,680	12.5	19.9	25.9	3.4	0.6	37.6
TERRITORIAL DISTRIBUTION							
North West	1,372,690	7.1	22.0	34.6	7.0	0.8	28.6
North East	1,107,990	8.7	20.1	33.5	7.1	0.6	30.0
Central	915,320	6.0	20.0	35.4	7.8	0.8	29.9
South and islands	1,242,980	5.9	19.9	35.8	7.1	0.6	30.8
SIZE CLASSES							
1-9 employees	1,654,790	9.6	20.3	34.9	9.3	1.0	24.9
10-49 employees	1,328,010	6.9	18.1	37.3	8.5	0.7	28.5
50-499 employees	1,068,790	4.1	21.7	36.2	4.6	0.4	33.0
500 employees and over	587,390	4.4	25.1	26.5	3.1	0.4	40.5

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (–) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 25 - Inflow expected by companies in 2021 by gender, business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2021 (a.v.)*	by gender (% values):		
		female	male	equally suitable
TOTAL*	4,638,980	864,650	1,577,940	2,196,400
		18.6	34.0	47.3
BUSINESS SECTOR				
INDUSTRY	1,322,280	11.9	64.1	23.9
Manufacturing industry	843,010	16.9	55.5	27.6
Mineral extraction	4,400	4.2	65.9	29.9
Food, beverage and tobacco industries	133,970	24.8	33.2	42.0
Textile, clothing and footwear industries	91,420	45.6	30.7	23.7
Wood and furniture industries	39,800	10.5	71.7	17.8
Paper, paper transformation and printing industries	23,680	15.1	59.7	25.1
Chemical, pharmaceutical and oil industries	31,950	10.3	48.4	41.3
Rubber and plastic materials industries	46,170	14.9	58.4	26.6
Non-metallic mineral processing industries	25,750	7.9	78.8	13.3
Metallurgical and metal product industries	191,450	9.9	72.1	18.0
Industries manufacturing machines and equipment and means of transport	173,880	8.4	63.4	28.2
Electrical, electronics, optical and medical industries	59,630	12.5	48.6	38.8
Household and leisure goods and other manufacturing industries	20,910	29.9	46.7	23.3
Public utilities (energy, gas, water, environment)	55,440	6.2	52.6	41.2
Construction	423,840	2.9	82.8	14.4
SERVICES	3,316,700	21.3	22.0	56.7
Trade and repair of motor vehicles and motorcycles	58,370	7.3	73.5	19.2
Wholesale trade	162,980	20.3	46.9	32.7
Retail trade	416,200	31.6	13.2	55.2
Accommodation and catering services; tourist services	876,630	23.2	20.4	56.3
Transport, logistics and warehousing services	352,880	4.6	50.9	44.5
Media and communication services	64,330	11.3	12.2	76.6
IT and telecommunications services	129,530	18.5	15.3	66.2
Advanced business support services	210,250	14.9	22.4	62.7
Financial and insurance services	47,410	17.2	10.4	72.4
Operational support services for businesses and individuals	408,970	22.4	16.9	60.7
Private education and training services	128,020	21.2	2.7	76.1
Private health, social assistance and healthcare services	278,460	30.4	4.5	65.1
Cultural, sports and other personal services	182,680	24.0	17.8	58.2
TERRITORIAL DISTRIBUTION				
North West	1,372,690	18.1	33.7	48.3
North East	1,107,990	19.6	34.4	46.0
Central	915,320	19.3	31.2	49.5
South and islands	1,242,980	18.0	36.1	45.9
SIZE CLASSES				
1-9 employees	1,654,790	24.9	37.5	37.6
10-49 employees	1,328,010	18.8	40.5	40.7
50-499 employees	1,068,790	13.0	31.1	55.8
500 employees and over	587,390	10.7	14.9	74.3

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 26 - Inflow expected by companies in 2021 according to level of education by business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2021 (a.v.)*	levels of education (% values):						
		university	higher technical education (HTE)	secondary	explicit inflow**		potential inflow**	
					professional qualification or diploma	no educational qualification	professional qualification or diploma	no educational qualification
TOTAL*	4,638,980	634,360	69,580	1,438,610	1,099,240	1,397,190	1,815,030	681,400
		13.7	1.5	31.0	23.7	30.1	39.1	14.7
BUSINESS SECTOR								
INDUSTRY	1,322,280	7.8	2.5	27.2	31.4	31.0	55.1	7.4
Manufacturing industry	843,010	8.9	2.9	31.0	27.8	29.3	51.7	5.5
Mineral extraction	4,400	9.4	--	28.5	19.0	42.1	23.2	37.9
Food, beverage and tobacco industries	133,970	5.5	0.9	26.5	22.4	44.7	60.8	6.4
Textile, clothing and footwear industries	91,420	5.1	1.2	29.5	18.7	45.5	58.1	6.1
Wood and furniture industries	39,800	7.3	2.3	26.5	34.4	29.5	59.7	4.3
Paper, paper transformation and printing industries	23,680	8.8	0.9	36.3	23.3	30.7	45.5	8.5
Chemical, pharmaceutical and oil industries	31,950	27.3	2.2	35.1	17.6	17.7	30.3	5.1
Rubber and plastic materials industries	46,170	6.1	1.7	33.9	20.6	37.7	52.8	5.4
Non-metallic mineral processing industries	25,750	7.4	1.3	30.2	24.0	37.1	48.3	12.8
Metallurgical and metal product industries	191,450	3.9	2.9	28.2	36.5	28.6	60.3	4.8
Industries manufacturing machines and equipment and means of transport	173,880	13.5	6.3	33.2	33.3	13.6	43.8	3.2
Electrical, electronics, optical and medical industries	59,630	20.4	3.8	37.6	24.5	13.7	34.4	3.8
Household and leisure goods and other manufacturing industries	20,910	7.1	1.4	47.8	17.5	26.2	33.4	10.2
Public utilities (energy, gas, water, environment)	55,440	12.9	0.9	27.5	12.8	46.0	19.7	39.0
Construction	423,840	4.9	2.0	19.5	41.1	32.5	66.4	7.2
SERVICES	3,316,700	16.0	1.1	32.5	20.6	29.8	32.8	17.6
Trade and repair of motor vehicles and motorcycles	58,370	5.2	5.7	33.0	45.5	10.7	53.1	3.0
Wholesale trade	162,980	12.7	2.2	45.6	15.9	23.6	21.6	18.0
Retail trade	416,200	7.6	1.0	41.5	19.4	30.5	45.9	4.0
Accommodation and catering services; tourist	876,630	1.2	0.6	23.2	37.7	37.3	64.6	10.4
Transport, logistics and warehousing services	352,880	3.8	1.0	23.8	15.6	55.8	16.5	54.9
Media and communication services	64,330	24.2	1.3	57.1	11.3	6.1	12.5	4.9
IT and telecommunications services	129,530	46.5	4.9	40.4	6.4	1.8	6.5	1.6
Advanced business support services	210,250	45.3	2.0	34.9	8.3	9.5	9.2	8.6
Financial and insurance services	47,410	50.7	0.6	46.0	1.7	1.0	1.8	0.9
Operational support services for businesses and individuals	408,970	5.0	0.9	33.6	13.2	47.3	16.7	43.8
Private education and training services	128,020	76.9	0.3	15.6	4.3	2.8	4.3	2.8
Private health, social assistance and healthcare services	278,460	42.6	--	48.8	4.1	4.5	4.1	4.5
Cultural, sports and other personal services	182,680	10.2	0.2	26.4	33.1	30.1	45.8	17.4
TERRITORIAL DISTRIBUTION								
North West	1,372,690	16.1	1.6	30.6	23.7	28.0	37.2	14.5
North East	1,107,990	10.9	1.5	30.2	26.9	30.5	43.2	14.1
Central	915,320	14.1	1.3	33.1	21.3	30.1	37.0	14.4
South and islands	1,242,980	13.1	1.5	30.7	22.6	32.1	39.1	15.6
SIZE CLASSES								
1-9 employees	1,654,790	7.8	1.6	29.0	28.2	33.4	49.1	12.5
10-49 employees	1,328,010	12.3	1.5	31.3	24.8	30.1	40.0	14.8
50-499 employees	1,068,790	21.6	1.4	33.0	17.5	26.5	27.0	17.0
500 employees and over	587,390	18.9	1.2	32.4	19.9	27.6	31.1	16.3

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Please refer to the introductory text in Section C of the Statistical Annex for the definition of explicit inflow and potential inflow

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 27 - Several characteristics of inflow expected by companies in 2021 at territorial level(% share of the total)

	Inflow expected in 2021 (a.v.)*	of which (%):					
		up to 29 years	age irrelevant	women	gender irrelevant	difficult to recruit	Immigrant personnel
TOTAL	4,638,980	27.5	29.8	18.6	47.3	32.2	14.5
NORTH WEST	1,372,690	29.0	28.6	18.1	48.3	33.6	16.1
PIEMONTE	308,420	30.6	28.6	18.1	47.8	34.4	15.5
TORINO	167,070	29.8	28.2	18.2	50.0	32.3	15.2
VERCELLI	9,780	30.3	29.9	16.4	47.7	32.8	13.0
NOVARA	25,260	32.9	23.7	19.2	41.0	38.7	14.1
CUNEO	47,720	32.2	32.7	17.3	46.6	36.1	17.1
ASTI	10,910	29.9	28.4	18.1	42.9	37.2	15.0
ALESSANDRIA	28,450	30.9	28.0	16.5	45.7	39.1	16.9
BIELLA	9,720	30.0	27.2	22.0	44.9	36.8	15.5
VERBANO-CUSIO-OSSOLA	9,520	31.8	30.4	18.2	46.7	32.3	14.2
VALLE D'AOSTA	17,460	26.9	41.3	21.8	50.5	31.8	13.8
LOMBARDIA	930,740	28.8	28.3	17.9	48.5	33.4	16.5
VARESE	63,220	31.6	25.2	21.9	44.4	40.2	18.8
COMO	42,550	28.7	30.0	19.1	47.7	38.6	17.7
SONDRIO	19,870	25.4	39.2	23.2	43.7	28.8	14.2
MILANO	420,930	28.0	29.8	16.3	56.2	30.1	16.2
BERGAMO	90,480	30.8	25.1	18.1	40.0	37.1	15.7
BRESCIA	113,250	28.7	24.6	18.9	38.2	33.5	15.5
PAVIA	33,400	27.7	32.6	18.3	45.5	36.8	19.9
CREMONA	23,360	28.9	28.2	17.8	41.9	35.0	17.6
MANTOVA	32,120	27.5	29.5	19.4	41.7	32.9	17.5
LECCO	20,630	30.0	22.9	21.8	36.0	38.8	15.1
LODI	11,970	30.4	29.7	17.5	45.0	34.6	17.2
MONZA AND BRIANZA	58,960	30.2	26.6	18.1	46.6	37.3	17.5
LIGURIA	116,080	27.3	28.8	19.0	46.9	33.1	14.5
IMPERIA	13,840	28.7	30.7	22.8	48.4	27.8	11.9
SAVONA	19,360	25.6	30.1	21.5	44.5	29.9	11.7
GENOVA	66,560	27.6	28.0	17.7	48.2	36.0	16.3
LA SPEZIA	16,320	26.7	28.5	18.3	43.2	29.3	13.0
NORTH EAST	1,107,990	28.8	30.0	19.6	46.0	38.6	16.1
TRENTINO ALTO ADIGE	159,530	24.7	43.2	19.4	56.0	41.6	17.4
BOLZANO	87,240	24.2	44.2	19.6	56.9	44.7	18.8
TRENTO	72,290	25.2	41.9	19.1	55.0	37.9	15.7
VENETO	446,890	30.2	26.9	20.4	43.2	38.9	16.3
VERONA	93,810	29.9	27.3	18.0	45.1	37.0	18.5
VICENZA	75,900	31.6	23.7	21.4	38.7	42.4	15.1
BELLUNO	23,070	34.0	28.1	25.0	46.0	39.9	14.8
TREVISO	71,240	31.3	22.0	21.6	37.6	40.6	16.2
VENEZIA	91,050	27.6	32.7	20.9	48.5	34.4	16.4
PADOVA	75,310	31.1	26.3	19.4	44.6	41.5	15.2
ROVIGO	16,520	25.6	29.0	20.3	38.0	37.7	16.5
FRIULI VENEZIA GIULIA	99,840	30.7	27.3	18.8	42.1	41.4	14.7
UDINE	41,330	31.2	30.3	18.9	46.9	40.0	13.8
GORIZIA	13,500	27.7	26.3	14.6	35.4	44.6	16.8
TRIESTE	19,490	31.1	28.0	21.5	47.5	39.4	16.3
PORDENONE	25,530	31.3	22.6	18.6	33.6	43.5	13.6
EMILIA ROMAGNA	401,730	28.4	28.9	18.9	46.1	36.3	15.7
PIACENZA	26,950	27.8	31.8	15.3	43.4	37.1	19.6
PARMA	42,770	29.5	30.5	18.3	47.5	36.5	17.9
REGGIO EMILIA	39,740	29.2	25.9	21.1	41.3	41.4	15.5
MODENA	61,520	28.1	26.7	18.5	43.3	39.8	15.6
BOLOGNA	97,270	29.1	27.7	17.2	49.0	38.0	15.9
FERRARA	21,250	29.7	28.5	22.6	43.6	34.1	15.5
RAVENNA	39,060	26.3	31.1	18.9	46.8	34.6	12.8
FORLI'-CESENA	34,710	25.7	30.5	20.1	43.8	31.5	15.4
RIMINI	38,460	29.2	30.8	21.6	51.5	27.5	13.1

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

(Cont.) Table 28 - Several characteristics of inflow expected by companies in 2021 at territorial level (% share of the total)

	Inflow expected in 2021 (a.v.)*	of which (%):					
		up to 29 years	age irrelevant	women	gender irrelevant	difficult to recruit	Immigrant personnel
TOTAL	4,638,980	27.5	29.8	18.6	47.3	32.2	14.5
CENTRAL	915,320	26.0	29.9	19.3	49.5	30.1	14.1
TOSCANA	289,670	26.1	28.9	22.1	44.6	33.9	14.6
MASSA	12,590	24.3	30.5	19.6	41.2	32.8	11.9
LUCCA	30,010	26.7	29.6	18.1	45.8	30.2	11.6
PISTOIA	14,920	26.8	25.7	22.0	39.5	37.2	14.8
FIRENZE	93,780	26.7	30.8	23.2	48.5	37.6	16.6
LIVORNO	26,730	25.7	34.8	19.1	52.1	27.8	12.2
PISA	28,270	25.7	27.8	19.9	44.6	34.6	14.0
AREZZO	23,090	30.1	22.6	21.2	39.0	36.0	14.7
SIENA	18,730	27.6	29.1	23.1	45.7	35.6	14.2
GROSSETO	15,470	25.6	33.4	22.8	45.0	28.2	14.3
PRATO	26,070	20.4	20.2	28.6	30.1	29.2	15.8
UMBRIA	51,620	30.1	27.1	21.8	42.3	39.1	14.4
PERUGIA	40,270	30.3	27.1	21.9	43.5	38.4	15.1
TERNI	11,350	29.5	27.0	21.6	37.9	41.9	12.3
MARCHE	116,400	28.9	27.0	20.4	41.6	33.4	13.1
PESARO-URBINO	27,410	28.6	28.3	18.5	42.3	31.7	12.4
ANCONA	37,930	28.5	28.2	18.8	42.2	33.7	14.5
MACERATA	23,510	28.1	25.8	22.5	37.5	36.6	12.2
ASCOLI PICENO	16,850	29.8	25.2	20.0	45.4	31.5	13.1
FERMO	10,710	31.5	24.5	26.9	40.6	32.5	11.3
LAZIO	457,630	24.8	31.7	16.9	55.5	25.9	13.9
VITERBO	12,720	28.2	26.4	26.9	42.8	34.2	14.4
RIETI	8,330	21.8	26.4	26.5	41.2	33.4	12.3
ROMA	371,790	24.5	32.5	16.0	58.9	24.4	14.1
LATINA	37,690	28.2	28.7	20.2	42.3	33.7	14.0
FROSINONE	27,100	23.6	29.3	16.7	37.8	29.5	11.2
SOUTH AND ISLANDS	1,242,980	25.8	30.8	18.0	45.9	26.6	11.6
ABRUZZO	102,140	27.1	28.1	19.9	41.6	31.9	12.9
L'AQUILA	20,330	24.8	29.0	19.5	40.4	32.0	10.5
TERAMO	28,370	25.2	27.1	20.3	40.3	31.8	14.5
PESCARA	24,240	30.4	27.7	20.1	42.5	29.8	10.4
CHIETI	29,200	27.7	28.7	19.6	43.0	33.8	15.1
MOLISE	17,530	23.3	28.4	18.7	42.1	26.9	8.7
CAMPOBASSO	12,350	24.7	29.5	17.1	43.4	26.8	9.1
ISERNIA	5,180	19.9	25.8	22.6	39.2	27.1	7.5
CAMPANIA	349,780	25.8	30.9	16.6	47.5	25.9	13.6
CASERTA	50,970	27.5	28.4	17.5	44.6	27.0	11.3
BENEVENTO	15,410	23.1	27.5	18.0	39.6	29.0	7.9
NAPOLI	181,640	26.1	30.4	16.2	49.7	25.8	14.8
AVELLINO	21,470	24.5	28.6	19.8	38.6	26.0	11.0
SALERNO	80,280	24.6	34.8	15.9	48.1	24.6	13.9
PUGLIA	259,080	27.2	30.0	17.5	45.4	25.1	10.5
FOGGIA	38,070	28.2	32.3	17.7	44.1	22.1	12.2
BARI	109,780	25.9	31.1	15.3	47.8	25.4	11.0
TARANTO	30,380	26.8	25.9	18.1	40.7	26.4	8.8
BRINDISI	24,420	28.1	25.1	19.8	40.7	24.0	9.7
LECCE	56,430	28.9	30.6	20.2	46.2	26.2	9.8
BASILICATA	33,930	23.8	27.9	18.8	35.9	28.9	10.5
POTENZA	20,520	24.6	27.6	17.8	35.6	28.4	11.4
MATERA	13,400	22.5	28.3	20.4	36.4	29.7	9.2
CALABRIA	94,660	25.8	31.9	18.8	45.7	25.4	11.6
COSENZA	35,220	27.8	31.5	18.7	48.8	25.5	14.0
CATANZARO	19,550	26.7	30.6	18.5	45.3	23.9	12.3
REGGIO CALABRIA	20,540	24.5	31.4	19.8	42.1	28.3	7.8
CROTONE	9,560	21.2	38.9	16.1	46.9	26.8	10.6
VIBO VALENTIA	9,790	24.2	29.6	20.8	41.9	20.9	10.0

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

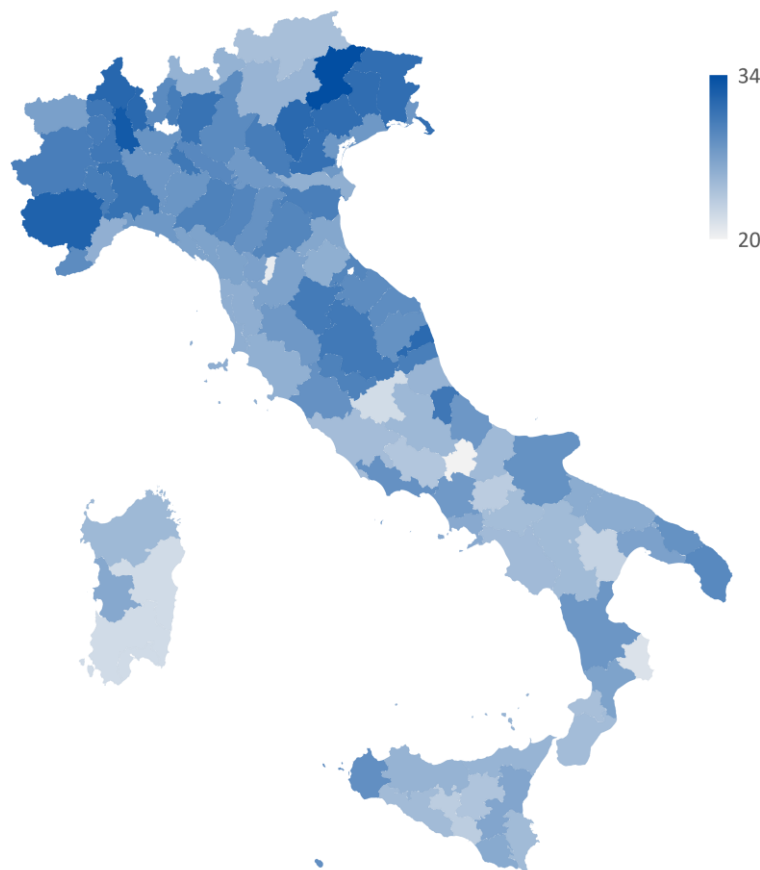
(Cont.) Table 28 - Several characteristics of inflow expected by companies in 2021 at territorial level (% share of the total)

	Inflow expected in 2021 (a.v.)*	of which (%):					
		up to 29 years	age irrelevant	women	gender irrelevant	difficult to recruit	Immigrant personnel
TOTAL	4,638,980	27.5	29.8	18.6	47.3	32.2	14.5
SICILIA	255,430	25.6	31.1	17.7	46.1	26.5	10.6
TRAPANI	19,870	28.4	27.3	19.9	44.4	24.1	10.8
PALERMO	67,530	25.3	34.6	15.7	54.2	25.9	11.6
MESSINA	34,450	25.2	33.2	19.8	44.5	25.8	10.2
AGRIGENTO	15,610	24.6	28.4	21.5	42.9	25.6	6.8
CALTANISSETTA	12,790	23.0	29.3	14.9	35.4	31.6	11.0
ENNA	5,620	23.8	27.6	19.2	40.8	27.1	7.9
CATANIA	55,530	26.5	31.9	16.6	49.0	27.8	12.0
RAGUSA	18,830	26.1	27.3	21.2	37.8	25.4	10.5
SIRACUSA	25,200	24.6	26.0	17.3	36.9	26.6	8.4
SARDEGNA	130,430	23.2	33.7	20.5	49.0	28.2	10.5
SASSARI	50,530	24.8	34.1	22.3	47.1	26.9	11.0
NUORO	11,950	21.8	32.8	20.2	48.0	30.3	6.3
CAGLIARI	61,270	21.9	34.1	18.5	51.2	29.6	11.1
ORISTANO	6,690	26.2	27.3	26.1	45.3	20.6	8.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Expected inflow of young people indicated by companies in 2021 at territorial level (% share of the total)



SECTION E

Business forecasts and
orientations

Table 28 - Companies that planned to hire employees in 2021 by business sector, size class and territorial distribution (% share of the total)

	Companies with salaried employees (a.v.)*	Companies that plan to hire employees**	by size class (%):			
			1-9 empl.	10-49 empl.	50-499 empl.	500 empl. and over
TOTAL COMPANIES	1,279,240	60.7	52.7	87.1	91.5	99.9
BUSINESS SECTOR						
INDUSTRY	385,730	61.6	52.7	84.9	91.5	100.0
Manufacturing industry	218,900	58.8	46.0	82.0	91.6	99.9
Mineral extraction	1,450	55.4	41.8	72.8	74.6	100.0
Food, beverage and tobacco industries	32,330	63.3	56.2	86.1	89.2	100.0
Textile, clothing and footwear industries	32,550	61.5	49.0	83.9	95.2	100.0
Wood and furniture industries	18,260	51.1	41.1	81.9	90.4	100.0
Paper, paper transformation and printing industries	9,180	46.0	32.5	72.5	91.5	98.2
Chemical, pharmaceutical and oil industries	4,110	68.4	37.2	79.9	93.5	100.0
Rubber and plastic materials industries	7,250	62.6	42.4	79.3	90.4	100.0
Non-metallic mineral processing industries	9,810	53.5	39.5	79.1	88.3	100.0
Metallurgical and metal product industries	48,080	60.2	48.0	82.4	91.2	100.0
Industries manufacturing machines and equipment and means of transport	36,700	61.7	46.6	84.8	92.9	100.0
Electrical, electronics, optical and medical industries	14,100	51.9	33.9	76.3	90.2	100.0
Household and leisure goods and other manufacturing industries	5,090	45.1	34.3	75.7	90.2	100.0
Public utilities (energy, gas, water, environment)	8,590	70.1	51.4	82.8	85.7	100.0
Construction	158,240	64.9	60.3	93.9	94.5	100.0
SERVICES	893,510	60.4	52.6	88.5	91.5	99.9
Trade and repair of motor vehicles and motorcycles	52,430	46.0	40.3	83.3	88.3	100.0
Wholesale trade	86,690	51.5	40.2	84.9	93.4	99.5
Retail trade	183,820	54.6	45.2	89.3	94.9	100.0
Accommodation and catering services; tourist services	211,260	78.5	76.2	93.8	88.3	100.0
Transport, logistics and warehousing services	49,410	73.1	61.3	91.9	94.7	99.8
Media and communication services	6,170	53.3	41.0	77.5	85.1	100.0
IT and telecommunications services	32,980	53.2	39.8	87.2	90.1	100.0
Advanced business support services	47,650	54.3	41.9	85.2	84.8	100.0
Financial and insurance services	20,070	48.2	26.5	66.1	81.9	100.0
Operational support services for businesses and individuals	71,350	55.1	45.2	89.0	92.1	100.0
Private education and training services	13,770	65.2	52.7	92.0	93.7	100.0
Private health, social assistance and healthcare services	27,120	70.3	54.4	92.7	95.5	99.9
Cultural, sports and other personal services	90,790	52.6	50.2	81.4	84.6	99.8
TERRITORIAL DISTRIBUTION						
North West	345,300	60.5	50.7	85.9	93.4	100.0
North East	266,840	65.7	56.8	88.8	92.0	100.0
Central	273,230	58.8	50.9	87.4	90.9	99.9
South and islands	393,860	58.7	52.8	86.5	88.0	99.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** These are the companies that plan to hire salaried personnel.

Table 29 - The selection channels used by companies in the last 12 months by business sector, territorial distribution an size class* (% share of the total number of companies that indicated at least one selection channel)

	CPI	Employment agencies/ Staffing agencies	CVs sent to the company	Agreements with schools, universities or educational institutions	Personally-known candidates	Notices and announcements on the Internet (websites dedicated to social media)	Recommended by other companies	Acquaintances, friends and relatives	Other channels **
TOTAL COMPANIES	6.7	10.8	33.7	7.6	44.3	8.8	5.7	30.5	12.6
BUSINESS SECTOR									
INDUSTRY	8.1	16.2	26.6	6.8	45.8	6.1	7.5	30.8	11.5
Manufacturing industry	8.6	23.6	30.9	8.8	41.0	6.7	5.7	27.5	11.6
Mineral extraction	2.3	5.2	28.1	2.8	60.8	0.9	10.3	30.7	9.6
Food, beverage and tobacco industries	5.0	10.7	29.9	6.3	46.3	4.2	4.1	33.3	13.1
Textile, clothing and footwear industries	6.9	16.6	28.8	5.6	39.3	7.7	6.2	26.3	18.9
Wood and furniture industries	9.6	19.0	27.7	6.1	44.0	5.1	6.4	31.3	11.2
Paper, paper transformation and printing	10.1	24.7	32.7	9.6	38.6	5.0	5.0	23.2	13.1
Chemical, pharmaceutical and oil industries	8.4	44.3	41.9	16.1	28.5	18.1	4.0	14.3	10.5
Rubber and plastic materials industries	10.2	42.5	35.0	7.3	35.9	5.5	3.5	22.1	8.3
Non-metallic mineral processing industries	8.4	21.8	28.8	6.6	47.3	3.9	7.1	30.7	10.6
Metallurgical and metal product industries	9.7	26.8	28.5	7.8	41.0	4.7	6.5	29.2	9.5
Industries manufacturing machines and equipment and means of transport	10.6	29.2	33.8	12.2	40.1	8.5	6.1	24.6	9.9
Electrical, electronics, optical and medical industries	10.7	32.2	35.6	18.2	33.6	14.1	4.6	20.5	8.4
Household and leisure goods and other manufacturing industries	7.9	17.0	30.5	8.5	40.1	7.7	6.7	33.5	9.4
Public utilities (energy, gas, water,	11.2	26.4	40.0	6.8	32.7	18.2	6.0	20.6	19.7
Construction	7.1	5.7	19.8	4.2	53.0	4.2	10.0	36.0	10.6
SERVICES	6.1	8.6	36.7	7.9	43.7	9.9	4.9	30.3	13.1
Trade and repair of motor vehicles and motorcycles	8.1	7.2	29.3	9.2	45.5	5.1	7.4	33.3	11.6
Wholesale trade	7.3	18.3	30.7	7.2	42.7	9.0	6.3	27.7	11.6
Retail trade	5.8	8.3	38.7	5.3	41.7	9.5	3.6	30.7	13.4
Accommodation and catering services; tourist	3.8	2.1	32.3	3.5	50.1	7.3	4.3	38.7	13.3
Transport, logistics and warehousing services	5.4	9.4	35.1	4.6	47.6	8.2	9.3	31.8	14.0
Media and communication services	3.7	10.5	36.2	14.8	44.8	12.6	6.5	14.2	15.7
IT and telecommunications services	9.7	18.8	42.0	25.7	32.8	22.6	6.1	19.3	11.5
Advanced business support services	10.1	18.4	45.1	22.0	32.3	19.3	5.6	16.8	11.6
Financial and insurance services	13.4	25.2	48.8	18.9	32.3	21.7	4.0	13.8	12.1
Operational support services for businesses and individuals	7.3	10.8	35.2	4.9	43.1	9.9	4.7	30.5	14.3
Private education and training services	5.5	7.5	51.2	12.8	44.9	12.2	4.4	20.8	15.8
Private health, social assistance and healthcare	8.3	6.2	61.8	14.3	38.5	12.0	4.6	18.1	12.4
Cultural, sports and other personal services	3.5	1.7	30.8	7.6	45.0	6.4	3.4	31.8	14.0
TERRITORIAL DISTRIBUTION									
North West	6.9	15.9	36.2	10.8	38.9	11.3	6.2	28.1	11.6
North East	9.1	15.5	37.6	9.1	41.1	11.0	5.7	28.8	12.4
Central	7.6	9.4	33.5	7.1	45.1	8.0	5.7	30.7	13.7
South and islands	4.3	4.6	29.1	4.2	50.4	5.7	5.3	33.3	12.9
SIZE CLASSES									
1-9 employees	4.9	4.4	25.2	5.0	47.7	5.3	5.6	35.1	12.5
10-49 employees	8.4	17.8	44.8	9.1	42.5	10.3	7.0	24.7	12.6
50-499 employees	13.9	38.6	64.8	20.8	28.0	25.2	4.4	12.9	12.9
500 employees and over	15.5	36.4	68.5	19.9	25.5	29.8	3.6	11.1	14.4

* This is a multiple choice question.

** Trade associations / trade unions, notices / announcements in newspapers, work consultants, other channel.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

SECTION F

Company training activities

Table 32 - Companies that carried out training activities for their staff in 2020 by type of training performed, territorial distribution and size class (% share of the total)

	Companies that carried out training in 2020	by type of training carried out*			
		with external courses	with internal courses	with mentoring	other methods
TOTAL	44.4	14.2	7.5	20.7	13.7
BUSINESS SECTOR					
INDUSTRY	48.3	19.4	8.3	21.4	11.7
Industry in the strictest sense	46.2	15.5	9.1	24.2	11.0
Mineral extraction	50.5	17.9	11.1	28.4	12.2
Food, beverage and tobacco industries	43.3	11.7	8.8	23.1	10.4
Textile, clothing and footwear industries	30.2	9.0	5.2	15.5	7.5
Wood and furniture industries	40.4	13.7	6.3	20.6	8.6
Paper, paper transformation and printing industries	42.2	11.5	8.3	22.3	11.0
Chemical, pharmaceutical and oil industries	61.7	26.8	19.4	36.2	16.4
Rubber and plastic materials industries	54.3	19.0	12.1	30.2	10.5
Non-metallic mineral processing industries	44.5	17.0	9.6	21.7	9.6
Metallurgical and metal product industries	50.8	18.1	9.7	26.4	10.5
Industries manufacturing machines and equipment and means of transport	54.4	19.7	10.9	27.7	14.5
Electrical, electronics, optical and medical industries	54.9	18.6	10.9	30.9	15.6
Household and leisure goods and other manufacturing industries	41.1	12.9	6.8	20.3	11.0
Public utilities (energy, gas, water, environment)	59.9	24.7	16.8	28.4	15.2
Construction	50.5	24.5	6.7	17.0	12.5
SERVICES					
Trade and repair of motor vehicles and motorcycles	43.1	13.5	5.3	17.8	15.8
Wholesale trade	41.7	12.1	6.7	20.4	13.6
Retail trade	37.4	9.0	4.6	17.8	13.5
Accommodation and catering services; tourist services	33.1	7.8	3.4	18.7	9.0
Transport, logistics and warehousing services	45.0	17.5	9.3	19.3	10.7
Media and communication services	43.0	12.0	8.6	19.1	16.2
IT and telecommunications services	61.5	15.3	11.2	33.9	26.7
Advanced business support services	57.8	15.9	11.5	29.6	23.9
Financial and insurance services	74.7	23.6	31.2	23.7	30.4
Operational support services for businesses and individuals	43.0	12.9	8.6	19.2	13.6
Private education and training services	56.5	17.5	13.9	25.0	20.5
Private health, social assistance and healthcare services	65.9	24.1	18.0	25.3	22.3
Cultural, sports and other personal services	41.6	12.5	5.6	18.8	14.9
TERRITORIAL DISTRIBUTION					
North West	47.6	16.3	8.5	21.8	15.1
North East	50.1	18.7	8.7	23.7	14.3
Central	42.1	12.8	7.1	19.5	13.4
South and islands	39.1	10.2	6.1	18.4	12.3
SIZE CLASSES					
1-9 employees	39.2	11.8	4.9	17.1	13.0
10-49 employees	60.5	21.7	14.3	30.7	14.8
50-249 employees	74.9	28.8	26.1	43.2	19.7
250-499 employees	76.9	28.7	29.5	46.5	21.2
500 employees and over	80.0	30.1	31.7	49.2	21.8

* This is a multiple choice question.

The (-) sign indicates the absence of companies in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 33 -Companies that carried out training activities with courses for their staff in 2020 by business sector, size class and territorial distribution (% share of the total)

	Companies that carried out training with courses in 2020	by size class			
		1-9 empl.	10-49 empl.	50-499 empl.	500 empl. and over
TOTAL COMPANIES	19.3	15.5	31.0	43.1	46.0
BUSINESS SECTOR					
INDUSTRY	24.7	20.3	35.2	46.5	50.4
Manufacturing industry	21.5	15.3	30.7	45.2	50.4
Mineral extraction	24.9	15.5	35.3	58.2	50.8
Food, beverage and tobacco industries	17.7	13.6	28.5	42.2	55.3
Textile, clothing and footwear industries	12.6	7.8	19.3	33.9	44.6
Wood and furniture industries	18.1	14.6	28.4	36.0	--
Paper, paper transformation and printing industries	17.6	11.0	30.4	43.7	45.2
Chemical, pharmaceutical and oil industries	35.8	17.2	39.5	55.9	55.1
Rubber and plastic materials industries	27.0	17.6	32.3	47.9	55.3
Non-metallic mineral processing industries	23.1	16.4	34.1	49.5	54.5
Metallurgical and metal product industries	24.6	19.4	33.1	45.2	44.6
Industries manufacturing machines and equipment and means of transport	26.5	18.9	35.9	50.4	49.4
Electrical, electronics, optical and medical industries	25.0	17.8	33.8	44.2	48.7
Household and leisure goods and other manufacturing industries	17.5	14.3	25.6	37.4	--
Public utilities (energy, gas, water, environment)	34.0	25.8	40.6	48.6	47.8
Construction	28.8	25.7	48.3	53.4	55.4
SERVICES	17.0	13.6	28.1	41.4	44.9
Trade and repair of motor vehicles and motorcycles	17.4	15.3	32.8	42.2	31.9
Wholesale trade	17.0	13.6	29.2	30.4	31.5
Retail trade	12.4	10.1	21.5	29.9	30.5
Accommodation and catering services; tourist services	10.3	9.4	15.3	21.7	41.0
Transport, logistics and warehousing services	23.3	16.2	31.8	44.9	51.8
Media and communication services	18.1	13.6	23.0	38.1	50.9
IT and telecommunications services	22.4	15.2	38.3	51.1	58.3
Advanced business support services	23.3	17.6	35.1	49.8	51.7
Financial and insurance services	44.8	40.0	48.6	64.2	63.1
Operational support services for businesses and individuals	19.0	14.1	32.0	46.7	54.5
Private education and training services	27.0	21.8	37.7	43.8	54.2
Private health, social assistance and healthcare services	35.4	27.0	45.5	57.3	57.6
Cultural, sports and other personal services	16.2	15.5	24.3	27.7	47.1
TERRITORIAL DISTRIBUTION					
North West	21.8	17.0	33.5	46.8	47.9
North East	24.2	19.8	35.4	44.8	48.2
Central	17.7	14.2	28.9	41.3	44.9
South and islands	14.7	12.3	24.8	35.8	42.1

The (-) sign indicates the absence of companies in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 34 - Companies that carried out training activities with courses for their staff in 2020 and main purpose of the training activity by business sector, territorial distribution and size class (% share of the total)

	Companies that carried out training with courses in 2020	purpose of the training (% values):		
		Train new employees	update staff on tasks already performed	train staff to perform new tasks/jobs
TOTAL COMPANIES	19.3	15.9	70.8	13.3
BUSINESS SECTOR				
INDUSTRY	24.7	16.0	70.7	13.3
Manufacturing industry	21.5	16.4	68.2	15.5
Mineral extraction	24.9	16.7	67.2	16.2
Food, beverage and tobacco industries	17.7	15.5	71.2	13.3
Textile, clothing and footwear industries	12.6	17.0	66.8	16.2
Wood and furniture industries	18.1	15.8	68.3	15.9
Paper, paper transformation and printing industries	17.6	20.8	64.2	15.0
Chemical, pharmaceutical and oil industries	35.8	11.4	76.5	12.1
Rubber and plastic materials industries	27.0	19.4	67.3	13.3
Non-metallic mineral processing industries	23.1	12.9	73.5	13.6
Metallurgical and metal product industries	24.6	17.6	67.1	15.3
Industries manufacturing machines and equipment and means of transport	26.5	15.6	67.6	16.8
Electrical, electronics, optical and medical industries	25.0	16.9	65.1	18.0
Household and leisure goods and other manufacturing industries	17.5	14.0	66.2	19.8
Public utilities (energy, gas, water, environment)	34.0	15.8	71.2	13.0
Construction	28.8	15.6	73.4	11.0
SERVICES	17.0	15.9	70.8	13.3
Trade and repair of motor vehicles and motorcycles	17.4	20.1	61.5	18.4
Wholesale trade	17.0	14.6	73.8	11.6
Retail trade	12.4	20.0	67.5	12.5
Accommodation and catering services; tourist services	10.3	19.8	68.6	11.6
Transport, logistics and warehousing services	23.3	15.4	74.4	10.2
Media and communication services	18.1	12.9	70.4	16.7
IT and telecommunications services	22.4	15.5	66.6	17.9
Advanced business support services	23.3	13.3	70.8	15.9
Financial and insurance services	44.8	5.9	85.7	8.5
Operational support services for businesses and individuals	19.0	17.2	70.4	12.5
Private education and training services	27.0	13.2	71.8	15.0
Private health, social assistance and healthcare services	35.4	12.1	77.7	10.2
Cultural, sports and other personal services	16.2	14.7	65.6	19.6
TERRITORIAL DISTRIBUTION				
North West	21.8	15.1	71.9	13.0
North East	24.2	16.5	70.1	13.4
Central	17.7	15.5	71.2	13.3
South and islands	14.7	16.7	69.6	13.7
SIZE CLASSES				
1-9 employees	15.5	16.5	70.2	13.3
10-49 employees	31.0	14.7	71.5	13.8

50-499 employees	43.1	14.9	72.1	12.9
500 employees and over	46.0	15.9	72.3	11.8

The (-) sign indicates the absence of companies in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 35 - Companies that hosted trainees/interns in 2020 by business sector, size class and territorial distribution (% share of the total)

	Companies that hosted trainees/interns in 2020	of which: in collaboration with schools and professional institutes (work-related learning)	by size class			
			1-9 empl.	10-49 empl.	50-499 empl.	500 empl. and over
TOTAL COMPANIES	11.4	4.0	8.8	19.3	27.7	28.8
BUSINESS SECTOR						
INDUSTRY	10.8	4.5	7.5	18.6	27.7	29.7
Manufacturing industry	12.8	5.2	8.4	19.8	29.5	31.1
Mineral extraction	13.9	4.2	9.2	18.0	32.7	32.8
Food, beverage and tobacco industries	11.9	4.0	8.8	20.8	28.4	37.5
Textile, clothing and footwear industries	9.0	2.6	5.6	13.0	27.7	29.3
Wood and furniture industries	11.6	4.6	8.6	20.8	25.0	--
Paper, paper transformation and printing industries	12.3	5.9	9.3	18.0	23.8	26.9
Chemical, pharmaceutical and oil industries	19.9	5.4	9.3	22.7	31.1	29.6
Rubber and plastic materials industries	14.9	5.8	8.4	18.8	28.7	33.3
Non-metallic mineral processing industries	9.6	3.2	5.4	17.2	25.5	28.0
Metallurgical and metal product industries	12.9	6.4	8.4	20.8	26.9	29.2
Industries manufacturing machines and equipment and means of transport	15.9	6.7	10.1	23.3	34.1	33.4
Electrical, electronics, optical and medical industries	16.5	7.0	11.2	22.4	33.0	28.9
Household and leisure goods and other manufacturing industries	10.6	4.4	7.4	19.5	26.7	--
Public utilities (energy, gas, water, environment)	13.4	3.7	7.3	16.3	23.9	29.3
Construction	7.7	3.5	6.5	15.1	18.8	22.5
SERVICES	11.6	3.7	9.3	19.8	27.6	28.6
Trade and repair of motor vehicles and motorcycles	14.0	7.6	12.2	26.7	32.1	27.4
Wholesale trade	9.0	2.2	6.5	15.9	23.2	26.4
Retail trade	10.6	2.4	7.7	22.5	33.2	33.8
Accommodation and catering services; tourist services	9.2	3.6	8.2	15.3	17.8	24.3
Transport, logistics and warehousing services	5.9	1.4	2.8	8.9	16.5	20.3
Media and communication services	15.6	3.9	12.5	19.5	30.1	32.1
IT and telecommunications services	20.8	4.4	16.2	30.8	41.3	35.4
Advanced business support services	21.0	5.0	16.9	32.4	36.9	31.9
Financial and insurance services	13.5	2.7	9.2	21.8	29.5	26.7
Operational support services for businesses and individuals	7.6	1.5	5.8	13.6	16.3	18.9
Private education and training services	19.1	5.7	14.8	29.5	30.0	20.3
Private health, social assistance and healthcare services	22.9	8.3	17.8	30.7	34.2	32.7
Cultural, sports and other personal services	12.8	7.0	12.3	18.8	19.8	32.0
TERRITORIAL DISTRIBUTION						
North West	13.1	5.8	10.0	20.4	31.0	31.0
North East	13.0	6.1	9.9	20.2	28.5	31.0
Central	10.2	2.9	7.8	17.6	25.8	27.4
South and islands	9.6	1.6	7.9	18.4	22.4	24.8

The (-) sign indicates the absence of companies in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 36 - Companies that carried out training activities for their staff and that hosted trainees/interns in 2020 at territorial level (% share of total)

	Companies that carried out training in 2020	Companies with trainees in 2020	<i>of which: in collaboration with schools and professional institutes (work-related learning)</i>
TOTAL	19.3	11.4	4.0
NORTH WEST	21.8	13.1	5.8
PIEMONTE	21.6	14.2	5.8
TORINO	20.8	14.5	5.7
VERCELLI	25.5	13.4	5.8
NOVARA	22.0	12.4	4.8
CUNEO	23.7	16.4	7.4
ASTI	22.1	12.4	5.1
ALESSANDRIA	20.0	12.9	6.1
BIELLA	22.5	15.2	6.0
VERBANO-CUSIO-OSSOLA	21.9	11.6	3.1
VALLE D'AOSTA	22.5	8.8	4.2
LOMBARDIA	22.1	13.2	6.2
VARESE	23.4	14.2	8.8
COMO	20.9	14.1	8.7
SONDRIO	22.7	10.2	5.8
MILANO	19.9	13.1	4.2
BERGAMO	26.9	15.2	8.6
BRESCIA	24.5	12.6	7.2
PAVIA	17.7	11.6	5.6
CREMONA	23.0	13.1	6.4
MANTOVA	24.6	12.7	6.5
LECCO	23.6	12.8	7.7
LODI	25.2	11.8	5.6
MONZA AND BRIANZA	21.0	12.2	5.9
LIGURIA	19.8	10.2	2.8
IMPERIA	15.8	8.9	2.5
SAVONA	19.6	9.1	2.6
GENOVA	20.2	11.1	3.0
LA SPEZIA	22.5	9.7	2.8
NORTH EAST	24.2	13.0	6.1
TRENTINO ALTO ADIGE	26.2	14.1	9.6
BOLZANO	22.8	14.8	9.7
TRENTO	30.0	13.2	9.4
VENETO	24.6	13.6	6.5
VERONA	25.2	12.4	6.4
VICENZA	25.6	14.3	6.7
BELLUNO	27.9	12.1	7.7
TREVISO	26.3	16.0	8.1
VENEZIA	21.9	11.0	5.1
PADOVA	23.9	14.8	6.2
ROVIGO	22.4	13.7	5.2
FRIULI VENEZIA GIULIA	26.5	11.8	5.8
UDINE	26.8	11.2	5.5
GORIZIA	27.5	11.6	5.3
TRIESTE	25.8	12.8	5.5
PORDENONE	25.8	12.4	6.6
EMILIA ROMAGNA	22.8	12.2	4.7
PIACENZA	21.6	13.2	6.0
PARMA	26.8	10.9	4.1
REGGIO EMILIA	23.4	12.5	4.5
MODENA	23.8	13.3	5.4
BOLOGNA	22.7	11.5	3.9
FERRARA	21.5	14.5	5.7
RAVENNA	24.1	13.1	5.9
FORLI'-CESENA	21.0	12.5	5.3
RIMINI	18.8	10.4	3.5
CENTRAL	17.7	10.2	2.9
TOSCANA	18.4	8.7	2.7
MASSA	21.3	8.3	2.1
LUCCA	17.3	8.2	2.6
PISTOIA	18.4	10.1	3.5
FIRENZE	19.1	9.7	2.9
LIVORNO	18.0	8.5	2.2
PISA	19.4	10.0	3.3

(cont.) Table 36 - Companies that carried out training, hosted internships and students in "work-related learning" in 2020 and/or that plan to host students in "work-related learning" in 2021 at territorial level (% share of total)

	Companies that carried out training in 2020	Companies with trainees in 2020	Companies that hosted students in "work-related learning" in 2020
TOTAL	19.3	11.4	4.0
AREZZO	17.8	8.1	2.2
SIENA	21.2	9.3	3.2
GROSSETO	18.0	7.3	1.7
PRATO	15.1	5.8	2.2
UMBRIA	21.9	13.2	4.1
PERUGIA	21.5	13.8	4.7
TERNI	23.2	11.5	2.3
MARCHE	16.8	11.7	3.5
PESARO-URBINO	16.6	14.0	4.3
ANCONA	18.8	14.4	5.0
MACERATA	16.8	9.6	2.7
ASCOLI PICENO	15.8	10.2	1.6
FERMO	13.6	7.1	2.6
LAZIO	16.8	10.3	2.6
VITERBO	19.5	11.1	1.5
RIETI	18.7	11.9	3.0
ROMA	16.7	10.2	2.5
LATINA	16.5	11.2	4.2
FROSINONE	15.4	9.8	2.5
SOUTH AND ISLANDS	14.7	9.6	1.6
ABRUZZO	17.8	11.6	2.1
L'AQUILA	21.8	12.4	2.6
TERAMO	15.3	7.6	1.4
PESCARA	17.1	12.2	1.6
CHIETI	17.6	14.2	2.8
MOLISE	16.7	11.3	1.8
CAMPOBASSO	17.0	13.7	2.3
ISERNIA	15.9	5.9	0.6
CAMPANIA	13.8	8.9	0.8
CASERTA	14.0	8.4	1.1
BENEVENTO	12.0	6.7	0.8
NAPOLI	13.6	9.8	0.7
AVELLINO	13.5	7.7	1.2
SALERNO	14.7	8.3	0.6
PUGLIA	12.9	10.4	2.2
FOGGIA	12.1	8.0	1.6
BARI	13.3	10.8	2.2
TARANTO	13.2	9.8	2.8
BRINDISI	14.1	9.5	2.5
LECCE	11.8	12.0	2.1
BASILICATA	14.7	12.9	2.1
POTENZA	15.1	11.8	2.3
MATERA	14.0	14.8	1.8
CALABRIA	15.9	7.6	1.6
COSENZA	16.6	8.0	1.6
CATANZARO	16.3	6.9	1.6
REGGIO CALABRIA	15.0	9.1	1.6
CROTONE	16.1	6.8	2.5
VIBO VALENTIA	14.1	3.3	0.9
SICILIA	14.4	9.2	2.0
TRAPANI	14.7	6.2	2.3
PALERMO	16.4	10.3	1.8
MESSINA	11.0	8.9	1.9
AGRIGENTO	20.6	7.6	1.4
CALTANISSETTA	13.8	10.0	2.2
ENNA	12.1	10.4	3.7
CATANIA	12.8	10.0	2.6
RAGUSA	12.2	10.0	2.3
SIRACUSA	16.8	7.8	0.6
SARDEGNA	18.5	9.6	1.2
SASSARI	17.4	5.5	0.8
NUORO	14.3	11.3	1.7
CAGLIARI	20.5	11.4	1.5
ORISTANO	18.7	14.9	1.2

Table 37 - Companies that are carrying out training activities for their staff in 2021 by type of training performed, territorial distribution and size class (% share of the total)

	Companies that are carrying out training in 2021	by type of training carried out*			
		with external courses	with internal courses	with mentoring	other methods
TOTAL	50.3	17.0	9.5	21.6	15.6
BUSINESS SECTOR					
INDUSTRY	54.1	21.5	10.0	22.0	14.5
Industry in the strictest sense	52.3	18.5	10.9	24.0	14.0
Mineral extraction	55.4	21.1	12.3	26.1	13.4
Food, beverage and tobacco industries	48.4	15.0	9.9	23.3	13.3
Textile, clothing and footwear industries	40.8	12.7	7.9	18.7	11.4
Wood and furniture industries	49.3	17.8	9.0	22.3	12.0
Paper, paper transformation and printing industries	49.0	16.0	9.9	21.9	14.7
Chemical, pharmaceutical and oil industries	66.1	28.3	20.2	32.1	18.7
Rubber and plastic materials industries	58.0	20.5	13.4	27.8	14.4
Non-metallic mineral processing industries	53.1	20.2	12.4	22.3	14.2
Metallurgical and metal product industries	56.4	20.8	11.3	26.1	13.0
Industries manufacturing machines and equipment and means of transport	58.0	21.4	12.3	25.8	16.1
Electrical, electronics, optical and medical industries	58.2	21.2	12.7	27.1	18.6
Household and leisure goods and other manufacturing industries	47.4	15.8	8.9	21.6	13.8
Public utilities (energy, gas, water, environment)	64.2	26.6	17.7	29.4	15.9
Construction	55.9	25.4	8.4	18.7	15.3
SERVICES					
Trade and repair of motor vehicles and motorcycles	49.8	17.6	7.0	19.9	15.9
Wholesale trade	48.3	16.0	9.1	20.1	16.2
Retail trade	43.5	12.5	7.2	18.9	14.6
Accommodation and catering services; tourist services	41.2	11.1	6.1	20.8	11.7
Transport, logistics and warehousing services	51.7	20.5	11.4	19.9	14.5
Media and communication services	52.2	15.3	11.2	21.9	19.1
IT and telecommunications services	62.9	17.2	12.0	31.3	25.4
Advanced business support services	61.6	19.8	13.5	27.9	24.2
Financial and insurance services	72.0	24.1	28.2	25.4	27.5
Operational support services for businesses and individuals	48.9	15.7	11.1	21.1	15.1
Private education and training services	59.3	17.8	15.3	25.2	20.5
Private health, social assistance and healthcare services	66.2	24.9	18.5	23.7	22.3
Cultural, sports and other personal services	48.9	15.4	6.9	21.0	17.0
TERRITORIAL DISTRIBUTION					
North West	53.3	19.0	10.1	22.4	17.0
North East	54.3	20.4	10.6	22.8	16.2
Central	47.8	15.8	9.0	20.8	14.5
South and islands	46.7	13.8	8.5	20.5	14.8
SIZE CLASSES					
1-9 employees	46.3	15.0	7.0	19.2	15.1
10-49 employees	63.2	23.4	15.3	28.2	16.3
50-249 employees	73.7	29.5	26.8	36.5	20.5
250-499 employees	76.1	31.3	31.3	39.3	22.4
500 employees and over	77.3	31.4	33.7	40.6	22.1

* This is a multiple choice question.

Table 38 - Companies that are carrying out training activities for their staff in 2021 by type of training performed, at territorial level (% share of the total)

	Companies that are carrying out training in 2021	by type of training carried out*			
		with external	with internal	with mentoring	other methods
TOTAL	50.3	17.0	9.5	21.6	15.6
NORTH WEST	53.3	19.0	10.1	22.4	17.0
PIEMONTE	53.9	18.0	10.5	22.8	17.4
TORINO	54.7	17.4	10.5	22.8	18.7
VERCELLI	56.5	22.8	10.8	21.5	17.3
NOVARA	53.8	18.7	11.1	22.2	17.5
CUNEO	53.1	17.9	10.6	24.5	14.7
ASTI	51.6	17.2	12.3	22.1	14.0
ALESSANDRIA	52.8	18.4	9.5	21.5	17.2
BIELLA	53.2	20.6	9.3	22.8	18.0
VERBANO-CUSIO-OSSOLA	50.1	17.6	10.0	22.1	14.9
VALLE D'AOSTA	51.3	20.2	7.8	19.9	15.1
LOMBARDIA	53.5	19.6	10.2	22.4	17.0
VARESE	53.9	19.0	10.2	23.1	17.4
COMO	52.7	19.6	9.9	19.5	16.8
SONDRIO	48.9	19.8	9.0	20.0	13.8
MILANO	53.4	18.5	10.2	23.3	18.8
BERGAMO	55.5	22.0	11.2	22.1	15.0
BRESCIA	53.8	20.7	9.3	22.4	15.7
PAVIA	49.8	17.4	8.6	20.5	15.6
CREMONA	53.2	18.9	11.5	23.6	14.9
MANTOVA	53.9	20.8	11.0	23.3	15.5
LECCO	52.9	21.0	10.3	19.6	16.8
LODI	55.3	19.3	12.2	19.6	17.2
MONZA AND BRIANZA	53.9	20.6	10.1	22.8	16.1
LIGURIA	50.9	17.2	9.0	21.2	16.4
IMPERIA	47.5	15.4	7.3	22.8	12.0
SAVONA	49.0	16.2	8.5	21.1	15.1
GENOVA	52.7	17.9	9.5	20.9	18.4
LA SPEZIA	50.4	17.9	9.9	21.2	15.3
NORTH EAST	54.3	20.4	10.6	22.8	16.2
TRENTINO ALTO ADIGE	52.8	21.5	9.8	21.2	15.7
BOLZANO	48.2	19.3	8.9	19.3	14.9
TRENTO	57.9	23.9	10.9	23.3	16.7
VENETO	55.5	21.0	10.8	22.9	16.9
VERONA	55.3	21.0	11.8	21.3	16.0
VICENZA	57.0	21.7	11.8	25.1	16.2
BELLUNO	58.2	22.8	9.1	23.7	16.1
TREVISO	57.3	21.2	10.8	23.5	17.4
VENEZIA	53.1	20.6	9.7	22.6	15.8
PADOVA	55.4	20.5	10.4	22.5	19.3
ROVIGO	51.1	18.8	10.2	20.0	15.5
FRIULI VENEZIA GIULIA	55.9	21.7	11.1	23.6	17.8
UDINE	56.6	21.7	11.4	24.8	18.4
GORIZIA	52.5	21.3	11.6	21.0	15.9
TRIESTE	53.7	19.8	10.9	22.1	18.4
PORDENONE	57.6	23.1	10.5	23.7	17.1
EMILIA ROMAGNA	52.8	19.1	10.5	23.1	15.1
PIACENZA	55.0	19.5	12.0	25.1	14.9
PARMA	58.2	21.7	11.0	25.1	17.5
REGGIO EMILIA	51.4	18.9	9.7	21.6	14.8
MODENA	52.8	18.7	10.4	22.4	16.9
BOLOGNA	54.2	20.1	11.0	24.4	15.1
FERRARA	51.4	17.3	10.3	21.7	16.0
RAVENNA	51.5	19.5	10.4	22.5	13.8
FORLI'-CESENA	49.0	17.7	9.9	21.2	12.4
RIMINI	49.7	17.3	9.5	22.7	12.9
CENTRAL	47.8	15.8	9.0	20.8	14.5
TOSCANA	47.2	15.8	9.1	20.6	14.0
MASSA	49.4	17.5	7.5	20.1	14.9
LUCCA	44.1	13.5	8.4	19.8	13.0
PISTOIA	48.4	16.5	10.0	21.5	13.0
FIRENZE	47.4	15.7	9.5	21.7	14.7
LIVORNO	51.9	17.5	9.8	22.4	14.6
PISA	46.2	16.0	8.7	20.7	13.3
AREZZO	50.2	16.6	9.1	23.1	14.5

(cont.) Table 36 - Companies that carried out or intend to carry out training activities for their staff in 2021 by type of training performed at territorial level (% share of total)

	Companies that carried out or intend to carry out training in 2021	by type of training carried out*			
		with external	with internal	with mentoring	other methods
TOTAL	50.3	17.0	9.5	21.6	15.6
SIENA	50.2	16.6	9.1	23.1	14.5
GROSSETO	52.5	19.9	10.8	21.3	13.9
PRATO	43.7	15.0	6.4	18.4	14.6
UMBRIA	45.8	16.8	8.9	18.7	13.5
PERUGIA	41.0	13.0	8.9	15.4	12.8
TERNI	49.2	19.5	8.9	21.1	13.9
MARCHE	49.4	16.2	9.1	21.6	14.7
PESARO-URBINO	52.9	16.9	11.7	20.9	17.3
ANCONA	51.1	17.7	6.8	23.0	14.1
MACERATA	50.7	18.3	10.3	21.8	15.2
ASCOLI PICENO	45.6	14.6	8.6	20.9	12.6
FERMO	46.5	11.8	8.8	21.0	15.3
LAZIO	47.8	15.6	8.8	20.7	14.9
VITERBO	39.4	10.4	6.9	18.0	11.6
RIETI	51.0	16.6	8.3	19.1	17.2
ROMA	47.0	16.5	8.6	21.8	12.6
LATINA	48.0	15.8	8.8	21.1	15.1
FROSINONE	47.9	15.5	9.9	19.7	13.5
SOUTH AND ISLANDS	47.8	15.8	9.0	20.8	14.5
ABRUZZO	46.3	14.7	8.7	19.2	14.6
L'AQUILA	45.9	12.4	9.9	19.9	16.3
TERAMO	49.7	18.3	9.9	19.0	15.7
PESCARA	43.4	14.6	6.7	16.1	12.8
CHIETI	47.0	14.9	8.3	21.7	12.9
MOLISE	49.9	16.2	9.9	21.6	16.5
CAMPOBASSO	50.6	17.0	9.5	23.0	15.4
ISERNIA	48.3	14.5	10.9	18.8	18.7
CAMPANIA	44.7	12.1	8.3	20.8	14.0
CASERTA	48.2	10.4	8.6	21.6	14.1
BENEVENTO	48.8	13.6	10.9	23.6	12.0
NAPOLI	45.5	10.9	8.8	19.6	15.2
AVELLINO	43.2	12.0	7.6	20.4	14.3
SALERNO	44.4	10.7	7.6	18.8	15.4
PUGLIA	45.6	12.8	8.5	20.1	14.6
FOGGIA	44.3	12.4	7.5	19.8	13.9
BARI	44.1	11.1	8.4	21.2	14.6
TARANTO	46.6	13.3	8.7	20.0	14.8
BRINDISI	46.4	15.4	9.7	19.0	14.0
LECCE	46.2	11.4	9.3	21.1	16.3
BASILICATA	46.5	13.7	7.7	21.3	14.3
POTENZA	44.5	14.1	7.8	20.2	12.7
MATERA	51.6	12.7	7.4	24.0	18.2
CALABRIA	48.8	15.0	8.5	22.3	14.7
COSENZA	40.9	11.9	7.6	17.6	12.1
CATANZARO	48.3	16.3	8.0	20.2	16.2
REGGIO CALABRIA	50.1	14.5	9.7	22.6	15.2
CROTONE	51.7	15.9	7.7	27.2	13.0
VIBO VALENTIA	50.3	12.6	11.0	22.8	16.2
SICILIA	46.4	13.2	8.2	20.3	15.1
TRAPANI	49.5	14.2	6.6	22.4	13.6
PALERMO	47.9	10.7	9.4	17.2	19.6
MESSINA	47.1	14.5	7.9	20.5	14.8
AGRIGENTO	47.5	12.9	6.5	23.4	15.5
CALTANISSETTA	41.0	12.7	7.7	17.7	13.3
ENNA	46.1	12.0	9.6	19.9	14.2
CATANIA	46.6	11.7	8.6	24.0	15.1
RAGUSA	45.6	13.2	9.2	19.6	15.0
SIRACUSA	47.0	15.0	8.4	20.4	12.7
SARDEGNA	51.3	18.0	9.2	19.4	17.2
SASSARI	48.6	14.8	10.2	19.2	13.3
NUORO	50.5	20.0	9.0	18.1	16.7
CAGLIARI	50.4	16.2	9.7	20.3	17.6
ORISTANO	53.5	18.4	8.9	20.2	19.2

* This is a multiple choice question.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 39 - Resources with which companies intend to finance training activities with courses in 2021, by territorial distribution and size class (% share of the total)

	Companies that carried out training with courses in 2021	financing methods*					
		Structural/ ESF/ERDF Funds	In-house resources	Interprofes sional funds	Other financing channels	Grants from Bilateral Entities	Indirect financing channels
TOTAL	23.2	2.1	17.7	4.7	1.0	2.6	0.2
BUSINESS SECTOR							
INDUSTRY	27.9	2.5	21.7	5.1	1.3	3.2	0.2
Industry in the strictest sense	25.5	2.8	18.8	5.8	1.3	2.7	0.2
Mineral extraction	28.7	3.1	20.8	6.6	1.8	3.5	0.7
Food, beverage and tobacco industries	21.8	2.9	15.6	5.7	1.3	1.8	0.2
Textile, clothing and footwear industries	18.1	2.5	12.4	3.9	1.3	2.1	0.1
Wood and furniture industries	24.0	2.1	17.6	4.1	1.2	3.3	0.1
Paper, paper transformation and printing industries	22.3	2.5	15.7	5.4	1.2	2.5	0.4
Chemical, pharmaceutical and oil industries	37.3	3.3	28.7	13.3	2.0	2.9	0.3
Rubber and plastic materials industries	29.4	4.1	21.1	7.8	1.8	2.7	0.3
Non-metallic mineral processing industries	27.8	2.8	21.7	5.6	1.1	2.0	0.1
Metallurgical and metal product industries	28.6	2.6	21.6	5.7	1.4	3.7	0.1
Industries manufacturing machines and equipment and means of transport	29.0	2.9	21.9	6.9	1.4	2.9	0.2
Electrical, electronics, optical and medical industries	28.2	4.0	21.2	7.1	1.3	2.6	0.1
Household and leisure goods and other manufacturing industries	21.6	2.6	16.5	4.1	1.0	2.1	0.2
Public utilities (energy, gas, water, environment)	36.8	3.8	28.6	9.8	2.1	2.5	0.4
Construction	30.8	2.0	25.2	3.9	1.1	3.9	0.2
SERVICES	21.2	1.9	16.1	4.5	0.9	2.3	0.2
Trade and repair of motor vehicles and motorcycles	21.8	1.5	17.9	3.9	0.9	2.5	0.2
Wholesale trade	22.1	2.1	16.7	4.5	0.8	2.6	0.2
Retail trade	17.3	1.6	13.1	3.9	0.8	1.7	0.1
Accommodation and catering services; tourist services	15.3	1.7	10.9	2.7	0.7	2.5	0.1
Transport, logistics and warehousing services	27.5	2.1	20.3	6.1	1.2	3.5	0.3
Media and communication services	23.0	2.4	17.6	5.3	0.9	2.0	0.1
IT and telecommunications services	25.0	2.9	18.4	7.1	1.3	2.2	0.3
Advanced business support services	27.9	2.6	21.5	7.0	1.3	2.4	0.2
Financial and insurance services	42.6	2.8	34.9	8.5	2.1	2.7	0.9
Operational support services for businesses and individuals	22.9	1.9	17.7	4.6	0.9	2.1	0.2
Private education and training services	28.2	2.7	20.0	9.7	1.2	1.8	0.2
Private health, social assistance and healthcare services	36.3	4.1	26.5	9.7	1.9	2.3	0.3
Cultural, sports and other personal services	19.7	1.2	15.8	3.3	0.7	2.2	0.1
TERRITORIAL DISTRIBUTION							
North West	25.3	2.0	19.6	5.1	1.3	2.8	0.2
North East	27.1	2.3	21.0	4.9	1.2	3.9	0.2
Central	21.7	1.8	16.7	4.3	0.9	2.0	0.2
South and islands	19.7	2.3	14.5	4.5	0.8	1.8	0.1
SIZE CLASSES							
1-9 employees	19.8	1.6	15.7	3.0	0.8	2.2	0.1
10-49 employees	33.2	3.7	24.2	8.3	1.6	3.8	0.3
50-249 employees	44.0	5.3	29.8	17.4	2.9	4.8	0.4
250-499 employees	46.5	4.5	31.4	21.4	3.0	5.5	0.3
500 employees and over	48.3	5.4	32.8	22.6	3.0	5.2	0.3

* This is a multiple choice question.

Table 40 - Reasons why companies do not use public funds to finance training with courses in 2021, by territorial distribution and size class (% share of total number of companies that financed training activities with courses exclusively with the company's own resources)

	Companies that financed training activities with courses in 2021 exclusively with the company's own resources	reasons for failure to utilise public funds to carry out training activities:*				
		Lack of knowledge of the existence of public funding	Difficulty in applying administrative procedures	Difficulty in conciliating public funds/organisational needs	Unsatisfactory cost/benefit ratio	Other reasons
TOTAL	13.5	48.6	22.9	21.5	14.1	7.7
BUSINESS SECTOR						
INDUSTRY	16.5	48.8	22.0	22.4	14.5	6.6
Industry in the strictest sense	13.6	45.8	22.4	23.5	15.9	7.1
Mineral extraction	14.2	40.9	24.6	25.4	18.1	7.3
Food, beverage and tobacco industries	11.1	49.4	19.0	28.1	12.3	4.6
Textile, clothing and footwear industries	8.9	44.9	18.8	20.7	21.2	7.5
Wood and furniture industries	14.0	54.4	25.0	18.1	13.1	5.4
Paper, paper transformation and printing industries	11.2	48.1	22.7	20.9	12.3	9.7
Chemical, pharmaceutical and oil industries	16.5	34.6	29.0	24.4	17.7	7.7
Rubber and plastic materials industries	14.3	41.0	21.0	23.0	19.3	7.7
Non-metallic mineral processing industries	16.6	48.0	21.9	24.4	16.5	6.2
Metallurgical and metal product industries	15.9	42.8	23.2	24.3	15.9	8.7
Industries manufacturing machines and equipment and means of transport	15.7	46.6	23.1	22.6	16.9	5.8
Electrical, electronics, optical and medical industries	14.2	45.0	23.5	24.2	14.1	9.3
Household and leisure goods and other manufacturing industries	12.6	40.2	20.0	28.0	15.2	8.3
Public utilities (energy, gas, water, environment)	19.2	44.0	24.1	27.3	14.0	6.5
Construction	20.4	51.9	21.5	21.0	13.1	6.1
SERVICES						
SERVICES	12.2	48.4	23.5	21.1	13.8	8.3
Trade and repair of motor vehicles and motorcycles	13.4	42.4	27.7	20.7	13.4	8.5
Wholesale trade	12.9	50.8	22.8	21.0	14.7	8.3
Retail trade	10.1	52.1	24.1	16.7	15.3	4.8
Accommodation and catering services; tourist services	8.3	53.9	24.7	19.5	10.8	7.9
Transport, logistics and warehousing services	15.6	46.2	20.8	24.8	14.9	6.6
Media and communication services	12.9	40.5	24.3	24.3	14.7	10.9
IT and telecommunications services	12.4	43.9	24.9	23.9	18.6	7.8
Advanced business support services	15.5	37.5	26.4	24.6	16.7	10.1
Financial and insurance services	26.6	44.7	18.6	17.4	12.8	19.9
Operational support services for businesses and individuals	13.8	45.8	23.4	22.8	13.1	8.1
Private education and training services	14.0	43.1	17.8	23.9	15.6	10.9
Private health, social assistance and healthcare services	19.3	48.6	21.7	27.1	10.0	7.8
Cultural, sports and other personal services	12.8	52.1	22.7	21.9	13.3	8.3
TERRITORIAL DISTRIBUTION						
North West	14.7	48.4	22.9	20.8	14.7	8.0
North East	15.5	47.4	21.7	21.5	15.2	9.2
Central	13.1	48.7	24.4	21.7	12.6	7.4
South and islands	11.1	49.7	23.0	22.3	13.4	6.1
SIZE CLASSES						
1-9 employees	12.7	51.4	22.5	19.9	13.4	7.4
10-49 employees	16.9	41.9	23.8	25.8	15.8	8.3
50-249 employees	16.1	33.1	24.8	30.2	16.5	10.4
250-499 employees	15.6	37.3	24.7	25.1	17.6	8.4
500 employees and over	15.8	33.9	26.4	26.1	17.3	9.5

* This is a multiple choice question.

Table 41 - Companies that carried out or intend to carry out training activities with courses in 2021 in the thematic area of green transition and environmental sustainability and/or digitisation, by territorial distribution and size class (% share of companies that carry out training)

	Companies that carried out training with courses in 2021	thematic area of training:*		
		green transition and environmental sustainability	digitisation	no training on digitisation and green transition is planned
TOTAL	23.2	8.1	23.1	73.0
BUSINESS SECTOR				
INDUSTRY	27.9	10.3	21.3	73.4
Industry in the strictest sense	25.5	12.5	28.0	66.1
Mineral extraction	28.7	12.3	26.4	66.2
Food, beverage and tobacco industries	21.8	17.8	28.9	63.5
Textile, clothing and footwear industries	18.1	17.7	33.3	56.7
Wood and furniture industries	24.0	14.1	27.1	65.5
Paper, paper transformation and printing industries	22.3	15.6	28.1	63.5
Chemical, pharmaceutical and oil industries	37.3	14.2	31.1	62.0
Rubber and plastic materials industries	29.4	12.4	30.3	64.6
Non-metallic mineral processing industries	27.8	12.7	27.4	68.2
Metallurgical and metal product industries	28.6	8.8	24.0	71.8
Industries manufacturing machines and equipment and means of transport	29.0	9.4	27.4	68.3
Electrical, electronics, optical and medical industries	28.2	11.4	32.2	63.6
Household and leisure goods and other manufacturing industries	21.6	15.1	29.0	62.4
Public utilities (energy, gas, water, environment)	36.8	19.5	30.7	61.1
Construction	30.8	7.0	12.6	82.9
SERVICES	21.2	6.8	24.0	72.9
Trade and repair of motor vehicles and motorcycles	21.8	8.3	18.5	78.4
Wholesale trade	22.1	6.6	24.5	72.1
Retail trade	17.3	4.4	21.7	76.1
Accommodation and catering services; tourist services	15.3	7.4	19.7	76.8
Transport, logistics and warehousing services	27.5	7.7	18.1	78.3
Media and communication services	23.0	9.3	34.3	62.5
IT and telecommunications services	25.0	6.2	37.8	59.3
Advanced business support services	27.9	9.7	32.2	63.9
Financial and insurance services	42.6	10.0	48.2	49.9
Operational support services for businesses and individuals	22.9	7.8	25.0	70.9
Private education and training services	28.2	7.7	27.0	69.4
Private health, social assistance and healthcare services	36.3	3.5	22.3	75.9
Cultural, sports and other personal services	19.7	5.4	14.9	82.0
TERRITORIAL DISTRIBUTION				
North West	25.3	7.5	21.4	74.8
North East	27.1	7.7	22.4	73.9
Central	21.7	7.5	23.8	72.4
South and islands	19.7	9.5	24.9	70.7
SIZE CLASSES				
1-9 employees	19.8	7.6	21.2	75.0
10-49 employees	33.2	8.1	23.9	72.2
50-249 employees	44.0	9.7	31.6	64.8
250-499 employees	46.5	13.2	34.2	60.2
500 employees and over	48.3	12.3	34.9	60.7

* This is a multiple choice question.

Table 42 - Areas of training with courses linked to green transition and environmental sustainability in 2021 , by territorial distribution and size class (% share of companies that carry out training)

	Companies that carry out training with courses in the area of green transition and environmental sustainability	specific thematic area of training:*				
		Recycling/r e-use of materials	Waste management systems	Energy efficiency/ management systems	Environmental sustainability	Other areas
TOTAL	1.9	22.9	31.0	34.0	49.6	21.8
BUSINESS SECTOR						
INDUSTRY	2.9	20.8	37.0	30.1	36.3	36.2
Industry in the strictest sense	3.2	22.7	39.2	17.6	28.2	51.2
Mineral extraction	3.5	20.7	34.5	27.6	41.4	37.9
Food, beverage and tobacco industries	3.9	21.1	43.0	19.0	27.8	51.5
Textile, clothing and footwear industries	3.2	20.3	34.3	11.4	28.0	58.7
Wood and furniture industries	3.4	21.4	36.9	10.5	18.4	60.5
Paper, paper transformation and printing industries	3.5	26.9	36.6	10.9	23.9	58.6
Chemical, pharmaceutical and oil industries	5.3	26.7	36.1	33.2	45.5	28.9
Rubber and plastic materials industries	3.6	43.6	40.7	23.2	42.9	21.1
Non-metallic mineral processing industries	3.5	24.3	55.1	11.8	36.6	45.2
Metallurgical and metal product industries	2.5	18.7	40.7	15.8	23.4	58.9
Industries manufacturing machines and equipment and means of transport	2.7	24.9	38.0	23.1	30.1	44.2
Electrical, electronics, optical and medical industries	3.2	23.4	35.3	26.5	30.7	44.1
Household and leisure goods and other manufacturing industries	3.3	18.6	33.1	12.8	19.2	62.2
Public utilities (energy, gas, water, environment)	7.2	23.8	47.7	33.5	49.1	22.5
Construction	2.2	16.2	30.1	55.5	50.5	7.9
SERVICES	1.4	24.6	26.0	37.3	60.7	9.9
Trade and repair of motor vehicles and motorcycles	1.8	6.3	22.8	50.3	49.6	33.1
Wholesale trade	1.5	33.5	24.8	42.0	59.2	6.9
Retail trade	0.8	24.4	21.9	34.4	57.8	4.8
Accommodation and catering services; tourist services	1.1	35.6	33.2	29.4	58.6	4.0
Transport, logistics and warehousing services	2.1	20.0	31.6	36.8	56.6	12.9
Media and communication services	2.1	23.0	23.0	29.1	69.6	8.1
IT and telecommunications services	1.6	22.8	17.7	46.7	63.1	6.3
Advanced business support services	2.7	14.7	26.6	47.5	64.8	16.5
Financial and insurance services	4.3	15.3	13.8	36.5	79.0	9.7
Operational support services for businesses and individuals	1.8	19.3	29.1	35.5	67.3	6.8
Private education and training services	2.2	24.3	12.8	23.7	71.4	15.2
Private health, social assistance and healthcare services	1.3	38.1	29.0	35.8	56.4	5.7
Cultural, sports and other personal services	1.1	37.6	29.1	31.6	48.6	6.9
TERRITORIAL DISTRIBUTION						
North West	1.9	23.3	26.4	33.2	52.0	21.5
North East	2.1	22.4	32.1	28.8	53.2	21.5
Central	1.6	20.0	35.8	30.1	49.2	26.0
South and islands	1.9	24.8	31.5	41.2	45.0	19.8
SIZE CLASSES						
1-9 employees	1.5	24.3	31.3	33.5	41.9	25.8
10-49 employees	2.7	24.4	33.0	32.5	55.2	20.1
50-249 employees	4.3	18.0	28.8	40.5	68.9	10.2
250-499 employees	6.1	13.7	28.2	36.9	79.0	4.8
500 employees and over	5.9	12.5	24.6	35.2	80.3	5.7

* This is a multiple choice question.

Table 43 - Areas of training with courses linked to digitisation in 2021 , by territorial distribution and size class (% share of companies that carry out training)

	Companies that are carrying out training with courses in 2021 in the area of digitisation	specific thematic area of training:*								
		Computer security	Digital marketing	Big data management	Development/ management of company networks	Cloud computing	Software packages	Management /finance/ control tools and applications	4.0 technologies	Other areas
TOTAL	5.3	27.6	20.7	11.3	25.6	9.1	19.3	21.5	32.8	13.4
BUSINESS SECTOR										
INDUSTRY	5.9	22.4	9.9	15.3	29.5	12.8	16.5	16.4	44.0	18.6
Industry in the strictest sense	7.1	17.6	11.0	16.3	26.0	14.3	16.4	15.8	47.3	20.3
Mineral extraction	7.6	22.6	9.7	20.2	27.4	11.3	19.4	7.3	44.4	21.0
Food, beverage and tobacco industries	6.3	16.2	13.5	17.1	24.7	21.1	9.3	13.6	43.2	25.3
Textile, clothing and footwear industries	6.0	14.1	13.9	24.8	30.7	16.1	8.8	8.9	42.4	27.1
Wood and furniture industries	6.5	10.4	12.2	15.7	31.6	17.4	11.5	10.5	50.1	24.3
Paper, paper transformation and printing industries	6.3	11.2	9.9	18.9	30.5	15.7	15.1	13.6	46.1	20.6
Chemical, pharmaceutical and oil industries	11.6	21.7	21.5	16.1	20.7	6.3	20.9	29.3	44.1	8.6
Rubber and plastic materials industries	8.9	21.4	13.8	13.1	26.4	9.3	14.1	19.8	52.8	14.6
Non-metallic mineral processing industries	7.6	19.3	7.7	21.1	20.9	15.7	13.3	11.2	53.3	22.6
Metallurgical and metal product industries	6.9	16.3	5.3	14.3	21.4	13.1	18.5	17.6	55.2	20.2
Industries manufacturing machines and equipment and means of transport	7.9	20.9	9.9	11.4	28.0	12.7	24.3	20.1	43.9	16.2
Electrical, electronics, optical and medical industries	9.1	24.1	14.5	15.6	27.1	10.6	20.4	16.2	42.2	15.3
Household and leisure goods and other manufacturing industries	6.3	19.1	11.2	17.6	19.1	13.3	18.2	16.1	47.9	20.9
Public utilities (energy, gas, water, environment)	11.3	21.7	14.2	13.6	26.6	11.6	24.2	26.4	34.0	10.1
Construction	3.9	35.1	6.0	12.9	39.1	9.2	15.2	16.3	37.4	15.8
SERVICES										
Trade and repair of motor vehicles and motorcycles	4.0	28.6	19.8	6.0	22.9	7.5	15.8	15.2	50.6	17.5
Wholesale trade	5.4	32.0	29.4	6.7	29.7	7.4	16.6	22.9	35.2	7.9
Retail trade	3.8	30.1	29.5	12.2	33.3	6.4	12.1	17.2	26.9	17.0
Accommodation and catering services; tourist services	3.0	31.8	26.8	14.2	32.4	11.7	8.3	10.9	32.2	15.7
Transport, logistics and warehousing services	5.0	27.7	13.5	7.6	21.4	5.0	26.4	29.3	32.0	8.8
Media and communication services	7.9	31.8	30.0	3.8	18.3	6.2	25.6	28.5	19.7	8.6
IT and telecommunications services	9.4	38.6	18.0	14.8	17.0	21.4	19.4	20.9	29.7	7.8
Advanced business support services	9.0	25.5	26.1	11.0	13.7	4.9	34.9	28.2	21.5	10.5
Financial and insurance services	20.5	42.5	31.4	5.2	21.8	2.6	22.9	37.5	9.2	6.1
Operational support services for businesses and individuals	5.7	24.9	26.1	8.0	20.3	3.6	26.6	26.7	27.5	6.4
Private education and training services	7.6	16.3	21.2	6.0	17.1	13.0	35.8	33.9	21.4	10.6
Private health, social assistance and healthcare services	8.1	28.4	16.4	5.1	19.2	4.7	31.6	35.8	26.3	10.9
Cultural, sports and other personal services	2.9	17.0	35.8	5.1	12.4	2.3	26.6	29.2	24.7	5.6
TERRITORIAL DISTRIBUTION										
North West	5.4	28.0	20.6	10.7	24.7	8.7	20.0	22.3	32.2	12.2
North East	6.1	25.4	22.0	10.4	24.4	9.5	21.3	23.1	30.3	13.4
Central	5.2	30.3	17.6	11.7	26.7	8.7	18.0	23.4	33.4	13.7
South and islands	4.9	27.3	22.1	12.2	26.9	9.5	17.9	18.0	35.1	14.4
SIZE CLASSES										
1-9 employees	4.2	26.8	21.8	11.8	28.4	10.5	15.4	18.0	32.4	16.0
10-49 employees	7.9	24.9	18.6	9.4	23.8	8.2	22.3	26.1	38.1	10.4
50-249 employees	13.9	31.2	20.4	11.7	16.1	6.2	29.6	28.4	28.7	8.5
250-499 employees	15.9	35.2	18.8	12.1	19.1	4.4	30.6	29.5	29.7	6.2
500 employees and over	16.9	39.8	18.4	10.7	18.3	3.2	32.9	30.4	24.4	4.9

* This is a multiple choice question.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 44 - Reasons why companies are not carrying out training activities for their staff in 2021, by territorial distribution and size class (% share of the total)

	Companies that are not carrying out training in 2021	Reasons:*					
		Absence of knowledge of the existence of public funding for training	Difficulty in applying administrative procedures for organising training activities	Difficulty in conciliating public funding and organisational needs	Unsatisfactory cost/benefit ratio	Personnel does not require further training	Other reasons
TOTAL	49.7	4.2	1.8	1.6	4.1	35.3	5.5
BUSINESS SECTOR							
INDUSTRY	45.9	3.8	1.7	1.7	4.1	32.8	4.4
Industry in the strictest sense	47.7	3.8	1.8	1.8	4.3	34.4	4.5
Mineral extraction	44.6	3.2	1.7	2.3	3.6	31.9	4.3
Food, beverage and tobacco industries	51.6	4.4	2.1	1.6	4.9	37.4	3.9
Textile, clothing and footwear industries	59.2	4.7	2.0	2.5	5.7	41.3	6.5
Wood and furniture industries	50.7	3.9	2.0	1.9	5.1	36.4	4.2
Paper, paper transformation and printing industries	51.0	3.8	1.9	2.1	4.3	36.6	5.3
Chemical, pharmaceutical and oil industries	33.9	2.5	1.1	1.5	2.2	24.8	3.8
Rubber and plastic materials industries	42.0	3.1	1.6	1.4	2.5	31.5	3.7
Non-metallic mineral processing industries	46.9	4.2	1.4	1.7	3.9	33.5	4.9
Metallurgical and metal product industries	43.6	3.3	1.7	1.5	3.7	32.2	3.9
Industries manufacturing machines and equipment and means of transport	42.0	3.4	1.4	1.6	3.7	30.4	3.9
Electrical, electronics, optical and medical industries	41.8	3.0	1.8	1.8	3.8	29.2	4.7
Household and leisure goods and other manufacturing industries	52.6	3.7	1.7	1.7	4.5	39.3	4.9
Public utilities (energy, gas, water, environment)	35.8	2.6	1.4	1.2	2.8	26.0	3.5
Construction	44.1	4.0	1.6	1.5	3.9	31.0	4.3
SERVICES							
SERVICES	51.2	4.3	1.8	1.5	4.1	36.3	6.0
Trade and repair of motor vehicles and motorcycles	50.2	4.0	2.2	0.8	4.3	36.2	5.3
Wholesale trade	51.7	3.9	2.1	1.5	3.7	39.0	5.0
Retail trade	56.5	4.3	2.1	1.6	4.2	41.9	5.6
Accommodation and catering services; tourist services	58.8	5.6	2.4	2.1	4.8	39.2	8.3
Transport, logistics and warehousing services	48.3	3.9	1.9	1.6	3.4	35.4	4.5
Media and communication services	47.8	3.6	1.2	1.7	3.7	34.3	5.2
IT and telecommunications services	37.1	3.4	1.4	1.0	3.2	26.4	3.7
Advanced business support services	38.4	2.9	1.2	1.2	3.4	26.8	4.7
Financial and insurance services	28.0	2.1	0.7	0.6	2.1	20.5	3.4
Operational support services for businesses and individuals	51.1	4.0	1.4	1.1	3.8	37.9	5.0
Private education and training services	40.7	2.9	1.4	1.4	3.4	28.5	5.2
Private health, social assistance and healthcare services	33.8	2.6	1.3	1.4	2.6	23.7	4.1
Cultural, sports and other personal services	51.1	5.1	1.2	1.3	5.6	32.9	7.9
TERRITORIAL DISTRIBUTION							
North West	46.7	3.4	1.4	1.4	3.7	34.2	5.1
North East	45.7	3.0	1.4	1.4	3.8	33.2	5.4
Central	52.2	4.5	2.0	1.6	4.0	36.8	6.3
South and islands	53.3	5.4	2.3	1.8	4.8	36.6	5.4
SIZE CLASSES							
1-9 employees	53.7	4.6	1.9	1.6	4.4	38.3	5.9
10-49 employees	36.8	2.8	1.6	1.5	3.3	25.4	4.3
50-249 employees	26.3	2.4	1.4	1.5	2.6	17.5	3.4
250-499 employees	23.9	1.8	1.1	1.0	2.1	16.2	3.5
500 employees and over	22.7	1.8	1.2	1.4	2.0	15.1	3.5

* This is a multiple choice question.

Table 45 - Entities from which companies believe they can find information and support to carry out training activities for their staff, by territorial distribution and size class (% share of total)*

	Chamber of commerce	Work consultants/accountants/other consultants	Trade associations	Regional Authorities and Local Institutions	Professional training institutions	Work agencies	Other subjects
TOTAL	10.3	42.2	27.4	5.1	28.0	4.0	6.8
BUSINESS SECTOR							
INDUSTRY	9.7	41.8	27.9	5.0	30.1	4.1	5.9
Industry in the strictest sense	10.1	41.8	28.2	4.9	28.9	4.8	6.1
Mineral extraction	10.6	41.5	28.8	5.0	29.5	5.1	6.3
Food, beverage and tobacco industries	11.0	43.9	28.6	4.6	26.5	4.5	4.4
Textile, clothing and footwear industries	11.6	42.1	26.1	5.3	26.1	5.1	6.5
Wood and furniture industries	9.6	42.3	29.5	4.5	26.2	4.4	6.1
Paper, paper transformation and printing industries	9.9	41.3	29.2	6.0	27.4	4.0	6.7
Chemical, pharmaceutical and oil industries	9.1	39.0	34.0	4.5	33.0	5.8	5.5
Rubber and plastic materials industries	10.7	42.7	25.3	4.6	28.6	6.3	6.6
Non-metallic mineral processing industries	10.5	43.7	26.0	3.8	29.7	4.7	6.0
Metallurgical and metal product industries	8.1	42.6	28.6	4.5	30.5	5.2	5.5
Industries manufacturing machines and equipment and means of transport	10.2	39.9	28.1	5.3	31.0	4.2	7.5
Electrical, electronics, optical and medical industries	10.3	38.2	29.4	5.8	31.6	4.7	7.3
Household and leisure goods and other manufacturing industries	12.6	39.4	28.1	4.3	29.7	4.5	5.0
Public utilities (energy, gas, water, environment)	9.3	41.7	27.5	5.7	34.0	4.5	5.6
Construction	9.2	41.9	27.6	5.1	31.7	3.2	5.7
SERVICES	10.5	42.3	27.1	5.2	27.1	4.0	7.2
Trade and repair of motor vehicles and motorcycles	10.3	42.9	28.0	4.2	25.9	3.0	8.3
Wholesale trade	10.7	46.6	22.4	4.6	27.7	4.6	7.1
Retail trade	10.6	43.4	29.1	4.7	23.6	4.1	6.8
Accommodation and catering services; tourist services	11.5	43.9	29.2	5.3	23.8	4.4	5.4
Transport, logistics and warehousing services	9.6	42.5	29.9	4.5	28.9	4.0	5.0
Media and communication services	9.2	37.3	27.8	7.0	28.9	3.7	9.3
IT and telecommunications services	11.7	38.3	21.1	6.4	34.4	4.0	9.5
Advanced business support services	12.0	38.0	22.7	7.5	33.9	3.2	9.3
Financial and insurance services	7.4	33.5	30.3	4.1	29.1	3.4	15.1
Operational support services for businesses and individuals	11.0	42.7	24.3	5.3	28.5	4.6	6.3
Private education and training services	9.4	36.9	27.3	6.9	33.5	2.8	8.4
Private health, social assistance and healthcare services	8.3	38.4	27.4	7.0	37.3	2.4	6.8
Cultural, sports and other personal services	8.2	40.0	27.1	5.0	28.6	3.5	9.4
TERRITORIAL DISTRIBUTION							
North West	10.2	40.2	29.1	5.0	28.5	4.3	7.2
North East	10.5	37.5	33.1	5.2	28.1	3.6	7.2
Central	10.0	42.8	25.7	5.9	27.5	4.1	7.1
South and islands	10.2	46.7	22.9	4.6	27.9	4.0	6.1
SIZE CLASSES							
1-9 employees	10.5	43.0	27.2	4.8	26.2	3.8	6.9
10-49 employees	9.4	40.6	27.3	5.6	32.9	4.5	6.7
50-249 employees	8.9	35.1	28.8	7.8	39.7	6.1	6.5
250-499 employees	8.0	31.7	30.4	7.4	42.9	6.3	6.0
500 employees and over	8.0	31.8	29.4	8.8	42.5	6.6	6.8

* This is a multiple choice question.

SECTION G

Companies and digital
transformation

Table 46 - Investments made by companies in the different areas of digital transformation by level of importance of the investment (% share of the companies that made investments)

	Companies that invested in the 2016-2020 period, by level of importance of the investment*				Companies that invested in 2021, by level of importance of the investment*			
	Low (minimal importance)	Moderate	Considerable	High (maximum importance)	Low (minimal importance)	Moderate	Considerable	High (maximum importance)
Technology								
Business 4.0 software tools for data acquisition and management to support decisions, product/services design and engineering, process analysis	35.8	34.1	14.6	15.6	28.3	29.2	20.3	22.1
High speed internet, cloud, mobile, big data analytics	33.6	32.3	15.8	18.3	26.5	28.2	19.8	25.5
IoT (Internet of Things), machine-to-machine	44.3	34.1	11.1	10.5	37.1	32.1	16.0	14.8
Advanced robotics (3D printing, interconnected and programmable collaborative robots)	47.8	31.7	9.7	10.7	43.6	29.4	13.5	13.5
Computer Security	33.7	33.0	16.0	17.4	27.3	30.0	19.1	23.7
Augmented and virtual reality to support production processes	48.1	34.5	10.0	7.4	41.3	32.6	14.1	12.1
Corporate organisational model								
Adoption of continuous detection systems and analysis, in real time, of the "performance" of all areas of the company	41.1	35.7	12.7	10.6	32.1	33.3	18.5	16.1
Adoption of advanced management systems with the aim of promoting integration and collaboration between the various corporate functions	38.7	35.1	14.5	11.7	30.5	32.8	19.7	16.9
Adoption of an integrated digital network or one that can potentially be integrated with external networks of suppliers of products/services (suppliers, logistics and assistance services)	43.2	36.0	12.0	8.8	35.7	34.2	17.0	13.1
Adoption of an integrated digital network or one that can potentially be integrated with external networks of business customers (B to B)	45.7	34.5	11.7	8.2	38.4	33.1	16.0	12.5
Adoption of smart working tools (smart working, teleworking, working from home)	38.0	30.8	16.0	15.2	30.3	28.7	19.8	21.2
Strengthening of the administrative/management and legal/regulatory area following the digital transformation (security, work legislation, privacy regulations, new personnel management procedures and new ways of working)	41.0	35.1	13.7	10.2	32.1	33.3	19.2	15.4
Adoption of new rules for health safety for workers, use of new aids, risk management	30.4	31.0	16.7	21.9	22.5	27.3	20.1	30.0
Development of new business models								
Use of Big data for market analysis	49.6	34.7	9.2	6.5	39.7	34.4	15.1	10.9
Digital marketing (use of channels/digital tools for the promotion and sale of products/services)	40.3	34.8	13.5	11.4	28.1	32.0	20.0	19.9
Analysis of behaviour and needs of customers/users to guarantee the personalisation of the product/service offered	38.0	33.9	14.5	13.6	27.7	31.9	19.9	20.6

* Companies assign points to each area, from 0 (did not invest) to 4 (investment of maximum importance).

the (-) sign indicates the absence of inflow in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 47 - Companies that have adopted integrated digital investment plans (% share of the total)

	In the 2016-2020 period			In 2021		
	adopted integrated investment plans in digital*	invested in one digital area only	did not invest in digital	adopted integrated investment plans in digital*	invested in one digital area only	did not invest in digital
TOTAL	35.7	32.8	31.6	42.2	28.6	29.2
BUSINESS SECTOR						
INDUSTRY	33.6	34.9	31.6	40.1	31.1	28.8
Industry in the strictest sense	38.6	33.1	28.3	44.5	29.3	26.2
Mineral extraction	32.5	33.9	33.6	36.2	30.1	33.8
Food, beverage and tobacco industries	26.5	32.5	41.0	32.6	30.0	37.4
Textile, clothing and footwear industries	31.0	33.2	35.8	36.8	29.7	33.5
Wood and furniture industries	32.9	36.2	30.9	39.3	31.7	29.0
Paper, paper transformation and printing industries	43.4	33.6	23.1	49.0	28.8	22.2
Chemical, pharmaceutical and oil industries	61.8	25.8	12.3	69.1	19.1	11.8
Rubber and plastic materials industries	52.2	29.4	18.4	55.4	25.3	19.3
Non-metallic mineral processing industries	37.9	33.8	28.3	44.6	30.0	25.4
Metallurgical and metal product industries	37.9	35.9	26.2	44.3	31.9	23.8
Industries manufacturing machines and equipment and means of transport	46.2	31.7	22.1	52.8	27.2	20.0
Electrical, electronics, optical and medical industries	55.7	27.7	16.6	58.7	24.5	16.8
Household and leisure goods and other manufacturing industries	36.6	36.1	27.3	42.0	33.2	24.8
Public utilities (energy, gas, water, environment)	49.4	29.7	20.9	57.4	24.9	17.7
Construction	25.2	37.8	37.0	32.5	34.1	33.4
SERVICES	36.5	31.9	31.6	43.1	27.6	29.4
Trade and repair of motor vehicles and motorcycles	39.9	32.8	27.4	46.1	27.4	26.5
Wholesale trade	47.2	31.0	21.8	54.0	27.0	19.0
Retail trade	34.9	32.4	32.7	43.1	27.1	29.8
Accommodation and catering services; tourist services	23.5	33.2	43.3	28.8	30.5	40.6
Transport, logistics and warehousing services	33.3	32.8	33.8	40.2	29.1	30.7
Media and communication services	48.5	34.8	16.8	56.0	27.7	16.3
IT and telecommunications services	62.3	22.6	15.1	66.8	18.7	14.5
Advanced business support services	56.0	28.4	15.6	61.6	23.1	15.2
Financial and insurance services	62.2	22.8	15.0	68.8	16.9	14.3
Operational support services for businesses and individuals	33.8	34.7	31.5	41.2	29.3	29.5
Private education and training services	51.2	30.6	18.2	60.1	23.8	16.0
Private health, social assistance and healthcare services	47.4	31.7	20.9	55.1	25.9	18.9
Cultural, sports and other personal services	24.0	34.2	41.8	29.0	31.3	39.7
TERRITORIAL DISTRIBUTION						
North West	38.4	33.4	28.2	44.1	29.3	26.6
North East	38.5	34.4	27.1	43.6	30.6	25.9
Central	33.2	33.9	32.9	39.6	29.5	30.9
South and islands	32.9	30.2	36.8	41.4	25.9	32.7
SIZE CLASSES						
1-9 employees	29.7	34.3	36.0	36.3	30.4	33.4
10-49 employees	49.6	30.9	19.5	56.4	25.9	17.7
50-249 employees	68.7	21.8	9.5	75.5	16.3	8.3
250-499 employees	79.7	15.8	4.5	84.3	11.9	3.8
500 employees and over	71.3	19.9	8.8	77.0	15.5	7.5

* Share of companies that indicated they made high importance investments in two or more areas of digital transformation in the surveyed periods

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 48 - Impact on human capital of the investments made by companies in the various areas of digital transformation by business sector, territorial distribution, size class (% share of the total)

	Companies that made investments*				If so, these investments have an impact on:			
	2016-2020		2021		recruitment of personnel with skills suited to the new technologies / new organisational and business models	training of personnel already present to update their skills to the new technologies / new organisational and business models	launch of consulting services	none of these
	YES	NO	YES	NO				
TOTAL	68.4	31.6	70.8	29.2	5.6	31.6	10.7	60.6
BUSINESS SECTOR								
INDUSTRY	68.4	31.6	71.2	28.8	5.4	31.9	10.5	60.7
Industry in the strictest sense	71.7	28.3	73.8	26.2	6.4	34.2	12.0	57.8
Mineral extraction	66.4	33.6	66.2	33.8	2.1	31.5	12.1	61.3
Food, beverage and tobacco industries	59.0	41.0	62.6	37.4	5.3	27.4	11.2	64.8
Textile, clothing and footwear industries	64.2	35.8	66.5	33.5	6.0	25.9	10.6	65.0
Wood and furniture industries	69.1	30.9	71.0	29.0	4.7	29.7	10.7	62.5
Paper, paper transformation and printing industries	76.9	23.1	77.8	22.2	4.2	32.3	12.4	59.6
Chemical, pharmaceutical and oil industries	87.7	12.3	88.2	11.8	13.2	50.3	18.5	41.0
Rubber and plastic materials industries	81.6	18.4	80.7	19.3	8.3	42.2	15.1	48.9
Non-metallic mineral processing industries	71.7	28.3	74.6	25.4	5.7	30.6	10.1	61.0
Metallurgical and metal product industries	73.8	26.2	76.2	23.8	5.7	35.9	11.1	57.1
Industries manufacturing machines and equipment and means of transport	77.9	22.1	80.0	20.0	7.6	39.2	12.8	52.6
Electrical, electronics, optical and medical industries	83.4	16.6	83.2	16.8	8.8	44.0	15.5	47.4
Household and leisure goods and other manufacturing industries	72.7	27.3	75.2	24.8	4.0	26.4	11.1	66.5
Public utilities (energy, gas, water, environment)	79.1	20.9	82.3	17.7	7.5	40.4	13.4	50.3
Construction	63.0	37.0	66.6	33.4	3.6	27.6	7.9	66.3
SERVICES	68.4	31.6	70.6	29.4	5.7	31.5	10.8	60.5
Trade and repair of motor vehicles and motorcycles	72.6	27.4	73.5	26.5	4.3	33.7	8.8	60.0
Wholesale trade	78.2	21.8	81.0	19.0	6.5	35.7	13.1	55.4
Retail trade	67.3	32.7	70.2	29.8	4.6	29.7	8.6	63.9
Accommodation and catering services; tourist services	56.7	43.3	59.4	40.6	3.9	19.0	6.1	74.5
Transport, logistics and warehousing services	66.2	33.8	69.3	30.7	4.8	28.8	9.2	63.7
Media and communication services	83.2	16.8	83.7	16.3	8.8	34.0	13.1	54.2
IT and telecommunications services	84.9	15.1	85.5	14.5	14.7	43.8	20.5	42.4
Advanced business support services	84.4	15.6	84.8	15.2	8.7	39.8	20.2	46.4
Financial and insurance services	85.0	15.0	85.7	14.3	12.9	59.8	18.6	30.4
Operational support services for businesses and individuals	68.5	31.5	70.5	29.5	4.7	29.8	10.5	62.2
Private education and training services	81.8	18.2	84.0	16.0	9.5	47.2	15.8	43.9
Private health, social assistance and healthcare services	79.1	20.9	81.1	18.9	5.8	44.4	12.4	47.6
Cultural, sports and other personal services	58.2	41.8	60.3	39.7	2.5	25.9	8.4	68.0
TERRITORIAL DISTRIBUTION								
North West	71.8	28.2	73.4	26.6	5.7	33.2	11.9	58.9
North East	72.9	27.1	74.1	25.9	5.4	33.8	11.8	58.4
Central	67.1	32.9	69.1	30.9	5.2	30.7	9.9	61.9
South and islands	63.2	36.8	67.3	32.7	5.9	28.9	9.3	63.1
SIZE CLASSES								
1-9 employees	64.0	36.0	66.6	33.4	3.6	25.8	9.1	66.8
10-49 employees	80.5	19.5	82.3	17.7	7.0	42.7	14.2	48.9
50-249 employees	90.5	9.5	91.7	8.3	16.0	56.3	17.2	33.7
250-499 employees	95.5	4.5	96.2	3.8	27.4	63.6	18.2	24.6
500 employees and over	91.2	8.8	92.5	7.5	19.8	58.6	16.5	31.1

(*) Share of companies that indicated they made high importance investments in at least one of the areas of digital transformation in the 2016-2020 period or in 2021

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

SECTION H

Investments made by companies in
green products and technologies

Table 50 -Companies that invested between 2016 and 2020 in products and technologies with greater energy savings and/or lower environmental impact and area of investment by territorial distribution and size class (% share of companies that made investments)

	Companies that made investments	area of investment		
		production process	reduction in consumption of energy/raw materials, waste from processing /emissions	product
TOTAL	27.6	40.4	24.8	65.2
BUSINESS SECTOR				
INDUSTRY	30.1	54.5	28.1	57.2
Industry in the strictest sense	33.3	60.4	30.0	57.6
Mineral extraction	31.2	72.4	23.4	60.6
Food, beverage and tobacco industries	32.4	69.5	27.6	60.7
Textile, clothing and footwear industries	29.0	62.1	39.3	60.4
Wood and furniture industries	29.0	59.9	25.0	59.2
Paper, paper transformation and printing industries	38.5	65.0	24.9	59.0
Chemical, pharmaceutical and oil industries	48.8	56.7	46.4	63.0
Rubber and plastic materials industries	49.0	62.8	32.6	63.9
Non-metallic mineral processing industries	32.2	75.9	30.1	61.9
Metallurgical and metal product industries	36.7	64.2	17.4	54.0
Industries manufacturing machines and equipment and means of transport	30.7	44.2	38.6	54.3
Electrical, electronics, optical and medical industries	32.3	50.4	41.3	52.4
Household and leisure goods and other manufacturing industries	28.2	53.6	28.7	59.4
Public utilities (energy, gas, water, environment)	37.9	61.0	13.9	58.2
Construction	24.9	42.5	26.1	56.2
SERVICES				
SERVICES	26.6	33.8	23.3	68.9
Trade and repair of motor vehicles and motorcycles	30.6	40.4	16.1	64.5
Wholesale trade	24.7	26.9	35.8	62.6
Retail trade	24.8	21.8	22.8	78.6
Accommodation and catering services; tourist services	30.7	42.1	22.8	69.2
Transport, logistics and warehousing services	37.2	32.9	9.6	68.8
Media and communication services	22.0	52.6	22.9	56.0
IT and telecommunications services	18.6	38.8	32.4	56.1
Advanced business support services	21.8	40.4	19.7	65.0
Financial and insurance services	30.9	29.5	13.9	76.2
Operational support services for businesses and individuals	21.9	33.6	32.9	57.9
Private education and training services	19.7	38.4	19.7	60.4
Private health, social assistance and healthcare services	26.6	36.5	13.1	67.5
Cultural, sports and other personal services	24.4	35.3	30.8	68.9
TERRITORIAL DISTRIBUTION				
North West	27.9	40.1	26.3	64.1
North East	29.5	38.6	26.4	65.5
Central	26.6	39.6	24.2	67.1
South and islands	26.6	42.6	22.6	64.6
SIZE CLASSES				
1-9 employees	24.5	38.3	24.7	65.4
10-49 employees	35.3	47.9	23.8	60.0
50-249 employees	41.5	46.5	26.2	68.0
250-499 employees	52.8	38.0	33.3	75.6
500 employees and over	46.8	35.0	25.8	74.9

* This is a multiple choice question.

The (-) sign indicates the absence of companies in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 51 - Companies that invested between 2016 and 2020 in products and technologies with greater energy savings and/or lower environmental impact of the investment by territorial distribution and size class (% share of business that made investments)

	Companies that made investments	Impact of the investment								
		corporate costs	corporate costs and other factors	other factors	other factors (% share of companies that made investments)**					
					increase in productivity and efficiency	increase in employment	increase in sales	retraining of workers present	improvement in products and services	other
TOTAL	27.6	44.6	12.1	43.3	23.5	13.8	38.1	3.3	7.4	2.2
BUSINESS SECTOR										
INDUSTRY	30.1	36.3	14.4	49.3	32.0	16.6	42.3	5.0	10.0	2.3
Industry in the strictest sense	33.3	36.1	13.8	50.2	33.2	19.0	42.3	4.6	8.4	2.9
Mineral extraction	31.2	40.1	10.1	49.7	30.2	16.6	38.9	--	--	--
Food, beverage and tobacco industries	32.4	39.1	10.2	50.7	36.9	22.4	40.4	3.0	5.1	2.3
Textile, clothing and footwear industries	29.0	32.1	16.5	51.4	37.2	11.9	48.9	5.9	10.0	2.8
Wood and furniture industries	29.0	39.3	13.7	47.0	29.1	16.8	41.3	3.3	7.3	2.7
Paper, paper transformation and printing industries	38.5	37.3	15.4	47.3	36.5	10.2	43.1	4.4	5.5	3.3
Chemical, pharmaceutical and oil industries	48.8	29.9	14.1	56.0	37.8	20.3	53.3	5.5	9.1	4.2
Rubber and plastic materials industries	49.0	31.7	13.1	55.3	37.3	29.8	43.4	7.3	4.8	--
Non-metallic mineral processing industries	32.2	37.7	14.0	48.4	28.8	20.3	42.4	8.0	10.2	2.8
Metallurgical and metal product industries	36.7	37.6	11.1	51.3	37.1	18.3	36.1	4.4	11.0	3.9
Industries manufacturing machines and equipment and means of transport	30.7	37.2	16.8	46.0	23.2	21.9	42.7	3.2	6.8	2.7
Electrical, electronics, optical and medical industries	32.3	31.4	16.4	52.2	27.6	22.1	46.0	6.3	10.6	2.4
Household and leisure goods and other manufacturing industries	28.2	29.6	19.9	50.5	29.0	11.5	49.6	3.9	10.7	5.3
Public utilities (energy, gas, water, environment)	37.9	22.9	10.1	67.0	46.1	11.0	53.4	11.0	13.8	1.6
Construction	24.9	38.3	16.2	45.6	28.3	12.6	41.2	5.2	12.7	1.1
SERVICES	26.6	48.4	11.0	40.6	19.5	12.5	36.2	2.5	6.1	2.2
Trade and repair of motor vehicles and motorcycles	30.6	50.0	13.5	36.5	26.0	10.0	33.2	3.5	6.2	2.7
Wholesale trade	24.7	41.7	15.5	42.8	19.7	23.1	39.4	2.1	5.1	1.4
Retail trade	24.8	61.7	6.9	31.5	9.7	13.9	25.7	0.9	2.6	2.7
Accommodation and catering services; tourist services	30.7	53.3	10.4	36.3	21.5	8.1	34.2	1.6	4.8	1.0
Transport, logistics and warehousing services	37.2	36.2	8.9	54.9	27.7	7.9	46.6	5.7	6.4	4.0
Media and communication services	22.0	41.7	17.2	41.1	18.5	14.4	28.9	5.3	--	14.7
IT and telecommunications services	18.6	38.5	14.5	47.0	27.0	21.2	39.2	5.3	9.9	1.5
Advanced business support services	21.8	31.7	16.7	51.5	30.1	10.9	42.4	8.5	10.7	4.0
Financial and insurance services	30.9	35.4	9.5	55.1	24.6	16.0	47.6	1.1	12.5	1.9
Operational support services for businesses and individuals	21.9	33.8	15.5	50.8	20.0	14.6	51.3	2.8	6.9	1.9
Private education and training services	19.7	47.9	10.2	41.8	12.2	10.2	42.4	--	2.8	5.3
Private health, social assistance and healthcare services	26.6	49.4	8.9	41.7	23.6	10.3	33.9	3.8	6.4	2.5
Cultural, sports and other personal services	24.4	48.7	11.4	40.0	13.2	13.0	36.2	0.9	13.1	1.8
TERRITORIAL DISTRIBUTION										
North West	27.9	42.5	12.0	45.5	22.6	14.3	40.5	2.7	6.4	2.9
North East	29.5	43.5	14.2	42.3	23.9	13.2	39.2	3.4	6.7	2.4
Central	26.6	45.3	11.6	43.1	20.5	13.7	36.6	3.5	7.3	2.3
South and islands	26.6	46.9	10.9	42.2	26.1	13.8	36.0	3.6	8.9	1.5
SIZE CLASSES										
1-9 employees	24.5	48.5	13.0	38.5	21.7	13.0	35.4	2.4	7.2	1.7
10-49 employees	35.3	39.6	10.0	50.3	27.4	16.3	40.2	5.1	8.0	3.0
50-249 employees	41.5	34.0	11.7	54.3	28.7	15.8	44.6	5.5	8.6	3.5
250-499 employees	52.8	21.4	7.9	70.7	31.8	13.0	59.9	5.1	5.6	6.8
500 employees and over	46.8	28.2	7.9	63.9	25.0	13.2	54.0	5.2	6.8	4.7

* Share of companies that indicated they made high importance investments in two or more areas of digital transformation in the surveyed periods

** This is a multiple choice question.

SECTION I

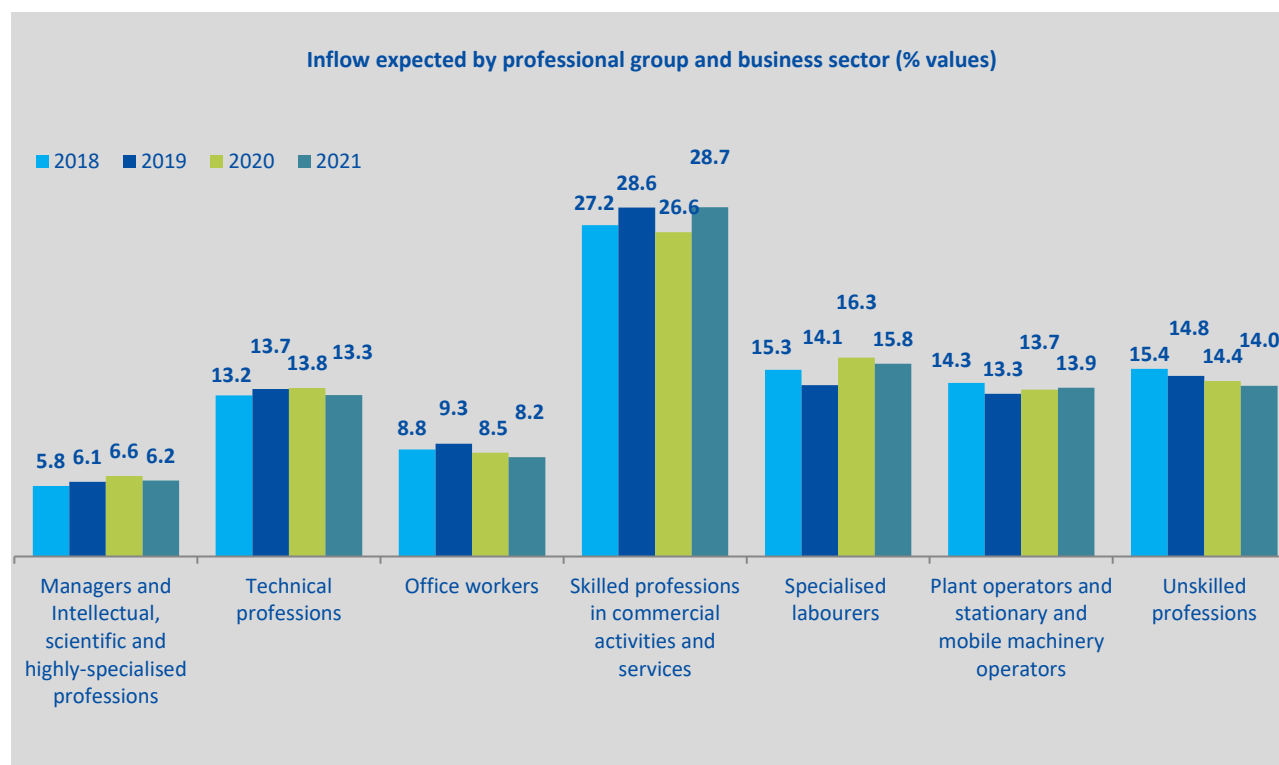
Labour market trends

Table 52 - Inflow expected by companies in the 2018-2019-2020-2021 four-year period by professional group

	2018		2019		2020		2021	
	(a.v.)*	(%)	(a.v.)*	(%)	(a.v.)*	(%)	(a.v.)*	(%)
TOTAL	4,553,980	100.0	4,615,200	100.0	3,242,310	100.0	4,638,980	100.0
Managers, highly specialised professions and technicians	866,680	19.0	917,190	19.9	662,470	20.4	903,920	19.5
1 Managers	9,600	0.2	9,270	0.2	6,760	0.2	9,820	0.2
2 Intellectual, scientific and highly-specialised professions	254,470	5.6	273,360	5.9	207,720	6.4	278,990	6.0
3 Technical professions	602,620	13.2	634,560	13.7	447,980	13.8	615,110	13.3
Office workers, commercial and services	1,639,280	36.0	1,749,290	37.9	1,139,730	35.2	1,708,360	36.8
4 Office workers	400,410	8.8	427,290	9.3	276,240	8.5	378,430	8.2
5 Skilled professions in commercial activities and services	1,238,870	27.2	1,322,000	28.6	863,500	26.6	1,329,920	28.7
Specialised labourers and plant and machinery operators	1,346,630	29.6	1,264,980	27.4	973,140	30.0	1,377,150	29.7
6 Specialised labourers	697,400	15.3	649,170	14.1	529,530	16.3	734,220	15.8
7 Plant operators and stationary and mobile machinery operators	649,230	14.3	615,810	13.3	443,610	13.7	642,940	13.9
Unskilled professions	701,390	15.4	683,750	14.8	466,970	14.4	649,550	14.0

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

the (-) sign indicates the absence of inflow in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



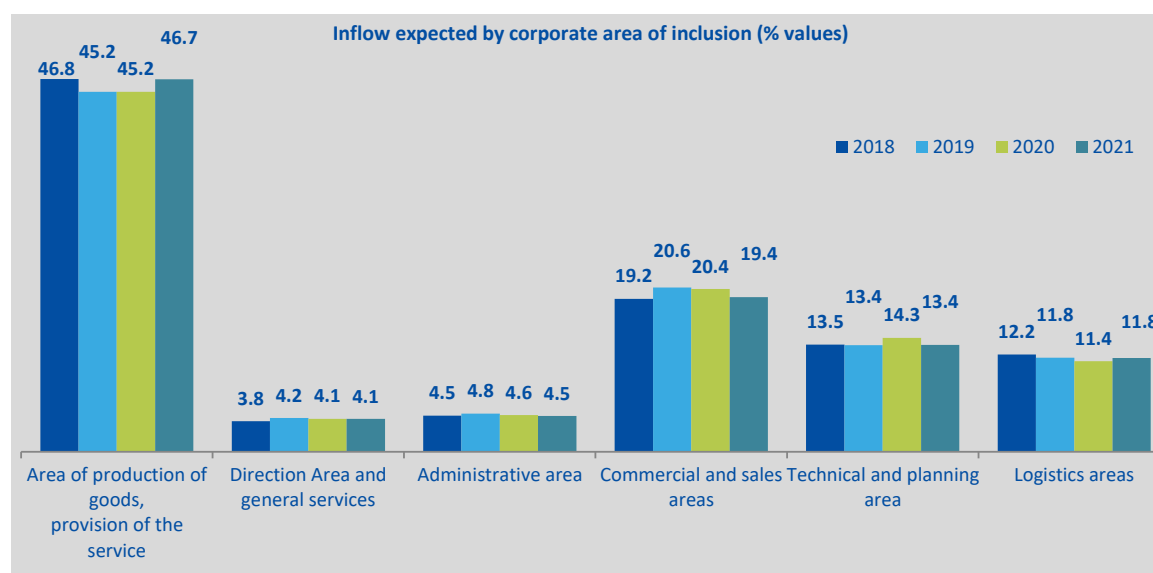
Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 53 - Inflow expected by companies in the 2018-2019-2020-2021 four-year period by company area of inclusion

	2018		2019		2020		2021	
	(a.v.)*	(%)	(a.v.)*	(%)	(a.v.)*	(%)	(a.v.)*	(%)
TOTAL	4,553,980	100.0	4,615,200	100.0	3,242,310	100.0	4,638,980	100.0
Area of production of goods and provision of service	2,130,110	46.8	2,084,320	45.2	1,465,040	45.2	2,168,150	46.7
Direction area and general services	174,780	3.8	195,240	4.2	134,120	4.1	191,530	4.1
General direction, staff and human resources organisation	25,920	0.6	26,500	0.6	15,740	0.5	28,380	0.6
Administrative office, staff and general services	79,450	1.7	98,320	2.1	65,700	2.0	87,330	1.9
Information Systems	69,410	1.5	70,410	1.5	52,680	1.6	75,820	1.6
Administrative, financial, legal and management control area	207,100	4.5	221,390	4.8	149,400	4.6	209,460	4.5
Commercial and sales area	873,930	19.2	951,120	20.6	661,940	20.4	900,880	19.4
Sales	562,490	12.4	611,460	13.2	427,850	13.2	587,550	12.7
Marketing, commercial, communication and public relations	139,770	3.1	155,410	3.4	100,750	3.1	129,160	2.8
Customer assistance	171,670	3.8	184,250	4.0	133,340	4.1	184,170	4.0
Technical and planning area	612,760	13.5	618,170	13.4	463,670	14.3	622,180	13.4
Planning and research and development	145,030	3.2	152,010	3.3	98,010	3.0	127,100	2.7
Installation and maintenance	378,380	8.3	361,390	7.8	293,030	9.0	399,660	8.6
Certification and quality control, safety and environment	89,350	2.0	104,770	2.3	72,630	2.2	95,420	2.1
Logistics area	555,300	12.2	544,970	11.8	368,140	11.4	546,790	11.8
Purchasing and internal handling of goods	167,920	3.7	144,390	3.1	87,390	2.7	131,660	2.8
Transport and distribution	387,380	8.5	400,580	8.7	280,750	8.7	415,130	8.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

The (-) sign indicates the absence of companies in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.



Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 54.1 - Several characteristics of the Inflow expected by companies in 2018 and 2019 by business sector, territorial distribution, size class (% share of the total)

	Inflow expected in 2018 (a.v.)*	of which (%):			Inflow expected in 2019 (a.v.)*	of which (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
TOTAL*	4,553,980	27.8	20.9	26.3	4,615,200	27.3	20.9	26.4
BUSINESS SECTOR								
INDUSTRY	1,359,630	25.3	13.7	31.1	1,277,300	24.1	12.5	31.9
Manufacturing industry	935,040	29.6	17.9	33.4	854,050	28.5	16.6	34.3
Mineral extraction	3,040	13.1	9.1	38.2	3,570	17.0	7.1	33.8
Food, beverage and tobacco industries	147,660	28.5	26.2	18.4	133,450	25.3	24.2	19.3
Textile, clothing and footwear industries	130,480	21.8	38.2	36.0	117,740	23.1	35.3	34.6
Wood and furniture industries	38,940	29.5	10.0	36.1	38,980	28.2	9.9	36.4
Paper, paper transformation and printing industries	24,130	33.9	14.7	27.9	24,170	32.8	15.7	28.2
Chemical, pharmaceutical and oil industries	36,010	35.4	17.0	27.0	33,730	31.3	14.0	28.5
Rubber and plastic materials industries	54,480	34.6	17.0	20.1	45,970	32.4	16.0	24.3
Non-metallic mineral processing industries	33,010	29.3	15.0	27.6	27,350	26.3	10.0	28.7
Metallurgical and metal product industries	203,800	28.6	7.9	41.3	186,790	26.6	8.4	41.7
Industries manufacturing machines and equipment and means of transport	178,010	31.4	8.9	41.3	165,460	32.7	8.1	42.5
Electrical, electronics, optical and medical industries	60,920	34.6	18.1	35.9	56,570	33.6	15.7	36.3
Household and leisure goods and other manufacturing industries	24,560	39.7	30.5	26.7	20,280	37.1	33.9	33.3
Public utilities (energy, gas, water, environment)	53,600	22.0	10.6	19.4	51,730	21.5	7.4	18.5
Construction	370,990	15.0	3.8	27.1	371,530	14.4	3.8	28.2
SERVICES	3,194,340	28.9	24.0	24.3	3,337,900	28.5	24.1	24.3
Trade and repair of motor vehicles and motorcycles	60,900	36.9	6.8	40.2	46,750	36.6	7.7	38.6
Wholesale trade	203,830	29.3	18.6	28.4	210,130	28.2	18.1	28.7
Retail trade	411,480	41.5	37.0	17.2	432,290	42.2	38.5	18.6
Accommodation and catering services; tourist services	786,790	33.6	23.4	24.4	854,480	33.0	23.3	24.6
Transport, logistics and warehousing services	367,910	17.2	6.9	23.5	363,070	16.9	6.5	24.3
Media and communication services	42,700	33.0	14.2	23.3	47,620	21.8	14.2	18.4
IT and telecommunications services	119,500	36.9	15.9	41.2	122,980	35.0	17.9	43.2
Advanced business support services	182,820	34.0	23.1	30.1	201,510	33.1	22.0	29.8
Financial and insurance services	43,150	34.1	24.0	24.5	40,410	35.3	20.0	25.6
Operational support services for businesses and individuals	430,730	15.1	25.8	19.7	436,780	16.4	25.2	18.5
Private education and training services	127,190	21.7	28.3	30.6	129,680	18.5	28.3	26.0
Private health, social assistance and healthcare services	226,280	23.9	38.1	22.9	250,080	22.9	38.9	24.5
Cultural, sports and other personal services	191,080	31.1	27.1	22.9	202,120	30.7	24.7	22.0
TERRITORIAL DISTRIBUTION								
North West	1,355,760	30.3	21.1	27.6	1,393,000	28.9	21.1	27.7
North East	1,129,570	28.9	21.9	30.7	1,105,800	28.2	21.7	31.8
Central	925,770	26.8	21.7	24.6	938,600	26.8	21.3	24.9
South and islands	1,142,870	24.7	19.2	21.8	1,177,800	24.9	19.7	20.9
SIZE CLASSES								
1-9 employees	1,564,590	27.9	23.8	28.6	1,454,560	28.0	24.9	28.4
10-49 employees	1,368,420	25.6	17.6	28.5	1,436,480	24.9	17.0	28.9
50-499 employees	1,104,850	25.7	14.5	23.9	1,186,530	24.1	14.2	24.4
500 employees and over	516,120	37.7	34.9	19.0	537,630	38.7	35.2	18.5

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 54.2 - Several characteristics of the Inflow expected by companies in 2020 and 2021 by business sector, territorial distribution, size class (% share of the total)

	Inflow expected in 2020 (a.v.)*	of which (%):			Inflow expected in 2021 (a.v.)*	of which (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
TOTAL*	3,242,310	28.1	20.6	29.7	4,638,980	27.5	18.6	32.2
BUSINESS SECTOR								
INDUSTRY	935,970	24.1	11.1	34.9	1,322,280	23.7	11.9	38.9
Manufacturing industry	583,150	28.6	15.8	36.5	843,010	27.7	16.9	39.4
Mineral extraction	2,400	8.2	2.5	30.5	4,400	14.6	4.2	19.9
Food, beverage and tobacco industries	107,210	25.8	23.9	22.8	133,970	22.9	24.8	23.7
Textile, clothing and footwear industries	73,140	21.1	36.8	35.7	91,420	19.5	45.6	36.1
Wood and furniture industries	24,310	27.5	7.4	43.5	39,800	27.9	10.5	45.7
Paper, paper transformation and printing industries	16,390	31.8	12.2	31.0	23,680	33.5	15.1	35.4
Chemical, pharmaceutical and oil industries	24,680	34.2	13.6	28.0	31,950	29.3	10.3	31.5
Rubber and plastic materials industries	32,050	36.6	16.2	28.3	46,170	33.2	14.9	33.5
Non-metallic mineral processing industries	19,810	28.3	10.5	34.7	25,750	25.9	7.9	38.0
Metallurgical and metal product industries	120,280	26.2	6.1	43.9	191,450	29.3	9.9	47.6
Industries manufacturing machines and equipment and means of transport	111,480	30.3	7.3	45.0	173,880	29.0	8.4	46.6
Electrical, electronics, optical and medical industries	38,600	38.9	15.5	37.9	59,630	36.3	12.5	41.9
Household and leisure goods and other manufacturing industries	12,800	42.2	28.7	44.6	20,910	29.0	29.9	33.3
Public utilities (energy, gas, water, environment)	40,180	22.3	7.2	19.7	55,440	19.6	6.2	24.8
Construction	312,640	16.0	2.9	33.8	423,840	16.2	2.9	39.9
SERVICES	2,306,340	29.7	24.5	27.6	3,316,700	29.0	21.3	29.6
Trade and repair of motor vehicles and motorcycles	45,400	36.2	7.6	47.5	58,370	35.6	7.3	50.4
Wholesale trade	141,700	24.8	17.7	32.8	162,980	26.6	20.3	27.0
Retail trade	295,340	45.0	38.1	20.4	416,200	47.0	31.6	26.3
Accommodation and catering services; tourist services	506,930	37.6	24.8	27.4	876,630	36.2	23.2	29.9
Transport, logistics and warehousing services	247,600	18.5	6.9	30.5	352,880	15.8	4.6	32.0
Media and communication services	31,890	22.0	19.3	25.7	64,330	14.1	11.3	13.6
IT and telecommunications services	95,500	40.0	18.5	43.7	129,530	37.7	18.5	45.4
Advanced business support services	147,870	32.9	20.9	34.7	210,250	30.3	14.9	29.0
Financial and insurance services	32,370	40.4	22.5	26.9	47,410	34.7	17.2	34.2
Operational support services for businesses and individuals	329,020	15.5	26.2	21.1	408,970	14.8	22.4	24.5
Private education and training services	94,960	11.8	21.3	24.3	128,020	15.9	21.2	25.6
Private health, social assistance and healthcare services	207,350	23.0	38.8	27.7	278,460	18.4	30.4	33.9
Cultural, sports and other personal services	130,430	35.6	24.3	26.2	182,680	32.5	24.0	27.8
TERRITORIAL DISTRIBUTION								
North West	978,240	29.7	21.4	30.6	1,372,690	29.0	18.1	33.6
North East	754,610	29.6	21.6	35.5	1,107,990	28.8	19.6	38.6
Central	649,960	27.4	20.7	27.8	915,320	26.0	19.3	30.1
South and islands	859,500	25.4	19.0	25.1	1,242,980	25.8	18.0	26.6
SIZE CLASSES								
1-9 employees	1,150,830	28.9	23.5	32.3	1,654,790	29.9	24.9	34.3
10-49 employees	943,290	25.1	16.9	32.2	1,328,010	25.0	18.8	34.1
50-499 employees	770,080	25.8	14.2	26.9	1,068,790	25.8	13.0	29.5
500 employees and over	378,120	37.8	34.5	21.1	587,390	29.5	10.7	27.1

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 55.1 - Several characteristics of inflow expected by companies in 2018 and 2019 at territorial level(% share of the total)

	Inflow expected in 2018 (a.v.)*	of which (%):			Inflow expected in 2019 (a.v.)*	of which (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
TOTAL	4,553,980	27.8	20.9	26.3	4,615,200	27.3	20.9	26.4
NORTH WEST	1,355,760	30.3	21.1	27.6	1,393,000	28.9	21.1	27.7
PIEMONTE	312,660	32.0	23.6	28.2	301,100	30.5	23.3	28.3
TORINO	168,780	31.9	24.3	27.3	166,750	30.2	23.2	26.2
VERCELLI	9,850	30.9	22.4	27.6	9,530	31.1	25.0	29.3
NOVARA	27,120	30.5	21.6	28.7	26,800	29.9	21.9	30.9
CUNEO	46,080	35.6	23.0	30.8	41,440	32.3	22.7	33.0
ASTI	11,370	27.2	22.3	26.5	9,570	29.5	22.8	31.7
ALESSANDRIA	27,560	32.8	20.5	31.0	25,310	32.3	22.8	30.2
BIELLA	11,250	29.5	30.4	26.4	11,540	29.2	28.9	28.0
VERBANO-CUSIO-OSSOLA	10,650	28.4	22.7	25.6	10,160	27.3	23.4	28.1
VALLE D'AOSTA	15,630	26.5	22.1	21.4	15,020	26.1	21.3	27.8
LOMBARDIA	917,690	29.8	19.9	27.9	961,880	28.4	19.9	27.9
VARESE	61,230	28.9	23.3	30.9	63,820	28.6	24.0	31.7
COMO	41,260	31.0	22.9	29.1	43,310	29.3	23.1	28.7
SONDRIO	17,440	27.4	22.7	21.9	16,610	27.4	24.7	25.2
MILANO	394,230	29.0	18.1	25.5	447,210	27.7	18.1	25.2
BERGAMO	92,730	32.9	19.6	28.8	91,010	31.0	19.5	30.1
BRESCIA	123,400	30.4	19.9	30.5	116,170	28.9	21.0	28.9
PAVIA	31,070	27.1	22.7	28.4	32,160	28.7	23.1	31.2
CREMONA	25,490	30.9	20.8	26.9	24,580	27.7	20.9	28.9
MANTOVA	35,650	30.2	24.3	31.7	30,380	28.9	23.5	33.1
LECCO	25,630	33.7	21.0	32.8	22,200	31.7	20.6	33.5
LODI	12,650	30.3	19.7	27.3	12,010	28.0	20.0	28.7
MONZA AND BRIANZA	56,910	28.7	20.3	30.5	62,420	27.9	19.5	31.5
LIGURIA	109,770	29.8	24.5	24.9	115,000	28.8	25.0	24.5
IMPERIA	13,060	30.8	24.7	18.1	11,720	30.2	27.1	19.5
SAVONA	19,390	29.2	24.6	21.4	18,980	25.6	24.4	22.3
GENOVA	61,310	31.0	24.8	27.2	68,530	29.7	23.9	25.8
LA SPEZIA	16,010	25.6	23.2	26.0	15,780	27.8	29.1	24.9
NORTH EAST	1,129,570	28.9	21.9	30.7	1,105,800	28.2	21.7	31.8
TRENTINO ALTO ADIGE	144,290	24.2	18.6	31.2	148,120	22.8	17.3	33.6
BOLZANO	76,690	23.5	18.2	36.6	79,600	21.4	16.0	40.0
TRENTO	67,600	25.0	19.0	25.1	68,520	24.4	18.8	26.1
VENETO	457,180	30.8	22.5	31.2	453,830	29.6	22.3	32.1
VERONA	97,220	31.0	22.3	29.5	100,190	30.1	21.0	30.8
VICENZA	78,750	35.2	22.7	35.0	74,760	32.5	23.1	35.2
BELLUNO	21,660	28.6	23.1	32.6	20,800	31.1	25.4	33.8
TREVISO	79,430	30.8	20.3	34.4	72,450	29.3	21.9	36.3
VENEZIA	84,870	28.2	24.0	26.2	89,830	26.2	22.7	26.3
PADOVA	77,460	30.2	22.8	32.1	79,250	30.3	22.8	33.2
ROVIGO	17,780	28.1	23.0	28.2	16,550	26.7	20.0	31.9
FRIULI VENEZIA GIULIA	103,660	30.1	23.1	31.6	95,920	30.1	22.2	34.5
UDINE	41,660	32.4	25.8	32.8	40,160	31.5	23.4	34.0
GORIZIA	14,520	24.3	18.0	30.8	14,620	25.5	17.5	32.7
TRIESTE	18,240	27.3	24.7	26.8	17,680	30.0	23.8	33.9
PORDENONE	29,250	31.4	20.6	33.2	23,450	30.5	21.8	37.0
EMILIA ROMAGNA	424,450	28.1	22.1	29.8	407,930	28.3	22.5	30.2
PIACENZA	26,650	26.6	18.1	28.3	25,030	26.8	21.3	30.5
PARMA	46,040	29.0	21.1	28.6	45,230	29.4	21.6	30.5
REGGIO EMILIA	48,640	30.0	22.8	34.5	41,980	29.4	24.4	36.5
MODENA	70,370	29.8	21.5	31.6	67,560	28.7	22.3	33.1
BOLOGNA	101,920	29.1	22.9	32.5	99,610	30.7	22.9	31.2
FERRARA	22,650	29.6	23.4	29.3	20,550	27.2	24.1	30.4
RAVENNA	37,560	26.2	22.4	26.3	36,970	25.4	20.3	26.0
FORLI'-CESENA	33,980	25.5	23.2	25.5	32,850	28.2	23.5	25.5
RIMINI	36,660	22.7	21.5	23.2	38,170	23.6	21.9	22.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

(cont.) Table 28 - Several characteristics of inflow expected by companies in 2018 and 2019 at territorial level (% share of the total)

	Inflow expected in 2018 (a.v.)*	of which (%):			Inflow expected in 2019 (a.v.)*	of which (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
TOTAL	4,553,975	27.8	20.9	26.3	4,615,201	27.3	20.9	26.4
CENTRAL	925,770	26.8	21.7	24.6	938,600	26.8	21.3	24.9
TOSCANA	303,140	27.3	23.9	28.2	293,070	26.9	23.7	29.1
MASSA	10,370	27.3	22.7	26.8	10,770	25.6	22.9	25.7
LUCCA	28,660	25.2	21.2	24.8	28,790	26.0	21.3	25.0
PISTOIA	16,560	28.1	23.1	26.9	15,160	27.7	23.3	30.6
FIRENZE	101,040	28.9	26.1	32.4	96,760	28.5	26.2	31.8
LIVORNO	26,320	23.2	21.5	21.0	27,080	21.5	20.0	23.4
PISA	30,200	28.1	21.9	29.1	30,520	27.2	23.3	29.7
AREZZO	23,900	30.5	21.8	29.4	22,040	31.6	21.8	31.1
SIENA	20,970	30.3	23.8	27.9	20,780	29.4	25.1	30.8
GROSSETO	15,220	26.8	24.1	21.1	15,180	26.5	25.5	22.8
PRATO	29,900	21.5	25.5	26.7	26,000	21.8	21.6	30.1
UMBRIA	54,830	28.0	23.5	29.1	53,920	28.7	22.6	31.1
PERUGIA	41,840	29.3	22.5	30.5	41,830	29.7	22.0	31.4
TERNI	12,990	24.0	26.4	24.4	12,090	25.3	24.8	29.8
MARCHE	123,400	29.4	23.1	25.9	108,010	28.8	23.1	28.1
PESARO-URBINO	32,040	31.1	22.8	26.3	26,040	30.1	22.9	29.0
ANCONA	38,400	28.5	21.0	27.1	34,770	28.1	20.4	29.3
MACERATA	24,970	30.9	24.7	27.6	21,820	29.4	22.6	29.6
ASCOLI PICENO	16,050	29.1	22.7	21.4	15,220	29.0	25.8	23.8
FERMO	11,950	25.0	27.8	22.9	10,170	26.3	30.2	24.7
LAZIO	444,400	25.6	19.5	21.3	483,600	26.1	19.3	21.0
VITERBO	12,980	28.9	22.3	27.3	12,490	27.2	24.2	27.6
RIETI	6,340	27.9	24.1	25.9	7,530	27.9	21.1	24.6
ROMA	357,280	25.6	19.5	20.8	395,540	26.5	19.2	20.5
LATINA	39,110	23.2	19.7	23.0	37,750	23.0	20.2	23.3
FROSINONE	28,690	26.7	18.0	20.8	30,290	24.6	17.3	20.6
SOUTH AND ISLANDS	1,142,870	24.7	19.2	21.8	1,177,800	24.9	19.7	20.9
ABRUZZO	99,660	26.9	21.1	26.1	95,130	27.3	22.0	27.9
L'AQUILA	21,490	22.0	19.2	28.6	18,410	23.0	20.3	28.6
TERAMO	27,350	27.5	21.5	26.1	26,390	29.0	20.9	29.1
PESCARA	22,030	28.3	22.2	26.1	21,730	29.5	23.5	25.4
CHIETI	28,800	28.9	21.3	24.1	28,600	26.9	23.0	28.2
MOLISE	15,720	25.0	19.0	23.2	15,630	23.4	20.4	22.7
CAMPOBASSO	10,750	25.8	17.3	21.5	10,650	22.6	19.8	21.6
ISERNIA	4,960	23.3	22.6	27.0	4,980	25.3	21.9	25.0
CAMPANIA	324,680	24.7	18.3	20.6	372,020	24.3	18.0	20.1
CASERTA	45,700	23.7	18.7	20.8	53,010	23.6	17.7	20.5
BENEVENTO	15,620	24.0	21.8	18.4	15,630	23.5	20.2	19.4
NAPOLI	171,940	25.9	17.1	21.1	199,200	25.5	17.4	20.2
AVELLINO	21,180	24.6	21.2	21.0	22,390	23.9	19.9	23.0
SALERNO	70,230	22.6	19.0	19.8	81,790	22.2	18.6	18.9
PUGLIA	236,240	24.4	18.7	21.3	238,320	25.4	19.3	21.0
FOGGIA	33,020	22.6	17.9	18.4	34,690	26.9	18.3	17.2
BARI	104,450	23.2	16.9	23.1	99,550	23.6	17.8	22.5
TARANTO	27,300	27.2	23.2	20.5	29,260	28.3	22.2	21.4
BRINDISI	21,680	27.7	21.9	18.5	21,690	27.2	22.8	19.5
LECCE	49,800	25.0	19.4	21.3	53,130	25.5	20.0	21.1
BASILICATA	34,860	26.5	18.9	20.9	34,010	27.1	19.1	20.7
POTENZA	22,620	26.9	19.4	21.0	21,150	26.6	19.2	20.7
MATERA	12,240	25.7	18.0	20.7	12,870	27.7	19.0	20.8
CALABRIA	89,030	25.3	19.1	23.6	84,170	26.4	20.0	19.8
COSENZA	35,560	21.7	17.1	25.1	33,110	24.5	16.7	20.2
CATANZARO	18,460	27.4	18.9	24.0	18,690	24.6	19.2	18.5
REGGIO CALABRIA	19,040	29.8	23.2	23.3	16,880	29.1	26.8	22.9
CROTONE	8,220	27.3	18.6	22.2	8,050	25.8	20.7	17.5
VIBO VALENTIA	7,750	24.0	19.6	17.8	7,440	34.2	19.8	17.4

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

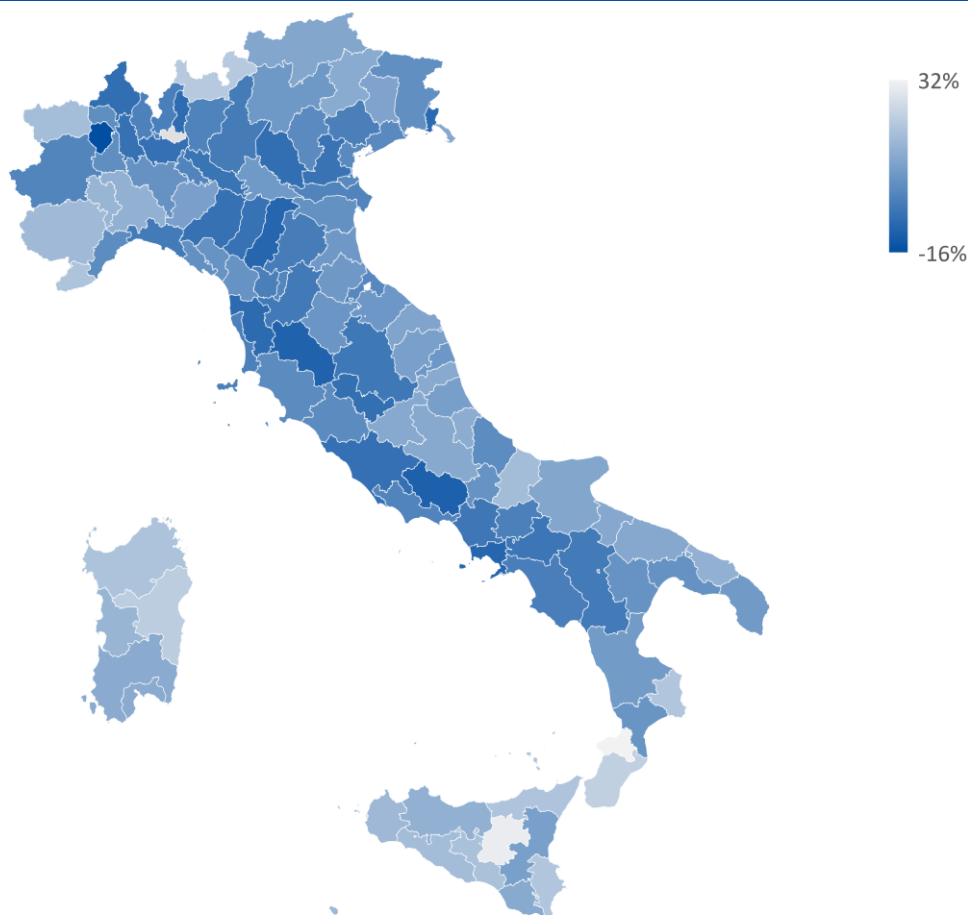
(cont.) Table 28 - Several characteristics of inflow expected by companies in 2018 and 2019 at territorial level (% share of the total)

	Inflow expected in 2018 (a.v.)*	of which (%):			Inflow expected in 2019 (a.v.)*	of which (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
TOTAL	4,553,980	27.8	20.9	26.3	4,615,200	27.3	20.9	26.4
SICILIA	226,180	24.5	19.0	20.7	224,780	24.2	20.8	19.0
TRAPANI	18,900	24.3	18.0	17.6	17,290	24.9	21.5	17.3
PALERMO	55,370	23.7	17.6	19.7	59,920	22.5	18.2	17.9
MESSINA	30,470	23.6	19.5	20.7	29,130	23.8	22.1	19.5
AGRIGENTO	14,050	24.4	22.0	21.1	13,450	24.1	22.9	17.9
CALTANISSETTA	10,940	21.5	16.5	22.3	10,910	22.5	16.9	21.9
ENNA	5,390	25.4	22.1	21.6	4,330	25.7	25.3	19.6
CATANIA	53,520	24.6	18.4	20.7	51,540	23.6	21.0	18.3
RAGUSA	16,200	29.0	22.6	21.2	16,990	29.5	22.7	21.1
SIRACUSA	21,340	25.8	19.7	24.7	21,220	27.1	23.6	21.8
SARDEGNA	116,510	22.6	21.4	23.1	113,730	23.2	21.7	21.8
SASSARI	42,520	19.9	20.2	22.8	42,820	21.4	22.5	20.8
NUORO	10,580	21.9	22.4	17.2	9,880	24.9	23.7	21.1
CAGLIARI	57,520	24.6	22.1	24.0	55,160	24.2	20.7	22.1
ORISTANO	5,900	23.0	21.8	27.2	5,870	23.3	22.5	26.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Trend of inflow expected by companies at territorial level - 2021 vs 2019



Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 55.2 - Several characteristics of inflow expected by companies in 2020 and 2021 at territorial level(% share of the total)

	Inflow expected in 2020 (a.v.)*	of which (%):			Inflow expected in 2021 (a.v.)*	of which (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
TOTAL	3,242,310	28.1	20.6	29.7	4,638,980	27.5	18.6	32.2
NORTH WEST	978,240	29.7	21.4	30.6	1,372,690	29.0	18.1	33.6
PIEMONTE	222,430	30.9	23.0	31.3	308,420	30.6	18.1	34.4
TORINO	120,290	31.2	22.8	30.5	167,070	29.8	18.2	32.3
VERCELLI	7,340	27.7	21.1	29.3	9,780	30.3	16.4	32.8
NOVARA	19,860	31.5	21.7	31.3	25,260	32.9	19.2	38.7
CUNEO	32,280	30.4	23.6	34.3	47,720	32.2	17.3	36.1
ASTI	7,800	30.3	23.8	32.8	10,910	29.9	18.1	37.2
ALESSANDRIA	20,030	31.1	22.0	33.2	28,450	30.9	16.5	39.1
BIELLA	8,000	30.6	28.1	31.6	9,720	30.0	22.0	36.8
VERBANO-CUSIO-OSSOLA	6,840	29.8	26.6	26.3	9,520	31.8	18.2	32.3
VALLE D'AOSTA	11,270	25.5	24.4	25.5	17,460	26.9	21.8	31.8
LOMBARDIA	663,880	29.5	20.5	30.8	930,740	28.8	17.9	33.4
VARESE	43,020	30.2	23.0	35.5	63,220	31.6	21.9	40.2
COMO	29,360	30.5	23.4	31.7	42,550	28.7	19.1	38.6
SONDRIO	12,060	25.3	22.6	27.3	19,870	25.4	23.2	28.8
MILANO	301,420	29.2	19.9	28.6	420,930	28.0	16.3	30.1
BERGAMO	65,920	31.1	20.2	30.3	90,480	30.8	18.1	37.1
BRESCIA	80,780	29.2	19.9	32.4	113,250	28.7	18.9	33.5
PAVIA	23,770	29.5	21.9	31.8	33,400	27.7	18.3	36.8
CREMONA	17,420	29.4	20.8	31.9	23,360	28.9	17.8	35.0
MANTOVA	23,430	28.8	22.0	34.9	32,120	27.5	19.4	32.9
LECCO	15,600	32.1	20.2	35.4	20,630	30.0	21.8	38.8
LODI	8,710	31.6	19.7	31.2	11,970	30.4	17.5	34.6
MONZA AND BRIANZA	42,390	28.4	20.5	34.1	58,960	30.2	18.1	37.3
LIGURIA	80,660	28.8	23.2	27.7	116,080	27.3	19.0	33.1
IMPERIA	8,730	28.2	23.9	23.1	13,840	28.7	22.8	27.8
SAVONA	13,660	29.2	24.0	25.6	19,360	25.6	21.5	29.9
GENOVA	47,330	29.4	23.0	28.9	66,560	27.6	17.7	36.0
LA SPEZIA	10,940	26.5	22.7	28.8	16,320	26.7	18.3	29.3
NORTH EAST	754,610	29.6	21.6	35.5	1,107,990	28.8	19.6	38.6
TRENTINO ALTO ADIGE	100,190	25.4	20.2	38.9	159,530	24.7	19.4	41.6
BOLZANO	53,740	24.3	19.1	42.1	87,240	24.2	19.6	44.7
TRENTO	46,450	26.6	21.4	35.2	72,290	25.2	19.1	37.9
VENETO	304,960	30.7	21.8	35.8	446,890	30.2	20.4	38.9
VERONA	66,970	30.5	21.3	35.0	93,810	29.9	18.0	37.0
VICENZA	49,880	33.6	20.3	39.4	75,900	31.6	21.4	42.4
BELLUNO	14,080	31.1	23.6	35.9	23,070	34.0	25.0	39.9
TREVISO	49,790	29.8	21.5	38.6	71,240	31.3	21.6	40.6
VENEZIA	57,650	28.7	23.2	31.4	91,050	27.6	20.9	34.4
PADOVA	54,190	31.5	22.3	35.9	75,310	31.1	19.4	41.5
ROVIGO	12,390	27.7	21.2	35.0	16,520	25.6	20.3	37.7
FRIULI VENEZIA GIULIA	66,060	29.9	21.2	37.8	99,840	30.7	18.8	41.4
UDINE	28,500	30.1	21.1	36.5	41,330	31.2	18.9	40.0
GORIZIA	9,030	26.7	19.6	38.9	13,500	27.7	14.6	44.6
TRIESTE	12,480	29.1	22.3	35.7	19,490	31.1	21.5	39.4
PORDENONE	16,060	31.9	21.7	41.1	25,530	31.3	18.6	43.5
EMILIA ROMAGNA	283,410	29.9	21.8	33.3	401,730	28.4	18.9	36.3
PIACENZA	17,830	29.7	18.1	33.8	26,950	27.8	15.3	37.1
PARMA	31,960	30.2	21.4	34.7	42,770	29.5	18.3	36.5
REGGIO EMILIA	29,700	29.9	20.5	38.9	39,740	29.2	21.1	41.4
MODENA	45,880	32.0	21.0	34.8	61,520	28.1	18.5	39.8
BOLOGNA	66,540	31.1	22.6	33.6	97,270	29.1	17.2	38.0
FERRARA	14,840	29.2	24.3	34.1	21,250	29.7	22.6	34.1
RAVENNA	27,280	26.0	22.0	30.2	39,060	26.3	18.9	34.6
FORLI'-CESENA	23,970	27.3	22.9	29.7	34,710	25.7	20.1	31.5
RIMINI	25,420	29.5	23.4	27.7	38,460	29.2	21.6	27.5

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

(cont.) Table 28 - Several characteristics of inflow expected by companies in 2020 and 2021 at territorial level (% share of the total)

	Inflow expected in 2020 (a.v.)*	of which (%):			Inflow expected in 2021 (a.v.)*	of which (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
TOTAL	3,242,308	28.1	20.6	29.7	4,638,984	27.5	18.6	32.2
CENTRAL	649,960	27.4	20.7	27.8	915,320	26.0	19.3	30.1
TOSCANA	198,040	27.2	22.9	31.1	289,670	26.1	22.1	33.9
MASSA	8,450	26.9	21.7	29.8	12,590	24.3	19.6	32.8
LUCCA	20,880	27.8	18.6	28.8	30,010	26.7	18.1	30.2
PISTOIA	10,470	29.2	20.6	32.8	14,920	26.8	22.0	37.2
FIRENZE	61,700	27.2	25.4	34.8	93,780	26.7	23.2	37.6
LIVORNO	18,950	24.2	20.0	24.1	26,730	25.7	19.1	27.8
PISA	20,610	26.9	21.8	31.4	28,270	25.7	19.9	34.6
AREZZO	14,740	31.1	22.7	32.1	23,090	30.1	21.2	36.0
SIENA	12,050	30.5	24.4	33.5	18,730	27.6	23.1	35.6
GROSSETO	11,810	25.4	26.0	22.0	15,470	25.6	22.8	28.2
PRATO	18,380	24.8	23.2	31.1	26,070	20.4	28.6	29.2
UMBRIA	36,220	30.0	21.3	35.1	51,620	30.1	21.8	39.1
PERUGIA	27,920	30.5	21.8	35.9	40,270	30.3	21.9	38.4
TERNI	8,300	28.0	19.4	32.4	11,350	29.5	21.6	41.9
MARCHE	77,330	30.3	22.2	30.5	116,400	28.9	20.4	33.4
PESARO-URBINO	18,420	30.8	22.2	32.4	27,410	28.6	18.5	31.7
ANCONA	24,970	29.9	19.7	31.6	37,930	28.5	18.8	33.7
MACERATA	15,620	30.7	22.1	31.1	23,510	28.1	22.5	36.6
ASCOLI PICENO	10,970	31.4	23.2	27.1	16,850	29.8	20.0	31.5
FERMO	7,350	28.3	29.5	25.9	10,710	31.5	26.9	32.5
LAZIO	338,370	26.5	19.0	24.4	457,630	24.8	16.9	25.9
VITERBO	9,630	27.5	22.5	28.8	12,720	28.2	26.9	34.2
RIETI	6,080	21.5	24.8	26.7	8,330	21.8	26.5	33.4
ROMA	273,620	26.9	18.9	24.0	371,790	24.5	16.0	24.4
LATINA	27,920	24.7	18.3	25.7	37,690	28.2	20.2	33.7
FROSINONE	21,120	25.0	17.9	25.7	27,100	23.6	16.7	29.5
SOUTH AND ISLANDS	859,500	25.4	19.0	25.1	1,242,980	25.8	18.0	26.6
ABRUZZO	68,400	27.6	20.6	30.0	102,140	27.1	19.9	31.9
L'AQUILA	14,100	22.8	21.2	27.3	20,330	24.8	19.5	32.0
TERAMO	18,260	28.3	20.3	30.6	28,370	25.2	20.3	31.8
PESCARA	16,430	28.8	21.2	29.1	24,240	30.4	20.1	29.8
CHIETI	19,610	29.3	19.8	32.0	29,200	27.7	19.6	33.8
MOLISE	11,370	25.8	20.7	24.4	17,530	23.3	18.7	26.9
CAMPOBASSO	7,900	27.1	19.9	23.2	12,350	24.7	17.1	26.8
ISERNIA	3,470	22.9	22.6	27.0	5,180	19.9	22.6	27.1
CAMPANIA	266,450	25.2	17.5	25.6	349,780	25.8	16.6	25.9
CASERTA	40,460	25.5	18.1	25.3	50,970	27.5	17.5	27.0
BENEVENTO	11,110	22.1	20.3	25.6	15,410	23.1	18.0	29.0
NAPOLI	139,120	26.4	16.6	26.8	181,640	26.1	16.2	25.8
AVELLINO	16,540	26.0	20.2	26.8	21,470	24.5	19.8	26.0
SALERNO	59,220	22.6	17.8	22.8	80,280	24.6	15.9	24.6
PUGLIA	176,880	25.0	19.1	23.5	259,080	27.2	17.5	25.1
FOGGIA	24,790	26.7	19.0	20.9	38,070	28.2	17.7	22.1
BARI	78,170	22.3	17.5	24.8	109,780	25.9	15.3	25.4
TARANTO	21,610	30.1	20.6	24.2	30,380	26.8	18.1	26.4
BRINDISI	14,660	26.6	20.8	22.1	24,420	28.1	19.8	24.0
LECCE	37,650	26.1	21.0	22.8	56,430	28.9	20.2	26.2
BASILICATA	22,670	25.6	19.2	25.8	33,930	23.8	18.8	28.9
POTENZA	14,370	26.0	18.8	25.4	20,520	24.6	17.8	28.4
MATERA	8,300	25.0	20.0	26.6	13,400	22.5	20.4	29.7
CALABRIA	61,090	27.1	18.6	25.0	94,660	25.8	18.8	25.4
COSENZA	23,890	27.7	17.4	26.4	35,220	27.8	18.7	25.5
CATANZARO	13,420	24.9	17.4	25.1	19,550	26.7	18.5	23.9
REGGIO CALABRIA	12,860	30.5	23.5	24.2	20,540	24.5	19.8	28.3
CROTONE	6,000	24.2	15.5	25.9	9,560	21.2	16.1	26.8
VIBO VALENTIA	4,930	25.5	19.3	18.7	9,790	24.2	20.8	20.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

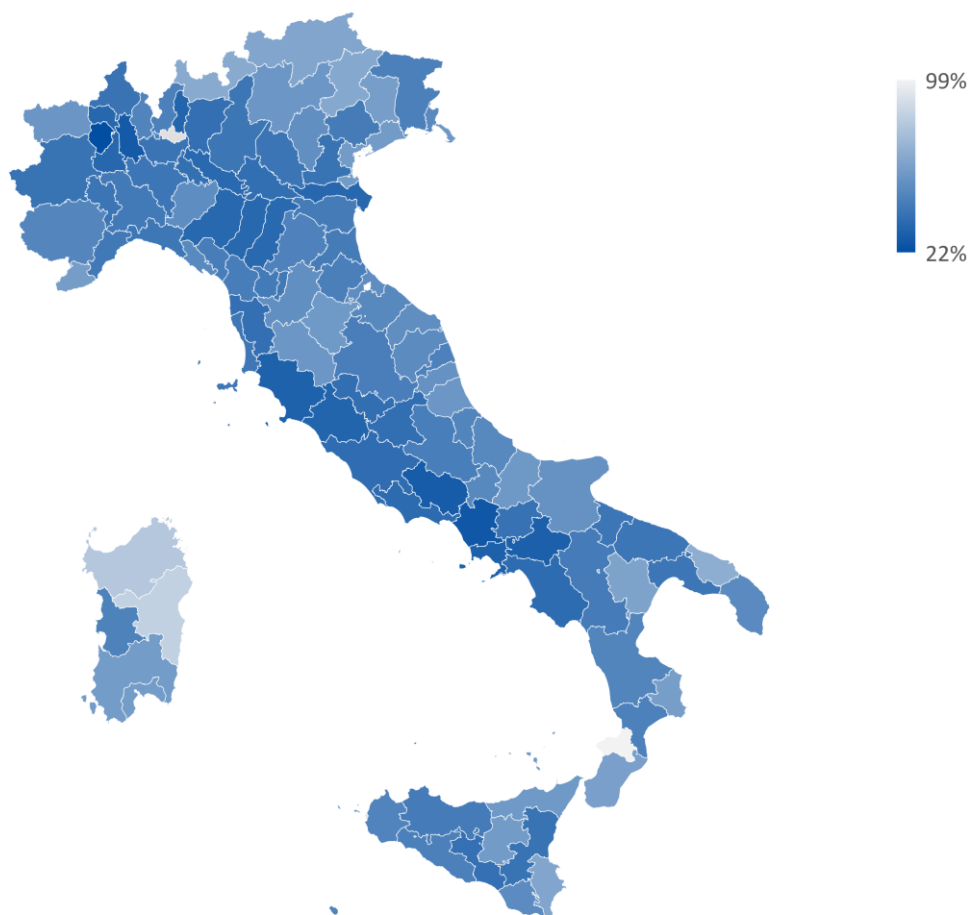
(cont.) Table 28 - Several characteristics of inflow expected by companies in 2020 and 2021 at territorial level (% share of the total)

	Inflow expected in 2020 (a.v.)*	of which (%):			Inflow expected in 2021 (a.v.)*	of which (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
TOTAL	3,242,310	28.1	20.6	29.7	4,638,980	27.5	18.6	32.2
SICILIA	174,550	25.3	19.5	23.9	255,430	25.6	17.7	26.5
TRAPANI	13,530	25.9	18.6	21.6	19,870	28.4	19.9	24.1
PALERMO	47,320	24.9	20.6	21.7	67,530	25.3	15.7	25.9
MESSINA	22,000	25.1	20.2	24.3	34,450	25.2	19.8	25.8
AGRIGENTO	10,760	20.4	18.7	23.4	15,610	24.6	21.5	25.6
CALTANISSETTA	9,300	23.0	15.4	27.3	12,790	23.0	14.9	31.6
ENNA	3,570	23.2	21.0	23.7	5,620	23.8	19.2	27.1
CATANIA	40,020	26.0	19.2	24.8	55,530	26.5	16.6	27.8
RAGUSA	12,530	28.7	20.0	25.3	18,830	26.1	21.2	25.4
SIRACUSA	15,530	26.6	19.2	27.1	25,200	24.6	17.3	26.6
SARDEGNA	78,090	23.6	21.0	25.3	130,430	23.2	20.5	28.2
SASSARI	28,280	22.5	21.2	24.3	50,530	24.8	22.3	26.9
NUORO	6,520	22.2	26.0	25.0	11,950	21.8	20.2	30.3
CAGLIARI	38,710	24.3	20.0	26.7	61,270	21.9	18.5	29.6
ORISTANO	4,580	26.4	20.1	20.1	6,690	26.2	26.1	20.6

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Trend of inflow expected by companies at territorial level - 2021 vs 2020



Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 56.1 - Inflow expected by companies in 2018 according to contract type by business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2018 (a.v.)	Salaried personnel	of which:				Supply contract employees	Coordinated and continuous collaborators **	Other non-salaried employees ***
			with a permanent contract	without a permanent contract	apprenticeship	other salaried workers			
TOTAL*	4,553,980	3,494,970 76.7	965,280 21.2	2,165,840 47.6	222,740 4.9	141,100 3.1	679,570 14.9	75,280 1.7	304,160 6.7
BUSINESS SECTOR									
INDUSTRY	1,359,630	74.1	26.5	41.5	5.2	1.0	23.2	0.9	1.8
Manufacturing industry	935,040	67.8	24.3	36.7	5.8	0.9	30.5	0.9	0.8
Mineral extraction	3,040	90.7	31.1	54.2	--	3.8	5.9	1.7	1.7
Food, beverage and tobacco industries	147,660	68.5	14.4	47.5	5.3	1.3	30.3	0.6	0.6
Textile, clothing and footwear industries	130,480	80.8	44.0	32.5	3.7	0.6	17.8	0.7	0.6
Wood and furniture industries	38,940	81.3	25.9	46.5	7.8	1.0	16.6	1.1	1.0
Paper, paper transformation and printing industries	24,130	75.7	26.7	37.6	9.2	2.2	21.3	1.6	1.4
Chemical, pharmaceutical and oil industries	36,010	56.2	23.7	28.9	3.3	0.3	41.1	1.5	1.2
Rubber and plastic materials industries	54,480	45.1	14.2	26.3	4.0	0.5	53.4	0.8	0.7
Non-metallic mineral processing industries	33,010	64.0	24.6	36.0	2.7	0.6	34.4	0.8	0.8
Metallurgical and metal product industries	203,800	65.7	18.9	39.0	6.8	1.0	32.6	0.8	0.8
Industries manufacturing machines and equipment and means of transport	178,010	71.4	27.3	35.9	7.2	1.0	26.9	0.9	0.8
Electrical, electronics, optical and medical industries	60,920	63.0	27.1	27.5	7.7	0.7	33.8	1.8	1.5
Household and leisure goods and other manufacturing industries	24,560	36.7	11.2	21.5	3.6	0.3	62.0	0.7	0.6
Public utilities (energy, gas, water, environment)	53,600	68.2	19.7	44.7	2.4	1.3	27.8	2.1	1.9
Construction	370,990	90.9	32.9	53.0	4.0	1.0	4.1	0.8	4.1
SERVICES	3,194,340	77.9	19.0	50.2	4.8	4.0	11.4	2.0	8.8
Trade and repair of motor vehicles and motorcycles	60,900	81.6	32.0	33.5	13.7	2.4	6.5	1.5	10.4
Wholesale trade	203,830	68.0	25.4	36.1	5.3	1.2	9.6	2.9	19.6
Retail trade	411,480	76.9	16.8	51.3	6.5	2.4	12.4	1.4	9.3
Accommodation and catering services; tourist services	786,790	92.3	14.0	63.0	6.4	8.9	6.9	0.6	0.2
Transport, logistics and warehousing services	367,910	80.7	21.2	55.5	1.9	2.1	16.3	0.6	2.4
Media and communication services	42,700	75.2	11.7	55.8	2.5	5.2	10.9	2.7	11.2
IT and telecommunications services	119,500	57.3	30.3	16.5	10.2	0.3	27.7	2.6	12.3
Advanced business support services	182,820	64.4	25.0	31.1	5.9	2.3	11.3	4.4	19.9
Financial and insurance services	43,150	65.7	38.1	23.4	2.4	1.8	9.6	5.3	19.4
Operational support services for businesses and individuals	430,730	73.7	22.3	47.1	1.3	3.0	9.4	3.4	13.5
Private education and training services	127,190	44.9	8.6	35.1	0.8	0.4	20.2	6.3	28.5
Private health, social assistance and healthcare services	226,280	78.6	17.1	60.2	0.6	0.8	11.4	1.8	8.2
Cultural, sports and other personal services	191,080	84.2	14.8	53.8	8.5	7.0	10.7	0.9	4.2
TERRITORIAL DISTRIBUTION									
North West	1,355,760	72.9	21.4	43.2	5.1	3.2	18.5	1.8	6.8
North East	1,129,570	75.7	17.0	49.0	6.1	3.6	19.6	1.0	3.8
Central	925,770	77.6	21.1	48.3	4.9	3.2	13.3	1.8	7.4
South and islands	1,142,870	81.7	25.2	50.7	3.4	2.4	7.4	2.1	8.8
SIZE CLASSES									
1-9 employees	1,564,590	83.2	25.4	46.5	7.0	4.3	7.0	1.8	8.0
10-49 employees	1,368,420	78.4	21.1	49.0	5.0	3.4	13.1	1.6	6.9
50-499 employees	1,104,850	72.4	17.5	50.1	2.4	2.4	18.9	1.6	7.1
500 employees and over	516,120	62.2	16.6	41.6	3.6	0.4	35.2	1.5	1.1

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Company directors are included, even if they are of a marginal nature.

*** Collaborators with a VAT number and casual workers

the (-) sign indicates the absence of inflow in the intersection indicated, the (-) sign indicates a statistically insignificant value, the totals do, however, include the data not shown.

Table 56.2 - Inflow expected by companies in 2019 according to contract type by business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2019 (a.v.)	Salaried personnel	of which:				Supply contract employees	Coordinated and continuous collaborators **	Other non-salaried employees ***
			with a permanent contract	without a permanent contract	apprenticeship	other salaried workers			
TOTAL*	4,615,200	3,764,810	1,058,820	2,336,260	228,990	140,750	491,120	78,000	281,260
		81.6	22.9	50.6	5.0	3.0	10.6	1.7	6.1
BUSINESS SECTOR									
INDUSTRY	1,277,300	80.0	29.5	45.5	4.6	0.4	17.3	1.0	1.8
Manufacturing industry	854,050	74.8	27.7	41.1	5.5	0.5	23.4	0.9	0.9
Mineral extraction	3,570	93.2	48.4	40.0	4.7	--	3.6	1.6	1.6
Food, beverage and tobacco industries	133,450	74.0	16.9	52.7	3.9	0.4	24.7	0.7	0.7
Textile, clothing and footwear industries	117,740	84.2	39.7	39.6	4.7	0.3	14.4	0.7	0.7
Wood and furniture industries	38,980	88.0	29.3	51.1	7.1	0.5	10.3	0.9	0.8
Paper, paper transformation and printing industries	24,170	81.3	27.8	46.6	6.6	0.3	15.9	1.4	1.4
Chemical, pharmaceutical and oil industries	33,730	66.4	30.5	31.8	3.8	0.3	30.6	1.6	1.4
Rubber and plastic materials industries	45,970	53.4	19.3	29.8	4.2	--	44.9	0.8	0.8
Non-metallic mineral processing industries	27,350	78.3	27.5	45.2	3.5	2.1	19.8	1.0	0.9
Metallurgical and metal product industries	186,790	73.3	24.2	42.5	6.0	0.5	25.0	0.8	0.8
Industries manufacturing machines and equipment and means of transport	165,460	77.7	32.0	37.9	7.4	0.4	20.2	1.1	1.0
Electrical, electronics, optical and medical industries	56,570	71.6	34.5	30.1	6.7	0.2	26.1	1.2	1.2
Household and leisure goods and other manufacturing industries	20,280	47.0	14.7	28.3	3.2	0.8	51.8	0.6	0.6
Public utilities (energy, gas, water, construction)	51,730	78.6	25.3	49.8	2.9	0.6	17.5	2.0	1.9
Construction	371,530	92.1	34.1	54.9	2.8	0.3	3.2	0.9	3.8
SERVICES	3,337,900	82.2	20.4	52.6	5.1	4.1	8.1	2.0	7.8
Trade and repair of motor vehicles and motorcycles	46,750	82.3	34.4	36.2	10.7	1.0	6.6	1.3	9.7
Wholesale trade	210,130	72.8	28.4	37.6	6.0	0.7	6.7	2.5	18.1
Retail trade	432,290	81.9	19.3	52.8	7.3	2.5	8.6	1.2	8.3
Accommodation and catering services; tourist services	854,480	94.5	14.9	63.8	6.4	9.4	4.7	0.7	0.2
Transport, logistics and warehousing services	363,070	87.4	24.1	59.4	2.5	1.5	10.1	0.5	1.9
Media and communication services	47,620	80.6	11.7	61.3	2.1	5.5	6.9	3.0	9.5
IT and telecommunications services	122,980	64.4	35.6	16.4	12.1	0.3	20.6	3.0	11.9
Advanced business support services	201,510	60.5	24.2	28.6	5.8	1.9	14.5	5.2	19.8
Financial and insurance services	40,410	72.3	44.0	23.5	4.1	0.7	4.9	5.2	17.6
Operational support services for businesses and individuals	436,780	78.9	22.5	51.8	1.7	2.9	6.8	3.3	11.0
Private education and training services	129,680	51.1	11.7	37.1	1.1	1.2	15.1	7.1	26.7
Private health, social assistance and healthcare services	250,080	85.4	18.5	65.3	0.8	0.9	6.8	1.6	6.2
Cultural, sports and other personal services	202,120	89.0	16.5	57.7	8.1	6.8	6.7	0.9	3.5
TERRITORIAL DISTRIBUTION									
North West	1,393,000	77.3	23.8	45.8	4.8	2.9	13.7	2.0	7.0
North East	1,105,800	82.0	19.0	53.4	5.9	3.6	13.6	1.0	3.4
Central	938,600	81.7	22.1	50.9	5.4	3.3	9.2	1.9	7.2
South and islands	1,177,800	86.1	26.3	53.4	3.9	2.5	5.4	1.8	6.7
SIZE CLASSES									
1-9 employees	1,454,560	84.1	26.1	46.8	6.7	4.6	5.6	2.1	8.2
10-49 employees	1,436,480	82.8	22.7	51.7	5.1	3.3	9.5	1.7	6.1
50-499 employees	1,186,530	79.1	20.8	53.3	2.9	2.2	13.4	1.6	5.9
500 employees and over	537,630	77.0	20.0	52.2	4.6	0.2	21.1	0.9	1.0

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Company directors are included, even if they are of a marginal nature.

*** Collaborators with a VAT number and casual workers

the (-) sign indicates the absence of inflow in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Table 56.3 - Inflow expected by companies in 2020 according to contract type by business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2020 (a.v.)	Salaried personnel	of which:				Supply contract employees	Coordinated and continuous collaborators **	Other non-salaried employees ***
			with a permanent contract	without a permanent contract	apprenticeship	other salaried workers			
TOTAL*	3,242,310	2,606,560	714,150	1,620,240	176,200	95,980	340,550	75,700	219,500
		80.4	22.0	50.0	5.4	3.0	10.5	2.3	6.8
BUSINESS SECTOR									
INDUSTRY	935,970	80.3	28.8	45.9	4.9	0.6	15.8	1.6	2.3
Manufacturing industry	583,150	74.3	27.8	40.3	5.6	0.6	22.7	1.7	1.3
Mineral extraction	2,400	92.2	37.5	52.4	2.4	--	3.9	2.2	--
Food, beverage and tobacco industries	107,210	74.7	15.4	54.5	4.2	0.6	23.5	0.9	0.9
Textile, clothing and footwear industries	73,140	83.7	42.6	36.5	4.0	0.7	14.0	1.3	1.0
Wood and furniture industries	24,310	86.4	31.5	47.4	7.0	0.5	10.1	2.1	1.4
Paper, paper transformation and printing industries	16,390	81.0	33.6	39.2	8.1	--	14.8	2.6	1.7
Chemical, pharmaceutical and oil industries	24,680	66.0	33.9	27.8	4.1	0.2	29.6	2.4	2.0
Rubber and plastic materials industries	32,050	54.6	23.4	27.5	3.6	0.2	42.6	1.5	1.2
Non-metallic mineral processing industries	19,810	76.8	29.0	42.0	3.6	2.1	20.1	1.8	1.4
Metallurgical and metal product industries	120,280	72.7	22.9	42.7	6.2	0.9	24.0	1.8	1.4
Industries manufacturing machines and equipment and means of transport	111,480	76.9	32.4	37.3	6.8	0.4	19.7	1.9	1.6
Electrical, electronics, optical and medical industries	38,600	70.4	35.2	27.0	7.9	0.3	25.6	2.6	1.5
Household and leisure goods and other manufacturing industries	12,800	46.5	12.4	26.4	7.2	0.4	50.1	1.3	2.1
Public utilities (energy, gas, water, construction)	40,180	78.3	27.8	47.5	2.3	0.7	17.7	2.3	1.7
Construction	312,640	91.7	30.8	56.2	4.0	0.7	2.8	1.3	4.1
SERVICES	2,306,340	80.4	19.3	51.6	5.6	3.9	8.3	2.6	8.6
Trade and repair of motor vehicles and motorcycles	45,400	82.6	33.4	34.7	13.3	1.1	4.5	2.6	10.3
Wholesale trade	141,700	69.9	26.2	38.4	4.5	0.8	6.5	4.1	19.5
Retail trade	295,340	80.6	15.1	54.6	8.5	2.5	9.1	2.0	8.3
Accommodation and catering services; tourist services	506,930	93.5	13.1	63.3	7.2	10.0	5.5	0.8	0.2
Transport, logistics and warehousing services	247,600	85.5	23.9	57.2	2.6	1.9	11.3	0.8	2.4
Media and communication services	31,890	81.3	10.2	63.1	1.5	6.5	6.7	3.7	8.3
IT and telecommunications services	95,500	65.1	35.5	14.8	14.5	0.3	19.2	3.6	12.1
Advanced business support services	147,870	62.6	21.9	32.0	7.1	1.6	13.1	5.6	18.6
Financial and insurance services	32,370	67.7	38.5	19.4	9.5	0.2	3.5	5.6	23.2
Operational support services for businesses and individuals	329,020	79.0	22.5	51.5	1.7	3.3	6.3	3.9	10.9
Private education and training services	94,960	48.9	9.5	38.0	0.7	0.6	14.4	8.8	28.0
Private health, social assistance and healthcare services	207,350	82.5	18.6	62.5	0.8	0.6	6.7	2.1	8.7
Cultural, sports and other personal services	130,430	88.4	14.2	56.7	10.9	6.5	7.0	1.1	3.6
TERRITORIAL DISTRIBUTION									
North West	978,240	76.2	22.9	45.1	5.4	2.8	13.6	2.5	7.7
North East	754,610	81.3	18.6	52.7	6.2	3.9	13.5	1.4	3.8
Central	649,960	79.8	21.5	49.3	5.9	3.0	9.4	2.7	8.1
South and islands	859,500	84.8	24.5	53.6	4.4	2.3	5.2	2.7	7.3
SIZE CLASSES									
1-9 employees	1,150,830	83.9	22.8	49.2	7.4	4.6	4.9	2.8	8.3
10-49 employees	943,290	81.2	21.5	51.4	5.4	2.9	9.3	2.3	7.1
50-499 employees	770,080	77.3	22.1	50.1	3.2	2.0	14.1	2.1	6.5
500 employees and over	378,120	73.7	20.8	48.4	4.3	0.2	23.1	1.5	1.7

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Company directors are included, even if they are of a marginal nature.

*** Collaborators with a VAT number and casual workers

the (-) sign indicates the absence of inflow in the intersection indicated. the (-) sign indicates a statistically insignificant value. the totals do, however, include the data not shown.

Source: Unioncamere - ANPAL, Excelsior Information System, 2021

Table 56.4 - Inflow expected by companies in 2021 according to contract type by business sector, territorial distribution and size class (% share of the total)

	Inflow expected in 2021 (a.v.)	Salaried personnel	of which:				Supply contract employees	Coordinated and continuous collaborators **	Other non-salaried employees ***
			with a permanent contract	without a permanent contract	apprenticeship	other salaried workers			
TOTAL*	4,638,980	3,777,590	788,180	2,592,710	221,460	175,250	455,000	106,990	299,400
		81.4	17.0	55.9	4.8	3.8	9.8	2.3	6.5
BUSINESS SECTOR									
INDUSTRY	1,322,280	80.3	22.7	51.4	5.6	0.6	15.4	1.4	2.9
Manufacturing industry	843,010	75.3	24.4	43.9	6.5	0.5	21.8	1.5	1.4
Mineral extraction	4,400	95.2	41.4	44.3	9.4	--	2.8	1.5	--
Food, beverage and tobacco industries	133,970	75.4	13.7	57.0	3.9	0.8	22.3	0.9	1.4
Textile, clothing and footwear industries	91,420	81.2	38.9	37.2	4.5	0.6	17.0	1.4	0.4
Wood and furniture industries	39,800	86.5	26.1	51.5	8.3	0.6	10.0	1.6	1.9
Paper, paper transformation and printing industries	23,680	78.7	24.6	45.1	8.9	--	16.9	2.2	2.3
Chemical, pharmaceutical and oil industries	31,950	64.6	31.6	28.6	4.0	0.3	30.5	2.2	2.6
Rubber and plastic materials industries	46,170	55.2	18.5	32.4	4.3	--	42.3	1.4	1.0
Non-metallic mineral processing industries	25,750	79.5	26.2	47.1	5.4	0.8	17.9	1.7	0.9
Metallurgical and metal product industries	191,450	75.1	19.3	48.0	7.2	0.7	22.3	1.4	1.2
Industries manufacturing machines and equipment and means of transport	173,880	79.1	28.4	41.6	8.8	0.3	17.4	1.6	2.0
Electrical, electronics, optical and medical industries	59,630	72.3	30.9	33.4	7.6	0.3	24.2	2.3	1.2
Household and leisure goods and other manufacturing industries	20,910	53.1	17.7	28.6	6.4	0.4	45.3	1.2	0.5
Public utilities (energy, gas, water, construction)	55,440	80.8	26.1	52.0	2.2	0.4	15.5	2.3	1.4
Construction	423,840	90.2	18.7	66.3	4.3	0.9	2.5	1.2	6.0
SERVICES	3,316,700	81.9	14.7	57.7	4.4	5.0	7.6	2.6	7.9
Trade and repair of motor vehicles and motorcycles	58,370	85.8	27.0	46.6	11.1	1.2	4.4	2.1	7.7
Wholesale trade	162,980	78.4	21.4	50.2	5.9	0.9	7.6	4.3	9.8
Retail trade	416,200	78.8	12.7	57.0	5.8	3.4	9.2	1.7	10.3
Accommodation and catering services; tourist services	876,630	95.3	7.4	72.5	4.2	11.3	3.7	0.7	0.4
Transport, logistics and warehousing services	352,880	86.6	21.0	61.7	2.0	2.0	11.4	0.8	1.1
Media and communication services	64,330	82.1	6.1	68.4	1.4	6.2	4.8	2.8	10.2
IT and telecommunications services	129,530	63.8	32.9	17.7	12.5	0.6	19.2	4.0	13.0
Advanced business support services	210,250	63.3	21.0	32.0	7.4	3.0	11.9	6.2	18.5
Financial and insurance services	47,410	60.5	31.4	20.5	8.5	--	2.7	7.1	29.7
Operational support services for businesses and individuals	408,970	82.2	16.0	60.1	1.9	4.2	6.0	3.8	7.9
Private education and training services	128,020	43.2	7.4	35.2	0.3	0.3	14.2	12.1	30.5
Private health, social assistance and healthcare services	278,460	78.2	18.3	57.6	1.1	1.2	6.1	2.5	13.3
Cultural, sports and other personal services	182,680	88.6	8.0	65.0	8.7	6.8	6.7	1.4	3.3
TERRITORIAL DISTRIBUTION									
North West	1,372,690	76.4	19.7	47.7	5.3	3.7	14.6	2.7	6.3
North East	1,107,990	81.1	14.7	56.0	5.7	4.8	12.1	1.4	5.3
Central	915,320	82.9	18.0	56.0	4.7	4.3	7.4	2.8	6.9
South and islands	1,242,980	86.2	15.3	64.8	3.4	2.7	4.2	2.4	7.2
SIZE CLASSES									
1-9 employees	1,654,790	88.5	17.4	59.2	6.3	5.5	4.0	2.6	4.9
10-49 employees	1,328,010	82.6	16.8	57.6	4.8	3.4	8.9	2.1	6.3
50-499 employees	1,068,790	76.2	16.4	54.8	2.7	2.3	13.2	2.4	8.2
500 employees and over	587,390	68.2	17.3	44.6	3.9	2.3	22.1	1.9	7.9

* absolute values rounded off to the nearest ten. The totals may not coincide with the sum of the single values.

** Company directors are included, even if they are of a marginal nature.

*** Collaborators with a VAT number and casual workers

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