SKILLS AND QUALIFICATIONS: THE NEEDS OF THE LABOR MARKET IN ITALY

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PURPOSES OF THIS PRESENTATION

Illustration of Italian experience
in identifying and measuring skills and qualifications demand
expressed by private enterprises
through forecasting tools

The *Excelsior Information System*
of Italian Chambers of Commerce

OUTLINE

What is EXCELSIOR?

Data provided by *Excelsior Information System*

Main results from 2007 edition of EXCELSIOR

Needs of qualifications and enterprise strategies

The media and material available

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What is EXCELSIOR?

EXCELSIOR IS A PERMANENT INFORMATION SYSTEM BASED ON A SURVEY ON ABOUT 100,000 ENTERPRISES IN INDUSTRY AND SERVICE SECTORS WITH AT LEAST ONE EMPLOYEE, AIMED AT:

providing employer's forecast of the number of staff expected to join and leave the company

development of active labour policies

outlining the main skills of professional figures required by private enterprises

influence training and educational policies

What is EXCELSIOR?

The organisation of the survey

The Excelsior survey is carried out using two separate methods

- By telephone interview (using the CATI methodology) for companies with up to 250 employees - directed at around 95,000 enterprises
- For some 2,500 companies with more than 250 employees, via direct interview with assistance in compiling the results from the Chamber of Commerce statistics and studies unit

Structured "standard" questionnaire

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DATA ON INWARD AND OUTWARD FLOWS IN THE LABOUR MARKET

(jobs coming onto and being lost by the labour market categorised by contract type, seasonal workers and non-EU migrants)

DETAILS OF OCCUPATIONS WITH INCREASING MARKET DEMAND

(age, gender, type of contract, recruitment difficulties, reasons of new recruitment, etc.)

Data broken down in terms of territorial distribution, company size and economic activity

Data provided by *Excelsior Information System*

INDICATORS FOR THE TRAINING SYSTEM

The profile of new recruits and post-entry training needs:
educational qualifications, work experience required, knowledge of languages and computing, training required and related themes and methods (on the job, external and internal courses, etc.)

Lifelong learning training programmes:
methods, objectives and costs

INFLUENCE OF THE RESULTS ON REGIONAL/GOVERNMENTAL TRAINING POLICIES

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Excelsior 2007: main results

LABOUR FLOWS IN INDUSTRY AND SERVICES

employees at 31.12.06	10,800,000
Forecast employment in-flows	839,500
Forecast labour out-flows	756,500
Balance	83,000

North West 236,300

North East 205,100

Centre 173,500

South and Islands 224,600

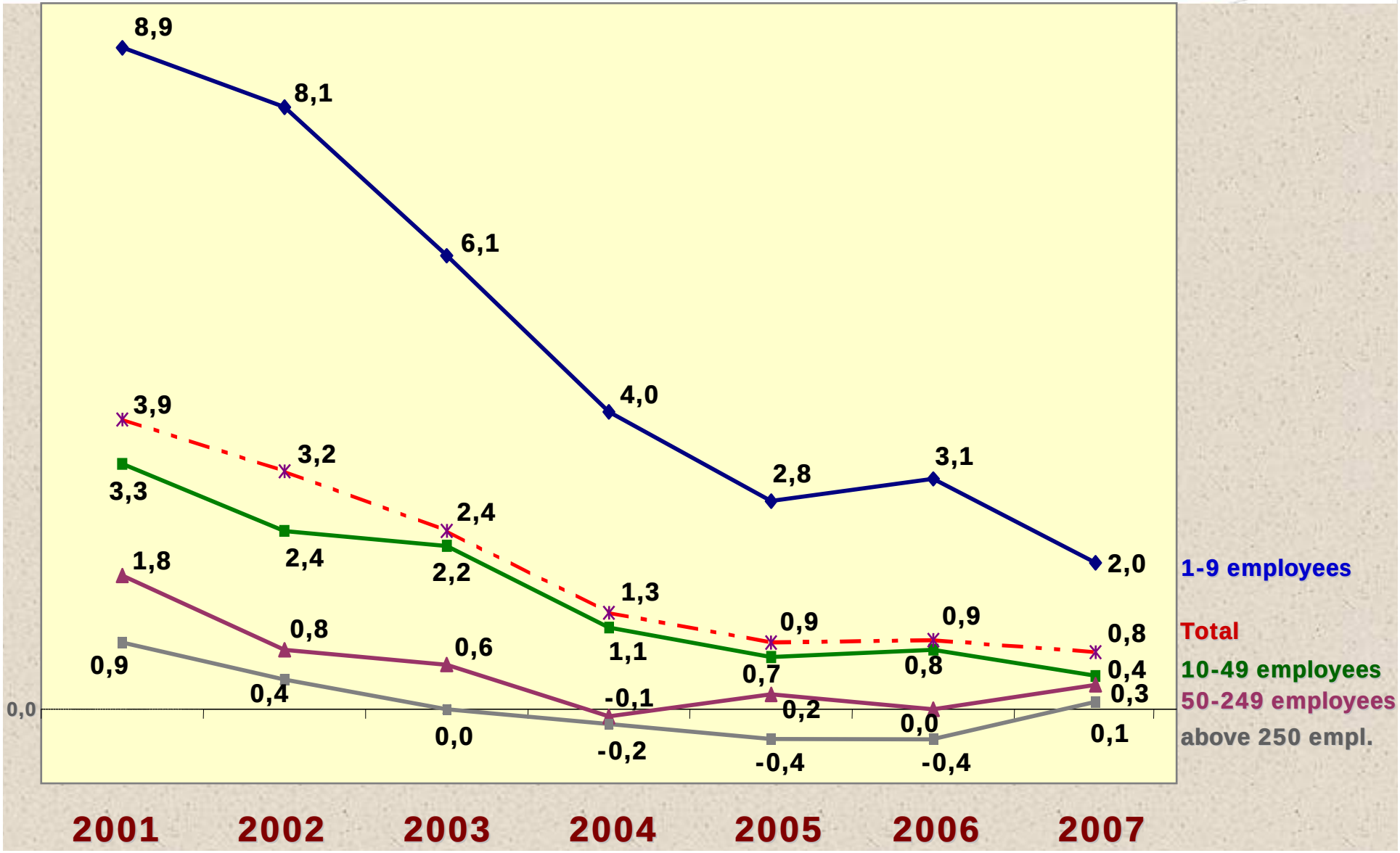
Industry 329,200

Services 510,300

Excelsior 2007: main results

OCCUPATIONAL BALANCE RATES

Data in %, by size class of enterprise (2001-2007)



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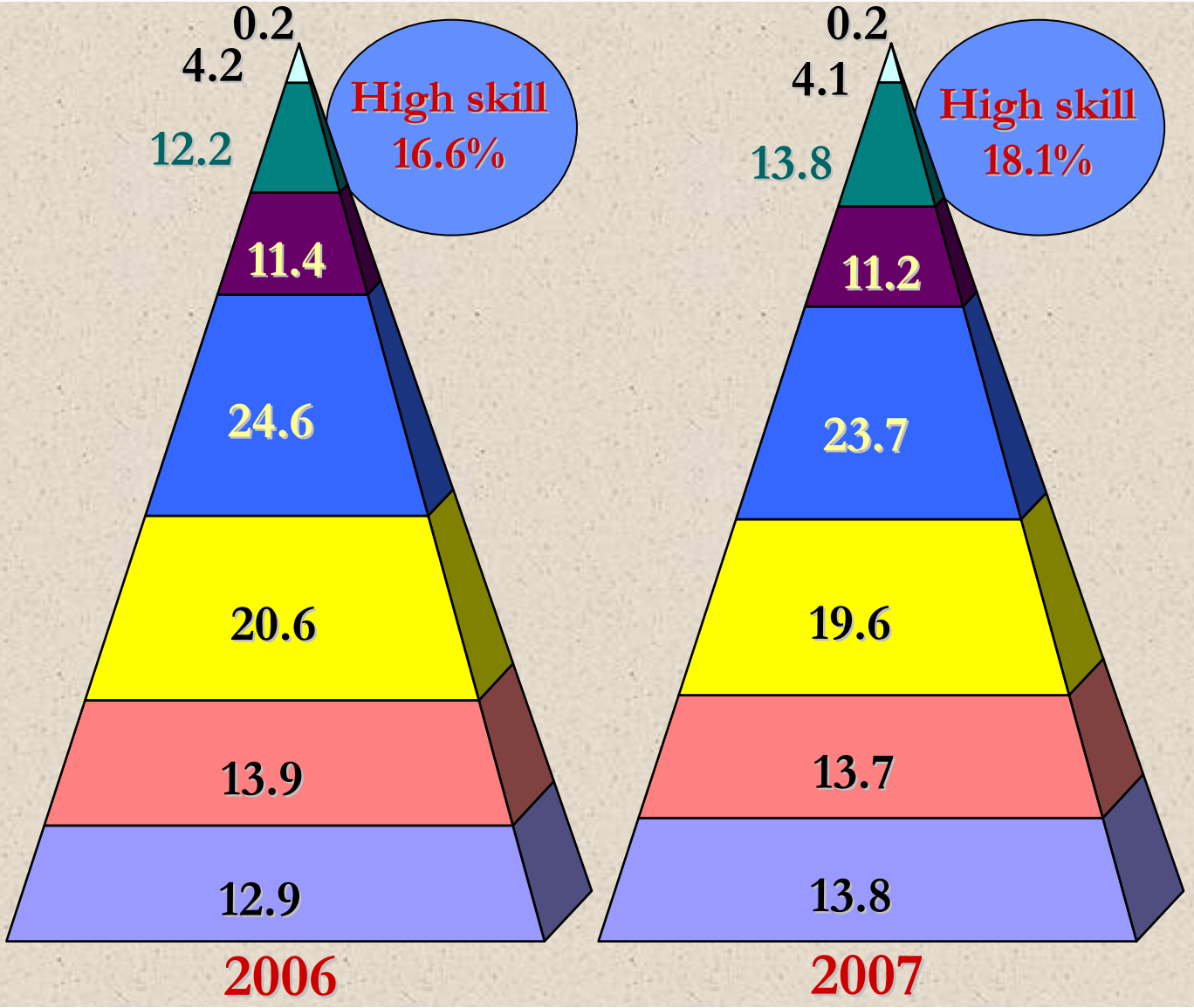
Needs of qualifications

OCCUPATIONS MOST IN DEMAND ACCORDING TO MAJOR PROFESSIONAL GROUPS

(in % on total recruitment)



Managers & directors

Intellectual & scientific occupations

Technicians

Executive occupations relating to administration and management

Qualified professions in sales and other services

Specialist labourers

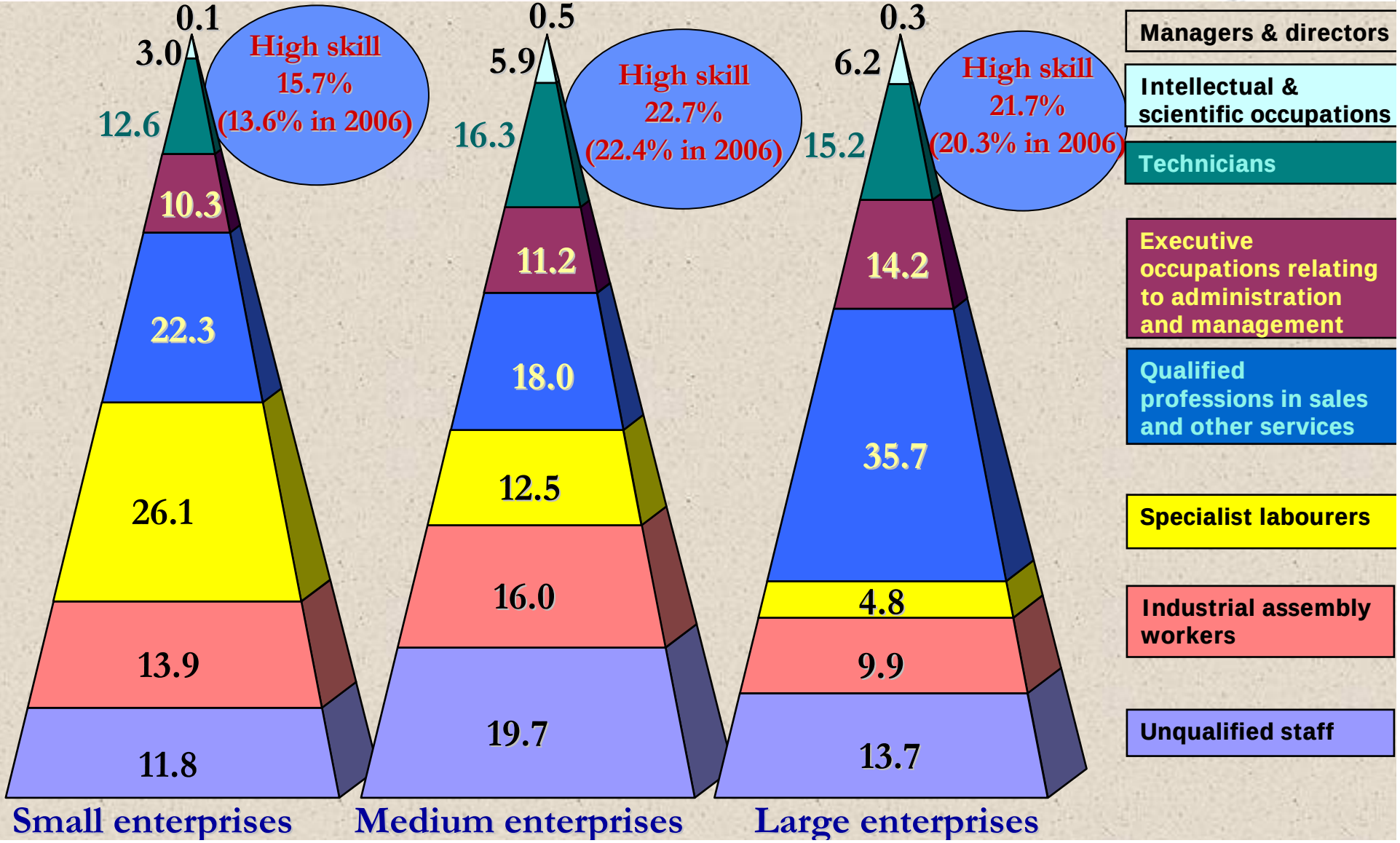
Industrial assembly workers

Unqualified staff

Needs of qualifications

OCCUPATIONS MOST IN DEMAND ACCORDING TO MAJOR PROFESSIONAL GROUPS

(in % on total recruitment 2007 - breakdown by size class of enterprise)



Needs of qualifications

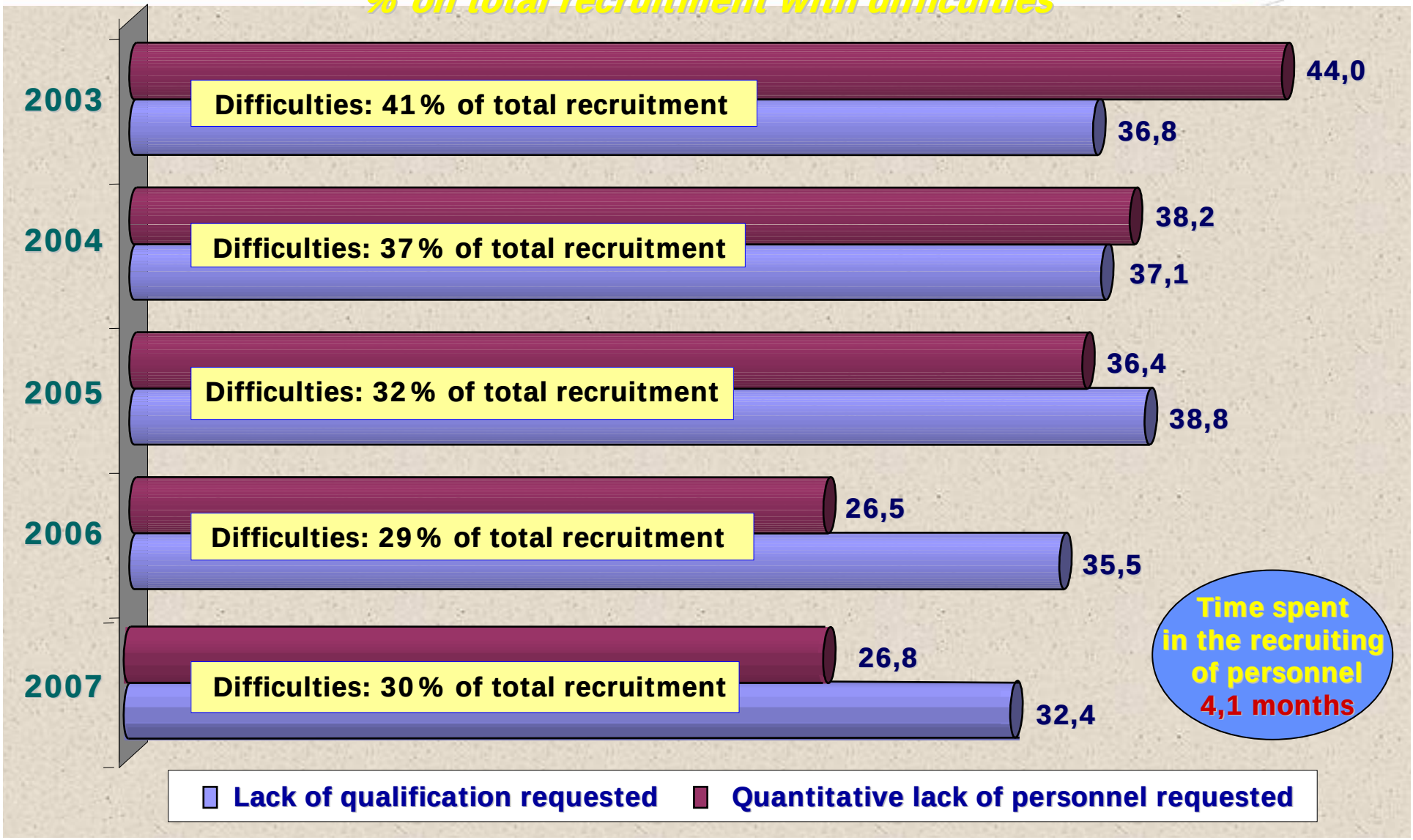
OCCUPATIONS MOST IN DEMAND

		Recruitment 2007	*difficulties during the recriutment phase (in %)*
MANAGERS, HIGHLY SPECIALISED OCCUPATIONS AND TECHNICIANS	Administrative associate professionals	36,870	20.0
	Sales associate professionals	22,430	26.7
	Computer associate professionals	9,790	32.8
	Draughtspersons	7,840	33.8
	Nursing associate professionals	4,820	65.1
EXECUTIVE OCCUPATIONS. SERVICES AND SALES PROFESSIONS	Shop salespersons and demonstrators	69,280	21.9
	Waiters, waitresses and bartenders	49,310	28.8
	Material-recording and transport clerks	23,190	20.5
	Cooks in hotels and restaurants	18,470	42.1
	Secretaries and keyboard-operating clerks	15,920	16.4
SPECIALIST LABOURERS, MACHINERY OPERATORS, ASSEMBLY WORKERS	Building frame and related trades workers	31,330	39.3
	Heavy-truck and lorry drivers	27,450	30.3
	Building and related electricians	11,400	37.7
	Plumbers and pipe fitters	10,810	47.7
	Industrial products processing and packaging operators	9,590	25.0

Needs of qualifications

DIFFICULTIES IN THE RECRUITMENT PHASE AND ATTENTION TO THE LEVEL OF QUALIFICATION

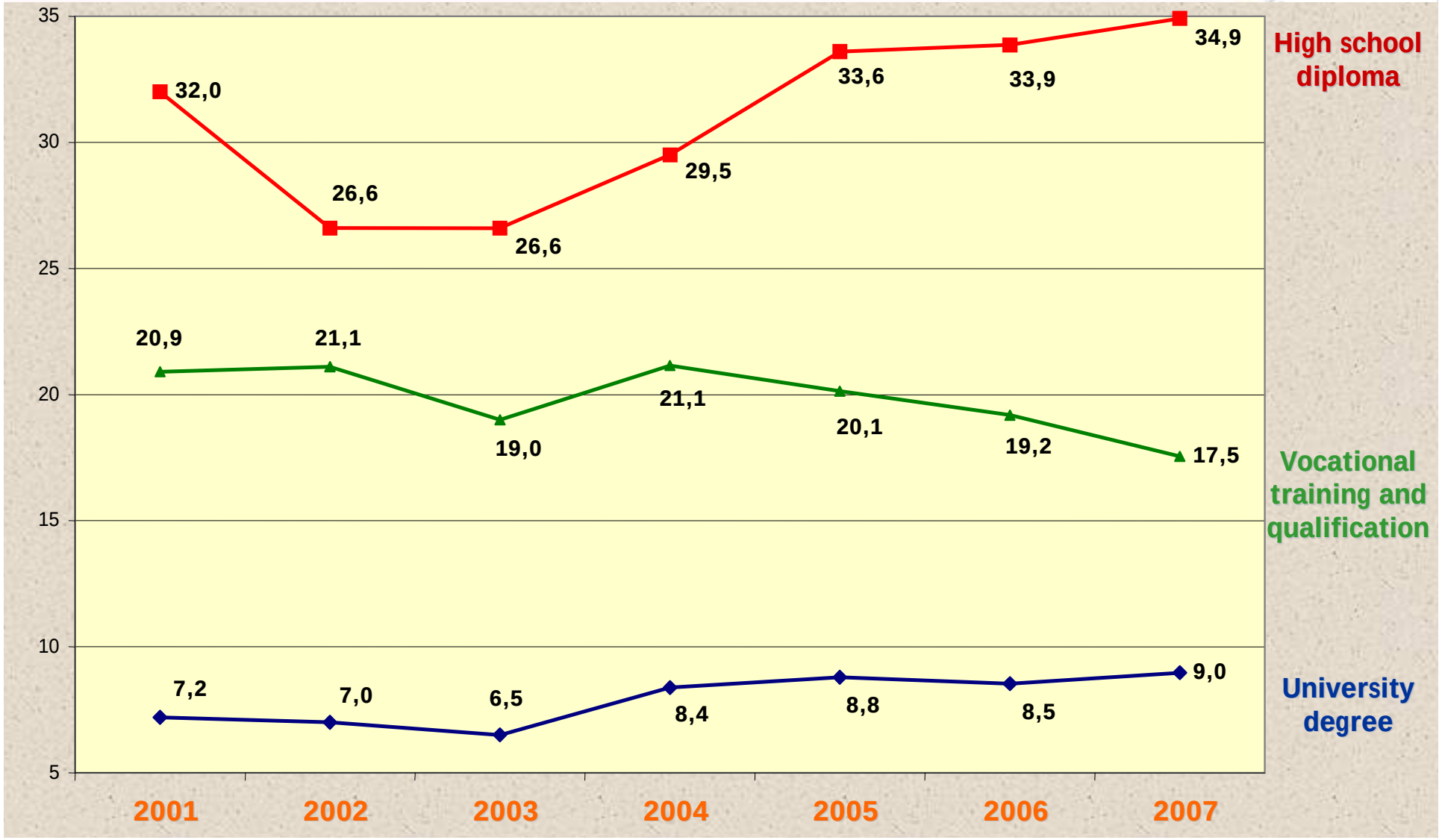
% on total recruitment with difficulties



Needs of qualifications

EDUCATIONAL QUALIFICATIONS MOST IN DEMAND IN THE LAST 7 YEARS

(% on total, excluding recruitment with basic compulsory schooling)



POSSIBLE MISMATCH BETWEEN DEMAND AND OFFER OF QUALIFICATIONS

University degrees most in demand are those in economics and statistics, engineering, medical and health subjects, pharmaceutical chemistry: 56,400 recruitment in 2007, 75% of total entries with a university degree

51,200 graduates in those disciplines in 2007 who will look for a job as an employee in industry and service sectors (-5,200 compared to the needs of the enterprises)

95,000 graduates (total) in 2007 who will look for a job as an employee in industry and service sectors (+19,500 compared to enterprise needs)

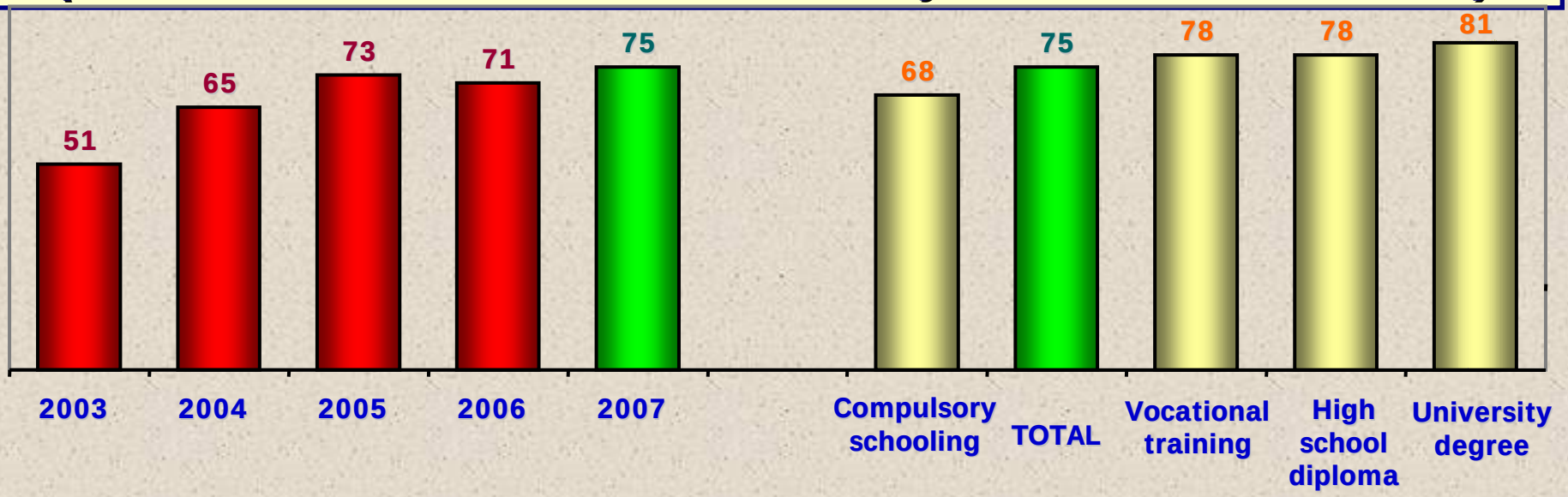
Technical and professional high school diplomas most in demand are those in administrative and commercial subjects (99,500), in tourism (26,600), mechanical (22,800), electrotechnical (10,600), building (7,300) and information science (7,200) disciplines.

The average demand for employees who hold a diploma of technical or professional high school is equal to 200,000 units, whereas the average annual offer from these high schools is equal to 135,000 units (considering only those looking for a job)

TRAINING ACTIVITIES ORGANISED BY ENTERPRISES

Post-entry training activities

(% on total recruitment 2003-2007 and by educational level in 2007)

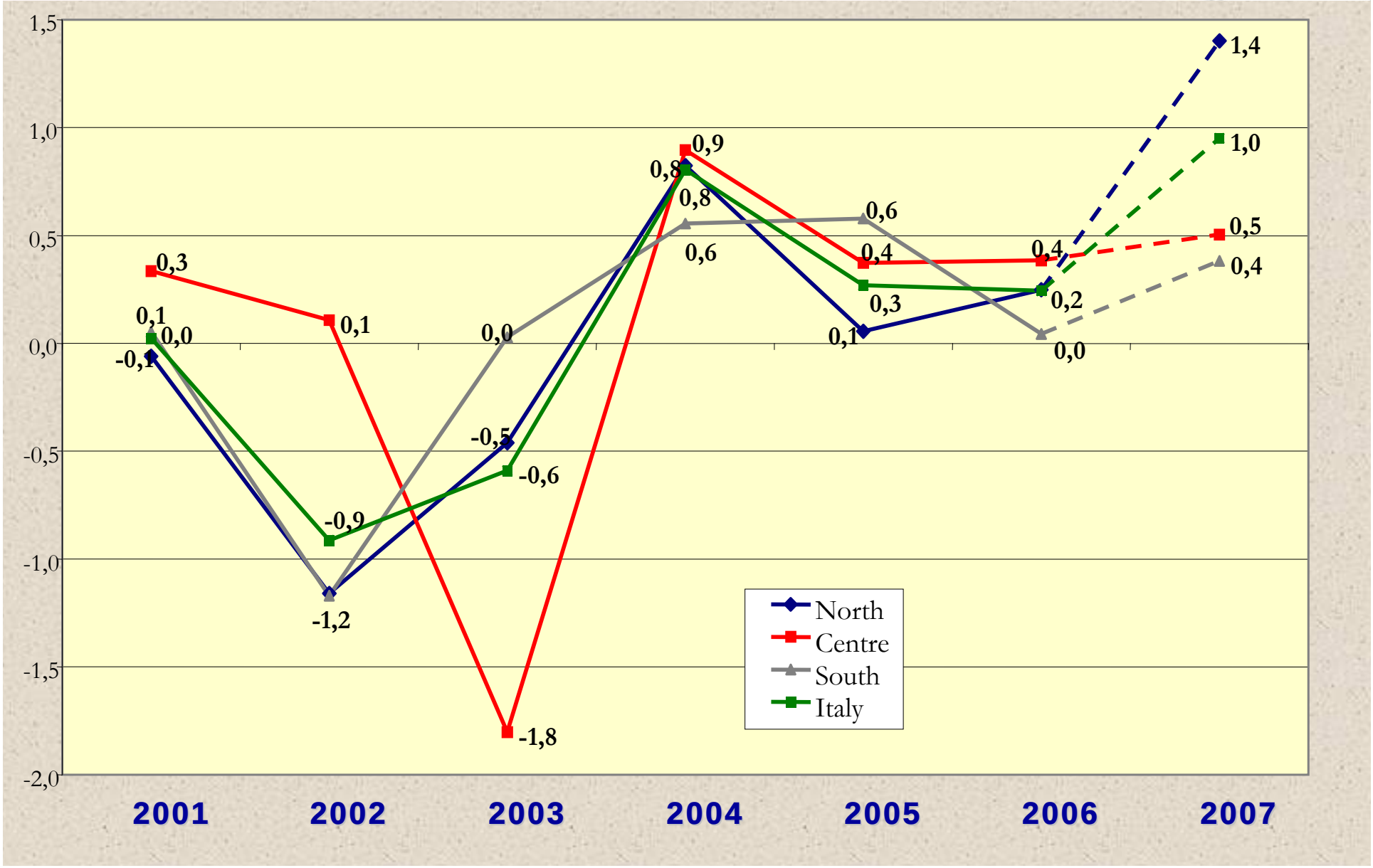


Lifelong learning training activities

	2006	2005	2004
Enterprises organising training activities (% on total)	19.8	18.8	20.0
Trained employees on total (%)	21.2	18.5	19.3
Average days of training	5.1	4.3	4.7
Average investment in training, per employee (euro)	690	760	810
Internal training courses (in % on total activities)	38.3	37.6	41,0
External training courses (in % on total activities)	56.1	53.7	66.9
Training on the job supported by qualified personnel (%)	30.3	28.6	28.9

QUALIFICATIONS AND LABOUR PRODUCTIVITY IN 2007

The differences at territorial level according to Excelsior forecasts



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USERS

INSTITUTIONAL USERS AND EDUCATIONAL AND EMPLOYMENT PLANNERS

Chambers of Commerce
Provinces and Regions
Provincial Labour Office
Employment agencies
Provincial education offices

ECONOMIC PLAYERS

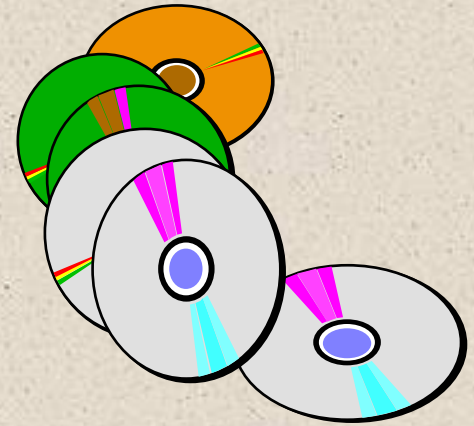
Chambers of Commerce
Economic sectors
Trade Union organisations

INDIVIDUALS SEEKING A FIRST OR NEW JOB; CAREER GUIDANCE SERVICES

Individuals graduating or about to receive their diploma
Individuals seeking their first job
Careers guidance officers
Individuals seeking a new job
Training
Secondary schools
Universities

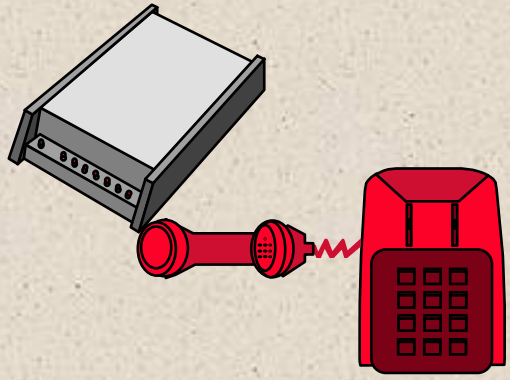
MEDIA AND INFORMATION AVAILABLE

CD-Rom

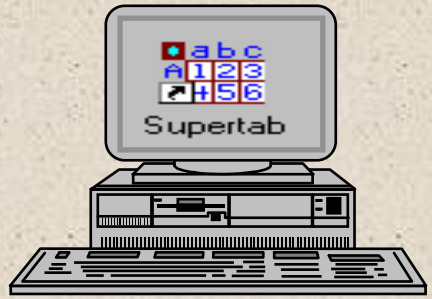


Thematic volumes

Internet



Software (“Supertab”)



http://excelsior.unioncamere.net/

Sistema Informativo Excelsior

UNIONCAMERE
CAMERE DI COMMERCIO D'ITALIA

Unione europea
Fondo sociale europeo

MINISTERO DEL LAVORO E DELLA PREVIDENZA SOCIALE
Direzione Generale per le Politiche per l'Orientamento e la Formazione

I principali risultati dell'indagine 2007

- Le previsioni sull'occupazione
- Le professioni richieste
- Le caratteristiche delle assunzioni
- Livelli formativi e indirizzi di studio
- Formazione continua e alternanza
- Assunzioni di extracomunitari
- Collaboratori a progetto
- Dati settoriali
- Dati territoriali
- I comportamenti delle imprese
- Previsioni nei diversi anni

Presentazione dei principali risultati 2007
Roma, Senato della Repubblica 25 giugno 2007

Il Dizionario delle Professioni Excelsior

Rapporto Excelsior 2007

I Volumi Tematici 2007

I fabbisogni occupazionali delle imprese agricole 2007

Excelsior Online

L'intera banca dati al 2007 del Sistema informativo Excelsior sarà disponibile a partire da lunedì 2 luglio

USEFUL INFORMATION

For further information, please enquire:

- **at Unioncamere's study centre in Italy**
- **in the research and statistical offices of Chambers of Commerce**
- **in the research and statistical offices of the regional Unions**
- **by e-mail to centrostudi@unioncamere.it**

THANK YOU FOR YOUR ATTENTION!

domenico.mauriello@unioncamere.it

Centro Studi
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website: www.unioncamere.it

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