

2022



UNIONE EUROPEA

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## STATISTICAL ANNEX



Unioncamere continuous survey

# ITALIAN COMPANIES' DEMAND FOR PROFESSIONS AND TRAINING IN 2022

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# **STATISTICAL ANNEX**

Italian companies' demand for  
professions and training

# **SECTION A**

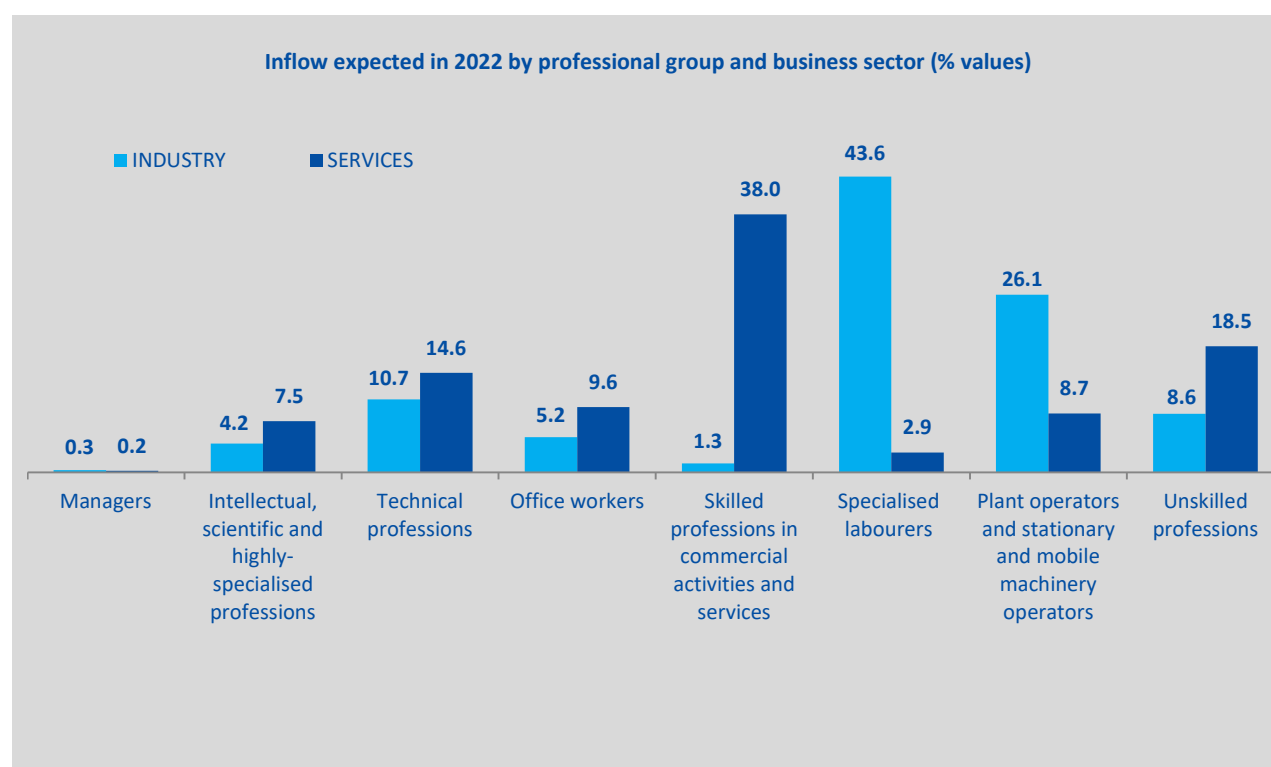
What professions are  
companies looking for?

Table 1 - Inflow expected by companies in 2022 by professional group

	Inflow expected in 2022	
	(a.v.)*	(%)
<b>TOTAL</b>	<b>5,179,140</b>	<b>100.0</b>
<b>Managers, highly specialised professions and technicians</b>	<b>1,049,560</b>	<b>20.3</b>
1 Managers	11,130	0.2
2 Intellectual, scientific and highly-specialised professions	339,740	6.6
3 Technical professions	698,690	13.5
<b>Office workers, commercial and services professions</b>	<b>1,849,330</b>	<b>35.7</b>
4 Office workers	430,490	8.3
5 Skilled professions in commercial activities and services	1,418,840	27.4
<b>Specialised labourers and plant and machinery operators</b>	<b>1,468,780</b>	<b>28.4</b>
6 Specialised labourers	758,650	14.6
7 Plant operators and stationary and mobile machinery operators	710,120	13.7
<b>Unskilled professions</b>	<b>811,470</b>	<b>15.7</b>

\* 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, 2022



Table 2 - Inflow expected by the companies in 2022 by business area of placement and professional group (% share of total)

	Inflow expected in 2022 (a.v.)	for whom (%):							
		Managers	Intellectual and scientific professions	Technical professions	Office workers	Commercial and services professions	Specialised labourers	Plant and machinery operators	Unskilled professions
<b>TOTAL</b>	<b>5,179,140</b>	<b>11,130</b>	<b>339,740</b>	<b>698,690</b>	<b>430,490</b>	<b>1,418,840</b>	<b>758,650</b>	<b>710,120</b>	<b>811,470</b>
		0.2	6.6	13.5	8.3	27.4	14.6	13.7	15.7
<b>Area of production of goods and provision of</b>	<b>2,439,470</b>	-	<b>4.5</b>	<b>8.2</b>	<b>0.3</b>	<b>36.7</b>	<b>16.5</b>	<b>13.9</b>	<b>20.0</b>
<b>Direction area and general services</b>	<b>239,630</b>	<b>3.0</b>	<b>23.5</b>	<b>31.1</b>	<b>41.2</b>	<b>0.3</b>	<b>0.3</b>	-	<b>0.7</b>
General direction, staff and human resources organisation	28,550	25.4	33.1	1.4	39.7	0.5	-	-	-
Secretariat, staff and general services	95,540	-	2.6	5.8	89.4	0.5	-	-	1.7
Information systems	115,540	--	38.4	59.4	1.6	-	0.6	-	-
<b>Administrative, financial, legal and management control area</b>	<b>259,770</b>	<b>0.3</b>	<b>12.1</b>	<b>28.7</b>	<b>58.9</b>	--	-	-	-
<b>Commercial and sales area</b>	<b>885,700</b>	<b>0.3</b>	<b>5.0</b>	<b>22.8</b>	<b>14.8</b>	<b>56.3</b>	<b>0.1</b>	<b>0.1</b>	<b>0.7</b>
Sales	565,080	0.3	3.4	15.0	2.0	78.9	0.1	-	0.2
Marketing, commercial, communication and public relations	120,150	0.7	20.3	67.5	10.7	0.8	-	-	--
Customer assistance	200,470	-	0.3	17.7	53.4	26.1	0.1	0.2	2.2
<b>Technical and planning areas</b>	<b>688,630</b>	<b>0.1</b>	<b>13.7</b>	<b>19.1</b>	<b>0.1</b>	<b>2.9</b>	<b>51.6</b>	<b>1.2</b>	<b>11.1</b>
Planning and research and development	165,950	0.3	55.1	43.1	0.4	-	1.0	-	-
Installation and maintenance	430,350	0.0	0.0	9.3	-	-	81.4	1.0	8.3
Certification and quality control, safety and	92,340	-	3.1	22.1	--	21.9	3.7	4.8	44.4
<b>Logistics area</b>	<b>665,940</b>	<b>0.0</b>	<b>0.6</b>	<b>2.4</b>	<b>6.0</b>	<b>0.6</b>	-	<b>54.3</b>	<b>36.1</b>
Purchasing and internal handling of goods	173,790	0.1	2.2	4.0	11.4	2.0	-	18.3	62.0
Transportation and	492,140	--	0.1	1.8	4.0	0.1	-	67.0	27.0

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

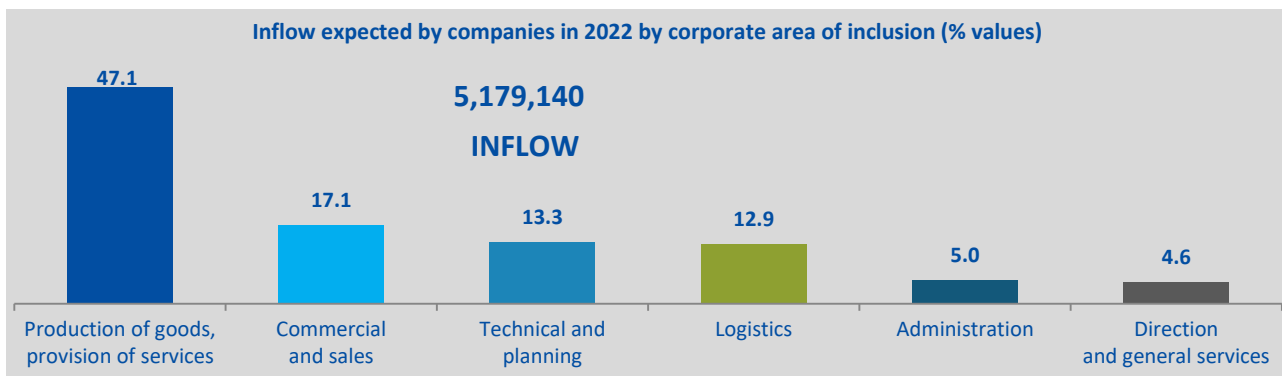


Table 3 - Inflow expected by companies in 2022 by corporate area of inclusion and main professions for each professional group

			Inflow expected in 2022 (a.v.)
<b>TOTAL</b>			<b>5,179,140</b>
<b>Area of production of goods and provision of the service</b>			<b>2,439,470</b>
Intellectual and scientific professions	1 <sup>st</sup>	Upper secondary school teacher	14,390
	2 <sup>nd</sup>	Daycare educator	10,240
	3 <sup>rd</sup>	Elementary school teacher	8,190
Technical professions	1 <sup>st</sup>	Nurse	51,900
	2 <sup>nd</sup>	Professional educator	43,760
	3 <sup>rd</sup>	Professional qualification course teacher	29,710
Office workers	1 <sup>st</sup>	Debt collection operator	6,480
	2 <sup>nd</sup>	Systematic data collections clerk	400
	3 <sup>rd</sup>	Tax collection agent	70
Commercial and services professions	1 <sup>st</sup>	Restaurant waiter	313,860
	2 <sup>nd</sup>	Assistant chef	96,130
	3 <sup>rd</sup>	Social and healthcare worker	72,130
Specialised labourers	1 <sup>st</sup>	Builder	141,980
	2 <sup>nd</sup>	Machine tool mechanic/builder	15,030
	3 <sup>rd</sup>	Ironworker	13,430
Plant and machinery operators	1 <sup>st</sup>	Numerically controlled industrial machine tool operator	39,650
	2 <sup>nd</sup>	Fitter for the mass production of machine parts	25,600
	3 <sup>rd</sup>	Food packaging worker	16,620
Unskilled professions	1 <sup>st</sup>	Cleaning services worker	344,960
	2 <sup>nd</sup>	Room cleaner	40,860
	3 <sup>rd</sup>	Dishwasher	30,540
<b>Direction and General services areas</b>			<b>239,630</b>
Managers	1 <sup>st</sup>	Medical director in private facilities	1,330
	2 <sup>nd</sup>	Director of operations in industry and in public utilities	920
	3 <sup>rd</sup>	Restaurant manager	850
Intellectual and scientific professions	1 <sup>st</sup>	Software development manager	8,780
	2 <sup>nd</sup>	Systems administrator	7,020
	3 <sup>rd</sup>	Management applications consultant	6,410
Technical professions	1 <sup>st</sup>	Computer programmer	19,190
	2 <sup>nd</sup>	IT assistance technician	14,240
	3 <sup>rd</sup>	Programming language specialised technician	8,520
Office workers	1 <sup>st</sup>	Secretarial clerk	41,550
	2 <sup>nd</sup>	Administration clerk	35,810
	3 <sup>rd</sup>	Personnel management officers	3,780
Commercial and services professions	1 <sup>st</sup>	Motor vehicle records clerk	240
	2 <sup>nd</sup>	Property sale and rental documentation clerk	200
	3 <sup>rd</sup>	Shop organization supervisor	130
Specialised labourers	1 <sup>st</sup>	Computer systems and networks installer	670
	2 <sup>nd</sup>	Computer networks and systems maintenance technician	--
	3 <sup>rd</sup>	Computer repairer	--
Unskilled professions	1 <sup>st</sup>	School caretaker/janitor	1,600
	2 <sup>nd</sup>	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, 2022

## SECTION A - What professions are companies looking for?

(Cont'd) Table 3 - Inflow expected by companies in 2022 by corporate area of inclusion and main professions for each professional group

		Inflow expected in 2022 (a.v.)
<b>TOTAL</b>		<b>5,179,140</b>
<b>Administrative area</b>		<b>259,770</b>
Managers	1 <sup>st</sup> Administrative director	400
	2 <sup>nd</sup> Financial director	350
	3 <sup>rd</sup> Director of planning and management control	90
Intellectual and scientific professions	1 <sup>st</sup> Legal expert in a company	6,720
	2 <sup>nd</sup> Administrative planning and control manager	6,130
	3 <sup>rd</sup> Business management consultant	4,510
Technical professions	1 <sup>st</sup> Bookkeeping clerk	24,950
	2 <sup>nd</sup> Tax consultant	19,390
	3 <sup>rd</sup> Accounts control clerk	6,220
Office workers	1 <sup>st</sup> Administration clerk	84,080
	2 <sup>nd</sup> Accounting entries clerk	28,980
	3 <sup>rd</sup> Procurement and offers clerk	11,400
<b>Commercial and sales areas</b>		<b>885,700</b>
Managers	1 <sup>st</sup> Commercial director	1,190
	2 <sup>nd</sup> Restaurant manager	340
	3 <sup>rd</sup> Sales director	320
Intellectual and scientific professions	1 <sup>st</sup> Pharmacist	15,400
	2 <sup>nd</sup> Social media manager	3,900
	3 <sup>rd</sup> Business consultant	3,610
Technical professions	1 <sup>st</sup> Technical salesperson	36,120
	2 <sup>nd</sup> Commercial technician	29,750
	3 <sup>rd</sup> Sales representative	27,340
Office workers	1 <sup>st</sup> Hotel receptionist	31,180
	2 <sup>nd</sup> Customer service representative	25,890
	3 <sup>rd</sup> Customer reception representative	20,390
Commercial and services professions	1 <sup>st</sup> Shop sales assistant	189,620
	2 <sup>nd</sup> Large-scale distribution salesperson	61,680
	3 <sup>rd</sup> Sale assistant	57,710
Specialised labourers	1 <sup>st</sup> Artisan pastry chef	610
	2 <sup>nd</sup> Furniture fitter at customers premises	130
	3 <sup>rd</sup> Baker	110
Plant and machinery operators	1 <sup>st</sup> Passenger shuttle bus driver	490
	2 <sup>nd</sup> Platform agent	--
Unskilled professions	1 <sup>st</sup> Beach attendant	1,020
	2 <sup>nd</sup> Porter	960
	3 <sup>rd</sup> Car park attendant	810

\* 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, 2022

## SECTION A - What professions are companies looking for?

(Cont'd) Table 3 - Inflow expected by companies in 2022 by corporate area of inclusion and main professions for each professional group

		Inflow expected in 2022 (a.v.)
<b>TOTAL</b>		<b>5,179,140</b>
<b>Technical and planning areas</b>		<b>688,630</b>
Managers	1 <sup>st</sup> Technical area director	420
	2 <sup>nd</sup> Director responsible for research and development	160
Intellectual and scientific professions	1 <sup>st</sup> Building designer	14,690
	2 <sup>nd</sup> Mechanical designer	11,070
	3 <sup>rd</sup> Services project manager	10,770
Technical professions	1 <sup>st</sup> Site foreman	11,960
	2 <sup>nd</sup> Technical designer	11,770
	3 <sup>rd</sup> Construction site technician	9,480
Office workers	1 <sup>st</sup> Technical specifications drafting clerk	330
	2 <sup>nd</sup> Tenders organiser	170
	3 <sup>rd</sup> Procurement and offers clerk	100
Commercial and services professions	1 <sup>st</sup> Bathing attendant	7,140
	2 <sup>nd</sup> Sworn private security guard	4,140
	3 <sup>rd</sup> Surveillance agent	3,940
Specialised labourers	1 <sup>st</sup> Electrician for external and internal systems in buildings	57,700
	2 <sup>nd</sup> Industrial machinery and system repairer and maintenance technician	34,430
	3 <sup>rd</sup> Builder	29,510
Plant and machinery operators	1 <sup>st</sup> Production line visual quality control worker	4,360
	2 <sup>nd</sup> Operating machine driver	2,420
	3 <sup>rd</sup> Mechanical excavator driver	790
Unskilled professions	1 <sup>st</sup> Entry control doorman	20,360
	2 <sup>nd</sup> Odd-job man for simple maintenance work in companies	14,550
	3 <sup>rd</sup> Sanitation worker	13,010
<b>Logistics areas</b>		<b>665,940</b>
Managers	1 <sup>st</sup> Purchasing and procurement director	110
	2 <sup>nd</sup> Operations manager in transport and logistics services	--
	3 <sup>rd</sup> Logistics and distribution director	--
Intellectual and scientific professions	1 <sup>st</sup> Purchasing Manager	3,720
	2 <sup>nd</sup> Production planning manager	270
	3 <sup>rd</sup> Specialist in the acquisition of goods and services	120
Technical professions	1 <sup>st</sup> Buyer	4,870
	2 <sup>nd</sup> Transport organisation manager	1,780
	3 <sup>rd</sup> Ship's captain	1,150
Office workers	1 <sup>st</sup> Warehouse logistics management clerk	16,870
	2 <sup>nd</sup> Purchasing management clerk	8,130
	3 <sup>rd</sup> Freight forwarding agent	4,810
Commercial and services professions	1 <sup>st</sup> Commercial businesses shelf replenishment worker	1,940
	2 <sup>nd</sup> Warehouse wholesale sales assistant	1,020
	3 <sup>rd</sup> Wholesale warehouse orders organiser	510
Plant and machinery operators	1 <sup>st</sup> Heavy vehicle and truck driver	113,550
	2 <sup>nd</sup> Goods road hauler	77,810
	3 <sup>rd</sup> Goods delivery worker with company vehicle	56,440
Unskilled professions	1 <sup>st</sup> Warehouse worker assigned to handling of goods	146,140
	2 <sup>nd</sup> Goods loading and unloading worker	31,360
	3 <sup>rd</sup> Warehouse goods receiving and unloading worker	17,840

\* 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, 2022

Table 4 - Main characteristics of professions in 2022 by large professional group (% share of total)

	Inflow expected in 2022 (a.v.)	for whom (%):			
		with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**
<b>TOTAL</b>	<b>5,179,140</b>	<b>67.0</b>	<b>40.5</b>	<b>32.2</b>	<b>18.6</b>
<b>Managers, highly specialised professions and technicians</b>	<b>1,049,560</b>	<b>85.7</b>	<b>48.3</b>	<b>33.8</b>	<b>19.6</b>
1. Managers	11,130	96.1	55.4	50.5	27.4
2. Intellectual, scientific and highly-specialised professions	339,740	91.9	47.2	34.4	21.0
3. Technical professions	698,690	82.4	48.7	33.2	18.8
<b>Office workers, commercial and services professions</b>	<b>1,849,330</b>	<b>66.4</b>	<b>35.8</b>	<b>34.0</b>	<b>22.2</b>
4. Office workers	430,490	60.6	28.9	34.1	22.6
5. Skilled professions in commercial activities and services	1,418,840	68.1	37.9	33.9	22.1
<b>Specialised labourers and plant and machinery operators</b>	<b>1,468,780</b>	<b>68.9</b>	<b>49.5</b>	<b>28.5</b>	<b>14.1</b>
6. Specialised labourers	758,650	75.2	55.4	25.0	17.5
7. Plant operators and stationary and mobile machinery operators	710,120	62.1	43.2	32.2	10.4
<b>Unskilled professions</b>	<b>811,470</b>	<b>40.9</b>	<b>25.0</b>	<b>32.6</b>	<b>17.0</b>

\* 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 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.



Source: Unioncamere - ANPAL, Excelsior Information System, 2022

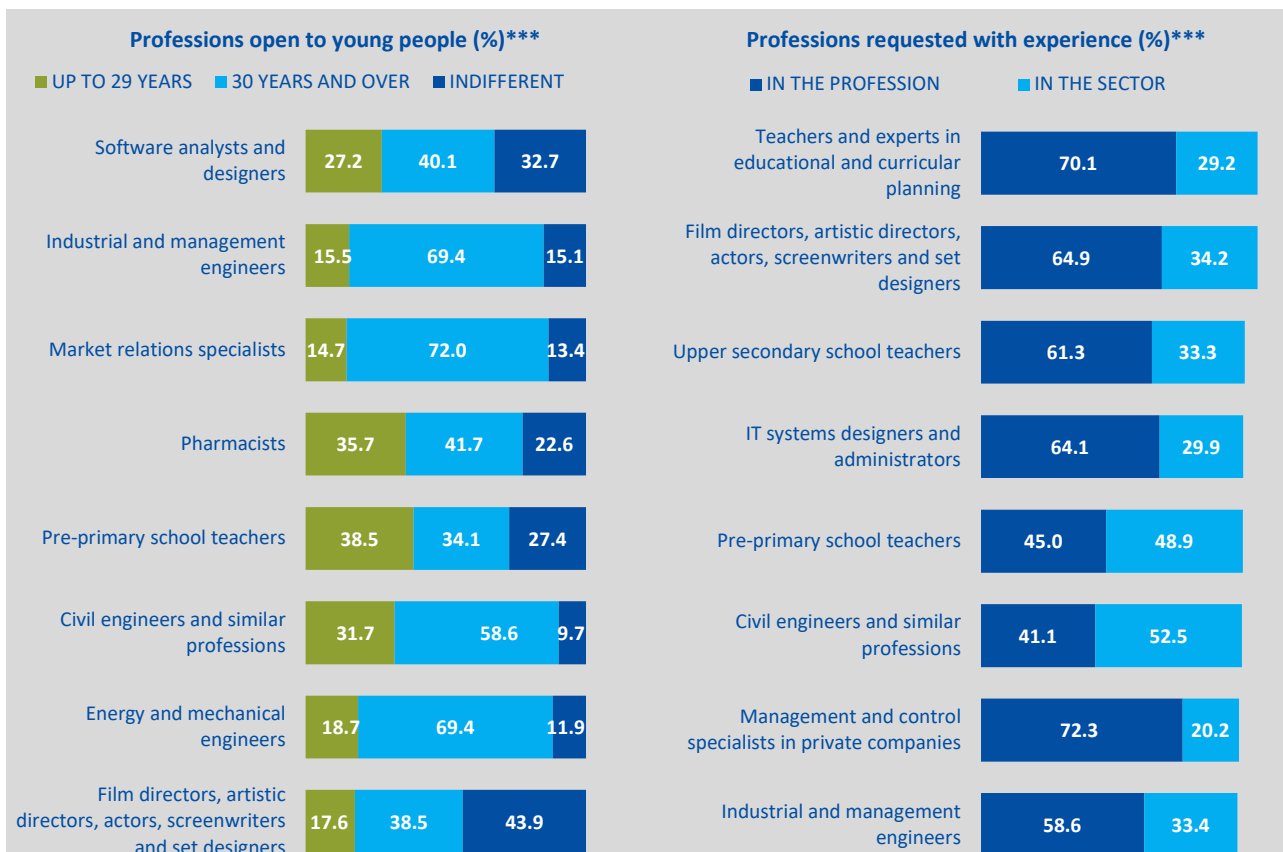
**Table 5 - Intellectual, scientific and highly-specialised professions in demand in 2022: main characteristics (% share of total)**

	Inflow expected in 2022 (a.v.)	for whom (%):			
		with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**
<b>2. Intellectual, scientific and highly-specialised professions</b>	<b>339,740</b>	<b>91.9</b>	<b>47.2</b>	<b>34.4</b>	<b>21.0</b>
<i>Total professions</i>		<i>67.0</i>	<i>40.5</i>	<i>32.2</i>	<i>18.6</i>
Software analysts and designers	37,120	91.1	64.6	20.5	15.1
Industrial and management engineers	25,780	92.0	53.3	28.6	34.8
Market relations specialists	22,830	86.6	37.6	31.5	30.7
Pharmacists	19,370	83.7	67.7	56.3	8.2
Pre-primary school teachers	18,330	93.9	39.9	60.8	6.1
Civil engineers and similar professions	18,020	93.6	55.2	20.2	16.0
Energy and mechanical engineers	15,520	86.7	53.8	22.1	22.4
Film directors, artistic directors, actors, screenwriters and set	15,500	99.2	16.5	18.0	39.9
Management and control specialists in private companies	14,440	92.5	41.1	39.6	35.3
Upper secondary school teachers	14,390	94.6	24.8	62.6	16.6
Teachers and experts in educational and curricular planning	12,700	99.2	40.3	42.8	23.7
IT systems designers and administrators	12,370	94.0	64.6	24.8	10.2
Legal experts in companies or public bodies	9,890	89.0	34.2	36.8	18.6
Architects, town planners and specialists in land reclamation and conservation	8,830	86.6	34.3	23.1	21.1
Other professions	94,650	93.3	46.2	35.9	20.2

\* 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.

### 5.1- Intellectual, scientific and highly-specialised professions in demand in 2022: time spent finding the professional figure sought (% shares of total)

	Inflow expected in 2022 (a.v.)	Inflow by time spent (%):										Average time (months)
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year		
<b>2. Intellectual, scientific and highly-specialised professions</b>	<b>339,740</b>	<b>23.7</b>	<b>20.8</b>	<b>22.8</b>	<b>7.3</b>	<b>3.8</b>	<b>10.6</b>	<b>3.3</b>	<b>2.5</b>	<b>5.1</b>	<b>3.7</b>	
<i>Total professions</i>		<i>37.3</i>	<i>19.7</i>	<i>15.0</i>	<i>5.9</i>	<i>3.2</i>	<i>8.0</i>	<i>2.8</i>	<i>2.0</i>	<i>6.0</i>	<i>3.3</i>	
Software analysts and designers	37,120	9.3	25.7	29.9	7.9	5.1	10.7	4.3	1.1	6.0	4.0	
Industrial and management engineers	25,780	14.0	21.7	23.8	10.8	5.9	9.0	4.6	1.9	8.3	4.2	
Market relations specialists	22,830	18.5	21.6	23.5	9.0	5.0	11.0	4.6	1.4	5.3	3.8	
Pharmacists	19,370	12.8	14.8	17.6	17.3	5.4	7.9	4.7	9.2	10.3	5.1	
Civil engineers and similar professions	18,330	50.7	19.4	20.3	--	2.6	3.8	0.9	0.6	1.7	2.2	
IT systems designers and administrators	18,020	6.3	22.8	31.8	6.1	4.3	15.4	1.4	1.2	10.7	4.5	
Pre-primary school teachers	15,520	8.6	15.5	24.5	16.4	8.3	13.6	4.6	3.5	4.9	4.4	
Film directors, artistic directors, actors, screenwriters and set designers	15,500	65.1	14.7	2.8	1.4	--	--	1.9	12.8	1.1	2.8	
Energy and mechanical engineers	14,440	9.0	17.4	32.0	5.0	6.5	24.8	0.5	1.2	3.6	4.1	
Management and control specialists in private companies	14,390	27.6	39.2	17.7	9.7	--	3.5	1.6	0.6	--	2.4	
Upper secondary school teachers	12,700	58.7	5.2	11.4	5.9	--	8.0	7.9	2.0	0.6	2.7	
Teachers and experts in educational and curricular planning	12,370	5.8	28.7	33.4	6.9	5.0	11.1	4.6	0.6	3.9	3.8	
Primary school teachers	9,890	15.5	14.3	38.0	4.8	5.1	16.5	4.1	--	1.5	3.6	
Legal experts in companies or public bodies	8,830	29.8	33.4	21.6	5.5	--	5.3	--	3.6	--	2.6	
Other professions	94,650	29.0	19.8	20.3	5.5	2.9	11.9	2.9	1.9	5.8	3.6	

\* 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.

#### Average time spent finding the professional figure sought (months)\*\*



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

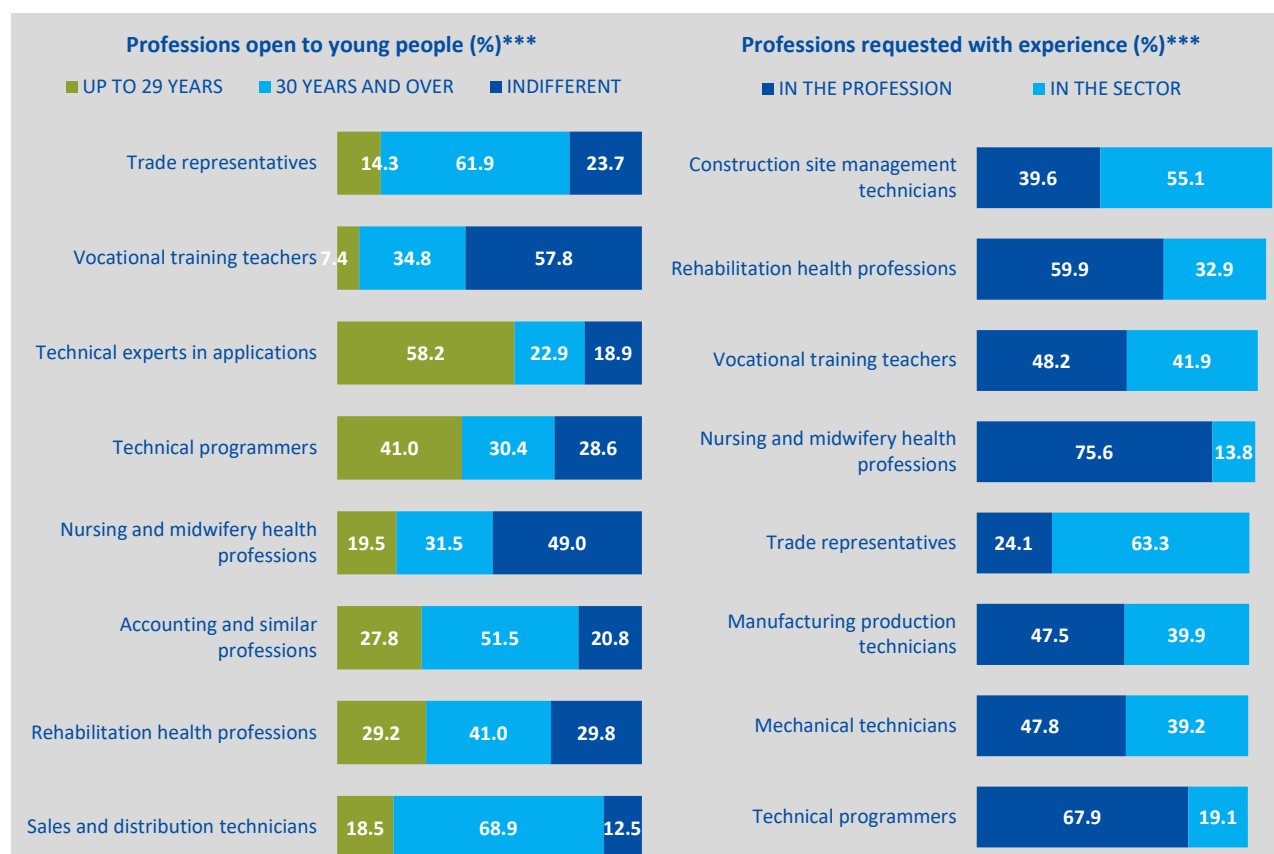
Table 6 - Technical professions in demand in 2022: main characteristics (% shares of total)

	Inflow expected in 2022 (a.v.)	for whom (%):			
		with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**
<b>3. Technical professions</b>	<b>698,690</b>	<b>82.4</b>	<b>48.7</b>	<b>33.2</b>	<b>18.8</b>
<i>Total professions</i>		<i>67.0</i>	<i>40.5</i>	<i>32.2</i>	<i>18.6</i>
Sales and distribution technicians	93,300	74.7	42.4	36.0	22.0
Rehabilitation health professions	69,190	92.8	47.3	45.7	7.2
Accounting and similar professions	55,490	74.2	34.9	30.1	24.1
Nursing and midwifery health professions	52,330	89.3	74.9	56.3	2.5
Technical programmers	43,360	87.0	61.1	13.6	12.9
Technical experts in applications	35,120	63.8	46.9	30.5	11.2
Vocational training teachers	34,280	90.1	24.9	35.7	20.1
Trade representatives	27,340	87.4	55.3	26.5	23.5
Construction site management technicians	25,780	94.8	57.7	24.3	36.5
Industrial designers and similar professions	22,280	82.1	59.1	31.0	17.1
Mechanical technicians	20,570	87.0	58.2	33.7	19.5
Marketing technicians	16,780	80.7	49.3	31.5	31.6
Financial management technicians	16,000	80.9	32.9	20.3	8.4
Manufacturing production technicians	13,030	87.3	54.3	36.3	26.0
Other professions	173,860	80.9	47.2	29.5	23.8

\* 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.



## 6.1-Technical professions in demand in 2022: time spent finding the professional figure sought (% shares of total)

	Inflow expected in 2022 (a.v.)	Inflow by time spent (%):									Average time (months)
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year	
<b>3. Technical professions</b>	<b>698,690</b>	<b>24.3</b>	<b>22.1</b>	<b>18.0</b>	<b>8.5</b>	<b>3.6</b>	<b>10.8</b>	<b>2.5</b>	<b>3.2</b>	<b>7.1</b>	<b>3.9</b>
<i>Total professions</i>		<i>37.3</i>	<i>19.7</i>	<i>15.0</i>	<i>5.9</i>	<i>3.2</i>	<i>8.0</i>	<i>2.8</i>	<i>2.0</i>	<i>6.0</i>	<i>3.3</i>
Sales and distribution technicians	93,300	17.1	22.8	23.5	9.9	4.5	10.8	2.4	3.1	6.0	3.9
Rehabilitation health professions	69,190	39.3	27.4	15.3	3.6	2.0	6.8	1.4	2.6	1.6	2.7
Accounting and similar professions	55,490	33.8	16.6	14.5	11.5	3.8	7.8	2.9	2.2	7.0	3.6
Nursing and midwifery health professions	52,330	27.3	19.5	13.7	10.1	2.2	8.8	2.1	6.4	9.9	4.3
Technical programmers	43,360	13.6	25.3	15.3	10.4	3.2	15.5	3.1	3.9	9.8	4.6
Technical experts in applications	35,120	26.9	17.2	13.2	6.7	9.0	15.6	2.0	3.8	5.6	4.0
Vocational training teachers	34,280	40.1	30.3	10.0	4.3	0.8	7.4	--	2.5	4.6	2.8
Trade representatives	27,340	20.5	19.3	20.6	11.8	--	15.9	1.2	0.9	9.8	4.1
Construction site management technicians	25,780	8.1	14.0	14.0	8.1	4.2	22.4	4.9	7.3	17.0	6.1
Industrial designers and similar professions	22,280	7.3	21.6	22.7	6.3	4.6	19.2	5.1	4.0	9.3	4.9
Mechanical technicians	20,570	13.2	17.6	18.4	17.0	6.1	11.5	2.2	3.6	10.4	4.6
Marketing technicians	16,780	29.9	26.6	13.5	7.2	5.5	9.5	3.1	1.7	3.0	3.2
Financial management technicians	16,000	25.7	27.3	22.6	12.9	2.1	5.2	--	1.3	2.7	2.9
Manufacturing production technicians	13,030	15.0	28.3	20.6	3.4	3.9	11.3	3.7	1.5	12.3	4.4
Other professions	173,860	23.7	21.6	21.2	8.1	3.5	9.3	3.0	2.7	6.9	3.8

\* 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.

## Average time spent finding the professional figure sought (months)\*\*



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

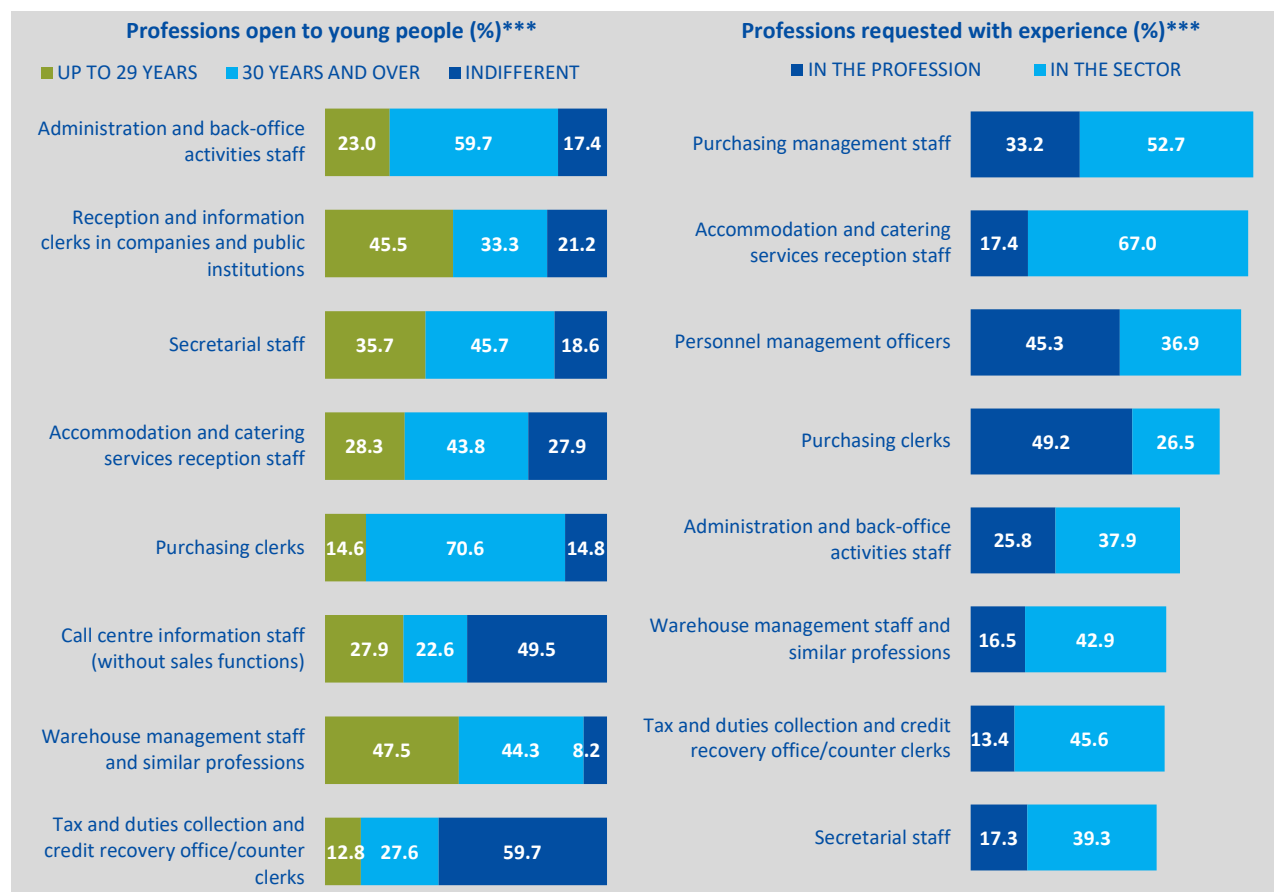
Table 7 -Office workers in demand in 2022: main characteristics (% shares of total)

	Inflow expected in 2022 (a.v.)	for whom (%):			
		with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**
<b>4. Office workers</b>	<b>430,490</b>	<b>60.6</b>	<b>28.9</b>	<b>34.1</b>	<b>22.6</b>
<i>Total professions</i>		<i>67.0</i>	<i>40.5</i>	<i>32.2</i>	<i>18.6</i>
Administration and back-office activities staff	148,390	63.7	33.4	38.2	23.8
Reception and information clerks in companies and public institutions	55,290	37.7	17.4	27.7	27.4
Secretarial staff	48,490	56.6	26.3	32.2	33.0
Accommodation and catering services reception staff	38,020	84.4	34.8	31.4	24.6
Purchasing clerks	32,060	75.7	27.5	36.5	23.2
Call centre information staff (without sales functions)	23,750	45.4	19.3	25.0	6.2
Warehouse management staff and similar professions	20,680	59.5	32.3	34.1	19.5
Tax and duties collection and credit recovery office/counter clerks	10,890	59.0	42.9	28.4	3.8
Purchasing management staff	8,690	85.9	33.7	41.9	21.2
Insurance, bank and other financial intermediary office/counter clerks	6,530	35.3	21.1	52.6	8.3
Personnel management officers	6,510	82.3	26.7	48.1	21.2
Freight transport administrative management staff	6,390	51.1	41.8	27.3	13.6
Ticket salespeople	5,340	51.5	7.3	29.1	8.2
Data entry and processing staff	4,040	43.1	24.5	29.9	17.2
Other professions	15,430	59.8	29.1	31.9	15.9

\* 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.

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.

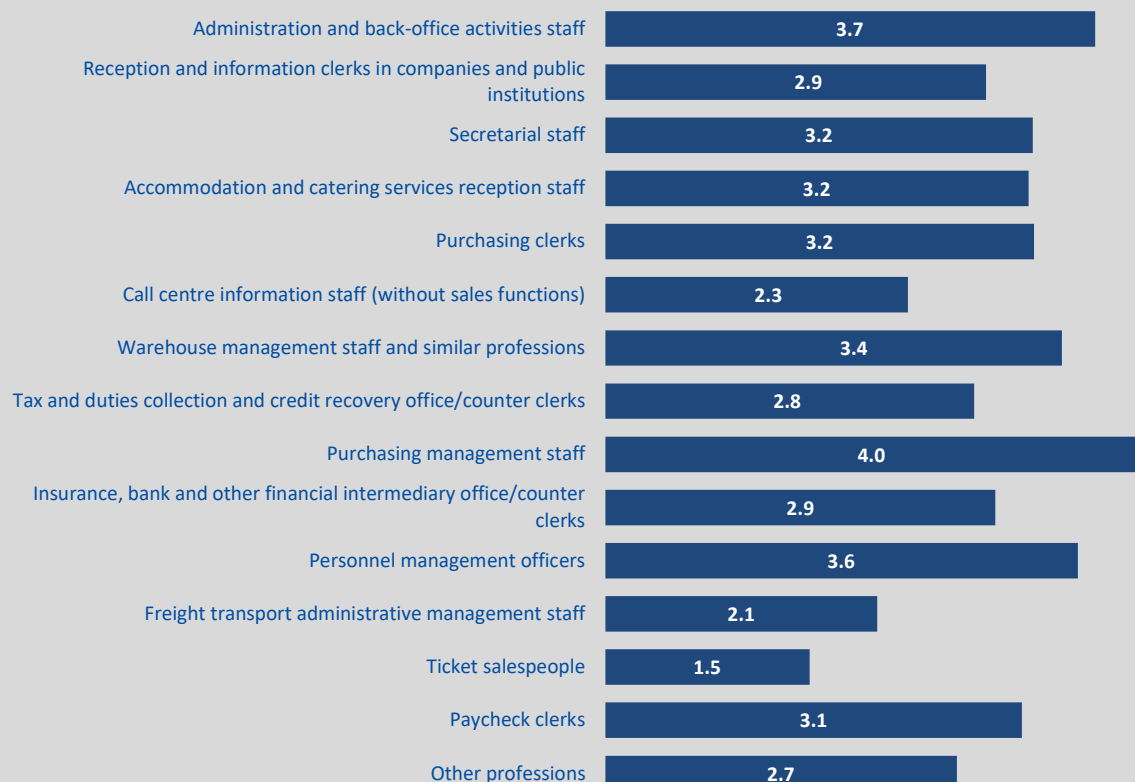
**Table 7.1-Office workers in demand in 2022: time spent finding the professional figure sought (% shares of total)**

	Inflow expected in 2022 (a.v.)	Inflow by time spent (%):									Average time (months)
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year	
<b>4. Office workers</b>	<b>430,490</b>	<b>32.4</b>	<b>22.5</b>	<b>16.1</b>	<b>8.0</b>	<b>3.5</b>	<b>9.5</b>	<b>1.8</b>	<b>1.5</b>	<b>4.7</b>	<b>3.2</b>
<i>Total professions</i>		<i>37.3</i>	<i>19.7</i>	<i>15.0</i>	<i>5.9</i>	<i>3.2</i>	<i>8.0</i>	<i>2.8</i>	<i>2.0</i>	<i>6.0</i>	<i>3.3</i>
Administration and back-office activities staff	148,390	26.1	19.5	15.5	12.1	3.3	14.1	2.2	1.7	5.5	3.7
Reception and information clerks in companies and public institutions	55,290	38.7	27.4	16.7	4.1	1.4	4.0	0.4	1.5	5.9	2.9
Secretarial staff	48,490	33.9	24.6	18.4	4.6	2.7	5.4	1.9	3.3	5.2	3.2
Accommodation and catering services reception staff	38,020	34.4	18.1	18.4	7.8	5.4	8.7	1.7	0.8	4.5	3.2
Purchasing clerks	32,060	34.3	21.2	14.5	2.6	6.8	15.1	0.7	0.3	4.5	3.2
Call centre information staff (without sales functions)	23,750	45.4	26.6	11.4	8.7	4.3	0.3	1.2	--	2.1	2.3
Warehouse management staff and similar professions	20,680	30.9	24.2	13.7	2.9	6.4	10.9	5.3	1.1	4.6	3.4
Tax and duties collection and credit recovery office/counter clerks	10,890	27.7	27.8	20.8	12.9	--	8.6	--	--	2.2	2.8
Purchasing management staff	8,690	22.0	16.9	20.6	3.9	3.8	24.1	1.6	--	6.6	4.0
Insurance, bank and other financial intermediary office/counter clerks	6,530	15.9	36.0	16.1	25.5	1.0	2.8	--	--	2.0	2.9
Personnel management officers	6,510	10.7	42.4	18.9	6.0	--	5.0	11.4	4.6	--	3.6
Freight transport administrative management staff	6,390	49.1	21.2	18.1	9.0	--	--	1.2	1.0	--	2.1
Ticket salespeople	5,340	66.8	25.9	2.8	--	--	4.5	--	--	--	1.5
Paycheck clerks	4,040	45.5	15.7	21.7	3.8	--	2.0	--	--	10.9	3.1
Other professions	15,430	42.8	19.1	14.8	7.4	6.0	6.3	--	1.8	1.6	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.

#### Average time spent finding the professional figure sought (months)\*\*



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

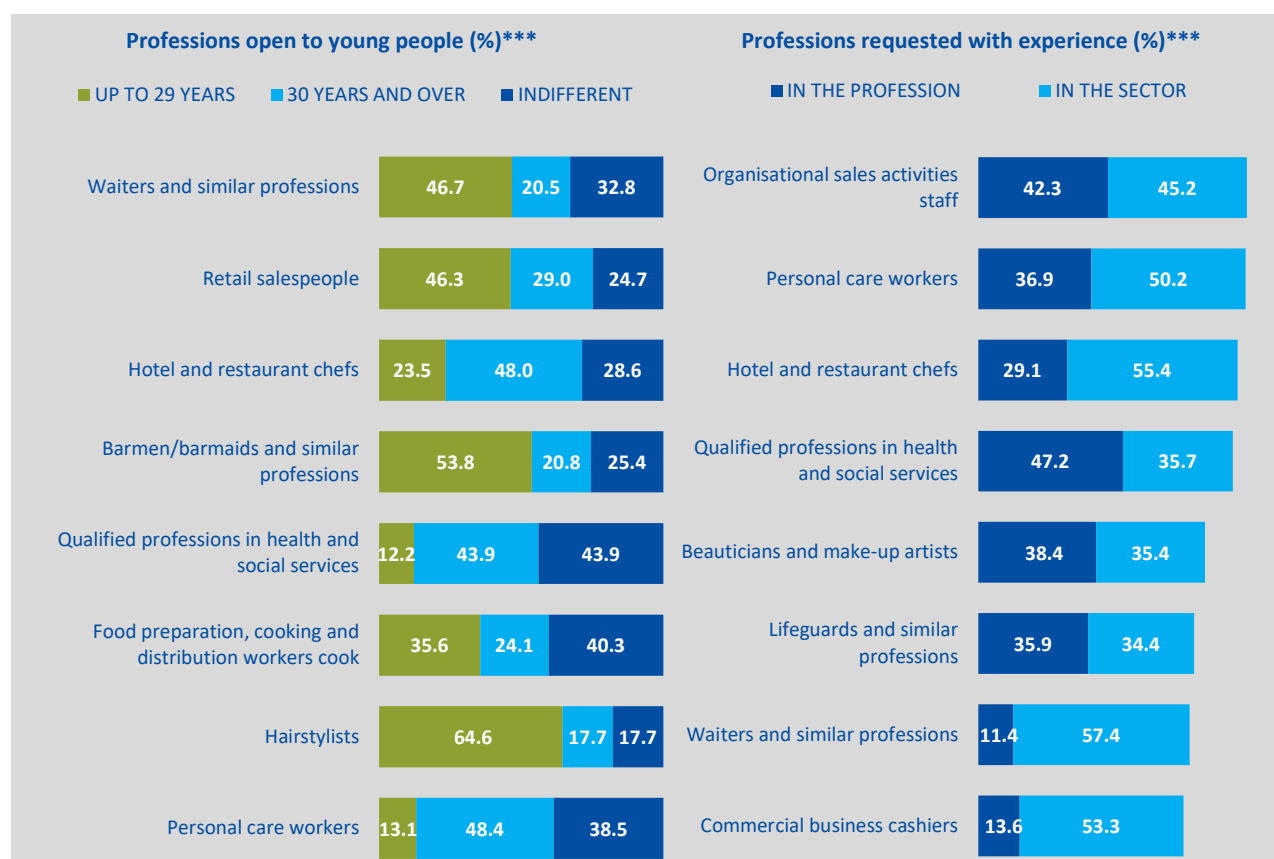
**Table 8 - Qualified professions in commercial activities and services in demand in 2022: main characteristics (% shares of total)**

	Inflow expected in 2022 (a.v.)	for whom (%):			new professional figures**
		with experience	difficult to recruit	as a replacement for outgoing personnel	
<b>5. Skilled professions in commercial activities and services</b>	<b>1,418,840</b>	<b>68.1</b>	<b>37.9</b>	<b>33.9</b>	<b>22.1</b>
<i>Total professions</i>		<i>67.0</i>	<i>40.5</i>	<i>32.2</i>	<i>18.6</i>
Waiters and similar professions	365,820	68.8	44.4	27.3	25.5
Retail salespeople	357,260	60.1	27.2	39.1	14.7
Hotel and restaurant chefs	211,600	84.4	46.4	28.8	34.4
Barmen/barmaids and similar professions	145,880	59.0	35.6	27.7	31.0
Qualified professions in health and social services	80,890	82.9	46.3	50.8	2.3
Food preparation, cooking and distribution workers cook	54,340	58.9	33.7	53.1	12.7
Hairstylists	43,270	63.8	50.2	37.9	28.0
Personal care workers	40,890	87.1	34.5	46.6	6.2
Lifeguards and similar professions	21,550	70.3	14.9	18.3	47.8
Home and distance sellers and similar professions	15,500	39.9	46.2	32.5	7.0
Beauticians and make-up artists	15,020	73.8	48.9	33.7	27.3
Commercial business cashiers	11,020	66.8	10.9	25.9	24.3
Private security guards	10,260	49.8	31.9	32.2	7.7
Organisational sales activities staff	8,970	87.5	53.3	50.1	14.7
Other professions	36,590	56.4	24.0	28.0	18.3

\* 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.



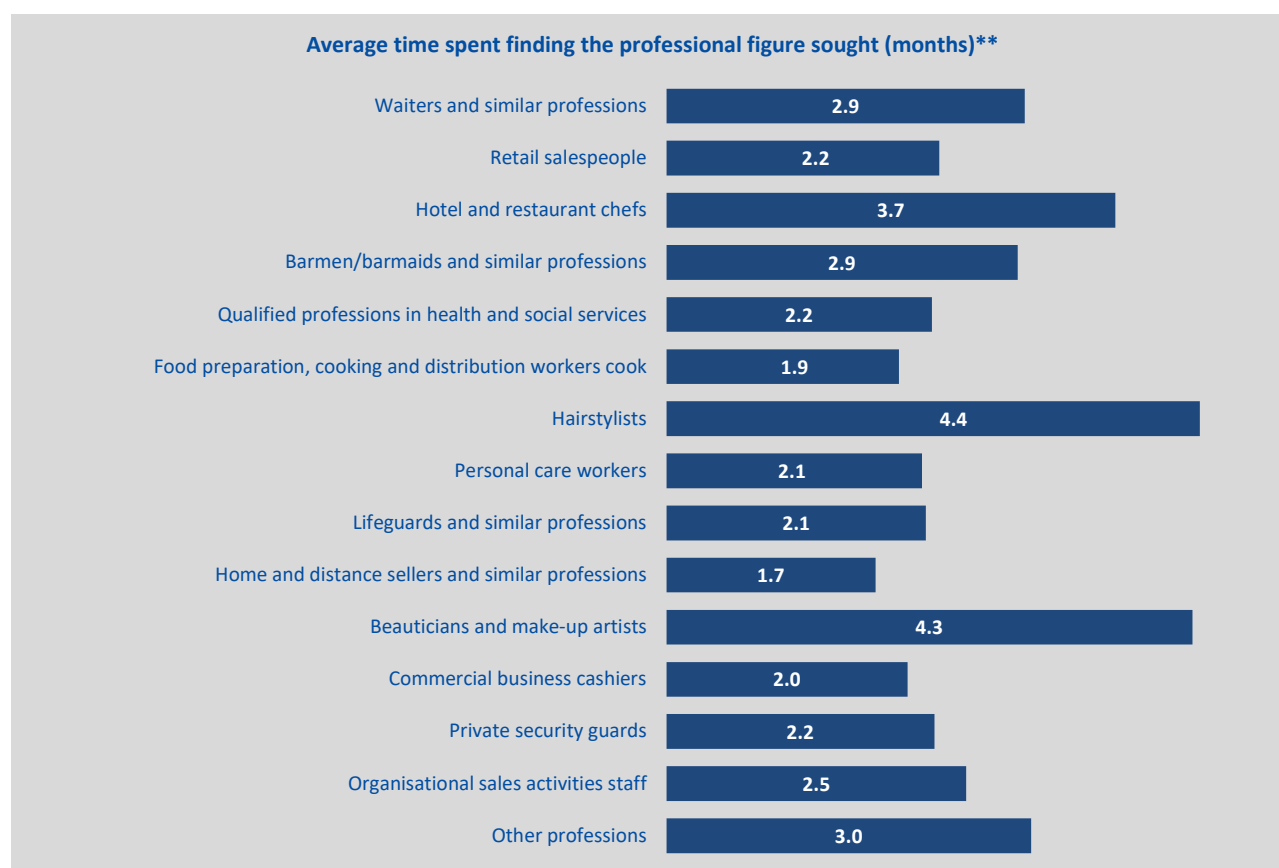
\*\*\* The professional figures presented here were selected among the professions most in demand.

**Table 8.1- Qualified professions in commercial activities and services in demand in 2022: time spent finding the professional figure sought (% share of total)**

	Inflow expected in 2022 (a.v.)	Inflow by time spent (%):										Average time (months)
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year		
<b>5. Skilled professions in commercial activities and services</b>	<b>1,418,840</b>	<b>44.8</b>	<b>20.5</b>	<b>14.1</b>	<b>5.1</b>	<b>2.6</b>	<b>5.7</b>	<b>2.1</b>	<b>1.2</b>	<b>3.9</b>	<b>2.8</b>	
<i>Total professions</i>		<i>37.3</i>	<i>19.7</i>	<i>15.0</i>	<i>5.9</i>	<i>3.2</i>	<i>8.0</i>	<i>2.8</i>	<i>2.0</i>	<i>6.0</i>	<i>3.3</i>	
Waiters and similar professions	365,820	40.5	21.0	15.4	5.7	4.0	5.9	2.0	1.0	4.5	2.9	
Retail salespeople	357,260	53.1	23.1	10.3	4.4	0.5	4.9	0.9	0.6	2.2	2.2	
Hotel and restaurant chefs	211,600	31.2	17.9	19.0	6.5	4.6	8.0	3.2	1.5	8.0	3.7	
Barmen/barmaids and similar professions	145,880	43.4	20.6	15.0	5.3	2.1	5.2	1.8	2.3	4.2	2.9	
Qualified professions in health and social services	80,890	50.2	26.6	8.3	7.7	0.1	4.2	0.7	0.7	1.4	2.2	
Food preparation, cooking and distribution workers cook	54,340	67.9	14.8	9.0	0.7	0.6	3.6	1.3	--	2.1	1.9	
Hairstylists	43,270	25.4	15.1	20.6	2.9	3.9	11.3	8.2	4.4	8.1	4.4	
Personal care workers	40,890	59.6	17.1	8.0	6.4	2.6	2.6	2.2	0.4	1.1	2.1	
Lifeguards and similar professions	21,550	59.1	18.6	9.5	3.5	2.1	2.9	2.0	0.7	1.7	2.1	
Home and distance sellers and similar professions	15,500	72.9	2.3	16.8	1.3	5.0	0.5	1.3	--	--	1.7	
Beauticians and make-up artists	15,020	20.2	22.0	16.0	5.9	4.7	10.8	10.6	3.4	6.5	4.3	
Commercial business cashiers	11,020	55.5	18.0	19.2	--	--	5.5	1.7	--	--	2.0	
Private security guards	10,260	46.6	16.5	27.6	2.4	3.8	1.0	--	2.0	--	2.2	
Organisational sales activities staff	8,970	26.5	29.8	25.7	13.2	2.6	1.6	--	--	--	2.5	
Other professions	36,590	41.6	16.2	17.0	3.8	4.6	8.5	4.1	2.4	1.9	3.0	

\* 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.



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

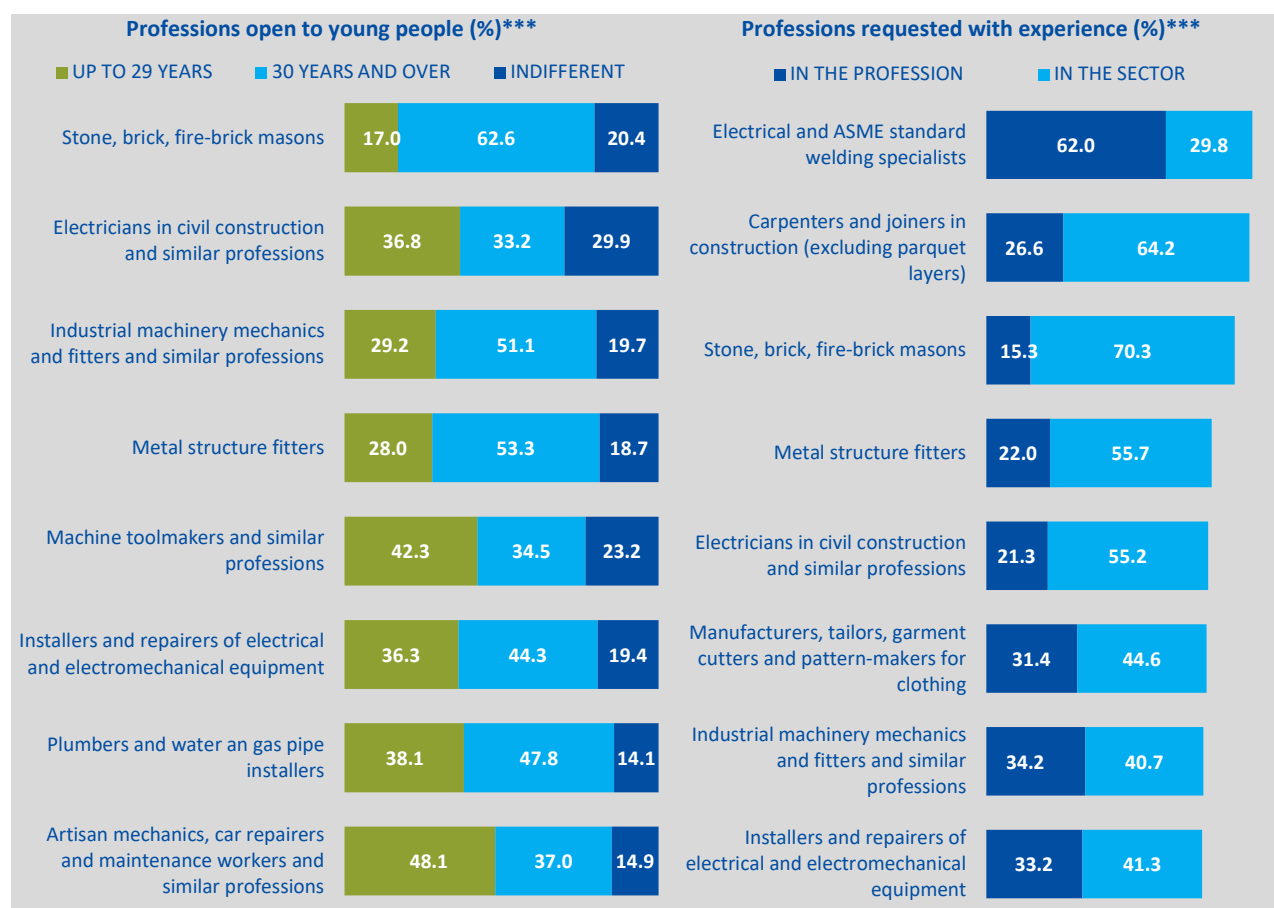
**Table 9 -Specialised labourers in demand in 2022: main characteristics (% shares of total)**

	Inflow expected in 2022 (a.v.)	for whom (%):			
		with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**
<b>6. Specialised labourers</b>	<b>758,650</b>	<b>75.2</b>	<b>55.4</b>	<b>25.0</b>	<b>17.5</b>
<i>Total professions</i>		<i>67.0</i>	<i>40.5</i>	<i>32.2</i>	<i>18.6</i>
Stone, brick, fire-brick masons	182,790	85.7	46.1	17.4	23.4
Electricians in civil construction and similar professions	77,250	76.5	63.5	22.1	19.7
Industrial machinery mechanics and fitters and similar professions	54,060	74.9	60.4	27.1	10.1
Metal structure fitters	39,200	77.8	60.8	30.1	12.5
Machine toolmakers and similar professions	39,040	64.7	61.7	34.0	10.0
Installers and repairers of electrical and electromechanical equipment	38,880	74.4	62.9	34.9	10.7
Plumbers and water an gas pipe installers	36,580	69.8	68.4	18.2	17.0
Artisan mechanics, car repairers and maintenance workers and similar professions	33,630	66.6	68.5	37.1	15.5
Woodworking machine carpenters and toolmakers	19,420	72.8	59.8	32.4	20.4
Pastry chefs, ice cream makers and artisan conserve-makers	14,300	66.0	41.5	23.6	40.3
Electrical and ASME standard welding specialists	12,430	91.8	81.4	27.2	4.7
Butchers, fishmongers and similar professions	11,470	54.9	49.9	29.6	10.2
Carpenters and joiners in construction (excluding parquet layers)	11,220	90.8	61.2	18.9	19.5
Manufacturers, tailors, garment cutters and pattern-makers for clothing	11,100	76.0	59.8	37.5	19.6
Other professions	177,300	68.6	49.1	25.8	16.2

\* 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.

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

Table 9.1-Office workers in demand in 2022: time spent finding the professional figure sought (% shares of total)

	Inflow expected in 2022 (a.v.)	Inflow by time spent (%):										Average time (months)
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year		
<b>6. Specialised labourers</b>	<b>758,650</b>	<b>23.9</b>	<b>16.3</b>	<b>16.2</b>	<b>6.4</b>	<b>4.3</b>	<b>11.4</b>	<b>4.8</b>	<b>4.1</b>	<b>12.7</b>	<b>4.7</b>	
<i>Total professions</i>		<i>37.3</i>	<i>19.7</i>	<i>15.0</i>	<i>5.9</i>	<i>3.2</i>	<i>8.0</i>	<i>2.8</i>	<i>2.0</i>	<i>6.0</i>	<i>3.3</i>	
Stone, brick, fire-brick masons	182,790	27.5	16.2	18.2	6.7	3.4	9.0	3.3	4.5	11.3	4.4	
Electricians in civil construction and similar professions	77,250	13.8	15.7	15.7	6.9	5.1	12.9	9.1	4.6	16.2	5.6	
Industrial machinery mechanics and fitters and similar professions	54,060	17.0	19.5	17.6	7.2	7.2	13.2	4.8	3.5	10.1	4.6	
Metal structure fitters	39,200	20.2	18.1	15.9	3.8	3.7	11.0	5.1	6.0	16.3	5.2	
Machine toolmakers and similar professions	39,040	16.5	18.1	15.6	8.0	5.3	11.9	7.5	3.8	13.3	5.0	
Installers and repairers of electrical and electromechanical equipment	38,880	18.5	14.8	15.9	5.1	5.4	20.6	8.0	2.8	8.9	4.8	
Plumbers and water an gas pipe installers	36,580	16.3	8.7	14.0	7.2	7.0	16.7	3.4	6.9	19.8	6.0	
Artisan mechanics, car repairers and maintenance workers and similar professions	33,630	16.5	15.3	15.9	10.1	4.8	9.7	3.3	3.8	20.7	5.5	
Woodworking machine carpenters and toolmakers	19,420	20.8	11.5	14.7	1.4	8.9	18.6	4.8	5.4	13.9	5.3	
Pastry chefs, ice cream makers and artisan conserve-	14,300	42.1	28.1	9.2	--	3.5	6.6	0.9	0.8	8.5	3.1	
Electrical and ASME standard welding specialists	12,430	17.9	19.4	8.4	10.3	1.6	18.6	1.0	1.6	21.1	5.4	
Butchers, fishmongers and similar professions	11,470	38.6	14.5	10.3	1.7	--	17.2	1.9	6.3	9.5	4.2	
Carpenters and joiners in construction (excluding parquet layers)	11,220	20.1	2.1	17.2	12.0	3.8	7.1	16.2	10.1	11.5	5.8	
Manufacturers, tailors, garment cutters and pattern-makers for clothing	11,100	27.3	12.0	29.1	5.6	4.4	3.9	4.5	2.8	10.5	4.1	
Other professions	177,300	31.6	17.7	15.4	6.0	3.1	9.2	3.7	2.9	10.3	4.0	

\* 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.

#### Average time spent finding the professional figure sought (months)\*\*



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

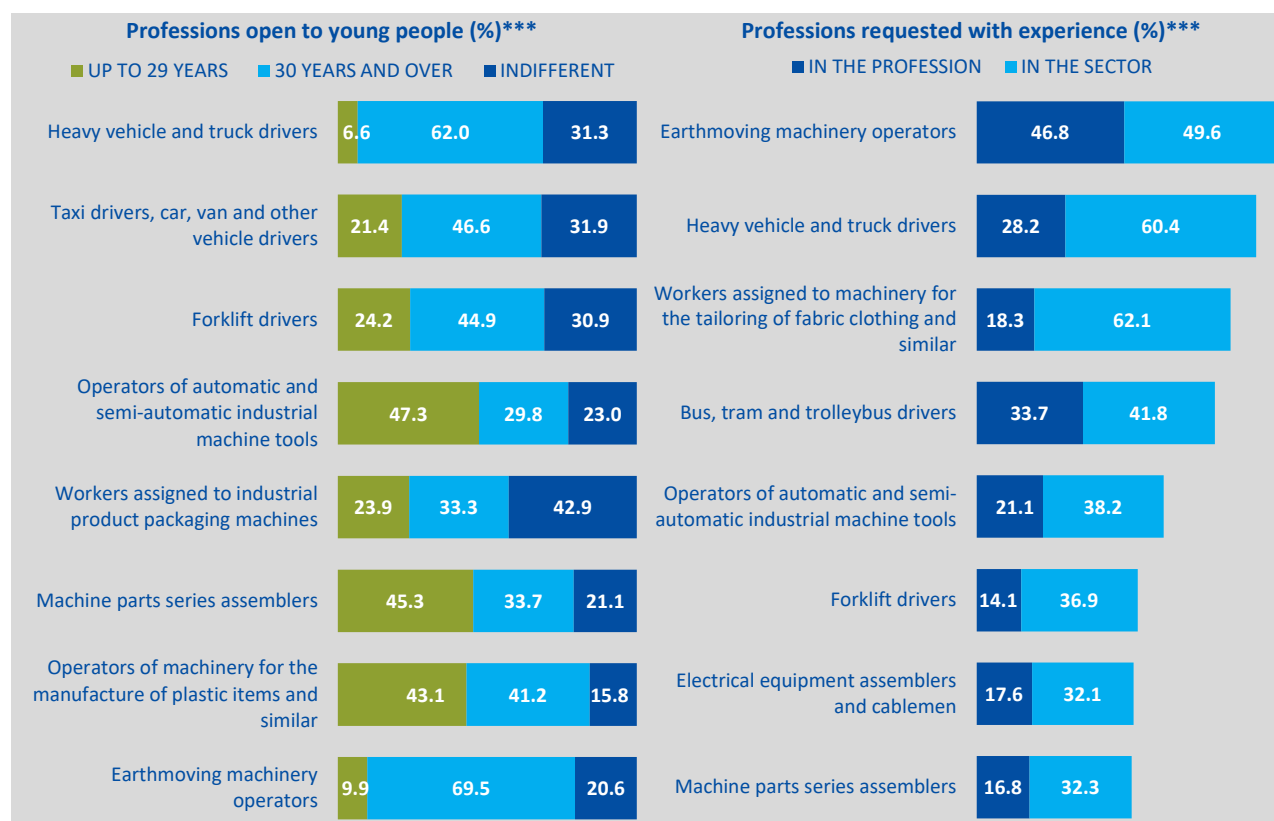
Table 10 - Plant operators and stationary and mobile machinery operators in 2022: main characteristics (% shares of total)

	Inflow expected in 2022 (a.v.)	for whom (%):			
		with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**
<b>7. Plant operators and stationary and mobile machinery operators</b>	<b>710,120</b>	<b>62.1</b>	<b>43.2</b>	<b>32.2</b>	<b>10.4</b>
<i>Total professions</i>		<i>67.0</i>	<i>40.5</i>	<i>32.2</i>	<i>18.6</i>
Heavy vehicle and truck drivers	199,390	88.5	55.9	37.7	12.1
Taxi drivers, car, van and other vehicle drivers	77,900	48.2	31.1	29.2	12.3
Forklift drivers	56,670	51.0	27.3	34.7	5.7
Operators of automatic and semi-automatic industrial machine tools	54,180	59.3	59.5	33.4	4.8
Workers assigned to industrial product packaging machines	52,000	34.8	19.1	23.9	10.4
Machine parts series assemblers	27,470	49.2	39.3	24.4	7.7
Operators of machinery for the manufacture of plastic items and similar	21,620	38.6	44.2	28.9	8.9
Earthmoving machinery operators	20,480	96.4	62.9	21.7	13.4
Bus, tram and trolleybus drivers	14,850	75.5	56.0	44.3	5.7
Electrical equipment assemblers and cablemen	14,550	49.7	45.5	29.9	8.5
Workers assigned to machinery for the tailoring of fabric clothing and similar	14,050	80.4	33.3	34.8	9.3
Operators of machinery for the production of pastries and bakery products	13,930	40.2	48.4	25.4	12.6
Automated assembly line operators	12,260	39.4	25.2	14.8	4.7
Assemblers in the mass production of various metal, rubber and plastic items	10,710	33.6	30.8	31.6	6.5
Other professions	120,080	52.1	39.5	32.0	13.3

\* 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.

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



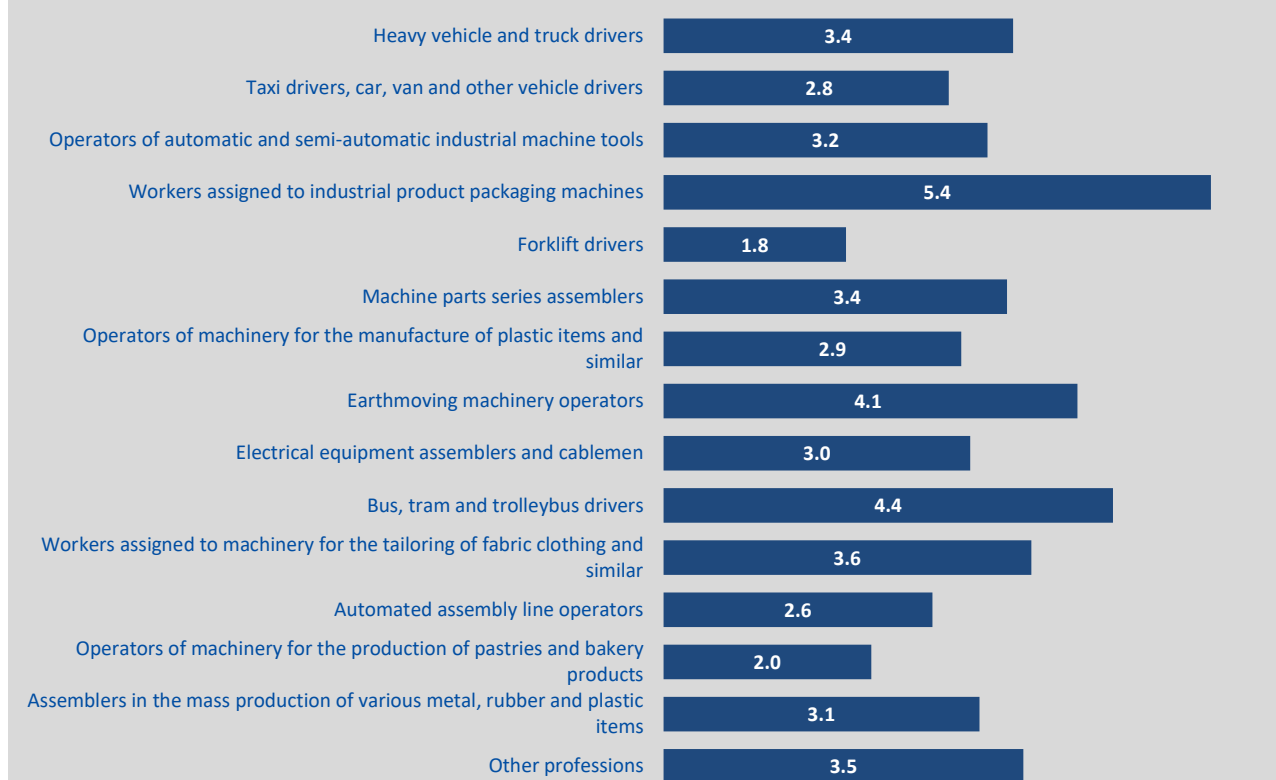
### 10.1- Plant operators and stationary and mobile machinery operators in demand in 2022: time spent finding the professional figure sought(% shares of total)

	Inflow expected in 2022 (a.v.)	Inflow by time spent (%):									
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year	Average time (months)
<b>7. Plant operators and stationary and mobile machinery operators</b>	<b>710,120</b>	<b>38.7</b>	<b>20.2</b>	<b>13.3</b>	<b>4.9</b>	<b>2.9</b>	<b>8.2</b>	<b>3.0</b>	<b>2.3</b>	<b>6.5</b>	<b>3.4</b>
<i>Total professions</i>		<i>37.3</i>	<i>19.7</i>	<i>15.0</i>	<i>5.9</i>	<i>3.2</i>	<i>8.0</i>	<i>2.8</i>	<i>2.0</i>	<i>6.0</i>	<i>3.3</i>
Heavy vehicle and truck drivers	199,390	34.2	21.6	14.3	6.1	3.7	8.3	3.6	2.5	5.6	3.4
Taxi drivers, car, van and other vehicle drivers	77,900	49.9	16.5	11.7	2.4	2.9	9.0	1.6	2.8	3.1	2.8
Operators of automatic and semi-automatic industrial machine tools	56,670	45.9	15.6	13.2	6.1	1.0	5.8	4.5	1.3	6.7	3.2
Workers assigned to industrial product packaging machines	54,180	20.5	19.2	11.8	6.2	4.5	9.2	4.9	3.8	19.9	5.4
Forklift drivers	52,000	68.9	16.0	5.8	2.0	0.2	5.5	0.4	0.1	1.1	1.8
Machine parts series assemblers	27,470	33.7	23.6	16.5	7.2	1.6	5.8	1.7	3.5	6.3	3.4
Operators of machinery for the manufacture of plastic items and similar	21,620	46.7	19.4	12.4	2.3	6.8	3.5	1.6	1.4	5.9	2.9
Earthmoving machinery operators	20,480	36.5	8.3	15.8	4.0	3.6	18.5	1.2	3.1	9.0	4.1
Electrical equipment assemblers and cablemen	14,850	24.1	31.6	18.6	9.0	4.4	7.7	1.2	--	3.2	3.0
Bus, tram and trolleybus drivers	14,550	23.5	21.8	11.1	8.1	4.7	9.4	7.5	5.8	8.0	4.4
Workers assigned to machinery for the tailoring of fabric clothing and similar	14,050	16.8	34.9	21.7	1.8	2.1	12.8	--	6.6	3.3	3.6
Automated assembly line operators	13,930	45.8	20.1	21.1	1.3	--	2.5	4.5	0.4	4.1	2.6
Operators of machinery for the production of pastries and bakery products	12,260	61.8	10.9	19.8	--	2.1	2.5	--	1.0	1.9	2.0
Assemblers in the mass production of various metal, rubber and plastic items	10,710	43.8	26.6	1.6	3.2	8.7	4.4	5.2	--	6.1	3.1
Other professions	120,080	33.4	23.1	13.9	5.0	2.2	9.9	3.3	1.9	7.2	3.5

\* 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.

#### Average time spent finding the professional figure sought (months)\*\*



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

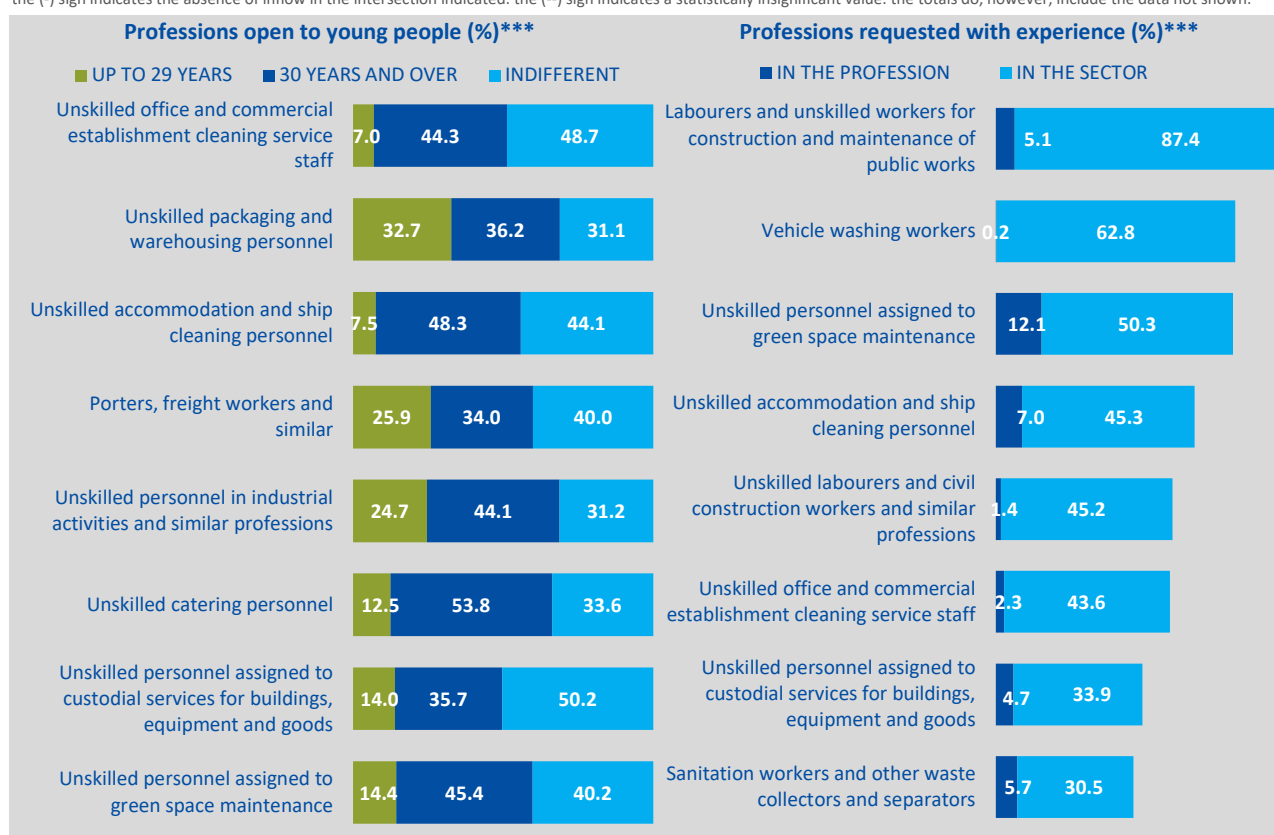
**Table 11 - Unskilled professions in demand in 2022: main characteristics (% shares of total)**

	Inflow expected in 2022 (a.v.)	for whom (%):			
		with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**
<b>8. Unskilled professions</b>	<b>811,470</b>	<b>40.9</b>	<b>25.0</b>	<b>32.6</b>	<b>17.0</b>
<i>Total professions</i>		<i>67.0</i>	<i>40.5</i>	<i>32.2</i>	<i>18.6</i>
Unskilled office and commercial establishment cleaning service staff	344,960	45.8	28.8	36.2	14.3
Unskilled packaging and warehousing personnel	188,060	33.3	19.0	31.9	14.7
Unskilled accommodation and ship cleaning personnel	41,670	52.3	28.4	22.5	37.2
Porters, freight workers and similar	40,370	30.3	18.5	32.1	10.5
Unskilled personnel in industrial activities and similar professions	40,370	34.9	23.7	15.3	23.1
Unskilled catering personnel	35,670	32.7	25.2	35.6	32.5
Unskilled personnel assigned to custodial services for buildings, equipment and goods	34,000	38.6	18.7	36.3	21.3
Unskilled personnel assigned to green space maintenance	21,720	62.4	35.3	26.4	13.1
Sanitation workers and other waste collectors and separators	20,200	36.2	13.8	42.6	4.1
Delivery workers	13,720	15.3	27.9	24.8	16.7
Unskilled labourers and civil construction workers and similar professions	12,830	46.6	35.1	16.5	29.6
Unskilled staff in recreational and cultural services	6,710	31.2	10.2	30.1	39.9
Labourers and unskilled workers for construction and maintenance of public works	4,300	92.5	47.1	31.5	5.7
Vehicle washing workers	2,310	63.0	51.6	21.5	2.9
Other professions	4,600	42.6	23.2	54.8	10.3

\* 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.

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

## 11.1-Unskilled professions in demand in 2022: time spent finding the professional figure sought (% shares of total)

	Inflow expected in 2022 (a.v.)	Inflow by time spent (%):										Average time (months)
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year		
<b>8. Unskilled professions</b>	<b>811,470</b>	<b>55.3</b>	<b>17.3</b>	<b>10.3</b>	<b>3.6</b>	<b>2.8</b>	<b>4.4</b>	<b>2.4</b>	<b>0.6</b>	<b>3.3</b>	<b>2.4</b>	
<i>Total professions</i>		<i>37.3</i>	<i>19.7</i>	<i>15.0</i>	<i>5.9</i>	<i>3.2</i>	<i>8.0</i>	<i>2.8</i>	<i>2.0</i>	<i>6.0</i>	<i>3.3</i>	
Unskilled office and commercial establishment cleaning service staff	344,960	59.8	15.7	9.7	3.8	2.5	3.3	2.0	0.5	2.6	2.2	
Unskilled packaging and warehousing personnel	188,060	51.3	19.5	11.8	2.6	3.4	5.2	3.0	0.3	2.9	2.5	
Unskilled personnel in industrial activities and similar professions	41,670	52.2	16.1	13.3	7.2	3.0	3.9	1.0	0.8	2.6	2.4	
Unskilled accommodation and ship cleaning personnel	40,370	44.6	18.5	11.2	2.5	1.2	12.1	3.8	0.9	5.2	3.1	
Unskilled personnel assigned to custodial services for buildings, equipment and goods	40,370	45.8	20.4	11.1	4.5	7.1	2.9	--	2.7	5.5	2.9	
Porters, freight workers and similar	35,670	61.2	17.7	6.7	1.4	2.0	2.6	1.7	--	6.7	2.5	
Unskilled catering personnel	34,000	64.0	19.3	6.0	2.6	2.3	2.5	2.5	--	0.7	1.9	
Unskilled personnel assigned to green space maintenance	21,720	44.8	16.7	13.9	9.4	--	9.8	1.1	0.2	3.9	2.8	
Sanitation workers and other waste collectors and	20,200	53.5	18.5	15.3	3.8	4.8	1.2	1.3	0.6	1.1	2.1	
Delivery workers	13,720	67.6	3.3	0.4	1.6	3.4	3.5	15.2	--	5.1	3.1	
Unskilled labourers and civil construction workers and similar professions	12,830	41.5	22.1	15.3	2.7	2.4	9.7	--	1.4	4.7	2.9	
Unskilled staff in recreational and cultural services	6,710	49.8	18.8	2.6	6.4	--	1.4	--	--	20.9	4.0	
Labourers and unskilled workers for construction and maintenance of public works	4,300	72.7	8.2	5.3	4.3	3.3	5.7	--	--	--	1.8	
Vehicle washing workers	2,310	30.8	33.5	--	3.0	--	30.9	--	--	--	3.0	
Other professions	4,600	48.0	21.7	6.7	3.5	--	--	17.9	--	1.9	3.0	

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

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

Table 12- Inflow expected by the companies in 2022 at territorial level, by large professional group (% shares of total)

	Inflow expected in 2022 (a.v.)*	for whom (%):			
		Managers, specialised professions and technicians	Office workers, commercial and services professions	Specialised labourers and plant and machinery operators	Unskilled professions
<b>TOTAL</b>	<b>5,179,140</b>	<b>20.3</b>	<b>35.7</b>	<b>28.4</b>	<b>15.7</b>
<b>NORTH WEST</b>	<b>1,526,910</b>	<b>24.7</b>	<b>31.8</b>	<b>27.7</b>	<b>15.8</b>
<b>PIEMONTE</b>	<b>345,650</b>	<b>23.0</b>	<b>31.3</b>	<b>31.0</b>	<b>14.7</b>
TORINO	183,210	28.0	29.9	26.5	15.6
VERCELLI	12,070	15.5	39.6	33.4	11.5
NOVARA	31,890	18.0	31.2	38.2	12.6
CUNEO	51,920	18.6	29.1	36.0	16.2
ASTI	12,260	17.4	32.4	37.6	12.5
ALESSANDRIA	31,340	17.1	31.5	38.6	12.9
BIELLA	11,260	19.3	35.3	33.9	11.6
VERBANO-CUSIO-OSSOLA	11,690	12.2	48.4	26.3	13.1
<b>VALLE D'AOSTA</b>	<b>16,920</b>	<b>10.8</b>	<b>54.8</b>	<b>18.2</b>	<b>16.2</b>
<b>LOMBARDIA</b>	<b>1,032,320</b>	<b>26.4</b>	<b>30.2</b>	<b>27.2</b>	<b>16.2</b>
VARESE	60,280	24.7	33.4	28.2	13.7
COMO	48,030	17.5	37.6	26.0	18.9
SONDRIO	18,730	11.2	49.1	26.9	12.8
MILANO	454,590	34.8	28.5	20.1	16.6
BERGAMO	104,470	20.9	28.7	34.4	15.9
BRESCIA	137,780	16.3	30.8	36.7	16.2
PAVIA	36,200	21.0	31.6	31.2	16.2
CREMONA	28,490	17.8	28.4	35.2	18.7
MANTOVA	36,030	16.2	28.7	38.9	16.2
LECCO	26,130	20.7	30.4	36.7	12.2
LODI	13,760	20.0	30.2	36.0	13.8
MONZA E BRIANZA	67,810	26.3	30.0	27.1	16.6
<b>LIGURIA</b>	<b>132,020</b>	<b>18.2</b>	<b>42.5</b>	<b>24.3</b>	<b>15.1</b>
IMPERIA	14,580	10.8	54.4	21.0	13.8
SAVONA	22,620	12.1	48.3	21.8	17.8
GENOVA	75,170	22.8	37.7	24.7	14.8
LA SPEZIA	19,650	12.7	45.1	28.0	14.2
<b>NORTH EAST</b>	<b>1,244,820</b>	<b>17.4</b>	<b>36.5</b>	<b>29.6</b>	<b>16.5</b>
<b>TRENTINO ALTO ADIGE</b>	<b>159,350</b>	<b>15.6</b>	<b>47.6</b>	<b>19.4</b>	<b>17.5</b>
BOLZANO	82,620	13.9	49.8	18.9	17.4
TRENTO	76,730	17.3	45.2	19.9	17.6
<b>VENETO</b>	<b>502,360</b>	<b>16.6</b>	<b>34.9</b>	<b>32.5</b>	<b>15.9</b>
VERONA	106,200	15.6	36.1	31.0	17.3
VICENZA	84,890	17.0	31.6	38.9	12.5
BELLUNO	25,520	11.2	45.9	27.2	15.6
TREVISO	81,350	18.2	26.8	41.3	13.7
VENEZIA	93,460	13.0	46.1	21.2	19.7
PADOVA	88,880	22.0	31.1	32.2	14.7
ROVIGO	22,080	13.8	27.7	38.3	20.2
<b>FRIULI VENEZIA GIULIA</b>	<b>108,040</b>	<b>17.7</b>	<b>35.6</b>	<b>32.0</b>	<b>14.7</b>
UDINE	45,460	17.3	39.6	27.3	15.8
GORIZIA	14,750	13.1	33.2	40.5	13.2
TRIESTE	21,040	23.2	38.3	21.8	16.7
PORDENONE	26,790	16.6	28.0	43.3	12.1
<b>EMILIA ROMAGNA</b>	<b>475,070</b>	<b>18.8</b>	<b>34.7</b>	<b>29.4</b>	<b>17.2</b>
PIACENZA	28,990	13.9	25.7	31.6	28.8
PARMA	49,990	18.5	29.0	34.9	17.7
REGGIO EMILIA	51,460	20.4	29.9	34.4	15.3
MODENA	76,990	18.5	29.5	36.2	15.8
BOLOGNA	110,910	25.1	34.2	24.6	16.1
FERRARA	24,380	18.1	39.5	27.7	14.7
RAVENNA	43,380	15.4	43.6	23.7	17.4
FORLI'-CESENA	41,560	16.0	36.3	31.3	16.4
RIMINI	47,420	11.9	48.6	21.5	18.1

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

(cont'd) Table 12- Inflow expected by the companies in 2022 at territorial level, by large professional group (% shares of total)

	Inflow expected in 2022 (a.v.)*	for whom (%):			
		Managers, specialised professions and technicians	Office workers, commercial and services professions	Specialised labourers and plant and machinery operators	Unskilled professions
<b>TOTAL</b>	<b>5,179,140</b>	<b>20.3</b>	<b>35.7</b>	<b>28.4</b>	<b>15.7</b>
<b>CENTRAL</b>	<b>1,019,600</b>	<b>20.7</b>	<b>36.1</b>	<b>26.8</b>	<b>16.4</b>
<b>TOSCANA</b>	<b>326,610</b>	<b>15.7</b>	<b>37.6</b>	<b>30.8</b>	<b>15.9</b>
MASSA	13,930	13.9	39.8	30.2	16.1
LUCCA	34,420	14.1	42.5	27.2	16.2
PISTOIA	16,980	14.0	38.0	35.8	12.2
FIRENZE	97,980	20.2	34.4	27.4	18.1
LIVORNO	32,930	12.6	47.4	20.4	19.6
PISA	32,620	17.0	34.7	34.0	14.3
AREZZO	25,980	14.1	33.4	42.7	9.8
SIENA	22,650	14.4	43.8	26.9	14.9
GROSSETO	20,520	9.2	50.6	18.4	21.8
PRATO	28,600	13.2	22.4	54.4	10.0
<b>UMBRIA</b>	<b>61,670</b>	<b>15.2</b>	<b>37.1</b>	<b>34.3</b>	<b>13.4</b>
PERUGIA	47,830	15.4	37.4	34.0	13.3
TERNI	13,840	14.7	36.4	35.1	13.9
<b>MARCHE</b>	<b>133,730</b>	<b>14.1</b>	<b>35.9</b>	<b>36.6</b>	<b>13.4</b>
PESARO-URBINO	33,460	13.8	35.7	37.8	12.8
ANCONA	42,330	15.4	35.9	35.4	13.3
MACERATA	26,800	13.6	31.8	40.0	14.6
ASCOLI PICENO	18,730	12.6	41.9	30.9	14.7
FERMO	12,410	14.4	35.9	39.3	10.4
<b>LAZIO</b>	<b>497,590</b>	<b>26.4</b>	<b>35.1</b>	<b>20.5</b>	<b>17.9</b>
VITERBO	16,340	14.3	44.7	26.8	14.2
RIETI	9,810	10.8	34.7	40.2	14.2
ROMA	398,360	29.5	34.3	17.2	19.0
LATINA	42,620	12.8	44.1	27.8	15.3
FROSINONE	30,470	16.6	28.2	44.2	11.0
<b>SOUTH AND ISLANDS</b>	<b>1,387,800</b>	<b>17.6</b>	<b>39.0</b>	<b>29.1</b>	<b>14.2</b>
<b>ABRUZZO</b>	<b>114,050</b>	<b>12.9</b>	<b>40.3</b>	<b>32.8</b>	<b>14.1</b>
L'AQUILA	22,630	12.3	43.6	32.7	11.4
TERAMO	31,880	9.8	38.6	35.4	16.1
PESCARA	27,280	16.1	44.2	26.1	13.6
CHIETI	32,270	13.6	36.3	35.8	14.2
<b>MOLISE</b>	<b>18,810</b>	<b>15.7</b>	<b>39.2</b>	<b>32.5</b>	<b>12.5</b>
CAMPOBASSO	13,220	15.2	39.9	32.7	12.1
ISERNIA	5,600	16.9	37.6	32.0	13.5
<b>CAMPANIA</b>	<b>395,800</b>	<b>20.4</b>	<b>34.4</b>	<b>30.6</b>	<b>14.6</b>
CASERTA	59,340	20.5	34.4	34.6	10.6
BENEVENTO	16,250	20.3	30.7	38.0	11.0
NAPOLI	202,510	23.0	33.9	26.9	16.1
AVELLINO	24,310	18.2	30.9	39.4	11.6
SALERNO	93,390	15.1	37.1	32.7	15.2
<b>PUGLIA</b>	<b>289,630</b>	<b>16.6</b>	<b>39.9</b>	<b>28.6</b>	<b>14.9</b>
FOGGIA	39,050	15.9	41.3	27.9	14.9
BARI	123,990	19.6	34.9	30.2	15.3
TARANTO	32,790	16.4	39.1	33.7	10.8
BRINDISI	27,160	11.9	46.5	28.5	13.2
LECCE	66,640	13.3	46.4	23.6	16.7
<b>BASILICATA</b>	<b>36,820</b>	<b>13.7</b>	<b>31.5</b>	<b>40.3</b>	<b>14.5</b>
POTENZA	22,750	14.3	30.4	43.5	11.8
MATERA	14,070	12.8	33.2	35.2	18.9
<b>CALABRIA</b>	<b>101,400</b>	<b>15.6</b>	<b>45.2</b>	<b>26.7</b>	<b>12.5</b>
COSENZA	37,960	16.9	46.9	24.9	11.3
CATANZARO	22,250	13.7	42.4	27.9	16.0
REGGIO CALABRIA	21,380	17.0	42.6	31.1	9.3
CROTONE	9,830	14.4	44.3	28.5	12.9
VIBO VALENTIA	9,980	13.1	51.0	19.9	16.0

\* 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, 2022

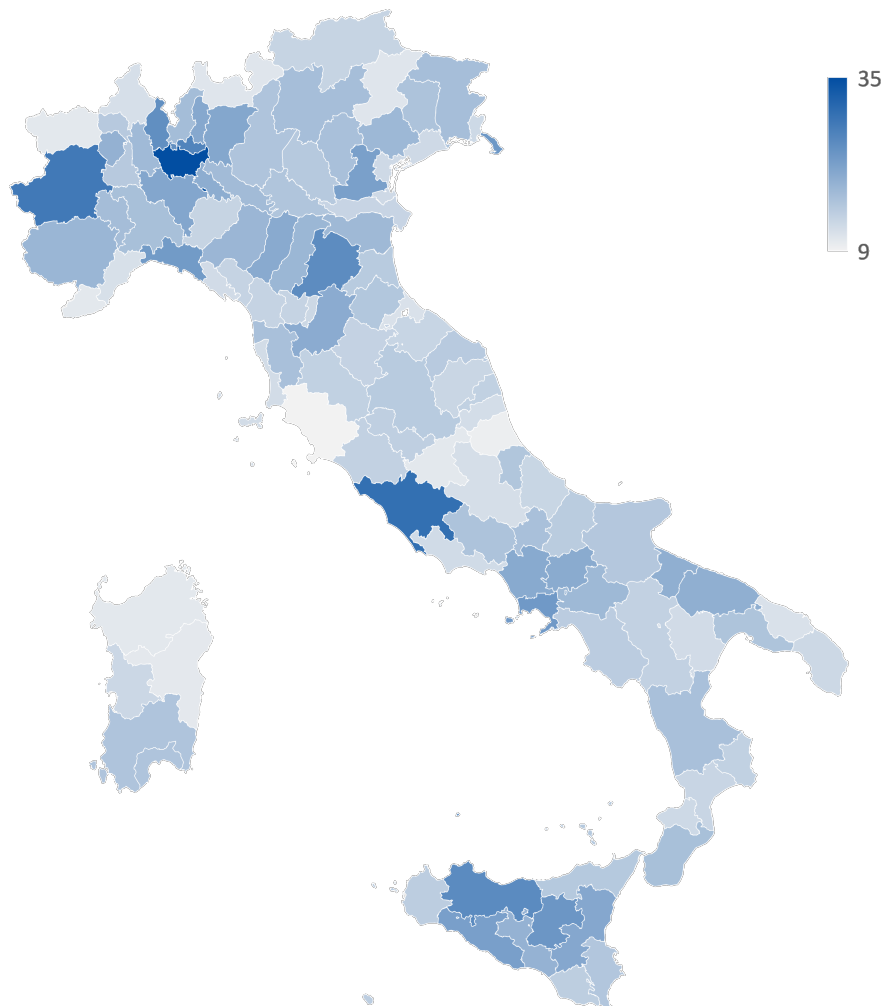
(cont'd) Table 12- Inflow expected by the companies in 2022 at territorial level, by large professional group (% shares of total)

	Inflow expected in 2022 (a.v.)*	for whom (%):			
		Managers, specialised professions and technicians	Office workers, commercial and services professions	Specialised labourers and plant and machinery operators	Unskilled professions
<b>TOTAL</b>	<b>5,179,140</b>	<b>20.3</b>	<b>35.7</b>	<b>28.4</b>	<b>15.7</b>
<b>SICILIA</b>	<b>288,040</b>	<b>20.0</b>	<b>38.9</b>	<b>29.1</b>	<b>12.0</b>
TRAPANI	24,590	15.0	44.8	25.1	15.1
PALERMO	75,810	25.3	37.9	24.8	12.0
MESSINA	38,280	15.7	44.9	26.9	12.5
AGRIGENTO	18,820	22.1	36.1	29.7	12.1
CALTANISSETTA	14,990	19.1	25.1	44.3	11.4
ENNA	6,200	23.5	31.2	36.5	8.7
CATANIA	64,880	20.8	38.3	29.4	11.5
RAGUSA	20,720	14.9	40.3	34.7	10.1
SIRACUSA	23,760	16.1	39.2	33.0	11.8
<b>SARDEGNA</b>	<b>143,250</b>	<b>13.4</b>	<b>46.8</b>	<b>21.6</b>	<b>18.2</b>
SASSARI	58,510	10.8	48.1	20.7	20.4
NUORO	13,170	10.7	46.7	25.2	17.4
CAGLIARI	62,870	16.4	45.4	21.5	16.7
ORISTANO	8,710	13.4	48.9	22.3	15.4

\* 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 2022 by province (% share of the total)



## **SECTION B**

What skills are companies  
looking for?

**Table 13.1 - Skills requested by companies in 2022 by professional group (% shares of total inflow for whom the skill is considered necessary)**

	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	65.9	90.4	84.3	82.4	79.5	78.2	53.4	45.6	44.4
Communicate company information in foreign	45.7	76.9	75.5	60.1	61.0	60.3	27.3	22.8	24.1
Use mathematical and computer methods and	51.9	93.8	82.2	80.7	75.2	44.6	46.6	41.2	28.8
Use digital skills	64.0	99.0	95.0	94.2	92.0	57.4	50.3	54.8	42.1
Use "4.0" technologies to innovate processes	37.5	78.2	67.3	58.8	47.3	28.6	39.3	31.6	19.8
Work in a group	86.5	99.6	97.7	97.7	94.7	90.1	82.5	75.3	75.1
Problem solving	82.1	98.4	96.6	96.7	93.0	80.8	79.5	76.0	67.4
Work autonomously	83.3	97.9	96.4	94.9	90.0	84.6	83.6	75.1	68.5
Flexibility and adaptability	95.4	99.5	98.5	98.6	97.4	95.6	95.2	94.1	91.6
Energy saving and environmental sustainability	81.1	90.4	86.9	85.4	80.8	82.9	80.9	76.9	75.7

**Table 13.2 - Skills that companies consider to be of "high" importance in 2022 by professional group (% shares of total inflow for whom the skill is considered to be of "high" importance)\***

	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	36.3	81.3	63.0	56.0	50.3	47.2	20.4	15.6	14.1
Communicate company information in foreign	15.5	54.1	47.7	28.4	30.3	20.1	2.4	0.2	0.3
Use mathematical and computer methods and	17.7	49.7	49.7	41.1	33.0	9.9	9.9	8.3	4.8
Use digital skills	24.2	59.9	76.5	67.1	61.0	11.9	8.0	3.3	0.5
Use "4.0" technologies to innovate processes	13.0	35.0	35.7	28.2	13.2	7.6	12.6	7.8	4.6
Work in a group	54.8	95.5	84.7	76.5	67.7	60.7	46.6	32.3	33.4
Problem solving	42.3	89.9	80.6	73.6	62.3	36.4	35.9	24.5	20.2
Work autonomously	42.9	89.7	73.6	63.0	50.0	41.4	42.4	27.8	24.6
Flexibility and adaptability	66.9	95.6	86.2	83.8	73.9	67.6	64.5	55.4	51.5
Energy saving and environmental sustainability	41.7	51.4	46.0	42.9	38.3	45.5	42.9	36.4	37.6

\* 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, 2022



**Table 13.3 - Skills requested by companies in 2022 according to several main characteristics of the professions (% shares of total inflow for whom the skill is considered necessary)**

	TOTAL	with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**	up to 29 years	30 years and over	age irrelevant
Communicate company information in Italian	65.9	70.4	41.7	32.0	19.6	30.9	41.6	27.5
Communicate company information in foreign languages	45.7	72.2	40.5	31.5	21.1	32.8	40.0	27.1
Use mathematical and computer methods and languages	51.9	72.0	42.7	31.6	20.0	30.1	44.2	25.7
Use digital skills	64.0	70.9	41.8	32.5	18.4	30.5	42.6	26.9
Use "4.0" technologies to innovate processes	37.5	73.1	43.7	30.0	20.4	30.5	45.0	24.4
Work in a group	86.5	68.9	41.5	32.3	18.2	29.7	42.2	28.1
Problem solving	82.1	69.9	42.2	31.8	18.3	28.9	43.2	27.9
Work autonomously	83.3	69.8	42.4	31.9	19.0	28.9	43.7	27.3
Flexibility and adaptability	95.4	67.8	41.2	32.4	18.3	28.9	42.6	28.5
Energy saving and environmental sustainability	81.1	68.6	41.5	32.1	18.7	29.0	42.9	28.1

**Table 13.4 - Skills that companies consider to be of "high" importance in 2022 according to several main characteristics of the professions (% shares of total inflow for whom the skill is considered to be of "high" importance)\***

	TOTAL	with experience	difficult to recruit	as a replacement for outgoing personnel	new professional figures**	up to 29 years	30 years and over	age irrelevant
Communicate company information in Italian	36.3	75.3	43.9	32.7	21.0	31.3	43.6	25.1
Communicate company information in foreign languages	15.5	80.6	42.2	30.2	24.2	33.0	42.3	24.7
Use mathematical and computer methods and languages	17.7	78.8	47.7	30.3	23.8	27.2	49.1	23.8
Use digital skills	24.2	78.8	44.2	30.7	20.9	30.9	46.8	22.3
Use "4.0" technologies to innovate processes	13.0	79.1	47.1	28.7	23.3	29.4	47.2	23.4
Work in a group	54.8	72.8	43.5	32.2	18.8	30.8	42.3	26.9
Problem solving	42.3	77.6	45.4	31.6	19.9	28.8	45.9	25.3
Work autonomously	42.9	76.5	46.0	31.1	21.5	27.2	48.0	24.8
Flexibility and adaptability	66.9	71.5	43.2	32.2	18.6	29.0	43.7	27.3
Energy saving and environmental sustainability	41.7	70.8	44.0	30.6	20.8	28.0	44.7	27.3

\* 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.

Source: Unioncamere - ANPAL, Excelsior Information System, 2022

**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 2022 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	for whom the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
<b>TOTAL</b>	<b>5,179,140</b>	<b>1,766,170</b>	<b>3,412,970</b>	<b>12.2</b>	<b>17.3</b>	<b>14.9</b>	<b>21.4</b>	<b>2.7</b>
<b>1. Managers</b>	<b>11,130</b>	<b>1,070</b>	<b>10,060</b>	<b>2.8</b>	<b>6.3</b>	<b>18.9</b>	<b>62.3</b>	<b>3.6</b>
1 <sup>st</sup> General managers of companies providing services to businesses and individuals	2,210	100	2,110	0.2	9.1	7.5	78.5	3.7
2 <sup>nd</sup> General managers of companies in the industry, strictly speaking, and in public utilities	2,200	140	2,060	9.6	9.4	33.1	41.6	3.1
3 <sup>rd</sup> Sales and marketing department managers	1,670	--	1,630	0.1	10.2	8.8	78.3	3.7
<b>2. Intellectual, scientific and highly-specialised professions</b>	<b>339,740</b>	<b>53,190</b>	<b>286,550</b>	<b>7.0</b>	<b>14.3</b>	<b>22.2</b>	<b>40.9</b>	<b>3.1</b>
1 <sup>st</sup> Software analysts and designers	37,120	2,980	34,140	7.8	24.3	18.6	41.3	3.0
2 <sup>nd</sup> Industrial and management engineers	25,780	1,520	24,260	5.4	12.6	25.3	50.9	3.3
3 <sup>rd</sup> Market relations specialists	22,830	860	21,970	2.7	8.7	27.0	57.8	3.5
<b>3. Technical professions</b>	<b>698,690</b>	<b>123,260</b>	<b>575,440</b>	<b>10.3</b>	<b>16.0</b>	<b>20.0</b>	<b>36.0</b>	<b>3.0</b>
1 <sup>st</sup> Sales and distribution technicians	93,300	6,840	86,470	3.1	9.3	17.8	62.5	3.5
2 <sup>nd</sup> Rehabilitation health professions	69,190	16,220	52,970	13.3	16.5	15.5	31.2	2.8
3 <sup>rd</sup> Accounting and similar professions	55,490	14,340	41,160	20.1	12.3	14.8	26.9	2.7
<b>4. Office workers</b>	<b>430,490</b>	<b>88,300</b>	<b>342,190</b>	<b>10.0</b>	<b>19.1</b>	<b>22.9</b>	<b>27.4</b>	<b>2.9</b>
1 <sup>st</sup> Administration and back-office activities staff	148,390	31,160	117,240	10.8	19.6	28.5	20.1	2.7
2 <sup>nd</sup> Reception and information clerks in companies and public institutions	55,290	8,280	47,020	8.5	19.0	22.8	34.6	3.0
3 <sup>rd</sup> Secretarial staff	48,490	9,910	38,580	11.1	19.4	19.0	30.1	2.9
<b>5. Skilled professions in commercial activities and services</b>	<b>1,418,840</b>	<b>309,490</b>	<b>1,109,350</b>	<b>11.4</b>	<b>19.6</b>	<b>17.9</b>	<b>29.3</b>	<b>2.8</b>
1 <sup>st</sup> Waiters and similar professions	365,820	59,500	306,320	9.8	20.5	20.0	33.4	2.9
2 <sup>nd</sup> Retail salespeople	357,260	40,270	316,990	6.9	19.9	20.3	41.6	3.1
3 <sup>rd</sup> Hotel and restaurant chefs	211,600	70,830	140,770	15.4	20.3	16.3	14.5	2.4
<b>6. Specialised labourers</b>	<b>758,650</b>	<b>353,690</b>	<b>404,960</b>	<b>14.6</b>	<b>18.4</b>	<b>11.0</b>	<b>9.4</b>	<b>2.3</b>
1 <sup>st</sup> Stone, brick, fire-brick masons	182,790	90,580	92,200	14.4	17.9	8.1	10.0	2.3
2 <sup>nd</sup> Electricians in civil construction and similar professions	77,250	28,420	48,820	16.7	19.9	16.2	10.4	2.3
3 <sup>rd</sup> Industrial machinery mechanics and fitters and similar professions	54,060	19,850	34,210	15.5	21.6	14.9	11.2	2.3
<b>7. Plant operators and stationary and mobile machinery operators</b>	<b>710,120</b>	<b>386,350</b>	<b>323,780</b>	<b>14.0</b>	<b>16.0</b>	<b>8.0</b>	<b>7.6</b>	<b>2.2</b>
1 <sup>st</sup> Heavy vehicle and truck drivers	199,390	97,330	102,060	13.9	15.8	10.5	11.0	2.4
2 <sup>nd</sup> Taxi drivers, car, van and other vehicle drivers	77,900	37,100	40,800	11.5	23.7	8.3	8.8	2.3
3 <sup>rd</sup> Forklift drivers	56,670	31,880	24,790	14.4	16.3	7.9	5.1	2.1
<b>8. Unskilled professions</b>	<b>811,470</b>	<b>450,830</b>	<b>360,640</b>	<b>15.2</b>	<b>15.1</b>	<b>7.8</b>	<b>6.3</b>	<b>2.1</b>
1 <sup>st</sup> Unskilled office and commercial establishment cleaning service staff	344,960	192,660	152,300	16.6	15.8	6.2	5.5	2.0
2 <sup>nd</sup> Unskilled packaging and warehousing personnel	188,060	103,430	84,630	16.0	12.7	9.8	6.4	2.1
3 <sup>rd</sup> Unskilled accommodation and ship cleaning personnel	41,670	20,470	21,190	16.3	20.3	9.7	4.6	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, 2022

**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 2022 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	for whom the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
<b>TOTAL</b>	<b>5,179,140</b>	<b>2,811,810</b>	<b>2,367,330</b>	<b>14.6</b>	<b>15.5</b>	<b>8.1</b>	<b>7.4</b>	<b>2.2</b>
<b>1. Managers</b>	<b>11,130</b>	<b>2,570</b>	<b>8,560</b>	<b>2.8</b>	<b>20.0</b>	<b>25.7</b>	<b>28.4</b>	<b>3.0</b>
1 <sup>st</sup> General managers of companies providing services to businesses and individuals	2,210	800	1,410	2.1	47.4	13.0	1.1	2.2
2 <sup>nd</sup> General managers of companies in the industry, strictly speaking, and in public utilities	2,200	270	1,930	2.0	9.6	51.0	25.3	3.1
3 <sup>rd</sup> Sales and marketing department managers	1,670	150	1,520	2.5	12.5	19.8	56.6	3.4
<b>2. Intellectual, scientific and highly-specialised professions</b>	<b>339,740</b>	<b>83,370</b>	<b>256,370</b>	<b>11.5</b>	<b>16.3</b>	<b>22.7</b>	<b>24.9</b>	<b>2.8</b>
1 <sup>st</sup> Software analysts and designers	37,120	4,560	32,560	13.1	23.1	26.8	24.8	2.7
2 <sup>nd</sup> Industrial and management engineers	25,780	3,850	21,940	10.7	20.1	22.5	31.7	2.9
3 <sup>rd</sup> Market relations specialists	22,830	960	21,870	1.1	3.7	42.0	49.0	3.5
<b>3. Technical professions</b>	<b>698,690</b>	<b>279,080</b>	<b>419,610</b>	<b>15.7</b>	<b>16.0</b>	<b>15.1</b>	<b>13.3</b>	<b>2.4</b>
1 <sup>st</sup> Sales and distribution technicians	93,300	26,830	66,480	12.4	15.2	17.4	26.2	2.8
2 <sup>nd</sup> Rehabilitation health professions	69,190	43,210	25,980	11.9	12.3	8.4	5.0	2.2
3 <sup>rd</sup> Accounting and similar professions	55,490	29,530	25,970	19.5	9.2	14.0	4.1	2.1
<b>4. Office workers</b>	<b>430,490</b>	<b>167,760</b>	<b>262,730</b>	<b>13.9</b>	<b>16.9</b>	<b>15.6</b>	<b>14.7</b>	<b>2.5</b>
1 <sup>st</sup> Administration and back-office activities staff	148,390	68,710	79,680	16.9	23.7	6.7	6.4	2.0
2 <sup>nd</sup> Reception and information clerks in companies and public institutions	55,290	9,130	46,170	9.4	8.7	36.7	28.8	3.0
3 <sup>rd</sup> Secretarial staff	48,490	21,410	27,080	15.4	17.3	10.9	12.2	2.4
<b>5. Skilled professions in commercial activities and services</b>	<b>1,418,840</b>	<b>563,070</b>	<b>855,780</b>	<b>18.0</b>	<b>22.1</b>	<b>10.9</b>	<b>9.3</b>	<b>2.2</b>
1 <sup>st</sup> Waiters and similar professions	365,820	81,120	284,700	15.2	25.9	19.2	17.5	2.5
2 <sup>nd</sup> Retail salespeople	357,260	127,280	229,990	20.7	22.4	10.6	10.6	2.2
3 <sup>rd</sup> Hotel and restaurant chefs	211,600	113,480	98,120	16.2	18.4	7.5	4.2	2.0
<b>6. Specialised labourers</b>	<b>758,650</b>	<b>551,540</b>	<b>207,110</b>	<b>13.4</b>	<b>11.5</b>	<b>1.6</b>	<b>0.8</b>	<b>1.6</b>
1 <sup>st</sup> Stone, brick, fire-brick masons	182,790	137,580	45,200	12.9	11.6	0.0	0.2	1.5
2 <sup>nd</sup> Electricians in civil construction and similar professions	77,250	51,910	25,340	10.9	8.2	10.2	3.5	2.2
3 <sup>rd</sup> Industrial machinery mechanics and fitters and similar professions	54,060	34,560	19,500	16.7	19.4	0.0	0.0	1.5
<b>7. Plant operators and stationary and mobile machinery operators</b>	<b>710,120</b>	<b>548,180</b>	<b>161,940</b>	<b>12.1</b>	<b>10.5</b>	<b>0.1</b>	<b>0.1</b>	<b>1.5</b>
1 <sup>st</sup> Heavy vehicle and truck drivers	199,390	147,530	51,860	13.3	12.7	0.0	0.0	1.5
2 <sup>nd</sup> Taxi drivers, car, van and other vehicle drivers	77,900	59,340	18,560	14.0	9.0	0.5	0.4	1.5
3 <sup>rd</sup> Forklift drivers	56,670	43,740	12,940	11.4	11.5	0.0	0.0	1.5
<b>8. Unskilled professions</b>	<b>811,470</b>	<b>616,240</b>	<b>195,230</b>	<b>13.0</b>	<b>10.7</b>	<b>0.1</b>	<b>0.2</b>	<b>1.5</b>
1 <sup>st</sup> Unskilled office and commercial establishment cleaning service staff	344,960	269,960	74,990	11.4	10.3	0.0	0.0	1.5
2 <sup>nd</sup> Unskilled packaging and warehousing personnel	188,060	145,780	42,280	14.8	7.7	0.0	0.0	1.3
3 <sup>rd</sup> Unskilled accommodation and ship cleaning personnel	41,670	25,160	16,500	17.7	21.9	0.0	0.0	1.6

\* 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 2022 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	for whom the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
<b>TOTAL</b>	<b>5,179,140</b>	<b>2,489,470</b>	<b>2,689,660</b>	<b>17.8</b>	<b>16.4</b>	<b>10.0</b>	<b>7.7</b>	<b>2.1</b>
<b>1. Managers</b>	<b>11,130</b>	<b>690</b>	<b>10,440</b>	<b>12.4</b>	<b>31.7</b>	<b>23.1</b>	<b>26.5</b>	<b>2.7</b>
1 <sup>st</sup> General managers of companies providing services to businesses and individuals	2,210	260	1,950	4.1	53.3	10.5	20.2	2.5
2 <sup>nd</sup> General managers of companies in the industry, strictly speaking, and in public utilities	2,200	160	2,040	32.2	10.9	16.1	33.5	2.5
3 <sup>rd</sup> Sales and marketing department managers	1,670	--	1,660	6.8	41.5	30.8	20.4	2.7
<b>2. Intellectual, scientific and highly-specialised professions</b>	<b>339,740</b>	<b>60,610</b>	<b>279,130</b>	<b>13.4</b>	<b>19.0</b>	<b>22.2</b>	<b>27.5</b>	<b>2.8</b>
1 <sup>st</sup> Software analysts and designers	37,120	140	36,980	2.4	9.2	21.6	66.5	3.5
2 <sup>nd</sup> Industrial and management engineers	25,780	1,340	24,440	17.2	16.7	32.0	28.8	2.8
3 <sup>rd</sup> Market relations specialists	22,830	3,190	19,640	13.1	30.0	22.5	20.4	2.6
<b>3. Technical professions</b>	<b>698,690</b>	<b>135,180</b>	<b>563,520</b>	<b>15.5</b>	<b>24.1</b>	<b>21.3</b>	<b>19.8</b>	<b>2.6</b>
1 <sup>st</sup> Sales and distribution technicians	93,300	12,780	80,520	18.6	30.5	21.6	15.6	2.4
2 <sup>nd</sup> Rehabilitation health professions	69,190	24,610	44,580	29.6	17.3	12.3	5.2	1.9
3 <sup>rd</sup> Accounting and similar professions	55,490	12,790	42,710	9.4	28.8	21.7	17.1	2.6
<b>4. Office workers</b>	<b>430,490</b>	<b>106,670</b>	<b>323,820</b>	<b>19.5</b>	<b>22.8</b>	<b>22.3</b>	<b>10.7</b>	<b>2.3</b>
1 <sup>st</sup> Administration and back-office activities staff	148,390	25,160	123,230	15.6	23.4	31.6	12.3	2.5
2 <sup>nd</sup> Reception and information clerks in companies and public institutions	55,290	18,200	37,100	18.5	23.2	19.1	6.2	2.2
3 <sup>rd</sup> Secretarial staff	48,490	16,840	31,640	21.5	19.3	13.7	10.8	2.2
<b>5. Skilled professions in commercial activities and services</b>	<b>1,418,840</b>	<b>785,880</b>	<b>632,960</b>	<b>19.1</b>	<b>15.6</b>	<b>5.9</b>	<b>4.0</b>	<b>1.9</b>
1 <sup>st</sup> Waiters and similar professions	365,820	203,450	162,370	17.2	17.2	5.5	4.5	1.9
2 <sup>nd</sup> Retail salespeople	357,260	168,200	189,070	24.4	16.7	7.6	4.2	1.8
3 <sup>rd</sup> Hotel and restaurant chefs	211,600	119,890	91,710	18.4	13.5	7.5	4.0	1.9
<b>6. Specialised labourers</b>	<b>758,650</b>	<b>405,270</b>	<b>353,380</b>	<b>19.9</b>	<b>16.7</b>	<b>6.6</b>	<b>3.4</b>	<b>1.9</b>
1 <sup>st</sup> Stone, brick, fire-brick masons	182,790	112,900	69,890	17.2	12.9	5.3	2.9	1.8
2 <sup>nd</sup> Electricians in civil construction and similar professions	77,250	32,010	45,230	22.5	21.7	10.3	4.1	1.9
3 <sup>rd</sup> Industrial machinery mechanics and fitters and similar professions	54,060	22,520	31,540	26.0	22.3	6.7	3.3	1.8
<b>7. Plant operators and stationary and mobile machinery operators</b>	<b>710,120</b>	<b>417,740</b>	<b>292,390</b>	<b>19.3</b>	<b>13.6</b>	<b>5.4</b>	<b>2.8</b>	<b>1.8</b>
1 <sup>st</sup> Heavy vehicle and truck drivers	199,390	122,830	76,550	18.8	12.6	3.7	3.3	1.8
2 <sup>nd</sup> Taxi drivers, car, van and other vehicle drivers	77,900	47,680	30,220	15.4	16.5	4.1	2.8	1.9
3 <sup>rd</sup> Forklift drivers	56,670	33,250	23,420	18.6	13.8	6.0	2.9	1.8
<b>8. Unskilled professions</b>	<b>811,470</b>	<b>577,440</b>	<b>234,020</b>	<b>15.3</b>	<b>8.7</b>	<b>3.1</b>	<b>1.7</b>	<b>1.7</b>
1 <sup>st</sup> Unskilled office and commercial establishment cleaning service staff	344,960	270,780	74,170	14.2	5.4	1.3	0.7	1.5
2 <sup>nd</sup> Unskilled packaging and warehousing personnel	188,060	104,860	83,200	19.5	15.2	6.6	2.9	1.8
3 <sup>rd</sup> Unskilled accommodation and ship cleaning personnel	41,670	32,270	9,390	9.3	9.6	2.0	1.7	1.8

\* 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)

Source: Unioncamere - ANPAL, Excelsior Information System, 2022

**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 2022 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	for whom the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
<b>TOTAL</b>	<b>5,179,140</b>	<b>1,863,910</b>	<b>3,315,220</b>	<b>21.0</b>	<b>18.7</b>	<b>10.9</b>	<b>13.3</b>	<b>2.3</b>
<b>1. Managers</b>	<b>11,130</b>	<b>110</b>	<b>11,020</b>	<b>10.5</b>	<b>28.6</b>	<b>20.7</b>	<b>39.2</b>	<b>2.9</b>
1 <sup>st</sup> General managers of companies providing services to businesses and individuals	2,210	--	2,210	1.4	66.9	24.9	6.8	2.4
2 <sup>nd</sup> General managers of companies in the industry, strictly speaking, and in public utilities	2,200	--	2,180	38.0	15.5	17.1	28.6	2.4
3 <sup>rd</sup> Sales and marketing department managers	1,670	--	1,650	2.0	24.5	14.6	57.8	3.3
<b>2. Intellectual, scientific and highly-specialised professions</b>	<b>339,740</b>	<b>17,120</b>	<b>322,620</b>	<b>6.2</b>	<b>12.2</b>	<b>32.1</b>	<b>44.4</b>	<b>3.2</b>
1 <sup>st</sup> Software analysts and designers	37,120	-	37,120	0.0	0.0	20.0	80.0	3.8
2 <sup>nd</sup> Industrial and management engineers	25,780	--	25,730	0.8	2.4	35.6	61.0	3.6
3 <sup>rd</sup> Market relations specialists	22,830	290	22,540	4.5	24.0	30.1	40.1	3.1
<b>3. Technical professions</b>	<b>698,690</b>	<b>40,790</b>	<b>657,910</b>	<b>8.9</b>	<b>18.1</b>	<b>26.9</b>	<b>40.3</b>	<b>3.0</b>
1 <sup>st</sup> Sales and distribution technicians	93,300	4,170	89,140	5.5	23.3	27.9	38.9	3.0
2 <sup>nd</sup> Rehabilitation health professions	69,190	7,750	61,440	23.8	37.3	18.4	9.3	2.1
3 <sup>rd</sup> Accounting and similar professions	55,490	--	55,450	0.4	0.7	38.2	60.6	3.6
<b>4. Office workers</b>	<b>430,490</b>	<b>34,360</b>	<b>396,130</b>	<b>9.6</b>	<b>21.5</b>	<b>28.9</b>	<b>32.1</b>	<b>2.9</b>
1 <sup>st</sup> Administration and back-office activities staff	148,390	9,630	138,770	8.5	24.2	29.9	30.9	2.9
2 <sup>nd</sup> Reception and information clerks in companies and public institutions	55,290	5,920	49,370	11.4	21.5	23.7	32.7	2.9
3 <sup>rd</sup> Secretarial staff	48,490	4,100	44,390	11.6	16.8	28.1	35.0	2.9
<b>5. Skilled professions in commercial activities and services</b>	<b>1,418,840</b>	<b>604,480</b>	<b>814,360</b>	<b>24.1</b>	<b>21.4</b>	<b>6.3</b>	<b>5.6</b>	<b>1.9</b>
1 <sup>st</sup> Waiters and similar professions	365,820	166,170	199,650	20.2	21.3	7.8	5.2	2.0
2 <sup>nd</sup> Retail salespeople	357,260	92,870	264,390	24.1	23.0	13.8	13.1	2.2
3 <sup>rd</sup> Hotel and restaurant chefs	211,600	128,280	83,320	23.7	15.6	0.0	0.0	1.4
<b>6. Specialised labourers</b>	<b>758,650</b>	<b>376,800</b>	<b>381,850</b>	<b>24.5</b>	<b>17.9</b>	<b>4.5</b>	<b>3.5</b>	<b>1.7</b>
1 <sup>st</sup> Stone, brick, fire-brick masons	182,790	118,770	64,020	22.9	12.1	0.0	0.0	1.3
2 <sup>nd</sup> Electricians in civil construction and similar professions	77,250	22,200	55,040	22.2	21.3	19.8	8.0	2.2
3 <sup>rd</sup> Industrial machinery mechanics and fitters and similar professions	54,060	17,930	36,130	33.2	21.2	9.6	2.8	1.7
<b>7. Plant operators and stationary and mobile machinery operators</b>	<b>710,120</b>	<b>320,760</b>	<b>389,360</b>	<b>29.6</b>	<b>21.9</b>	<b>2.2</b>	<b>1.2</b>	<b>1.5</b>
1 <sup>st</sup> Heavy vehicle and truck drivers	199,390	73,370	126,020	34.7	28.5	0.0	0.0	1.5
2 <sup>nd</sup> Taxi drivers, car, van and other vehicle drivers	77,900	21,870	56,040	35.3	36.6	0.0	0.0	1.5
3 <sup>rd</sup> Forklift drivers	56,670	24,840	31,830	35.3	20.8	0.0	0.0	1.4
<b>8. Unskilled professions</b>	<b>811,470</b>	<b>469,500</b>	<b>341,970</b>	<b>27.9</b>	<b>13.8</b>	<b>0.3</b>	<b>0.2</b>	<b>1.4</b>
1 <sup>st</sup> Unskilled office and commercial establishment cleaning service staff	344,960	220,920	124,040	27.4	8.5	0.0	0.0	1.2
2 <sup>nd</sup> Unskilled packaging and warehousing personnel	188,060	70,340	117,720	39.0	23.5	0.0	0.0	1.4
3 <sup>rd</sup> Unskilled accommodation and ship cleaning personnel	41,670	31,770	9,900	12.3	11.4	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)

Source: Unioncamere - ANPAL, Excelsior Information System, 2022

**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 2022 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	for whom the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
<b>TOTAL</b>	<b>5,179,140</b>	<b>3,238,690</b>	<b>1,940,440</b>	<b>12.9</b>	<b>11.6</b>	<b>6.6</b>	<b>6.4</b>	<b>2.2</b>
<b>1. Managers</b>	<b>11,130</b>	<b>2,420</b>	<b>8,710</b>	<b>22.4</b>	<b>20.8</b>	<b>17.8</b>	<b>17.2</b>	<b>2.4</b>
1 <sup>st</sup> General managers of companies providing services to businesses and individuals	2,210	610	1,610	4.2	49.6	12.0	6.8	2.3
2 <sup>nd</sup> General managers of companies in the industry, strictly speaking, and in public utilities	2,200	--	2,150	20.7	9.5	43.3	24.4	2.7
3 <sup>rd</sup> Sales and marketing department managers	1,670	260	1,410	34.3	11.7	8.5	30.0	2.4
<b>2. Intellectual, scientific and highly-specialised professions</b>	<b>339,740</b>	<b>111,040</b>	<b>228,700</b>	<b>15.6</b>	<b>16.0</b>	<b>14.8</b>	<b>20.9</b>	<b>2.6</b>
1 <sup>st</sup> Software analysts and designers	37,120	1,830	35,290	5.0	9.7	20.5	60.0	3.4
2 <sup>nd</sup> Industrial and management engineers	25,780	5,510	20,270	20.7	16.7	18.8	22.4	2.5
3 <sup>rd</sup> Market relations specialists	22,830	6,390	16,430	22.4	17.2	14.3	18.1	2.4
<b>3. Technical professions</b>	<b>698,690</b>	<b>287,840</b>	<b>410,860</b>	<b>14.5</b>	<b>16.1</b>	<b>14.0</b>	<b>14.2</b>	<b>2.5</b>
1 <sup>st</sup> Sales and distribution technicians	93,300	32,910	60,390	18.4	19.9	13.6	12.8	2.3
2 <sup>nd</sup> Rehabilitation health professions	69,190	48,290	20,900	10.0	11.9	5.9	2.4	2.0
3 <sup>rd</sup> Accounting and similar professions	55,490	26,420	29,070	11.1	15.8	18.8	6.7	2.4
<b>4. Office workers</b>	<b>430,490</b>	<b>226,950</b>	<b>203,540</b>	<b>16.8</b>	<b>17.3</b>	<b>8.1</b>	<b>5.1</b>	<b>2.0</b>
1 <sup>st</sup> Administration and back-office activities staff	148,390	73,880	74,510	15.1	21.1	9.9	4.1	2.1
2 <sup>nd</sup> Reception and information clerks in companies and public institutions	55,290	31,190	24,110	21.2	12.6	4.7	5.1	1.9
3 <sup>rd</sup> Secretarial staff	48,490	28,470	20,010	13.8	12.9	7.2	7.4	2.2
<b>5. Skilled professions in commercial activities and services</b>	<b>1,418,840</b>	<b>1,012,920</b>	<b>405,930</b>	<b>11.9</b>	<b>9.2</b>	<b>4.2</b>	<b>3.4</b>	<b>2.0</b>
1 <sup>st</sup> Waiters and similar professions	365,820	259,990	105,830	10.5	10.5	4.6	3.4	2.0
2 <sup>nd</sup> Retail salespeople	357,260	246,460	110,800	14.2	8.8	4.8	3.2	1.9
3 <sup>rd</sup> Hotel and restaurant chefs	211,600	146,740	64,860	11.9	9.9	4.3	4.6	2.1
<b>6. Specialised labourers</b>	<b>758,650</b>	<b>460,620</b>	<b>298,030</b>	<b>14.5</b>	<b>12.2</b>	<b>6.7</b>	<b>5.9</b>	<b>2.1</b>
1 <sup>st</sup> Stone, brick, fire-brick masons	182,790	132,660	50,130	11.2	8.8	4.0	3.4	2.0
2 <sup>nd</sup> Electricians in civil construction and similar professions	77,250	35,070	42,180	20.0	17.4	9.7	7.5	2.1
3 <sup>rd</sup> Industrial machinery mechanics and fitters and similar professions	54,060	24,660	29,400	20.7	16.8	11.1	5.8	2.0
<b>7. Plant operators and stationary and mobile machinery operators</b>	<b>710,120</b>	<b>486,060</b>	<b>224,060</b>	<b>12.6</b>	<b>11.2</b>	<b>4.0</b>	<b>3.8</b>	<b>2.0</b>
1 <sup>st</sup> Heavy vehicle and truck drivers	199,390	142,400	56,990	10.6	10.5	3.6	3.9	2.0
2 <sup>nd</sup> Taxi drivers, car, van and other vehicle drivers	77,900	56,430	21,480	14.6	7.5	2.9	2.6	1.8
3 <sup>rd</sup> Forklift drivers	56,670	43,310	13,360	10.6	6.0	3.4	3.6	2.0
<b>8. Unskilled professions</b>	<b>811,470</b>	<b>650,850</b>	<b>160,620</b>	<b>8.7</b>	<b>6.5</b>	<b>2.3</b>	<b>2.3</b>	<b>1.9</b>
1 <sup>st</sup> Unskilled office and commercial establishment cleaning service staff	344,960	293,570	51,380	6.7	5.8	1.5	0.9	1.8
2 <sup>nd</sup> Unskilled packaging and warehousing personnel	188,060	140,430	47,630	11.8	7.9	3.5	2.2	1.8
3 <sup>rd</sup> Unskilled accommodation and ship cleaning personnel	41,670	33,600	8,070	6.8	9.2	1.7	1.6	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 2022 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	for whom the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
<b>TOTAL</b>	<b>5,179,140</b>	<b>698,040</b>	<b>4,481,100</b>	<b>11.5</b>	<b>20.2</b>	<b>23.1</b>	<b>31.7</b>	<b>2.9</b>
<b>1. Managers</b>	<b>11,130</b>	--	<b>11,090</b>	<b>0.9</b>	<b>3.1</b>	<b>34.1</b>	<b>61.5</b>	<b>3.6</b>
1 <sup>st</sup> General managers of companies providing services to businesses and individuals	2,210	--	2,210	0.0	8.2	54.7	37.1	3.3
2 <sup>nd</sup> General managers of companies in the industry, strictly speaking, and in public utilities	2,200	--	2,190	1.4	2.7	27.4	68.3	3.6
3 <sup>rd</sup> Sales and marketing department managers	1,670	--	1,660	0.0	5.3	27.6	66.7	3.6
<b>2. Intellectual, scientific and highly-specialised professions</b>	<b>339,740</b>	<b>7,820</b>	<b>331,920</b>	<b>3.0</b>	<b>10.0</b>	<b>29.9</b>	<b>54.8</b>	<b>3.4</b>
1 <sup>st</sup> Software analysts and designers	37,120	200	36,920	0.9	5.0	28.5	65.0	3.6
2 <sup>nd</sup> Industrial and management engineers	25,780	440	25,350	1.8	5.1	27.6	63.8	3.6
3 <sup>rd</sup> Market relations specialists	22,830	150	22,670	0.9	7.0	31.4	60.1	3.5
<b>3. Technical professions</b>	<b>698,690</b>	<b>16,190</b>	<b>682,500</b>	<b>5.6</b>	<b>15.6</b>	<b>28.9</b>	<b>47.6</b>	<b>3.2</b>
1 <sup>st</sup> Sales and distribution technicians	93,300	1,610	91,700	3.7	18.5	26.1	50.0	3.2
2 <sup>nd</sup> Rehabilitation health professions	69,190	1,240	67,950	5.9	21.6	24.8	45.9	3.1
3 <sup>rd</sup> Accounting and similar professions	55,490	2,760	52,730	11.8	19.2	30.8	33.2	2.9
<b>4. Office workers</b>	<b>430,490</b>	<b>23,030</b>	<b>407,460</b>	<b>8.0</b>	<b>19.0</b>	<b>32.0</b>	<b>35.6</b>	<b>3.0</b>
1 <sup>st</sup> Administration and back-office activities staff	148,390	6,980	141,410	6.5	17.4	40.1	31.3	3.0
2 <sup>nd</sup> Reception and information clerks in companies and public institutions	55,290	1,750	53,540	13.8	19.4	18.4	45.3	3.0
3 <sup>rd</sup> Secretarial staff	48,490	4,460	44,030	9.5	16.9	26.3	38.2	3.0
<b>5. Skilled professions in commercial activities and services</b>	<b>1,418,840</b>	<b>140,560</b>	<b>1,278,280</b>	<b>10.2</b>	<b>19.3</b>	<b>23.6</b>	<b>37.1</b>	<b>3.0</b>
1 <sup>st</sup> Waiters and similar professions	365,820	38,190	327,630	9.2	20.7	21.1	38.6	3.0
2 <sup>nd</sup> Retail salespeople	357,260	24,980	332,290	7.7	17.0	28.0	40.4	3.1
3 <sup>rd</sup> Hotel and restaurant chefs	211,600	25,710	185,880	10.8	18.2	19.8	39.0	3.0
<b>6. Specialised labourers</b>	<b>758,650</b>	<b>132,390</b>	<b>626,260</b>	<b>13.1</b>	<b>22.8</b>	<b>21.9</b>	<b>24.7</b>	<b>2.7</b>
1 <sup>st</sup> Stone, brick, fire-brick masons	182,790	39,190	143,590	13.8	21.1	19.8	23.8	2.7
2 <sup>nd</sup> Electricians in civil construction and similar professions	77,250	7,750	69,500	7.9	21.9	26.9	33.3	3.0
3 <sup>rd</sup> Industrial machinery mechanics and fitters and similar professions	54,060	4,310	49,750	10.5	27.3	27.7	26.6	2.8
<b>7. Plant operators and stationary and mobile machinery operators</b>	<b>710,120</b>	<b>175,660</b>	<b>534,460</b>	<b>18.2</b>	<b>24.7</b>	<b>17.4</b>	<b>14.9</b>	<b>2.4</b>
1 <sup>st</sup> Heavy vehicle and truck drivers	199,390	57,460	141,920	18.4	24.6	14.8	13.4	2.3
2 <sup>nd</sup> Taxi drivers, car, van and other vehicle drivers	77,900	19,470	58,430	13.6	29.8	17.4	14.3	2.4
3 <sup>rd</sup> Forklift drivers	56,670	10,690	45,980	19.7	25.5	18.7	17.2	2.4
<b>8. Unskilled professions</b>	<b>811,470</b>	<b>202,340</b>	<b>609,130</b>	<b>16.9</b>	<b>24.8</b>	<b>15.8</b>	<b>17.6</b>	<b>2.5</b>
1 <sup>st</sup> Unskilled office and commercial establishment cleaning service staff	344,960	96,210	248,750	18.7	26.4	14.8	12.2	2.3
2 <sup>nd</sup> Unskilled packaging and warehousing personnel	188,060	35,770	152,290	16.8	23.4	15.0	25.8	2.6
3 <sup>rd</sup> Unskilled accommodation and ship cleaning personnel	41,670	10,780	30,890	15.1	27.1	15.6	16.3	2.4

\* 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 2022 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	for whom the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
<b>TOTAL</b>	<b>5,179,140</b>	<b>927,860</b>	<b>4,251,280</b>	<b>16.7</b>	<b>23.1</b>	<b>20.6</b>	<b>21.8</b>	<b>2.6</b>
<b>1. Managers</b>	<b>11,130</b>	<b>180</b>	<b>10,950</b>	<b>2.3</b>	<b>6.2</b>	<b>30.2</b>	<b>59.7</b>	<b>3.5</b>
1 <sup>st</sup> General managers of companies providing services to businesses and individuals	2,210	--	2,210	0.0	6.9	51.6	41.5	3.3
2 <sup>nd</sup> General managers of companies in the industry, strictly speaking, and in public utilities	2,200	-	2,200	1.4	1.5	44.8	52.3	3.5
3 <sup>rd</sup> Sales and marketing department managers	1,670	--	1,660	0.0	5.4	18.9	75.4	3.7
<b>2. Intellectual, scientific and highly-specialised professions</b>	<b>339,740</b>	<b>11,660</b>	<b>328,070</b>	<b>3.8</b>	<b>12.2</b>	<b>28.2</b>	<b>52.4</b>	<b>3.3</b>
1 <sup>st</sup> Software analysts and designers	37,120	60	37,050	0.2	9.5	18.0	72.1	3.6
2 <sup>nd</sup> Industrial and management engineers	25,780	110	25,670	0.8	3.6	23.7	71.4	3.7
3 <sup>rd</sup> Market relations specialists	22,830	130	22,700	0.6	13.7	38.5	46.6	3.3
<b>3. Technical professions</b>	<b>698,690</b>	<b>22,760</b>	<b>675,940</b>	<b>5.8</b>	<b>17.4</b>	<b>29.0</b>	<b>44.5</b>	<b>3.2</b>
1 <sup>st</sup> Sales and distribution technicians	93,300	2,210	91,090	4.2	19.3	29.1	45.0	3.2
2 <sup>nd</sup> Rehabilitation health professions	69,190	1,490	67,700	6.6	18.2	33.8	39.3	3.1
3 <sup>rd</sup> Accounting and similar professions	55,490	4,390	51,110	12.1	22.9	24.9	32.2	2.8
<b>4. Office workers</b>	<b>430,490</b>	<b>30,190</b>	<b>400,300</b>	<b>7.8</b>	<b>22.9</b>	<b>31.0</b>	<b>31.3</b>	<b>2.9</b>
1 <sup>st</sup> Administration and back-office activities staff	148,390	9,250	139,140	6.4	26.5	36.1	24.7	2.8
2 <sup>nd</sup> Reception and information clerks in companies and public institutions	55,290	3,040	52,260	7.8	17.9	32.3	36.5	3.0
3 <sup>rd</sup> Secretarial staff	48,490	6,190	42,300	12.5	18.4	23.3	33.1	2.9
<b>5. Skilled professions in commercial activities and services</b>	<b>1,418,840</b>	<b>272,490</b>	<b>1,146,350</b>	<b>18.4</b>	<b>26.1</b>	<b>19.9</b>	<b>16.4</b>	<b>2.4</b>
1 <sup>st</sup> Waiters and similar professions	365,820	81,420	284,400	18.7	26.2	17.3	15.6	2.4
2 <sup>nd</sup> Retail salespeople	357,260	49,400	307,860	21.1	24.2	23.3	17.5	2.4
3 <sup>rd</sup> Hotel and restaurant chefs	211,600	43,180	168,420	16.6	24.4	20.9	17.7	2.5
<b>6. Specialised labourers</b>	<b>758,650</b>	<b>155,330</b>	<b>603,330</b>	<b>18.2</b>	<b>25.4</b>	<b>19.5</b>	<b>16.5</b>	<b>2.4</b>
1 <sup>st</sup> Stone, brick, fire-brick masons	182,790	53,090	129,700	19.5	23.3	15.3	12.8	2.3
2 <sup>nd</sup> Electricians in civil construction and similar professions	77,250	9,750	67,500	13.4	23.5	26.5	24.1	2.7
3 <sup>rd</sup> Industrial machinery mechanics and fitters and similar professions	54,060	3,980	50,080	13.8	27.7	26.5	24.6	2.7
<b>7. Plant operators and stationary and mobile machinery operators</b>	<b>710,120</b>	<b>170,730</b>	<b>539,400</b>	<b>25.0</b>	<b>26.5</b>	<b>14.7</b>	<b>9.8</b>	<b>2.1</b>
1 <sup>st</sup> Heavy vehicle and truck drivers	199,390	40,770	158,620	23.5	27.7	15.6	12.8	2.2
2 <sup>nd</sup> Taxi drivers, car, van and other vehicle drivers	77,900	14,780	63,120	25.4	31.5	13.3	10.8	2.1
3 <sup>rd</sup> Forklift drivers	56,670	15,730	40,940	29.2	20.4	16.4	6.3	2.0
<b>8. Unskilled professions</b>	<b>811,470</b>	<b>264,520</b>	<b>546,940</b>	<b>24.7</b>	<b>22.5</b>	<b>11.7</b>	<b>8.5</b>	<b>2.1</b>
1 <sup>st</sup> Unskilled office and commercial establishment cleaning service staff	344,960	119,270	225,690	24.2	25.2	10.7	5.3	2.0
2 <sup>nd</sup> Unskilled packaging and warehousing personnel	188,060	55,970	132,090	28.9	18.5	12.1	10.7	2.1
3 <sup>rd</sup> Unskilled accommodation and ship cleaning personnel	41,670	13,580	28,090	19.9	26.2	11.4	9.9	2.2

\* 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 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, 2022



**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 2022 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	for whom the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
<b>TOTAL</b>	<b>5,179,140</b>	<b>866,610</b>	<b>4,312,530</b>	<b>16.5</b>	<b>23.9</b>	<b>22.4</b>	<b>20.5</b>	<b>2.6</b>
<b>1. Managers</b>	<b>11,130</b>	<b>230</b>	<b>10,900</b>	<b>2.6</b>	<b>5.7</b>	<b>39.7</b>	<b>50.0</b>	<b>3.4</b>
1 <sup>st</sup> General managers of companies providing services to businesses and individuals	2,210	--	2,180	10.4	6.8	53.9	27.5	3.0
2 <sup>nd</sup> General managers of companies in the industry, strictly speaking, and in public utilities	2,200	-	2,200	2.1	1.8	49.5	46.6	3.4
3 <sup>rd</sup> Sales and marketing department managers	1,670	--	1,660	0.0	7.2	29.1	63.3	3.6
<b>2. Intellectual, scientific and highly-specialised professions</b>	<b>339,740</b>	<b>12,280</b>	<b>327,460</b>	<b>6.0</b>	<b>16.8</b>	<b>35.0</b>	<b>38.6</b>	<b>3.1</b>
1 <sup>st</sup> Software analysts and designers	37,120	270	36,840	4.5	16.8	34.9	43.1	3.2
2 <sup>nd</sup> Industrial and management engineers	25,780	150	25,640	4.2	13.5	41.7	40.1	3.2
3 <sup>rd</sup> Market relations specialists	22,830	60	22,770	3.3	11.0	35.8	49.6	3.3
<b>3. Technical professions</b>	<b>698,690</b>	<b>35,890</b>	<b>662,800</b>	<b>9.1</b>	<b>22.8</b>	<b>30.4</b>	<b>32.6</b>	<b>2.9</b>
1 <sup>st</sup> Sales and distribution technicians	93,300	1,800	91,510	4.7	16.9	29.6	46.8	3.2
2 <sup>nd</sup> Rehabilitation health professions	69,190	2,630	66,560	7.1	29.1	38.1	21.9	2.8
3 <sup>rd</sup> Accounting and similar professions	55,490	8,210	47,280	13.6	28.5	21.6	21.6	2.6
<b>4. Office workers</b>	<b>430,490</b>	<b>42,920</b>	<b>387,570</b>	<b>12.5</b>	<b>27.5</b>	<b>29.7</b>	<b>20.3</b>	<b>2.6</b>
1 <sup>st</sup> Administration and back-office activities staff	148,390	11,740	136,650	10.3	27.6	35.1	19.0	2.7
2 <sup>nd</sup> Reception and information clerks in companies and public institutions	55,290	8,260	47,030	16.4	24.1	26.7	17.8	2.5
3 <sup>rd</sup> Secretarial staff	48,490	7,070	41,410	12.9	23.5	25.8	23.2	2.7
<b>5. Skilled professions in commercial activities and services</b>	<b>1,418,840</b>	<b>219,060</b>	<b>1,199,780</b>	<b>16.9</b>	<b>26.3</b>	<b>20.7</b>	<b>20.7</b>	<b>2.5</b>
1 <sup>st</sup> Waiters and similar professions	365,820	66,190	299,630	17.0	27.0	21.0	16.9	2.5
2 <sup>nd</sup> Retail salespeople	357,260	39,970	317,290	17.0	29.0	21.3	21.4	2.5
3 <sup>rd</sup> Hotel and restaurant chefs	211,600	27,470	184,120	15.9	24.9	19.4	26.8	2.7
<b>6. Specialised labourers</b>	<b>758,650</b>	<b>124,250</b>	<b>634,410</b>	<b>17.0</b>	<b>24.3</b>	<b>22.7</b>	<b>19.6</b>	<b>2.5</b>
1 <sup>st</sup> Stone, brick, fire-brick masons	182,790	31,930	150,860	18.4	23.1	20.6	20.4	2.5
2 <sup>nd</sup> Electricians in civil construction and similar professions	77,250	8,220	69,030	12.2	24.6	26.9	25.8	2.7
3 <sup>rd</sup> Industrial machinery mechanics and fitters and similar professions	54,060	4,890	49,170	12.3	29.6	30.1	19.0	2.6
<b>7. Plant operators and stationary and mobile machinery operators</b>	<b>710,120</b>	<b>176,470</b>	<b>533,650</b>	<b>23.7</b>	<b>23.7</b>	<b>15.7</b>	<b>12.0</b>	<b>2.2</b>
1 <sup>st</sup> Heavy vehicle and truck drivers	199,390	44,970	154,410	20.2	25.4	16.3	15.6	2.4
2 <sup>nd</sup> Taxi drivers, car, van and other vehicle drivers	77,900	15,970	61,930	20.7	21.6	19.5	17.8	2.4
3 <sup>rd</sup> Forklift drivers	56,670	15,030	41,640	25.0	23.3	16.9	8.3	2.1
<b>8. Unskilled professions</b>	<b>811,470</b>	<b>255,500</b>	<b>555,960</b>	<b>22.3</b>	<b>21.7</b>	<b>14.4</b>	<b>10.2</b>	<b>2.2</b>
1 <sup>st</sup> Unskilled office and commercial establishment cleaning service staff	344,960	108,230	236,730	24.4	19.1	15.0	10.2	2.2
2 <sup>nd</sup> Unskilled packaging and warehousing personnel	188,060	59,960	128,100	21.3	23.4	13.9	9.5	2.2
3 <sup>rd</sup> Unskilled accommodation and ship cleaning personnel	41,670	9,440	32,220	20.8	26.9	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)

Source: Unioncamere - ANPAL, Excelsior Information System, 2022

**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 2022 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	for whom the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
<b>TOTAL</b>	<b>5,179,140</b>	<b>236,090</b>	<b>4,943,050</b>	<b>8.0</b>	<b>20.5</b>	<b>29.2</b>	<b>37.7</b>	<b>3.0</b>
<b>1. Managers</b>	<b>11,130</b>	<b>60</b>	<b>11,070</b>	<b>0.3</b>	<b>3.6</b>	<b>31.5</b>	<b>64.0</b>	<b>3.6</b>
1 <sup>st</sup> General managers of companies providing services to businesses and individuals	2,210	--	2,210	0.0	9.4	52.2	38.4	3.3
2 <sup>nd</sup> General managers of companies in the industry, strictly speaking, and in public utilities	2,200	--	2,180	1.3	2.4	20.4	75.3	3.7
3 <sup>rd</sup> Sales and marketing department managers	1,670	--	1,660	0.0	5.8	20.1	73.7	3.7
<b>2. Intellectual, scientific and highly-specialised professions</b>	<b>339,740</b>	<b>5,240</b>	<b>334,500</b>	<b>1.9</b>	<b>10.3</b>	<b>32.5</b>	<b>53.8</b>	<b>3.4</b>
1 <sup>st</sup> Software analysts and designers	37,120	--	37,090	0.2	12.1	27.8	59.8	3.5
2 <sup>nd</sup> Industrial and management engineers	25,780	100	25,680	0.3	8.1	28.7	62.5	3.5
3 <sup>rd</sup> Market relations specialists	22,830	80	22,750	0.4	10.2	44.7	44.4	3.3
<b>3. Technical professions</b>	<b>698,690</b>	<b>9,800</b>	<b>688,900</b>	<b>2.6</b>	<b>12.1</b>	<b>35.6</b>	<b>48.2</b>	<b>3.3</b>
1 <sup>st</sup> Sales and distribution technicians	93,300	1,080	92,230	1.0	11.0	30.1	56.7	3.4
2 <sup>nd</sup> Rehabilitation health professions	69,190	670	68,520	3.0	14.9	35.4	45.7	3.2
3 <sup>rd</sup> Accounting and similar professions	55,490	1,030	54,470	5.9	14.5	38.7	39.0	3.1
<b>4. Office workers</b>	<b>430,490</b>	<b>11,010</b>	<b>419,470</b>	<b>4.0</b>	<b>19.5</b>	<b>34.7</b>	<b>39.2</b>	<b>3.1</b>
1 <sup>st</sup> Administration and back-office activities staff	148,390	3,970	144,430	3.2	16.8	41.6	35.7	3.1
2 <sup>nd</sup> Reception and information clerks in companies and public institutions	55,290	1,530	53,760	3.7	20.5	27.5	45.5	3.2
3 <sup>rd</sup> Secretarial staff	48,490	1,590	46,890	9.2	18.5	24.1	44.9	3.1
<b>5. Skilled professions in commercial activities and services</b>	<b>1,418,840</b>	<b>62,890</b>	<b>1,355,960</b>	<b>7.5</b>	<b>20.5</b>	<b>27.7</b>	<b>39.8</b>	<b>3.0</b>
1 <sup>st</sup> Waiters and similar professions	365,820	23,610	342,210	7.2	24.1	24.9	37.3	3.0
2 <sup>nd</sup> Retail salespeople	357,260	8,730	348,530	5.0	17.0	34.6	40.9	3.1
3 <sup>rd</sup> Hotel and restaurant chefs	211,600	10,350	201,250	8.5	20.4	23.1	43.2	3.1
<b>6. Specialised labourers</b>	<b>758,650</b>	<b>36,560</b>	<b>722,090</b>	<b>8.6</b>	<b>22.1</b>	<b>28.4</b>	<b>36.1</b>	<b>3.0</b>
1 <sup>st</sup> Stone, brick, fire-brick masons	182,790	13,310	169,480	9.2	25.6	24.9	33.1	2.9
2 <sup>nd</sup> Electricians in civil construction and similar professions	77,250	2,800	74,440	6.2	18.0	28.6	43.6	3.1
3 <sup>rd</sup> Industrial machinery mechanics and fitters and similar professions	54,060	600	53,460	7.0	20.0	37.8	34.1	3.0
<b>7. Plant operators and stationary and mobile machinery operators</b>	<b>710,120</b>	<b>42,090</b>	<b>668,030</b>	<b>11.7</b>	<b>27.0</b>	<b>26.1</b>	<b>29.3</b>	<b>2.8</b>
1 <sup>st</sup> Heavy vehicle and truck drivers	199,390	10,730	188,650	7.9	26.5	23.8	36.4	2.9
2 <sup>nd</sup> Taxi drivers, car, van and other vehicle drivers	77,900	4,090	73,820	10.2	23.5	21.6	39.4	3.0
3 <sup>rd</sup> Forklift drivers	56,670	3,160	53,510	11.5	28.5	33.4	21.0	2.7
<b>8. Unskilled professions</b>	<b>811,470</b>	<b>68,440</b>	<b>743,030</b>	<b>14.5</b>	<b>25.5</b>	<b>25.4</b>	<b>26.1</b>	<b>2.7</b>
1 <sup>st</sup> Unskilled office and commercial establishment cleaning service staff	344,960	29,200	315,760	15.8	24.7	26.4	24.6	2.7
2 <sup>nd</sup> Unskilled packaging and warehousing personnel	188,060	8,060	180,000	14.3	30.0	23.6	27.8	2.7
3 <sup>rd</sup> Unskilled accommodation and ship cleaning personnel	41,670	5,650	36,020	9.9	25.3	25.8	25.5	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 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 2022 (a.v.)	Inflow for whom the skill is NOT necessary for the profession	Inflow for whom the skill IS NECESSARY for the profession	for whom the skill is NECESSARY, by degree of importance				Overall degree of importance **
				Low	Medium-low	Medium-high	High	
<b>TOTAL</b>	<b>5,179,140</b>	<b>977,890</b>	<b>4,201,250</b>	<b>15.9</b>	<b>23.5</b>	<b>20.5</b>	<b>21.2</b>	<b>2.6</b>
<b>1. Managers</b>	<b>11,130</b>	<b>1,070</b>	<b>10,060</b>	<b>10.2</b>	<b>28.7</b>	<b>27.5</b>	<b>23.9</b>	<b>2.7</b>
1 <sup>st</sup> General managers of companies providing services to businesses and individuals	2,210	270	1,940	17.5	35.8	18.4	16.1	2.4
2 <sup>nd</sup> General managers of companies in the industry, strictly speaking, and in public utilities	2,200	--	2,190	14.3	37.5	13.9	33.8	2.7
3 <sup>rd</sup> Sales and marketing department managers	1,670	310	1,360	12.3	25.9	29.0	14.0	2.5
<b>2. Intellectual, scientific and highly-specialised professions</b>	<b>339,740</b>	<b>44,340</b>	<b>295,400</b>	<b>18.1</b>	<b>22.8</b>	<b>24.3</b>	<b>21.7</b>	<b>2.6</b>
1 <sup>st</sup> Software analysts and designers	37,120	4,010	33,110	15.5	27.5	29.0	17.3	2.5
2 <sup>nd</sup> Industrial and management engineers	25,780	2,320	23,460	13.3	18.2	30.7	28.9	2.8
3 <sup>rd</sup> Market relations specialists	22,830	3,820	19,010	18.0	28.2	21.6	15.5	2.4
<b>3. Technical professions</b>	<b>698,690</b>	<b>101,920</b>	<b>596,780</b>	<b>16.1</b>	<b>26.5</b>	<b>23.2</b>	<b>19.7</b>	<b>2.5</b>
1 <sup>st</sup> Sales and distribution technicians	93,300	15,020	78,290	17.4	26.4	20.0	20.1	2.5
2 <sup>nd</sup> Rehabilitation health professions	69,190	11,320	57,870	20.5	24.6	24.7	13.9	2.4
3 <sup>rd</sup> Accounting and similar professions	55,490	8,770	46,720	15.4	35.5	22.0	11.3	2.3
<b>4. Office workers</b>	<b>430,490</b>	<b>82,720</b>	<b>347,770</b>	<b>15.6</b>	<b>26.9</b>	<b>20.6</b>	<b>17.7</b>	<b>2.5</b>
1 <sup>st</sup> Administration and back-office activities staff	148,390	33,450	114,940	12.9	23.9	24.9	15.7	2.6
2 <sup>nd</sup> Reception and information clerks in companies and public institutions	55,290	11,860	43,440	16.4	32.6	15.2	14.5	2.4
3 <sup>rd</sup> Secretarial staff	48,490	8,370	40,110	18.0	22.3	18.8	23.7	2.6
<b>5. Skilled professions in commercial activities and services</b>	<b>1,418,840</b>	<b>242,360</b>	<b>1,176,480</b>	<b>15.0</b>	<b>22.4</b>	<b>20.9</b>	<b>24.6</b>	<b>2.7</b>
1 <sup>st</sup> Waiters and similar professions	365,820	73,010	292,810	12.9	21.8	20.8	24.5	2.7
2 <sup>nd</sup> Retail salespeople	357,260	52,880	304,380	15.3	25.4	23.9	20.6	2.6
3 <sup>rd</sup> Hotel and restaurant chefs	211,600	23,270	188,330	11.4	19.8	24.6	33.2	2.9
<b>6. Specialised labourers</b>	<b>758,650</b>	<b>144,570</b>	<b>614,090</b>	<b>14.1</b>	<b>24.0</b>	<b>20.8</b>	<b>22.0</b>	<b>2.6</b>
1 <sup>st</sup> Stone, brick, fire-brick masons	182,790	42,640	140,140	11.4	22.6	21.0	21.7	2.7
2 <sup>nd</sup> Electricians in civil construction and similar professions	77,250	8,850	68,400	13.7	21.3	26.0	27.6	2.8
3 <sup>rd</sup> Industrial machinery mechanics and fitters and similar professions	54,060	10,350	43,710	15.9	24.2	23.1	17.7	2.5
<b>7. Plant operators and stationary and mobile machinery operators</b>	<b>710,120</b>	<b>163,990</b>	<b>546,130</b>	<b>18.4</b>	<b>22.1</b>	<b>16.4</b>	<b>20.0</b>	<b>2.5</b>
1 <sup>st</sup> Heavy vehicle and truck drivers	199,390	34,690	164,700	13.2	21.8	18.9	28.8	2.8
2 <sup>nd</sup> Taxi drivers, car, van and other vehicle drivers	77,900	13,830	64,080	27.9	15.3	12.2	26.8	2.5
3 <sup>rd</sup> Forklift drivers	56,670	14,600	42,080	21.8	26.0	14.2	12.2	2.2
<b>8. Unskilled professions</b>	<b>811,470</b>	<b>196,920</b>	<b>614,540</b>	<b>16.1</b>	<b>22.0</b>	<b>18.9</b>	<b>18.8</b>	<b>2.5</b>
1 <sup>st</sup> Unskilled office and commercial establishment cleaning service staff	344,960	80,980	263,980	12.4	22.5	21.7	19.9	2.6
2 <sup>nd</sup> Unskilled packaging and warehousing personnel	188,060	45,450	142,610	25.0	22.5	15.6	12.7	2.2
3 <sup>rd</sup> Unskilled accommodation and ship cleaning personnel	41,670	7,700	33,960	10.5	21.2	22.5	27.3	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 2022 for whom each skill is requested according to the main professions (% shares of total)**

	Inflow expected in 2022 (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
<b>TOTAL</b>	<b>5,179,140</b>	<b>65.9</b>	<b>45.7</b>	<b>51.9</b>	<b>64.0</b>	<b>37.5</b>
<b>1. Managers</b>	<b>11,130</b>	<b>90.4</b>	<b>76.9</b>	<b>93.8</b>	<b>99.0</b>	<b>78.2</b>
1 <sup>st</sup> General managers of companies providing services to businesses and individuals	2,210	95.3	63.7	88.2	99.9	72.6
2 <sup>nd</sup> General managers of companies in the industry, strictly speaking, and in public	2,200	93.7	87.9	92.6	99.1	98.0
3 <sup>rd</sup> Sales and marketing department managers	1,670	97.4	91.3	99.5	98.9	84.5
<b>2. Intellectual, scientific and highly-specialised professions</b>	<b>339,740</b>	<b>84.3</b>	<b>75.5</b>	<b>82.2</b>	<b>95.0</b>	<b>67.3</b>
1 <sup>st</sup> Software analysts and designers	37,120	92.0	87.7	99.6	100.0	95.1
2 <sup>nd</sup> Industrial and management engineers	25,780	94.1	85.1	94.8	99.8	78.6
3 <sup>rd</sup> Market relations specialists	22,830	96.2	95.8	86.0	98.7	72.0
<b>3. Technical professions</b>	<b>698,690</b>	<b>82.4</b>	<b>60.1</b>	<b>80.7</b>	<b>94.2</b>	<b>58.8</b>
1 <sup>st</sup> Sales and distribution technicians	93,300	92.7	71.2	86.3	95.5	64.7
2 <sup>nd</sup> Rehabilitation health professions	69,190	76.6	37.5	64.4	88.8	30.2
3 <sup>rd</sup> Accounting and similar professions	55,490	74.2	46.8	77.0	99.9	52.4
<b>4. Office workers</b>	<b>430,490</b>	<b>79.5</b>	<b>61.0</b>	<b>75.2</b>	<b>92.0</b>	<b>47.3</b>
1 <sup>st</sup> Administration and back-office activities staff	148,390	79.0	53.7	83.0	93.5	50.2
2 <sup>nd</sup> Reception and information clerks in	55,290	85.0	83.5	67.1	89.3	43.6
3 <sup>rd</sup> Secretarial staff	48,490	79.6	55.9	65.3	91.5	41.3
<b>5. Skilled professions in commercial activities and services</b>	<b>1,418,840</b>	<b>78.2</b>	<b>60.3</b>	<b>44.6</b>	<b>57.4</b>	<b>28.6</b>
1 <sup>st</sup> Waiters and similar professions	365,820	83.7	77.8	44.4	54.6	28.9
2 <sup>nd</sup> Retail salespeople	357,260	88.7	64.4	52.9	74.0	31.0
3 <sup>rd</sup> Hotel and restaurant chefs	211,600	66.5	46.4	43.3	39.4	30.7
<b>6. Specialised labourers</b>	<b>758,650</b>	<b>53.4</b>	<b>27.3</b>	<b>46.6</b>	<b>50.3</b>	<b>39.3</b>
1 <sup>st</sup> Stone, brick, fire-brick masons	182,790	50.4	24.7	38.2	35.0	27.4
2 <sup>nd</sup> Electricians in civil construction and similar professions	77,250	63.2	32.8	58.6	71.3	54.6
3 <sup>rd</sup> Industrial machinery mechanics and fitters and similar professions	54,060	63.3	36.1	58.3	66.8	54.4
<b>7. Plant operators and stationary and mobile machinery operators</b>	<b>710,120</b>	<b>45.6</b>	<b>22.8</b>	<b>41.2</b>	<b>54.8</b>	<b>31.6</b>
1 <sup>st</sup> Heavy vehicle and truck drivers	199,390	51.2	26.0	38.4	63.2	28.6
2 <sup>nd</sup> Taxi drivers, car, van and other vehicle drivers	77,900	52.4	23.8	38.8	71.9	27.6
3 <sup>rd</sup> Forklift drivers	56,670	43.7	22.8	41.3	56.2	23.6
<b>8. Unskilled professions</b>	<b>811,470</b>	<b>44.4</b>	<b>24.1</b>	<b>28.8</b>	<b>42.1</b>	<b>19.8</b>
1 <sup>st</sup> Unskilled office and commercial establishment cleaning service staff	344,960	44.1	21.7	21.5	36.0	14.9
2 <sup>nd</sup> Unskilled packaging and warehousing personnel	188,060	45.0	22.5	44.2	62.6	25.3
3 <sup>rd</sup> Unskilled accommodation and ship cleaning personnel	41,670	50.9	39.6	22.5	23.7	19.4

\* 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 2022 for whom each skill is requested according to the main professions (% shares of total)**

	Inflow expected in 2022 (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
<b>TOTAL</b>	<b>5,179,140</b>	<b>86.5</b>	<b>82.1</b>	<b>83.3</b>	<b>95.4</b>	<b>81.1</b>
<b>1. Managers</b>	<b>11,130</b>	<b>99.6</b>	<b>98.4</b>	<b>97.9</b>	<b>99.5</b>	<b>90.4</b>
1 <sup>st</sup> General managers of companies providing services to businesses and individuals	2,210	100.0	100.0	98.6	100.0	87.8
2 <sup>nd</sup> General managers of companies in the industry, strictly speaking, and in public	2,200	99.9	100.0	100.0	99.4	99.5
3 <sup>rd</sup> Sales and marketing department managers	1,670	99.6	99.6	99.7	99.6	81.2
<b>2. Intellectual, scientific and highly-specialised professions</b>	<b>339,740</b>	<b>97.7</b>	<b>96.6</b>	<b>96.4</b>	<b>98.5</b>	<b>86.9</b>
1 <sup>st</sup> Software analysts and designers	37,120	99.5	99.8	99.3	99.9	89.2
2 <sup>nd</sup> Industrial and management engineers	25,780	98.3	99.6	99.4	99.6	91.0
3 <sup>rd</sup> Market relations specialists	22,830	99.3	99.4	99.7	99.7	83.3
<b>3. Technical professions</b>	<b>698,690</b>	<b>97.7</b>	<b>96.7</b>	<b>94.9</b>	<b>98.6</b>	<b>85.4</b>
1 <sup>st</sup> Sales and distribution technicians	93,300	98.3	97.6	98.1	98.8	83.9
2 <sup>nd</sup> Rehabilitation health professions	69,190	98.2	97.8	96.2	99.0	83.6
3 <sup>rd</sup> Accounting and similar professions	55,490	95.0	92.1	85.2	98.2	84.2
<b>4. Office workers</b>	<b>430,490</b>	<b>94.7</b>	<b>93.0</b>	<b>90.0</b>	<b>97.4</b>	<b>80.8</b>
1 <sup>st</sup> Administration and back-office activities staff	148,390	95.3	93.8	92.1	97.3	77.5
2 <sup>nd</sup> Reception and information clerks in	55,290	96.8	94.5	85.1	97.2	78.6
3 <sup>rd</sup> Secretarial staff	48,490	90.8	87.2	85.4	96.7	82.7
<b>5. Skilled professions in commercial activities and services</b>	<b>1,418,840</b>	<b>90.1</b>	<b>80.8</b>	<b>84.6</b>	<b>95.6</b>	<b>82.9</b>
1 <sup>st</sup> Waiters and similar professions	365,820	89.6	77.7	81.9	93.5	80.0
2 <sup>nd</sup> Retail salespeople	357,260	93.0	86.2	88.8	97.6	85.2
3 <sup>rd</sup> Hotel and restaurant chefs	211,600	87.8	79.6	87.0	95.1	89.0
<b>6. Specialised labourers</b>	<b>758,650</b>	<b>82.5</b>	<b>79.5</b>	<b>83.6</b>	<b>95.2</b>	<b>80.9</b>
1 <sup>st</sup> Stone, brick, fire-brick masons	182,790	78.6	71.0	82.5	92.7	76.7
2 <sup>nd</sup> Electricians in civil construction and similar professions	77,250	90.0	87.4	89.4	96.4	88.5
3 <sup>rd</sup> Industrial machinery mechanics and fitters and similar professions	54,060	92.0	92.6	91.0	98.9	80.9
<b>7. Plant operators and stationary and mobile machinery operators</b>	<b>710,120</b>	<b>75.3</b>	<b>76.0</b>	<b>75.1</b>	<b>94.1</b>	<b>76.9</b>
1 <sup>st</sup> Heavy vehicle and truck drivers	199,390	71.2	79.6	77.4	94.6	82.6
2 <sup>nd</sup> Taxi drivers, car, van and other vehicle drivers	77,900	75.0	81.0	79.5	94.8	82.2
3 <sup>rd</sup> Forklift drivers	56,670	81.1	72.2	73.5	94.4	74.2
<b>8. Unskilled professions</b>	<b>811,470</b>	<b>75.1</b>	<b>67.4</b>	<b>68.5</b>	<b>91.6</b>	<b>75.7</b>
1 <sup>st</sup> Unskilled office and commercial establishment cleaning service staff	344,960	72.1	65.4	68.6	91.5	76.5
2 <sup>nd</sup> Unskilled packaging and warehousing personnel	188,060	81.0	70.2	68.1	95.7	75.8
3 <sup>rd</sup> Unskilled accommodation and ship cleaning personnel	41,670	74.1	67.4	77.3	86.4	81.5

\* 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.

# 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.

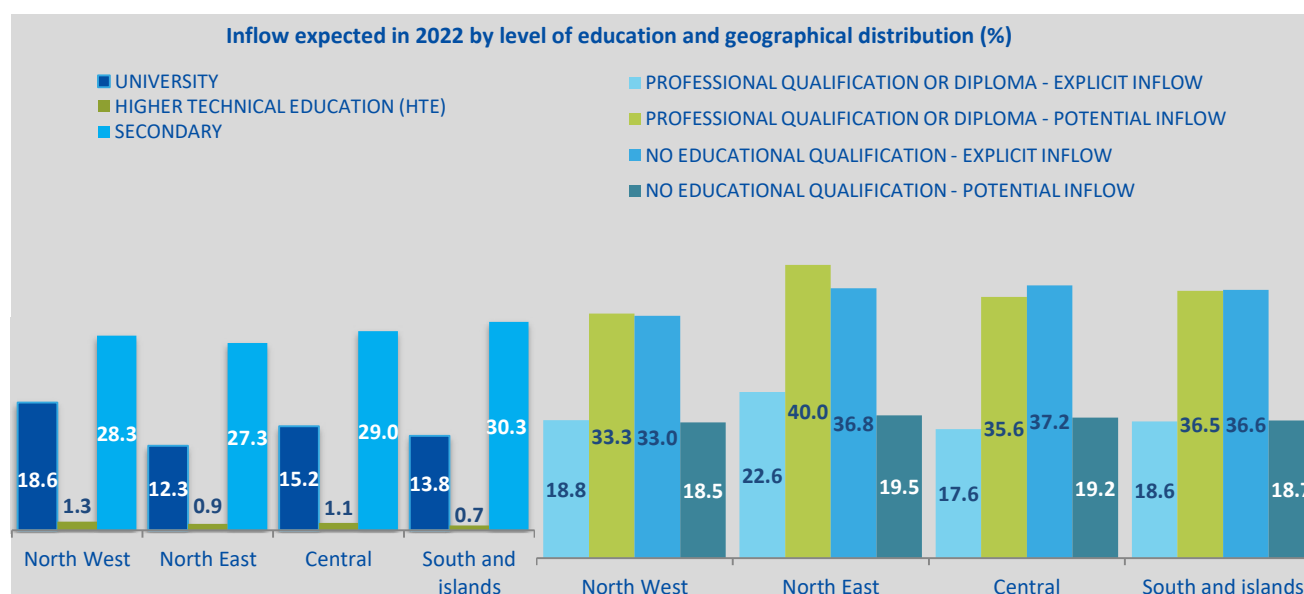
Table 17 - Inflow expected by the companies in 2022 by professional group and level of education (% shares of total)

	Inflow expected in 2022 (a.v.)	levels of education (% values):						
		university	Higher technical education (HTE Academy)	secondary	explicit inflow**		potential inflow**	
					professional qualification or diploma	no educational qualification	professional qualification or diploma	no educational qualification
<b>TOTAL</b>	<b>5,179,140</b>	<b>15.1</b>	<b>1.0</b>	<b>28.7</b>	<b>19.4</b>	<b>35.7</b>	<b>36.2</b>	<b>18.9</b>
<b>Managers, highly specialised office workers and technicians</b>	<b>1,049,560</b>	<b>66.0</b>	<b>3.4</b>	<b>27.2</b>	<b>3.4</b>	-	<b>3.4</b>	-
1. Managers	11,130	72.6	9.5	17.9	-	-	-	-
2. Intellectual, scientific and highly-specialised professions	339,740	90.2	3.2	6.5	0.1	-	0.1	-
3. Technical professions	698,690	54.2	3.4	37.4	5.1	-	5.1	-
<b>Office workers, commercial and services professions</b>	<b>1,849,330</b>	<b>4.8</b>	<b>0.4</b>	<b>44.7</b>	<b>25.8</b>	<b>24.2</b>	<b>48.6</b>	<b>1.4</b>
4. Office workers	430,490	19.7	1.5	64.7	14.1	-	14.1	-
5. Skilled professions in commercial activities and services	1,418,840	0.3	0.0	38.7	29.4	31.6	59.1	1.9
<b>Specialised labourers and plant and machinery operators</b>	<b>1,468,780</b>	-	<b>0.6</b>	<b>20.2</b>	<b>28.5</b>	<b>50.6</b>	<b>57.9</b>	<b>21.3</b>
6. Specialised labourers	758,650	-	1.0	23.2	37.1	38.6	73.0	2.8
7. Plant operators and stationary and mobile machinery operators	710,120	-	0.2	16.9	19.3	63.5	41.8	41.0
<b>Unskilled professions</b>	<b>811,470</b>	-	-	<b>9.9</b>	<b>9.1</b>	<b>81.0</b>	<b>11.2</b>	<b>79.0</b>
<i>of which:</i>								
<i>In industry</i>	1,498,580	9.2	1.6	25.4	25.9	37.9	53.9	9.9
<i>in services</i>	3,680,550	17.5	0.8	30.1	16.8	34.8	29.0	22.6
<i>difficult to recruit</i>	2,098,390	17.6	1.4	28.2	23.2	29.7	38.5	14.4
<i>with experience</i>	3,470,060	19.9	1.2	29.7	20.4	28.9	35.2	14.1

\* 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 18 - Inflow and inflow difficult to recruit forecast by companies in 2022 according to fields of study at university, post-secondary and secondary level by sector (% shares of total)**

	Inflow expected in 2022 (a.v.)	of whom (% values):		difficult to recruit (% values):		
		Industry	Services	Total	Industry	Services
<b>TOTAL</b>	<b>5,179,140</b>	<b>28.9</b>	<b>71.1</b>	<b>40.5</b>	<b>13.7</b>	<b>26.8</b>
<b>University level</b>	<b>782,720</b>	<b>17.7</b>	<b>82.3</b>	<b>47.3</b>	<b>8.6</b>	<b>38.6</b>
<i>of whom: with post-graduate education</i>	117,340	13.5	86.5	50.2	7.6	42.6
Economics specialisation	206,640	17.2	82.8	36.0	6.0	30.0
Teaching and education specialisation	116,040	0.2	99.8	45.7	0.1	45.6
Healthcare and paramedical specialisation	76,480	0.4	99.6	64.9	0.2	64.7
Civil engineering and architecture specialisation	57,300	49.1	50.9	49.0	21.6	27.5
Mathematical, physical and computer sciences specialisation	54,270	9.0	91.0	60.0	6.3	53.7
Industrial engineering specialisation	53,670	66.5	33.5	56.0	38.3	17.7
Electronics and information engineering specialisation	52,860	19.3	80.7	60.9	13.8	47.0
Chemical-pharmaceutical specialisation	33,300	21.3	78.7	57.6	10.6	47.0
Humanistic, philosophical, historical and artistic specialisation	27,660	3.5	96.5	20.7	0.7	20.0
Political - social specialisation	17,950	7.4	92.6	33.8	3.0	30.8
Legal specialisation	16,470	15.9	84.1	39.2	3.0	36.2
Medical and dentistry specialisation	15,350	2.4	97.6	68.7	1.4	67.3
Other specialisations	54,750	20.7	79.3	40.8	11.6	29.2
<b>Higher technical education (HTE Academy)</b>	<b>51,590</b>	<b>46.0</b>	<b>54.0</b>	<b>55.7</b>	<b>29.0</b>	<b>26.7</b>
Information and communication technologies	19,090	14.2	85.8	60.2	12.6	47.6
New technologies for the Made in Italy brand - mechanics	14,330	83.2	16.8	68.9	57.2	11.7
Innovative technologies for cultural heritage and activities	5,450	33.9	66.1	24.2	4.9	19.3
Sustainable mobility	3,020	19.8	80.2	17.5	6.4	11.1
Energy efficiency	3,000	85.5	14.5	80.4	72.2	8.2
New technologies for the Made in Italy brand - marketing and sustainability	2,510	38.8	61.2	44.7	23.2	21.5
New technologies for the Made in Italy brand - fashion	1,670	86.4	13.6	44.1	31.4	12.7
New technologies for the Made in Italy brand - the home system	1,620	68.8	31.2	45.9	20.3	25.6
New life technologies (biotechnology and health)	540	58.4	41.6	64.9	35.6	29.3
New technologies for the Made in Italy brand - agri-food industry	350	75.1	24.9	41.2	29.7	11.6
<b>Secondary level</b>	<b>1,488,750</b>	<b>25.5</b>	<b>74.5</b>	<b>39.7</b>	<b>12.6</b>	<b>27.1</b>
Administration, finance and marketing specialisation	439,710	13.5	86.5	30.2	3.3	26.9
Tourism, food and wine and hospitality specialisation	226,330	1.9	98.1	47.6	0.8	46.8
Mechanics, mechatronics and energy specialisation	152,950	72.9	27.1	56.2	43.4	12.8
Social and healthcare specialisation	125,310	0.5	99.5	42.5	0.2	42.2
Transportation and logistics specialisation	107,980	20.5	79.5	28.5	8.8	19.6
Electronics and electrical engineering specialisation	78,510	74.3	25.7	59.8	46.8	12.9
Buildings, environment and territorial specialisation	65,670	73.1	26.9	49.5	36.0	13.5
Artistic specialisation (high school)	54,590	5.5	94.5	25.7	1.9	23.7
Computer science and telecommunications specialisation	50,090	11.4	88.6	43.7	5.7	38.0
Industrial and artisan production and maintenance specialisation	45,070	59.9	40.1	47.5	32.2	15.3
Secondary school specialisation (classical, scientific, human sciences)	34,580	13.2	86.8	23.9	1.8	22.1
Agriculture, agri-food and agro-industry specialisation	32,930	39.6	60.4	40.8	16.0	24.7
Other specialisations	75,040	29.8	70.2	29.4	13.4	16.0

\* 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, 2022



**Table 18.1 - Explicit and potential inflow and inflow difficult to recruit forecast by companies in 2022 according to fields of training qualification or professional diploma (% shares of total)**

	Explicit inflow expected in 2022 (a.v.)*	of whom (% values):		difficult to recruit (% values):		
		Industry	Services	Total	Industry	Services
<b>Training qualification or professional diploma</b>	<b>1,006,300</b>	<b>38.6</b>	<b>61.4</b>	<b>48.3</b>	<b>21.3</b>	<b>27.0</b>
Catering specialisation	256,040	0.5	99.5	45.7	0.3	45.3
Mechanical specialisation	163,670	89.2	10.8	57.0	50.9	6.1
Building specialisation	76,790	91.9	8.1	54.6	53.2	1.4
Agri-food processing specialisation	69,860	25.4	74.6	47.3	8.9	38.4
Sales services specialisation	57,650	4.7	95.3	41.6	2.8	38.7
Electrical engineering	78,560	89.3	10.7	57.3	54.2	3.1
Logistics systems and services specialisation	62,360	28.6	71.4	36.7	9.5	27.2
Promotion and reception services specialisation	49,060	2.6	97.4	37.9	0.4	37.4
Wellness specialisation	46,440	0.0	100.0	50.8	0.0	50.8
Textiles and clothing specialisation	12,590	82.6	17.4	56.2	42.7	13.6
Secretarial administrative specialisation	38,220	17.1	82.9	18.5	2.4	16.1
Thermal-hydraulics specialisation	24,550	87.5	12.5	63.0	56.7	6.3
Other specialisations	70,500	31.5	68.5	53.0	18.1	34.9
<b>No educational qualification</b>	<b>1,849,780</b>	<b>30.7</b>	<b>69.3</b>	<b>33.7</b>	<b>12.1</b>	<b>21.5</b>

	Potential inflow expected in 2022 (a.v.)*	of whom (% values):		difficult to recruit (% values):		
		Industry	Services	Total	Industry	Services
<b>Training qualification or professional diploma</b>	<b>1,876,090</b>	<b>43.0</b>	<b>57.0</b>	<b>43.0</b>	<b>20.8</b>	<b>22.2</b>
Catering specialisation	506,540	0.9	99.1	39.7	0.3	39.3
Mechanical specialisation	275,390	92.1	7.9	51.5	47.0	4.5
Building specialisation	227,680	97.0	3.0	47.9	47.3	0.6
Agri-food processing specialisation	163,480	46.0	54.0	39.0	14.5	24.6
Sales services specialisation	163,450	2.9	97.1	30.2	1.6	28.6
Electrical engineering	88,000	87.3	12.7	54.7	51.4	3.4
Logistics systems and services specialisation	64,440	27.7	72.3	36.4	9.2	27.2
Promotion and reception services specialisation	61,860	2.1	97.9	37.4	0.3	37.1
Wellness specialisation	59,890	0.0	100.0	49.2	0.0	49.2
Textiles and clothing specialisation	54,910	87.9	12.1	43.3	38.3	4.9
Secretarial administrative specialisation	39,470	16.5	83.5	18.2	2.3	15.9
Thermal-hydraulics specialisation	34,050	90.2	9.8	61.9	57.2	4.7
Other specialisations	136,930	48.6	51.4	48.5	24.1	24.4
<b>No educational qualification</b>	<b>980,000</b>	<b>15.2</b>	<b>84.8</b>	<b>30.7</b>	<b>4.9</b>	<b>25.9</b>

\* 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, 2022

**Table 19 - Inflow difficult to recruit forecast by companies in 2022 according to fields of study at university, post-secondary and secondary level and experience requested (% shares of total)**

	Inflow expected in 2022 (a.v.)	with requested experience (%):		
		Total	in the profession	in the sector
<b>TOTAL</b>	<b>5,179,140</b>	<b>67.0</b>	<b>23.6</b>	<b>43.4</b>
<b>University level</b>	<b>782,720</b>	<b>88.2</b>	<b>55.4</b>	<b>32.8</b>
<i>of whom: with post-graduate education</i>	<i>117,340</i>	<i>95.9</i>	<i>70.2</i>	<i>25.7</i>
Economics specialisation	206,640	79.6	42.5	37.0
Teaching and education specialisation	116,040	94.0	52.1	41.9
Healthcare and paramedical specialisation	76,480	91.0	77.8	13.2
Civil engineering and architecture specialisation	57,300	92.3	49.0	43.3
Mathematical, physical and computer sciences specialisation	54,270	87.8	67.3	20.5
Industrial engineering specialisation	53,670	91.3	59.1	32.3
Electronics and information engineering specialisation	52,860	87.8	64.3	23.5
Chemical-pharmaceutical specialisation	33,300	89.0	56.3	32.7
Humanistic, philosophical, historical and artistic specialisation	27,660	95.1	56.5	38.6
Political - social specialisation	17,950	91.5	50.9	40.7
Legal specialisation	16,470	91.9	59.2	32.7
Medical and dentistry specialisation	15,350	97.0	89.1	7.9
Other specialisations	54,750	89.9	52.4	37.5
<b>Higher technical education (HTE Academy)</b>	<b>51,590</b>	<b>77.7</b>	<b>37.3</b>	<b>40.4</b>
Information and communication technologies	19,090	74.4	39.5	34.9
New technologies for the Made in Italy brand - mechanics	14,330	82.9	48.7	34.2
Innovative technologies for cultural heritage and activities	5,450	81.0	29.5	51.5
Sustainable mobility	3,020	59.2	14.5	44.7
Energy efficiency	3,000	66.1	14.2	51.9
New technologies for the Made in Italy brand - marketing and sustainability	2,510	82.2	38.9	43.3
New technologies for the Made in Italy brand - fashion	1,670	98.1	45.2	52.9
New technologies for the Made in Italy brand - the home system	1,620	86.0	10.9	75.1
New life technologies (biotechnology and health)	540	69.2	57.0	12.2
New technologies for the Made in Italy brand - agri-food industry	350	89.0	3.1	85.9
<b>Secondary level</b>	<b>1,488,750</b>	<b>69.2</b>	<b>24.4</b>	<b>44.7</b>
Administration, finance and marketing specialisation	439,710	62.5	21.1	41.4
Tourism, food and wine and hospitality specialisation	226,330	76.8	19.7	57.1
Mechanics, mechatronics and energy specialisation	152,950	70.3	31.3	39.0
Social and healthcare specialisation	125,310	83.3	42.5	40.8
Transportation and logistics specialisation	107,980	50.8	16.0	34.8
Electronics and electrical engineering specialisation	78,510	71.6	28.8	42.8
Buildings, environment and territorial specialisation	65,670	81.5	26.1	55.5
Artistic specialisation (high school)	54,590	75.5	19.4	56.1
Computer science and telecommunications specialisation	50,090	63.7	33.5	30.3
Industrial and artisan production and maintenance specialisation	45,070	66.6	17.4	49.1
Secondary school specialisation (classical, scientific, human sciences)	34,580	71.1	31.5	39.6
Agriculture, agri-food and agro-industry specialisation	32,930	73.5	18.0	55.4
Other specialisations	75,040	69.8	21.3	48.5

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

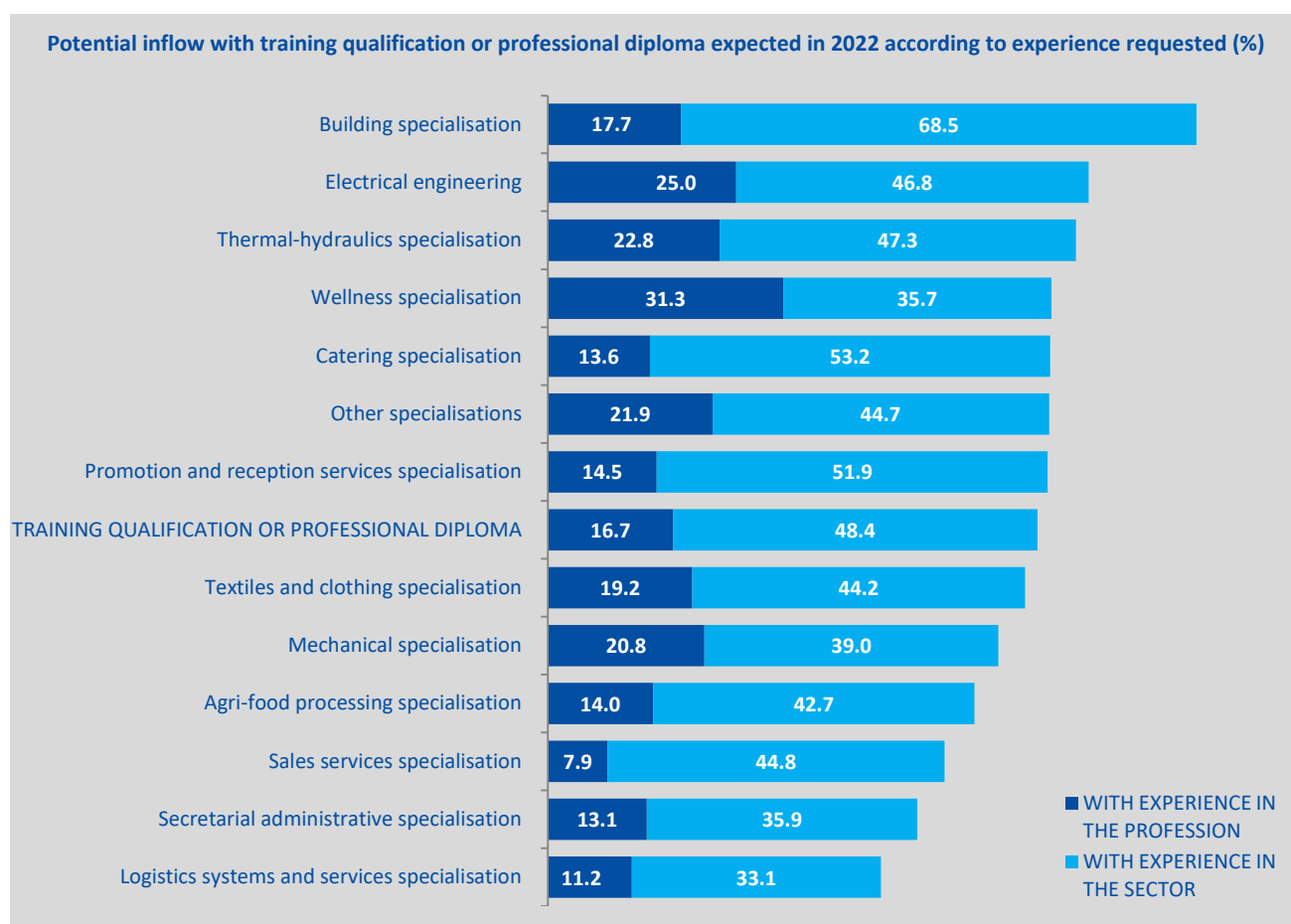
the (-) sign indicates the absence of inflow in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not

Source: Unioncamere - ANPAL, Excelsior Information System, 2022

**Table 19.1 - Explicit and potential inflow expected by the companies in 2022 according to fields of training qualification or professional diploma and experience requested (% shares of total)**

	Explicit inflow expected in 2022 (a.v.)*	with requested experience (%):			Potential inflow expected in 2022 (a.v.)*	with requested experience (%):		
		Total	In the profession	in the sector		Total	In the profession	in the sector
<b>Training qualification or professional diploma</b>	<b>1,006,300</b>	<b>70.2</b>	<b>21.2</b>	<b>49.0</b>	<b>1,876,090</b>	<b>65.0</b>	<b>16.7</b>	<b>48.4</b>
Catering specialisation	256,040	79.4	19.7	59.6	506,540	66.8	13.6	53.2
Mechanical specialisation	163,670	63.8	24.3	39.5	275,390	59.9	20.8	39.0
Building specialisation	76,790	85.8	20.3	65.5	227,680	86.2	17.7	68.5
Agri-food processing specialisation	69,860	74.9	24.5	50.4	163,480	56.7	14.0	42.7
Sales services specialisation	57,650	59.8	7.8	52.0	163,450	52.7	7.9	44.8
Electrical engineering	78,560	73.4	24.8	48.6	88,000	71.8	25.0	46.8
Logistics systems and services specialisation	62,360	43.9	11.1	32.7	64,440	44.3	11.2	33.1
Promotion and reception services specialisation	49,060	70.7	16.7	54.0	61,860	66.4	14.5	51.9
Wellness specialisation	46,440	67.9	33.2	34.7	59,890	66.9	31.3	35.7
Textiles and clothing specialisation	12,590	67.4	29.1	38.3	54,910	63.4	19.2	44.2
Secretarial administrative specialisation	38,220	48.4	13.5	34.9	39,470	49.1	13.1	35.9
Thermal-hydraulics specialisation	24,550	71.2	26.6	44.7	34,050	70.2	22.8	47.3
Other specialisations	70,500	71.4	29.4	41.9	136,930	66.6	21.9	44.7
<b>No educational qualification</b>	<b>1,849,780</b>	<b>54.2</b>	<b>10.2</b>	<b>44.0</b>	<b>980,000</b>	<b>50.0</b>	<b>9.2</b>	<b>40.7</b>

\* 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



**Table 20 - Inflow expected by the companies in 2022 according to fields of study at university, post-secondary and secondary level and skills requested (% shares of total)**

	Inflow expected in 2022 (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
<b>TOTAL</b>	<b>5,179,140</b>	<b>65.9</b>	<b>45.7</b>	<b>51.9</b>	<b>64.0</b>	<b>37.5</b>
<b>University level</b>	<b>782,720</b>	<b>84.3</b>	<b>69.5</b>	<b>83.1</b>	<b>95.0</b>	<b>62.1</b>
<i>of whom: with post-graduate education</i>	<i>117,340</i>	<i>85.7</i>	<i>75.6</i>	<i>84.1</i>	<i>95.2</i>	<i>70.7</i>
Economics specialisation	206,640	89.6	77.1	87.3	97.3	63.6
Teaching and education specialisation	116,040	74.2	47.2	71.5	91.6	33.4
Healthcare and paramedical specialisation	76,480	74.3	44.0	66.7	84.0	34.5
Civil engineering and architecture specialisation	57,300	81.0	63.3	88.4	99.6	80.0
Mathematical, physical and computer sciences specialisation	54,270	89.3	87.0	98.6	99.8	91.0
Industrial engineering specialisation	53,670	91.1	85.1	94.5	97.2	85.6
Electronics and information engineering	52,860	90.3	85.6	96.5	99.9	91.5
Chemical-pharmaceutical specialisation	33,300	91.7	76.5	83.4	95.5	62.4
Humanistic, philosophical, historical and artistic	27,660	75.1	69.3	66.2	91.6	51.0
Political - social specialisation	17,950	93.8	80.8	86.3	96.7	66.6
Legal specialisation	16,470	76.5	60.6	72.9	90.2	43.2
Medical and dentistry specialisation	15,350	81.2	57.9	76.3	94.9	67.1
Other specialisations	54,750	86.3	79.6	81.3	95.1	64.9
<b>Higher technical education (HTE Academy)</b>	<b>51,590</b>	<b>84.2</b>	<b>72.3</b>	<b>84.7</b>	<b>92.4</b>	<b>75.0</b>
Information and communication technologies	19,090	86.6	80.2	86.9	99.4	79.2
New technologies for the Made in Italy brand - mechanics	14,330	75.2	54.4	81.0	85.3	74.9
Innovative technologies for cultural heritage and Sustainable mobility	5,450	86.7	76.4	91.8	98.3	70.7
Energy efficiency	3,020	93.7	72.2	87.5	63.3	62.1
Energy efficiency	3,000	82.7	75.3	75.2	93.1	74.0
New technologies for the Made in Italy brand - marketing and sustainability	2,510	92.2	87.6	78.6	100.0	61.6
New technologies for the Made in Italy brand - fashion	1,670	83.6	92.9	86.7	87.0	75.5
New technologies for the Made in Italy brand - the home system	1,620	97.9	71.1	85.4	97.3	76.8
New life technologies (biotechnology and health)	540	86.6	74.2	96.1	99.8	93.5
New technologies for the Made in Italy brand - agri-food industry	350	95.2	84.7	79.7	95.2	89.8
<b>Secondary level</b>	<b>1,488,750</b>	<b>74.7</b>	<b>53.4</b>	<b>61.6</b>	<b>77.7</b>	<b>43.8</b>
Administration, finance and marketing	439,710	81.2	55.3	67.8	88.9	43.1
Tourism, food and wine and hospitality	226,330	83.9	73.6	53.1	64.5	36.7
Mechanics, mechatronics and energy specialisation	152,950	66.9	43.4	72.0	77.3	62.2
Social and healthcare specialisation	125,310	59.3	34.0	32.2	51.7	18.6
Transportation and logistics specialisation	107,980	64.0	43.7	54.3	79.2	39.0
Electronics and electrical engineering specialisation	78,510	72.2	45.3	70.0	84.9	63.6
Buildings, environment and territorial specialisation	65,670	76.7	49.5	77.0	80.3	53.7
Artistic specialisation (high school)	54,590	86.1	67.3	52.9	80.5	27.3
Computer science and telecommunications specialisation	50,090	79.4	64.4	87.4	99.6	78.8
Industrial and artisan production and maintenance specialisation	45,070	65.1	42.7	60.8	76.4	52.9
Secondary school specialisation (classical, scientific, human sciences)	34,580	78.7	54.1	65.2	86.0	39.0
Agriculture, agri-food and agro-industry	32,930	60.9	45.1	55.1	58.8	40.1
Other specialisations	75,040	65.7	52.7	56.9	73.7	38.0

\* 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.

**Table 20.1 - Inflow expected by the companies in 2022 according to fields of study at university, post-secondary and secondary level and skills requested (% shares of total)**

	Inflow expected in 2022 (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
<b>TOTAL</b>	<b>5,179,140</b>	<b>86.5</b>	<b>82.1</b>	<b>83.3</b>	<b>95.4</b>	<b>81.1</b>
<b>University level</b>	<b>782,720</b>	<b>98.3</b>	<b>97.8</b>	<b>96.2</b>	<b>98.7</b>	<b>87.5</b>
<i>of whom: with post-graduate education</i>	<i>117,340</i>	<i>98.9</i>	<i>96.8</i>	<i>97.2</i>	<i>97.8</i>	<i>90.5</i>
Economics specialisation	206,640	99.1	98.4	96.3	98.5	89.0
Teaching and education specialisation	116,040	97.5	96.5	93.9	97.7	86.5
Healthcare and paramedical specialisation	76,480	97.9	96.9	93.1	98.6	79.1
Civil engineering and architecture specialisation	57,300	99.2	98.8	97.8	99.7	92.3
Mathematical, physical and computer sciences specialisation	54,270	98.6	98.9	98.5	99.4	83.7
Industrial engineering specialisation	53,670	97.5	98.7	97.6	99.4	94.4
Electronics and information engineering	52,860	99.5	99.3	98.7	99.7	90.1
Chemical-pharmaceutical specialisation	33,300	98.8	95.9	96.9	99.6	89.6
Humanistic, philosophical, historical and artistic	27,660	96.3	92.4	94.2	99.5	81.5
Political - social specialisation	17,950	98.4	98.7	97.9	99.9	92.6
Legal specialisation	16,470	95.9	98.2	99.7	97.2	77.5
Medical and dentistry specialisation	15,350	93.3	99.1	92.8	93.3	89.0
Other specialisations	54,750	98.3	98.7	97.8	99.3	88.0
<b>Higher technical education (HTE Academy)</b>	<b>51,590</b>	<b>96.0</b>	<b>97.2</b>	<b>96.4</b>	<b>98.2</b>	<b>88.2</b>
Information and communication technologies	19,090	99.2	99.9	98.4	99.4	86.9
New technologies for the Made in Italy brand - Innovative technologies for cultural heritage and Sustainable mobility	14,330	89.3	95.1	96.0	98.5	84.9
Energy efficiency	3,020	99.5	85.9	87.8	91.3	97.8
New technologies for the Made in Italy brand - marketing and sustainability	3,000	94.9	95.0	97.9	97.4	97.3
New technologies for the Made in Italy brand - the home system	2,510	100.0	99.8	100.0	100.0	88.9
New technologies for the Made in Italy brand - New technologies for the Made in Italy brand - the home system	1,670	96.7	96.8	96.8	100.0	83.7
New life technologies (biotechnology and health)	1,620	99.7	100.0	88.9	88.9	82.8
New technologies for the Made in Italy brand - agri-food industry	540	100.0	100.0	100.0	100.0	94.6
	350	100.0	89.0	100.0	100.0	90.7
<b>Secondary level</b>	<b>1,488,750</b>	<b>92.6</b>	<b>89.6</b>	<b>88.4</b>	<b>97.4</b>	<b>82.3</b>
Administration, finance and marketing	439,710	93.8	90.7	88.8	98.0	79.9
Tourism, food and wine and hospitality	226,330	94.1	87.7	89.8	96.8	86.1
Mechanics, mechatronics and energy specialisation	152,950	90.5	91.7	90.2	98.1	84.3
Social and healthcare specialisation	125,310	92.5	85.2	79.1	96.3	74.2
Transportation and logistics specialisation	107,980	86.1	85.9	82.1	98.5	83.1
Electronics and electrical engineering specialisation	78,510	94.6	93.1	91.8	97.3	89.3
Buildings, environment and territorial specialisation	65,670	91.3	91.4	93.7	96.1	86.1
Artistic specialisation (high school)	54,590	96.5	89.2	93.4	99.1	82.6
Computer science and telecommunications specialisation	50,090	98.3	98.9	95.7	98.7	87.8
Industrial and artisan production and maintenance	45,070	88.9	89.2	90.1	97.7	82.6
Secondary school specialisation (classical, scientific, human sciences)	34,580	95.8	95.6	93.3	98.7	76.1
Agriculture, agri-food and agro-industry	32,930	91.1	83.7	84.3	95.0	88.8
Other specialisations	75,040	87.8	85.2	85.4	93.8	79.0

\* 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.

**Table 20.2 - Explicit and potential inflow expected by the companies in 2022 according to fields of training qualification or professional diploma and skills requested (% shares of total)**

	Explicit inflow expected in 2022 (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
<b>Training qualification or professional diploma</b>	<b>1,006,300</b>	<b>65.4</b>	<b>43.2</b>	<b>48.1</b>	<b>57.8</b>	<b>35.8</b>
Catering specialisation	256,040	78.8	65.8	45.6	50.8	30.9
Mechanical specialisation	163,670	49.7	22.9	51.7	55.1	45.2
Building specialisation	76,790	53.8	29.0	45.2	43.6	30.4
Agri-food processing specialisation	69,860	59.1	40.4	42.0	51.0	33.1
Sales services specialisation	57,650	88.6	57.4	53.9	78.1	27.3
Electrical engineering	78,560	56.2	30.8	51.5	63.6	44.0
Logistics systems and services specialisation	62,360	54.8	23.1	51.1	62.8	39.3
Promotion and reception services specialisation	49,060	71.6	63.8	41.1	61.9	26.2
Wellness specialisation	46,440	83.0	49.6	48.3	71.7	35.4
Textiles and clothing specialisation	12,590	45.2	19.1	33.8	34.3	22.0
Secretarial administrative specialisation	38,220	75.2	53.2	59.8	82.9	37.9
Thermal-hydraulics specialisation	24,550	63.2	28.7	50.7	58.6	40.3
Other specialisations	70,500	56.0	31.4	46.6	62.2	41.5

	Potential inflow expected in 2022 (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
<b>Training qualification or professional diploma</b>	<b>1,876,090</b>	<b>62.0</b>	<b>40.9</b>	<b>42.4</b>	<b>49.2</b>	<b>30.6</b>
Catering specialisation	506,540	76.8	65.0	41.4	47.1	27.1
Mechanical specialisation	275,390	44.8	20.1	44.2	45.8	38.0
Building specialisation	227,680	50.7	23.2	38.5	35.2	25.5
Agri-food processing specialisation	163,480	49.6	32.0	35.3	37.1	25.7
Sales services specialisation	163,450	85.6	59.1	50.6	68.9	28.9
Electrical engineering	88,000	54.7	30.5	49.4	61.6	43.1
Logistics systems and services specialisation	64,440	55.1	23.4	50.7	62.6	38.7
Promotion and reception services specialisation	61,860	71.7	64.1	40.1	58.0	25.0
Wellness specialisation	59,890	79.2	46.5	45.7	66.8	34.3
Textiles and clothing specialisation	54,910	35.6	15.5	28.9	32.4	22.9
Secretarial administrative specialisation	39,470	75.2	53.5	59.9	83.1	37.7
Thermal-hydraulics specialisation	34,050	63.9	28.4	50.7	58.4	37.5
Other specialisations	136,930	49.0	23.4	36.9	46.4	33.0

\* 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

**Table 20.3 - Explicit and potential Inflow expected by the companies in 2022 according to fields of training qualification or professional diploma and skills requested (% shares of total)**

	Explicit inflow expected in 2022 (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
<b>Training qualification or professional diploma</b>	<b>1,006,300</b>	<b>86.6</b>	<b>81.6</b>	<b>84.1</b>	<b>95.3</b>	<b>82.8</b>
Catering specialisation	256,040	88.8	80.2	83.2	94.2	86.3
Mechanical specialisation	163,670	82.0	82.4	79.8	96.1	80.5
Building specialisation	76,790	83.0	76.2	85.0	94.8	82.2
Agri-food processing specialisation	69,860	90.4	75.2	84.3	95.4	82.6
Sales services specialisation	57,650	94.7	90.9	88.8	97.6	80.6
Electrical engineering	78,560	86.5	84.7	87.5	95.1	81.2
Logistics systems and services specialisation	62,360	83.3	83.5	80.8	93.2	73.2
Promotion and reception services specialisation	49,060	80.3	76.2	81.5	94.8	82.5
Wellness specialisation	46,440	93.7	82.5	92.1	97.2	91.3
Textiles and clothing specialisation	12,590	79.4	81.1	81.7	91.7	65.3
Secretarial administrative specialisation	38,220	84.5	84.8	87.5	97.8	84.6
Thermal-hydraulics specialisation	24,550	88.8	85.3	92.4	97.2	91.3
Other specialisations	70,500	87.1	84.2	84.5	95.8	82.5

	Potential inflow expected in 2022 (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
<b>Training qualification or professional diploma</b>	<b>1,876,090</b>	<b>83.4</b>	<b>76.0</b>	<b>80.7</b>	<b>94.3</b>	<b>79.5</b>
Catering specialisation	506,540	87.2	75.7	81.3	93.6	83.2
Mechanical specialisation	275,390	77.2	76.5	75.9	94.4	76.7
Building specialisation	227,680	80.1	72.0	82.9	93.4	78.8
Agri-food processing specialisation	163,480	81.9	68.3	74.4	93.2	74.5
Sales services specialisation	163,450	92.2	81.7	85.3	97.2	81.6
Electrical engineering	88,000	85.4	83.9	86.6	94.9	79.6
Logistics systems and services specialisation	64,440	83.3	83.0	80.7	93.1	73.4
Promotion and reception services specialisation	61,860	80.7	74.2	79.6	94.3	81.4
Wellness specialisation	59,890	91.4	79.2	90.6	96.3	90.0
Textiles and clothing specialisation	54,910	66.5	65.5	67.0	93.3	63.4
Secretarial administrative specialisation	39,470	84.7	84.6	87.2	97.6	84.7
Thermal-hydraulics specialisation	34,050	89.0	83.7	90.1	96.5	91.1
Other specialisations	136,930	79.9	75.8	79.7	94.4	75.9

\* 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

Table 21 - Inflow expected by the companies in 2022 by level of education at territorial level (% shares of total)

	Inflow expected in 2022 (a.v.)	levels of education (% values):						
		university	Higher technical education (HTE Academy)	secondary	explicit inflow**		potential inflow**	
					professional qualification or diploma	no educational qualification	professional qualification or diploma	no educational qualification
<b>TOTAL</b>	<b>5,179,140</b>	<b>15.1</b>	<b>1.0</b>	<b>28.7</b>	<b>19.4</b>	<b>35.7</b>	<b>36.2</b>	<b>18.9</b>
<b>NORTH WEST</b>	<b>1,526,910</b>	<b>18.6</b>	<b>1.3</b>	<b>28.3</b>	<b>18.8</b>	<b>33.0</b>	<b>33.3</b>	<b>18.5</b>
<b>PIEMONTE</b>	<b>345,650</b>	<b>17.1</b>	<b>1.2</b>	<b>28.2</b>	<b>20.4</b>	<b>33.0</b>	<b>36.0</b>	<b>17.3</b>
TORINO	183,210	21.3	1.5	27.6	19.7	29.8	31.7	17.8
VERCELLI	12,070	11.8	0.6	29.6	20.3	37.7	44.4	13.6
NOVARA	31,890	12.5	0.9	31.8	19.3	35.4	39.1	15.6
CUNEO	51,920	13.5	0.9	25.9	22.7	37.1	40.8	19.0
ASTI	12,260	12.2	0.8	30.8	20.6	35.5	40.5	15.6
ALESSANDRIA	31,340	11.8	1.3	29.2	20.6	37.2	39.8	18.0
BIELLA	11,260	14.9	0.7	33.3	17.5	33.7	37.6	13.6
VERBANO-CUSIO-OSSOLA	11,690	7.7	0.5	27.9	27.0	36.9	48.9	15.0
<b>VALLE D'AOSTA</b>	<b>16,920</b>	<b>8.6</b>	<b>0.5</b>	<b>21.9</b>	<b>26.6</b>	<b>42.4</b>	<b>51.4</b>	<b>17.6</b>
<b>LOMBARDIA</b>	<b>1,032,320</b>	<b>19.9</b>	<b>1.3</b>	<b>28.2</b>	<b>18.2</b>	<b>32.3</b>	<b>31.7</b>	<b>18.8</b>
VARESE	60,280	17.7	1.2	29.8	19.4	31.8	35.5	15.8
COMO	48,030	13.2	0.9	29.4	20.0	36.5	35.3	21.2
SONDRIO	18,730	8.6	0.7	22.6	24.3	43.9	52.6	15.6
MILANO	454,590	26.9	1.6	28.0	14.1	29.4	23.9	19.6
BERGAMO	104,470	15.2	1.3	27.9	22.1	33.5	37.8	17.8
BRESCIA	137,780	11.7	1.1	26.8	24.5	36.0	42.6	17.9
PAVIA	36,200	17.5	1.1	30.3	19.1	32.1	33.6	17.6
CREMONA	28,490	13.4	0.8	30.1	19.6	36.1	36.0	19.7
MANTOVA	36,030	11.3	1.1	30.5	21.7	35.3	38.1	19.0
LECCO	26,130	13.7	1.0	31.4	22.6	31.3	40.2	13.7
LODI	13,760	13.9	1.3	28.0	19.7	37.1	36.9	19.9
MONZA E BRIANZA	67,810	19.3	1.2	28.5	17.6	33.5	31.0	20.1
<b>LIGURIA</b>	<b>132,020</b>	<b>13.2</b>	<b>0.9</b>	<b>30.0</b>	<b>18.3</b>	<b>37.6</b>	<b>36.6</b>	<b>19.3</b>
IMPERIA	14,580	7.7	0.5	32.2	15.2	44.4	42.5	17.1
SAVONA	22,620	8.8	0.7	28.7	17.9	44.0	41.6	20.3
GENOVA	75,170	16.7	1.0	29.1	18.9	34.3	33.1	20.1
LA SPEZIA	19,650	9.1	1.1	33.2	18.7	37.9	40.0	16.6
<b>NORTH EAST</b>	<b>1,244,820</b>	<b>12.3</b>	<b>0.9</b>	<b>27.3</b>	<b>22.6</b>	<b>36.8</b>	<b>40.0</b>	<b>19.5</b>
<b>TRENTINO ALTO ADIGE</b>	<b>159,350</b>	<b>11.4</b>	<b>0.5</b>	<b>20.1</b>	<b>30.9</b>	<b>37.0</b>	<b>48.5</b>	<b>19.4</b>
BOLZANO	82,620	9.2	0.5	20.9	32.1	37.3	49.9	19.5
TRENTO	76,730	13.9	0.5	19.3	29.6	36.7	47.0	19.3
<b>VENETO</b>	<b>502,360</b>	<b>11.2</b>	<b>1.1</b>	<b>28.1</b>	<b>22.5</b>	<b>37.1</b>	<b>40.3</b>	<b>19.4</b>
VERONA	106,200	10.7	0.9	26.4	22.6	39.4	38.9	23.2
VICENZA	84,890	10.9	1.5	28.5	24.2	34.9	45.3	13.8
BELLUNO	25,520	9.9	0.7	28.2	26.6	34.6	45.2	16.0
TREVISO	81,350	11.3	1.2	29.3	20.9	37.4	40.9	17.3
VENEZIA	93,460	8.5	0.8	29.5	24.0	37.1	39.6	21.6
PADOVA	88,880	15.5	1.2	28.0	20.0	35.3	36.2	19.2
ROVIGO	22,080	10.2	0.9	24.4	20.2	44.3	39.7	24.9
<b>FRIULI VENEZIA GIULIA</b>	<b>108,040</b>	<b>12.9</b>	<b>0.9</b>	<b>27.6</b>	<b>25.4</b>	<b>33.2</b>	<b>41.6</b>	<b>17.0</b>
UDINE	45,460	13.4	0.6	26.4	25.1	34.6	40.8	18.9
GORIZIA	14,750	7.7	0.8	31.3	28.8	31.3	46.3	13.9
TRIESTE	21,040	18.9	1.3	27.9	19.7	32.3	33.8	18.2
PORDENONE	26,790	10.4	1.2	27.3	28.3	32.8	46.5	14.6
<b>EMILIA ROMAGNA</b>	<b>475,070</b>	<b>13.7</b>	<b>1.0</b>	<b>28.8</b>	<b>19.4</b>	<b>37.2</b>	<b>36.4</b>	<b>20.1</b>
PIACENZA	28,990	10.0	0.8	32.5	16.6	40.2	29.3	27.5
PARMA	49,990	12.4	0.9	28.2	18.5	40.0	35.8	22.7
REGGIO EMILIA	51,460	13.2	1.3	27.9	21.6	35.9	40.0	17.6
MODENA	76,990	13.1	1.1	28.7	20.6	36.5	38.3	18.8
BOLOGNA	110,910	19.9	0.9	28.3	19.0	31.8	31.3	19.6
FERRARA	24,380	13.0	0.9	27.3	21.4	37.3	41.4	17.4
RAVENNA	43,380	10.9	1.2	29.6	18.9	39.4	39.6	18.7
FORLI'-CESENA	41,560	11.4	1.0	28.9	17.5	41.1	38.2	20.5
RIMINI	47,420	8.9	0.6	29.3	19.2	42.0	39.5	21.7

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



(Cont'd) Table 22 - Inflow expected by companies in 2022 according to level of education at territorial level (% share of the total)

	Inflow expected in 2022 (a.v.)	levels of education (% values):						
		university	Higher technical education (HTE Academy)	secondary	explicit inflow**		potential inflow**	
					professional qualification or diploma	no educational qualification	professional qualification or diploma	no educational qualification
<b>TOTAL</b>	<b>5,179,140</b>	<b>15.1</b>	<b>1.0</b>	<b>28.7</b>	<b>19.4</b>	<b>35.7</b>	<b>36.2</b>	<b>18.9</b>
<b>CENTRAL</b>	<b>1,019,600</b>	<b>15.2</b>	<b>1.1</b>	<b>29.0</b>	<b>17.6</b>	<b>37.2</b>	<b>35.6</b>	<b>19.2</b>
<b>TOSCANA</b>	<b>326,610</b>	<b>11.2</b>	<b>0.8</b>	<b>28.3</b>	<b>18.5</b>	<b>41.2</b>	<b>41.1</b>	<b>18.6</b>
MASSA	13,930	9.9	1.2	28.9	19.3	40.7	41.0	19.0
LUCCA	34,420	10.2	0.9	30.5	20.8	37.6	40.7	17.7
PISTOIA	16,980	9.9	0.8	29.4	20.2	39.6	43.0	16.8
FIRENZE	97,980	13.9	0.8	29.1	16.8	39.3	36.4	19.8
LIVORNO	32,930	9.6	0.7	26.6	20.0	43.1	40.2	23.0
PISA	32,620	13.0	0.8	28.4	18.6	39.3	39.4	18.4
AREZZO	25,980	9.2	1.1	30.9	18.7	40.0	45.2	13.6
SIENA	22,650	11.8	0.6	28.2	21.3	38.1	42.2	17.3
GROSSETO	20,520	5.9	0.9	26.2	17.9	49.1	43.8	23.2
PRATO	28,600	9.4	0.7	22.8	15.9	51.2	53.6	13.5
<b>UMBRIA</b>	<b>61,670</b>	<b>10.5</b>	<b>0.9</b>	<b>29.6</b>	<b>21.4</b>	<b>37.7</b>	<b>42.0</b>	<b>17.1</b>
PERUGIA	47,830	10.4	0.8	29.9	21.1	37.8	42.0	16.9
TERNI	13,840	10.7	1.1	28.6	22.6	37.1	42.0	17.7
<b>MARCHE</b>	<b>133,730</b>	<b>10.3</b>	<b>1.1</b>	<b>30.0</b>	<b>19.7</b>	<b>38.8</b>	<b>43.0</b>	<b>15.6</b>
PESARO-URBINO	33,460	10.0	1.4	28.4	21.9	38.4	46.0	14.3
ANCONA	42,330	11.1	1.4	32.8	19.3	35.4	39.9	14.8
MACERATA	26,800	9.7	0.8	31.3	19.1	39.0	41.5	16.6
ASCOLI PICENO	18,730	9.4	0.8	27.7	20.6	41.5	43.1	19.0
FERMO	12,410	10.8	0.7	25.7	15.4	47.3	48.3	14.4
<b>LAZIO</b>	<b>497,590</b>	<b>19.6</b>	<b>1.2</b>	<b>29.1</b>	<b>15.9</b>	<b>34.1</b>	<b>29.2</b>	<b>20.8</b>
VITERBO	16,340	11.8	0.5	29.2	21.5	37.0	41.5	17.0
RIETI	9,810	9.4	0.6	40.6	17.1	32.2	34.8	14.6
ROMA	398,360	21.9	1.3	29.0	14.7	33.1	26.2	21.6
LATINA	42,620	9.4	0.7	26.9	23.4	39.6	44.6	18.3
FROSINONE	30,470	12.6	1.4	29.4	18.3	38.4	39.0	17.7
<b>SOUTH AND ISLANDS</b>	<b>1,387,800</b>	<b>13.8</b>	<b>0.7</b>	<b>30.3</b>	<b>18.6</b>	<b>36.6</b>	<b>36.5</b>	<b>18.7</b>
<b>ABRUZZO</b>	<b>114,050</b>	<b>8.9</b>	<b>0.6</b>	<b>29.5</b>	<b>22.0</b>	<b>39.1</b>	<b>42.9</b>	<b>18.2</b>
L'AQUILA	22,630	9.1	0.6	28.6	22.6	39.2	46.8	14.9
TERAMO	31,880	6.5	0.5	30.9	21.0	41.1	43.8	18.3
PESCARA	27,280	10.9	0.5	27.9	24.9	35.8	42.0	18.7
CHIETI	32,270	9.4	0.6	29.9	20.1	39.9	39.9	20.1
<b>MOLISE</b>	<b>18,810</b>	<b>11.8</b>	<b>1.0</b>	<b>29.7</b>	<b>17.7</b>	<b>39.8</b>	<b>40.0</b>	<b>17.4</b>
CAMPOBASSO	13,220	11.1	1.2	29.8	17.1	40.9	41.0	16.9
ISERNIA	5,600	13.6	0.6	29.4	19.2	37.1	37.6	18.7
<b>CAMPANIA</b>	<b>395,800</b>	<b>15.8</b>	<b>0.9</b>	<b>29.8</b>	<b>17.4</b>	<b>36.1</b>	<b>33.1</b>	<b>20.4</b>
CASERTA	59,340	17.0	0.5	32.4	15.5	34.6	33.5	16.6
BENEVENTO	16,250	15.9	0.7	30.8	17.8	34.9	35.6	17.0
NAPOLI	202,510	17.3	1.3	29.3	17.8	34.4	30.6	21.5
AVELLINO	24,310	13.7	1.1	30.3	17.0	37.9	37.8	17.1
SALERNO	93,390	12.2	0.4	29.0	17.8	40.6	36.7	21.7
<b>PUGLIA</b>	<b>289,630</b>	<b>13.4</b>	<b>0.5</b>	<b>30.9</b>	<b>18.5</b>	<b>36.7</b>	<b>36.7</b>	<b>18.5</b>
FOGGIA	39,050	13.4	0.3	30.3	17.9	38.1	37.5	18.4
BARI	123,990	15.8	0.6	30.3	16.3	37.0	32.7	20.7
TARANTO	32,790	11.9	0.5	31.2	22.5	33.9	41.7	14.7
BRINDISI	27,160	8.6	0.6	32.7	23.4	34.8	42.7	15.5
LECCE	66,640	11.5	0.4	31.6	19.3	37.3	39.0	17.5
<b>BASILICATA</b>	<b>36,820</b>	<b>10.2</b>	<b>0.8</b>	<b>29.1</b>	<b>19.3</b>	<b>40.6</b>	<b>39.4</b>	<b>20.5</b>
POTENZA	22,750	10.8	0.9	30.3	18.9	39.1	38.6	19.4
MATERA	14,070	9.3	0.7	27.2	19.9	42.9	40.6	22.2
<b>CALABRIA</b>	<b>101,400</b>	<b>12.2</b>	<b>0.6</b>	<b>32.5</b>	<b>18.7</b>	<b>36.0</b>	<b>38.4</b>	<b>16.2</b>
COSENZA	37,960	13.4	0.5	33.9	18.4	33.8	37.3	14.9
CATANZARO	22,250	11.4	0.7	31.1	16.5	40.3	37.1	19.7
REGGIO CALABRIA	21,380	13.0	0.6	32.0	20.0	34.4	39.2	15.2
CROTONE	9,830	11.4	0.5	29.0	19.8	39.3	43.4	15.8
VIBO VALENTIA	9,980	9.0	0.6	35.2	20.7	34.6	38.9	16.3

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

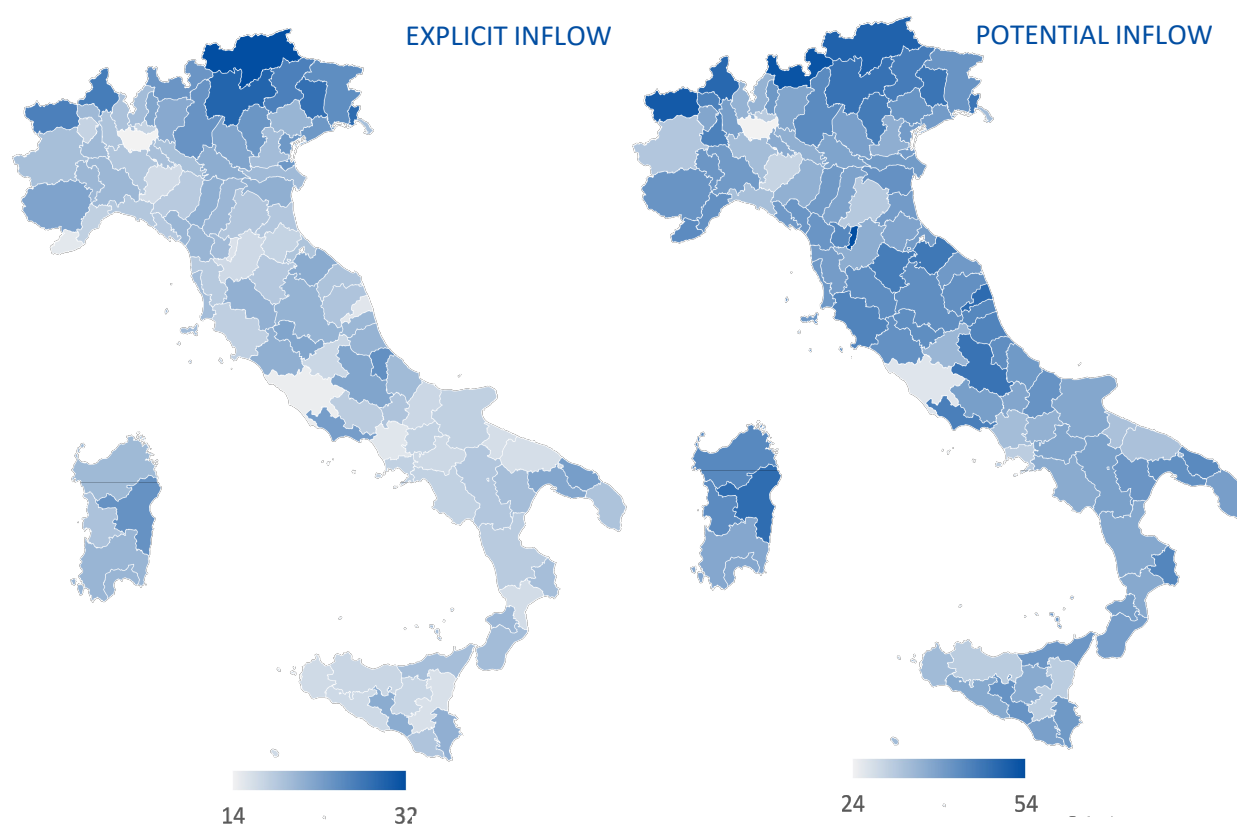
(Cont'd) Table 22 - Inflow expected by companies in 2022 according to level of education at territorial level (% share of the total)

	Inflow expected in 2022 (a.v.)	levels of education (% values):						
		university	Higher technical education (HTE Academy)	secondary	explicit inflow**		potential inflow**	
					professional qualification or diploma	no educational qualification	professional qualification or diploma	no educational qualification
<b>TOTAL</b>	<b>5,179,140</b>	<b>15.1</b>	<b>1.0</b>	<b>28.7</b>	<b>19.4</b>	<b>35.7</b>	<b>36.2</b>	<b>18.9</b>
<b>SICILIA</b>	<b>288,040</b>	<b>16.2</b>	<b>0.7</b>	<b>31.6</b>	<b>18.0</b>	<b>33.5</b>	<b>34.7</b>	<b>16.7</b>
TRAPANI	24,590	12.5	0.3	35.4	16.8	35.0	33.8	17.9
PALERMO	75,810	19.7	1.0	31.6	17.2	30.6	30.8	16.9
MESSINA	38,280	13.2	0.4	30.1	19.8	36.6	40.5	15.9
AGRIGENTO	18,820	19.1	0.7	27.5	16.9	35.8	37.2	15.5
CALTANISSETTA	14,990	15.7	1.1	25.0	21.8	36.4	41.1	17.1
ENNA	6,200	18.7	0.6	29.9	17.3	33.4	37.0	13.8
CATANIA	64,880	17.2	0.5	34.2	16.1	32.0	30.6	17.5
RAGUSA	20,720	11.6	1.2	31.8	19.2	36.2	38.8	16.6
SIRACUSA	23,760	12.1	0.9	31.2	21.4	34.4	40.0	15.8
<b>SARDEGNA</b>	<b>143,250</b>	<b>10.1</b>	<b>0.5</b>	<b>27.6</b>	<b>20.8</b>	<b>40.9</b>	<b>41.0</b>	<b>20.8</b>
SASSARI	58,510	7.9	0.4	26.4	20.3	45.0	43.0	22.3
NUORO	13,170	8.9	0.5	23.9	24.6	42.1	48.1	18.6
CAGLIARI	62,870	12.4	0.7	29.4	20.8	36.8	37.4	20.2
ORISTANO	8,710	10.8	0.5	27.5	19.4	41.9	42.5	18.8

\* 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 professional diploma or qualification forecast by companies in 2022 at territorial level (% shares of total)



# **SECTION D**

Other characteristics of inflow  
requested by companies

Table 22 - Inflow expected by the companies in 2022 by business area of placement and business sectors (% shares of total)

	Inflow expected in 2022 (a.v.)	of whom (% values)							
		INDUSTRY	Manufacturing industry and Public utilities	Construction	SERVICES	Commerce	Accommodation and catering services; tourist services	Business services	Personal services
<b>TOTAL*</b>	<b>5,179,140</b>	<b>1,498,580</b>	<b>989,840</b>	<b>508,740</b>	<b>3,680,550</b>	<b>671,040</b>	<b>986,290</b>	<b>1,342,510</b>	<b>680,720</b>
		28.9	19.1	9.8	71.1	13.0	19.0	25.9	13.1
<b>Area of production of goods and provision of</b>	<b>2,439,470</b>	<b>30.4</b>	<b>21.9</b>	<b>8.4</b>	<b>69.6</b>	<b>0.9</b>	<b>33.0</b>	<b>14.6</b>	<b>21.1</b>
<b>Direction area and general services</b>	<b>239,630</b>	<b>13.9</b>	<b>9.5</b>	<b>4.4</b>	<b>86.1</b>	<b>8.6</b>	<b>3.3</b>	<b>63.5</b>	<b>10.7</b>
General direction, staff and human resources organisation	28,550	19.1	16.8	2.3	80.9	13.7	6.0	42.6	18.5
Secretariat, staff and general services	95,540	19.9	11.9	8.0	80.1	13.2	6.1	40.9	19.9
Information systems	115,540	7.7	5.7	2.0	92.3	3.6	0.2	87.4	1.1
<b>Administrative, financial, legal and management control area</b>	<b>259,770</b>	<b>19.8</b>	<b>14.3</b>	<b>5.5</b>	<b>80.2</b>	<b>10.9</b>	<b>2.0</b>	<b>51.4</b>	<b>15.9</b>
<b>Commercial and sales area</b>	<b>885,700</b>	<b>9.4</b>	<b>8.6</b>	<b>0.8</b>	<b>90.6</b>	<b>49.5</b>	<b>15.0</b>	<b>18.6</b>	<b>7.5</b>
Sales	565,080	6.8	6.3	0.4	93.2	68.4	13.3	9.8	1.8
Marketing, commercial, communication and public relations	120,150	28.4	25.6	2.8	71.6	21.5	3.6	42.2	4.3
Customer assistance	200,470	5.5	4.8	0.8	94.5	13.3	26.4	29.4	25.4
<b>Technical and planning areas</b>	<b>688,630</b>	<b>66.4</b>	<b>30.2</b>	<b>36.2</b>	<b>33.6</b>	<b>7.4</b>	<b>2.6</b>	<b>20.2</b>	<b>3.5</b>
Planning and research and development	165,950	52.4	37.9	14.5	47.6	4.6	0.2	39.0	3.8
Installation and maintenance	430,350	78.3	26.3	52.0	21.7	9.8	4.0	7.3	0.6
Certification and quality control, safety and environment	92,340	35.8	34.3	1.4	64.2	0.9	0.7	46.5	16.2
<b>Logistics area</b>	<b>665,940</b>	<b>19.9</b>	<b>16.7</b>	<b>3.2</b>	<b>80.1</b>	<b>16.5</b>	<b>2.6</b>	<b>59.6</b>	<b>1.3</b>
Purchasing and internal handling of goods	173,790	38.4	35.6	2.9	61.6	33.3	2.7	25.1	0.4
Transportation and	492,140	13.4	10.1	3.4	86.6	10.5	2.6	71.8	1.7

\* 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.

Source: Unioncamere - ANPAL, Excelsior Information System, 2022

**Table 23 - Inflow expected by companies in 2022 according to contract type by business sector, territorial distribution and size class (% share of the total)**

	Inflow expected in 2022 (a.v.)	Salaried employees (excl. with supply contract)	Supply contract employees	Coordinated and continuous collaborators**	Other non-salaried workers ***
<b>TOTAL*</b>	<b>5,179,140</b>	<b>4,154,920</b>	<b>559,780</b>	<b>101,070</b>	<b>363,370</b>
		80.2	10.8	2.0	7.0
<b>BUSINESS SECTOR</b>					
<b>INDUSTRY</b>	<b>1,498,580</b>	<b>76.6</b>	<b>16.9</b>	<b>1.2</b>	<b>5.3</b>
<b>Manufacturing industry</b>	<b>934,960</b>	<b>70.5</b>	<b>24.9</b>	<b>1.2</b>	<b>3.3</b>
Mining of minerals	4,020	90.0	7.6	2.1	--
Food, beverage and tobacco industries	150,650	70.3	25.2	0.8	3.7
Textile, clothing and footwear industries	99,850	85.6	12.8	1.2	0.4
Wood and furniture industries	49,770	69.3	26.4	1.2	3.1
Paper, paper transformation and printing industries	28,300	67.1	27.6	1.5	3.8
Chemical, pharmaceutical and oil industries	39,990	54.5	37.9	1.6	6.0
Rubber and plastic materials industries	52,750	51.4	46.2	1.0	1.4
Non-metallic mineral processing industries	31,000	74.6	23.9	1.2	0.3
Metallurgical and metal products industries	199,820	69.4	26.7	1.2	2.7
Industries manufacturing machines and equipment and means of transport	191,630	71.0	21.2	1.3	6.5
Electrical, electronics, optical and medical industries	66,120	69.5	26.4	2.1	2.0
Household goods, leisure goods and other manufacturing	21,080	85.5	12.0	1.1	1.3
<b>Public utilities (energy, gas, water, environment)</b>	<b>54,880</b>	<b>84.3</b>	<b>12.9</b>	<b>2.1</b>	<b>0.7</b>
<b>Construction</b>	<b>508,740</b>	<b>87.0</b>	<b>2.7</b>	<b>0.9</b>	<b>9.4</b>
<b>SERVICES</b>	<b>3,680,550</b>	<b>81.7</b>	<b>8.3</b>	<b>2.3</b>	<b>7.7</b>
Trade and repair of motor vehicles and motorcycles	60,770	88.4	3.5	2.0	6.1
Wholesale trade	178,000	79.5	9.7	3.4	7.4
Retail trade	432,270	80.8	8.8	1.7	8.7
Accommodation and catering services; tourist services	986,290	95.8	3.1	0.7	0.4
Transport, logistics and warehousing services	391,920	83.7	14.8	0.7	0.9
Media and communication services	55,830	84.3	5.2	3.1	7.4
IT and telecommunications services	151,500	64.7	15.1	3.0	17.3
Advanced business support services	231,400	64.2	13.1	5.1	17.6
Financial and insurance services	53,900	55.9	6.6	5.2	32.3
Operational support services for businesses and individuals	457,960	81.5	10.3	3.2	5.0
Private education and training services	145,110	44.9	18.1	10.6	26.4
Healthcare, social assistance and private health services	319,780	73.1	4.1	2.1	20.6
Cultural, sports and other personal services	215,830	89.7	6.3	1.1	2.9
<b>TERRITORIAL DISTRIBUTION</b>					
North West	1,526,910	76.2	14.4	2.3	7.2
North East	1,244,820	78.5	14.4	1.1	5.9
Central	1,019,600	81.1	9.3	2.5	7.1
South and islands	1,387,800	85.6	4.7	2.0	7.8
<b>SIZE CLASSES</b>					
1-9 employees	1,724,450	88.0	4.1	2.3	5.5
10-49 employees	1,569,200	81.1	10.4	1.8	6.7
50-499 employees	1,259,220	73.4	16.2	1.7	8.7
500 employees and over	626,270	70.3	19.3	1.8	8.6

\* 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, 2022

**Table 23.1- Inflow expected by the companies in 2022 based on difficulty in recruiting and experience required, territorial distribution and size class (% shares of total)**

	Expected inflow (a.v.)*	difficult to recruit (%):				with requested experience (%):	
		Total	for lack of candidates	for inadequate skill-set of candidates	for other reasons	In the profession	in the sector
<b>TOTAL*</b>	<b>5,179,140</b>	<b>2,098,390</b>	<b>1,272,600</b>	<b>640,450</b>	<b>185,340</b>	<b>1,219,800</b>	<b>2,250,260</b>
		40.5	24.6	12.4	3.6	23.6	43.4
<b>BUSINESS SECTOR</b>							
<b>INDUSTRY</b>	<b>1,498,580</b>	<b>47.3</b>	<b>28.2</b>	<b>15.9</b>	<b>3.3</b>	<b>24.6</b>	<b>43.4</b>
<b>Manufacturing industry</b>	<b>934,960</b>	<b>45.6</b>	<b>27.9</b>	<b>14.7</b>	<b>3.0</b>	<b>26.2</b>	<b>36.1</b>
Mining of minerals	4,020	28.4	22.3	2.5	3.6	34.1	36.2
Food, beverage and tobacco industries	150,650	34.6	19.8	9.9	4.9	15.5	35.4
Textile, clothing and footwear industries	99,850	43.8	26.3	15.3	2.3	27.6	46.1
Wood and furniture industries	49,770	52.1	30.5	19.2	2.5	26.9	37.7
Paper, paper transformation and printing industries	28,300	39.6	21.1	14.6	4.0	24.1	27.4
Chemical, pharmaceutical and oil industries	39,990	37.8	24.4	10.7	2.7	30.4	36.4
Rubber and plastic materials industries	52,750	40.3	22.3	14.5	3.5	17.8	29.8
Non-metallic mineral processing industries	31,000	41.5	31.0	8.8	1.7	27.3	33.0
Metallurgical and metal products industries	199,820	52.7	32.9	16.9	2.9	25.3	39.2
Industries manufacturing machines and equipment and means of transport	191,630	50.1	31.4	16.3	2.3	33.1	34.6
Electrical, electronics, optical and medical industries	66,120	47.6	30.9	13.6	3.1	34.2	28.1
Household goods, leisure goods and other manufacturing	21,080	47.7	24.5	20.8	2.4	29.9	32.2
<b>Public utilities (energy, gas, water, environment)</b>	<b>54,880</b>	<b>33.2</b>	<b>21.9</b>	<b>8.6</b>	<b>2.8</b>	<b>21.7</b>	<b>33.2</b>
<b>Construction</b>	<b>508,740</b>	<b>52.0</b>	<b>29.3</b>	<b>18.9</b>	<b>3.8</b>	<b>22.0</b>	<b>58.0</b>
<b>SERVICES</b>	<b>3,680,550</b>	<b>37.8</b>	<b>23.1</b>	<b>10.9</b>	<b>3.7</b>	<b>23.1</b>	<b>43.4</b>
Trade and repair of motor vehicles and motorcycles	60,770	55.2	31.0	21.5	2.7	22.2	45.8
Wholesale trade	178,000	33.1	17.4	13.1	2.5	22.2	40.6
Retail trade	432,270	30.2	17.3	10.4	2.5	14.5	46.2
Accommodation and catering services; tourist services	986,290	40.5	25.3	10.8	4.4	14.7	52.1
Transport, logistics and warehousing services	391,920	35.9	23.6	9.3	3.0	18.8	47.5
Media and communication services	55,830	19.9	8.1	9.6	2.2	43.8	39.1
IT and telecommunications services	151,500	51.6	30.3	18.1	3.2	46.2	27.3
Advanced business support services	231,400	39.2	23.7	12.7	2.8	32.2	34.7
Financial and insurance services	53,900	38.0	25.2	9.4	3.4	28.4	38.1
Operational support services for businesses and individuals	457,960	31.3	17.5	8.1	5.7	8.5	42.9
Private education and training services	145,110	40.6	20.7	15.9	4.0	40.1	39.4
Healthcare, social assistance and private health services	319,780	47.0	36.8	7.0	3.2	53.6	31.7
Cultural, sports and other personal services	215,830	34.2	17.2	13.5	3.5	29.4	37.4
<b>TERRITORIAL DISTRIBUTION</b>							
North West	1,526,910	41.7	25.5	12.4	3.8	24.8	40.9
North East	1,244,820	45.8	29.6	12.5	3.8	22.0	41.3
Central	1,019,600	38.7	23.3	12.0	3.4	22.9	44.0
South and islands	1,387,800	35.8	20.0	12.6	3.3	24.0	47.7
<b>SIZE CLASSES</b>							
1-9 employees	1,724,450	43.1	23.7	15.2	4.2	19.9	47.3
10-49 employees	1,569,200	42.3	25.2	13.6	3.5	23.3	45.7
50-499 employees	1,259,220	38.5	25.9	9.8	2.8	28.0	38.9
500 employees and over	626,270	33.0	22.8	6.7	3.5	25.2	36.5

\* 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.

Source: Unioncamere - ANPAL, Excelsior Information System, 2022

**Table 24- Inflow expected by the companies in 2022 by age group, business sector, territorial distribution and size class (% shares of total)**

	Inflow expected in 2022 (a.v.)	by age group (% values):					
		up to 24 years	25-29 years	30-44 years	45-54 years	over 54 years	age irrelevant
<b>TOTAL*</b>	<b>5,179,140</b>	<b>394,460</b>	<b>1,092,230</b>	<b>1,776,300</b>	<b>393,780</b>	<b>32,380</b>	<b>1,490,000</b>
		7.6	21.1	34.3	7.6	0.6	28.8
<b>BUSINESS SECTOR</b>							
<b>INDUSTRY</b>	<b>1,498,580</b>	<b>8.2</b>	<b>19.1</b>	<b>39.7</b>	<b>10.5</b>	<b>0.8</b>	<b>21.7</b>
<b>Manufacturing industry</b>	<b>934,960</b>	<b>9.4</b>	<b>21.5</b>	<b>38.6</b>	<b>8.8</b>	<b>0.7</b>	<b>20.9</b>
Mining of minerals	4,020	--	9.6	41.7	19.1	--	29.2
Food, beverage and tobacco industries	150,650	5.2	20.8	36.3	6.3	0.8	30.6
Textile, clothing and footwear industries	99,850	4.8	13.8	43.5	18.6	1.0	18.2
Wood and furniture industries	49,770	11.9	22.9	41.1	8.9	0.5	14.8
Paper, paper transformation and printing industries	28,300	10.6	30.1	37.5	6.7	0.3	14.9
Chemical, pharmaceutical and oil industries	39,990	6.4	27.9	42.2	6.1	0.8	16.6
Rubber and plastic materials industries	52,750	6.4	28.2	41.1	6.4	0.6	17.2
Non-metallic mineral processing industries	31,000	3.3	27.8	42.5	11.5	0.4	14.6
Metallurgical and metal products industries	199,820	13.3	19.9	36.4	7.5	0.7	22.1
Industries manufacturing machines and equipment and means of transport	191,630	11.5	21.2	37.9	9.4	0.7	19.3
Electrical, electronics, optical and medical industries	66,120	13.6	25.3	35.2	5.4	0.9	19.6
Household goods, leisure goods and other manufacturing	21,080	9.1	18.2	46.6	6.2	--	19.8
<b>Public utilities (energy, gas, water, environment)</b>	<b>54,880</b>	<b>4.2</b>	<b>15.2</b>	<b>47.4</b>	<b>5.5</b>	<b>0.2</b>	<b>27.5</b>
<b>Construction</b>	<b>508,740</b>	<b>6.4</b>	<b>15.2</b>	<b>40.7</b>	<b>14.0</b>	<b>1.1</b>	<b>22.6</b>
<b>SERVICES</b>	<b>3,680,550</b>	<b>7.4</b>	<b>21.9</b>	<b>32.1</b>	<b>6.4</b>	<b>0.5</b>	<b>31.6</b>
Trade and repair of motor vehicles and motorcycles	60,770	13.9	25.9	40.2	4.0	1.3	14.7
Wholesale trade	178,000	8.3	21.5	41.7	9.8	1.4	17.4
Retail trade	432,270	9.3	32.7	29.4	5.2	0.5	22.8
Accommodation and catering services; tourist services	986,290	13.9	22.1	26.7	6.1	0.6	30.7
Transport, logistics and warehousing services	391,920	1.5	13.3	34.9	9.6	0.6	40.2
Media and communication services	55,830	1.7	17.9	35.2	6.5	0.4	38.3
IT and telecommunications services	151,500	5.1	35.6	30.8	5.0	0.1	23.4
Advanced business support services	231,400	2.9	31.8	38.1	5.3	0.6	21.3
Financial and insurance services	53,900	7.7	29.0	38.8	6.2	1.1	17.2
Operational support services for businesses and individuals	457,960	1.7	12.4	32.3	8.5	0.4	44.7
Private education and training services	145,110	2.1	12.5	45.2	2.3	0.4	37.4
Healthcare, social assistance and private health services	319,780	0.9	19.0	36.3	5.7	0.1	37.9
Cultural, sports and other personal services	215,830	14.7	23.6	23.9	4.6	0.7	32.6
<b>TERRITORIAL DISTRIBUTION</b>							
North West	1,526,910	7.9	22.1	34.2	7.6	0.6	27.7
North East	1,244,820	9.3	20.7	33.3	7.0	0.6	29.1
Central	1,019,600	7.2	21.0	34.2	7.9	0.6	29.2
South and islands	1,387,800	6.2	20.4	35.4	8.0	0.7	29.4
<b>SIZE CLASSES</b>							
1-9 employees	1,724,450	11.0	21.6	34.2	10.2	1.1	21.9
10-49 employees	1,569,200	7.6	19.7	35.8	8.9	0.7	27.5
50-499 employees	1,259,220	4.6	20.7	35.7	5.3	0.2	33.6
500 employees and over	626,270	4.6	24.0	28.1	2.0	0.1	41.2

\* 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 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 the companies in 2022 by gender, business sector, territorial distribution and size class (% shares of total)**

	Inflow expected in 2022 (a.v.)*	by gender (% values):		
		female	male	equally suitable
<b>TOTAL*</b>	<b>5,179,140</b>	<b>937,820</b>	<b>1,727,650</b>	<b>2,513,670</b>
		18.1	33.4	48.5
<b>BUSINESS SECTOR</b>				
<b>INDUSTRY</b>	<b>1,498,580</b>	<b>10.7</b>	<b>62.2</b>	<b>27.1</b>
<b>Manufacturing industry</b>	<b>934,960</b>	<b>15.0</b>	<b>54.0</b>	<b>31.0</b>
Mining of minerals	4,020	7.1	68.2	24.8
Food, beverage and tobacco industries	150,650	21.2	37.1	41.7
Textile, clothing and footwear industries	99,850	42.6	33.5	23.9
Wood and furniture industries	49,770	7.6	72.5	19.9
Paper, paper transformation and printing industries	28,300	10.2	56.9	33.0
Chemical, pharmaceutical and oil industries	39,990	9.7	46.8	43.5
Rubber and plastic materials industries	52,750	13.7	57.5	28.8
Non-metallic mineral processing industries	31,000	4.9	79.3	15.8
Metallurgical and metal products industries	199,820	9.1	66.4	24.5
Industries manufacturing machines and equipment and means of transport	191,630	6.4	60.5	33.2
Electrical, electronics, optical and medical industries	66,120	15.6	44.0	40.4
Household goods, leisure goods and other manufacturing industries	21,080	25.6	44.0	30.4
<b>Public utilities (energy, gas, water, environment)</b>	<b>54,880</b>	<b>5.2</b>	<b>50.9</b>	<b>44.0</b>
<b>Construction</b>	<b>508,740</b>	<b>3.4</b>	<b>78.6</b>	<b>18.0</b>
<b>SERVICES</b>	<b>3,680,550</b>	<b>21.1</b>	<b>21.6</b>	<b>57.3</b>
Trade and repair of motor vehicles and motorcycles	60,770	8.6	68.3	23.1
Wholesale trade	178,000	18.7	45.6	35.7
Retail trade	432,270	29.4	17.1	53.5
Accommodation and catering services; tourist services	986,290	23.1	18.7	58.2
Transport, logistics and warehousing services	391,920	4.3	49.8	45.9
Media and communication services	55,830	10.9	8.0	81.1
IT and telecommunications services	151,500	12.0	15.6	72.4
Advanced business support services	231,400	16.3	19.3	64.4
Financial and insurance services	53,900	16.2	3.7	80.1
Operational support services for businesses and individuals	457,960	23.5	17.5	59.0
Private education and training services	145,110	30.3	11.2	58.5
Healthcare, social assistance and private health services	319,780	27.4	2.4	70.2
Cultural, sports and other personal services	215,830	27.0	18.3	54.8
<b>TERRITORIAL DISTRIBUTION</b>				
North West	1,526,910	17.7	32.7	49.6
North East	1,244,820	18.8	33.0	48.2
Central	1,019,600	18.3	30.9	50.8
South and islands	1,387,800	17.7	36.2	46.0
<b>SIZE CLASSES</b>				
1-9 employees	1,724,450	24.5	37.8	37.7
10-49 employees	1,569,200	18.3	39.4	42.3
50-499 employees	1,259,220	12.8	29.8	57.4
500 employees and over	626,270	10.9	13.0	76.1

\* 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.

Source: Unioncamere - ANPAL, Excelsior Information System, 2022



**Table 26- Inflow expected by the companies in 2022 according to levels of education by business sector, territorial distribution and size class (% shares of total)**

	Inflow expected in 2022 (a.v.)*	levels of education (% values):						
		university	Higher technical education (HTE Academy)	secondary	explicit inflow**		potential inflow**	
					professional qualification or diploma	no educational qualification	professional qualification or diploma	no educational qualification
<b>TOTAL*</b>	<b>5,179,140</b>	<b>782,720</b>	<b>51,590</b>	<b>1,488,750</b>	<b>1,006,300</b>	<b>1,849,780</b>	<b>1,876,090</b>	<b>980,000</b>
		15.1	1.0	28.7	19.4	35.7	36.2	18.9
<b>BUSINESS SECTOR</b>								
<b>INDUSTRY</b>	<b>1,498,580</b>	<b>9.2</b>	<b>1.6</b>	<b>25.4</b>	<b>25.9</b>	<b>37.9</b>	<b>53.9</b>	<b>9.9</b>
<b>Manufacturing industry</b>	<b>934,960</b>	<b>10.7</b>	<b>1.9</b>	<b>28.0</b>	<b>24.4</b>	<b>34.8</b>	<b>51.4</b>	<b>7.8</b>
Mining of minerals	4,020	18.1	1.4	10.8	21.6	48.1	28.0	41.7
Food, beverage and tobacco industries	150,650	7.4	0.4	23.3	17.6	51.3	61.3	7.6
Textile, clothing and footwear industries	99,850	6.0	1.7	20.7	16.1	55.4	64.7	6.8
Wood and furniture industries	49,770	6.0	1.2	25.5	26.2	41.1	59.7	7.6
Paper, paper transformation and printing	28,300	9.0	1.4	40.3	17.7	31.6	38.6	10.7
Chemical, pharmaceutical and oil	39,990	28.3	1.3	35.6	10.4	24.4	27.9	6.9
Rubber and plastic materials industries	52,750	6.1	0.7	24.1	27.5	41.6	59.4	9.7
Non-metallic mineral processing	31,000	7.2	0.5	23.0	25.5	43.9	50.5	18.9
Metallurgical and metal products	199,820	5.6	1.6	27.0	33.5	32.2	58.2	7.5
Industries manufacturing machines and equipment and means of transport	191,630	16.1	4.3	34.6	28.6	16.4	38.7	6.3
Electrical, electronics, optical and medical industries	66,120	23.5	2.6	34.4	21.2	18.4	34.4	5.1
Household goods, leisure goods and other manufacturing industries	21,080	12.4	2.5	21.5	22.4	41.2	51.2	12.4
<b>Public utilities (energy, gas, water, environment)</b>	<b>54,880</b>	<b>16.0</b>	<b>0.8</b>	<b>20.6</b>	<b>9.6</b>	<b>52.9</b>	<b>16.6</b>	<b>45.9</b>
<b>Construction</b>	<b>508,740</b>	<b>5.8</b>	<b>1.0</b>	<b>21.0</b>	<b>30.4</b>	<b>41.9</b>	<b>62.3</b>	<b>9.9</b>
<b>SERVICES</b>	<b>3,680,550</b>	<b>17.5</b>	<b>0.8</b>	<b>30.1</b>	<b>16.8</b>	<b>34.8</b>	<b>29.0</b>	<b>22.6</b>
Trade and repair of motor vehicles and motorcycles	60,770	6.5	1.6	37.5	38.5	15.8	48.7	5.6
Wholesale trade	178,000	14.8	1.6	44.5	11.3	27.9	16.9	22.3
Retail trade	432,270	9.4	0.1	48.0	13.2	29.2	37.3	5.2
Accommodation and catering services; tourist services	986,290	1.3	0.3	25.2	33.2	40.0	61.6	11.6
Transport, logistics and warehousing	391,920	3.6	0.7	19.1	6.9	69.7	7.5	69.1
Media and communication services	55,830	38.6	2.2	44.4	8.2	6.6	10.1	4.8
IT and telecommunications services	151,500	50.9	8.3	34.1	4.5	2.1	4.9	1.7
Advanced business support services	231,400	46.2	1.1	33.4	5.1	14.2	5.6	13.7
Financial and insurance services	53,900	53.7	0.2	42.7	2.7	0.8	2.7	0.7
Operational support services for businesses and individuals	457,960	5.7	0.3	19.0	10.3	64.7	14.0	61.0
Private education and training services	145,110	70.2	0.1	21.3	4.2	4.1	4.2	4.1
Healthcare, social assistance and private	319,780	51.5	0.1	40.8	4.1	3.6	4.1	3.6
Cultural, sports and other personal	215,830	8.8	0.0	23.4	33.2	34.5	46.4	21.3
<b>TERRITORIAL DISTRIBUTION</b>								
North West	1,526,910	18.6	1.3	28.3	18.8	33.0	33.3	18.5
North East	1,244,820	12.3	0.9	27.3	22.6	36.8	40.0	19.5
Central	1,019,600	15.2	1.1	29.0	17.6	37.2	35.6	19.2
South and islands	1,387,800	13.8	0.7	30.3	18.6	36.6	36.5	18.7
<b>SIZE CLASSES</b>								
1-9 employees	1,724,450	8.6	0.8	28.1	24.7	37.8	48.6	13.8
10-49 employees	1,569,200	12.6	1.1	28.4	20.6	37.3	38.3	19.7
50-499 employees	1,259,220	22.8	1.1	28.0	14.5	33.5	24.7	23.4
500 employees and over	626,270	23.8	1.0	32.8	11.7	30.6	20.2	22.1

\* 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, 2022

Table 27 - Several characteristics of Inflow expected by the companies in 2022 at territorial level (% shares of total)

	Inflow expected in 2022 (a.v.)*	for whom (%):					
		up to 29 years	age irrelevant	women	gender irrelevant	difficult to recruit	Immigrant personnel
<b>TOTAL</b>	<b>5,179,140</b>	<b>28.7</b>	<b>28.8</b>	<b>18.1</b>	<b>48.5</b>	<b>40.5</b>	<b>17.8</b>
<b>NORTH WEST</b>	<b>1,526,910</b>	<b>30.0</b>	<b>27.7</b>	<b>17.7</b>	<b>49.6</b>	<b>41.7</b>	<b>19.6</b>
<b>PIEMONTE</b>	<b>345,650</b>	<b>30.5</b>	<b>27.7</b>	<b>18.5</b>	<b>47.8</b>	<b>43.3</b>	<b>17.8</b>
TORINO	183,210	30.4	27.4	18.3	49.7	42.1	18.0
VERCELLI	12,070	29.5	29.3	18.7	48.8	40.2	15.6
NOVARA	31,890	31.7	25.4	18.7	44.2	44.0	16.9
CUNEO	51,920	32.3	31.4	17.9	46.7	46.5	19.3
ASTI	12,260	31.0	25.4	18.4	41.1	43.0	14.8
ALESSANDRIA	31,340	28.5	26.6	18.1	45.7	46.2	18.6
BIELLA	11,260	28.9	22.8	24.4	43.9	45.3	14.4
VERBANO-CUSIO-OSSOLA	11,690	28.4	29.7	19.8	48.4	40.2	16.6
<b>VALLE D'AOSTA</b>	<b>16,920</b>	<b>30.1</b>	<b>30.8</b>	<b>21.7</b>	<b>52.3</b>	<b>45.4</b>	<b>16.1</b>
<b>LOMBARDIA</b>	<b>1,032,320</b>	<b>29.6</b>	<b>27.9</b>	<b>17.3</b>	<b>50.2</b>	<b>41.0</b>	<b>20.5</b>
VARESE	60,280	30.8	26.8	20.1	48.8	45.9	20.3
COMO	48,030	31.6	28.7	20.0	47.7	44.0	24.8
SONDRIO	18,730	29.7	34.0	20.7	49.5	40.1	19.0
MILANO	454,590	27.8	29.1	15.5	57.6	37.1	20.0
BERGAMO	104,470	33.0	25.2	17.6	42.2	43.7	21.3
BRESCIA	137,780	32.0	25.6	19.2	39.2	43.0	19.9
PAVIA	36,200	26.7	28.7	19.7	45.3	48.3	20.3
CREMONA	28,490	28.5	30.3	18.1	47.1	44.2	23.1
MANTOVA	36,030	27.7	26.9	17.6	42.7	42.8	19.6
LECCO	26,130	32.4	23.9	19.3	42.4	46.9	18.1
LODI	13,760	31.7	28.5	15.3	48.2	41.3	20.6
MONZA E BRIANZA	67,810	29.7	26.9	17.1	50.0	44.9	21.3
<b>LIGURIA</b>	<b>132,020</b>	<b>31.6</b>	<b>26.1</b>	<b>18.6</b>	<b>48.8</b>	<b>41.8</b>	<b>18.0</b>
IMPERIA	14,580	29.4	24.4	21.8	46.0	37.2	16.7
SAVONA	22,620	29.1	27.2	19.0	45.9	38.1	17.2
GENOVA	75,170	32.2	26.7	18.0	51.3	44.2	18.9
LA SPEZIA	19,650	34.2	23.7	17.8	44.6	40.1	16.6
<b>NORTH EAST</b>	<b>1,244,820</b>	<b>30.0</b>	<b>29.1</b>	<b>18.8</b>	<b>48.2</b>	<b>45.8</b>	<b>19.9</b>
<b>TRENTINO ALTO ADIGE</b>	<b>159,350</b>	<b>25.3</b>	<b>39.3</b>	<b>18.4</b>	<b>56.9</b>	<b>50.3</b>	<b>19.6</b>
BOLZANO	82,620	25.1	39.8	18.9	57.5	52.5	20.2
TRENTO	76,730	25.5	38.8	17.9	56.4	47.9	19.0
<b>VENETO</b>	<b>502,360</b>	<b>31.8</b>	<b>26.7</b>	<b>20.2</b>	<b>45.1</b>	<b>45.4</b>	<b>20.6</b>
VERONA	106,200	31.5	26.7	19.8	47.1	43.0	24.2
VICENZA	84,890	35.6	24.1	21.4	41.9	47.7	20.0
BELLUNO	25,520	31.2	29.6	23.6	49.1	44.7	17.8
TREVISO	81,350	33.9	23.3	20.2	40.5	46.5	19.9
VENEZIA	93,460	29.2	30.5	20.9	48.0	43.8	18.6
PADOVA	88,880	30.9	27.2	18.2	45.8	46.8	20.0
ROVIGO	22,080	25.7	27.9	19.2	44.2	46.6	22.6
<b>FRIULI VENEZIA GIULIA</b>	<b>108,040</b>	<b>31.0</b>	<b>27.7</b>	<b>18.0</b>	<b>46.0</b>	<b>48.3</b>	<b>17.0</b>
UDINE	45,460	29.7	31.1	19.7	47.4	47.8	16.9
GORIZIA	14,750	29.2	29.1	15.3	43.2	48.8	16.4
TRIESTE	21,040	32.1	27.0	19.1	54.0	44.2	17.3
PORDENONE	26,790	33.4	21.5	15.8	38.9	52.0	17.2
<b>EMILIA ROMAGNA</b>	<b>475,070</b>	<b>29.6</b>	<b>28.5</b>	<b>17.7</b>	<b>49.0</b>	<b>44.2</b>	<b>19.8</b>
PIACENZA	28,990	25.1	38.9	15.3	52.7	39.6	28.4
PARMA	49,990	29.4	31.3	16.5	51.3	41.8	24.6
REGGIO EMILIA	51,460	33.1	26.9	17.1	46.7	45.1	20.9
MODENA	76,990	31.8	26.3	15.8	46.5	45.3	19.8
BOLOGNA	110,910	29.2	25.5	17.1	51.0	47.7	18.7
FERRARA	24,380	29.6	28.1	21.0	51.4	44.3	18.0
RAVENNA	43,380	27.5	31.4	19.2	48.4	44.5	16.5
FORLI'-CESENA	41,560	29.6	27.7	19.5	45.0	42.6	19.1
RIMINI	47,420	27.8	29.4	20.9	49.1	40.1	15.8

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

(Cont'd) Table 28 - Several characteristics of Inflow expected by the companies in 2022 at territorial level (% shares of total)

	Inflow expected in 2022 (a.v.)*	for whom (%):					
		up to 29 years	age irrelevant	women	gender irrelevant	difficult to recruit	immigrant personnel
<b>TOTAL</b>	<b>5,179,140</b>	<b>28.7</b>	<b>28.8</b>	<b>18.1</b>	<b>48.5</b>	<b>40.5</b>	<b>17.8</b>
<b>CENTRAL</b>	<b>1,019,600</b>	<b>28.1</b>	<b>29.2</b>	<b>18.3</b>	<b>50.8</b>	<b>38.7</b>	<b>17.4</b>
<b>TOSCANA</b>	<b>326,610</b>	<b>27.3</b>	<b>28.4</b>	<b>20.6</b>	<b>47.2</b>	<b>41.9</b>	<b>18.3</b>
MASSA	13,930	28.5	26.7	17.9	41.2	39.9	14.6
LUCCA	34,420	29.7	27.8	18.7	47.2	40.4	15.3
PISTOIA	16,980	28.9	25.2	19.8	41.8	44.5	17.8
FIRENZE	97,980	27.8	30.3	20.6	51.6	43.9	22.7
LIVORNO	32,930	27.0	32.8	19.7	52.7	38.2	15.3
PISA	32,620	28.8	25.5	18.7	48.6	43.0	16.7
AREZZO	25,980	27.8	27.1	20.9	42.4	46.1	16.0
SIENA	22,650	27.2	27.7	18.9	48.2	43.5	16.7
GROSSETO	20,520	27.9	30.5	21.9	47.3	32.8	17.4
PRATO	28,600	19.1	23.9	28.2	33.5	40.7	18.2
<b>UMBRIA</b>	<b>61,670</b>	<b>33.1</b>	<b>25.9</b>	<b>20.5</b>	<b>45.7</b>	<b>46.3</b>	<b>19.1</b>
PERUGIA	47,830	33.2	26.7	20.2	47.2	46.2	20.2
TERNI	13,840	32.8	23.4	21.4	40.8	46.6	15.4
<b>MARCHE</b>	<b>133,730</b>	<b>30.1</b>	<b>24.4</b>	<b>19.0</b>	<b>42.1</b>	<b>42.9</b>	<b>16.0</b>
PESARO-URBINO	33,460	30.6	26.7	16.3	43.6	41.9	15.0
ANCONA	42,330	31.2	25.4	17.5	44.9	42.3	15.1
MACERATA	26,800	29.7	22.2	22.5	36.0	46.7	17.1
ASCOLI PICENO	18,730	29.5	21.0	19.9	41.7	39.9	18.0
FERMO	12,410	27.4	24.2	22.1	42.4	44.3	15.8
<b>LAZIO</b>	<b>497,590</b>	<b>27.5</b>	<b>31.4</b>	<b>16.4</b>	<b>56.2</b>	<b>34.4</b>	<b>16.9</b>
VITERBO	16,340	28.3	28.4	21.4	46.3	41.0	17.5
RIETI	9,810	35.5	28.9	15.1	44.7	37.7	16.3
ROMA	398,360	26.8	32.4	15.8	59.4	32.9	17.0
LATINA	42,620	32.7	26.5	20.6	45.5	43.1	16.0
FROSINONE	30,470	26.1	27.3	15.7	38.7	37.4	16.7
<b>SOUTH AND ISLANDS</b>	<b>1,387,800</b>	<b>26.6</b>	<b>29.4</b>	<b>17.7</b>	<b>46.0</b>	<b>35.8</b>	<b>14.3</b>
<b>ABRUZZO</b>	<b>114,050</b>	<b>27.5</b>	<b>25.4</b>	<b>19.0</b>	<b>41.3</b>	<b>40.8</b>	<b>16.2</b>
L'AQUILA	22,630	25.9	27.7	18.8	40.4	43.6	17.5
TERAMO	31,880	25.9	21.6	20.3	37.6	38.0	17.8
PESCARA	27,280	29.2	26.8	18.2	43.6	38.5	14.3
CHIETI	32,270	28.9	26.3	18.5	43.8	43.6	15.4
<b>MOLISE</b>	<b>18,810</b>	<b>24.8</b>	<b>25.2</b>	<b>20.6</b>	<b>38.9</b>	<b>37.1</b>	<b>11.6</b>
CAMPOBASSO	13,220	25.5	24.8	19.9	39.2	36.5	12.9
ISERNIA	5,600	23.1	26.0	22.1	38.1	38.5	8.5
<b>CAMPANIA</b>	<b>395,800</b>	<b>26.4</b>	<b>29.1</b>	<b>16.6</b>	<b>47.0</b>	<b>35.0</b>	<b>15.5</b>
CASERTA	59,340	29.2	28.4	15.5	43.8	36.5	15.0
BENEVENTO	16,250	23.9	28.6	16.3	40.8	38.1	11.4
NAPOLI	202,510	26.5	27.6	16.6	48.5	35.6	15.9
AVELLINO	24,310	24.6	29.3	19.0	37.6	35.6	14.1
SALERNO	93,390	25.4	32.9	16.9	49.2	32.0	15.8
<b>PUGLIA</b>	<b>289,630</b>	<b>28.4</b>	<b>29.9</b>	<b>17.6</b>	<b>47.4</b>	<b>33.7</b>	<b>13.6</b>
FOGGIA	39,050	27.4	31.6	18.1	48.0	31.9	13.5
BARI	123,990	27.9	32.0	16.5	49.0	33.4	14.5
TARANTO	32,790	29.5	24.8	18.0	39.2	35.8	10.6
BRINDISI	27,160	27.4	24.4	18.5	40.8	39.0	13.2
LECCE	66,640	30.0	29.7	18.9	50.9	32.1	13.6
<b>BASILICATA</b>	<b>36,820</b>	<b>26.2</b>	<b>27.1</b>	<b>15.7</b>	<b>35.5</b>	<b>38.0</b>	<b>13.7</b>
POTENZA	22,750	26.6	26.4	15.8	35.3	37.7	14.8
MATERA	14,070	25.5	28.1	15.7	35.8	38.5	11.9
<b>CALABRIA</b>	<b>101,400</b>	<b>26.0</b>	<b>27.5</b>	<b>18.5</b>	<b>43.9</b>	<b>36.8</b>	<b>13.9</b>
COSENZA	37,960	27.4	29.6	17.9	48.5	36.7	13.3
CATANZARO	22,250	24.7	24.8	18.5	40.1	37.7	16.6
REGGIO CALABRIA	21,380	27.9	27.4	20.4	42.3	37.9	12.6
CROTONE	9,830	24.5	26.4	17.6	41.4	37.9	15.2
VIBO VALENTIA	9,980	21.5	27.1	18.1	40.4	31.7	11.8

\* 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, 2022

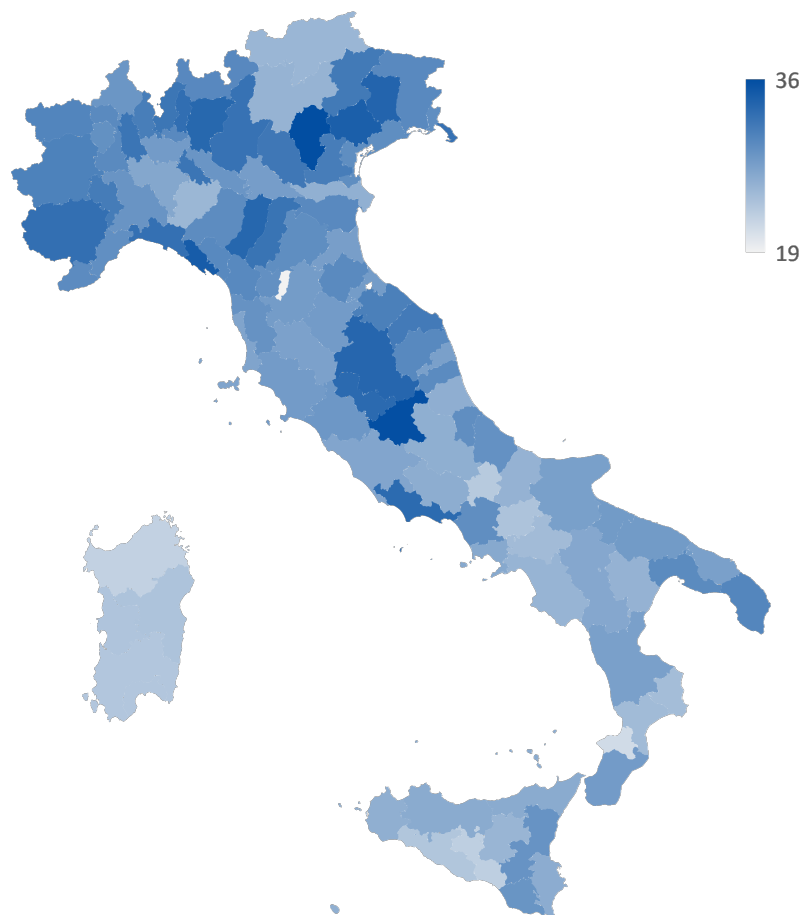
(cont'd) Table 28 - Several characteristics of Inflow expected by the companies in 2022 at territorial level (% shares of total)

	Inflow expected in 2022 (a.v.)*	for whom (%):					
		up to 29 years	age irrelevant	women	gender irrelevant	difficult to recruit	Immigrant personnel
<b>TOTAL</b>	<b>5,179,140</b>	<b>28.7</b>	<b>28.8</b>	<b>18.1</b>	<b>48.5</b>	<b>40.5</b>	<b>17.8</b>
<b>SICILIA</b>	<b>288,040</b>	<b>26.5</b>	<b>30.2</b>	<b>17.9</b>	<b>45.4</b>	<b>35.3</b>	<b>13.4</b>
TRAPANI	24,590	25.8	30.0	20.4	44.8	31.8	12.7
PALERMO	75,810	26.3	32.1	16.6	50.1	35.1	13.7
MESSINA	38,280	26.3	32.0	18.0	46.8	34.4	12.7
AGRIGENTO	18,820	23.6	27.2	22.1	41.2	33.7	10.6
CALTANISSETTA	14,990	22.7	31.6	13.3	36.3	40.5	16.7
ENNA	6,200	25.2	28.7	16.3	42.1	37.9	11.5
CATANIA	64,880	28.7	29.6	17.3	47.8	34.6	14.6
RAGUSA	20,720	28.5	26.4	20.0	37.7	36.9	12.6
SIRACUSA	23,760	26.1	28.6	19.1	39.2	38.8	12.4
<b>SARDEGNA</b>	<b>143,250</b>	<b>23.1</b>	<b>33.1</b>	<b>19.2</b>	<b>50.8</b>	<b>38.3</b>	<b>13.4</b>
SASSARI	58,510	22.4	34.6	19.4	50.8	39.0	13.1
NUORO	13,170	23.9	29.3	21.8	42.6	35.0	8.1
CAGLIARI	62,870	23.5	33.4	18.3	53.5	39.2	14.7
ORISTANO	8,710	23.7	26.1	20.5	42.9	32.5	13.9

\* 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.

Forecast inflow of young people indicated by companies in 2022 at territorial level (% shares of total)



**Table 27.1- Inflow expected by the companies in 2022 by time spent finding the figure by business sector, territorial distribution and size class (% shares of total)**

	Inflow expected in 2022 (a.v.)*	Inflow by time spent (%):									Average time
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year	
<b>TOTAL*</b>	<b>5,179,140</b>	<b>37.3</b>	<b>19.7</b>	<b>15.0</b>	<b>5.9</b>	<b>3.2</b>	<b>8.0</b>	<b>2.8</b>	<b>2.0</b>	<b>6.0</b>	<b>3.3</b>
<b>BUSINESS SECTOR</b>											
<b>INDUSTRY</b>	<b>1,498,580</b>	<b>28.2</b>	<b>18.7</b>	<b>16.0</b>	<b>6.1</b>	<b>4.1</b>	<b>10.2</b>	<b>3.9</b>	<b>3.2</b>	<b>9.6</b>	<b>4.1</b>
<b>Manufacturing industry</b>	<b>934,960</b>	<b>29.1</b>	<b>20.6</b>	<b>15.4</b>	<b>5.9</b>	<b>4.2</b>	<b>9.6</b>	<b>3.7</b>	<b>2.7</b>	<b>8.7</b>	<b>3.9</b>
Mining of minerals	4,020	17.6	17.6	33.8	5.3	4.1	14.4	1.6	--	4.7	3.7
Food, beverage and tobacco industries	150,650	46.0	19.9	12.2	4.3	2.5	7.0	1.9	0.9	5.3	2.9
Textile, clothing and footwear industries	99,850	27.4	23.8	18.9	6.0	2.6	9.8	4.6	2.4	4.5	3.5
Wood and furniture industries	49,770	22.5	17.0	13.0	4.0	6.6	13.1	4.7	5.9	13.4	5.0
Paper, paper transformation and printing industries	28,300	36.8	17.1	14.7	5.0	2.6	10.9	1.8	2.5	8.6	3.7
Chemical, pharmaceutical and oil industries	39,990	29.4	24.7	19.7	5.2	6.2	6.7	1.3	2.0	4.9	3.3
Rubber and plastic materials industries	52,750	41.2	18.9	13.8	3.1	4.5	6.8	2.7	2.1	6.8	3.3
Non-metallic mineral processing industries	31,000	25.9	27.6	12.6	3.7	4.9	9.5	2.2	2.4	11.2	4.0
Metallurgical and metal products industries	199,820	21.8	20.5	13.7	6.4	5.3	10.2	4.3	3.7	14.2	4.8
Industries manufacturing machines and equipment and means of transport	191,630	23.0	20.9	17.9	8.0	4.4	9.7	4.9	2.8	8.5	4.1
Electrical, electronics, optical and medical industries	66,120	25.9	19.1	16.7	8.6	5.0	10.4	3.6	2.8	7.9	4.0
Household goods, leisure goods and other manufacturing industries	21,080	34.0	11.7	16.9	3.0	1.6	17.9	7.2	4.0	3.7	3.9
<b>Public utilities (energy, gas, water, environment)</b>	<b>54,880</b>	<b>34.3</b>	<b>22.4</b>	<b>19.0</b>	<b>4.7</b>	<b>3.6</b>	<b>5.7</b>	<b>3.5</b>	<b>1.5</b>	<b>5.2</b>	<b>3.2</b>
<b>Construction</b>	<b>508,740</b>	<b>25.8</b>	<b>14.9</b>	<b>16.7</b>	<b>6.5</b>	<b>3.9</b>	<b>11.9</b>	<b>4.3</b>	<b>4.2</b>	<b>11.8</b>	<b>4.6</b>
<b>SERVICES</b>	<b>3,680,550</b>	<b>41.0</b>	<b>20.1</b>	<b>14.6</b>	<b>5.8</b>	<b>2.9</b>	<b>7.1</b>	<b>2.3</b>	<b>1.6</b>	<b>4.6</b>	<b>3.0</b>
Trade and repair of motor vehicles and motorcycles	60,770	17.6	17.4	18.7	9.8	4.0	11.5	3.6	3.1	14.4	4.9
Wholesale trade	178,000	31.0	22.3	18.4	5.9	2.8	10.7	2.8	1.6	4.6	3.3
Retail trade	432,270	48.4	21.0	11.7	5.2	1.3	6.1	1.6	1.3	3.4	2.6
Accommodation and catering services; tourist services	986,290	42.0	19.5	15.0	5.4	3.7	5.9	2.3	1.1	5.1	3.0
Transport, logistics and warehousing services	391,920	43.8	20.3	12.9	5.5	2.6	6.2	2.6	1.4	4.7	2.9
Media and communication services	55,830	37.8	18.1	12.2	8.2	1.5	6.3	3.9	4.3	7.7	3.7
IT and telecommunications services	151,500	22.1	21.9	19.7	7.3	4.2	12.9	3.1	2.8	6.0	3.9
Advanced business support services	231,400	30.5	20.8	20.2	6.4	3.6	10.0	2.1	2.4	3.9	3.3
Financial and insurance services	53,900	19.8	24.8	23.4	10.0	2.4	8.6	2.7	2.5	5.8	3.7
Operational support services for businesses and individuals	457,960	51.7	17.4	11.9	4.9	3.0	4.6	2.0	0.9	3.5	2.6
Private education and training	145,110	36.2	21.1	12.4	10.2	1.5	12.6	1.4	1.2	3.4	3.1
Healthcare, social assistance and private health services	319,780	42.4	22.3	13.0	6.5	2.1	6.8	1.7	2.2	3.1	2.8

**Table 27.1- Inflow expected by the companies in 2022 by time spent finding the figure by business sector, territorial distribution and size class (% shares of total)**

	Inflow expected in 2022 (a.v.)*	Inflow by time spent (%):									Average time
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year	
<b>TOTAL*</b>	<b>5,179,140</b>	<b>37.3</b>	<b>19.7</b>	<b>15.0</b>	<b>5.9</b>	<b>3.2</b>	<b>8.0</b>	<b>2.8</b>	<b>2.0</b>	<b>6.0</b>	<b>3.3</b>
Cultural, sports and other personal services	215,830	41.0	19.2	15.2	3.3	3.3	7.0	3.7	2.3	5.0	3.2
<b>TERRITORIAL DISTRIBUTION</b>											
North West	1,526,910	36.4	19.7	15.2	6.0	3.3	8.4	2.7	2.0	6.2	3.4
North East	1,244,820	36.9	19.5	14.7	6.3	3.6	7.9	2.8	2.1	6.3	3.4
Central	1,019,600	37.9	19.5	15.2	5.8	3.1	7.5	2.9	2.2	5.9	3.3
South and islands	1,387,800	38.3	20.0	14.8	5.5	3.1	8.0	2.8	1.9	5.6	3.2
<b>SIZE CLASSES</b>											
1-9 employees	1,724,450	34.3	19.0	16.0	5.8	3.4	8.6	3.2	2.4	7.4	3.6
10-49 employees	1,569,200	33.8	19.9	15.8	6.3	3.9	8.3	3.1	2.1	7.0	3.5
50-499 employees	1,259,220	39.1	20.8	14.4	6.0	2.9	7.9	2.5	1.9	4.6	3.1
500 employees and over	626,270	50.8	19.3	11.3	5.2	2.0	6.0	1.4	1.3	2.8	2.5

\* Absolute values are rounded 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, 2022

Table 27.3- Inflow expected by the companies in 2022 by time spent finding the figure at territorial level (% shares of total)

	Inflow expected in 2022 (a.v.)*	Inflow by time spent (%):									
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year	Average time
<b>TOTAL</b>	<b>5,179,140</b>	<b>37.3</b>	<b>19.7</b>	<b>15.0</b>	<b>5.9</b>	<b>3.2</b>	<b>8.0</b>	<b>2.8</b>	<b>2.0</b>	<b>6.0</b>	<b>3.3</b>
<b>NORTH WEST</b>	<b>1,526,910</b>	<b>36.4</b>	<b>19.7</b>	<b>15.2</b>	<b>6.0</b>	<b>3.3</b>	<b>8.4</b>	<b>2.7</b>	<b>2.0</b>	<b>6.2</b>	<b>3.4</b>
<b>PIEMONTE</b>	<b>345,650</b>	<b>36.3</b>	<b>19.6</b>	<b>14.1</b>	<b>6.0</b>	<b>3.5</b>	<b>8.5</b>	<b>2.9</b>	<b>2.2</b>	<b>6.8</b>	<b>3.5</b>
TORINO	183,210	36.5	19.9	13.4	6.0	3.7	8.8	2.9	2.2	6.7	3.5
VERCELLI	12,070	43.0	17.0	12.9	6.1	3.0	6.3	2.8	1.8	6.9	3.3
NOVARA	31,890	35.3	20.5	15.7	5.5	3.9	7.7	2.8	2.1	6.5	3.4
CUNEO	51,920	34.8	19.4	15.9	5.7	3.0	8.4	3.2	2.3	7.2	3.5
ASTI	12,260	36.7	19.1	13.4	6.1	3.5	7.9	2.8	2.4	8.1	3.6
ALESSANDRIA	31,340	35.1	18.7	14.2	5.9	3.3	10.5	3.5	2.1	6.6	3.6
BIELLA	11,260	34.9	19.3	14.8	10.3	2.9	6.9	2.1	2.5	6.4	3.4
VERBANO-CUSIO-OSSOLA	11,690	39.7	18.7	13.5	6.4	5.0	7.1	2.2	1.5	5.8	3.2
<b>VALLE D'AOSTA</b>	<b>16,920</b>	<b>37.8</b>	<b>22.0</b>	<b>13.9</b>	<b>7.4</b>	<b>3.2</b>	<b>7.6</b>	<b>2.2</b>	<b>1.4</b>	<b>4.6</b>	<b>3.1</b>
<b>LOMBARDIA</b>	<b>1,032,320</b>	<b>36.2</b>	<b>19.8</b>	<b>15.7</b>	<b>5.9</b>	<b>3.1</b>	<b>8.5</b>	<b>2.6</b>	<b>1.9</b>	<b>6.2</b>	<b>3.4</b>
VARESE	60,280	36.2	19.6	15.6	6.0	3.7	8.0	2.6	2.2	6.1	3.4
COMO	48,030	40.2	18.1	14.3	5.6	2.8	8.4	2.3	2.1	6.3	3.3
SONDRIO	18,730	37.7	17.1	16.2	5.8	3.0	7.3	2.4	1.8	8.7	3.6
MILANO	454,590	36.7	19.9	16.7	6.1	2.8	8.2	2.4	1.8	5.4	3.2
BERGAMO	104,470	35.0	20.3	14.5	5.6	3.6	9.3	3.1	1.9	6.7	3.5
BRESCIA	137,780	35.3	19.4	14.4	5.7	3.8	8.3	3.1	2.5	7.6	3.6
PAVIA	36,200	34.9	19.2	14.5	7.1	2.7	11.0	2.9	1.8	6.0	3.5
CREMONA	28,490	39.0	19.7	14.9	5.5	2.7	7.7	2.8	1.5	6.1	3.2
MANTOVA	36,030	35.8	21.7	14.9	5.3	3.0	8.6	2.7	2.0	6.0	3.3
LECCO	26,130	33.1	20.0	15.4	6.5	3.2	10.4	2.6	1.8	6.9	3.5
LODI	13,760	35.3	20.6	14.6	5.9	3.1	9.2	2.3	1.8	7.1	3.5
MONZA E BRIANZA	67,810	35.0	20.1	15.2	5.7	3.4	8.8	2.7	2.0	7.2	3.5
<b>LIGURIA</b>	<b>132,020</b>	<b>38.1</b>	<b>19.3</b>	<b>14.8</b>	<b>6.7</b>	<b>3.4</b>	<b>7.5</b>	<b>2.5</b>	<b>2.2</b>	<b>5.5</b>	<b>3.3</b>
IMPERIA	14,580	43.2	18.0	11.8	7.6	3.4	6.5	1.9	2.0	5.7	3.1
SAVONA	22,620	41.2	19.6	14.9	6.5	3.3	6.6	1.6	1.5	4.7	3.0
GENOVA	75,170	35.9	19.7	15.7	6.3	3.7	8.4	3.1	1.8	5.4	3.3
LA SPEZIA	19,650	39.0	18.4	13.7	8.0	2.5	5.9	1.4	4.6	6.5	3.4
<b>NORTH EAST</b>	<b>1,244,820</b>	<b>36.9</b>	<b>19.5</b>	<b>14.7</b>	<b>6.3</b>	<b>3.6</b>	<b>7.9</b>	<b>2.8</b>	<b>2.1</b>	<b>6.3</b>	<b>3.4</b>
<b>TRENTINO ALTO ADIGE</b>	<b>159,350</b>	<b>35.2</b>	<b>18.9</b>	<b>16.0</b>	<b>7.7</b>	<b>3.9</b>	<b>6.9</b>	<b>2.6</b>	<b>2.4</b>	<b>6.3</b>	<b>3.4</b>
BOLZANO	82,620	34.3	19.2	16.3	7.8	4.0	6.2	2.3	3.0	6.9	3.5
TRENTO	76,730	36.2	18.7	15.5	7.7	3.7	7.8	2.9	1.8	5.7	3.3
<b>VENETO</b>	<b>502,360</b>	<b>36.8</b>	<b>19.9</b>	<b>14.9</b>	<b>6.0</b>	<b>3.3</b>	<b>7.9</b>	<b>3.0</b>	<b>2.0</b>	<b>6.1</b>	<b>3.3</b>
VERONA	106,200	38.0	20.6	13.6	6.0	3.6	7.8	2.9	1.8	5.6	3.3
VICENZA	84,890	35.2	20.0	15.0	6.6	3.1	8.2	2.9	2.1	6.8	3.5
BELLUNO	25,520	39.9	19.5	14.8	5.1	3.9	7.2	3.1	2.2	4.3	3.1
TREVISO	81,350	35.3	19.9	14.3	6.5	3.1	8.4	3.2	2.2	7.1	3.5
VENEZIA	93,460	38.7	19.5	16.5	5.8	3.2	6.6	3.0	1.9	4.8	3.1
PADOVA	88,880	35.9	19.2	15.3	5.8	3.2	8.9	2.8	1.9	6.9	3.5
ROVIGO	22,080	35.3	20.9	15.9	5.3	3.3	7.4	3.2	2.5	6.3	3.4
<b>FRIULI VENEZIA GIULIA</b>	<b>108,040</b>	<b>35.0</b>	<b>18.8</b>	<b>14.5</b>	<b>6.6</b>	<b>4.4</b>	<b>7.9</b>	<b>2.6</b>	<b>2.7</b>	<b>7.3</b>	<b>3.6</b>
UDINE	45,460	37.0	18.9	13.6	7.3	4.3	7.5	3.0	2.2	6.1	3.4
GORIZIA	14,750	34.0	18.9	14.7	6.8	4.5	6.1	3.1	2.7	9.2	3.8
TRIESTE	21,040	37.9	18.7	15.0	6.5	5.0	7.0	2.0	1.7	6.3	3.3
PORDENONE	26,790	30.0	18.9	15.3	5.6	3.9	10.4	2.3	4.4	9.1	4.0
<b>EMILIA ROMAGNA</b>	<b>475,070</b>	<b>37.9</b>	<b>19.4</b>	<b>14.1</b>	<b>5.9</b>	<b>3.5</b>	<b>8.1</b>	<b>2.8</b>	<b>1.8</b>	<b>6.3</b>	<b>3.3</b>
PIACENZA	28,990	45.4	17.5	11.5	5.0	2.6	7.8	2.5	1.7	5.9	3.1
PARMA	49,990	40.9	18.0	14.4	5.6	3.2	7.1	2.4	1.9	6.4	3.3
REGGIO EMILIA	51,460	37.4	18.7	14.9	5.8	3.4	7.7	3.2	2.0	7.0	3.4
MODENA	76,990	36.0	20.0	14.1	6.1	3.1	7.7	3.3	1.8	7.9	3.5
BOLOGNA	110,910	33.9	21.1	13.8	6.7	3.6	10.1	2.8	2.0	5.8	3.4
FERRARA	24,380	38.4	20.8	13.6	4.8	3.7	7.5	2.6	1.9	6.7	3.3
RAVENNA	43,380	40.3	18.2	15.8	5.5	3.3	7.0	2.4	1.7	5.8	3.2
FORLI'-CESENA	41,560	38.7	18.9	14.8	5.6	3.9	7.3	3.0	1.8	6.1	3.3
RIMINI	47,420	39.8	18.8	13.7	6.0	4.9	7.9	2.7	1.4	4.8	3.1

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

(cont'd) Table 27.1 - Inflow expected by the companies in 2022 by time spent finding the figure at territorial level (% shares of total)

	Inflow expected in 2022 (a.v.)*	Inflow by time spent (%):									
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year	Average time
<b>TOTAL</b>	<b>5,179,140</b>	<b>37.3</b>	<b>19.7</b>	<b>15.0</b>	<b>5.9</b>	<b>3.2</b>	<b>8.0</b>	<b>2.8</b>	<b>2.0</b>	<b>6.0</b>	<b>3.3</b>
<b>CENTRAL</b>	<b>1,019,600</b>	<b>37.9</b>	<b>19.5</b>	<b>15.2</b>	<b>5.8</b>	<b>3.1</b>	<b>7.5</b>	<b>2.9</b>	<b>2.2</b>	<b>5.9</b>	<b>3.3</b>
<b>TOSCANA</b>	<b>326,610</b>	<b>37.8</b>	<b>19.1</b>	<b>15.3</b>	<b>5.7</b>	<b>3.1</b>	<b>7.9</b>	<b>2.9</b>	<b>2.2</b>	<b>6.0</b>	<b>3.3</b>
MASSA	13,930	37.8	18.3	14.2	7.1	2.4	7.6	2.7	1.8	8.1	3.5
LUCCA	34,420	36.7	18.9	17.0	5.7	3.4	7.5	3.1	2.1	5.7	3.3
PISTOIA	16,980	36.2	18.7	15.1	5.2	3.0	8.5	3.5	2.6	7.2	3.6
FIRENZE	97,980	40.6	17.9	13.9	5.8	3.3	7.4	2.8	2.2	6.0	3.3
LIVORNO	32,930	41.7	17.9	14.5	6.1	3.3	6.4	2.7	1.6	5.8	3.2
PISA	32,620	36.4	20.8	15.1	5.6	3.6	7.8	2.6	2.4	5.8	3.3
AREZZO	25,980	33.1	18.5	15.6	5.8	3.0	11.0	3.3	2.7	7.0	3.7
SIENA	22,650	36.7	22.7	14.2	5.1	4.1	6.6	2.4	2.1	6.0	3.3
GROSSETO	20,520	42.7	18.6	13.1	7.6	2.3	5.6	2.1	2.4	5.5	3.1
PRATO	28,600	29.2	21.1	21.6	3.7	1.8	11.7	4.1	1.8	5.0	3.5
<b>UMBRIA</b>	<b>61,670</b>	<b>38.0</b>	<b>19.9</b>	<b>14.1</b>	<b>5.6</b>	<b>3.6</b>	<b>6.9</b>	<b>3.1</b>	<b>2.1</b>	<b>6.8</b>	<b>3.4</b>
PERUGIA	47,830	37.9	19.9	14.5	5.6	3.1	6.9	3.2	2.1	7.0	3.4
TERNI	13,840	38.4	19.8	12.7	5.9	5.3	6.8	2.7	2.0	6.3	3.3
<b>MARCHE</b>	<b>133,730</b>	<b>37.1</b>	<b>19.2</b>	<b>14.8</b>	<b>6.2</b>	<b>3.6</b>	<b>7.0</b>	<b>3.3</b>	<b>2.5</b>	<b>6.4</b>	<b>3.4</b>
PESARO-URBINO	33,460	37.7	19.2	16.6	5.1	3.0	6.6	3.5	2.6	5.8	3.3
ANCONA	42,330	35.6	19.3	15.0	6.1	4.7	7.6	2.6	2.7	6.3	3.5
MACERATA	26,800	35.3	19.9	13.3	5.5	3.2	7.8	4.7	2.7	7.7	3.7
ASCOLI PICENO	18,730	42.1	16.4	13.7	9.1	3.3	5.8	2.1	2.1	5.5	3.1
FERMO	12,410	36.8	21.5	13.8	7.1	2.8	5.5	3.5	2.5	6.6	3.4
<b>LAZIO</b>	<b>497,590</b>	<b>38.1</b>	<b>19.9</b>	<b>15.4</b>	<b>5.7</b>	<b>2.8</b>	<b>7.5</b>	<b>2.7</b>	<b>2.2</b>	<b>5.6</b>	<b>3.3</b>
VITERBO	16,340	36.6	20.1	15.9	5.1	2.9	7.0	2.4	2.7	7.2	3.5
RIETI	9,810	48.5	14.0	15.9	4.5	2.6	5.3	2.1	1.6	5.4	2.9
ROMA	398,360	37.8	20.3	15.3	5.8	2.8	7.6	2.7	2.2	5.4	3.2
LATINA	42,620	40.4	18.0	15.8	5.5	2.8	6.8	3.0	2.0	5.6	3.2
FROSINONE	30,470	36.6	19.7	15.3	5.3	3.4	7.3	2.5	2.9	7.0	3.5
<b>SOUTH AND ISLANDS</b>	<b>1,387,800</b>	<b>38.3</b>	<b>20.0</b>	<b>14.8</b>	<b>5.5</b>	<b>3.1</b>	<b>8.0</b>	<b>2.8</b>	<b>1.9</b>	<b>5.6</b>	<b>3.2</b>
<b>ABRUZZO</b>	<b>114,050</b>	<b>37.9</b>	<b>19.8</b>	<b>14.4</b>	<b>6.2</b>	<b>3.5</b>	<b>7.6</b>	<b>2.4</b>	<b>2.1</b>	<b>6.0</b>	<b>3.3</b>
L'AQUILA	22,630	35.8	18.4	14.8	8.6	6.2	7.1	2.2	1.8	5.0	3.3
TERAMO	31,880	38.2	19.6	15.5	5.1	3.0	7.6	2.3	2.3	6.4	3.3
PESCARA	27,280	40.7	19.8	12.8	6.2	2.9	7.9	2.7	1.8	5.3	3.2
CHIETI	32,270	36.7	20.9	14.2	5.7	2.7	7.9	2.5	2.5	6.9	3.4
<b>MOLISE</b>	<b>18,810</b>	<b>36.7</b>	<b>19.5</b>	<b>15.3</b>	<b>5.9</b>	<b>2.9</b>	<b>8.7</b>	<b>3.2</b>	<b>1.7</b>	<b>6.0</b>	<b>3.3</b>
CAMPOBASSO	13,220	36.3	19.5	15.5	6.3	3.1	9.7	2.9	1.4	5.4	3.3
ISERNIA	5,600	37.9	19.6	15.0	5.1	2.3	6.2	4.1	2.4	7.3	3.5
<b>CAMPANIA</b>	<b>395,800</b>	<b>38.0</b>	<b>20.1</b>	<b>15.3</b>	<b>5.5</b>	<b>2.6</b>	<b>8.6</b>	<b>3.1</b>	<b>2.0</b>	<b>4.9</b>	<b>3.2</b>
CASERTA	59,340	37.6	19.5	15.7	5.8	3.1	8.2	2.8	1.8	5.5	3.3
BENEVENTO	16,250	35.1	20.8	15.6	6.3	3.2	7.0	4.4	2.4	5.3	3.4
NAPOLI	202,510	37.5	20.0	15.7	5.1	2.3	9.4	3.1	2.1	4.8	3.2
AVELLINO	24,310	37.8	21.2	13.7	5.4	3.7	6.9	3.2	2.4	5.7	3.3
SALERNO	93,390	39.7	20.2	14.6	6.0	2.6	8.0	3.0	1.6	4.3	3.1
<b>PUGLIA</b>	<b>289,630</b>	<b>38.3</b>	<b>21.0</b>	<b>14.6</b>	<b>5.4</b>	<b>3.1</b>	<b>7.5</b>	<b>2.5</b>	<b>1.9</b>	<b>5.6</b>	<b>3.2</b>
FOGGIA	39,050	40.0	21.4	12.7	5.8	2.9	7.9	2.7	1.6	5.1	3.1
BARI	123,990	38.9	19.8	15.0	5.5	3.1	7.3	2.5	2.0	5.9	3.2
TARANTO	32,790	36.4	20.7	14.5	5.0	4.1	8.5	2.1	2.2	6.5	3.4
BRINDISI	27,160	35.6	20.8	19.2	4.3	3.0	6.0	2.5	1.8	6.8	3.3
LECCE	66,640	38.2	23.4	13.2	5.7	2.8	7.9	2.6	1.7	4.6	3.1
<b>BASILICATA</b>	<b>36,820</b>	<b>36.7</b>	<b>21.5</b>	<b>13.3</b>	<b>5.2</b>	<b>3.2</b>	<b>7.7</b>	<b>3.2</b>	<b>1.6</b>	<b>7.6</b>	<b>3.4</b>
POTENZA	22,750	36.0	22.8	12.7	5.3	3.2	7.6	2.8	1.6	7.9	3.5
MATERA	14,070	37.9	19.4	14.3	4.9	3.3	7.8	3.7	1.4	7.3	3.4
<b>CALABRIA</b>	<b>101,400</b>	<b>36.9</b>	<b>20.0</b>	<b>15.1</b>	<b>5.6</b>	<b>3.5</b>	<b>7.9</b>	<b>2.6</b>	<b>1.9</b>	<b>6.5</b>	<b>3.4</b>
COSENZA	37,960	36.3	19.6	16.0	6.1	3.0	6.9	2.6	2.0	7.5	3.4
CATANZARO	22,250	36.7	19.5	14.8	5.7	5.3	9.0	2.2	1.6	5.2	3.3
REGGIO CALABRIA	21,380	37.5	22.4	14.1	4.9	3.4	6.0	2.7	2.4	6.6	3.3
CROTONE	9,830	36.5	19.6	15.2	5.6	2.8	10.1	2.9	1.4	5.9	3.3
VIBO VALENTIA	9,980	39.4	17.9	14.5	5.1	2.0	10.9	2.5	1.4	6.3	3.3

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



(cont'd) Table 27.1 - Inflow expected by the companies in 2022 by time spent finding the figure at territorial level (% shares of total)

	Inflow expected in 2022 (a.v.)*	Inflow by time spent (%):									
		1 month	2 months	3 months	4 months	5 months	6 months	from 7 to 9 months	from 10 to 12 months	over a year	Average time
<b>TOTAL</b>	<b>5,179,140</b>	<b>37.3</b>	<b>19.7</b>	<b>15.0</b>	<b>5.9</b>	<b>3.2</b>	<b>8.0</b>	<b>2.8</b>	<b>2.0</b>	<b>6.0</b>	<b>3.3</b>
<b>SICILIA</b>	<b>288,040</b>	<b>38.5</b>	<b>19.4</b>	<b>14.8</b>	<b>5.7</b>	<b>3.0</b>	<b>8.6</b>	<b>2.5</b>	<b>2.1</b>	<b>5.4</b>	<b>3.2</b>
TRAPANI	24,590	37.9	18.3	15.7	6.2	2.9	10.4	2.8	1.5	4.3	3.2
PALERMO	75,810	38.8	18.4	15.8	5.7	2.8	8.5	2.7	1.8	5.5	3.2
MESSINA	38,280	41.7	18.9	12.9	6.0	2.9	7.3	2.5	2.3	5.4	3.2
AGRIGENTO	18,820	40.6	19.1	14.4	4.0	2.2	11.4	1.8	2.3	4.2	3.1
CALTANISSETTA	14,990	35.0	19.2	14.6	6.1	2.8	10.2	2.5	2.2	7.4	3.6
ENNA	6,200	38.8	19.9	14.7	5.3	2.5	9.4	2.1	2.3	5.0	3.2
CATANIA	64,880	37.8	19.6	14.9	6.1	3.5	8.5	2.2	2.1	5.3	3.3
RAGUSA	20,720	38.1	22.1	13.5	5.0	3.2	8.1	2.3	2.4	5.3	3.2
SIRACUSA	23,760	35.9	22.1	15.2	4.9	3.3	6.6	2.8	2.5	6.7	3.4
<b>SARDEGNA</b>	<b>143,250</b>	<b>40.3</b>	<b>19.2</b>	<b>14.2</b>	<b>5.1</b>	<b>3.5</b>	<b>6.8</b>	<b>3.1</b>	<b>1.7</b>	<b>6.1</b>	<b>3.2</b>
SASSARI	58,510	41.2	18.8	14.9	4.7	3.7	6.3	3.1	1.6	5.4	3.1
NUORO	13,170	42.9	17.8	11.7	6.0	3.4	5.9	3.9	1.5	6.8	3.3
CAGLIARI	62,870	38.7	19.9	14.3	5.3	3.5	6.9	3.1	1.7	6.7	3.3
ORISTANO	8,710	41.5	18.2	12.7	5.2	2.8	10.4	2.2	1.9	5.0	3.2

\* Absolute values are rounded 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, 2022

# **SECTION E**

Business forecasts and  
orientations

Table 28 - Companies that forecast new hires in 2022 by business sector, size class and territorial distribution (% shares of 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
<b>TOTAL COMPANIES</b>	<b>1,316,050</b>	<b>59.6</b>	<b>51.2</b>	<b>87.1</b>	<b>92.0</b>	<b>99.8</b>
<b>BUSINESS SECTOR</b>						
<b>INDUSTRY</b>	<b>402,700</b>	<b>62.4</b>	<b>53.9</b>	<b>85.2</b>	<b>91.5</b>	<b>99.5</b>
<b>Manufacturing industry</b>	<b>220,060</b>	<b>58.1</b>	<b>44.9</b>	<b>81.9</b>	<b>91.4</b>	<b>99.7</b>
Mining of minerals	1,470	57.2	45.6	70.8	71.8	100.0
Food, beverage and tobacco industries	32,480	61.5	53.6	86.2	90.4	99.1
Textile, clothing and footwear industries	32,290	56.9	44.1	80.0	93.8	100.0
Wood and furniture industries	18,420	52.0	41.6	83.0	91.6	90.2
Paper, paper transformation and printing industries	9,100	42.9	29.0	70.7	88.7	100.0
Chemical, pharmaceutical and oil industries	4,180	68.2	38.7	79.3	92.5	100.0
Rubber and plastic materials industries	7,310	64.9	44.5	81.7	91.0	100.0
Non-metallic mineral processing industries	9,850	56.7	42.4	83.2	89.8	100.0
Metallurgical and metal products industries	48,620	60.7	48.1	83.2	91.4	99.4
Industries manufacturing machines and equipment and means of transport	37,350	60.8	45.4	84.0	93.0	100.0
Electrical, electronics, optical and medical industries	13,940	52.3	33.8	77.1	89.2	100.0
Household goods, leisure goods and other manufacturing industries	5,050	45.6	34.6	79.4	87.0	100.0
<b>Public utilities (energy, gas, water, environment)</b>	<b>8,840</b>	<b>70.4</b>	<b>51.4</b>	<b>82.9</b>	<b>86.8</b>	<b>98.8</b>
<b>Construction</b>	<b>173,800</b>	<b>67.6</b>	<b>63.3</b>	<b>94.5</b>	<b>94.9</b>	<b>100.0</b>
<b>SERVICES</b>						
<b>SERVICES</b>	<b>913,360</b>	<b>58.4</b>	<b>50.2</b>	<b>88.3</b>	<b>92.2</b>	<b>99.9</b>
Trade and repair of motor vehicles and motorcycles	53,240	42.4	36.5	80.2	87.2	100.0
Wholesale trade	87,790	50.2	39.3	83.4	94.7	100.0
Retail trade	189,250	53.5	43.5	89.4	94.7	100.0
Accommodation and catering services; tourist services	213,940	75.1	72.1	94.8	89.8	100.0
Transport, logistics and warehousing services	50,370	71.9	59.1	91.6	94.8	99.7
Media and communication services	6,360	52.8	40.3	75.4	90.3	100.0
IT and telecommunications services	34,090	53.0	39.8	86.1	90.9	100.0
Advanced business support services	50,180	54.3	42.3	84.2	85.5	100.0
Financial and insurance services	20,480	47.7	26.8	64.5	83.0	100.0
Operational support services for businesses and individuals	74,170	53.7	43.8	88.5	94.0	99.1
Private education and training services	14,050	64.2	51.1	91.9	94.6	100.0
Healthcare, social assistance and private health services	28,280	72.2	56.5	94.3	96.7	99.9
Cultural, sports and other personal services	91,160	47.8	44.8	83.8	85.8	99.3
<b>TERRITORIAL DISTRIBUTION</b>						
North West	351,270	59.8	49.7	86.0	93.7	99.8
North East	270,840	64.2	54.7	88.8	92.8	100.0
Central	281,200	57.5	49.4	86.8	91.3	99.9
South and islands	412,750	57.8	51.5	87.2	88.8	99.6

\* 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 and 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 educ. instit.	Personally-known candidates	Internet classified ads/announcements (social media websites)	Recommended by other companies	Acquaintances, friends and relatives	Other channels **
<b>TOTAL COMPANIES</b>	<b>9.3</b>	<b>10.8</b>	<b>33.2</b>	<b>7.4</b>	<b>42.5</b>	<b>11.3</b>	<b>5.7</b>	<b>32.9</b>	<b>12.5</b>
<b>BUSINESS SECTOR</b>									
<b>INDUSTRY</b>	<b>11.7</b>	<b>16.0</b>	<b>26.4</b>	<b>6.5</b>	<b>43.3</b>	<b>7.8</b>	<b>7.5</b>	<b>34.5</b>	<b>11.4</b>
<b>Manufacturing industry</b>	<b>13.3</b>	<b>23.9</b>	<b>31.3</b>	<b>8.5</b>	<b>39.0</b>	<b>8.8</b>	<b>5.7</b>	<b>31.0</b>	<b>11.1</b>
Mining of minerals	2.1	5.9	27.1	4.2	61.1	2.8	10.7	26.2	16.0
Food, beverage and tobacco industries	7.9	11.0	30.8	5.3	43.1	5.9	4.0	35.2	12.0
Textile, clothing and footwear industries	13.4	18.2	31.0	6.5	41.4	8.7	6.1	33.3	12.9
Wood and furniture industries	14.7	18.9	25.9	6.1	41.1	7.6	6.6	34.8	10.8
Paper, paper transformation and printing	15.2	22.4	35.0	9.0	38.6	8.9	5.9	27.0	11.1
Chemical, pharmaceutical and oil industries	14.5	43.4	43.8	12.2	27.8	22.4	2.5	17.5	7.9
Rubber and plastic materials industries	15.1	44.9	34.8	6.4	31.2	8.3	4.7	25.7	9.2
Non-metallic mineral processing industries	10.9	19.0	27.2	5.4	43.8	6.9	6.4	35.1	12.5
Metallurgical and metal products industries	14.9	27.8	29.4	7.8	38.3	7.0	6.1	32.3	10.6
Industries manufacturing machines and equipment and means of transport	14.9	28.9	33.5	12.0	37.5	10.8	6.3	28.2	10.1
Electrical, electronics, optical and medical industries	14.1	31.6	35.6	17.7	31.2	15.0	5.2	22.6	10.5
Household goods, leisure goods and other manufacturing industries	13.7	17.0	28.4	8.5	43.8	8.0	6.7	33.1	11.3
<b>Public utilities (energy, gas, water, environment)</b>	<b>14.6</b>	<b>24.2</b>	<b>39.4</b>	<b>7.8</b>	<b>34.5</b>	<b>18.2</b>	<b>5.7</b>	<b>20.8</b>	<b>16.4</b>
<b>Construction</b>	<b>9.5</b>	<b>5.9</b>	<b>19.5</b>	<b>4.0</b>	<b>49.0</b>	<b>5.9</b>	<b>9.8</b>	<b>39.8</b>	<b>11.4</b>
<b>SERVICES</b>									
<b>Trade and repair of motor vehicles and motorcycles</b>	<b>10.2</b>	<b>7.6</b>	<b>29.2</b>	<b>9.1</b>	<b>39.4</b>	<b>8.9</b>	<b>7.2</b>	<b>33.9</b>	<b>13.2</b>
Wholesale trade	11.0	17.6	28.2	5.9	41.2	11.8	5.7	29.6	12.2
Retail trade	8.3	8.6	37.5	5.6	39.4	12.4	3.3	32.8	13.3
Accommodation and catering services; tourist services	6.0	2.7	32.9	3.9	49.1	10.1	4.4	40.7	13.1
Transport, logistics and warehousing services	8.0	8.0	33.4	3.8	45.8	10.5	8.8	34.7	13.6
Media and communication services	7.0	10.1	39.9	17.2	41.4	14.5	7.4	19.0	15.1
IT and telecommunications services	11.3	18.5	44.1	23.6	33.1	24.6	6.1	19.5	10.8
Advanced business support services	10.4	18.5	44.3	21.0	34.6	21.9	5.7	17.4	11.4
Financial and insurance services	14.0	20.6	47.8	18.3	30.3	25.5	4.0	16.9	14.8
Operational support services for businesses and individuals	9.8	10.7	35.1	4.5	41.2	12.9	5.7	34.1	14.0
Private education and training services	6.8	5.8	51.5	11.9	42.2	18.7	4.2	21.2	13.4
Healthcare, social assistance and private health services	8.8	6.4	62.0	14.2	38.6	15.0	4.3	19.6	12.1
Cultural, sports and other personal services	5.5	2.3	30.5	8.7	42.1	9.1	4.0	33.2	13.4
<b>TERRITORIAL DISTRIBUTION</b>									
North West	10.3	15.5	35.9	10.5	38.0	13.7	5.9	30.9	11.6
North East	12.3	14.8	36.8	9.0	39.4	14.3	5.7	31.9	12.8
Central	9.7	9.5	33.0	6.6	43.2	10.6	6.1	33.5	13.0
South and islands	6.1	5.1	28.7	4.3	47.8	7.7	5.3	35.0	12.9
<b>SIZE CLASSES</b>									
1-9 employees	6.8	5.2	25.4	5.1	45.0	7.8	5.7	36.9	12.4
10-49 employees	12.4	18.0	44.4	8.8	41.2	12.9	6.8	28.2	12.4
50-499 employees	19.4	35.6	63.7	20.0	29.1	29.9	4.1	16.2	13.3
500 employees and over	21.6	33.2	65.5	20.4	26.6	34.3	4.2	14.6	14.2

\* This is a multiple choice question.

\*\* Trade associations/trade unions, classified ads/announcements in newspapers, labour consultants, other channel

# **SECTION F**

Company training activities

**Table 32 - Companies that carried out training activities for staff in 2021 by type of training conducted, territorial distribution and size class (% shares of total)**

	Companies that carried out training in 2021	by type of training carried out*			
		with external courses	with internal courses	with mentoring	other methods
<b>TOTAL</b>	<b>49.8</b>	<b>17.0</b>	<b>8.1</b>	<b>23.8</b>	<b>13.8</b>
<b>BUSINESS SECTOR</b>					
<b>INDUSTRY</b>	<b>54.9</b>	<b>23.0</b>	<b>9.1</b>	<b>24.5</b>	<b>12.2</b>
<b>Industry in the strictest sense</b>	<b>52.6</b>	<b>18.3</b>	<b>10.1</b>	<b>27.5</b>	<b>11.7</b>
Mining of minerals	54.1	21.4	10.1	28.8	8.3
Food, beverage and tobacco industries	48.6	14.8	8.8	26.1	10.9
Textile, clothing and footwear industries	39.7	11.6	6.7	20.9	9.3
Wood and furniture industries	47.6	17.1	6.8	22.8	9.4
Paper, paper transformation and printing industries	47.7	15.0	8.3	24.1	11.2
Chemical, pharmaceutical and oil industries	67.2	28.5	20.0	40.3	17.6
Rubber and plastic materials industries	62.1	24.1	13.9	33.9	12.1
Non-metallic mineral processing industries	50.8	19.7	10.8	25.3	10.1
Metallurgical and metal products industries	57.6	20.7	10.9	29.6	11.3
Industries manufacturing machines and equipment and means of transport	58.9	22.4	12.3	30.7	14.0
Electrical, electronics, optical and medical industries	59.6	19.7	12.0	32.6	16.2
Household goods, leisure goods and other manufacturing industries	46.3	13.5	7.1	24.9	10.5
<b>Public utilities (energy, gas, water, environment)</b>	<b>64.2</b>	<b>28.1</b>	<b>18.6</b>	<b>29.9</b>	<b>13.7</b>
<b>Construction</b>	<b>57.4</b>	<b>28.8</b>	<b>7.4</b>	<b>20.2</b>	<b>12.7</b>
<b>SERVICES</b>	<b>47.6</b>	<b>14.5</b>	<b>7.7</b>	<b>23.5</b>	<b>14.5</b>
Trade and repair of motor vehicles and motorcycles	48.2	17.5	5.5	19.6	15.4
Wholesale trade	47.2	15.9	7.1	22.3	15.0
Retail trade	42.1	11.9	5.6	20.9	13.2
Accommodation and catering services; tourist services	39.1	10.0	4.0	22.6	9.0
Transport, logistics and warehousing services	50.6	18.6	9.8	22.7	11.7
Media and communication services	49.1	14.5	9.0	23.3	16.6
IT and telecommunications services	65.6	16.8	11.0	36.5	27.3
Advanced business support services	61.2	17.9	11.8	32.0	23.8
Financial and insurance services	74.5	23.4	28.3	25.9	29.7
Operational support services for businesses and individuals	45.0	14.1	8.9	20.4	13.3
Private education and training services	60.5	19.3	14.8	28.0	18.8
Healthcare, social assistance and private health services	69.6	26.9	20.0	29.2	19.4
Cultural, sports and other personal services	47.9	15.0	5.9	24.1	14.1
<b>TERRITORIAL DISTRIBUTION</b>					
North West	53.2	19.4	8.9	25.8	14.9
North East	55.0	21.4	9.2	26.3	14.3
Central	48.0	15.7	7.5	23.4	12.8
South and islands	44.5	13.0	7.2	20.6	13.1
<b>SIZE CLASSES</b>					
1-9 employees	44.7	14.5	5.5	20.1	13.3
10-49 employees	67.0	25.1	15.0	34.8	14.7
50-249 employees	78.2	31.7	26.2	46.9	17.9
250-499 employees	80.0	32.3	29.2	48.8	20.7
500 employees and over	81.7	32.6	30.7	51.9	19.7

\* 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, 2022

**Table 33 - Companies that carried out training activities with courses for staff in 2021 by business sector, size class and territorial distribution (% shares of total)**

	Companies that carried out training with courses in 2021	by size class			
		1-9 empl.	10-49 empl.	50-499 empl.	500 empl. and over
<b>TOTAL COMPANIES</b>	<b>22.4</b>	<b>18.5</b>	<b>34.7</b>	<b>45.3</b>	<b>46.9</b>
<b>BUSINESS SECTOR</b>					
<b>INDUSTRY</b>	<b>28.9</b>	<b>24.3</b>	<b>40.2</b>	<b>50.0</b>	<b>55.1</b>
<b>Manufacturing industry</b>	<b>24.9</b>	<b>18.5</b>	<b>34.9</b>	<b>48.0</b>	<b>53.4</b>
Mining of minerals	27.6	20.1	35.1	54.2	52.5
Food, beverage and tobacco industries	20.4	15.9	33.0	44.7	54.6
Textile, clothing and footwear industries	16.4	11.0	24.7	39.3	46.3
Wood and furniture industries	22.1	18.7	31.8	39.0	--
Paper, paper transformation and printing industries	21.2	15.4	32.6	40.5	55.2
Chemical, pharmaceutical and oil industries	38.5	22.0	43.9	54.0	56.5
Rubber and plastic materials industries	32.5	22.8	38.8	50.1	60.2
Non-metallic mineral processing industries	26.3	19.0	39.2	54.7	49.7
Metallurgical and metal products industries	28.5	23.1	37.4	47.4	53.9
Industries manufacturing machines and equipment and means of transport	29.9	21.7	40.9	52.3	54.1
Electrical, electronics, optical and medical industries	26.8	19.6	32.4	50.6	55.1
Household goods, leisure goods and other manufacturing industries	18.7	15.0	28.7	42.9	--
<b>Public utilities (energy, gas, water, environment)</b>	<b>38.1</b>	<b>25.2</b>	<b>48.0</b>	<b>60.4</b>	<b>59.3</b>
<b>Construction</b>	<b>33.5</b>	<b>30.3</b>	<b>53.6</b>	<b>56.7</b>	<b>56.7</b>
<b>SERVICES</b>	<b>19.6</b>	<b>16.3</b>	<b>30.9</b>	<b>43.0</b>	<b>44.9</b>
Trade and repair of motor vehicles and motorcycles	21.3	19.2	37.7	39.7	35.5
Wholesale trade	20.7	16.7	34.3	41.7	41.6
Retail trade	15.6	13.2	23.9	34.3	34.8
Accommodation and catering services; tourist services	12.9	11.9	18.1	22.4	41.2
Transport, logistics and warehousing services	25.2	18.6	34.3	42.8	47.1
Media and communication services	20.5	16.9	24.9	35.5	47.5
IT and telecommunications services	23.8	17.3	38.3	50.6	50.4
Advanced business support services	25.3	19.9	37.3	49.0	52.4
Financial and insurance services	42.4	38.5	51.3	57.5	52.8
Operational support services for businesses and individuals	20.3	15.7	33.2	46.9	54.1
Private education and training services	28.8	23.2	40.3	48.0	57.6
Healthcare, social assistance and private health services	39.2	31.9	47.6	59.4	57.1
Cultural, sports and other personal services	18.7	17.9	28.6	31.9	46.8
<b>TERRITORIAL DISTRIBUTION</b>					
North West	24.8	20.2	36.6	48.3	47.7
North East	27.1	22.8	37.5	47.3	49.2
Central	20.8	17.4	32.4	43.2	45.4
South and islands	18.1	15.3	31.2	39.5	44.6

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, 2022

**Table 34 - Companies that carried out training activities with courses for staff in 2021 and main purpose of the training activity by business sector, territorial distribution and size class (% shares of total)**

	Companies that carried out training with courses in 2021	purpose of the training (% values):		
		Train new employees	update staff on tasks already performed	train staff to perform new tasks/jobs
<b>TOTAL COMPANIES</b>	<b>22.4</b>	<b>16.9</b>	<b>69.8</b>	<b>13.3</b>
<b>BUSINESS SECTOR</b>				
<b>INDUSTRY</b>	<b>28.9</b>	<b>16.9</b>	<b>70.7</b>	<b>12.4</b>
<b>Manufacturing industry</b>	<b>24.9</b>	<b>16.2</b>	<b>70.7</b>	<b>13.0</b>
Mining of minerals	27.6	15.5	72.4	12.1
Food, beverage and tobacco industries	20.4	16.5	74.6	8.8
Textile, clothing and footwear industries	16.4	14.5	74.4	11.1
Wood and furniture industries	22.1	18.2	70.3	11.6
Paper, paper transformation and printing industries	21.2	17.4	69.8	12.8
Chemical, pharmaceutical and oil industries	38.5	16.2	73.2	10.6
Rubber and plastic materials industries	32.5	17.6	70.6	11.8
Non-metallic mineral processing industries	26.3	14.3	75.7	10.0
Metallurgical and metal products industries	28.5	16.6	68.3	15.1
Industries manufacturing machines and equipment and means of transport	29.9	15.1	69.5	15.3
Electrical, electronics, optical and medical industries	26.8	17.5	68.1	14.4
Household goods, leisure goods and other manufacturing	18.7	17.4	67.6	14.9
<b>Public utilities (energy, gas, water, environment)</b>	<b>38.1</b>	<b>15.1</b>	<b>72.4</b>	<b>12.5</b>
<b>Construction</b>	<b>33.5</b>	<b>17.7</b>	<b>70.5</b>	<b>11.8</b>
<b>SERVICES</b>	<b>19.6</b>	<b>16.8</b>	<b>69.2</b>	<b>13.9</b>
Trade and repair of motor vehicles and motorcycles	21.3	11.9	71.8	16.3
Wholesale trade	20.7	17.2	71.7	11.1
Retail trade	15.6	20.4	62.2	17.4
Accommodation and catering services; tourist services	12.9	20.5	68.4	11.1
Transport, logistics and warehousing services	25.2	16.2	75.4	8.4
Media and communication services	20.5	14.8	72.7	12.5
IT and telecommunications services	23.8	17.2	63.3	19.6
Advanced business support services	25.3	15.0	69.5	15.5
Financial and insurance services	42.4	8.2	80.6	11.1
Operational support services for businesses and individual	20.3	19.7	67.8	12.5
Private education and training services	28.8	12.4	73.3	14.3
Healthcare, social assistance and private health services	39.2	11.7	78.5	9.9
Cultural, sports and other personal services	18.7	16.6	63.5	19.9
<b>TERRITORIAL DISTRIBUTION</b>				
North West	24.8	17.5	70.0	12.5
North East	27.1	16.7	70.4	12.9
Central	20.8	17.3	70.1	12.6
South and islands	18.1	15.8	68.7	15.5
<b>SIZE CLASSES</b>				
1-9 employees	18.5	17.2	69.5	13.3
10-49 employees	34.7	15.2	71.2	13.5
50-499 employees	45.3	17.5	69.6	12.9
500 employees and over	46.9	19.8	66.2	14.0

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, 2022



**Table 35 - Companies that hosted people in apprenticeships/internships in 2021 by business sector, size class and territorial distribution (% shares of total)**

	Companies that hosted trainees/interns in 2021	of which: in collaboration with schools and professional institutes (school-work alternation)	by size class			
			1-9 empl.	10-49 empl.	50-499 empl.	500 empl. and over
<b>TOTAL COMPANIES</b>	<b>12.5</b>	<b>7.2</b>	<b>9.6</b>	<b>21.6</b>	<b>29.9</b>	<b>30.4</b>
<b>BUSINESS SECTOR</b>						
<b>INDUSTRY</b>	<b>12.4</b>	<b>8.2</b>	<b>8.3</b>	<b>22.2</b>	<b>32.3</b>	<b>34.9</b>
<b>Manufacturing industry</b>	<b>15.2</b>	<b>10.2</b>	<b>9.8</b>	<b>24.0</b>	<b>34.4</b>	<b>36.0</b>
Mining of minerals	16.5	11.7	10.3	20.9	53.1	31.1
Food, beverage and tobacco industries	12.9	8.0	9.7	22.1	29.6	33.4
Textile, clothing and footwear industries	10.8	5.8	6.2	18.7	28.6	30.3
Wood and furniture industries	12.7	8.4	9.4	22.1	29.4	--
Paper, paper transformation and printing industries	17.2	12.1	12.2	27.3	34.8	40.6
Chemical, pharmaceutical and oil industries	22.9	10.8	10.5	24.8	36.4	40.2
Rubber and plastic materials industries	15.1	8.6	7.4	19.1	31.4	38.1
Non-metallic mineral processing industries	11.3	6.7	6.5	18.6	31.3	32.0
Metallurgical and metal products industries	16.0	12.2	10.6	25.6	31.6	34.4
Industries manufacturing machines and equipment and means of transport	18.9	13.5	11.7	28.4	40.2	38.4
Electrical, electronics, optical and medical industries	21.0	14.1	14.1	28.8	40.3	38.3
Household goods, leisure goods and other manufacturing industries	12.9	9.2	9.3	22.6	35.0	--
<b>Public utilities (energy, gas, water, environment)</b>	<b>14.8</b>	<b>6.5</b>	<b>7.9</b>	<b>18.5</b>	<b>25.4</b>	<b>33.0</b>
<b>Construction</b>	<b>8.4</b>	<b>5.7</b>	<b>6.9</b>	<b>17.5</b>	<b>23.8</b>	<b>32.5</b>
<b>SERVICES</b>	<b>12.6</b>	<b>6.8</b>	<b>10.1</b>	<b>21.3</b>	<b>28.6</b>	<b>29.4</b>
Trade and repair of motor vehicles and motorcycles	15.8	10.9	14.0	28.4	37.0	36.4
Wholesale trade	9.1	3.7	6.8	17.0	20.1	22.6
Retail trade	10.8	5.6	8.1	21.6	30.2	31.6
Accommodation and catering services; tourist services	10.0	7.4	8.6	19.3	25.2	32.0
Transport, logistics and warehousing services	6.8	2.5	3.2	9.8	18.8	23.9
Media and communication services	18.1	6.0	15.3	23.2	28.5	28.4
IT and telecommunications services	22.3	6.4	18.4	31.7	39.0	31.7
Advanced business support services	23.1	5.5	19.3	34.2	37.7	33.0
Financial and insurance services	16.2	5.2	11.7	28.0	32.5	28.1
Operational support services for businesses and individuals	8.3	3.8	6.5	13.3	19.0	22.7
Private education and training services	23.1	10.9	18.6	33.8	34.2	36.4
Healthcare, social assistance and private health services	24.7	15.9	19.2	31.9	38.4	38.2
Cultural, sports and other personal services	13.6	11.3	13.1	19.4	24.4	30.3
<b>TERRITORIAL DISTRIBUTION</b>						
North West	15.8	10.6	12.3	25.0	33.6	33.0
North East	15.2	11.0	11.7	23.9	31.9	33.0
Central	10.2	4.8	7.3	19.8	28.4	29.5
South and islands	9.4	3.4	7.8	16.7	22.1	25.3

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, 2022

**Table 36 - Companies that carried out training activities for staff and that hosted people in apprenticeships/internships in 2021 at territorial level (% shares of total)**

	Companies that carried out training in 2021	Companies with trainees in 2021	<i>of which: in collaboration with schools and professional institutes (school-work alternation)</i>
<b>TOTAL</b>	<b>22.4</b>	<b>12.5</b>	<b>7.2</b>
<b>NORTH WEST</b>	<b>24.8</b>	<b>15.8</b>	<b>10.6</b>
<b>PIEMONTE</b>	<b>24.6</b>	<b>17.0</b>	<b>11.6</b>
TORINO	25.0	16.7	10.5
VERCELLI	28.1	17.9	13.0
NOVARA	23.7	15.4	10.2
CUNEO	25.8	19.7	16.4
ASTI	22.2	15.4	11.8
ALESSANDRIA	22.2	16.0	13.2
BIELLA	24.1	20.1	8.4
VERBANO-CUSIO-OSSOLA	22.5	15.9	8.1
<b>VALLE D'AOSTA</b>	<b>26.3</b>	<b>7.1</b>	<b>5.3</b>
<b>LOMBARDIA</b>	<b>25.3</b>	<b>16.0</b>	<b>10.9</b>
VARESE	25.1	16.1	12.9
COMO	24.4	15.4	11.8
SONDRIO	24.8	14.4	12.0
MILANO	23.6	16.0	7.9
BERGAMO	28.5	16.6	13.7
BRESCIA	27.5	15.5	12.3
PAVIA	22.7	14.1	8.7
CREMONA	26.6	14.6	9.4
MANTOVA	26.2	16.1	13.5
LECCO	28.9	17.6	14.5
LODI	27.0	16.7	9.9
MONZA E BRIANZA	24.1	17.2	14.7
<b>LIGURIA</b>	<b>22.4</b>	<b>12.5</b>	<b>6.3</b>
IMPERIA	19.6	8.5	4.1
SAVONA	21.6	11.9	7.6
GENOVA	24.3	14.6	7.3
LA SPEZIA	20.0	10.0	3.4
<b>NORTH EAST</b>	<b>27.1</b>	<b>15.2</b>	<b>11.0</b>
<b>TRENTINO ALTO ADIGE</b>	<b>27.2</b>	<b>12.9</b>	<b>12.4</b>
BOLZANO	24.2	11.0	10.6
TRENTO	30.5	15.1	14.4
<b>VENETO</b>	<b>28.4</b>	<b>16.4</b>	<b>12.7</b>
VERONA	29.7	17.1	14.6
VICENZA	28.0	18.1	15.6
BELLUNO	31.4	14.4	12.5
TREVISO	29.4	19.3	15.3
VENEZIA	23.8	12.5	8.8
PADOVA	30.7	16.0	10.5
ROVIGO	26.1	13.7	7.5
<b>FRIULI VENEZIA GIULIA</b>	<b>28.4</b>	<b>15.4</b>	<b>10.9</b>
UDINE	29.4	16.4	12.6
GORIZIA	26.0	10.6	5.7
TRIESTE	25.9	14.7	8.8
PORDENONE	29.3	16.4	11.9
<b>EMILIA ROMAGNA</b>	<b>25.2</b>	<b>14.4</b>	<b>8.6</b>
PIACENZA	23.4	13.4	8.7
PARMA	29.3	13.1	6.4
REGGIO EMILIA	27.1	15.0	9.2
MODENA	26.5	16.5	9.8
BOLOGNA	25.8	15.3	8.2
FERRARA	23.1	14.0	6.4
RAVENNA	23.5	13.3	9.5
FORLI'-CESENA	26.0	14.5	10.6
RIMINI	18.7	11.5	8.1
<b>CENTRAL</b>	<b>20.8</b>	<b>10.2</b>	<b>4.8</b>
<b>TOSCANA</b>	<b>21.5</b>	<b>10.4</b>	<b>5.5</b>
MASSA	20.9	10.8	5.3
LUCCA	20.2	11.0	6.6
PISTOIA	21.7	12.1	9.1
FIRENZE	21.1	10.5	4.7
LIVORNO	22.1	7.0	3.0
PISA	23.7	11.7	7.1

*(cont'd)* Table 36 - Companies that conducted training, hosted internships and students in "school-work alternation" in 2021 and/or that plan to host students in "school-work alternation" in 2022 at territorial level (% shares of total)

	Companies that carried out training in 2021	Companies with trainees in 2021	of which: in collaboration with schools and professional institutes (school-work alternation)
<b>TOTAL</b>	<b>22.4</b>	<b>12.5</b>	<b>7.2</b>
AREZZO	21.1	12.9	6.1
SIENA	28.0	12.3	7.1
GROSSETO	19.2	8.5	4.2
PRATO	18.6	7.8	3.4
<b>UMBRIA</b>	<b>25.5</b>	<b>11.8</b>	<b>6.2</b>
PERUGIA	24.9	11.6	6.2
TERNI	27.2	12.2	6.3
<b>MARCHE</b>	<b>19.9</b>	<b>12.5</b>	<b>6.9</b>
PESARO-URBINO	19.8	13.2	7.9
ANCONA	23.7	15.6	8.6
MACERATA	18.7	11.0	5.9
ASCOLI PICENO	19.5	12.9	7.3
FERMO	14.2	6.6	2.7
<b>LAZIO</b>	<b>19.9</b>	<b>9.0</b>	<b>3.4</b>
VITERBO	21.6	10.6	5.5
RIETI	20.6	13.3	6.5
ROMA	19.6	8.4	2.7
LATINA	23.1	10.3	5.3
FROSINONE	17.7	10.6	4.9
<b>SOUTH AND ISLANDS</b>	<b>18.1</b>	<b>9.4</b>	<b>3.4</b>
<b>ABRUZZO</b>	<b>21.2</b>	<b>10.5</b>	<b>4.8</b>
L'AQUILA	26.2	10.6	5.5
TERAMO	20.2	8.5	2.5
PESCARA	20.7	12.0	5.9
CHIETI	18.7	11.0	5.4
<b>MOLISE</b>	<b>20.9</b>	<b>11.4</b>	<b>0.7</b>
CAMPOBASSO	21.5	12.8	0.7
ISERNIA	19.6	8.3	0.5
<b>CAMPANIA</b>	<b>17.1</b>	<b>9.0</b>	<b>3.4</b>
CASERTA	19.0	11.5	5.1
BENEVENTO	14.5	9.4	2.4
NAPOLI	16.8	8.9	3.5
AVELLINO	17.4	9.1	1.8
SALERNO	17.0	7.5	2.8
<b>PUGLIA</b>	<b>16.1</b>	<b>9.3</b>	<b>3.4</b>
FOGGIA	15.7	5.7	2.0
BARI	17.0	9.4	2.8
TARANTO	13.1	8.7	3.2
BRINDISI	16.8	8.0	3.6
LECCE	15.7	12.4	5.6
<b>BASILICATA</b>	<b>19.3</b>	<b>13.1</b>	<b>7.1</b>
POTENZA	20.7	13.0	7.3
MATERA	16.8	13.4	6.6
<b>CALABRIA</b>	<b>17.7</b>	<b>8.0</b>	<b>2.8</b>
COSENZA	18.4	7.3	3.8
CATANZARO	17.1	7.2	1.4
REGGIO CALABRIA	17.9	11.4	3.5
CROTONE	16.9	5.0	1.0
VIBO VALENTIA	16.0	5.6	1.6
<b>SICILIA</b>	<b>18.1</b>	<b>9.5</b>	<b>2.8</b>
TRAPANI	18.0	11.0	3.1
PALERMO	19.4	11.3	2.9
MESSINA	14.2	8.0	2.1
AGRIGENTO	16.8	6.5	1.7
CALTANISSETTA	21.1	6.0	1.4
ENNA	19.8	9.2	3.5
CATANIA	18.9	9.7	2.5
RAGUSA	17.9	9.1	4.2
SIRACUSA	18.6	10.0	4.4
<b>SARDEGNA</b>	<b>23.0</b>	<b>9.0</b>	<b>3.2</b>
SASSARI	24.1	5.3	2.1
NUORO	20.5	9.2	3.4
CAGLIARI	23.2	10.4	3.8
ORISTANO	20.3	16.4	4.0

Table 37 - Companies carrying out training activities for staff in 2022 by type of training conducted, territorial distribution and size class (% shares of total)

	Companies conducting training in 2022	by type of training carried out*			
		with external courses	with internal courses	with mentoring	other methods
<b>TOTAL</b>	<b>51.7</b>	<b>17.7</b>	<b>9.0</b>	<b>23.2</b>	<b>15.3</b>
<b>BUSINESS SECTOR</b>					
<b>INDUSTRY</b>	<b>56.3</b>	<b>23.7</b>	<b>9.9</b>	<b>23.2</b>	<b>13.8</b>
<b>Industry in the strictest sense</b>	<b>53.8</b>	<b>19.0</b>	<b>11.2</b>	<b>25.5</b>	<b>13.2</b>
Mining of minerals	55.7	21.5	13.4	26.5	10.1
Food, beverage and tobacco industries	49.2	14.5	9.7	23.9	12.4
Textile, clothing and footwear industries	41.5	12.8	7.8	20.2	10.8
Wood and furniture industries	50.8	17.5	7.7	22.2	11.8
Paper, paper transformation and printing industries	50.8	14.5	11.1	23.3	13.4
Chemical, pharmaceutical and oil industries	67.5	29.8	23.0	36.8	17.3
Rubber and plastic materials industries	61.4	23.4	14.6	30.0	13.1
Non-metallic mineral processing industries	51.8	19.6	11.6	23.0	12.0
Metallurgical and metal products industries	58.4	21.8	12.1	27.6	12.0
Industries manufacturing machines and equipment and means of transport	59.9	23.6	12.8	27.8	16.1
Electrical, electronics, optical and medical industries	60.9	20.2	13.5	30.2	18.4
Household goods, leisure goods and other manufacturing industries	47.0	15.1	8.0	22.7	11.4
<b>Public utilities (energy, gas, water, environment)</b>	<b>63.4</b>	<b>28.1</b>	<b>19.4</b>	<b>28.6</b>	<b>14.6</b>
<b>Construction</b>	<b>59.1</b>	<b>29.6</b>	<b>7.6</b>	<b>19.8</b>	<b>14.6</b>
<b>SERVICES</b>	<b>49.8</b>	<b>15.1</b>	<b>8.6</b>	<b>23.2</b>	<b>16.0</b>
Trade and repair of motor vehicles and motorcycles	50.3	18.2	5.8	19.8	17.0
Wholesale trade	49.2	16.3	9.3	21.7	15.5
Retail trade	43.2	11.4	6.3	20.6	14.5
Accommodation and catering services; tourist services	41.5	10.6	4.5	23.3	10.3
Transport, logistics and warehousing services	53.4	20.6	11.1	21.2	13.7
Media and communication services	48.5	14.5	9.4	22.5	17.1
IT and telecommunications services	67.8	18.3	14.0	35.4	29.1
Advanced business support services	63.7	19.8	12.8	30.8	25.2
Financial and insurance services	75.4	24.7	29.0	24.8	30.2
Operational support services for businesses and individuals	47.6	14.6	9.2	20.3	15.2
Private education and training services	67.1	20.8	16.8	29.1	22.3
Healthcare, social assistance and private health services	71.6	28.7	21.3	26.2	22.5
Cultural, sports and other personal services	50.8	15.6	6.0	23.7	16.3
<b>TERRITORIAL DISTRIBUTION</b>					
North West	54.8	20.0	9.7	24.8	16.5
North East	56.2	22.0	9.9	24.7	15.6
Central	50.0	16.5	8.9	22.6	14.2
South and islands	47.1	13.5	7.7	21.1	14.9
<b>SIZE CLASSES</b>					
1-9 employees	46.5	14.9	5.9	19.8	15.0
10-49 employees	69.2	26.2	17.0	33.0	15.7
50-249 employees	81.0	34.7	29.4	44.1	18.5
250-499 employees	81.8	35.5	32.4	48.0	20.6
500 employees and over	83.4	36.8	34.6	49.8	19.5

\* This is a multiple choice question.

Table 38 - Companies carrying out training activities for staff in 2022 by type of training conducted at territorial level (% shares of total)

	Companies conducting training in 2022	by type of training carried out*			
		with external	with internal	with mentoring	other methods
<b>TOTAL</b>	<b>51.7</b>	<b>17.7</b>	<b>9.0</b>	<b>23.2</b>	<b>15.3</b>
<b>NORTH WEST</b>	<b>54.8</b>	<b>20.0</b>	<b>9.7</b>	<b>24.8</b>	<b>16.5</b>
<b>PIEMONTE</b>	<b>56.2</b>	<b>19.5</b>	<b>9.9</b>	<b>25.7</b>	<b>16.9</b>
TORINO	57.5	20.0	9.9	26.1	18.0
VERCELLI	55.7	19.5	10.1	21.9	20.0
NOVARA	54.9	18.9	10.4	25.3	16.5
CUNEO	55.9	20.1	11.0	27.1	14.3
ASTI	55.0	15.3	9.4	26.7	15.5
ALESSANDRIA	54.2	18.3	10.2	24.4	15.6
BIELLA	57.8	22.4	8.2	24.8	19.3
VERBANO-CUSIO-OSSOLA	49.6	18.4	7.1	23.0	13.0
<b>VALLE D'AOSTA</b>	<b>52.1</b>	<b>25.0</b>	<b>8.5</b>	<b>21.0</b>	<b>11.7</b>
<b>LOMBARDIA</b>	<b>54.8</b>	<b>20.7</b>	<b>9.8</b>	<b>24.5</b>	<b>16.6</b>
VARESE	55.3	19.1	10.0	22.9	17.9
COMO	52.4	19.4	9.0	22.0	15.9
SONDRIO	55.5	24.2	7.7	25.6	14.7
MILANO	55.0	19.6	10.4	26.4	18.1
BERGAMO	54.8	24.0	9.8	23.8	13.6
BRESCIA	54.1	21.0	9.1	24.4	13.4
PAVIA	51.4	20.0	8.2	19.9	15.2
CREMONA	56.1	19.9	10.6	25.6	16.7
MANTOVA	56.7	21.9	10.0	25.2	16.2
LECCO	57.0	24.2	9.7	23.3	18.1
LODI	56.5	20.9	12.1	24.6	18.1
MONZA E BRIANZA	55.7	20.6	9.4	22.8	18.2
<b>LIGURIA</b>	<b>51.6</b>	<b>16.8</b>	<b>8.9</b>	<b>24.3</b>	<b>15.3</b>
IMPERIA	48.9	14.5	8.5	23.6	13.4
SAVONA	50.1	18.9	7.1	22.5	14.3
GENOVA	53.3	17.8	10.3	24.6	16.3
LA SPEZIA	50.4	12.9	7.4	26.0	15.4
<b>NORTH EAST</b>	<b>56.2</b>	<b>22.0</b>	<b>9.9</b>	<b>24.7</b>	<b>15.6</b>
<b>TRENTINO ALTO ADIGE</b>	<b>53.8</b>	<b>21.9</b>	<b>9.0</b>	<b>23.6</b>	<b>14.5</b>
BOLZANO	47.5	18.5	8.4	21.1	13.3
TRENTO	60.6	25.6	9.5	26.4	15.9
<b>VENETO</b>	<b>58.1</b>	<b>22.8</b>	<b>10.5</b>	<b>24.9</b>	<b>16.4</b>
VERONA	58.5	24.1	11.1	24.7	16.1
VICENZA	58.7	22.9	11.1	26.2	17.4
BELLUNO	57.9	22.6	10.5	25.4	16.4
TREVISO	59.8	24.9	10.5	25.1	15.8
VENEZIA	53.8	19.6	8.8	23.5	15.4
PADOVA	60.6	23.1	11.5	26.1	17.4
ROVIGO	52.1	20.0	8.5	20.4	16.0
<b>FRIULI VENEZIA GIULIA</b>	<b>58.4</b>	<b>25.0</b>	<b>10.5</b>	<b>23.4</b>	<b>17.8</b>
UDINE	57.2	23.9	10.1	23.9	16.6
GORIZIA	56.3	23.2	11.7	23.2	18.0
TRIESTE	57.4	24.9	9.4	21.3	19.0
PORDENONE	62.1	27.7	11.5	24.1	18.8
<b>EMILIA ROMAGNA</b>	<b>54.2</b>	<b>20.4</b>	<b>9.4</b>	<b>25.1</b>	<b>14.6</b>
PIACENZA	55.0	19.3	9.0	26.7	14.5
PARMA	59.8	22.8	11.2	27.2	16.0
REGGIO EMILIA	56.7	22.4	9.9	25.3	14.4
MODENA	54.5	20.5	8.4	25.5	15.2
BOLOGNA	55.4	20.8	10.5	26.1	14.4
FERRARA	48.1	17.8	8.1	21.1	14.7
RAVENNA	52.8	21.4	9.3	23.9	14.5
FORLI'-CESENA	53.8	21.8	9.7	23.2	14.8
RIMINI	47.6	14.4	7.1	24.3	12.6
<b>CENTRAL</b>	<b>50.0</b>	<b>16.5</b>	<b>8.9</b>	<b>22.6</b>	<b>14.2</b>
<b>TOSCANA</b>	<b>49.5</b>	<b>17.0</b>	<b>8.5</b>	<b>22.5</b>	<b>13.4</b>
MASSA	53.3	20.8	7.9	18.8	16.2
LUCCA	50.6	16.5	7.9	21.9	14.3
PISTOIA	48.6	16.8	9.0	20.9	12.4
FIRENZE	48.4	17.7	8.2	21.2	13.9
LIVORNO	52.5	15.1	7.4	28.6	12.4
PISA	50.4	17.5	8.7	24.1	12.6
AREZZO	48.6	14.9	9.1	24.2	13.7

(cont'd) Table 36 - Companies that carried out or intend to carry out training activities for staff in 2022 by type of training conducted at territorial level (% shares of total)

	Companies that carried out or intend to carry out training in 2022	by type of training carried out*			
		with external	with internal	with mentoring	other methods
<b>TOTAL</b>	<b>51.7</b>	<b>17.7</b>	<b>9.0</b>	<b>23.2</b>	<b>15.3</b>
SIENA	48.6	14.9	9.1	24.2	13.7
GROSSETO	57.1	21.4	10.1	24.7	15.7
PRATO	48.2	15.0	8.1	26.1	9.4
<b>UMBRIA</b>	<b>47.3</b>	<b>16.9</b>	<b>8.9</b>	<b>20.3</b>	<b>12.6</b>
PERUGIA	43.5	14.8	8.8	18.1	12.7
TERNI	50.1	18.5	8.9	21.9	12.6
<b>MARCHE</b>	<b>51.2</b>	<b>16.8</b>	<b>8.9</b>	<b>24.8</b>	<b>13.1</b>
PESARO-URBINO	53.4	22.1	9.6	21.8	15.5
ANCONA	46.7	16.0	7.4	22.9	10.8
MACERATA	57.9	18.9	10.8	27.0	16.0
ASCOLI PICENO	48.5	14.5	7.0	25.7	10.6
FERMO	48.3	12.9	9.8	24.8	12.8
<b>LAZIO</b>	<b>50.4</b>	<b>16.0</b>	<b>9.3</b>	<b>22.2</b>	<b>15.5</b>
VITERBO	40.6	12.8	5.8	19.4	11.0
RIETI	50.4	18.2	8.9	21.8	12.9
ROMA	54.3	17.0	9.2	22.8	13.9
LATINA	50.5	15.7	9.6	22.5	16.1
FROSINONE	52.3	18.3	9.1	20.7	14.5
<b>SOUTH AND ISLANDS</b>	<b>50.0</b>	<b>16.5</b>	<b>8.9</b>	<b>22.6</b>	<b>14.2</b>
<b>ABRUZZO</b>	<b>49.2</b>	<b>16.6</b>	<b>8.2</b>	<b>22.4</b>	<b>13.5</b>
L'AQUILA	45.7	13.0	7.3	21.9	12.6
TERAMO	60.3	22.3	10.6	25.3	15.1
PESCARA	44.6	15.8	7.6	20.4	12.0
CHIETI	49.5	17.4	7.9	22.5	14.7
<b>MOLISE</b>	<b>48.9</b>	<b>16.9</b>	<b>9.2</b>	<b>20.9</b>	<b>15.1</b>
CAMPOBASSO	49.4	15.5	8.7	22.0	15.2
ISERNIA	48.0	19.6	10.4	18.5	14.8
<b>CAMPANIA</b>	<b>45.2</b>	<b>11.2</b>	<b>7.1</b>	<b>21.0</b>	<b>15.1</b>
CASERTA	50.2	12.9	10.0	22.7	16.3
BENEVENTO	44.6	12.2	8.4	20.4	14.2
NAPOLI	45.3	9.0	7.5	21.6	13.9
AVELLINO	45.0	10.5	6.9	21.4	15.3
SALERNO	46.8	15.0	5.3	18.8	16.5
<b>PUGLIA</b>	<b>44.9</b>	<b>11.9</b>	<b>7.6</b>	<b>20.4</b>	<b>14.6</b>
FOGGIA	45.2	11.9	7.1	21.8	12.9
BARI	41.2	11.1	8.4	18.7	13.2
TARANTO	45.2	12.6	7.4	20.4	15.3
BRINDISI	47.9	11.1	8.5	19.7	18.0
LECCE	44.0	11.3	7.8	19.0	14.5
<b>BASILICATA</b>	<b>46.3</b>	<b>12.6</b>	<b>6.6</b>	<b>22.0</b>	<b>14.0</b>
POTENZA	44.4	12.3	5.9	21.7	13.3
MATERA	50.8	13.3	8.5	22.8	15.8
<b>CALABRIA</b>	<b>49.3</b>	<b>12.9</b>	<b>8.4</b>	<b>21.3</b>	<b>16.7</b>
COSENZA	41.9	9.7	8.3	20.7	12.6
CATANZARO	47.8	12.7	8.9	20.3	15.6
REGGIO CALABRIA	48.6	12.6	8.9	19.5	18.2
CROTONE	57.0	14.9	7.9	26.3	18.6
VIBO VALENTIA	45.0	13.3	6.6	15.3	17.7
<b>SICILIA</b>	<b>47.4</b>	<b>14.0</b>	<b>7.9</b>	<b>21.2</b>	<b>14.1</b>
TRAPANI	33.6	7.5	4.2	15.2	13.4
PALERMO	46.5	16.6	7.2	19.5	13.6
MESSINA	48.7	14.3	8.5	18.5	17.3
AGRIGENTO	49.0	12.2	6.7	24.4	13.4
CALTANISSETTA	46.1	13.9	7.0	23.1	11.8
ENNA	44.4	16.5	8.4	18.3	14.0
CATANIA	50.4	12.2	8.2	21.5	17.3
RAGUSA	49.4	14.8	9.2	23.6	13.0
SIRACUSA	43.5	12.7	7.0	20.7	11.7
<b>SARDEGNA</b>	<b>51.9</b>	<b>18.1</b>	<b>7.4</b>	<b>21.7</b>	<b>16.2</b>
SASSARI	50.8	13.8	9.4	23.1	16.0
NUORO	52.4	20.6	5.1	20.5	15.7
CAGLIARI	48.8	16.3	7.4	19.9	16.8
ORISTANO	53.0	18.5	8.4	22.4	16.7

\* This is a multiple choice question.

**Table 41 - Companies carrying out training activities for staff with courses in 2022 in the thematic areas of the green transition and environmental sustainability and/or digitisation, by territorial distribution and size class (% shares of companies carrying out training)**

	Companies that carried out training with courses in 2022	thematic area of training:*		
		green transition and environment	digitisation	no training on digitisation and green transition is planned
<b>TOTAL</b>	<b>23.4</b>	<b>27.9</b>	<b>42.1</b>	<b>48.4</b>
<b>BUSINESS SECTOR</b>				
<b>INDUSTRY</b>	<b>29.8</b>	<b>31.8</b>	<b>37.0</b>	<b>50.4</b>
<b>Industry in the strictest sense</b>	<b>26.2</b>	<b>29.5</b>	<b>46.7</b>	<b>45.0</b>
Mining of minerals	29.4	35.2	48.4	42.2
Food, beverage and tobacco industries	20.8	35.6	45.7	43.1
Textile, clothing and footwear industries	17.8	33.8	48.4	42.6
Wood and furniture industries	23.2	22.9	36.2	55.2
Paper, paper transformation and printing industries	22.6	32.0	48.6	43.5
Chemical, pharmaceutical and oil industries	40.9	45.8	62.5	28.9
Rubber and plastic materials industries	32.3	33.2	47.0	45.2
Non-metallic mineral processing industries	26.4	32.7	43.2	46.0
Metallurgical and metal products industries	30.4	22.6	41.2	50.9
Industries manufacturing machines and equipment and means of transport	31.3	29.8	51.0	42.2
Electrical, electronics, optical and medical industries	28.2	30.3	58.1	36.2
Household goods, leisure goods and other manufacturing industries	20.6	28.0	43.0	46.8
<b>Public utilities (energy, gas, water, environment)</b>	<b>38.4</b>	<b>55.2</b>	<b>56.9</b>	<b>27.9</b>
<b>Construction</b>	<b>34.1</b>	<b>32.4</b>	<b>25.9</b>	<b>57.3</b>
<b>SERVICES</b>	<b>20.7</b>	<b>25.6</b>	<b>45.2</b>	<b>47.1</b>
Trade and repair of motor vehicles and motorcycles	22.0	26.4	44.9	48.4
Wholesale trade	22.6	28.9	50.7	41.2
Retail trade	15.5	22.9	40.8	52.4
Accommodation and catering services; tourist services	13.8	29.7	33.3	54.2
Transport, logistics and warehousing services	28.1	25.1	32.4	57.4
Media and communication services	20.8	22.1	59.4	36.3
IT and telecommunications services	26.7	20.3	76.5	21.9
Advanced business support services	27.2	28.8	62.2	32.6
Financial and insurance services	43.5	22.7	72.0	26.1
Operational support services for businesses and individuals	21.0	29.1	44.2	46.3
Private education and training services	31.4	23.2	50.7	43.5
Healthcare, social assistance and private health services	40.8	26.6	43.0	49.1
Cultural, sports and other personal services	19.7	18.7	28.5	63.9
<b>TERRITORIAL DISTRIBUTION</b>				
North West	26.0	25.0	40.1	51.0
North East	28.0	25.2	41.2	50.3
Central	22.3	28.8	40.7	48.6
South and islands	18.8	33.6	46.4	43.0
<b>SIZE CLASSES</b>				
1-9 employees	19.1	26.4	36.8	52.7
10-49 employees	37.0	28.7	47.1	44.0
50-249 employees	49.4	34.3	60.7	32.9
250-499 employees	51.1	37.4	60.4	33.7
500 employees and over	52.4	34.7	60.9	34.5

\* This is a multiple choice question.

**Table 42 - Areas of training with courses linked to green transition and environmental sustainability in 2022, by territorial distribution and size class (% share of companies carrying out training)**

	Companies carrying out training with courses in 2022 in the area of green transition and environmental sustainability	specific thematic area of training:*					Other areas
		Recycling/re-use of materials	Waste management systems	Energy efficiency/management systems	Environmental sustainability		
<b>TOTAL</b>	<b>27.9</b>	<b>22.6</b>	<b>39.3</b>	<b>32.0</b>	<b>42.9</b>	<b>15.4</b>	
<b>BUSINESS SECTOR</b>							
<b>INDUSTRY</b>	<b>31.8</b>	<b>22.7</b>	<b>40.2</b>	<b>36.1</b>	<b>36.8</b>	<b>14.0</b>	
<b>Industry in the strictest sense</b>	<b>29.5</b>	<b>24.9</b>	<b>41.4</b>	<b>27.3</b>	<b>44.1</b>	<b>14.3</b>	
Mining of minerals	35.2	17.6	48.8	25.3	44.1	12.9	
Food, beverage and tobacco industries	35.6	30.5	44.6	32.8	47.1	9.8	
Textile, clothing and footwear industries	33.8	27.1	37.9	22.5	52.9	14.7	
Wood and furniture industries	22.9	26.7	40.9	21.8	36.4	18.5	
Paper, paper transformation and printing industries	32.0	25.0	40.7	21.9	44.1	15.3	
Chemical, pharmaceutical and oil industries	45.8	18.4	46.9	19.7	54.1	10.6	
Rubber and plastic materials industries	33.2	29.8	40.6	31.0	44.2	10.6	
Non-metallic mineral processing industries	32.7	27.3	48.0	22.9	46.0	13.7	
Metallurgical and metal products industries	22.6	26.1	40.5	27.9	34.9	17.0	
Industries manufacturing machines and equipment and means of transport	29.8	20.3	41.0	32.0	42.7	15.5	
Electrical, electronics, optical and medical industries	30.3	20.4	37.5	24.0	51.7	11.1	
Household goods, leisure goods and other manufacturing industries	28.0	24.4	36.5	20.7	37.1	24.7	
<b>Public utilities (energy, gas, water, environment)</b>	<b>55.2</b>	<b>20.0</b>	<b>59.2</b>	<b>20.2</b>	<b>44.8</b>	<b>9.9</b>	
<b>Construction</b>	<b>32.4</b>	<b>21.0</b>	<b>36.7</b>	<b>46.0</b>	<b>29.2</b>	<b>14.2</b>	
<b>SERVICES</b>							
<b>Trade and repair of motor vehicles and motorcycles</b>	<b>26.4</b>	<b>26.7</b>	<b>53.1</b>	<b>29.6</b>	<b>38.7</b>	<b>15.2</b>	
Wholesale trade	28.9	22.1	32.6	29.3	51.8	16.8	
Retail trade	22.9	24.9	39.5	30.3	43.6	14.3	
Accommodation and catering services; tourist services	29.7	31.5	53.5	32.4	46.1	12.1	
Transport, logistics and warehousing services	25.1	14.9	35.4	24.6	44.5	21.8	
Media and communication services	22.1	15.2	27.7	28.0	55.8	14.3	
IT and telecommunications services	20.3	14.7	25.9	32.2	56.6	17.1	
Advanced business support services	28.8	16.6	26.9	33.0	55.3	15.2	
Financial and insurance services	22.7	9.1	14.1	25.8	61.9	20.9	
Operational support services for businesses and individuals	29.1	22.7	41.4	28.5	49.7	13.9	
Private education and training services	23.2	19.6	23.4	25.4	51.9	22.7	
Healthcare, social assistance and private health services	26.6	18.0	42.3	20.9	31.9	26.3	
Cultural, sports and other personal services	18.7	27.6	38.6	25.3	46.5	18.4	
<b>TERRITORIAL DISTRIBUTION</b>							
North West	25.0	20.9	37.8	29.7	42.4	17.0	
North East	25.2	18.9	39.4	28.0	39.5	17.5	
Central	28.8	21.3	41.1	29.7	43.6	14.4	
South and islands	33.6	27.8	39.3	38.8	45.2	13.2	
<b>SIZE CLASSES</b>							
1-9 employees	26.4	25.8	39.7	34.9	40.9	15.4	
10-49 employees	28.7	19.5	40.1	26.9	40.3	17.7	
50-249 employees	34.3	15.3	38.8	26.6	53.8	12.0	
250-499 employees	37.4	14.5	32.7	29.6	57.1	13.4	
500 employees and over	34.7	13.0	33.7	31.5	54.2	12.0	

\* 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 2017-2021 period, by level of importance of the investment*				Companies that invested in 2022, by level of importance of the investment*			
	Low (minimal importance)	Moderate	Considerable	High (maximum importance)	Low (minimal importance)	Moderate	Considerable	High (maximum importance)
<b>Technology</b>								
Business 4.0 software tools for data acquisition and management to support decisions, product/services design and engineering, process analysis	32.8	33.9	15.5	17.8	29.4	30.7	18.9	21.0
High speed internet, cloud, mobile, big data analytics	33.7	32.0	15.5	18.8	28.5	28.8	19.2	23.5
IoT (Internet of Things), machine-to-machine	42.4	33.2	12.9	11.5	37.6	32.3	15.8	14.3
Advanced robotics (3D printing, interconnected and programmable collaborative robots)	43.4	34.2	11.1	11.3	43.1	32.3	12.6	12.0
IT security	34.4	32.4	15.3	18.0	28.8	29.7	18.4	23.2
Augmented and virtual reality to support production processes	45.4	35.0	10.7	8.9	41.2	33.0	14.2	11.6
<b>Corporate organisational model</b>								
Adoption of continuous detection systems and analysis, in real time, of the "performance" of all areas of the company	39.0	36.5	12.6	11.8	32.4	35.1	17.0	15.4
Adoption of advanced management systems with the aim of promoting integration and collaboration between the various corporate functions	38.1	35.4	14.3	12.2	31.6	33.9	18.8	15.7
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)	42.2	36.0	12.1	9.7	35.8	35.6	16.4	12.3
Adoption of an integrated digital network or one that can be integrated with ext. networks of business customers (B2B)	45.4	34.4	10.5	9.7	39.2	33.4	14.6	12.7
Adoption of smart working tools (smart working, teleworking, working from home)	36.2	32.6	15.6	15.6	33.6	31.1	16.7	18.6
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)	39.7	35.5	14.0	10.8	32.8	34.2	18.0	15.0
Adoption of new rules for health security for workers, use of new aids, risk management	31.0	31.3	17.1	20.5	27.6	30.3	19.2	22.9
<b>Development of new business models</b>								
Use of Big data for market analysis	47.8	35.8	9.8	6.6	41.5	34.4	14.3	9.8
Digital marketing (use of channels/digital tools for the promotion and sale of products/services)	38.9	34.4	14.6	12.1	29.5	32.2	19.5	18.8
Analysis of behaviour and needs of customers/users to guarantee the personalisation of the product/service offered	36.9	34.0	15.3	13.8	28.8	32.2	19.6	19.3

\* 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.

Source: Unioncamere - ANPAL, Excelsior Information System, 2022

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

	In the 2017-2021 period			In 2022		
	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
<b>TOTAL</b>	<b>36.5</b>	<b>32.0</b>	<b>31.5</b>	<b>41.4</b>	<b>28.2</b>	<b>30.4</b>
<b>BUSINESS SECTOR</b>						
<b>INDUSTRY</b>	<b>34.9</b>	<b>33.8</b>	<b>31.3</b>	<b>39.7</b>	<b>29.9</b>	<b>30.3</b>
<b>Industry in the strictest sense</b>	<b>39.8</b>	<b>31.9</b>	<b>28.3</b>	<b>43.6</b>	<b>28.4</b>	<b>28.0</b>
Mining of minerals	35.9	30.2	33.9	42.0	27.4	30.6
Food, beverage and tobacco industries	27.1	31.1	41.9	32.3	28.1	39.7
Textile, clothing and footwear industries	34.5	32.4	33.1	38.9	27.8	33.2
Wood and furniture industries	32.5	37.3	30.2	37.6	32.3	30.1
Paper, paper transformation and printing industries	45.3	30.1	24.7	46.1	29.5	24.4
Chemical, pharmaceutical and oil industries	62.1	24.0	13.9	65.1	21.8	13.1
Rubber and plastic materials industries	54.8	28.7	16.6	56.5	26.2	17.3
Non-metallic mineral processing industries	38.5	31.0	30.5	42.3	28.4	29.3
Metallurgical and metal products industries	39.4	35.1	25.5	43.4	29.9	26.8
Industries manufacturing machines and equipment and means of transport	46.7	30.6	22.7	50.1	27.6	22.4
Electrical, electronics, optical and medical industries	55.3	25.6	19.1	57.5	24.2	18.2
Household goods, leisure goods and other manufacturing	36.7	33.4	29.9	38.4	33.9	27.7
<b>Public utilities (energy, gas, water, environment)</b>	<b>53.1</b>	<b>28.6</b>	<b>18.2</b>	<b>58.8</b>	<b>23.9</b>	<b>17.3</b>
<b>Construction</b>	<b>27.2</b>	<b>36.6</b>	<b>36.2</b>	<b>33.3</b>	<b>32.3</b>	<b>34.4</b>
<b>SERVICES</b>	<b>37.2</b>	<b>31.2</b>	<b>31.6</b>	<b>42.1</b>	<b>27.5</b>	<b>30.4</b>
Trade and repair of motor vehicles and motorcycles	36.3	34.0	29.8	39.3	31.6	29.1
Wholesale trade	48.8	30.0	21.2	53.6	25.7	20.6
Retail trade	36.9	32.0	31.1	42.4	27.4	30.2
Accommodation and catering services; tourist services	22.6	33.7	43.7	27.4	31.1	41.4
Transport, logistics and warehousing services	33.2	32.4	34.4	38.7	28.7	32.6
Media and communication services	52.5	28.3	19.2	57.5	24.0	18.5
IT and telecommunications services	61.9	22.1	16.0	65.6	18.2	16.2
Advanced business support services	56.7	26.2	17.1	61.7	21.5	16.8
Financial and insurance services	65.6	20.3	14.1	69.2	16.8	14.0
Operational support services for businesses and individuals	35.5	32.9	31.7	40.2	29.2	30.7
Private education and training services	55.1	28.5	16.4	58.9	25.3	15.8
Healthcare, social assistance and private health services	50.6	28.5	20.9	56.9	23.6	19.5
Cultural, sports and other personal services	23.7	33.6	42.7	29.4	29.3	41.3
<b>TERRITORIAL DISTRIBUTION</b>						
North West	38.1	33.6	28.3	41.8	30.0	28.3
North East	37.8	33.7	28.5	41.9	29.7	28.5
Central	35.0	32.3	32.7	40.1	28.4	31.5
South and islands	35.2	29.2	35.6	41.8	25.5	32.8
<b>SIZE CLASSES</b>						
1-9 employees	30.9	33.3	35.7	35.8	29.7	34.5
10-49 employees	49.8	30.1	20.0	54.9	25.7	19.4
50-249 employees	66.3	23.7	10.1	72.3	18.6	9.2
250-499 employees	77.8	15.7	6.5	82.2	12.8	5.0
500 employees and over	69.5	21.2	9.2	75.5	16.4	8.1

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

**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:				
	2017-2021		2022		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					
<b>TOTAL</b>	<b>68.5</b>	<b>31.5</b>	<b>69.6</b>	<b>30.4</b>	<b>5.6</b>	<b>32.9</b>	<b>9.8</b>	<b>59.9</b>	
<b>BUSINESS SECTOR</b>									
<b>INDUSTRY</b>	<b>68.7</b>	<b>31.3</b>	<b>69.7</b>	<b>30.3</b>	<b>4.9</b>	<b>33.2</b>	<b>9.8</b>	<b>59.7</b>	
<b>Industry in the strictest sense</b>	<b>71.7</b>	<b>28.3</b>	<b>72.0</b>	<b>28.0</b>	<b>5.4</b>	<b>35.5</b>	<b>11.1</b>	<b>57.2</b>	
Mining of minerals	66.1	33.9	69.4	30.6	1.5	43.8	10.5	51.6	
Food, beverage and tobacco industries	58.1	41.9	60.3	39.7	4.4	28.3	8.9	65.0	
Textile, clothing and footwear industries	66.9	33.1	66.8	33.2	5.6	28.8	11.9	62.4	
Wood and furniture industries	69.8	30.2	69.9	30.1	4.2	29.7	8.9	64.1	
Paper, paper transformation and printing industries	75.3	24.7	75.6	24.4	4.1	34.1	7.8	60.8	
Chemical, pharmaceutical and oil industries	86.1	13.9	86.9	13.1	8.9	52.0	16.1	41.4	
Rubber and plastic materials industries	83.4	16.6	82.7	17.3	3.9	38.7	11.3	54.5	
Non-metallic mineral processing industries	69.5	30.5	70.7	29.3	5.1	36.7	9.3	57.7	
Metallurgical and metal products industries	74.5	25.5	73.2	26.8	4.9	36.5	10.5	56.3	
Industries manufacturing machines and equipment and means of transport	77.3	22.7	77.6	22.4	6.2	40.4	13.1	52.1	
Electrical, electronics, optical and medical industries	80.9	19.1	81.8	18.2	8.7	44.5	14.5	45.5	
Household goods, leisure goods and other	70.1	29.9	72.3	27.7	3.8	30.0	7.7	63.7	
<b>Public utilities (energy, gas, water, environment)</b>	<b>81.8</b>	<b>18.2</b>	<b>82.7</b>	<b>17.3</b>	<b>9.0</b>	<b>48.0</b>	<b>12.7</b>	<b>45.3</b>	
<b>Construction</b>	<b>63.8</b>	<b>36.2</b>	<b>65.6</b>	<b>34.4</b>	<b>3.8</b>	<b>28.6</b>	<b>7.7</b>	<b>64.7</b>	
<b>SERVICES</b>	<b>68.4</b>	<b>31.6</b>	<b>69.6</b>	<b>30.4</b>	<b>6.0</b>	<b>32.7</b>	<b>9.8</b>	<b>60.0</b>	
Trade and repair of motor vehicles and motorcycles	70.2	29.8	70.9	29.1	3.2	30.8	6.5	64.0	
Wholesale trade	78.8	21.2	79.4	20.6	6.6	38.4	11.6	53.7	
Retail trade	68.9	31.1	69.8	30.2	5.2	31.2	8.1	62.9	
Accommodation and catering services; tourist services	56.3	43.7	58.6	41.4	4.5	20.8	4.9	73.8	
Transport, logistics and warehousing services	65.6	34.4	67.4	32.6	5.4	30.5	6.8	63.2	
Media and communication services	80.8	19.2	81.5	18.5	6.8	35.5	15.7	55.7	
IT and telecommunications services	84.0	16.0	83.8	16.2	13.5	44.9	19.6	41.2	
Advanced business support services	82.9	17.1	83.2	16.8	10.4	42.8	18.4	45.6	
Financial and insurance services	85.9	14.1	86.0	14.0	10.4	56.7	18.5	33.9	
Operational support services for businesses and individuals	68.3	31.7	69.3	30.7	4.0	29.9	11.1	61.6	
Private education and training services	83.6	16.4	84.2	15.8	7.4	45.0	13.4	46.6	
Healthcare, social assistance and private health services	79.1	20.9	80.5	19.5	6.5	45.4	11.0	47.5	
Cultural, sports and other personal services	57.3	42.7	58.7	41.3	4.2	27.3	7.5	66.1	
<b>TERRITORIAL DISTRIBUTION</b>									
North West	71.7	28.3	71.7	28.3	5.8	33.7	10.4	59.1	
North East	71.5	28.5	71.5	28.5	5.7	34.7	10.8	58.1	
Central	67.3	32.7	68.5	31.5	5.2	31.5	9.5	61.6	
South and islands	64.4	35.6	67.2	32.8	5.8	31.6	8.7	61.0	
<b>SIZE CLASSES</b>									
1-9 employees	64.3	35.7	65.5	34.5	4.0	27.0	8.4	66.1	
10-49 employees	80.0	20.0	80.6	19.4	6.7	43.6	12.5	48.5	
50-249 employees	89.9	10.1	90.8	9.2	13.7	57.4	16.2	33.6	
250-499 employees	93.5	6.5	95.0	5.0	25.8	68.0	16.2	25.9	
500 employees and over	90.8	9.2	91.9	8.1	18.0	60.8	16.0	31.8	

(\*) Share of companies that indicated they made high importance investments in at least one of the areas of digital transformation in the 2017-2021 period or in 2022

Source: Unioncamere - ANPAL, Excelsior Information System, 2022

# **SECTION H**

Investments made by companies in  
green products and technologies

**Table 50- Companies that invested between 2017 and 2021 in products and technologies with greater energy savings and/or lower environmental impact and area of investment by territorial distribution and size class (% shares of companies that have made investments)**

	Companies that made investments	area of investment		
		production process	reduction in consumption of energy/raw materials, waste from processing	product
<b>TOTAL</b>	<b>26.2</b>	<b>40.8</b>	<b>23.3</b>	<b>65.2</b>
<b>BUSINESS SECTOR</b>				
<b>INDUSTRY</b>	<b>28.5</b>	<b>53.0</b>	<b>26.4</b>	<b>57.6</b>
<b>Industry in the strictest sense</b>	<b>32.4</b>	<b>59.4</b>	<b>25.6</b>	<b>58.1</b>
Mining of minerals	35.1	75.4	23.5	54.4
Food, beverage and tobacco industries	35.3	68.5	23.4	60.9
Textile, clothing and footwear industries	30.4	52.8	26.2	61.3
Wood and furniture industries	29.2	64.3	26.3	57.9
Paper, paper transformation and printing industries	36.0	67.0	28.0	54.2
Chemical, pharmaceutical and oil industries	49.7	55.5	52.1	58.5
Rubber and plastic materials industries	48.7	72.6	21.9	66.3
Non-metallic mineral processing industries	37.0	71.3	25.3	57.4
Metallurgical and metal products industries	31.0	66.8	11.8	52.4
Industries manufacturing machines and equipment and means of transport	28.8	39.6	35.4	59.1
Electrical, electronics, optical and medical industries	30.5	47.3	39.1	54.2
Household goods, leisure goods and other manufacturing industries	27.2	48.7	19.1	68.2
<b>Public utilities (energy, gas, water, environment)</b>	<b>41.8</b>	<b>53.3</b>	<b>15.2</b>	<b>65.2</b>
<b>Construction</b>	<b>22.4</b>	<b>40.6</b>	<b>29.3</b>	<b>55.6</b>
<b>SERVICES</b>	<b>25.3</b>	<b>35.1</b>	<b>21.9</b>	<b>68.8</b>
Trade and repair of motor vehicles and motorcycles	26.0	46.3	13.0	66.4
Wholesale trade	23.7	37.1	30.6	62.9
Retail trade	24.9	22.3	19.6	76.4
Accommodation and catering services; tourist services	28.3	44.1	24.7	70.4
Transport, logistics and warehousing services	35.0	31.1	12.6	67.5
Media and communication services	22.3	38.4	19.3	60.3
IT and telecommunications services	20.4	38.1	27.8	64.9
Advanced business support services	23.6	39.0	19.8	63.2
Financial and insurance services	27.2	25.1	14.2	73.8
Operational support services for businesses and individuals	21.9	36.6	23.6	59.3
Private education and training services	23.8	32.0	14.2	65.9
Healthcare, social assistance and private health services	23.3	36.1	17.1	73.9
Cultural, sports and other personal services	20.9	34.7	30.1	63.7
<b>TERRITORIAL DISTRIBUTION</b>				
North West	27.5	39.7	22.7	65.8
North East	27.6	37.0	23.1	67.3
Central	24.2	41.2	24.4	63.5
South and islands	25.5	44.4	23.4	64.2
<b>SIZE CLASSES</b>				
1-9 employees	23.2	39.7	23.5	64.0
10-49 employees	33.6	45.4	21.7	64.4
50-249 employees	44.5	42.7	24.4	69.4
250-499 employees	42.4	41.1	32.5	79.2
500 employees and over	41.5	35.1	22.1	76.0

\* 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 2017 and 2021 in products and technologies with greater energy savings and/or lower environmental impact and area of investment by territorial distribution and size class (% shares of companies that have 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	
<b>TOTAL</b>	<b>26.2</b>	<b>45.6</b>	<b>12.3</b>	<b>42.2</b>	<b>24.9</b>	<b>12.6</b>	<b>36.4</b>	<b>3.0</b>	<b>7.0</b>	<b>2.2</b>
<b>BUSINESS SECTOR</b>										
<b>INDUSTRY</b>	<b>28.5</b>	<b>41.5</b>	<b>12.6</b>	<b>45.8</b>	<b>29.8</b>	<b>15.1</b>	<b>38.5</b>	<b>4.8</b>	<b>8.3</b>	<b>2.0</b>
<b>Industry in the strictest sense</b>	<b>32.4</b>	<b>42.8</b>	<b>10.8</b>	<b>46.4</b>	<b>32.1</b>	<b>16.3</b>	<b>38.2</b>	<b>4.4</b>	<b>6.7</b>	<b>1.7</b>
Mining of minerals	35.1	39.2	--	53.2	40.6	17.6	32.0	--	12.0	--
Food, beverage and tobacco industries	35.3	40.4	10.5	49.1	34.1	19.6	39.0	5.3	5.8	1.6
Textile, clothing and footwear industries	30.4	47.8	15.3	37.0	27.1	10.4	40.4	4.0	3.1	0.6
Wood and furniture industries	29.2	38.5	11.4	50.2	37.6	13.7	42.8	2.4	5.8	1.7
Paper, paper transformation and printing industries	36.0	36.9	9.1	54.1	34.0	18.6	43.7	3.0	9.9	1.5
Chemical, pharmaceutical and oil industries	49.7	31.7	14.1	54.2	31.2	29.3	44.3	4.4	10.4	--
Rubber and plastic materials industries	48.7	36.9	7.7	55.4	39.8	22.8	40.7	5.7	6.7	--
Non-metallic mineral processing industries	37.0	42.9	3.0	54.2	38.4	18.3	35.0	5.3	7.9	2.7
Metallurgical and metal products industries	31.0	44.1	7.8	48.0	34.9	15.2	31.2	3.6	8.8	2.7
Industries manufacturing machines and equipment and means of transport	28.8	48.6	12.8	38.6	25.0	15.3	37.1	5.5	5.7	1.9
Electrical, electronics, optical and medical industries	30.5	41.2	13.2	45.6	25.6	15.3	44.4	4.4	7.4	1.1
Household goods, leisure goods and other manufacturing industries	27.2	39.2	18.0	42.8	35.3	12.7	41.8	4.4	4.7	4.1
<b>Public utilities (energy, gas, water, environment)</b>	<b>41.8</b>	<b>35.3</b>	<b>10.7</b>	<b>54.1</b>	<b>37.9</b>	<b>5.6</b>	<b>39.4</b>	<b>6.9</b>	<b>6.3</b>	<b>4.3</b>
<b>Construction</b>	<b>22.4</b>	<b>40.0</b>	<b>16.3</b>	<b>43.8</b>	<b>24.3</b>	<b>14.0</b>	<b>39.1</b>	<b>5.3</b>	<b>11.6</b>	<b>2.2</b>
<b>SERVICES</b>	<b>25.3</b>	<b>47.5</b>	<b>12.1</b>	<b>40.4</b>	<b>22.5</b>	<b>11.4</b>	<b>35.4</b>	<b>2.2</b>	<b>6.5</b>	<b>2.3</b>
Trade and repair of motor vehicles and motorcycles	26.0	49.7	13.0	37.2	23.1	6.8	32.8	4.7	7.1	0.7
Wholesale trade	23.7	43.8	12.4	43.8	24.1	18.4	35.4	1.1	5.4	2.1
Retail trade	24.9	55.5	7.7	36.8	21.5	13.1	26.8	0.4	7.3	2.2
Accommodation and catering services; tourist services	28.3	44.6	13.6	41.8	22.7	11.3	40.2	1.9	6.3	1.5
Transport, logistics and warehousing services	35.0	40.8	12.8	46.5	26.5	5.0	37.4	4.7	3.2	5.7
Media and communication services	22.3	49.1	12.5	38.4	20.6	20.7	34.6	6.4	--	--
IT and telecommunications services	20.4	45.6	16.6	37.8	27.9	11.7	34.3	4.3	6.7	2.5
Advanced business support services	23.6	46.7	11.0	42.3	23.4	14.1	32.1	4.4	10.0	2.8
Financial and insurance services	27.2	40.7	6.6	52.7	18.6	8.1	42.5	0.9	9.1	3.3
Operational support services for businesses and individuals	21.9	43.3	16.2	40.5	22.4	10.6	42.0	4.2	6.3	2.7
Private education and training services	23.8	50.1	13.8	36.1	17.8	7.4	39.9	2.1	8.0	--
Healthcare, social assistance and private health services	23.3	47.2	13.1	39.7	26.7	5.5	41.9	1.6	9.9	1.3
Cultural, sports and other personal services	20.9	50.8	14.8	34.4	17.0	10.6	34.6	0.9	3.9	2.1
<b>TERRITORIAL DISTRIBUTION</b>										
North West	27.5	47.7	12.1	40.3	22.3	11.5	36.4	3.2	5.2	2.4
North East	27.6	45.3	13.5	41.2	23.7	14.7	36.4	3.2	5.8	2.7
Central	24.2	43.9	13.9	42.2	22.7	11.8	38.2	2.7	6.1	2.5
South and islands	25.5	44.9	10.5	44.6	29.5	12.5	35.2	3.0	10.2	1.4
<b>SIZE CLASSES</b>										
1-9 employees	23.2	47.2	13.2	39.6	23.8	12.3	35.1	2.6	7.1	2.0
10-49 employees	33.6	44.5	11.8	43.7	27.4	11.9	35.9	3.7	6.5	2.1
50-249 employees	44.5	37.0	9.1	53.8	29.4	17.1	42.0	4.6	8.0	4.2
250-499 employees	42.4	36.0	6.0	58.0	27.2	11.9	54.7	4.5	8.1	--
500 employees and over	41.5	40.6	6.1	53.3	23.1	12.6	44.3	3.4	6.5	3.4

\* 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 the companies in the five-year period from 2018 to 2022 by professional group

	2018		2019		2020		2021		2022	
	(a.v.)*	(%)	(a.v.)*	(%)	(a.v.)*	(%)	(a.v.)*	(%)	(a.v.)*	(%)
<b>TOTAL</b>	<b>4,553,980</b>	<b>100.0</b>	<b>4,615,200</b>	<b>100.0</b>	<b>3,242,310</b>	<b>100.0</b>	<b>4,638,980</b>	<b>100.0</b>	<b>5,179,140</b>	<b>100.0</b>
<b>Managers, highly specialised professions and technicians</b>	<b>866,680</b>	<b>19.0</b>	<b>917,190</b>	<b>19.9</b>	<b>662,470</b>	<b>20.4</b>	<b>903,920</b>	<b>19.5</b>	<b>1,049,560</b>	<b>20.3</b>
1 Managers	9,600	0.2	9,270	0.2	6,760	0.2	9,820	0.2	11,130	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	339,740	6.6
3 Technical professions	602,620	13.2	634,560	13.7	447,980	13.8	615,110	13.3	698,690	13.5
<b>Office workers, commercial and services professions</b>	<b>1,639,280</b>	<b>36.0</b>	<b>1,749,290</b>	<b>37.9</b>	<b>1,139,730</b>	<b>35.2</b>	<b>1,708,360</b>	<b>36.8</b>	<b>1,849,330</b>	<b>35.7</b>
4 Office workers	400,410	8.8	427,290	9.3	276,240	8.5	378,430	8.2	430,490	8.3
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	1,418,840	27.4
<b>Specialised labourers and plant and machinery</b>	<b>1,346,630</b>	<b>29.6</b>	<b>1,264,980</b>	<b>27.4</b>	<b>973,140</b>	<b>30.0</b>	<b>1,377,150</b>	<b>29.7</b>	<b>1,468,780</b>	<b>28.4</b>
6 Specialised labourers	697,400	15.3	649,170	14.1	529,530	16.3	734,220	15.8	758,650	14.6
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	710,120	13.7
<b>Unskilled professions</b>	<b>701,390</b>	<b>15.4</b>	<b>683,750</b>	<b>14.8</b>	<b>466,970</b>	<b>14.4</b>	<b>649,550</b>	<b>14.0</b>	<b>811,470</b>	<b>15.7</b>

\* 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.



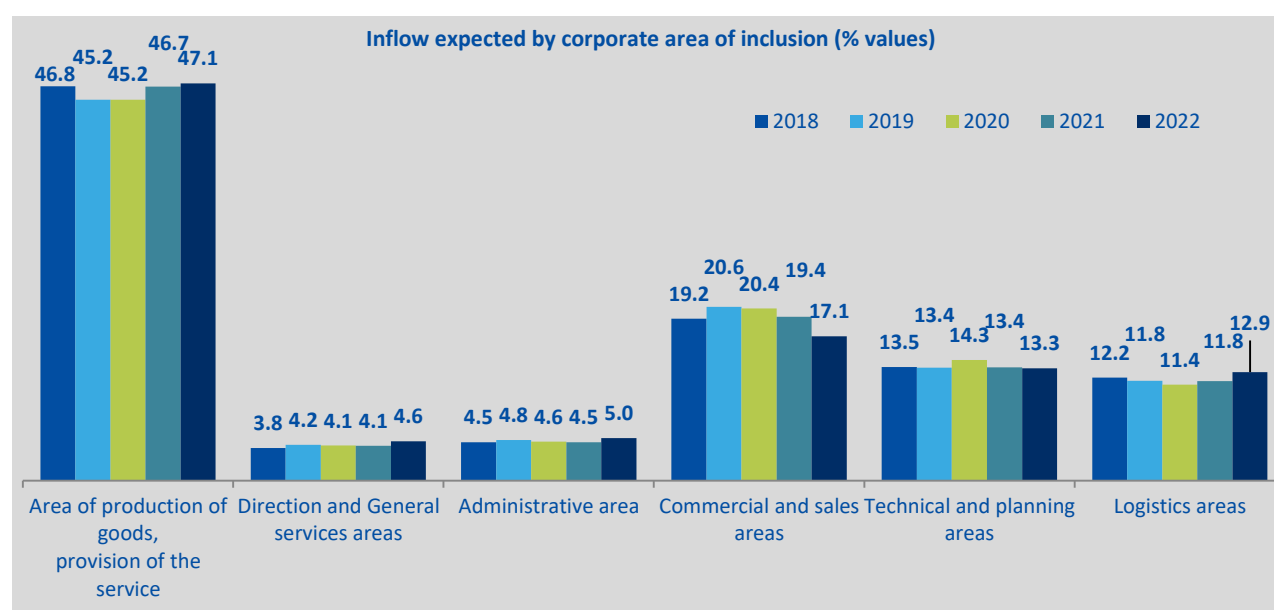
Source: Unioncamere - ANPAL, Excelsior Information System, 2022

Table 53- Inflow expected by the companies in the five-year period from 2018 to 2022 by business area of placement

	2018		2019		2020		2021		2022	
	(a.v.)*	(%)	(a.v.)*	(%)	(a.v.)*	(%)	(a.v.)*	(%)	(a.v.)*	(%)
<b>TOTAL</b>	<b>4,553,980</b>	<b>100.0</b>	<b>4,615,200</b>	<b>100.0</b>	<b>3,242,310</b>	<b>100.0</b>	<b>4,638,980</b>	<b>100.0</b>	<b>5,179,140</b>	<b>100.0</b>
<b>Area of production of goods and provision of service</b>	<b>2,130,110</b>	<b>46.8</b>	<b>2,084,320</b>	<b>45.2</b>	<b>1,465,040</b>	<b>45.2</b>	<b>2,168,150</b>	<b>46.7</b>	<b>2,439,470</b>	<b>47.1</b>
<b>Direction area and general services</b>	<b>174,780</b>	<b>3.8</b>	<b>195,240</b>	<b>4.2</b>	<b>134,120</b>	<b>4.1</b>	<b>191,530</b>	<b>4.1</b>	<b>239,630</b>	<b>4.6</b>
General direction, staff and human resources organisation	25,920	0.6	26,500	0.6	15,740	0.5	28,380	0.6	28,550	0.6
Secretariat, staff and general services	79,450	1.7	98,320	2.1	65,700	2.0	87,330	1.9	95,540	1.8
Information systems	69,410	1.5	70,410	1.5	52,680	1.6	75,820	1.6	115,540	2.2
<b>Administrative, financial, legal and management control area</b>	<b>207,100</b>	<b>4.5</b>	<b>221,390</b>	<b>4.8</b>	<b>149,400</b>	<b>4.6</b>	<b>209,460</b>	<b>4.5</b>	<b>259,770</b>	<b>5.0</b>
<b>Commercial and sales area</b>	<b>873,930</b>	<b>19.2</b>	<b>951,120</b>	<b>20.6</b>	<b>661,940</b>	<b>20.4</b>	<b>900,880</b>	<b>19.4</b>	<b>885,700</b>	<b>17.1</b>
Sales	562,490	12.4	611,460	13.2	427,850	13.2	587,550	12.7	565,080	10.9
Marketing, commercial, communication and public relations	139,770	3.1	155,410	3.4	100,750	3.1	129,160	2.8	120,150	2.3
Customer assistance	171,670	3.8	184,250	4.0	133,340	4.1	184,170	4.0	200,470	3.9
<b>Technical and planning areas</b>	<b>612,760</b>	<b>13.5</b>	<b>618,170</b>	<b>13.4</b>	<b>463,670</b>	<b>14.3</b>	<b>622,180</b>	<b>13.4</b>	<b>688,630</b>	<b>13.3</b>
Planning and research and development	145,030	3.2	152,010	3.3	98,010	3.0	127,100	2.7	165,950	3.2
Installation and maintenance	378,380	8.3	361,390	7.8	293,030	9.0	399,660	8.6	430,350	8.3
Certification and quality control, safety and environment	89,350	2.0	104,770	2.3	72,630	2.2	95,420	2.1	92,340	1.8
<b>Logistics area</b>	<b>555,300</b>	<b>12.2</b>	<b>544,970</b>	<b>11.8</b>	<b>368,140</b>	<b>11.4</b>	<b>546,790</b>	<b>11.8</b>	<b>665,940</b>	<b>12.9</b>
Purchasing and internal handling of goods	167,920	3.7	144,390	3.1	87,390	2.7	131,660	2.8	173,790	3.4
Transportation and distribution	387,380	8.5	400,580	8.7	280,750	8.7	415,130	8.9	492,140	9.5

\* 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 companies in the intersection indicated. the (--) sign indicates a statistically insignificant value. the totals do, however, include the data not



**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.)*	for whom (%):			Inflow expected in 2019 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
<b>TOTAL*</b>	<b>4,553,980</b>	<b>27.8</b>	<b>20.9</b>	<b>26.3</b>	<b>4,615,200</b>	<b>27.3</b>	<b>20.9</b>	<b>26.4</b>
<b>BUSINESS SECTOR</b>								
<b>INDUSTRY</b>	<b>1,359,630</b>	<b>25.3</b>	<b>13.7</b>	<b>31.1</b>	<b>1,277,300</b>	<b>24.1</b>	<b>12.5</b>	<b>31.9</b>
<b>Manufacturing industry</b>	<b>935,040</b>	<b>29.6</b>	<b>17.9</b>	<b>33.4</b>	<b>854,050</b>	<b>28.5</b>	<b>16.6</b>	<b>34.3</b>
Mining of minerals	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 products industries	203,800	28.6	7.9	41.3	186,790	26.6	8.4	41.7
Industries manufacturing machines and equipment and	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 goods, leisure goods and other manufacturing	24,560	39.7	30.5	26.7	20,280	37.1	33.9	33.3
<b>Public utilities (energy, gas, water, environment)</b>	<b>53,600</b>	<b>22.0</b>	<b>10.6</b>	<b>19.4</b>	<b>51,730</b>	<b>21.5</b>	<b>7.4</b>	<b>18.5</b>
<b>Construction</b>	<b>370,990</b>	<b>15.0</b>	<b>3.8</b>	<b>27.1</b>	<b>371,530</b>	<b>14.4</b>	<b>3.8</b>	<b>28.2</b>
<b>SERVICES</b>								
<b>Trade and repair of motor vehicles and motorcycles</b>	<b>60,900</b>	<b>36.9</b>	<b>6.8</b>	<b>40.2</b>	<b>46,750</b>	<b>36.6</b>	<b>7.7</b>	<b>38.6</b>
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
Healthcare, social assistance and private health 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
<b>TERRITORIAL DISTRIBUTION</b>								
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
<b>SIZE CLASSES</b>								
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.

**Table 54.2 - Several characteristics of the Inflow expected by the companies in 2020, 2021 and 2022 by business sector, territorial distribution, size class (% shares of total)**

	Inflow expected in 2020 (a.v.)*	for whom (%):			Inflow expected in 2021 (a.v.)*	for whom (%):			Inflow expected in 2022 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
<b>TOTAL*</b>	<b>3,242,310</b>	<b>28.1</b>	<b>20.6</b>	<b>29.7</b>	<b>4,638,980</b>	<b>27.5</b>	<b>18.6</b>	<b>32.2</b>	<b>5,179,140</b>	<b>28.7</b>	<b>18.1</b>	<b>40.5</b>
<b>BUSINESS SECTOR</b>												
<b>INDUSTRY</b>	<b>935,970</b>	<b>24.1</b>	<b>11.1</b>	<b>34.9</b>	<b>1,322,280</b>	<b>23.7</b>	<b>11.9</b>	<b>38.9</b>	<b>1,498,580</b>	<b>27.3</b>	<b>10.7</b>	<b>47.3</b>
<b>Manufacturing industry</b>	<b>583,150</b>	<b>28.6</b>	<b>15.8</b>	<b>36.5</b>	<b>843,010</b>	<b>27.7</b>	<b>16.9</b>	<b>39.4</b>	<b>934,960</b>	<b>30.9</b>	<b>15.0</b>	<b>45.6</b>
Mining of minerals	2,400	8.2	2.5	30.5	4,400	14.6	4.2	19.9	4,020	9.9	7.1	28.4
Food, beverage and tobacco industries	107,210	25.8	23.9	22.8	133,970	22.9	24.8	23.7	150,650	26.0	21.2	34.6
Textile, clothing and footwear industries	73,140	21.1	36.8	35.7	91,420	19.5	45.6	36.1	99,850	18.6	42.6	43.8
Wood and furniture industries	24,310	27.5	7.4	43.5	39,800	27.9	10.5	45.7	49,770	34.7	7.6	52.1
Paper, paper transformation and printing	16,390	31.8	12.2	31.0	23,680	33.5	15.1	35.4	28,300	40.7	10.2	39.6
Chemical, pharmaceutical and oil industries	24,680	34.2	13.6	28.0	31,950	29.3	10.3	31.5	39,990	34.4	9.7	37.8
Rubber and plastic materials industries	32,050	36.6	16.2	28.3	46,170	33.2	14.9	33.5	52,750	34.7	13.7	40.3
Non-metallic mineral processing industries	19,810	28.3	10.5	34.7	25,750	25.9	7.9	38.0	31,000	31.1	4.9	41.5
Metallurgical and metal products industries	120,280	26.2	6.1	43.9	191,450	29.3	9.9	47.6	199,820	33.2	9.1	52.7
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	191,630	32.7	6.4	50.1
Electrical, electronics, optical and medical industries	38,600	38.9	15.5	37.9	59,630	36.3	12.5	41.9	66,120	38.8	15.6	47.6
Household goods, leisure goods and other manufacturing industries	12,800	42.2	28.7	44.6	20,910	29.0	29.9	33.3	21,080	27.3	25.6	47.7
<b>Public utilities (energy, gas, water, environment)</b>	<b>40,180</b>	<b>22.3</b>	<b>7.2</b>	<b>19.7</b>	<b>55,440</b>	<b>19.6</b>	<b>6.2</b>	<b>24.8</b>	<b>54,880</b>	<b>19.4</b>	<b>5.2</b>	<b>33.2</b>
<b>Construction</b>	<b>312,640</b>	<b>16.0</b>	<b>2.9</b>	<b>33.8</b>	<b>423,840</b>	<b>16.2</b>	<b>2.9</b>	<b>39.9</b>	<b>508,740</b>	<b>21.6</b>	<b>3.4</b>	<b>52.0</b>
<b>SERVICES</b>	<b>2,306,340</b>	<b>29.7</b>	<b>24.5</b>	<b>27.6</b>	<b>3,316,700</b>	<b>29.0</b>	<b>21.3</b>	<b>29.6</b>	<b>3,680,550</b>	<b>29.3</b>	<b>21.1</b>	<b>37.8</b>
Trade and repair of motor vehicles and motorcycles	45,400	36.2	7.6	47.5	58,370	35.6	7.3	50.4	60,770	39.8	8.6	55.2
Wholesale trade	141,700	24.8	17.7	32.8	162,980	26.6	20.3	27.0	178,000	29.8	18.7	33.1
Retail trade	295,340	45.0	38.1	20.4	416,200	47.0	31.6	26.3	432,270	42.0	29.4	30.2
Accommodation and catering services; tourist services	506,930	37.6	24.8	27.4	876,630	36.2	23.2	29.9	986,290	36.1	23.1	40.5
Transport, logistics and warehousing services	247,600	18.5	6.9	30.5	352,880	15.8	4.6	32.0	391,920	14.8	4.3	35.9
Media and communication services	31,890	22.0	19.3	25.7	64,330	14.1	11.3	13.6	55,830	19.7	10.9	19.9
IT and telecommunications services	95,500	40.0	18.5	43.7	129,530	37.7	18.5	45.4	151,500	40.7	12.0	51.6
Advanced business support services	147,870	32.9	20.9	34.7	210,250	30.3	14.9	29.0	231,400	34.6	16.3	39.2
Financial and insurance services	32,370	40.4	22.5	26.9	47,410	34.7	17.2	34.2	53,900	36.7	16.2	38.0
Operational support services for businesses and individuals	329,020	15.5	26.2	21.1	408,970	14.8	22.4	24.5	457,960	14.1	23.5	31.3
Private education and training services	94,960	11.8	21.3	24.3	128,020	15.9	21.2	25.6	145,110	14.6	30.3	40.6
Healthcare, social assistance and private health	207,350	23.0	38.8	27.7	278,460	18.4	30.4	33.9	319,780	20.0	27.4	47.0
Cultural, sports and other personal services	130,430	35.6	24.3	26.2	182,680	32.5	24.0	27.8	215,830	38.2	27.0	34.2
<b>TERRITORIAL DISTRIBUTION</b>												
North West	978,240	29.7	21.4	30.6	1,372,690	29.0	18.1	33.6	1,526,910	30.0	17.7	41.7
North East	754,610	29.6	21.6	35.5	1,107,990	28.8	19.6	38.6	1,244,820	30.0	18.8	45.8
Central	649,960	27.4	20.7	27.8	915,320	26.0	19.3	30.1	1,019,600	28.1	18.3	38.7
South and islands	859,500	25.4	19.0	25.1	1,242,980	25.8	18.0	26.6	1,387,800	26.6	17.7	35.8
<b>SIZE CLASSES</b>												
1-9 employees	1,150,830	28.9	23.5	32.3	1,654,790	29.9	24.9	34.3	1,724,450	32.6	24.5	43.1
10-49 employees	943,290	25.1	16.9	32.2	1,328,010	25.0	18.8	34.1	1,569,200	27.3	18.3	42.3
50-499 employees	770,080	25.8	14.2	26.9	1,068,790	25.8	13.0	29.5	1,259,220	25.3	12.8	38.5
500 employees and over	378,120	37.8	34.5	21.1	587,390	29.5	10.7	27.1	626,270	28.5	10.9	33.0

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

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.)*	for whom (%):			Inflow expected in 2019 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
<b>TOTAL</b>	<b>4,553,980</b>	<b>27.8</b>	<b>20.9</b>	<b>26.3</b>	<b>4,615,200</b>	<b>27.3</b>	<b>20.9</b>	<b>26.4</b>
<b>NORTH WEST</b>	<b>1,355,760</b>	<b>30.3</b>	<b>21.1</b>	<b>27.6</b>	<b>1,393,000</b>	<b>28.9</b>	<b>21.1</b>	<b>27.7</b>
<b>PIEMONTE</b>	<b>312,660</b>	<b>32.0</b>	<b>23.6</b>	<b>28.2</b>	<b>301,100</b>	<b>30.5</b>	<b>23.3</b>	<b>28.3</b>
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
<b>VALLE D'AOSTA</b>	<b>15,630</b>	<b>26.5</b>	<b>22.1</b>	<b>21.4</b>	<b>15,020</b>	<b>26.1</b>	<b>21.3</b>	<b>27.8</b>
<b>LOMBARDIA</b>	<b>917,690</b>	<b>29.8</b>	<b>19.9</b>	<b>27.9</b>	<b>961,880</b>	<b>28.4</b>	<b>19.9</b>	<b>27.9</b>
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 E BRIANZA	56,910	28.7	20.3	30.5	62,420	27.9	19.5	31.5
<b>LIGURIA</b>	<b>109,770</b>	<b>29.8</b>	<b>24.5</b>	<b>24.9</b>	<b>115,000</b>	<b>28.8</b>	<b>25.0</b>	<b>24.5</b>
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
<b>NORTH EAST</b>	<b>1,129,570</b>	<b>28.9</b>	<b>21.9</b>	<b>30.7</b>	<b>1,105,800</b>	<b>28.2</b>	<b>21.7</b>	<b>31.8</b>
<b>TRENTINO ALTO ADIGE</b>	<b>144,290</b>	<b>24.2</b>	<b>18.6</b>	<b>31.2</b>	<b>148,120</b>	<b>22.8</b>	<b>17.3</b>	<b>33.6</b>
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
<b>VENETO</b>	<b>457,180</b>	<b>30.8</b>	<b>22.5</b>	<b>31.2</b>	<b>453,830</b>	<b>29.6</b>	<b>22.3</b>	<b>32.1</b>
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
<b>FRIULI VENEZIA GIULIA</b>	<b>103,660</b>	<b>30.1</b>	<b>23.1</b>	<b>31.6</b>	<b>95,920</b>	<b>30.1</b>	<b>22.2</b>	<b>34.5</b>
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
<b>EMILIA ROMAGNA</b>	<b>424,450</b>	<b>28.1</b>	<b>22.1</b>	<b>29.8</b>	<b>407,930</b>	<b>28.3</b>	<b>22.5</b>	<b>30.2</b>
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.

(Cont'd) 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.)*	for whom (%):			Inflow expected in 2019 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
<b>TOTAL</b>	<b>4,553,975</b>	<b>27.8</b>	<b>20.9</b>	<b>26.3</b>	<b>4,615,201</b>	<b>27.3</b>	<b>20.9</b>	<b>26.4</b>
<b>CENTRAL</b>	<b>925,770</b>	<b>26.8</b>	<b>21.7</b>	<b>24.6</b>	<b>938,600</b>	<b>26.8</b>	<b>21.3</b>	<b>24.9</b>
<b>TOSCANA</b>	<b>303,140</b>	<b>27.3</b>	<b>23.9</b>	<b>28.2</b>	<b>293,070</b>	<b>26.9</b>	<b>23.7</b>	<b>29.1</b>
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
<b>UMBRIA</b>	<b>54,830</b>	<b>28.0</b>	<b>23.5</b>	<b>29.1</b>	<b>53,920</b>	<b>28.7</b>	<b>22.6</b>	<b>31.1</b>
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
<b>MARCHE</b>	<b>123,400</b>	<b>29.4</b>	<b>23.1</b>	<b>25.9</b>	<b>108,010</b>	<b>28.8</b>	<b>23.1</b>	<b>28.1</b>
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
<b>LAZIO</b>	<b>444,400</b>	<b>25.6</b>	<b>19.5</b>	<b>21.3</b>	<b>483,600</b>	<b>26.1</b>	<b>19.3</b>	<b>21.0</b>
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
<b>SOUTH AND ISLANDS</b>	<b>1,142,870</b>	<b>24.7</b>	<b>19.2</b>	<b>21.8</b>	<b>1,177,800</b>	<b>24.9</b>	<b>19.7</b>	<b>20.9</b>
<b>ABRUZZO</b>	<b>99,660</b>	<b>26.9</b>	<b>21.1</b>	<b>26.1</b>	<b>95,130</b>	<b>27.3</b>	<b>22.0</b>	<b>27.9</b>
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
<b>MOLISE</b>	<b>15,720</b>	<b>25.0</b>	<b>19.0</b>	<b>23.2</b>	<b>15,630</b>	<b>23.4</b>	<b>20.4</b>	<b>22.7</b>
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
<b>CAMPANIA</b>	<b>324,680</b>	<b>24.7</b>	<b>18.3</b>	<b>20.6</b>	<b>372,020</b>	<b>24.3</b>	<b>18.0</b>	<b>20.1</b>
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
<b>PUGLIA</b>	<b>236,240</b>	<b>24.4</b>	<b>18.7</b>	<b>21.3</b>	<b>238,320</b>	<b>25.4</b>	<b>19.3</b>	<b>21.0</b>
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
<b>BASILICATA</b>	<b>34,860</b>	<b>26.5</b>	<b>18.9</b>	<b>20.9</b>	<b>34,010</b>	<b>27.1</b>	<b>19.1</b>	<b>20.7</b>
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
<b>CALABRIA</b>	<b>89,030</b>	<b>25.3</b>	<b>19.1</b>	<b>23.6</b>	<b>84,170</b>	<b>26.4</b>	<b>20.0</b>	<b>19.8</b>
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.

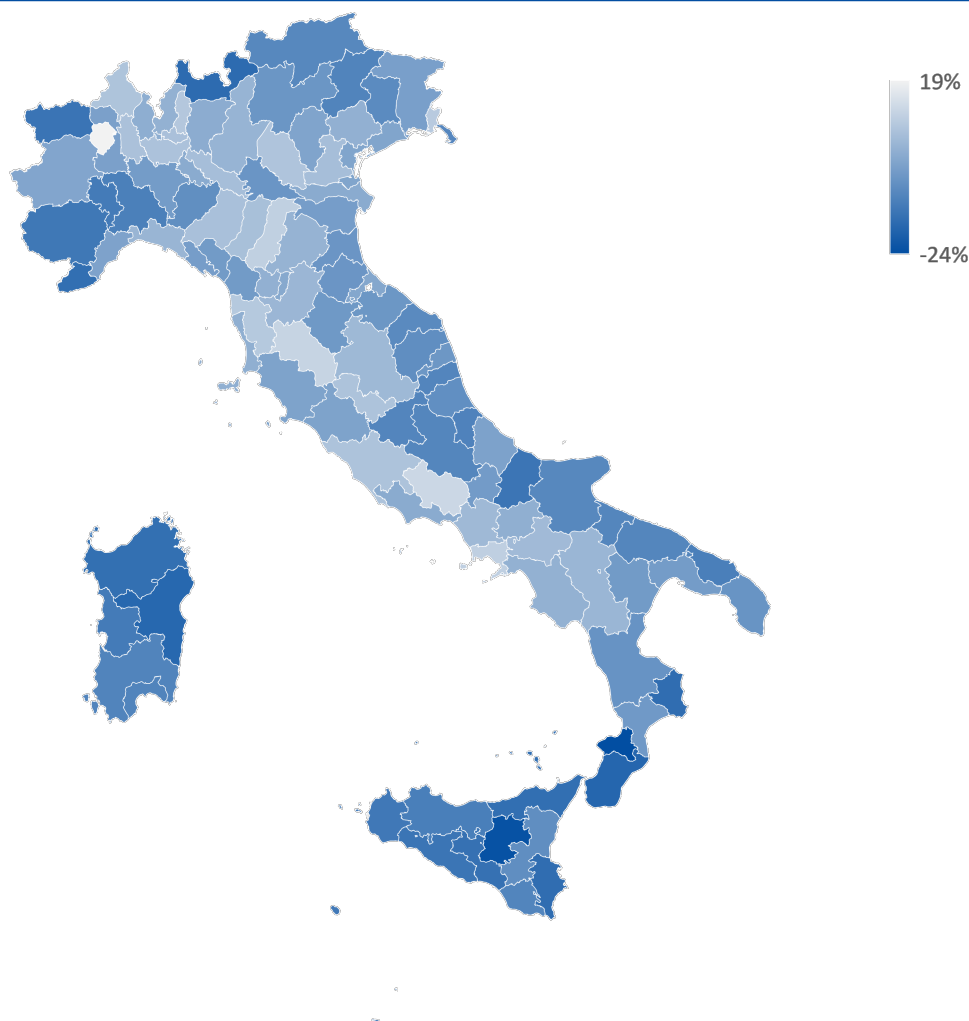
(Cont'd) Table 28 - Several characteristics of inflow expected by companies in 2018 and 2019 at territorial level (% share of the total)

	Inflow expected in 2018 (a.v.)*	for whom (%):			Inflow expected in 2019 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
<b>TOTAL</b>	<b>4,553,980</b>	<b>27.8</b>	<b>20.9</b>	<b>26.3</b>	<b>4,615,200</b>	<b>27.3</b>	<b>20.9</b>	<b>26.4</b>
<b>SICILIA</b>	<b>226,180</b>	<b>24.5</b>	<b>19.0</b>	<b>20.7</b>	<b>224,780</b>	<b>24.2</b>	<b>20.8</b>	<b>19.0</b>
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
<b>SARDEGNA</b>	<b>116,510</b>	<b>22.6</b>	<b>21.4</b>	<b>23.1</b>	<b>113,730</b>	<b>23.2</b>	<b>21.7</b>	<b>21.8</b>
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, 2022

## Trend of inflow expected by companies at territorial level - 2019 vs 2018



Source: Unioncamere - ANPAL, Excelsior Information System, 2022

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

	Inflow expected in 2020 (a.v.)*	for whom (%):			Inflow expected in 2021 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
<b>TOTAL</b>	<b>3,242,310</b>	<b>28.1</b>	<b>20.6</b>	<b>29.7</b>	<b>4,638,980</b>	<b>27.5</b>	<b>18.6</b>	<b>32.2</b>
<b>NORTH WEST</b>	<b>978,240</b>	<b>29.7</b>	<b>21.4</b>	<b>30.6</b>	<b>1,372,690</b>	<b>29.0</b>	<b>18.1</b>	<b>33.6</b>
<b>PIEMONTE</b>	<b>222,430</b>	<b>30.9</b>	<b>23.0</b>	<b>31.3</b>	<b>308,420</b>	<b>30.6</b>	<b>18.1</b>	<b>34.4</b>
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
<b>VALLE D'AOSTA</b>	<b>11,270</b>	<b>25.5</b>	<b>24.4</b>	<b>25.5</b>	<b>17,460</b>	<b>26.9</b>	<b>21.8</b>	<b>31.8</b>
<b>LOMBARDIA</b>	<b>663,880</b>	<b>29.5</b>	<b>20.5</b>	<b>30.8</b>	<b>930,740</b>	<b>28.8</b>	<b>17.9</b>	<b>33.4</b>
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 E BRIANZA	42,390	28.4	20.5	34.1	58,960	30.2	18.1	37.3
<b>LIGURIA</b>	<b>80,660</b>	<b>28.8</b>	<b>23.2</b>	<b>27.7</b>	<b>116,080</b>	<b>27.3</b>	<b>19.0</b>	<b>33.1</b>
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
<b>NORTH EAST</b>	<b>754,610</b>	<b>29.6</b>	<b>21.6</b>	<b>35.5</b>	<b>1,107,990</b>	<b>28.8</b>	<b>19.6</b>	<b>38.6</b>
<b>TRENTINO ALTO ADIGE</b>	<b>100,190</b>	<b>25.4</b>	<b>20.2</b>	<b>38.9</b>	<b>159,530</b>	<b>24.7</b>	<b>19.4</b>	<b>41.6</b>
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
<b>VENETO</b>	<b>304,960</b>	<b>30.7</b>	<b>21.8</b>	<b>35.8</b>	<b>446,890</b>	<b>30.2</b>	<b>20.4</b>	<b>38.9</b>
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
<b>FRIULI VENEZIA GIULIA</b>	<b>66,060</b>	<b>29.9</b>	<b>21.2</b>	<b>37.8</b>	<b>99,840</b>	<b>30.7</b>	<b>18.8</b>	<b>41.4</b>
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
<b>EMILIA ROMAGNA</b>	<b>283,410</b>	<b>29.9</b>	<b>21.8</b>	<b>33.3</b>	<b>401,730</b>	<b>28.4</b>	<b>18.9</b>	<b>36.3</b>
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.



(cont'd) Table 28 - Several characteristics of Inflow expected by the companies in 2020 and 2022 at territorial level (% shares of total)

	Inflow expected in 2020 (a.v.)*	for whom (%):			Inflow expected in 2021 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
<b>TOTAL</b>	<b>3,242,308</b>	<b>28.1</b>	<b>20.6</b>	<b>29.7</b>	<b>4,638,984</b>	<b>27.5</b>	<b>18.6</b>	<b>32.2</b>
<b>CENTRAL</b>	<b>649,960</b>	<b>27.4</b>	<b>20.7</b>	<b>27.8</b>	<b>915,320</b>	<b>26.0</b>	<b>19.3</b>	<b>30.1</b>
<b>TOSCANA</b>	<b>198,040</b>	<b>27.2</b>	<b>22.9</b>	<b>31.1</b>	<b>289,670</b>	<b>26.1</b>	<b>22.1</b>	<b>33.9</b>
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
<b>UMBRIA</b>	<b>36,220</b>	<b>30.0</b>	<b>21.3</b>	<b>35.1</b>	<b>51,620</b>	<b>30.1</b>	<b>21.8</b>	<b>39.1</b>
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
<b>MARCHE</b>	<b>77,330</b>	<b>30.3</b>	<b>22.2</b>	<b>30.5</b>	<b>116,400</b>	<b>28.9</b>	<b>20.4</b>	<b>33.4</b>
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
<b>LAZIO</b>	<b>338,370</b>	<b>26.5</b>	<b>19.0</b>	<b>24.4</b>	<b>457,630</b>	<b>24.8</b>	<b>16.9</b>	<b>25.9</b>
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
<b>SOUTH AND ISLANDS</b>	<b>859,500</b>	<b>25.4</b>	<b>19.0</b>	<b>25.1</b>	<b>1,242,980</b>	<b>25.8</b>	<b>18.0</b>	<b>26.6</b>
<b>ABRUZZO</b>	<b>68,400</b>	<b>27.6</b>	<b>20.6</b>	<b>30.0</b>	<b>102,140</b>	<b>27.1</b>	<b>19.9</b>	<b>31.9</b>
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
<b>MOLISE</b>	<b>11,370</b>	<b>25.8</b>	<b>20.7</b>	<b>24.4</b>	<b>17,530</b>	<b>23.3</b>	<b>18.7</b>	<b>26.9</b>
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
<b>CAMPANIA</b>	<b>266,450</b>	<b>25.2</b>	<b>17.5</b>	<b>25.6</b>	<b>349,780</b>	<b>25.8</b>	<b>16.6</b>	<b>25.9</b>
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
<b>PUGLIA</b>	<b>176,880</b>	<b>25.0</b>	<b>19.1</b>	<b>23.5</b>	<b>259,080</b>	<b>27.2</b>	<b>17.5</b>	<b>25.1</b>
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
<b>BASILICATA</b>	<b>22,670</b>	<b>25.6</b>	<b>19.2</b>	<b>25.8</b>	<b>33,930</b>	<b>23.8</b>	<b>18.8</b>	<b>28.9</b>
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
<b>CALABRIA</b>	<b>61,090</b>	<b>27.1</b>	<b>18.6</b>	<b>25.0</b>	<b>94,660</b>	<b>25.8</b>	<b>18.8</b>	<b>25.4</b>
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.

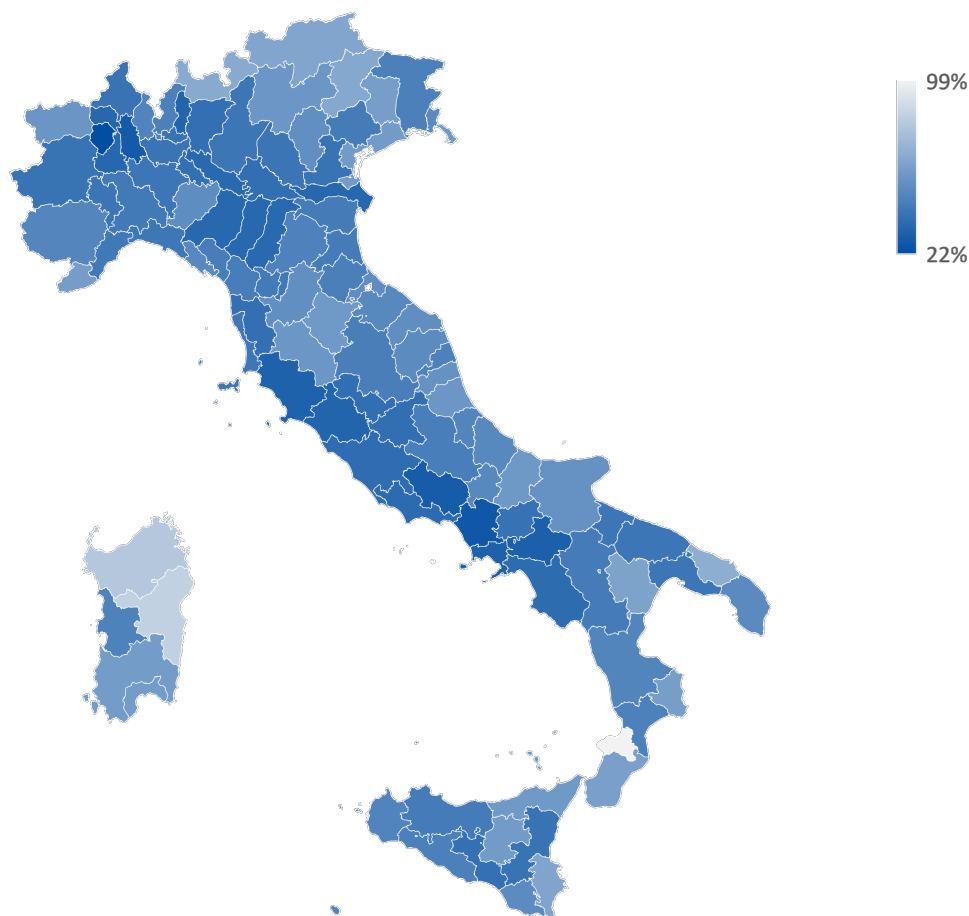
(cont'd) Table 28 - Several characteristics of Inflow expected by the companies in 2020 and 2021 at territorial level (% shares of total)

	Inflow expected in 2020 (a.v.)*	for whom (%):			Inflow expected in 2021 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
<b>TOTAL</b>	<b>3,242,310</b>	<b>28.1</b>	<b>20.6</b>	<b>29.7</b>	<b>4,638,980</b>	<b>27.5</b>	<b>18.6</b>	<b>32.2</b>
<b>SICILIA</b>	<b>174,550</b>	<b>25.3</b>	<b>19.5</b>	<b>23.9</b>	<b>255,430</b>	<b>25.6</b>	<b>17.7</b>	<b>26.5</b>
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
<b>SARDEGNA</b>	<b>78,090</b>	<b>23.6</b>	<b>21.0</b>	<b>25.3</b>	<b>130,430</b>	<b>23.2</b>	<b>20.5</b>	<b>28.2</b>
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, 2022

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



Source: Unioncamere - ANPAL, Excelsior Information System, 2022

Table 55.3 - Several characteristics of Inflow expected by the companies in 2021 and 2022 at territorial level (% shares of total)

	Inflow expected in 2021 (a.v.)*	for whom (%):			Inflow expected in 2022 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
<b>TOTAL</b>	<b>4,638,980</b>	<b>27.5</b>	<b>18.6</b>	<b>32.2</b>	<b>5,179,140</b>	<b>28.7</b>	<b>18.1</b>	<b>40.5</b>
<b>NORTH WEST</b>	<b>1,372,690</b>	<b>29.0</b>	<b>18.1</b>	<b>33.6</b>	<b>1,526,910</b>	<b>30.0</b>	<b>17.7</b>	<b>41.7</b>
<b>PIEMONTE</b>	<b>308,420</b>	<b>30.6</b>	<b>18.1</b>	<b>34.4</b>	<b>345,650</b>	<b>30.5</b>	<b>18.5</b>	<b>43.3</b>
TORINO	167,070	29.8	18.2	32.3	183,210	30.4	18.3	42.1
VERCELLI	9,780	30.3	16.4	32.8	12,070	29.5	18.7	40.2
NOVARA	25,260	32.9	19.2	38.7	31,890	31.7	18.7	44.0
CUNEO	47,720	32.2	17.3	36.1	51,920	32.3	17.9	46.5
ASTI	10,910	29.9	18.1	37.2	12,260	31.0	18.4	43.0
ALESSANDRIA	28,450	30.9	16.5	39.1	31,340	28.5	18.1	46.2
BIELLA	9,720	30.0	22.0	36.8	11,260	28.9	24.4	45.3
VERBANO-CUSIO-OSSOLA	9,520	31.8	18.2	32.3	11,690	28.4	19.8	40.2
<b>VALLE D'AOSTA</b>	<b>17,460</b>	<b>26.9</b>	<b>21.8</b>	<b>31.8</b>	<b>16,920</b>	<b>30.1</b>	<b>21.7</b>	<b>45.4</b>
<b>LOMBARDIA</b>	<b>930,740</b>	<b>28.8</b>	<b>17.9</b>	<b>33.4</b>	<b>1,032,320</b>	<b>29.6</b>	<b>17.3</b>	<b>41.0</b>
VARESE	63,220	31.6	21.9	40.2	60,280	30.8	20.1	45.9
COMO	42,550	28.7	19.1	38.6	48,030	31.6	20.0	44.0
SONDRIO	19,870	25.4	23.2	28.8	18,730	29.7	20.7	40.1
MILANO	420,930	28.0	16.3	30.1	454,590	27.8	15.5	37.1
BERGAMO	90,480	30.8	18.1	37.1	104,470	33.0	17.6	43.7
BRESCIA	113,250	28.7	18.9	33.5	137,780	32.0	19.2	43.0
PAVIA	33,400	27.7	18.3	36.8	36,200	26.7	19.7	48.3
CREMONA	23,360	28.9	17.8	35.0	28,490	28.5	18.1	44.2
MANTOVA	32,120	27.5	19.4	32.9	36,030	27.7	17.6	42.8
LECCO	20,630	30.0	21.8	38.8	26,130	32.4	19.3	46.9
LODI	11,970	30.4	17.5	34.6	13,760	31.7	15.3	41.3
MONZA E BRIANZA	58,960	30.2	18.1	37.3	67,810	29.7	17.1	44.9
<b>LIGURIA</b>	<b>116,080</b>	<b>27.3</b>	<b>19.0</b>	<b>33.1</b>	<b>132,020</b>	<b>31.6</b>	<b>18.6</b>	<b>41.8</b>
IMPERIA	13,840	28.7	22.8	27.8	14,580	29.4	21.8	37.2
SAVONA	19,360	25.6	21.5	29.9	22,620	29.1	19.0	38.1
GENOVA	66,560	27.6	17.7	36.0	75,170	32.2	18.0	44.2
LA SPEZIA	16,320	26.7	18.3	29.3	19,650	34.2	17.8	40.1
<b>NORTH EAST</b>	<b>1,107,990</b>	<b>28.8</b>	<b>19.6</b>	<b>38.6</b>	<b>1,244,820</b>	<b>30.0</b>	<b>18.8</b>	<b>45.8</b>
<b>TRENTINO ALTO ADIGE</b>	<b>159,530</b>	<b>24.7</b>	<b>19.4</b>	<b>41.6</b>	<b>159,350</b>	<b>25.3</b>	<b>18.4</b>	<b>50.3</b>
BOLZANO	87,240	24.2	19.6	44.7	82,620	25.1	18.9	52.5
TRENTO	72,290	25.2	19.1	37.9	76,730	25.5	17.9	47.9
<b>VENETO</b>	<b>446,890</b>	<b>30.2</b>	<b>20.4</b>	<b>38.9</b>	<b>502,360</b>	<b>31.8</b>	<b>20.2</b>	<b>45.4</b>
VERONA	93,810	29.9	18.0	37.0	106,200	31.5	19.8	43.0
VICENZA	75,900	31.6	21.4	42.4	84,890	35.6	21.4	47.7
BELLUNO	23,070	34.0	25.0	39.9	25,520	31.2	23.6	44.7
TREVISO	71,240	31.3	21.6	40.6	81,350	33.9	20.2	46.5
VENEZIA	91,050	27.6	20.9	34.4	93,460	29.2	20.9	43.8
PADOVA	75,310	31.1	19.4	41.5	88,880	30.9	18.2	46.8
ROVIGO	16,520	25.6	20.3	37.7	22,080	25.7	19.2	46.6
<b>FRIULI VENEZIA GIULIA</b>	<b>99,840</b>	<b>30.7</b>	<b>18.8</b>	<b>41.4</b>	<b>108,040</b>	<b>31.0</b>	<b>18.0</b>	<b>48.3</b>
UDINE	41,330	31.2	18.9	40.0	45,460	29.7	19.7	47.8
GORIZIA	13,500	27.7	14.6	44.6	14,750	29.2	15.3	48.8
TRIESTE	19,490	31.1	21.5	39.4	21,040	32.1	19.1	44.2
PORDENONE	25,530	31.3	18.6	43.5	26,790	33.4	15.8	52.0
<b>EMILIA ROMAGNA</b>	<b>401,730</b>	<b>28.4</b>	<b>18.9</b>	<b>36.3</b>	<b>475,070</b>	<b>29.6</b>	<b>17.7</b>	<b>44.2</b>
PIACENZA	26,950	27.8	15.3	37.1	28,990	25.1	15.3	39.6
PARMA	42,770	29.5	18.3	36.5	49,990	29.4	16.5	41.8
REGGIO EMILIA	39,740	29.2	21.1	41.4	51,460	33.1	17.1	45.1
MODENA	61,520	28.1	18.5	39.8	76,990	31.8	15.8	45.3
BOLOGNA	97,270	29.1	17.2	38.0	110,910	29.2	17.1	47.7
FERRARA	21,250	29.7	22.6	34.1	24,380	29.6	21.0	44.3
RAVENNA	39,060	26.3	18.9	34.6	43,380	27.5	19.2	44.5
FORLI'-CESENA	34,710	25.7	20.1	31.5	41,560	29.6	19.5	42.6
RIMINI	38,460	29.2	21.6	27.5	47,420	27.8	20.9	40.1

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

(cont'd) Table 28 - Several characteristics of Inflow expected by the companies in 2021 and 2022 at territorial level (% shares of total)

	Inflow expected in 2021 (a.v.)*	for whom (%):			Inflow expected in 2022 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
<b>TOTAL</b>	<b>4,638,984</b>	<b>27.5</b>	<b>18.6</b>	<b>32.2</b>	<b>5,179,136</b>	<b>28.7</b>	<b>18.1</b>	<b>40.5</b>
<b>CENTRAL</b>	<b>915,320</b>	<b>26.0</b>	<b>19.3</b>	<b>30.1</b>	<b>1,019,600</b>	<b>28.1</b>	<b>18.3</b>	<b>38.7</b>
<b>TOSCANA</b>	<b>289,670</b>	<b>26.1</b>	<b>22.1</b>	<b>33.9</b>	<b>326,610</b>	<b>27.3</b>	<b>20.6</b>	<b>41.9</b>
MASSA	12,590	24.3	19.6	32.8	13,930	28.5	17.9	39.9
LUCCA	30,010	26.7	18.1	30.2	34,420	29.7	18.7	40.4
PISTOIA	14,920	26.8	22.0	37.2	16,980	28.9	19.8	44.5
FIRENZE	93,780	26.7	23.2	37.6	97,980	27.8	20.6	43.9
LIVORNO	26,730	25.7	19.1	27.8	32,930	27.0	19.7	38.2
PISA	28,270	25.7	19.9	34.6	32,620	28.8	18.7	43.0
AREZZO	23,090	30.1	21.2	36.0	25,980	27.8	20.9	46.1
SIENA	18,730	27.6	23.1	35.6	22,650	27.2	18.9	43.5
GROSSETO	15,470	25.6	22.8	28.2	20,520	27.9	21.9	32.8
PRATO	26,070	20.4	28.6	29.2	28,600	19.1	28.2	40.7
<b>UMBRIA</b>	<b>51,620</b>	<b>30.1</b>	<b>21.8</b>	<b>39.1</b>	<b>61,670</b>	<b>33.1</b>	<b>20.5</b>	<b>46.3</b>
PERUGIA	40,270	30.3	21.9	38.4	47,830	33.2	20.2	46.2
TERNI	11,350	29.5	21.6	41.9	13,840	32.8	21.4	46.6
<b>MARCHE</b>	<b>116,400</b>	<b>28.9</b>	<b>20.4</b>	<b>33.4</b>	<b>133,730</b>	<b>30.1</b>	<b>19.0</b>	<b>42.9</b>
PESARO-URBINO	27,410	28.6	18.5	31.7	33,460	30.6	16.3	41.9
ANCONA	37,930	28.5	18.8	33.7	42,330	31.2	17.5	42.3
MACERATA	23,510	28.1	22.5	36.6	26,800	29.7	22.5	46.7
ASCOLI PICENO	16,850	29.8	20.0	31.5	18,730	29.5	19.9	39.9
FERMO	10,710	31.5	26.9	32.5	12,410	27.4	22.1	44.3
<b>LAZIO</b>	<b>457,630</b>	<b>24.8</b>	<b>16.9</b>	<b>25.9</b>	<b>497,590</b>	<b>27.5</b>	<b>16.4</b>	<b>34.4</b>
VITERBO	12,720	28.2	26.9	34.2	16,340	28.3	21.4	41.0
RIETI	8,330	21.8	26.5	33.4	9,810	35.5	15.1	37.7
ROMA	371,790	24.5	16.0	24.4	398,360	26.8	15.8	32.9
LATINA	37,690	28.2	20.2	33.7	42,620	32.7	20.6	43.1
FROSINONE	27,100	23.6	16.7	29.5	30,470	26.1	15.7	37.4
<b>SOUTH AND ISLANDS</b>	<b>1,242,980</b>	<b>25.8</b>	<b>18.0</b>	<b>26.6</b>	<b>1,387,800</b>	<b>26.6</b>	<b>17.7</b>	<b>35.8</b>
<b>ABRUZZO</b>	<b>102,140</b>	<b>27.1</b>	<b>19.9</b>	<b>31.9</b>	<b>114,050</b>	<b>27.5</b>	<b>19.0</b>	<b>40.8</b>
L'AQUILA	20,330	24.8	19.5	32.0	22,630	25.9	18.8	43.6
TERAMO	28,370	25.2	20.3	31.8	31,880	25.9	20.3	38.0
PESCARA	24,240	30.4	20.1	29.8	27,280	29.2	18.2	38.5
CHIETI	29,200	27.7	19.6	33.8	32,270	28.9	18.5	43.6
<b>MOLISE</b>	<b>17,530</b>	<b>23.3</b>	<b>18.7</b>	<b>26.9</b>	<b>18,810</b>	<b>24.8</b>	<b>20.6</b>	<b>37.1</b>
CAMPOBASSO	12,350	24.7	17.1	26.8	13,220	25.5	19.9	36.5
ISERNIA	5,180	19.9	22.6	27.1	5,600	23.1	22.1	38.5
<b>CAMPANIA</b>	<b>349,780</b>	<b>25.8</b>	<b>16.6</b>	<b>25.9</b>	<b>395,800</b>	<b>26.4</b>	<b>16.6</b>	<b>35.0</b>
CASERTA	50,970	27.5	17.5	27.0	59,340	29.2	15.5	36.5
BENEVENTO	15,410	23.1	18.0	29.0	16,250	23.9	16.3	38.1
NAPOLI	181,640	26.1	16.2	25.8	202,510	26.5	16.6	35.6
AVELLINO	21,470	24.5	19.8	26.0	24,310	24.6	19.0	35.6
SALERNO	80,280	24.6	15.9	24.6	93,390	25.4	16.9	32.0
<b>PUGLIA</b>	<b>259,080</b>	<b>27.2</b>	<b>17.5</b>	<b>25.1</b>	<b>289,630</b>	<b>28.4</b>	<b>17.6</b>	<b>33.7</b>
FOGGIA	38,070	28.2	17.7	22.1	39,050	27.4	18.1	31.9
BARI	109,780	25.9	15.3	25.4	123,990	27.9	16.5	33.4
TARANTO	30,380	26.8	18.1	26.4	32,790	29.5	18.0	35.8
BRINDISI	24,420	28.1	19.8	24.0	27,160	27.4	18.5	39.0
LECCE	56,430	28.9	20.2	26.2	66,640	30.0	18.9	32.1
<b>BASILICATA</b>	<b>33,930</b>	<b>23.8</b>	<b>18.8</b>	<b>28.9</b>	<b>36,820</b>	<b>26.2</b>	<b>15.7</b>	<b>38.0</b>
POTENZA	20,520	24.6	17.8	28.4	22,750	26.6	15.8	37.7
MATERA	13,400	22.5	20.4	29.7	14,070	25.5	15.7	38.5
<b>CALABRIA</b>	<b>94,660</b>	<b>25.8</b>	<b>18.8</b>	<b>25.4</b>	<b>101,400</b>	<b>26.0</b>	<b>18.5</b>	<b>36.8</b>
COSENZA	35,220	27.8	18.7	25.5	37,960	27.4	17.9	36.7
CATANZARO	19,550	26.7	18.5	23.9	22,250	24.7	18.5	37.7
REGGIO CALABRIA	20,540	24.5	19.8	28.3	21,380	27.9	20.4	37.9
CROTONE	9,560	21.2	16.1	26.8	9,830	24.5	17.6	37.9
VIBO VALENTIA	9,790	24.2	20.8	20.9	9,980	21.5	18.1	31.7

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

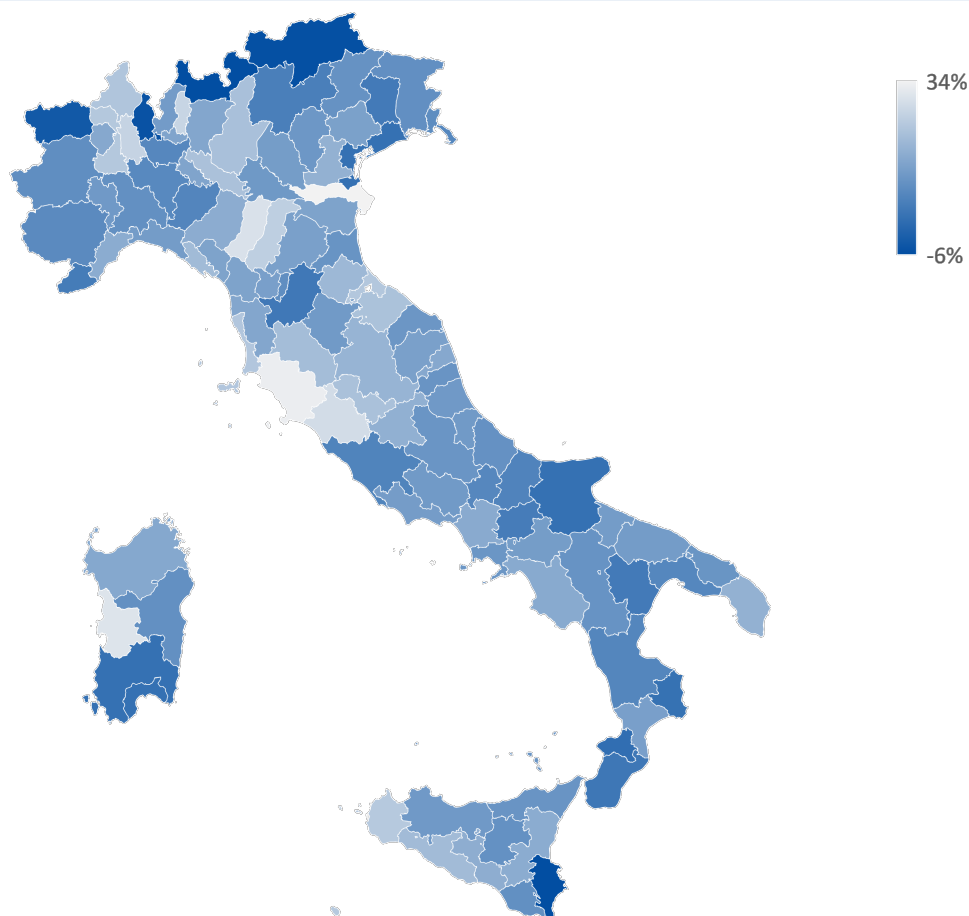
(cont'd) Table 28 - Several characteristics of Inflow expected by the companies in 2021 and 2022 at territorial level (% shares of total)

	Inflow expected in 2021 (a.v.)*	for whom (%):			Inflow expected in 2022 (a.v.)*	for whom (%):		
		up to 29 years	women	difficult to recruit		up to 29 years	women	difficult to recruit
<b>TOTAL</b>	<b>4,638,980</b>	<b>27.5</b>	<b>18.6</b>	<b>32.2</b>	<b>5,179,140</b>	<b>28.7</b>	<b>18.1</b>	<b>40.5</b>
<b>SICILIA</b>	<b>255,430</b>	<b>25.6</b>	<b>17.7</b>	<b>26.5</b>	<b>288,040</b>	<b>26.5</b>	<b>17.9</b>	<b>35.3</b>
TRAPANI	19,870	28.4	19.9	24.1	24,590	25.8	20.4	31.8
PALERMO	67,530	25.3	15.7	25.9	75,810	26.3	16.6	35.1
MESSINA	34,450	25.2	19.8	25.8	38,280	26.3	18.0	34.4
AGRIGENTO	15,610	24.6	21.5	25.6	18,820	23.6	22.1	33.7
CALTANISSETTA	12,790	23.0	14.9	31.6	14,990	22.7	13.3	40.5
ENNA	5,620	23.8	19.2	27.1	6,200	25.2	16.3	37.9
CATANIA	55,530	26.5	16.6	27.8	64,880	28.7	17.3	34.6
RAGUSA	18,830	26.1	21.2	25.4	20,720	28.5	20.0	36.9
SIRACUSA	25,200	24.6	17.3	26.6	23,760	26.1	19.1	38.8
<b>SARDEGNA</b>	<b>130,430</b>	<b>23.2</b>	<b>20.5</b>	<b>28.2</b>	<b>143,250</b>	<b>23.1</b>	<b>19.2</b>	<b>38.3</b>
SASSARI	50,530	24.8	22.3	26.9	58,510	22.4	19.4	39.0
NUORO	11,950	21.8	20.2	30.3	13,170	23.9	21.8	35.0
CAGLIARI	61,270	21.9	18.5	29.6	62,870	23.5	18.3	39.2
ORISTANO	6,690	26.2	26.1	20.6	8,710	23.7	20.5	32.5

\* 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, 2022

## Trend of inflow expected by companies at territorial level - 2022 vs 2021



Source: Unioncamere - ANPAL, Excelsior Information System, 2022

**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	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non-salaried employees ***
			with a permanent contract	without a permanent contract	apprenticeship	other salaried workers			
<b>TOTAL*</b>	<b>4,553,980</b>	<b>3,494,970</b>	<b>965,280</b>	<b>2,165,840</b>	<b>222,740</b>	<b>141,100</b>	<b>679,570</b>	<b>75,280</b>	<b>304,160</b>
		76.7	21.2	47.6	4.9	3.1	14.9	1.7	6.7
<b>BUSINESS SECTOR</b>									
<b>INDUSTRY</b>	<b>1,359,630</b>	<b>74.1</b>	<b>26.5</b>	<b>41.5</b>	<b>5.2</b>	<b>1.0</b>	<b>23.2</b>	<b>0.9</b>	<b>1.8</b>
<b>Manufacturing industry</b>	<b>935,040</b>	<b>67.8</b>	<b>24.3</b>	<b>36.7</b>	<b>5.8</b>	<b>0.9</b>	<b>30.5</b>	<b>0.9</b>	<b>0.8</b>
Mining of minerals	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 products 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	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 goods, leisure goods and other manufacturing industries	24,560	36.7	11.2	21.5	3.6	0.3	62.0	0.7	0.6
<b>Public utilities (energy, gas, water, construction)</b>	<b>53,600</b>	<b>68.2</b>	<b>19.7</b>	<b>44.7</b>	<b>2.4</b>	<b>1.3</b>	<b>27.8</b>	<b>2.1</b>	<b>1.9</b>
<b>Construction</b>	<b>370,990</b>	<b>90.9</b>	<b>32.9</b>	<b>53.0</b>	<b>4.0</b>	<b>1.0</b>	<b>4.1</b>	<b>0.8</b>	<b>4.1</b>
<b>SERVICES</b>	<b>3,194,340</b>	<b>77.9</b>	<b>19.0</b>	<b>50.2</b>	<b>4.8</b>	<b>4.0</b>	<b>11.4</b>	<b>2.0</b>	<b>8.8</b>
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	127,190	44.9	8.6	35.1	0.8	0.4	20.2	6.3	28.5
Healthcare, social assistance and private health 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

**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	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non-salaried employees ***
			with a permanent contract	without a permanent contract	apprenticeship	other salaried workers			
<b>TOTAL *</b>	<b>4,553,980</b>	<b>3,494,970</b>	<b>965,280</b>	<b>2,165,840</b>	<b>222,740</b>	<b>141,100</b>	<b>679,570</b>	<b>75,280</b>	<b>304,160</b>
		76.7	21.2	47.6	4.9	3.1	14.9	1.7	6.7
<b>TERRITORIAL DISTRIBUTION</b>									
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
<b>SIZE CLASSES</b>									
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.

Source: Unioncamere - ANPAL, Excelsior Information System, 2022

**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	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non-salaried employees ***
			with a permanent contract	without a permanent contract	apprenticeship	other salaried workers			
<b>TOTAL*</b>	<b>4,615,200</b>	<b>3,764,810</b>	<b>1,058,820</b>	<b>2,336,260</b>	<b>228,990</b>	<b>140,750</b>	<b>491,120</b>	<b>78,000</b>	<b>281,260</b>
		81.6	22.9	50.6	5.0	3.0	10.6	1.7	6.1
<b>BUSINESS SECTOR</b>									
<b>INDUSTRY</b>	<b>1,277,300</b>	<b>80.0</b>	<b>29.5</b>	<b>45.5</b>	<b>4.6</b>	<b>0.4</b>	<b>17.3</b>	<b>1.0</b>	<b>1.8</b>
<b>Manufacturing industry</b>	<b>854,050</b>	<b>74.8</b>	<b>27.7</b>	<b>41.1</b>	<b>5.5</b>	<b>0.5</b>	<b>23.4</b>	<b>0.9</b>	<b>0.9</b>
Mining of minerals	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 products 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	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 goods, leisure goods and other manufacturing industries	20,280	47.0	14.7	28.3	3.2	0.8	51.8	0.6	0.6
<b>Public utilities (energy, gas, water, construction)</b>	<b>51,730</b>	<b>78.6</b>	<b>25.3</b>	<b>49.8</b>	<b>2.9</b>	<b>0.6</b>	<b>17.5</b>	<b>2.0</b>	<b>1.9</b>
<b>Construction</b>	<b>371,530</b>	<b>92.1</b>	<b>34.1</b>	<b>54.9</b>	<b>2.8</b>	<b>0.3</b>	<b>3.2</b>	<b>0.9</b>	<b>3.8</b>
<b>SERVICES</b>	<b>3,337,900</b>	<b>82.2</b>	<b>20.4</b>	<b>52.6</b>	<b>5.1</b>	<b>4.1</b>	<b>8.1</b>	<b>2.0</b>	<b>7.8</b>
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	129,680	51.1	11.7	37.1	1.1	1.2	15.1	7.1	26.7
Healthcare, social assistance and private health 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



**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	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non-salaried employees ***
			with a permanent contract	without a permanent contract	apprenticeship	other salaried workers			
<b>TOTAL *</b>	<b>4,615,200</b>	<b>3,764,810</b>	<b>1,058,820</b>	<b>2,336,260</b>	<b>228,990</b>	<b>140,750</b>	<b>491,120</b>	<b>78,000</b>	<b>281,260</b>
		81.6	22.9	50.6	5.0	3.0	10.6	1.7	6.1
<b>TERRITORIAL DISTRIBUTION</b>									
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
<b>SIZE CLASSES</b>									
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.

Source: Unioncamere - ANPAL, Excelsior Information System, 2022

**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	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non-salaried employees ***
			with a permanent contract	without a permanent contract	apprenticeship	other salaried workers			
<b>TOTAL*</b>	<b>3,242,310</b>	<b>2,606,560</b>	<b>714,150</b>	<b>1,620,240</b>	<b>176,200</b>	<b>95,980</b>	<b>340,550</b>	<b>75,700</b>	<b>219,500</b>
		80.4	22.0	50.0	5.4	3.0	10.5	2.3	6.8
<b>BUSINESS SECTOR</b>									
<b>INDUSTRY</b>	<b>935,970</b>	<b>80.3</b>	<b>28.8</b>	<b>45.9</b>	<b>4.9</b>	<b>0.6</b>	<b>15.8</b>	<b>1.6</b>	<b>2.3</b>
<b>Manufacturing industry</b>	<b>583,150</b>	<b>74.3</b>	<b>27.8</b>	<b>40.3</b>	<b>5.6</b>	<b>0.6</b>	<b>22.7</b>	<b>1.7</b>	<b>1.3</b>
Mining of minerals	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 products 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 goods, leisure goods and other manufacturing industries	12,800	46.5	12.4	26.4	7.2	0.4	50.1	1.3	2.1
<b>Public utilities (energy, gas, water, and other services)</b>	<b>40,180</b>	<b>78.3</b>	<b>27.8</b>	<b>47.5</b>	<b>2.3</b>	<b>0.7</b>	<b>17.7</b>	<b>2.3</b>	<b>1.7</b>
<b>Construction</b>	<b>312,640</b>	<b>91.7</b>	<b>30.8</b>	<b>56.2</b>	<b>4.0</b>	<b>0.7</b>	<b>2.8</b>	<b>1.3</b>	<b>4.1</b>
<b>SERVICES</b>	<b>2,306,340</b>	<b>80.4</b>	<b>19.3</b>	<b>51.6</b>	<b>5.6</b>	<b>3.9</b>	<b>8.3</b>	<b>2.6</b>	<b>8.6</b>
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	94,960	48.9	9.5	38.0	0.7	0.6	14.4	8.8	28.0
Healthcare, social assistance and private health 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

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	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non-salaried employees ***
			with a permanent contract	without a permanent contract	apprenticeship	other salaried workers			
<b>TOTAL*</b>	<b>3,242,310</b>	<b>2,606,560</b>	<b>714,150</b>	<b>1,620,240</b>	<b>176,200</b>	<b>95,980</b>	<b>340,550</b>	<b>75,700</b>	<b>219,500</b>
		80.4	22.0	50.0	5.4	3.0	10.5	2.3	6.8
<b>TERRITORIAL DISTRIBUTION</b>									
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
<b>SIZE CLASSES</b>									
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, 2022

**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 2022 (a.v.)	Salaried personnel	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non-salaried employees ***
			with a permanent contract	without a permanent contract	apprenticeship	other salaried workers			
<b>TOTAL*</b>	<b>4,638,980</b>	<b>3,777,590</b>	<b>788,180</b>	<b>2,592,710</b>	<b>221,460</b>	<b>175,250</b>	<b>455,000</b>	<b>106,990</b>	<b>299,400</b>
		81.4	17.0	55.9	4.8	3.8	9.8	2.3	6.5
<b>BUSINESS SECTOR</b>									
<b>INDUSTRY</b>	<b>1,322,280</b>	<b>80.3</b>	<b>22.7</b>	<b>51.4</b>	<b>5.6</b>	<b>0.6</b>	<b>15.4</b>	<b>1.4</b>	<b>2.9</b>
<b>Manufacturing industry</b>	<b>843,010</b>	<b>75.3</b>	<b>24.4</b>	<b>43.9</b>	<b>6.5</b>	<b>0.5</b>	<b>21.8</b>	<b>1.5</b>	<b>1.4</b>
Mining of minerals	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 products 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	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 goods, leisure goods and other manufacturing industries	20,910	53.1	17.7	28.6	6.4	0.4	45.3	1.2	0.5
<b>Public utilities (energy, gas, water, construction)</b>	<b>55,440</b>	<b>80.8</b>	<b>26.1</b>	<b>52.0</b>	<b>2.2</b>	<b>0.4</b>	<b>15.5</b>	<b>2.3</b>	<b>1.4</b>
<b>Construction</b>	<b>423,840</b>	<b>90.2</b>	<b>18.7</b>	<b>66.3</b>	<b>4.3</b>	<b>0.9</b>	<b>2.5</b>	<b>1.2</b>	<b>6.0</b>
<b>SERVICES</b>	<b>3,316,700</b>	<b>81.9</b>	<b>14.7</b>	<b>57.7</b>	<b>4.4</b>	<b>5.0</b>	<b>7.6</b>	<b>2.6</b>	<b>7.9</b>
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	128,020	43.2	7.4	35.2	0.3	0.3	14.2	12.1	30.5
Healthcare, social assistance and private health 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

**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 2022 (a.v.)	Salaried personnel	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non-salaried employees ***
			with a permanent contract	without a permanent contract	apprenticeship	other salaried workers			
<b>TOTAL *</b>	<b>4,638,980</b>	<b>3,777,590</b>	<b>788,180</b>	<b>2,592,710</b>	<b>221,460</b>	<b>175,250</b>	<b>455,000</b>	<b>106,990</b>	<b>299,400</b>
		81.4	17.0	55.9	4.8	3.8	9.8	2.3	6.5
<b>TERRITORIAL DISTRIBUTION</b>									
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
<b>SIZE CLASSES</b>									
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

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, 2022

**Table 56.4 - Inflow expected by companies in 2022 according to contract type by business sector, territorial distribution and size class (% share of the total)**

	Inflow expected in 2022 (a.v.)	Salaried personnel	for whom:				Supply contract employees	Coordinated and continuous collaborators **	Other non-salaried employees ***
			with a permanent contract	without a permanent contract	apprenticeship	other salaried workers			
<b>TOTAL*</b>	<b>5,179,140</b>	<b>4,154,920</b>	<b>974,030</b>	<b>2,720,450</b>	<b>291,480</b>	<b>168,960</b>	<b>559,780</b>	<b>101,070</b>	<b>363,370</b>
		80.2	18.8	52.5	5.6	3.3	10.8	2.0	7.0
<b>BUSINESS SECTOR</b>									
<b>INDUSTRY</b>	<b>1,498,580</b>	<b>76.6</b>	<b>24.6</b>	<b>45.3</b>	<b>6.3</b>	<b>0.4</b>	<b>16.9</b>	<b>1.2</b>	<b>5.3</b>
<b>Manufacturing industry</b>	<b>934,960</b>	<b>70.5</b>	<b>25.2</b>	<b>38.5</b>	<b>6.4</b>	<b>0.3</b>	<b>24.9</b>	<b>1.2</b>	<b>3.3</b>
Mining of minerals	4,020	90.0	42.8	46.4	--	--	7.6	2.1	--
Food, beverage and tobacco industries	150,650	70.3	15.1	50.8	3.8	0.5	25.2	0.8	3.7
Textile, clothing and footwear industries	99,850	85.6	41.2	40.3	3.7	0.4	12.8	1.2	0.4
Wood and furniture industries	49,770	69.3	22.2	38.8	8.2	0.2	26.4	1.2	3.1
Paper, paper transformation and printing industries	28,300	67.1	21.4	38.3	7.3	--	27.6	1.5	3.8
Chemical, pharmaceutical and oil industries	39,990	54.5	29.0	21.6	3.7	0.3	37.9	1.6	6.0
Rubber and plastic materials industries	52,750	51.4	19.0	27.5	4.9	--	46.2	1.0	1.4
Non-metallic mineral processing industries	31,000	74.6	27.7	41.0	5.8	--	23.9	1.2	0.3
Metallurgical and metal products industries	199,820	69.4	20.1	40.8	8.1	0.4	26.7	1.2	2.7
Industries manufacturing machines and equipment and means of	191,630	71.0	28.6	34.2	7.9	0.2	21.2	1.3	6.5
Electrical, electronics, optical and medical industries	66,120	69.5	33.5	27.6	8.2	0.2	26.4	2.1	2.0
Household goods, leisure goods and other manufacturing industries	21,080	85.5	26.5	49.6	8.1	1.3	12.0	1.1	1.3
<b>Public utilities (energy, gas, water, construction)</b>	<b>54,880</b>	<b>84.3</b>	<b>29.3</b>	<b>49.7</b>	<b>4.9</b>	<b>0.3</b>	<b>12.9</b>	<b>2.1</b>	<b>0.7</b>
<b>Construction</b>	<b>508,740</b>	<b>87.0</b>	<b>22.8</b>	<b>57.3</b>	<b>6.3</b>	<b>0.6</b>	<b>2.7</b>	<b>0.9</b>	<b>9.4</b>
<b>SERVICES</b>	<b>3,680,550</b>	<b>81.7</b>	<b>16.5</b>	<b>55.5</b>	<b>5.3</b>	<b>4.4</b>	<b>8.3</b>	<b>2.3</b>	<b>7.7</b>
Trade and repair of motor vehicles and motorcycles	60,770	88.4	27.7	44.1	14.7	1.8	3.5	2.0	6.1
Wholesale trade	178,000	79.5	25.9	44.8	7.0	1.8	9.7	3.4	7.4
Retail trade	432,270	80.8	14.0	56.3	7.1	3.4	8.8	1.7	8.7
Accommodation and catering services; tourist services	986,290	95.8	11.5	68.7	5.9	9.7	3.1	0.7	0.4
Transport, logistics and warehousing services	391,920	83.7	19.4	60.9	1.7	1.8	14.8	0.7	0.9
Media and communication services	55,830	84.3	7.9	66.5	2.3	7.6	5.2	3.1	7.4
IT and telecommunications services	151,500	64.7	35.2	16.6	12.6	0.2	15.1	3.0	17.3
Advanced business support services	231,400	64.2	23.1	31.7	8.8	0.7	13.1	5.1	17.6
Financial and insurance services	53,900	55.9	29.5	17.4	9.0	--	6.6	5.2	32.3
Operational support services for businesses and individuals	457,960	81.5	17.7	58.5	1.8	3.4	10.3	3.2	5.0
Private education and training	145,110	44.9	7.0	36.3	1.3	0.3	18.1	10.6	26.4
Healthcare, social assistance and private health services	319,780	73.1	16.3	54.7	1.0	1.1	4.1	2.1	20.6
Cultural, sports and other personal services	215,830	89.7	10.2	62.8	9.4	7.3	6.3	1.1	2.9

**Table 56.4 - Inflow expected by companies in 2022 according to contract type by business sector, territorial distribution and size class (% share of the total)**

	Inflow expected in 2022 (a.v.)	Salaried personnel	for whom:				Supply contract employees	Coordinated and continuous collaborators**	Other non-salaried employees***
			with a permanent contract	without a permanent contract	apprenticeship	other salaried workers			
<b>TOTAL*</b>	<b>5,179,140</b>	<b>4,154,920</b>	<b>974,030</b>	<b>2,720,450</b>	<b>291,480</b>	<b>168,960</b>	<b>559,780</b>	<b>101,070</b>	<b>363,370</b>
		80.2	18.8	52.5	5.6	3.3	10.8	2.0	7.0
<b>TERRITORIAL DISTRIBUTION</b>									
North West	1,526,910	76.2	21.6	45.2	6.3	3.0	14.4	2.3	7.2
North East	1,244,820	78.5	16.8	51.6	6.4	3.7	14.4	1.1	5.9
Central	1,019,600	81.1	18.9	52.3	5.9	4.0	9.3	2.5	7.1
South and islands	1,387,800	85.6	17.4	61.5	4.0	2.6	4.7	2.0	7.8
<b>SIZE CLASSES</b>									
1-9 employees	1,724,450	88.0	20.2	54.3	8.4	5.1	4.1	2.3	5.5
10-49 employees	1,569,200	81.1	18.0	55.0	5.3	2.8	10.4	1.8	6.7
50-499 employees	1,259,220	73.4	17.2	51.5	2.8	1.9	16.2	1.7	8.7
500 employees and over	626,270	70.3	20.3	43.7	4.4	2.0	19.3	1.8	8.6

\* 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, 2022