



KNOWING THE LABOUR MARKET THROUGH THE BUSINESSES DEMAND: EXCELSIOR INFORMATION SYSTEM BIG DATA

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UNIONCAMERE



The Excelsior Project: what is it?

- ❑ Excelsior is the largest Information System on the demand for professional profiles of Italian companies
- ❑ It is part of the official investigations of the Italian National Statistical System (SISTAN)
- ❑ It has been promoted for over 20 years by Unioncamere along with the Ministry of Labor / National Agency for Active Labour Policies (ANPAL), with the involvement of the Italian Chambers of Commerce
- ❑ It is based on the Business Register, integrated with employment information from INPS sources
- ❑ It is supported by the network of the Chambers of Commerce - involving more than 480 specialized officials throughout the country, who are responsible for raising awareness and facilitating the compilation by larger companies in the area of competence on a monthly basis
- ❑ Currently its field of observation collects all the companies registered in the registers of the Chambers of Commerce, with at least one employee from the various economic sectors (excluding agriculture and Public Administration)
- ❑ Excelsior Portal_ <https://excelsior.unioncamere.net>



The Excelsior Project: which aims

- Having a tool that can provide timely information on the professional needs required by companies with a periodicity useful for the activities of stakeholders committed with the implementation of Active labour policies
- Carrying out an information system capable of historicizing and segmenting the demand in a functional way for the implementation strategies of active policies related to career guidance
- Giving prospective depth to the forecasts to support the medium / long-term vision of the stakeholders.

The Excelsior Project: areas of interest

1

Active labour policies

Monthly survey: The data are available monthly in the first decade of the forecast month and are estimated through a model consistent with the flows resulting from the administrative sources (RI / INPS) on average based on 40-50 thousand interviews on the WEB platform (CAWI-92%) and assisted by telephone (CATI-8%)

2

Guidance policies and services:

Annual survey: The data are available starting from November and are estimated on the basis of monthly results consistent with flows from administrative sources (RI / INPS), on average based on approximately 500 thousand interviews on the WEB and assisted platform (CATI)

3

Medium / long-term scenarios for training planning and guidance

Econometric model: forecast of employment needs defined by two components, for **34 sectors:**

- Expansion/reduction demand;
- Replacement demand.



Excelsior Project: objectives area 1

Active labour policies

- Developing monthly forecasts for micro-land areas (CPI);
- Defining the quantitative and qualitative dimensions of the professional profiles sought;
- Developing a model that makes it possible to identify which companies have the greatest probability of being hired also in relation to a specific professional profile
- Promptly making available to ANPAL and the stakeholders the information taken from the Information System

Excelsior Project: objectives area 2

Guidance policies and services

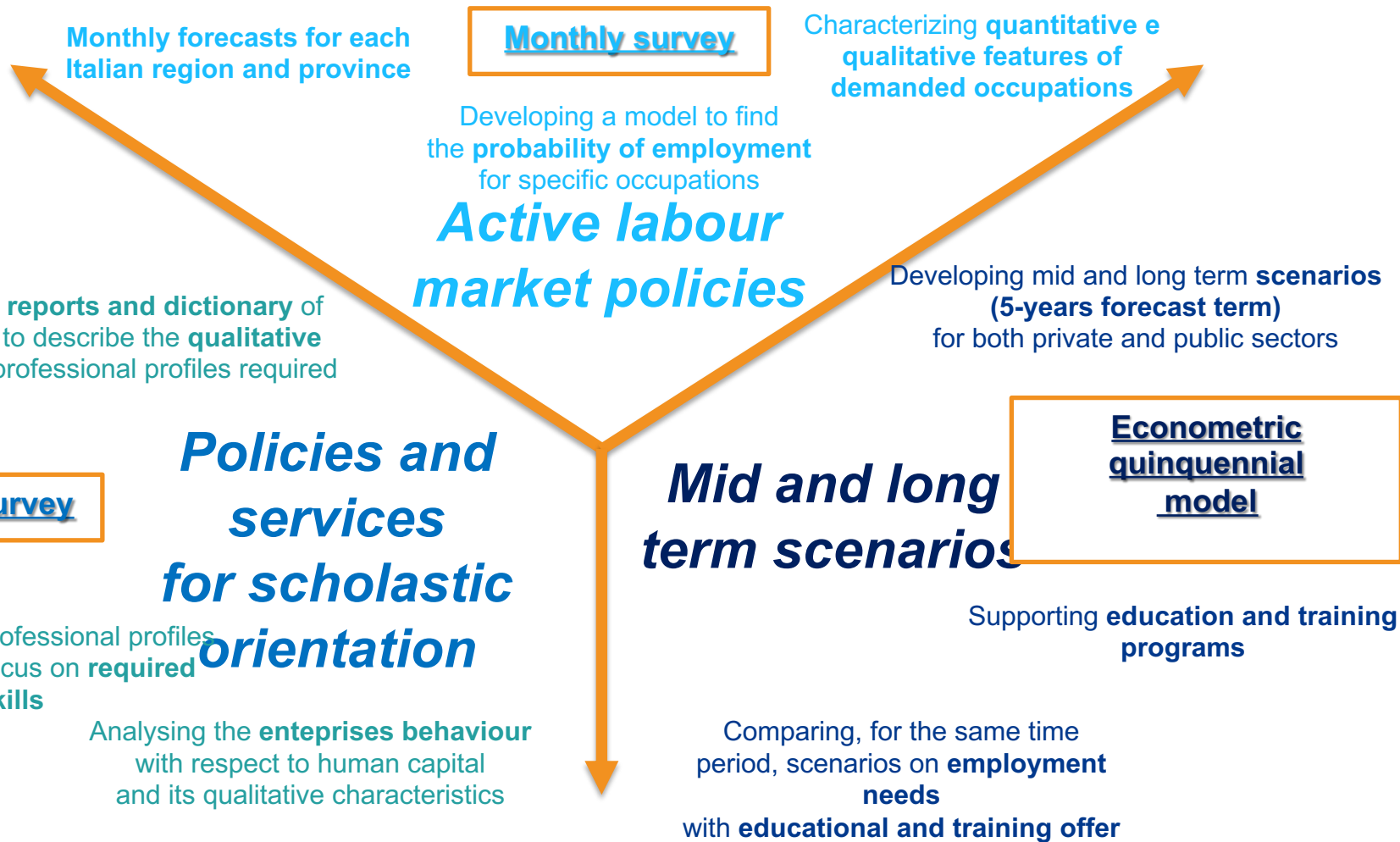
- Preparing multi-year reports and historicizations (dictionaries) on qualitative characteristics linked to the demand for professional profiles;
- Studying the professional profiles and their required skills;
- Analyzing behavior of businesses on human resource issues (job selection, training, use of school-work alternation/work-related learning ...) and in comparison with the profile characteristics (exporters, innovators, green ...).

Excelsior Project: objectives area 3

Medium / long-term scenarios for training planning and guidance

- Developing medium-term scenarios (5 years) for the private and public sectors regarding both expansion / reduction demand (change in the stock of employees), and replacement demand, (employment component from turnover);
- Comparing scenarios on employment needs and on training offer;
- Supporting training planning and design.

Fields, objectives, instruments



Excelsior figures

170.000.000

comunicazioni individuali INPS monitorate trimestralmente per gli ultimi 12 mesi (dipendenti/collaboratori)

Archivi



↶ **11.600.000**

dipendenti occupati nelle imprese monitorate nell'indagine (3% dei dipendenti in Italia)

↶ **1.300.000**

imprese con dipendenti dell'industria e dei servizi monitorate nell'indagine

Big Data



↷ **540.000**

interviste effettuate in un anno via **WEB** o con il contributo della **rete camerale**

↷ **180.000**

Imprese contattate al mese via **WEB** con una redemption di rispondenti intorno al **25%**

↷ **135.000**

previsioni puntuali d'impresa elaborati per ogni proiezione mensile (45x3)

100.000

nuovi annunci di ricerca del personale raccolti online mensilmente:
WEB JOB VACANCIES

Canale WEB



The Excelsior output

- **Data cover several aspects such as:**
 - **Specific occupations that employers are looking for;**
 - **Skills requirements (soft skills, e-skills, green skills);**
 - **Education level and fields of study required;**
 - **Preferred age of candidates;**
 - **Experience;**
 - **Post placement training;**
 - **Hurdles faced by the company in hiring the required profiles.**
- **Data are available at national, regional and provincial level, for different economic activities and for different company size;**
- **Monthly output: provides labour market trend indicators;**
- **Annual output: shows more robust data on characteristics of professional profiles.**

Excelsior: publications 2019

Excelsior Informa: monthly bulletins on business employment programs (regional and national, 2019)

Bollettini mensili

Excelsior Informa presenta i programmi occupazionali delle imprese, leggi il bollettino nazionale o quello relativo alla regione/provincia che ti interessa.

Per consultare il **bollettino nazionale** e le **tavole statistiche** cliccare sull'icona seguente



Per consultare i **bollettini delle regioni e delle province** evidenziare sulla mappa a fianco la regione, o dopo aver selezionato la regione, la provincia desiderata.



← Italia, Italia

- Ottobre - Dicembre 2020, Bollettino Excelsior Informa: bollettino mensile sui programmi occupazionali delle imprese
- Italia, Ottobre - Dicembre 2020, Tavole statistiche Tavole statistiche corredate da glossario e classificazioni di riferimento dell'indagine
- Italia, Tutti gli anni Bollettini relativi a tutti gli anni disponibili

Excelsior: publications 2019

Excelsior Informa: annual bulletin on business employment programs (regional and national, 2019)

Bollettini annuali

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← Italia, 2019,

Italia

Bollettino
 Excelsior Informa: bollettino annuale sui programmi occupazionali delle imprese

Italia, 2019, Tavole statistiche
 Tavole statistiche dei principali risultati dell'indagine

Italia, Tutti gli anni
 Bollettini relativi a tutti gli anni disponibili

Excelsior: publications 2019&20c

The demand for professions and training of Italian companies in 2019

Job opportunities for qualified and professional graduates, high school graduates and graduates

The 'job' after education_2019"



Green Skills



Cultural Enterprises



Publications for guidance

Excelsior: publications 2019&20cc

Immigrant Workers

Life long L training, traineeships and work related learning

New Enterprises



Medium-term forecasts of employment and professional needs in Italy

2019-2023



2020-2024
 publ. 2020

Excelsior: publications 2019&20cc

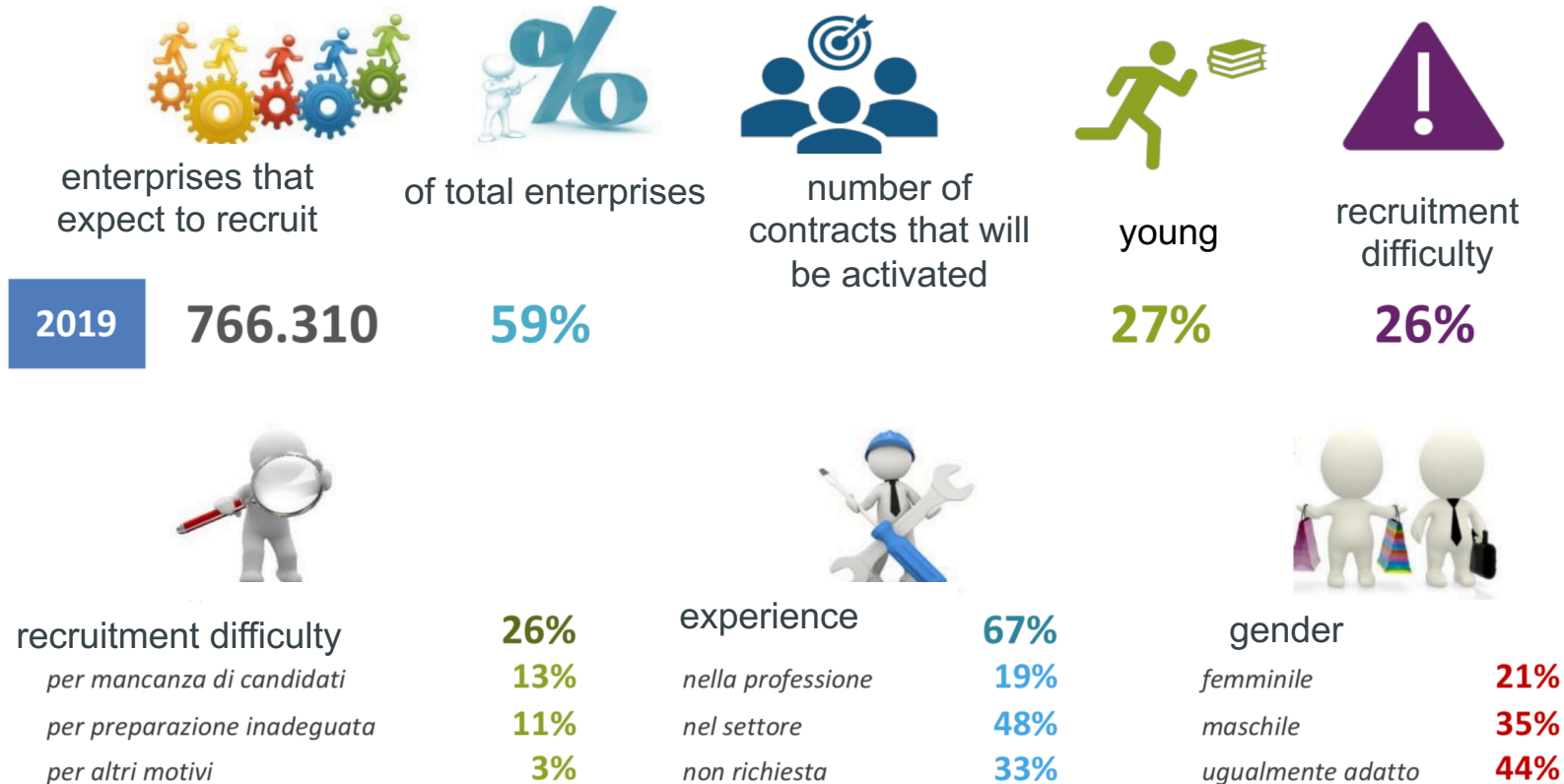
Medium-term forecasts of employment and professional needs in Italy

2019-2023

2020-2024



Main results of 2019 national survey



Source: Bollettino annuale Excelsior, Unioncamere-Anpal, 2019

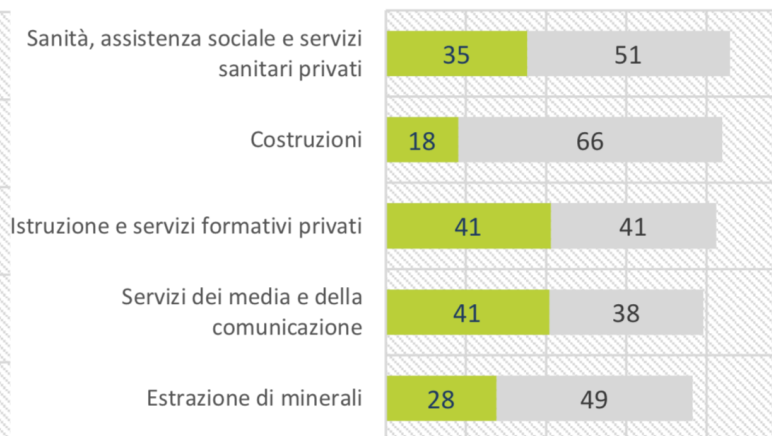
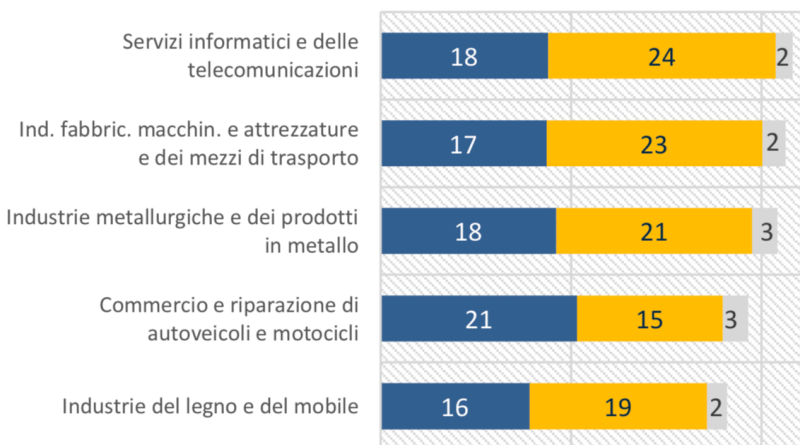
Characteristics of recruitment by Business Sector _2019

I PRINCIPALI SETTORI...

...CON MAGGIORI DIFFICOLTÀ DI REPERIMENTO (%)

...CHE PIU' RICHIEDONO ESPERIENZA SPECIFICA (%)

■ Preparazione inadeguata ■ Mancanza di candidati ■ Altri motivi ■ Esperienza nella professione ■ Esperienza nel settore

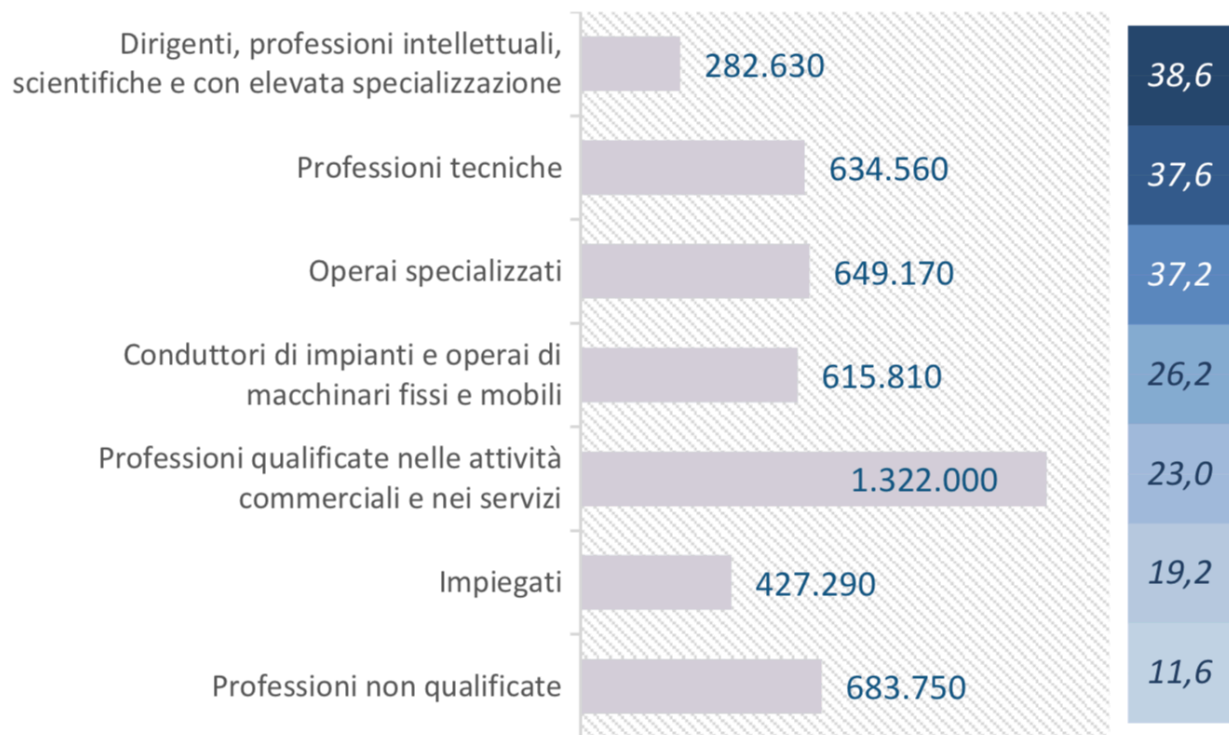


Source: Bollettino annuale Excelsior, Unioncamere-Anpal, 2019

Characteristics of recruitment by Professions_2019

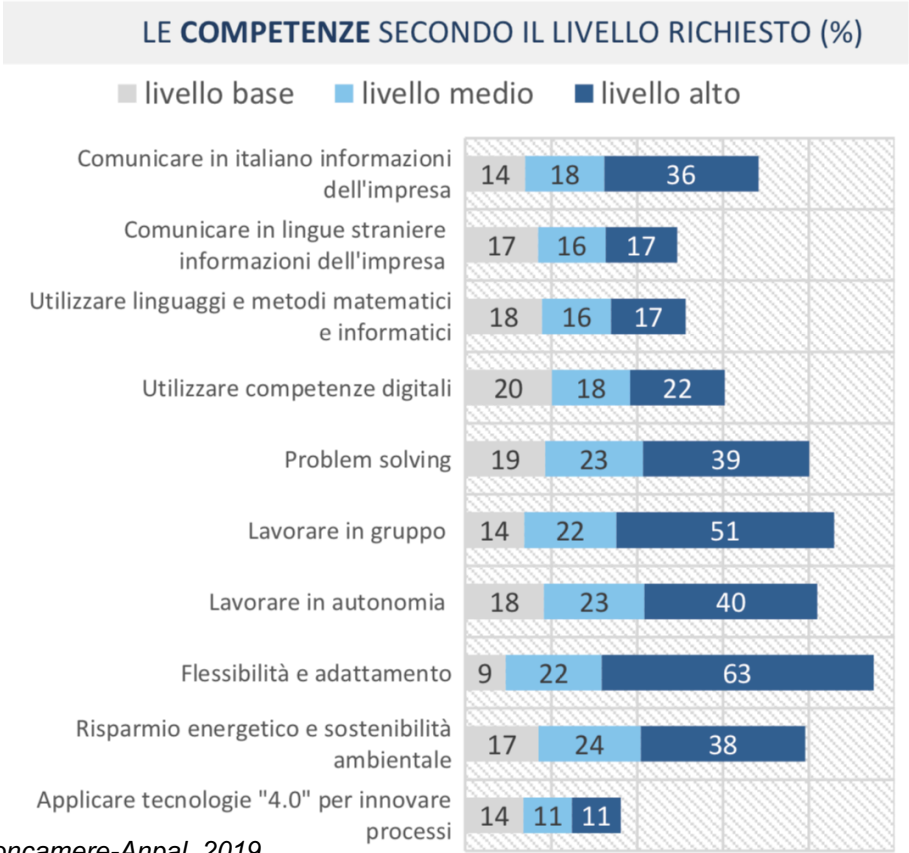
ENTRATE TOTALI E RELATIVA DIFFICOLTÀ DI REPERIMENTO

diff. rep. %



Source: Bollettino annuale Excelsior, Unioncamere-Anpal, 2019

Characteristics of recruitment by Professions_2019

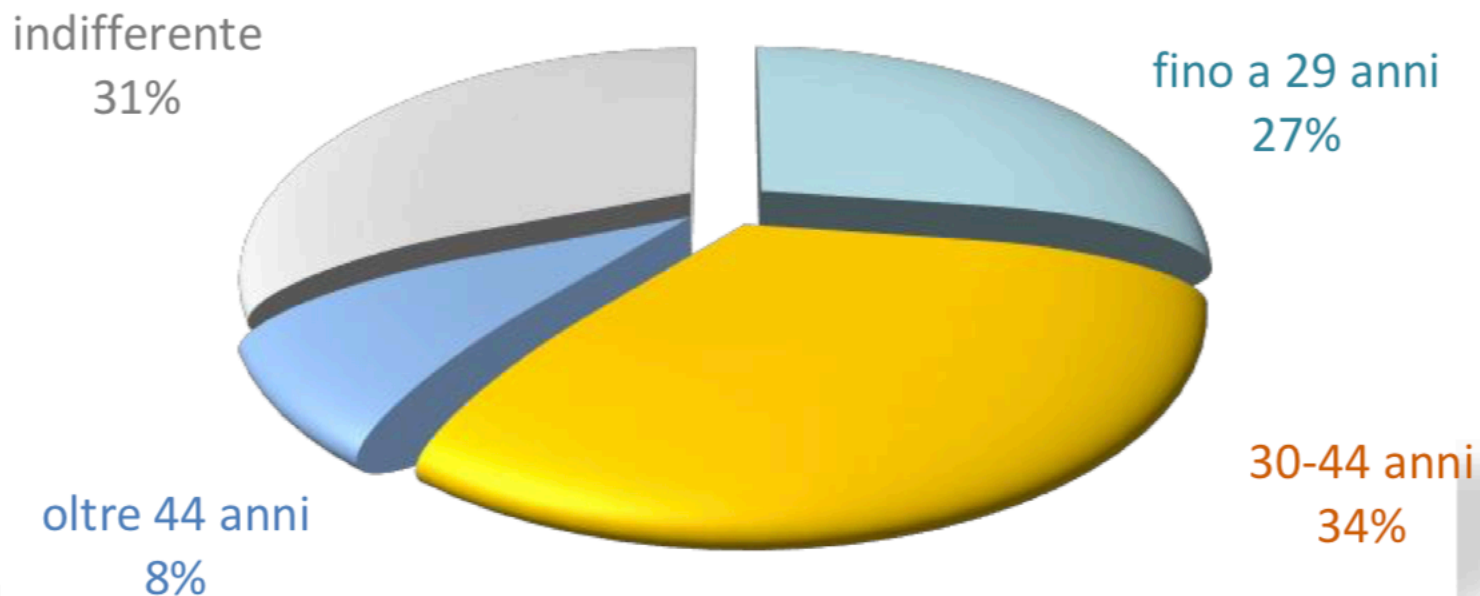


Source: Bollettino annuale Excelsior, Unioncamere-Anpal, 2019

Characteristics of recruitment by AGE_2019

LE ENTRATE PREVISTE PER CLASSE DI ETÀ

di cui fino a 29 anni : **1.259.630**



Source: Bollettino annuale Excelsior, Unioncamere-Anpal, 2019

Characteristics of recruitment by AGE_2019

LE PROFESSIONI CON MAGGIORE DIFFICOLTÀ DI REPERIMENTO PER I GIOVANI

(entrate previste di giovani - quota % e v.a.)

	Difficoltà di reperimento media per i giovani 28%	giovani difficile	entrate giovani
Specialisti in scienze informatiche, fisiche e chimiche	66%	8.210	12.470
Operai nelle attività metalmeccaniche ed elettromeccaniche	46%	33.090	71.520
Tecnici in campo informatico, ingegneristico e della produzione	46%	27.380	59.470
Progettisti, ingegneri e professioni assimilate	42%	7.790	18.400
Operai nelle attività metalmeccaniche richiesti in altri settori	41%	23.870	57.980

Source: Bollettino annuale Excelsior, Unioncamere-Anpal, 2019

Characteristics of recruitment by STUDIES_2019

GLI INDIRIZZI DI STUDIO PIÙ RICHIESTI

		Entrate previste (v.a.)	% sul totale	% difficile reperimento	% con esperienza
UNIVERSITARIO		589.830	13%	35%	84%
SECONDARIO (diploma 5 anni)		1.610.620	35%	26%	64%
QUALIFICA professionale (3 anni) o DIPLOMA professionale (4 anni)	entrate esplicite	1.381.810	30%	29%	68%
	entrate potenziali	1.967.440	43%	27%	68%
SCUOLA DELL'OBBLIGO	entrate esplicite	1.032.940	22%	19%	62%
	entrate potenziali	446.730	10%	17%	57%

Source: Bollettino annuale Excelsior, Unioncamere-Anpal, 2019

SCHOOL-WORK BASED ACTIVITIES_2019

TIROCINI E STAGE

Imprese che nel 2018 hanno ospitato tirocinanti/stagisti

15%

Quota di tirocinanti/stagisti assunti nel 2018 o nel 2019

34%

ALTERNANZA SCUOLA-LAVORO

Imprese che nel 2018 hanno ospitato studenti in "alternanza scuola-lavoro"

11%

Imprese che nel 2019 prevedevano di ospitare studenti in "alternanza scuola-lavoro"

11%

Source: Bollettino annuale Excelsior, Unioncamere-Anpal, 2019

Banche dati



Banca Dati Excelsior

The Excelsior database system offers many possibilities to consult the data: both by providing standard tables and summaries and by allowing the creation of customized charts and tables.

The system is divided into:

- ✓ *professions database*
- ✓ *excelsior on line*



Professioni

Excelsior webportal

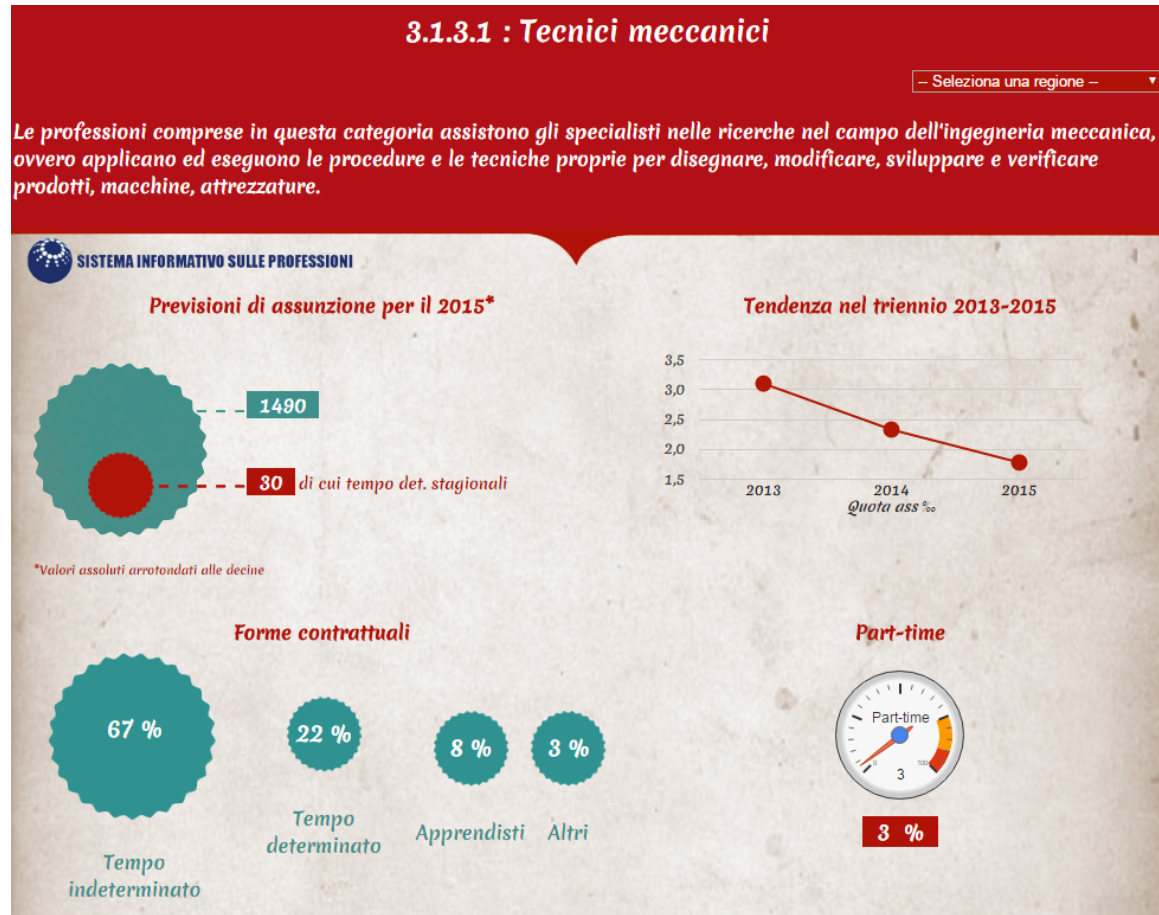
<https://excelsior.unioncamere.net>

DataBase of the professions

The professions database provides information produced by Excelsior, for all professional categories with at least 50 expected recruitments.

It is possible to carry out a free text search or to browse hierarchically the classification of professions.

In addition, regional cards are available for professional categories with at least 20 units in the region.



Excelsior on line

- Home page
- Scelta archivio
- Glossario
- Nota metodologica
- Contatti
- Crediti

Modalità di costruzione delle tabelle

- Classiche
- Navigabili
- Affiancate

Imposta Tabella
 Imposta Filtri (opzionale)
 Imposta Totali (opzionale)

Definisci i dati da porre nelle righe della tabella

Scegli...

Definisci i dati da porre nelle colonne della tabella

Scegli...

Scegli i dati da calcolare

FILTRI
Nessuno

TOTALI
Nessuno

Prosegui

Scegli come visualizzare le intestazioni di riga

Visualizza Codice - Descrizione

Excelsior database allows you to build customized tables and graphs starting from statistical data on the needs of companies by sector, profession and qualification, up to the provincial level

Medium/Long-term forecasts



UNIONE EUROPEA
FONDO SOCIALE EUROPEO

SPAO

ANPAL

SISTEMA INFORMATIVO EXCELSIOR

PREVISIONI DEI FABBISOGNI OCCUPAZIONALI E PROFESSIONALI IN ITALIA A MEDIO TERMINE (2020-2024)

SCENARI PER L'ORIENTAMENTO E LA PROGRAMMAZIONE DELLA FORMAZIONE

UNIONCAMERE

What will the employment needs of enterprises be in the next 5 years?

Trends, 2020-2021

Jobs demand, 2022-2024

Needs and offers for study courses, 2022-2024

Medium/Long-term forecasts

outline the possible evolution of the employment needs of the private economic system and the public administration.

How many workers will be needed?

In 5 years, a total need of 2.7 million employees (about 200 thousand for expansion demand and 2.5 million for replacement demand) could be foreseen

Which are the main drivers?

Eco-sustainability and digitalization are among the main drivers that are transforming the labour market and will take on even more importance in the coming years.

Which are the production chains with the most needs?

health supply chain, and "training and culture", "other public and private services"



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SPAO

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AGENZIA NAZIONALE POLITICHE ATTIVE DEL LAVORO

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Medium/Long-term forecasts



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SCENARI PER L'ORIENTAMENTO E LA PROGRAMMAZIONE DELLA FORMAZIONE

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More technical and specialist profiles (44% of the demand)

Educational levels pushed towards graduates and high school graduates.

Between 2020 and 2024, the Italian labour market could need 898,000 graduates and 902,000 high school graduates, corresponding overall to 69% of the five-year employment needs, and over 680,000 workers with professional qualifications.

Medium/Long-term forecasts

The comparison between supply and demand of recent graduates shows potential shortages in the supply for the medical-health field for the next five year, in many STEM subject: Science, Technology, Engineering and Mathematics.

On the contrary, supply surpluses could occur in the political-social or linguistic fields.

The estimates show a significant supply-demand mismatch for vocational education and training (VET) as there is an overall training offer able to satisfy only 60% of potential demand, with even more critical situations for mechanics, wood-furniture, logistics and construction.

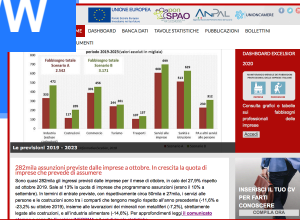




EUROPEAN JOB DAY

INTERNATIONAL CAREER & EMPLOYERS' DAYS!

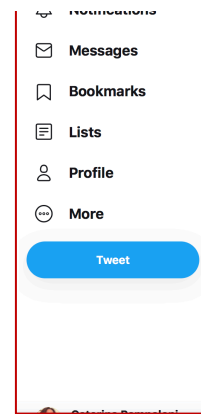
10-11 November 2020 @ Online event



Excelsior webportal
<https://excelsior.unioncamere.net>



ExcelsiorUnioncamere



ExcelsiorUnioncamere
 1,749 Tweets

ExcelsiorUnioncamere
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 Sistema informativo Excelsior - Area politiche attive del lavoro Unioncamere
 Roma excelsior.unioncamere.net Joined August 2014
 743 Following 999 Followers

ExcelsiorUnioncamere @SIE_Unioncamere · Oct 16
 #Excelsior #Anpal #lavoro #bollettino #occupazione #Unioncamere: aumentano le #assunzioni delle imprese ad ottobre
[@wallstreetitalia](http://wallstreetitalia.com/news/unioncamere_via)

Unioncamere: aumentano le assunzioni delle imprese...
 Quasi 282mila gli ingressi previsti dalle imprese per il mese di ottobre, in calo del 27,9% rispetto ad ottob...

Excelsior-Unioncamere



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Info: <https://www.facebook.com/progettoexcelsior/>

Informazioni: il "Sistema informativo Excelsior", ricostruisce annualmente il quadro previsionale della domanda di lavoro e Entrate previste nel periodo per aree funzionali di inserimento

PROGETTO EXCELSIOR
 SISTEMA INFORMATIVO PER L'OCCUPAZIONE E LA FORMAZIONE

UNIONCAMERE
 CAMERE DI COMMERCIO D'ITALIA

Sistema Informativo Excelsior
 167 subscribers

HOME VIDEOS PLAYLISTS CHANNELS DISCUSSION ABOUT

Uploads: PLAY ALL

Come registrarsi ed utilizzare lo sportello virtuale per...
 Intervento Claudio Gagliardi webinar "Gli strumenti...
 Presentazione del portale del sistema informativo Excelsior
 Come consultare la t dati Excelsior



Sistema Informativo Excelsior





Thank you for your kind attention!



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