Excelsior Employment and Training Information System

Sistema Informativo per l'Occupazione e la Formazione Excelsior

POLICY INSTRUMENT   🇮🇹 Italy

Description

Country	🇮🇹 **Italy**

Focus area

> MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE
>
> *The "Excelsior Employment and Training Information System" is a permanent project set up in 1997 by the Chambers of Commerce, Unioncamere, the Ministry of Labour and Social Policies and the European Union, with the aim of monitoring the prospects of labour demand and professional and training needs expressed by enterprises. Since 2004, the project has also been supported by ANPAL.*

Link   https://excelsior.unioncamere.net/index.php?option=com_content&view=featured&It...

Implementation level

> NATIONAL

> REGIONAL

Legal base   Law

Starting period   The instrument has been operational since 1997. However, important updates have been made since 2017.

Perspective   Not applicable

Policy area

> EDUCATION

> TRAINING

EMPLOYMENT

MIGRATION

INNOVATION

DIGITAL ECONOMY

SOCIAL INCLUSION

EQUALITY/EQUAL OPPORTUNITIES

Funding

FUNDED BY NATIONAL GOVERNMENT

FUNDED BY THE EU
European Social Fund

Skill mismatch

Skill mismatch target

OVERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE ABOVE THEIR JOB'S NEEDS)

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

Skills matching focus

OTHER
Analysis of professional needs of enterprises. The system is a reference point for analysing the training needs of enterprises and for following the quantitative dynamics of labour demand, at national, regional and local level.

Skills delivered

GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)

Methods

Methods

SKILLS FORECASTING

The data collected allow the construction of long-term forecasting models (up to 5 years).

EMPLOYER SURVEYS

The analysis of the country's training needs and the changes in labour market demand takes place through a monthly questionnaire addressed to enterprises (continuous survey) with CAWI method.

OTHER

Surveys are complemented by administrative data (Register of Enterprises of the Chambers of Commerce), which integrates data from INPS (Istituto Nazionale Previdenza Sociale) and ISTAT data on "business trust". On the basis of these sources, it is possible to construct short, medium and long-term forecasts.

Use of skills intelligence

The administrative information on which the excelsior system is based is used to promote all those active labour policies capable of responding to the country's employment needs. The system has been updated since 2017 to include an integration of data extrapolated through enterprise surveys and administrative data from INPS, in order to obtain more precise results for the implementation of short-term policies.

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

Stakeholders

Main responsible body

NATIONAL AGENCY

Unioncamere

Other involved organisations

NATIONAL AGENCY

The National Agency for Active Labour Policies (ANPAL) is in charge of

ensuring the functioning and updating of the site. INPS provides useful data to allow the construction of more accurate and precise forecasts.

CHAMBERS OF COMMERCE

The project was launched jointly by Unioncamere and the Ministry of Labour and Social Policies in 1997.

RESEARCH CENTRES, UNIVERSITIES

ISTAT (National Institute of Statistics) provides expert support through studies and research.

Beneficiaries

OTHER

In general, the beneficiaries of the measure are all those who are interested in labour market trends and changes in professional needs at national, regional and local level: from students to policy makers, from training providers to consultants and job-matching operators, from workers (including unemployed) to employers.

Sustainability

Success factors

The main success factor of the project is the integration of information addressed to enterprises through sample surveys and data obtained from administrative sources as a result of the use of the "Registro delle Imprese delle Camere di Commercio" (Chambers of Commerce Business Register), which has been integrating information from INPS sources for a few years now. This provides data on labour demand on a monthly, quarterly and annual basis.

Barriers

Currently, there are no clear barriers to the implementation of the project. The main problems related to the compilation of sample surveys addressed to enterprises (potentially on a voluntary basis) have been solved by making the survey "con obbligo di risposta (mandatory survey)" for the National Statistical System.

Monitoring and evaluation

Analyses conducted by the Excelsior system provide monthly, quarterly and annual information on the employment and training needs of businesses at national, regional and local level. The studies carried out ensure the dissemination of labour market information through statistical volumes (or reports), bulletins and the updating of the web platform.

Updates

As of 2017, the Excelsior system has been updated, introducing a series of changes that have affected the survey techniques, the organisation of the statistical survey and the data processing methodology. For example, there has been a shift to a monthly survey (and no longer quarterly/annually), the CAWI technique has been implemented, greater involvement of the chamber system has been adopted and the questionnaire to companies has been

simplified

YES

Effectiveness
As the project is used to support active labour market policy implementation processes by providing information on training and employment needs, it is not evaluated for effectiveness. In any case, the analyses carried out are the basis of any active training and employment policy launched in Italy since 1997.

Sustainability
Unless there are interruptions in the financial flows for the development and updating of the excelsior system, it will continue to fulfil its mandate for the coming years. Currently, forecasts for the years 2021-2025 have already been constructed and surveys for the June-August quarter are in progress.

Other instruments in Italy

- Long-term Directive on Vocational Training aimed at Reducing Unemployment (Labour Market, 2018-2021, Piedmont Region)
  Direttiva Pluriennale Sulla Formazione Professionale Finalizzata alla lotta contro la Disoccupazione (Mercato del Lavoro) - Regione Piemonte 2018/2021
- Permanent National Information System for occupational needs
  Sistema nazionale permanente per i fabbisogni professionali (per le professioni)