Permanent National Information System for occupational needs

Sistema nazionale permanente per i fabbisogni professionali (per le professioni)

Italy

Description

Country **Italy**

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

The instrument, implemented by Isfol (the National Institute for Employees' Training, now National Institute for Public Policies Analysis) and Istat (the National Institute for Statistics), provides data and information about professions' contents, quantitative relevance, short and medium term trends, characterising competences and vacancies. The available data and information are targeted to the general public, but also to policy makers.

Link https://www.inapp.gov.it/professioni/

Implementation level

NATIONAL

Legal base Law

Starting period Since 2010

Policy area

EDUCATION

TRAINING

EMPLOYMENT

Funding

FUNDED BY NATIONAL GOVERNMENT

FUNDED BY THE EU
ESF

Skill mismatch

Skill mismatch target

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

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
The website is aimed at providing data and projections on training and employment needs at regional and national level.

Methods

Methods

SKILLS FORECASTING

Forecasts are constructed on the basis of the 'scenario methodology', in a process of identifying trends and drivers that are used in the exploration and prefiguration of the most likely scenarios among those possible.

SKILL AUDITS

The survey, carried out using the CATI (Computer assisted telephone interviewing) technique, aims to collect qualitative information on the needs of enterprises in terms of lack of specific knowledge/competences related to professional figures present in private enterprises.

OTHER

Employee survey: the interviews, carried out using the Capi (Computer assisted personal interviewing) technique, aim to collect information useful to represent the characteristics of the professions, with particular reference to the content of the work

carried out and the organisational context in which it takes place

Stakeholders

Main responsible body

NATIONAL AGENCY

INAPP (National Institute for Public Policies Analysis, once ISFOL)

Other involved organisations

NATIONAL MINISTRY

The Ministry of Education and the Ministry of Labour and Social Policy oversee the project.

CHAMBERS OF COMMERCE

Unioncamere (the national network of the Chambers of Commerce), together with INPS (National Institute for Social Security) and INAIL (National Institute for Safety at Work) provides detailed information on the labour market situation.

RESEARCH CENTRES, UNIVERSITIES

ISTAT and other national research institutes provide data to update the site periodically.

Beneficiaries

OTHER

The intended beneficiaries of the instrument are, in general, all those who are interested in the instrument's contents concerning the Italian system of professions and jobs. This means that the intended beneficiaries include: individuals (students, employees; unemployed, employed) aimed at knowing in detail the skills/competences and trends of a specific profession/job; education and training providers, aimed at knowing the most demanded skills/competences in the labour markets; guidance, counselling and job-matching operators, aimed at having updated information on professional trends and dynamics for giving job-seekers a better service; policies' decision makers, aimed at having the availability of updated data/evidences in order to define more informed programmes and interventions.

Sustainability

Success factors

The main factor improving the success of the instrument was the integration of data/info and having different sources using the Istat National Classification of Professions (CP2011) as communication protocol.

Barriers

The main barrier to the implementation, largely overcome, is the voluntary basis of the cooperation among the various stakeholders/partners that provide data/information to the System. In fact, on top of INAPP and Istat, all the network's partners have the production of the data/info they pass to the system in their mission, but they do not have the obligation to pass them to the System. This sometimes caused delays in the transmission of data/info by the partners to INAPP and Istat with the consequence of the System not being promptly updated.

Monitoring and evaluation

The indicators used for measuring the progress of the instrument are: the number of professions/jobs fully included in the system (also as a rate of the total number of professions/jobs mapped in Italy); the number of visit to the System's website; the number of stakeholder/partners cooperating in the regular feeding of the System (also as a rate of the universe of those entitled); and the updating of the data/information included in the System. The instrument's progress with reference to these indicators is regularly measured by INAPP as the System's responsible agency.

Updates

NO

Effectiveness

Due to the instrument's characteristics and objectives (a support-decision system), its effectiveness and impact are not assessed. With reference to the most relevant instrument's progress indicators, the main figures are as follows: about 800 so-called "professional units" are described in the system using more than 300 variables; and for all the Italian Regions/Autonomous Provinces and all the economic sectors (as classified by Istat), updated occupational forecasts are available. The benefits and beneficiaries largely correspond to those expected. No relevant unexpected benefits or costs derived so far from the instrument's implementation.

Sustainability

The instrument is going to continue in the next years, because its updating and functioning is part of the missions of all the partners who are involved in its implementation and of INAPP and Istat. The widening of partners'/stakeholders' network, on one side, and the inclusion of the Public Administrations' professions, on the other side, are the two most relevant developments expected for the System in the short time.

Other instruments in Italy

- Excelsior Employment and Training Information System
  Sistema Informativo per l'Occupazione e la Formazione Excelsior
- 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