



Gruppo CLAS

MEASURING AND IDENTIFYING OCCUPATIONAL DEMAND in ITALY

The Excelsior Information System

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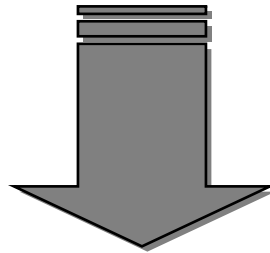
Paris, 22 -23 May 2008

What is EXCELSIOR?

- **The areas under observation 1997-2008**
- **The organisation of the survey**
- **Main results from the 2007 edition of EXCELSIOR**
- **The media and material available**
- **Using the information**

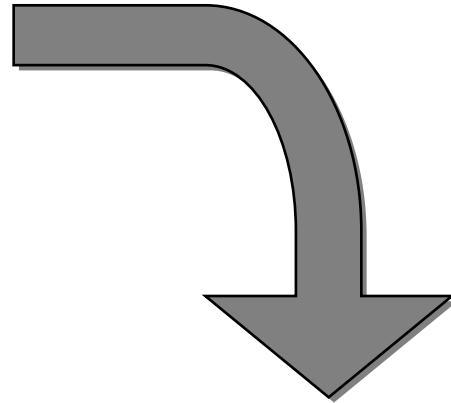
What is EXCELSIOR?

EXCELSIOR IS A SURVEY, RUN SINCE 1997, THAT PROVIDES INFORMATION ON LABOUR DEMAND AS DEFINED BY ITALIAN ENTERPRISES



**DATA ON INFLOWS AND OUTFLOWS
IN THE LABOUR MARKET
(jobs categorised by educational level, vacancies,
seasonal workers and non-EU migrants)**

What is EXCELSIOR?



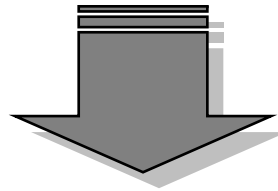
DETAILS OF OCCUPATIONS
with increasing market demand
(experience, age, contract type,
recruitment difficulties, etc.)

What is EXCELSIOR?



INDICATORS FOR THE TRAINING SYSTEM

educational qualifications, knowledge of languages and computing, training required and methods (on the job, external and internal courses, etc.)



INFLUENCE OF THE RESULTS ON REGIONAL/GOVERNAMENTAL TRAINING POLICIES

Excelsior: the areas under observation (1997-2008)

**DURING ITS 11 YEARS OF RUNNING,
EXCELSIOR HAS CONSTANTLY EXTENDED
THE AREAS COVERED**

Excelsior: the areas under observation (1997-2008)

1997: 23 economic sectors, 20 Regions and 45 provinces, excluding:

- Public Administration
- Agriculture
- Private education and health
- Professional practices

1998: 27 economic sectors and all 103 Italian provinces, excluding:

- Public Administration
- Agriculture

Excelsior: the areas under observation (1997-2008)

1999-2008:

- 27 economic sectors,
- 103 provinces
- Public Administration
- Agriculture (regional data)

THE SURVEY

The Excelsior survey is carried out using two separate methods

By telephone interview (using the CATI methodology) for firms < 250 employees (approx. 90 000)

For 3000 companies > 250 employees, via direct interview with assistance in compiling the results from the Chamber of Commerce statistics and studies unit

THE SURVEY

SETTING UP THE QUESTIONNAIRE AND SURVEY ACTIVITIES

DEVISING THE QUESTIONNAIRE

**PREPARING THE SOFTWARE FOR RECORDING
DATA FROM QUESTIONNAIRES**

CATI SURVEY

MAILING TO COMPANIES

DIRECT SURVEY

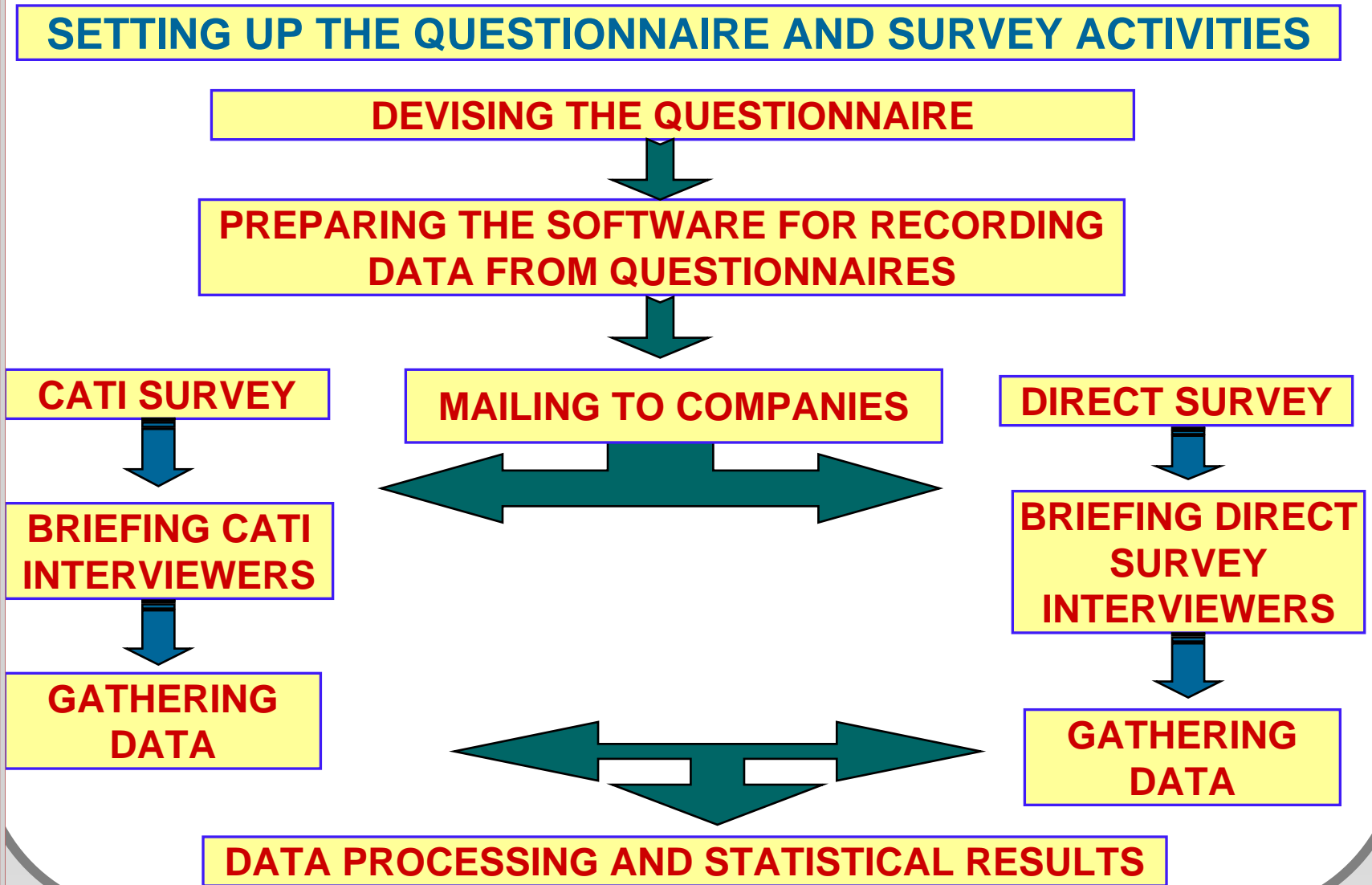
**BRIEFING CATI
INTERVIEWERS**

**BRIEFING DIRECT
SURVEY
INTERVIEWERS**

**GATHERING
DATA**

**GATHERING
DATA**

DATA PROCESSING AND STATISTICAL RESULTS



AREAS UNDER OBSERVATION 2008

enterprises

	employees	no employees
INDUSTRY	YES	NO
SERVICES	YES	NO
AGRICULTURE	YES	NO
CRAFT	YES	NO

**Information available for 27 sectors in 4 size classes
and 103 Italian provinces (NUTS 3 regions)**

Excelsior 2007

Sampling scheme: private sector (excl. agriculture and small craftsmen)

SIZE	TOTAL	SAMPLE (ex-post)	% COVERAGE	
			Enterprises	Employees
1:9	1.091.700	55,200	5.1	} 15.0
10:49	149.800	30,900	20.6	
50:99	13.400	5,500	41.0	
100 and above	10.900	5,800	53.2	55.2
TOTAL	1,265,800	97.400	7.7	30.3

Plus around 5.000 agricultural businesses

Excelsior 2007: main results

LABOUR FLOWS

Employees at 31.12.06 10,800,000

Hiring anticipated 2007 839,500

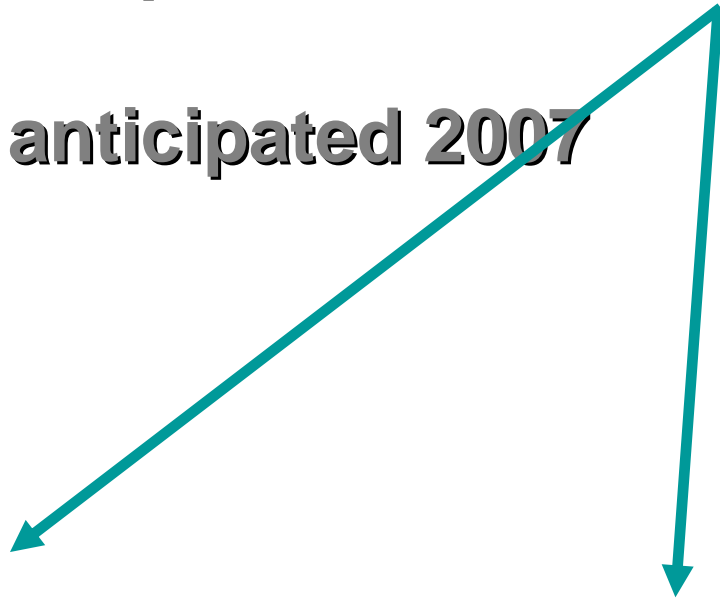
Leavers anticipated 2007 756,400

Balance 83,000

Industry 329,200

Services 510,300

plus
265,200
seasonal
entries



Excelsior 2003-2007: main results

Demand for migrants

Decrease in difficulties during recruitment

2003 (41,0%)  2007 (32,3%)

Decrease in the demand for migrants

2003 (33,3%)  2007 (27,1%)

Main results

Occupations in greatest demand

	RECRUITMENT 2007		
	(total)	(%)	
TOTAL	839460	100,0	
Managers, highly specialised occupations and technicians	152510	18,2	↑
Managers and directors	1.950	0,2	
Intellectual, scientific and highly specialised occupations	34.790	4,1	
Intermediate occupations (technicians)	115.780	13,8	
Executive occupations and sales professions	289.940	34,5	↓
Executive occupations relating to administration and management	96.670	11,5	
Sales and family services professions	193.270	23,0	
Specialist labourers, machinery operators, assembly workers	280.080	33,4	=
Specialist labourers	164.360	19,6	
Plant drivers and fixed and mobile machinery operators , industrial assembly workers	115.720	13,8	
Unqualified staff	116.930	13,9	↑

EXCELSIOR CLASSIFICATION OF OCCUPATION

List of some
2.700
occupations

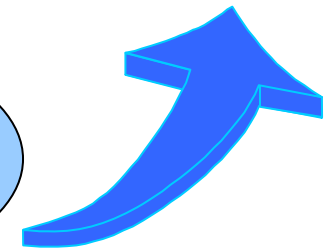
828 occupations
demanded by
enterprises
(over *50 recruitments*
anticipated)

508 groups of
occupations according
to educational
qualification and
skill level

81 specific
occupation at
sectoral level

20 groups of
occupations
concentrate
55% of total
requirement

40 groups of
occupations
concentrate
71% of total
requirement



Main results

EDUCATIONAL QUALIFICATIONS IN GREATEST DEMAND

	Total recruitment		
	2003	2007	
TOTAL	100,0	100,0	
University degrees	7,2	9,0	↑
High school diploma	32,0	34,9	↑
Vocational training and qualifications	20,9	17,6	↓
Basic compulsory schooling	39,9	38,6	↓

USERS

INSTITUTIONAL USERS AND EDUCATIONAL AND EMPLOYMENT PLANNERS

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

ECONOMIC PLAYERS

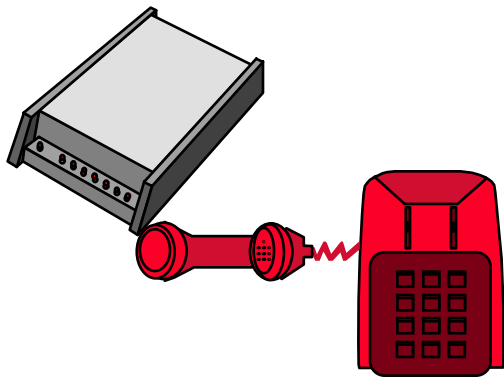
Chambers of Commerce
Economic sectors
Trade Union organisations

INDIVIDUALS SEEKING A FIRST OR NEW JOB; CAREER GUIDANCE SERVICES

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

MEDIA AND INFORMATION AVAILABLE

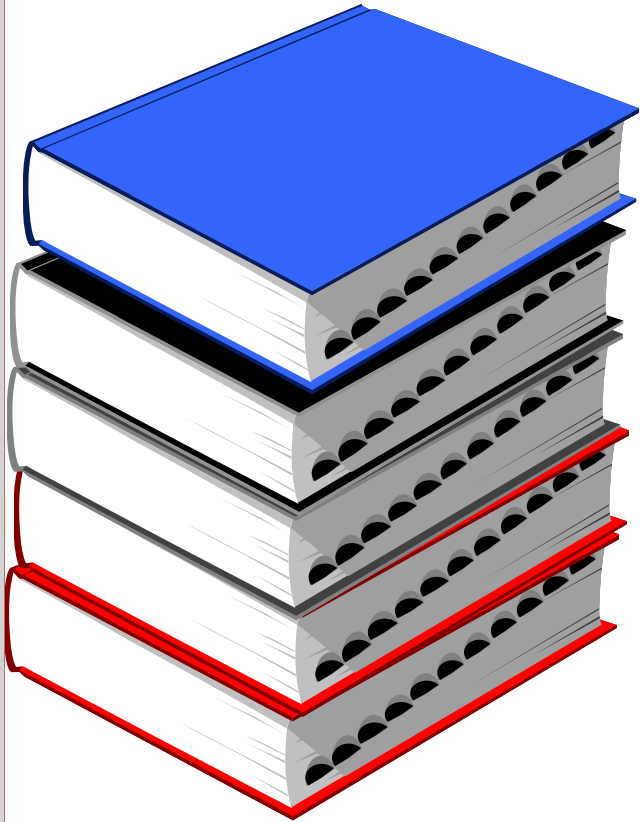
Internet



Thematic volumes



PUBLICATIONS



SUMMARY OF MAIN RESULTS

*Analysis by sector
(including high-tech, knowledge intensive)*

*Geographical analysis
(NUTS 1, 2 and 3 regions; industrial districts)*

Analysis of basic occupations

Analysis by educational qualification

THEMATIC VOLUMES

Crafts

Agriculture

ICT

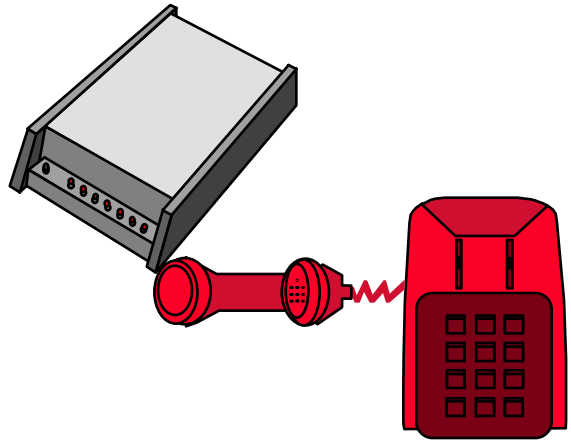
Tourism

Commerce

Cooperation

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THE WEBSITE

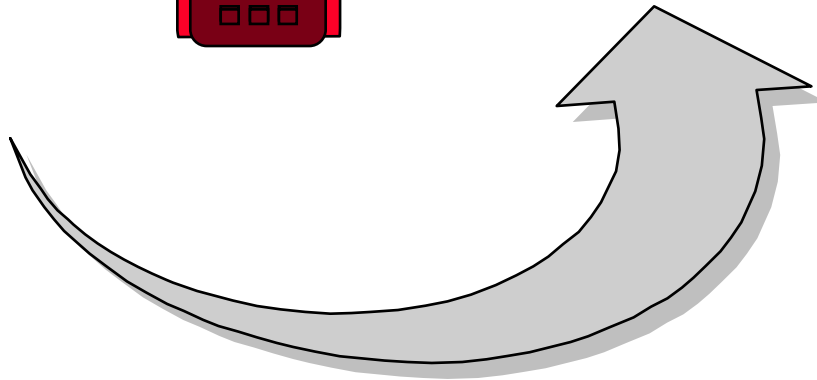


The entire database is available
on the website:

<http://excelsior.unioncamere.net>

and on the CCIAA's statistical web portal

www.starnet.unioncamere.it



ADDITIONAL INFORMATION

For further information, please enquire:

1. Unioncamere's study centre in Italy
2. Research and statistical offices of Chambers of Commerce
3. Research and statistical offices of the regional Unions
4. E-mail to centrostudi@unioncamere.it