



Skills Intelligence Emilia-Romagna (SI-ER): Leveraging Web Data and AI for Next-Generation Regional Skills Intelligence

29 May 2026 |
Lara Porciatti, ART-ER
lara.porciatti@art-er.it



Talenti
Emilia-Romagna
Avanzare insieme






ART-ER: who we are

The Consortium of Emilia-Romagna (Italy) established to foster the **sustainable growth** of the region through the development of **innovation and knowledge, attractiveness** and **internationalization** of the territory

<https://en.art-er.it/>

Emilia-Romagna, Italy



	Official name Emilia-Romagna	Area 22.453 square km	GDP per capita 33.614€
	Country Italy	Population 4.4 M of inhabitants	Employment Rate 68.3%
	Official Language Italian	Metropolitan City Bologna	Unemployment Rate 5,6%
	1st Foreign Language English	Traffic Right-handed	
	Currency EURO	Time Zone GMT+2	
		Country Code +39	

Source: ISTAT, 2019

Emilia-Romagna Smart Specialization Areas

INDUSTRIAL SPECIALISATION SECTORS

AGRIFOOD

**CLUST-ER
AGRIFOOD**
AGROALIMENTARE

BUILDING AND CONSTRUCTIONS

**CLUST-ER
BUILD**
EDILIZIA E COSTRUZIONI

MECHATRONICS AND AUTOMOTIVE

**CLUST-ER
MECH**
MECCATRONICA E MOTORISTICA

HEALTH AND WELLBEING

**CLUST-ER
HEALTH**
SALUTE E BENESSERE

CULTURAL AND CREATIVE INDUSTRIES

**CLUST-ER
CREATE**
CULTURA E CREATIVITÀ

SERVICE INNOVATION & ICT

**CLUST-ER
INNOVATE**
INNOVAZIONE NEI SERVIZI

ENERGY AND SUSTAINABLE DEVELOPMENT

**CLUST-ER
GREENTECH**
ENERGIA E SOSTENIBILITÀ

7°

Region in Italy
for expats

50%

- 23,5%
Birth rate (in
10y)

*of companies in Emilia-Romagna
do not find the skills they need*

4,1%

unemployment
rate

8,2%
Neet

Mitigating skill mismatch requires **an integrative approach to skills governance** at regional/local level.



1st step: use evidence-based analysis to better understand skills needs at local level (skills intelligence)

SKILLS INTELLIGENCE EMILIA-ROMAGNA

A decorative graphic on the right side of the slide, consisting of several light gray, rounded, interconnected shapes that resemble a stylized molecular structure or a network of nodes and links.

Skills Intelligence Emilia-Romagna

Partners



UNIONCAMERE
EMILIA-ROMAGNA



Skills Intelligence Emilia-Romagna

Objectives

SHORT TERM - to provide local stakeholders in the education, vocational training, and university sectors with a **tool for updating educational programs and career guidance**, aligning them with labor market needs.


MEDIUM-LONG TERM - a regional **data-driven system** for skills needs and supply analysis

Skills Intelligence Emilia-Romagna

A permanent regional system for skill needs anticipation

DIGITAL PLATFORM

Quantitative data




Sector	Number of Announcements
AGRIFOOD	28.938
BUILD	21.855
CREATE	24.263
GREENTECH	43.426
HEALTH	17.839
INNOVATE	32.223
MECH	101.345
TOURISM	27.892
URBAN	624
BIGDATA	7.212

383.179 (Total)

AGRIFOOD BUILD CREATE GREENTECH HEALTH INNOVATE MECH TOURISM URBAN BigData


FOCUS GROUP

Qualitative data



EVENTS, WORKSHOP

Capacity building



TALENT OBSERVATORY annual reports



STAKEHOLDER BOARD of the regional law 2/2023



Open-access digital platform

Quantitative data

HOME

ASSUNZIONI

ANNUNCI

FABBISOGNI



SKILLS INTELLIGENCE EMILIA-ROMAGNA

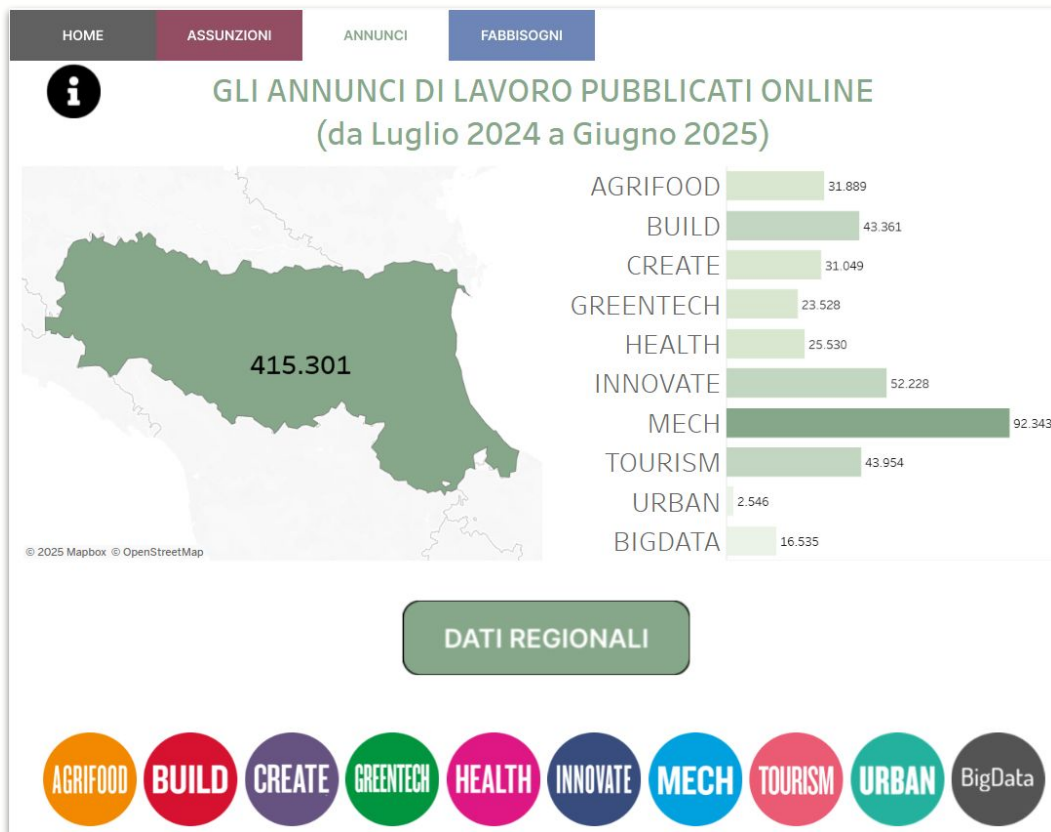
**LE COMPETENZE E I PROFILI
PROFESSIONALI RICERCATI
DALLE IMPRESE**



<https://emiliaromagnainnodat.a.art-er.it/skills-intelligence-emilia-romagna/>

Open-access digital platform

Quantitative data



An **open-access digital tool** that shows data on skills and profiles

demand, data from **OJV** - online **job vacancies** offered in Emilia-Romagna ([Lightcast](#));
hired, administrative data extracted from **job contracts** ([Regional employment agency](#));
expected, data extracted from the national **survey** on company **hiring intentions** ([Excelsior Information System](#))

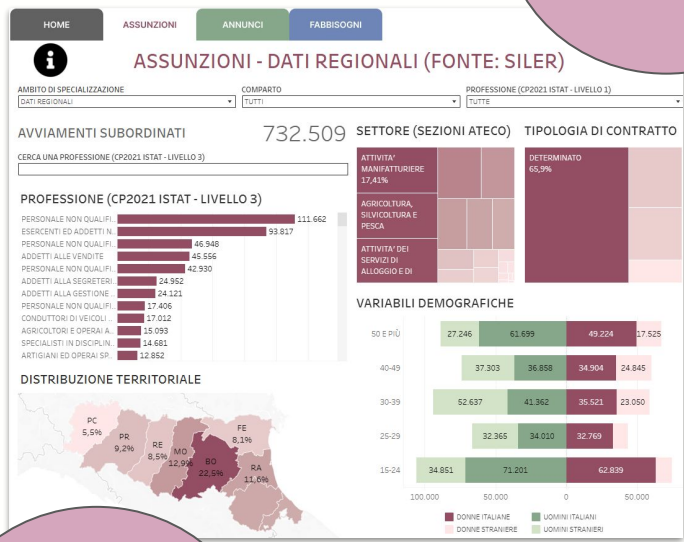
Open-access digital platform

Quantitative data

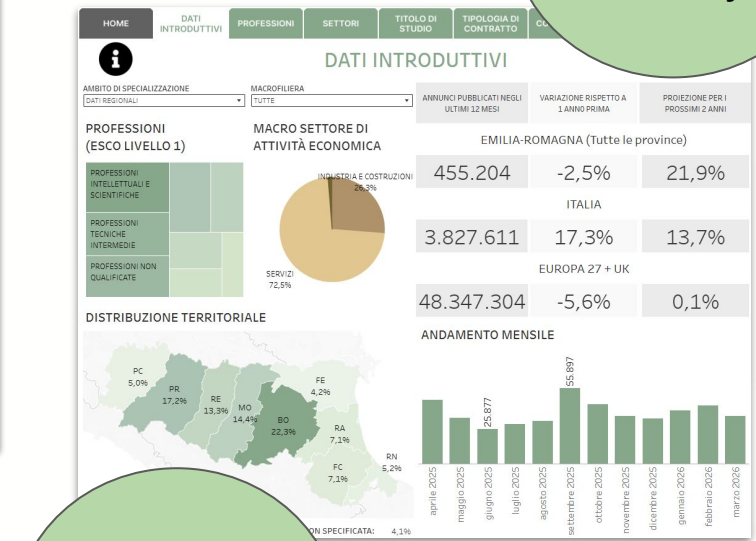
732,509
Job contracts

455,204
Online job vacancy

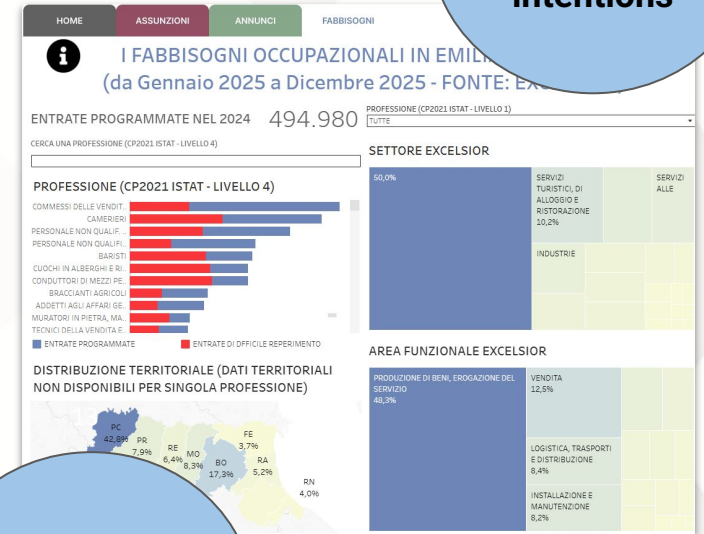
494,980
Hiring intentions



Every 6
months



Every 3
months



Every 12
months

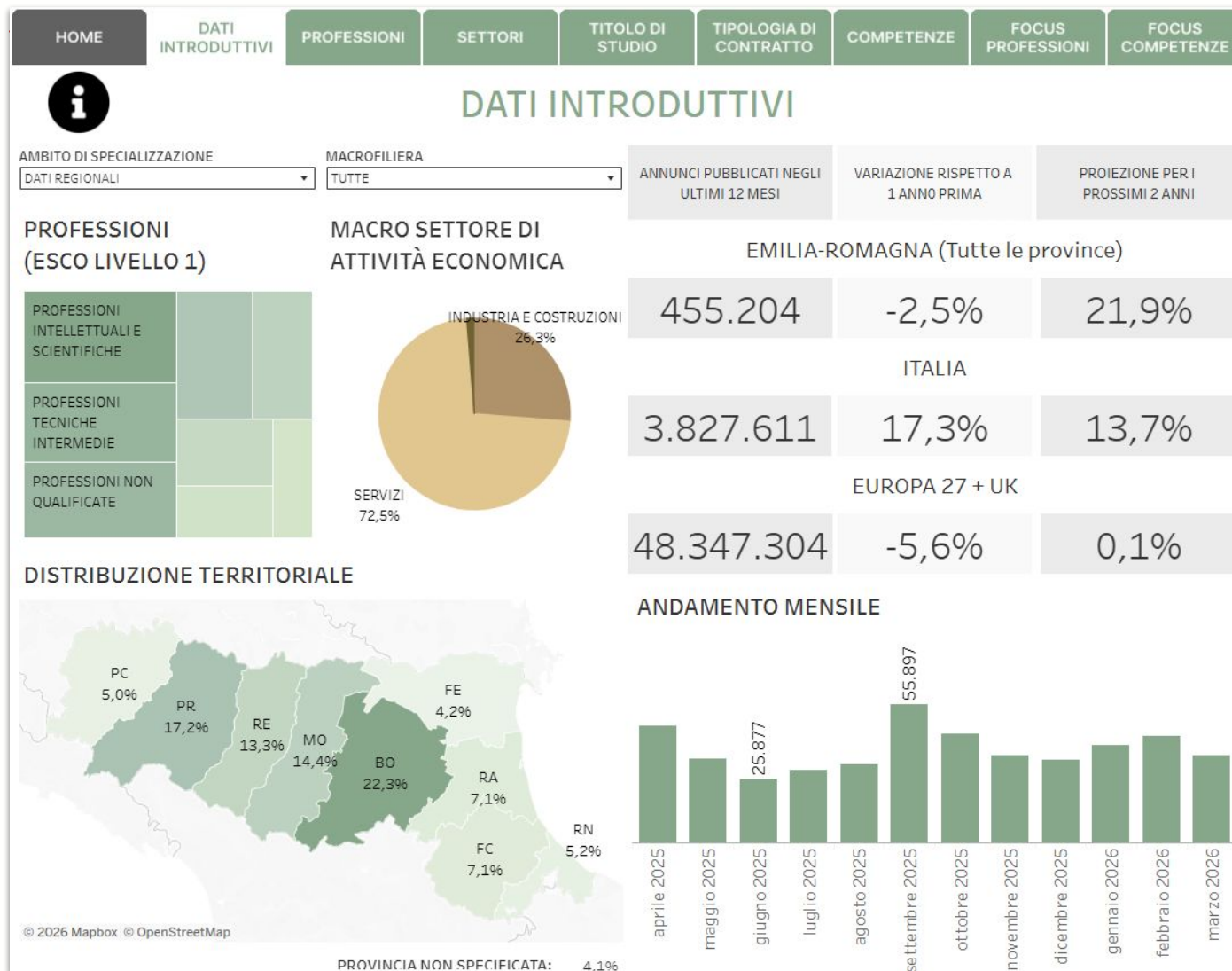
Open-access digital platform

Quantitative data

- **what are the job profiles and skills most demanded** by private companies
- **in which sectors** and S3 areas
- **how hard it is to find them**
- with which **skills** (soft, hard and digital) and their expected growth
- with what **qualification**
- with what **type of contract**
- with what kind of **previous experience**
- **what are the job profiles hired** by companies and public organizations
- **nationality** and **gender**

Open-access digital platform

Some insights



S3 areas demanding skilled job profiles

(% of the total number of job vacancies in S3 areas)



Big Data

(April 2025 - March 2026)

24,369
OJV-
HSP*

12.4%
of regional
OJV - HSP*

The most sought-after professional profiles belong to the following groups (ESCO Level 1):

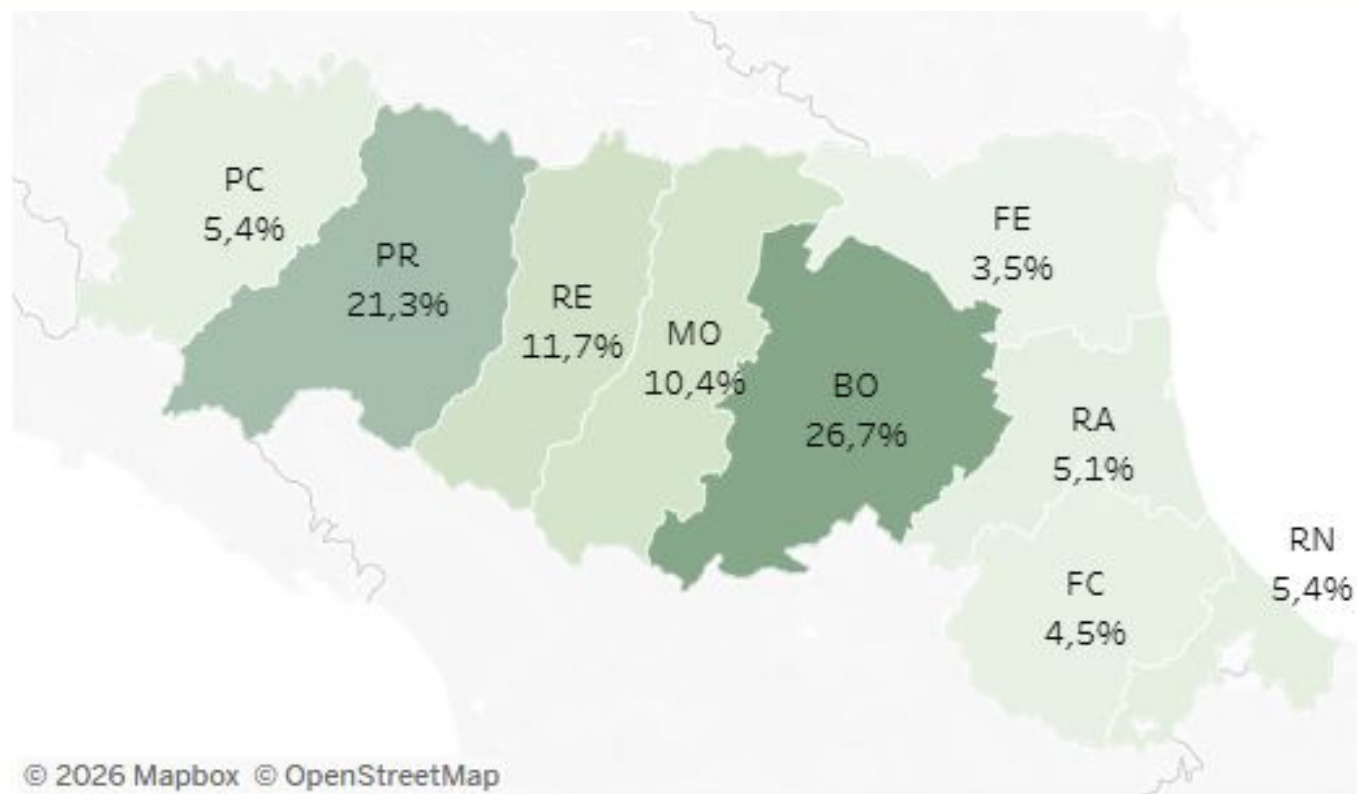
- Professionals (69.7%)
- Technicians and associate professionals (12.5%)
- Managers (11.3%)
- Clerical support workers (5,8%)
- Craft and related trades workers (0,5%)

* HSP: Highly skilled profiles

Big Data

(April 2025 - March 2026)

GEOGRAPHICAL DISTRIBUTION



1. Bologna
2. Parma
3. Reggio Emilia
4. Modena



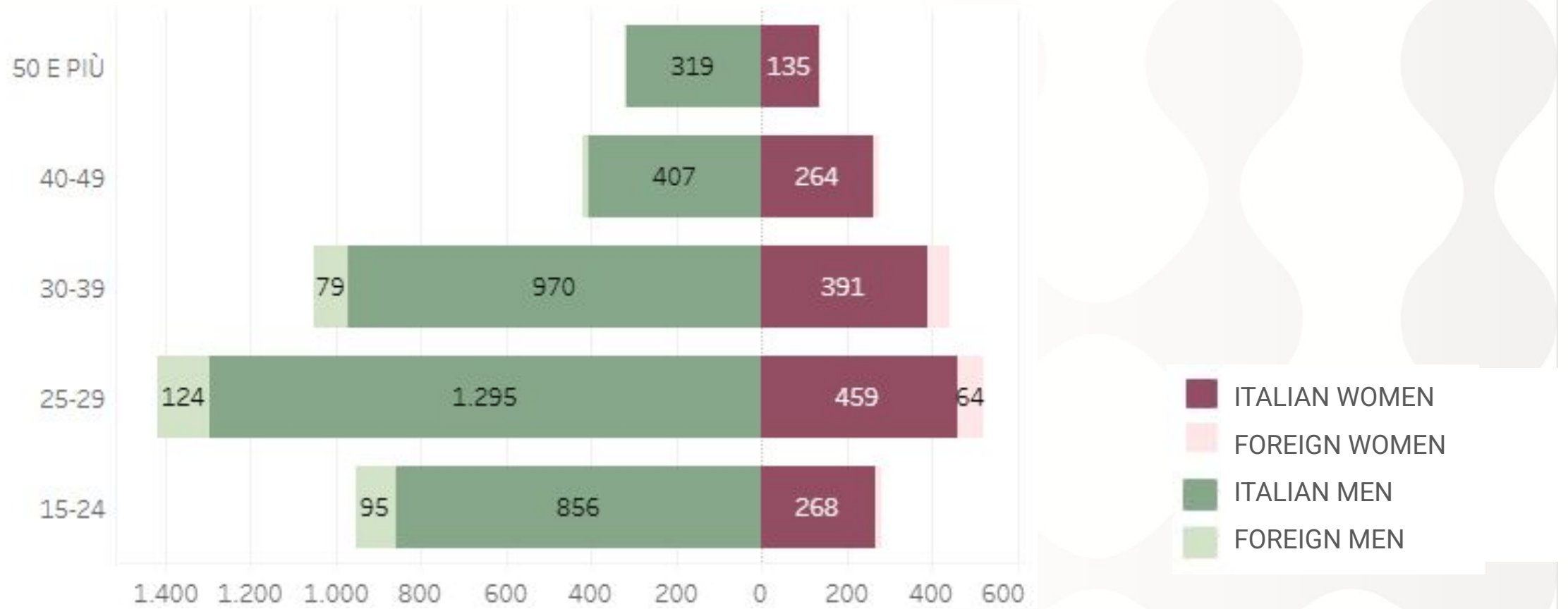
Big Data

The most in-demand HS profiles in ER (April 2025 - March 2026)

Web and multimedia developers
Research and development managers
Advertising and marketing professionals
Management and organisation analysts
Database and network professionals (nec)
Software developers
Systems analysts
Engineering professionals
Systems administrators
Industrial and production engineers

Open-access digital platform

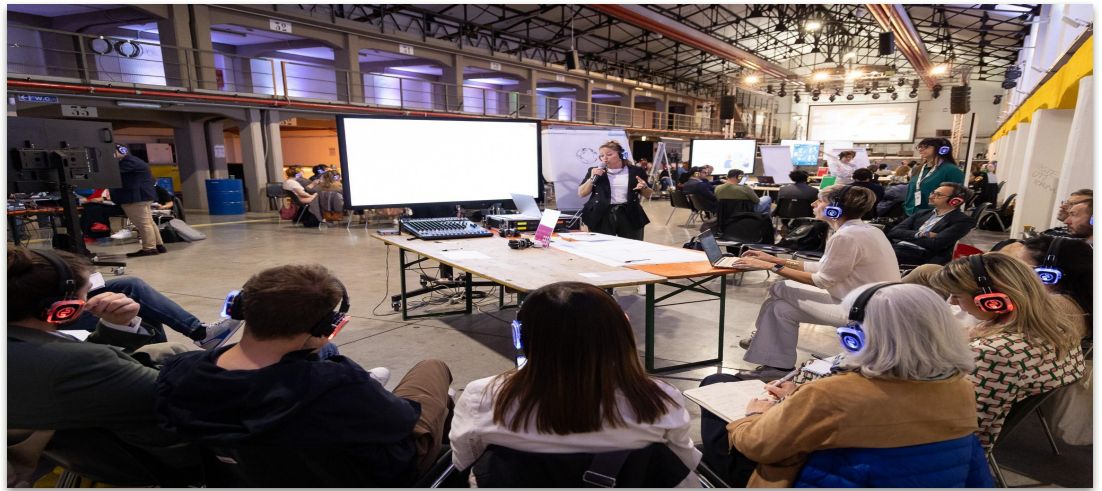
Job contracts data - digital jobs (October 2024 - September 2025)



GENDER GAP!

Focus group

Qualitative data



Events & workshops

Dissemination & capacity building



Skills Intelligence Emilia-Romagna

Regional, national and international recognition

ART.7 [Regional law 2/2023](#)
«Attracting, valorising and promoting highly specialized talents in Emilia-Romagna»



Interreg
Europe



Co-funded by
the European Union

Lessons learnt

Strength

- stakeholder engagement (based on long-trusted relationships) and bottom up approach
- dissemination and capacity building
- collecting and harnessing local use case
- policy recognition

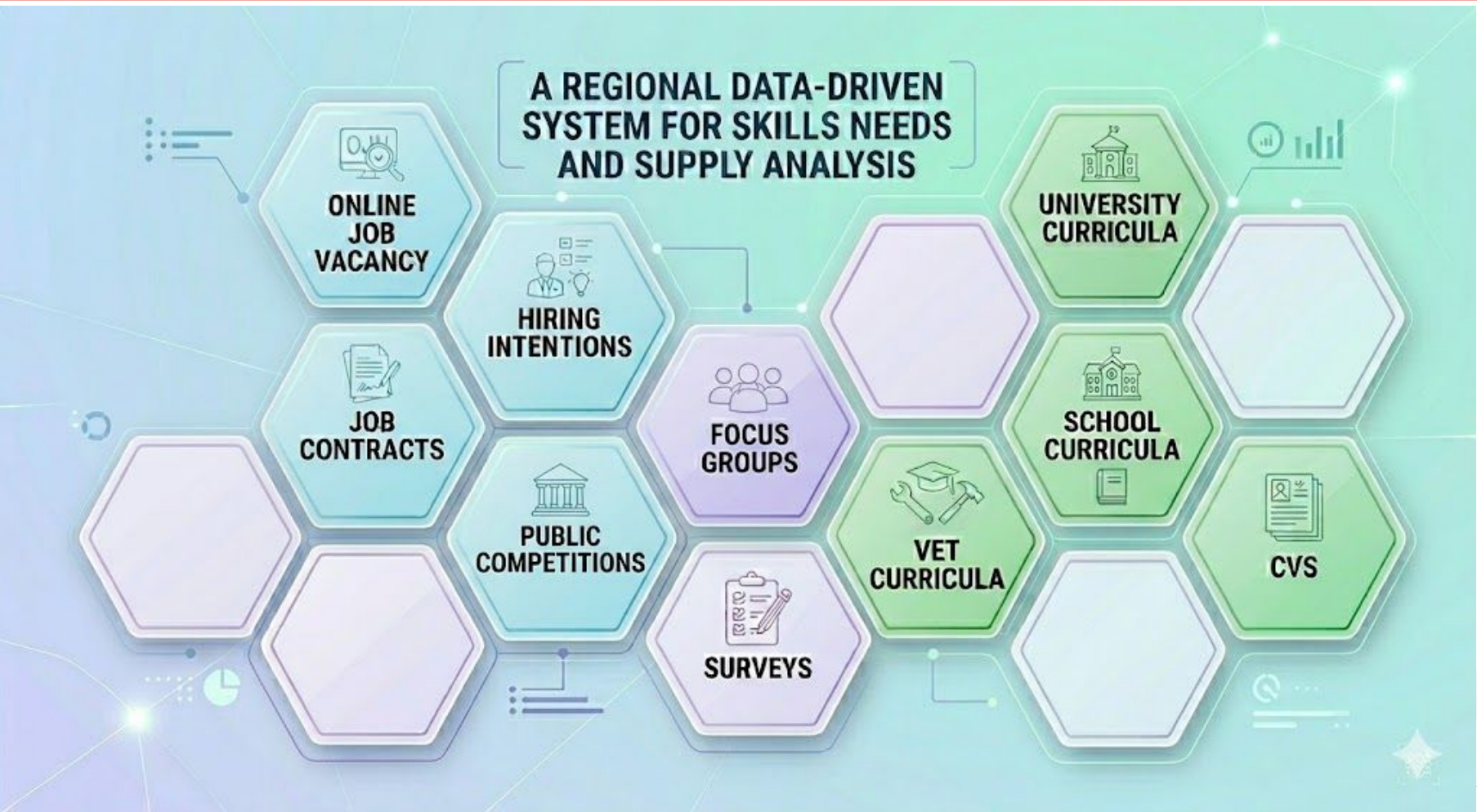
Lessons learnt

Weakness

- limitations in comparing different data sources
- the need for an official taxonomy to map vs company language
- public administration skills needs are not well represented

Skills Intelligence Emilia-Romagna

Next steps





MISMATCH

SKILLS INTELLIGENCE

FORECAST **COMPETENZE**

Thanks for your attention!

<https://www.art-er.it/en/projects-and-activities/skills-intelligence>

 ***Lara Porciatti***



lara.porciatti@art-er.it skills@art-er.it