

Excelsior Employment and Training Information System

Sistema Informativo per l'Occupazione e la Formazione Excelsior

Description

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.

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.

Permanent National Information System for occupational needs

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

Description

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/professionioni/>

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.

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.

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

Description

Focus area

KEY TRAINING POLICY MEASURE

The Directive aims to increase job placement opportunities for young people and adults through the provision of free courses, implemented by the training agencies accredited by the region, in order to contribute to the placement and re-placement of participants and enabling them to acquire technical-professional and generic skills immediately usable in the labour market. The main objectives of the measure concern the reduction of the mismatch between workers and companies' professional needs, as well as the reduction of the gap between theoretical training implemented in schools and the technical and professional skills required by companies. The measure is implemented taking into account the results of the regional survey on professional needs conducted by IRES (Piedmont Institute for Economic and Social Research).

Linkhttp://www.regione.piemonte.it/governo/bollettino/abbonati/2018/23/attach/dgr_0...

Implementation level REGIONAL

Legal base Law

Starting period The instrument is regularly in operation since the approval of Piedmont Region's law on Vocational Training and Guidance (1995). The currently operational instrument covers the period 2018-2021.

Perspective The implementation of the directive is anticipated by analyses on the forecast of professional needs in the Piedmont region, which are periodically carried out by IRES. On the basis of the information collected concerning the labour market, also through other stakeholders, IRES produces indicators able to capture the various employment needs subdivided by sector and highlights the job skills that offer more employment opportunities.

Policy area

EDUCATION

TRAINING

EMPLOYMENT

MIGRATION

SOCIAL INCLUSION

Funding

FUNDED BY NATIONAL GOVERNMENT

FUNDED BY THE EU

European Social Fund

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

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

The training courses offered by the Region differ according to the target group. For unemployed young people training courses with internships are offered to enhance skills and job placement in the sectors that offer the greatest potential for growth

UPSKILL OR RESKILL EMPLOYED ADULTS

Adult employees are offered courses in line with the lifelong learning objective

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

Unemployed adults with low educational qualifications are offered training courses with internships to meet the professional needs of companies in the area.

Skills delivered

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

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

Methods

Methods

SKILLS FORECASTING

Ires uses an established methodology for its analysis of professional needs. Skill forecasting are made on the basis of historical series from ISTAT, integrated with exogenous variables (regional GDP and exports) from Prometeia; the model used is the VAR (Vector Autoregressive Model), which is integrated in order to also consider the so-called replacing demand.

Use of skills intelligence

The IRES Research Centre has the role of assessing the evolution of employment stocks in the medium term for each sector in the region.

The Piedmont Region, based on specific criteria such as course quality and training plans, allows the accreditation of training providers.

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

DESIGNING STANDARDS AND ACCREDITATION

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

Stakeholders

Main responsible body

REGIONAL MINISTRY

Piedmont Region

Other involved organisations

NATIONAL MINISTRY

The state and the European Union provide the funds for the implementation of the project.

REGIONAL MINISTRY

The implementation of training plans is carried out by the Region, which adapts on the basis of the information collected by IRES. Also, the region is responsible for monitoring and implementing the programme.

SOCIAL PARTNER: EMPLOYER ORGANISATION

Social Partners, in cooperation with the Provinces and the Region, discuss the instrument's structure and contents.

SOCIAL PARTNER: TRADE UNION

TRAINING PROVIDERS

Training providers are identified by the region through a "call for application", in accordance with certain quality standards

RESEARCH CENTRES, UNIVERSITIES

The IRES Research Centre gives indications on forecasts regarding the training and professional needs of companies for the coming years

Sustainability

Success factors The success factors of the policy are two: 1) a close link and continuous communication between all the actors involved (from the initial phase of training needs analysis to the final phase of course delivery); 2) , the diversification of the courses according to the potential recipients.

Barriers One of the main difficulties of the measure lies in linking all the implementation phases, from data collection (which also takes place through other actors), to the actual implementation of the training courses, to their evaluation in terms of employment improvement. The implementation of such a large project requires time to allow methodologies to be consolidated.

Monitoring and evaluation As the measure is still in place, there are no evaluations yet for the 2018/2021 directive. However, IRES regularly records the effectiveness of training policies in previous years using: direct interviews with beneficiaries, analysis of changes in employment and course participation rates, number of training courses that were activated and successfully concluded.

Updates

Effectiveness Currently, there are no studies on the effectiveness of the tool for the years 2018/2021. However, in previous years, many IRES studies (such as "The employment effect of vocational training in Piedmont") have highlighted the effectiveness of training tools in terms of increasing the skills and employment opportunities of beneficiaries. Those who have benefited most from the measure have been adults and young people with low educational qualifications.

Sustainability The measure has been used for many years and will certainly be renewed for the three-year period 2021/2024. The reason lies in its potential to provide, through training courses tailored to the recipient, skills and competencies that are spendable in the labour market and that allow for a greater chance of being employed.
