

EXCELSIOR RESULTS 2021

COMPANIES' DEMAND FOR GREEN SKILLS AND JOBS



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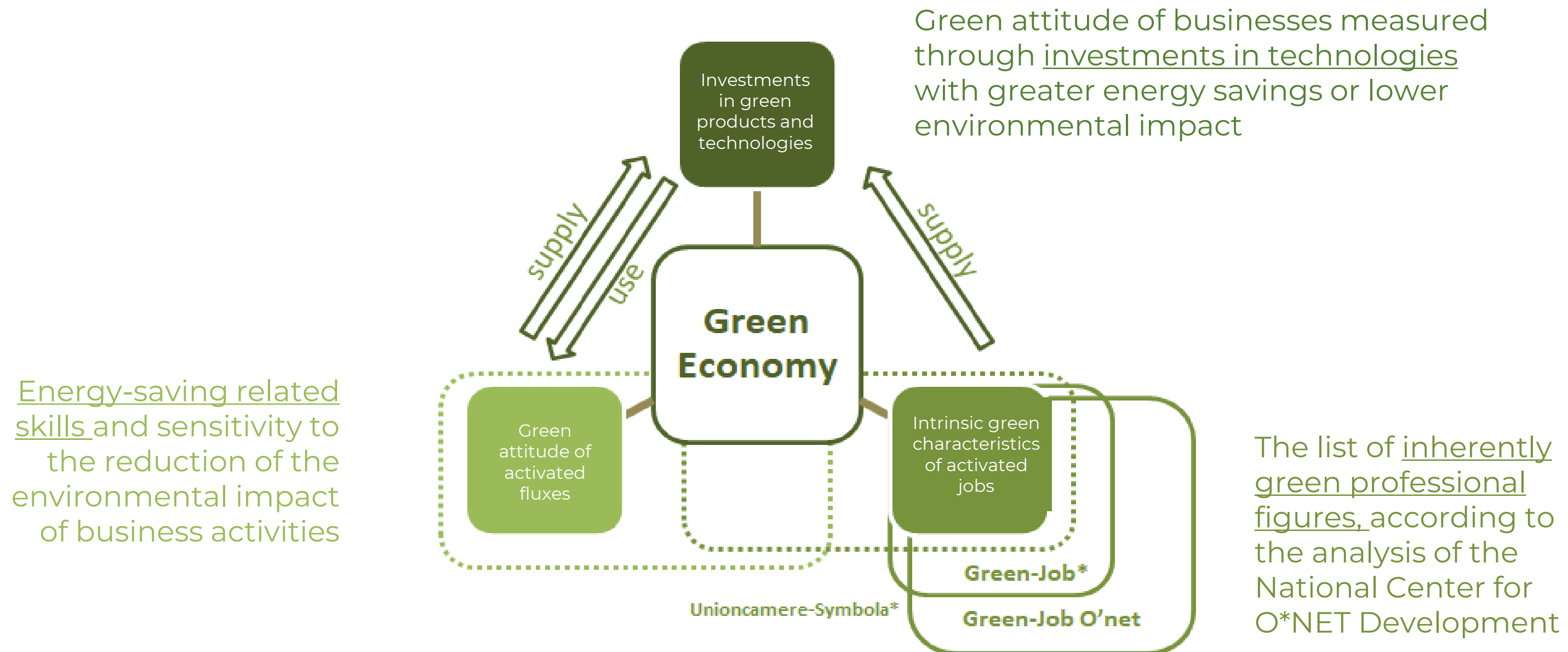


EXCELSIOR INFORMATION SYSTEM

- Excelsior is the most comprehensive information system dedicated to the **demand of professional profiles** of Italian companies
- It is among the official surveys of the **National Statistical System (SISTAN)**
- It has been promoted for more than 20 years by Unioncamere together with the **Ministry of Labour/National Agency for Active Labour Policies (ANPAL)**
- It is based on the data of the **Business Register**, integrated with **employment information** from **National Institute of Social Security (INPS)**
- It is supported by the **network of Chambers of Commerce**, involving about 300 specialized staff
- Currently, it observes all **companies registered in the Business Register** for each economic sector (excluding **agriculture and PA**), with at least one employee,

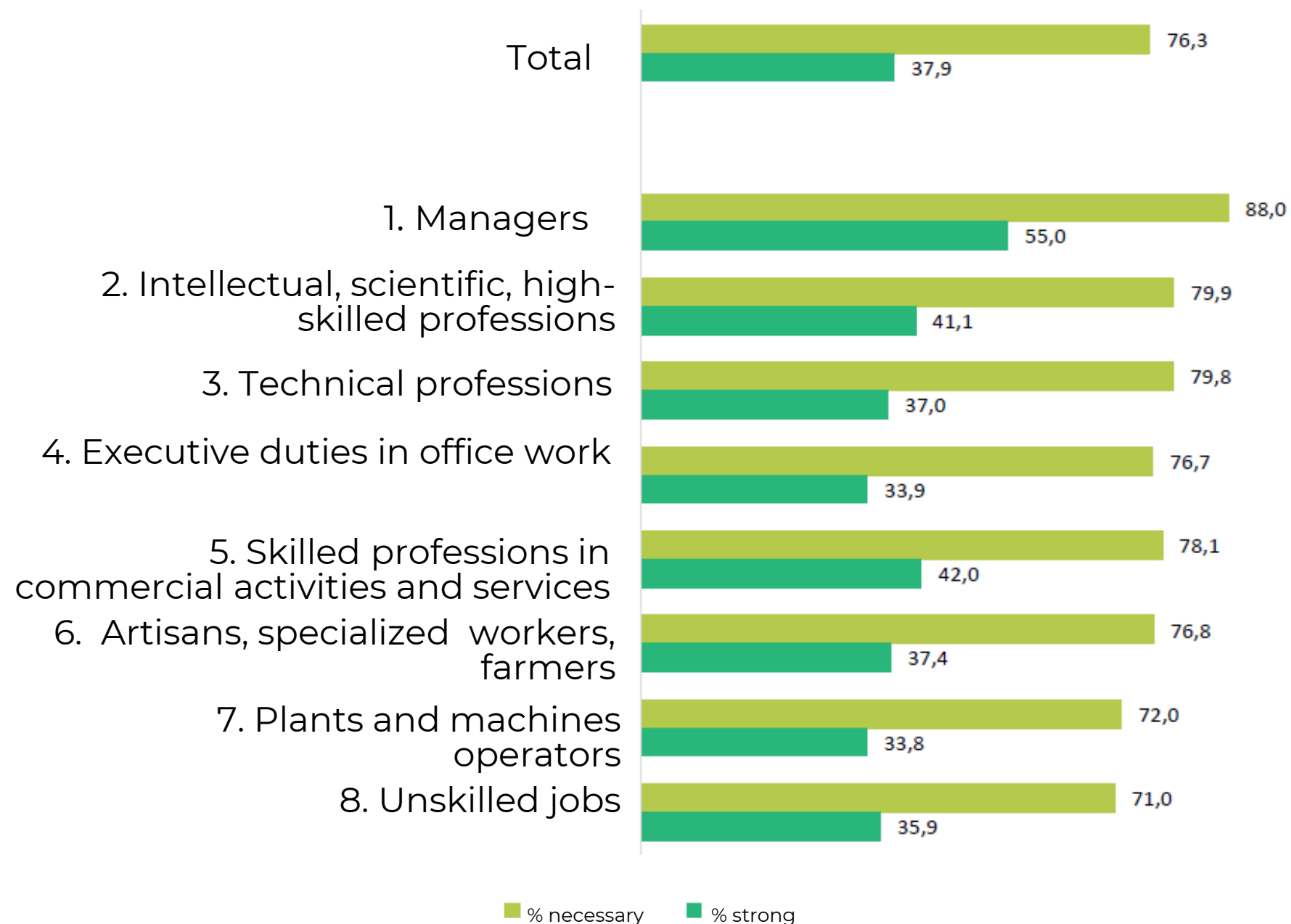


THE APPROACH OF UNIONCAMERE TO GREEN ECONOMY: 3 PILLARS

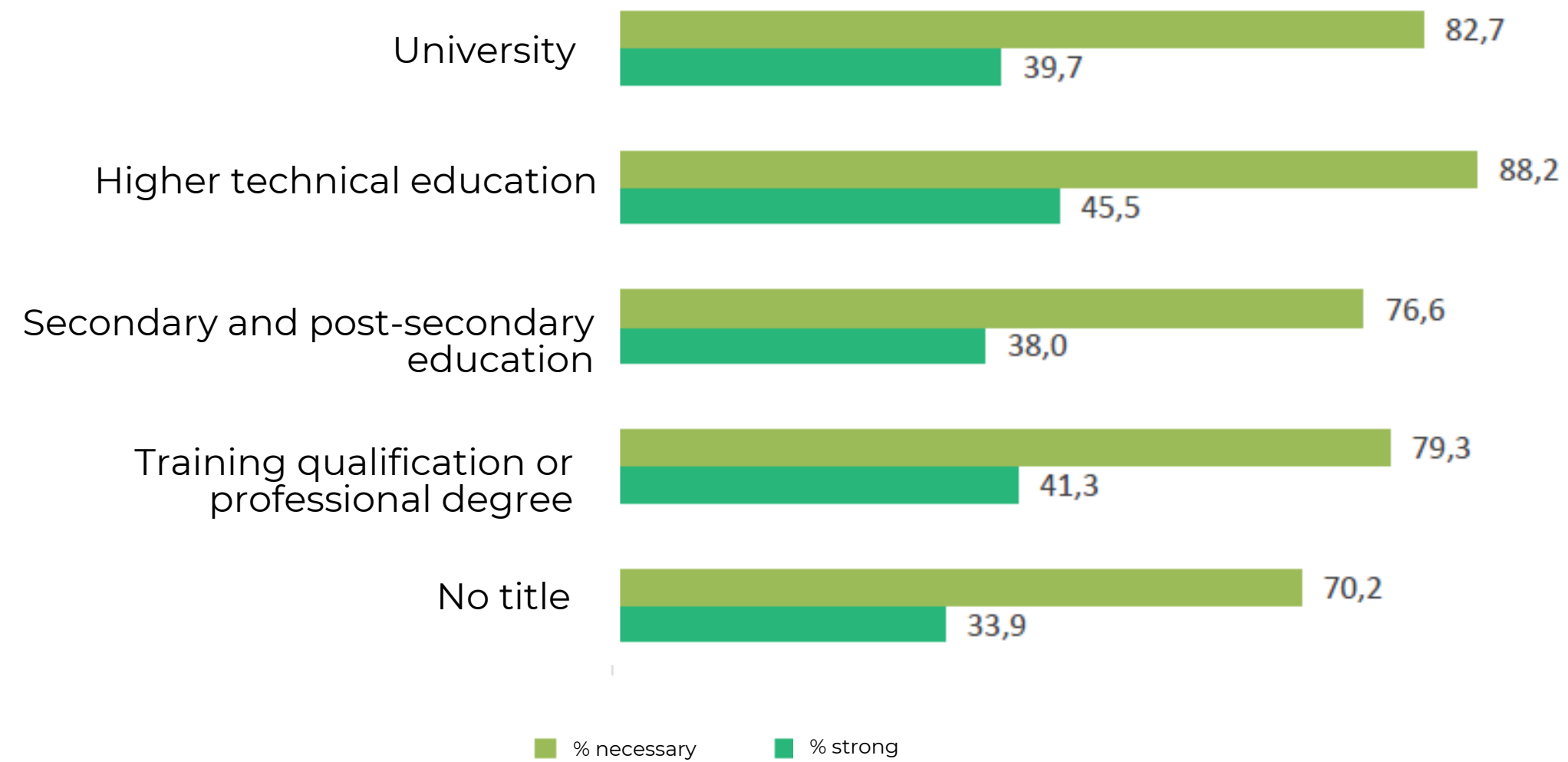


GREEN SKILLS FOR LARGE PROFESSIONAL GROUPS

Demand for energy-saving attitude and attention to reducing environmental impact by big professional groups in 2021 (% of each group's total recruitment)



EDUCATION IN RELATION TO REQUIRED GREEN SKILLS



TAXONOMY OF GREEN JOBS

Starting from the 2019 edition, the definition of **Green Jobs** has been expanded according to a **National Center for O*NET Development research**, which analyzes Green Economy-related jobs taking into account:

- **specific skills** (emerging figures)
- **diversification of skills**
- **employment in the supply chain generated**

In order to have a classification that can be used for Excelsior purposes, thus compatible with the **ISTAT professional classification CP2011**, a series of trans-codifications was necessary. This resulted in a list of **208 figures at V digit of CP2011**.

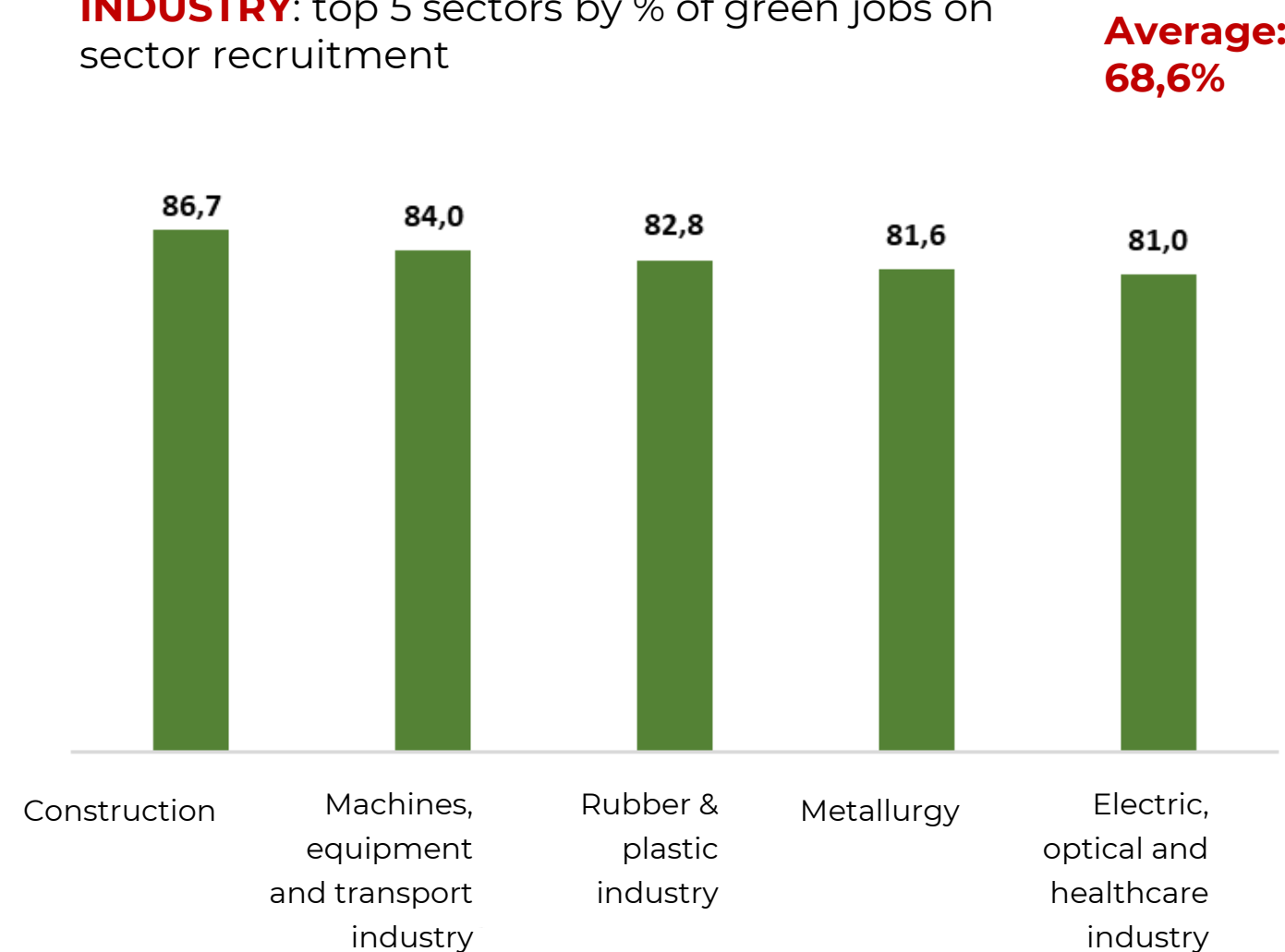


GREEN JOBS DEMAND IN 2021

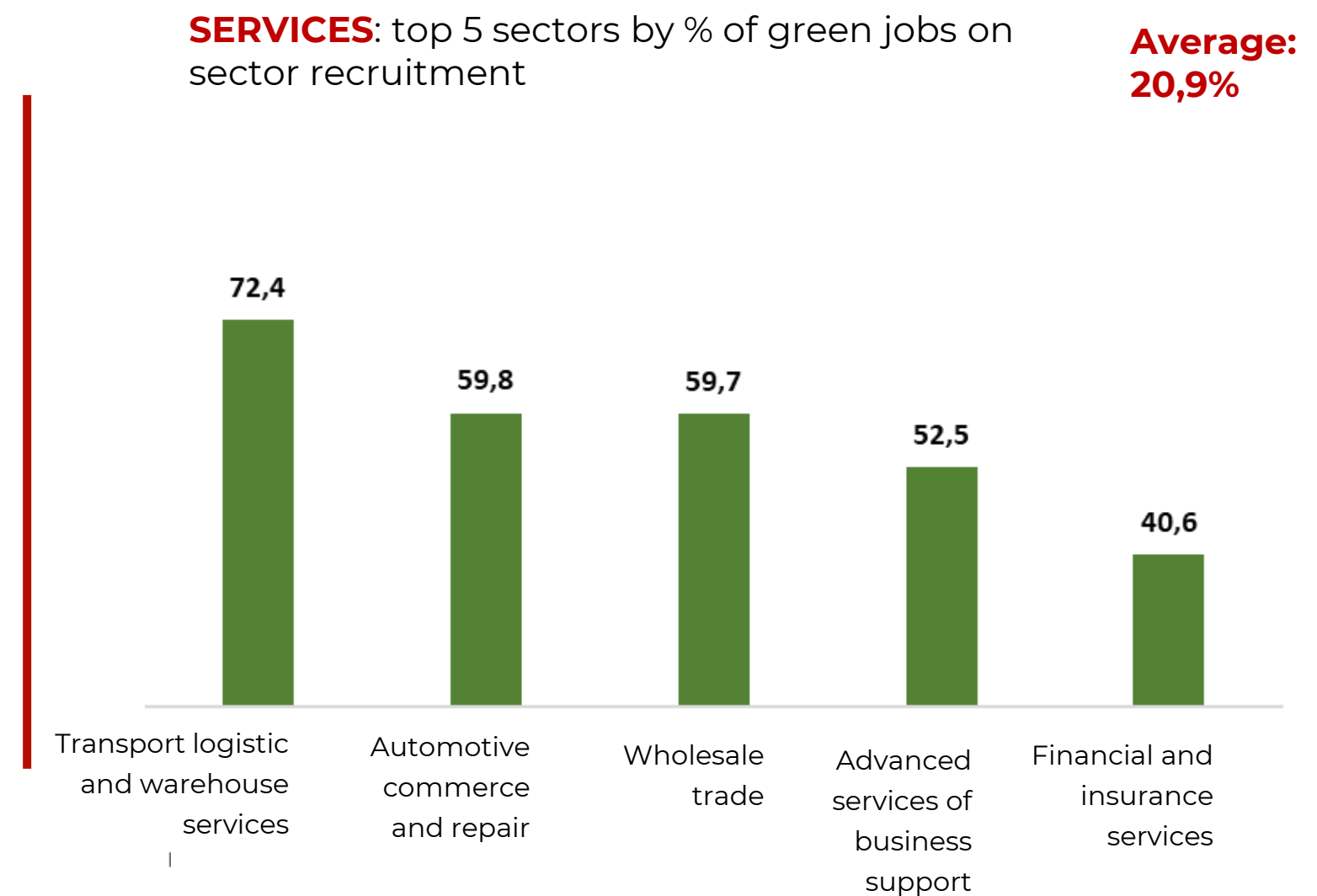
In 2021, **1.6 million Green Jobs contracts** have been planned by companies, accounting for **34.5 % of recruitment**, in line with the pre-crisis levels of 2019.

Industry sectors - which absorb more profiles actively involved in the production and development of Green Economy technologies and processes - show a higher incidence of Green Jobs (68.6 percent) than services (20.9 percent).

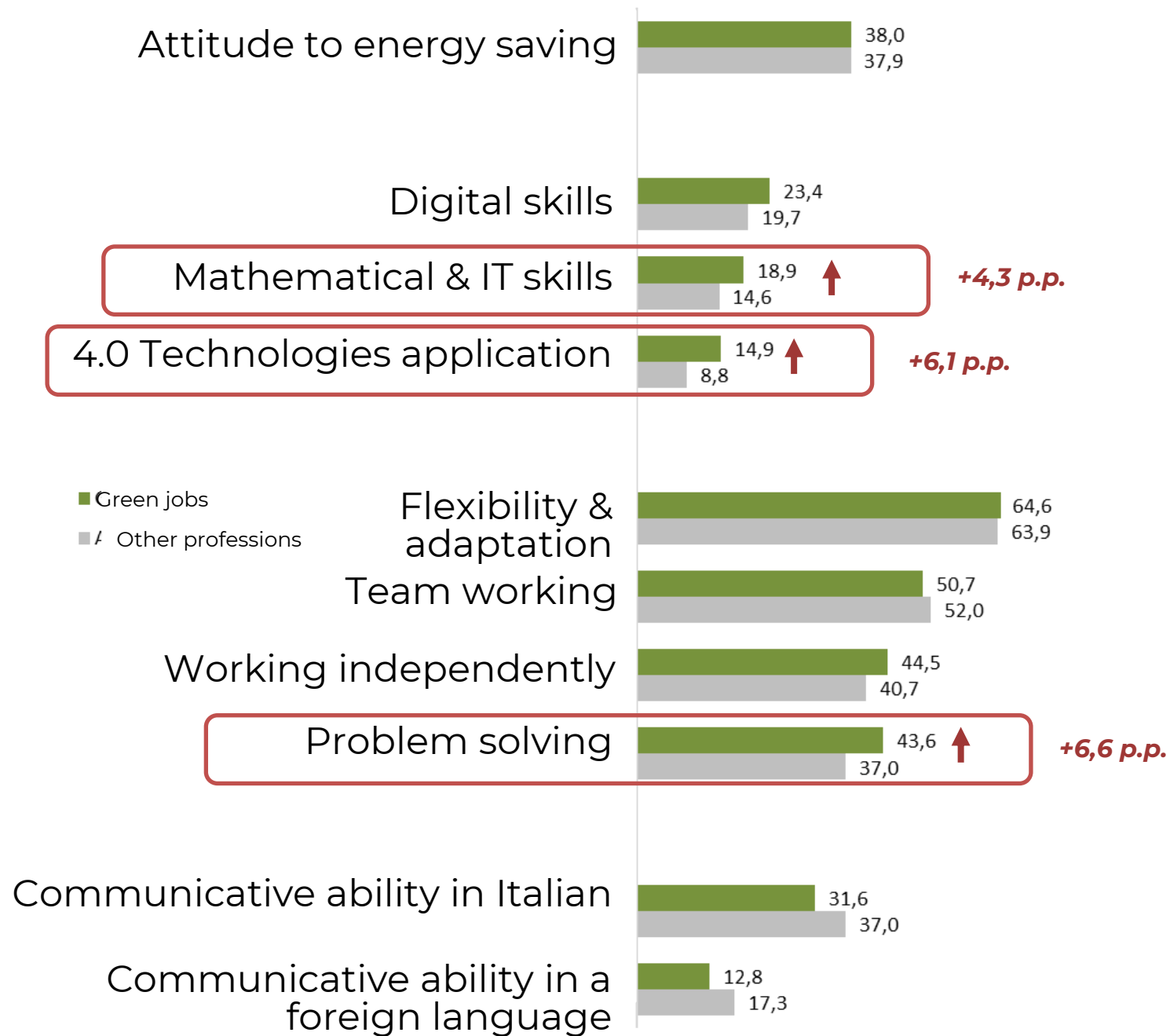
INDUSTRY: top 5 sectors by % of green jobs on sector recruitment



SERVICES: top 5 sectors by % of green jobs on sector recruitment



REQUIRED SKILLS: COMPARISON BTW GREEN JOBS & OTHER PROFESSIONS



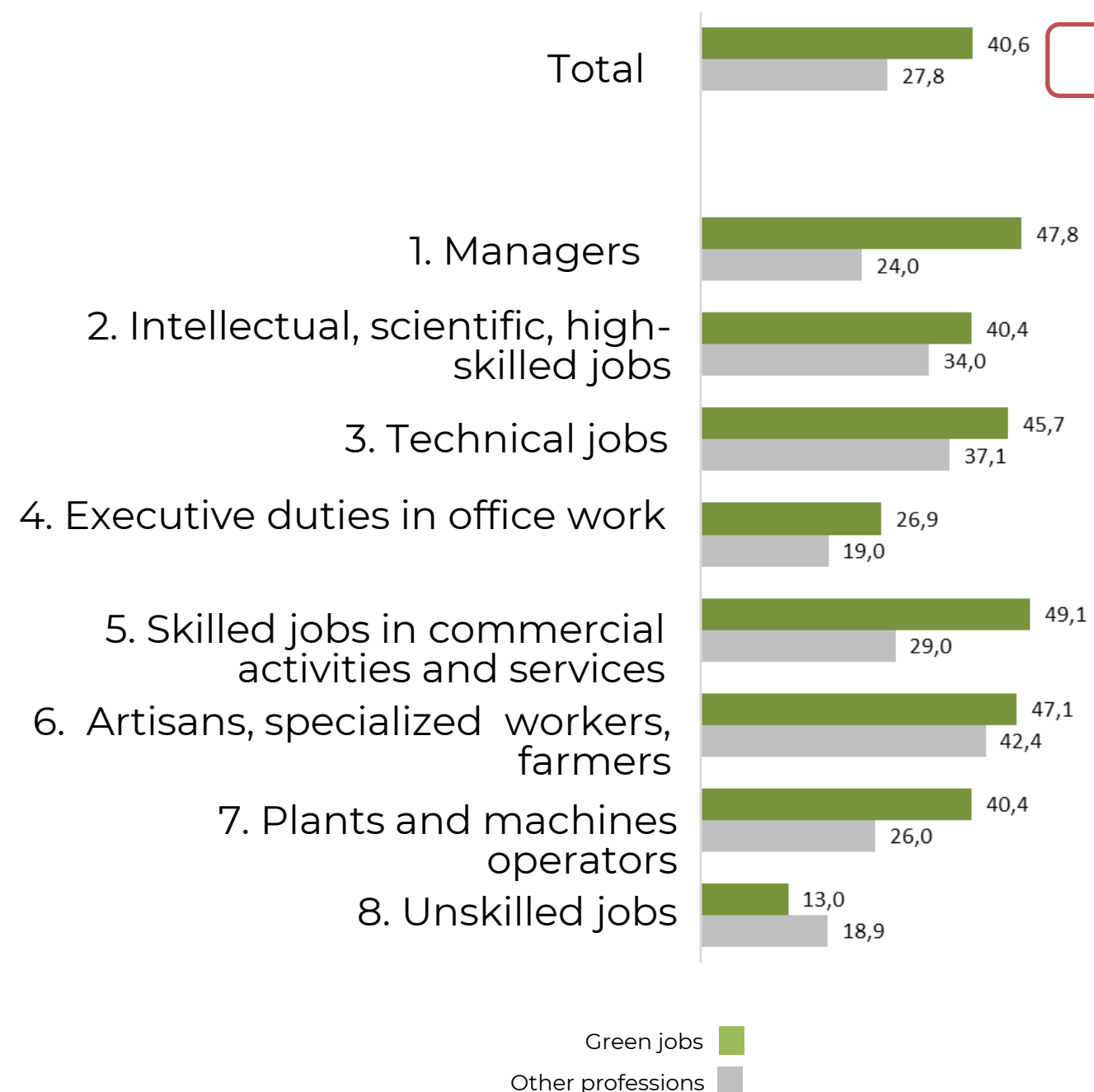
Compared to other professions, green jobs are characterized by a more intense demand for e-skills and soft skills.

In particular, there is a higher demand for:

- capacity to manage innovative solutions (applying 4.0 technologies)
- STEM skills
- problem solving

Skills required for green jobs and other important professions in 2021 (% of recruitment by type of profession)

RECRUITING DIFFICULTIES



+12,8 p.p. ↑

The upward trend of difficulties in recruiting green staff is confirmed. In 2021, for businesses is hard to find 40.6 % of green staff, compared to 37.9 % in 2020 and 33.8 % in 2019.

This trend is more pronounced for green jobs than other professions (+12.8 percentage points)

Recruiting difficulties for green jobs and other professions by large professional groups in 2021 (% of total)

THANKS FOR YOUR ATTENTION

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