

IO1.1 Job Profiles research in Italy

The aim is to research, identify the most wanted jobs for young people; what professions can be followed without high qualifications or obtained in non-formal ways; jobs in which young people from disadvantaged groups (young people with disabilities, refugees) can have success.

Research carried out by CIPAT and Pixel Associazione, Florence (Italy)



1. Overview of the young people employment situation at national level

Italy's overall unemployment rate stands at 11.5 percent, but for younger Italians that statistic is much higher; the most educated in the country's history, Italy's young adults are likely to find only temporary work or no work at all. For those between the ages of 15 and 24, unemployment in Italy is at 37.9 percent, ranking the country one of the highest in the EU for youth unemployment, behind only Greece and Spain. Older workers, many looking to retire soon, enjoy permanent, stable jobs with pensions and benefits. Italy has also one of the EU's largest gender gaps, according to the World Economic Forum's latest Gender Gap Ranking. With a large informal work sector, Italy is also vulnerable to the world's economic fluctuations.

Vibo Valentia is the Italian province with the lowest employment rates in the nation: only 35.8% of 15-64 year olds are employed, compared to 71.4% in *Bolzano* (the province with the highest rates).

Elsewhere in the *South*, with 32.2%, *Crotone* has the highest unemployment rates overall; *Cosenza* has the unenviable record of the highest unemployment rate among young women (84.4%) in all of Italy.

Italy has the second-highest difference between male and female employment rates (18.3%) in all of Europe—only Malta has a greater difference (25.2%). These are just a few of the facts for 2016, presented by the Statistical Observatory of Labour Consultants in early January, in their “First Report on Job Market Dynamics in Large Italian Cities and Provinces.”

The investigation reveals that Italian workers' education levels are very low, in comparison to the rest of Europe: almost a third only have a junior high school diploma (31.8%, versus the EU average of 17.8%). Education levels are dramatically low in the South, especially in the province of *Nuoro*, where 55.1% of employees have not completed compulsory schooling.

Only 21% of workers hold a degree, compared to the European average of 33.4%; this figure emphasizes the need to enact policies to halt brain drain among young Italian graduates.

The greatest cause of alarm in terms of unemployment (and it couldn't have been anything else) is the subject of youth unemployment: 40.3%, Italy's rate is more than double the European average (20.3%), with dramatic spikes in the province of *Medio Campidano* (74.7%). More flattering figures can be found in *Bolzano* (11.9%), where degree apprenticeships are more common and widespread—the so-called “dual system.”

The Observatory has also studied immigrant workers in Italy's 13 largest cities, emphasizing that foreign employment rates (66.6%) are, on average, 9 percentage points higher than Italian



employment rates. This discrepancy is the lowest in Milan (69.4% among Italians, 72.9% among immigrants), but widens significantly in Naples (58.3%, versus 34.8%).

There are challenges to the country whose economic growth has been slow and uncertain, but Italy's growth exists and should continue, according to experts. There is reason for cautious optimism for jobseekers.

Employment rates of people with low levels of education remain significantly lower than average: since the beginning of the economic crisis, the employment rate fell by 3 points percentage for those with only a primary school degree and by 5.4 for persons with only an intermediate school degree.

Most worrying, in particular, is the phenomenon of young people 15-24 years old who are not engaged in any work activity or included in educational/training pathway (NEET), estimated at about 1.27 million (including 181 thousand foreign citizens), 21% of the population of this age group. This percentage exceeds 30% in some of the most relevant regions in the South of Italy (Campania, Calabria and Sicily).

In this context it is more significant to better understand which are the most wanted jobs for young people; what professions can be followed without high qualifications or obtained in non-formal ways; jobs in which young people from disadvantaged groups (young people with disabilities, refugees) can have success.

2. Country strategy on youth employment

“Garanzia Giovani” (Youth Guarantee in ENG): Legislative decree of 21 April 2000, N. 181

(current version after amendments) already provides the guarantee of an offer concerning “the proposal to join an initiative for work inclusion/training/professional requalification/any other measure favouring professional integration”, with regard to young people (up to 25 years old, or if in possession of a university degree, up to 29 years old) within four months from the beginning of unemployment. For some time already, Regions have tried to limit the negative effects of the crisis through the establishment of integrated policies of training and employment. In many cases, they have used “special plans for youth employment”, assuming that extraordinary measures are required to support young people to enter the labour market in a qualified way.

In this context, **Law-Decree of 12 September 2013 N. 104** (converted with amendments into Law N. 128/2013):

- Introducing tools for strengthening guidance in the education system within comprehensive secondary schools (6.6 million euro), in order to support students in developing appropriate training and professional projects with respect to their skills and expectations.
- Strengthening work-based learning in secondary schools (especially technical/vocational institutes), organized by the technical-professional Centres.
- Implementing the work-based learning system, work experience, internships and teaching in lab, the Ministry of Education will adopt a regulation on the rights/duties of students in the last two years of high school involved in training courses.

Law-Decree of 28 June 2013, N. 76 (converted with amendments into Law August 9, 2013, N. 99) “Primi interventi urgenti per la promozione dell'occupazione, in particolare giovanile”. More



particularly, this law foresees an incentive for the recruitment of young workers (aged 18-29) with open ended contracts. The first phase of implementation of the incentive (which applies to recruitments taking place after August 7, 2013) has already involved around 13,000 young people and 6,800 employers (as of October 17, 2013). The same decree also provides for simplification measures for apprenticeships and the funding of a plan to promote traineeships and of measures of self-employment and business creation in the South. These measures add up to a general framework of support of apprenticeship contracts: these contracts namely benefit from an extremely favourable tax rate. Finally, to achieve the objectives of the Guarantee, the Article 5 of Decree N. 76/2013 has established a special mission structure that involves, in addition to the Labour Ministry and its Technical Agencies (Isfol and Italia Lavoro), INPS, the Ministry of Education, the Ministry of Economic Development, the Department of Youth, the Ministry of Finance, Regions and Autonomous Provinces, the Provinces and Chambers of Commerce Union (Unioncamere). The present Plan has been developed thanks to the work of the mission structure.

Existing measures are mainly co-financed by the ESF. Italy is one of the Member States benefiting from extra support through the European Commission **Youth SME action** teams, aimed at better targeting structural funds in favour of employment and job creation. About EUR 6 400 million of EU financing were re-allocated through the work of the action team; 128 300 young people and around 28 000 SMEs are thus likely to benefit from re-allocation of funds.

Thanks to the use of structural funds, a **Cohesion Action Plan** was adopted in Italy to accelerate the implementation of structural funds in the Meridione. EUR 3.7 billion (of which EUR 1.4 billion in favour of education and employment) were directed in December 2011 to regional operational programmes towards education, employment, railways and the digital agenda.

Law 12 march 1999, n. 68, on job right for disable people. This amendment mentions all the categories dividing them into physic and mental disease and indications e requirements to the private and public sector to hire disable people within their staff.

3. Recruitment system for employment

The different ways and online channels throughout young people can access for job seeking are mentioned in the links below:

ANPAL (Agenzia nazionale per le politiche attive del lavoro): From the ANPAL website all citizens can present the declaration of availability for work, the request for relocation allowance, post their CVs and consult job offers. <http://www.anpal.gov.it/Pagine/default.aspx>

Public and private employment centers: Active policies are provided by employment services that are organized according to a model of cooperation between the public part (the employment centers called Centro Per Impiego CPI) and private (Employment Agencies). These are the set of operators authorized by Anpal and enrolled in the employment agencies.

The unemployed person goes to a CPI is directed to a service path and measures which will help to find a job. The construction of the path is based on the personal profile definition of employability



(the so-called profiling) which measures the distance of the young person from the labour market and identifies the characteristics, linking them to the market needs. Based on profiling, the employment center can release to the people a check for relocation, that is a sum to be used at the center for the public employment to intensive services for job search. At the following link young people can consult the entire list of accredited job seeking centers.

<https://servizi.anpal.gov.it/Operatori/Pagine/AccreditamentoNazionale.aspx>

EURES European Employment Services is the European network of services for the coordinated use by the European Commission which aims to improve employment through greater worker mobility. Involving public employment centers, trade unions, employers' organizations, other local and national public institutions providing information, advice, guidance and recruitment for those seeking or offering jobs in Europe and to citizens who wish to move to another country for work or training on the job experience. The countries participating in this network are 32: Austria, Belgium, Bulgaria, Cyprus, Croatia, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Iceland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, United Kingdom, Norway, Switzerland.

<https://ec.europa.eu/eures/public/it/homepage>

SELFIEmployment is the opportunity for young people are looking to develop business ideas and start business ventures, which will give you access to subsidized loans through the support for access to credit. Participants must be between 18 and 29 years and be enrolled in the Youth Guarantee program. Managed by Invitalia, under the supervision of the Ministry of Labour and Social Policy, the Fund has financed the start-up of entrepreneurial initiatives by young people NEET, through the granting of interest-free loans.

<http://www.garanzigiocvani.gov.it/selfiemployment/Pagine/Selfie-employment.aspx>

4. Job Profiles

In the coming decade, many jobs in Italy (22 percent) will be available for professionals with high-level qualifications in the areas of science, engineering, health care, business and teaching, according to the most recent Skill Supply and Demand country report by CEDEFOP. Medium-level qualifications, such as those gained by technicians and associate professionals, will be in demand in the coming years, since 17 percent of job opportunities between now and 2025 will be for this group of professionals. Sixteen percent of the future jobs in Italy are expected to be for lower-skilled workers, meaning **machine operators** and **agricultural workers** will find fewer employment opportunities in Italy than in other EU countries.

According to the most recent Global Survey, the most active hiring in Italy in the near future will be:

- **Hospitality**
- **Accounting**
- **Information technologies**
- **Security services**

A candidate's soft skills are often what make the difference in hiring decisions. Employers in Italy are seeking candidates who are highly motivated and adaptable, as well as possess international work experience. As far as hard skills are concerned, approximately 80 percent of Italian employers



value professional experience as the most important element when hiring new staff, followed by 11 percent who highlight the importance of a relevant degree of study.

Language skills are critical; fluency in three languages is often desired. In addition to Italian and English, employers want candidates who can speak German (requested by 22 percent of employers), French (20 percent) or Spanish (14 percent).

The first bulletin in 2016 of UnionCamere confirms the national gap between work offer and demand, probably because of an educational-training system is not always aligned to needs and change of the economic environment. On one hand, the Companies have difficulty in finding the 13% of recruitment planned in this first part of the year, a figure that reaches 18% in industry and 11.4% in services. On the other hand, youth people, with reference to people from disadvantage group, could be more supported by the institution. The current situation presents:

The “**Atlante delle professioni**” is an observatory of profession obtained thank to univesitary degree available to young people and families, placement services, businesses and institutions. It aims to facilitate and strengthen the guidance of Job Placement and college to create a direct dialogue between universities and business world. It allows graduate programs to relate their training offer with employment prospects of their graduates and the skills requested by the labour market. The observatory takes the form of atlas available on the web and contains the description brochures of the professionals referring to the activities, the skills required and the working environments within which they operate. They are sometimes accompanied by videos which point out challenging aspects of the job profiles.

There are about 150 ongoing professions and the portal is constantly updated. The ISFOL “Institute for the Development of Vocational Training of Workers” has developed a web platform http://www.isfol.it/temi/Inclusione_sociale directly addressed to young people from disadvantaged groups (young people with disabilities, refugees). Within this section there are all the law referents, studies and policies about workers with disabilities. “WOW – Wonderful Work” is a national association addressed to young people affected by Down syndrome. A case study about job preferred by those people mentioned different hiring companies. **Fast food, restaurant, hotel and secretariat** tasks are well done by those guys.

For what concern job opportunities for young people on the field of innovation there is “Stati Generali dell’Innovazione”. SGI is an initiative from Ngos, movements, businesses and citizens believed that a better growth for Italy is offered by youth creativity, forward the digital divide and through the Open Government. **Internet, social network, APP developers** offer the best opportunities to young people looking for a job.

Last but not the least, Caritas Italia provide every year an annual Report about migrants statistics. For what concern their job integration, for 2016 the distribution of foreign workers in the different economic activities, compared with that of Italian, confirms the typical location of the model segmentation of the labour market, with the highest incidences of foreigners employed in **collective and personal services sector** (29.8%), **manufacture** (18.4%), **hotel and restaurant sector** (10.9%), **real estate** (9.6%) and **trade** (8.3%). In all these fields it is placed 77% immigrants.

The gender analysis shows the largest concentration of foreign women in the third sector that should undoubtedly be interpreted in the light of the phenomenon of “3 C” **caring, cleaning and catering**.



5. References (*links*)

Agenzia Nazionale Politiche Attive sul Lavoro, <http://www.anpalservizi.it/wps/portal/homepage>
Atlante delle Professioni, <http://www.atlantedelleprofessioni.it/>
Istituto per la Formazione Professionale dei Lavoratori, http://www.isfol.it/temi/Inclusione_sociale
EURES, <http://www.anpal.gov.it/Notizie/Pagine/Eures-opportunita-di-lavoro-in-Italia.aspx>
CEDEFOP, <http://www.cedefop.europa.eu/en/country-data/italy>
Portafuturo, www.portafuturo.it
Caritas - XXV Rapporto Immigrazione Caritas-Migrantes, www.caritasitaliana.it/
Stati Generali dell'Innovazione, www.statigeneralinnovazione.it/online/
Fondazione Mondo Digitale, www.mondodigitale.org/it
Calciosociale, www.calciosociale.it/
ClicLavoro, www.cliclavoro.gov.it/Pagine/default.aspx

