

Press release

INTESA SANPAOLO: JOB MARKET OBSERVATORY LOOK4WARD CREATED

- **Founded by Intesa Sanpaolo in collaboration with Università LUISS Guido Carli and in partnership with SIREF Fiduciaria, Accenture and Digit'Ed**
- **Half-yearly analysis of new skills needed in the hospitality, agrifood, energy, social and health, banking and IT sectors**

Milan, 10 May 2023 – In Milan today Intesa Sanpaolo presented Look4ward, an observatory devoted to the job market of tomorrow, created with Università LUISS Guido Carli and in partnership with SIREF Fiduciaria, Accenture and Digit'Ed. Its purpose is to monitor demand for new skills, professional reskilling and profiles in support of new businesses, in strategic sectors for the country, as well as to support the planning of new employability initiatives.

Every six months, a qualitative and quantitative study on job market skills in the hospitality, agrifood, energy, social and health, banking and IT sectors will be published, with a vertical focus on major trends – NEETs, generational transition, the silver economy, the blue economy, and more – to identify what is needed to retrain professionals and foster social and occupational inclusion. The Observatory's findings indicate that, with an unemployment rate in Italy of 7.8%, rising to 22.3% among young people, 45% of companies are unable to find the labour they need to develop. To close this gap, it is necessary to invest in skills, especially by leveraging new technologies, sustainability and soft skills. Generational transfer also represents an opportunity to implement innovative, sustainable transition processes in Italian companies, maintaining, and increasing, levels of competitiveness, including at an international level.

The Observatory's first publication, "A look at NEETs. Analysis, categorisation and intervention strategies", focuses on the increasingly widespread problem in Italy and Europe of young people not working, studying or training. According to Eurostat data, in 2021 NEETs (Not in Education, Employment or Training) in the European Union made up 13.1% of young people ages 15 to 29, with a significant difference between women (14.5%) and men (11.8%), while Italy is the EU country with the highest percentage (23.1%), about 2.1 million young people, which rises to 3 million if we consider young people ages 15 to 34. The study identifies five NEET archetypes – the young drop-out, the young mother, the young potential, the lock-down child and the mismatch talent – as a summary of the Italian experience with the phenomenon that helps visualise some of its recurring features to permit a better understanding. In the coming months, feedback will be obtained from senior figures at large Italian companies and SMEs in order to map the geographical distribution of the required skills, through interviews and surveys on the most relevant aspects. The goal is to provide a useful contribution of knowledge to activate training processes aimed at social inclusion and employability.

Elisa Zambito Marsala, Intesa Sanpaolo's Head of Social Development and University Relations, said, *"Intesa Sanpaolo has long been committed to promoting initiatives to reduce inequality and foster employability, particularly of young people – a commitment reinforced by its 2022-2025 Business Plan. Hence the idea of a permanent Observatory, set up with high-profile partners, which through six-monthly analyses provides scientific support that the Bank and its partners intend to make available to businesses, institutions, associations and non-profits as an effective contribution to the issue of the demand for skills in the labour market, in support of sustainable, scalable work inclusion programmes, with a positive impact for the country."*

The Observatory's Scientific Committee is composed of **Elisa Zambito Marsala**, Head of Social Development and University Relations Intesa Sanpaolo, **Gregorio De Felice**, Chief Economist Intesa Sanpaolo, **Guido de Vecchi**, Chief Executive Officer SIREF Fiduciaria, **Paolo Boccardelli**, Director of the "Franco Fontana" Strategic Change Research Centre, Università Luiss Guido Carli, **Enzo Peruffo**, Director of MBA & Executive Education Luiss Business School, **Francesca Culasso**, Professor of Business Administration Università di



Torino, **Rosario Russo**, Managing Director ICEG Talent Organization and Change Lead Accenture, **Mario Vitale**, Chief Commercial Officer Digit'Ed.

About Intesa Sanpaolo

Intesa Sanpaolo is Italy's leading banking group – serving families, businesses and the real economy – with a significant international presence. Intesa Sanpaolo's distinctive business model makes it a European leader in Wealth Management, Protection & Advisory, highly focused on digital and fintech. An efficient and resilient Bank, it benefits from its wholly-owned product factories in asset management and insurance. The Group's strong ESG commitment includes providing €115 billion in impact lending by 2025 to communities and for the green transition, and €500 million in contributions to support people most in need, positioning Intesa Sanpaolo as a world leader in terms of social impact. Intesa Sanpaolo is committed to Net Zero by 2030 for its own emissions and by 2050 for its loan and investment portfolios. An engaged patron of Italian culture, Intesa Sanpaolo has created its own network of museums, the *Gallerie d'Italia*, to host the bank's artistic heritage and as a venue for prestigious cultural projects.

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