

S.W.O.T. analysis Youth employment in the Friuli Venezia Giulia Region

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SWOT ANALYSIS



A 2x2 matrix for SWOT analysis. The columns are labeled 'Helpful to achieving the objective' and 'Harmful to achieving the objective'. The rows are labeled 'Internal origin (attributes of the organization)' and 'External origin (attributes of the environment)'. The quadrants are: Top-Left (Green): Strengths (S); Top-Right (Orange): Weaknesses (W); Bottom-Left (Light Green): Opportunities (O); Bottom-Right (Purple): Threats (T).

	Helpful to achieving the objective	Harmful to achieving the objective
Internal origin (attributes of the organization)	Strengths S	Weaknesses W
External origin (attributes of the environment)	Opportunities O	Threats T



Strengths



Institutional / Policy Strengths:

- Presence of regional policies and youth plans, supported by PNRR, such as the Piano Integrato di Politiche per l'Occupazione e il Lavoro - PIPOL. The Plan included two main projects: Youth Guarantee and Employability Project. The Youth Guarantee represents the regional implementation of the initiatives promoted at European level within the Youth Employment Initiative.
- Presence of regional programs supporting youth entrepreneurship (funded by PNRR), such as the “Bando Start Up Innovative FVG”.
- Presence of employment centers throughout the region.

Education / Training Strengths:

- Presence of higher education institutions, such as the University of Trieste and the University of Udine, as well as ITS (Higher Technical Institutes).
- Active school–enterprise partnerships, including PCTO (Pathways for Transversal Skills and Orientation) and internship opportunities offered by all high schools.
- Presence of training and internship programs (supported by the PNRR and ESF+), such as the PiAZZA Program and the GOL Program.
- Opportunities for employment and training mobility through European programs such as EURES and Erasmus+.
- Presence of renowned research centers, including SISSA (International School for Advanced Studies) and INAF (National Institute for Astrophysics).



Strengths



Social / Cultural Strengths:

- Active youth entrepreneurship and trade associations, such as the Comitato Imprenditoria Giovanile and the Gruppo Giovani Confapi FVG.

Economic / Sectoral Strengths:

- Presence of public incentives for young workers, such as the Talenti FVG Program (a regional initiative aimed at encouraging the permanence, return, and attraction of young people with high specialist skills in the Friuli Venezia Giulia region) as well as incentives for employers who hire them.
- Growing youth entrepreneurship ecosystem, supported by Confapi FVG and Youth Entrepreneurship Committees, with a high density of SMEs offering flexible employment opportunities for young job seekers.



Strengths



Infrastructure Strengths:

- Presence of public transport subsidies for youth, provided by TPL FVG.
- Presence of co-working spaces and creative hubs, particularly concentrated in the main cities of the region.
- Presence of digital information platforms for youth, such as the GiovaniFVG website.



Weaknesses



Education / Training Strengths:

- Youth not in employment, education or training (NEET) rate in FVG is 12,8 % is lower than many northern regions
- **Brain-drain phenomenon:** highly educated young professionals leave for better opportunities abroad, due to systemic shortcomings, such as low wages, limited career prospects, and the inability to balance work with private life. Between 2013 and 2023, 7,433 graduates left Friuli Venezia Giulia for opportunities abroad, nearly double the number of foreign graduates who moved to the region (3,680).

Institutional / Policy Strengths:

- limited participation of youth → no engagement in decision-making processes
- difficult coordination among stakeholders
 - different stakeholders at national, regional and local level = difficult coordination
 - lack of synergies
 - Overlapping levels (national, regional, local) → fragmentation
 - communication gaps among institutions, difficult communications
- limited budget



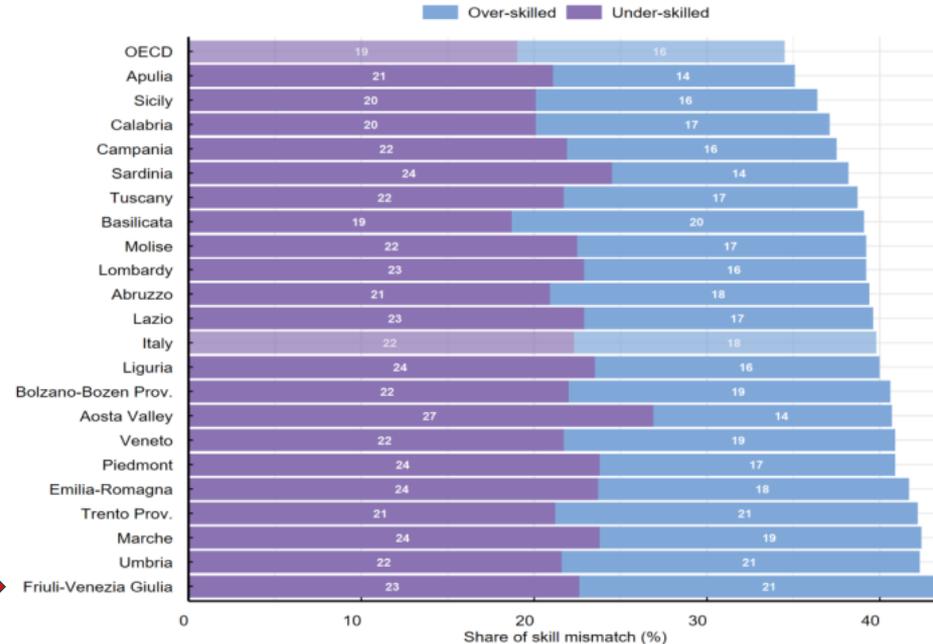
Weaknesses



Economic / Employment Strengths:

- **Skill mismatches:** 44% of workers are in jobs that do not match their educational skill level in Friuli-Venezia Giulia, compared to 35% across OECD regions.
- Youth not in employment, education or training (NEET) rate in FVG is 12,8 % is lower than many northern regions

(a) Share of workers in mismatched jobs by over- and under-skilled, 2022





Opportunities



Cross-border

Using the strategic location it creates shared labor market initiatives for example Interreg Italy-Austria supporting projects in innovation, sustainable tourism, entrepreneurship.

Green and **Digital** **Job** **Sector**
The EU green deal and digital programs

Demographic **Patterns**
When aging population increases there will be more demands for young professionals

Tourism and **Sustainability**
Small projects involving youth to take initiatives for example: Interreg Italy-Slovenia Program

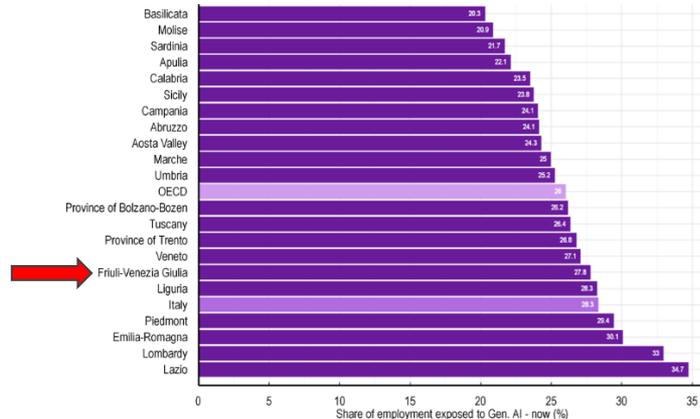
Global **Market** **Linkages**
FVG capital Trieste's port serving as a trade hub in transportation and logistics

Threats

- **Cyclical macro-economics crises:** it can reduce hiring of young people. In August the youth unemployment rate, measuring job-seekers between 15 and 24 years old, increased from 18.6% to 19.3%, in Italy.
- **Labor market exposed to Generative AI:** In FVG, 27.8% of the workers are exposed to Generative AI (when 20% or more of the job tasks could be done in half the time with the AI):

Figure 14: Labour market exposure to Generative AI

(a) Share of employment exposed to Generative AI in TL-2 regions, 2022





Threats

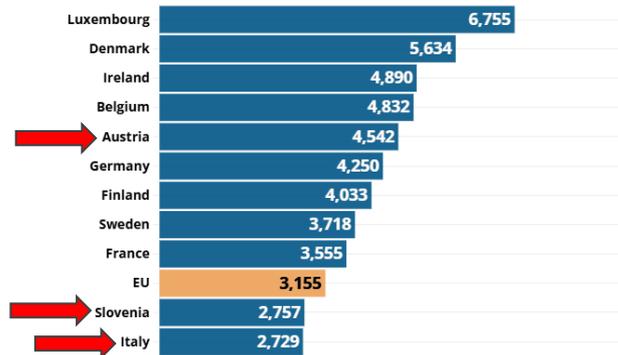


- **Climate change:** 34% of the Italian that responded to the Climate Survey promoted by the EIB (European Investment Bank) think they will have to move to a less climate-vulnerable place (whether locally or abroad) to avoid floods, forest fires or other extreme weather events.
- **High international competition:** it can represent greater and better job opportunities for young people outside FVG/Italy.

Threats

- **Higher Wages Offered Outside FVG/Italy:** Germany offers the highest average salary among the EU's four largest economies (€4,250), followed by France (€3,555). Italy (€2,729) was below the EU average by more than €400.
- **Cross-border better opportunities:** FVG neighbors offer higher wages → while the average salary in Italy is €2,729, in Austria the average is €4,542; in Slovenia the average is slightly higher than in Italy (€2,757), but that can represent a difference among young employees.

Average full-time adjusted salary per employee in EUR
(2023)





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