



## **Brain Drain - Brain Gain: How attractive is South Tyrol's labour market?**

### **Study Concept**

The lack of manpower is increasingly becoming a limiting factor for South Tyrol as a business location. In this context, the issue of immigration and emigration takes on a different dimension: how large are the flows, but above all how large are the flows against the background of current and future labour requirements?

In the period 2012 to 2017 there was a persistently high flow of immigrants to South Tyrol, on average 5,000 people of working age between 18 and 64 years. At the same time, there has been a constant, albeit less severe, outflow to the rest of the country or abroad of an average of 3,500 people. Overall, however, annual net migration has always been positive. Some characteristics of the immigrants and emigrants are known. We know, for example, that men and women are more or less in balance, both among immigrants and emigrants. In addition, immigrants have a wide range of citizenships from all over the world. The emigrants are concentrated in a few target countries, especially the DACH countries (Germany, Austria, Switzerland). However, it is not known with what qualification profile people leave South Tyrol or move to South Tyrol within a year.

The qualification of the workforce is an essential factor for the competitiveness of companies and for the economic development of a country. For example, a WIFO study (2016) on future labour requirements in South Tyrol shows that many sectors currently employ an insufficient number of workers with the highest qualifications, such as managers and academics. Academics in particular can be expected to have a significant additional demand in the future. In addition, the shortage of skilled workers is increasingly affecting sectors, which employ medium skilled workers, e.g. qualified craftsmen or employees in the tourist sector/gastronomy.

The study is therefore devoted to the following three tasks. Firstly, the inflows and outflows to and from South Tyrol are to be quantified, with the dimension of qualification being at the centre of the analysis. In particular, a balance of the immigrants and emigrants should be drawn up according to their qualification profile. Secondly, the attractiveness of the South Tyrolean labour market is to be assessed by identifying strengths and weaknesses. Thirdly, the framework conditions for the arrival of immigrants in South Tyrol are to be described. The research questions are thus the following: What is the migration balance for South Tyrol against the background of qualification? Is the human capital balance positive or negative? How is South Tyrol evaluated as a place to work and live on the basis of concrete experiences or on the basis of opinions and assumptions (image)? How is the process of moving to South Tyrol like?

The answers to these questions should serve as an objective basis for discussion and decision making for the local education providers, the South Tyrolean public administration and the representatives of the local economy. The results of the study will also help IDM, which has set itself the goal of recruiting highly qualified specialists for the South Tyrolean economy with its "Talent Attraction Management South Tyrol" project.