



Skill mismatch in the EU labour market

Evidence from Cedefop's skills and jobs surveys

Konstantinos Pouliakas

Expert
Department for VET and Skills

ETF Skill Mismatch Measurement
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CEDEFOP

European Centre for the Development
of Vocational Training

Skill mismatch is...

- 01** **multidimensional** – which ‘skill mismatch’?
- 02** **dynamic** – transitory or persistent?
- 03** **elusive** – poor survey measures
- 04** **conflicting** – multi-actor interests
- 05** **complex** – no one policy area



45%

**Mismatched EU
workers**



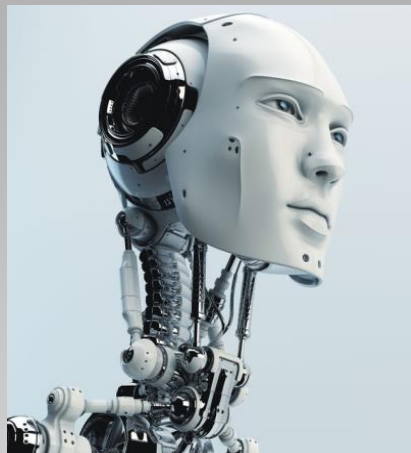
76%

**Skill shortages of EU
firms**



16%

**Technological skills
displacement**



-2%

**Labour productivity
loss for EU**



Employer or worker **skill shortages?**

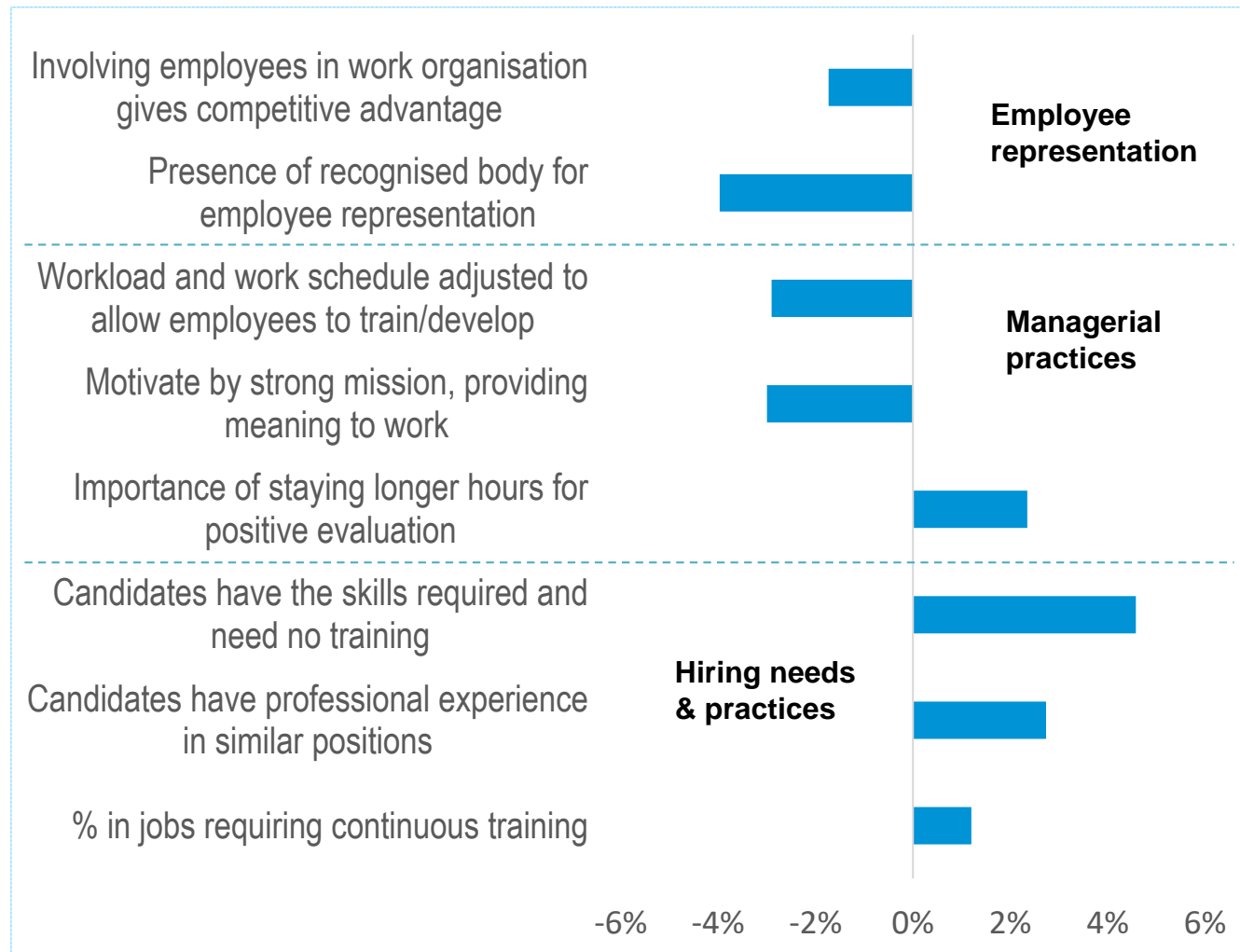
76% of EU establishments have difficulty in finding employees with the right skills

Source: Cedefop-Eurofound 2019 European Company Survey

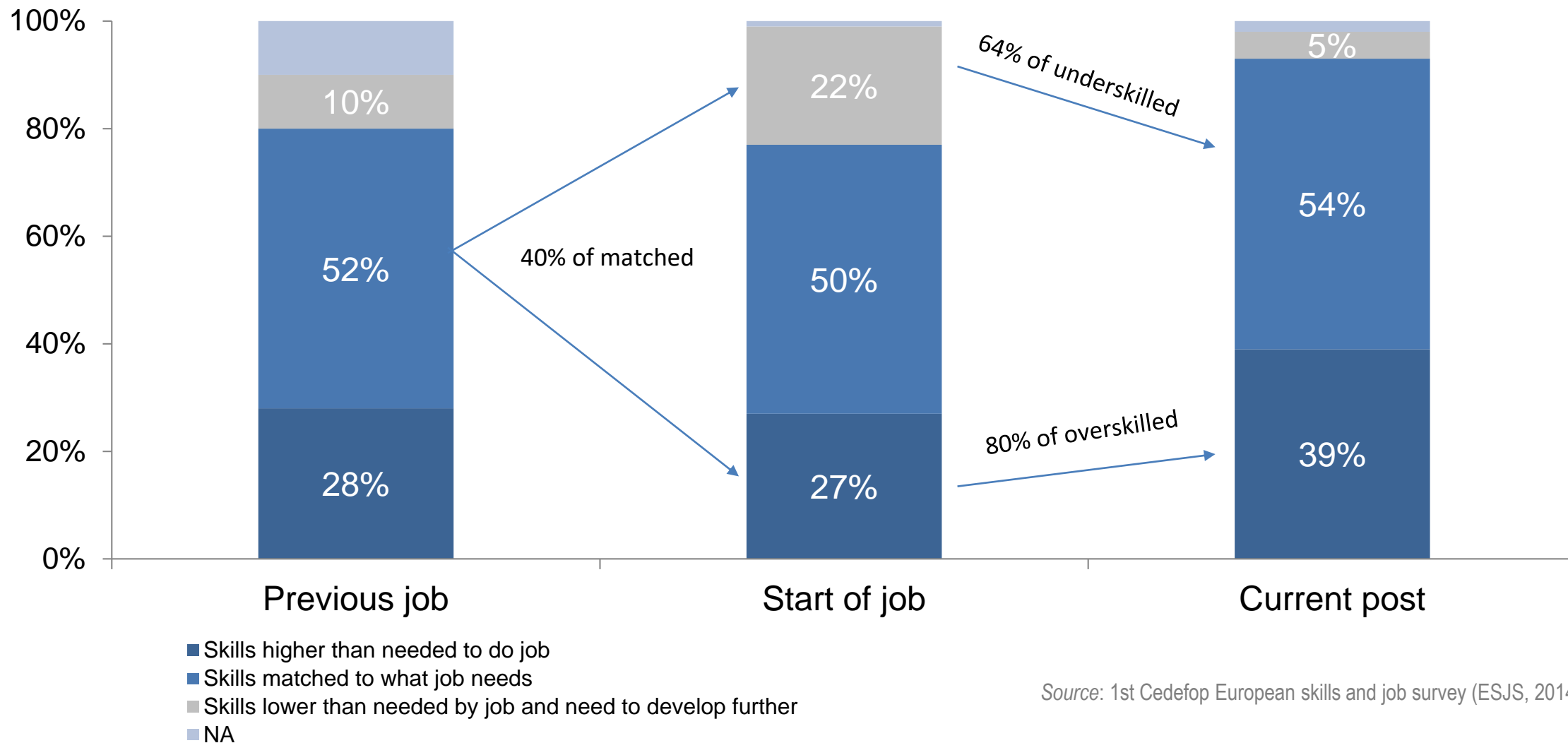


North & Baltics vs. South

Probability of skill shortage, 2019, EU27+UK



Dynamic skill mismatch



Job complexity major driver of skills use-growth at work

1/3

Workers in non-complex jobs, not improving their skills at work

1/2

Workers learning infrequently

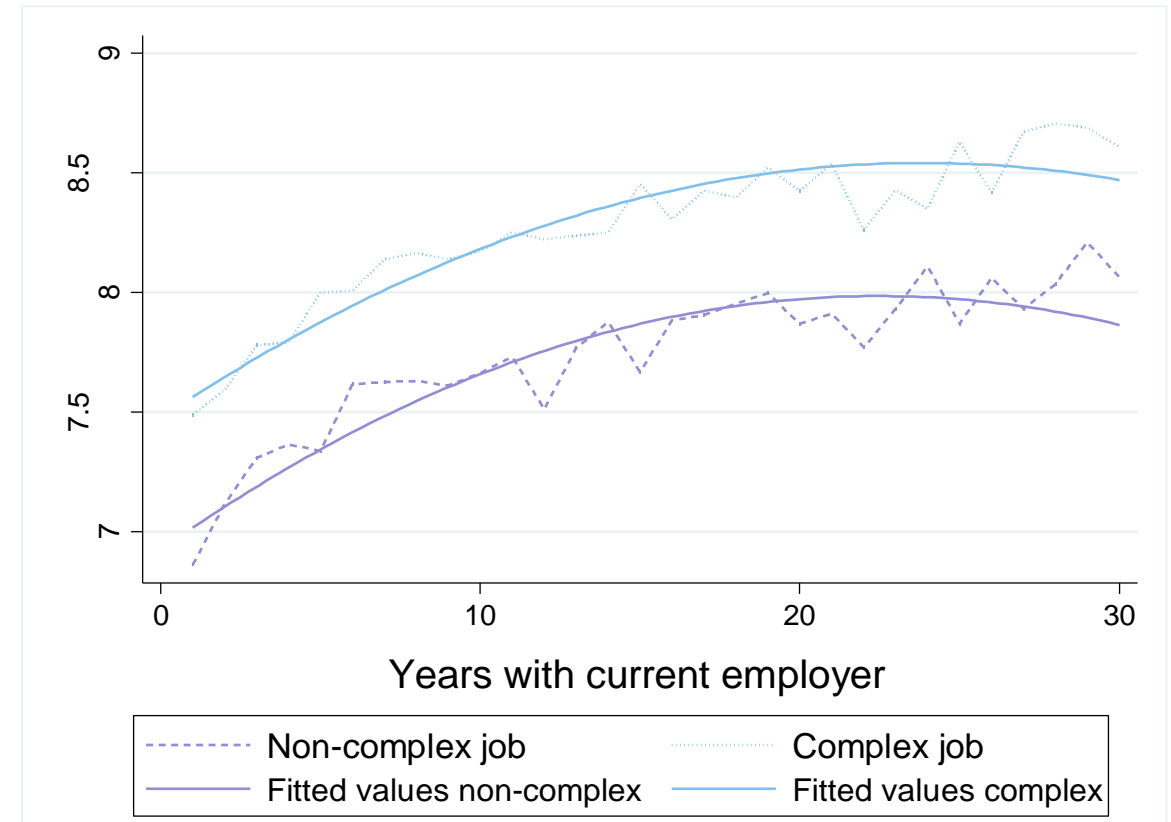
47%

Overskilled at start of job in complex jobs

- 53% initially matched
- 60% initially underskilled

...but large share of EU jobs have low skill needs

Mean skill growth by tenure and job complexity



Bundling practices drives skills growth at work...

20%

Bundle workplace practices that offer

Job stability

Job autonomy

Job complexity

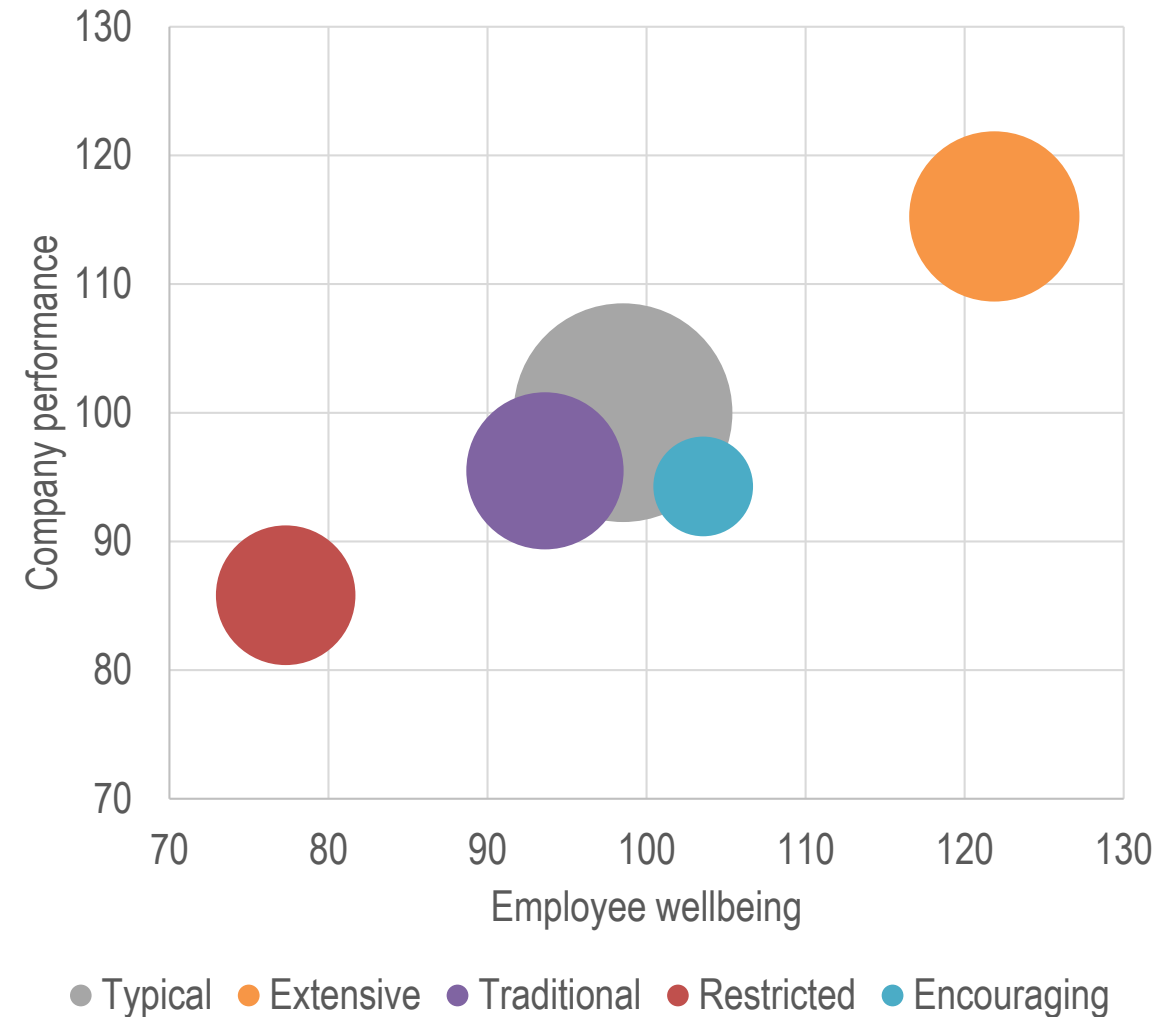
Employee voice

Peer learning

Incentives

Source: Cedefop - Eurofound ECS 2019

...but only 1 in 5 EU firms strike the right balance



2nd European skills and jobs survey

Digitalisation and skill mismatch

Main research questions:

- What do EU workers do at work?
- Basic or complex (digital) skills use?
- New digital technologies?
- Skill gaps & remedial learning?

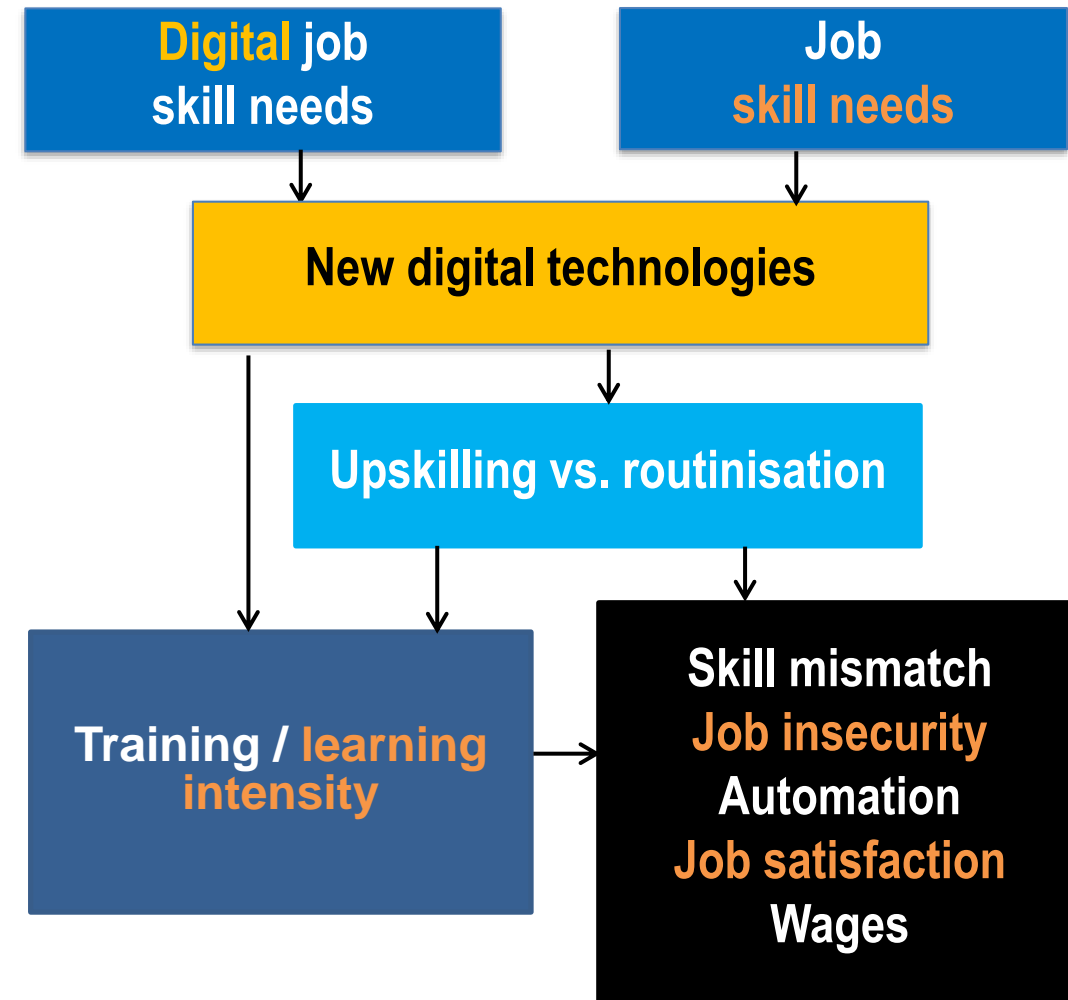


Better measurement of:

- Job-skill requirements
- Digitalisation / teleworking
- (Digital) skills complexity
- Routinisation vs. upskilling



Pillars and conceptual design:



Skill mismatch: alternative policy lens

Conventional view	Cedefop's evidence
Skill shortages EU firms cannot find right skills Graduates are ill-prepared for changing world of work	Skill underutilisation Unrecognised/unexploited skills Low job complexity Poor managerial / workplace practices
Skill mismatch: static Policies should aim to match skill supply with skill demand	Skill mismatch: dynamic One-shot policies short-lived - 'moving target' Focus on 'learning potential'
Activation: the low road Quick reintegration of jobless – 'work first'	Activation: the high road Sustainable skill matches – 'train first'
Lifelong learning: individual Individuals should be better informed, mobile, enhance employability	Lifelong learning: takes two to tango Most CVET informally in learning workplaces Employer-provided training has greater marginal effect on skill development

Thank you

Konstantinos.Pouliakas@cedefop.europa.eu



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