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Migrants and minorities more likely to face skills mismatch on EU labour market

The mismatch between skills and jobs does not affect everyone in the same way. Cedefop's most recent research paper, [*Migrants, minorities, mismatch? Skill mismatch among migrants and ethnic minorities in Europe*](#) shows that migrants from outside the EU typically find jobs beneath their real skills level ('overeducation'), while ethnic minorities are more likely to lack the educational level required by jobs ('undereducation').



Minimising the mismatch between skills and jobs is good for individuals as well as for our economies, as it leads to better use of human potential. Accordingly, the report makes policy suggestions, such as setting common standards for the recognition of third-country qualifications, improving access to employment and encouraging companies to offer more opportunities for on-the-job training.

A central issue is the ability to transfer skills and qualifications acquired in the country of origin. While qualifications acquired in other EU Member States are widely recognised, recognition of non-EU qualifications is still patchy. To overcome this, EU countries need to establish common standards for the recognition of skills acquired outside the EU. Guidance and counselling at public employment services can help both migrants and minorities formulate better job applications and generally plan their careers more successfully.

But employers can also help by creating a workplace that makes better use of skills. Workers with greater autonomy are more likely to engage their knowledge and skills in their job. In addition, company-based training, including language training, can overcome the most typical barriers for migrants.

The paper is based on data from the European Social Survey, which covers migration, and the European Labour Force Survey.

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Contact

Press Officer

Ioánnna Nezi, tel. +30 2310 490186, E-Mail: ioanna.nezi@cedefop.europa.eu

Head of Communication, Information and Dissemination

Gerd Oskar Bausewein, tel. +30 2310 490288, E-Mail: gerd-oskar.bausewein@cedefop.europa.eu

About Cedefop

The European Centre for the Development of Vocational Training (Cedefop), an agency of the European Union based in Thessaloniki, Greece, supports European policy-making in the field of vocational education and training. www.cedefop.europa.eu