



## The M&M'S

### Migrations and mismatch of skills

# France

## Aims

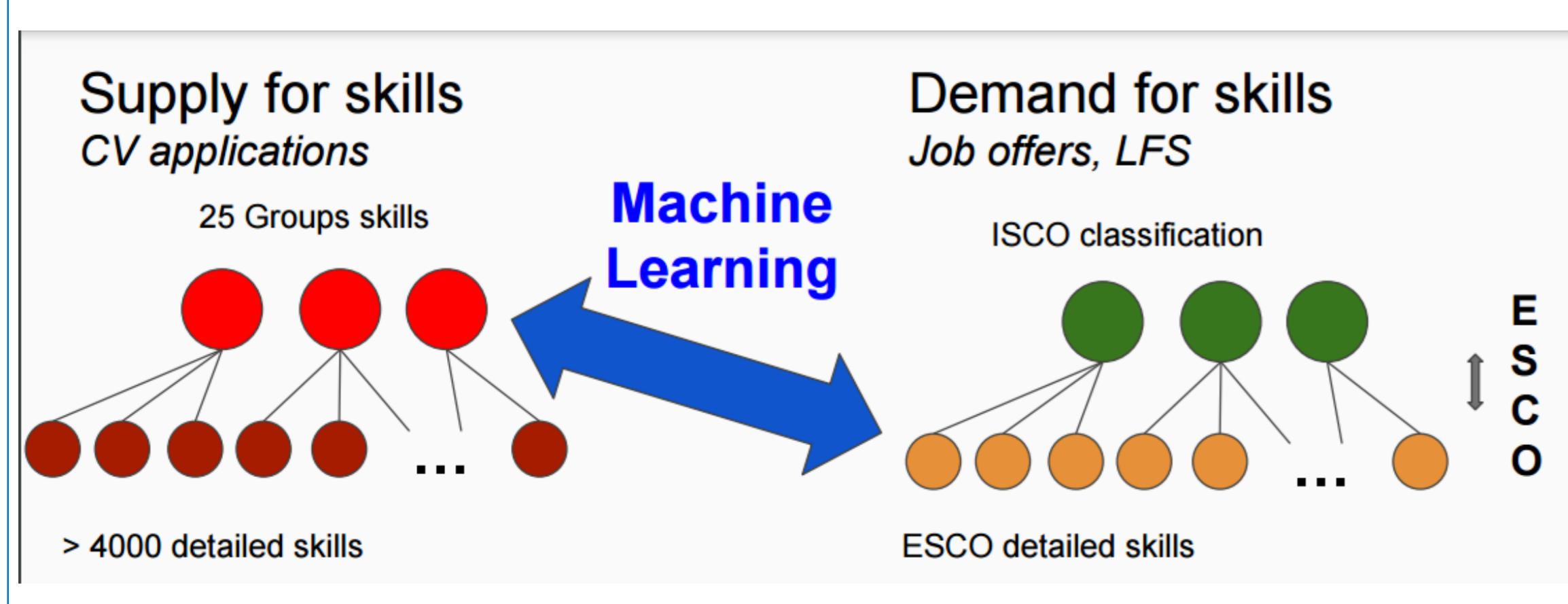
The prototype aims at assessing the effect of international migrations on reducing skill mismatch. It presents the demand for skills along with the supply either from resident job-seekers at regional level or from alien ones.

## Data

- EURES
- French LFS
- ESCO
- Scraped job ads from job portal 'Le Bon Coin'

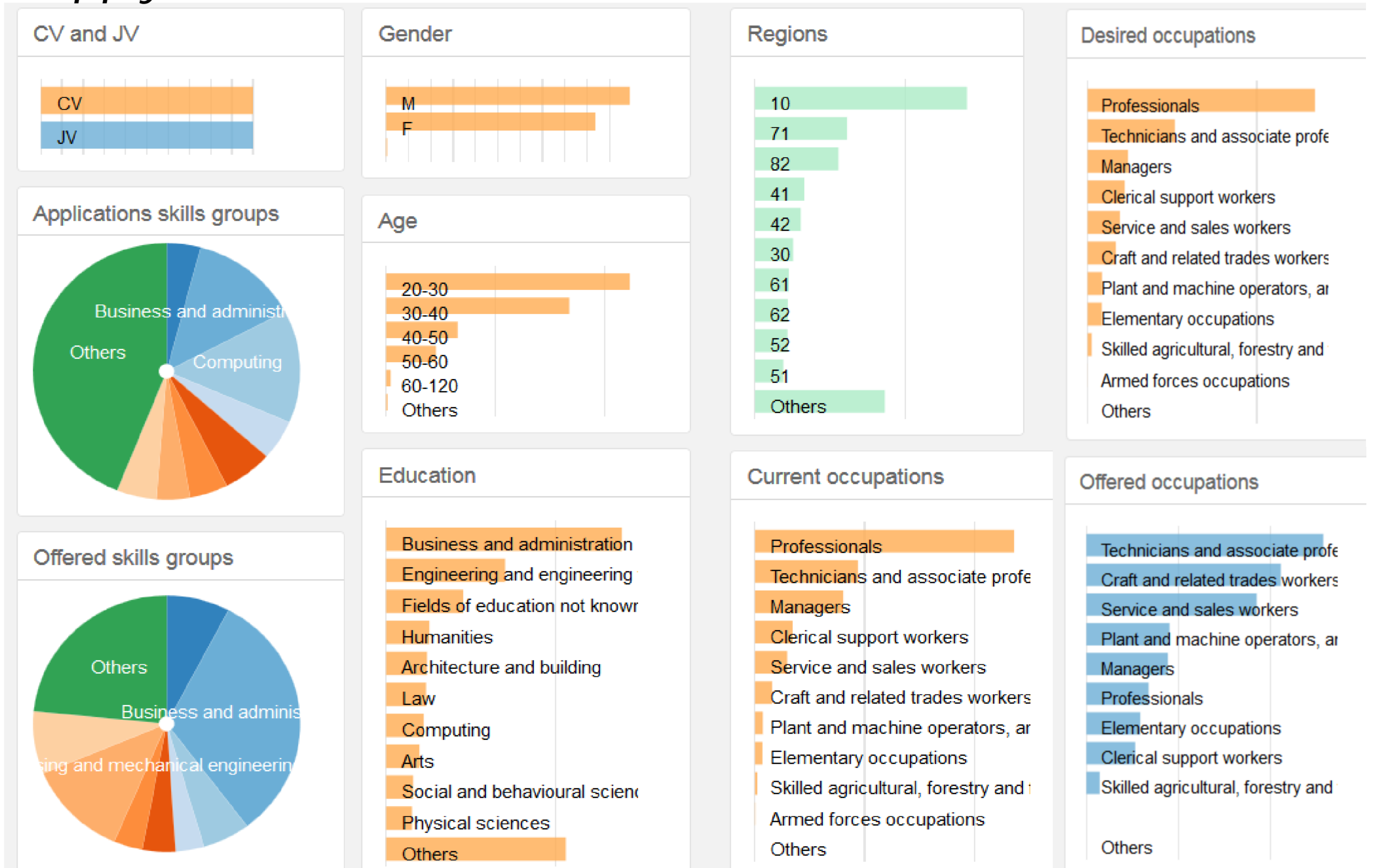
## Methods, technologies and tools

The main method consists in linking the job offers (ISCO classification) to the 'group skills' from the EURES database. A multi-label linear SVM was first trained on the EURES detailed skills labelled by the group skills they are part of. Then the classifier was used to assign the ESCO skills to the previous set of group skills.

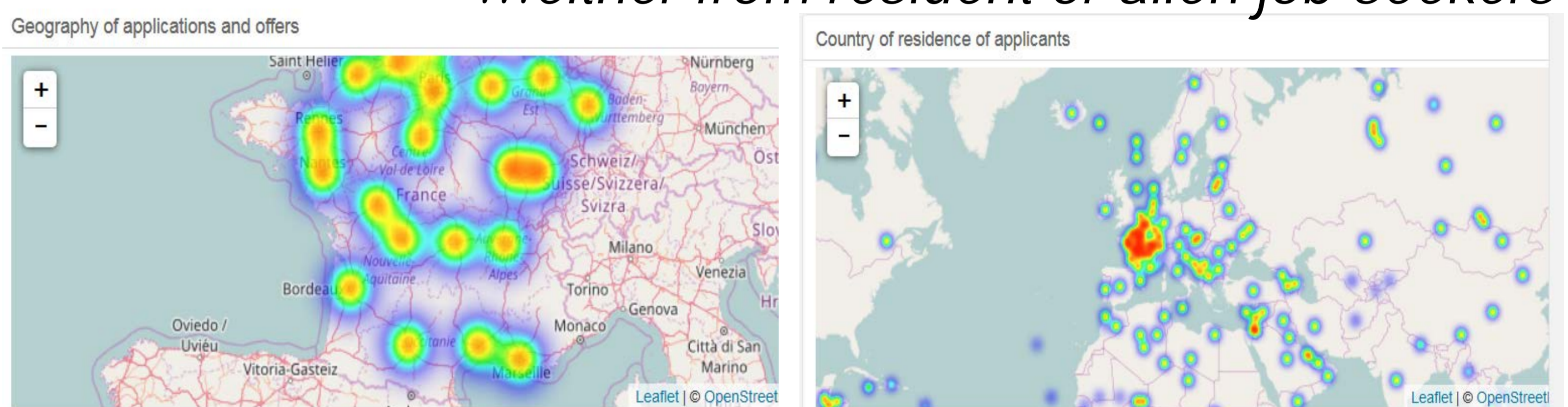


## Results

### Supply and demand for skills...



### ...either from resident or alien job-seekers



## Conclusions

### Key achievements:

- linking ISCO to the EURES skills via ESCO;
- likely efficient predictions of the group skill;
- efficient and synthetic data visualisation;
- potential re-usability of the prototype (Ministry of Labour, Unemployment Agency).

### Main challenges:

- using ESCO;
- data cleaning;
- using cloud computing;
- multi-label classification;
- translation of French job ads in order to assign them to an ISCO category.

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