# Skillsnet workshop
## Paris
## 22.-23.5.2008

Adviser

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Confederation of Finnish Industries

Confederation of Finnish Industries

- **Estimate how many persons it will be recruited to your company in 2007 distributed by education area and education level.**
- **Estimate also will the recruitment need degrees, stays the same or increases during the years of 2007-2010.**

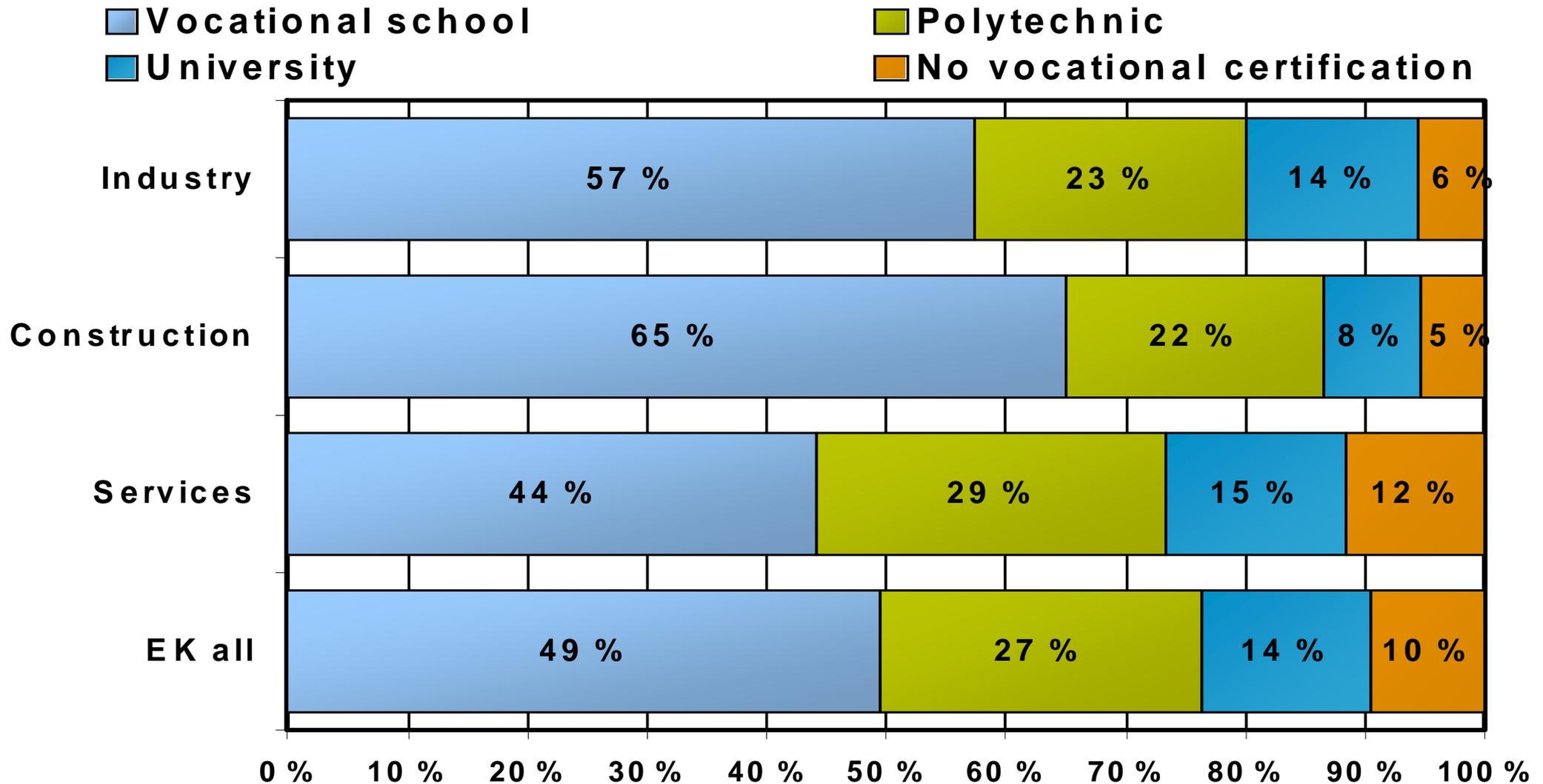|  | Number of persons to be recruited in 2007 | Recruitment need during 2008-2010 compared with 2008 |
|---|---|---|
| **Techniques** | | *degrees, stays the same, increases* |
| Vocational education | _____ | o      o      o |
| Polytechnic | _____ | o      o      o |
| University | _____ | o      o      o |

- Logistics
- Information Technology
- Business and Administration
- Tourism, Hotel and Restaurant Services
- Social and Health Services
- Other, what
- No Education

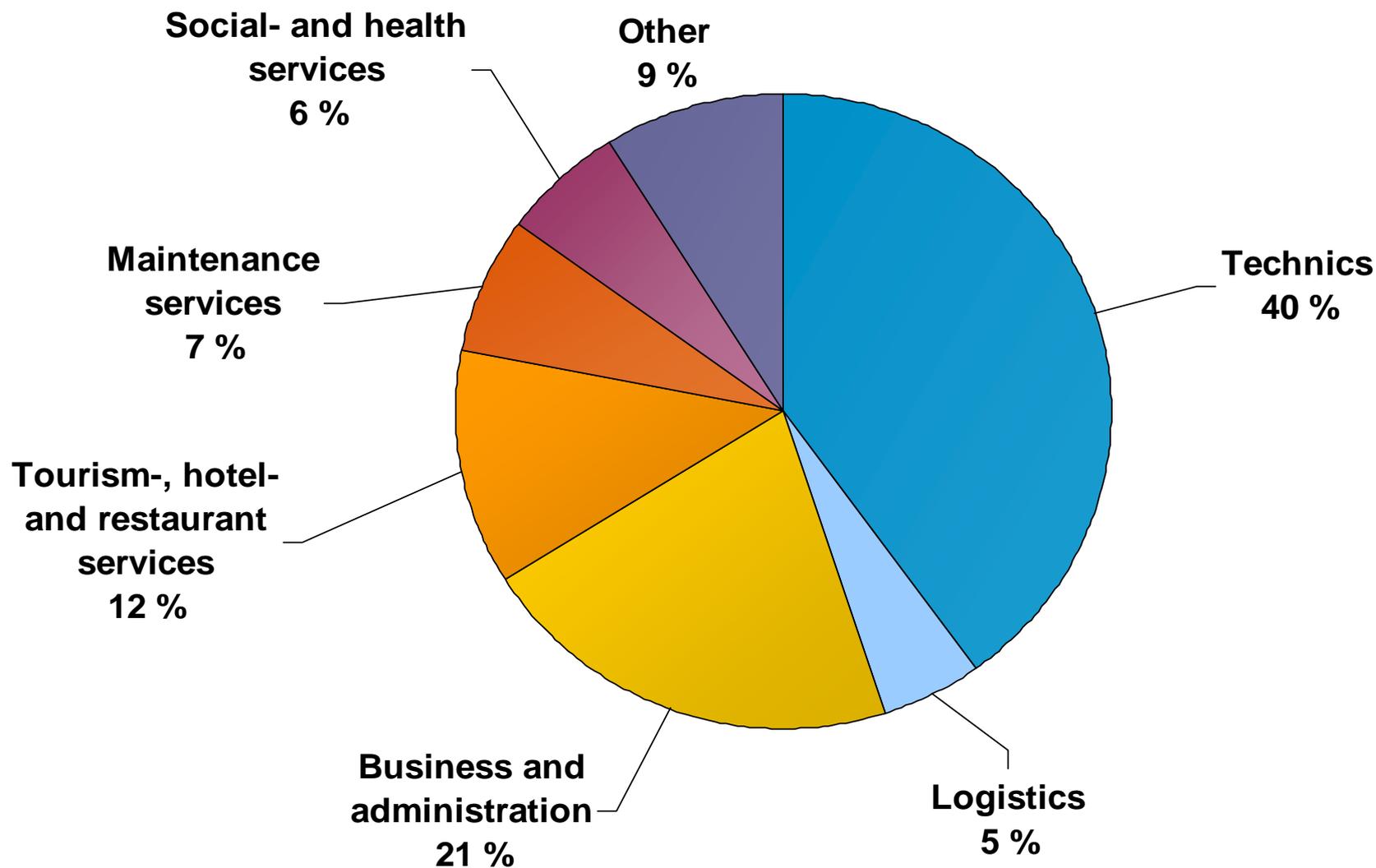Source: Labour force and skill needs survey, EK 2007

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# Results: Predicted educational structure for recruiting in EK member companies in 2007, %

**Legend:**
- ◻ Vocational school
- ◻ Polytechnic
- ◻ University
- ◻ No vocational certification

| Sector | Vocational school | Polytechnic | University | No vocational certification |
|---|---|---|---|---|
| Industry | 57 % | 23 % | 14 % | 6 % |
| Construction | 65 % | 22 % | 8 % | 5 % |
| Services | 44 % | 29 % | 15 % | 12 % |
| EK all | 49 % | 27 % | 14 % | 10 % |

0 %  10 %  20 %  30 %  40 %  50 %  60 %  70 %  80 %  90 %  100 %

Source: Labour force and skill needs survey, EK 2007

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# Results: Emphasis on vocational education areas at study in EK member companies 2007, %



Social- and health services
6 %

Other
9 %

Technics
40 %

Maintenance services
7 %

Tourism-, hotel- and restaurant services
12 %

Business and administration
21 %

Logistics
5 %

Source: Labour force and skill needs survey, EK 2007

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– Which foreign language skills your enterprise emphasizes as a recruitment criterion.

– Number as many foreign languages as needed to an order of importance. (Number 1=most important)

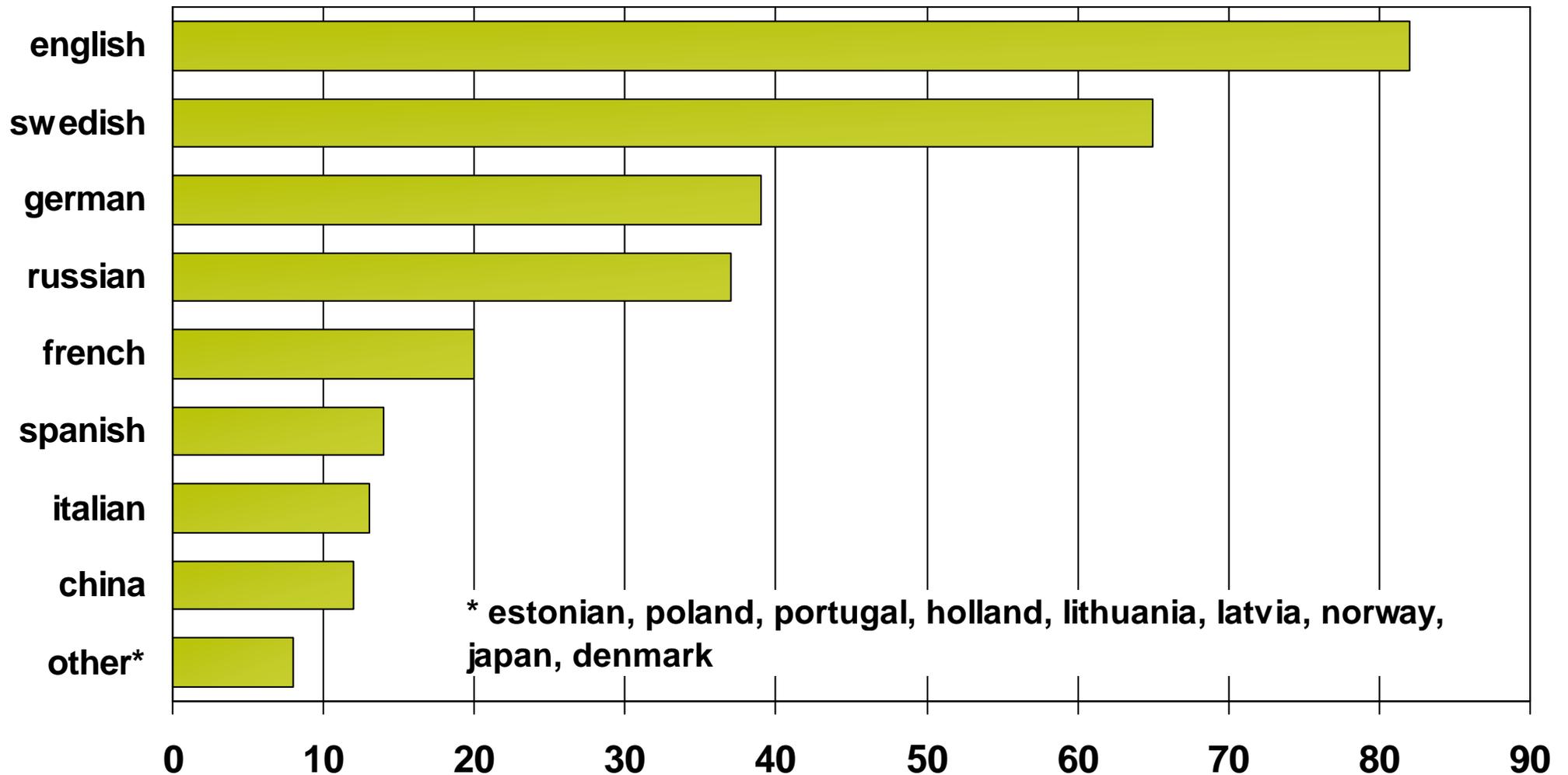**English**

**Swedish**

**French**

**Russian**

**Spanish**

**China**

**German**

**Italian**

**Some other language, what**

Source: Skilled personnel for business, EK 2005

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# Results: Percentage of companies emphasizing language skills as a recruitment criterion (% of all respondents)



* estonian, poland, portugal, holland, lithuania, latvia, norway, japan, denmark

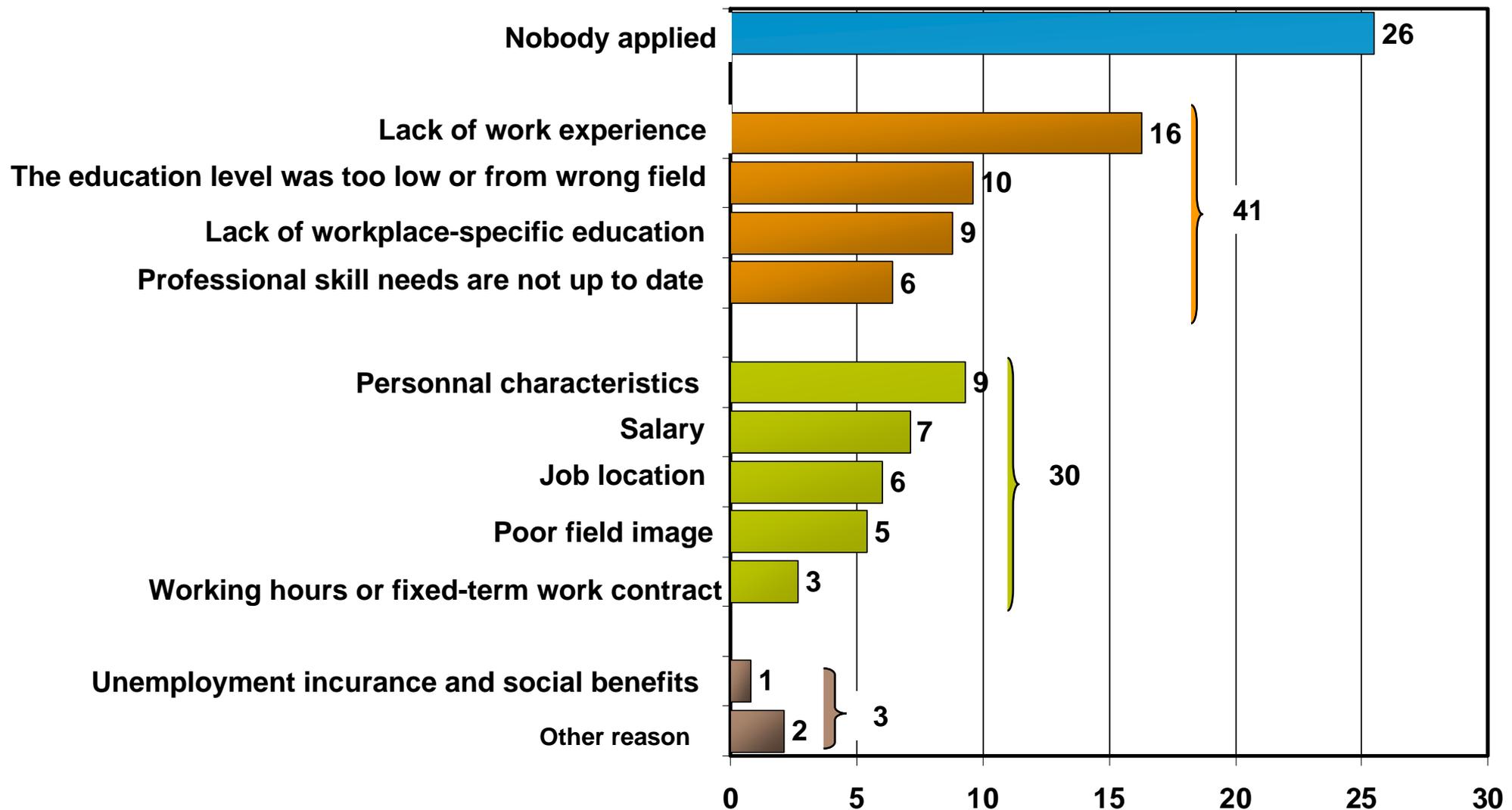Source: Skilled personnel for business, EK 2005
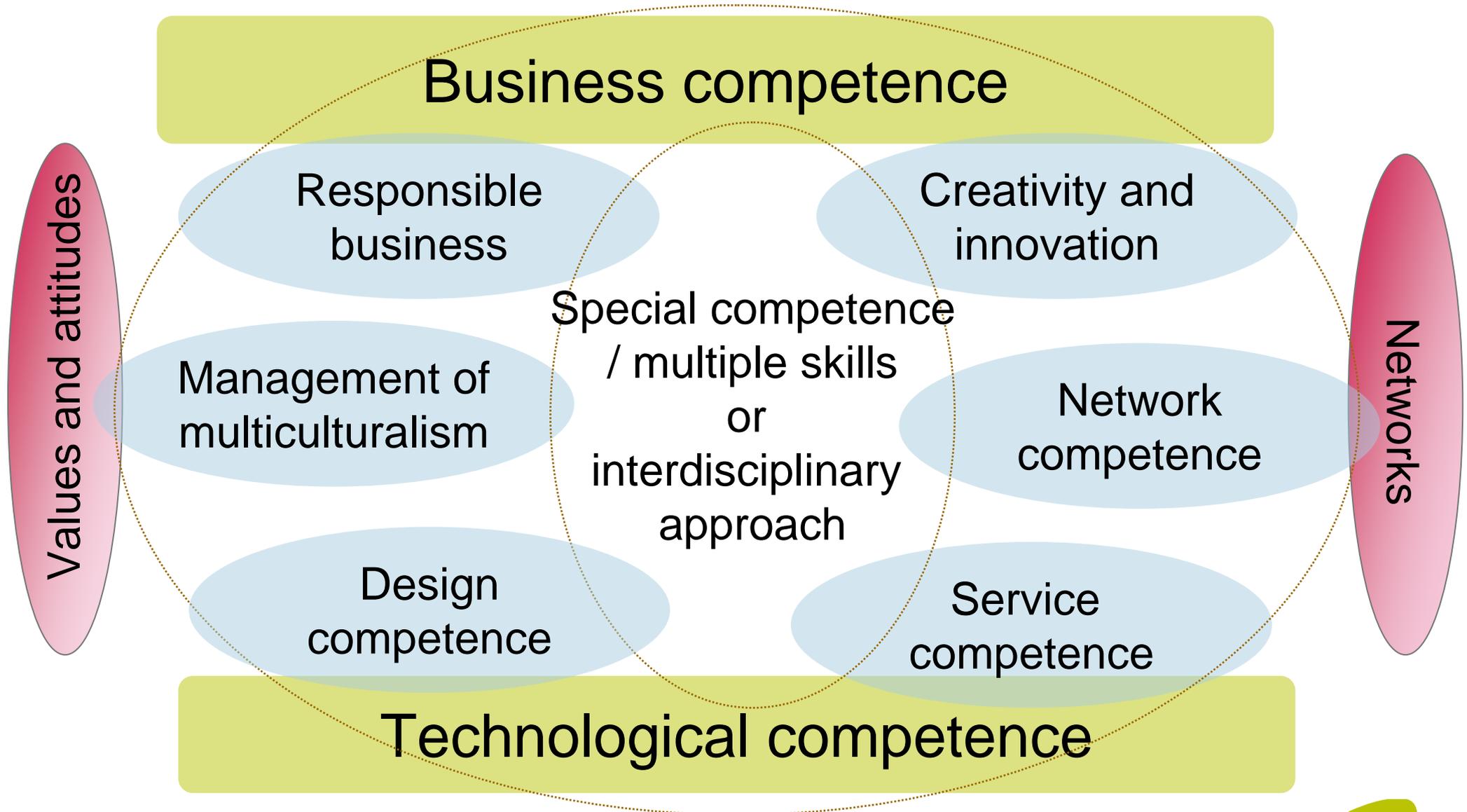
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- During 2007, has there been vacancies or occupations difficult to fill in your company? (yes/no)

- In which vacancies or occupations recruitment difficulties has been appeared? (a list of over 300 occupations)

- What were the reasons for recruiting difficulties (a list of 12 different reasons/respondent can choosen max 3 reasons/vacancy)

# Reasons for recruiting difficulties in EK member companies 2007, %



Bar chart data:

- Nobody applied: 26
- Lack of work experience: 16
- The education level was too low or from wrong field: 10
- Lack of workplace-specific education: 9
- Professional skill needs are not up to date: 6

  (bracketed group total: 41)

- Personnal characteristics: 9
- Salary: 7
- Job location: 6
- Poor field image: 5
- Working hours or fixed-term work contract: 3

  (bracketed group total: 30)

- Unemployment incurance and social benefits: 1
- Other reason: 2

  (bracketed group total: 3)

X-axis: 0, 5, 10, 15, 20, 25, 30

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# Competences contributing to corporate competitiveness



**Business competence**

Values and attitudes

Networks

Responsible business

Creativity and innovation

Management of multiculturalism

Special competence / multiple skills or interdisciplinary approach

Network competence

Design competence

Service competence

**Technological competence**

Source: Education Intelligence Final Report, EK 2006

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EK