



Employers' surveys as a tool for identification of skill needs

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System for labour market projections and the identification of labour market mismatches and skill needs

Subsystems:

- **Econometric projections**
- **Employers' surveys**
- **Job profiles**
- **Estimation of indicators with secondary data**
- **Analysis of qualitative data**



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- **Holistic approach in labour market projections**
- **It allows to consider the advantages and disadvantages of different methods**
- **Identification of skill needs becomes a puzzle exercise where different subsystems are parts of the puzzle**



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Employers' surveys

Advantages: detailed data not existing elsewhere

Disadvantages: cost, time

Can employers/human resource managers identify skill needs accurately?



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The Employment Observatory in Greece (PAEP) in collaboration with the Ministry of Employment has performed two business surveys:

Common characteristics of the two surveys:

- **Private businesses**
- **Companies of all sizes included**
- **Weight schemes to perform analyses by sector, region, employment size**
- **Face to face interviews**
- **About 80% response rate**



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First business survey:

2003 – 2004

- over 7000 questionnaires
- coverage of whole Greece

Second business survey:

- 2006-2007
- Two phases: phase one: 1200 questionnaires, phase two: 400 questionnaires
- Attica



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Questionnaire:

- **business characteristics**
- **employment relations**
- **current and prospective employment structure**
- **skill needs**
- **hiring/ training practices**



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Main outcomes concerning skills:

- **Lack of social skills**
- **Lack of foreign language skills/ technology skills**

Social skills:

- **Written and oral communication**
- **Team work**
- **Problem solving**
- **Analytical ability**
- **Synthetic ability**
- **Customer service**

Horizontal lack of certain skills



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- **PAEP endorses CEDEFOP's efforts to produce a common methodology for identifying skill needs**
- **We would be willing to include some common questions in future questionnaires as a step in the production of more comparable results across EE.**
- **Agreement on more than common questions is necessary for the production of comparable results.**



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- **Identification of skill needs is a very challenging exercise**
- **It has to be assessed using different methodologists**
- **Employers' surveys as part of a holistic methodological procedure is very helpful**