EMPLOYERS' SURVEYS AS A TOOL FOR IDENTIFICATION OF SKILL NEEDS: CORE QUESTIONS Romanian experience

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SOURCE:
Consulting Services for a Comprehensive Labour Demand Survey project, which is currently in the phase of data collection

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PROBLEMS WHICH ROMANIAN LABOUR MARKET HAS TO FACE NOWADAYS

- ✓ **High rates of migration for labour abroad**
- ✓ **Low unemployment rates**
- ✓ **Co-existence of deficits and surpluses**
- ✓ **Developments gaps between regions, as well as between urban and rural**
- ✓ **Economic growth based on the expansion of real estates and constructions**

- ✓ **Consequence: more focus on skills shortage as "labour shortage"**

DESIGN OF THE METHODOLOGY

Objective: *to provide the key decision makers with an in-depth and comprehensive assessment of the labour demand in occupational profile on the Romania labour market.*

Type of survey: ad-hoc

Statistical population: active companies with 1 employee and more , covering all NACE sectors (except public administration)

Statistical unit: legal unit

Sample size: 1150 companies

Methods and techniques:
- Questionnaire-based survey. Face-to-face interviews carried out at the companies' headquarters with representatives of the top and middle management (heads of human resources departments and technical managers)

CORE QUESTIONS

Current need for employees:

	CQ1. For which occupation do you currently have vacancies? *(Note the occupation as it is declared by respondent)*	CQ2. Please indicate the number of vacancies for each occupation	CQ3. For how many months have the positions at stake been vacant? *(For less than 1 month, enter "0")*	CQ4. Why do you think that this position is still unfilled? *(main reason)* 1.Nobody applied for this position 2.There were job seekers which applied, but they did not fulfilled the required level of qualification 3.There were job seekers which applied, but they refused the proposed working conditions 4.Other. Please specify _____ 5.Not applicable for vacancies available for less than 1 month 8. DNK 9. NA	CQ5. From your previous experience, how difficult is to find adequate personnel for this occupation? 1. very difficult 2. rather difficult 3. rather easy 4. very easy 8. DNK 9. NA
1	…				
2	…				

OTHER KEY QUESTIONS

- **Please indicate the number of employees …**
    - At the end of 2007
    - Outflow in 2007
    - Inflow in 2007
    - Today
    - Estimation on the number of employees at the end of 2008
- **Usually, how difficult is it for you to recruit/employ skilled personnel able to work also with ICT** (computers, data bases, emails, mobile phones, etc.)?
    - Very difficult
    - Rather difficult
    - Rather not difficult
    - Not difficult
    - DNK/NA
- **How satisfied are you with the skills' level of your employees** with:
  1. low education (at most 10 grades or basic education)
  2. With medium education (at most post secondary non tertiary education)
  3. With higher education (tertiary education)
    - Very satisfied
    - Rather satisfied
    - Rather unsatisfied
    - Unsatisfied
    - DNK/NA

QUESTIONS which we plan to add

- **For each occupation for which your company registers vacancies, please specify additional skills and knowledge required:**
  - Key skills
  - Other skills and knowledge

- **Considering your current employees, which skills do you think are lacking or need to be better developed?**
  - for those with low education
  - for those with medium education
  - for those with higher education

- **What consequences did the "hard to fill" vacancies incur?** *(Multiple answer)*
  - Loss of business deal and order
  - Decrease in production/provision of services
  - Difficulties in achieving the demanded quality standard
  - Delays of the planned deadlines
  - Postponement of the planned development
  - Postponement of the planned implementation of new technologies
  - The employees had to work harder
  - Other. Specify _____
  - There was no notable impact
  - DNK/NA