

Cedefop-Skillsnet team exercise

A sad story

how we tried to compare
apples and pears... ☹️

Surveys

- IAB Establishment Panel 2005
- National Employers Skills Survey 2007, UK, LSC May 2008
- Survey of human resource development and skill needs in enterprises 2003, Czech Republic, NOET-NTF

Question A: reasons for hard-to-fill vacancies

44.

a) What were the reasons for you failing to fill qualified jobs?

b) If several reasons are mentioned: **What reason was the most important or most frequent?** (only one entry admissible!)

	Reasons /most imp. reason	a)	b)
A	There were no applicants		
B	The applicants' qualifications were not appropriate		
C	Applicants were not appropriate because of their personality		
D	The applicants' salary expectations did not match our intentions		
E	The applicants' requirements with respect to working hours did not comply with our intentions		
F	Other		

Base: Establishments that failed when filling vacancies

Source: IAB-establishment Panel 2005

Question A: reasons for hard-to-fill vacancies

C5a What are the main causes of having a hard to fill vacancy for [TEXT SUBSTITUTION:
OCCUPATION WITH HARD TO FILL VACANCY AT C5]?
DO **NOT** READ OUT. CODE ALL MENTIONED

	Occupations with hard-to-fill vacancies					
	Occ 1	Occ 2	Occ 3	Occ 4	Occ 5	Occ 6
Too much competition from other employers	1	1	1	1	1	1
Not enough people interested in doing this type of job	2	2	2	2	2	2
Poor terms and conditions (e.g. pay) offered for post	3	3	3	3	3	3
Low number of applicants with the required skills	4	4	4	4	4	4
LOW NUMBER OF APPLICANTS WITH THE REQUIRED ATTITUDE, MOTIVATION OR PERSONALITY	5	5	5	5	5	5
Low number of applicants generally	6	6	6	6	6	6
Lack of work experience the company demands	7	7	7	7	7	7
Lack of qualifications the company demands	8	8	8	8	8	8
Poor career progression / lack of prospects	9	9	9	9	9	9
Job entails shift work/unsociable hours	10	10	10	10	10	10
Seasonal work	11	11	11	11	11	11
Remote location/poor public transport	12	12	12	12	12	12
Other (WRITE IN)	13	13	13	13	13	13
No particular reason	14	14	14	14	14	14
Don't know	X	X	X	X	X	X

Question A: reasons for hard-to-fill vacancies

C6a. Can I just check, are you finding *[TEXT SUB IF SUM OF C5 = 1 OR ONLY 1 HARD TO FILL VACANCY IN TOTAL [C1=1]: this vacancy]* *[TEXT SUB IF C5>1: any of these vacancies]* for *[EACH OCCUPATION MENTIONED]* hard to fill because... ? READ OUT

	Occ 1	Occ 2	Occ 3	Occ 4	Occ 5	Occ 6
Applicants have not been of sufficient quality	1	1	1	1	1	1
Because there have been few or no applicants	2	2	2	2	2	2
Or for both of these reasons	3	3	3	3	3	3
DO NOT READ OUT: Neither of these reasons	4	4	4	4	4	4
Don't know	5	5	5	5	5	5

National Employers Skills Survey 2007, UK, LSC May 2008

ASK FOR ALL HARD-TO-FILL VACANCIES CAUSED BY LACK OF QUALITY (C6A/1 OR 3)

C6b. You said that you have had problems with the quality of the candidates for *[OCCUPATION]*. Would you say that they have been lacking... ? READ OUT. CODE ALL MENTIONED.

	Occ 1	Occ 2	Occ 3	Occ 4	Occ 5	Occ 6
The skills you look for	1	1	1	1	1	1
The qualifications you look for	2	2	2	2	2	2
The work experience that you require	3	3	3	3	3	3
Or do applicants tend to have poor attitudes, motivation and/or personality	4	4	4	4	4	4
DO NOT READ OUT: Don't know	X	X	X	X	X	X

National Employers Skills Survey 2007, UK, LSC May 2008

Answers A:

Most important/most frequent reason for failing to fill qualified jobs

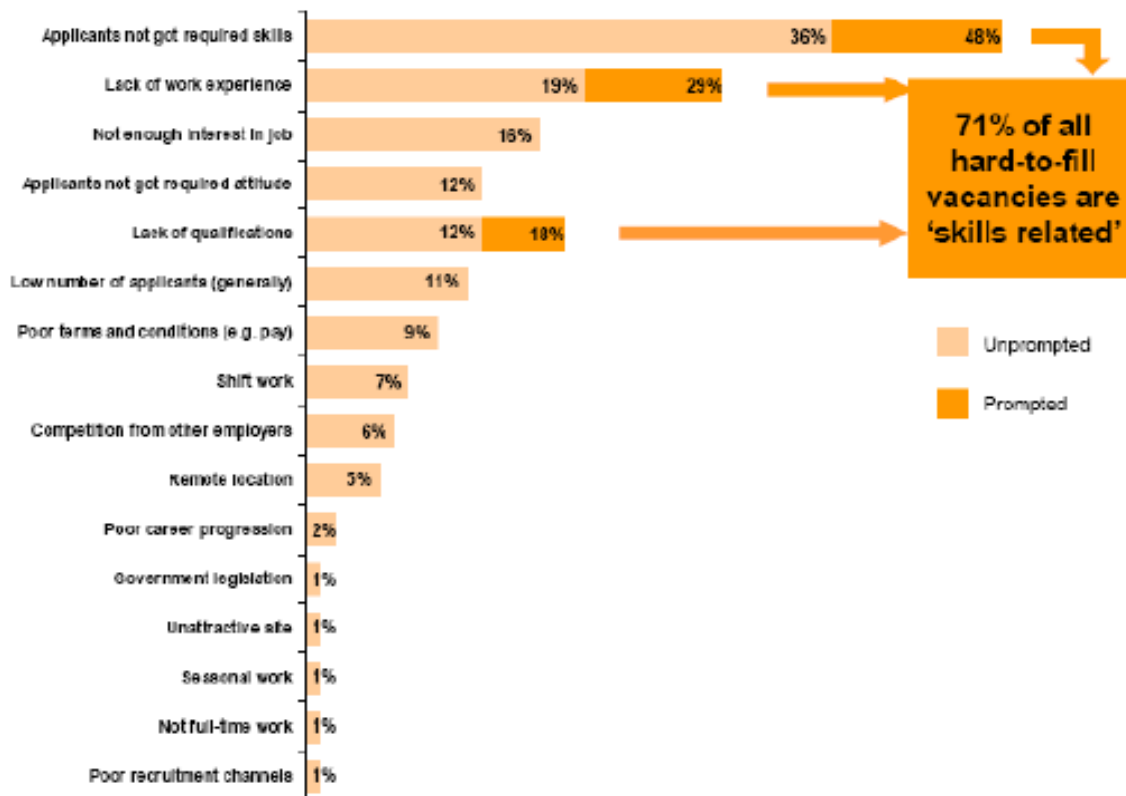
% per column	Total	West	East
There were no applicants	12	12	13
The applicants' qualifications were not appropriate	41	41	44
Applicants were not appropriate because of their personality.....	12	13	8
The applicants' salary expectations did not match our Intentions	9	7	15
The applicants' requirements with respect to working hours did not comply with our intentions...	4	4	2
Other.....	17	17	16
don't know/no answer	5	5	2
Sum	100	100	100

Base: Establishments that failed when filling vacancies

Source: IAB-establishment Panel 2005

Answer A

Figure 3.4: Reasons for hard-to-fill vacancies (prompted and unprompted).



Question B: missing skills among applicants

C6c. Have you found any of the following skills difficult to obtain from applicants for [TEXT SUBSTITUTION: OCCUPATION WITH SKILLS SHORTAGE VACANCY] ...? READ OUT CODE ALL MENTIONED

CATI - ROTATE ORDER OF SKILLS (APART FROM IT SKILLS WHICH MUST ALWAYS APPEAR TOGETHER WITH IT USER SKILLS FIRST, FOLLOWED BY IT PROFESSIONAL SKILLS). TECHNICAL & PRACTICAL SKILLS, ANY OTHER SKILLS, NONE & DON'T KNOW MUST ALWAYS APPEAR LAST).

	Occupations with hard to fill vacancies					
	Occ 1	Occ 2	Occ 3	Occ 4	Occ 5	Occ 6
General IT user skills	1	1	1	1	1	1
IT professional skills	2	2	2	2	2	2
Oral communication skills	3	3	3	3	3	3
Written communication skills	4	4	4	4	4	4
Customer handling skills	5	5	5	5	5	5
Team working skills	6	6	6	6	6	6
Foreign language skills	7	7	7	7	7	7
Problem solving skills	8	8	8	8	8	8
Management skills	9	9	9	9	9	9
Numeracy skills	10	10	10	10	10	10
Literacy skills	11	11	11	11	11	11
Office admin skills	12	12	12	12	12	12
Technical, practical or job-specific skills	13	13	13	13	13	13
Any other skills (WRITE IN)	14	14	14	14	14	14
No particular skills difficulties	15	15	15	15	15	15
Don't know	X	X	X	X	X	X

Question B: missing skills among applicants

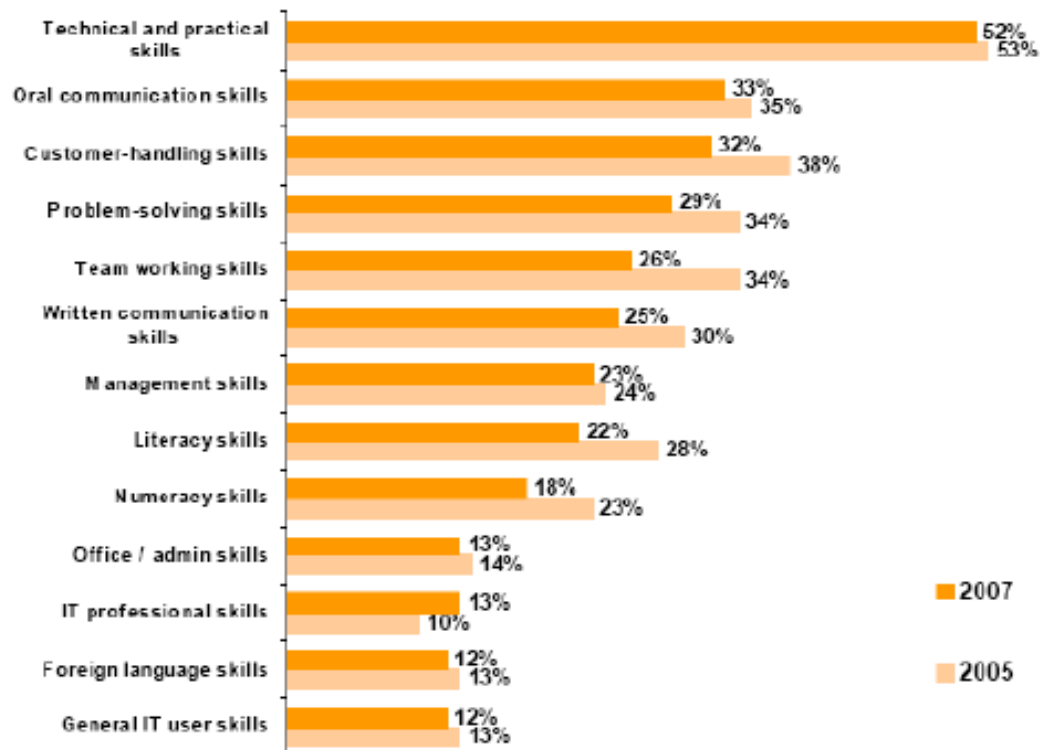
B16. Which of the following competences/skills do you miss among the mentioned occupations? (hard-to-fill)

<i>Competence/skill</i>	1	2	3	4	5
Basic technical skills					
Interpersonal/communication skills					
IT skills					
Management skills					
Foreign languages					
Creativity/initiative					
Team work					
Information management					
Learning skills					
Problem solving					
Manual technical skills					
Versatility					
Knowledge of enterprise environment					
Honesty/loyalty					
Responsibility					
Flexibility (overtime work)					
I do not miss any skills					
I do not know					
Other (mention).....					

Survey of human resource development and skill needs in enterprises 2003, Czech Republic, NOET-NTF

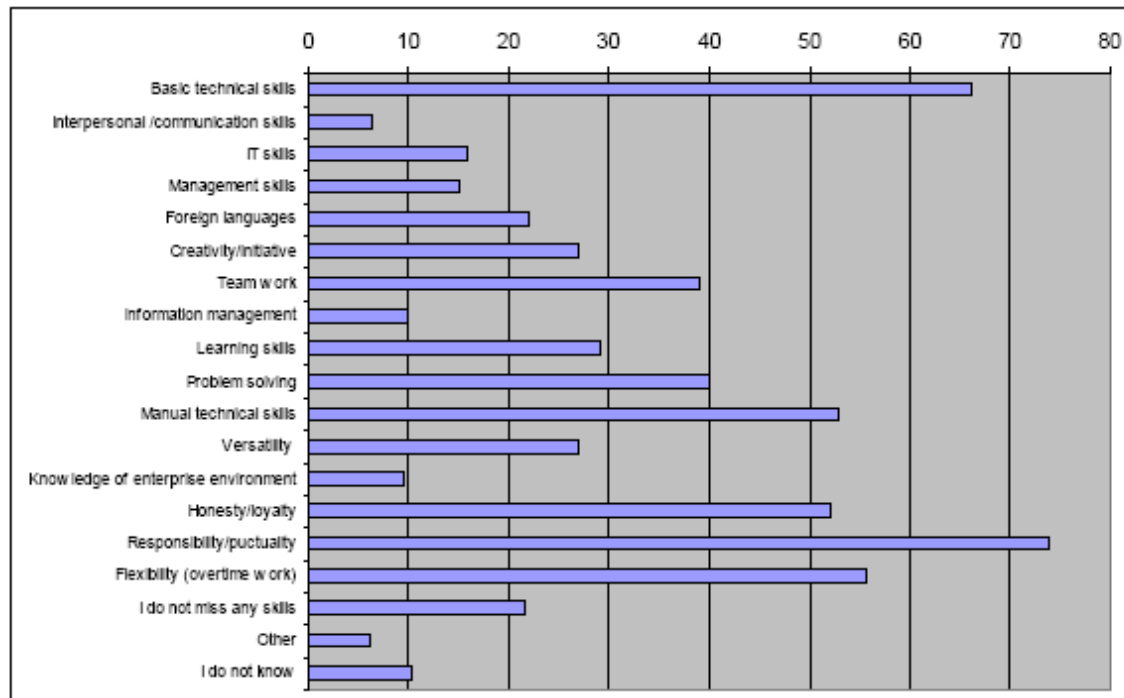
Answer B

Figure 3.6: Skills lacking in connection with skill-shortage vacancies.



Answer B

Which of the following competences/skills do you miss among the mentioned occupations? (hard-to-fill)



Conclusions from the exercise

- Difficult to agree on questions' selection
- We compared apples and pears
- Even one and the same survey is not entirely comparable over time
- Easier to compare answers than questions
- Negative experience is as valuable as a positive one 😊