

Addressing tomorrow's challenges today: the policy relevance of short-term anticipation of skills and labour market trends

Cedefop Virtual Get Together
26 February 2025

Irene Mandl, European Labour Authority

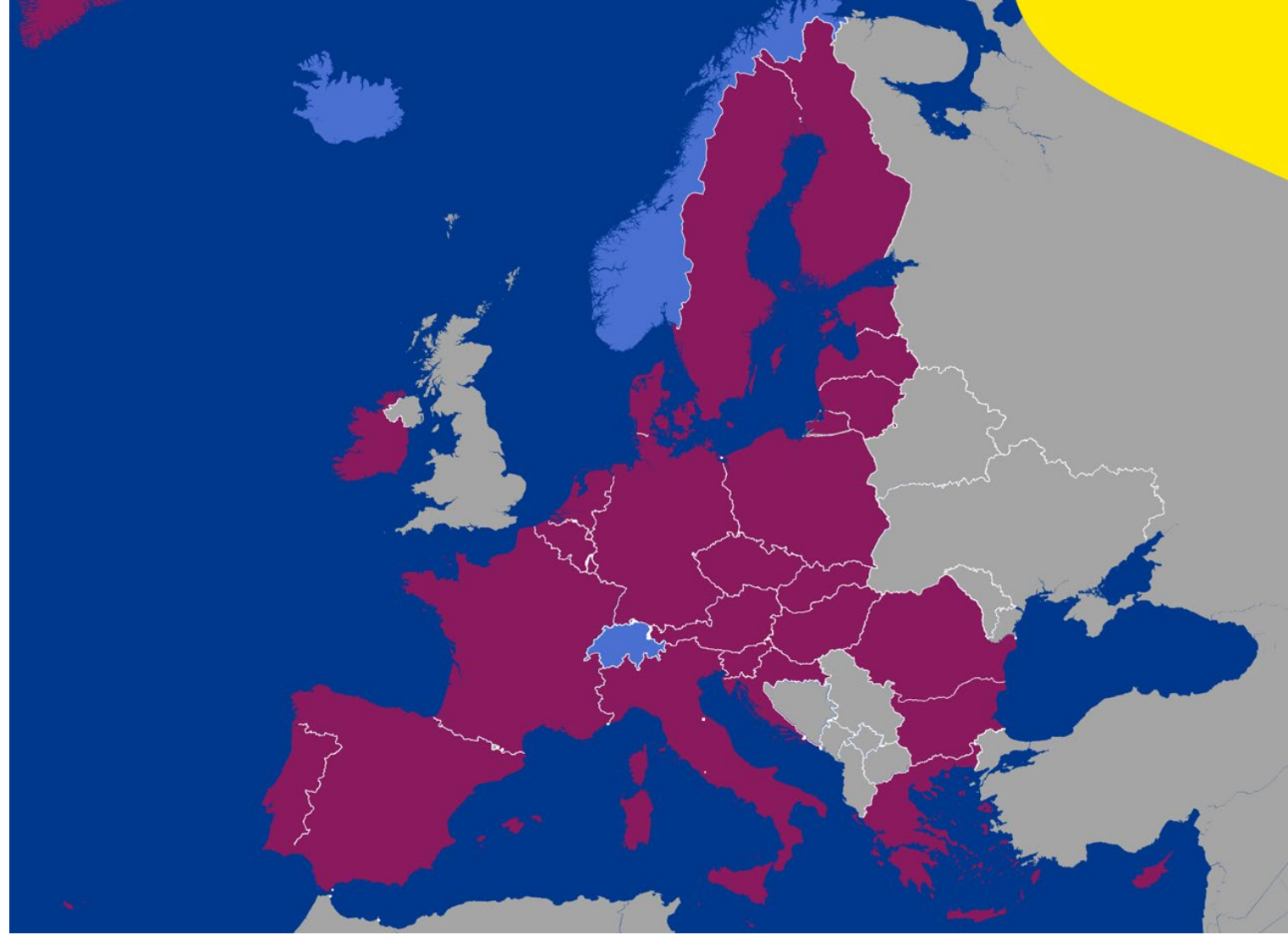
#EURESjobs



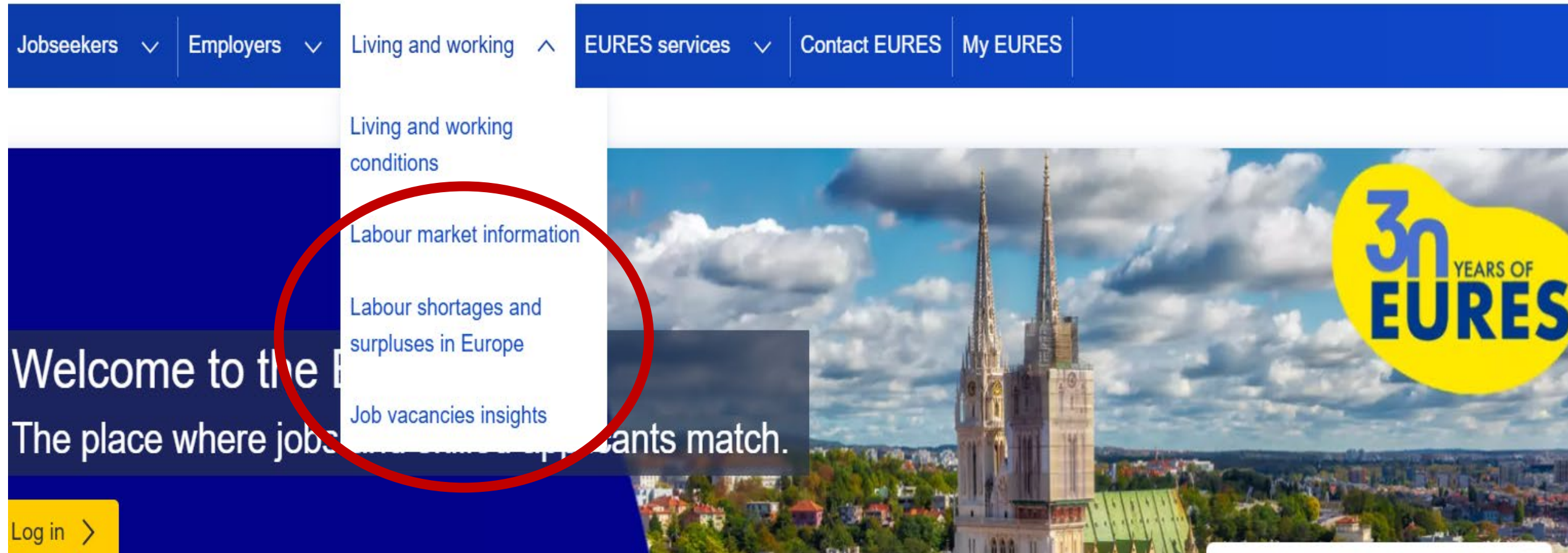
EURES

The European Job Mobility Network

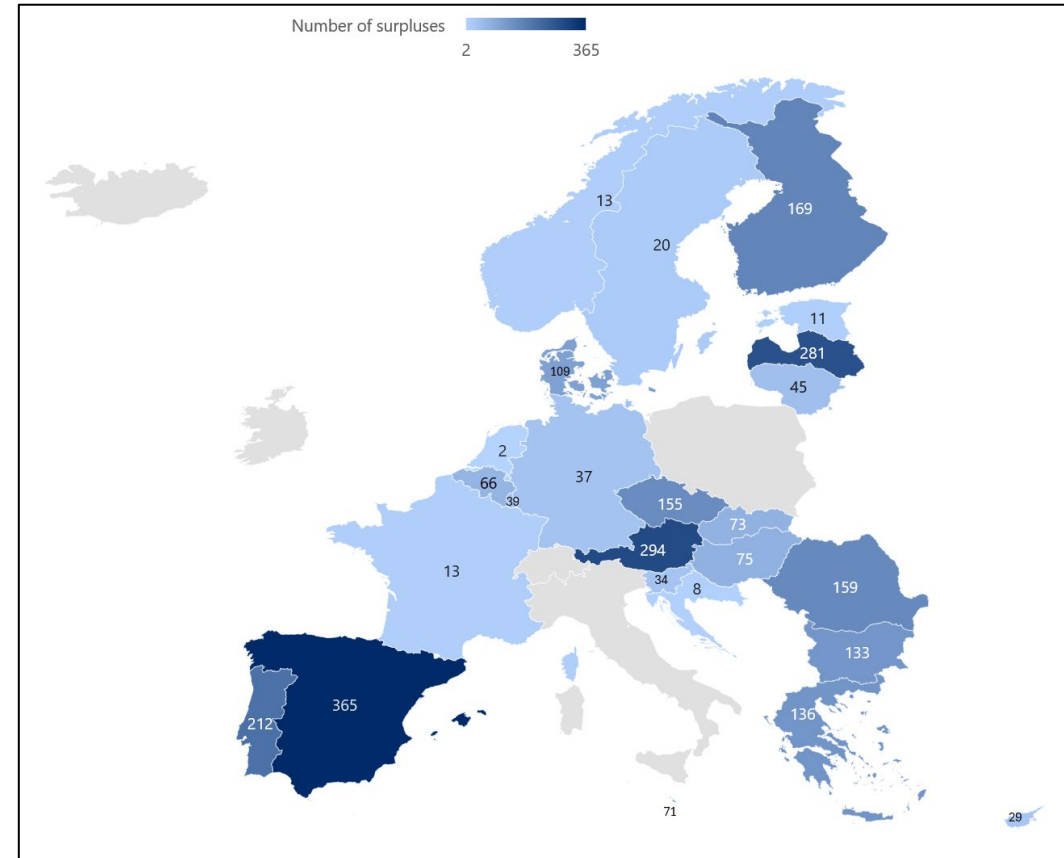
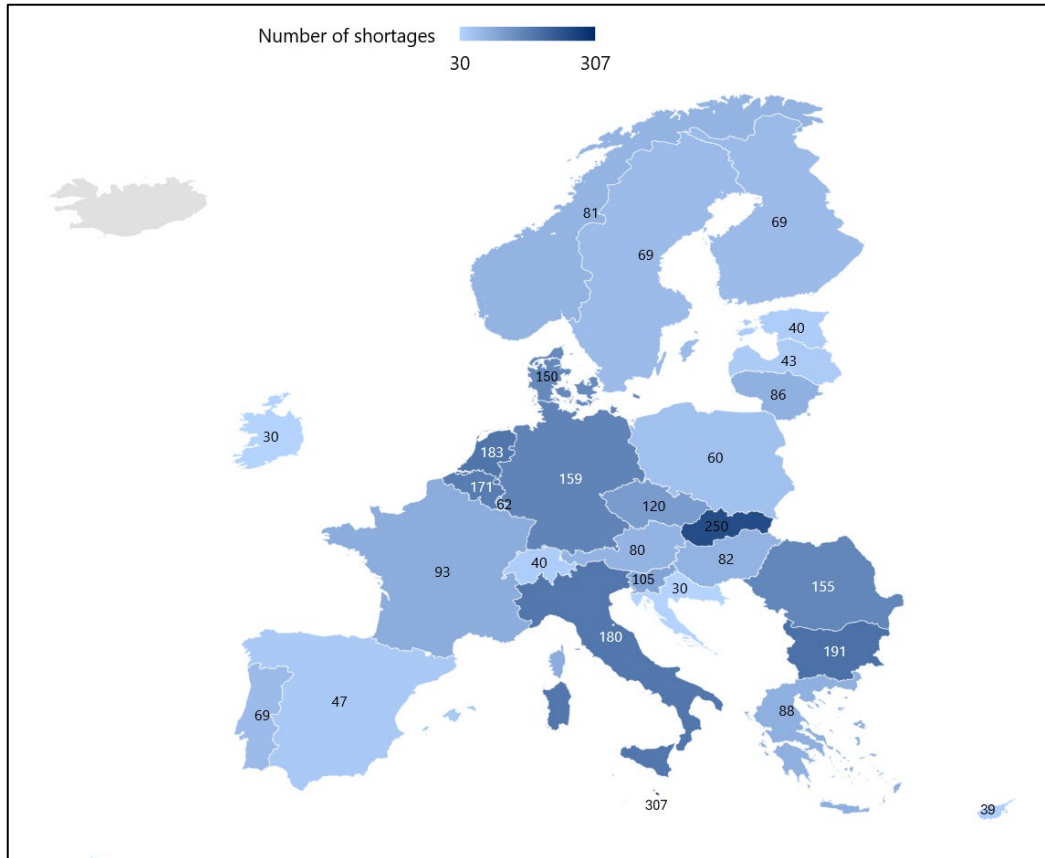
- A cooperation network between
 - EU/EFTA/CH
 - European Commission
 - ELA
- Providing:
 - information and help
 - to jobseekers and employers
 - across Europe
- Built on two pillars:
 - The human network
 - The EURES portal and IT platform



Information on labour shortages/surpluses and labour demand

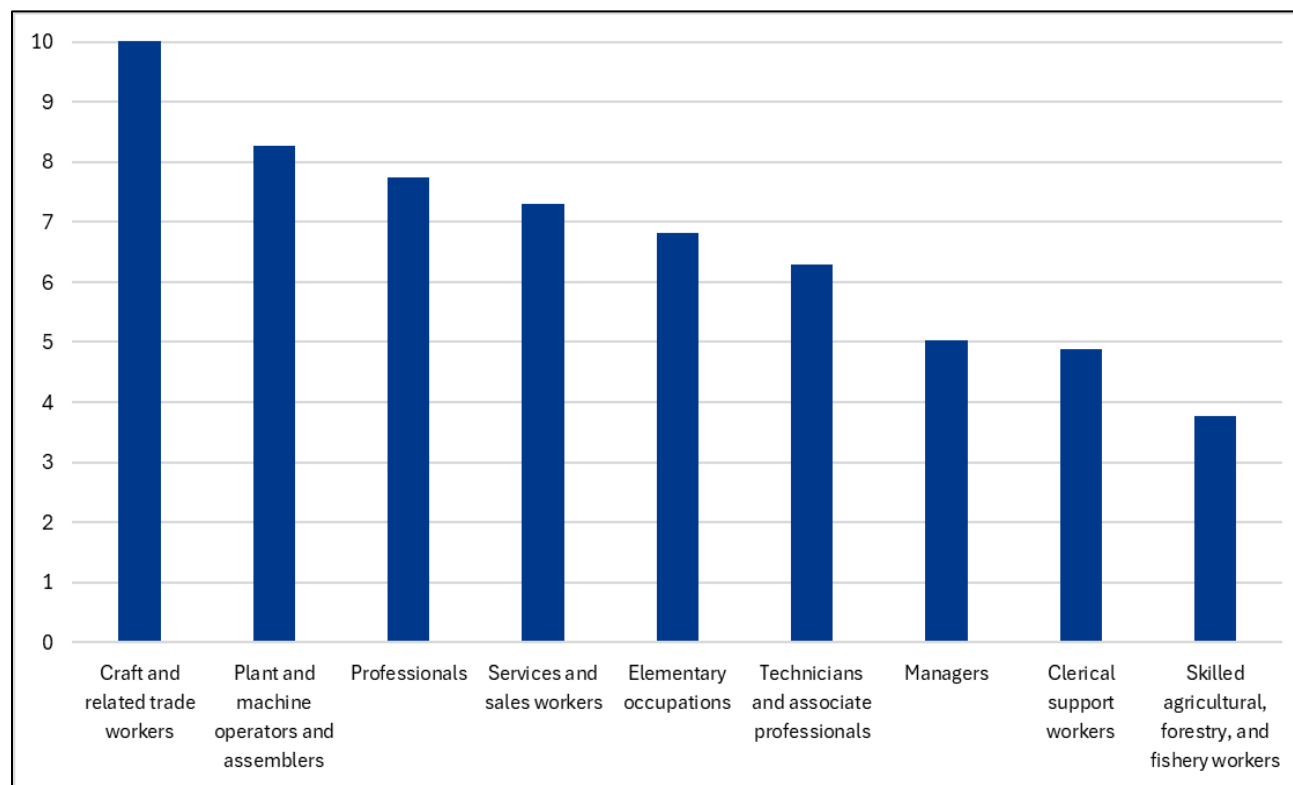


Labour market mismatch, 2024



Source: ELA (2025 forthcoming). EURES Report on labour shortages and surpluses 2024.
Number of shortages on the left, number of surpluses on the right

Most common shortage occupations, 2024



Source: ELA (2025 forthcoming). EURES Report on labour shortages and surpluses 2024.
Most common shortage occupations, by broad occupation groups on the left. Widespread shortage occupations by number of countries and share of severity on the right

Occupation	Number of countries	High severity
Welders and flame cutters	23	32%
Nursing professionals	22	36%
Cooks	22	18%
Building and related electricians	22	27%
Plumbers and pipe fitters	21	29%
Heavy truck and lorry drivers	21	48%
Sheet metal workers	21	14%
Specialist medical practitioners	21	43%
Metal working machine tool setters and operators	20	20%
Butchers, fishmongers and related food preparers	20	15%

Interactive dashboard

geo

AT

Short_surpl

Shortage



Shortages in the selected country

Reference table

geo	Occ_4di	Occ_title
g		
AT	2211	Generalist medical practitioners
AT	2212	Specialist medical practitioners
AT	2221	Nursing professionals
AT	2222	Midwifery professionals
AT	2264	Physiotherapists
AT	2266	Audiologists and speech therapists
AT	2267	Optometrists and ophthalmic opticians
AT	2269	Health professionals not elsewhere classified
AT	2342	Early childhood educators
AT	2411	Accountants
AT	2511	Systems analysts
AT	2512	Software developers
AT	2514	Applications programmers
AT	2519	Software and applications developers and analysts not elsewhere classified

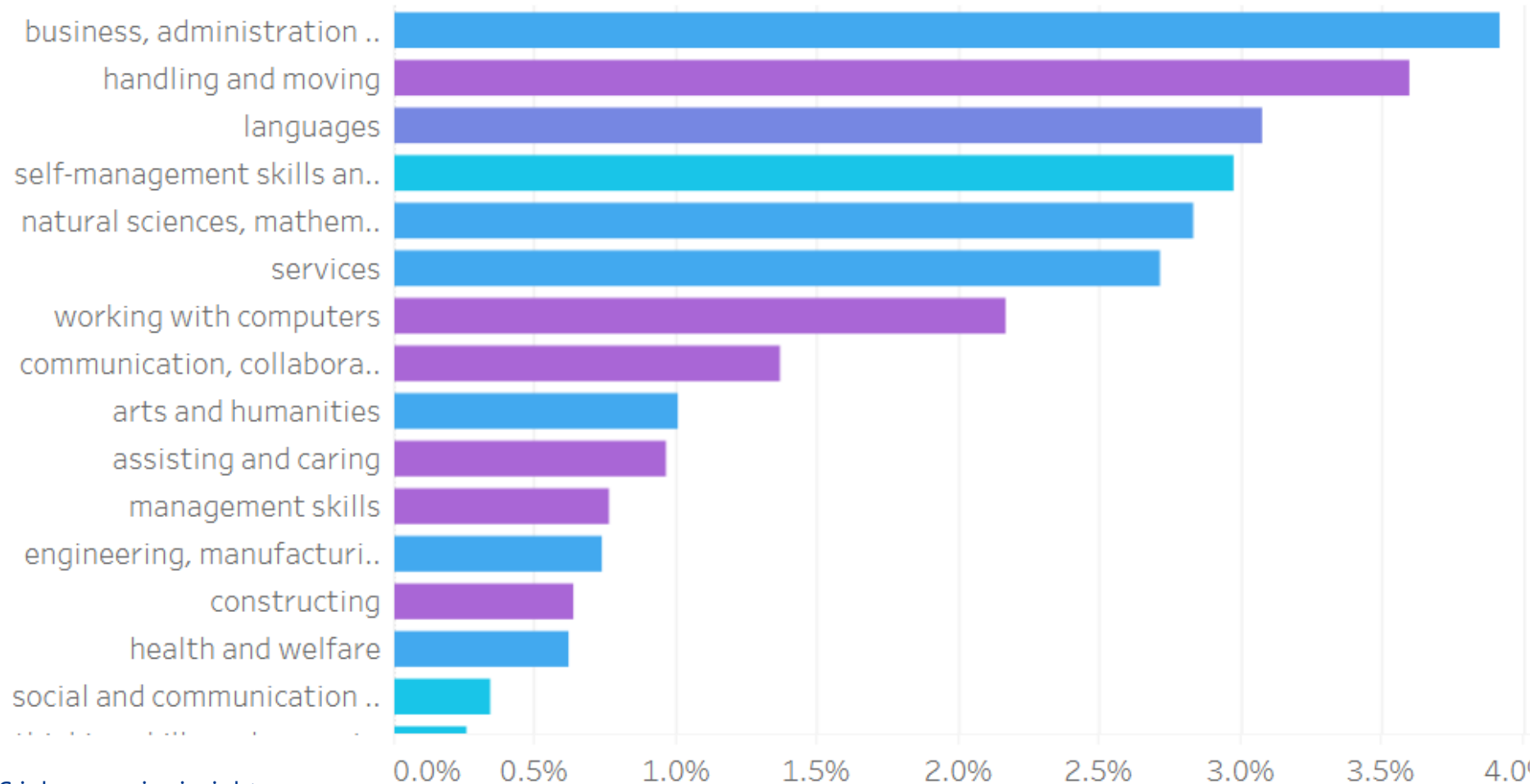
Surpluses in other EURES countries in corresponding occupations

Comparison table

geo	Occ_4dig	Occ_title	Opposite Data Measure	Short_surpl
EL	2512	Software developers	1	Surplus
ES	2512	Software developers	1	Surplus
LV	2512	Software developers	1	Surplus
PT	2512	Software developers	1	Surplus
Total			1	

Job vacancies on the EURES portal (preliminary, S1/2024)

Most requested skills: level 1 ESCO



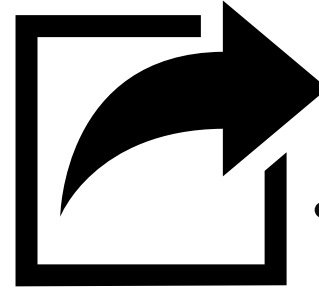
Source: EURES job vacancies insights

The link between labour market intelligence and policy

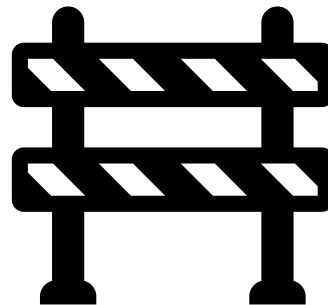
- Structural challenges as regards labour market mismatch
 - Data as important input for informed decision-making
 - Information and awareness-raising: individuals, employers, advisers, policy-makers
 - Employers: Planning and voicing of skill needs
 - Individuals: Preparation for sustainable employability
 - Policy: Strategies and concrete programmes in the labour market and social fields
- Required lead time points towards the relevance of anticipation

Challenges and opportunities

- Lack of harmonised definitions
- Data availability and data quality, incl. granularity and comparability
- Lack of harmonised sophisticated methodologies
- Awareness of and accessibility to findings, incl. readability for non-technical audiences



- High demand and interest
- Support through technology
- Linking 'operational data' with labour market intelligence
- Cooperation and creation of synergies



Thank you for your attention!