



CEDEFOP

European Centre for the Development
of Vocational Training



Skill mismatch and skills obsolescence

Cedefop's contribution to EU policy making and the way forward

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Skills Anticipation and Matching, Athens

Priorities for research

- Improve measurement of skills and skill mismatch
- Examine the persistence of skill mismatch and its impacts
- Improve understanding of skill mismatch processes, dynamics and consequences
- Focus on skill mismatch for vulnerable groups on the labour market
- Improve data availability and use



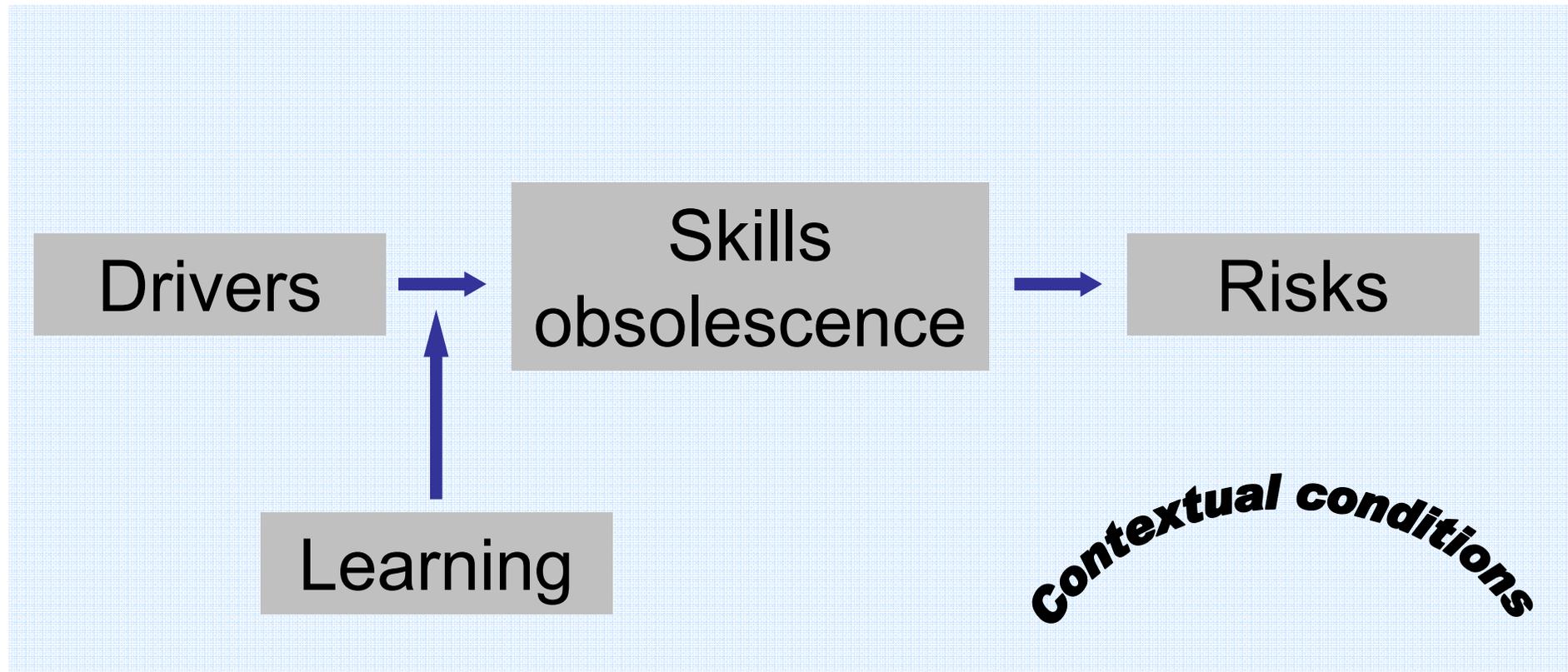
The right skills for silver workers

- An analysis of mismatch for different age groups in Europe
- Mismatch, determinants and impacts
- Based on Eurofound's EWCS (2005)
- *Initial* understanding of mismatch
- Explorative analysis

Results

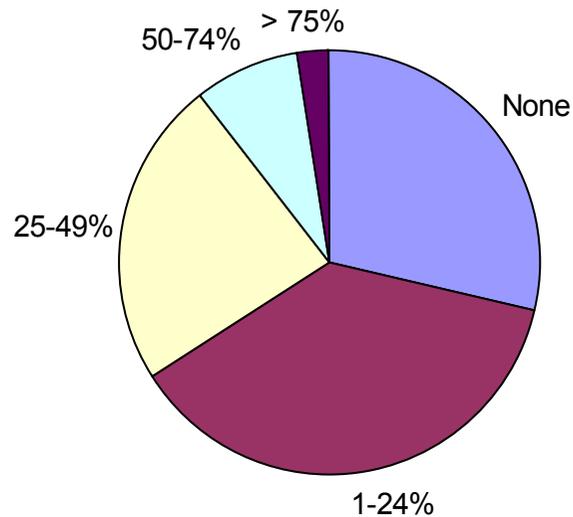
- 38% of the employed population is matched in terms of **both** education and skills (EWCS 2005)
- *Underskilling* 15-29y 15%; 30-49y 13%; 50+ 10%
- *Overskilling* 15-29y 36%; 30-49y 35%; 50+ 33%
- Both overskilled and underskilled workers are less satisfied with their jobs than those that are matched
- Underskilling among ageing workers may lead to stress-related health problems
- On the job training *reduces* probability of overskilling
- Better matching requires building human capital and adapting jobs

Cedefop skills obsolescence survey

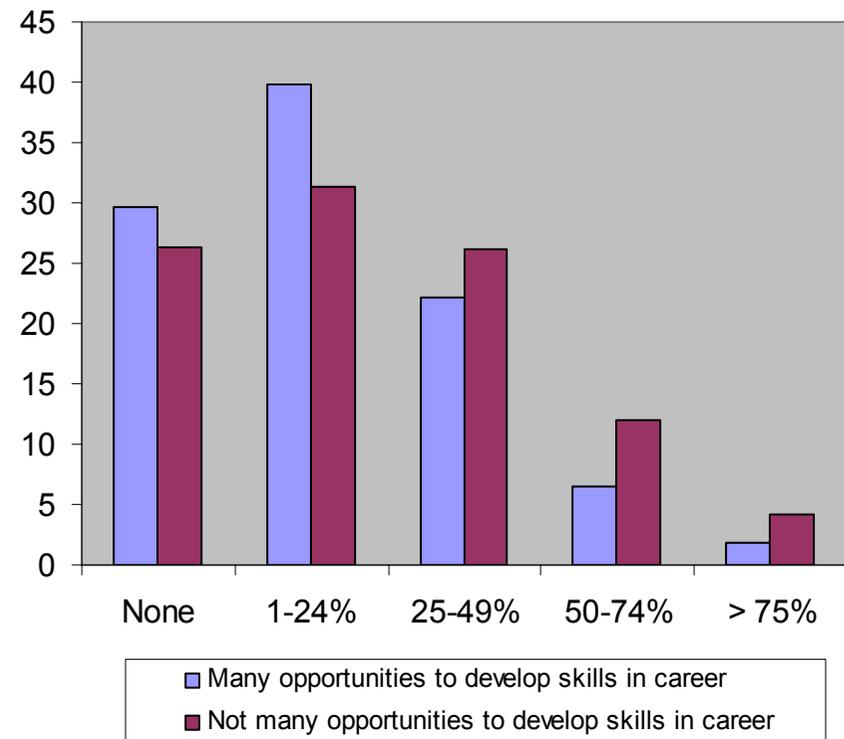


First results

Percentage of skills and knowledge acquired through formal and non-formal learning now outdated

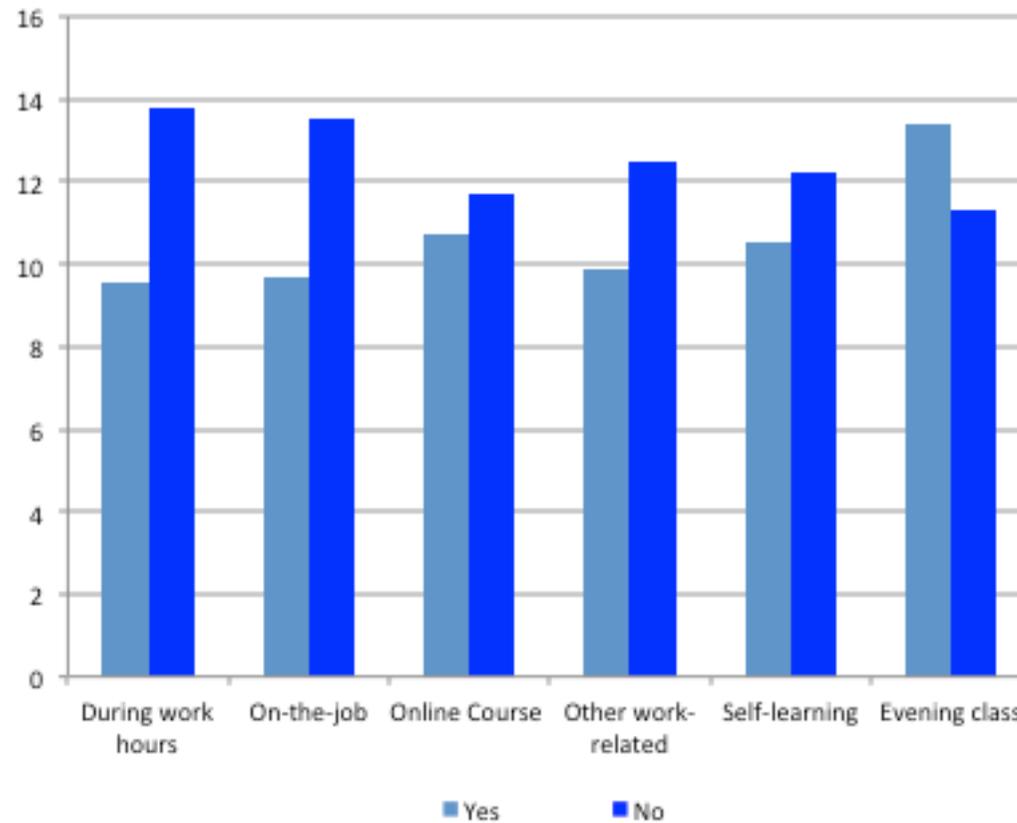


Skills obsolescence and opportunities to develop skills in career



First results

Percentage of employed with lower skill level than when starting work by participation (yes/no) in various types of learning



Skill mismatch in enterprises

- What is the relationship between innovative work organisation practices, work-based learning and the incidence of skill mismatch within enterprises?
- What are the challenges that firms face in bridging the gap between the skills endowed by the European education and VET systems and the demands of the labour market?
- What is the effect of skill mismatch on firm productivity and performance? Do skill mismatches entail positive or negative externalities for firms?
- For which type of skills (e.g. STEM, digital skills, generic or occupation-specific) is there a greater incidence of skill mismatch within enterprises? Which type of skill mismatch has a greater impact on firm performance?
- What is the best mix of recruitment and training strategies (e.g. CVET) adopted by firms to address skill mismatch within the workplace?
- What measures can be taken to eliminate inequalities in the incidence and consequences of skill mismatch within the workplace (e.g. higher incidence for disadvantaged groups)?



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Thank you for your attention

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