

REAL-TIME LABOUR MARKET INFORMATION: SKILLS REQUIREMENTS ANALYSIS

Thessaloniki, 30/11/2015



CEDEFOP



Overview of the results

- Overall in 4 months of scraping activity from 15 websites in 5 different countries approximately 4 million vacancies have been retrieved
- After deduplication and quality checks we were left with almost 3 millions vacancies ready for being analysed.
- They represent more than 200 occupations out of the 436 listed in ISCO 4 digit

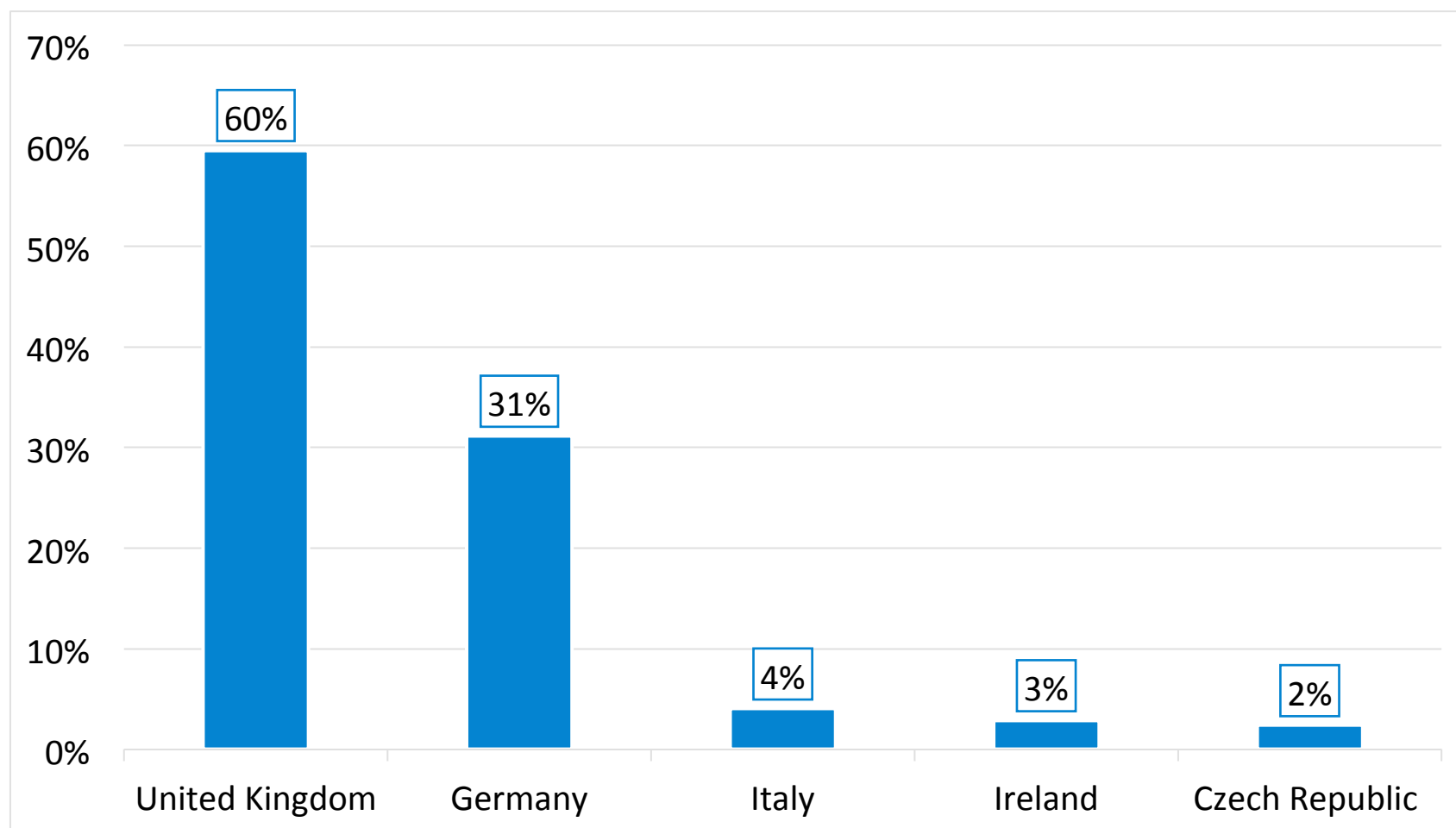


Overview of the results

- Large heterogeneity across countries in the use of the web as a channel for posting vacancies.
- Web vacancies are pervasively in the UK, less so in Italy. Despite the similar population size the first 4 websites in the UK contained 15 times more advertisement than the first 3 Italian websites.



Distribution across countries





Relevance of web vacancies

	Share	% Active Pop
United Kingdom	60%	5%
Germany	31%	2%
Italy	4%	0%
Ireland	3%	3%
Czech Republic	2%	1%



Web vs Eurostat

	Web	II Quarter2015	Ratio
United Kingdom	1533911	762451	2.01
Germany	802505	1080547	0.74
Italy	104243	154981	0.67
Ireland	74292	17197	4.32
Czech Republic	61587	116238	0.53

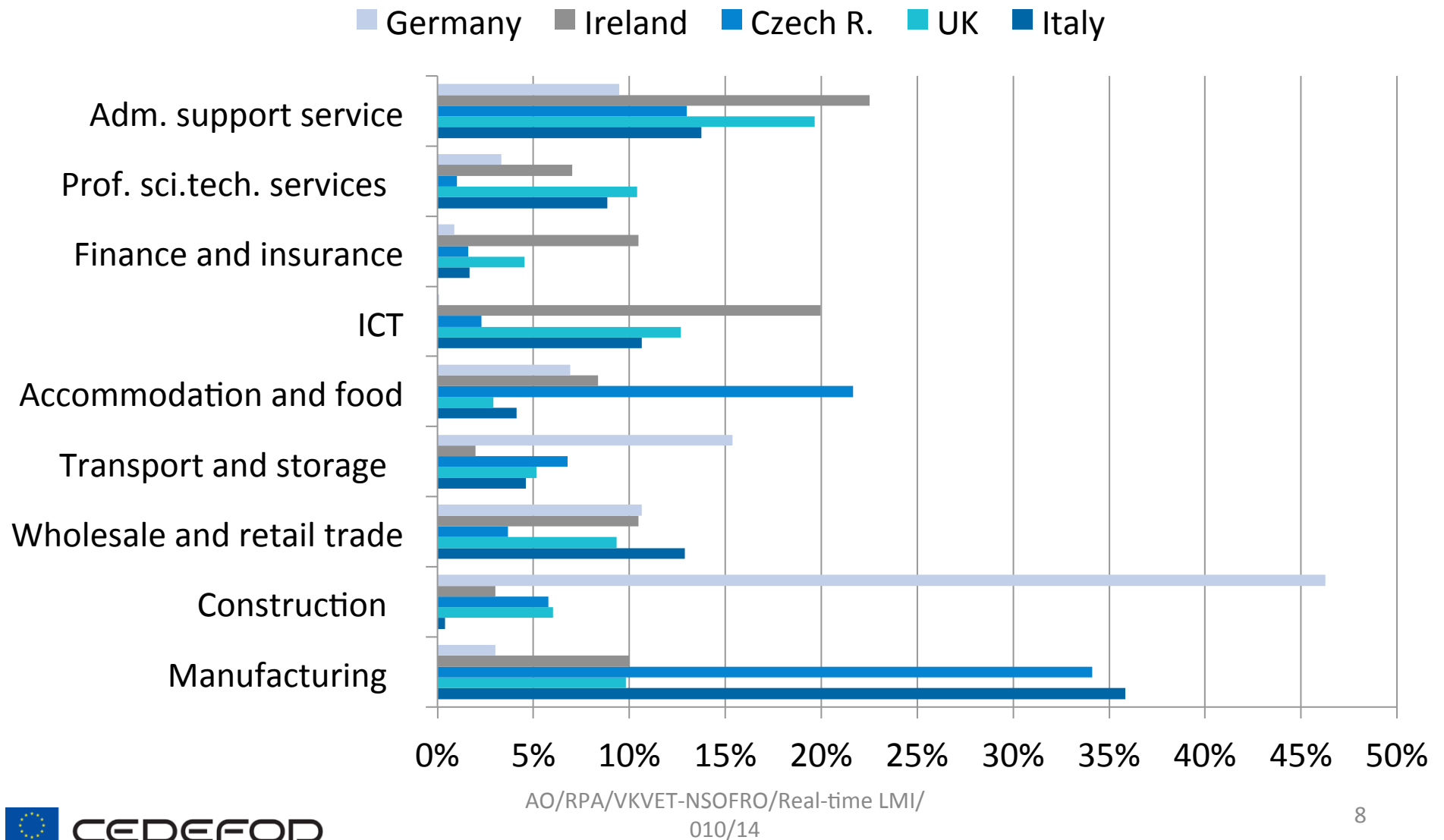


Large variability across industries

- **Germany:** Construction and Transport and storage
- **Ireland:** Administrative and support service activities and ICT
- **Czech Republic:** Manufacturing and Accommodation and food service activities
- **UK** Administrative and support service activities and ICT
- **Italy:** manufacturing and Administrative and support service activities



Industries



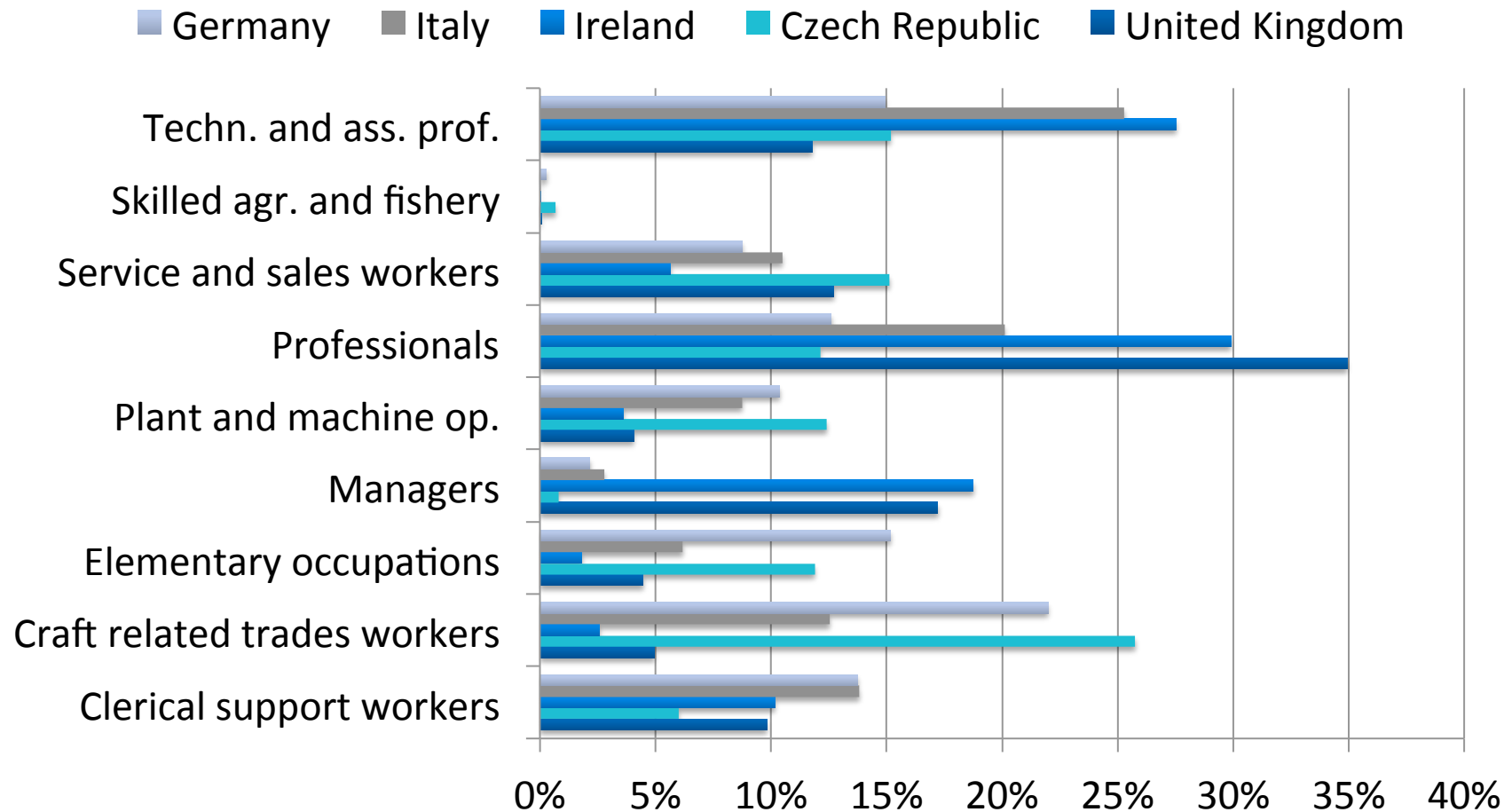


Large variability across occupations

- UK and Ireland: Professionals, Managers and Technical and Associate professionals
- Germany: Craft and related trade workers, elementary occupations and Technical and Associate professionals
- Italy: Professionals, Technical and Associated Professionals, clerical support workers
- Czech Republic: Craft and related trade workers, Service and sales workers, Technical and Associate professionals



Occupations



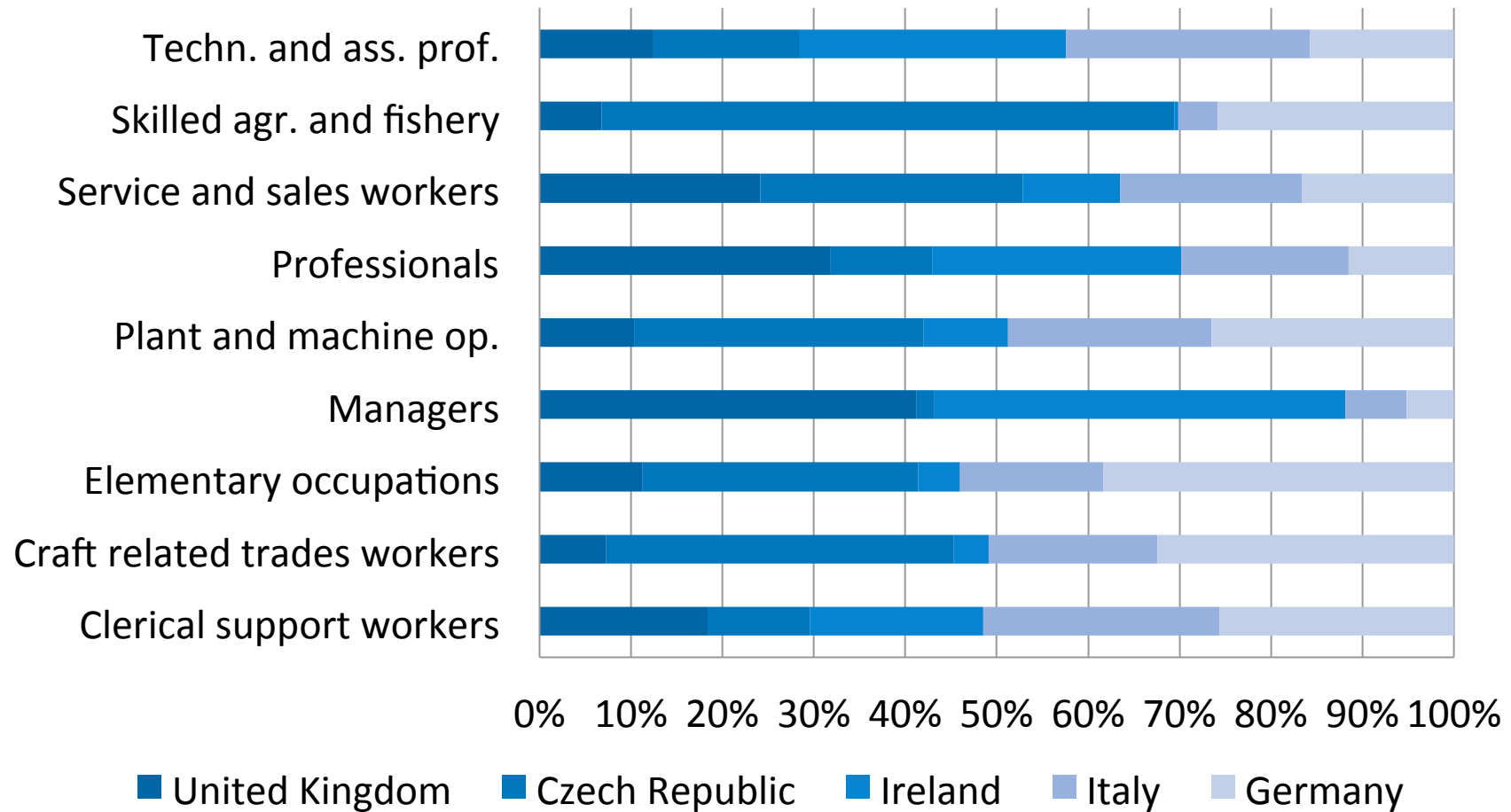


Occupations

- Managers: mainly UK and Ireland
- Technical and associate professionals: mainly Ireland and Italy
- Professionals: mainly UK and Ireland
- Craft and related trades: Czech republic and Germany
- Elementary occupations: Czech republic and Germany

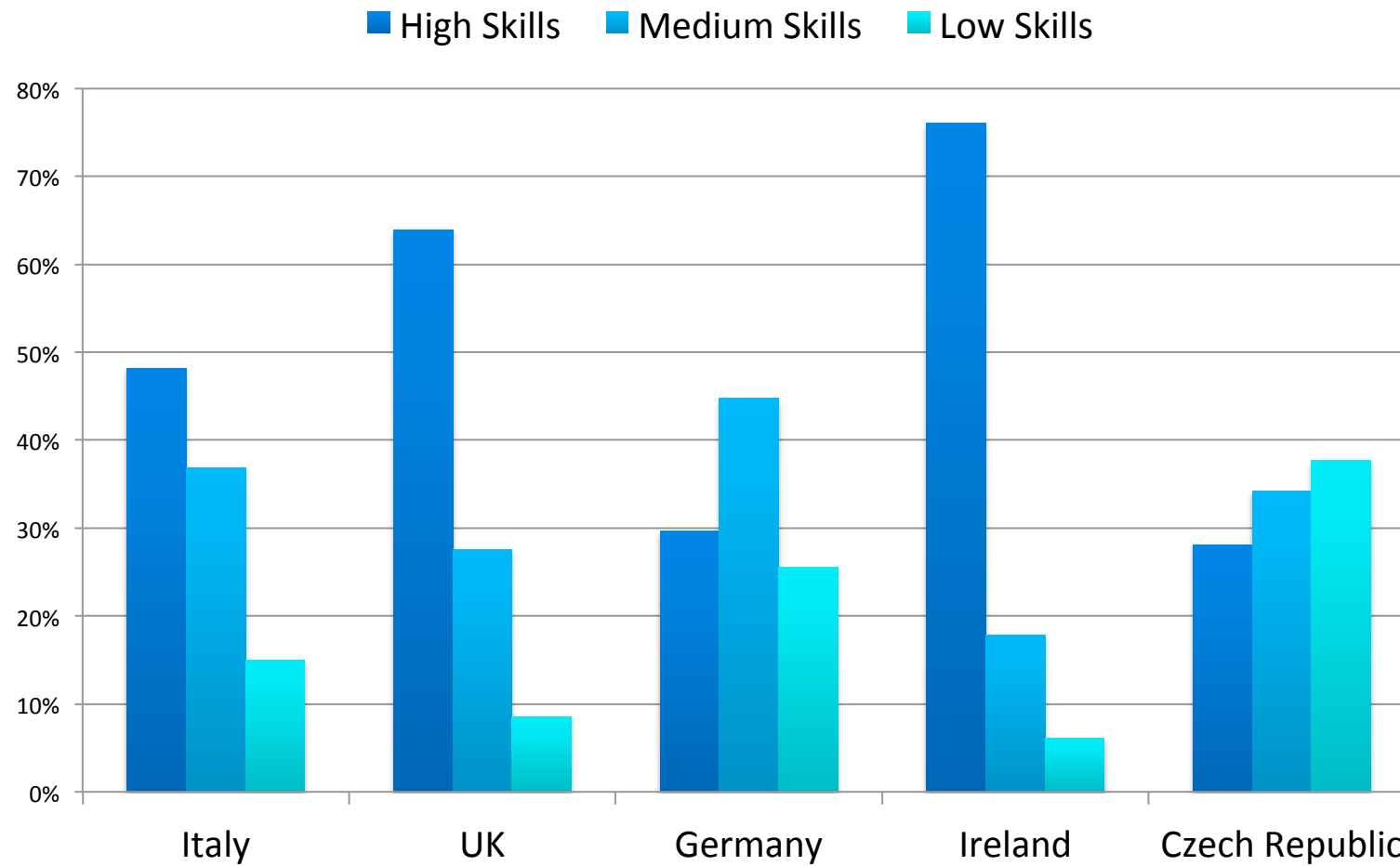


Occupations



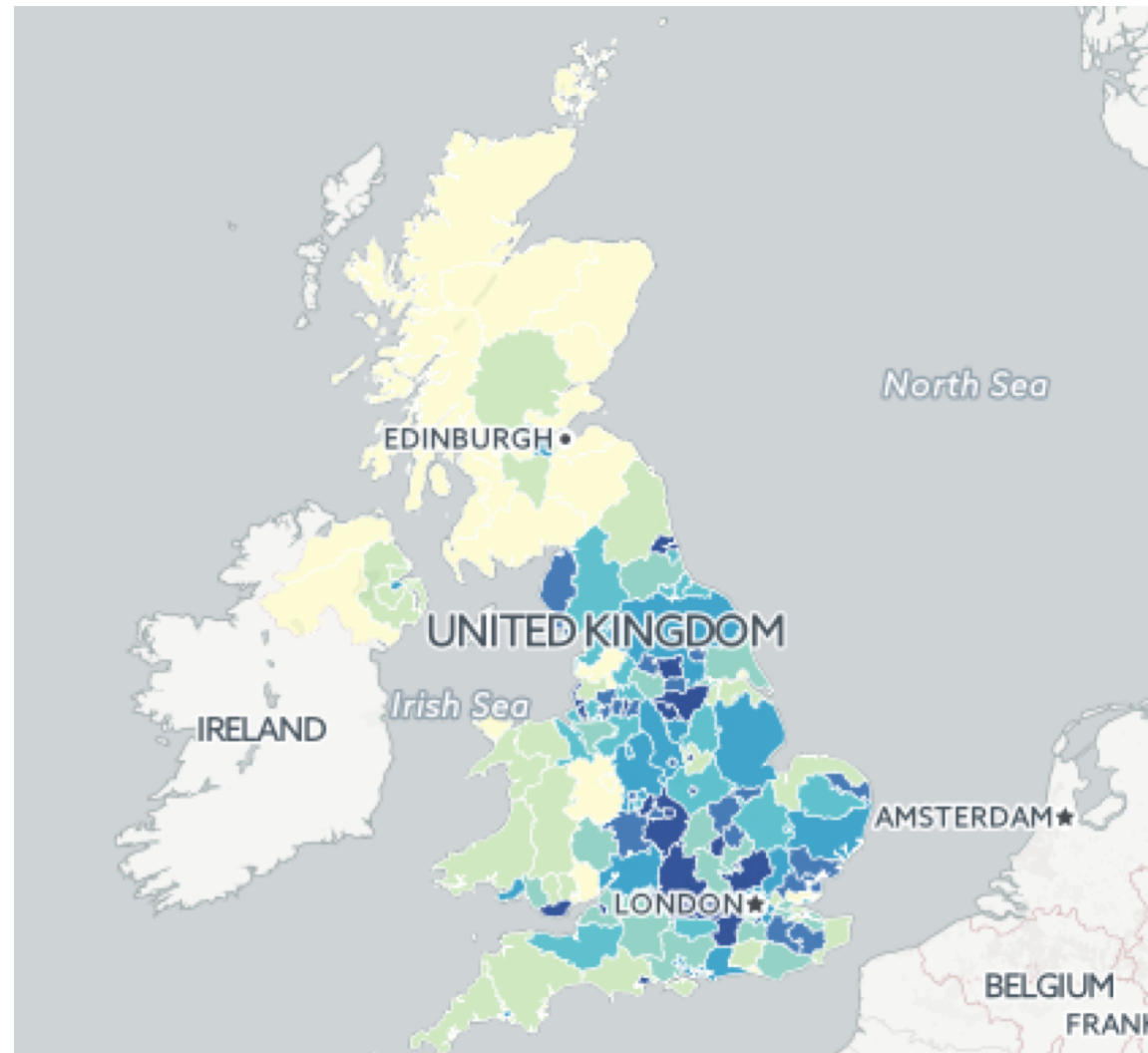


Skills





UK



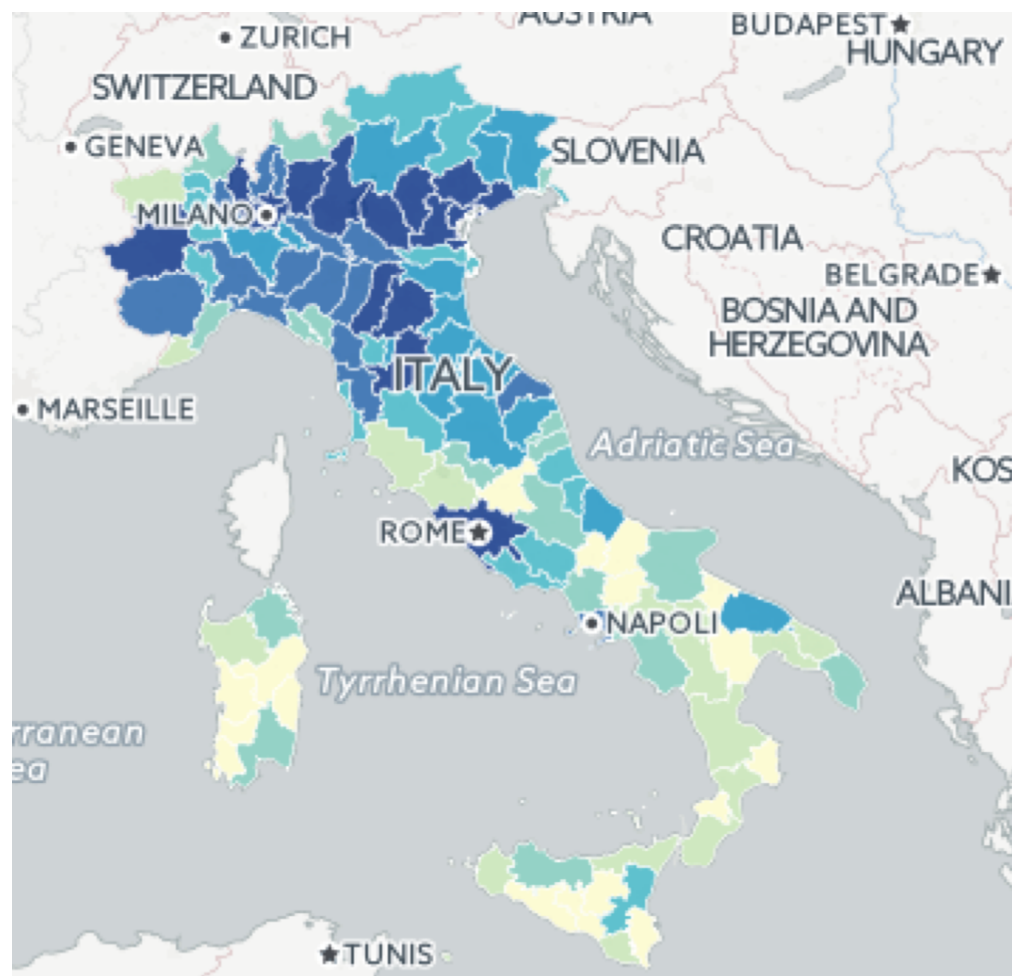


Czech Republic



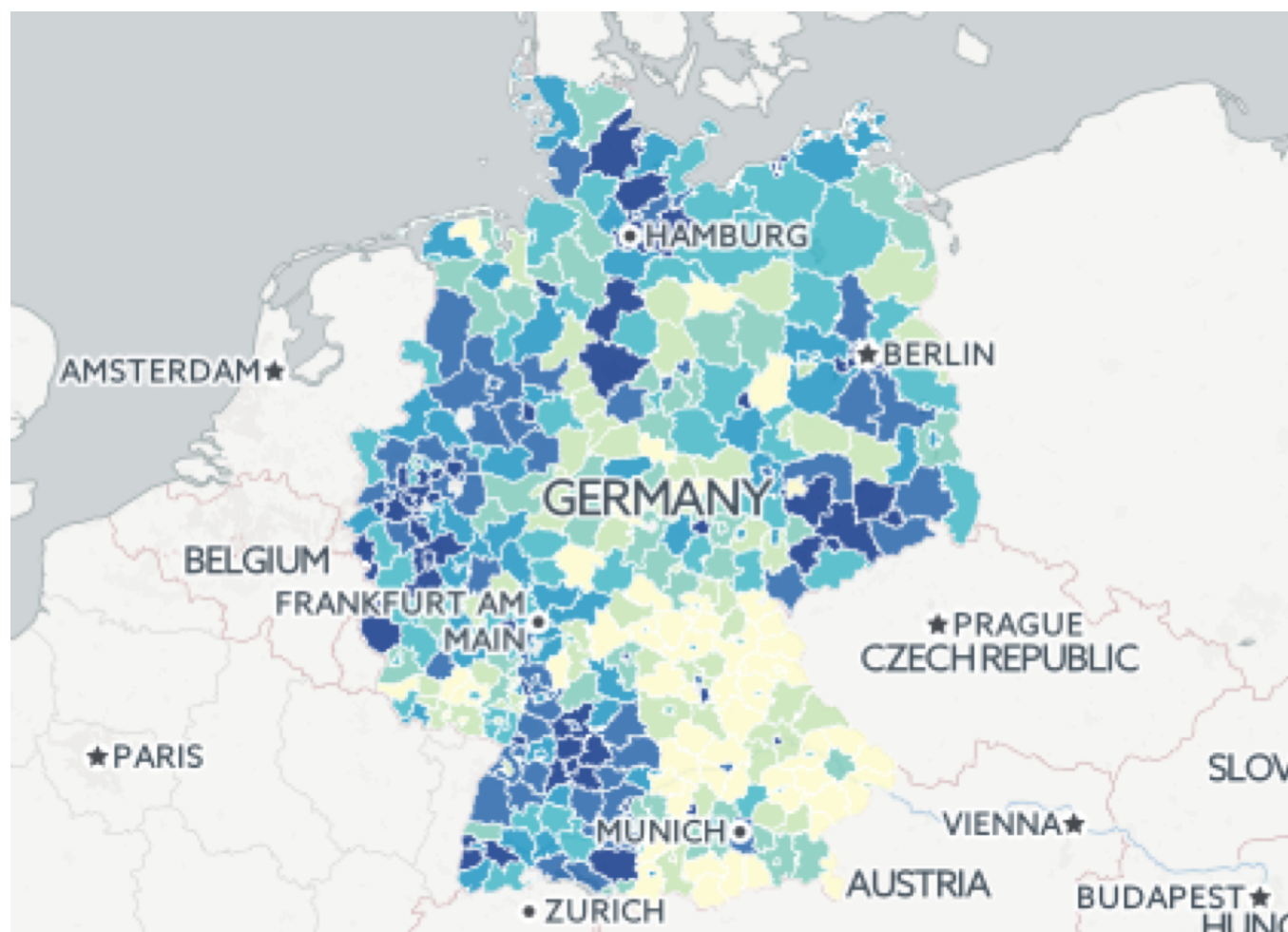


Italy



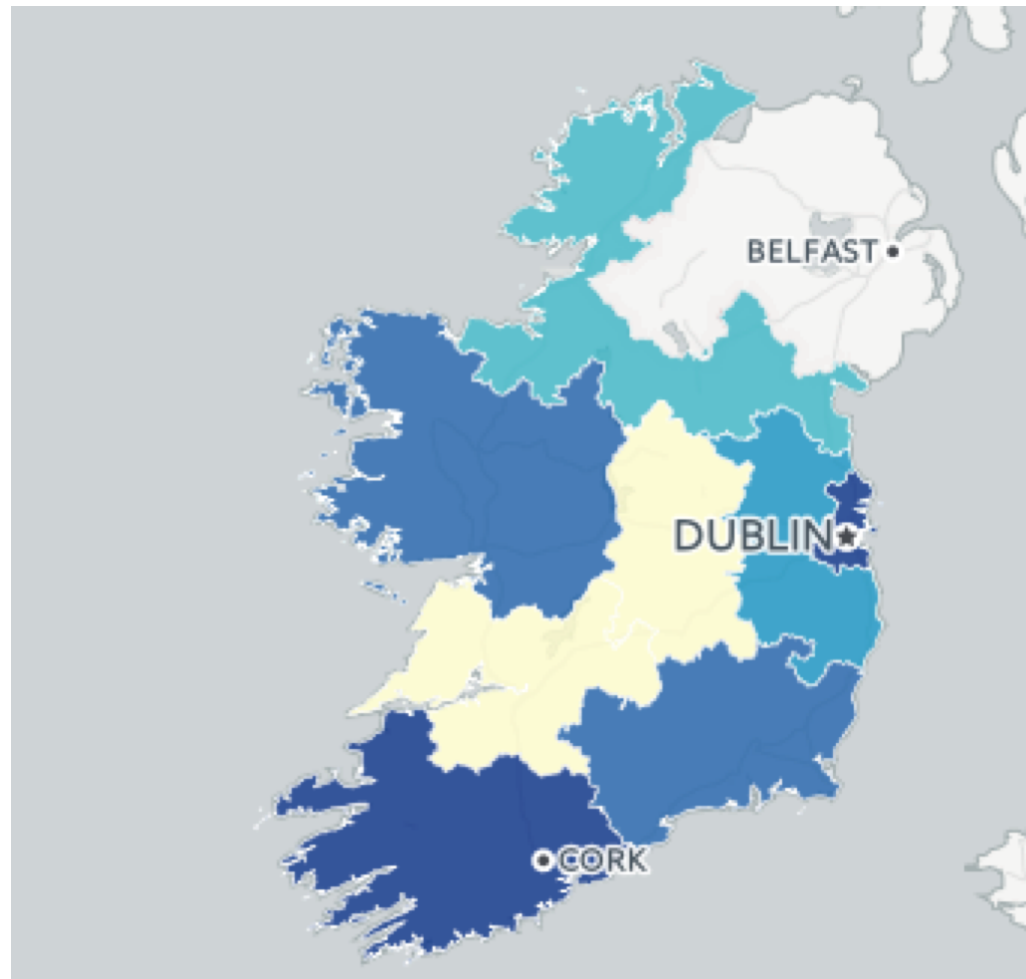


Germany





Ireland





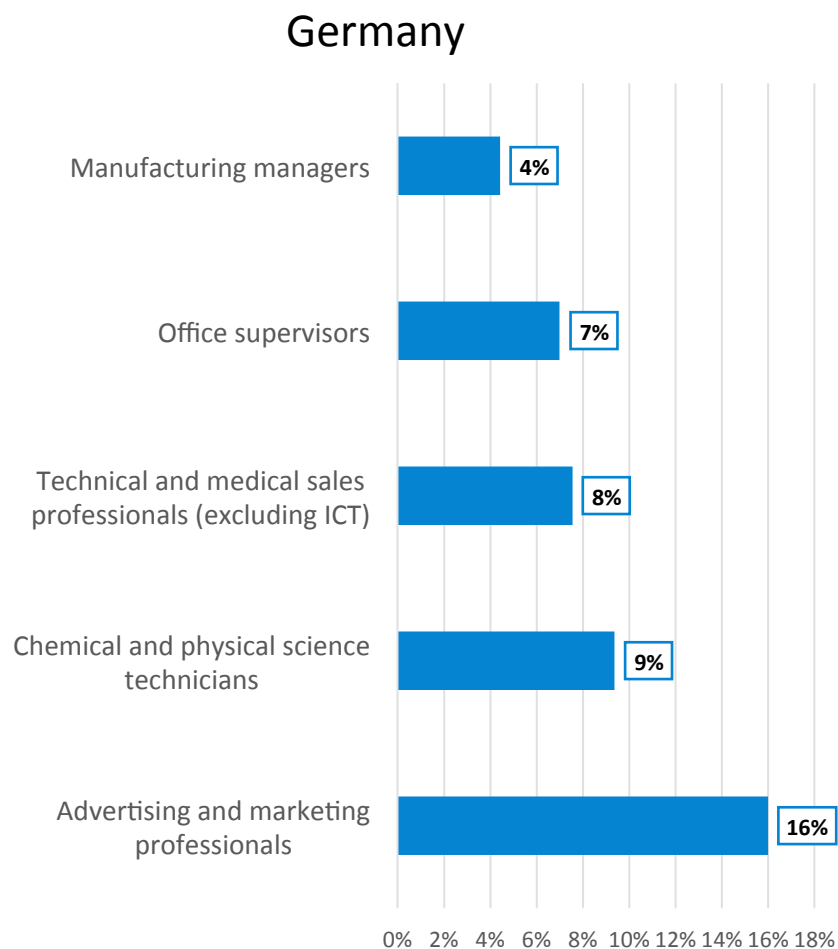
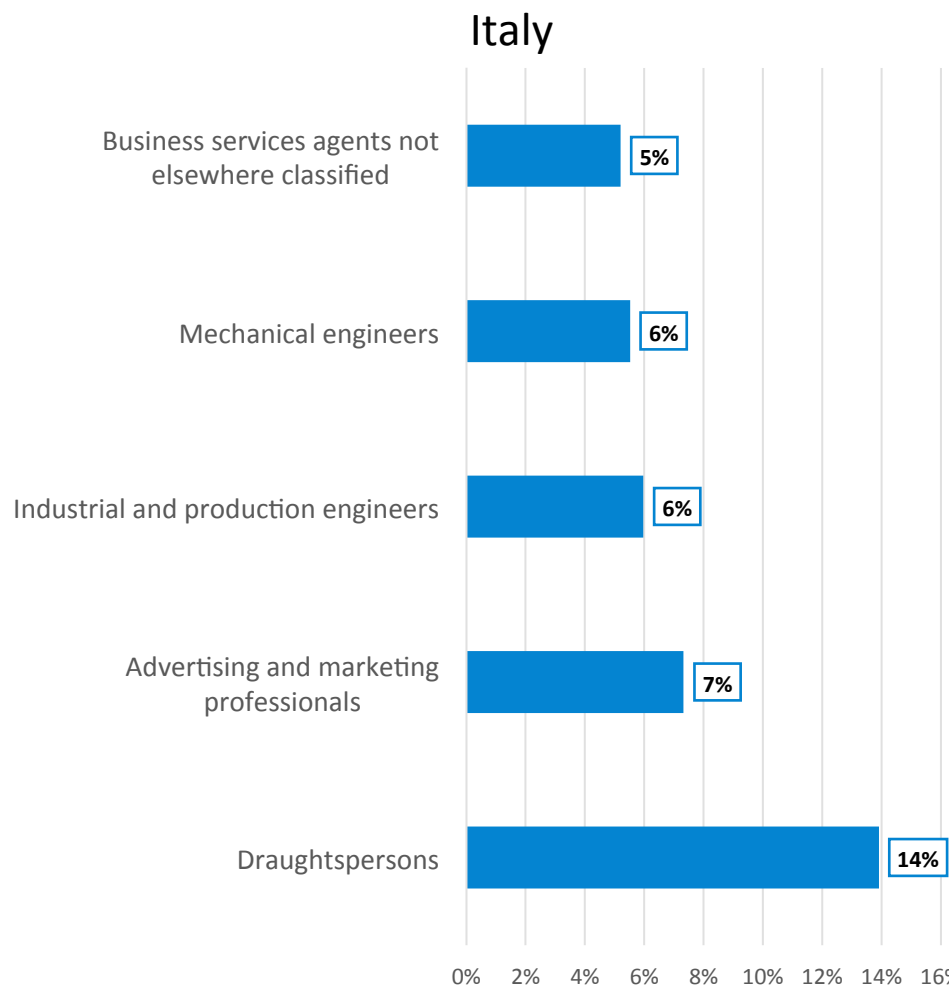
Detailed occupations: adding weight to the classification



- The detail of the occupation structure (4 digit) allows to investigate the frequency of vacancies for specific occupations
- We can identify the most relevant occupation within ISCO groups and compare them across countries
- Or we can identify the the most relevant occupation within NACE sector and compare them across countries



Professional, scientific and technical activities





Turning to skills

- The richness of the dataset allows to obtain both generic and occupation specific skills
- Several skills are not classified in Esco, therefore an internal/endogenous dictionary can be built
- Some are borderline as skills (car ownership, experience)



Receptionist Isco 4226

english
Relationship
shiftwork
MSoffice
Experience in the same position
german language french language



Welders and Flame Cutters isco 7221

TECHNICAL DRAWINGS

EXPERIENCE IN THE SAME POSITION
NS OFFICE

SHIFTWORK

SOLDERING

ENGLISH

TIG SOLDERING



Shop Sale Assistant Isco 5223

Relationship
english
flexibleworkinghours
shiftwork
MSoffice
Experienceinthesameposition
customerrelationship
holidayworkinghours