



European Foundation
for the Improvement
of Living and Working
Conditions

The tripartite EU Agency providing knowledge
to assist in the development of better social,
employment and work-related policies

Skills, job quality and workplace practices

Skills for Jobs: Joint event with Eurofound and the EC Representation

22 November 2023

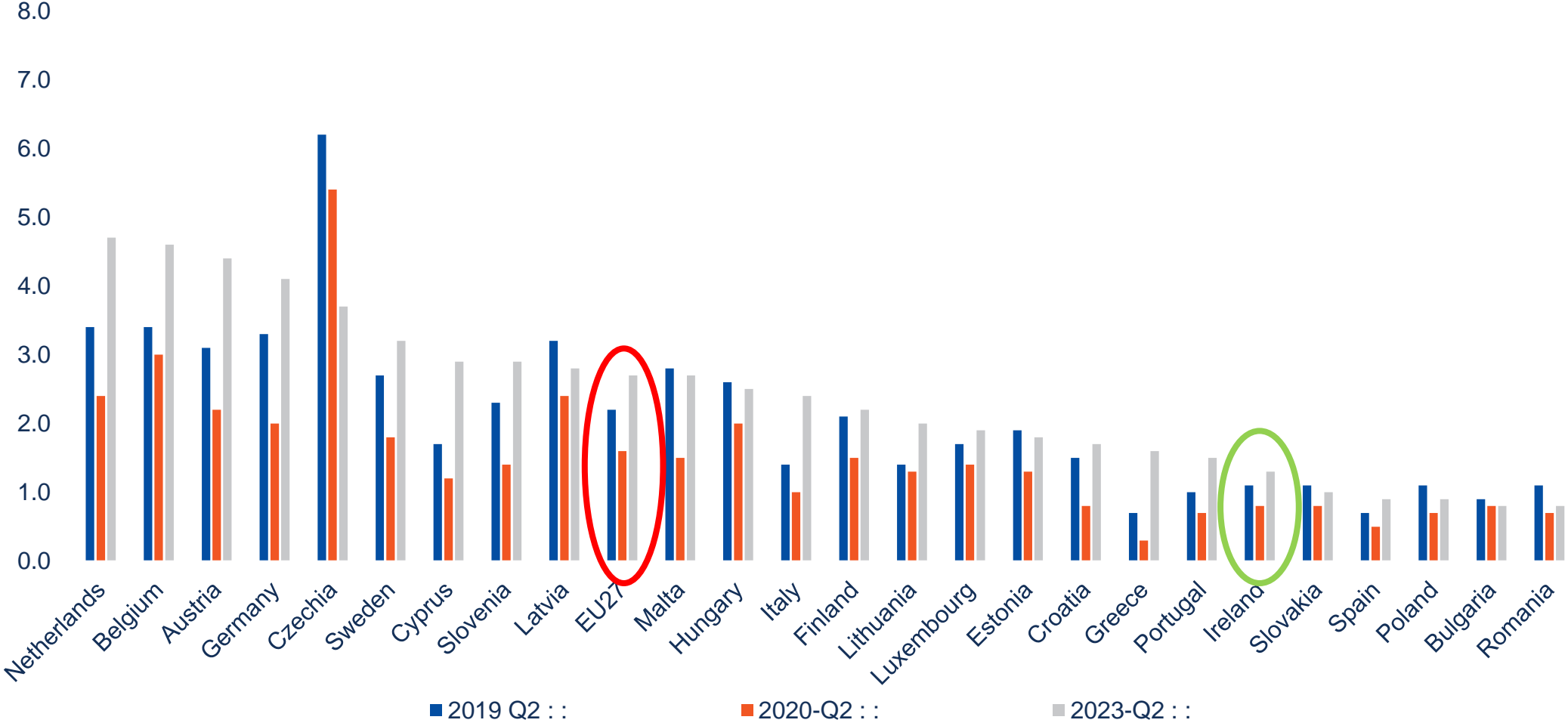
Franz Ferdinand Eiffe, Research Manager, Unit Working Life

Outline

- State of play
- Skills shortages, labour shortages and job quality
- Managerial approaches fostering skills development
- The link to performance and wellbeing
- Key questions



Job vacancy rates by country, Q2 2019, 2020 and 2023



Source: Eurostat, Job Vacancy Statistics

Shortages in ICT and digital skills

Job vacancy rates in the ICT sector, EU27, Q3 2014 to Q3 2022 (%)



Source: Eurofound (2023), Measures to tackle labour shortages, lessons for future policy; Based on Eurostat vacancy rate data



Basic or above basic digital skills, EU27 (%)

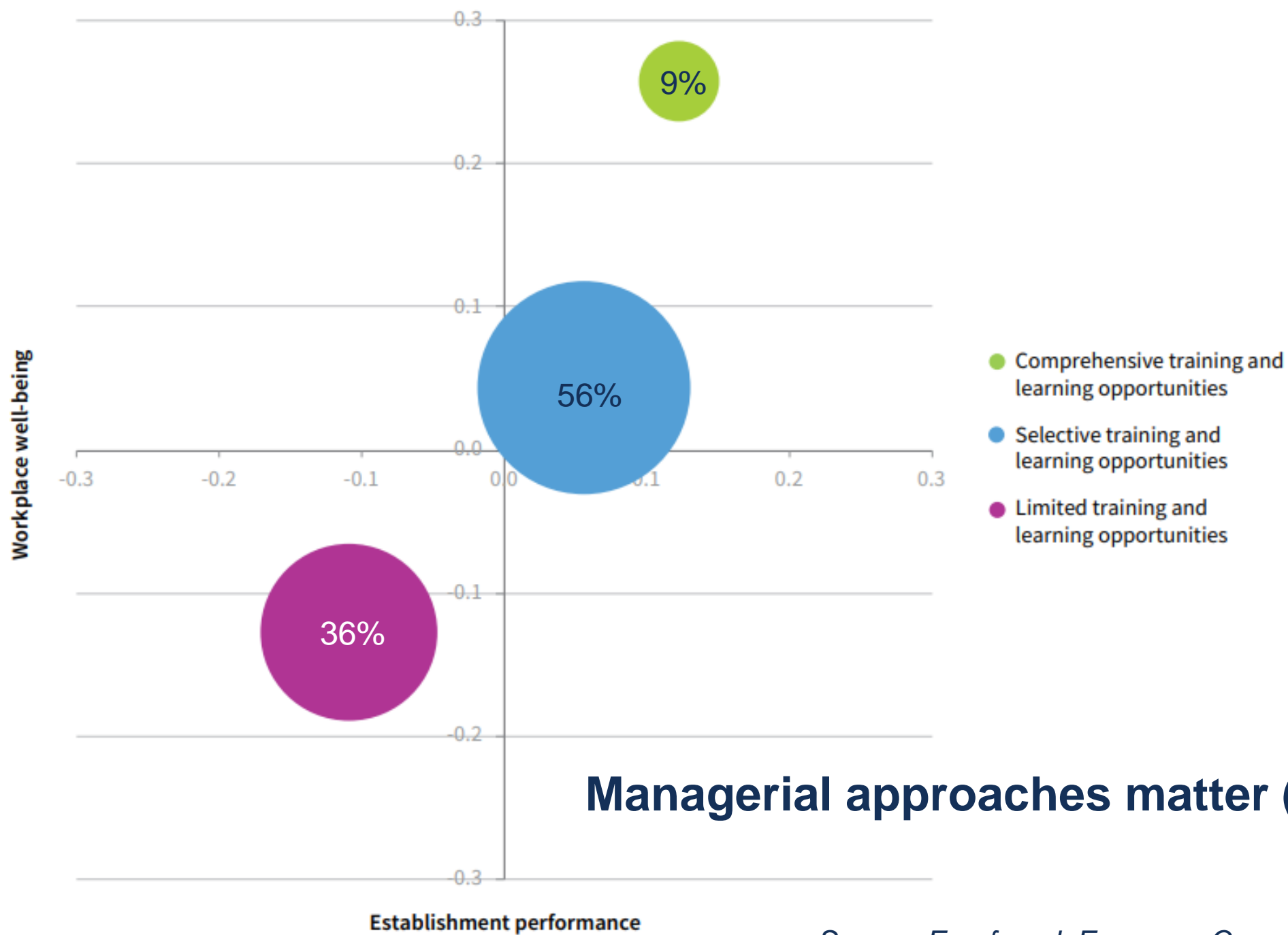




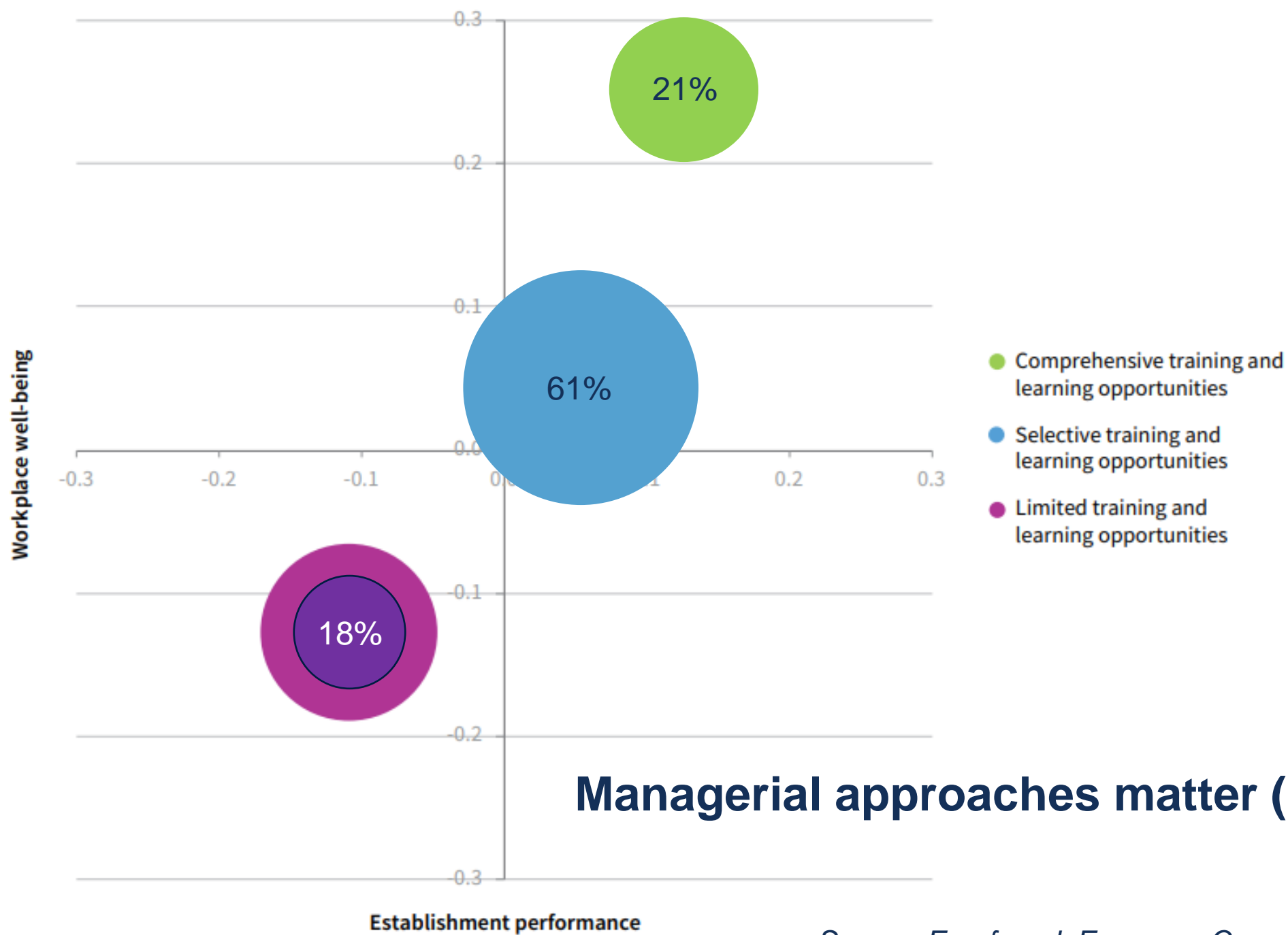
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Labour shortages, workplace practices and job quality



Managerial approaches matter (EU 27)



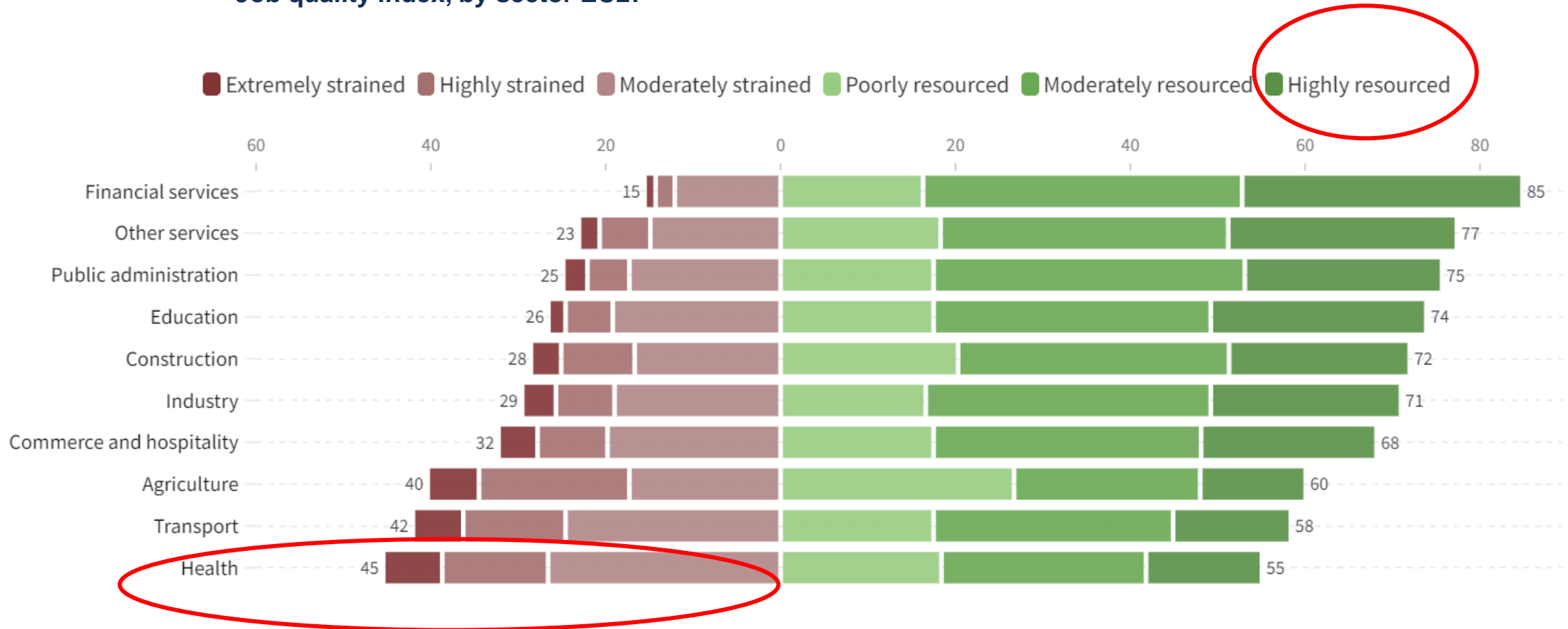
Managerial approaches matter (Ireland)

Shortages is not just about skills

- Good job quality (beyond pay)
- Shortages in sectors with high job demands
- **Good job quality** linked to **inclusive workplace practices**
- Managerial training is required at all levels

Job quality: A key driver of labour shortages

Job quality index, by sector EU27



Food for thought: How to boost skills?

- How to promote, stimulate and facilitate people's up- and reskilling?
- Which measures work to address mismatch between skills and jobs?
- Is labour shortage just about skills?
- What is the impact of the Twin Transition and ageing population?
- What is the role of governments and social partners?





Eurofound aims to support the EU institutions, governments, employers, trade unions and civil society organisations in shaping and implementing social and employment policies.