



Co-funded by
the European Union

Lesson 2

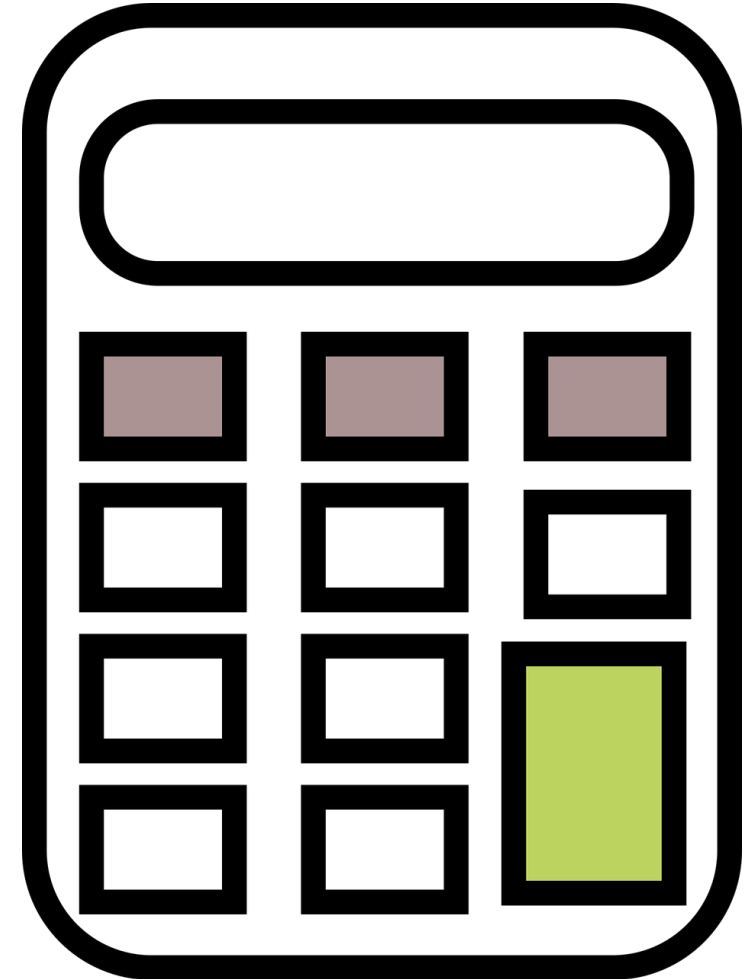
Conducting a good analysis of hiring trends and mismatches
generated by ups and downs of the labour market

Concepts and data. Calculation 1



Concepts and data. Calculation 1

- Indicators used
 - Unemployed people
 - Recruitment
 - Type of contract
- Importance of the permanent contract: it indicates a real need and quality employment. Only this type of contract will be taken into account in the analyses

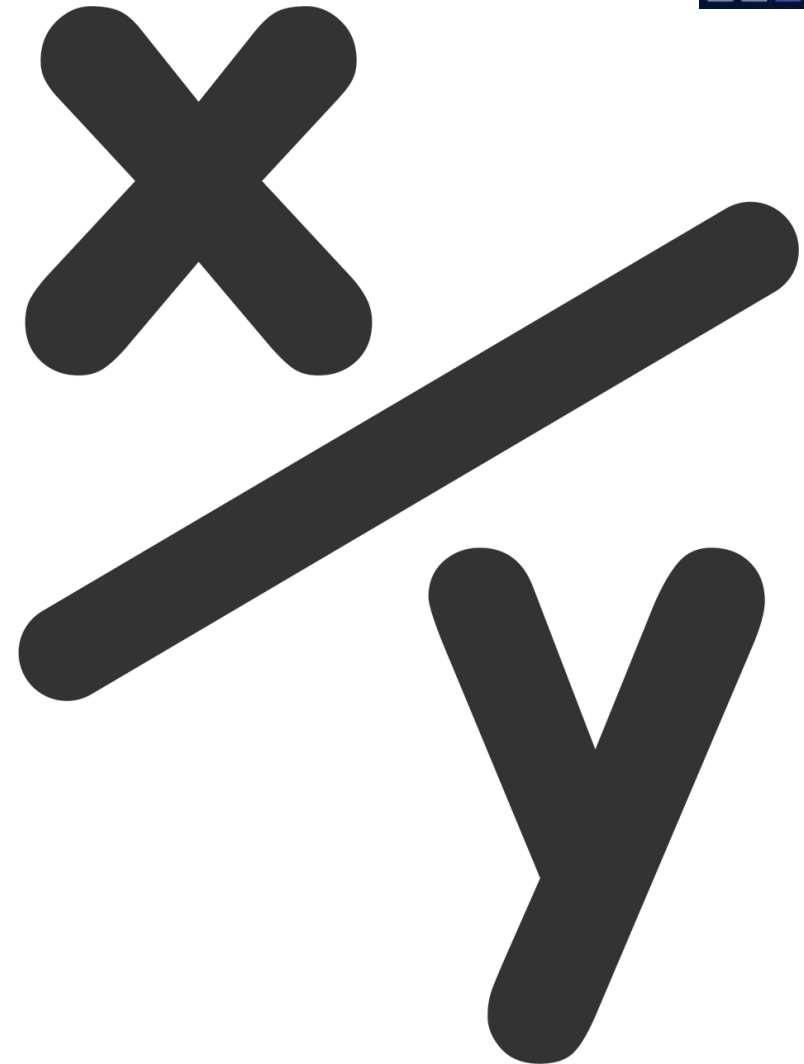


Calculation 1. Ratio of unemployed people / permanent contracts



$$\frac{n^{\circ} \text{ of unemployed job seekers}}{n^{\circ} \text{ of people hired on a permanent basis}}$$

- What is this ratio for?
Detect short-term mismatches in occupations.
- Recommended time frame
Hiring: Full year
Unemployment: end of year



Calculation 1. Ratio of unemployed people / permanent contracts. Example



		Number of unemployed job seekers (12/2024)	Number of people hired with permanent contracts (2024)	Mismatch ratio
7115	Carpenters and joiners	1,000	2,000	0.50
7542	Shotfirers and blasters	4,500	7,000	0.64
3122	Manufacturing supervisors	2,750	4,000	0.69
2144	Mechanical engineers	1,250	1,800	0.69
2342	Early childhood educators	15,000	20,000	0.75
2267	Optometrists and ophthalmic opticians	6,600	8,000	0.83
5311	Child care workers	1,500	1,400	1.07
5120	Cooks	8,750	7,000	1.25
2266	Audiologists and speech therapists	3,500	2,700	1.30
3433	Gallery, museum and library technicians	9,900	5,000	1.98
7132	Building structure cleaners	3,000	1,000	3.00

Values < 1: mismatch / Values ≈ 1: surveillance / Values > 1: no mismatch



Co-funded by
the European Union



www.lmi4vet.eu

Erasmus+ Project Cooperation partnerships in vocational education and training

Project number: 2024-1-ES01-KA220-VET-000251090

This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

