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Lesson 3

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

Concepts and data. Calculation 2



Concepts and data. Calculation 2

- Indicators used
 - Number of permanent contracts
- The idea is: simply analyse the evolution of recruitment comparing cumulative hiring between two periods
- Indicators of evolution
 - Absolute evolution (n°)
 - Relative evolution (%)



Concepts and data. Calculation 2. Example

	Number of accumulated permanent contracts (2024 set)	Number of accumulated permanent contracts (2023 set)	Absolute Evolution	Relative Evolution
Audiologists and speech therapists	43,500	23,000	20,500	89.1%
Optometrists and ophthalmic opticians	34,000	14,000	20,000	142.9%
Manufacturing supervisors	13,500	6,000	7,500	125.0%
Carpenters and joiners	24,000	22,000	2,000	9.1%
Cooks	65,700	64,000	1,700	2.7%
Building structure cleaners	13,000	12,000	1,000	8.3%
Early childhood educators	23,500	23,000	500	2.2%
Child care workers	23,000	23,500	-500	-2.1%
Gallery, museum and library technicians	10,000	11,000	-1,000	-9.1%
Mechanical engineers	45,500	50,000	-4,500	-9.0%
Shotfirers and blasters	18,000	24,000	-6,000	-25.0%



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