

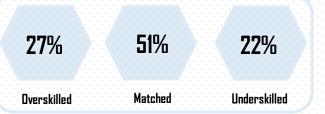
European workforce - untapped potential?

Comparing distribution and effects of *skills* mismatch and *educational mismatch*



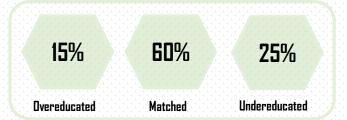
Skills mismatch

When workers' skills are higher or lower than required for the job



Educational mismatch

When workers' educational level is higher or lower than required for the job



Changes in job role

Employees who are underskilled:

 have higher rates of being promoted and have been moved to a different department

Employees with matched skills or who are overskilled:

- have lower rates of being promoted
- are more likely that their role has remained the same

Employees who are undereducated or with matched education:

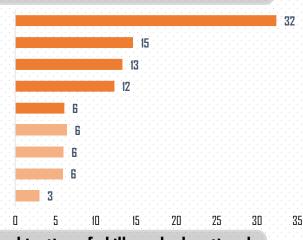
have higher rates of being promoted

Employees who are overeducated:

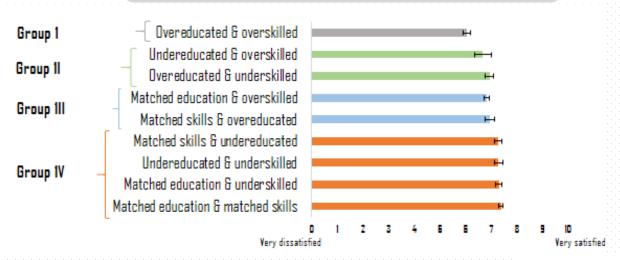
- have lower rates of being promoted
- are more likely that their role has remained the same

Combination of skills and educational mismatch (%)

Matched education & matched skills
Matched education & overskilled
Matched education & underskilled
Matched skills & undereducated
Matched skills & overeducated
Overskilled & overeducated
Overskilled & undereducated
Underskilled & overeducated
Underskilled & overeducated



Job satisfaction by combination of skills and educational mismatch (0 – 10 scale)



Data: 2014 European Skills and Jobs Survey
Webpage: Skills 2Capabilities project

Click <u>here</u> for further information about the infographics and to contact the researchers

