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# SKILLS

## Matching the mismatch

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Konstantinos Milonas  
Country Manager, Adecco Group Greece



**71 million young people**

are unemployed globally (ILO).

**40% of employers**

complain they cannot find the skills for their business needs (European Commission).

Skills mismatch is a global phenomenon.



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# The situation in Greece



# **The employers point of view**

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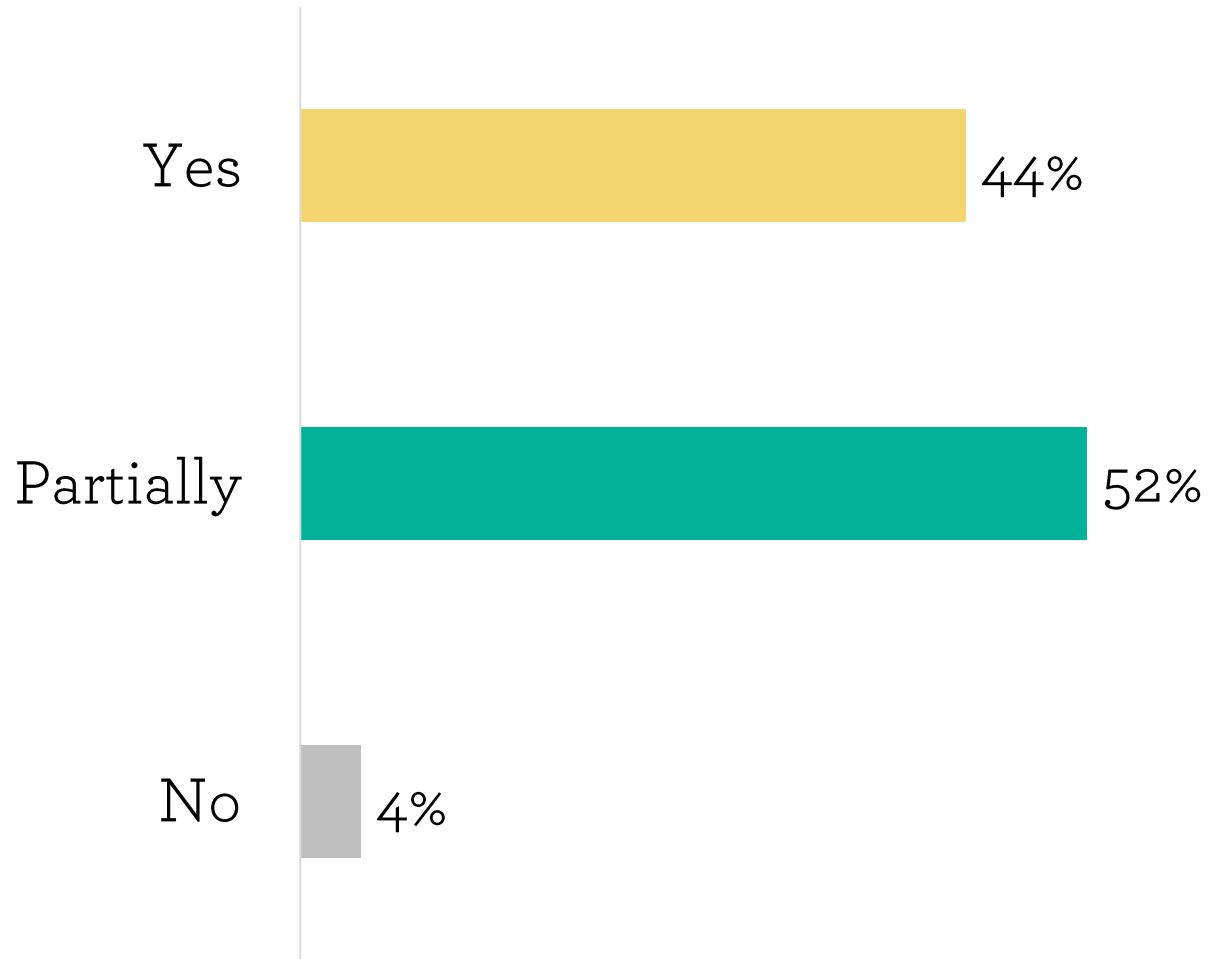
**The employers feel that their current employees skills**

**DO NOT**

**totally match their positions' and the company's needs**

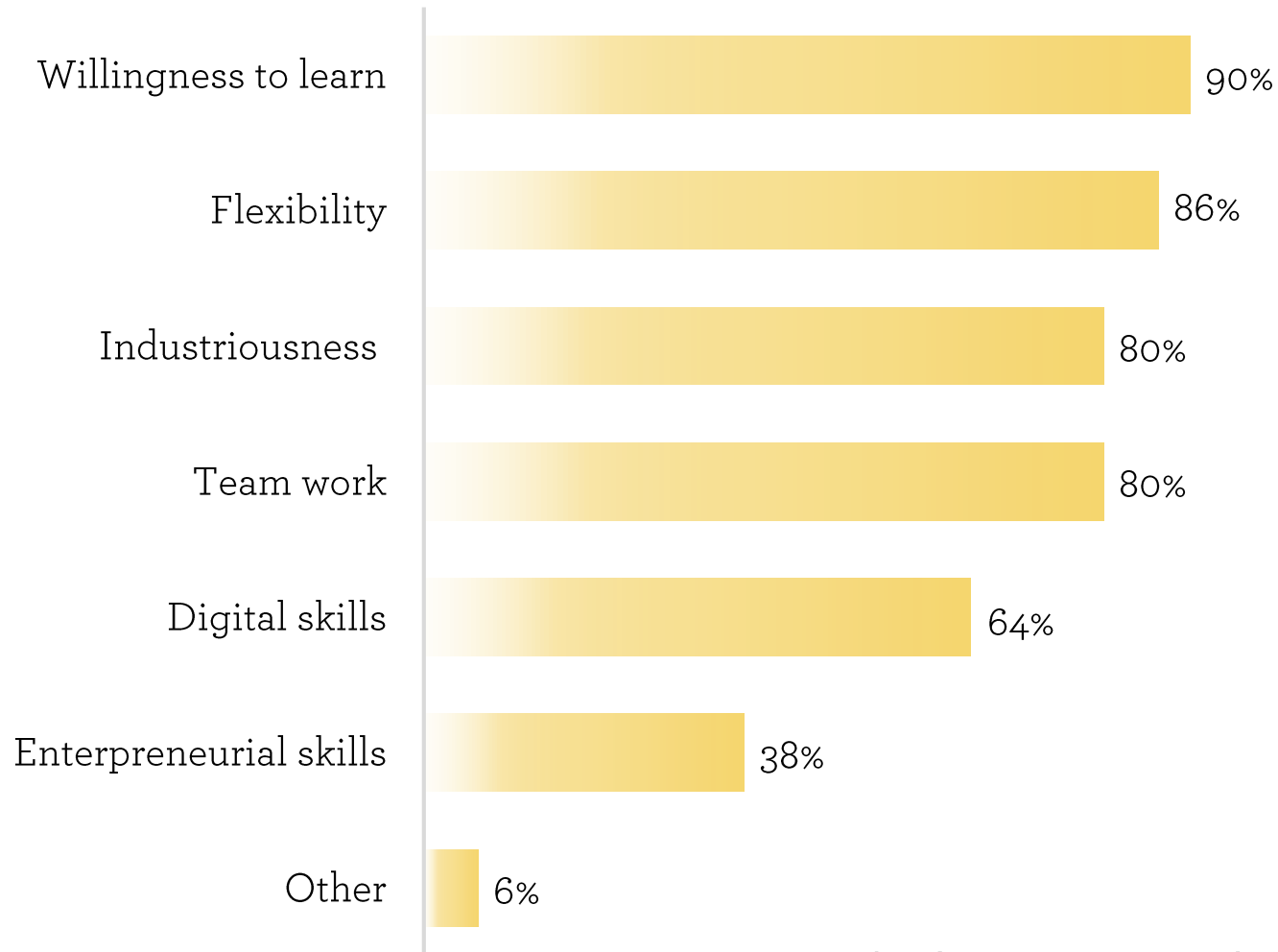
# Do your employees have the skills that their position and your company needs?

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The Adecco Group Greece Employability study: Dec 2017

# Skills that employers think all employees should have independently of their specialty or position



The Adecco Group Greece Employability study: Dec 2017

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**The employers feel that the candidates  
applying for jobs in their company**

**DO NOT**

**have the necessary skills for the positions  
they apply for**

## Which are the main factors that make finding the right candidate for a position a difficult case?

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- **Lack of candidates** with the **necessary skills**
- **Lack of work experience**

the main 2 factors mentioned by employers when it comes to cover a job position in their company.



## Skills: How important are they and to which extend candidates own them

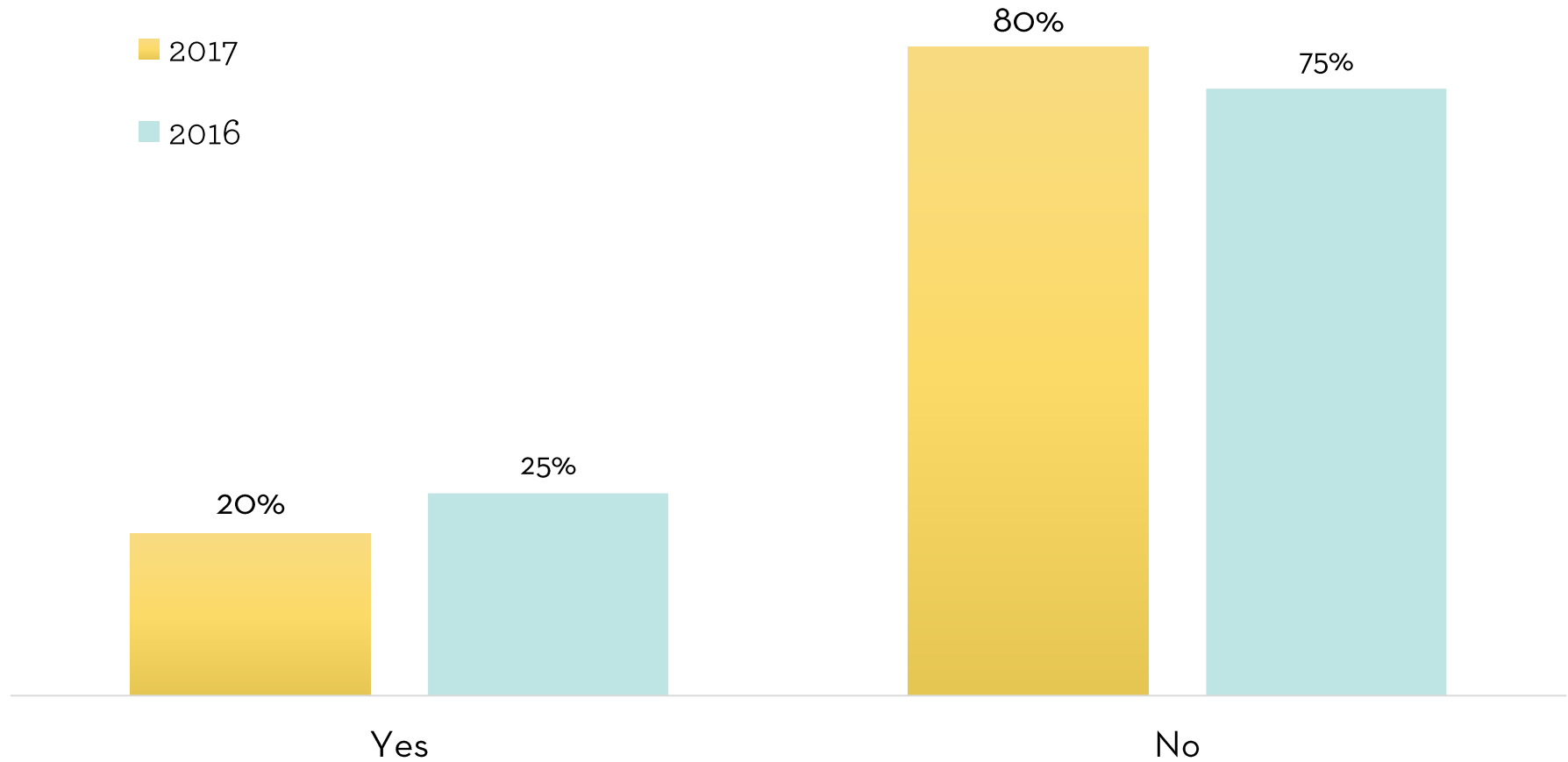
	The candidates had the skill in a satisfactory level	The skill is very important for the company	To which extend candidates believe they own the skill
Business ethics	73%	99%	99%
Knowledge of foreign languages	65%	78%	76%
Team work	59%	92%	95%
Basic digital skills	58%	73%	86%
Communications skills	54%	86%	90%
Flexibility and adaptability	49%	92%	92%
Organization skills	46%	81%	90%
Technical skills	43%	79%	87%
Creativity	31%	62%	84%
Specialized digital skills	29%	39%	52%
Numerical skills	29%	36%	57%
Taking initiative	25%	77%	89%
Complex problem solving	23%	70%	88%
Entrepreneurial skills	19%	49%	70%

The Adecco Group Greece Employability study: Dec 2017

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**The employers believe that  
the education system  
IS NOT  
preparing well the young candidates for  
today's labor market**

# Does the education system provide youngsters with the skillset necessary for today's labor market?



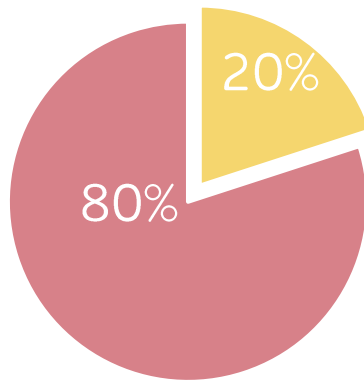
The Adecco Group Greece Employability study: Dec 2017

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# What youngsters think in comparison to what employers think

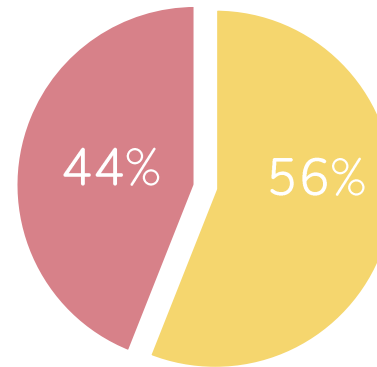
# Does the education system provide youngsters with the skillset necessary for today's labor market?

## Employers 2017



■ Yes ■ No

## Students 2017



■ Yes ■ No

The Adecco Group Greece Employability study: July 2017, Dec 2017

# Is there a “connection”

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**How connected really is the education system with the labor market?**

## Specialties the labor market needs vs schools/universities

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**Schools of Philology,  
Philosophy, History,  
Archaeology etc**

>20

**but**

**Schools of maritime  
studies**

9

**Schools of Tourism**

13

# Global Talent Competitiveness index (GTCI) 2018

**Greece is ranked 42<sup>nd</sup>**

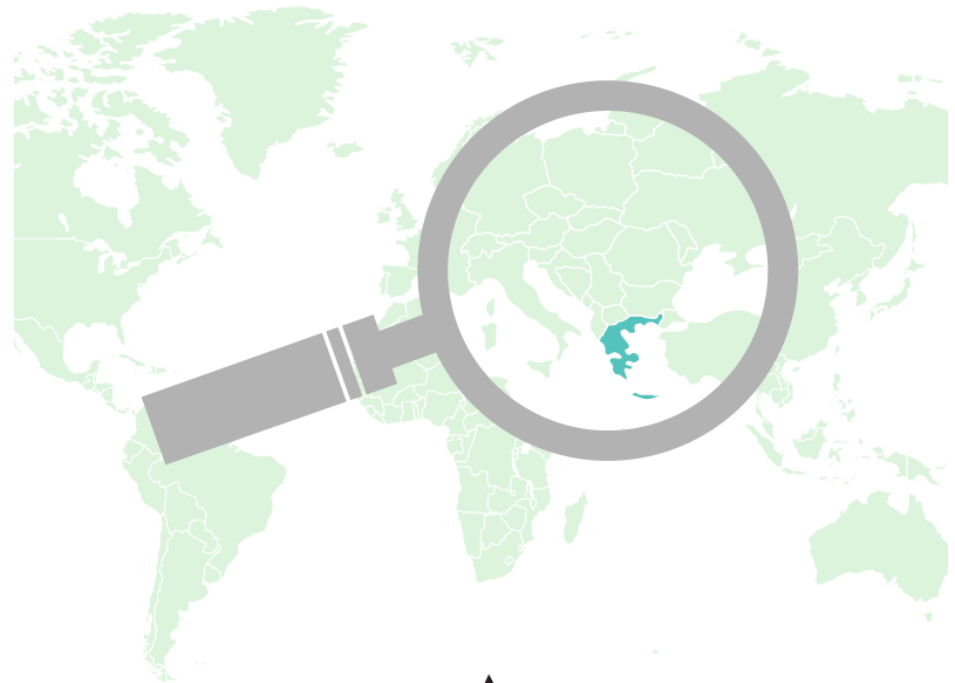
No 1 in tertiary education enrolment

**But**

- No 97 in Relevance of education system to the economy
- No 51 in Skills matching with tertiary education
- No 89 in Lifelong learning

## GLOBAL TALENT COMPETITIVENESS INDEX (GTCI) 2018

An international ranking of 119 countries based on their ability to grow, attract and retain talent.  
The theme of GTCI 2018 is 'Diversity for Competitiveness'.



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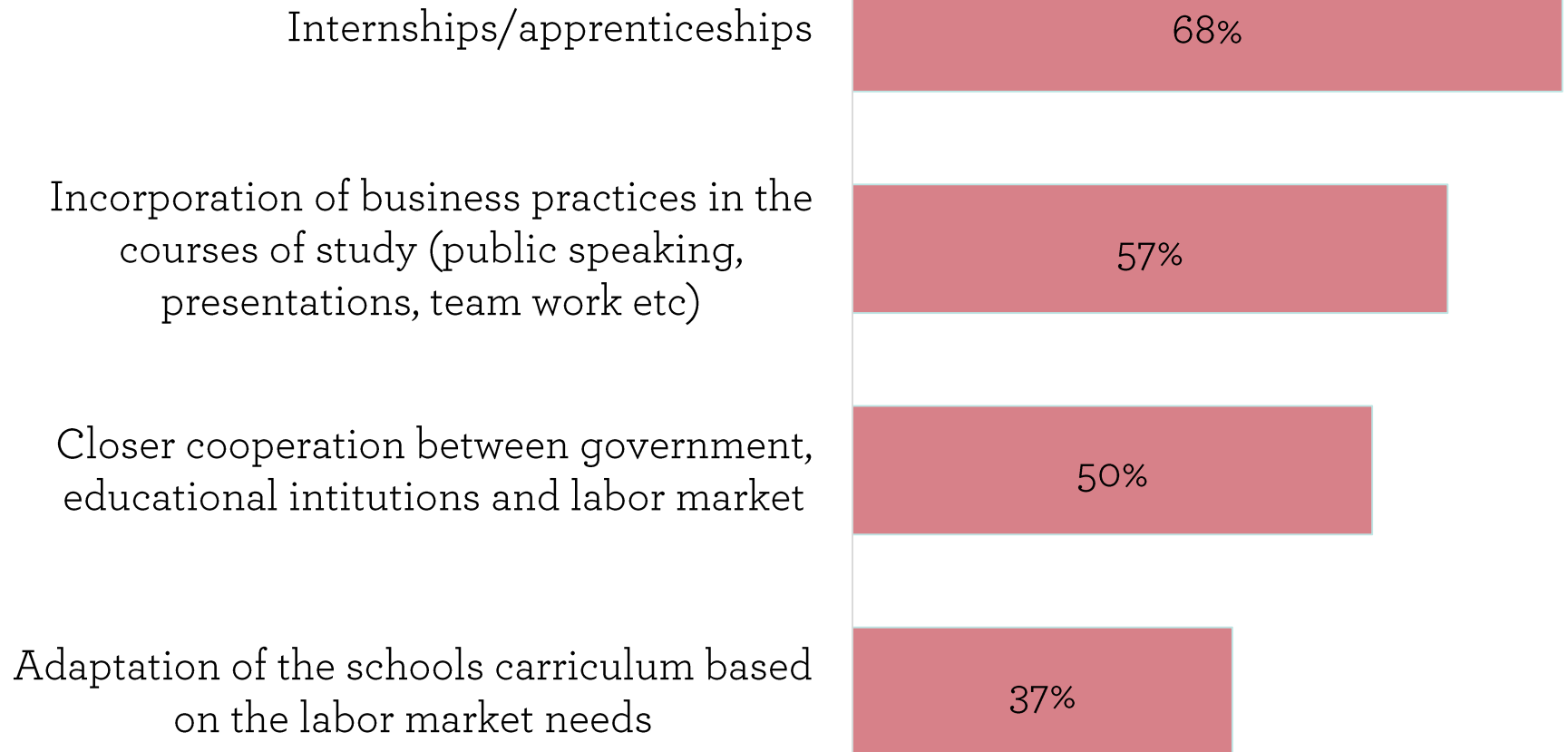


# Get “connected”

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**What needs to be done so that the education system prepares the youngsters for today’s labor market?**

# What should be done in order for the education system to help youngsters develop the skillset necessary for today's labor market?



The Adecco Group Greece Employability study: Dec 2017

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**Thank you**