



Analysis of Shortage and Surplus Occupations 2020

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Structure of presentation

- **Widespread and severe shortages and surpluses**
- **Possibility of cross border matching**
- **Preliminary assessment of the impact of pandemic**
- **Conclusions**
- **Recommendations**



The study provides details of surplus and shortage occupations using information provided by the EURES National Coordination Offices (NCOs) and an analyses of the European Labour Force Survey (LFS).

Countries and regions which submitted data on shortage occupations

BE Actiris, BE Le Forem, BE VDAB, BG, CH, CY, CZ, DE, DK, EE, EL, ES, FI, HR, HU, IE, IT, LT, LU, LV, MT, NL, NO, PL, PT, RO, SE, SI, SK, UK

Countries and regions which submitted data on surplus occupations

BE Le Forem, BG, CH, CY, CZ, DE, DK, EE, EL, ES, FI, HR, HU, IT, LT, LV, NL, PL, PT, RO, SE, SI, SK

Most widespread and severe shortages and surpluses

Shortages most widespread and severe in 3 skill groups

- **Software related occupations**
- **Healthcare related occupations**
- **Crafts (construction and engineering)**

Surpluses most widespread and severe also in 3 skill groups

- **Elementary occupations**
- **Clerical occupations**
- **Graduate occupations in humanities**

Shortage occupations reported by the most countries/regions

Occupation	Number of reporting countries/regions	Occupation	Number of reporting countries/regions
Nursing Professionals	18	Concrete Placers, Concrete Finishers etc.	10
Plumbers and Pipe Fitters	14	Electrical Engineers	10
Cooks	13	Software/App Developers/Analysts	10
Heavy Truck and Lorry Drivers	13	Systems Analysts	10
Welders and Flame Cutters	13	Accountants	9
Applications Programmers	12	Air Conditioning/Refrigeration Mechanics	9
Generalist Medical Practitioners	12	Cleaners and Helpers in Offices, Hotels	9
Software Developers	12	Electrical/Electronic Equip. Assemblers	9
Bricklayers and Related Workers	11	Health Care Assistants	9
Building and Related Electricians	11	Motor Vehicle Mechanics/Repairers	9
Web and Multimedia Developers	11	Nursing Associate Professionals	9
Ag. Ind. Machinery Mechanics, Repairers	10	Sheet Metal Workers	9
Carpenters and Joiners	10	Stationary Plant/Machine Operators	9
Civil Engineers	10	Waiters	9

High magnitude shortages reported by the most countries/regions

Occupation (note: 4 digit codes)	Number stating high magnitude of shortage	Occupation (note: 4 digit codes)	Number stating high magnitude of shortage
Applications Programmers	7	Waiters	5
Nursing Professionals	7	Web and Multimedia Developers	5
Bricklayers and Related Workers	6	Building and Related Electricians	4
Concrete Placers, Concrete Finishers & Related	6	Carpenters and Joiners	4
Cooks	6	Database Designers and Administrators	4
Generalist Medical Practitioners	6	Electrical Engineers	4
Heavy Truck and Lorry Drivers	6	Health Care Assistants	4
Plumbers and Pipe Fitters	6	Nursing Associate Professionals	4
Welders and Flame Cutters	6	Specialist Medical Practitioners	4
Cleaners and Helpers in Offices, Hotels etc.	5	Stationary Plant/Machine Operators nec.	4
Software Developers	5	Structural Metal Preparers and Erectors	4

Surplus occupations reported by the most countries/regions

Occupation (note: 4 digit codes)	Number countries/regions reporting this occupation as surplus	Occupation (note: 4 digit codes)	Number of countries/regions reporting this occupation as surplus
Car, Taxi and Van Drivers	9	Manufacturing Labourers nec	6
Shop Sales Assistants	9	Receptionists (general)	6
Administrative and Executive Secretaries	8	Travel Consultants and Clerks	6
Elementary Workers nec	8	Travel Guides	6
General Office Clerks	8	Food Service Counter Attendants	5
Graphic and Multimedia Designers	8	Hairdressers	5
Journalists	8	Home-based Personal Care Workers	5
Cashiers and Ticket Clerks	7	Photographers	5
Cleaners and Helpers in Offices, Hotels	7	Secretaries (general)	5
Kitchen Helpers	7	Sociologists, Anthropologists and Related	5
Security Guards	7	Tailors, Dressmakers, Furriers and Hatters	5
Waiters	7	Translators, Interpreters and Other	5
Building Construction Labourers	6	Visual Artists	5
Child Care Workers	6		

High magnitude surpluses reported by the most countries/regions

Occupation (note: 4 digit codes)

Number of countries/regions stating surplus is of high magnitude

Elementary Workers Not Elsewhere Classified

5

Cashiers and Ticket Clerks

4

General Office Clerks

4

Manufacturing Labourers Not Elsewhere Classified

4

Shop Sales Assistants

4

Child Care Workers

3

Cleaners and Helpers in Offices, Hotels and Other Establishments

3

Mixed Crop and Livestock Farm Labourers

3

Security Guards

3

Visual Artists

3

Potential cross-border matching of shortage and surplus occupations

	Occupations	Reporting Shortages	Reporting Surpluses
1.	Cooks	BE-Actiris, BE-Le Forem, CY, CZ, EE, FI, HU, LT, MT, NO, SE, SI, SK	HU, PT, SK
2.	Truck Drivers	BE-Actiris, BE-VDAB, CZ, EE, FI, HU, LT, LV, NO, PT, SE, SI, SK	HU, SK
3.	Welders	BG, CY, CZ, DE, EE, FI, HU, LV, NO, PT, SI, SK, UK	HU
4.	Doctors	BE-Actiris, BE-Le Forem, BG, CH, EE, FI, IE, NO, SE, SI, SK, UK	EL
5.	Bricklayers	CY, CZ, FI, HR, HU, LV, NO, PT, RO, SI, SK	EL, HU, SK
6.	Electricians	BE-Actiris, BE-VDAB, DE, DK, EE, FI, LV, NL, NO, PT, SI	CH
7.	Agricultural/industrial mechanics	BE-Actiris, BE-Le Forem, BE-VDAB, DE, EE, NL, NO, PT, SE, SI	HU
8.	Civil Engineers	BE-Actiris, BE-VDAB, CH, DE, IE, NL, NO, SE, SI, UK	PT
9.	Cleaners	CY, DK, EE, FI, HU, LT, MT, NO, SI	BE-Le Forem, CZ, DE, DK, HU, PT, SK
10.	Healthcare professionals	DK, EE, ES, FI, LU, NL, NO, RO, SI	LT
11.	Motor Mechanics	BE-Le Forem, BE-VDAB, DE, EE, FI, NO, PT, SE, SI	CH, SK
12.	Plant operators	BG, CY, CZ, DK, EE, ES, IT, MT, NO	SK
13.	Waiters	BE-Actiris, CY, DK, EE, ES, FI, MT, NO, SI	BE-Le Forem, CZ, DK, HU, NL, PT, SK

Impact of the pandemic on occupations - preliminary

- **Influenced composition of both lists of widespread and severe shortages**
- **Apparent from comparison with previous years**
- **Healthcare occupations more prominent on both lists this year**
- **Twenty of thirty countries/regions classified nurses as shortages**
- **Nursing professionals ranked first on both lists**
- **Occupation of healthcare assistant appears on both lists for the first time**
- **Specialists doctors are classified as severe shortage for first time**

Conclusions

- **One in three in EU27 is in a job with widespread shortages or surpluses**
- **Healthcare and technical skills have widespread and severe shortages**
- **Clerical, unskilled and some graduate occupations have excess supply**
- **13 widespread shortage occupations have matching possibilities**
- **Pandemic enhanced profile of healthcare skills as shortage skills**
- **Significant recovery in third quarter – especially in healthcare**

Recommendations

*The next issue of this report should **focus on a more comprehensive assessment of the impact of the pandemic on the skills composition of the European workforce.***

*The **EURES database has the potential to become an important monitor of the trends between skills demand and supply in Europe**, thus the delivery of data to EURES from the Member States should be consistent.*

*Efforts to increase the number of reporting countries should continue as to **create more opportunities to provide cross border matches for the top shortage occupations.***

*The **findings of this report should be integrated in the programming of the EURES activities** and also be **used by the Public Employment Services (PES) staff** to advise job-seekers on the relative employability associated with different occupations*



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Thank you!