



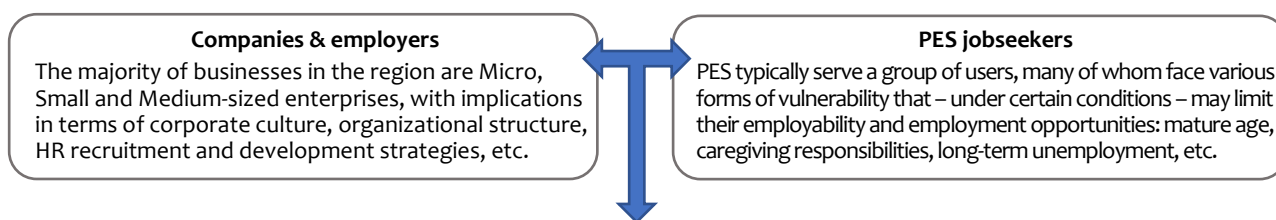
Exploring Labour Market Mismatch(es) in the Veneto Region: Key Evidences and Insights from the Perspective of Regional Public Employment Services

Osservatorio Regionale Mercato del Lavoro – Veneto Lavoro

Which significant aspects and factors (other than skills and qualifications) could play a role in generating or strengthening mismatching situations and bottle-necks in our territorial context?

Driven by the need to circumscribe local labour market mismatch and gain a deeper understanding of its specific facets at a local level, the Regional Observatory on Labour Market of Veneto Lavoro has long been monitoring the phenomenon, with a set of exploratory investigations developed with **qualitative methods** to support the interpretation of data on regional LM dynamics.

→ **Target observed: the perspective of regional Public Employment Services**



Factors contributing to the mismatch in the labor market of the Veneto Region			
MACRO-FACTORS	MICRO-FACTORS (companies & employers)	MICRO-FACTORS (PES jobseekers)	
	Knowledge and awareness on LM characteristics and transformations		KNOWLEDGE MISMATCH
Economic conjuncture and consequent labour market dynamics	Lack of flexibility in selection criteria: looking for “the perfect candidate”	Lack of self-assessment capabilities: skills under/overestimation, unrealistic professional goals	
Changes in the production system (tertiarization, LM polarization, ...)	Prejudice/stereotypes about certain socio-professional characteristics of the available workforce (fragmented careers, age, long-term unemployment, caregiving, etc.)	Prejudice/stereotypes about certain professional profiles, sectors, types of contract, wage level, etc.	
	Recruitment channels, practices and methods		SOURCING MISMATCH
Demographic trends (ageing workforce, ...)	Less-structured HR management strategies	Unfamiliarity with job search and selection procedures	
Impact of digital and green transitions	Limited ability to identify the right recruitment channels; prevalence of informal channels; mistrust of intermediaries	Limited knowledge and ability to use (public) employment services, available vacancies and ALMP measures	
Relationship between educational systems and labour markets	Characteristics and (insufficient) attractiveness of job offers	Lack of motivation/proactivity	
	Perception of each other needs, requests, priorities, criticalities		(MUTUAL) PERCEPTION MISMATCH
(In)Efficiency of the local employment services system	Perception of labour shortages situation: lack of suitable workers	Perception of labour shortages situation: general lack of opportunities	
Talent attraction and retention strategies	Technical skills are the most sought-after	Technical skills are less important than a set of “standard” knowledge and skills	
Changing in societal and individual values	Elements affecting job offers’ attractiveness: professional profile and tasks proposed	Elements affecting job offers’ attractiveness: initial salary, working hours, shifts, work transfers, limited duration of contracts	
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