

Recruitment Survey Report, March 2021

DATA COLLECTED OVER THE PERIOD OF OCTOBER 2020 THROUGH MARCH 2021

Development of Recruitment Rates

March 2021

Main conclusions:

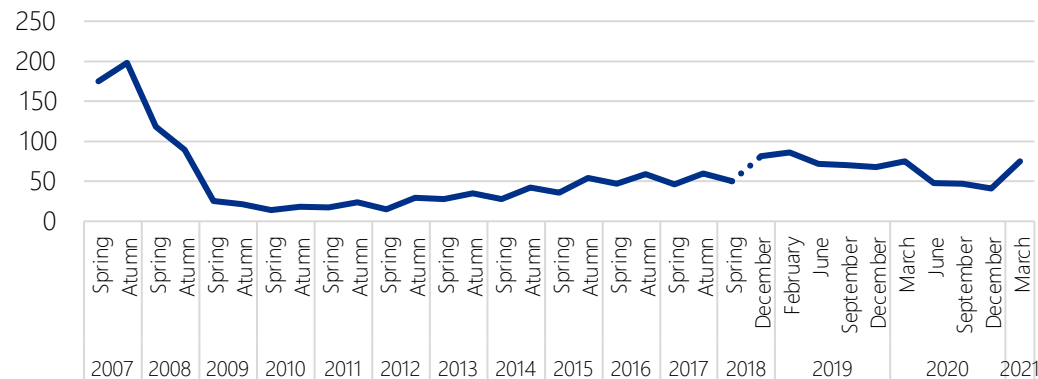
The Agency for Labour Market and Recruitment has examined the recruitment status of companies in March 2021. The results of the research show the extent and characteristics of their recruitment challenges. The main conclusions are:

- The number of unsuccessful recruitments over the past half-year has been calculated to 74.700 in March 2021 (measured over the past half year). The number is around the same level as before the corona crisis. In December 2020 the number of unsuccessful recruitments was 47.300.
- 20,6 pct. of the companies' recruitment attempts have been unsuccessful in March 2021 (measured over the past half year). The unsuccessful recruitment rate in December 2020 was 19,5 pct.
- 10,8 pct. of firms unsuccessful recruitment attempts resulted in the position not being occupied, while 9,7 pct. of the positions were occupied by a person, who didn't have the required qualifications.
- The unsuccessful recruitment rates vary across the different regions. In March 2021 it was the lowest in RAR North Jutland and highest in RAR Zealand.
- There are big differences between the different industries' recruitment difficulties: generally lowest in the public and highest in the private sector. There are big differences between the different RAR areas within the same sector.

Change in data collection method from fourth quarter 2018

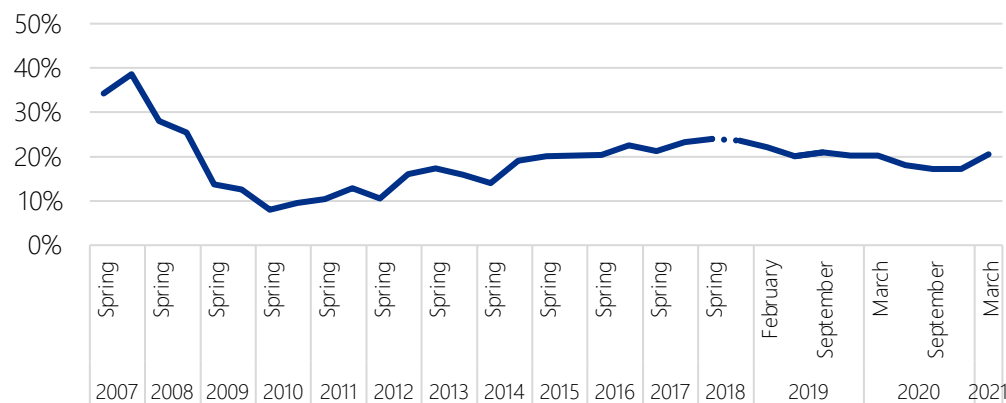
The Agency for Labour Market and Recruitment has since autumn 2018 changed its data collection method for the recruitment surveys. The new method entails collecting data through electronic recruitment efforts and the person answering the survey being the one responsible for the employment. This makes it possible to simplify the questionnaire, targeting the data collection, and make more accurate calculations. Furthermore, the recruitment survey will be publicised each quarter based on ongoing data collection. See the last page for further details describing the data collection method.

Figure 1: Development in the number of unsuccessful recruitments (1.000 people)



Note. The data collection method has been changed from autumn 2018 (see box)
Source: Recruitment surveys 2007-2021.

Figure 2: Development in the percentage of unsuccessful recruitments (FRR)



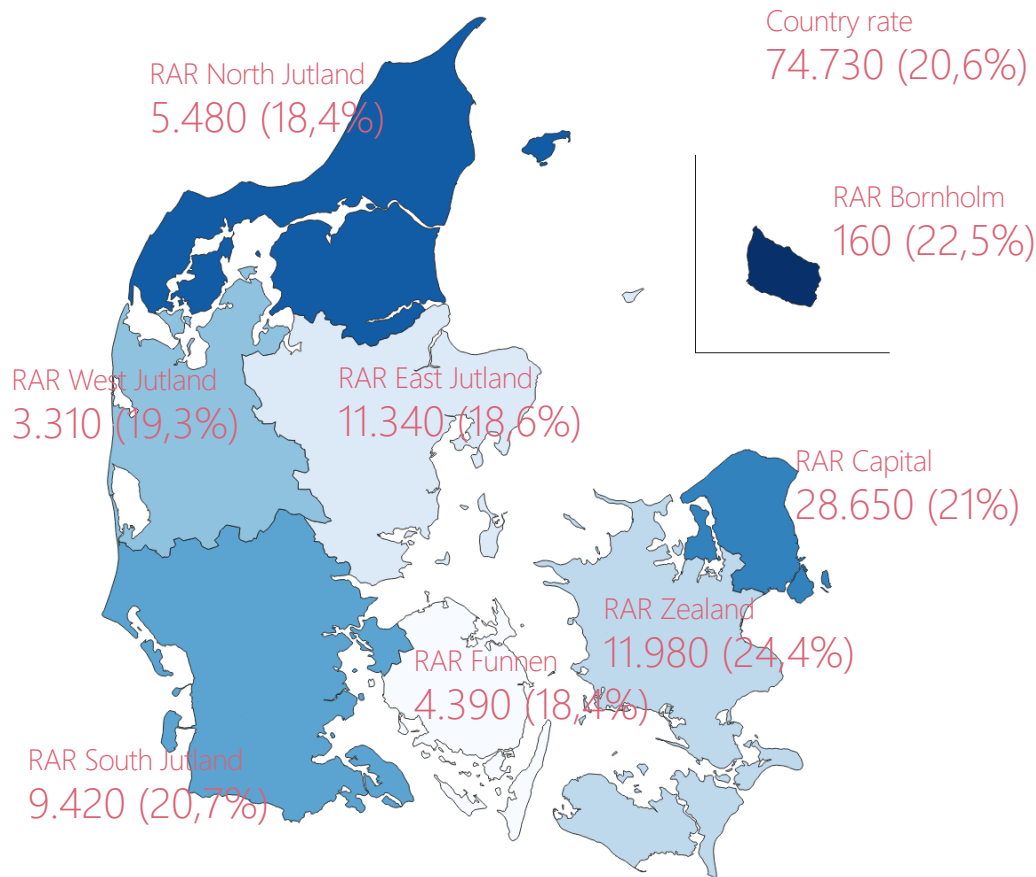
Note. The data collection method has been changed from autumn 2018 (see box)
Source: Recruitment surveys 2007-2021.

NATIONWIDE RESULTS

Recruitment Rates Distributed by RAR and Industries

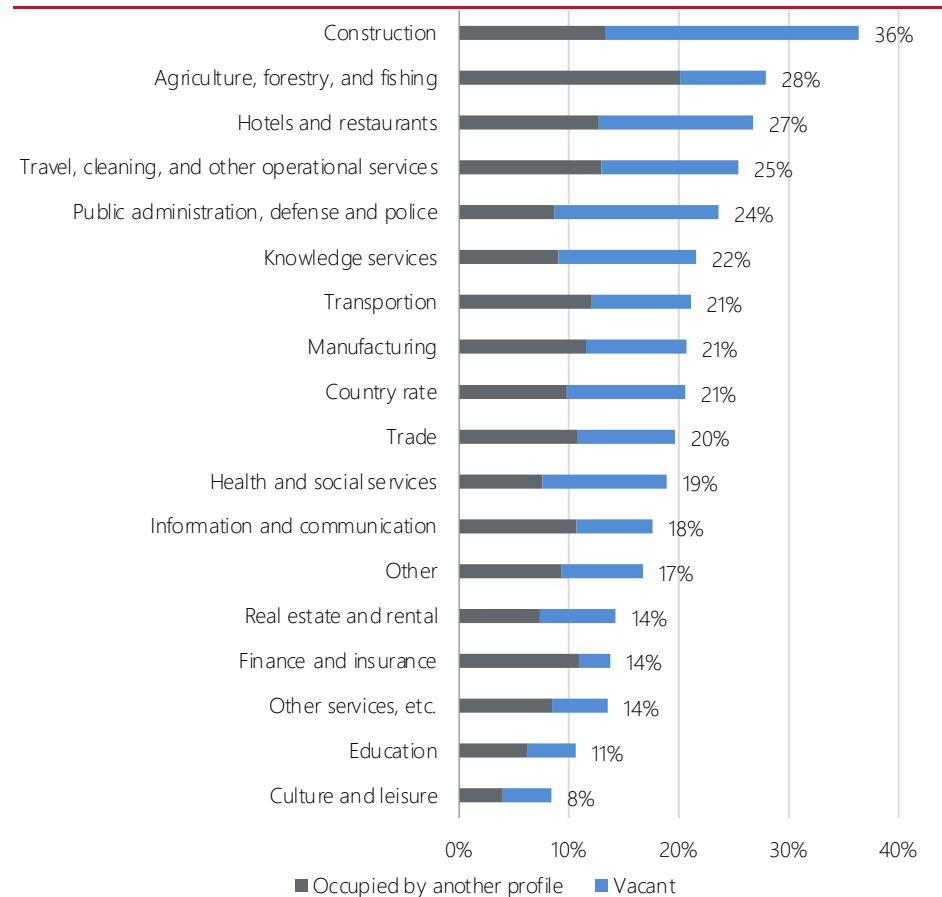
March 2021

Figure 3: The unsuccessful recruitment rate (and number of unsuccessful recruitments) in RAR areas



Note: Recruitment attempts over the period of October 2020 through March 2021. The figure shows the total number of unsuccessful recruitment efforts for each RAR-area.
Source: Recruitment Survey

Figure 4: The unsuccessful recruitment rate broken down by vacant positions and positions occupied by another profile (substitution) by industry



Note: Recruitment attempts over the period of October 2020 through March 2021. 'Occupied by another profile' covers cases where companies have answered that the person they hired, didn't possess the sought after qualifications. The industry 'Other' covers over 'energy supply', 'raw material extraction' and 'water supply and renovation'.
Source: Recruitment Survey

NATIONWIDE RESULTS

Unsuccessful Recruitment Rates by RAR Areas and Industry

Table 1: The unsuccessful recruitment rate distributed by industry and RAR-areas

Industries	RAR Capital	RAR Zealand	RAR Funnen	RAR South Jutland	RAR West Jutland	RAR East Jutland	RAR North Jutland	Denmark
Forestry, agriculture, and fishing	-	30%	-	0%	-	-	44%	28%
Manufacturing	18%	35%	30%	19%	13%	16%	24%	21%
Construction	43%	39%	27%	31%	53%	31%	26%	36%
Trade	20%	21%	14%	24%	18%	19%	19%	20%
Transportation	22%	27%	9%	23%	22%	17%	-	21%
Hotels and restaurants	21%	33%	34%	28%	9%	26%	35%	27%
Information and communication	20%	-	20%	30%	4%	10%	13%	18%
Financing and insurance	18%	12%	-	4%	-	4%	-	14%
Real estate and rental	16%	-	-	14%	-	20%	5%	14%
Knowledge service	27%	16%	15%	15%	21%	16%	18%	22%
Cleaning and other operational services	24%	23%	28%	30%	24%	28%	21%	25%
Public administration, defence and police	19%	36%	14%	24%	24%	26%	22%	24%
Education	16%	11%	7%	10%	6%	6%	6%	11%
Health and social services	23%	16%	23%	12%	16%	17%	13%	19%
Culture and leisure	3%	11%	18%	7%	7%	25%	14%	8%
Other services, etc.	12%	22%	6%	17%	10%	20%	5%	14%
Other	24%	11%	-	33%	-	9%	-	17%
All industries	21%	24%	18%	21%	19%	19%	18%	21%

Note: Recruitment attempts over the period of October 2020 through March 2021. The rate for Denmark includes Bornholm. The industry 'Other' covers over 'energy supply', 'raw material extraction' and 'water supply and renovation'. The mark '-' means that the number of collected survey answers has been too insufficient to conclude anything certain, even though unsuccessful recruitments have been reported.
Source: Recruitment Survey

NATIONWIDE RESULTS

Unsuccessful Recruitments by RAR Areas and Industries

Table 2: Unsuccessful recruitments by RAR areas and industry

Industries	RAR Capital	RAR Zealand	RAR Funnen	RAR South Jutland	RAR West Jutland	RAR East Jutland	RAR North Jutland	Denmark
Forestry, agriculture and fishing	-	80	-	0	-	-	270	670
Manufacturing	1.400	1.090	570	1.050	330	870	840	6.150
Construction	2.880	1.690	440	970	720	1.370	580	8.650
Trade	3.070	1.330	510	1.640	510	1.510	760	9.340
Transportation	930	460	40	560	80	410	-	2.550
Hotels and restaurants	1.150	450	400	550	40	660	520	3.870
Information and communication	2.010	-	180	230	20	320	170	3.040
Financing and insurance	850	60	-	20	-	50	-	1.020
Real estate and rental	490	-	-	130	-	280	40	1.110
Knowledge service	3.100	320	150	390	150	570	230	4.910
Travel agencies, cleaning and other operational services	2.110	930	500	1.030	230	1.210	330	6.350
Public administration, defense and police	2.900	3.050	620	1.260	610	1.410	870	10.740
Education	1.670	620	140	350	80	330	180	3.360
Health and social services	4.940	1.230	660	650	320	1.640	480	9.950
Culture and leisure	90	50	20	20	10	150	70	420
Other services, etc.	800	340	40	270	80	430	50	2.010
Other	260	50	-	180	-	60	-	600
All industries	28.650	11.980	4.390	9.420	3.310	11.340	5.480	74.730

Note: Recruitment attempts over the period of October 2020 through March 2021. The rate for Denmark includes Bornholm. The industry 'Other' covers over 'energy supply', 'raw material extraction' and 'water supply and renovation'. The mark '-' means that the number of collected survey answers has been too insufficient to conclude anything certain, even though unsuccessful recruitments have been reported.
Source: Recruitment Survey

NATIONWIDE RESULTS

Unsuccessful Recruitment Rates for Occupations with the Greatest Jobturnovers

Table 3: Unsuccessful recruitment rates for the 40 positions with the greatest jobturnovers (at least 10 survey answers)

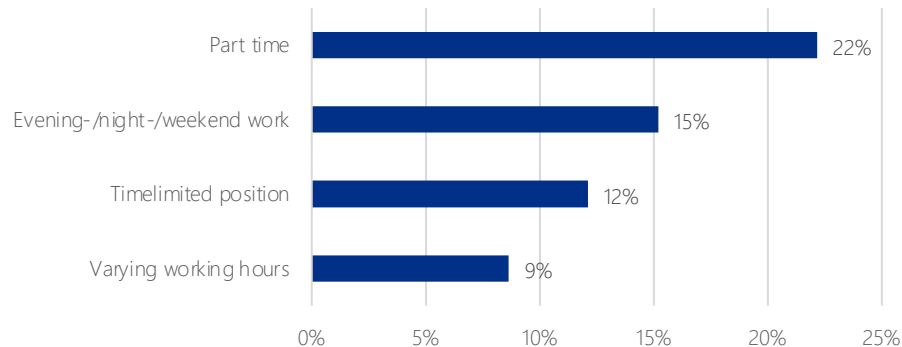
Occupation	Rate of unsuccessful recruitments	Number of unsuccessful recruitments	Occupation	Rate of unsuccessful recruitments	Number of unsuccessful recruitments
Shop assistant (skilled)	18%	2.310	Bricklayer	41%	700
Office assistant (skilled)	13%	1.530	Service technician, cleaning and real estate service	28%	1.010
Cleaning assistant	26%	3.940	Account manager	24%	430
Social- and health care assistant (not skilled)	33%	2.460	Academic worker	10%	380
Nursery assistant	11%	900	Plumber	21%	560
Warehouse and logistics employee	13%	1.290	House Painter	39%	560
Primary school teacher	9%	440	Project Manager	24%	510
Carpenter	43%	2.880	Pedagogue	18%	2.020
Shop assistant (not skilled)	17%	590	Special worker, construction	51%	710
Disability helper	21%	1.240	Nutritionist	5%	180
Social and health care assistant (skilled)	33%	6.360	Kitchen hand	16%	770
Cook	25%	1.570	Accountant assistant	17%	1.170
Electrician	20%	1.970	Programmer and system developer	18%	780
Driver	20%	1.170	Doctor	37%	770
Sales consultant	24%	1.080	Clerk	9%	60
Nurse	22%	1.300	Mechanic	37%	1.720
Factory worker	26%	740	Social worker	5%	80
Accountant	16%	720	Lawyer	22%	520
Office assistant (not skilled)	13%	310	Café worker	12%	130
Waiter	26%	850	Specialconstruction worker	35%	540

Note: Recruitment attempts over the period of October 2020 through March 2021. The table shows the 40 job titles with the greatest jobturnovers based on registry data. The table is sorted after jobturnover rates. The table only contains cells with over 10 survey answers.
Source: Recruitment Survey

NATIONWIDE RESULTS

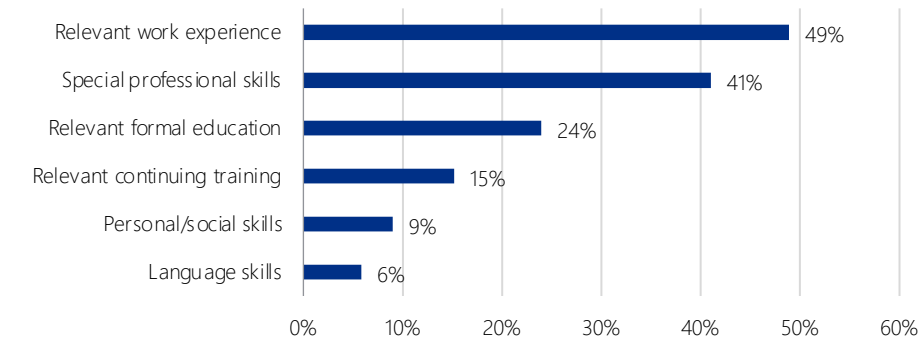
Production Restrictions and the Characteristics of the Positions

Figure 5: The nature of the position in the job postings of unsuccessful recruitments



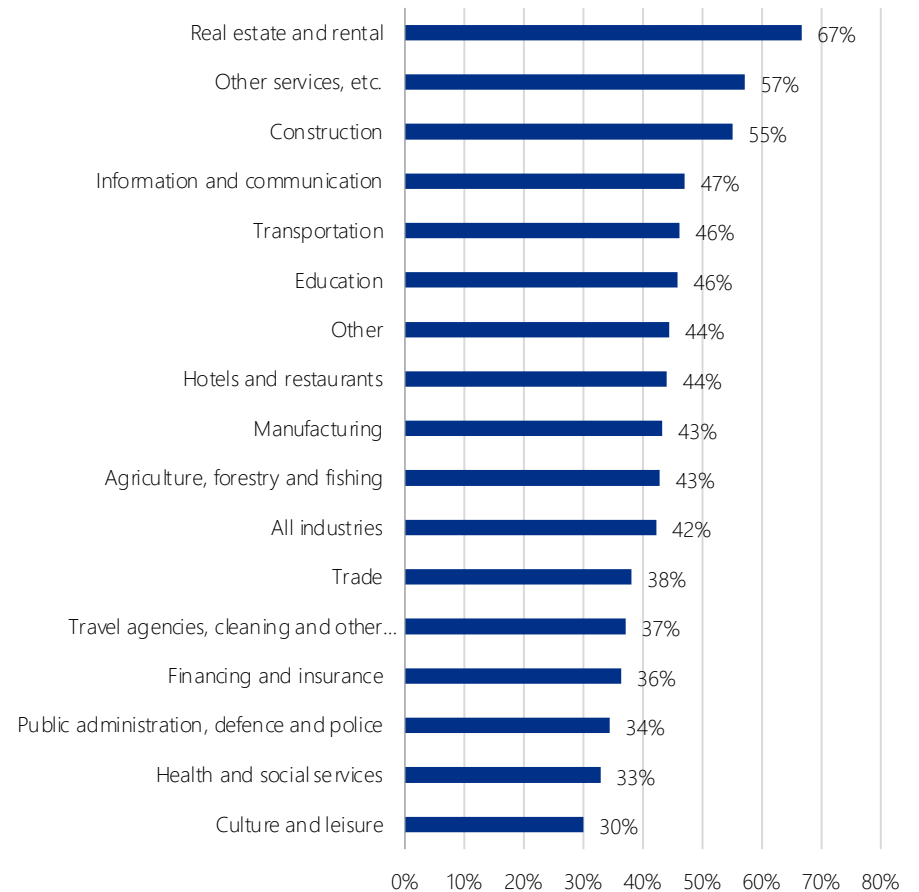
Note: Companies' description of the nature of the position of the unsuccessful recruitment attempt. It was possible to answer in more than one category.
Source: Recruitment Survey

Figure 6: The qualifications that the person who was hired was missing and where the position was occupied with another profile than the required one



Note: The companies that responded that the position was occupied by a person who did not have the required qualifications, where asked to give the reason the person was missing the required qualifications. It was possible to provide numerous reasons.
Source: Recruitment Survey

Figure 7: Companies that experience production restrictions as a consequence of recruitment challenges, by industry



Note: The figure shows companies that have experienced negative production consequences as a result of the unsuccessful recruitment
Source: Recruitment Survey

Information about the Survey

Background and Purpose

The recruitment survey has been produced by Højbjerg Brauer Schultz for The Agency for Labour Market and Recruitment.

The purpose of the research is to shed light on the nature and characteristics of companies' recruitment challenges in Denmark.

The premise of the survey was to target companies that utilized electronic job postings. These companies were asked whether their recruitment attempt had succeeded or not.

This survey defines unsuccessful recruitments within companies with the following criteria; positions that are not occupied at all or positions that have been occupied by an employee, who did not have the demanded qualifications.

In the survey the companies have among other things been asked the following questions:

- To which degree was the recruitment attempt successful?
- How many people were involved?
- Has the unsuccessful recruitment had any consequences regarding orders or completion of certain tasks?

Data Collection

The companies have responded either electronically via the internet or telephone interviews. The response rate was 54 pct.

The quarterly report is based on around 12.000 responses of completed recruitment efforts spanning from October 2020 through March 2021. The companies were asked to provide a status update regarding their recruitment efforts about three months after initially publishing the job posting.

The participating companies were chosen in compliance with a stratified sampling plan with the aim of covering as many job titles as possible within each RAR-area.

The results of the sample survey were subsequently weighted and scaled to include the entire labour market in Denmark. This means that the distribution of the recruitment attempts is representative for the whole labour market.

Sampling Uncertainty

There is a statistical uncertainty related to the sampling and scaling of the results (the number of unsuccessful recruitments)

This uncertainty means that the unsuccessful recruitment rate at a national level, with a confidence interval 95 pct. lies within +/- 0,5 pct.-points. of the total number of unsuccessful recruitments