

Recruitment Survey Report, June 2022

THIS SURVEY IS BASED ON JOB-POSTINGS FROM SEPTEMBER 2021 TO FEBRUARY 2022

NATIONWIDE RESULTS

Development of Recruitment Rates June 2022

Main conclusions

The Agency for Labour Market and Recruitment has examined the recruitment status of companies in June 2022. The survey is based on job-postings from September 2021 to February 2022. The results of the study shed light on the scale and nature of the companies' recruitment challenges. The main conclusions of the study are:

- 29 percent of companies' recruitment attempts were unsuccessful in the period of September 2021 to February 2022. The unsuccessful recruitment rate in the previous three surveys were all higher. For comparison, the unsuccessful recruitment rate from the latest survey in March was 31 pct. and 33 pct. in the December survey.
- Measured in *quantity*, there were 135,000 unsuccessful recruitments in the period of September 2021 to February 2022.
- 17 percent of companies' recruitment attempts ended with the position staying vacant (79,100), while 12 percent of companies' recruitment attempts were filled by a person without all the desired qualifications (55,900).
- There are variations between the individual regions in the unsuccessful recruitment rate. It is the lowest in the RAR Funnen (24 pct.) and the highest in RAR Zealand (35 pct.).
- There are large differences in the recruitment challenges between industries. Nationwide, it is greatest for Agriculture as well as Hotels and restaurants, and the least within Education.
- 46 percent of companies with recruitment challenges report production losses as a result of such (equating to the same level in March 2022).

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)

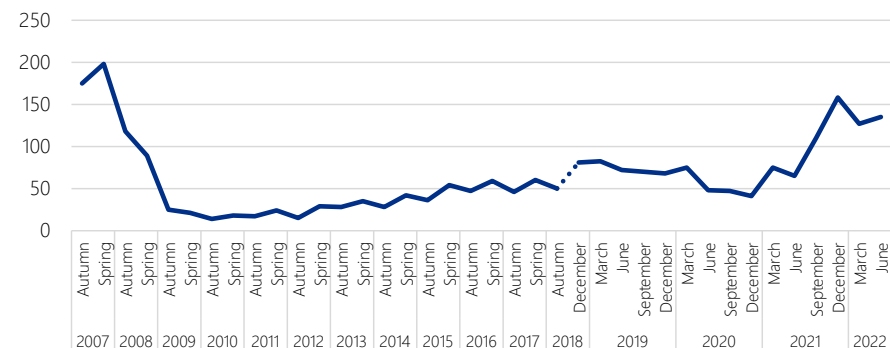
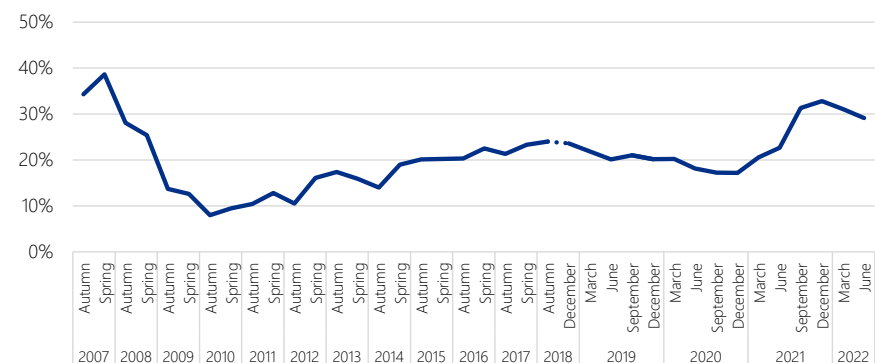


Figure 2: Development in the percentage of unsuccessful recruitments (FRR)



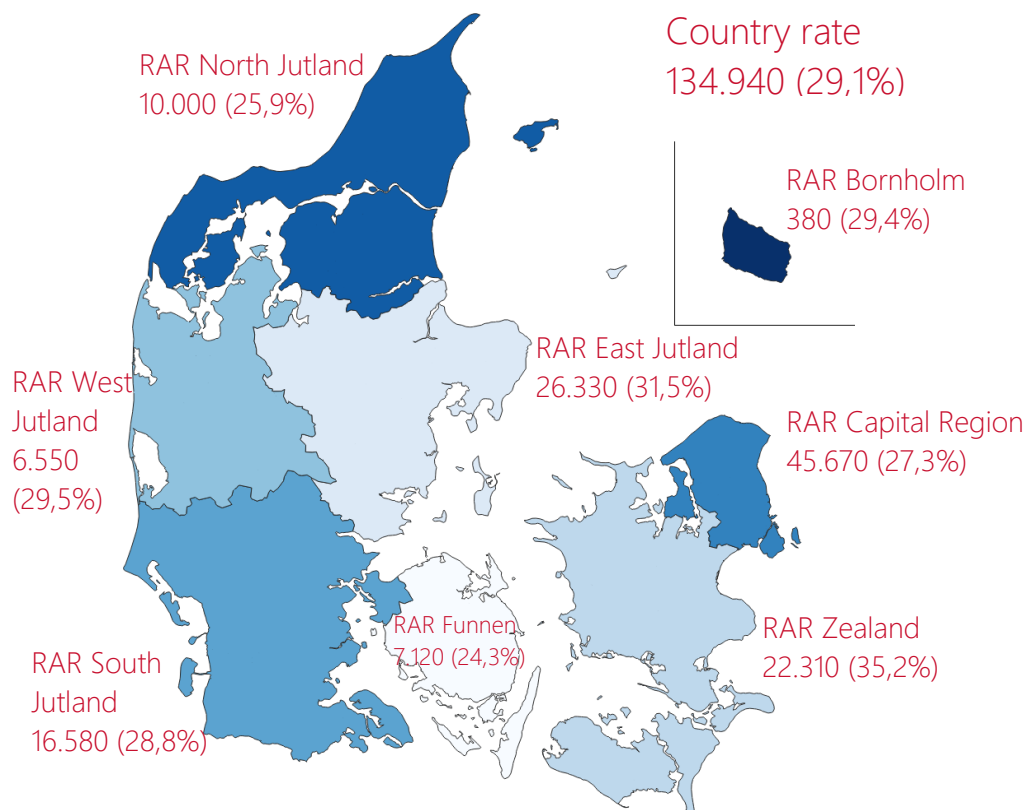
Note. Data collection method has changed from autumn 2018 (see box for more information).

Source: Recruitment Survey 2007-2022.

NATIONWIDE RESULTS

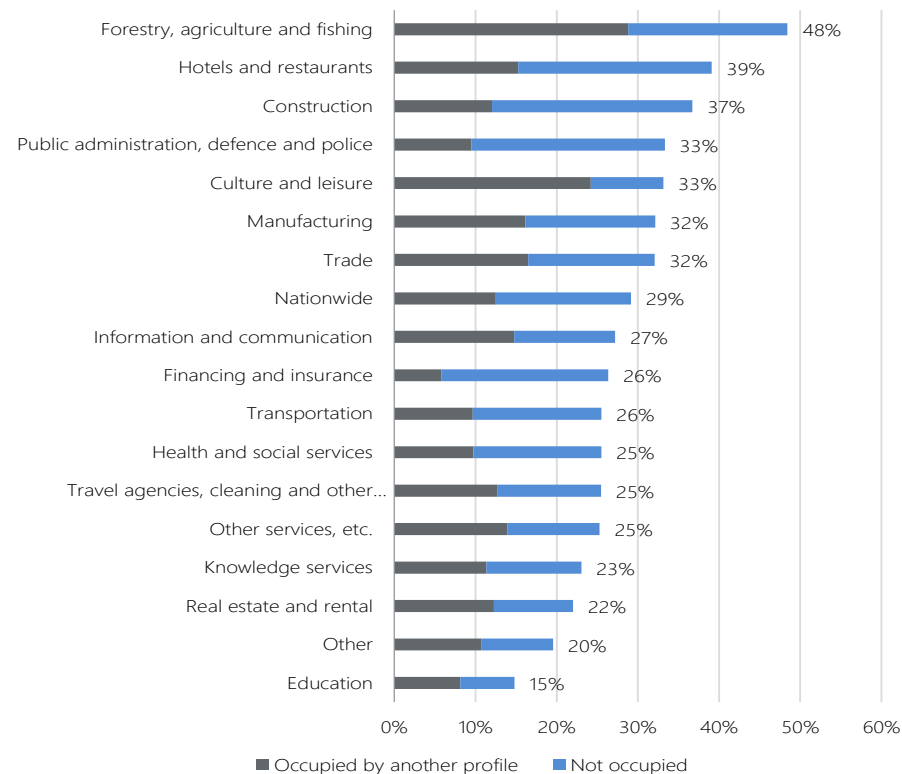
Recruitment Rates Distributed by RAR and Industry June 2022

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



Note: Recruitment attempts in the period September 2021 through February 2022. The figure shows the total unsuccessful recruitment rate (FRR) 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 in the period September 2021 through February 2022. 'Occupied by another profile' covers companies that have answered that the person employed did not have all the desired qualifications. The industry 'Other' covers 'Energy supply', 'Mining and storage' and 'Water supply and renovation'. Source: Recruitment survey

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Recruitment situation by RAR area and Industry June 2022

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

Industry	RAR Capital	RAR Zealand	RAR Funnen	RAR South Jutland	RAR West Jutland	RAR East Jutland	RAR North Jutland	Country Rate
Agriculture, forestry and fishing	-	74%	22%	-	-	17%	47%	48%
Manufacturing	21%	41%	15%	35%	42%	37%	36%	32%
Construction	33%	34%	28%	46%	43%	36%	42%	37%
Trade	32%	49%	20%	26%	29%	34%	26%	32%
Transportation	10%	31%	44%	22%	41%	59%	23%	26%
Hotels and restaurants	27%	37%	28%	46%	40%	51%	32%	39%
Information and communication	31%	0%	17%	17%	53%	23%	7%	27%
Financing and insurance	29%	25%	-	25%	9%	20%	11%	26%
Real estate and rental	20%	31%	27%	12%	25%	45%	16%	22%
Knowledge services	17%	33%	33%	21%	47%	34%	8%	23%
Travel agencies, cleaning and other operational services	23%	25%	34%	31%	15%	29%	17%	25%
Public administration, defence and police	35%	39%	24%	37%	24%	33%	20%	33%
Education	15%	17%	12%	14%	13%	10%	22%	15%
Health and social services	26%	34%	40%	20%	20%	19%	25%	25%
Culture and leisure	49%	10%	-	6%	17%	6%	14%	33%
Other services, etc.	25%	23%	28%	22%	15%	19%	51%	25%
Other	8%	19%	-	39%	0%	26%	36%	20%
All industries	27%	35%	24%	29%	30%	32%	26%	29%

Note: Recruitment attempts in the period September 2021 to February 2022. The rate for the whole country is calculated including Bornholm. The industry 'Other' covers 'Energy supply', 'Mining and storage' and 'Water supply and refuse collection'.
Source: Recruitment survey.

NATIONWIDE RESULTS

Recruitment situation by RAR area and Industry June 2022

Table 2: The number of unsuccessful recruitments by RAR areas and industry

Industry	RAR Capital	RAR Zealand	RAR Funnen	RAR South Jutland	RAR West Jutland	RAR East Jutland	RAR North Jutland	Country Rate
Agriculture, forestry and fishing	-	670	80	-	-	60	470	1.540
Manufacturing	2.230	1.890	400	2.540	1.490	3.180	1.610	13.390
Construction	1.820	860	270	1.320	740	2.000	730	7.730
Trade	4.860	4.700	1.240	2.260	1.020	3.250	1.370	18.720
Transportation	750	760	390	850	370	1.600	410	5.130
Hotels and restaurants	1.300	930	340	1.200	330	2.730	710	7.680
Information and communication	3.660	0	90	140	140	660	70	4.760
Financing and insurance	2.350	120	-	130	40	200	50	3.030
Real estate and rental	630	80	140	260	50	670	210	2.040
Knowledge services	2.010	640	680	660	290	1.680	160	6.140
Travel agencies, cleaning and other operational services	2.780	830	430	1.190	210	2.340	250	8.030
Public administration, defence and police	12.250	6.550	1.540	3.970	850	5.230	1.600	32.090
Education	1.160	1.140	260	540	180	420	440	4.160
Health and social services	3.700	2.260	840	520	430	1.560	770	10.080
Culture and leisure	3.720	90	-	70	40	90	130	4.150
Other services, etc.	2.310	680	280	490	200	430	850	5.260
Other	160	110	-	210	0	240	170	1.030
All industries	45.670	22.310	7.120	16.580	6.550	26.330	10.000	134.940

Note: Recruitment attempts in the period September 2021 to February 2022. The rate for the whole country is calculated including Bornholm. The industry 'Other' covers 'Energy supply', 'Mining and storage' and 'Water supply and refuse collection'.
Source: Recruitment survey.

NATIONWIDE RESULTS

Occupations with a high job turnover

June 2022

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

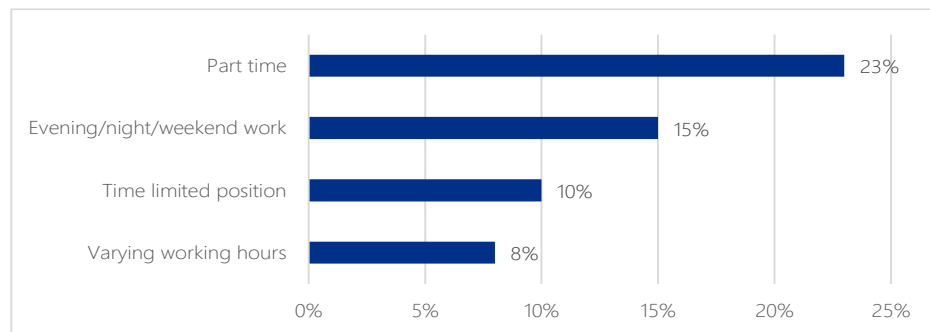
Occupation	Unsuccessful recruitment rate	Unsuccessful recruitments	Occupation	Unsuccessful recruitment rate	Unsuccessful recruitments
Cleaning assistant	29%	8.040	Plumber	38%	1.990
Social and healthcare assistant (skilled)	42%	10.310	Pedagogue assistant	33%	1.570
Customer service worker	14%	2.070	Mechanic	35%	1.500
Pedagogue	26%	4.360	Programmer and systems-developer	15%	560
Inventory and logistics worker	23%	3.370	Sales support assistant	26%	1.150
Shop assistant	18%	1.980	Lawyer	12%	440
Office assistant (not skilled)	26%	2.680	Call centre worker	22%	890
Social and healthcare assistant (not skilled)	44%	5.860	Waiter	38%	1.570
Driver, distribution of goods, etc.	39%	3.720	IT consultant	32%	1.060
Handicap helper	34%	2.840	Accountant assistant	21%	700
Kitchen assistant	24%	1.830	Doctor	30%	1.080
Nurse	46%	4.930	Secretary	20%	490
Cook	36%	3.120	Project manager	27%	790
Student assistant	27%	1.800	Church warden	24%	560
Primary school assistant	11%	610	Purchaser	35%	930
Electrician	44%	3.060	Driver, special transport	33%	760
Shop assistant (not skilled)	29%	1.610	Accountant	26%	620
Marketing worker	25%	1.260	Machine engineer	25%	590
Production assistant	40%	2.080	PhD, Natural Sciences, Engineering	10%	190
Service technician	14%	600	Baker	16%	310

Note: Recruitment attempts in the period September 2021 to February 2022. The table shows the 40 positions with the highest job turnover based on register data statement. The table is sorted by job turnover. The table contains only cells based on more than 10 survey responses. Source: Recruitment survey

NATIONWIDE RESULTS

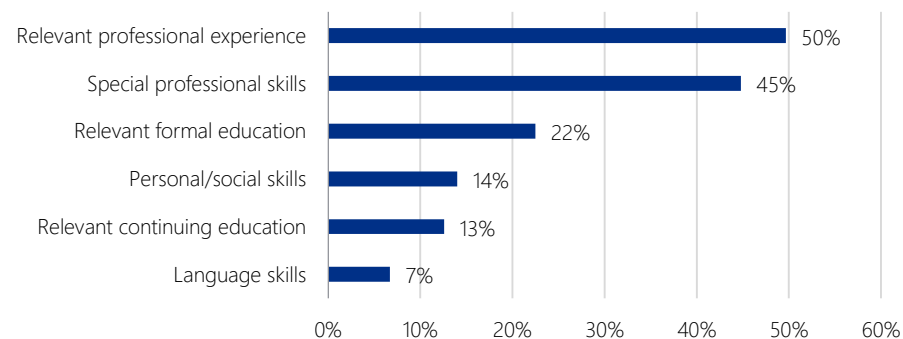
Production limitations and the nature of the position June 2022

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



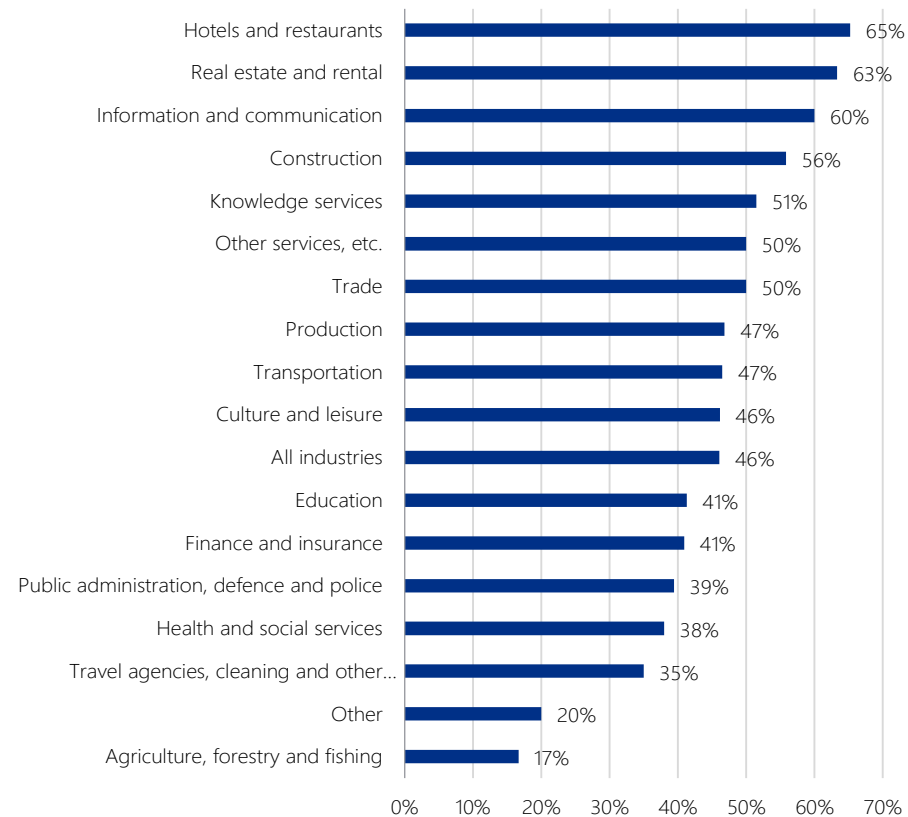
Note: Companies' description of the nature of the position of the unsuccessful recruitment attempt. It was possible to answer in more than one category. Source: Recruitment Survey.

Figure 6: The missing qualifications of the person who was hired and positions occupied by a person 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

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 what 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 52 pct.

The quarterly report is based on around 11.100 responses of completed recruitment efforts spanning from September 2021 through February 2022.

The companies were asked to provide a status update regarding their recruitment efforts about four 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). Due to the relative fewer job-postings under the corona crisis, the uncertainty in the results is greater than usual.

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.