

SMEs and skills shortages

Interviews with **SMEs** (<250 employees) and **large companies** (250+ employees) in the **EU27** (14 108 interviews)

Fieldwork: 11.9.2023 – 13.10.2023 | Methodology 

Skills shortages in SMEs

A majority of SMEs faced difficulties, over the past 24 months, to find and hire staff with the right skills

The likelihood to face difficulties increases with size and varies by 'ecosystem'

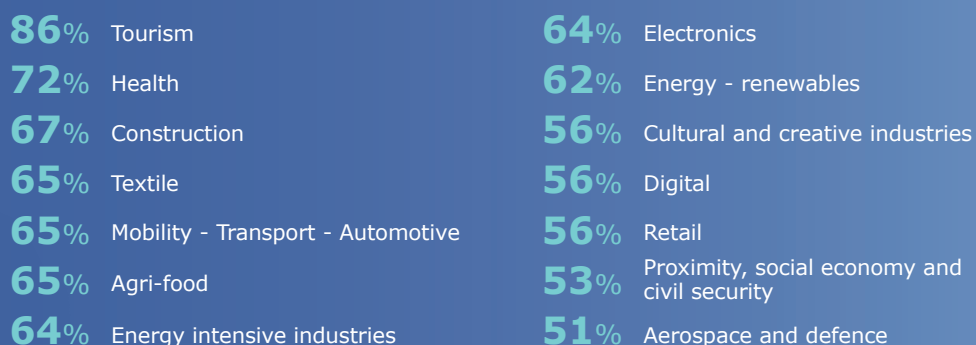


% of companies reporting it was 'very' or 'slightly' difficult to find and hire staff with the right skills in the past 24 months

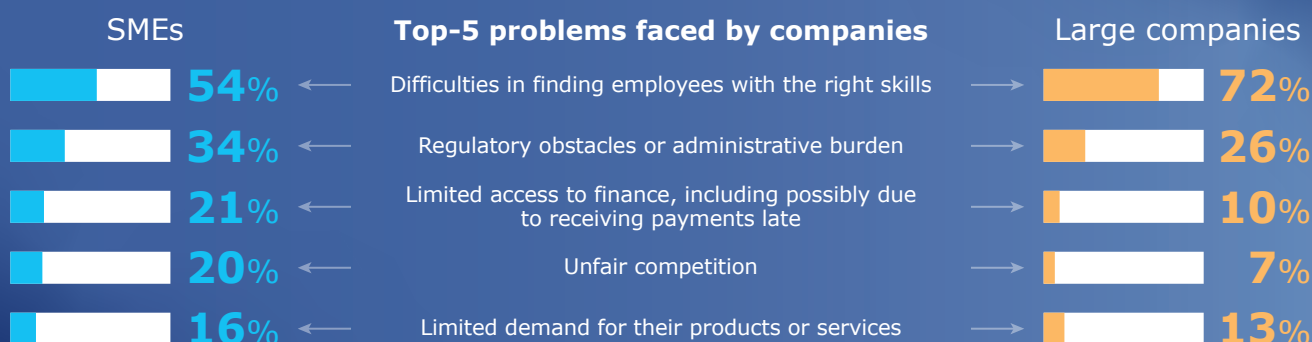
Results by size of the SME (in comparison with large companies)



Results by industrial ecosystems



Skills shortages are the top-ranking problem



(SMEs and large companies were asked to select up to three problems, from a list of eight.)

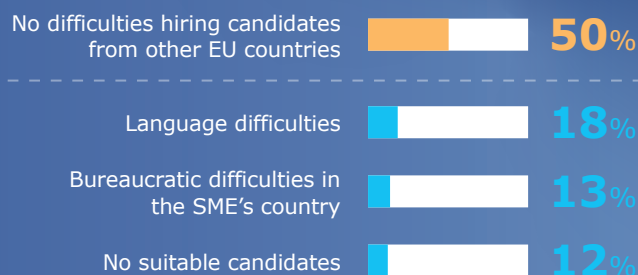
Hiring foreign talent to solve skills shortages

To solve their skills shortage problems...



Problems encountered trying to hire candidates from other EU countries

Among SMEs that tried to hire candidates from other EU countries



(SMEs could select up to three problems, from a list of nine.)

Support to address skills shortages

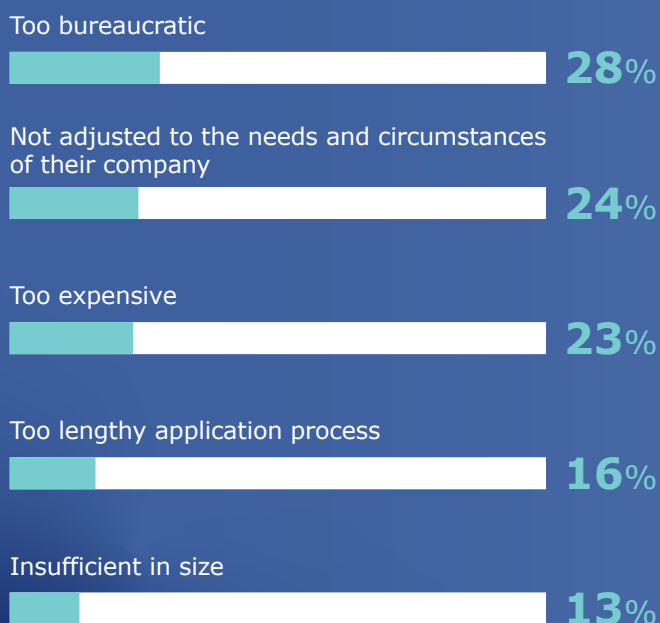


Seven in ten SMEs that received **external support to tackle their skills shortage problems** evaluate this support as **very effective (19%)** or **somewhat effective (51%)**



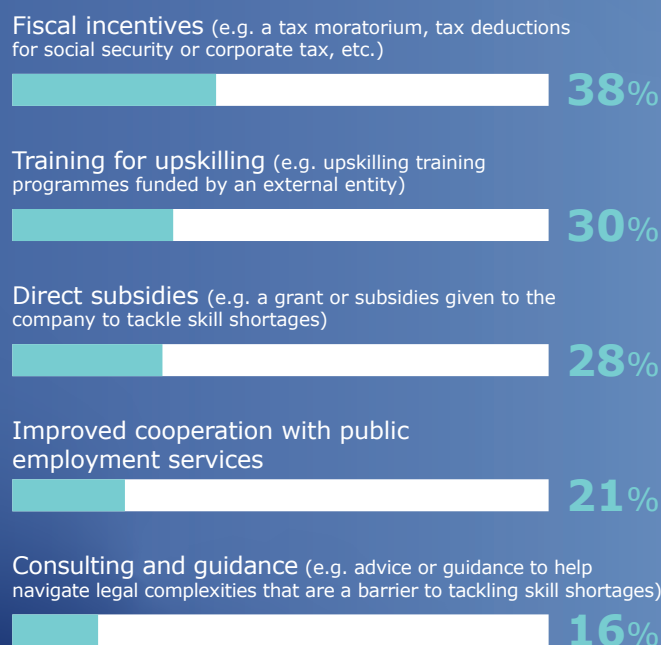
Problems encountered with external support received to tackle skills shortages

Among SMEs that received external support



(SMEs could select up to three problems, from a list of five.)

Types of external support seen as most useful to tackle skill shortages



(SMEs were asked to select up to three types of support, from a list of six.)