

JOB MARKET 4.0





In which sector does your company act?

	Croatia	Bulgaria	France	Italy	Germany
1st	13%			38,5%	
2nd	19%	42,9%		38,5%	8%
3rd	36%	42,9%	100%	23,1%	47%
4th	19%	14,3%			2%
5th	13%				



What is the average age your trainees are in when they starting?

	Croatia	Bulgaria	France	Italy	Germany
15-16	16.7%			7.7%	24%
17-18	6.7%			15.4%	24%
19-20	20%		10%	15.4%	24%
21-22	13%	57.1%	90%	15.4%	9.3%
23-24	26%	28.6%		23.1%	9.3%
25+	16,7%	14.3%		23.1%	9.3%



How many trainees quit their apprenticeship in your company?

	Croatia	Bulgaria	France	Italy	Germany
0-10%	76%	57.1%	63.6%	92.3%	54%
10-20%	10%				46%
20-30%	10%	14.3%		7.7%	
30-40%	3.3%				
40-50%		28.6%	36.4%		



What kind of graduation is needed for working in your company?

	Croatia	Bulgaria	France	Italy	Germany
none	3%		12.6%	7.7%	12%
GCSE	62%		27.4%	7.6%	80%
A-level	29%	14.3%	40%	30.8%	8%
Bachelor's degree	3%	28.6%	56.6%	38.5%	
master degree	3%	57.1%	3.4%	15.4%	



Do you prefer to hire experienced workers or recent school graduates?

	Croatia	Bulgaria	France	Italy
experienced workers	58%	71,4%	50%	46,2%
recent school graduates	42%	28,6%	50%	53,8%



What is your gender?

	Croatia	Bulgaria	Germany	France
male	44%	40,1%	47%	34%
female	56%	54,5%	53%	66%



Italy

- unemployment rate: 9,7%
- reasons: older population, education and professional system, university drop-outs



Bulgaria

- unemployment rate: 5,2%
- reasons: older population, informatic illiteracy, higher qualifications for people who studied outside of Bulgaria



France

-unemployment rate: 9,3%

-reasons: lack of education



Germany

-unemployment rate: 3,4%

-reasons: good education, internships, older population



Croatia

-unemployment rate: 8,5%

-reasons: older population, lack of interest for “soft skills”, brain draining



Conclusion

-better education

-internships

-changing the demographic