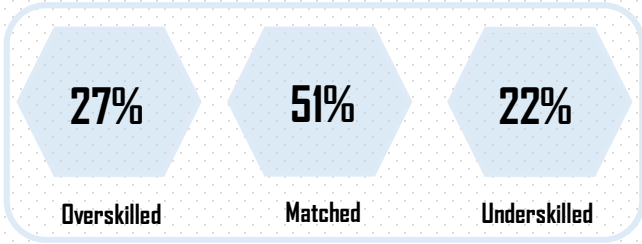


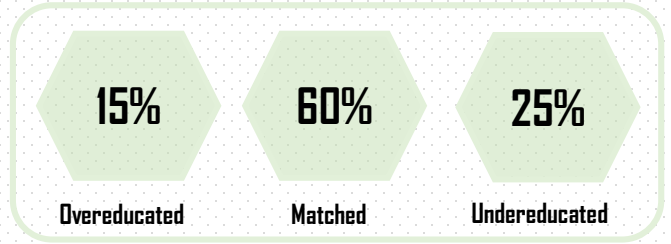
Skills mismatch

When workers' skills are higher or lower than required for the job



Educational mismatch

When workers' educational level is higher or lower than required for the job



Changes in job role

Employees who are underskilled:

- have **higher rates** of being promoted and have been moved to a different department

Employees with matched skills or who are overskilled:

- have **lower rates** of being promoted
- are **more likely** that their role has remained the same

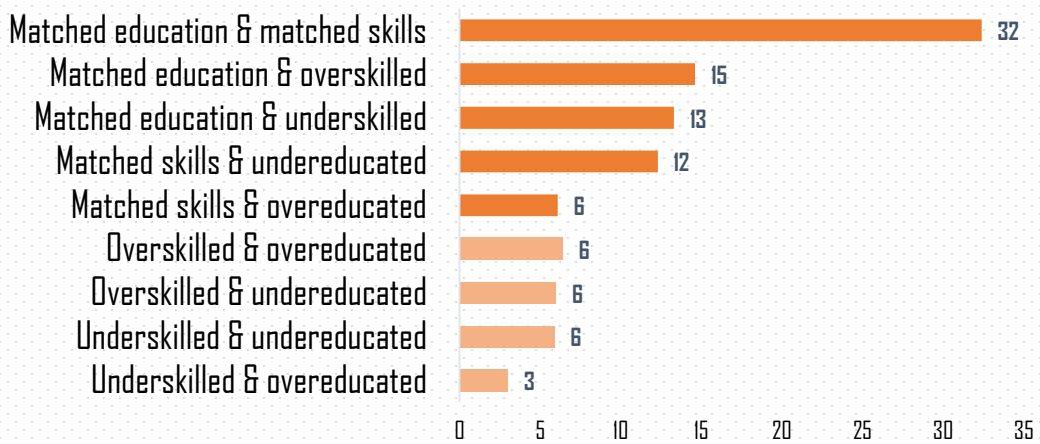
Employees who are undereducated or with matched education:

- have **higher rates** of being promoted

Employees who are overeducated:

- have **lower rates** of being promoted
- are **more likely** that their role has remained the same

Combination of skills and educational mismatch (%)



Job satisfaction by combination of skills and educational mismatch (0 – 10 scale)

