

Dr. Konstantinos POULIAKAS

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Male • DOB: 10 April 1980 • Citizenship: Greek and South African • Marital status: Married

SHORT BIO

A doctoral labour economist by training, my current job as Expert at Cedefop is to apply robust scientific research and principles in the development of evidence-based EU skills and employment policies. I am currently leading the agency's *Skill Mismatch* and *Digitalisation and Future of Work* projects and coordinating its country-based support programmes on improving skills anticipation/matching governance. One of my milestones is the development and analysis of two waves of the *European Skills and Jobs Survey*. I have been a member of the steering committees of high profile EU skills projects, contributor to the World Economic Forum and author of influential policy contributions on skills anticipation/mismatch (e.g. *Skills Agenda for Europe, Employment and Social Developments in Europe*). I have represented Cedefop as keynote speaker at high-level international events in Europe, USA, Middle East, Asia and Latin America.

One of my main strengths is the considerable experience acquired in working in both academic (Universities of Aberdeen, Cyprus and Roma Tre) and international policymaking environments (Bank of Greece, HM Treasury, European Union). I seek to continually develop my econometric and data science skills and to publish widely in peer-reviewed journals/books on issues of contemporary policy interest.

WORK EXPERIENCE

Expert, Department for Skills and Labour Markets, European Centre for the Development of Vocational Training (CEDEFOP), April 2011-present

- Main researcher/project manager of Cedefop's *Skill Mismatch* / *Digitalisation & Future of Work* projects
- Designed, managed and analysed the 1st & 2nd waves of the *European skills and jobs survey*
- Team leader/coordinator of Cedefop's country support programmes '*Governance of skills anticipation and matching in EU countries*' (Bulgaria, Estonia, Greece, Slovakia)
- Conceived and designed the original blueprint for the *European skills index*
- Author of high level policy reports on skills for Cedefop, European Commission, ILO and World Economic Forum
- Regularly initiate EU public procurement procedures and steer research studies
- Member of steering groups of high-profile European Commission projects (e.g. Skills Panorama, European Vacancy Monitor)
- Invited member to World Economic Forum dialogue series 'Jobs of the Future'
- Have been a member of scientific committee of Greece's "National skills diagnosis mechanism"

Honorary Assistant Professor, University of Aberdeen Business School, Sep 2011-present

- Lecturer of undergraduate and postgraduate classes on Economics of Skills, Applied Microeconomics, Applied Econometrics and Econometric Methods for Public Policy Evaluation

Research Visitor, European Investment Bank (EIB), April & November 2018

- Carrying out research on the link between access to investment finance and EU firms' skill shortages

Visiting Research Scholar, International Monetary Fund (IMF), Washington D.C., 5-9 March 2018

- Carried out research on the impact of credit and skills constraints on EU firm growth

Invited Professor, University of Roma Tre, Spring 2017

- PhD Masterclass 'Economics of Skills: Theory and Policy'

Invited Assistant Professor, University of Cyprus, Fall 2008

- Lecturer of the honors undergraduate class of Econometrics

Research Fellow, University of Aberdeen Business School, Aug 2008-April 2011

- Main researcher of the multidisciplinary EU-funded (FP7) project HEALTHatWORK
- Responsible for conducting comparative research on European health and safety at work, the development of a new EU micro-database, the submission of policy reports to the EU Commission and the management of project communications amongst 19 EU partners

Research Fellow, University of Aberdeen Business School, Oct 2006-Sep 2008

- Main researcher of the multidisciplinary EU-funded (FP6) project TERA
- Investigated the impact of changing skills distribution and other economic shocks (tourism, transport infrastructure and agricultural policy) on the economic development of EU regions using *CGE models*

Research Assistant, University of Aberdeen Business School, Oct 2003-Sep 2006

- Conducted research on the comparative analysis of the quality of work and atypical forms of employment in EU countries as part of the EU-funded (FP5) project EPICURUS

Consultant, Interactyx Ltd, March 2005-May 2008

- Consulting on effective e-learning products for businesses and academic institutions

Research Intern, Bank of Greece (Economics Research Department), June 2004-Sep 2004

Research Intern, HM Treasury (Workforce, Innovation and Reward), May 2001-Sep 2001

RESEARCH RECORD/PUBLICATIONS

I have published widely in peer-reviewed academic journals (*Economica*, *Journal of Economic Surveys*, *Research in Labor Economics*, *Regional Studies*, *Education Economics*, *Industrial Relations*, *Scottish Journal of Political Economy*, *Kyklos*, *International Labour Review*) and have (co)authored numerous policy reports for Cedefop, European Commission, ILO, World Economic Forum, European Investment Bank.

TEACHING

I have taught several PhD Masterclasses at the Universities of Aberdeen and Roma Tre focused on 'Economics of Skills/Skill Mismatch' and 'Econometric methods for public policy evaluation'. I am also a main instructor of the ILO-ITC '[Skill needs anticipation and matching](#)' course.

EDUCATION

D.Phil Economics, Scottish Graduate Program in Economics, University of Aberdeen, UK, 2007

[Viva examiners: Prof. Richard Freeman (Harvard University) & Harminder Battu (Aberdeen University)]

M.Phil Economics, University of Oxford (St. Antony's College), UK, 2003

M.A Economics, University of Aberdeen, UK, 2001

AFFILIATIONS

- Research Fellow, *Global Labor Organisation* (GLO), appointed March 2017
- Research Fellow, *Institute for the Study of Labor* (IZA), Bonn, appointed September 2009
- Research Fellow, *Centre for European Labour Market Research* (CELMR), University of Aberdeen, appointed September 2007

CONTINUING PROFESSIONAL DEVELOPMENT

- *Data Science bootcamp*, Golden Gate Pro coding academy, Thessaloniki, February-March 2019
- *Winter School in Data Science*, Barcelona Economics Graduate School, University Pompeu Fabra 12-13 Jan 2019.
- *Univariate time series using STATA*, online stat NetCourse, summer 2017
- *Econometric methods for policy evaluation* (D. Margolis), Paris School of Economics, July 2016
- *Panel Data Econometrics* (J. Wooldridge), University of Macedonia, June 2015
- *Quantitative Methods for Public Policy Evaluation*, Barcelona Economics Graduate School, University Pompeu Fabra, July 2013
- *Time Series Modelling and Analysis* (A. Harvey), Queen Mary's University, July 2009.
- *New Developments in Econometrics* (J. Wooldridge and G. Imbens), Centre for Microdata Methods and Practice, Institute for Fiscal Studies (IFS), June 2009
- *Dynamic Panel Data Econometrics*, Barcelona Economics Graduate School, University Pompeu Fabra, July 2008
- *Making employer-employee data relevant to policy-making*, Policy Studies Institute (PSI) and Department for Trade and Industry (DTI), Sep 2005
- *Behavioural and Experimental Economics*, 7th IZA Summer School on Labour Economics, Institute for the Study of Labor, Bonn, Germany
- *Introduction to Econometrics*, London School of Economics Summer School, July 2000, Grade: A+ (top 4% of class)
- *Intermediate Macroeconomics*, London School of Economics Summer School, July 1999, Grade: A+ (top 4% of class)

MEDIA ATTENTION

Newspapers: Financial Times, [Economist Intelligence Unit](#), [Euronews](#); [El Pais](#); [Kathimerini](#), [IMERISIA](#), [Naftemporiki](#), [Efimerida Syntakton](#), Makedonia, Express, Proto Thema, TA NEA, The Scotsman, Diario Economico, *Finance*, Times; Herald, Sun, Daily Start, Daily Express

TV & Radio: NERIT, ERT3, TV Vergina, Radio Thessaloniki, Flash TV, Vouli TV, Radio Thessaloniki, [BBC Radio Business Scotland](#)

DISTINCTIONS & SCHOLARSHIPS

- 2003: PhD scholarship: funded by the EU Commission via the project EPICURUS (FP5).
- 2001: MPhil Scholarship: funded by the *EFG Bank Group Scholarship*, awarded to one Greek student of the University of Oxford every two years.
- 2001: Received the *Henry & AUPEC* prizes for the best academic performance in the junior and the senior Honours classes of the University of Aberdeen Economics department.

SKILLS & COMPETENCES

Data Science • Data Analysis (SPSS, STATA, PcGive, LIMDEP, GAMS) • Project and time management • Drafting policy reports • Communicating research to policy/non-expert audiences • Team-working • Critical thinking • Presentation skills • Adaptability • Persistence • Creativity • ICT skills (Word, Excel, Powerpoint, Prezi) • Languages (native English, Greek, Intermediate Spanish)

RESEARCH TRACK RECORD

Dr. Konstantinos POULIAKAS

Main topics of interest: Skills, Skill Mismatch, Future of work, Digitalisation, Vocational education and Training, Labour Markets, Youth Unemployment, Incentives

Research in peer-reviewed journals

- 1) Delaney, J., McGuinness, S., Pouliakas, K. and Redmond, P. (2019), 'Educational expansion and overeducation of young graduates: A comparative analysis of 30 European countries', forthcoming in *Oxford Review of Education*.
- 2) Pouliakas, K. (2018) "[The risk of automation in EU labour markets: a skill-requirements approach](#)", in *Economy, Employment and Skills: European and global perspectives in an age of uncertainty*, Fondazione Giacomo Brodolini Quaderni Series, also IZA DP 11829.
- 3) McGuinness, S., Pouliakas, K. and Redmond, P. (2018), 'Skills mismatch: Concepts, measurement and policy approaches', *Journal of Economic Surveys*, Vol. 32(4), pp. 985-1015
- 4) Polachek, S.W., Pouliakas, K., Russo, G. and Tatsiramos, K. (2017), 'Skill mismatch in labor markets: Preface', *Research in Labor Economics*, Vol. 45, Emerald Publishing.
- 5) Pouliakas, K. (2017), '[Multiple-job holding: career pathway or dire straits?](#)', *IZA World of Labor*, 356.
- 6) McGuinness, S., and Pouliakas, K. (2017), 'Deconstructing theories of overeducation in Europe: a wage decomposition approach', *Research in Labor Economics* (IZA DP. No. 9698), in Polachek, S.W., Pouliakas, K., Russo, G. and Tatsiramos, K. (2017), 'Skill mismatch in labor markets: Preface', *Research in Labor Economics*, Vol. 45, Emerald Publishing.
- 7) Panos, K., Pouliakas, K. and Zangelidis, A. (2014), "Multiple Job-Holding, Skills diversification and Mobility", *Industrial Relations*, Vol. 53, No. 2.
- 8) Pouliakas, K. and Theodossiou I. (2013), "Rewarding Carrots and Crippling Sticks: Eliciting Employee Preferences for the Optimal Incentive Mix", *Journal of Economic Psychology*, Vol. 33, No. 6, pp.1247-1265.
- 9) Pouliakas, K. and Theodoropoulos, N. (2012), "The Effect of Variable Pay Schemes on Workplace Absenteeism", *Research in Labor Economics*, Vol. 36, pp.109-158.
- 10) Pouliakas, K., Roberts, D., Balamou, E. and Psaltopoulos, D. (2012), "Modelling the effects of immigration on regional economic performance and the wage distribution: A CGE analysis of three EU regions", *Regional Studies*, Vol. 48, No. 2, pp.318-338.
- 11) Pouliakas, K. and Livanos, I. (2012), "The Gender Wage Gap as a Function of Educational Degree Choices in Greece", *Journal of Economic Studies*, Vol. 39, No. 5, pp. 554-575.
- 12) Pouliakas, K and Theodossiou, I. (2011), "The Economics of Health and Safety: An Interdisciplinary Review of the Theory and Policy", *Journal of Economic Surveys*, Vol. 27, No.1, pp. 167-208.
- 13) Pouliakas, K. (2010), "Pay Enough, Don't Pay Too Much or Don't Pay At All? The Impact of Bonus Intensity on Job Satisfaction", *Kyklos*, Vol. 63(4), pp. 597-626.
- 14) Pouliakas, K. and Livanos, I. (2010), "Wage returns to university disciplines in Greece: Are Greek higher education degrees Trojan horses?", *Education Economics*, Vol. 19, No. 4, pp. pp. 411-445.
- 15) Pouliakas, K. and Theodossiou, I. (2010), "Socio-economic Differences in Job Satisfaction of High-Paid and Low-Paid Workers in Europe", *International Labour Review*, March, Vol. 1, pp. 1-35.
- 16) Pouliakas, K. and Theodossiou, I. (2009), "Measuring the utility cost of temporary employment contracts before adaptation: A conjoint analysis approach", *Economica*, Vol. 77, No. 308, pp. 688-709.

- 17) Poulidakas, K. and Theodossiou, I. (2009), "Confronting objections to performance pay: The impact of individual and gain-sharing incentives on job satisfaction", *Scottish Journal of Political Economy*, Vol. 56, No. 5, pp. 662-684.
- 18) McCausland, W. D., Poulidakas, K., and Theodossiou, I. (2005) "Some are Punished and Some are Rewarded: A Study of the Impact of Performance Pay on Job Satisfaction", *International Journal of Manpower*, Vol. 26, Issue 7/8, pp. 636-659.
- 19) Poulidakas, K. and Theodossiou, I. (2005), "Socio-Economic Differences in the Job Satisfaction of High-Paid and Low-paid Employees in Greece", *Bank of Greece Economic Bulletin*, Vol. 24, pp. 91-132.

Research/policy reports (main author or coauthor)

- 1) Poulidakas, K. and Sekmokas, M. (2018). 'Automation, skill demand and adult learning', [Investing in Europe's future: the role of education and skills](#), European Investment Bank, Economics Thematic studies
- 2) Cedefop (2018), [Insights on skill shortages and skill mismatch: Learning from Cedefop's European skills and jobs survey](#), Cedefop reference series No. 3075, Luxembourg: Publications Office of the European Union.
- 3) Cedefop (2018), [From long-term unemployment to a matching job: The role of vocational training for sustainable return to work](#), Reference series No. 3076, Luxembourg: Publications Office of the European Union.
- 4) McGuinness, S., Poulidakas, K. and Redmond, P. (2017), '[How useful is the concept of skill mismatch?](#)', *International Labor Organisation: Geneva*.
- 5) Cedefop (2015), [Skills, Qualifications and Jobs: The making of a perfect match - Evidence from the European Skills and Jobs survey](#), Reference series report, Luxembourg: Publications Office of the European Union.
- 6) Cedefop (2015), [Skill Shortages and gaps in EU enterprises: Matching VET with the needs of labour markets](#), Reference series report, Luxembourg: Publications Office of the European Union.
- 7) European Commission (2015), "[Preventing and fighting long-term unemployment](#)", *Employment and Social Developments in Europe 2015*, Luxembourg: Publications Office of the European Union.
- 8) European Commission (2015), "[Skills Development and Matching in the EU](#)", *Employment and Social Developments in Europe 2015*, Luxembourg: Publications Office of the European Union.
- 9) World Economic Forum (2014), [Matching Skills and Labour Market Needs: Building Social Partnerships for Better Skills and Better Jobs](#), paper prepared for the Global Agenda Council on Employment.
- 10) OECD (2014), "[Projected labour market imbalances in Europe: Policy challenges in meeting the EU2020 targets](#)" (p.315-333) in: *Matching Economic Migration with Labour Market Needs*, OECD Publishing: Paris.
- 11) European Commission (2012), "[The Skill Mismatch Challenge in Europe](#)", *Employment and Social Developments in Europe 2012*, Luxembourg: Publications Office of the European Union.
- 12) Cedefop (2012). [Skill mismatch: The role of the enterprise](#), Luxembourg: Publications Office (Cedefop Research Paper No. 21).

Policy briefs

- 1) Cedefop (2019), [Artificial or human intelligence?](#) Cedefop briefing note, June.
- 2) Cedefop (2017), [People, machines, robots and skills](#), Cedefop briefing note, July
- 3) Cedefop (2014). [Skill mismatch in the EU: More than meets the eye?](#), Cedefop briefing note, February
- 4) Cedefop (2012), [Preventing skills obsolescence: Rapid labour market changes leave too many workers at risk of losing their skills](#). Cedefop Briefing Note, September.
- 5) Cedefop (2011a). [A strategy for green skills?](#), Cedefop briefing note, February

Book chapters

- 1) Livanos, I. and Poulidakas, K. (2019), 'The rise in involuntary non-standard employment in Greece during the Great Economic Depression', *Greek labour market in crisis*, ed. Routledge.

- 2) Pouliakas, K. and Ranieri, A. (2018), '[Governance of labour market and skills intelligence as driver of VET reform](#)', in *International Handbook on Vocational Education and Training for the Changing World of Work*, Springer, pp. 1-21
- 3) McGuinness, S., O'Shaunessy, R. and Pouliakas, K. (2017), 'Overeducation in the Irish labour market', ed. Cullinan, J. and Flannery D. in: *Economic insights on higher education policy in Ireland*, Palgrave Publishers.
- 4) Pouliakas, K. (2017), 'Strengthening feedback between labour market signals and vocational education and training' in [G. Alessandrini, & F. Angeli \(Eds.\), Atlante di pedagogia del lavoro. Atlas of workplace pedagogy \(Ediz. bilingue ed.\). Rom: Bozza Nuovo Libro.](#)
- 5) Pouliakas, K. and Psifidou, I. (2016). "Greece: Vocational education and training in economic change", *Education in the European Union*, Bloomsbury Publishers.

Research studies in progress

- 1) Wruuck, P. and Pouliakas, K. (2019), 'Skill gaps and access to investment finance as impediment to firm growth: evidence from the EIB Investment Survey', in progress.
- 2) McGuinness, S., Pouliakas, K. and Redmond, P. (2019), 'Skills displacing technological change and its impact on jobs: challenging technological alarmism', IZA DP. No. 12541.
- 3) Pouliakas, K. and Russo, G. (2015), 'Heterogeneity of skills needs and job complexity: Evidence from the OECD PIAAC survey', IZA DP. No 9392, submitted.

Blogs and short thematic policy briefs

- [Can \(a bit of\) a skill gap be a good thing?](#)
- [What are the skills of the future?](#)
- [Skills challenges in Europe](#)
- [The key to skill formation is innovation in firms](#)
- [#ESJsurvey INSIGHTS No. 9 – The Great Divide: Digitalisation and digital skill gaps in the EU workforce \(2017\)](#)
- [#ESJsurvey INSIGHTS No. 8 – Rise of the machines \(2016\)](#)
- [#ESJsurvey INSIGHTS No. 6 – Tools for a new EU Skills Agenda: a tale of synergy or isolation? \(2016\)](#)
- [#ESJsurvey INSIGHTS No. 5 – A New skills agenda for Europe: What are the key challenges? \(2016\)](#)
- [#ESJsurvey INSIGHTS No. 2 - Safeguarding education investments: Mitigating overqualification in the EU \(2015\)](#)
- [#ESJsurvey INSIGHTS No. 1 - Skill shortages in the EU \(2015\)](#)

CONFERENCES AND SEMINAR PRESENTATIONS

Keynote speaker at international and EU-level policy events

2019

- International conference on AI and Education (Beijing, China)
- Tasks V conference 'Robotics, AI and the future of work' (Bonn)
- Public hearing of the German Bundestag 'Study Commission on Vocational Training' (Berlin)
- European Commission conference 'Matching skills with needs' (Brussels)
- ILO workshop 'Big data for skills anticipation and matching' (Geneva)
- Private dinner US Chamber of Commerce (London)

2018

- 4th OSHRM conference 'The future is now: are we there yet?' (Muscat, Oman)
- AT EU Presidency conference 'Digitalisation of work' (Vienna)
- Cedefop policy forum 'Skills anticipation methods' (organizer)
- Microsoft Future of Labour working group (Brussels)
- OECD 'Strengthening the governance of skills systems' (Paris)
- BG EU Presidency high-level conference 'Future of work: a lifecycle approach' (Sofia)
- ILO ITC course 'Skills anticipation and matching methods' (main instructor, Turin)
- European group on ethics and new science technologies (Berlaymont, Brussels)
- SEV workshop 'Modern skills for competitive enterprises' (Athens)

2017

- MEP dinner 'Digitalisation and online platform work' (European Parliament, Brussels)
- ILO conference on skills and jobs mismatch (Geneva)
- ILO technical expert meeting on measuring qualification/occupation mismatch (Geneva)
- Cedefop policy forum 'Vocational training for the long-term unemployed' (organizer)

2016

- World Bank Skills series seminars (Washington, DC)
- EU Commission conference 'Employment and Social Developments in Europe' (Brussels)
- UNESCO-Cedefop conference, 'Skills, jobs and sustainable development' (Paris)
- Eurofound, 'Impact of digitalisation at work' (Dublin)
- EU Commission Mutual Learning Programme, 'Methods for forecasting skill needs' (Dublin)
- Greek Ministry of Labour 'Using skills forecasting in policymaking' (Athens)

2015

- Cedefop 'Maximising skills for jobs and jobs for skills: The power of partnerships' (organizer)
- Cedefop/IZA workshop on skills and skill mismatch (co-organizer)
- World Skills Conference (Sao Paulo, Brazil)
- Training instructor at IDB course on skills anticipation and skills matching (Washington D.C.)
- 'European Skills and Jobs survey: First findings' (OECD, Paris)

2014:

- 'Skills for Productivity' – international series of conferences, IDB, EU-LAC foundation, Australian and South Korean governments, British Council (Mexico City; Chile; Brazil)
- Training instructor at ILO-ETF-CEDEFOP course on skills anticipation and matching (ITC-Turin)
- 'New Research in the Economics of Skill Mismatch' (University of Aberdeen, UK)
- 'The Benefits of Human Capital' (EU Commission, Brussels)
- Launch of PIAAC survey in Greece (Athens)
- Greek Parliament – Committee of Educational and Social Affairs (Athens)

2013:

- 'Anticipating Labour market Needs and Migration' (European Presidency, Vilnius)
- European Network of Regional Labour Market Observatories (Bilbao)
- EU Commission conference on 'Employment and Social Developments in Europe' (Brussels)
- Intergovernmental meeting of the Employment Committee (EMCO) ad hoc group (EU Commission, Brussels)

2012:

- European High level meeting on skills anticipation in adult learning (ILO, Turin)
- EMCO intergovernmental meeting (EU Commission, Brussels)
- Anticipating and matching skills in ETF partner countries (ETF, Turin)

Academic seminars/conferences

- University Roma Tre • Universita Cattolica Milan • National Institute of Economic and Social Research (UK) • Aristotle University • Oxford Brookes University • Kingston University • University of Aberdeen • Athens University of Economics and Business • University of Patras •

National and Kapodistrian Uni of Athens • Bank of Greece • University of Cyprus • International Hellenic Univ

Royal Economic Society annual conference • IZA Summer Symposium on Labour Economics • Conference on Research in Economic Theory and Econometrics • European Society of Population Economics • XII European Association of Agricultural Economists • 2nd International Conference on Education Economics • Scottish Economic Society • LSE PhD Symposium on Modern Greece • Low Wage Network • Applied Econometrics Association

REFEREEING DUTIES

Oxford Economic Papers, Economic and Social Research Council (ESRC), Journal of Population Economics, Education Economics, British Journal of Industrial Relations, Journal of Economic Psychology, International Journal of Manpower, Higher Education, Journal of Happiness Studies, Entropy, Industrial Relations, LABOUR, Asian Pacific Management Review, Journal of Occupational Health and Medicine

REFERENCES

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