



# Vacancy Cost Analysis

Result loss  
from the open vacancy  
**157.000,00 \$**

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# Economic Impact of Unfilled Positions

Hello, Ms Lang,

thank you for using our vacancy cost calculator. On the following pages we present the results of your individual vacancy cost analysis.

This analysis shows which budget your company potentially loses while a business-critical key role remains unfilled, and which economic potential can be realized through a timely placement.

Please note: the figures shown are a calculated indication based on your input and the surveys of Bitkom e.V. with the 2023/24 data basis. The results serve as a sound basis for decision-making and represent the first step toward sustainably optimizing your personnel strategy.

An even more precise assessment is possible within an individual personnel and vacancy consultation.

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## Market Outlook: IT Specialists

The number of unfilled IT positions remains very high (still around 149,000 open IT roles), and studies clearly warn of a structural skills gap that will grow strongly through 2040.

### Key Figures 2024

Bitkom long-term study: in 2023/24 around 149,000 unfilled IT positions in German companies; five years earlier it was still 82,000.

Figures from the employment agency and further analyses show: demand for ICT specialists remains high despite the economic slowdown; in 2024 over 1.12 million ICT specialists were counted, and the number of positions and new entrants remains significantly above the 2014 level.



## Forecasts through 2040

Without countermeasures, Bitkom expects around 663,000 missing IT professionals in Germany by 2040 (skills gap, not just open positions).

According to model calculations, the gap could be significantly reduced if, at the same time, career changers, vocational training/studies, longer working lives of older workers and targeted immigration are strengthened; through improved immigration alone an additional 321,000 IT experts can be gained.

## Developments in the IT job market 2023–2024

From 2023 to 2024 the number of reported open IT positions did fall noticeably, but around 13,500 IT positions still remained permanently unfilled, especially among highly qualified experts in sales and operations.

At the same time, nearly all surveyed companies expect the IT skills shortage to keep worsening exponentially; in Bitkom surveys the expected values for a deterioration are around 75–80 percent of companies. This effect is intensified by the widespread use of AI. While some areas of activity in IT are being substituted by it, new needs arise in the design of data interfaces, AI training, process consulting and sales.

Recruiting time already amounts to 7.7 months according to Bitkom surveys. For demanding roles this period is considerably higher, namely up to 24 months. The outlook points to placement times worsening to 14.3 months on average.

Results of various studies on the IT skills shortage consistently find that the shortage of IT specialists costs German companies “up to 28 billion euros per year” in 2025, primarily through productivity losses, overload, sick days and turnover.

The overall skills shortage is estimated at 49 billion euros per year according to the latest IW study, so the IT gap accounts for a significant share of the lost results!

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## How are vacancy costs calculated?

The calculation of vacancy costs is based on a combination of:

- your role-specific input
- representative surveys on placement times (source: Bitkom e.V. analysis)
- recognized HR metrics on productivity, value contribution and opportunity costs

### Despite modern calculation models:

Not all individual effects of a vacancy can be represented purely mathematically. This requires a precise analysis by experienced consultants, taking into account any additional influences.

Together we analyze your individual situation, identify optimization potential and show how to sustainably fill your business-critical vacancies with the right people .

[Schedule a consultation now](#)

Kind regards, Max Mustermann

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# 1. Analysis

**Initiator:**

- **First name:** Anja
- **Last name:** Lang
- **Company:** Company Ltd
- **Role:** Engineer

**Subject:** calculation of the individual vacancy costs

**Reference number:** REC-2026-06-07-42U0B9  
**Analysis date:** 07.06.2026

Contact: Max Mustermann



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Phone: +49 123 4567890

Book a consultation: [www.musterfirma.de/termin](http://www.musterfirma.de/termin)

Book an appointment with Max Mustermann:  
Muster – consultation on your vacancy costs

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## 2. Scope of the vacancy cost analysis

This vacancy cost analysis serves to roughly determine the economic impact of your unfilled key role.

The calculation is performed automatically based on the information provided by the analysis initiator and standardized calculation models. The results do not constitute business-management or tax advice.

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### 3. Company profile

Company: Company Ltd Location: Berlin

Keine Unternehmensdaten verfügbar.

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### 4. Details of the vacant position

Role: Engineer

Planned annual gross salary: 150.000,00 \$

Vacancy open since: 4 months

Average value contribution (DB1) per month: 10.000,00 \$

Filled by at latest: 07.06.2026

Onboarding duration: 4 months

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## 5. Result of the vacancy cost analysis

### Economic assessment

Taking all available data into account, the following indication results for the vacant position:

Analyzed monthly loss of value contribution (DB1) so far: **10.000,00 \$**

Previous loss of value contribution (DB1): **40.000,00 \$**

Additional loss of value contribution (DB1) until placement (per Bitkom analysis) plus onboarding:  
**117.000,00 \$**

**Projected total loss of value contribution (DB1) until productivity: 157.000,00 \$**

Your unfilled vacancy causes a daily result loss of **327,87 \$!**

*Plus secondary costs such as overload & extra work for the team, leading to sick leave and turnover.*

### Budget optimization in figures:

Cost reduction through precise placement with Muster: **47.000,00 \$**

- *Reduced recruiting time through a prioritized mandate*
- *Reduced onboarding duration through exactly matching talent*

*The longer a business-critical position remains unfilled, the higher the direct and indirect costs (DB1 loss).*

### Recommended next steps

1. Review of the analysis results
2. Personal consultation with our experts
3. Evaluation of a time-optimized, sustainable placement strategy
4. Use of our targeted, success-guaranteed implementation
5. Short-term maximization of your returns

### Your advantages – our expertise

- Analytical: transparency and clarity about result potential (DB1)
- Hands-on: successful for many years, connected with the “who’s who” in the market
- Efficient: fast, sustainable placement of business-critical positions - guaranteed
- Relieving: minimization of collateral costs through fully comprehensive process management
- Value-oriented: focus on your revenue, your productivity and your growth



## 6. Copyright and liability

### 6.1 Copyright

The content of this document is protected by copyright. Changes or distribution require prior consent.

### 6.2 Disclaimer

The results are based solely on the user's input and on statistical models. No guarantee of completeness or accuracy can be given. This analysis does not replace individual business-management advice.

