



OECD Skills for Jobs Database

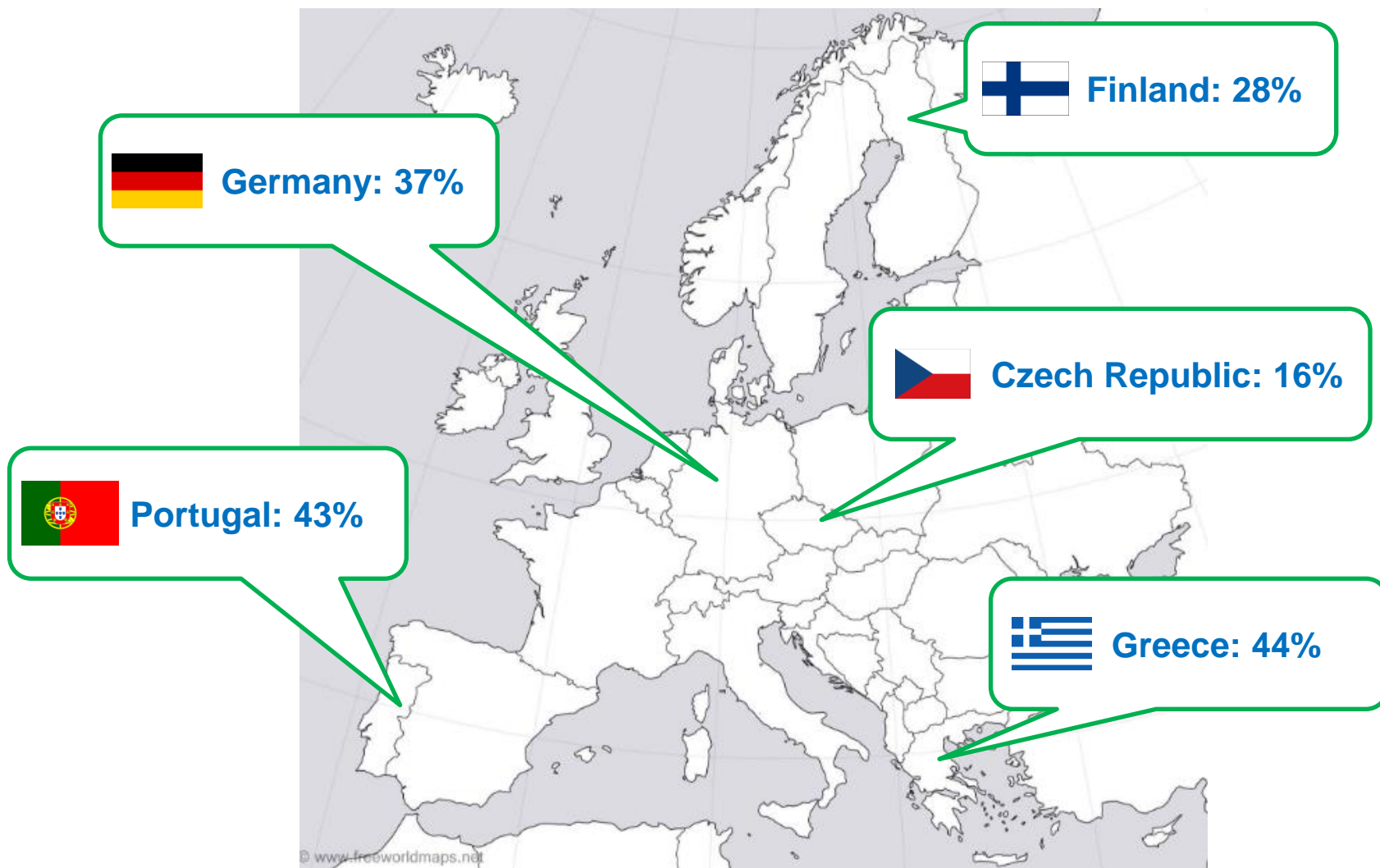
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Skills and Employability Division



Too many workers are mismatched, over or under-qualified





Mismatch is pervasive



Field of Study
mismatch



13 M



10 M



9 M



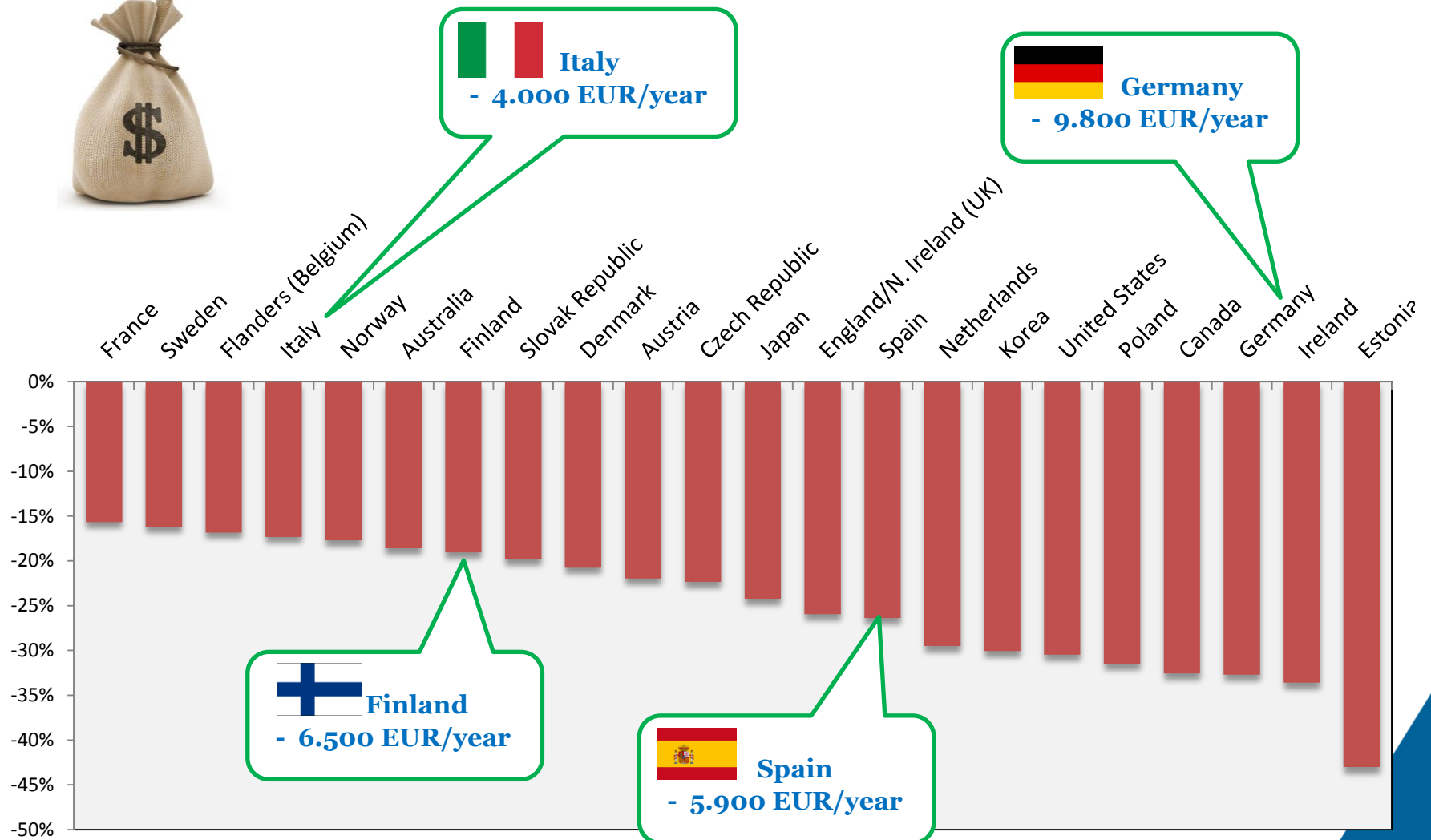
80 million workers
in European
countries are
mismatched by
qualifications

**Substantial
wage penalty**
- 24 % for workers
mismatched by
field and
qualifications



Wage penalties can be substantial

Mismatched by field and over-qualified

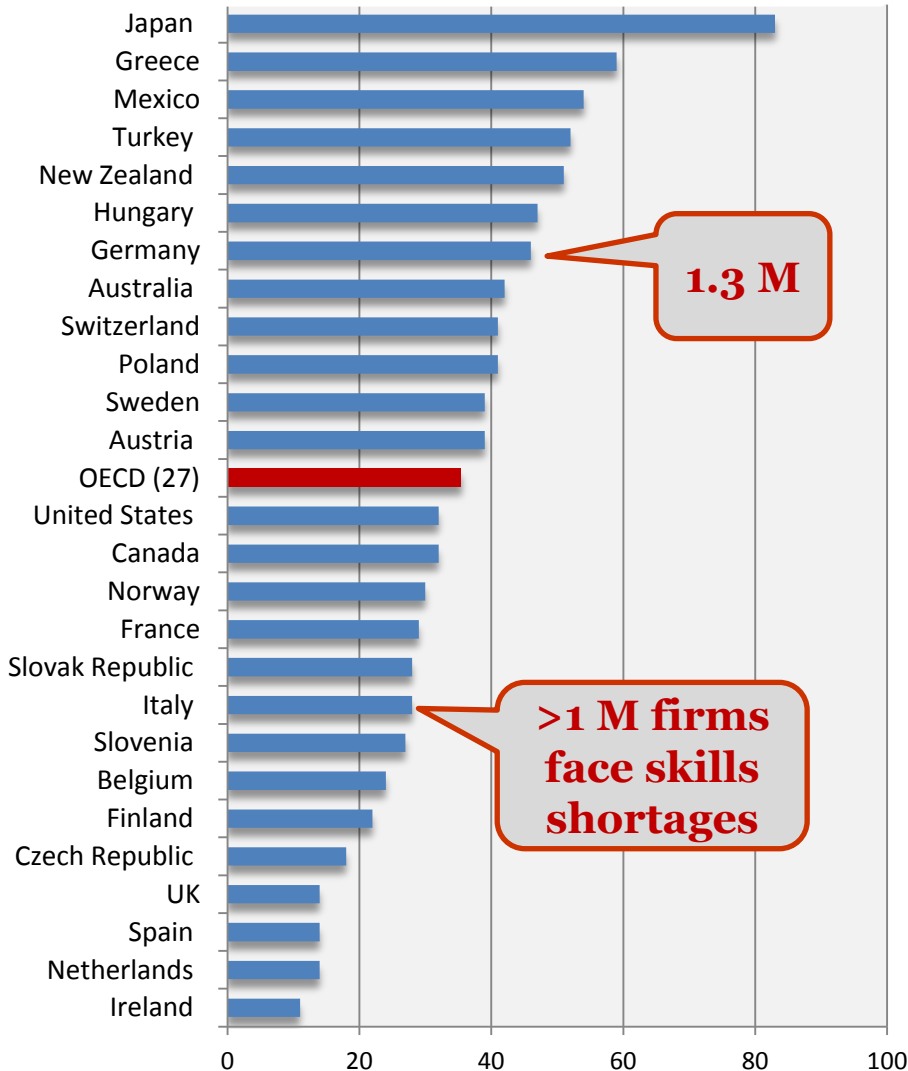


Source: Montt (2015)



Mismatches can co-exist with Shortages

Manpower talent Shortage Survey -2015



Vacancies remain unfilled for too long



Delays in production



Re-training costs



Slow adoption of technologies



What skills?

New OECD Skills for Jobs Database





OECD Skills for Jobs database

Radically different approach from what is already existing

Objective and comparable information

Wage

Employment

Unemployment

Hours worked

Under-qualification

	Ranking occupations
1	Information and communications technology professionals
2	Science and engineering associate professionals
3	Business and administration associate professionals
4	Health professionals
...	...
...	...
...	...
30	Cleaners and helpers
31	Protective services workers
32	Personal care workers
33	Street and related sales and service workers





OECD Skills for Jobs database

Radically different approach from what is already existing

Objective and comparable information

Wage

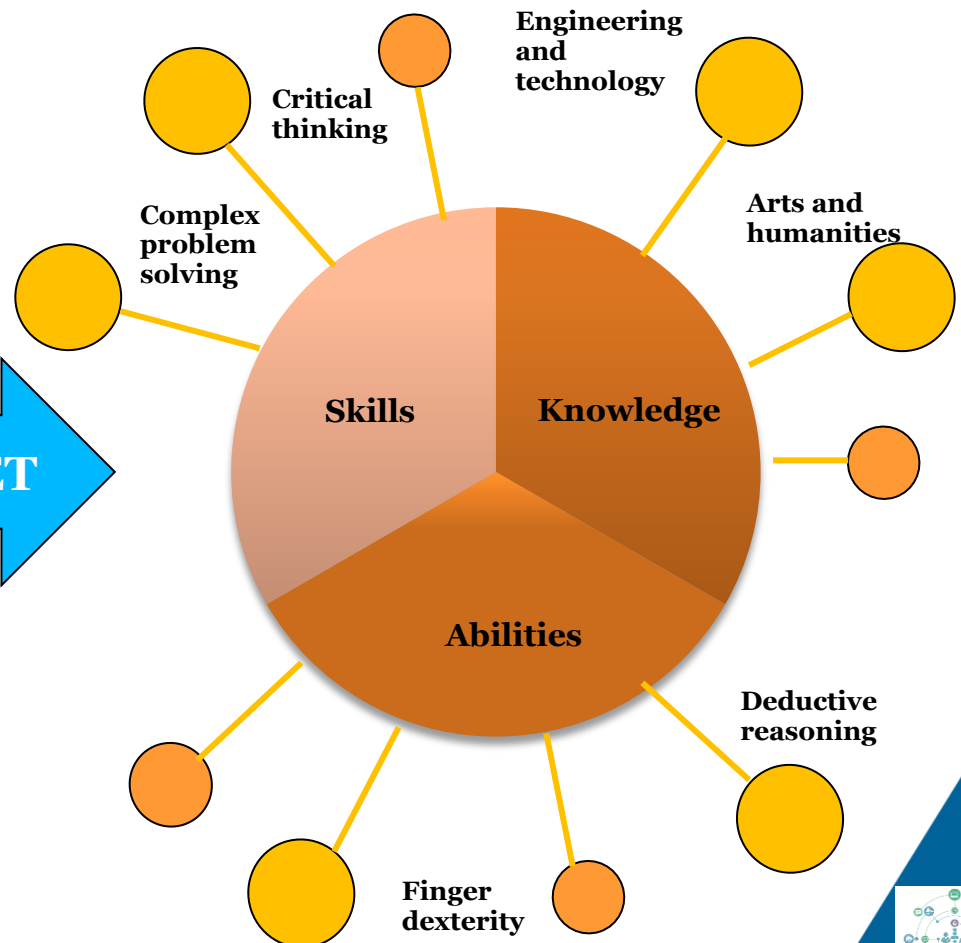
Employment

Unemployment

Hours worked

Under-qualification

O*NET

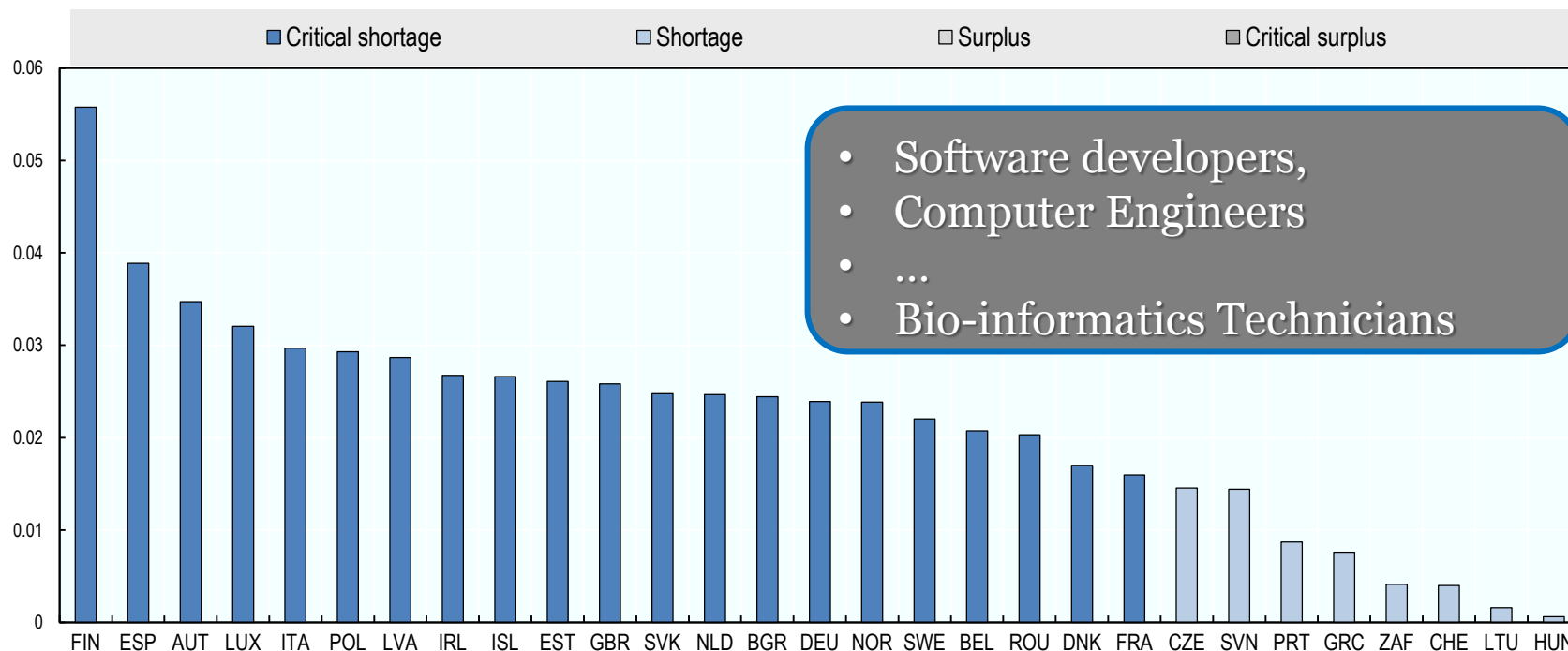




Skill shortages across EU countries and South Africa

Most **occupations in High-Demand** share the characteristic of requiring a strong command of Computers and Electronics Knowledge

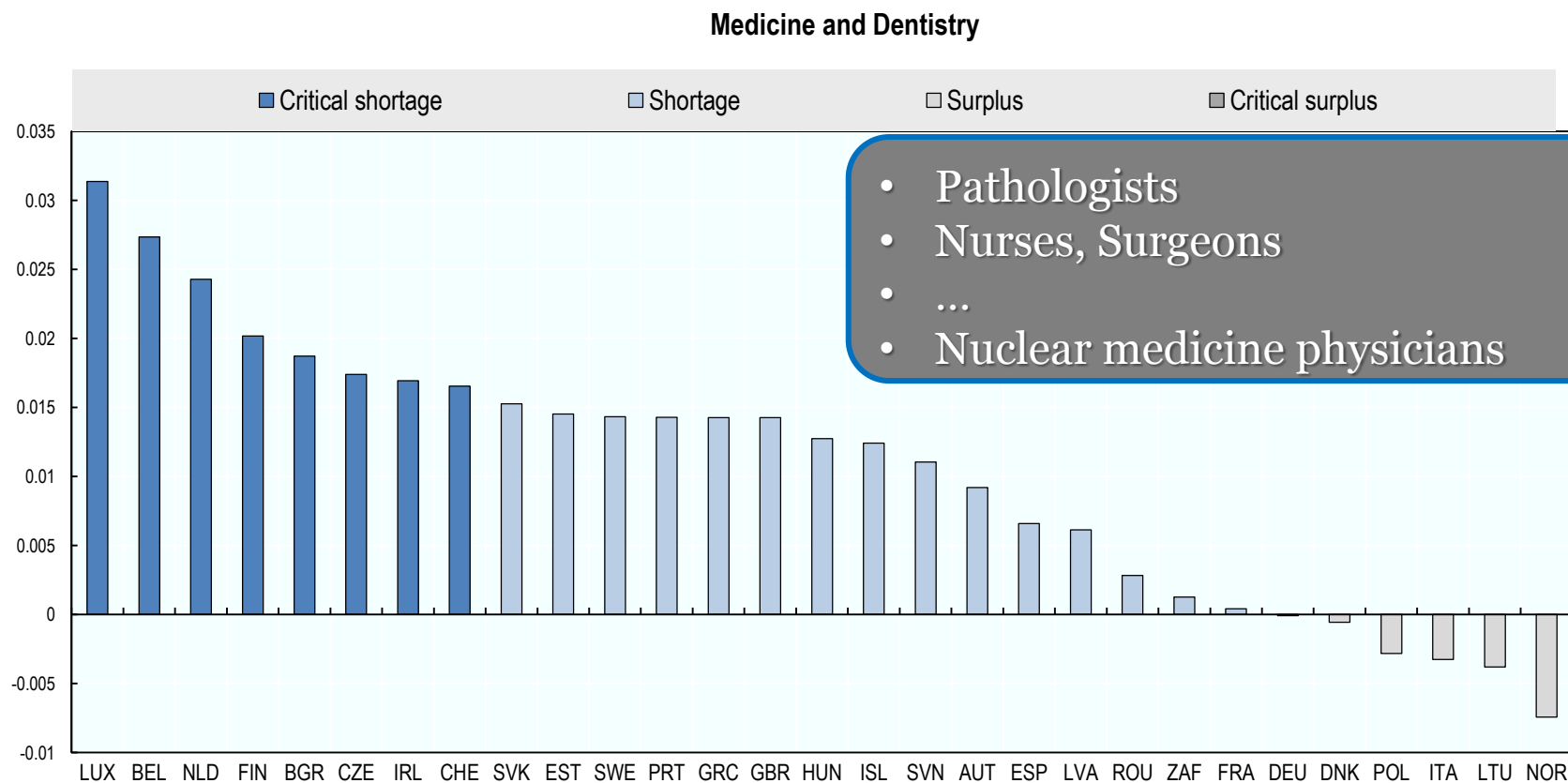
Computers and Electronics





Skill shortages across EU countries and South Africa

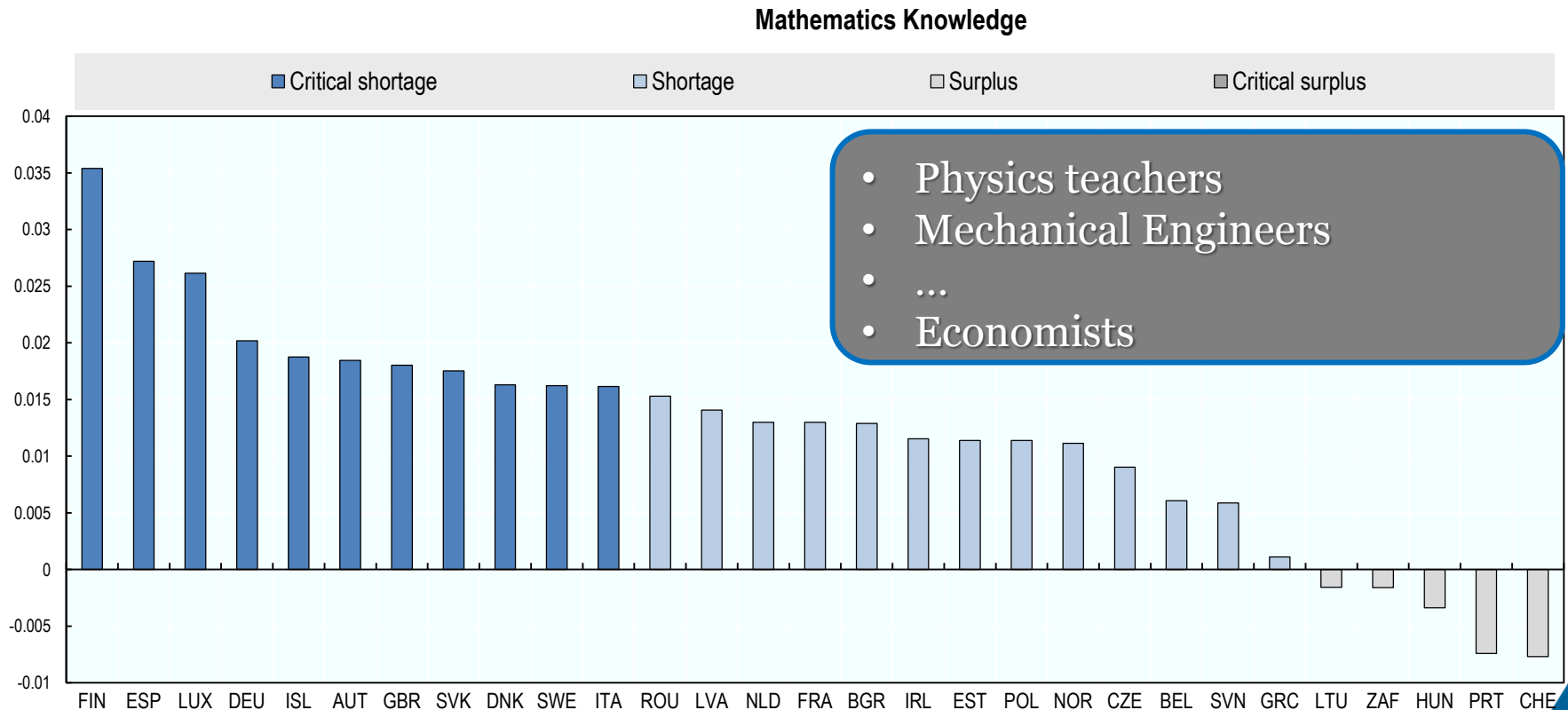
... or the **Knowledge of Medicine and Dentistry**





Skill shortages across EU countries and South Africa

... or the **Knowledge of Mathematics**





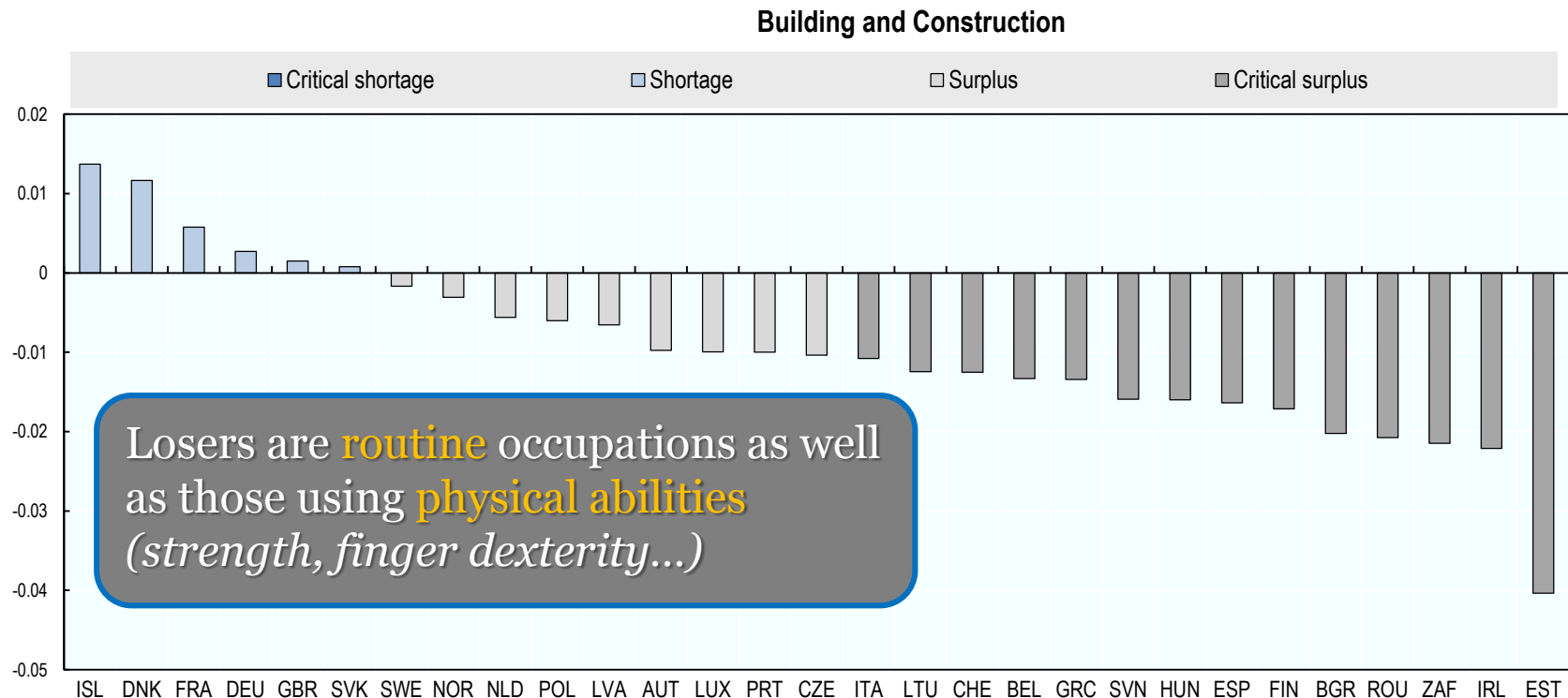
Surpluses?





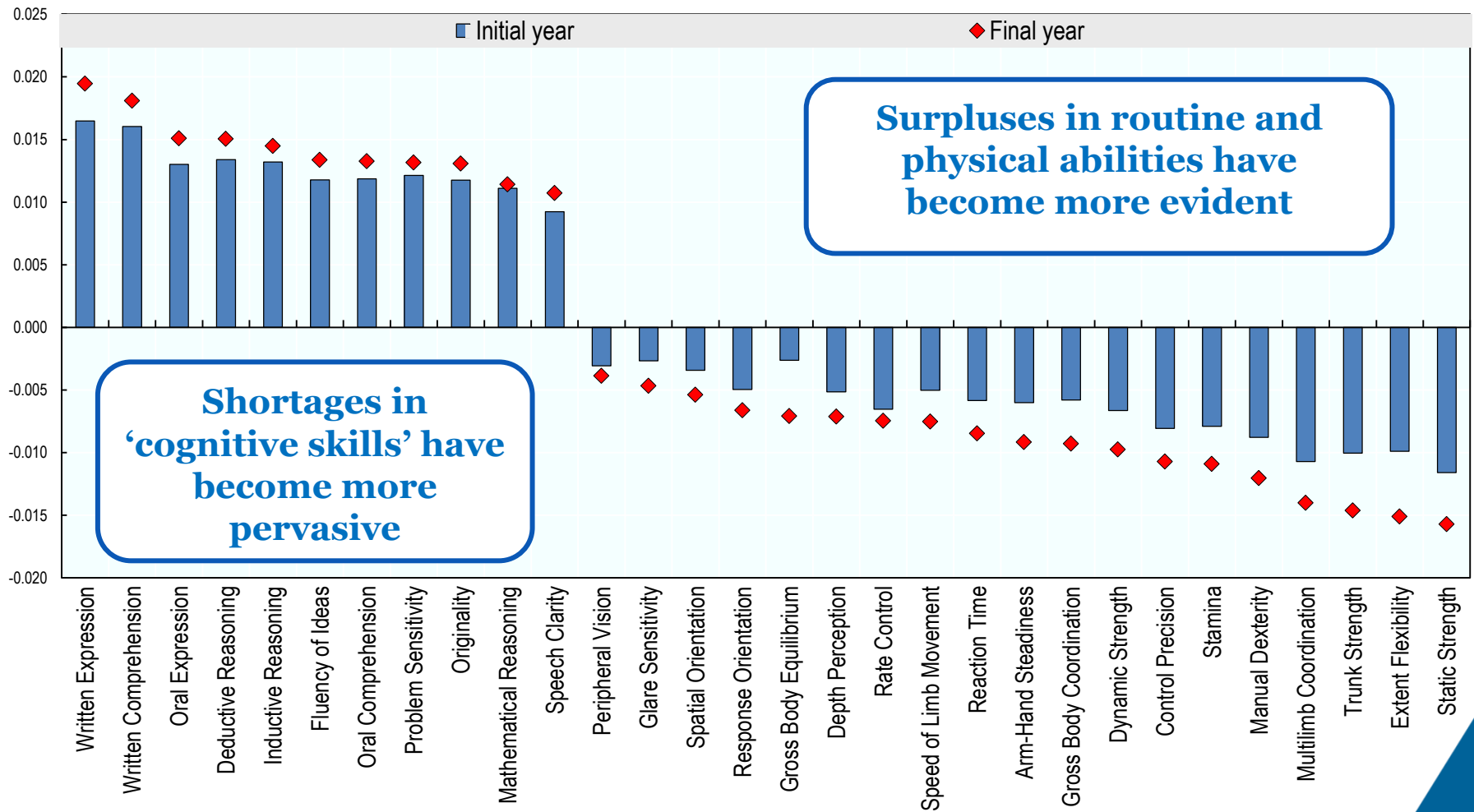
Skill shortages across EU countries and South Africa

Changes in the labour market are also releasing pressure (demanding less) skills related to more traditional areas such as **Knowledge in Building and Construction**



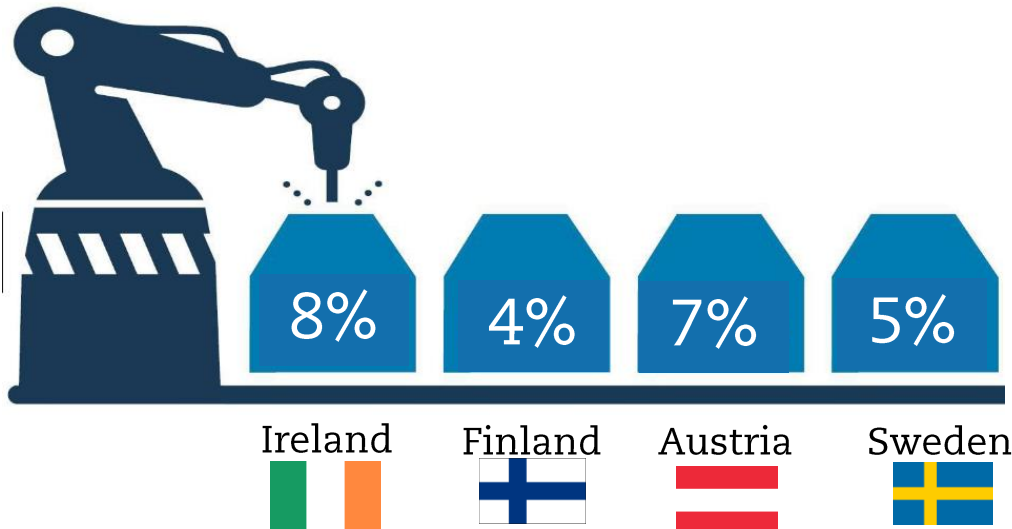
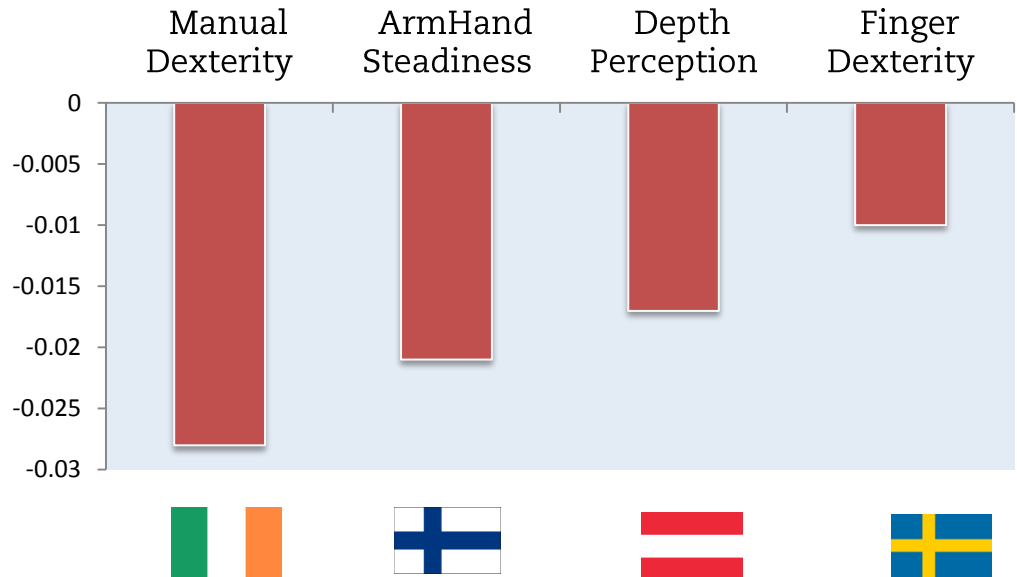


Time Evolution of Shortages and Surpluses





Mega-trends and skill needs



Robotics penetration
(1993-2013, per hour worked)

Source: OECD on International federation of robotics



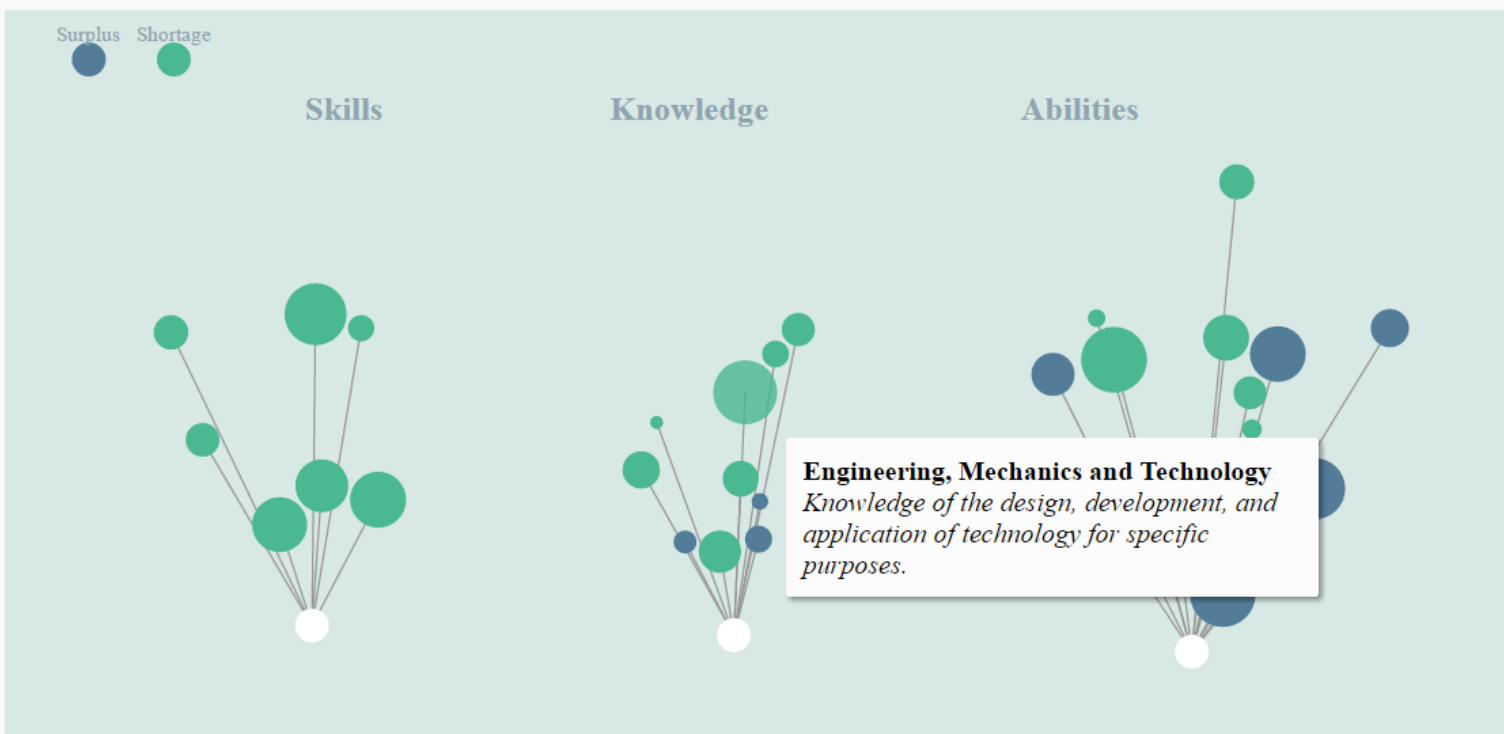
Data visualisation!

<http://www.oecd.org/employment/skills-for-jobs-dataviz.htm>





Need help using this tool?



In **Italy**, the following occupations contribute most to the **shortage of Engineering, Mechanics and Technology**



Science &
engineering
professionals



Science &
engineering
associate
professionals



ICT professionals



ICT technicians



Metal &
machinery trades
workers



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