Where are the skills imbalances?

In Argentina, Verbal Abilities are in shortage but this is lower than in the average of the OECD. Argentina faces shortages in several Skills and Knowledge areas, especially in Clerical and Medicine and Dentistry Knowledge areas where shortages are particularly intense. Argentina experiences strong surpluses in areas such as Mechanical Knowledge and Repairing and Equipment Maintenance Skills.

Skills shortages occur when the skills sought by employers are not available in the pool of potential recruits, whereas skills surpluses occur when the supply of certain skills is higher than the demand for them. The OECD Skill Needs Indicators measure the degree of shortage (positive values) and surpluses (negative values) for a range of dimensions, such as Skills, Abilities, and Knowledge areas. Results are presented on a scale that ranges between -1 and +1. The maximum value reflects the strongest shortage observed across OECD (31) countries and skills dimensions.
Where are the jobs in high-demand in your country?
In Argentina slightly less than 3 out of 10 jobs in shortage are in high-skilled occupations. 34 and 37% of jobs that are hard-to-fill are, instead, found in medium and low skilled occupations respectively.

Which sectors face the largest occupational shortages?
Human Health; Social Work activities and Transportation and Storage are the sectors facing the largest occupational shortages in Argentina. The sector with the most intense surplus is Agriculture, Forestry and Fishing.

Sector shortages occur when firms struggle to find appropriate talent. Surplus arises when the supply of workers in that sector exceeds demand. Results are presented on a scale that ranges between -1 and +1. The maximum value reflects the strongest shortage observed across countries, sectors and skills dimensions.

How is the alignment of talent to job requirements?
5 out of 10 workers in Argentina are either over- or under-qualified for the work that they are doing. 27% are overqualified while 21% of workers in Argentina lack qualifications for the job they are currently doing.

Qualification mismatch describes a situation for which a worker has qualifications that exceed (over-qualified) or does not meet (under-qualified) the ones generally required for the job.

Useful links
Skills for Jobs webpage – https://www.oecdskillsforjobsdatabase.org

Further information
Data for skill imbalances, sector imbalance and qualification mismatch refer to year 2016.


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