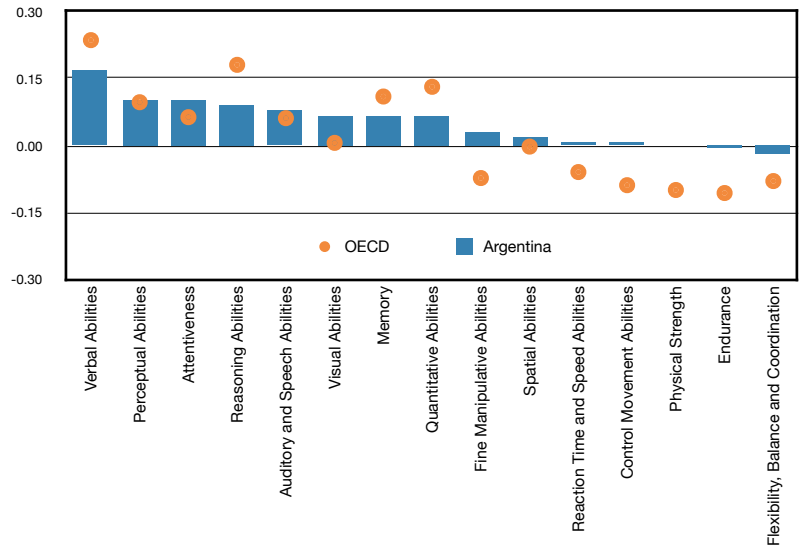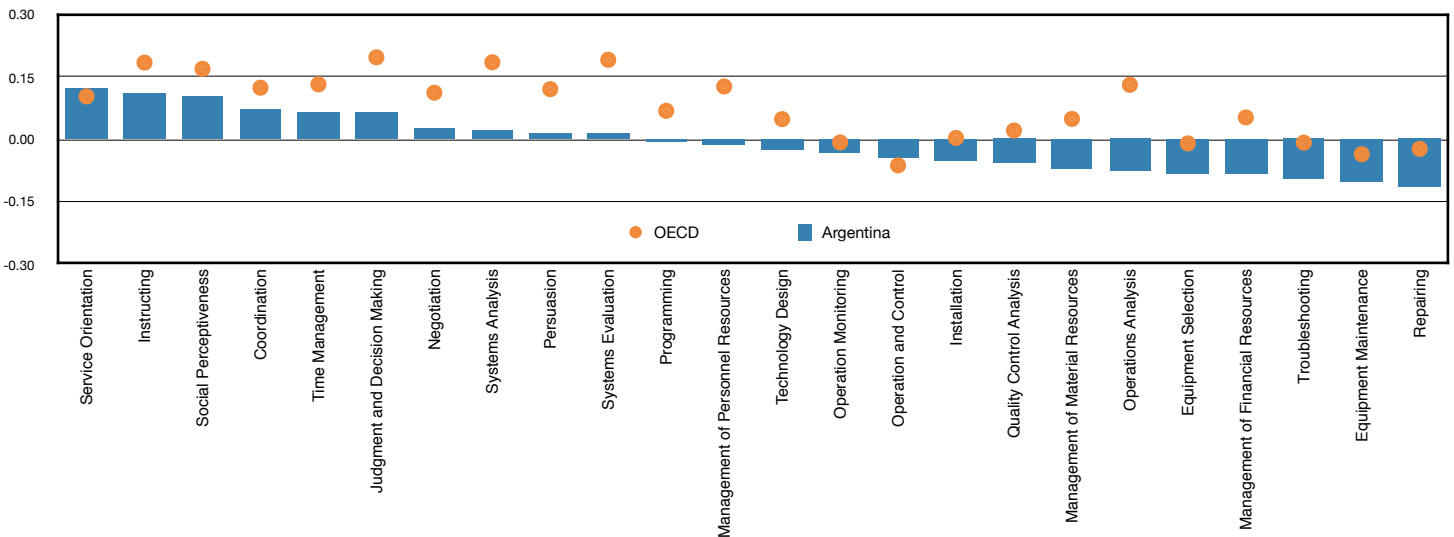## Where are the skills imbalances?

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
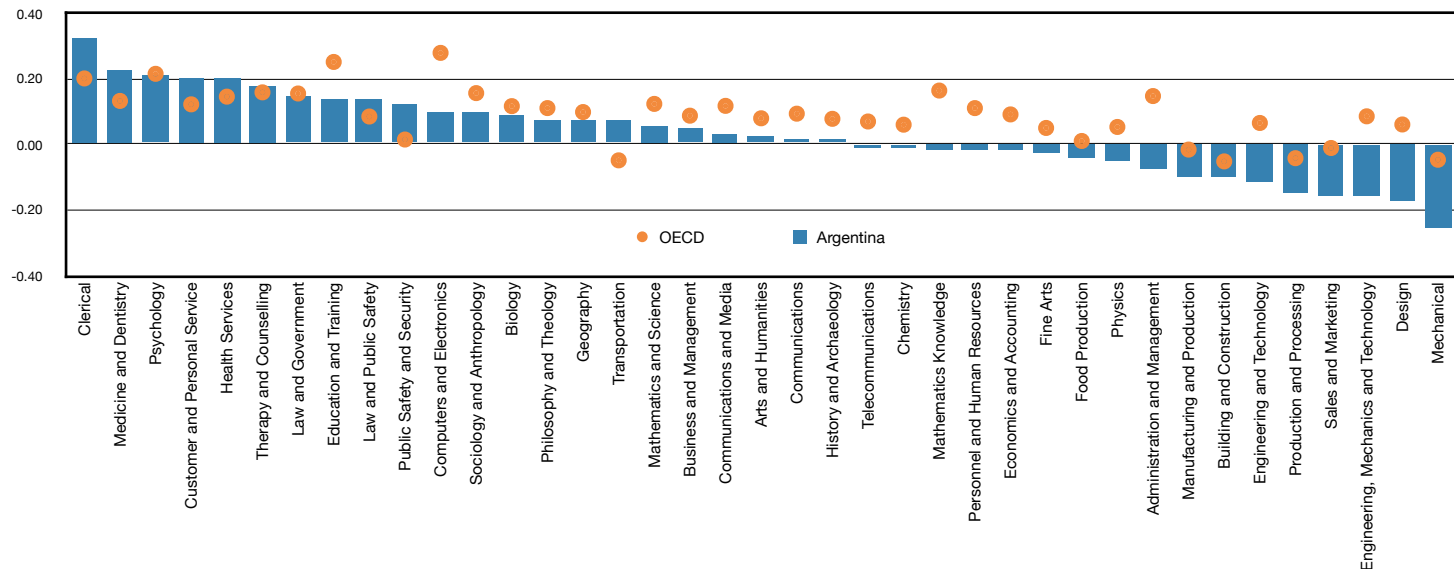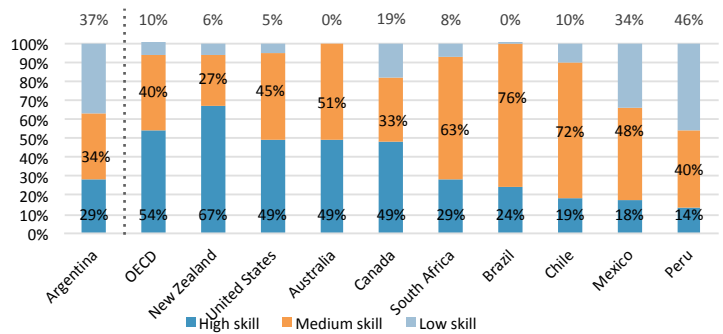

Abilities

Skills

Knowledge areas
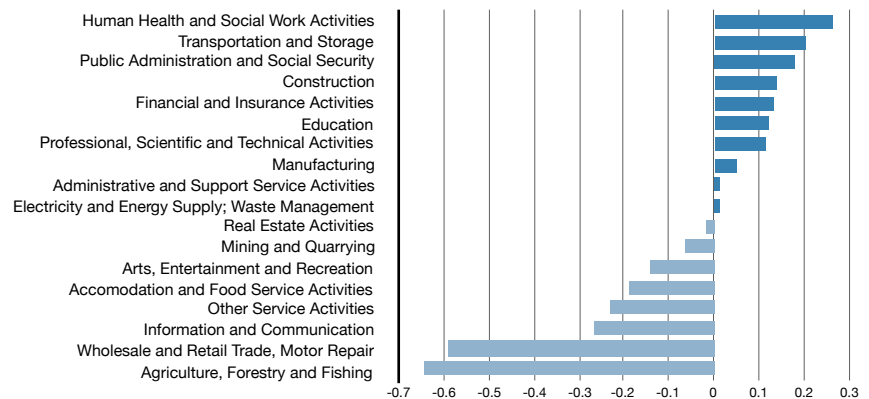
Where are the jobs in high-demand in your country?

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-fll are, instead, found in medium and low skilled occupations respectively.

> High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.

	Argentina	OECD	New Zealand	United States	Australia	Canada	South Africa	Brazil	Chile	Mexico	Peru
Low skill	37%	10%	6%	5%	0%	19%	8%	0%	10%	34%	46%
Medium skill	34%	40%	27%	45%	51%	33%	63%	76%	72%	48%	40%
High skill	29%	54%	67%	49%	49%	49%	29%	24%	19%	18%	14%

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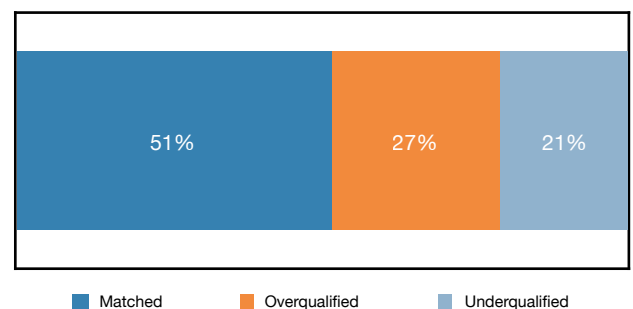
> Sector shortages occur when firms struggle to find appropriate talent. Surplus arises when the supply of workers in that sector exceeds demand. Results are presented on a scale that ranges between -1 and + 1 . The maximum value reflects the strongest shortage observed across countries, sectors and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

Human Health and Social Work Activities
Transportation and Storage
Public Administration and Social Security
Construction
Financial and Insurance Activities
Education
Professional, Scientific and Technical Activities
Manufacturing
Administrative and Support Service Activities
Electricity and Energy Supply; Waste Management
Real Estate Activities
Mining and Quarrying
Arts, Entertainment and Recreation
Accomodation and Food Service Activities
Other Service Activities
Information and Communication
Wholesale and Retail Trade, Motor Repair
Agriculture, Forestry and Fishing

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.

Qualification mismatch

Matched	Overqualified	Underqualified
51%	27%	21%

Useful links

Mismatch dataset – http://dotstat.oecd.org//Index.aspx?QueryId=77595
Skill needs dataset – http://dotstat.oecd.org//Index.aspx?QueryId=77642
Skills for Jobs webpage – https://www.oecdskillsforjobsdatabase.org

Further information

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

See also: *OECD (2017), Getting Skills Right: The OECD Skills for Jobs Indicators, OECD Publishing, Paris. http://dx.doi.org/ 10.1787/9789264277878-en*

Contact

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