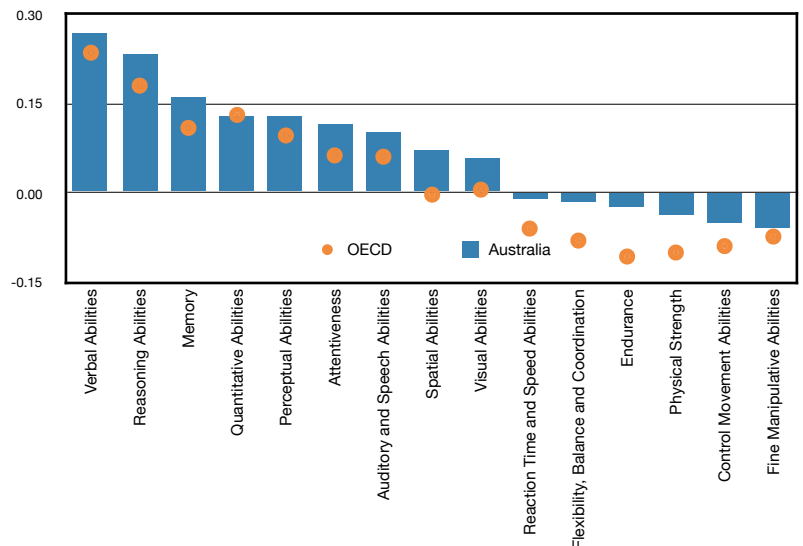


Where are the skills imbalances?

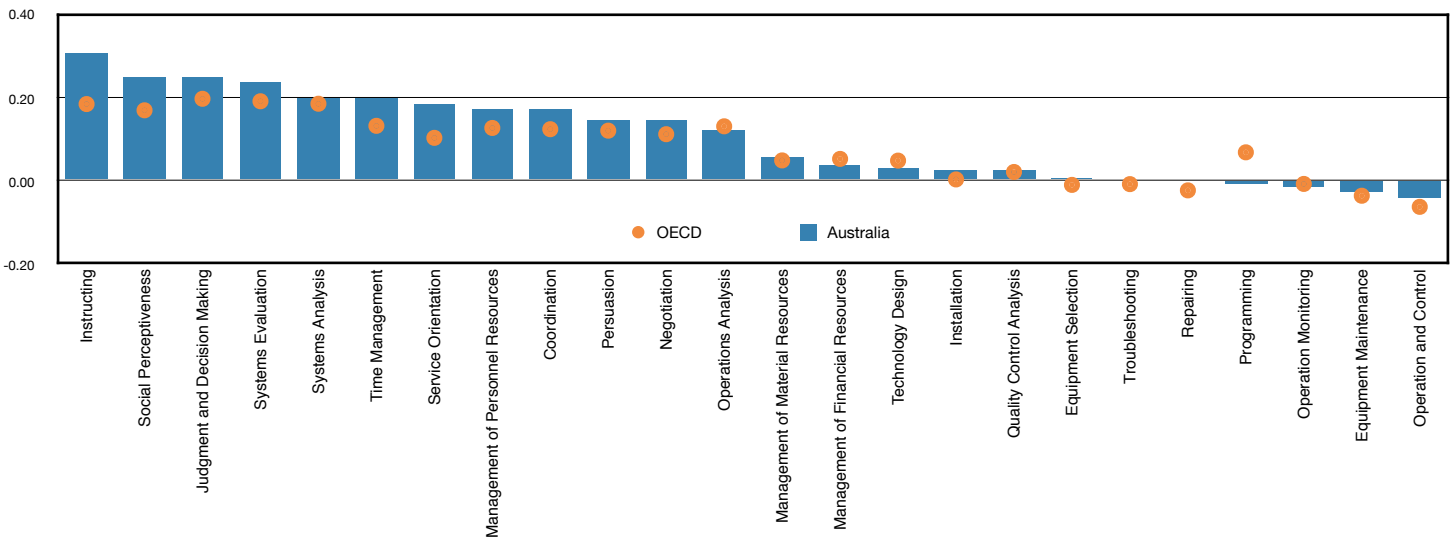
In Australia, Verbal and Reasoning *Abilities* are in strong shortages. Shortages in the *Skills* areas of Instructing and Social Perceptiveness are also high and stronger than in the average across the OECD. Australia also faces shortages in several *Knowledge* areas, especially in Education and Training as well as Psychology and Therapy and Counselling knowledge areas where shortages are more acute than the OECD average. Simultaneously, Australia experience surpluses in the *Knowledge* areas of Production and Processing

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

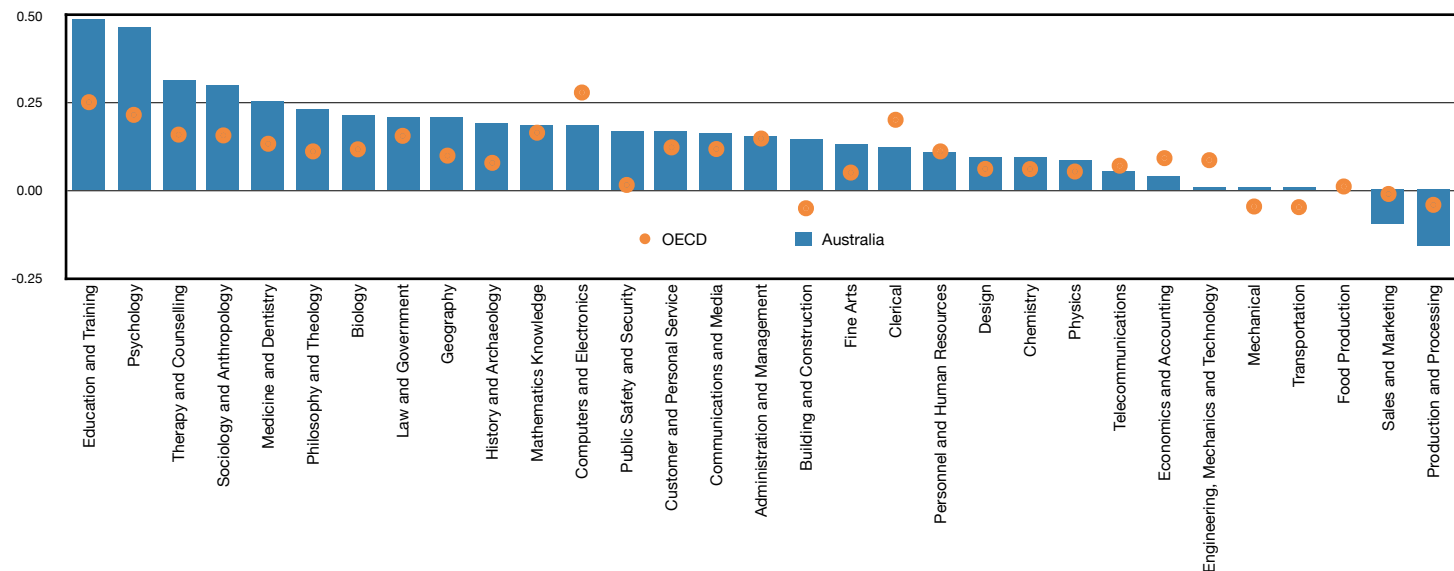
Abilities



Skills



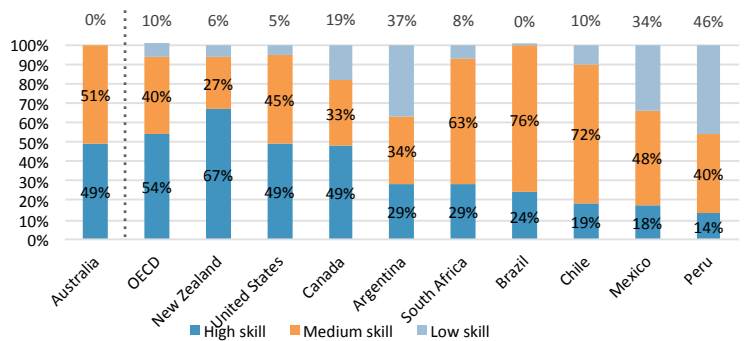
Knowledge areas





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

In Australia the demand for high and medium-skilled workers is substantial. Half of jobs facing skills shortages are found in occupations requiring high skills, while the other half of the demand is for medium-skilled occupations.

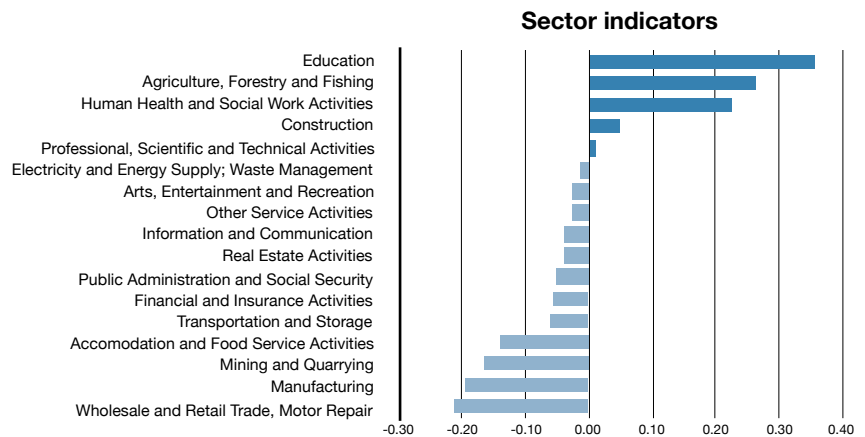


High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.

Which sectors face the largest occupational shortages?

In Australia, the sector with the strongest occupational shortage is that of Education. Shortages are also appearing in the Agriculture and Social Work sectors while Wholesale, Retail, Trade and Motor Repair, Manufacturing and Mining and Quarrying have the highest occupational surplus.

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.

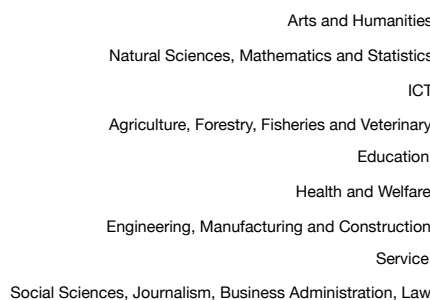
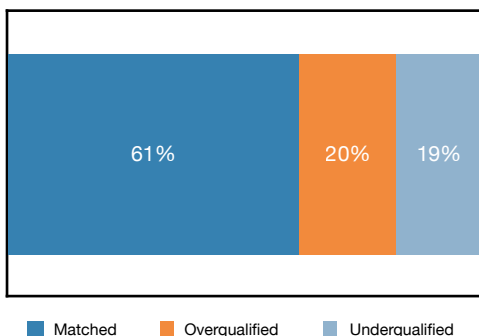


How is the alignment of talent to job requirements?

4 out of 10 workers in Australia are either over- or under-qualified for the work that they are doing. In Australia, over 50% of graduates in the fields of Arts and Humanities and Natural Sciences, Mathematics and Statistics work in a job different from the field they specialised in (field-of-study mismatch).

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. Field-of-study mismatch arises when workers are employed in a different field from what they have specialised in through their education.

Qualification mismatch



Field-of-study mismatch

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 and qualification and field-of-study mismatch refer to year 2016, data on sector imbalance 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>

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