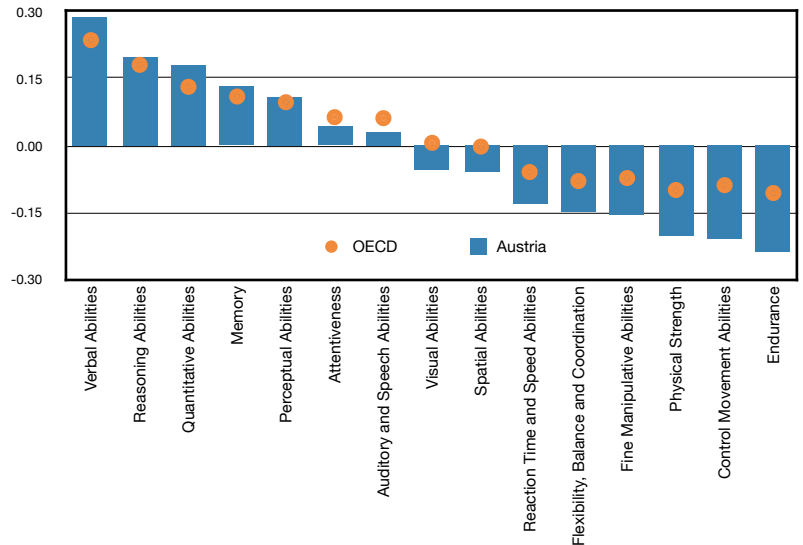


## Where are the skills imbalances?

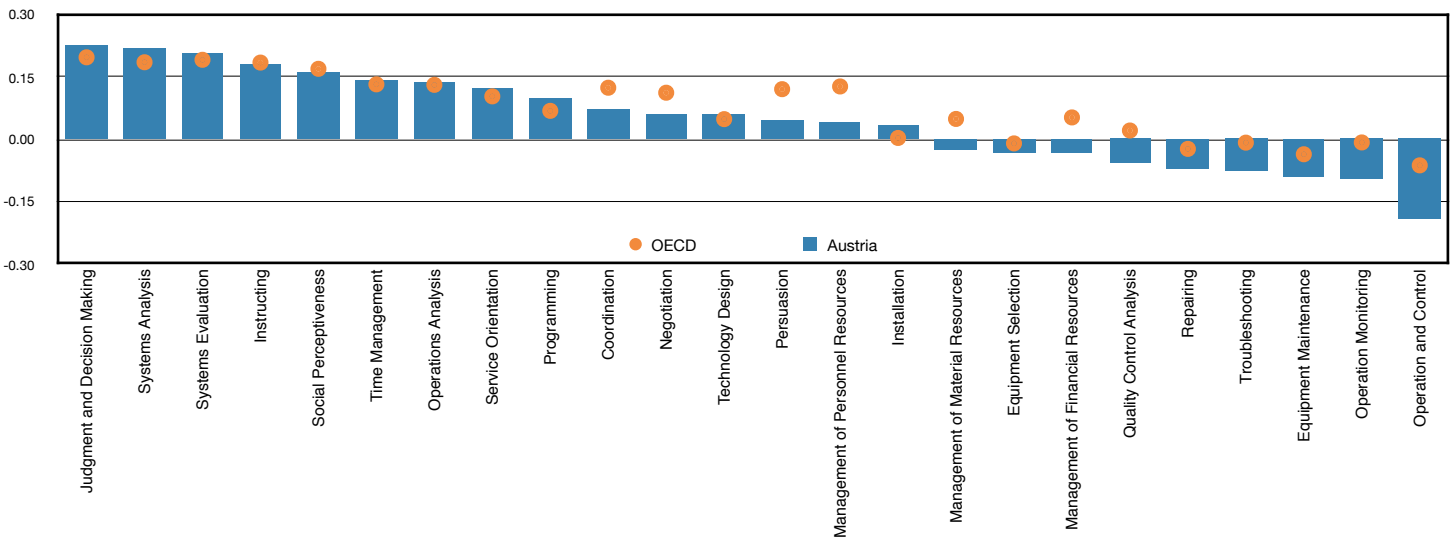
In Austria, Verbal, Reasoning and Quantitative *Abilities* are in stronger shortage than in the average of the OECD. Shortages in the areas of Computers and Electronics and Clerical *Knowledge* are higher than in the average of the OECD. Austria also faces shortages in many *Skills* areas, although these are less intense than the OECD average, especially in skills such as Persuasion and Management of Personal Resources.

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

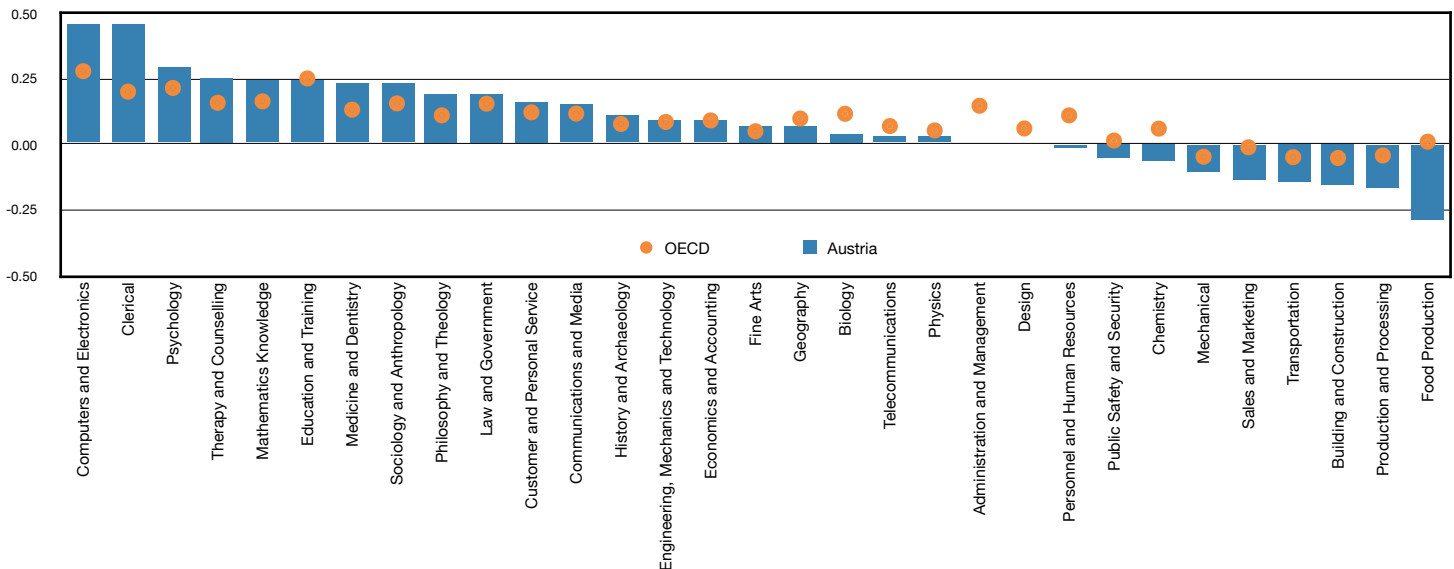
### Abilities



### Skills



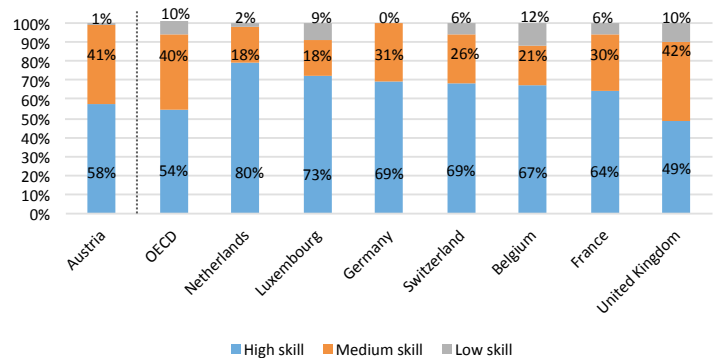
### Knowledge areas



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

In Austria almost 6 out of 10 jobs facing skill shortage are in occupations requiring high-skills. Demand for medium skills is high at 41%, whereas the demand for low-skill occupations is relatively low compared to the OECD average.

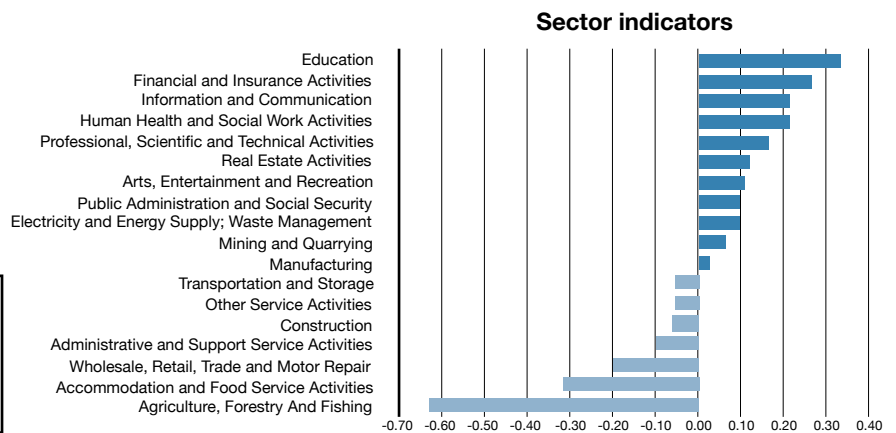
High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.



## Which sectors face the largest occupational shortages?

Education and Finance and Insurance activities are the sectors facing the largest occupational shortages in Austria. The sector with the largest surplus, Agriculture, Forestry and Fishing, is also the sector which has the third largest field-of-study mismatch.

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.

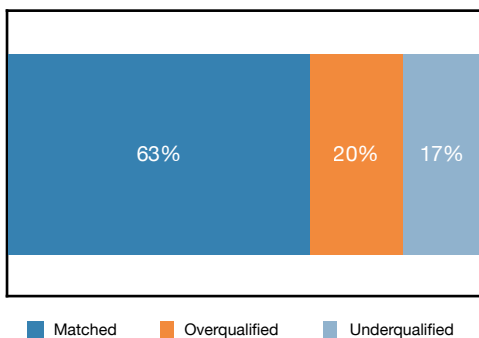


## How is the alignment of talent to job requirements?

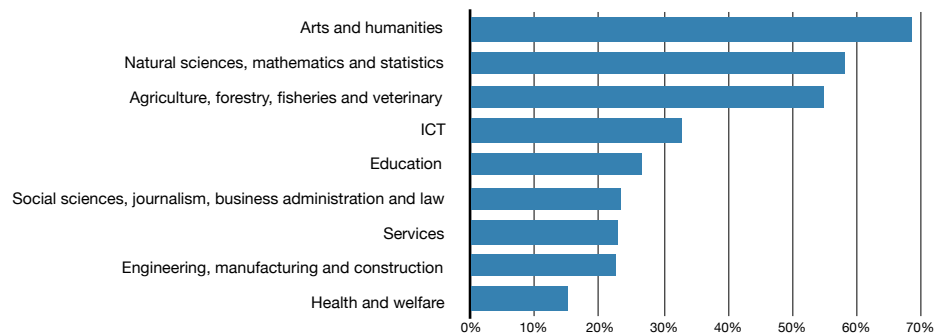
Almost 4 out of 10 workers in Austria are either over- or under-qualified for the work that they are doing. In Austria, almost 70% of graduates in the fields of Arts and Humanities, Natural Sciences, Mathematics and Statistics, and Agriculture, Forestry, Fisheries and Veterinary work in a job different 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, sector imbalance and qualification and field-of-study mismatch refer to year 2015.

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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