Where are the skills imbalances?
Belgium experiences shortages of workers with strong Verbal Abilities. Shortages in medical-related Knowledge areas such as Psychology, Therapy and Counselling and Medicine and Dentistry are also appearing and are stronger than in the average of the OECD. Belgium also faces surpluses, especially in areas such as Operation and Control and Repairing Skills, these being larger than the OECD average.

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 Belgium almost 7 out of 10 jobs facing skills shortages are in occupations requiring high skills. Demand for medium skills is 21%, lower than the OECD average, while demand for low-skilled jobs is 12%, higher than the average across the OECD.

Which sectors face the largest occupational shortages?
In Belgium, the Agriculture, Forestry and Fishing sector is the one that struggles the most to find adequate talent. The sectors facing the largest occupational surpluses are, instead, Mining and Quarrying, Wholesale, Retail, Trade and Motor Repair and Construction.

How is the alignment of talent to job requirements?
Almost 4 out of 10 workers in Belgium are either over- or under-qualified for the work that they are doing. In Belgium, over 60% of graduates in the field of Arts and Humanities work in a job different from the field they specialised in (field-of-study mismatch).