Where are the skills imbalances?

In Bulgaria, Verbal, Reasoning and Quantitative Abilities are in stronger shortage than in the average of the OECD. Shortage in the Skills areas of Judgement and Decision Making and Systems Evaluation are also stronger than the OECD average. Bulgaria also faces shortages in several Knowledge areas, especially in Computers and Electronics and Education and Training. Surpluses are experienced, instead, in Building and Construction Knowledge.

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 Bulgaria almost 6 out of 10 jobs facing skills shortage are in occupations requiring medium skills while 42% of jobs that are hard-to-fill are in high-skilled occupations, a share that is lower than the OECD average.

Which sectors face the largest occupational shortages?
Information and Communication and Education are the sectors facing the largest occupational shortages in Bulgaria. The sectors with the largest surpluses are Construction and Agriculture, Forestry and Fishing.

How is the alignment of talent to job requirements?
Approximately 2 out of 10 workers in Bulgaria are either over- or under-qualified for the work that they are doing. This share is considerably lower than in the average of the OECD. 12% are over-qualified while 13% lack proper qualifications for the job that they currently have.

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.