## 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
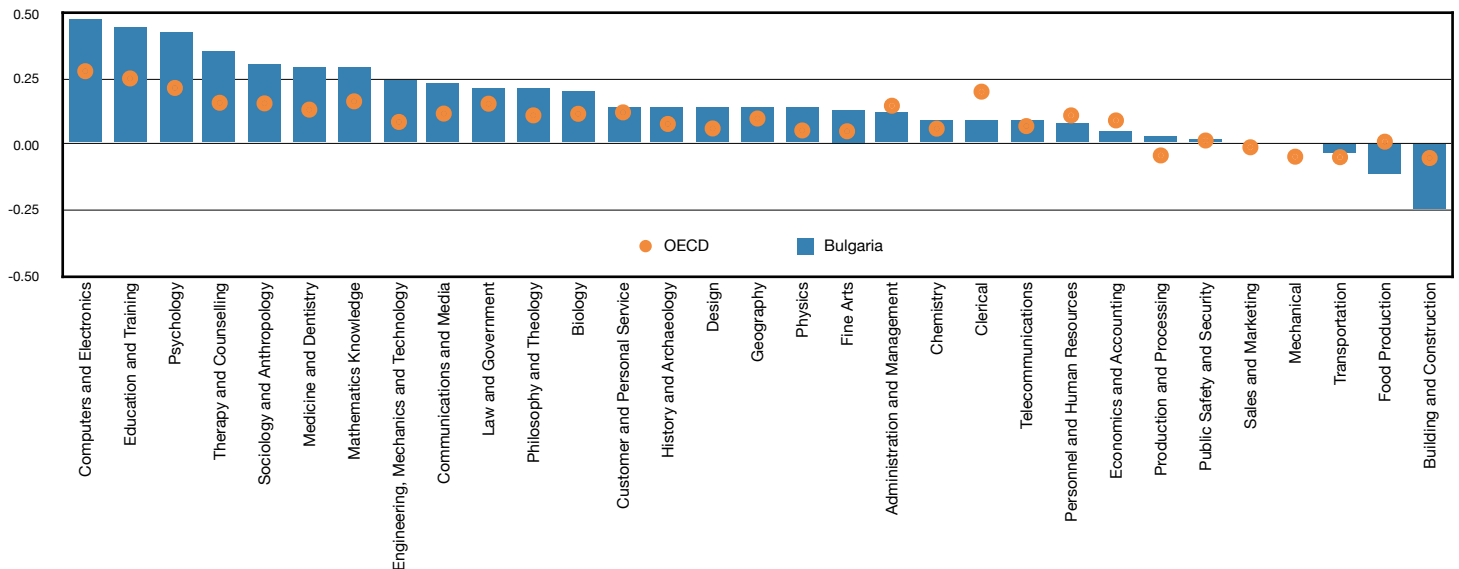
Abilities
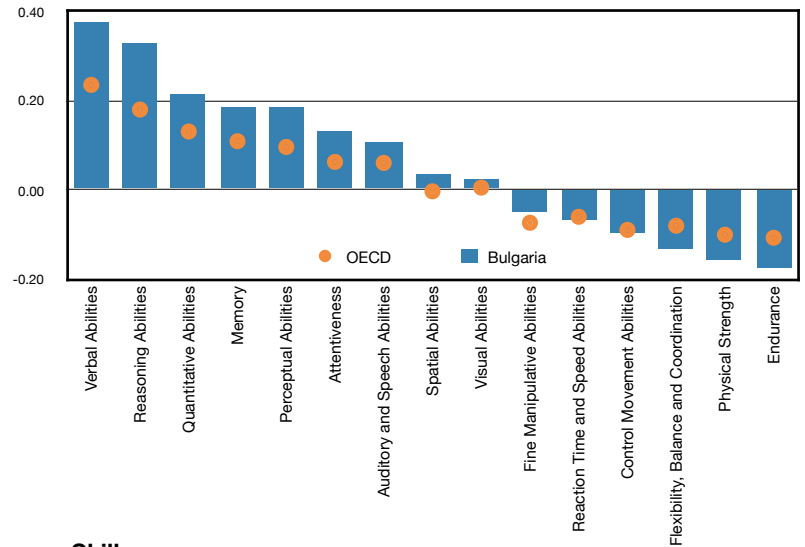
Skills
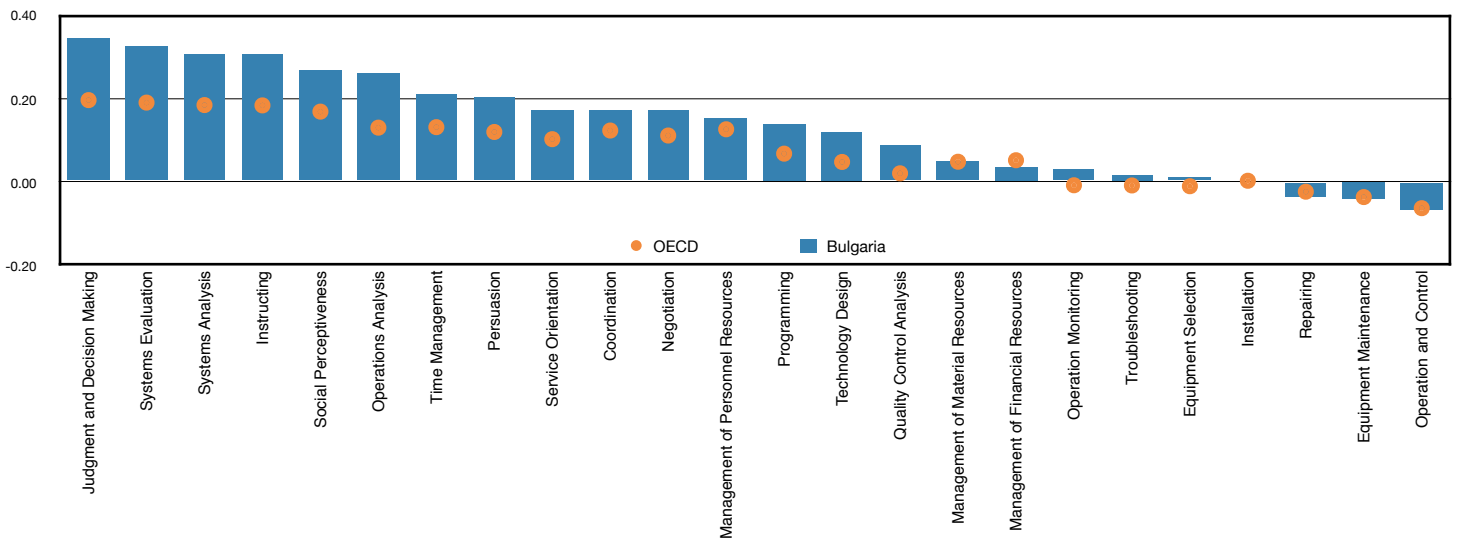
Knowledge areas

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.

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.
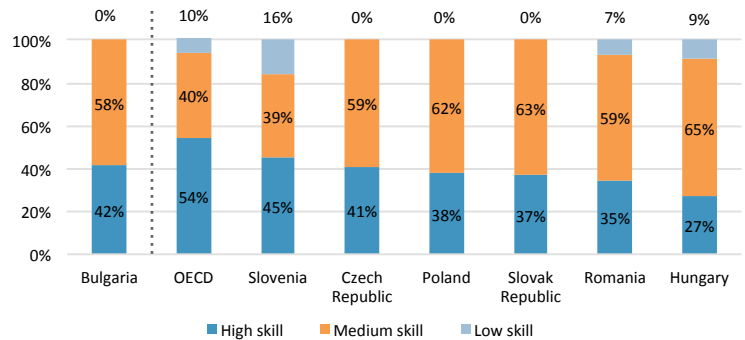
Which sectors face the largest occupational shortages?

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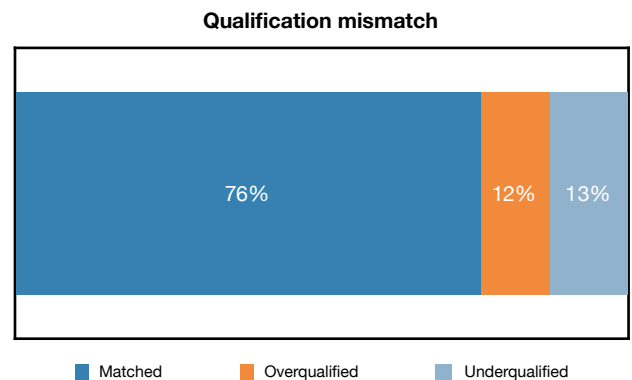
Sector shortages occur when firms struggle to find appropriate talent. Surplus arises when the supply of workers in that sector exceeds demand. Results are presented on a scale that ranges between -1 and + 1 . The maximum value reflects the strongest shortage observed across countries, sectors and skills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

Sector indicators
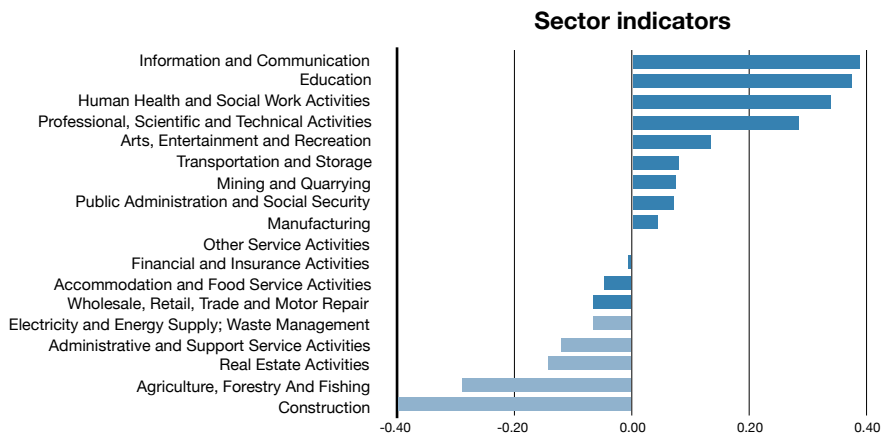
How is the alignment of talent to job requirements?

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.

Qualification 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 and qualification and field-of-study imbalance refer to year 2015.

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

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