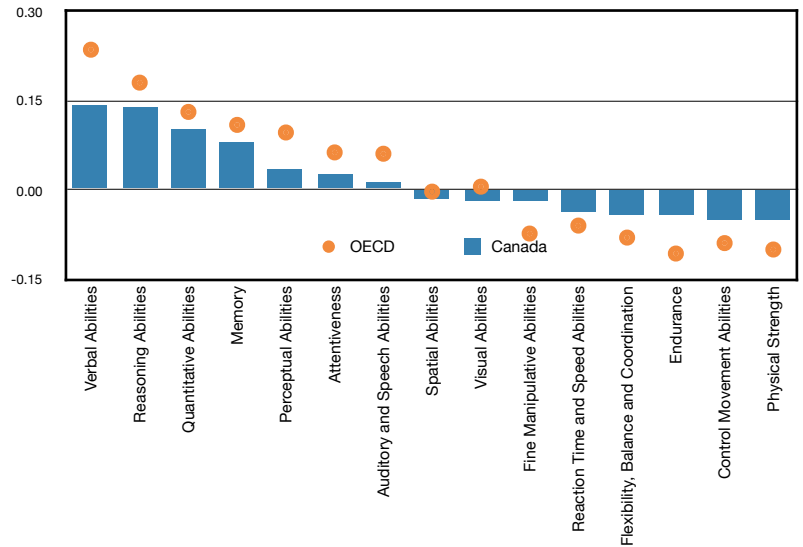


## Where are the skills imbalances?

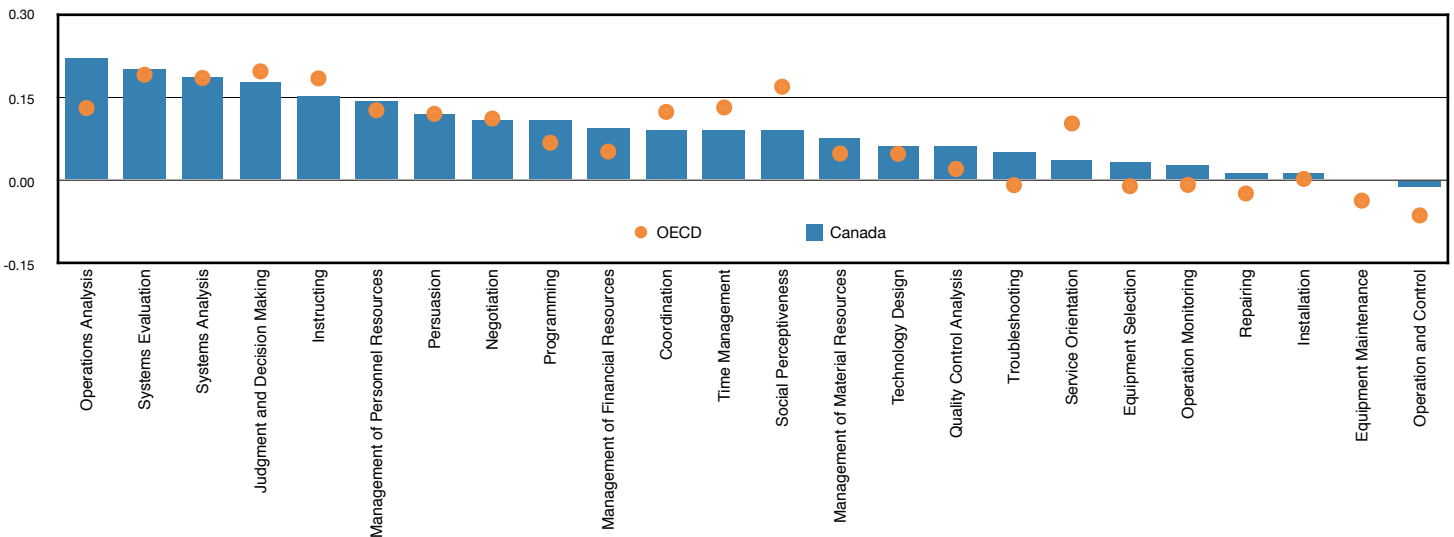
In Canada, Verbal, Reasoning and Quantitative *Abilities* are in shortage but their intensity is lower than in the OECD average. Some shortages appear also in the *Skills* areas of Operations Analysis, Systems Evaluation and Systems Analysis. Canada also faces shortages in several *Knowledge* areas, especially in Computers and Electronics, Education and Training and Mathematics Knowledge, though both of these are of lower intensity relative to 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

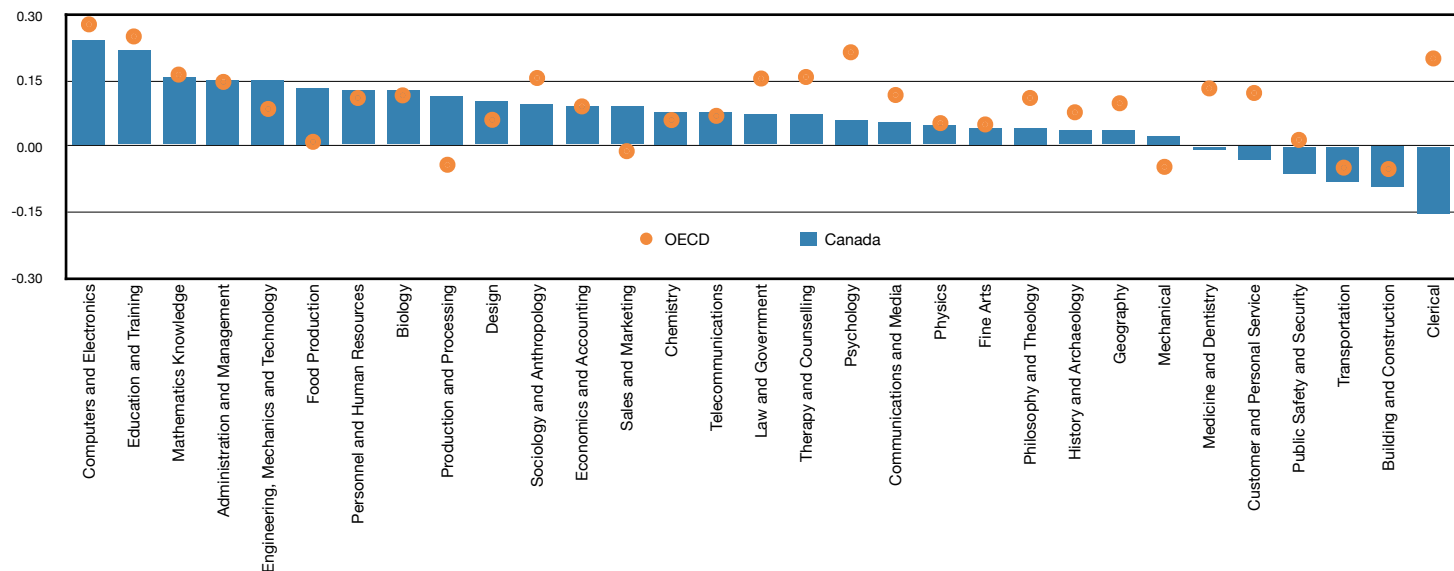
### Abilities



### Skills



### Knowledge areas

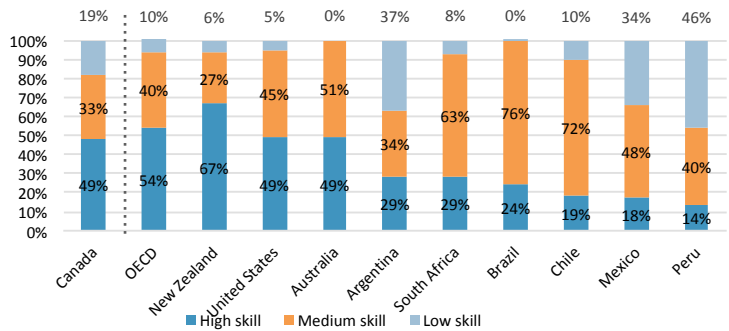




### Where are the jobs in high-demand in your country?

In Canada 5 out of 10 jobs facing skill shortage are in occupations requiring high skills. 33% of jobs that are hard-to-fill are in medium skill occupations while the demand for low skills in Canada is 19%, relatively high if 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.

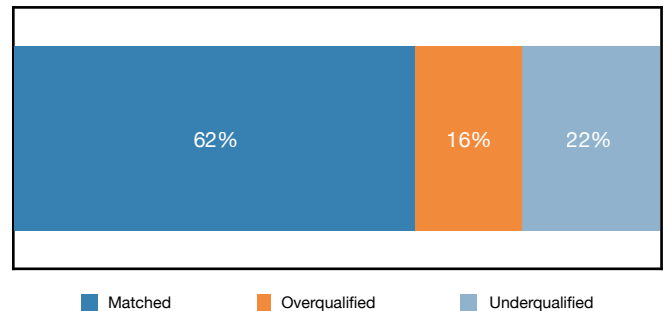


### How is the alignment of talent to job requirements?

Almost 4 out of 10 workers in Canada are either over- or under-qualified for the work that they are doing. 16% are overqualified while 22% of workers lack qualifications for the job that they are currently doing.

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 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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