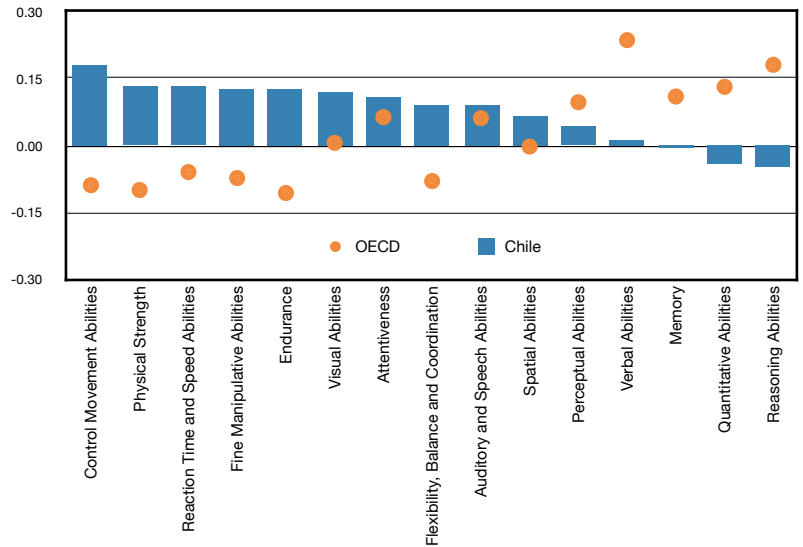


Where are the skills imbalances?

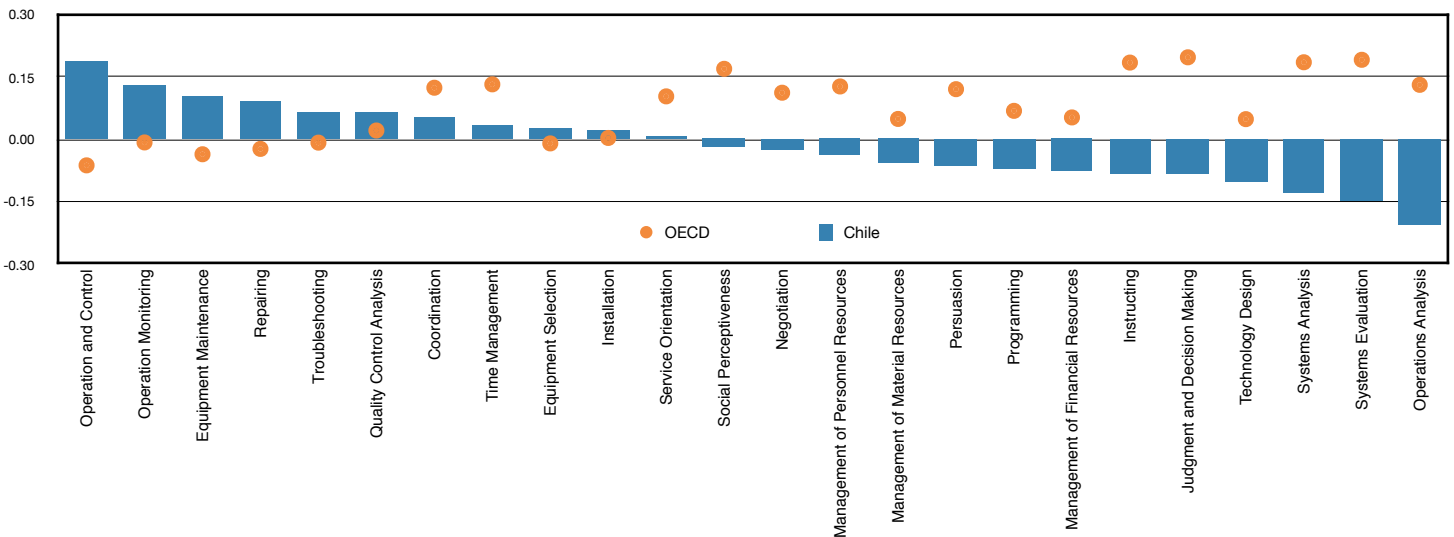
Chile is an emerging economy and its productive structure differs substantially from that of other OECD countries. This is reflected in its pattern of skills demands. In Chile, Control Movement *Abilities* and Operation and Control *Skills* are in strong shortage. Chile also faces a surplus in most *Knowledge* areas where OECD countries experience shortages. However, the strongest shortages can be found for Clerical and Public Safety and Security *Knowledge* areas.

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

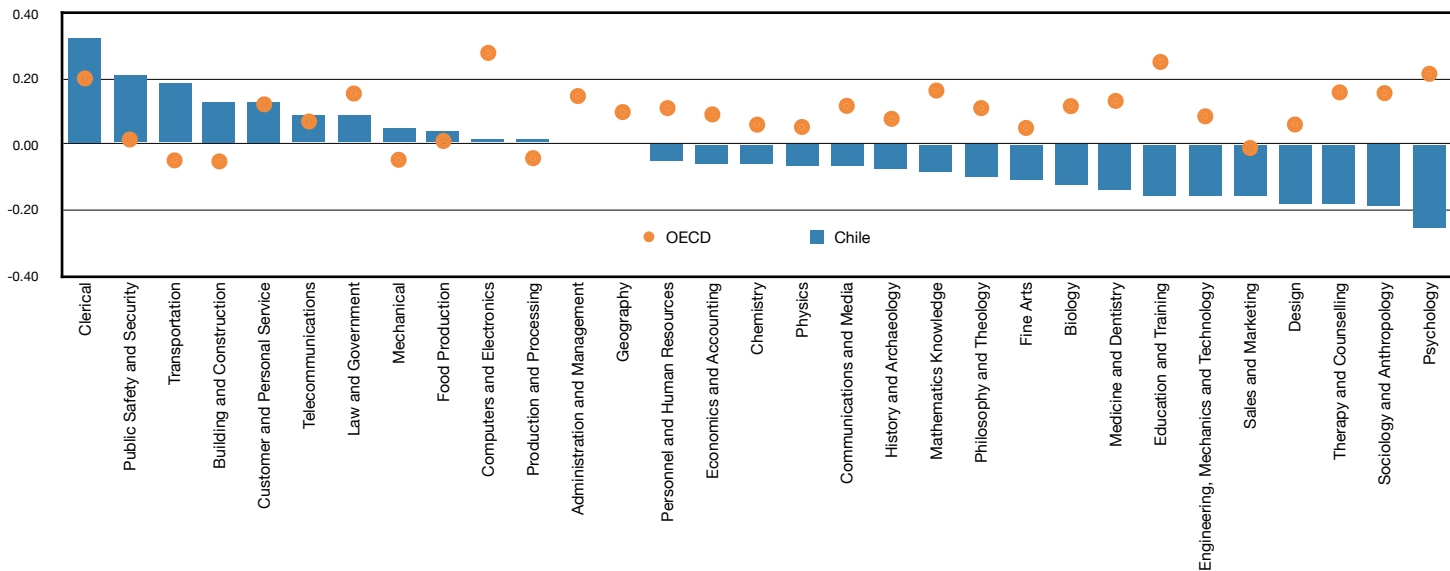
Abilities



Skills



Knowledge areas

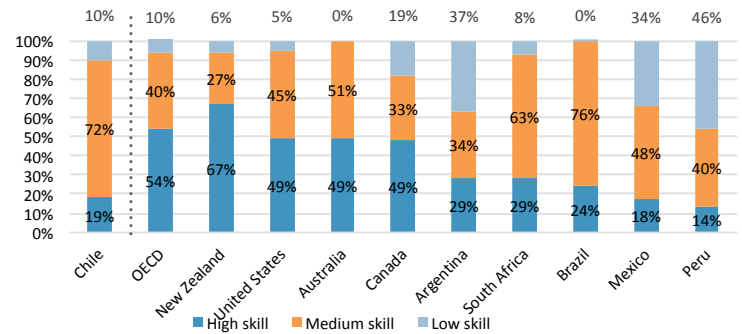




Where are the jobs in high-demand in your country?

In Chile, more than 7 out of 10 jobs facing skill shortage are in occupations requiring medium skills. Only 19% of jobs that are hard-to-fill are in high-skilled occupations. This share is relatively low when compared to the OECD average.

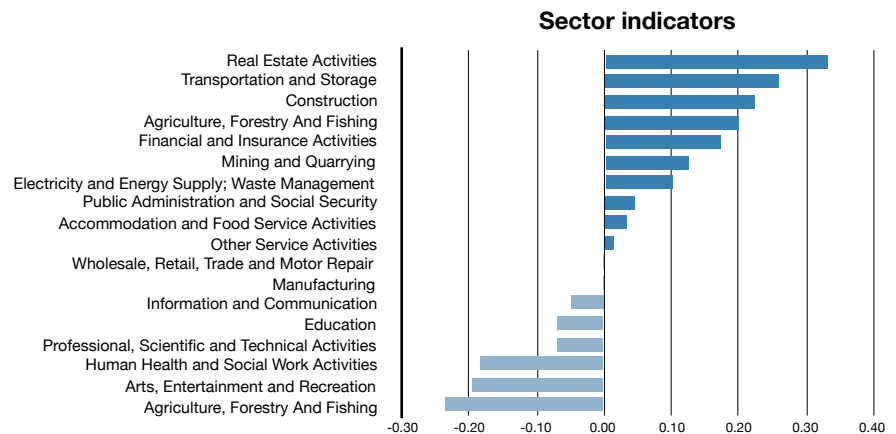
High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.



Which sectors face the largest occupational shortages?

Real Estate activities and Transportation and Storage are the sectors facing the most acute occupational shortages in Chile. The largest surpluses are instead in Agriculture, Forestry and Fishing and Arts, Entertainment and Recreation.

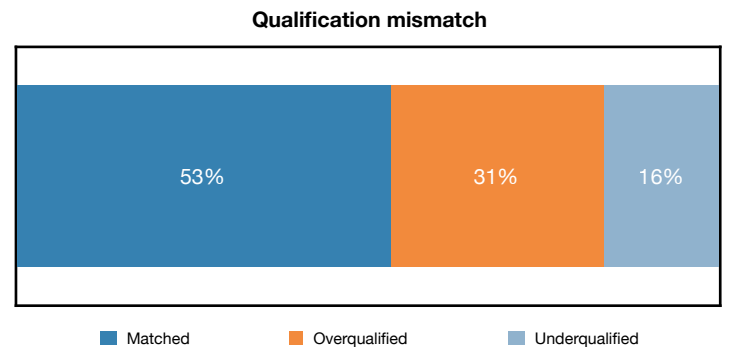
Sector shortages occur when firms struggle to find appropriate talent. Surplus arises when the supply of workers in that sector exceeds demand. Results are presented on a scale that ranges between -1 and +1. The maximum value reflects the strongest shortage observed across countries, sectors and skills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



How is the alignment of talent to job requirements?

Almost half of workers in Chile are either over- or under-qualified for the work that they are doing. 31% are over-qualified while 16% of workers in Chile lack qualifications for the job 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.



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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