

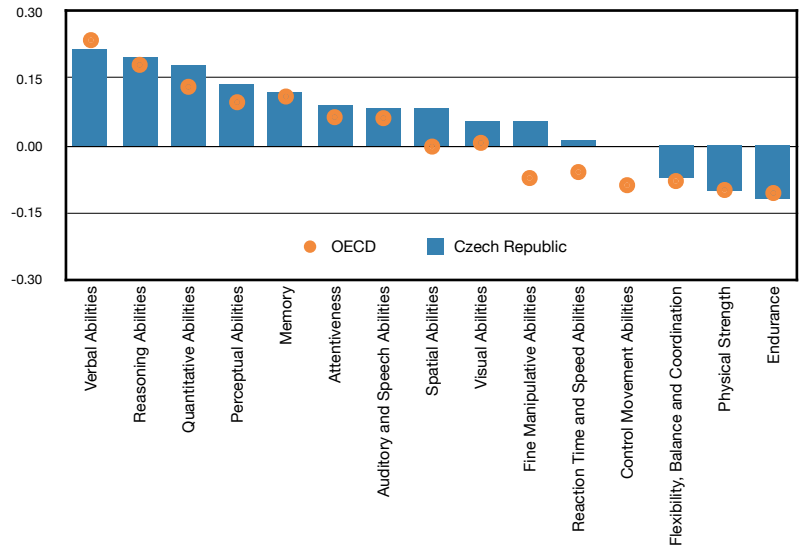


Where are the skills imbalances?

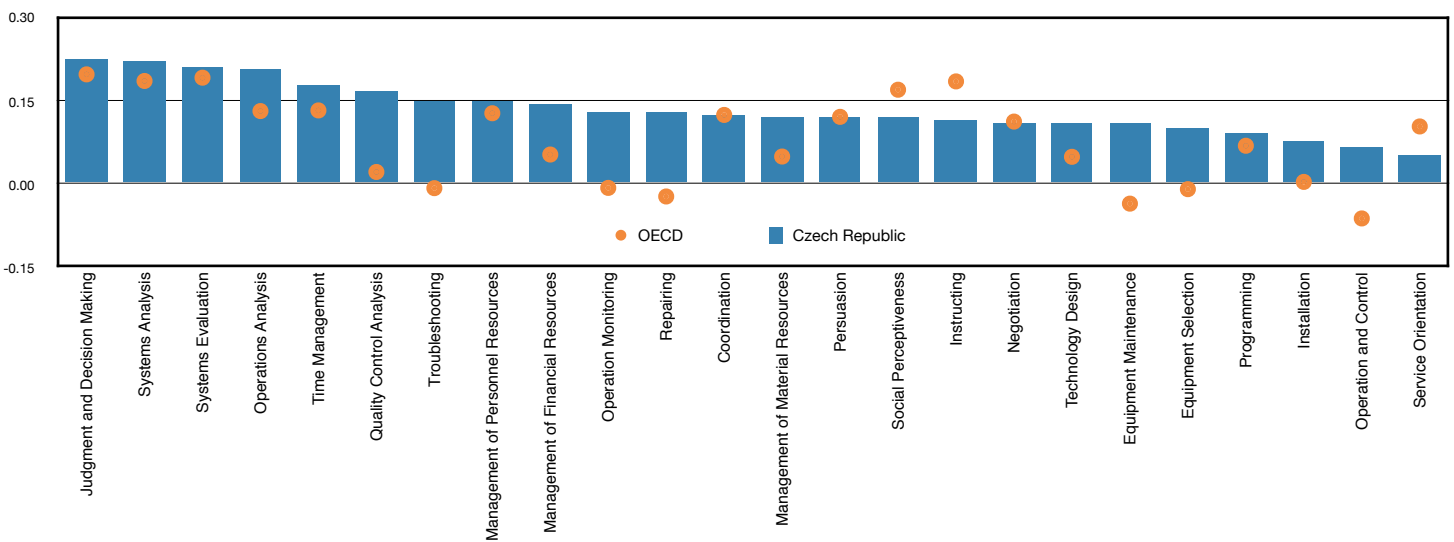
In the Czech Republic, shortages are extensive across *Skills* and *Knowledge* areas. Shortages are observed in *Judgement and Decision Making Skills*, but also *Engineering, Mechanics and Technology, Mathematics Knowledge* and *Computer and Electronics for Knowledge* areas. The Czech Republic also faces shortages in many *Abilities*, especially in areas such as *Verbal, Reasoning and Quantitative Abilities*.

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

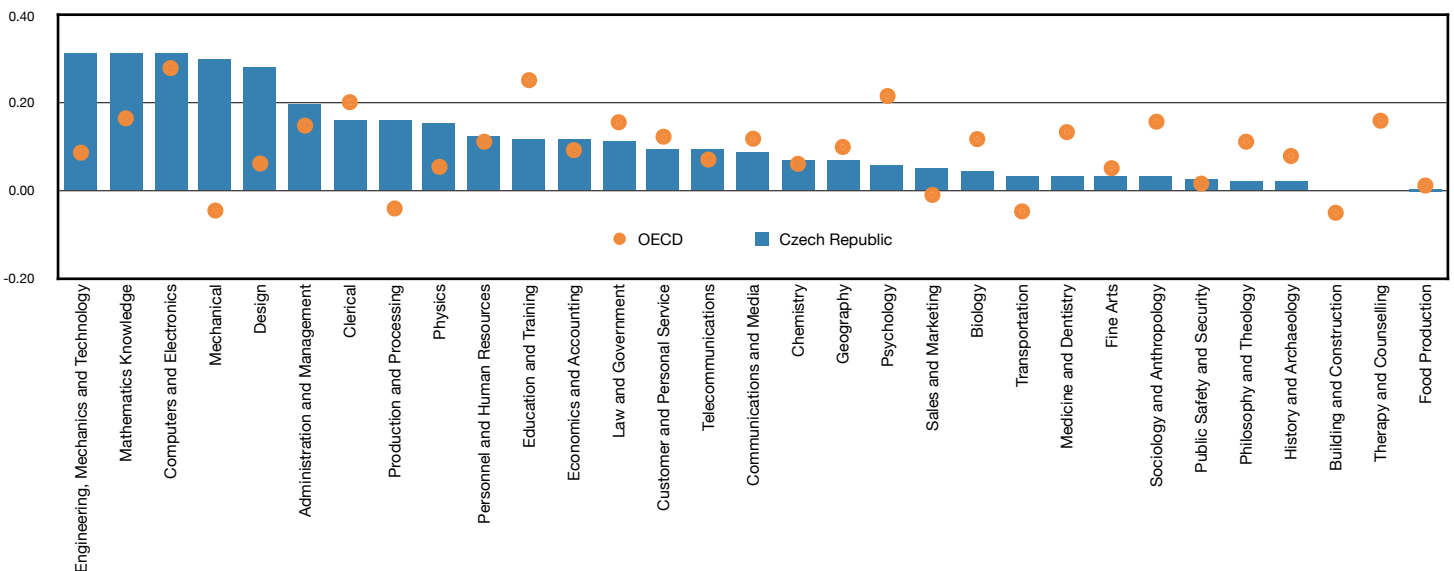
Abilities



Skills



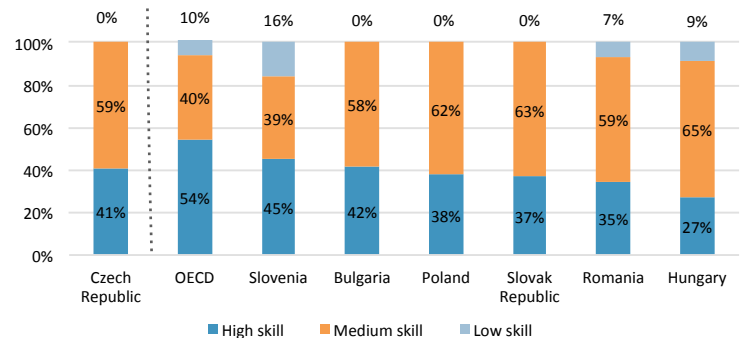
Knowledge areas



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

In the Czech Republic, 6 out of 10 jobs facing skill shortage are in occupations requiring medium skills. Demand for high-skilled occupations is 41% and low compared to the OECD average.

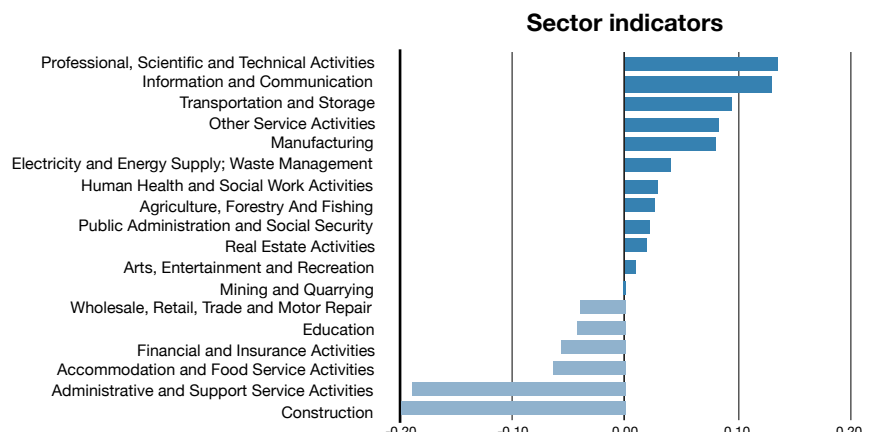
High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.



Which sectors face the largest occupational shortages?

Professional, Scientific and Technical activities and Information and Communication are the sectors facing the largest occupational shortages in the Czech Republic. The sectors with the largest surpluses are Construction and Administrative and Support Service activities.

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.

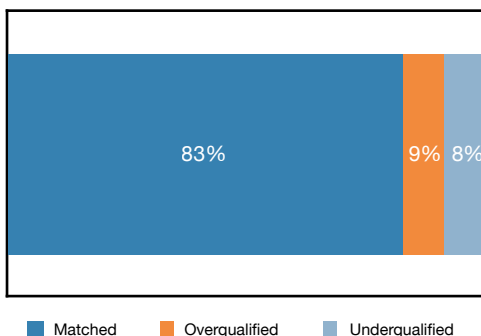


How is the alignment of talent to job requirements?

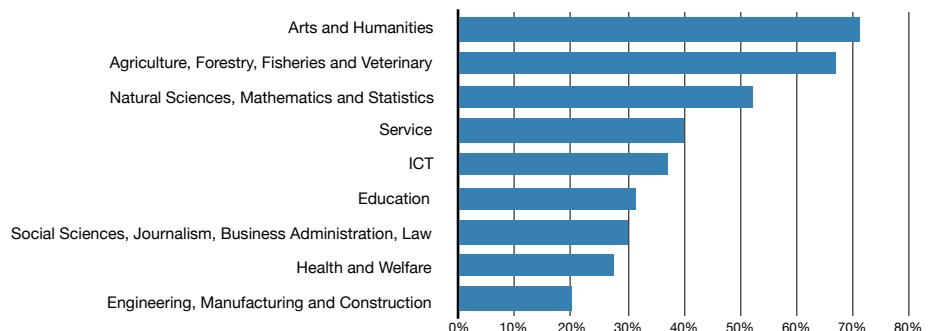
Almost 2 out of 10 workers in the Czech Republic are either over- or under-qualified for the work that they are doing. This share is considerably lower than in the rest of the OECD. However, in the Czech Republic, over 50% of graduates in the fields of Arts and Humanities, Agriculture, Forestry, Fisheries and Veterinary and ICT still work in a job different from the field they specialised in (field-of-study mismatch).

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. Field-of-study mismatch arises when workers are employed in a different field from what they have specialised in through their education.

Qualification mismatch



Field-of-study 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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