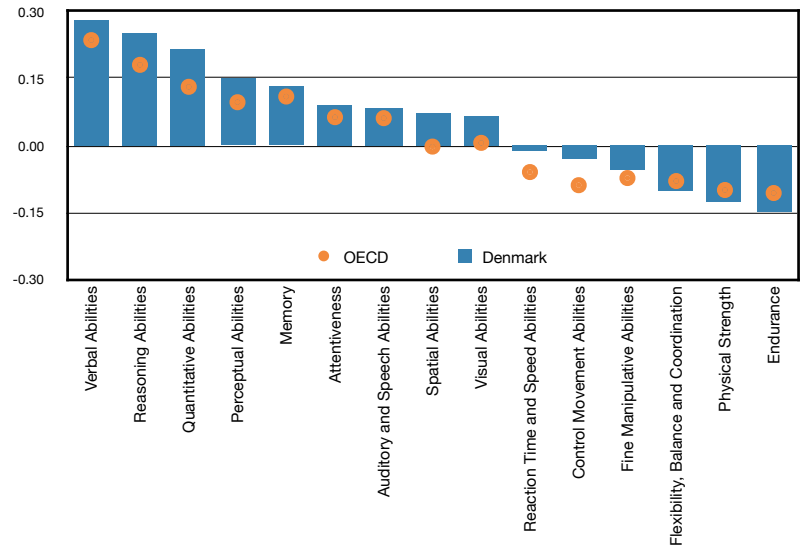


Where are the skills imbalances?

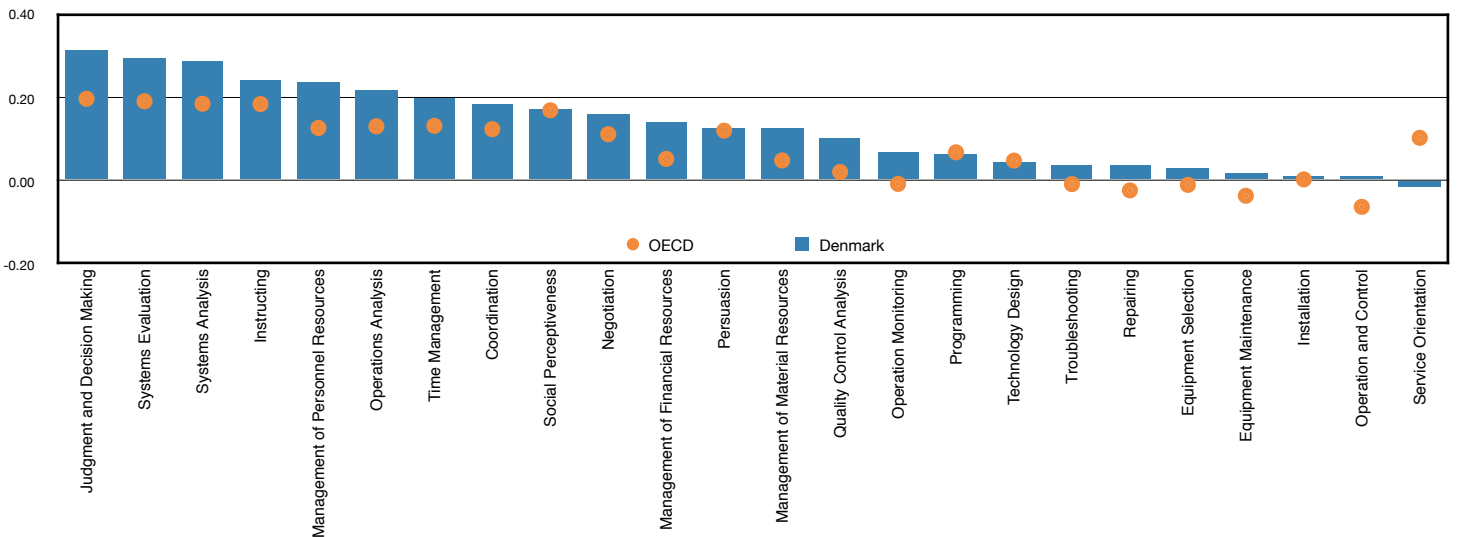
In Denmark, Verbal, Reasoning and Quantitative *Abilities* are in stronger shortages than in the average of the OECD. Shortages in the *Skills* areas of Judgement and Decision Making, Systems Evaluation and Systems Analysis are also higher than the OECD average. Denmark faces shortages in several *Knowledge* areas too, especially Education and Training, Mathematics, Computers and Electronics and Law and Government.

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

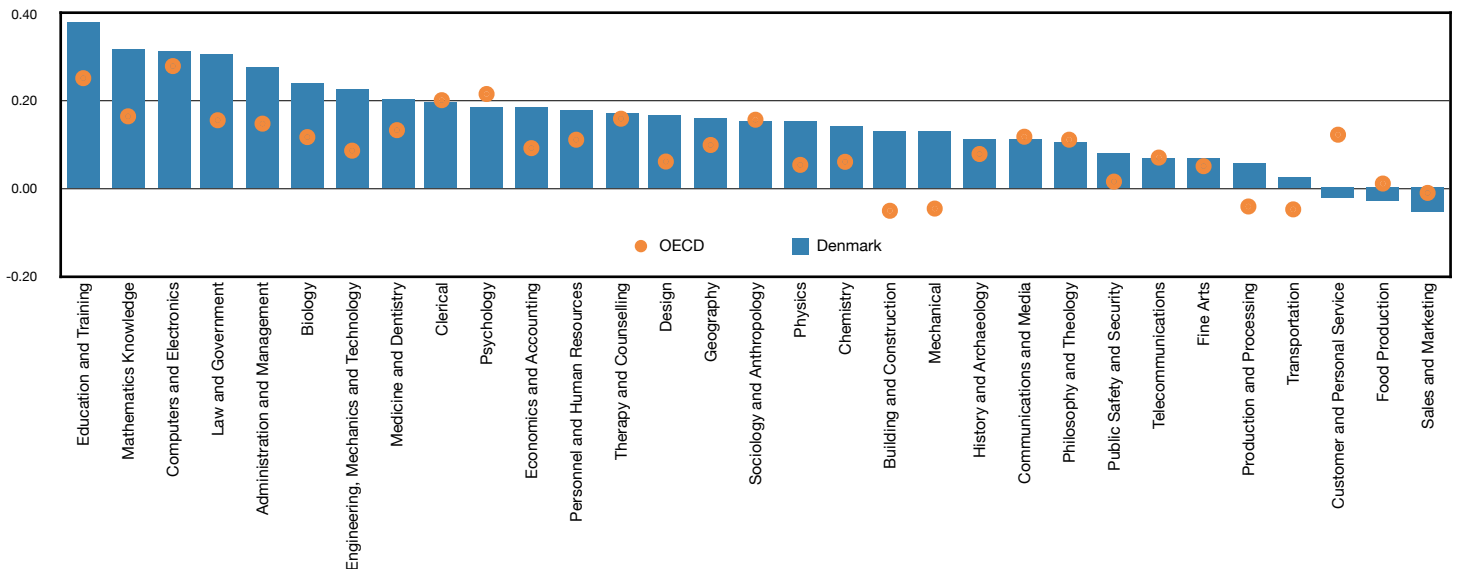
Abilities



Skills



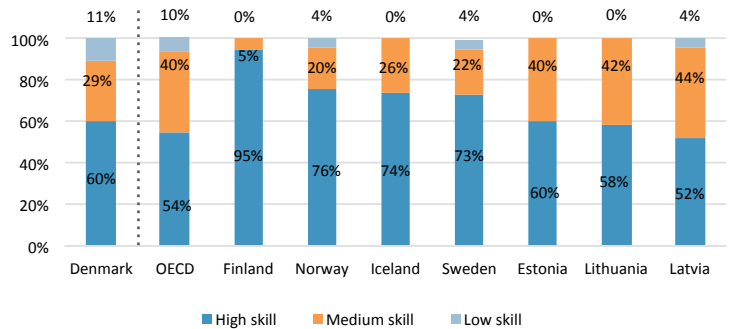
Knowledge areas





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

In Denmark 6 out of 10 jobs facing skills shortage are in occupations requiring high skills. 29% of jobs in high-demand are in medium skill occupations, a share that is lower than in the average of the OECD. The demand for workers with low skills is 11% on pair with the average of the OECD.

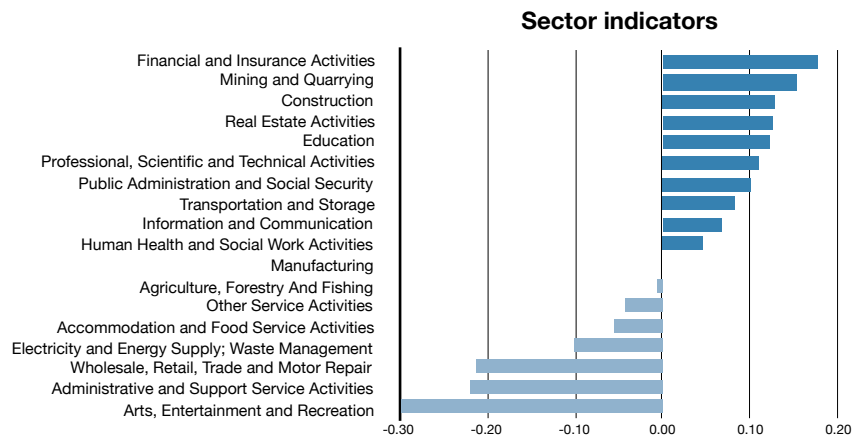


High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.

Which sectors face the largest occupational shortages?

Financial and Insurance activities as well as the Mining and Quarrying sectors are facing the largest occupational shortages in Denmark. The sectors with the largest surpluses are Arts, Entertainment and Recreation, as well as Administrative and Support Service sector.

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.

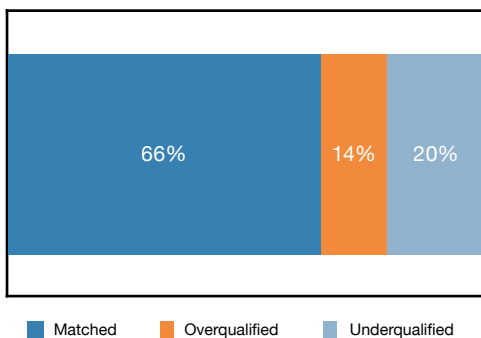


How is the alignment of talent to job requirements?

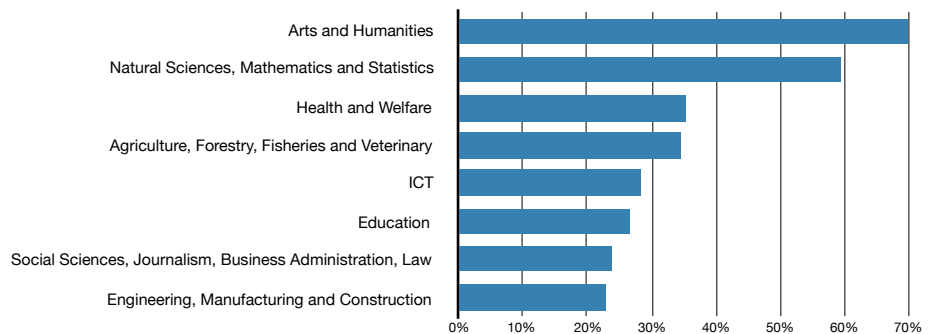
Approximately 3 out of 10 workers in Denmark are either over- or under-qualified for the work that they are doing. In Denmark, over 50% of graduates in the fields of Arts and Humanities and Natural Sciences, Mathematics and Statistics work in a job different from the field they specialised in (field-of-study 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 imbalances and qualification and field-of-study mismatch 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/10.1787/9789264277878-en>

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