

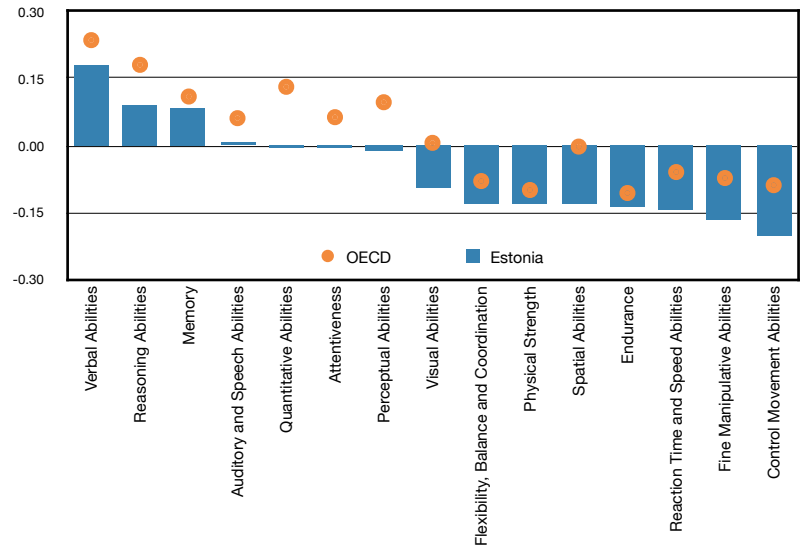
Where are the skills imbalances?

In Estonia, Verbal and Reasoning *Abilities* are in shortage but less than in the average of the OECD. Shortages in social *Skills* such as Social Perceptiveness and Instructing are among the highest in Estonia, though lower than in the average of the OECD.

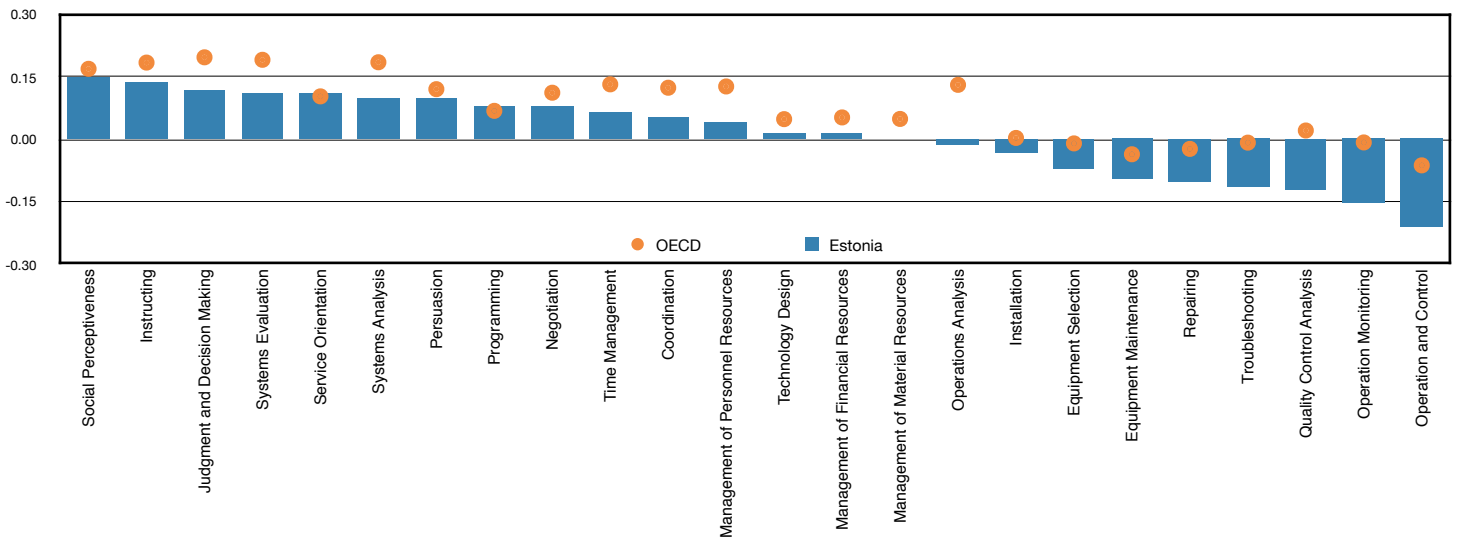
Estonia also faces shortages in several *Knowledge* areas such as Computers and Electronic or Education and Training.

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

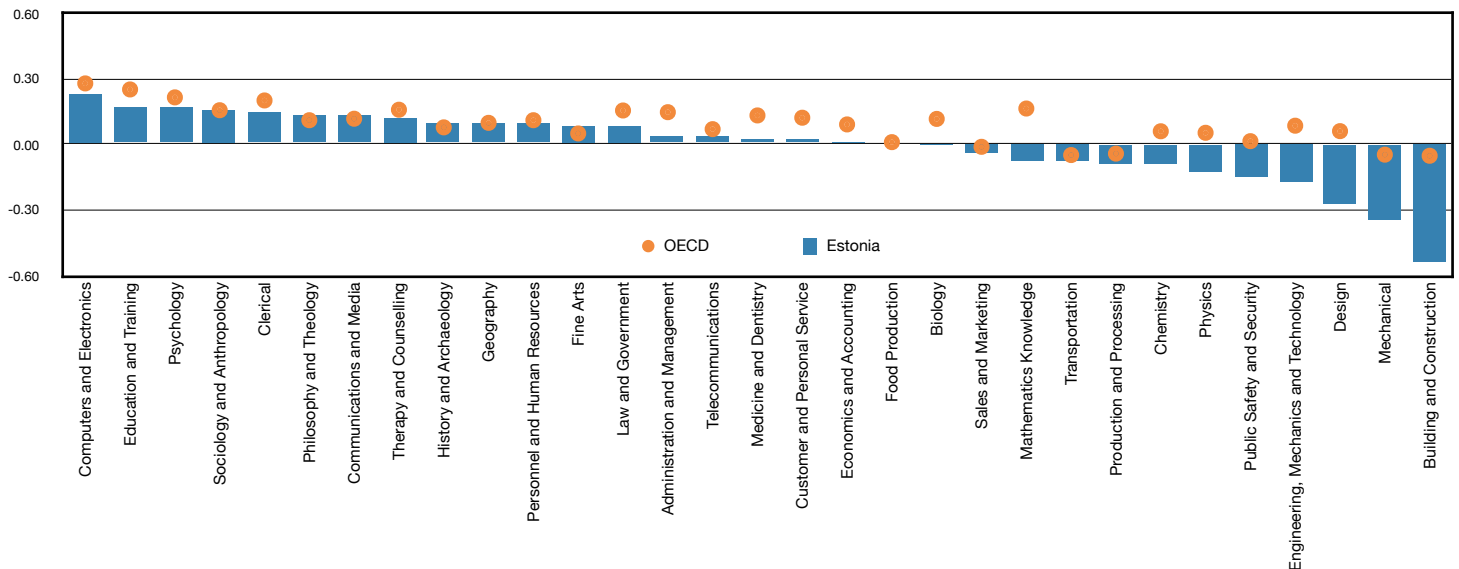
Abilities



Skills



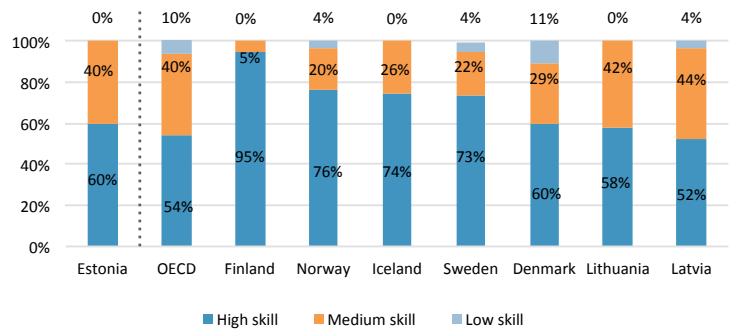
Knowledge areas



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

In Estonia 6 out of 10 jobs facing skills shortage are in occupations requiring high skills. Demand for medium skills is also robust (40% of jobs in shortage) and in line with the OECD average.

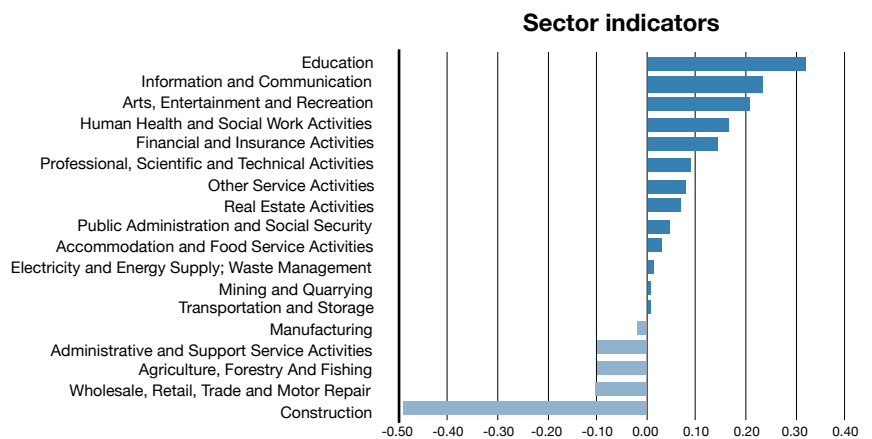
High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9.



Which sectors face the largest occupational shortages?

The Education as well as the Information and Communication but also Arts, Entertainment and Recreation sectors are facing the largest occupational shortages in Estonia. The Construction sector is, instead, facing large occupational surpluses.

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.

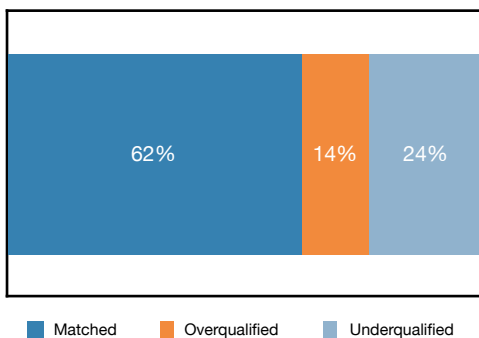


How is the alignment of talent to job requirements?

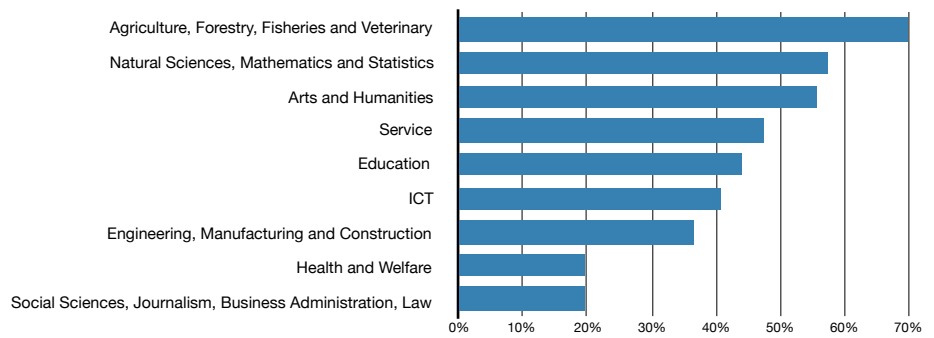
4 out of 10 workers in Estonia are either over- or under-qualified for the work that they are doing. In Estonia over 50% of graduates in the fields of Agriculture, Forestry, Fisheries and Veterinary, Natural Sciences, Mathematics and Statistics and Arts and Humanities work in a job different from the 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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