

## Skills for Jobs

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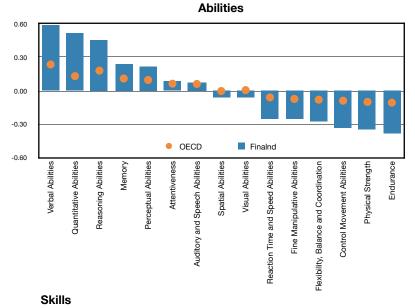
## Finland country note

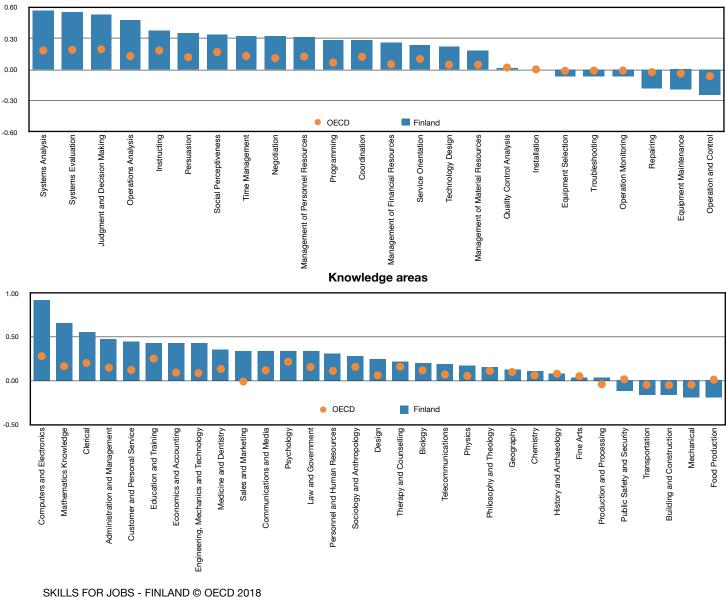
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#### Where are the skills imbalances?

In Finland, shortages of Verbal, Quantitative and Reasoning Abilities are stronger than in the OECD average. This may signal a robust demand for high-level cognitive skills as those demands are accompanied by shortages in the Systems Analysis, Systems Evaluations and Judgement and Decision Making Skills. Finland also faces intense shortages in several Knowledge areas such as Computers and Electronics and Mathematical Knowledge.

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







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## Finland country note

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

In Finland, almost all jobs facing skills shortages are in occupations requiring high skills. As a result, demand for medium (or low) skills is 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

The Information and Communication sector

and the Real Estate sector are facing the

largest occupational shortage in Finland. The

sectors with the largest surpluses are

Agriculture, Forestry and Fishing and

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

How is the alignment of talent to job requirements?

Almost 3 out of 10 workers in Finland are either over- or under-qualified for the work

that they are doing. This share is lower than in the average of the OECD (36%).

However, in Finland over 50% of graduates in the fields of Arts and Humanities and

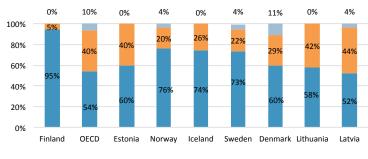
ICT work in a job different from the field they specialised in (field-of-study mismatch).

across countries, sectors and skills dimensions.

Administrative and Support Service activities.

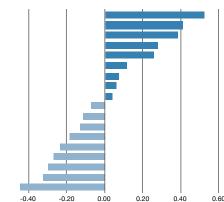
occupational shortages?

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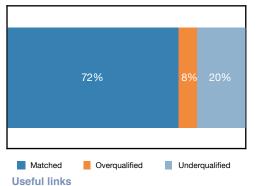
High skill Medium skill Low skill





Qualification mismatch describes a situation for which a worker has qualifications that exceed (overqualified) 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**



ICT Natural Sciences, Mathematics and Statistics Education Agriculture, Forestry, Fisheries and Veterinary Service Social Sciences, Journalism, Business Administration, Law Engineering, Manufacturing and Construction Health and Welfare

Information and Communication **Real Estate Activities** 

Education

Manufacturing

Construction

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Other Service Activities

Transportation and Storage

Agriculture, Forestry And Fishing

Professional, Scientific and Technical Activities

Electricity and Energy Supply; Waste Management

Public Administration and Social Security Financial and Insurance Activities

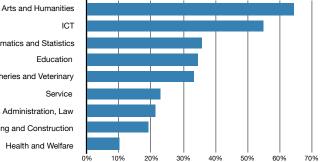
Human Health and Social Work Activities

Wholesale, Retail, Trade and Motor Repair Arts, Entertainment and Recreation Mining and Quarrying

Accommodation and Food Service Activities

Administrative and Support Service Activities

#### Field-of-study mismatch



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 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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