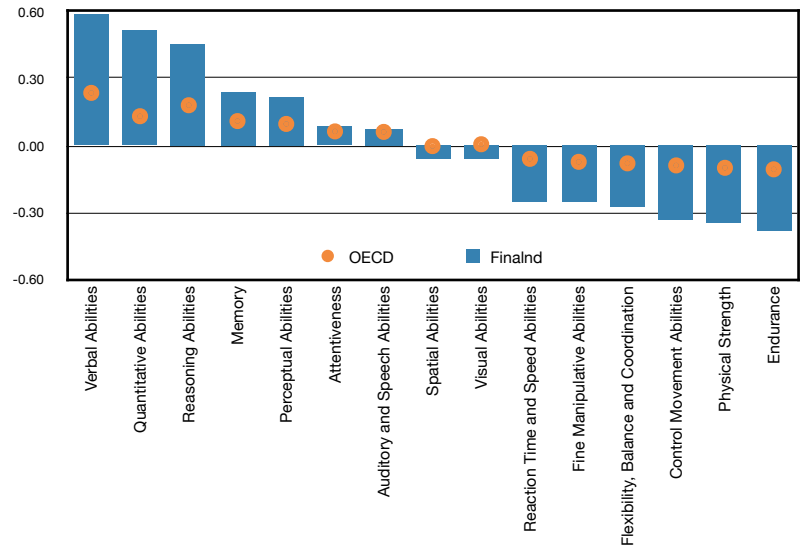


Where are the skills imbalances?

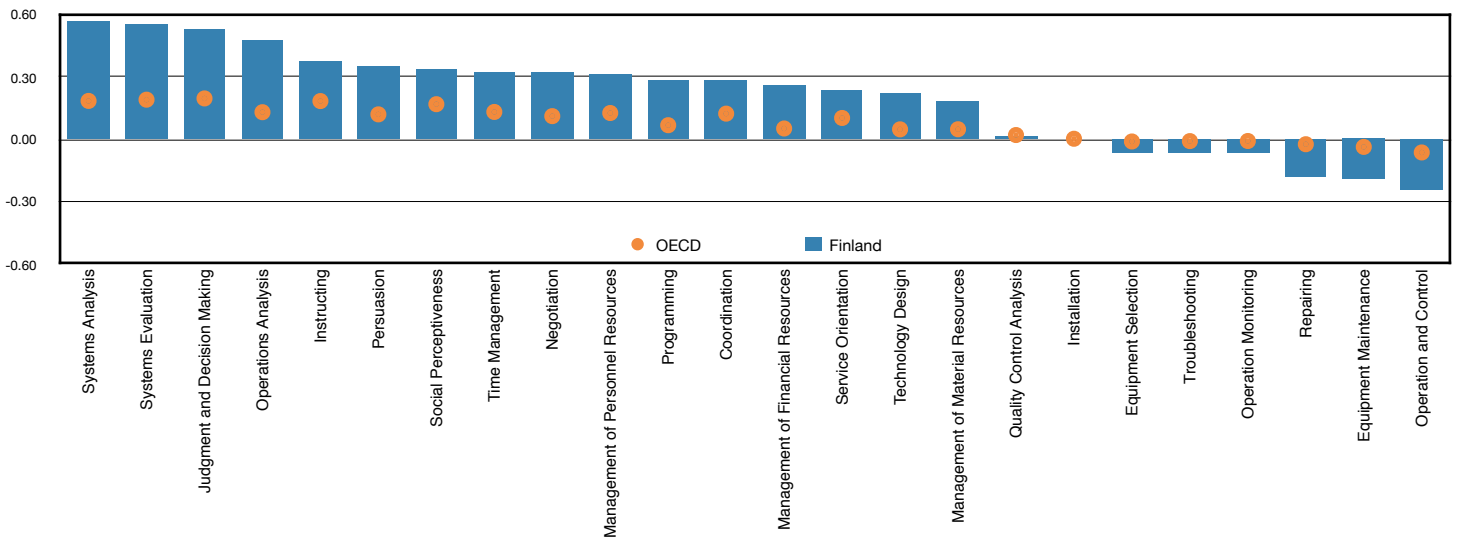
In Finland, shortages of Verbal, Quantitative and Reasoning *Abilities* are stronger than in the OECD average. This may signal a robust demand for high-level cognitive skills as those demands are accompanied by shortages in the Systems Analysis, Systems Evaluations and Judgement and Decision Making *Skills*. 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

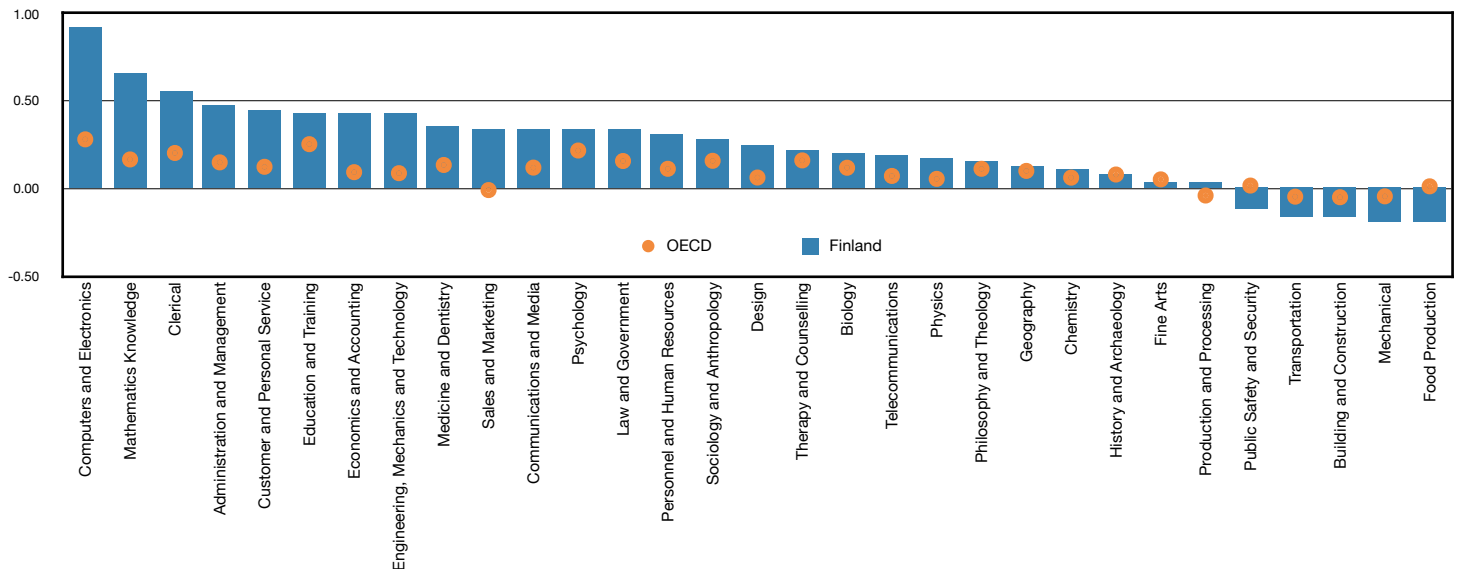
Abilities



Skills



Knowledge areas

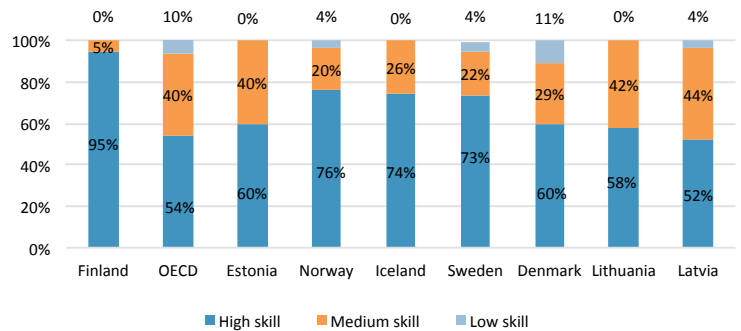




Where are the jobs in high-demand in your country?

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.

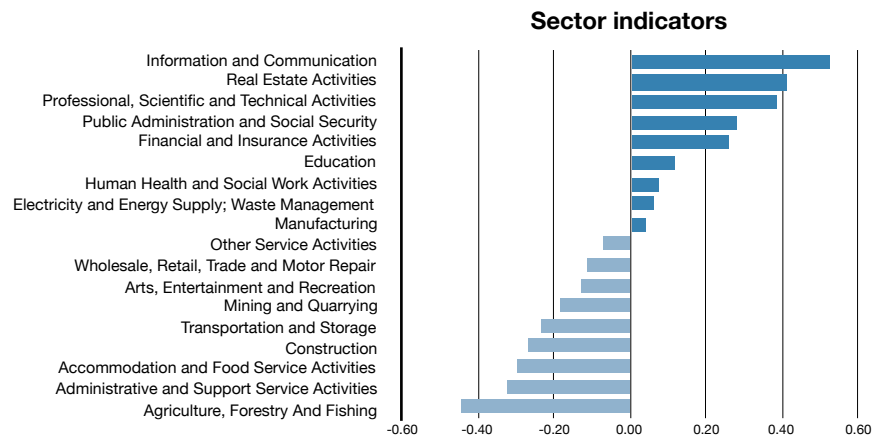
High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.



Which sectors face the largest occupational shortages?

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 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.

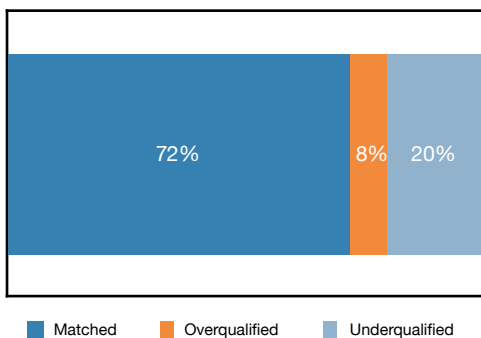


How is the alignment of talent to job requirements?

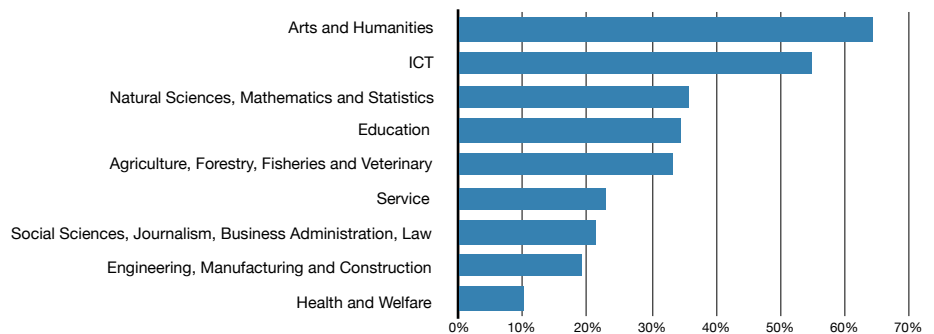
Almost 3 out of 10 workers in Finland are either over- or under-qualified for the work that they are doing. This share is lower than in the average of the OECD (36%). However, in Finland over 50% of graduates in the fields of Arts and Humanities and ICT work in a job different from the field they specialised in (field-of-study mismatch).

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 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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