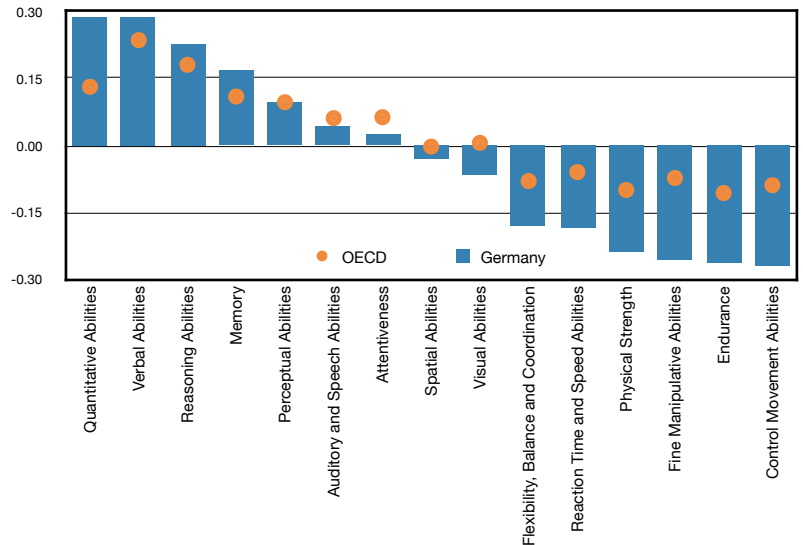


## Where are the skills imbalances?

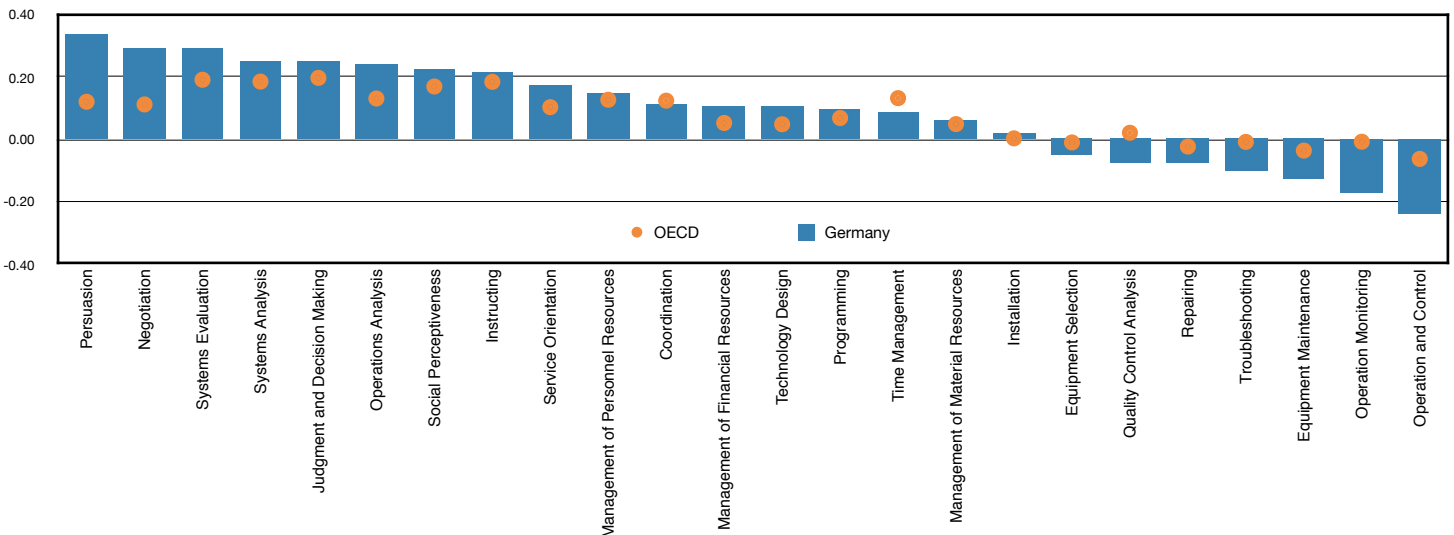
Germany faces intense shortages in Quantitative and Verbal *Abilities*, being these stronger than in the average of the OECD. Germany also faces shortages in several *Skills* and *Knowledge* areas, linked to strong demand in Sales and Marketing but also in Computers and Electronics and Mathematics *Knowledge*. Surpluses are observed in Food Production and Transportation *Knowledge* areas.

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

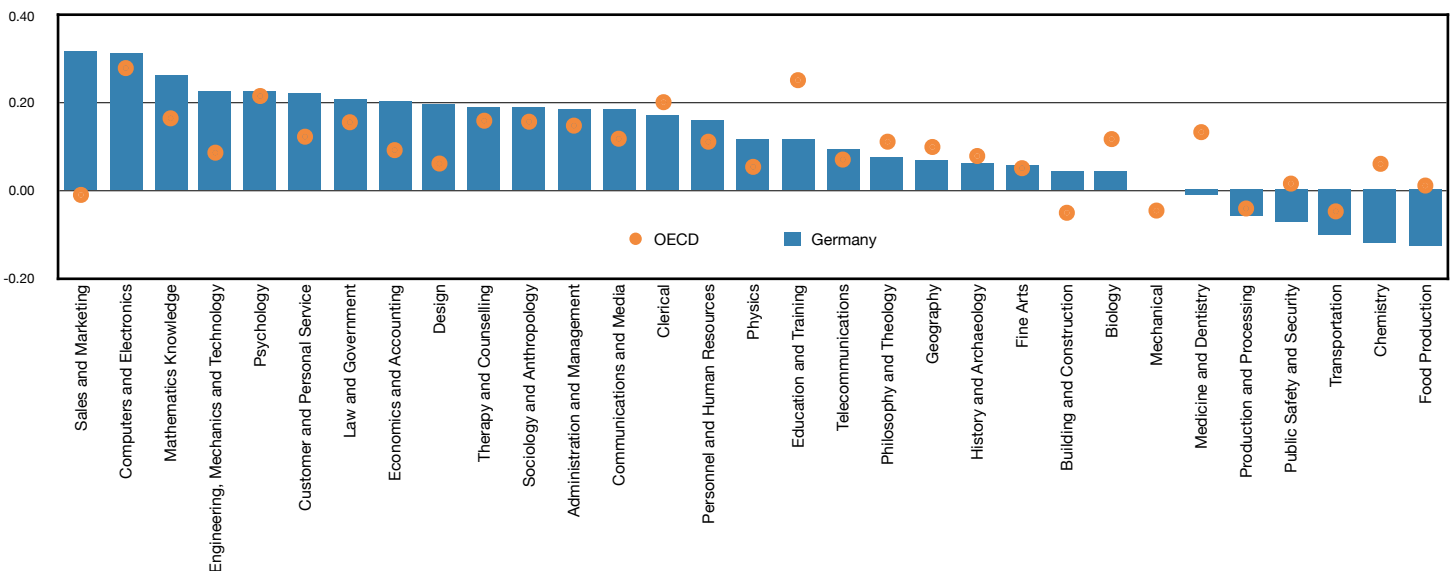
## Abilities



## Skills



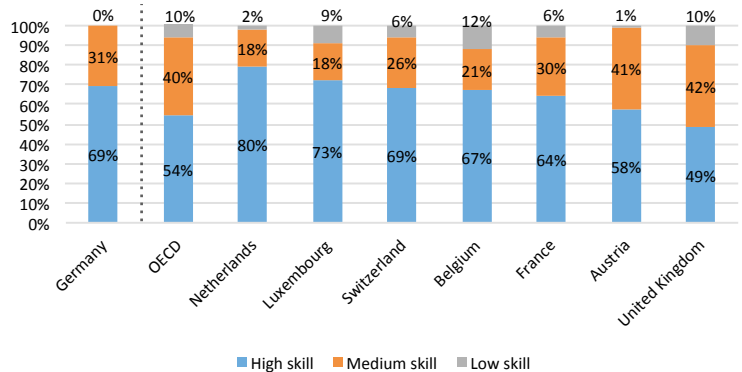
## Knowledge areas



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

In Germany 7 out of 10 jobs that are hard-to-fill are found in occupations requiring high skills. Demand for medium-skilled occupations is relatively lower (31%) and close to the OECD average of 39%.

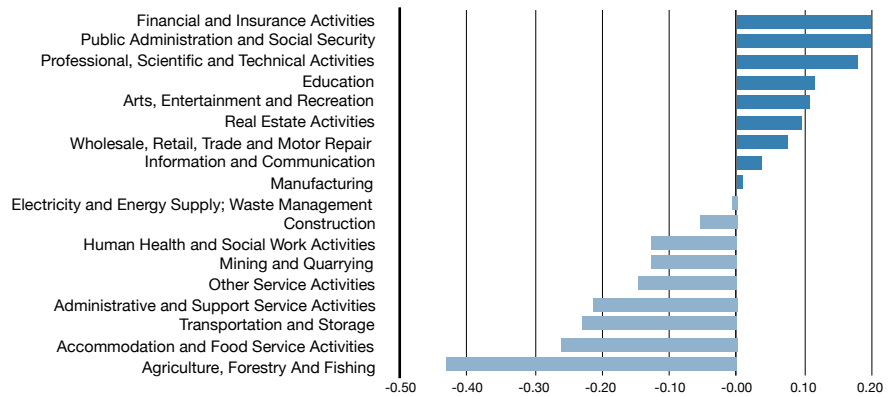
High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.



## Which sectors face the largest occupational shortages?

Financial and Insurance activities and Public Administration and Social Security are the sectors with the strongest relative occupational shortages in Germany. The sector with the largest surplus is Agriculture, Forestry and Fishing.

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.

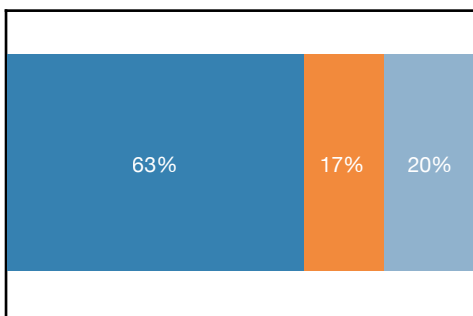


## How is the alignment of talent to job requirements?

Almost 4 out of 10 workers in Germany are either over- or under-qualified for the work that they are doing. In Germany over 50% of graduates in the field of Arts and Humanities and Education 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



Matched Overqualified Underqualified

### Useful links

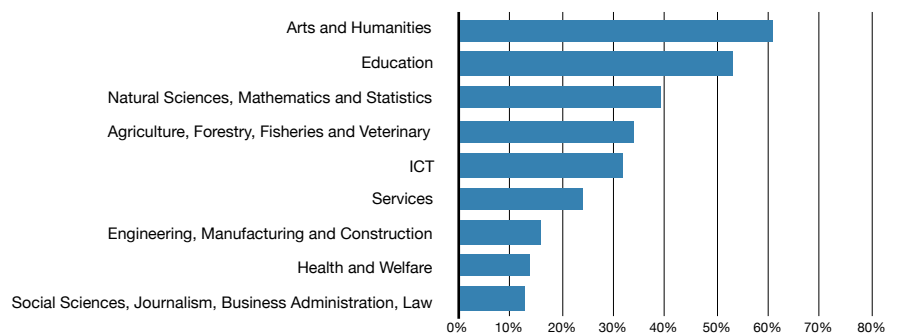
Mismatch dataset – <http://dotstat.oecd.org/Index.aspx?QueryId=77595>  
Skill needs dataset – <http://dotstat.oecd.org/Index.aspx?QueryId=77642>  
Skills for Jobs webpage – <https://www.oecdskillsforjobsdatabase.org/>

### Further information

Data for skill imbalances, sector imbalance, qualification and field-of-study mismatch refer to year 2011.

See also: OECD (2017), *Getting Skills Right: The OECD Skills for Jobs Indicators*, OECD Publishing, Paris. <http://dx.doi.org/10.1787/9789264277878-en>

### Field-of-study mismatch



### Contact

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