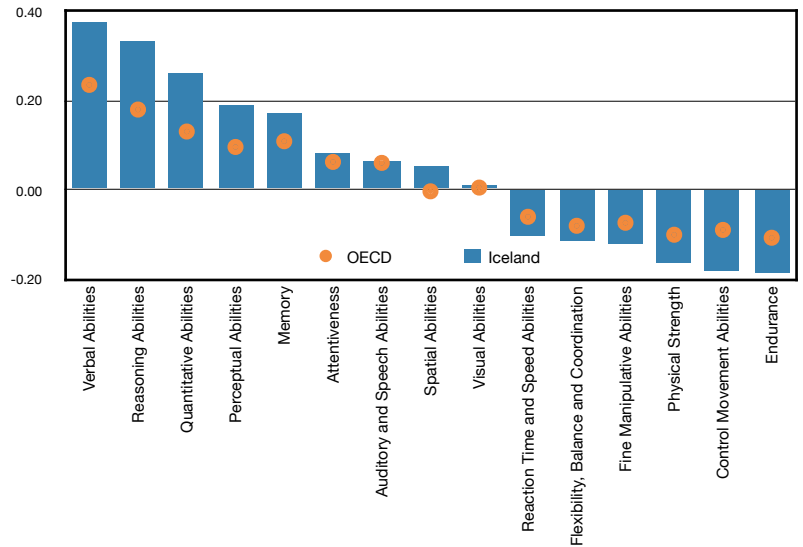


### Where are the skills imbalances?

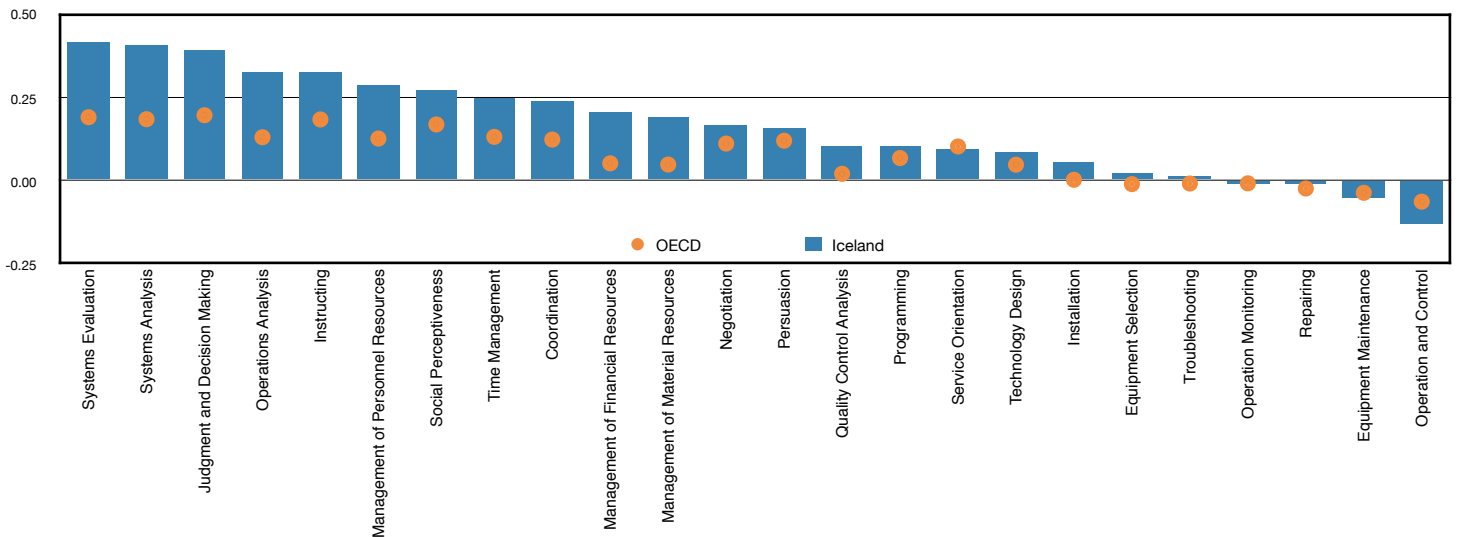
In Iceland, Verbal, Reasoning and Quantitative *Abilities* are in shortage, being these more intense than the average of the OECD. Shortages in Systems Evaluation, Systems Analysis and Judgement and Decision Making *Skills* are also more pronounced than in the rest of the OECD. Iceland also faces strong shortages in several *Knowledge* areas such as Computers and Electronics, Psychology and Mathematics.

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

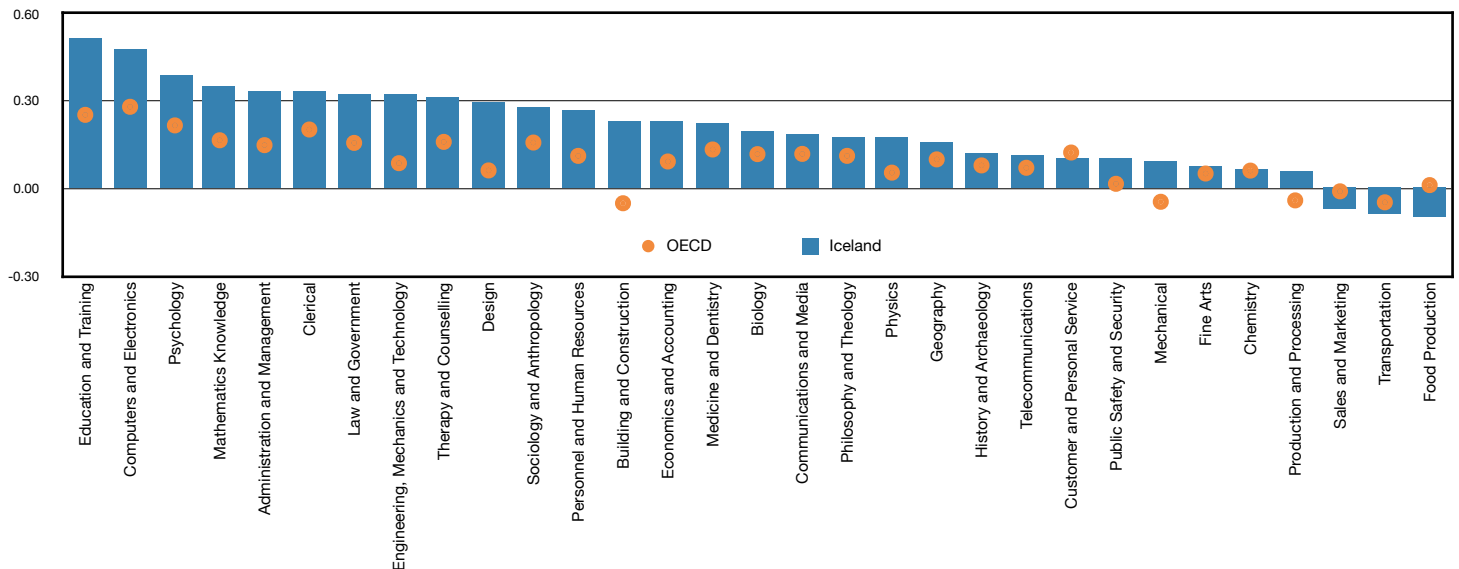
### Abilities



### Skills



### Knowledge areas

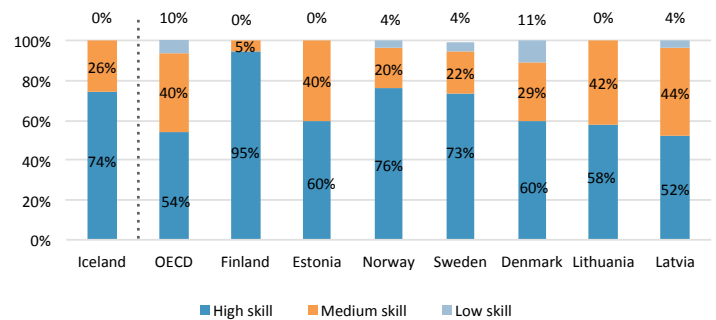




## Where are the jobs in high-demand in your country?

In Iceland almost 8 out of 10 jobs facing skills shortage are in occupations requiring high skills. 26% of jobs that are hard-to-fill are in medium-skill occupations, a share that is relatively low compared to the OECD average.

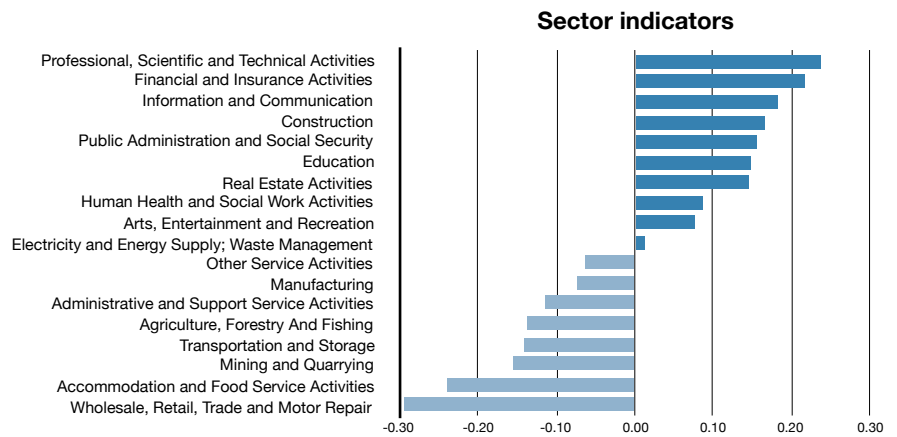
High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.



## Which sectors face the largest occupational shortages?

Professional, Scientific and Technical activities and the Financial and Insurance sector are facing the largest occupational shortages in Iceland. The sector with the largest surplus is Wholesale, Retail, Trade and Motor Repair.

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.

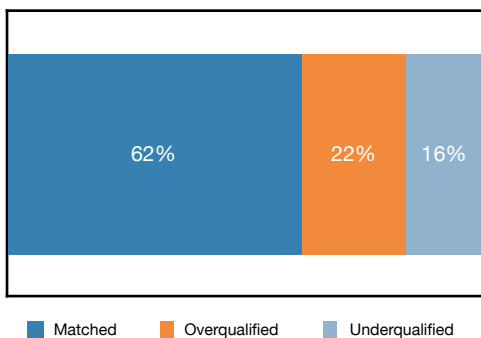


## How is the alignment of talent to job requirements?

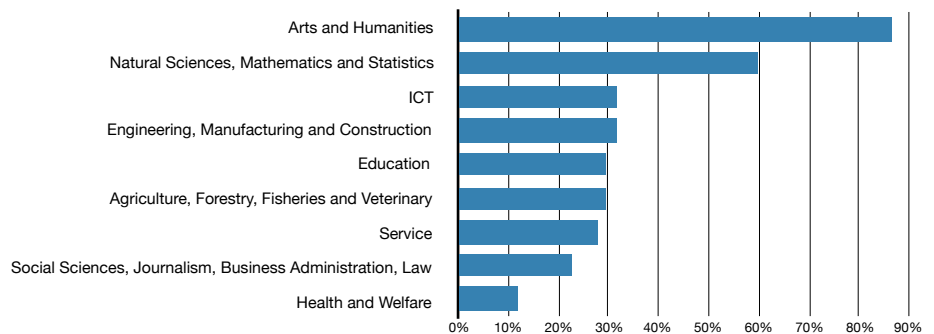
Approximately 4 out of 10 workers in Iceland are either over- or under-qualified for the work that they are doing. In Iceland over 50% of graduates in the fields of Arts and Humanities and Natural Sciences, Mathematics and Statistics work in a job different from the field they specialised in (field-of-study 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 and qualification and field-of-study mismatch imbalance refer to year 2012.

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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