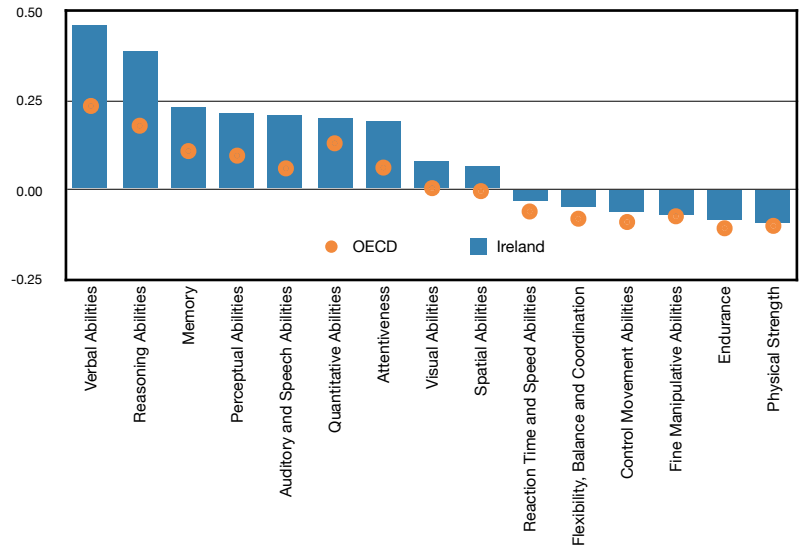


Where are the skills imbalances?

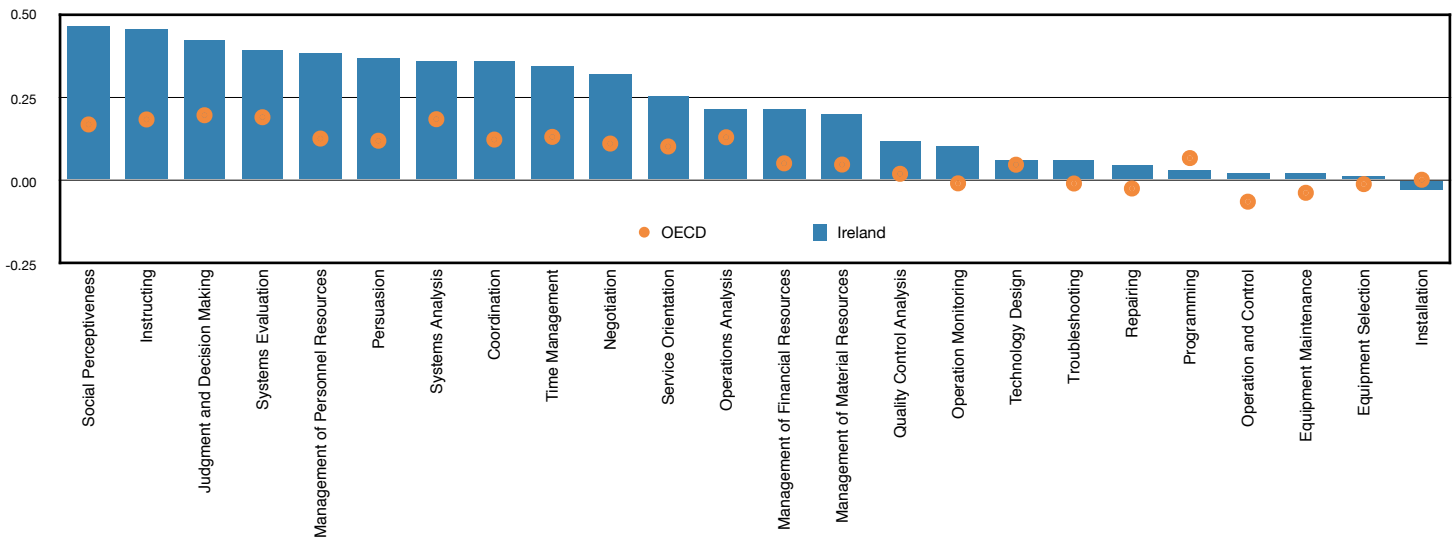
In Ireland, most *Skills* and *Knowledge* areas are in stronger shortage than in the average of the OECD. This is true, for instance, for Social Perceptiveness and Instructing *Skills*, Verbal and Reasoning *Abilities*, as well as for Education and Training, Psychology and Administration and Management *Knowledge* areas. Ireland faces some surplus in Transportation and Production and Processing *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

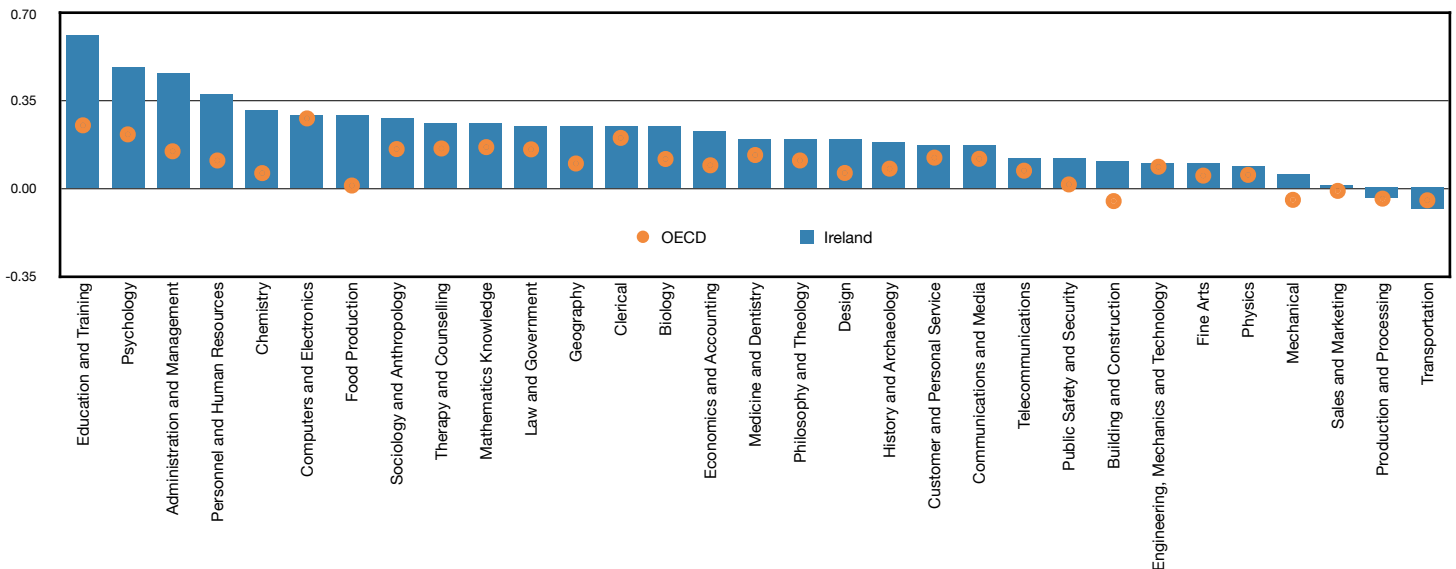
Abilities



Skills

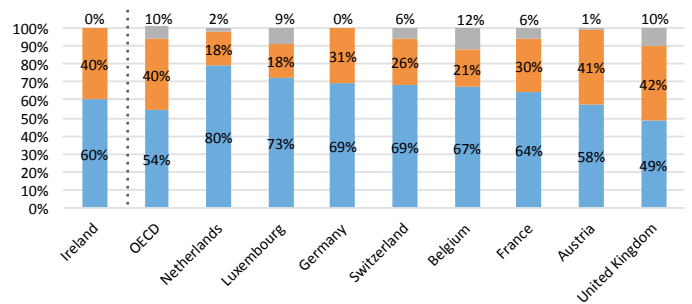


Knowledge areas



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

In Ireland, 6 out of 10 jobs facing skill shortage are in occupations requiring high skills. Demand for medium-skilled occupations is 40% of the total of jobs that are hard-to-fill and close to the average of the OECD.

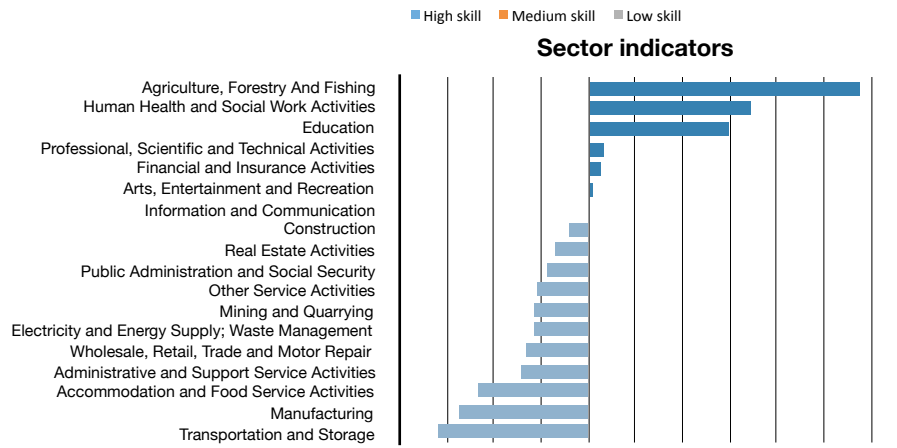


High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.

Which sectors face the largest occupational shortages?

Agriculture, Forestry and Fishing and Human Health and Social Worker activities are the sectors facing the most acute occupational shortages in Ireland. The sectors with the largest surpluses are Transportation and Storage and Manufacturing.

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.

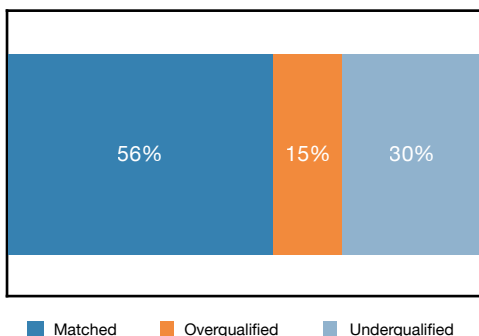


How is the alignment of talent to job requirements?

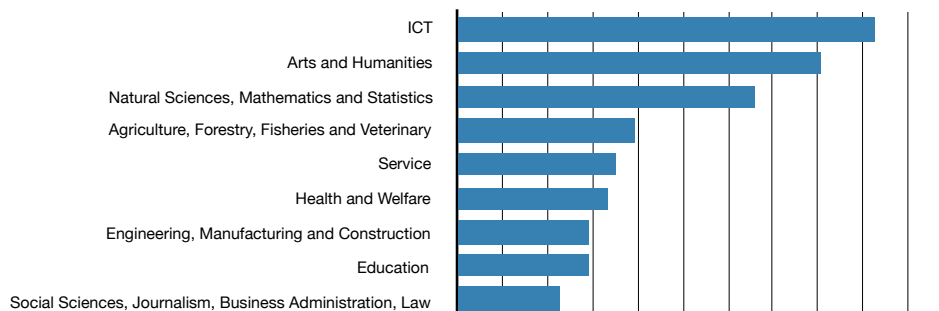
More than 4 out of 10 workers in Ireland are either over- or under-qualified for the work that they are doing. In Ireland, over 50% of graduates in the fields of ICT, Arts and Humanities and Natural Sciences, Mathematics and Statistics work in a job different from the field they specialised in (field-of-study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