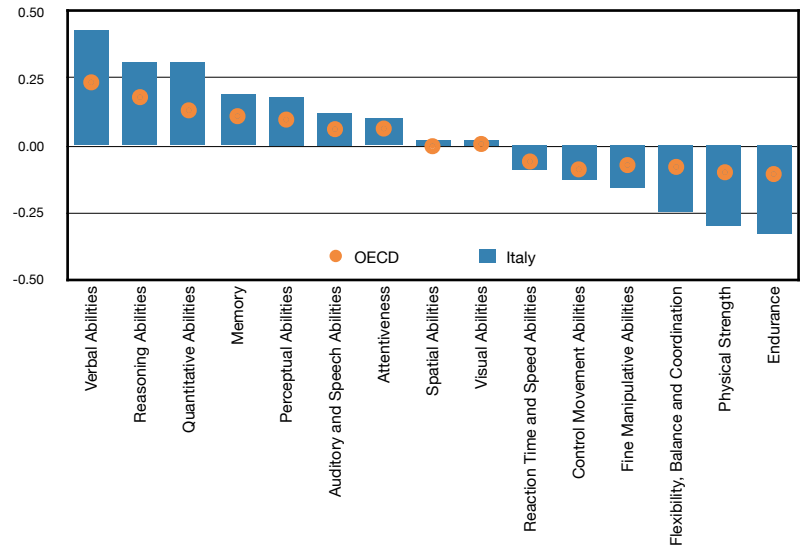


## Where are the skills imbalances?

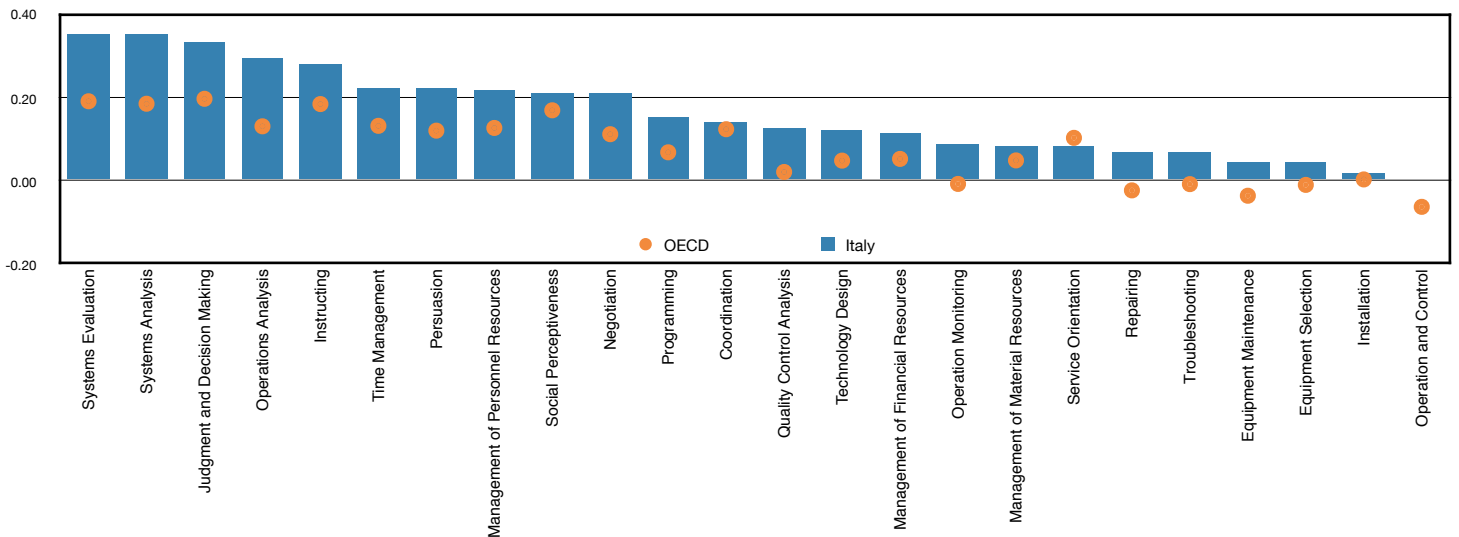
In Italy, Verbal, Reasoning and Quantitative *Abilities* are in shortage and relatively more than in the average of the OECD. Italy experiences shortages in several *Knowledge* areas as well, with Computers and Electronics being the most pronounced one and well above the OECD average. Some surpluses are observed in the *Knowledge* areas of Building and Construction as well as in Public Safety and Security.

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

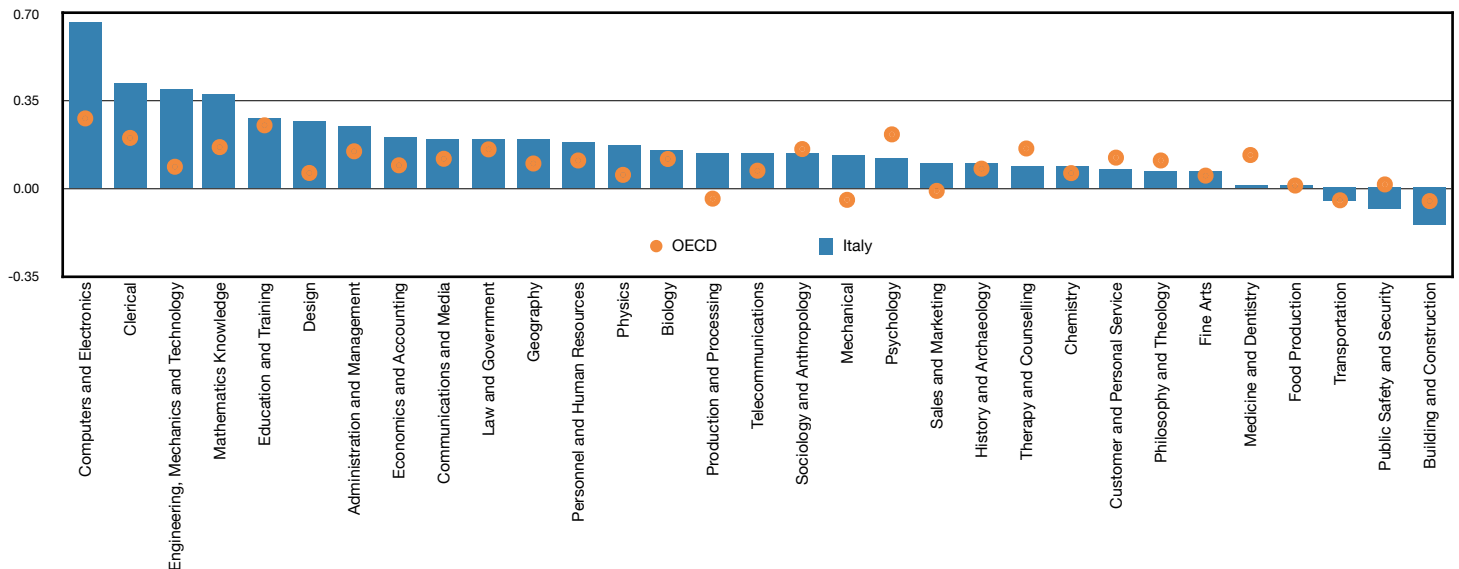
## Abilities



## Skills



## Knowledge areas

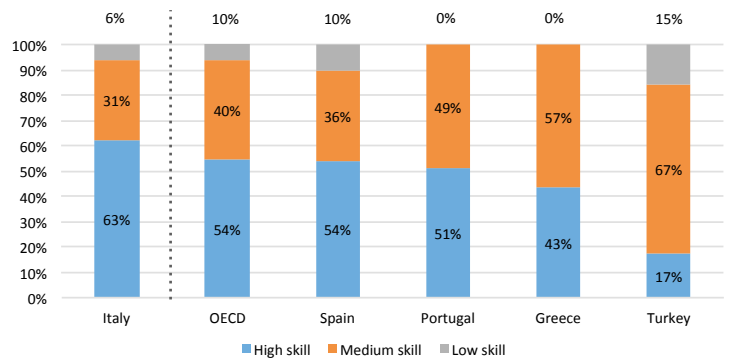




### Where are the jobs in high-demand in your country?

In Italy, approximately 6 out of 10 jobs facing skill shortage are in high-skilled occupations, while 31% and 6% of jobs that are hard-to-fill are in medium- and low-skilled occupations, in line with the average across the OECD.

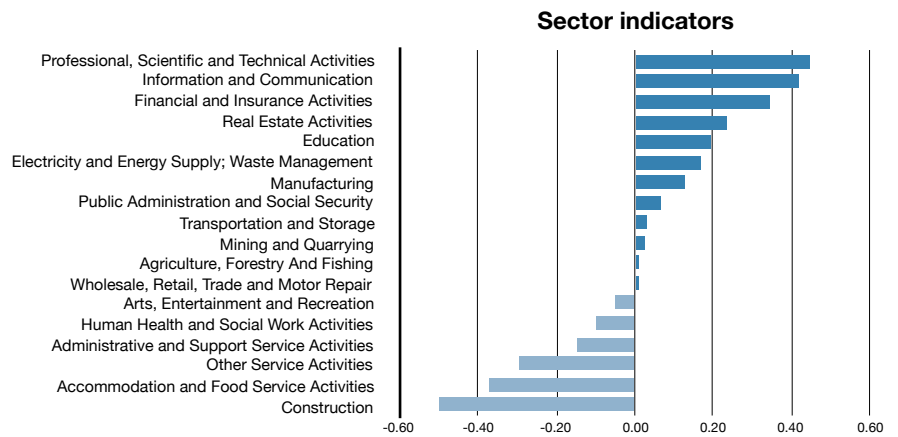
High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.



### Which sectors face the largest occupational shortages?

Professional, Scientific and Technical occupations and Information and Communication sector are facing the most acute occupational shortages in Italy. The sectors with the largest surpluses are Construction and Accommodation and Food 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

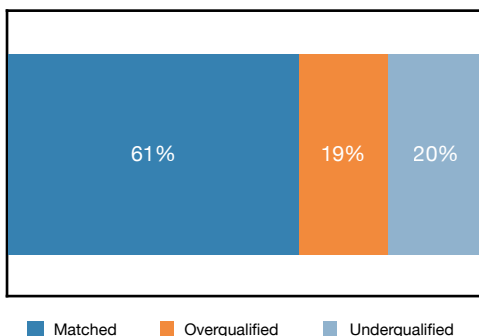


### How is the alignment of talent to job requirements?

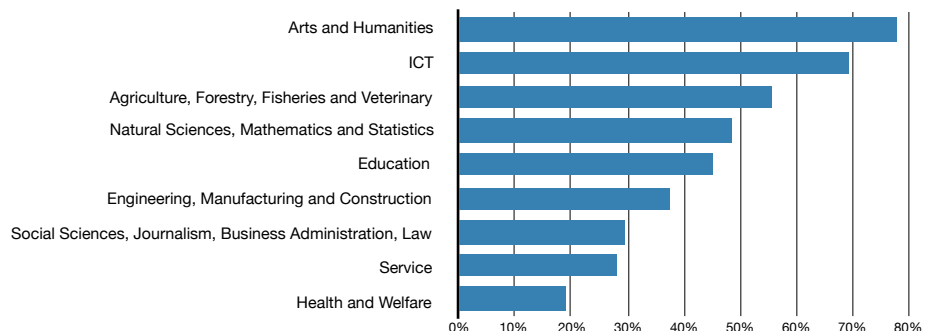
4 out of 10 workers in Italy are either over- or under-qualified for the work that they are doing. In Italy over 50% of graduates in the fields of Arts and Humanities, ICT and Agriculture, Forestry, Fisheries and Veterinary work in a job different from the field they specialised in (field-of-study mismatch).

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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