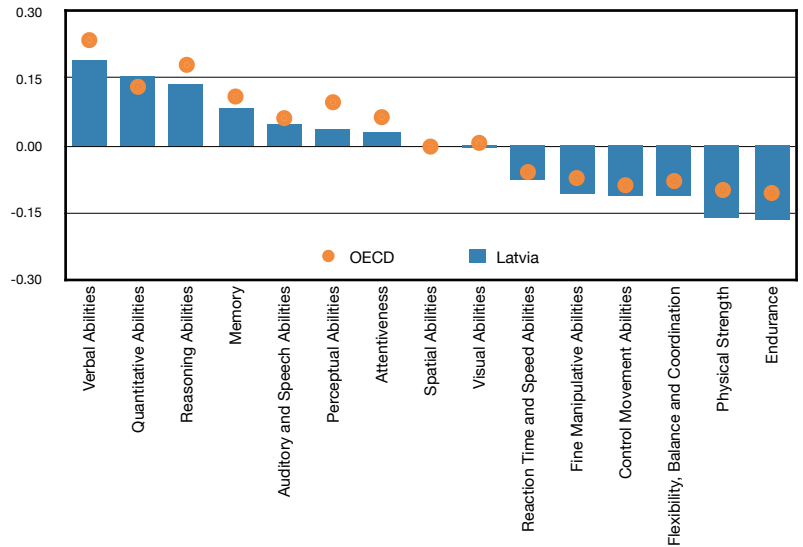


Where are the skills imbalances?

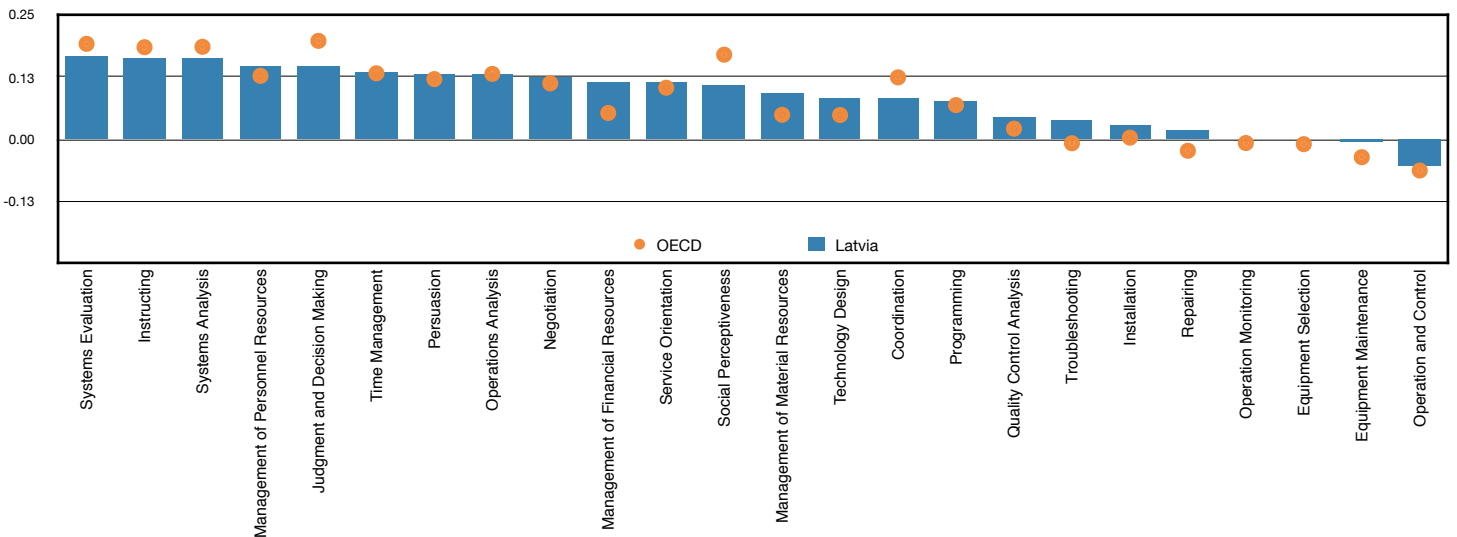
Latvia faces substantial shortages of Verbal, Quantitative and Reasoning *Abilities*. Shortages of Systems Evaluation, Instructing and Systems Analysis *Skills* are also emerging, though with lower intensity than in the average of the OECD. Latvia also faces shortages in several *Knowledge* areas, especially in technical ones such as Computers and Electronic, Mathematics *Knowledge* and Engineering, Mathematics and Technology.

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

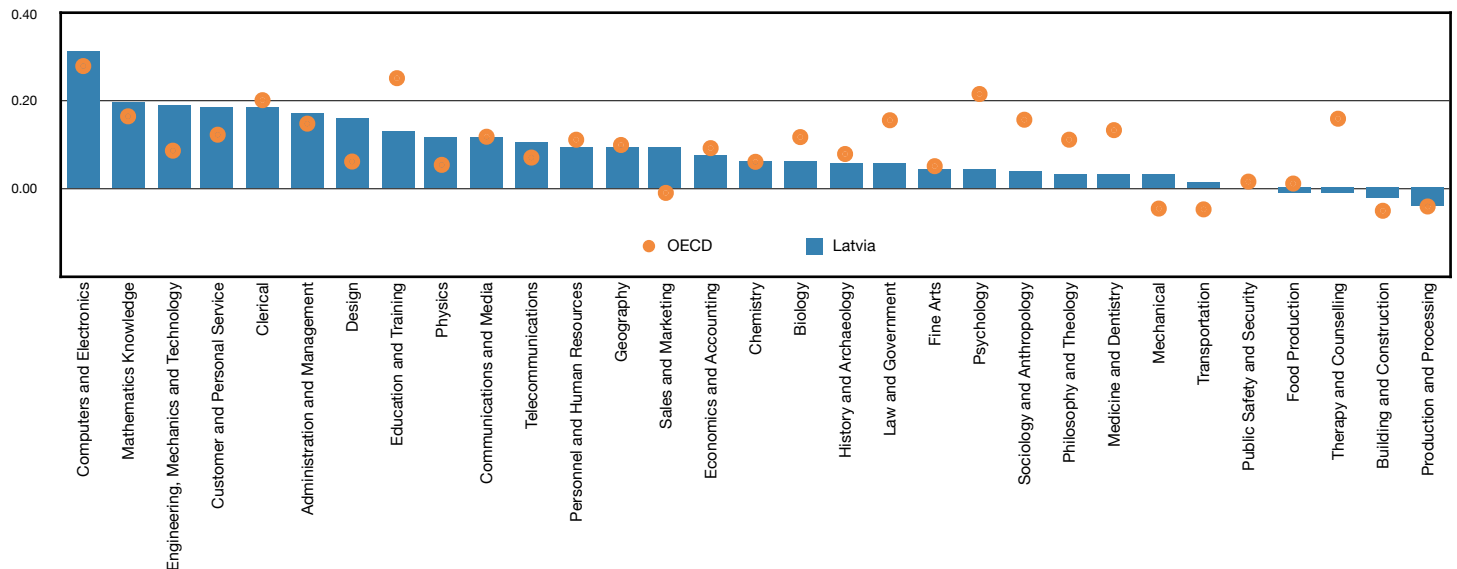
Abilities



Skills



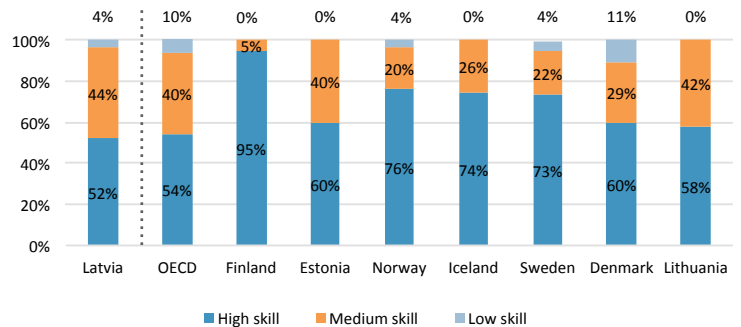
Knowledge areas



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

In Latvia 5 out of 10 jobs facing skills shortage are in occupations requiring high skills. Demand for medium skills is also strong (44% of jobs that are hard-to-fill are in that skill level), while the demand for low-skilled workers is 4%, close to that of the average across the OECD.

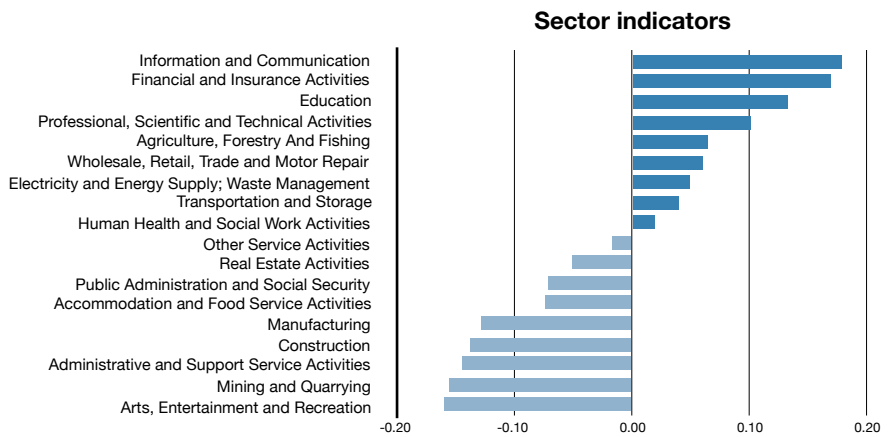
High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. v



Which sectors face the largest occupational shortages?

Information and Communication and Financial and Insurance are the sectors facing the most acute occupational shortages in Latvia. The sectors with the largest surpluses are Arts, Entertainment and Recreation and Mining and Quarrying.

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

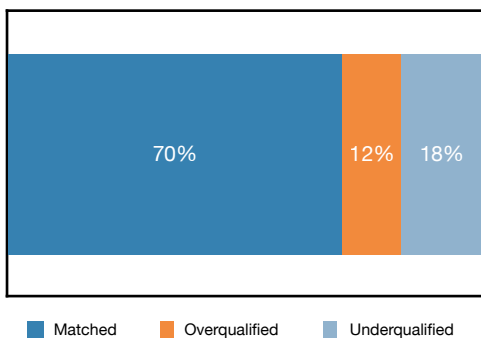


How is the alignment of talent to job requirements?

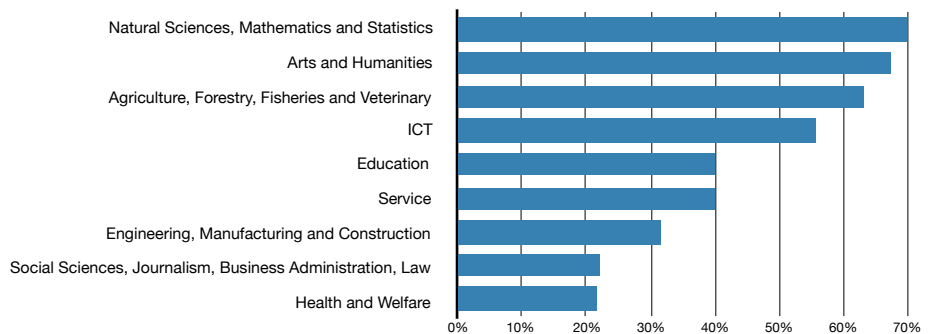
3 out of 10 workers in Latvia are either over- or under-qualified for the work that they are doing. This share is lower than in the average of the OECD. However, over 50% of graduates in the fields of Natural Sciences, Mathematics and Statistics, Arts and Humanities, Agriculture, Forestry, Fisheries and Veterinary 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>

Contact

OECD Skills and Employability Division, Directorate for Employment, Labour and Social Affairs

✉ Fabio.MANCA@oecd.org
[@OECD Social](https://twitter.com/OECD_Social)