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.
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.

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.

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).

Further information
Data for skill imbalances, sector and qualification and field-of-study mismatch imbalance refer to year 2015.