Where are the skills imbalances?

Lithuania experiences shortages in Verbal, Quantitative and Reasoning Abilities, as well as in Systems Evaluation, Systems Analysis and Operations Analysis Skills, these being more intense than in the average of the OECD. Lithuania also faces a shortage in several Knowledge areas, especially in Computers and Electronics, Administration and Management and Mathematics 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.
Where are the jobs in high-demand in your country?
In Lithuania, almost 6 out of 10 jobs facing skills shortage are in occupations requiring high skills. Around 42% of hard-to-fill jobs require, instead, medium skills, close to the OECD average.

Which sectors face the largest occupational shortages?
Information and Communication and Accommodation and Food Service activities are the sectors facing the largest occupational shortages in Lithuania. The sector with the largest surplus is Human Health and Social Work activities.

How is the alignment of talent to job requirements?
Almost 4 out of 10 workers in Lithuania are either over- or under-qualified for the work that they are doing. In Lithuania over 50% of graduates in the fields of Arts and Humanities, Natural Sciences, Mathematics and Statistics, Agriculture, Forestry, Fisheries and Veterinary and ICT work in a job different from the field they specialised in (field-of-study mismatch).