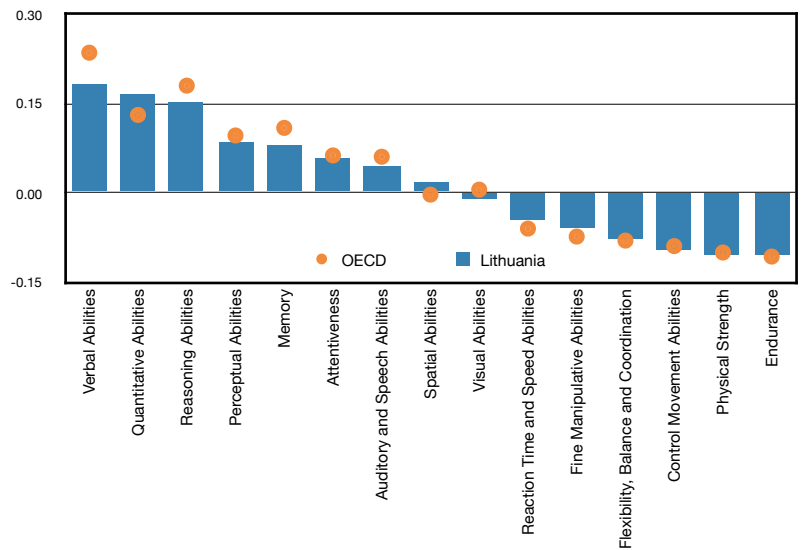


Where are the skills imbalances?

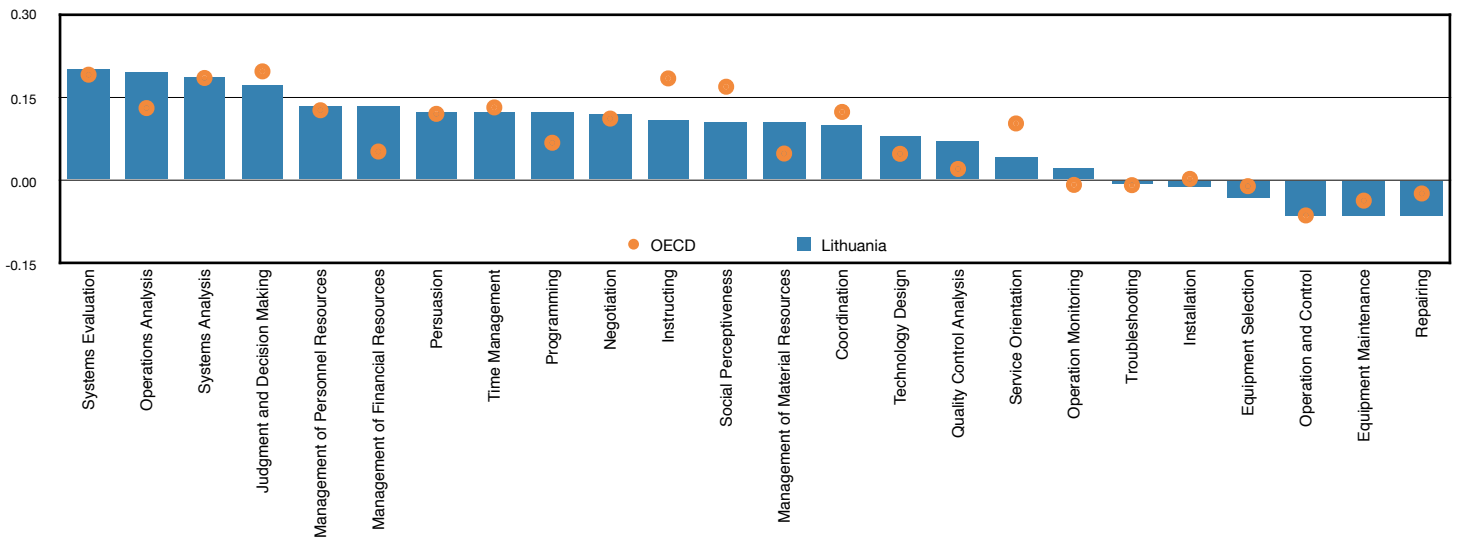
Lithuania experiences shortages in Verbal, Quantitative and Reasoning *Abilities*, as well as in Systems Evaluation, Systems Analysis and Operations Analysis *Skills*, these being more intense than in the average of the OECD. Lithuania also faces a shortage in several *Knowledge* areas, especially in 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

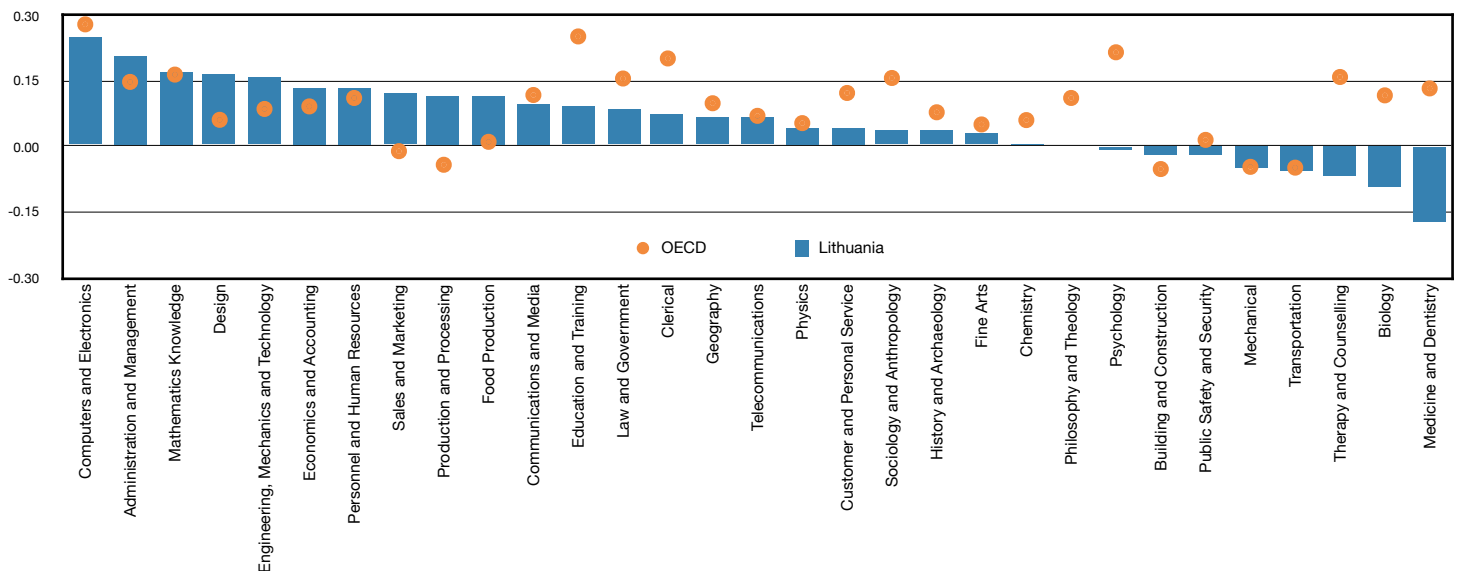
Abilities



Skills



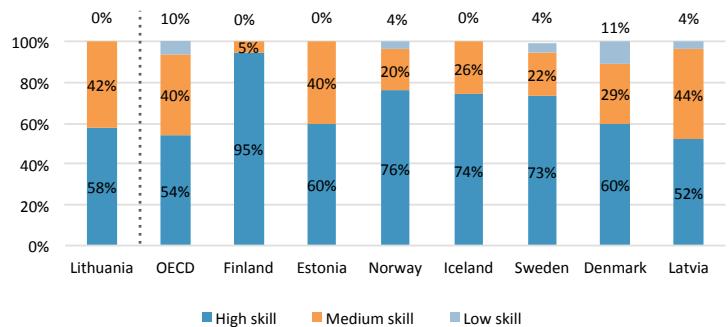
Knowledge areas



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.

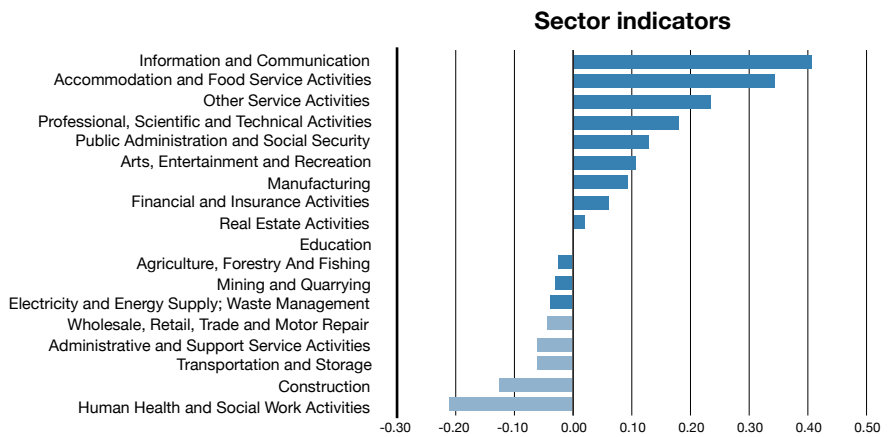
High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.



Which sectors face the largest occupational shortages?

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.

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

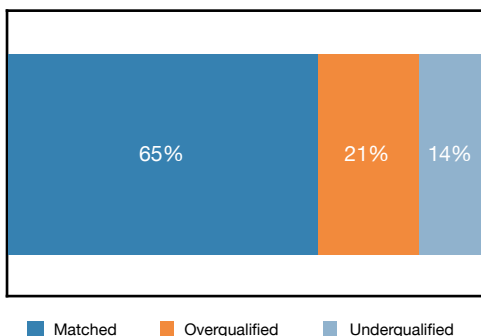


How is the alignment of talent to job requirements?

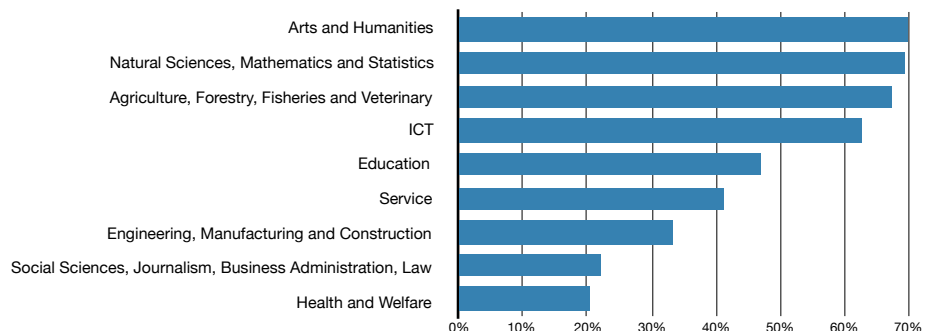
Almost 4 out of 10 workers in Lithuania are either over- or under-qualified for the work that they are doing. In Lithuania over 50% of graduates in the fields of Arts and Humanities, Natural Sciences, Mathematics and Statistics, Agriculture, Forestry, Fisheries and Veterinary and ICT work in a job different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

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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