Where are the skills imbalances?

Mexico is an emerging economy and its productive structure differs substantially from that of OECD countries. This is reflected in its relatively different pattern of skills demands. In Mexico, Control Movement and Free Manipulative Abilities are in shortage, as well as several Skills and Knowledge areas. Shortages, however, emerge in Operation and Control and Operation Monitoring Skills, and in Knowledge areas such as Food Production.

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 Mexico, half of jobs facing skill shortage are in occupations requiring medium skills and 34% in jobs requiring low skills. Only 18% of jobs that are hard-to-fill require high skills, a share that is low when compared to the average of 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?
Agriculture, Forestry and Fishing as well as Professional, Scientific and Technical activities are the sectors facing the most acute occupational shortages in Mexico. The Human Health and Social Work activities sector, instead, experience relative surplus of workers.

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 dimensions.

How is the alignment of talent to job requirements?
About half of workers in Mexico are mismatched by qualifications in their work. Around 38% of workers in Mexico are over-qualified for the job they are currently doing. This is more than twice the figure for the average of the OECD. Only 13% of workers are, instead, under-qualified.

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.

Useful links
Skills for Jobs webpage – https://www.oecdskillsforjobsdatabase.org

Further information
Data for skill imbalances, sector imbalance and qualification mismatch refer to year 2016.

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