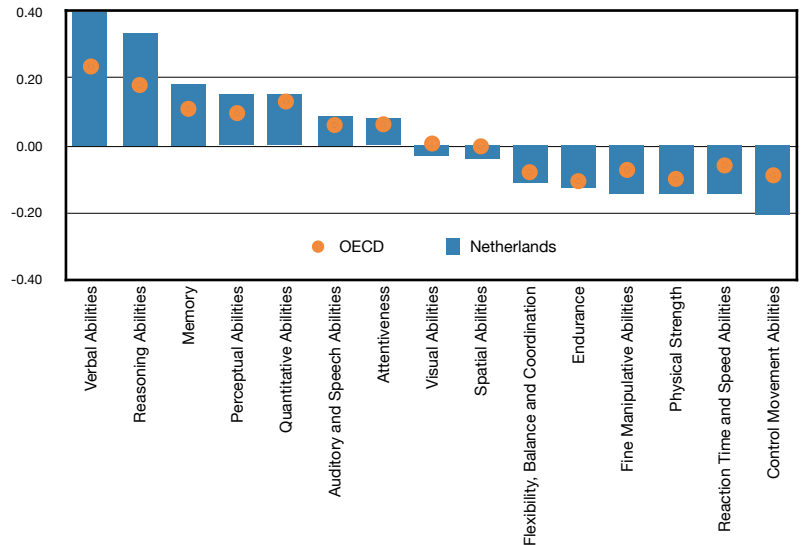


## Where are the skills imbalances?

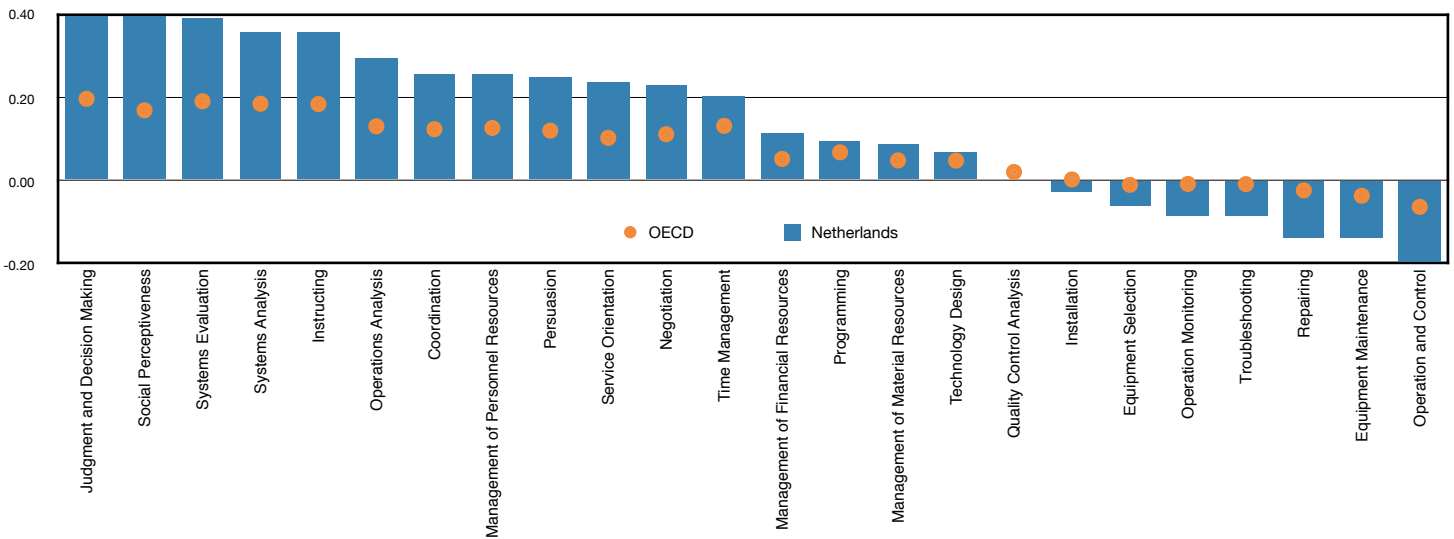
In the Netherlands, several *Skills* and *Knowledge* areas are in shortage and many of these imbalances are more intense than in the average of the OECD. Shortages in medical-related *Knowledge* areas of Psychology, Therapy and Counselling, and Medicine and Dentistry are more pervasive than in the average of the OECD, while most *Skills* areas are in large shortage. The Netherlands also faces shortages in Verbal and Reasoning *Abilities*.

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

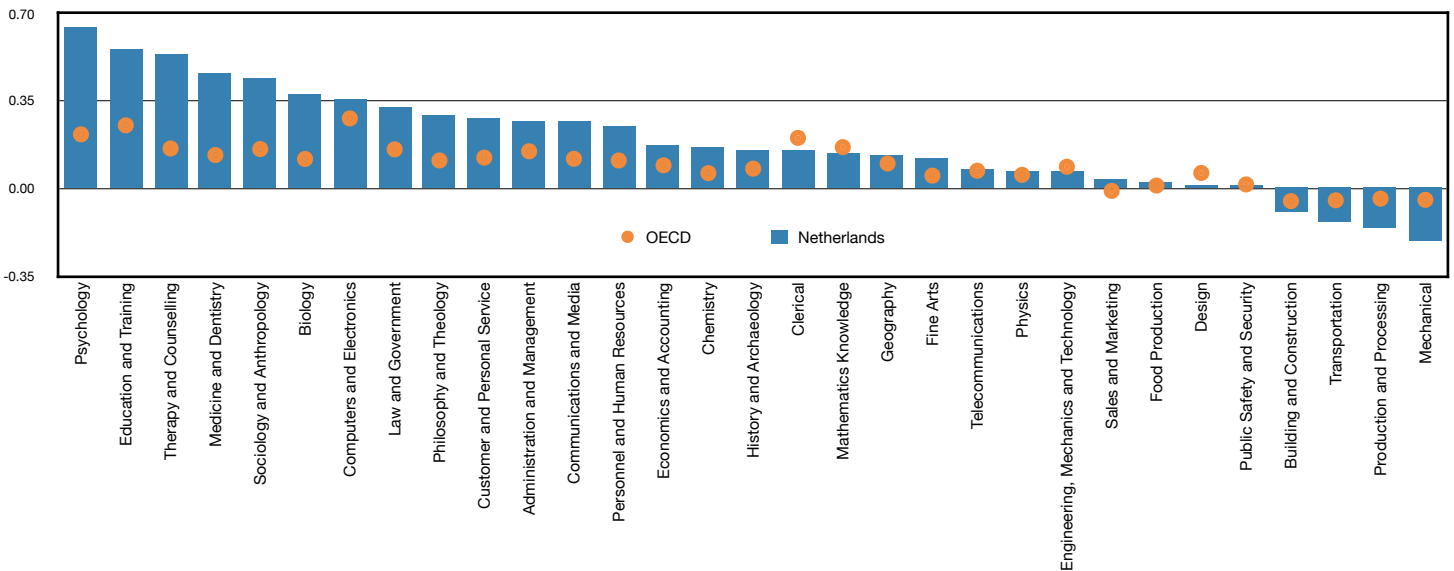
### Abilities



### Skills



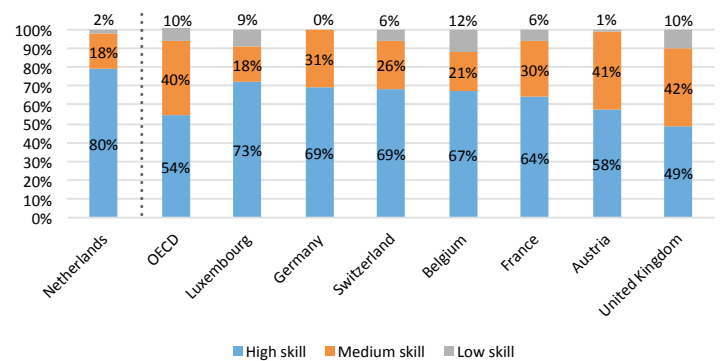
### Knowledge areas





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

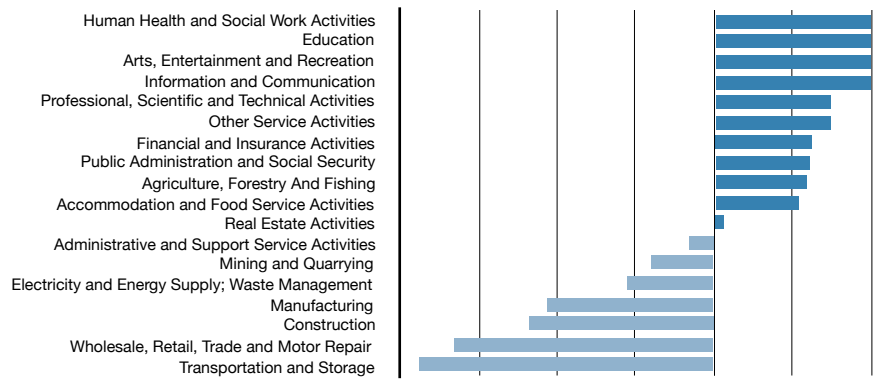
In the Netherlands, 8 out of 10 jobs facing skill shortage are in occupations requiring high-skills. Demand for medium- and low skilled occupations are relative low compared to the OECD average, standing at 18% and 2% of the total of jobs that are hard-to-fill respectively.



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?

Human Health and Social Worker activities as well as the Education sectors are facing the most acute occupational shortages in the Netherlands. The sectors with the largest surpluses are Transportation and Storage and Wholesale, Retail, Trade and Motor Repair.



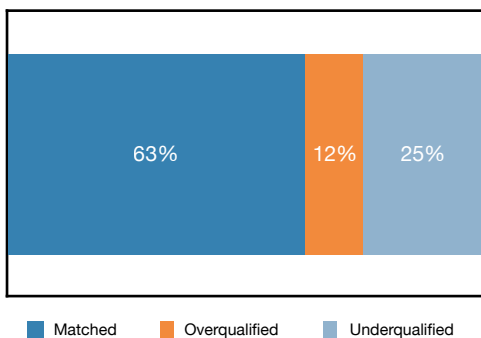
Sector shortages occur when firms struggle to find appropriate talent. Surplus arises when the supply of workers in that sector exceeds demand. Results are presented on a scale that ranges between -1 and +1. The maximum value reflects the strongest shortage observed across countries, sectors and skills dimensions.

## How is the alignment of talent to job requirements?

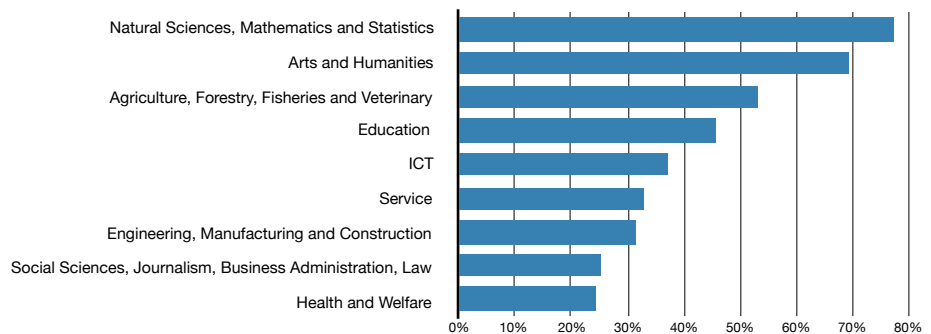
Almost 4 out of 10 workers in the Netherlands are either over- or under-qualified for the work that they are doing. In the Netherlands, over 50% of graduates in the fields of Natural Sciences, Mathematics and Statistics, Arts and Humanities, and Agriculture, Forestry, Fisheries and Veterinary work in 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 imbalance and qualification and field-of-study mismatch 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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