Where are the skills imbalances?
Reasoning and Verbal Abilities are in shortage in New Zealand but demand is high also for instructing and Judgement and Decision Making Skills. These shortages are generally more intense than in the average of the OECD. New Zealand also faces shortages in several Knowledge areas such as Education and Training and Computers and Electronics. Shortages in technical skills and in the Building and Construction Knowledge area are also appearing in New Zealand.

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 New Zealand almost 7 out of 10 jobs facing skill shortage are in occupations requiring high skills, a share that is higher than in the average of the OECD. About 27% of jobs that are hard-to-fill require, instead, medium skills and 6% low skills.

How is the alignment of talent to job requirements?
4 out of 10 workers in New Zealand are either over- or under-qualified for the work that they are doing. 17% are over-qualified while 23% lack appropriate qualifications for the job that they currently have.

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

Further information
Data for skill imbalances, sector imbalance and qualification mismatch refer to year 2017.


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