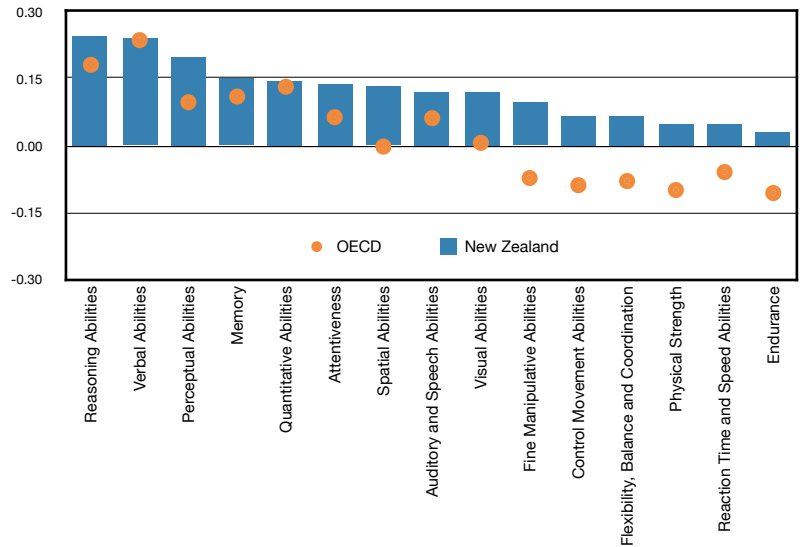


Where are the skills imbalances?

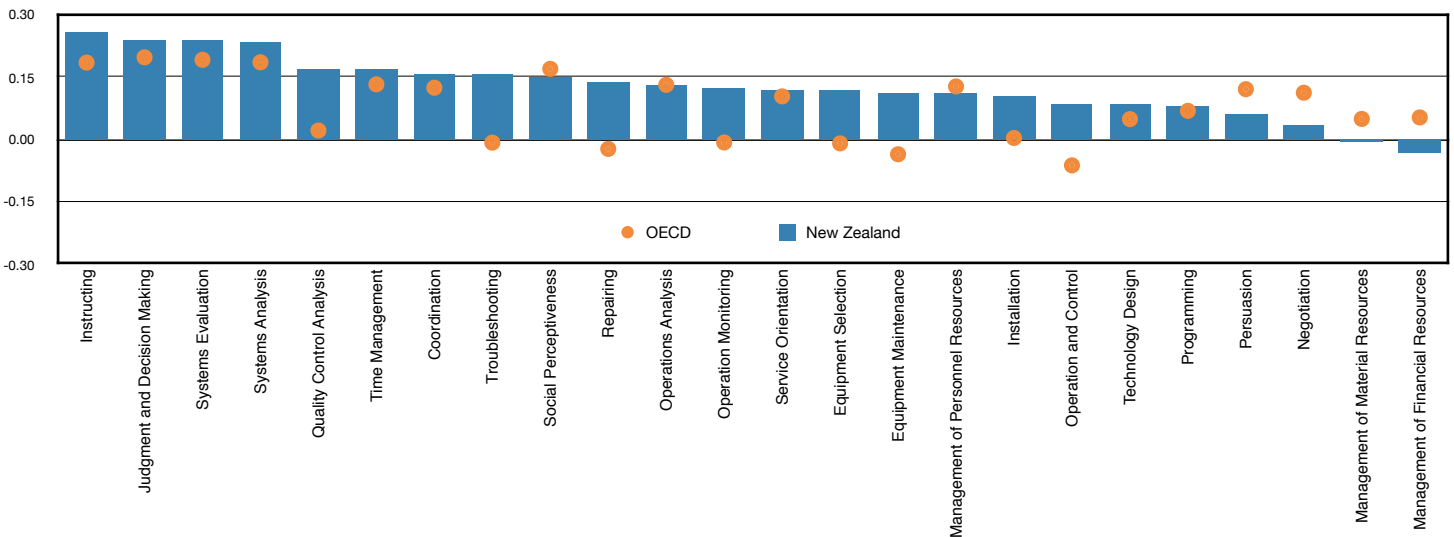
Reasoning and Verbal *Abilities* are in shortage in new Zealand but demand is high also for *Instructing* and *Judgement and Decision Making Skills*. These shortages are generally more intense than in the average of the OECD. New Zealand also faces shortages in several *Knowledge* areas such as *Education 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

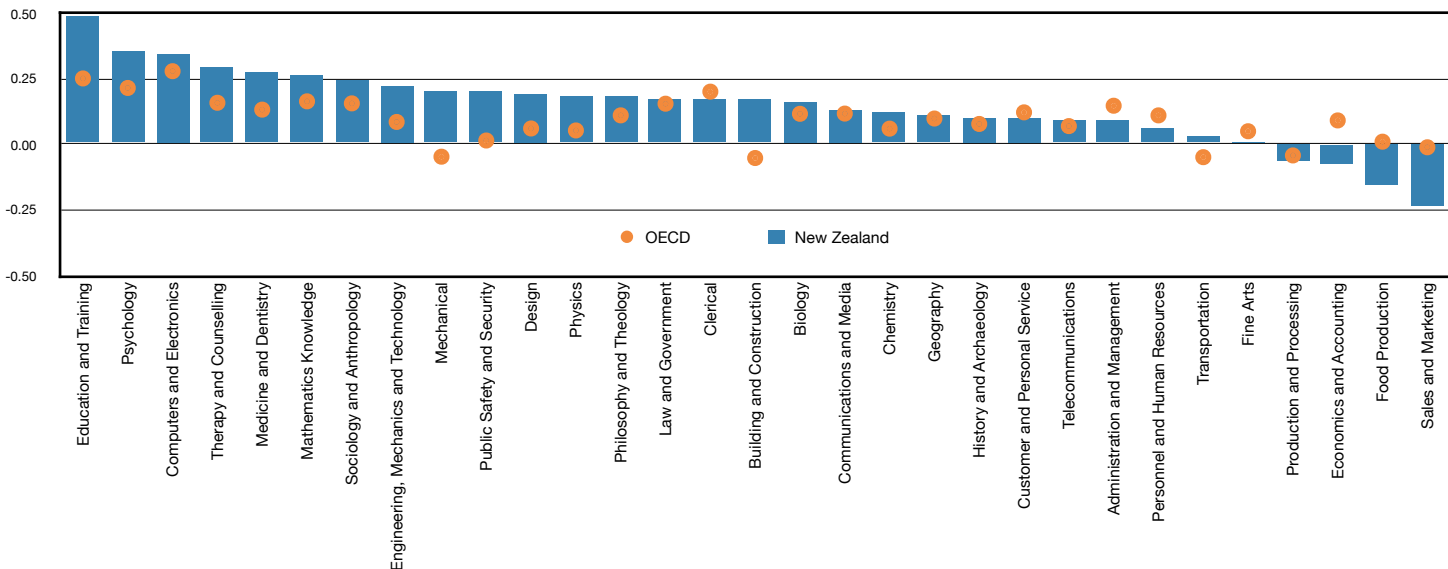
Abilities



Skills



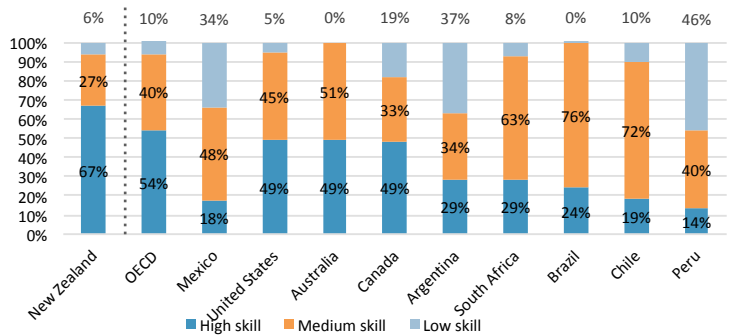
Knowledge areas





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.



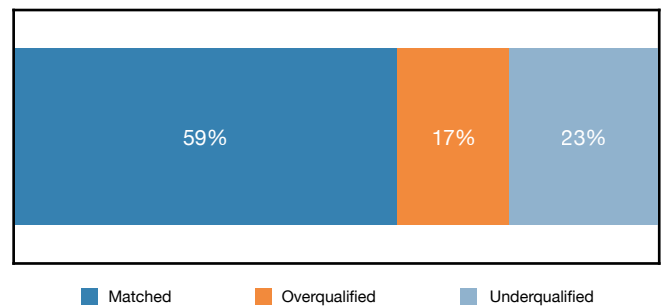
High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.

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.

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.

Qualification 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 mismatch refer to year 2017.

See also: OECD (2017), *Getting Skills Right: The OECD Skills for Jobs Indicators*, OECD Publishing, Paris. <http://dx.doi.org/10.1787/9789264277878-en>

Contact

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