Where are the skills imbalances?

In Norway, Reasoning, Verbal and Quantitative Abilities are in shortage as well as Systems Analysis, Systems Evaluation and Operations Analysis Skills. These shortages are relatively more intense than in the rest of the OECD. Norway also faces shortages in several Knowledge areas such as Computers and Electronics and Engineering, Mechanics and Technology.

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 Norway almost 8 out of 10 jobs facing skills shortage are in occupations requiring high skills. About 20% of jobs that are hard-to-fill require, instead medium-skills and 4% low-skill.

Which sectors face the largest occupational shortages?
Information and Communication is the sector facing the largest occupational shortage in Norway. The sectors with the largest surpluses are Agriculture, Forestry and Fishing, as well as Wholesale Retail, Trade and Motor Repair.

How is the alignment of talent to job requirements?
Approximately 3 out of 10 workers in Norway are either over- or under-qualified for the work that they are doing. In Norway over 50% of graduates in the fields of Arts and Humanities and Natural Sciences, Mathematics and Statistics work in a job different from the field they specialised in (field-of-study mismatch).

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

Further information

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