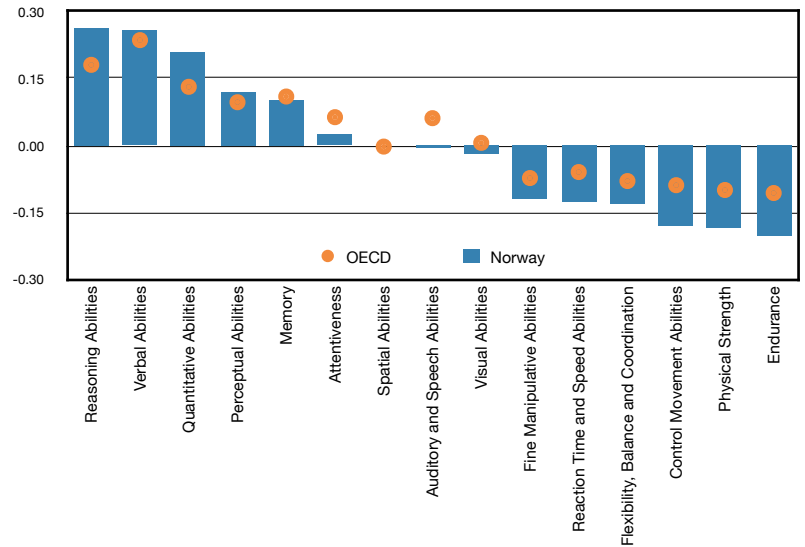


## Where are the skills imbalances?

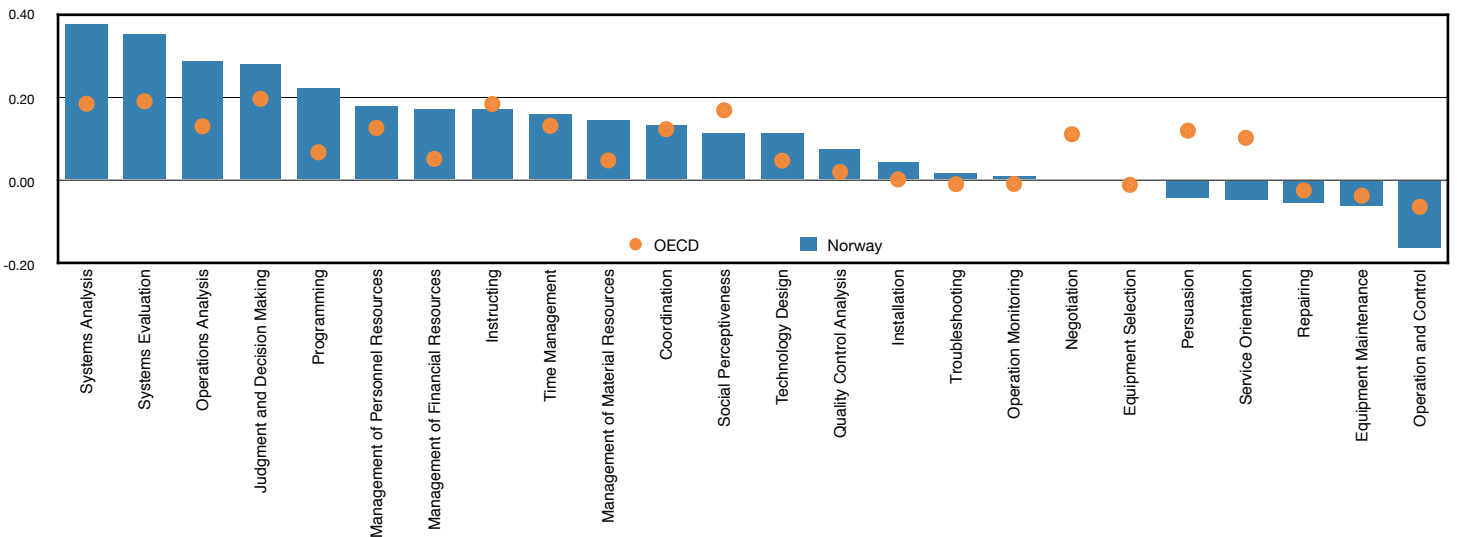
In Norway, Reasoning, Verbal and Quantitative *Abilities* are in shortage as well as Systems Analysis, Systems Evaluation and Operations Analysis *Skills*. These shortages are relatively more intense than in the rest of the OECD. Norway also faces shortages in several *Knowledge* areas such as Computers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

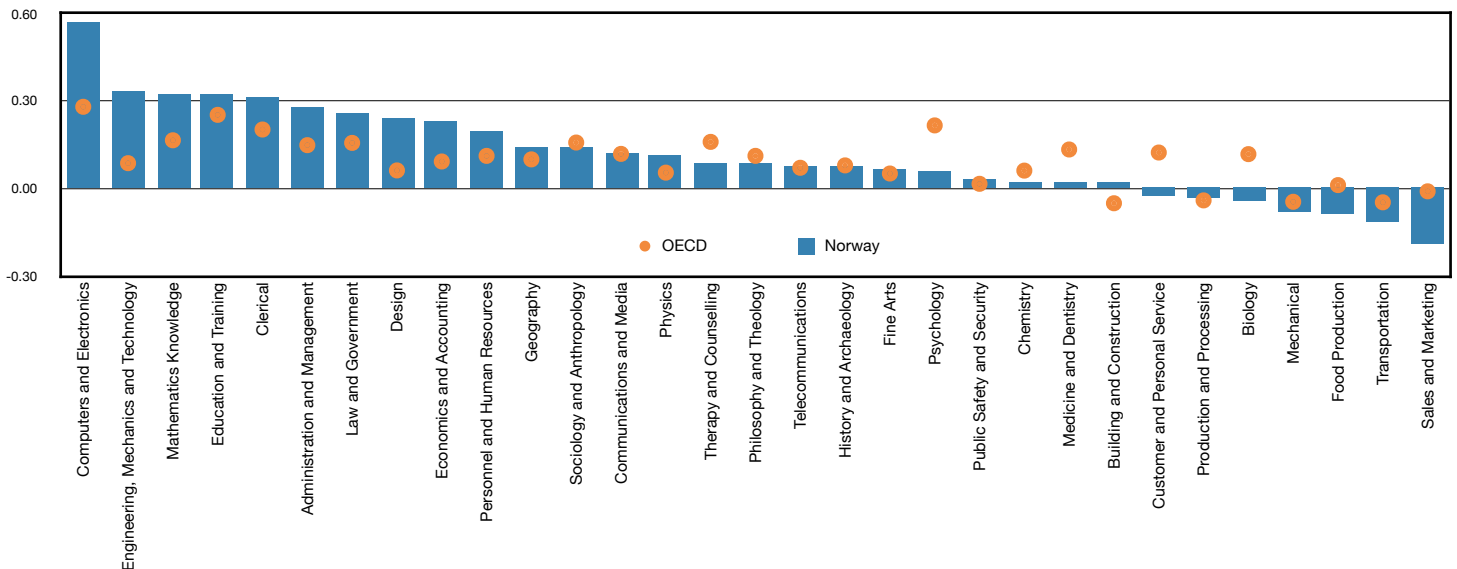
## Abilities



## Skills



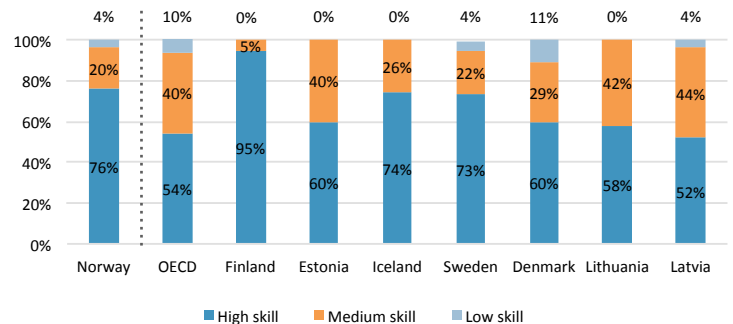
## Knowledge areas



## 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

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.

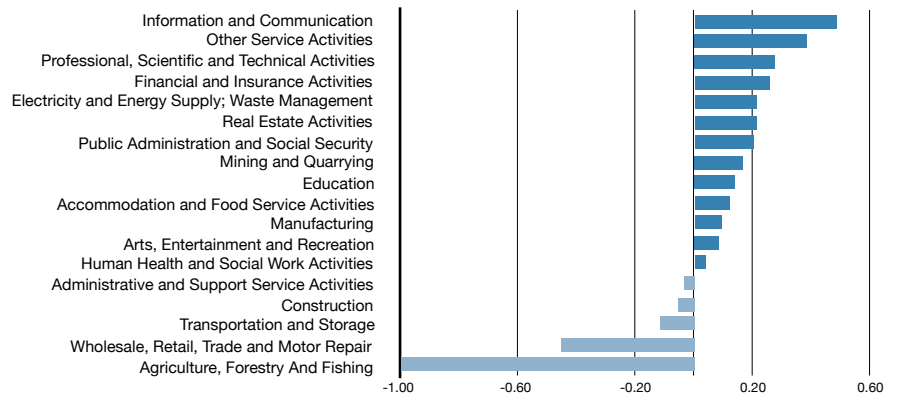


## Which sectors face the largest occupational shortages?

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.

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.

## Sector indicators

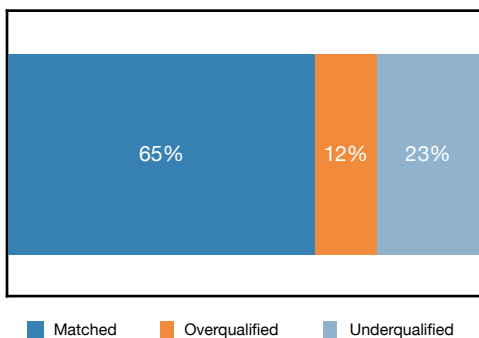


## How is the alignment of talent to job requirements?

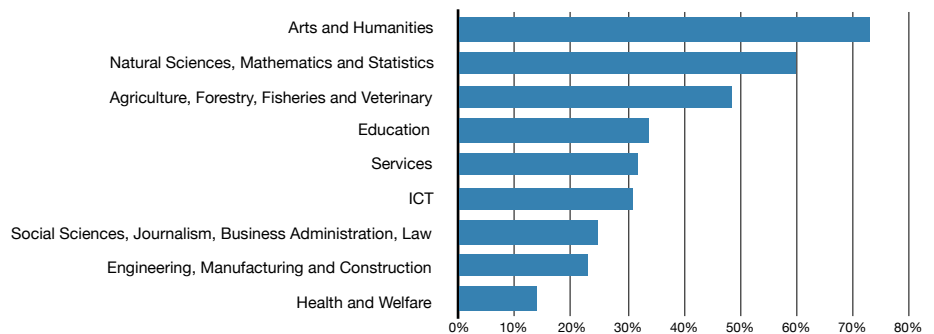
Approximately 3 out of 10 workers in Norway are either over- or under-qualified for the work that they are doing. In Norway over 50% of graduates in the fields of Arts and Humanities and Natural Sciences, Mathematics and Statistics work in a job different from the field they specialised in (field-of-study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

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 and qualification and field-of-study mismatch imbalance refer to year 2014.

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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