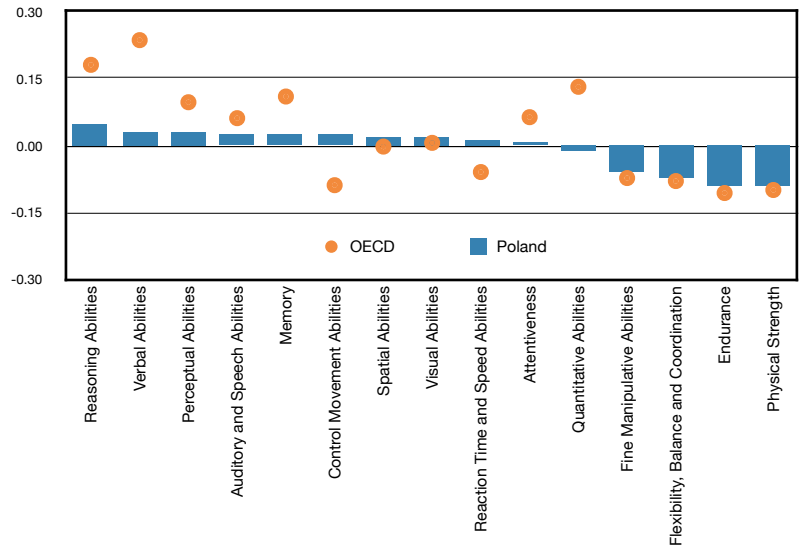


Where are the skills imbalances?

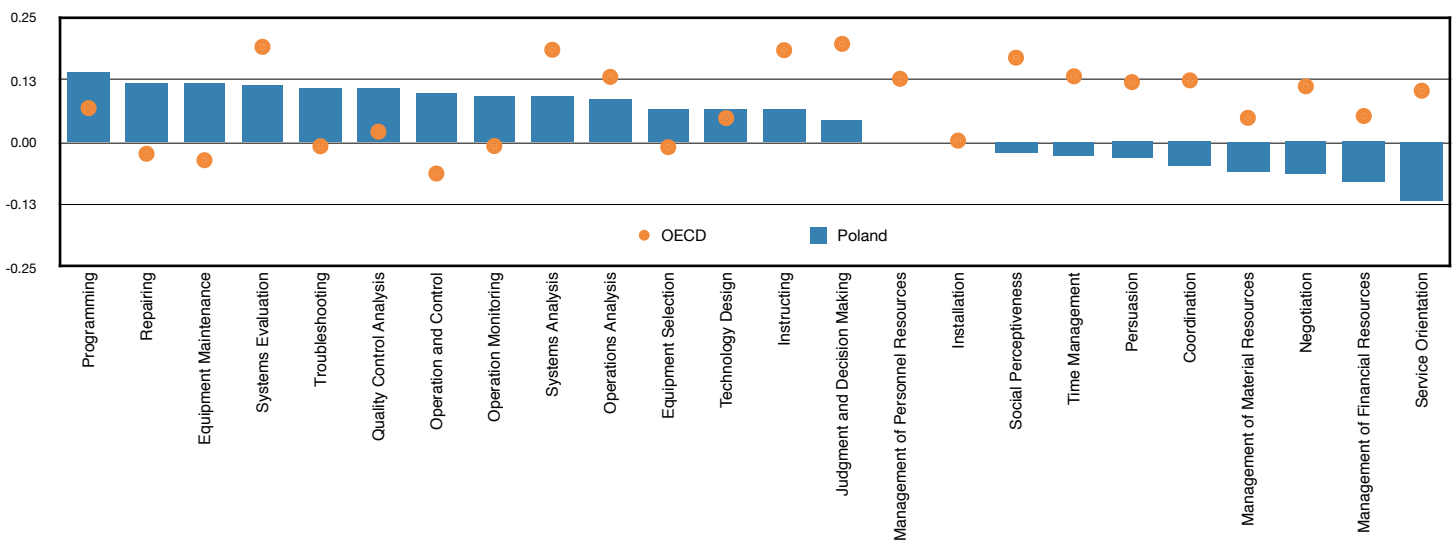
In Poland, Reasoning, Verbal and Perceptual *Abilities* show the strongest shortages, though lower than the average across the OECD. Programming and Repairing Skills are also in shortage and Poland faces strong demand in the *Knowledge* areas of Computers and Electronics but also Food Production. The largest surpluses can be found for Customer and Personal Service and Clerical *Knowledge*.

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

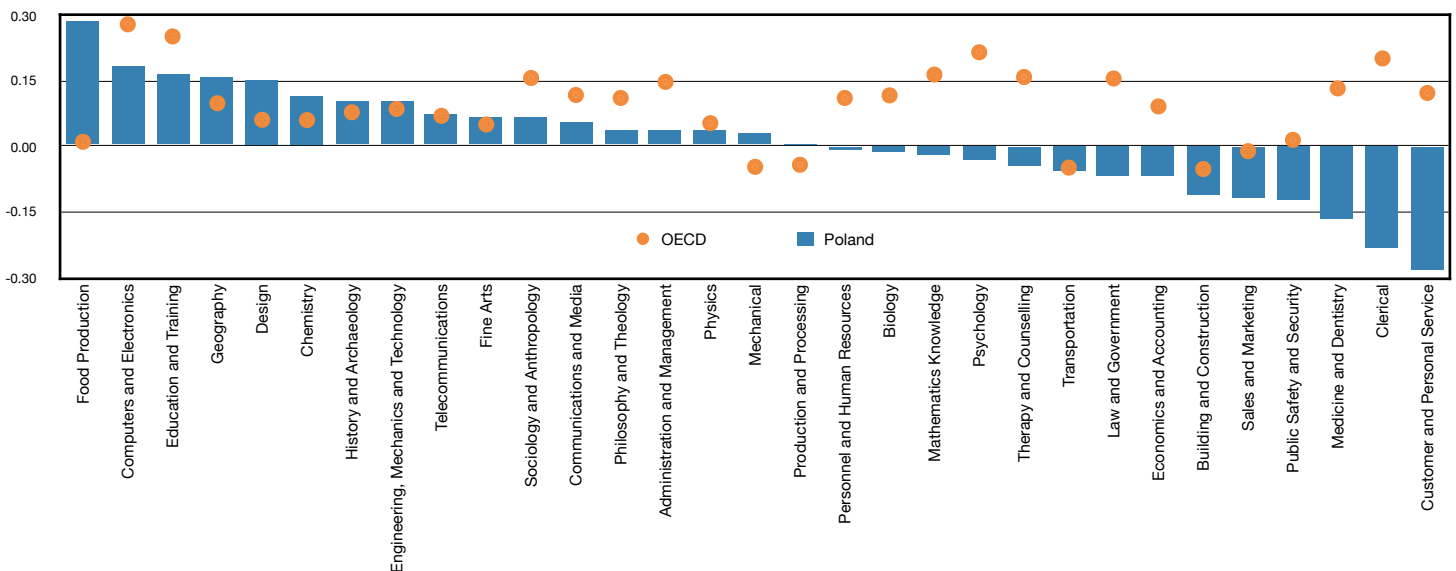
Abilities



Skills



Knowledge areas





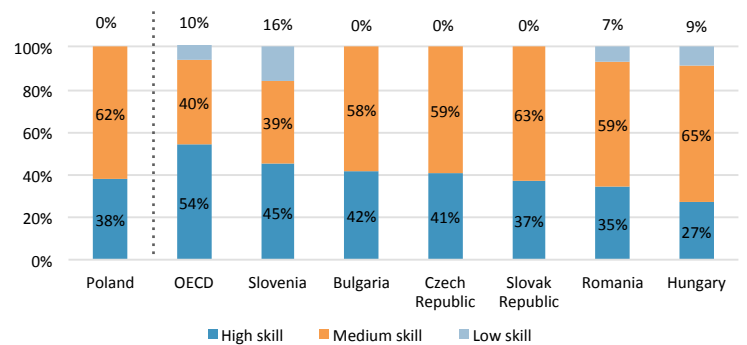
Poland country note

October 2018

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

In Poland, over 6 out of 10 jobs facing skill shortage are in occupations requiring medium-skills. About 38% of jobs that are hard-to-fill require high-skills, a share that is lower than in the average of the OECD.

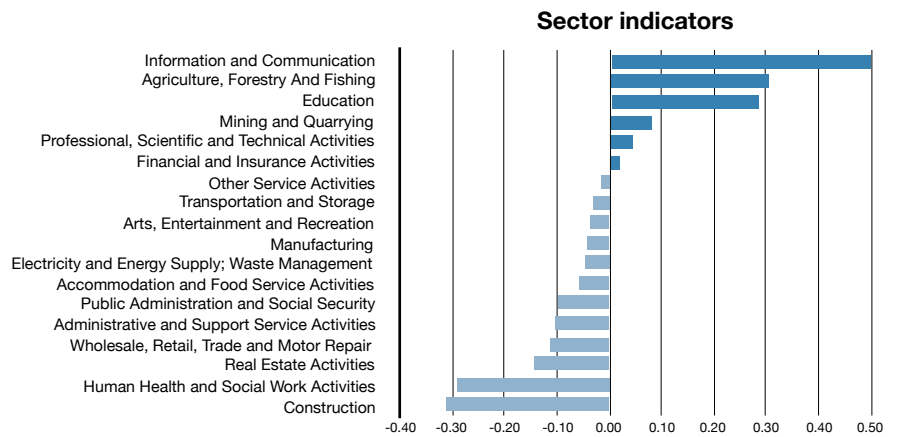
High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.



Which sectors face the largest occupational shortages?

Information and Communication is the sector facing the most intense occupational shortage in Poland. The sectors with the largest surpluses are Construction and Human Health and Social Work activities.

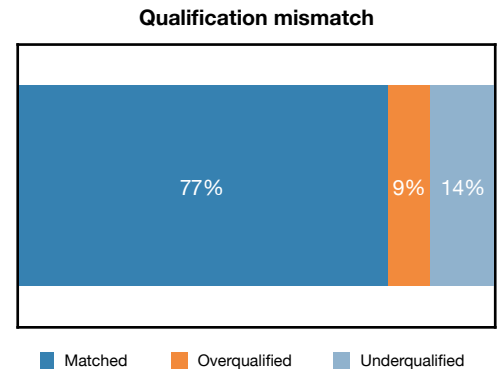
Sector shortages occur when firms struggle to find appropriate talent. Surplus arises when the supply of workers in that sector exceeds demand. Results are presented on a scale that ranges between -1 and +1. The maximum value reflects the strongest shortage observed across countries, sectors and skills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



How is the alignment of talent to job requirements?

Approximately 2 out of 10 workers in the Poland are either over- or under-qualified for the work that they are doing. This share is considerably lower than in the average of the OECD. 9% of workers are over-qualified while 14% of workers lack qualification for the job they re currently doing.

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.



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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