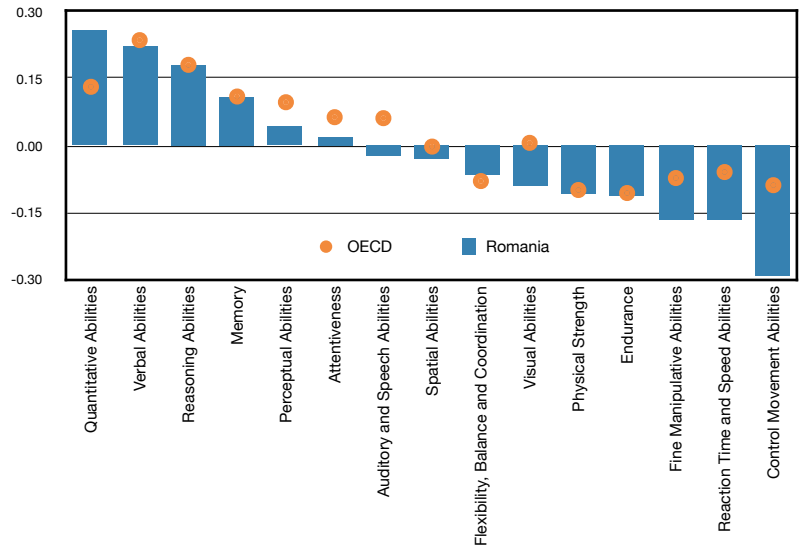


Where are the skills imbalances?

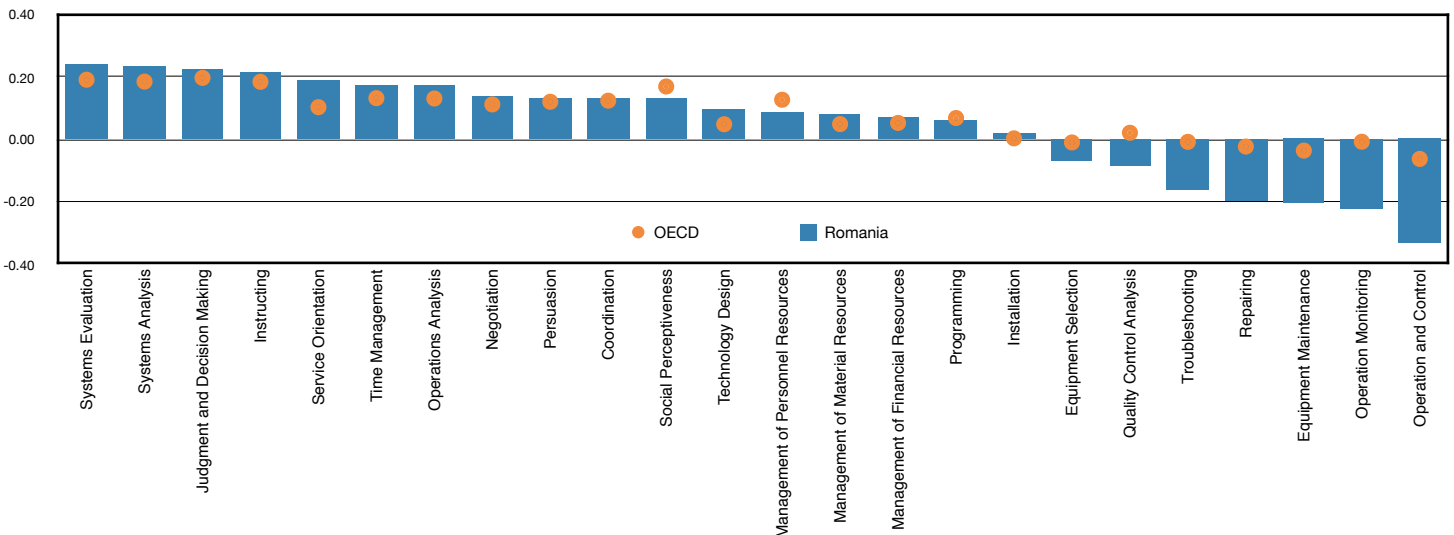
In Romania, Quantitative, Verbal and Reasoning *Abilities* show intense shortages. Shortages in the *Skills* areas of System Evaluation and System Analysis are also high, and stronger than that of the average across the OECD. Romania also faces shortages in most *Knowledge* areas, especially for Mathematics *Knowledge* and Computers and Electronics, which both have stronger shortages than across the OECD.

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

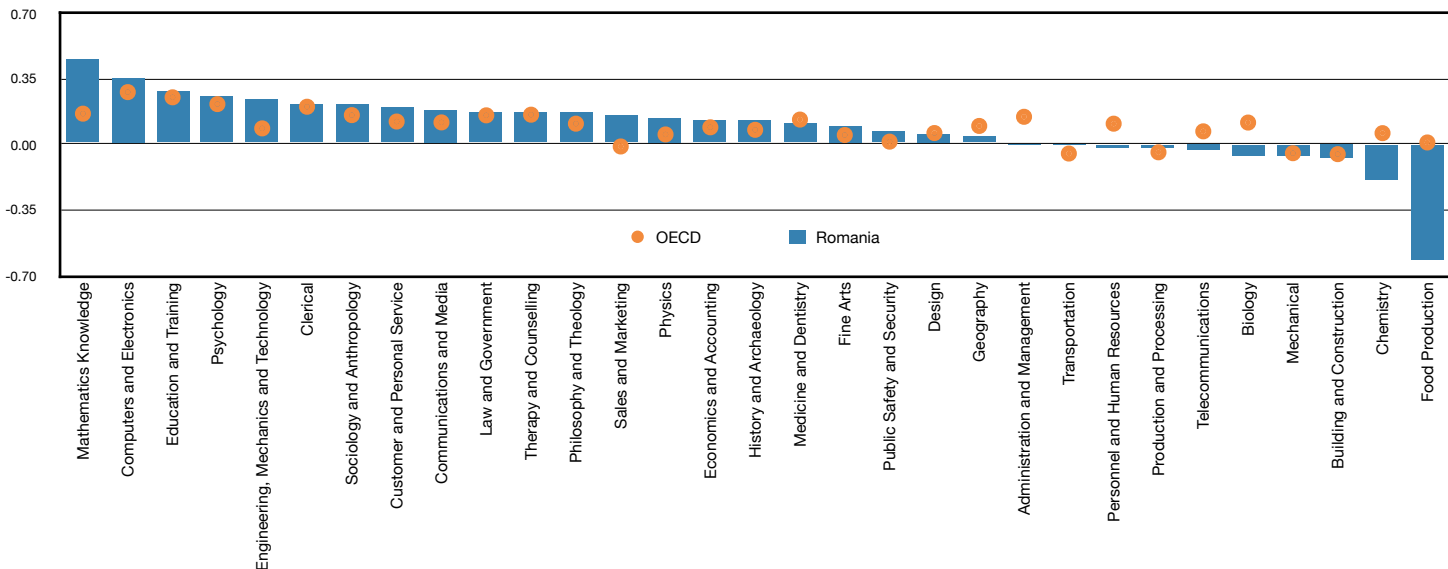
Abilities



Skills



Knowledge areas

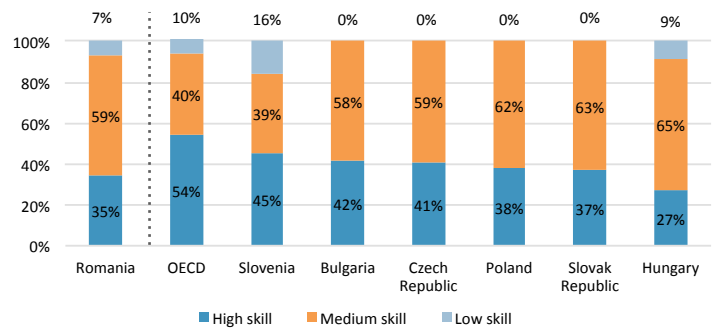




Where are the jobs in high-demand in your country?

In Romania 6 out of 10 jobs facing skill shortage are in occupations requiring medium skills. About 35% of jobs that are hard-to-fill are in occupations requiring high-skills while 7% are in jobs requiring low-skills.

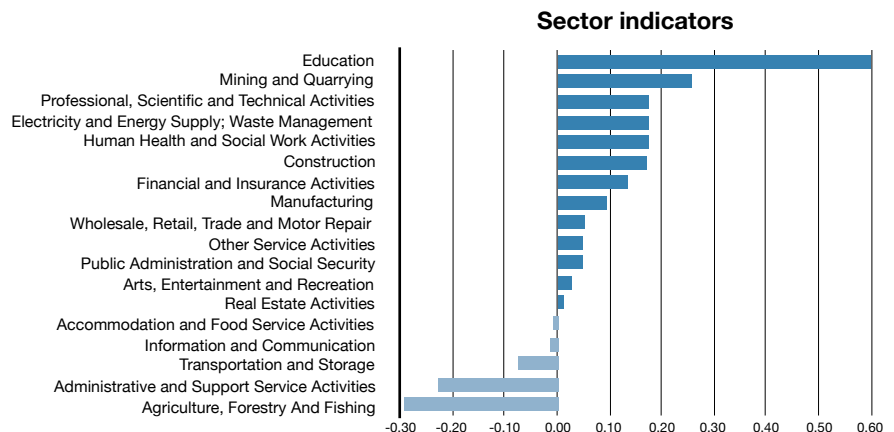
High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.



Which sectors face the largest occupational shortages?

The Education sector is the one facing the most acute occupational shortage in Romania. The sectors with the largest surpluses are Agriculture, Forestry and Fishing and Administrative activities and Support 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.

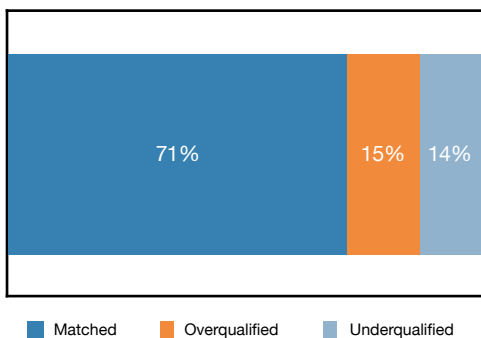


How is the alignment of talent to job requirements?

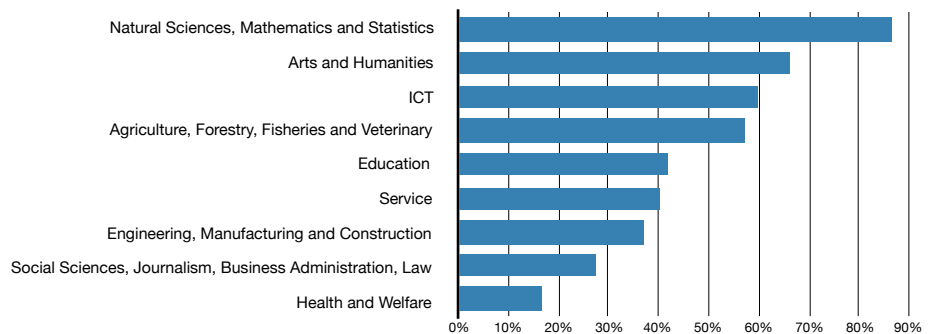
3 out of 10 workers in Romania are either over- or under-qualified for the work that they are doing. In Romania, over 50% of graduates in the fields of Natural Sciences, Mathematics and Statistics, Arts and Humanities, ICT and Agriculture, Forestry, Fisheries and Veterinary work in a job different from 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 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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