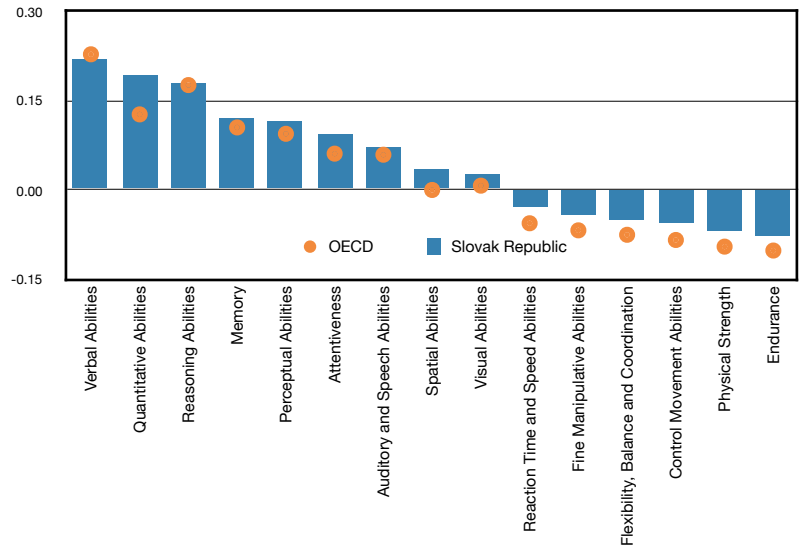


Where are the skills imbalances?

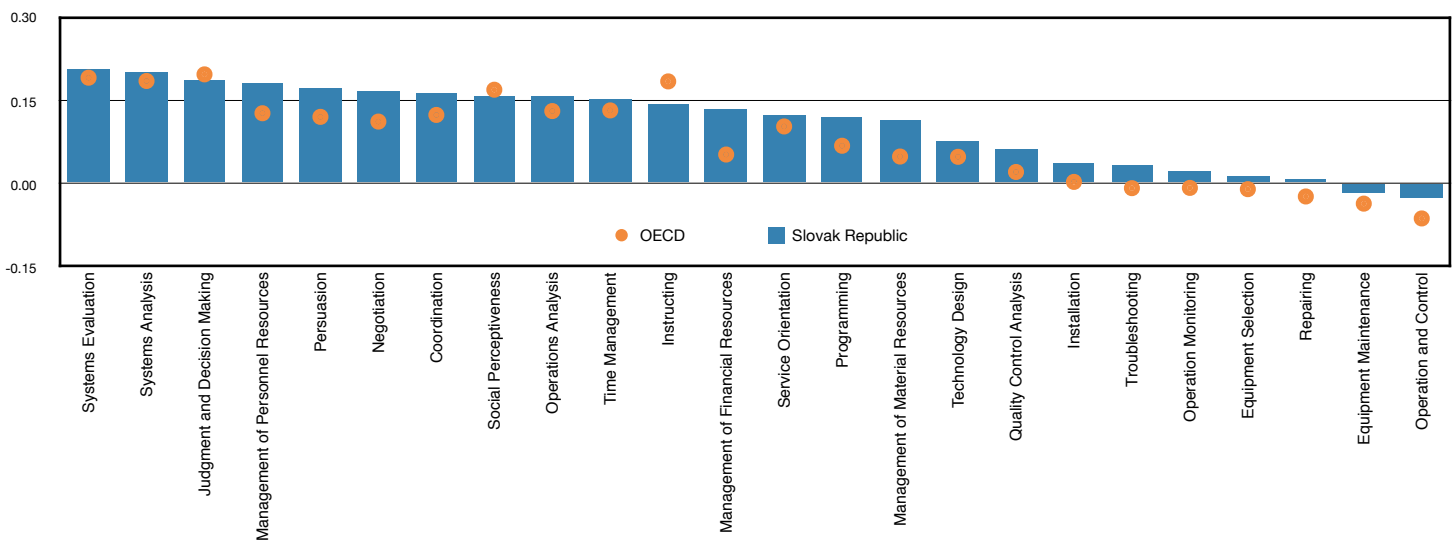
The Slovak Republic experiences substantial shortages of Verbal, Quantitative and Reasoning *Abilities*. Shortages in the *Skills* areas of System Evaluation and System Analysis are also high, and stronger than that of the average across the OECD. The Slovak Republic faces shortages in several *Knowledge* areas, especially Computers and Electronics, Clerical and Mathematics Knowledge, Administration and Management, Customer and Personal Service, Law and Government, Engineering, Mechanics and Technology, Personnel and Human Resources, Psychology, Design, Telecommunications, Education and Training, Public Safety and Security, Economics and Accounting, Communications and Media, Physics, Sales and Marketing, Medicine and Dentistry, Therapy and Counselling, Mechanical, Building and Construction, Geography, Society and Anthropology, Biology, Chemistry, Philosophy and Theology, Production and Processing, Transportation, Food Production, History and Archaeology, being these latter more intense than in the OECD average.

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

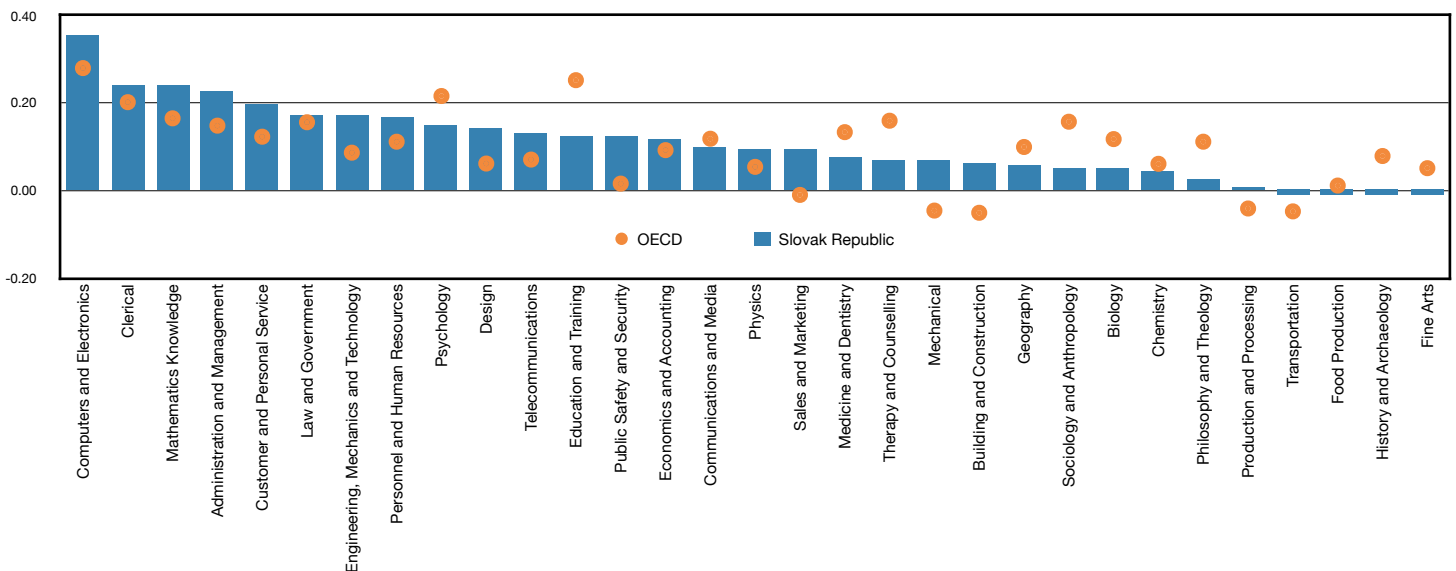
Abilities



Skills



Knowledge areas

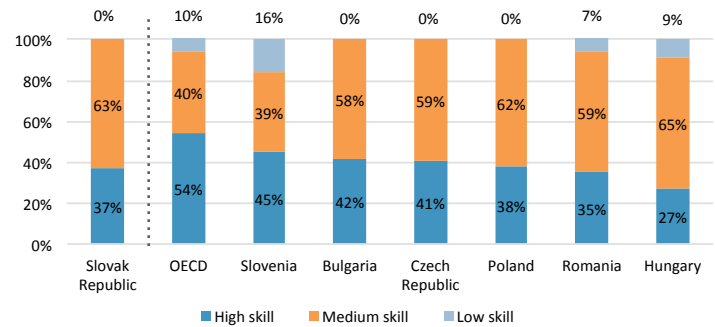




Where are the jobs in high-demand in your country?

In the Slovak Republic 6 out of 10 jobs facing skill shortage are in occupations requiring medium skills. About 37% of jobs that are hard-to-fill are, instead, in occupations requiring high-skills.

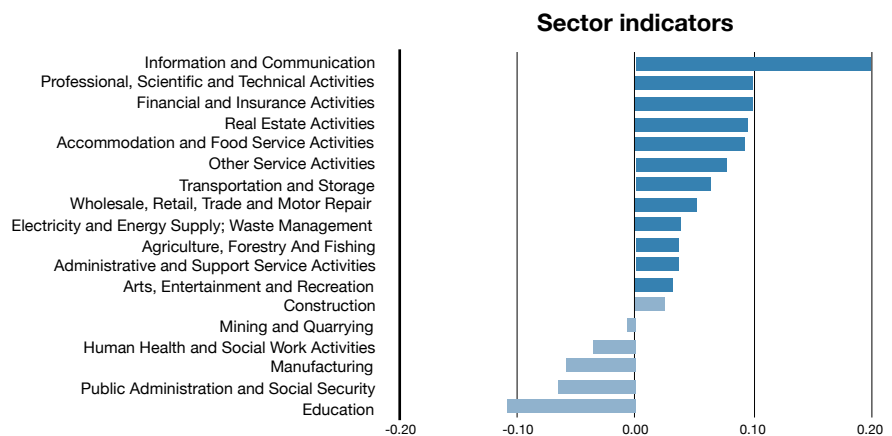
High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.



Which sectors face the largest occupational shortages?

Information and Communication and Professional, Scientific and Technical activities are the sectors facing the largest occupational shortages in the Slovak Republic. The sectors with the largest surpluses are Education and Public Administration and Social Security.

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.

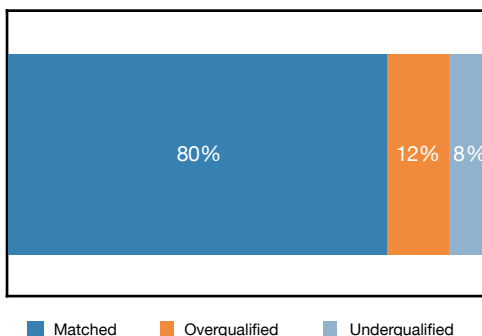


How is the alignment of talent to job requirements?

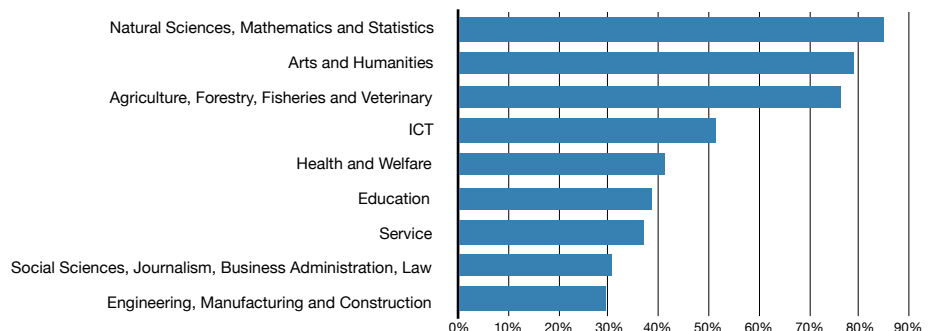
Almost 2 out of 10 workers in the Slovak Republic are either over- or under-qualified for the work that they are doing. This share is considerably lower than in the average of the OECD. However, over 50% of graduates in the fields of Natural Sciences, Mathematics and Statistics, Arts and Humanities, Agriculture, Forestry, Fisheries and Veterinary and ICT still 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>

Contact

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