Where are the skills imbalances?

Slovenia is experiencing shortages of Verbal, Quantitative and Reasoning Abilities though these lower than the average of the OECD and shortage in the Skills areas of Service Orientation, Persuasion and Negotiation are also emerging. Slovenia faces shortages in several Knowledge areas, especially in Customer and Personal Service, Computers and Electronics as well as Medicine and Dentistry.

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 Slovenia almost 5 out of 10 jobs facing skills shortage are in occupations requiring high skills. About 39% of jobs that are hard-to-fill require medium skills (in line with the OECD average) and 16%, instead, require low-skills, a share that is higher than in other OECD countries.

Which sectors face the largest occupational shortages?
Human Health and Social Work activities is the sector that is facing the largest occupational shortage in Slovenia. The sectors with the largest surpluses are Accommodation and Food Service activities and Construction.

How is the alignment of talent to job requirements?
Almost 3 out of 10 workers in Slovenia are either over- or under-qualified for the work that they are doing. 12% of workers are over-qualified 13% are under qualified for their current occupation.

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
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 2012.


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