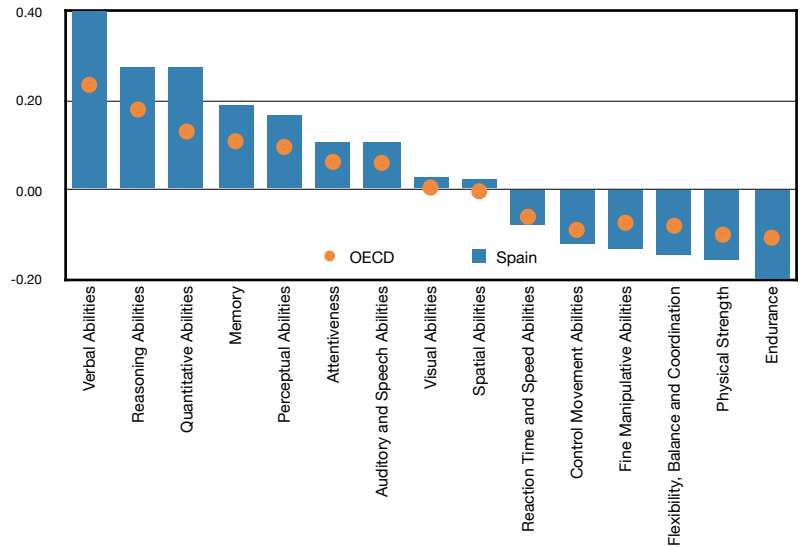


Where are the skills imbalances?

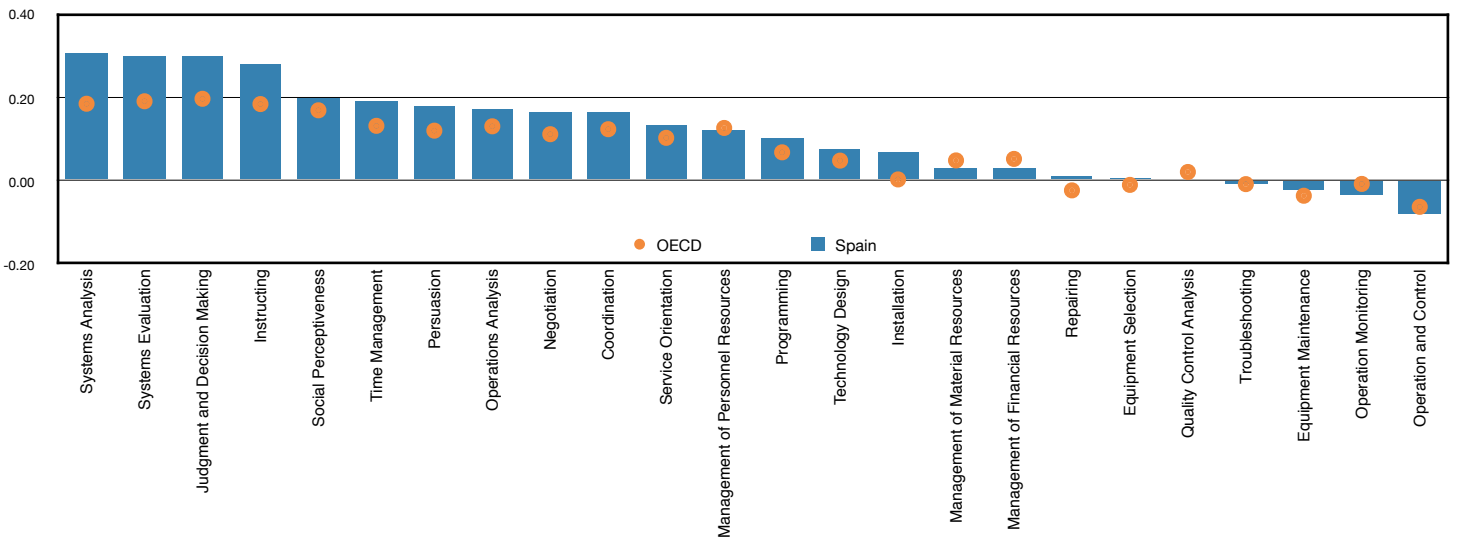
Spain faces shortages of Verbal, Reasoning and Quantitative *Abilities* and these are stronger than in the average of the OECD. Spain also experience shortages in several *Skills* and *Knowledge* areas and many of these are more intense than in the average of the OECD. Shortages are particularly intense in Computers and Electronics and Clerical and Mathematics *Knowledge* areas.

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

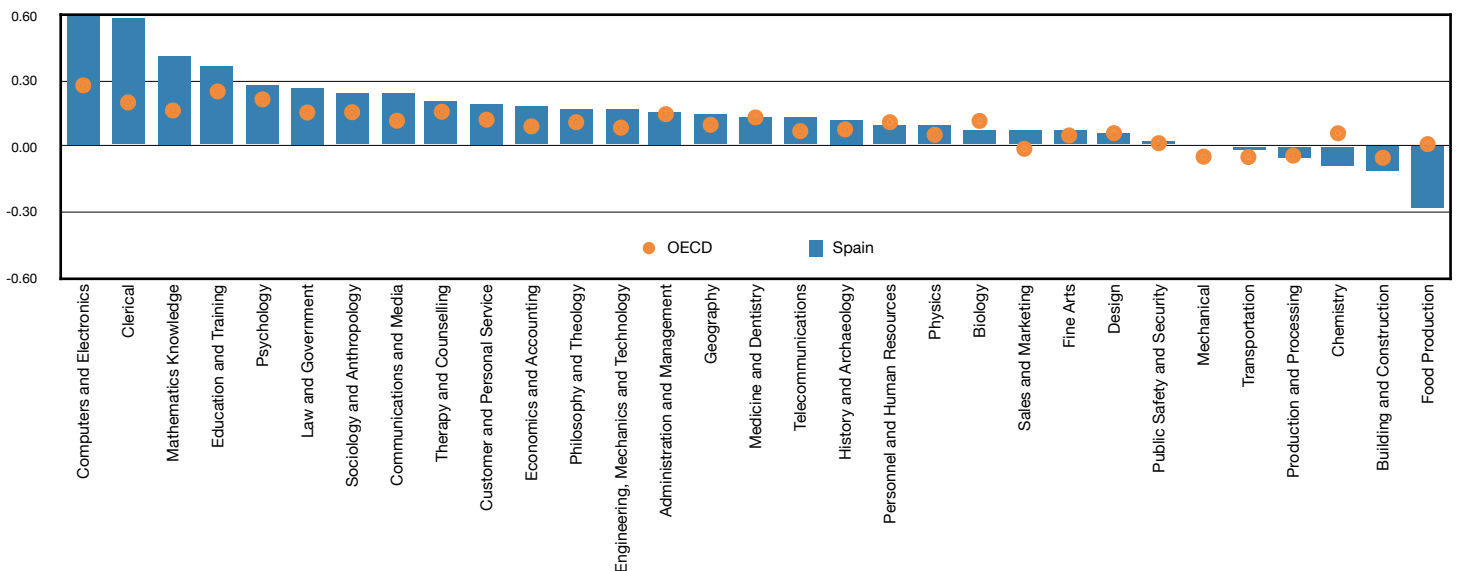
Abilities



Skills



Knowledge areas

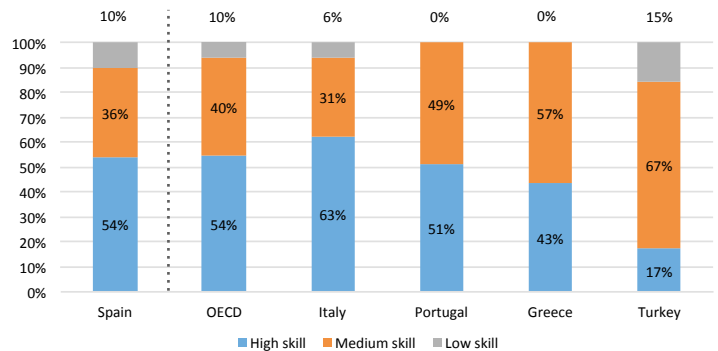




Where are the jobs in high-demand in your country?

In Spain, approximately half the jobs facing skill shortage are in high-skilled occupations, while 36% and 10% are in medium- and low-skilled jobs respectively, close to the average across the OECD.

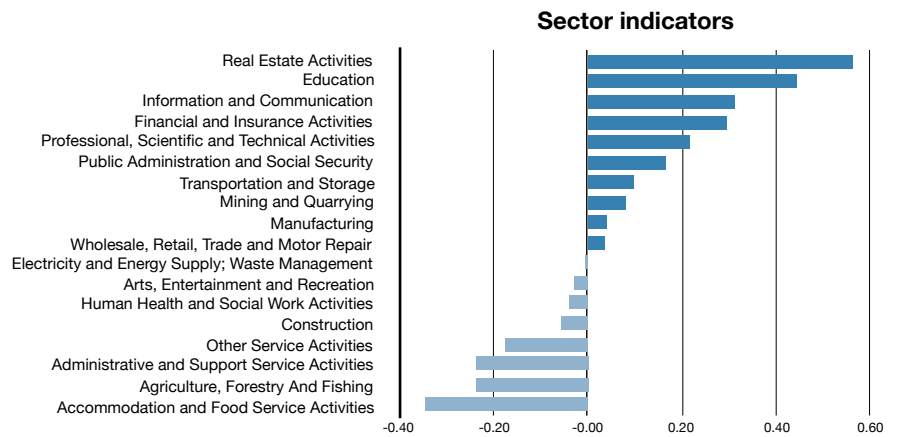
High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.



Which sectors face the largest occupational shortages?

The Real Estate and the Education sectors are facing the most intense occupational shortages in Spain. The sectors with the largest surpluses are Accommodation and Food Service, Agriculture, Forestry and Fishing and Administrative and Support Service sector.

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.

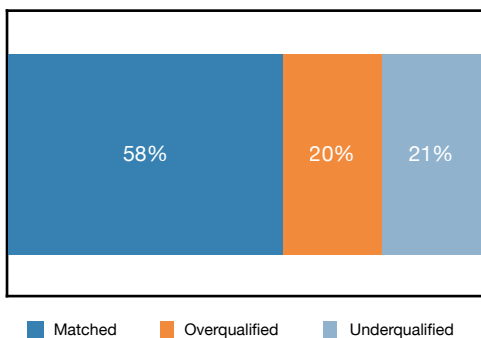


How is the alignment of talent to job requirements?

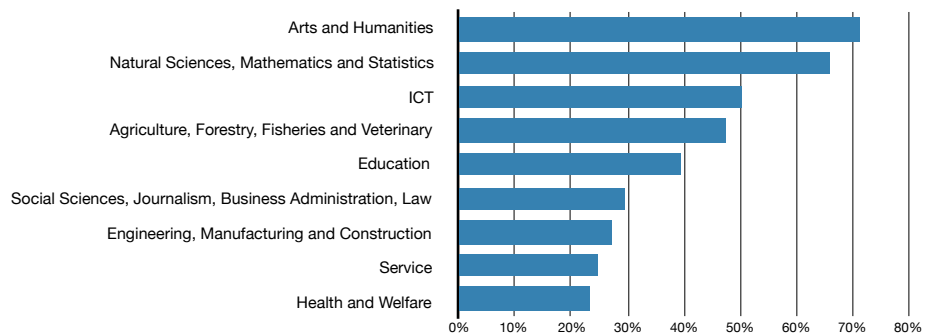
Almost 4 out of 10 workers in Spain are either over- or under-qualified for the work that they are doing. In Spain over 50% of graduates in the fields of Arts and Humanities, Natural Sciences, Mathematics and Statistics and ICT work in a job different from the field they specialised in (field-of-study 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 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

OECD Skills and Employability Division, Directorate for Employment, Labour and Social Affairs

✉ Fabio.MANCA@oecd.org
[@OECD Social](#)