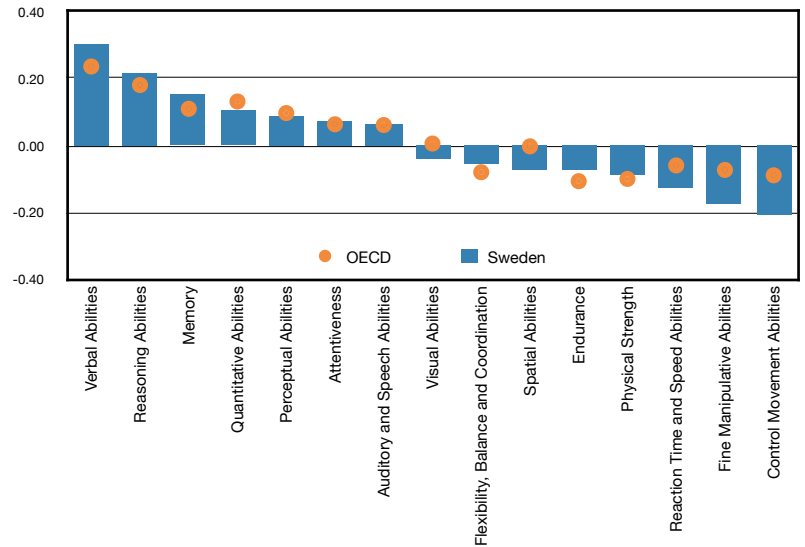


### Where are the skills imbalances?

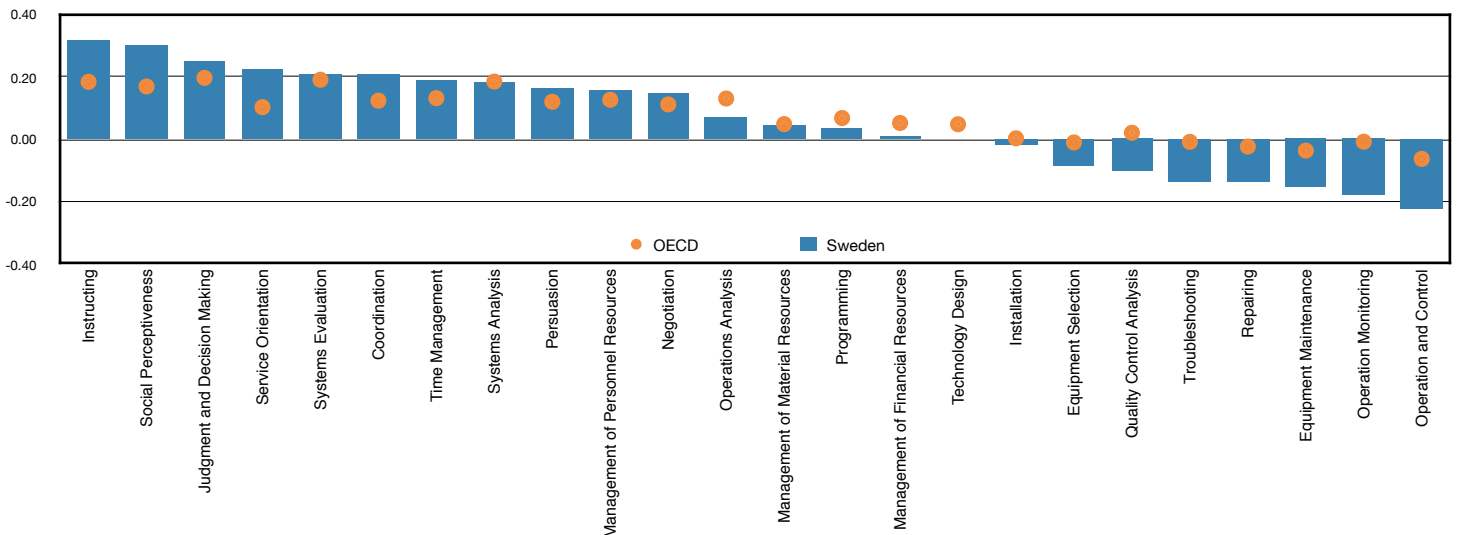
Sweden faces shortages of Verbal and Reasoning *Abilities* and these are stronger than in the average of the OECD. Shortage of Instructing and Social Perceptiveness *Skills* are also higher than in the OECD average. Sweden faces intense shortages in many *Knowledge* areas, especially in Education and Training, while surpluses are observed in areas such as Mechanical *Knowledge* and Production and Processing.

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

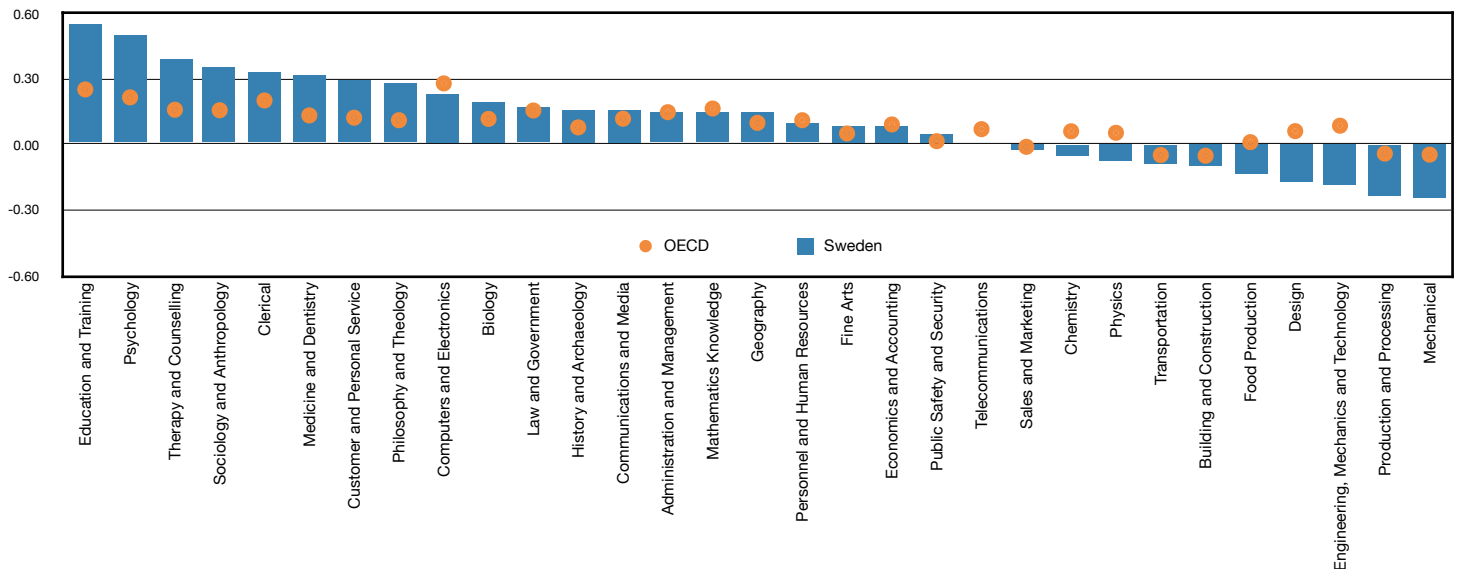
### Abilities



### Skills



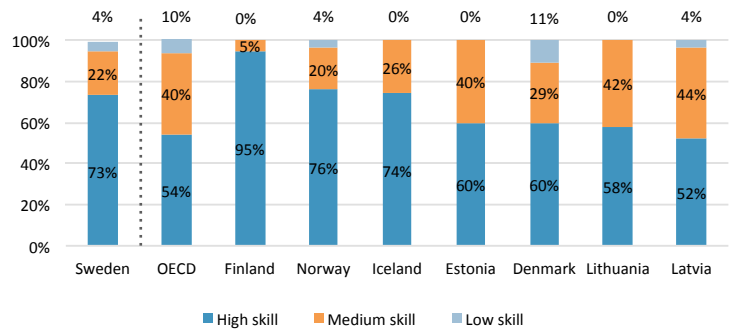
### Knowledge areas



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

In Sweden approximately 7 out of 10 jobs facing skills shortage are in occupations requiring high skills. This share is substantially higher than in the rest of the OECD. About 22% of jobs that are hard-to-fill require medium-skill while only 4% require low-skilled (lower than in the average of the OECD).

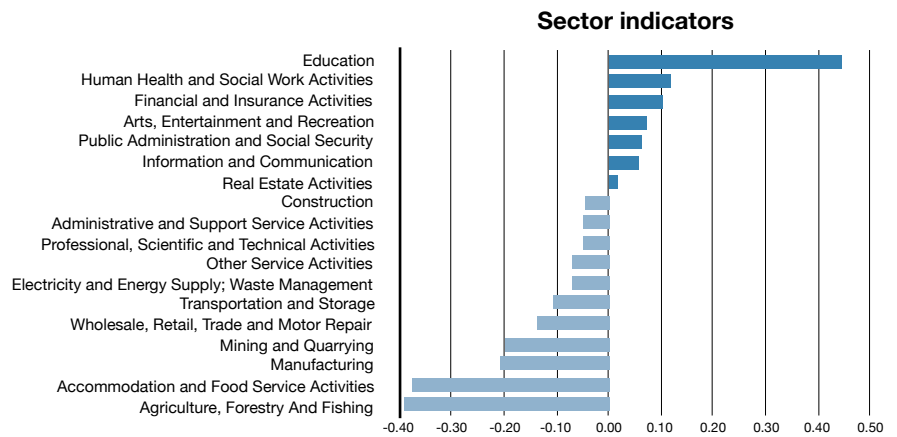
High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.



## Which sectors face the largest occupational shortages?

The Education sector is facing the most intense occupational shortages in Sweden. The sectors with the largest surpluses are Agriculture, Forestry and Fishing as well as the Accommodation and Food 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.

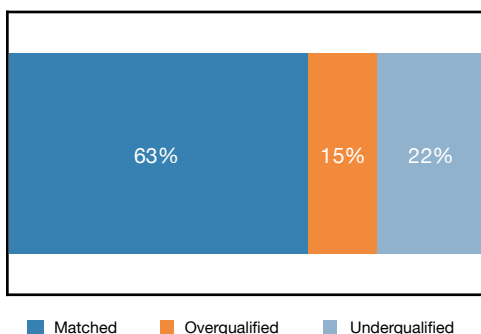


## How is the alignment of talent to job requirements?

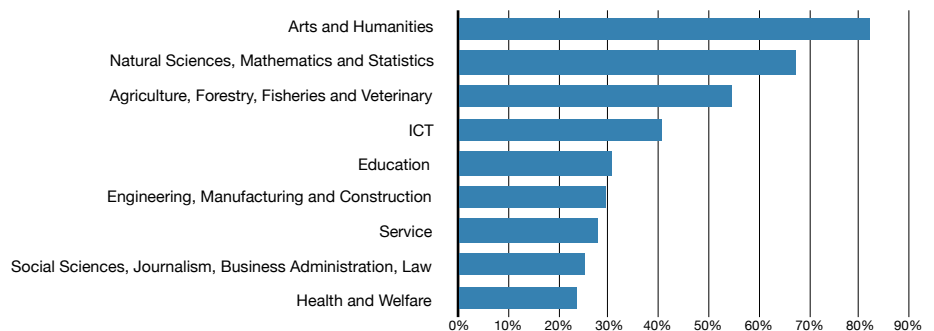
Approximately 4 out of 10 workers in Sweden are either over- or under-qualified for the work that they are doing. In Sweden over 50% of graduates in the fields of Arts and Humanities, Natural Sciences, Mathematics and Statistics and Agriculture, Forestry, Fisheries and Veterinary work in a job different 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 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>

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