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.
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).

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.

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).