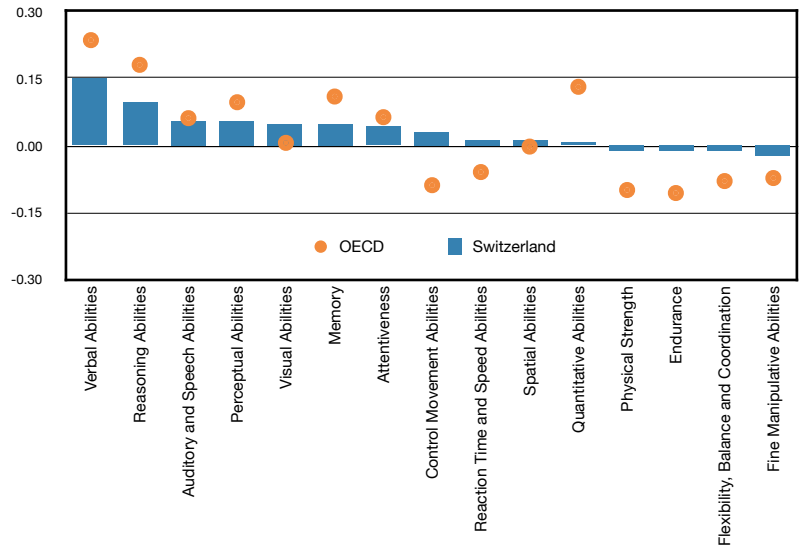


Where are the skills imbalances?

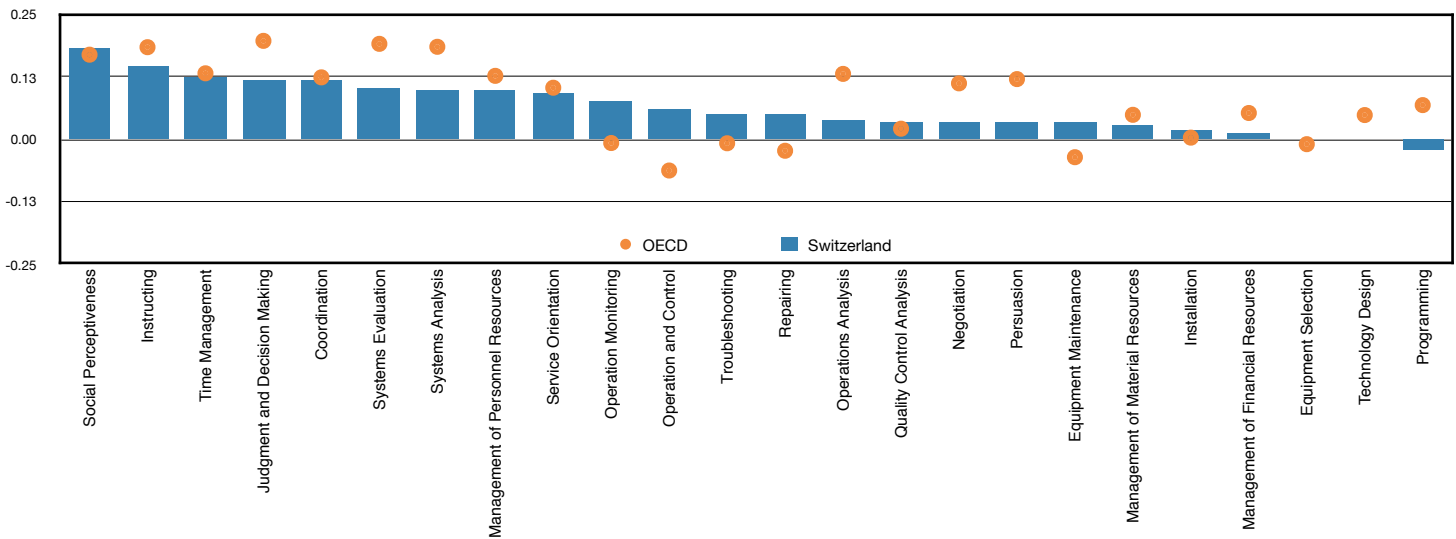
In Switzerland *Skills* shortages are emerging but these are generally weaker than in other OECD countries while, instead, shortages in medical-related *Knowledge* areas such as Psychology, Medicine and Dentistry and Therapy and Counselling are relatively stronger than in the average of the OECD. Switzerland also faces shortages in many *Abilities*, though these tend to be low.

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

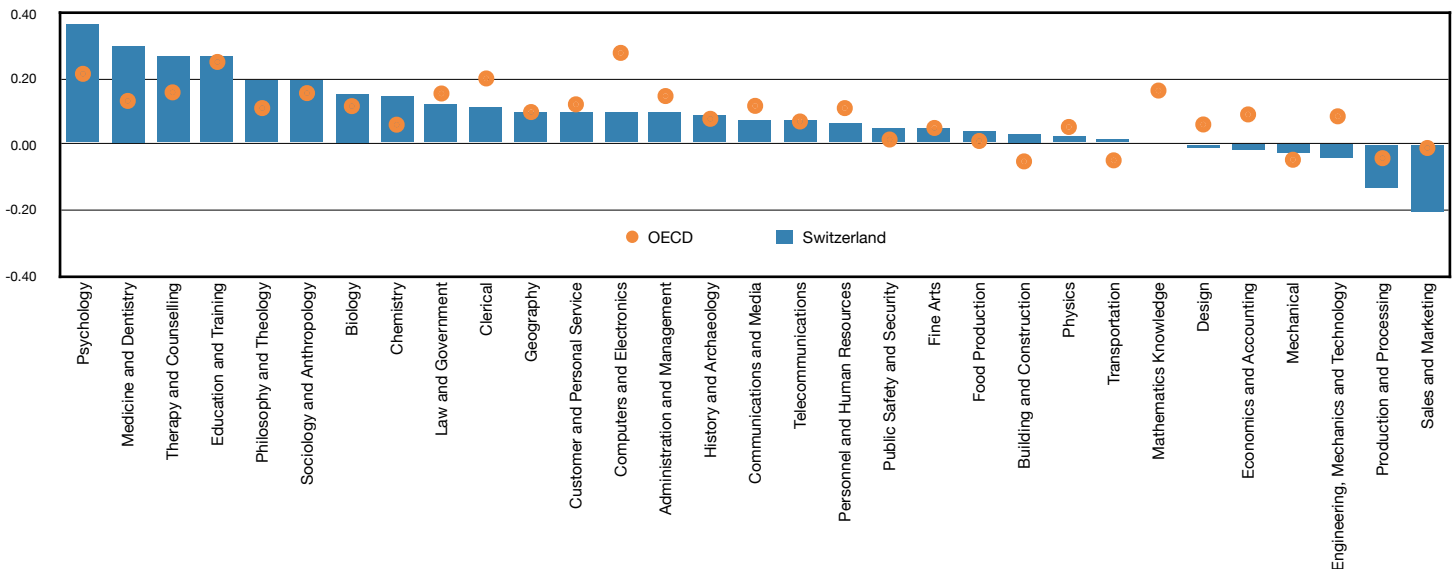
Abilities



Skills



Knowledge areas



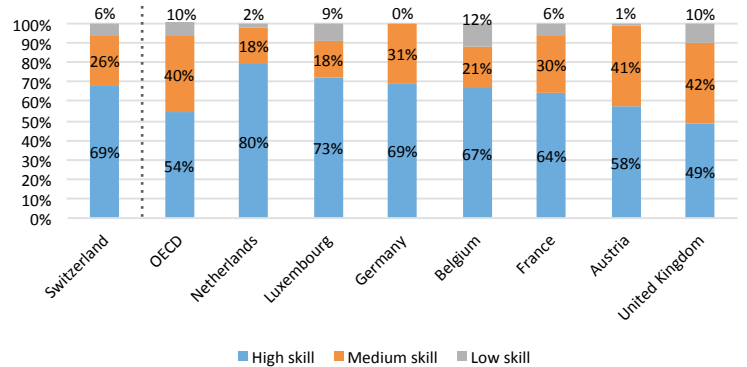


Switzerland country note

October 2018

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

In Switzerland, 7 out of 10 jobs facing skill shortage are in occupations requiring high skills. About 26% of jobs that are hard-to-fill require medium skills and 6% low-skills.

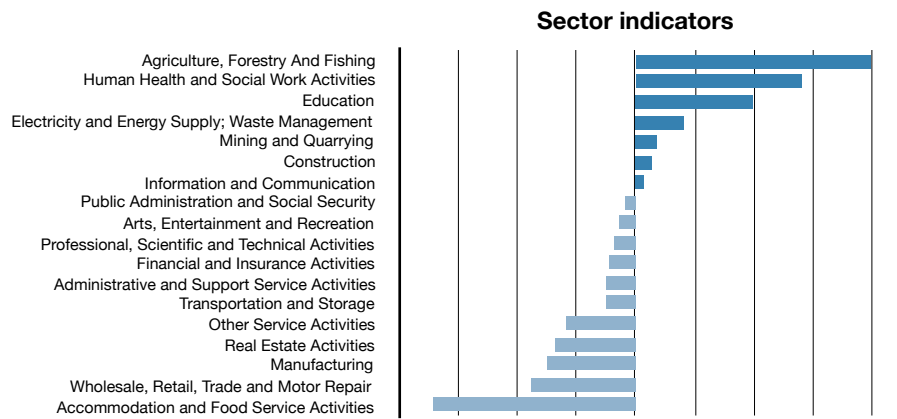


High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.

Which sectors face the largest occupational shortages?

In Switzerland, the Agriculture, Forestry and Fishing sector is experiencing the most notable occupational shortage. Surpluses are observed, instead, in the Accommodation and Food Services Activities as well as in Wholesale, Retail, Trade and Motor Repair 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.

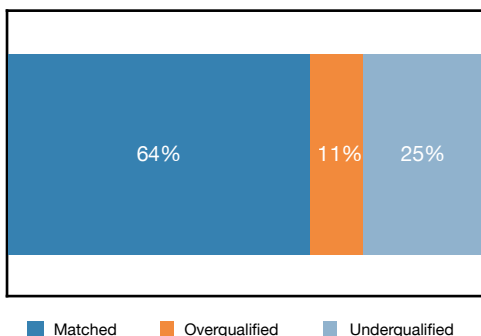


How is the alignment of talent to job requirements?

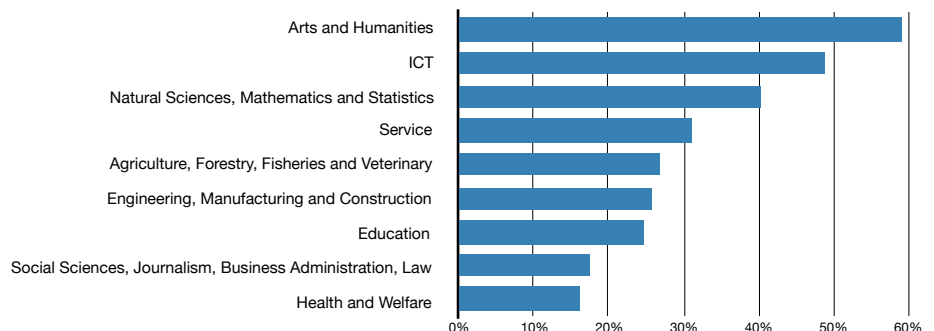
Almost 4 out of 10 workers in Switzerland are either over- or under-qualified for the work that they are doing. Over 50% of graduates in the field of Arts and Humanities work in a job different from the field they specialised in (field-of-study mismatch), while less than 20% of graduates within Social Sciences and Health and Welfare work in a job different from their specialisation.

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>

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