Where are the skills imbalances?
In Switzerland, skills shortages are emerging, but these are generally weaker than in other OECD countries. Instead, shortages in medical-related knowledge areas such as Psychology, Medicine and Dentistry, 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 shortages and surpluses (positive and 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 countries and skills dimensions.
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.

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.

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

<table>
<thead>
<tr>
<th>Matched</th>
<th>Overqualified</th>
<th>Underqualified</th>
</tr>
</thead>
<tbody>
<tr>
<td>64%</td>
<td>11%</td>
<td>25%</td>
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Useful links
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.