

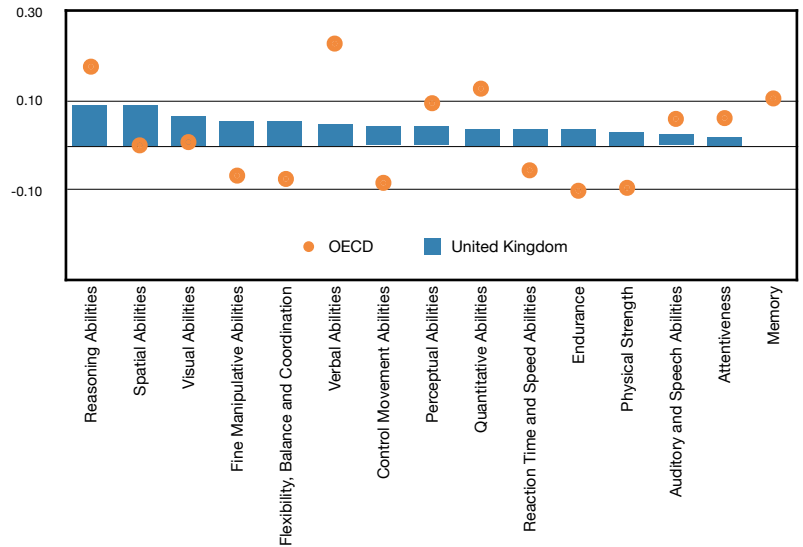


### Where are the skills imbalances?

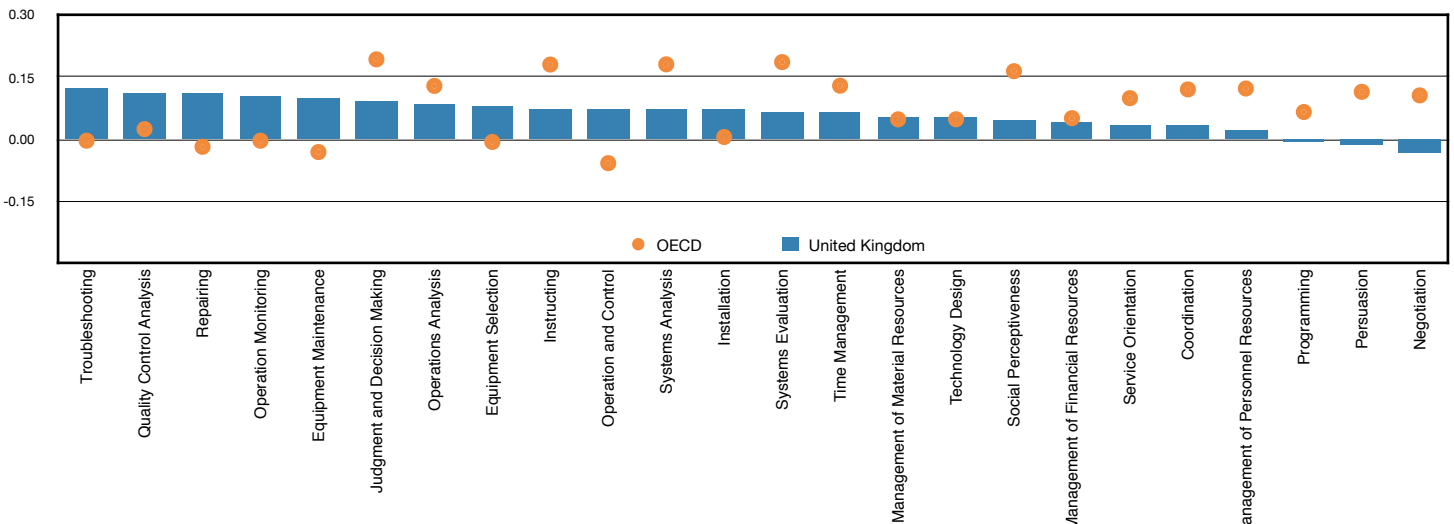
The United Kingdom faces several skill challenges. Shortages are emerging in Reasoning abilities but also in Spatial and Visual abilities. Shortages appear also in Troubleshooting and Quality Control Skills. Building and Construction as well as Design and Mechanical Knowledge areas are also in shortage in the United Kingdom, followed by shortages in Medicine and Dentistry and Engineering.

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

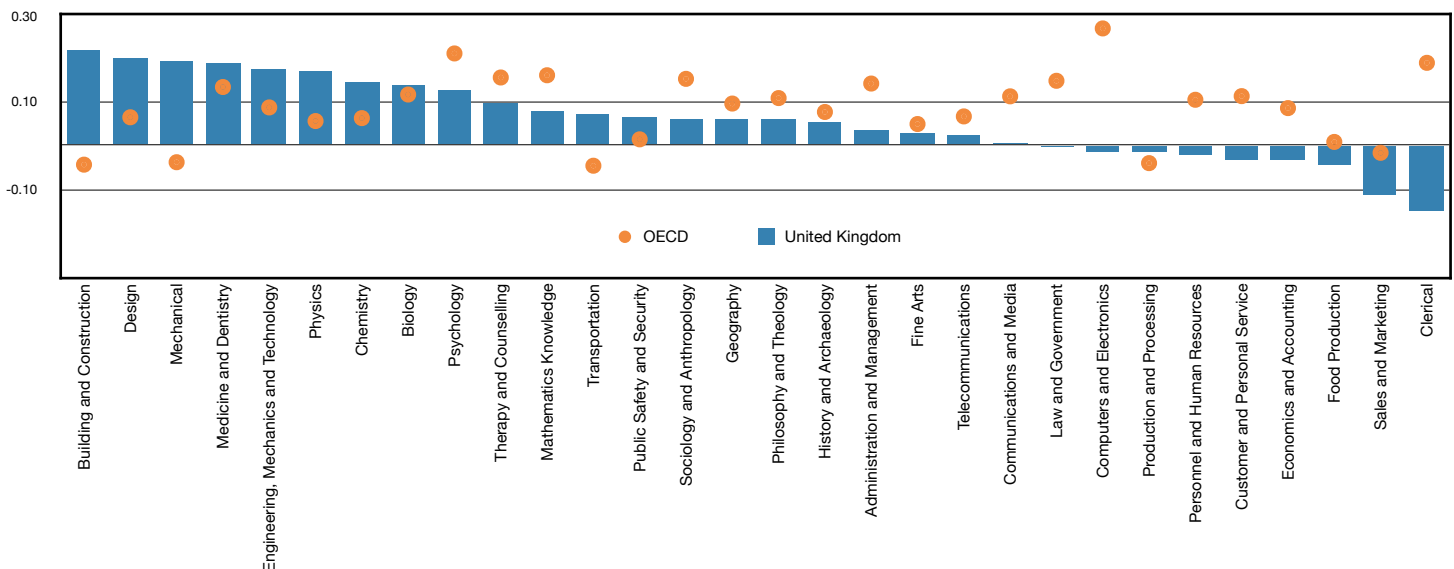
### Abilities



### Skills



### Knowledge areas

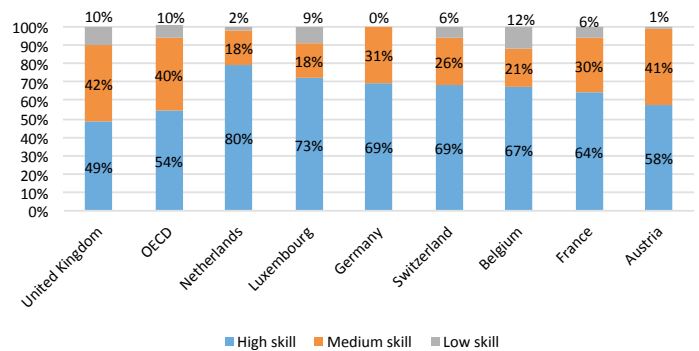




## Where are the jobs in high-demand in your country?

In the United Kingdom, almost 5 out of 10 jobs facing skill shortage are in occupations requiring high-skills. About 42% of jobs that are hard-to-fill require medium-skills and 10% are found in low-skilled occupations.

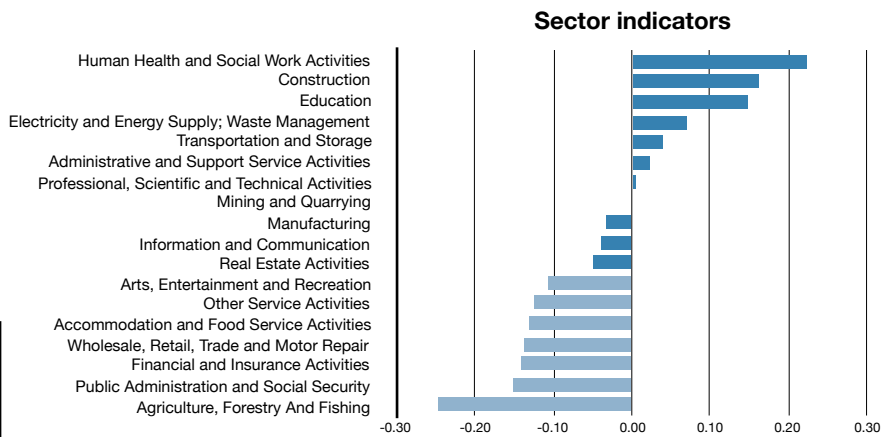
High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9.



## Which sectors face the largest occupational shortages?

The Human Health and Social Work as well as the Construction sectors are facing the most intense occupational shortages in the United Kingdom. Surpluses are experienced in the Agriculture, Forestry and Fishing sector instead.

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

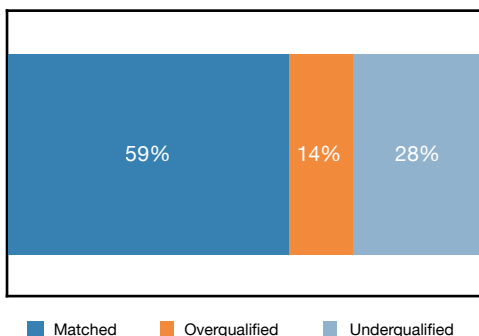


## How is the alignment of talent to job requirements?

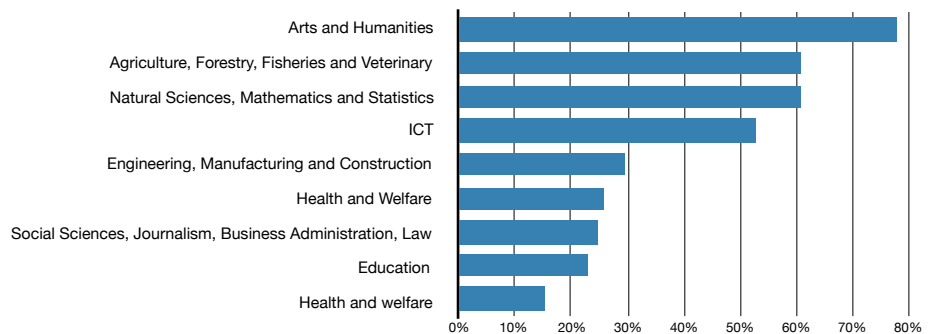
Almost 4 out of 10 workers in the United Kingdom are either over- or under-qualified for the work that they are doing. Over 50% of graduates in the fields of Arts and Humanities as well as in Agriculture, Forestry, Fisheries and Veterinary work in a job different from the field they specialised in (field-of-study 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 web tool – <http://oe.cd/skills-for-jobs>

### Further information

Data for skill imbalances and sector imbalance refer to year 2015, data on 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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