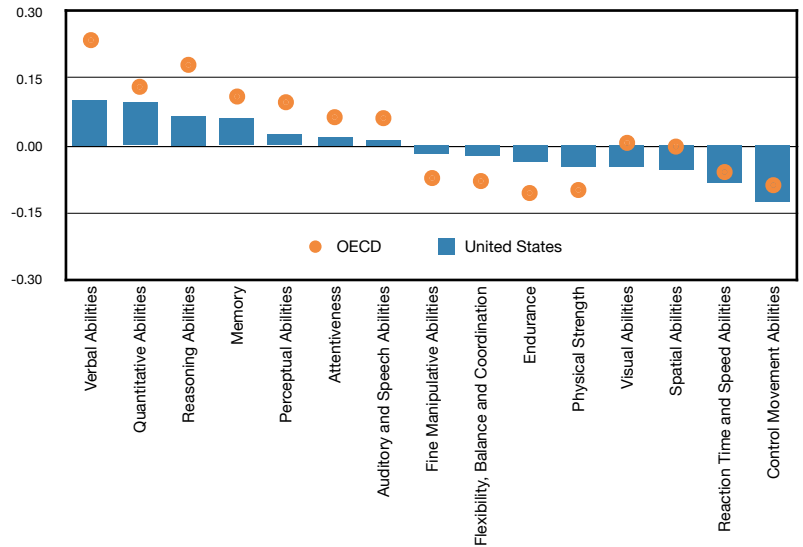


Where are the skills imbalances?

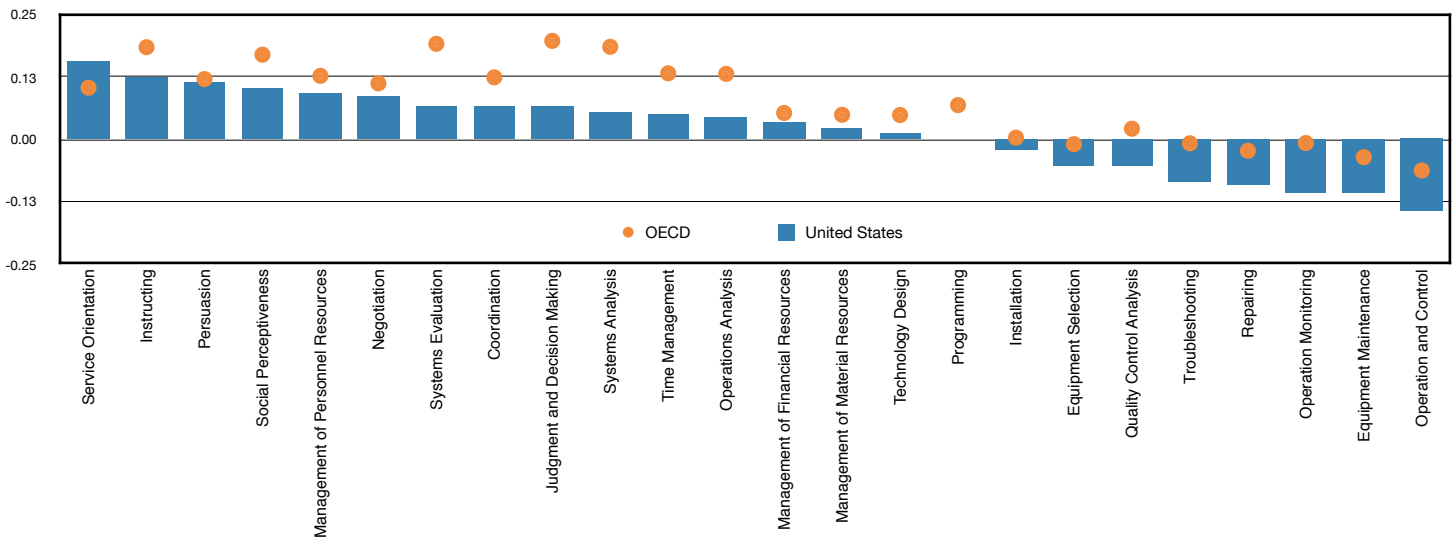
The United States experience shortages of Verbal, Quantitative and Reasoning *Abilities*. Shortage in the Service Orientation and Instructing *Skills* are also emerging as well as surpluses in areas such as Operation and Control and Equipment Maintenance. The United States also faces shortages in several *Knowledge* areas, especially in Customer and Personal Service and Education and Training.

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

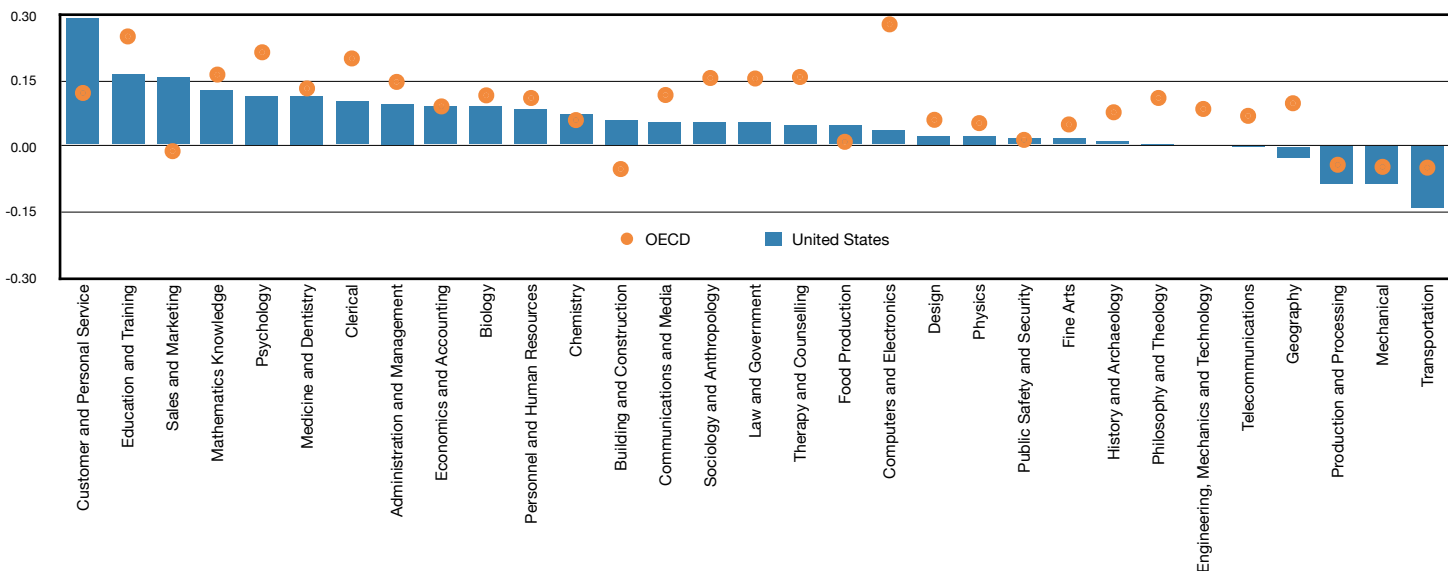
Abilities



Skills



Knowledge areas





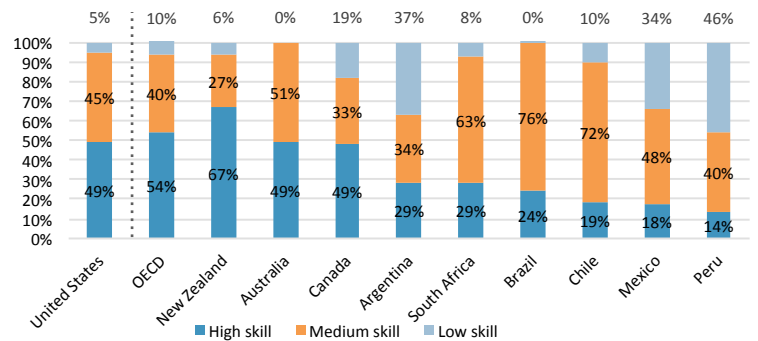
United States country note

September 2018

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

In the United States almost 5 out of 10 jobs facing skill shortage are in occupations requiring high skills. About 45% of jobs that are hard-to-fill require, instead, medium-skill while 5% require low-skills (a percentage lower than in the average of the OECD).

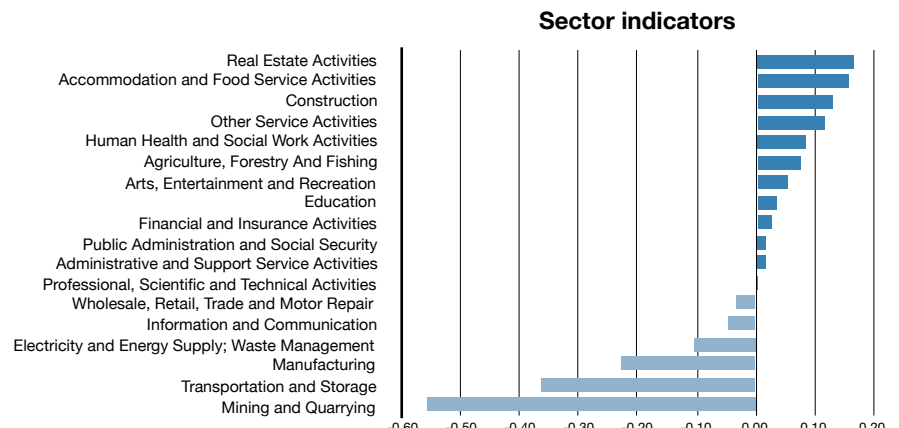
High-skilled workers refer to ISCO occupational groups 1-3, medium-skilled to group 4-8 and low-skilled to group 9. Data refers to latest year available.



Which sectors face the largest occupational shortages?

The Real Estate activities and the Accommodation and Food Service sector are facing the most intense occupational shortages in the United States. The Mining and Quarrying sector is, instead, experiencing occupational surpluses.

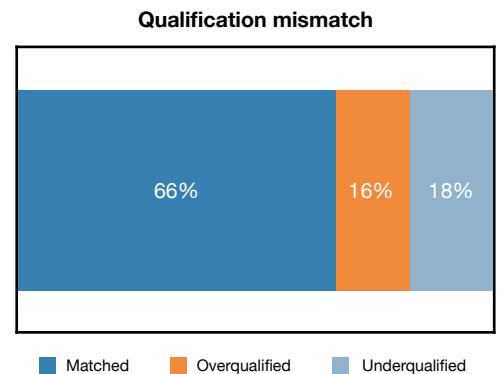
Sector shortages occur when firms struggle to find appropriate talent. Surplus arises when the supply of workers in that sector exceeds demand. Results are presented on a scale that ranges between -1 and +1. The maximum value reflects the strongest shortage observed across countries, sectors and skills dimensions.



How is the alignment of talent to job requirements?

Over 3 out of 10 workers in the United States are either over- or under-qualified for the work that they are doing. 16% are over-qualified while 18% lack appropriate qualifications for the job that they currently have.

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.



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 2017.

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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