

The OECD Skills for Jobs Database 2018

23/10/2018  [European Skills Index](#), [European Skills Index](#), [EU](#)

On 22 October, the OECD released the 2018 edition of its *Skills for Jobs Database* at a launch event in Paris. The *OECD Skills for Jobs Database* has been developed with the financial support of the JP Morgan Chase Foundation. It is a new analytical tool designed for policy makers, training providers, employers and workers, and the general public to gain insights into **what skills are needed in today’s labour markets and where skill shortages are emerging.**

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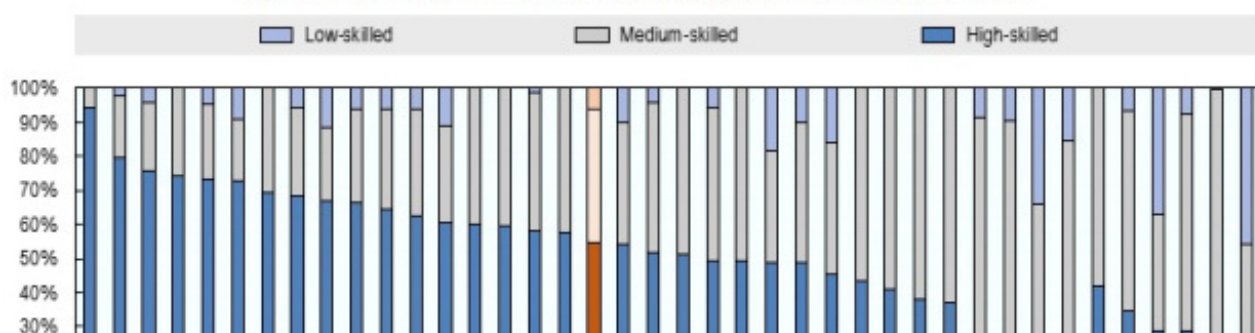
What’s new

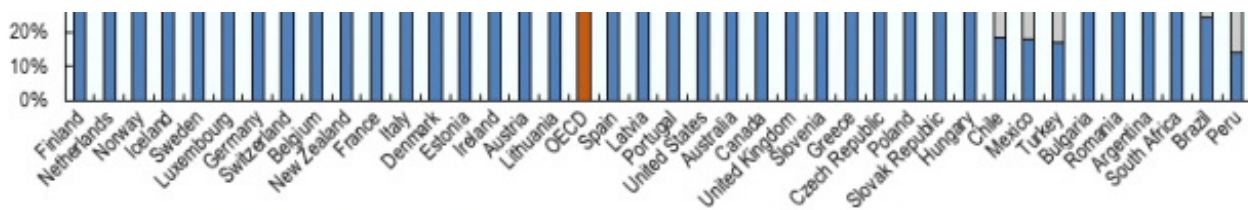
The new wave of data now covers 40 countries with the addition of 9 countries – Argentina, Australia, Brazil, Canada, Chile, Mexico, Peru, Turkey and the United States. Data are now also available at the regional level for several countries (Belgium, Hungary, Italy, Poland and the United Kingdom). Moreover, the results are newly available at the sectoral level. This can help design more effective policies by providing robust information on skill demands at a very disaggregated level.

What do the new data show

First, the data show that skill shortages continue to be most common among high-skilled occupations. On average across the OECD countries analysed by the Skills for Jobs database, the majority of jobs that are hard-to-fill (i.e. in shortage) are found in high-skilled occupations (Figure 1). These jobs range from managerial positions to highly skilled professionals in the health care, teaching or ICT sectors. Almost 40% of hard-to-fill jobs are found in medium-skilled occupations, such as personal service workers or electrical and electronic trades workers. In contrast, low-skilled occupations account for less than 1 in 10 jobs in shortage.

Figure 1. Share of employment in high demand by skill level



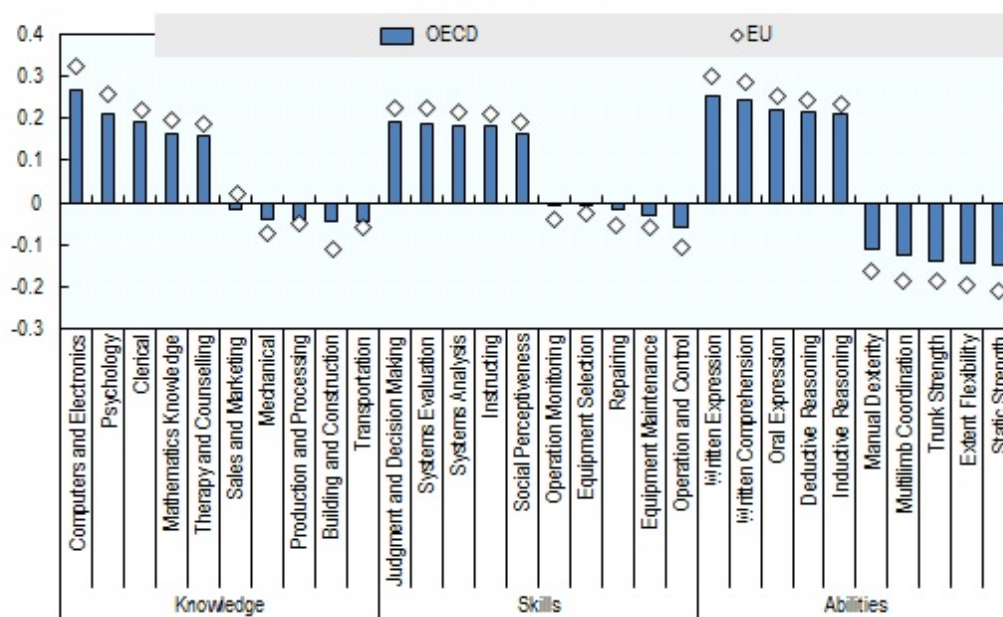


Note: High, medium and low skilled occupations are ISCO occupational groups 1 to 3, 4 to 8 and 9 respectively. Shares of employment in each skill tier are computed as the corresponding employment in each group over the total number of workers in shortage in each country. Data refer to the latest year for which information is available.

Source: Elaborations based on the OECD Skills for Jobs database (2018).

Second, the new data confirm that skill demands are shifting towards more complex, non-routine tasks as a result of digitalisation and globalisation. On average across OECD and EU countries alike, shortages are the strongest in the **knowledge of Computers and Electronics** (e.g. the knowledge of computer hardware and software, programming and application) followed closely by substantial demand for **Judgment and Decision Making Skills** and **Verbal Abilities** (written expression and comprehension and oral expression) (Figure 2).

Figure 2. Knowledge, Skills and Abilities with the largest shortages and surpluses, across OECD and EU countries



Note: Positive values represent shortages (e.g. unsatisfied demand in the labour market for the analysed dimension). Negative values represent surpluses (supply exceeds demand in the labour market for the analysed dimension). Results are presented on a scale that ranges from -1 to +1. The maximum value represents the strongest shortage observed across OECD (31) countries and skill areas.

Knowledge areas refer to the body of information that makes adequate performance of the job possible (e.g. knowledge of plumbing for a plumber; knowledge of mathematics for an economist).

Skills refer to the proficient manual, verbal or mental manipulation of data or things (e.g. complex problem solving; social skills)

Abilities refer to the competence to perform an observable activity (e.g. ability to plan and organise work; attentiveness; endurance).

Source: OECD Skills for Jobs database (2018).

Making the OECD Skills for Jobs indicators more accessible

The launch of the new *OECD Skills for Jobs database* is accompanied by a brand-new webpage to make access to the OECD Skills for Jobs database easier and more user-friendly for all audiences. Apart from interactive results on the intensity of skill demands across countries, the webpage allows the user to

navigate the rich labour market information available at the occupational level to understand what skills are needed to move from occupations in surplus to others for which there is strong labour market demand.

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