

Using analytics to measure skill needs in the new era of work

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The world of work is changing

TECHNOLOGICAL AND CLIMATE CHANGE



New skillsets for new and changing tasks and occupations

POPULATION AGEING



Longer working lives, updating skills to avoid obsolescence

GLOBALISATION



Complex skillsets, interpersonal and multi-tasking skills

NON-STANDARD WORK

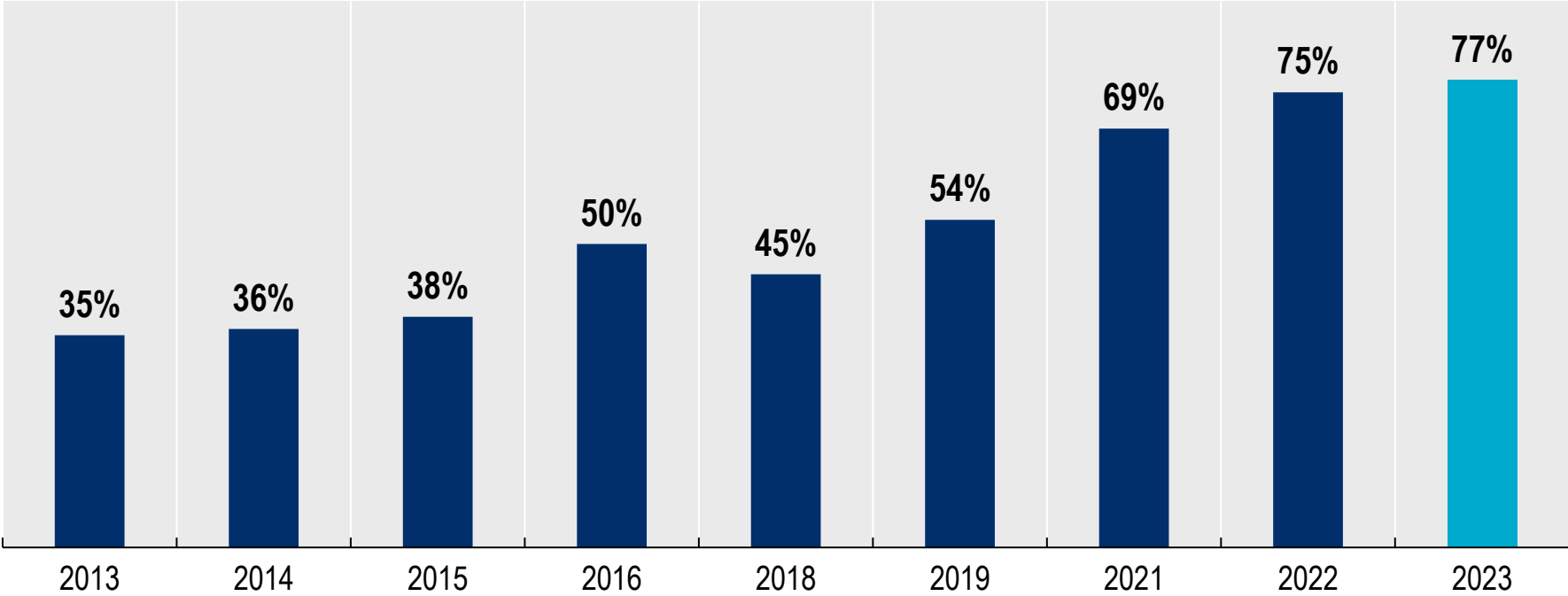


Individual responsibility to keep skills up to date



Employers report hiring difficulties

Employers reporting difficulty filling open roles



Source: Manpower Global Talent Shortage Survey 2023

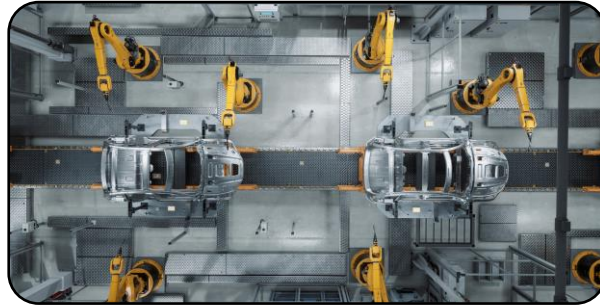


Skills shortages and mismatch have important adverse effects



COUNTRIES

↓ trade
↓ economic output
↑ (re)training costs



FIRMS

↓ productivity
↓ competitiveness
↑ job turnover



WORKERS

↓ earnings
↓ job satisfaction
↑ risk of unemployment



**SO, WHAT
CAN WE DO?**

Responding to skills imbalances

Skills assessment and anticipation exercises (SAAs) are studies that generate information about the current and future skill needs of the labour market (skill demand) and the available skill supply

#skills analysis
#skills intelligence
#skills forecasting

SAAs are a way to generate evidence that can then be used to design policy to spur a better match between skills and jobs



OECD work on SAA

Getting Skills Right
Assessing and Anticipating Changing Skill Needs

OECD

Getting Skills Right
Good Practice in Adapting to Changing Skill Needs
A PERSPECTIVE ON FRANCE, ITALY, SPAIN, SOUTH AFRICA AND THE UNITED KINGDOM

OECD

Getting Skills Right
Assessing and Anticipating Skills for the Green Transition
UNLOCKING TALENT FOR A SUSTAINABLE FUTURE

OECD

Getting Skills Right
Equipping Health Workers with the Right Skills
SKILLS ANTICIPATION IN THE HEALTH WORKFORCE

OECD
International Labour Organization

Getting Skills Right
Sweden

OECD

Getting Skills Right
Australia

OECD

Getting Skills Right
France

OECD

Getting Skills Right
Chile

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Getting Skills Right
South Africa

OECD

Getting Skills Right
Italy

OECD

Getting Skills Right
United Kingdom

OECD

Getting Skills Right
Brazil

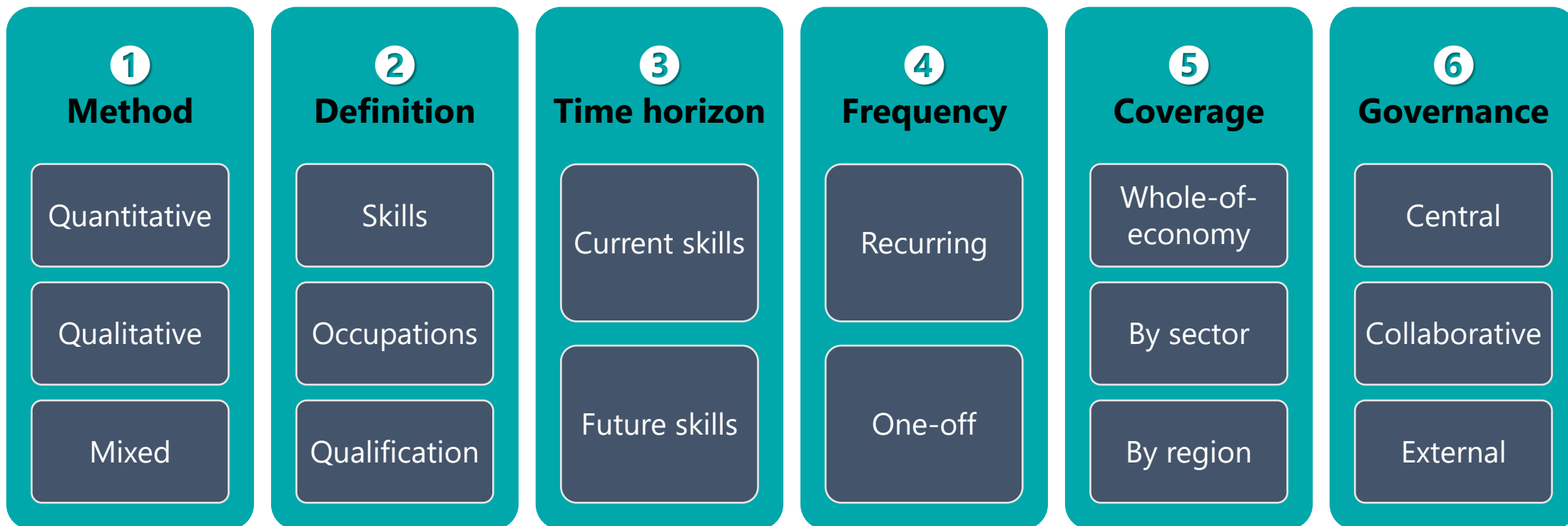
OECD

Getting Skills Right
Spain

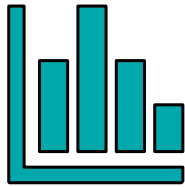
OECD



Different features for different SAAs



1 Method



Quantitative methods

involve econometric projections based on the fact that megatrends increase the demand for specific industries, occupations or skills while decreasing demand in others



Qualitative methods

involve gathering groups of experts or stakeholders to collect their informed views on how industries, occupations or skills are likely to evolve in the forthcoming years



2 Definition

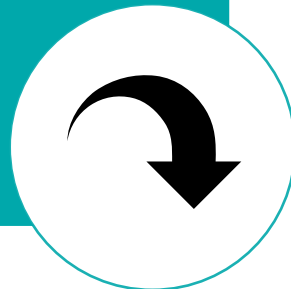
- Exercises that focus on **skills** specifically are rare
- **Occupations** and **qualifications** are commonly used as a proxy
- However, some examples in OECD countries show the benefits of the skills focus



3 Time horizon

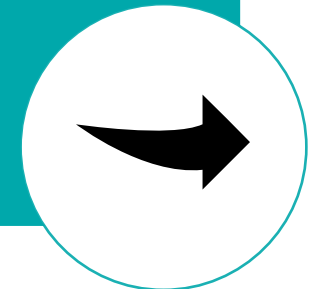
- **(Goal)** Identifying mismatches and shortages in the current labour market
- **(Pros & Cons)** More accurate results, but limited scope of use

Current skills

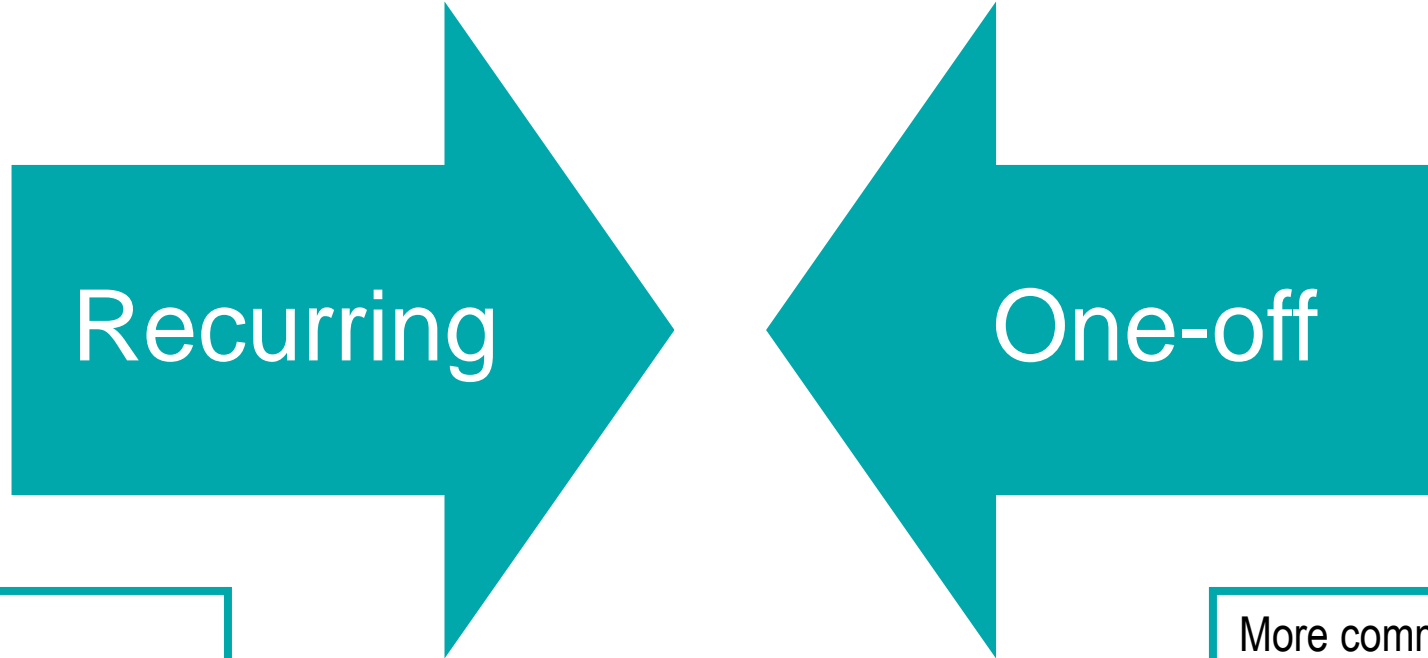


- **(Goal)** Offering insights on future trends in the labour market
- **(Period)** Short-term (6M-2Y), Medium- (2-5Y), Long- (+5Y)
- **(Pros & Cons)** Useful for structural planning, but relatively uncertain output

Future skills



4 Frequency

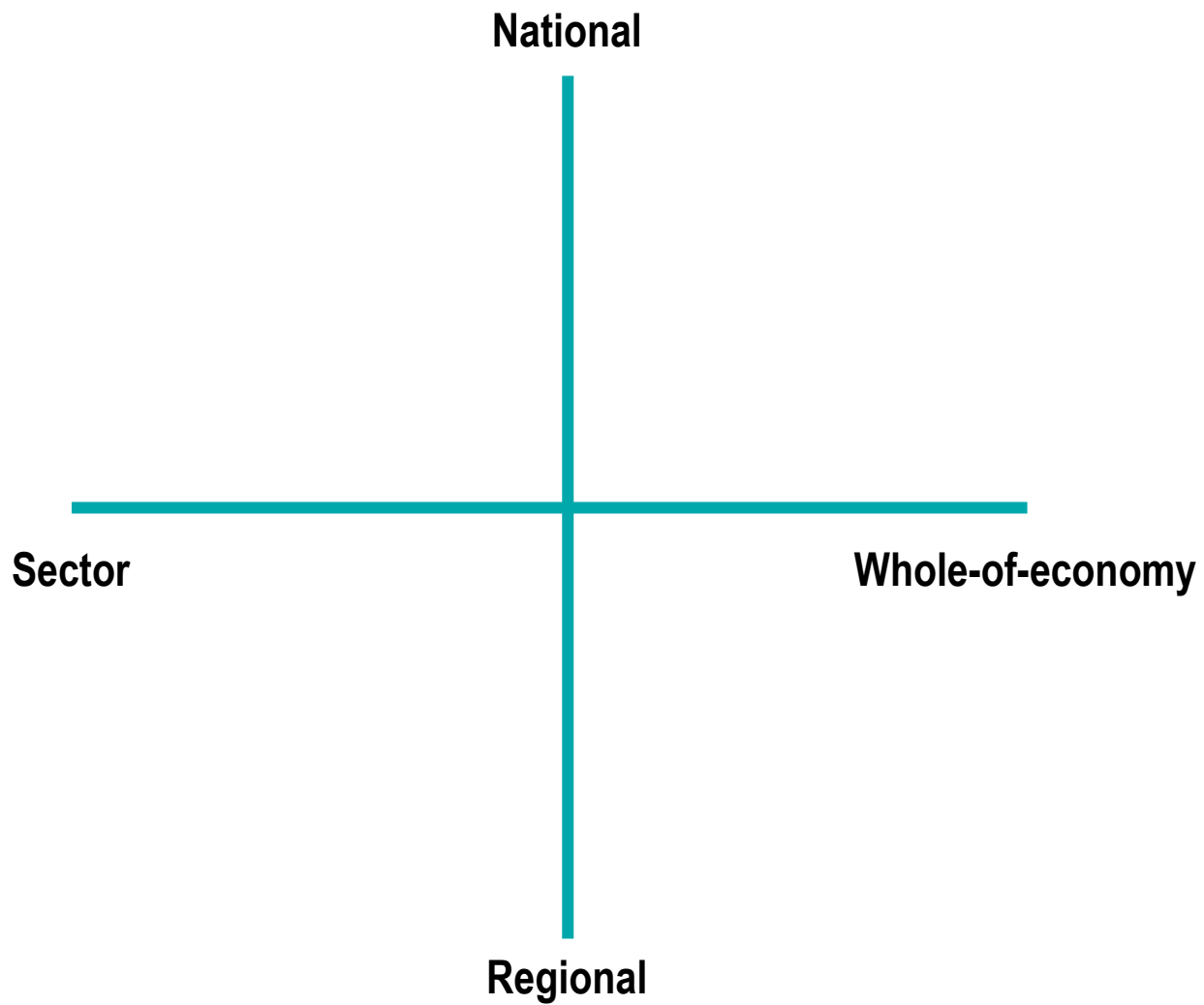


More common among quantitative SAAs

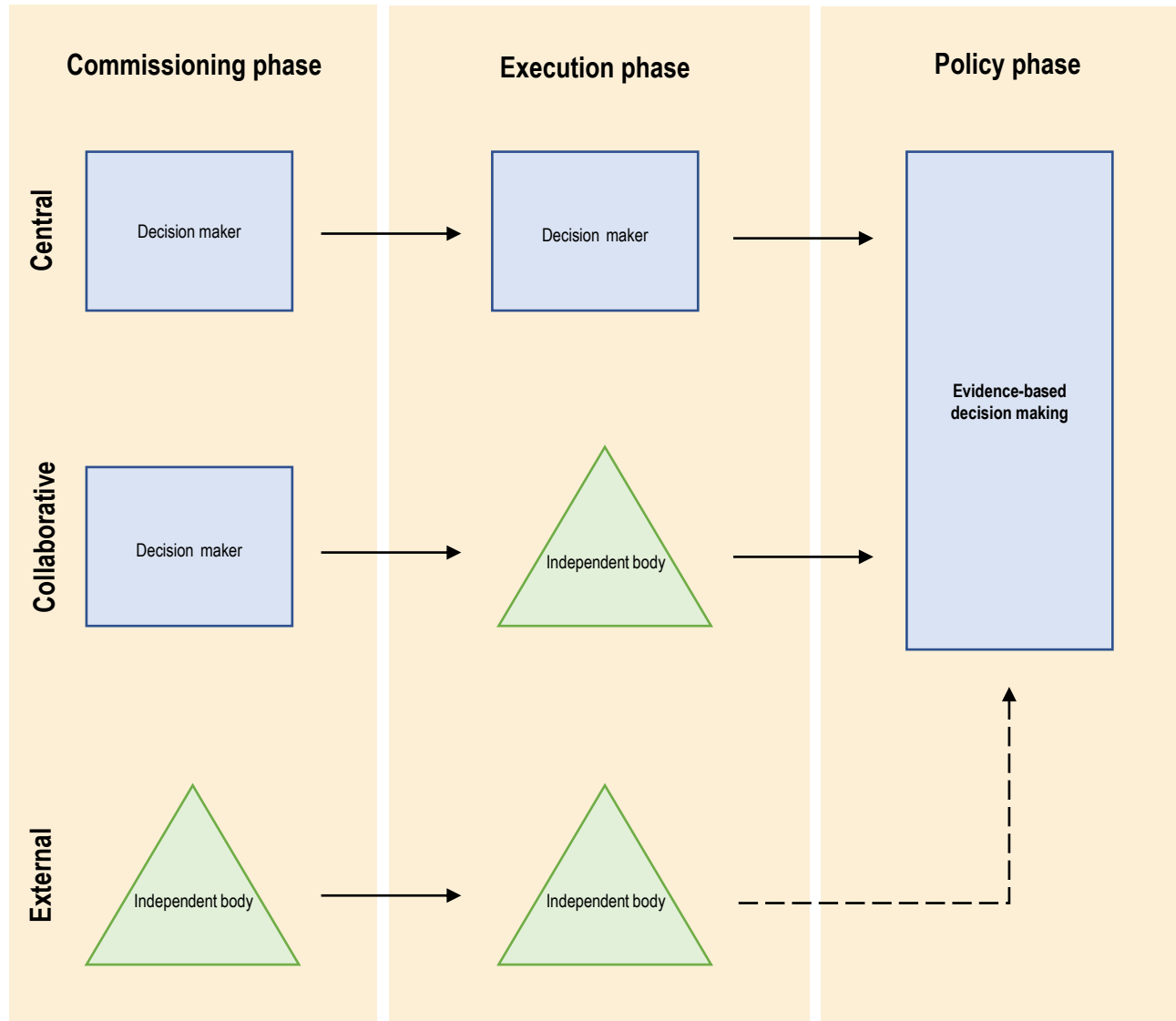
More common among SAAs focusing on a specific subject (e.g., green transition)



5 Coverage

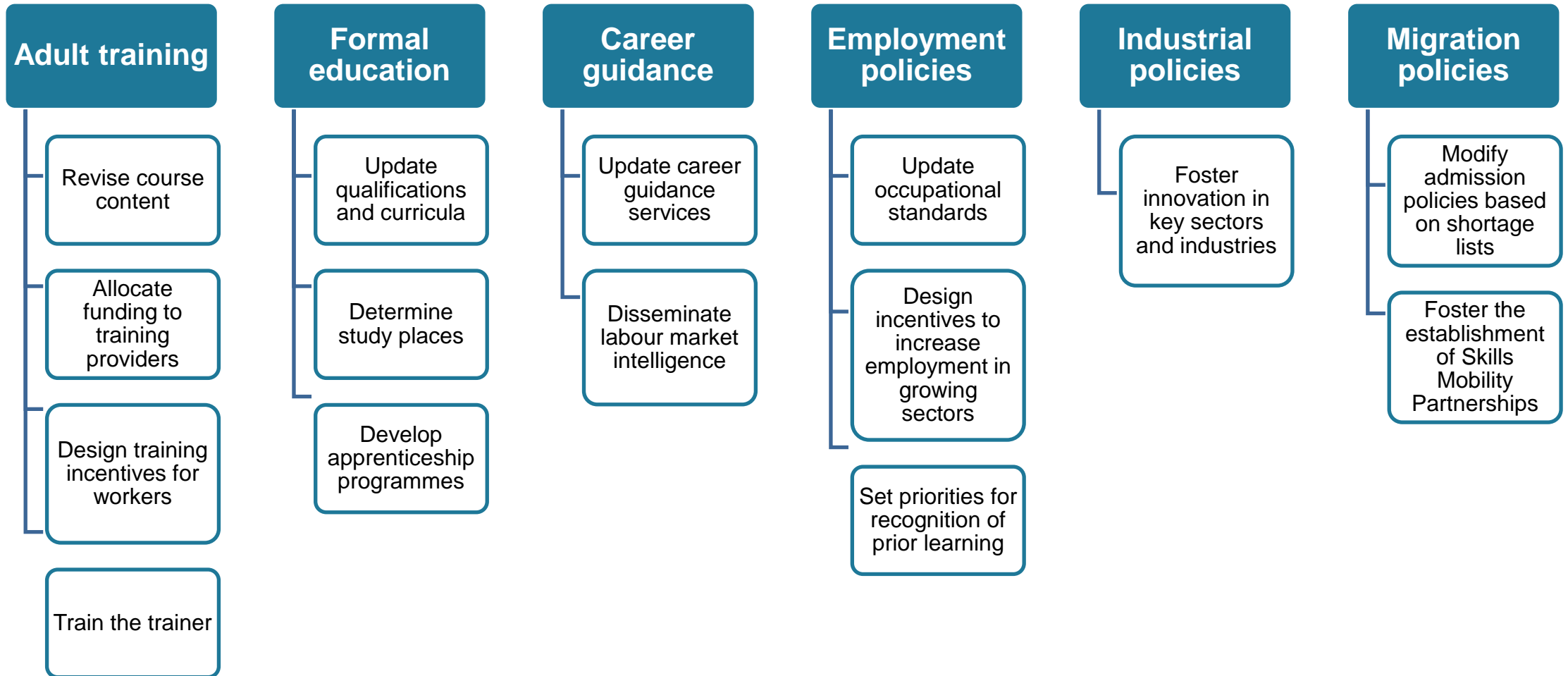


6 Governance



THE IMPACT OF SAA

How SAAs can influence policy



Thank you!



www.oecd.org/employment/skills-and-work



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