



The OECD Skills Strategy

Better skills, better jobs, better lives



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Qualifications Frameworks as an Instrument of Public Policy
for Lifelong Learning
Warsaw, 8-9 November 2012



Why do skills matter to countries?

Building the right skills can help countries improve economic prosperity and social cohesion





Why do skills matter to people?



By contributing to social outcomes such as health, civil and social engagement.



By supporting improvement in productivity and growth.



By supporting high levels of employment in good quality jobs.





How can we improve skills and their use?

By strengthening skills systems

Designing and implementing an evidence-based national skills strategy.



Funding skills through public and private sources and designing effective incentives for employers and individuals.

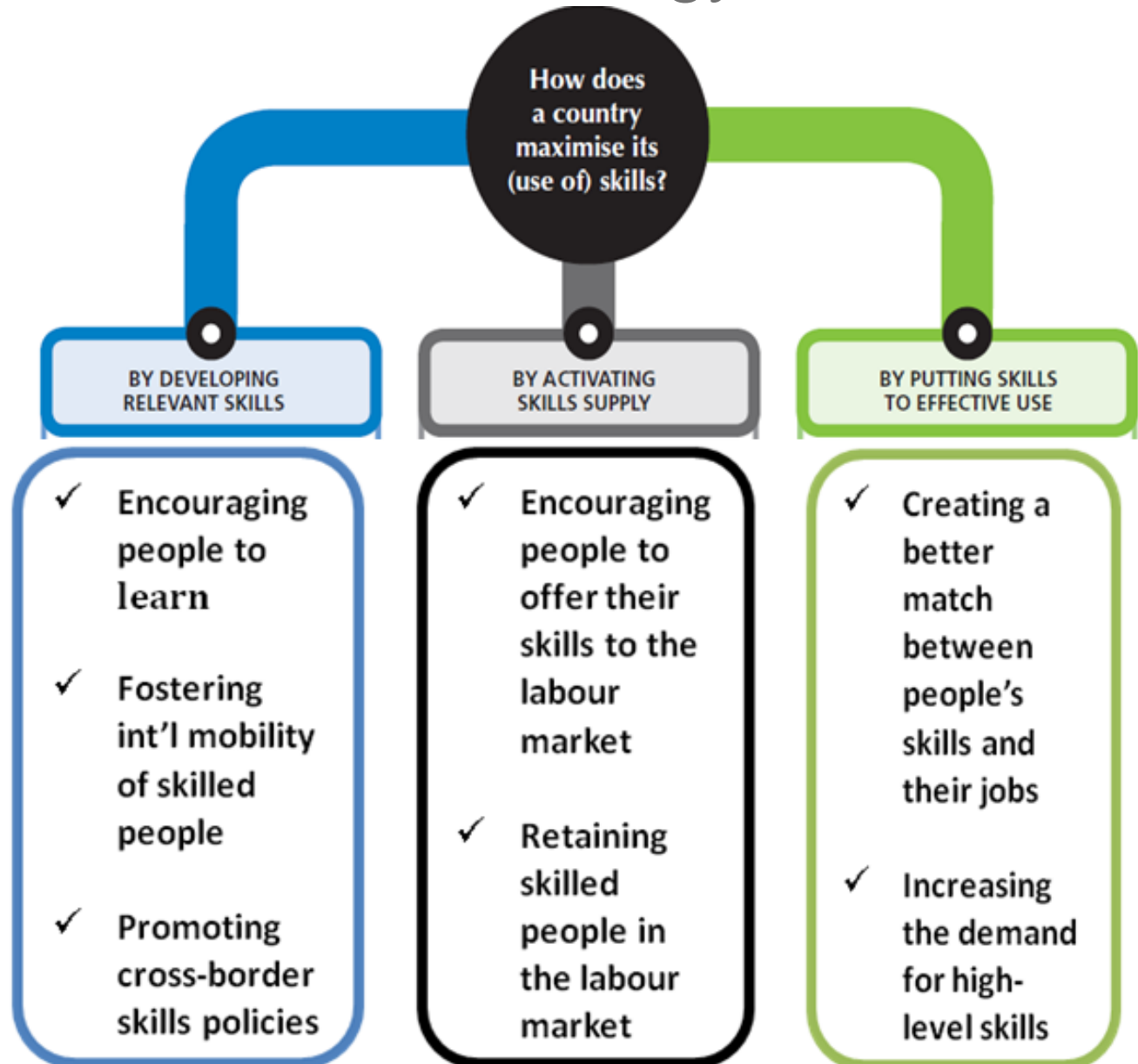


Providing good information for the public, businesses and policy makers.





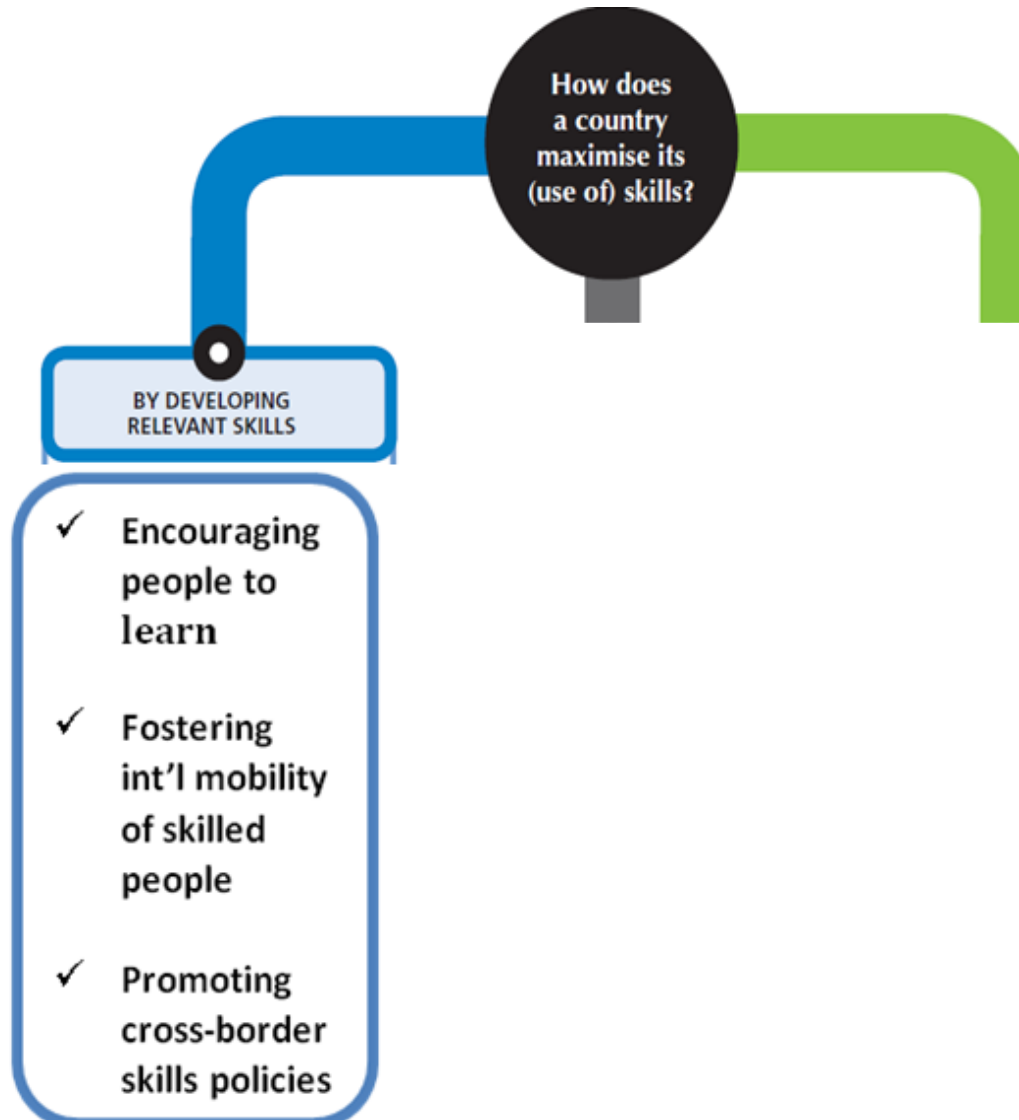
The OECD Skills Strategy





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Pillar 1: develop relevant skills

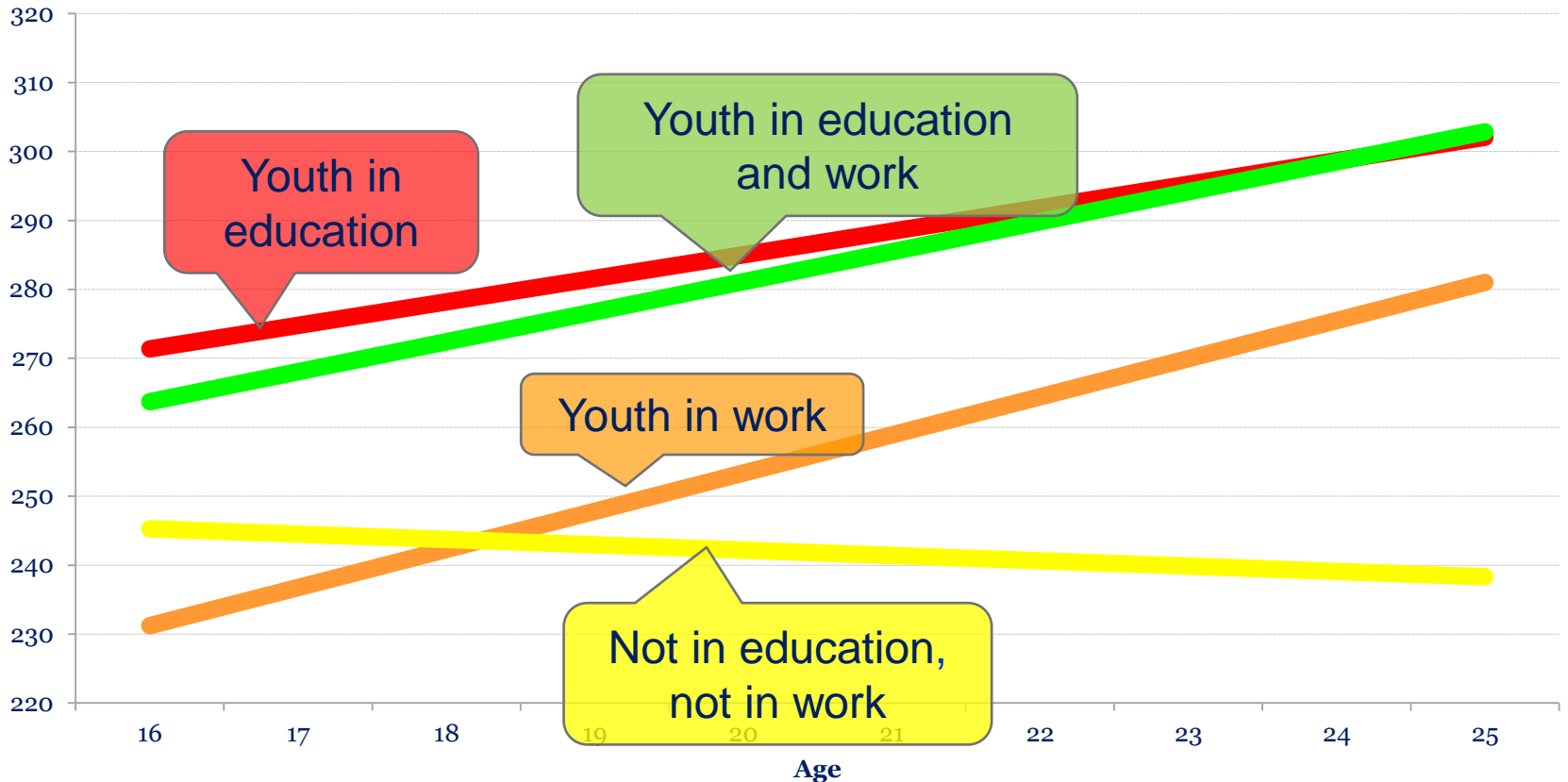




Skills beyond school

Cross-sectional skill-age profiles for youth by education and work status

Mean skill score



 Liniowy (In education only)

 Liniowy (In education and work)

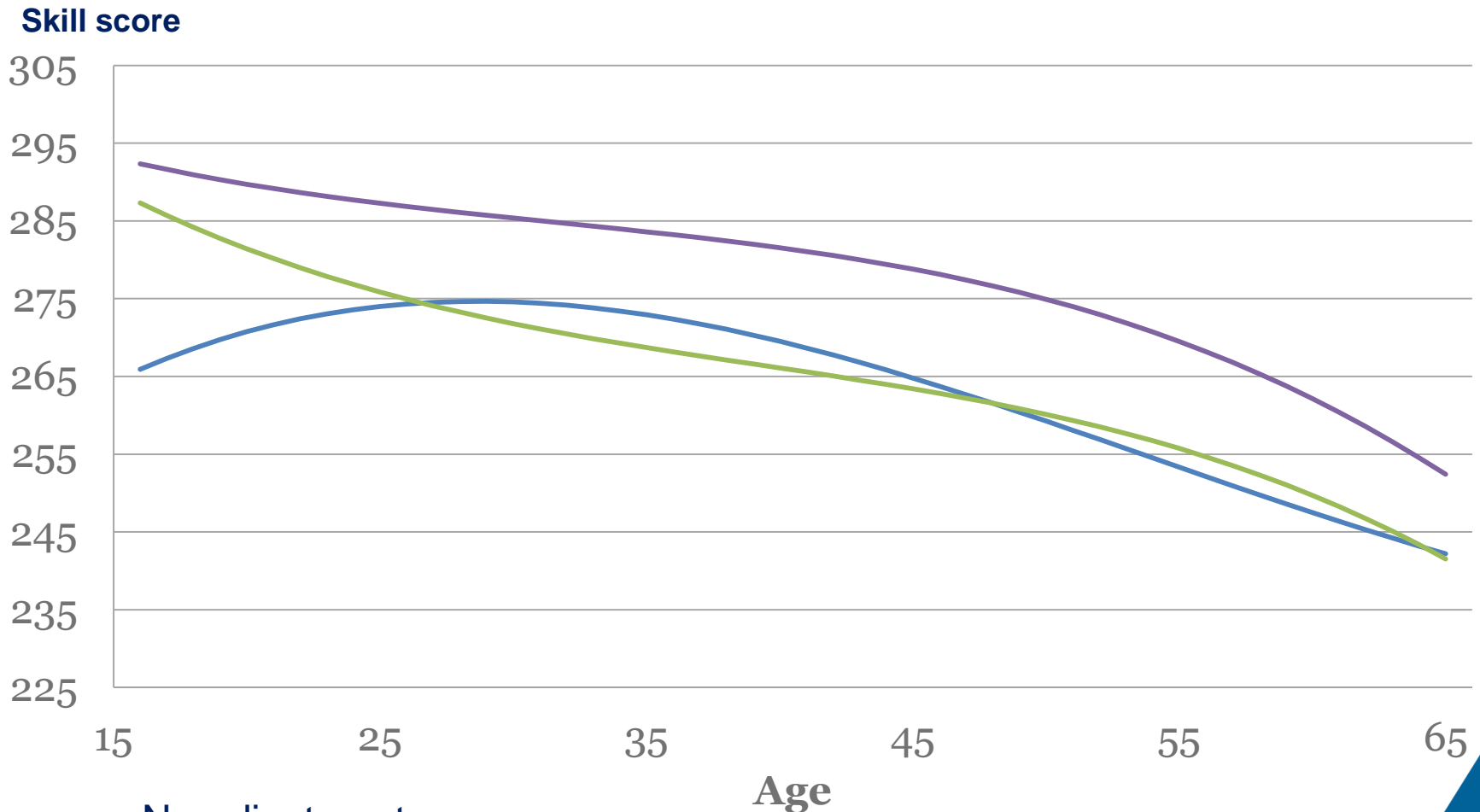
 Liniowy (Work only)

 Liniowy (NEET)



Unused skills may be more likely to atrophy

Skills by age



— No adjustment

— Adjusted for immigrant status and education

— Adjusted for immigrant status, education and reading engagement



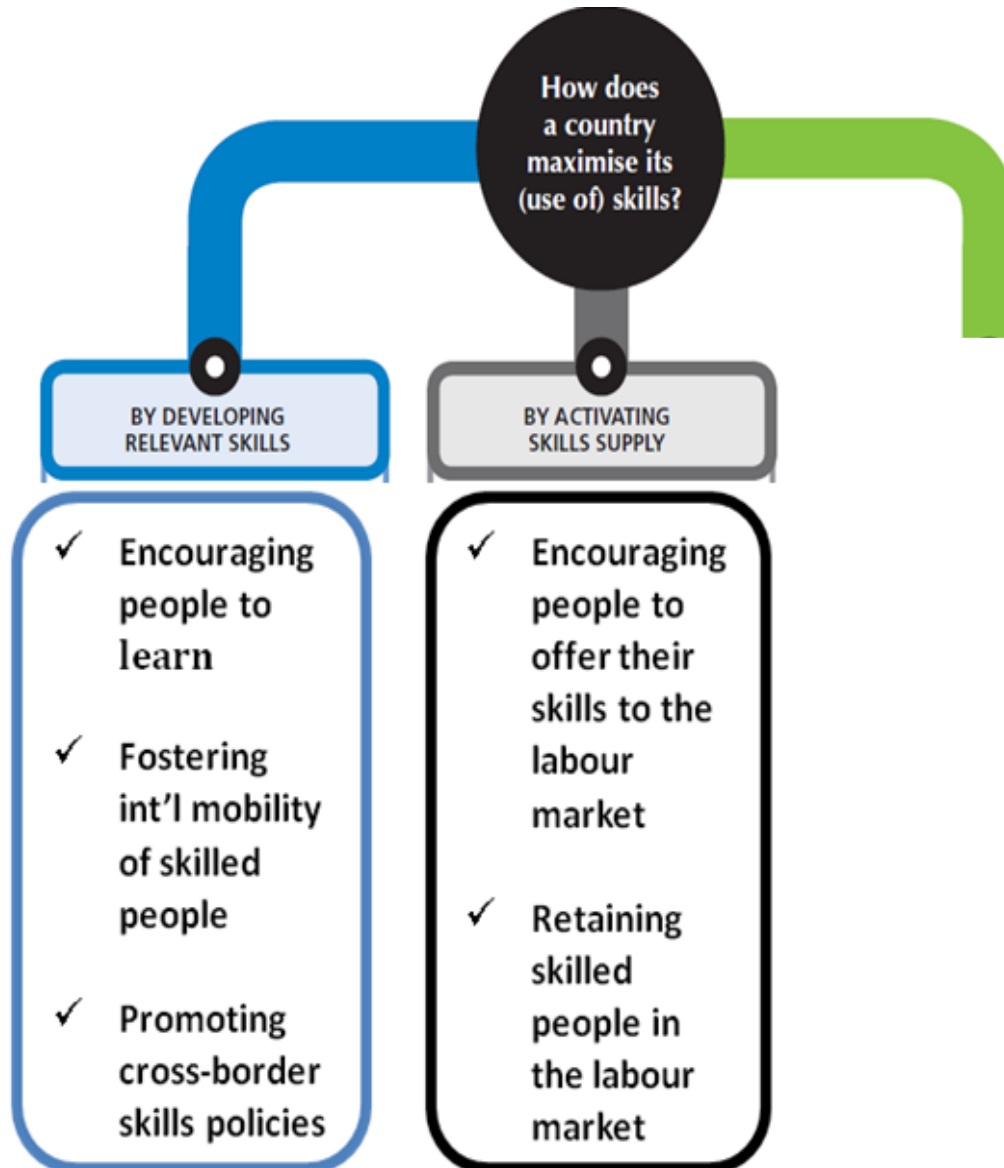
Improve the quantity and quality of skills developed

- **Encouraging people to learn**
 - Good foundation skills for all
 - Demand-sensitive and relevant learning involving employers and engaging trade unions
 - Lifelong skills-oriented learning instead of qualifications-focused education upfront in life course
- **Encouraging skilled people to enter the country**
 - More flexible labour-migration policies facilitating entry for skilled migrants, encouraging international students to stay, assisting skilled migrants to return
 - Cross-border skills policies



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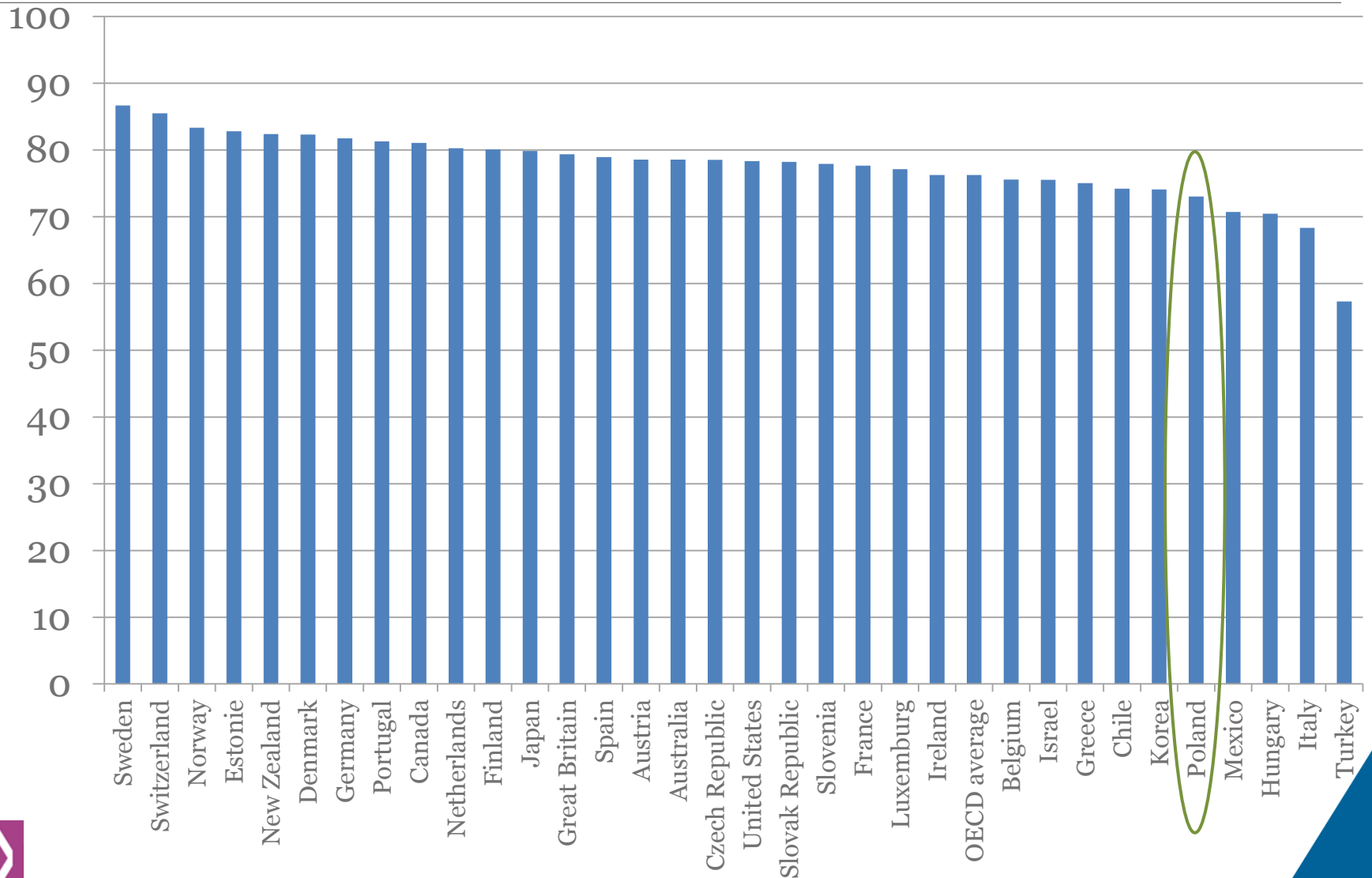
Pillar 2: activate skills supply





Labour force participation varies

Percentage of 25-64-year-olds active in the labour market, 2010





Optimise the supply of skills

- **Activating people**

- Identifying inactive individuals, retrain them, create financial incentives to work, remove other barriers to participation in the labour force

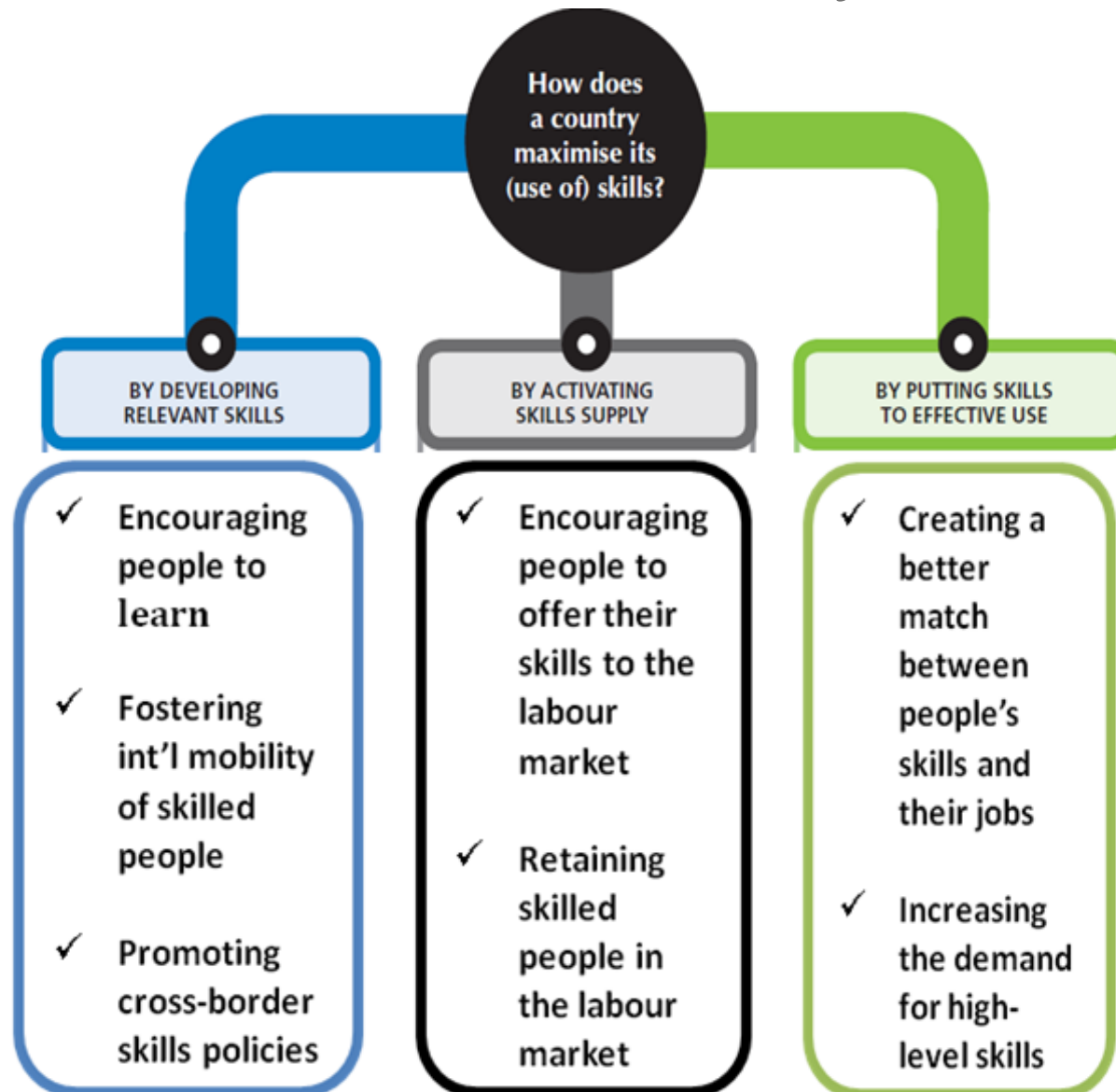
- **Retaining skilled people**

- Prevent early retirement, improve employability in later life
- Create incentives for skilled people to stay



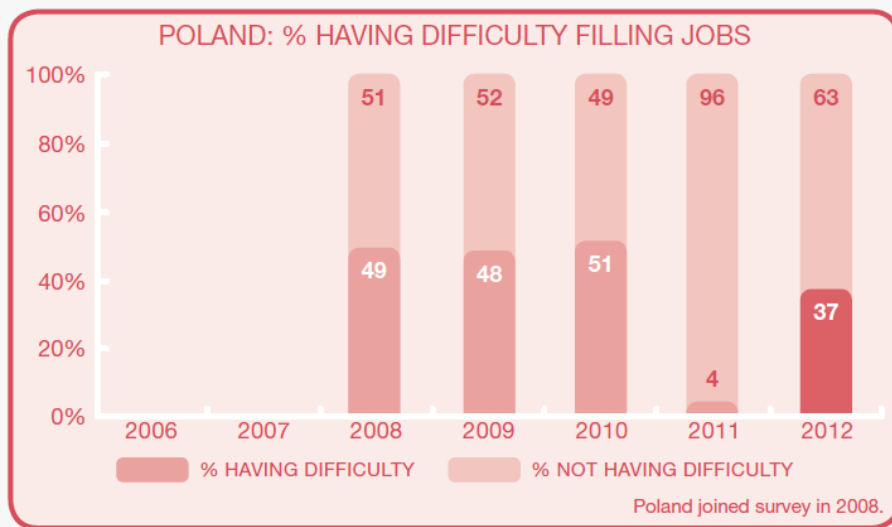
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Pillar 3: use skills effectively





The reality of skills mismatches



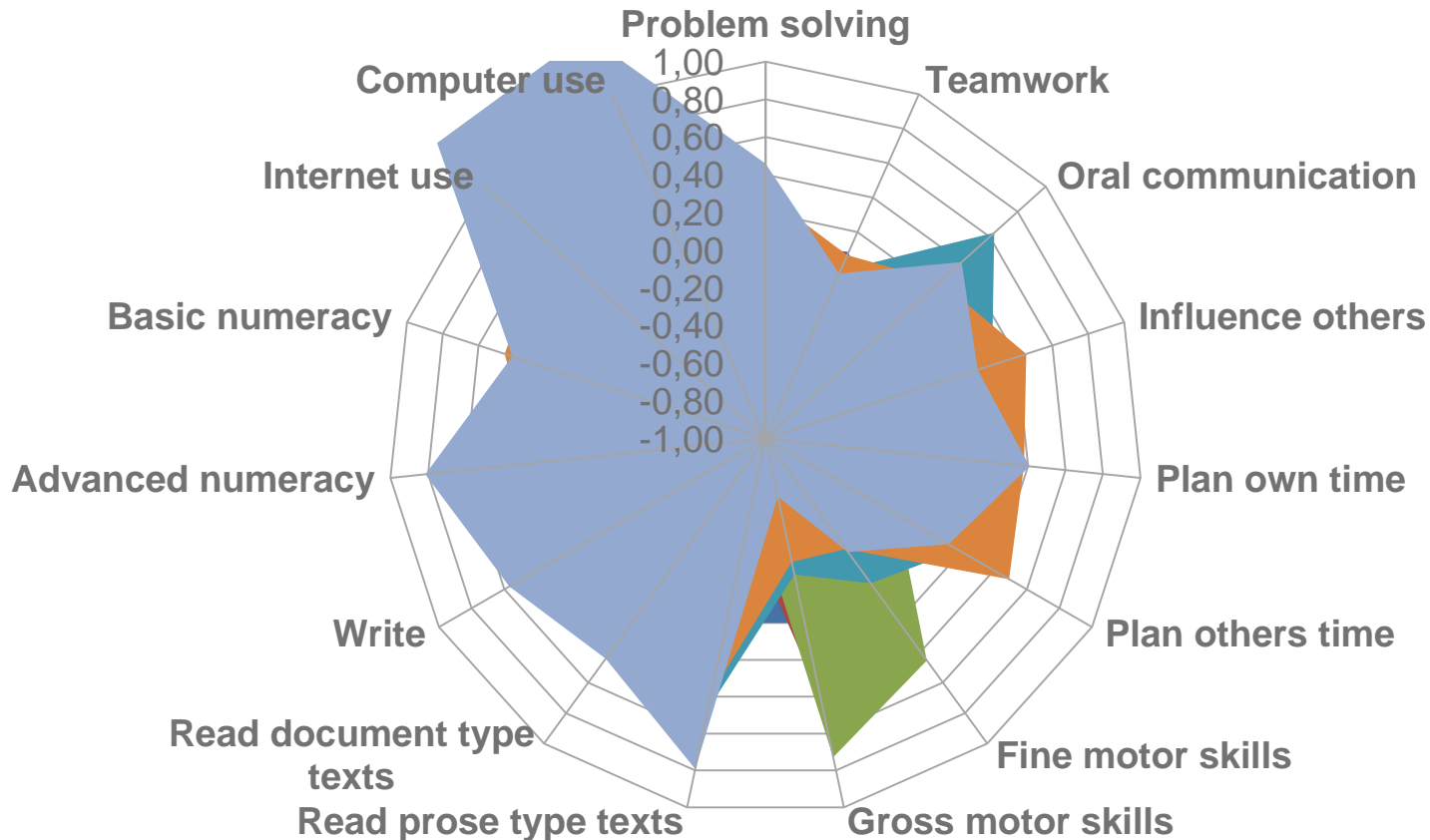
2012 Talent Shortage Survey,
ManpowerGroup

POLAND: TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- | | |
|---------------------------|----------------------------------|
| 1 Engineers | 6 IT Staff |
| 2 Skilled Trades | 7 Chefs/Cooks |
| 3 Technicians | 8 Project Managers |
| 4 Drivers | 9 Machinists/Machine Operators |
| 5 Sales Representatives | 10 Accounting & Finance Staff |



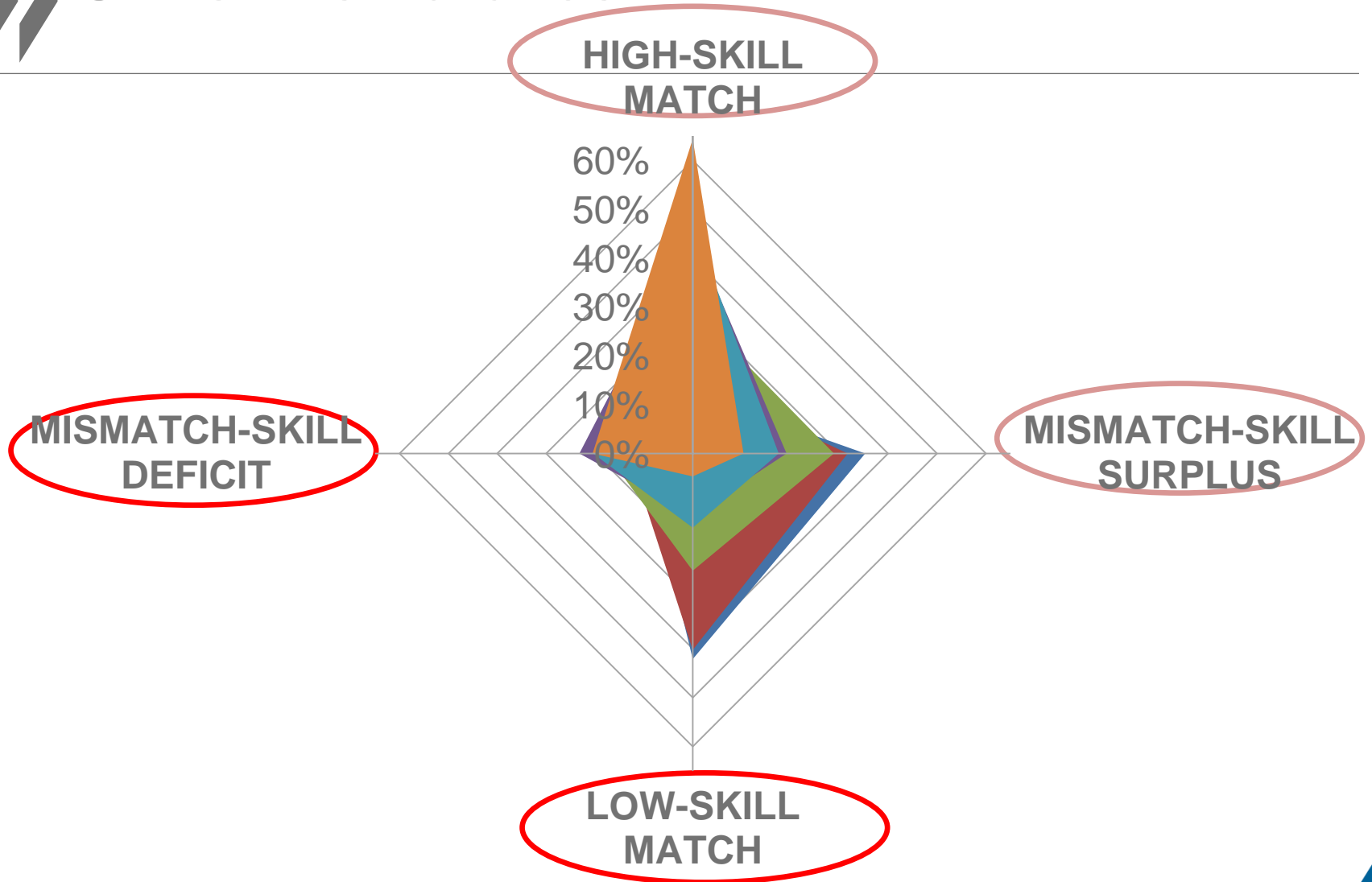
Changes in skills demand and use



- Total
- Information (low-skill)
- Knowledge (expert)
- Service (low-skill)
- Information (high-skill)
- Goods
- Managers



Skills mismatches



■ Goods

■ Information (high-skill)

■ Service (low-skill)

■ Managers

■ Information (low-skill)

■ Knowledge (expert)



Ensure the effective use of skills

- **Matching skills supply and demand**
 - Help employers to make better use of skills
 - Improve information and transparency in skills and qualifications systems
 - A strong start in the labour market
 - Facilitate mobility
- **Increasing demand for high-level skills**
 - Create more high-skill and high value-added jobs
 - Help companies and local economies to move to higher value-added markets
 - Foster entrepreneurship



Next steps

- Developing effective national & local skills strategies
 - New proposal to help countries build effective skills strategies based on the OECD Skills Strategy framework
- The OECD Skills Outlook
 - The 1st edition of a regular flagship publication will be released in October 2013 featuring data from the OECD Survey of Adult Skills (PIAAC)
- skills.oecd.org
 - The portal featuring the OECD's work on skills will be continuously developed and updated



Questions for discussion

- How can we shift the focus from upfront, initial education to lifelong learning?
- How can clear qualifications frameworks be designed to help students and employers?
- How could qualifications agencies contribute to shaping and delivering a national skills strategy?