



Colloque DARES
Les tensions sur le marché du travail
Paris, 18 décembre 2018

MAUVAIS APPARIEMENT DES COMPÉTENCES DANS LES PAYS DE L'OCDE : L'ENQUÊTE PIAAC ET LES INDICATEURS SKILLS FOR JOBS

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Outline



1. How skills matter vs education
2. Which skills matter
3. Ensuring a good match



1. How skills matter vs occupations
2. Which skills matter where



1. How focusing on skills helps the #FutureofSkills debate



A few facts about the Survey of Adult Skills (PIAAC)

2013

What is PIAAC



- ☐ Household survey
- ☐ 38 countries and regions
- ☐ 21 EU countries and regions
- ☐ Cycle 1: 3 rounds
- ☐ 5K to 30K observations

2016

What we measure directly



- ☐ Literacy
- ☐ Numeracy
- ☐ Digital/Adaptive Problem solving
- ☐ Reading/Numeracy components

2018

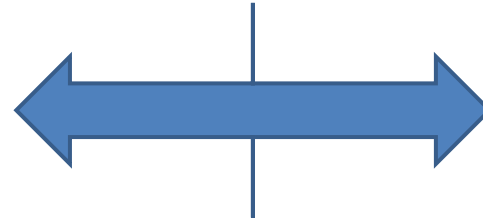
The background questionnaire



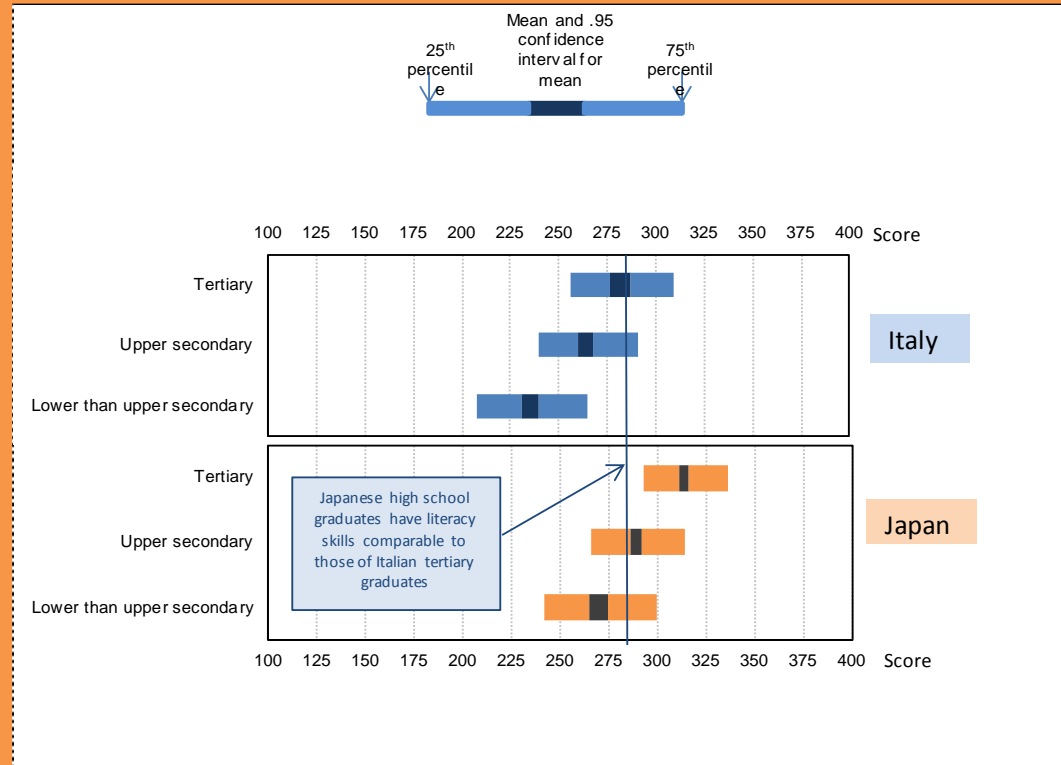
- ☐ How skills are distributed
- ☐ How people build their skills
- ☐ How people use their skills
- ☐ Which benefits skills bring to people



Education



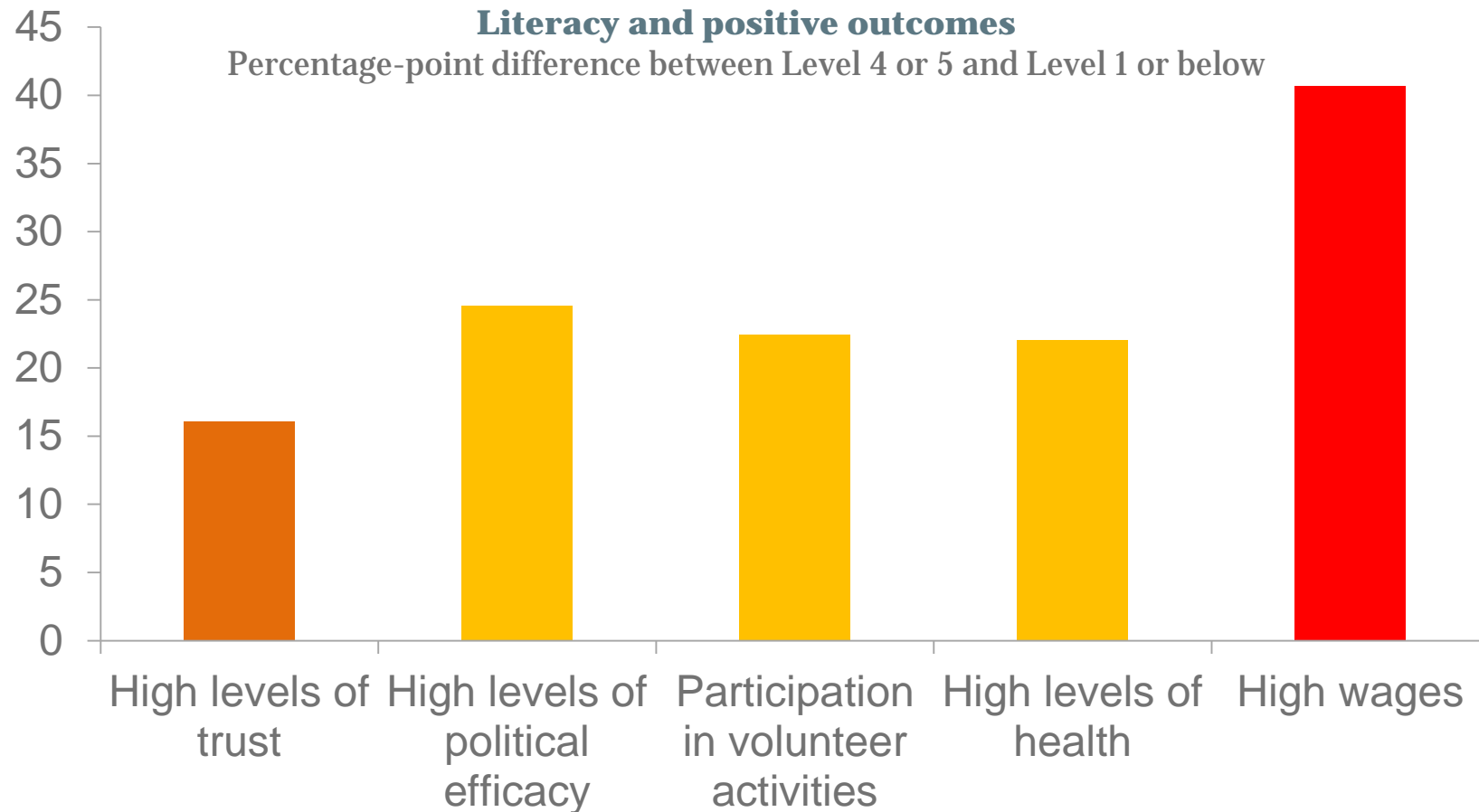
Skills





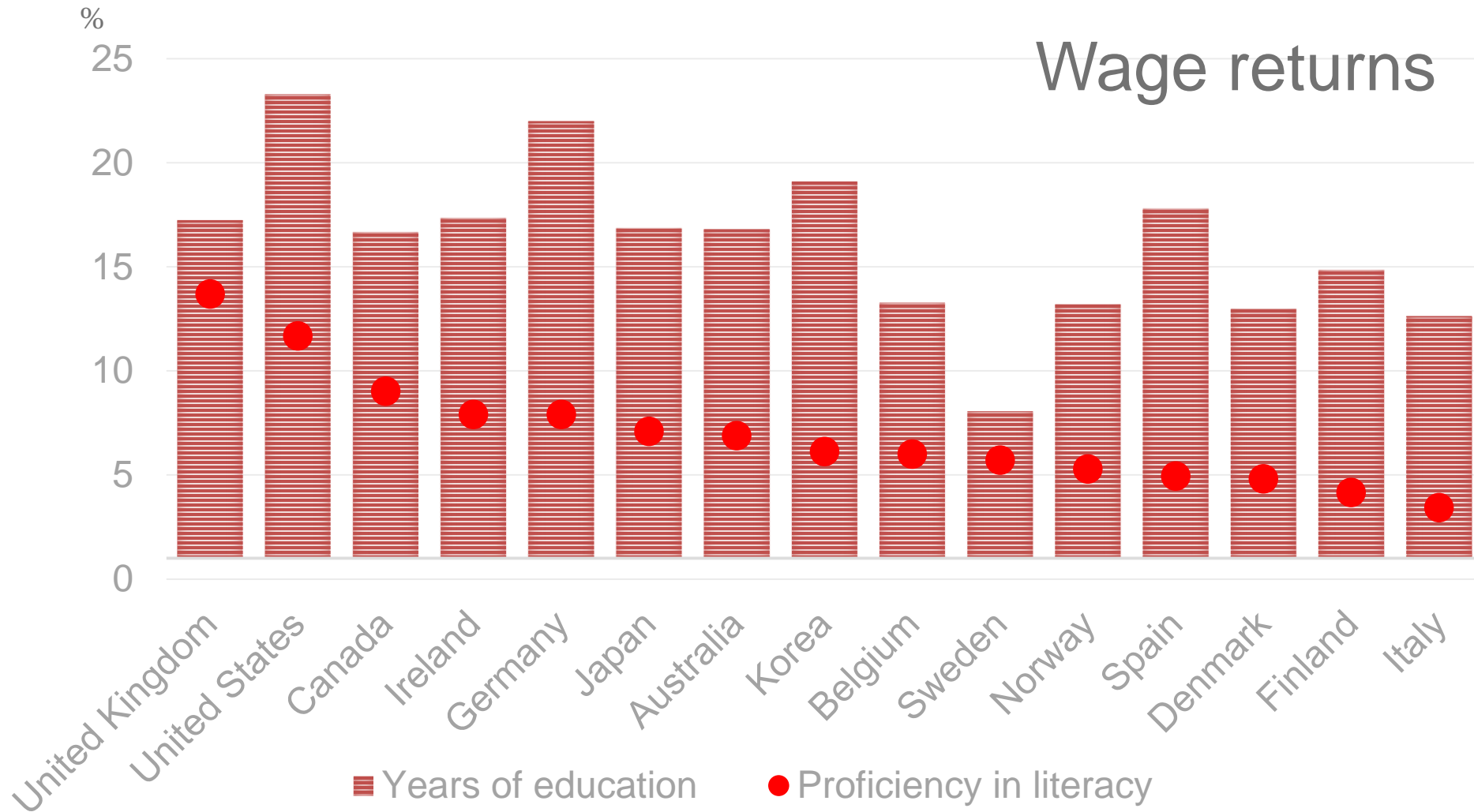
How skills matter...

What people know has a major impact on economic and non-economic outcomes





...on top of education



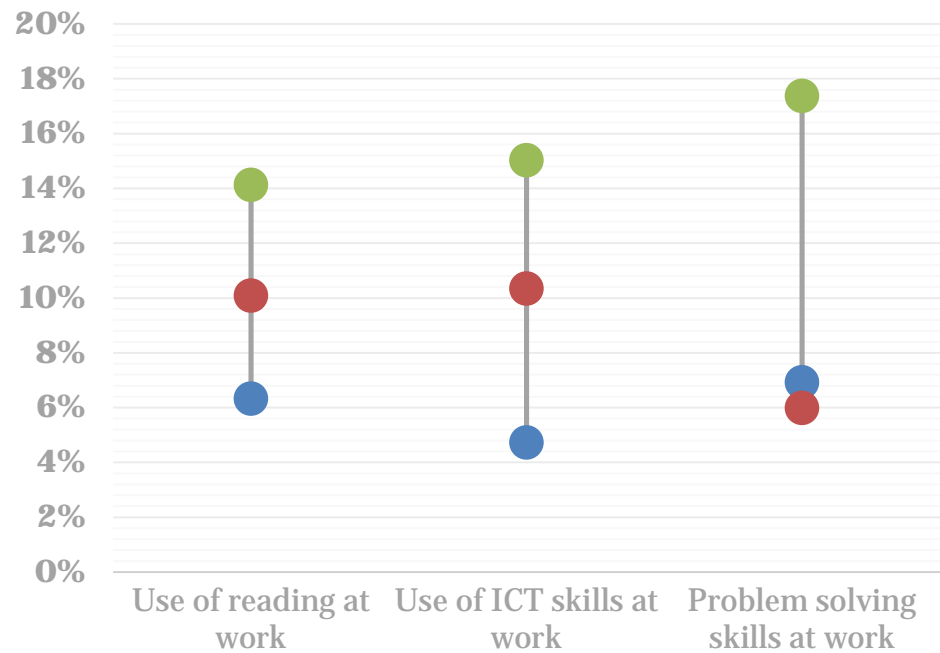


How people use their skills is key too, on top of what they know

Wage and satisfaction returns to education, skills proficiency and skills use

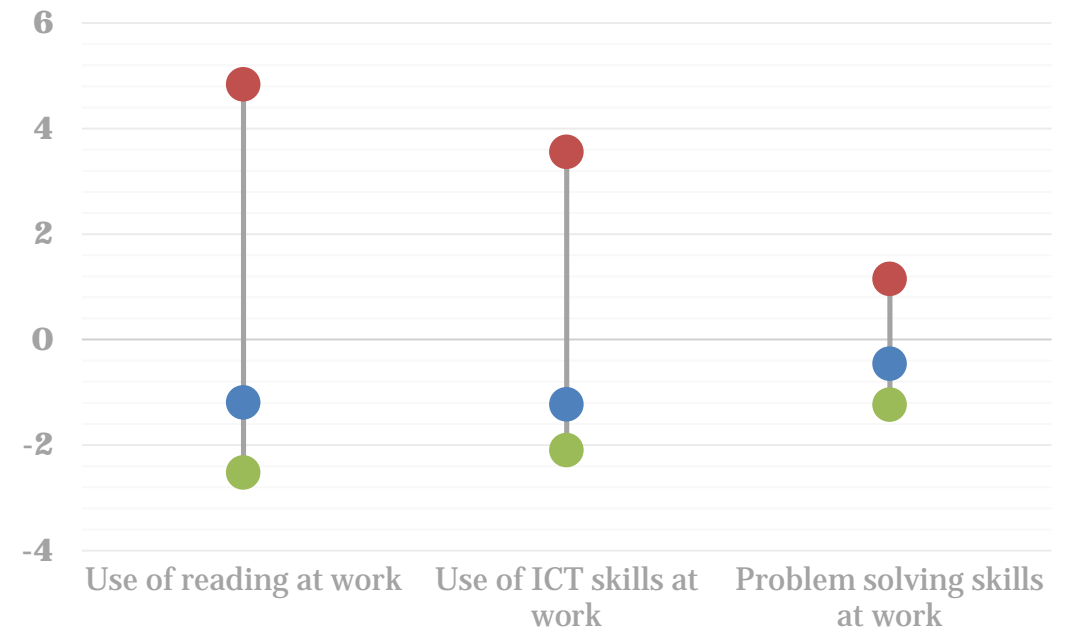
Percentage change in wages

● Skills proficiency ● Skills use at work ● Years of education



Percentage-point change in job satisfaction

● Skills proficiency ● Skills use at work ● Years of education

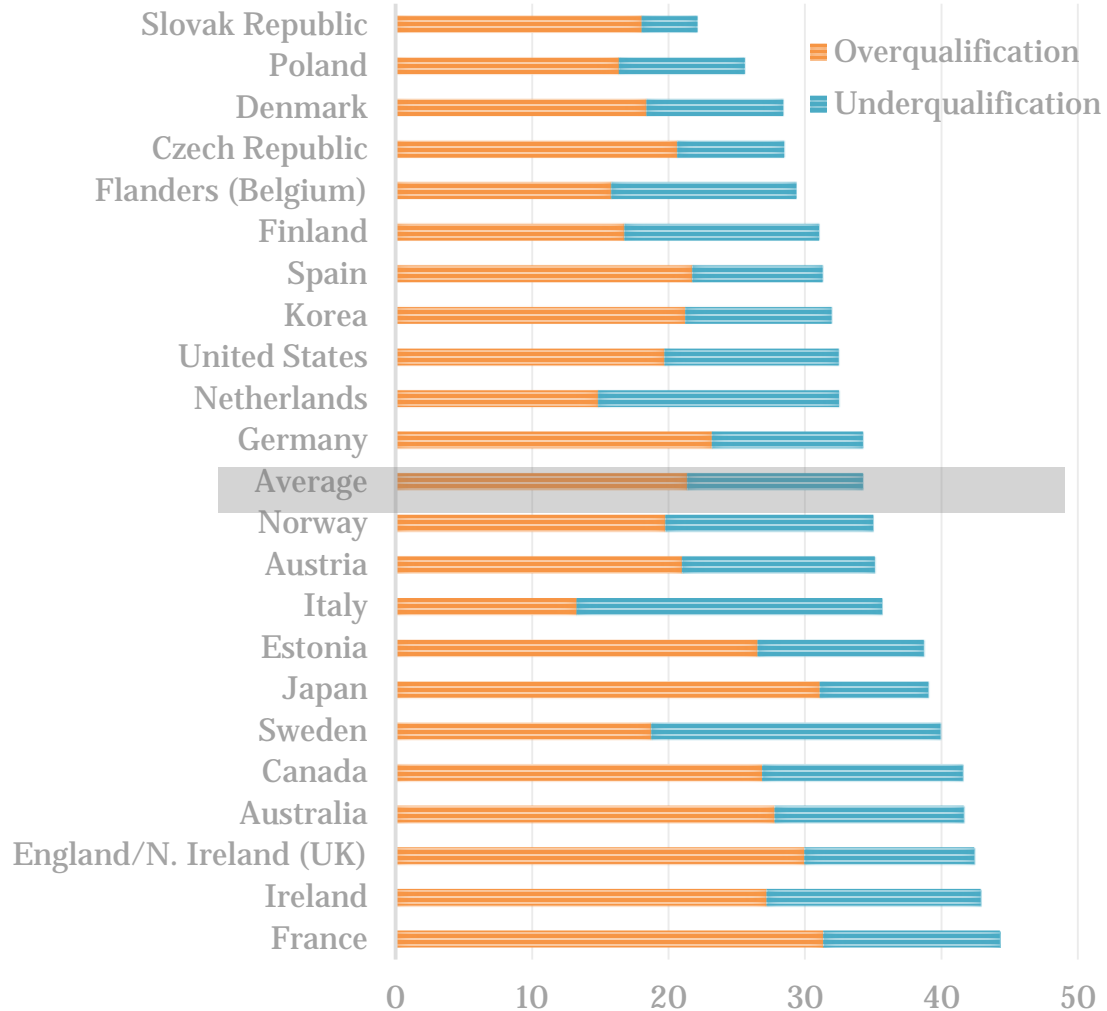


Source: Employment Outlook (2016)

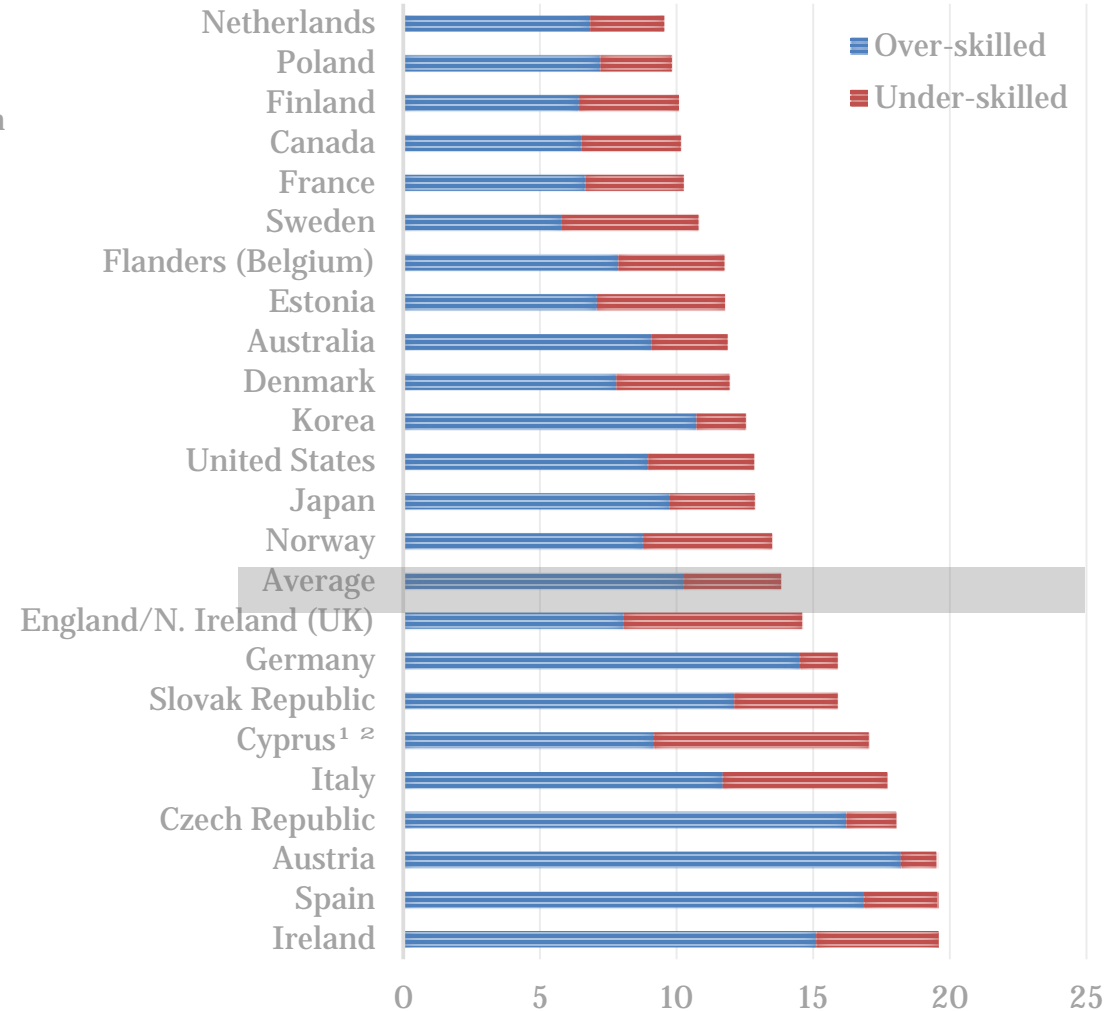


Developing the right skills is key

Incidence of Qualifications Mismatch



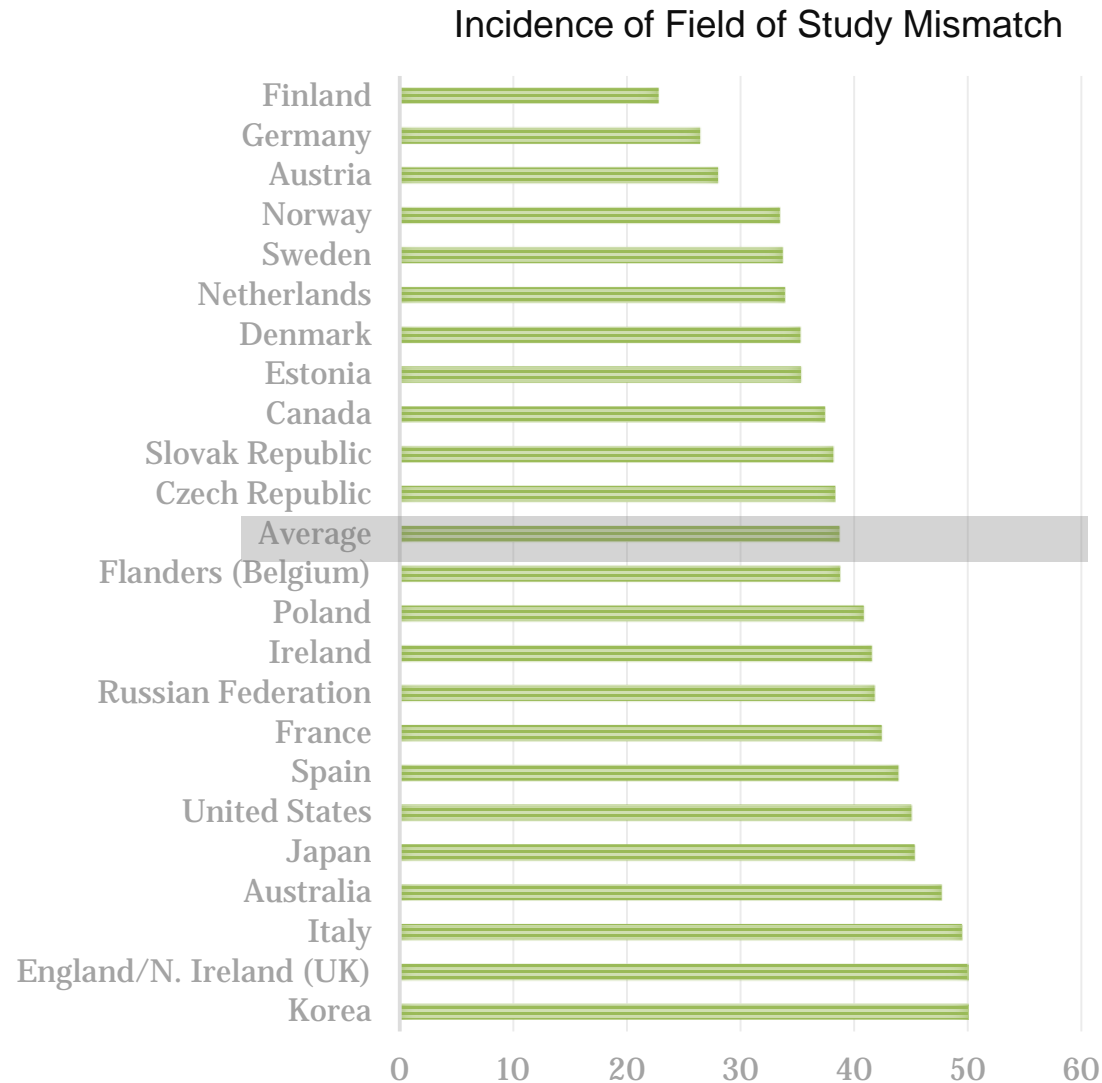
Incidence of Skills Mismatch



Source: Survey of Adult Skills (PIAAC) (2012)



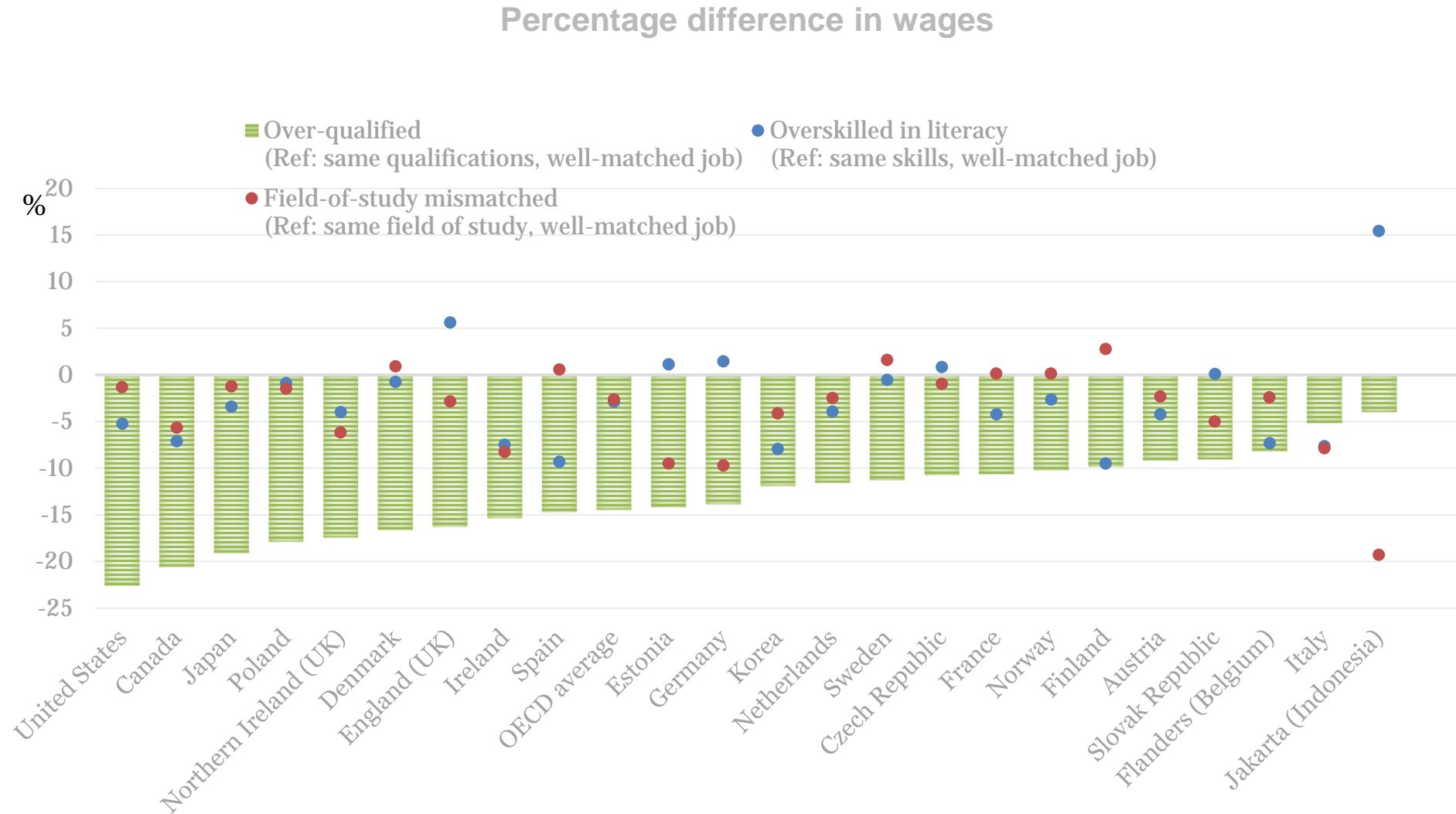
Around 4/10 workers are mismatched by field of study



Source: Survey of Adult Skills (PIAAC) (2012)



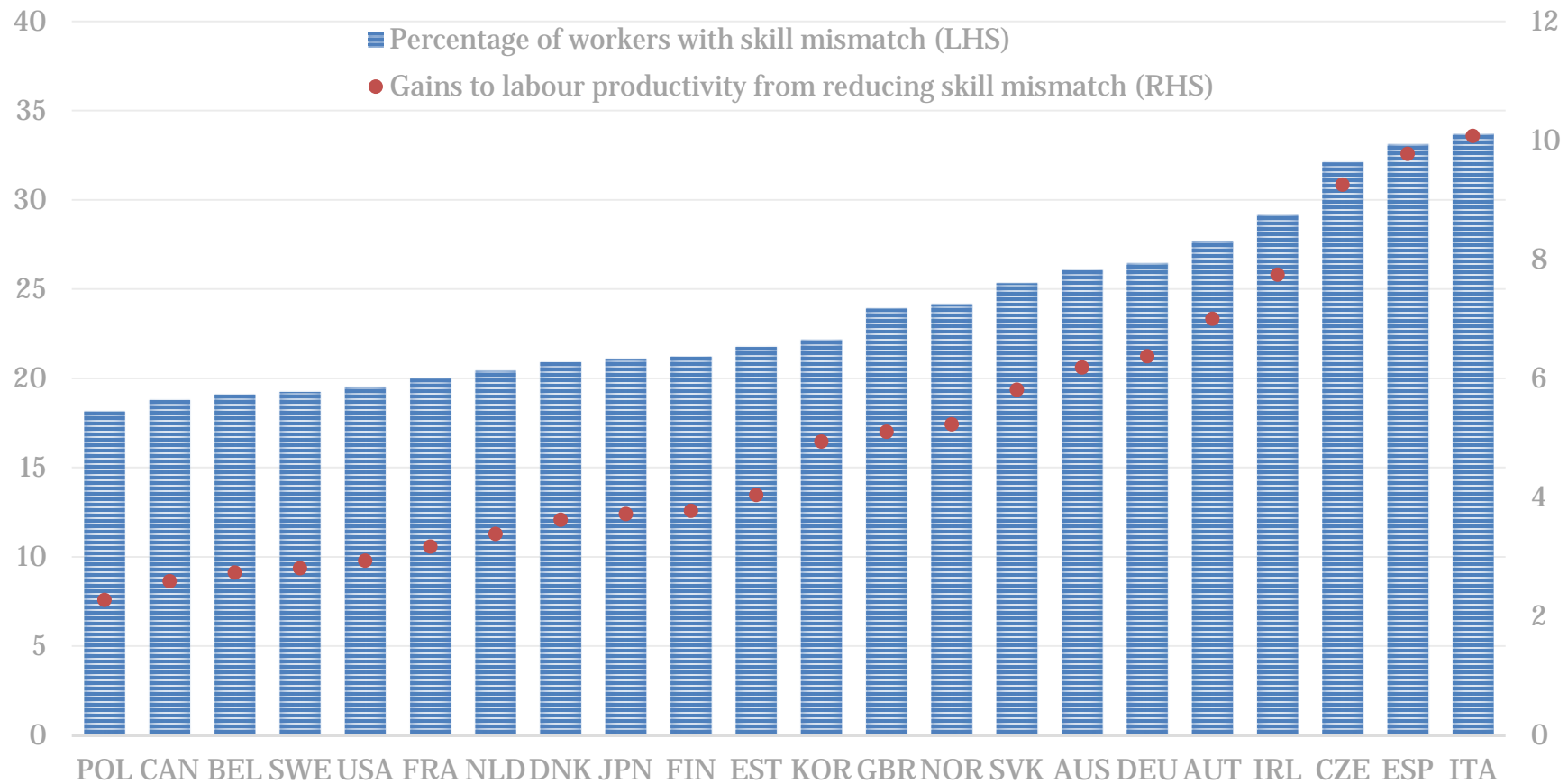
Qualification, literacy and field-of-study mismatch affect wages



Source: Skills Matter (OECD, 2016)

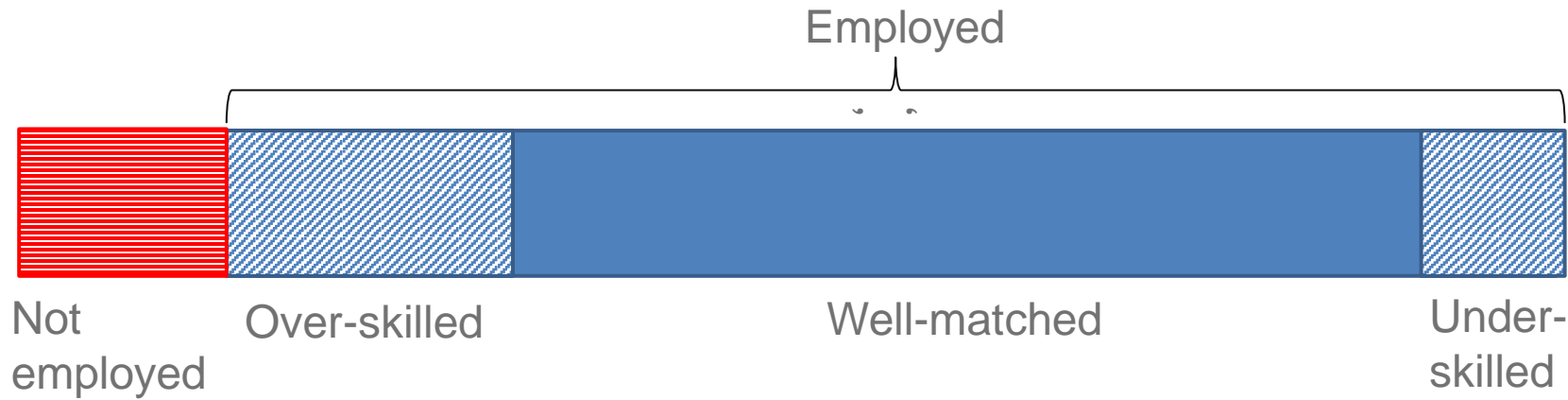


Literacy mismatch and productivity

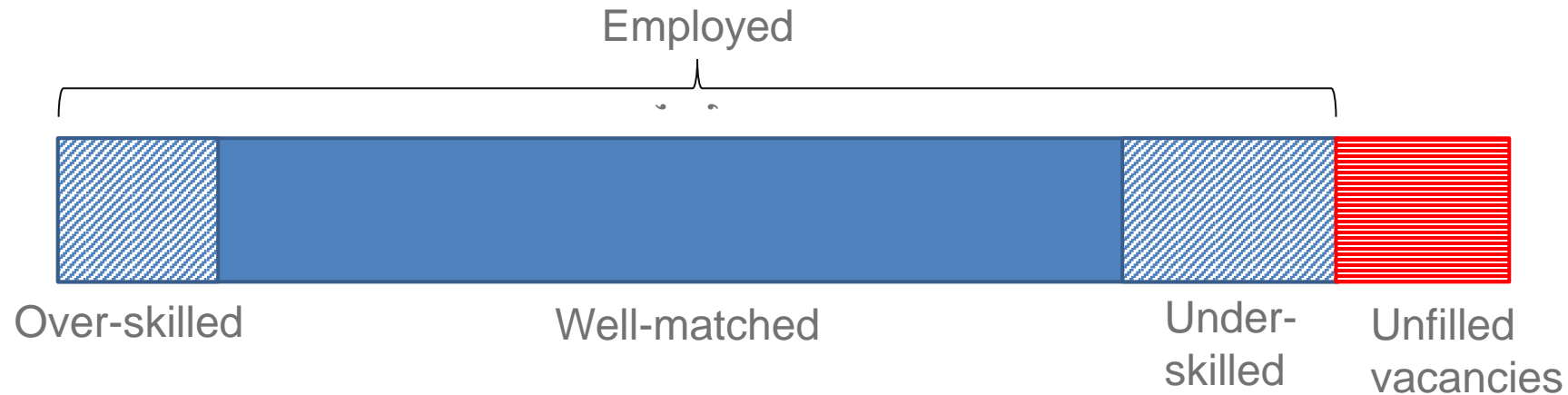




Household vs Employers Perspective



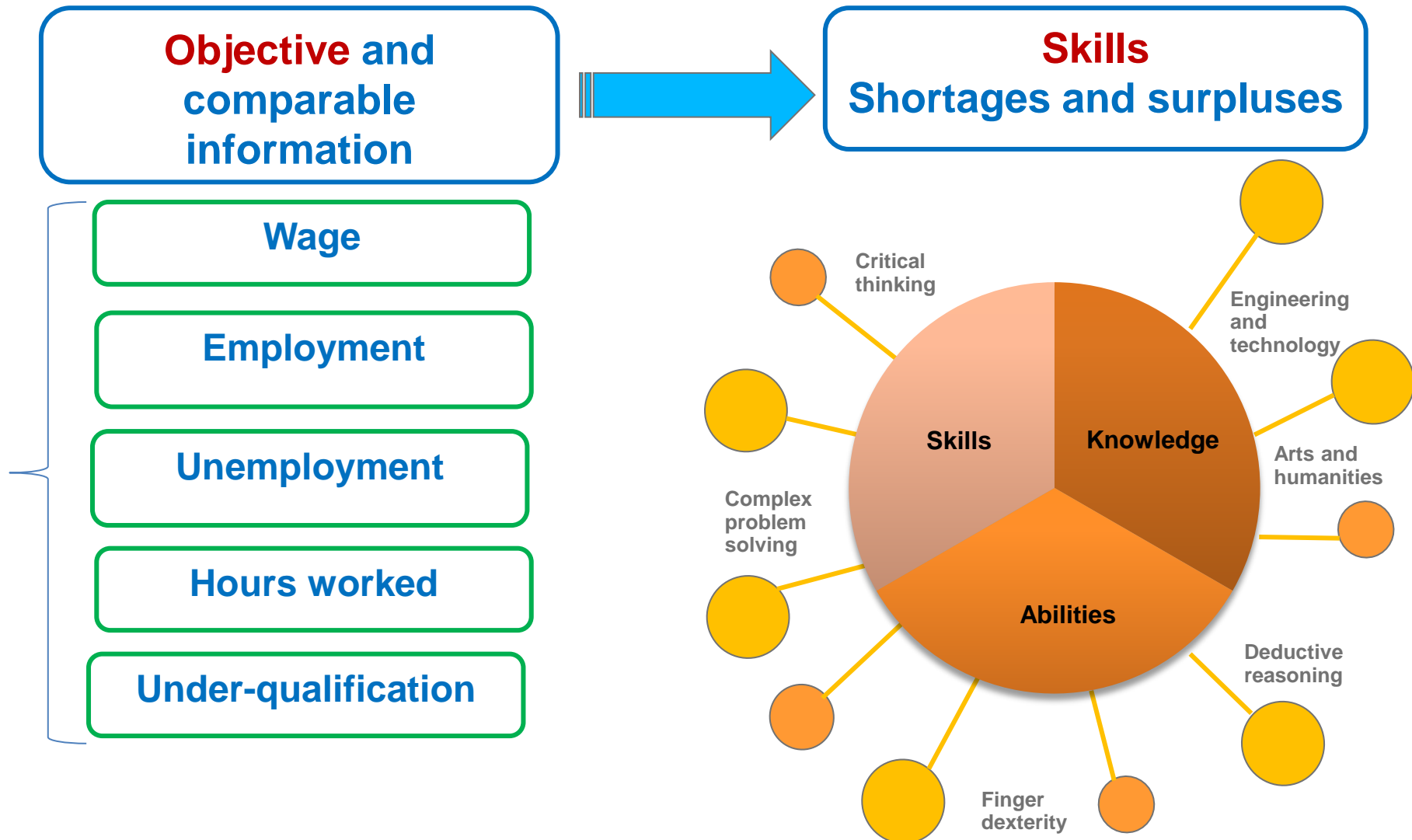
**Household
survey**
(skills supply)



**Employer
survey**
(skills demand)

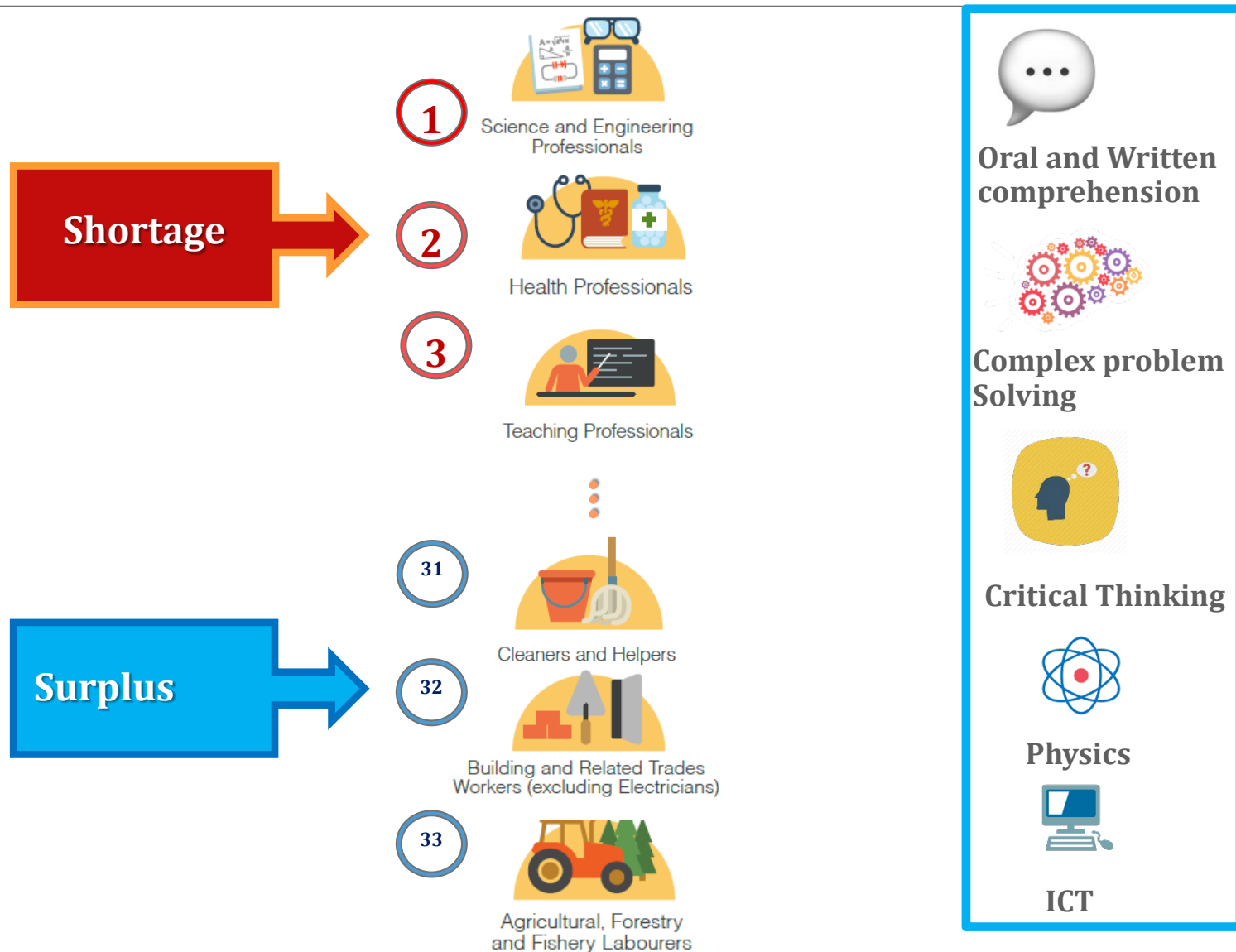


The Skills for Jobs database



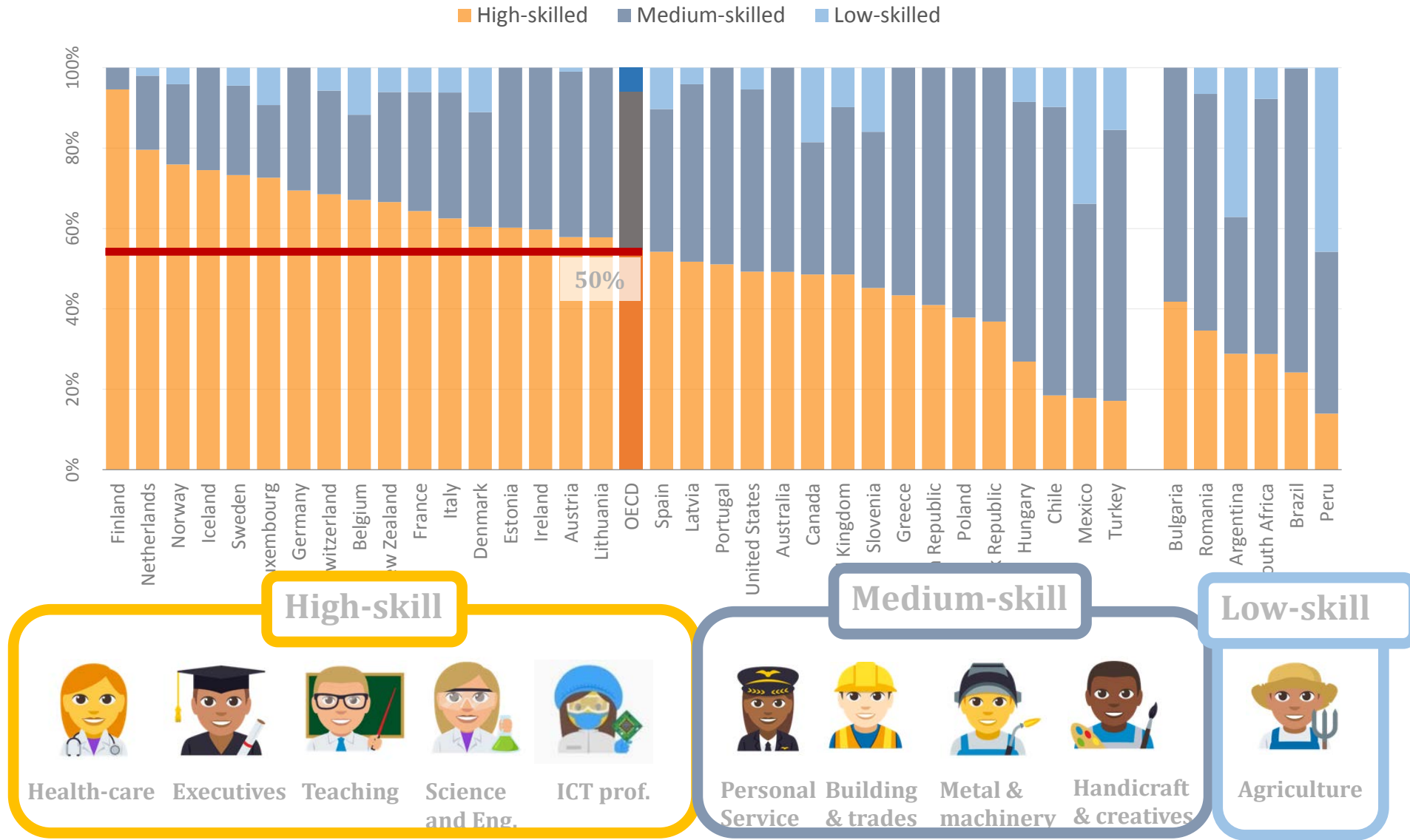


Skills for Jobs Framework: from occupations to skills



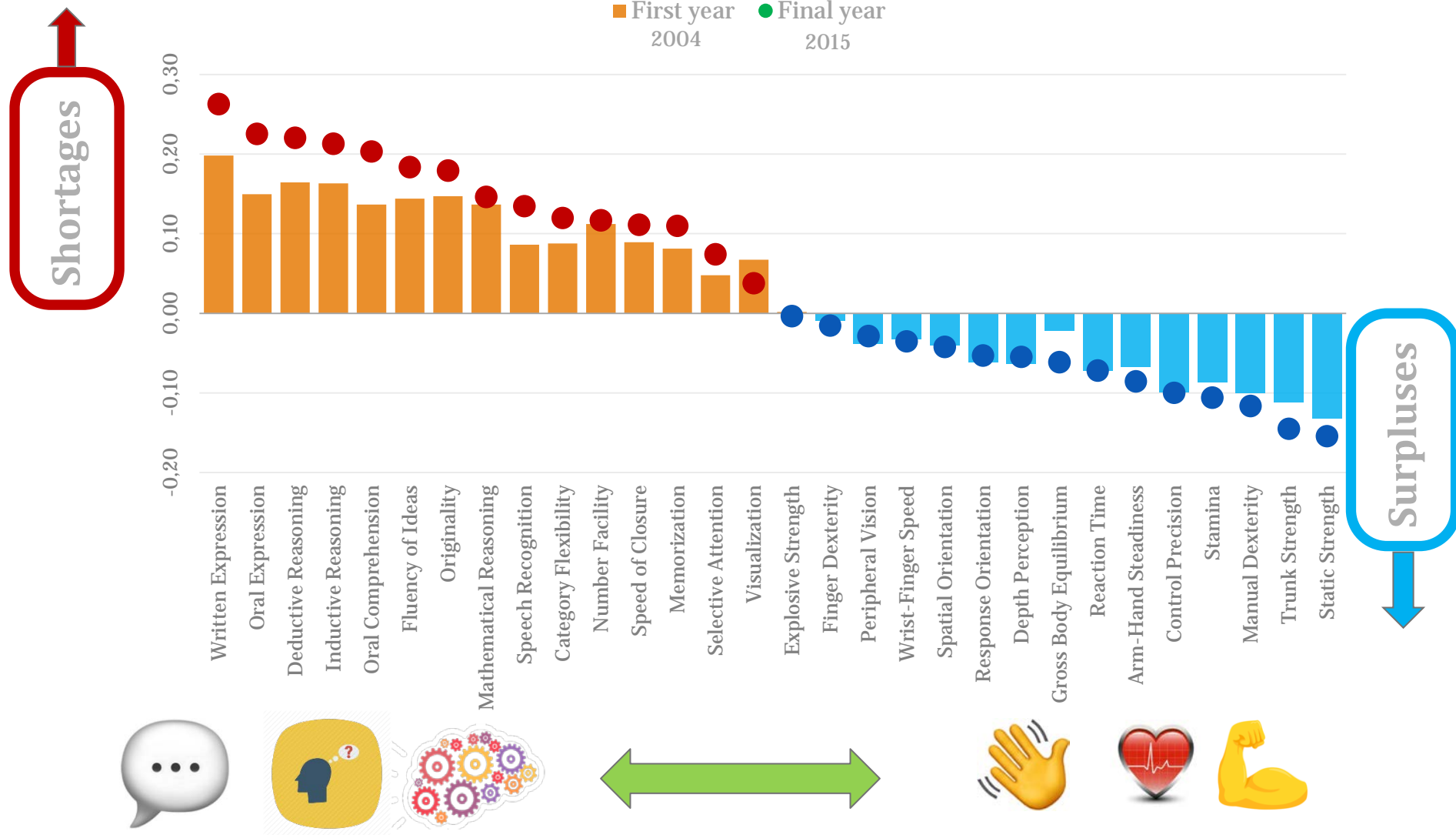


What are the occupations in shortage?





Increasing shortages of high-level cognitive skills





Megatrends are changing the world of work...

Technological
change

Globalisation

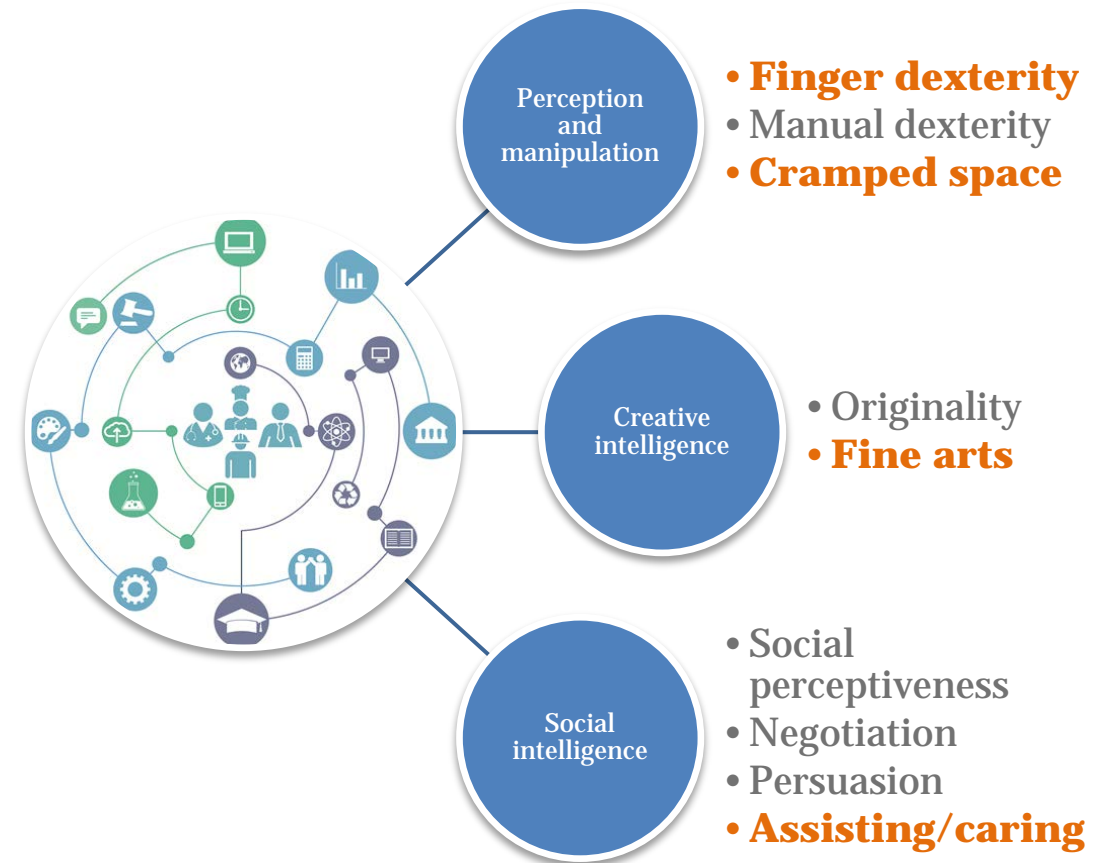
Population
ageing

New forms of
work



**The skills
perspective is key
to understand and
benefit from
change**

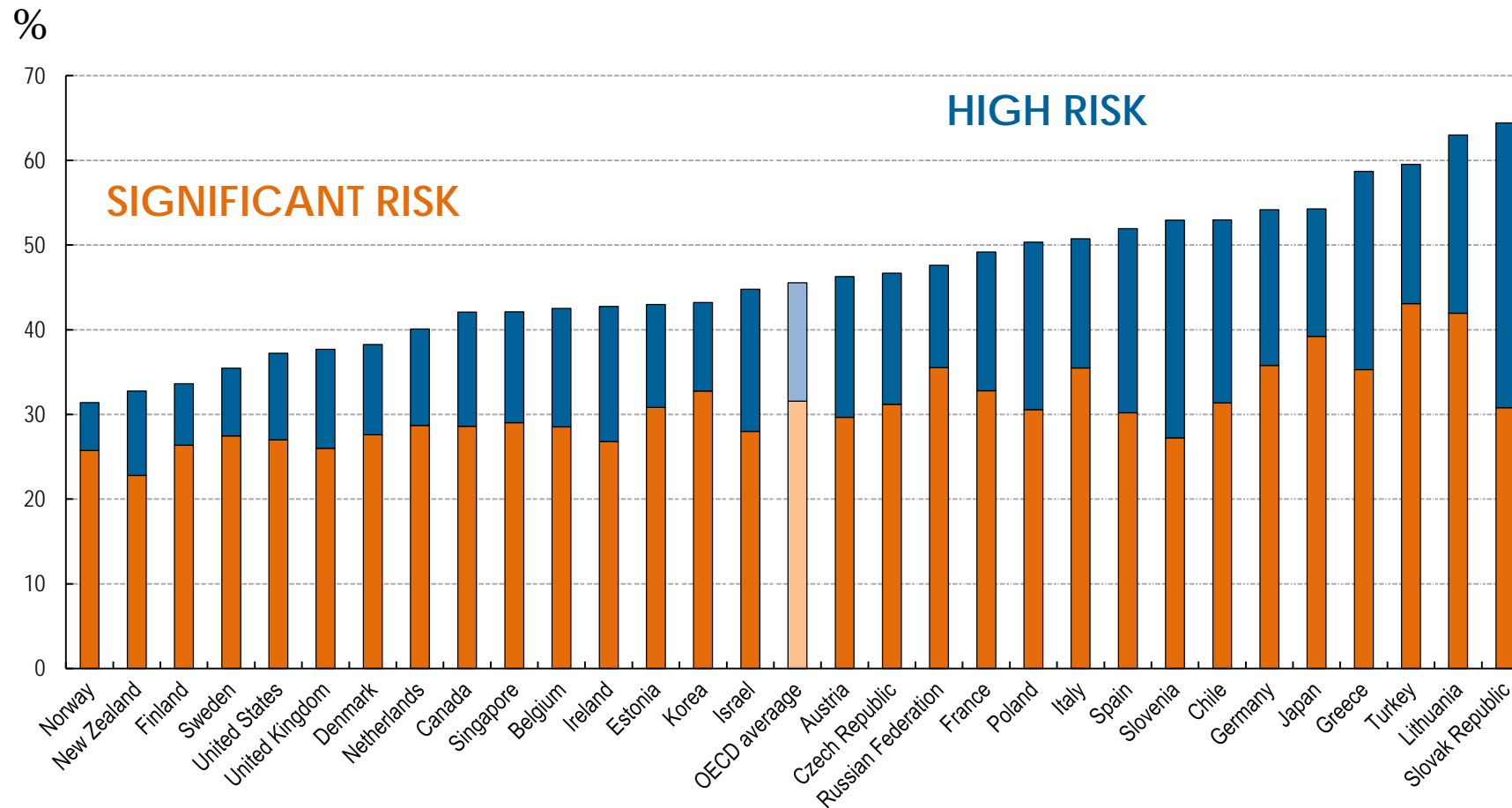
**Changing skill
supply and demand**





Individual perspective on skill requirements yields more reasonable figures

Share of jobs at **significant risk (50-70%)** and of **high risk (>70%)** of automation

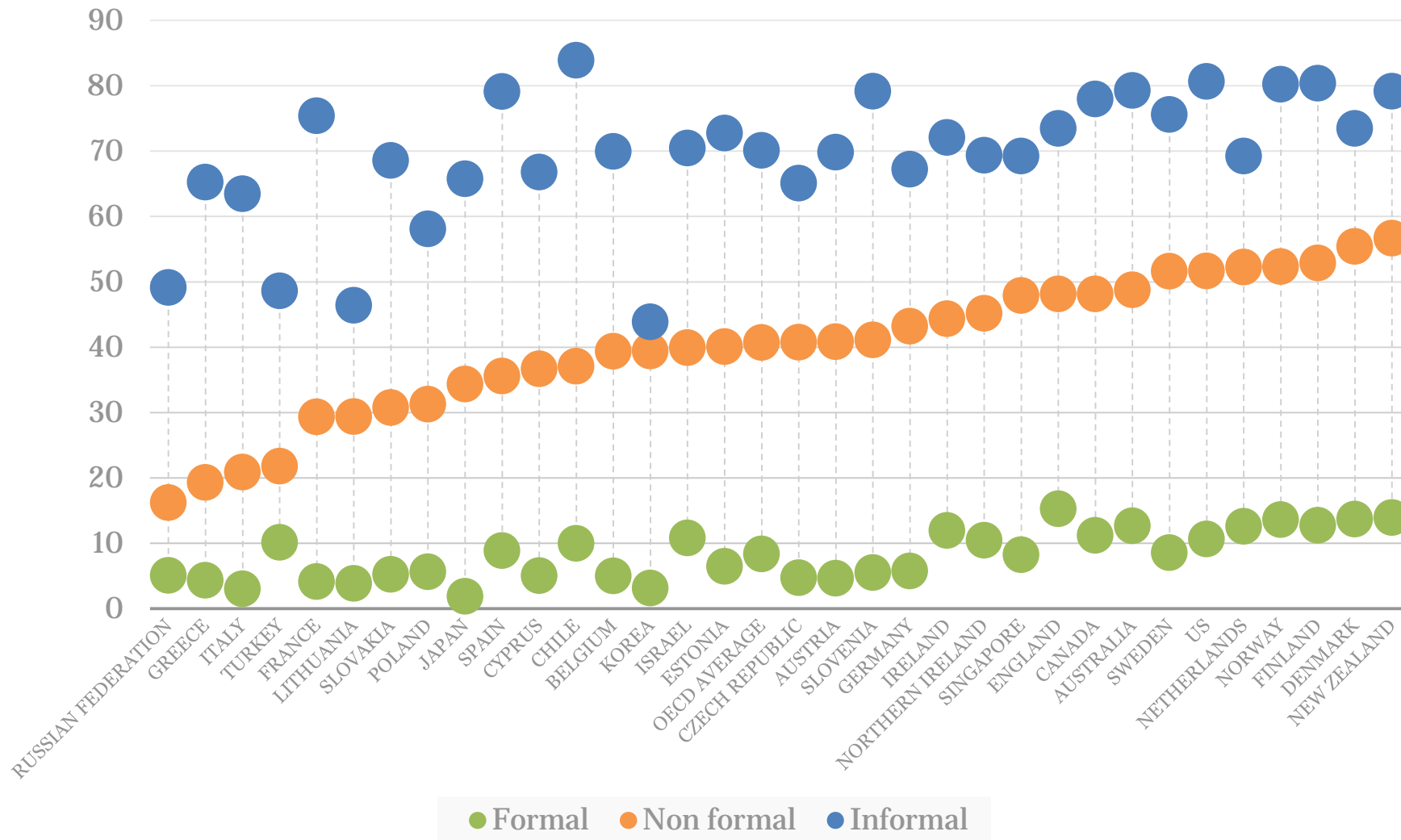


However, many jobs will experience significant change

Source: Survey of Adult Skills (2012, 2015)



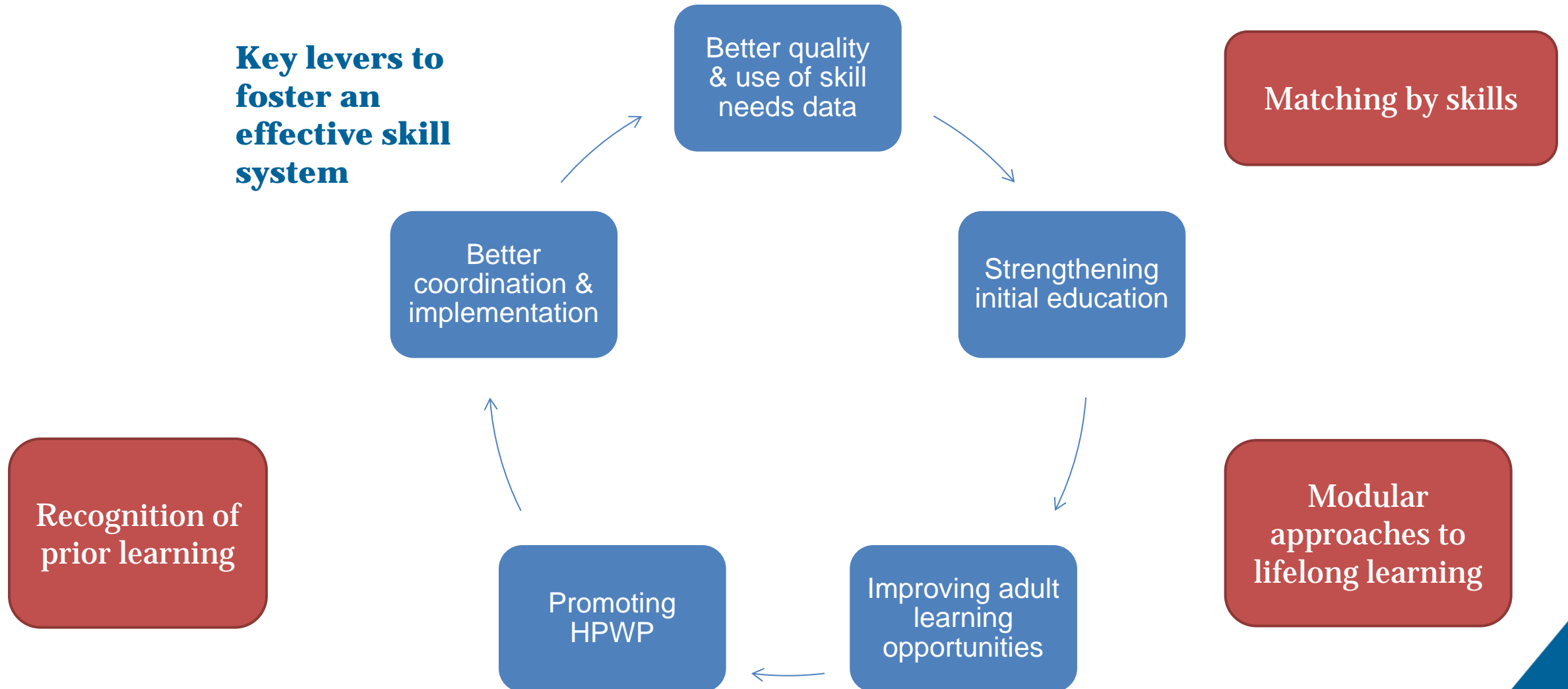
A major challenge for adult learning systems





Key emerging policy messages

**Key levers to
foster an
effective skill
system**





Thank you

Contact: Glenda.Quintini@oecd.org

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Skills blog: <https://oecdskillsandwork.wordpress.com/>

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Skills for Jobs database:

