



METHODS AND TOOLS FOR SKILLS ASSESSMENT AND ANTICIPATION EXERCISES

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How to conduct SAAs in practice?



How to measure “skills” ?

Occupations

- **Understandable**
 - **Recognizable**
 - **Comparable**
-
- Skills-occupation mapping?

Qualifications

Understandable
Recognizable
Comparable
(Available)

Skills-qualification mapping?
Qualification-occupation mapping?

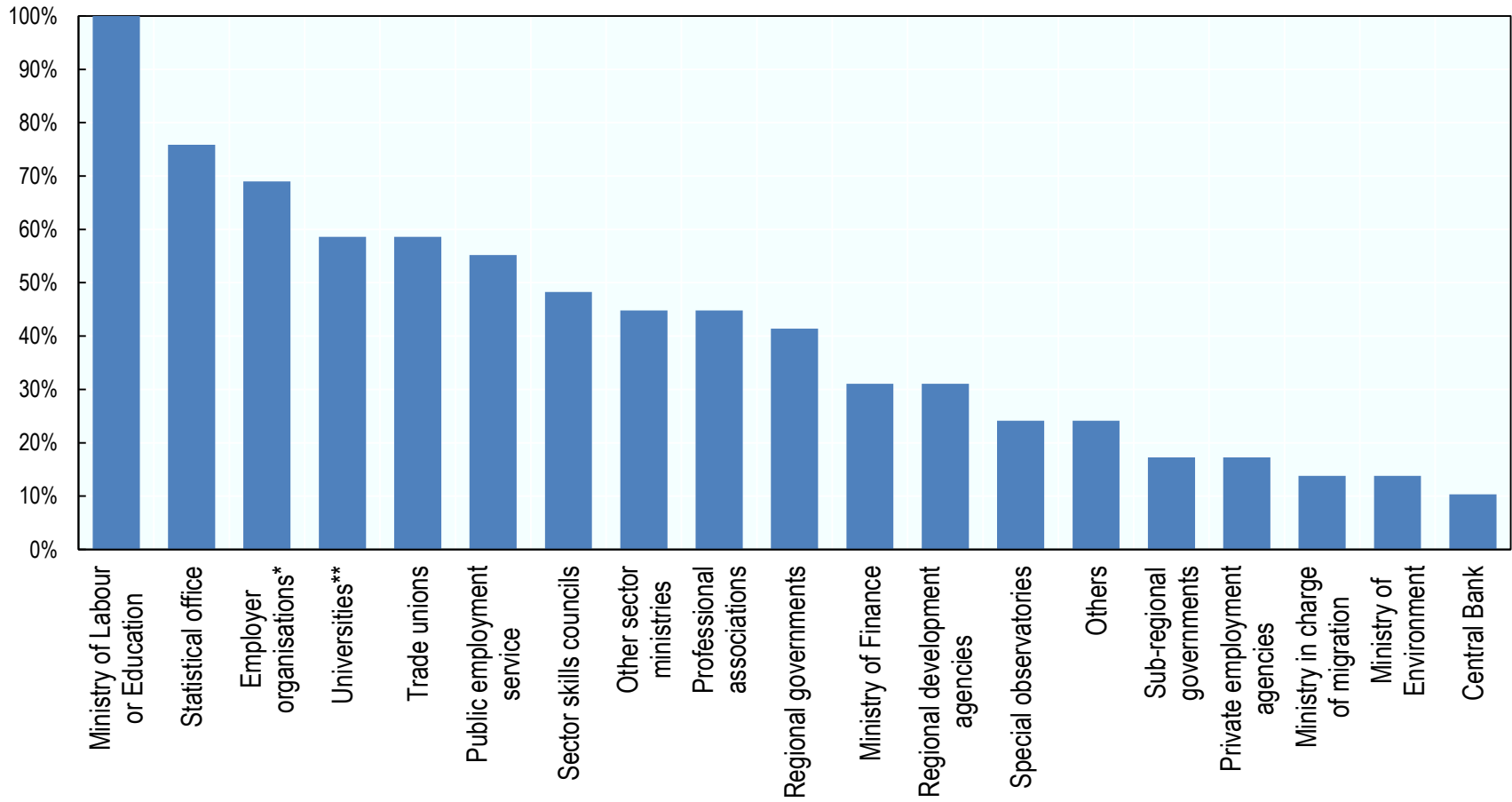
Skills

- **Detailed**
 - **Direct measure**
-
- Understandable?
 - Costly



Who to include in developing SAAs?

Government and stakeholder involvement in the development of SAAs (% of 28 countries)





How to conduct quantitative forecasting models



Input: Available quantitative data, time series

- Employed by occupation / sector
 - Wages (mean/median)
 - Hours worked (mean hourly)
 - Qualifications
- Vacancies by occupation / sector
- Graduates by qualification level / field

Sources:

- Employer surveys
- Vacancy surveys
- Graduate surveys
- Administrative data

Required expertise: Advanced econometrics



ROA Labour Market Forecasts (the Netherlands)

- **6-year forecasts** for 113 occupational groups, 90 types of education, in 35 regions
- **Frequency:** every 2 years
- **Input:** timeseries data from 1996-present
 - Available timeseries data from 1996-present
 - LFS, employment and education forecasts, administrative data on graduates
 - Graduate surveys conducted by ROA
- **Output:** Estimated shortages/surpluses, translated into qualitative indicator (very good ... poor prospects)



How to conduct employer surveys



Input: Develop a questionnaire

- Which “skills” are hard to find ?
- Paper / phone / face-to-face / on-line
- Collect data, e.g. in Excel

Respondents

- Directors
- HR managers
- Recruiters

Required expertise: Survey design, basic data analyses



Employer surveys : Example

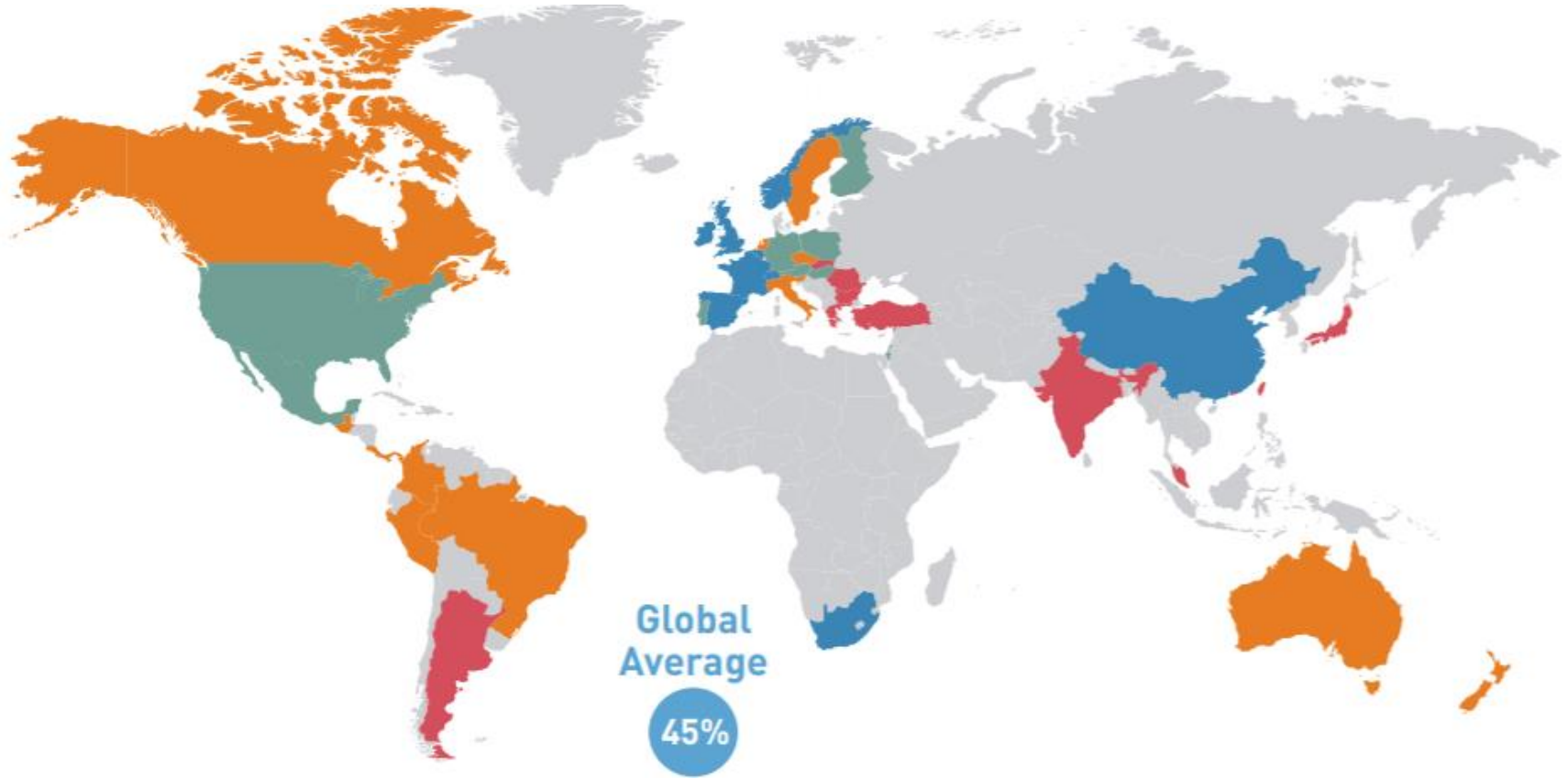


Manpower Talent Shortage Survey (international)

- Questionnaire among 40,000 employers in 43 countries/territories, about **current occupational and skills shortages**
- **Frequency:** every year
- **Questions:**
 - How much difficulty are you having filling roles compared to last year?
 - Which skills are the most difficult to find, and why?
 - Hard skills and human strengths
 - What are you doing to solve talent shortages?



Countries and territories facing difficulty hiring



[Source: 2018 report](#)



How to conduct focus groups / round tables



Input: Facilitate discussions among experts

- Face-to-face / anonymous (Delphi method)
- Which “skills” are hard to find ?
- Scenarios: what does the future labour market look like, and what does that mean for “skill” demand?

Participants

Facilitator

- Employers
- Education/training providers
- Researchers
- Government representatives
- Other relevant experts

Required expertise: Focus group facilitation



Focus groups / round tables : Example



Skills councils (many OECD countries, several LMIC)

- **Coordination** : Employer-led or tri-partite independent organizations
- **Participants** : Representatives from employers, workers, government, educational institutions
- **Funding** : Typically publicly funded, sometimes additional funding from members
- **Activities** :
 - Platform for discussion of sectoral/regional skills challenges (**regular meetings**)
 - Develop joint policy responses to address/prevent skills challenges
 - Provide recommendations on education and labour market policy
 - Monitor the labour market within the sector/region
 - Forecast which skills will be needed in the future (scenarios / quantitative predictions)
 - Sometimes: Involvement in training provision



Focus groups / round tables : Example



Sector Councils (Canada)

- Recognized and funded by the Canadian government
- **Governance:** independent, industry-led boards
- **Activities:**
 - Sharing labour market information
 - Developing occupational standards
 - Implementing certification programs
 - Developing training and education (strategies)
 - Conducting research
- Sector Councils **cooperate closely** within regions, through cross-representation



Focus groups / round tables : Example

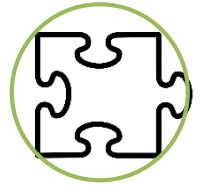


Sector Education and Training Authorities (South Africa)

- Recognized by the South African government
- **Funding:** skill levies, National Skills fund, members
- **Members:** employers incl. SMEs, governments
- **Activities:**
 - Developing sector skills plans
 - Input: Employers' Workplace Skills Plans (current & future training needs)
 - Output: e.g. Scarce Occupations List
 - Promoting apprenticeships
 - Distributing the skills development levies



How to conduct sectoral / occupational / regional studies ?



Input: Combine information from several (types of) SAAs

- Forecast-based projections
- Employer surveys
- Focus groups / round tables

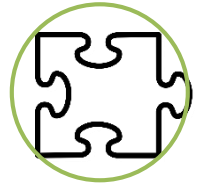
Sources

- Employer surveys
- Vacancy surveys
- Graduate surveys
- Experts' insights (focus groups)
- Administrative data

Requirements: Existing SAAs



Sectoral / occupational / regional studies : Example



Professioni, Occupazione, Fabbisogni (Italy)

Combines:

- Labour market information
- Econometric forecasts
- Skills audits
- Scenario development
- Sector forecasts

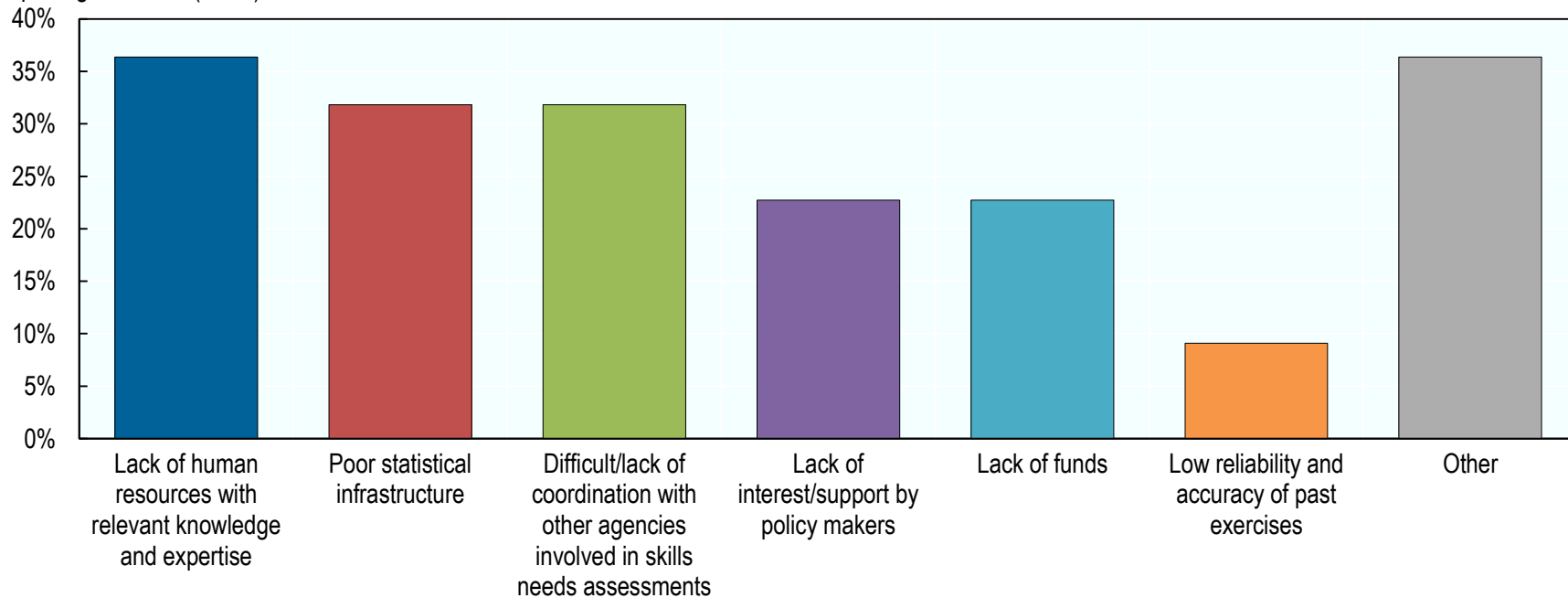
All the available data are collected and available on

<http://professionioccupazione.isfol.it/>



Obstacles to developing SAAs

Percentage of countries reporting obstacles (N=22)





OECD Skills for Jobs Database

OECD Skills for Jobs

What skills are in demand in your country...

DISCOVER SKILLS

... and what could be your next occupation

CHANGE CAREER

YOU ARE LOCATED IN **France**

[Change location ?](#)

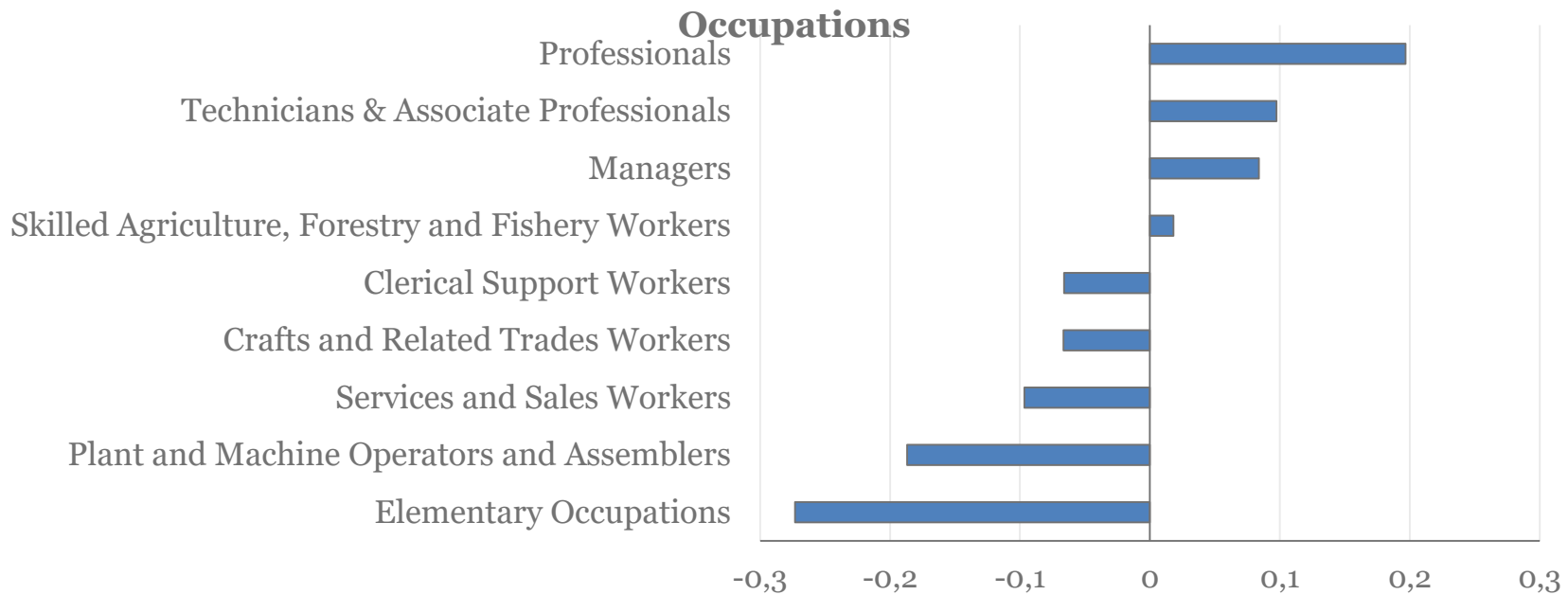
[Info](#) [Press & publications](#) [Download the Data](#)   

<https://www.oecdskillsforjobsdatabase.org/>



Shortages are mostly concentrated in high-skilled jobs

Intensity of Shortages (+) and Surpluses (-)

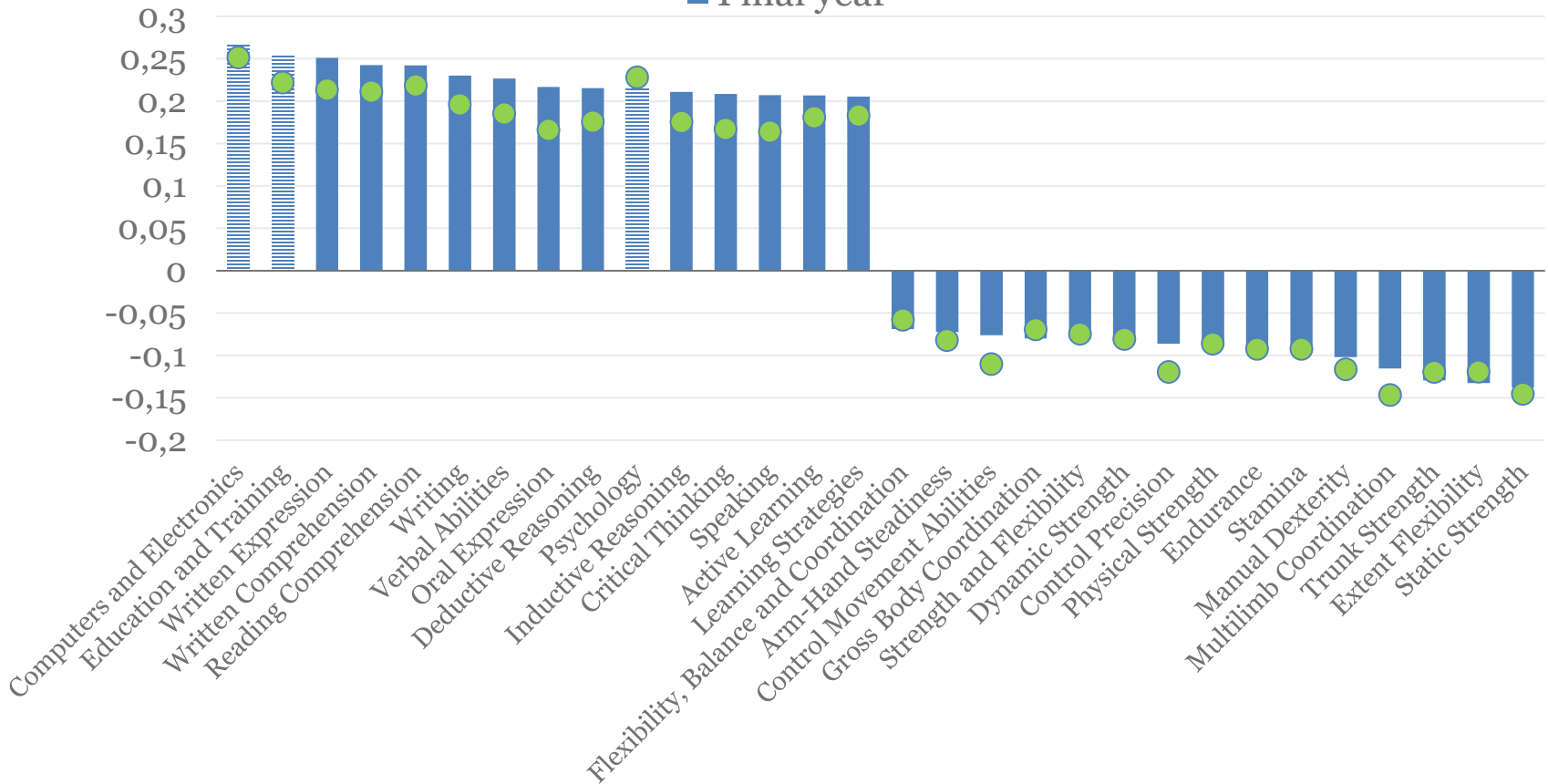




Cognitive skills are in shortage

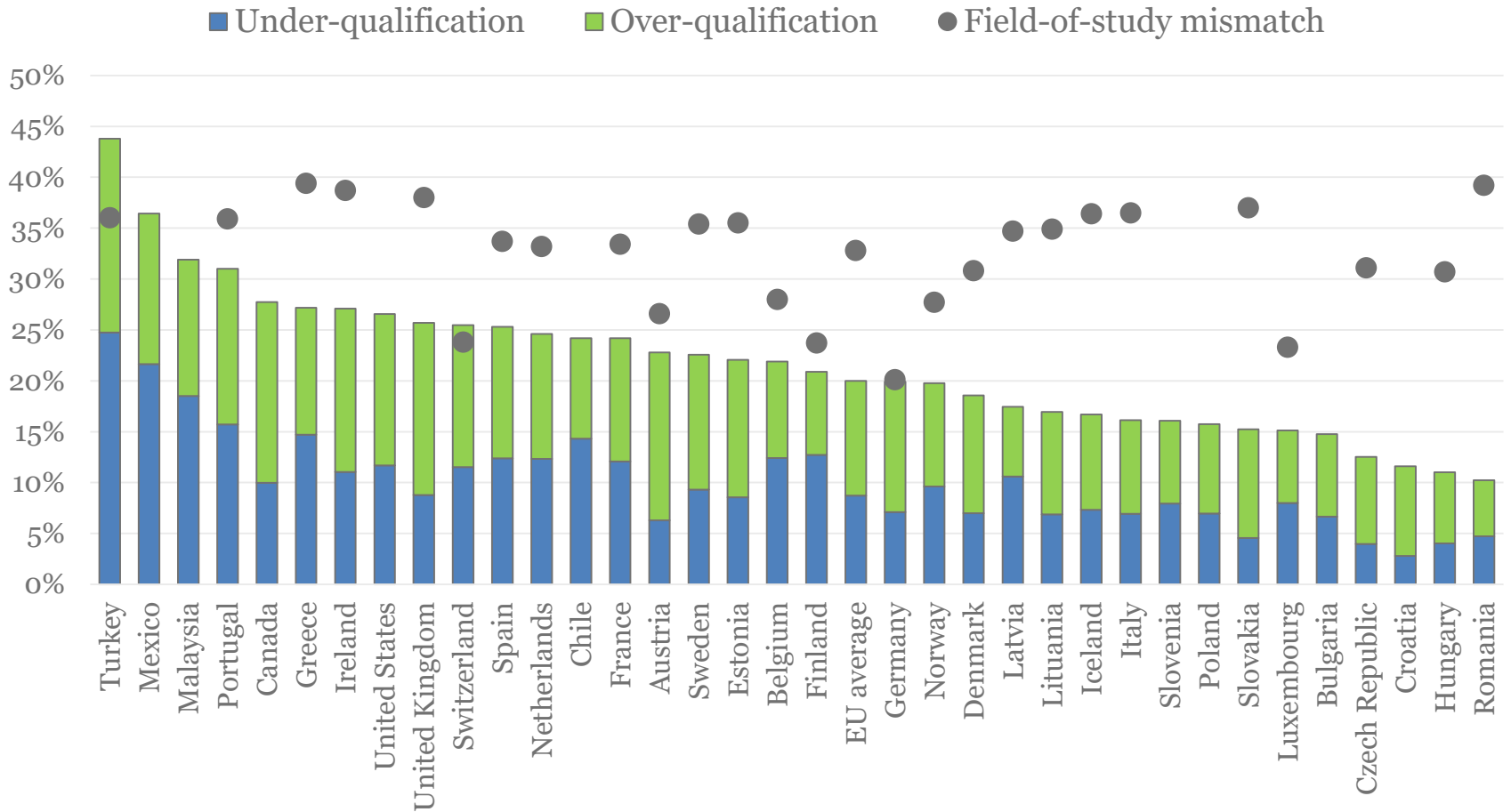
Intensity of Shortages (+) and Surpluses (-)

■ Final year





OECD qualification mismatch indicator





Thank you

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