

Spot on!

Identifying and tracking skill needs

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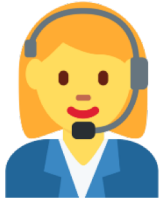
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What do we mean by “Skill mismatch”?

Some definitions

**Qualification mismatch:
Over or under-qualification**



A graduate working in a call centre

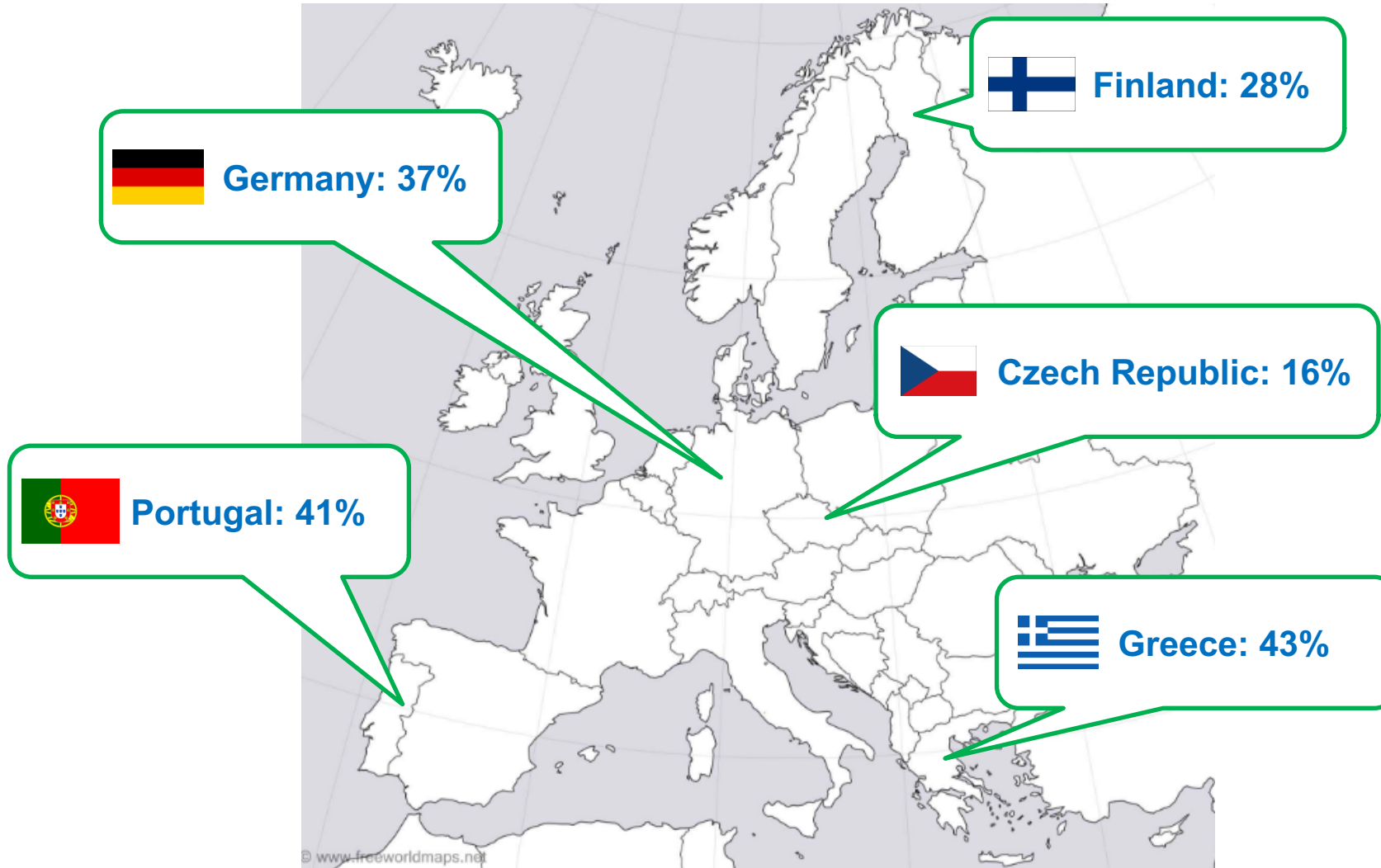
Field of study mismatch



**An engineer working as a builder in
construction**



Too many workers are mismatched, over or under-qualified





Quiz time!

**4
Points!**

Where is **qualification mismatch** the highest across EU countries?

Ireland

Spain

France

Italy

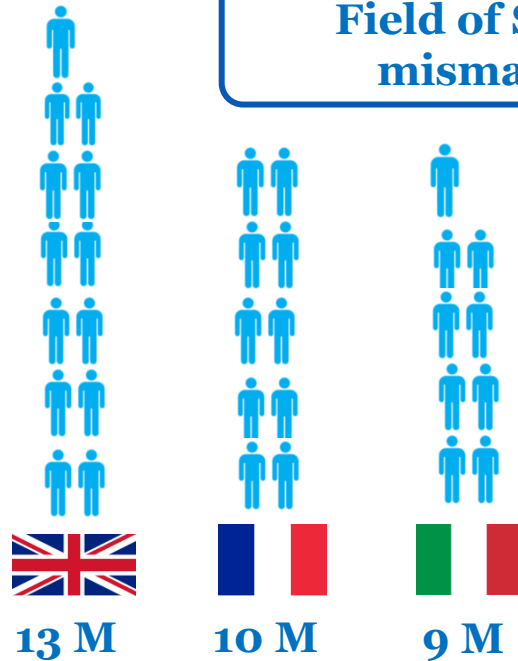


Mismatch is pervasive



80 million workers
in European
countries are
mismatched by
qualifications

Field of Study
mismatch



**Substantial
wage penalty**
- for workers
mismatched by
field and
qualifications



Quiz time!

**2
Points!**

How much **less** would you earn per year if you were mismatched by qualifications and field in your job?

10%

16%

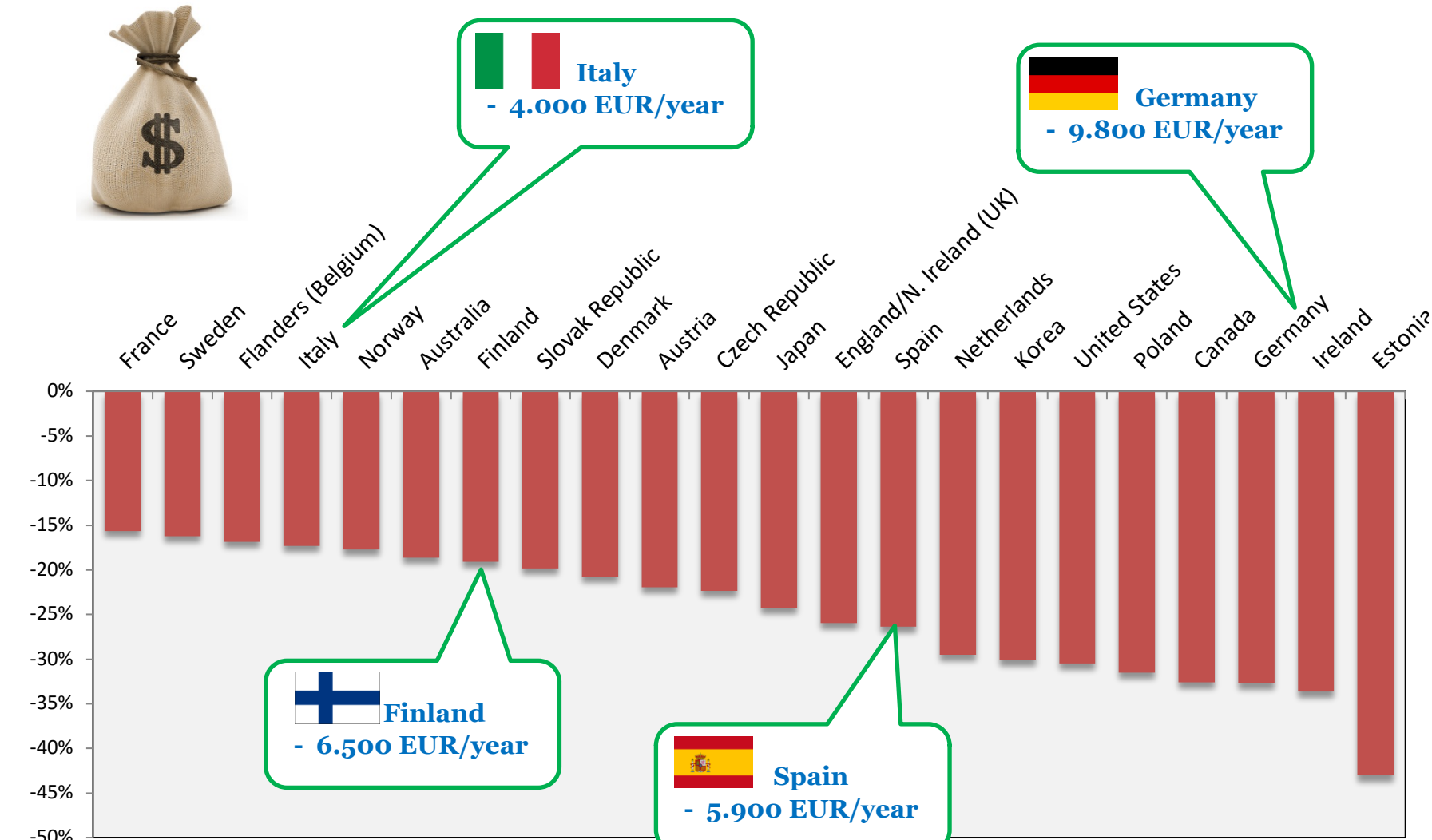
24%

30%



Wage penalties can be substantial

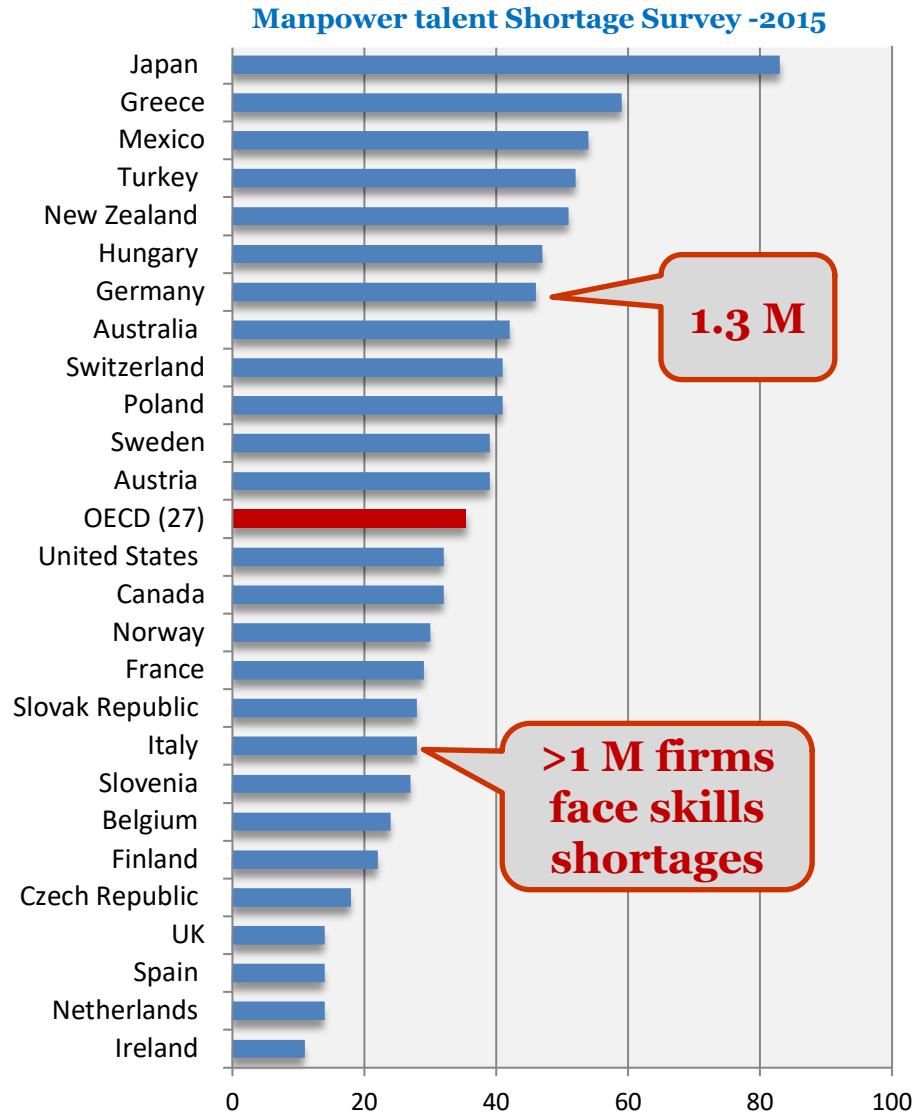
Mismatched by field and over-qualified



Source: Montt (2015)



Mismatches can co-exist with Shortages



Vacancies remain unfilled for too long



Delays in production



Re-training costs



Slow adoption of technologies

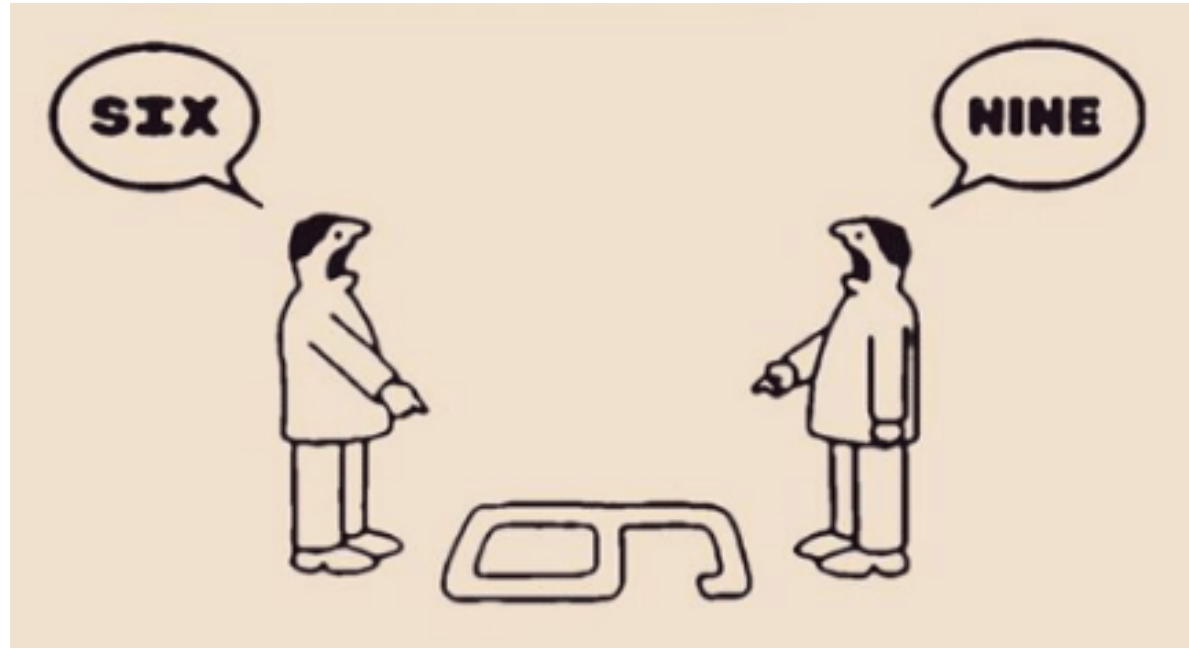


The OECD Skills for Jobs database





A more objective measure is needed



Subjective (opinions) vs Hard-data



How does the S4J data work?

What boils under the hood



Wages



Hours Worked



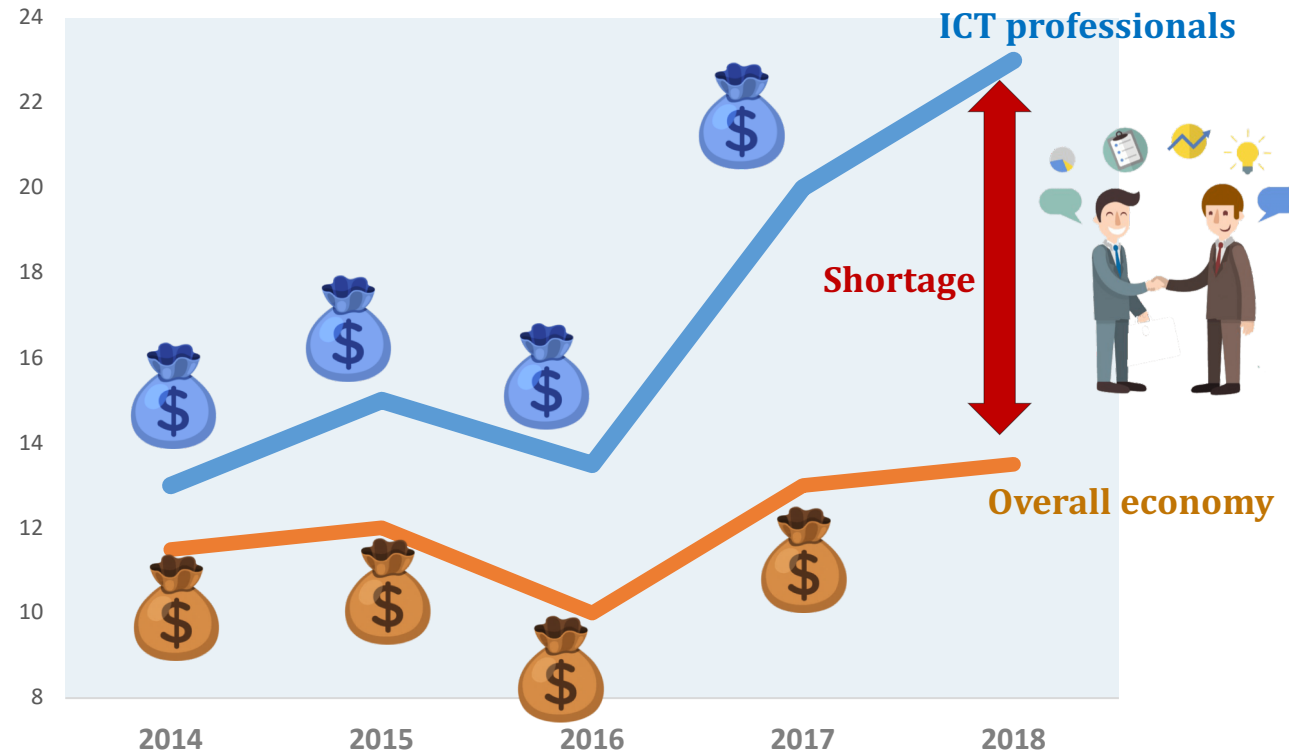
Employment



Unemployment



Talent match





Ranking Occupational Imbalances

1



Teaching Professionals

2



Health Professionals



32



Street and Related Sales and Services Workers

33



Cleaners and Helpers



	Teaching Professionals		Health Professionals		Health Associate Professionals		Personal Care Workers		Personal Services Workers
	Protective Services Workers		Cleaners and Helpers		Science and Engineering Professionals		Science and Engineering Associate Professionals		Chief Executives, Senior Officials and Legislators
	Administrative and Commercial Managers		Production and Specialized Services Managers		Drivers and Mobile Plant Operators		Building and Related Trades Workers (excluding Electricians)		Business and Administration Professionals
	Business and Administration Associate Professionals		Information and Communications Technology Professionals		Information and Communications Technicians		Legal, Social and Cultural Professionals		Legal, Social, Cultural and Related Associate Professionals
	Hospitality, Retail and Other Services Managers		Sales Workers		Customer Services Clerks		Handcraft and Printing Workers		Stationary Plant and Machine Operators
	Assemblers		Food Preparation Assistants		Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers		Street and Related Sales and Services Workers		Refuse Workers and Other Elementary Workers
	General and Keyboard Clerks		Numerical and Material Recording Clerks		Other Clerical Support Workers		Labourers in Mining, Construction, Manufacturing and Transport		Electrical and Electronic Trades Workers
	Metal, Machinery and Related Trades Workers		Agricultural, Forestry and Fishery Labourers		Market-oriented Skilled Agricultural Workers		Market-oriented Skilled Forestry, Fishery and Hunting Workers		Subsistence Farmers, Fishers, Hunters and Gatherers



Moving from



to Skills

Teaching Professionals

Knowledge requirements

Skills and Abilities



Education and Training



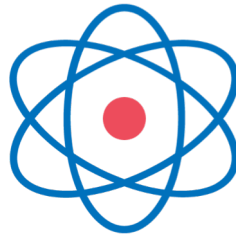
Oral and Written comprehension



Psychology



Biology



Physics



Critical Thinking



Complex problem Solving



Construction



Food prod.



Transportation



ICT



Dexterity



Strength

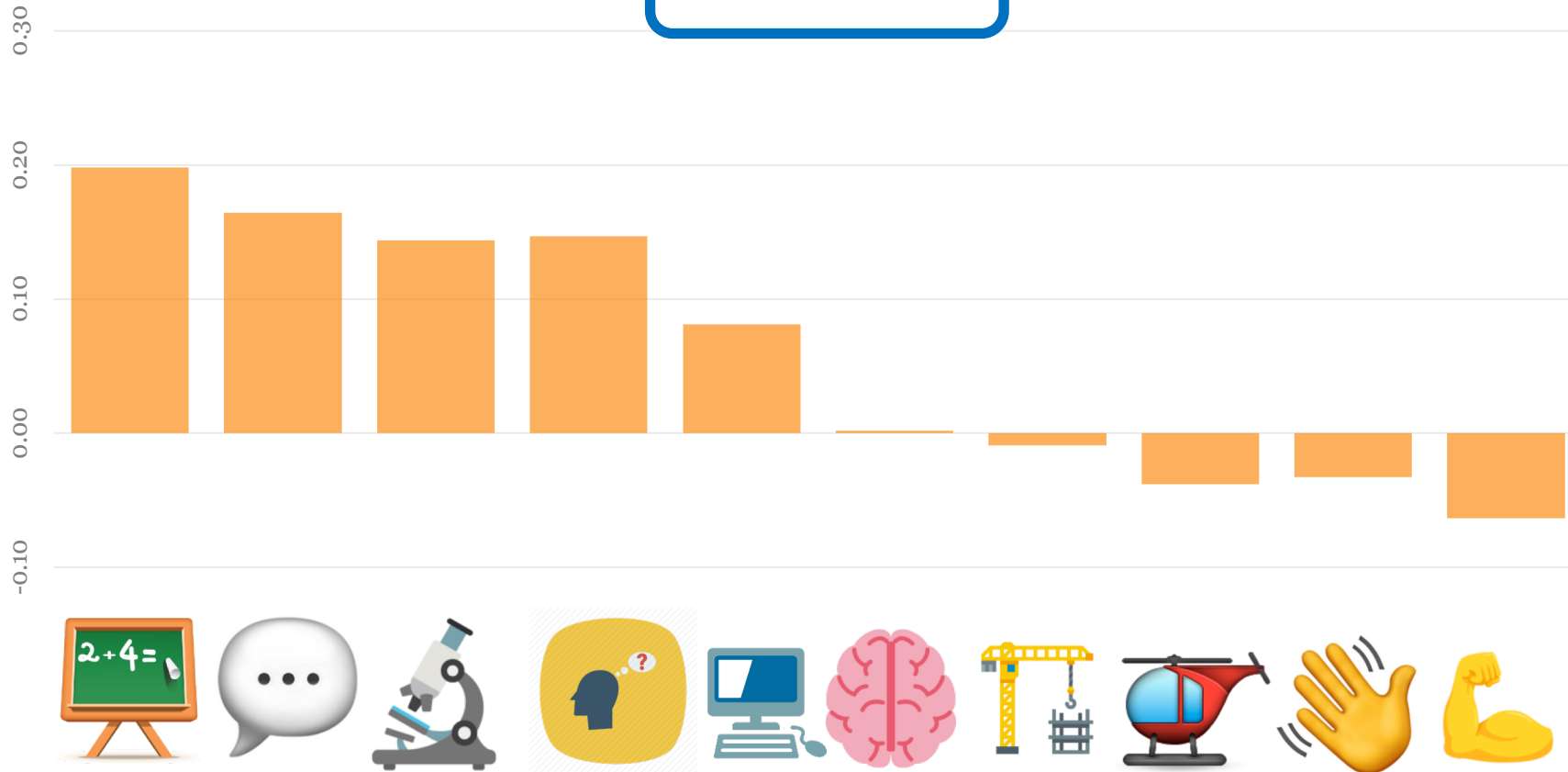


Stamina



Ranking of Skills in Shortage

France





OECD Skills for Jobs Database

Occupational Results





Quiz time!

**2
Points!**

**How many of the jobs that are in
high-demand are “high-skilled”
ones (average OECD)?**

**9 out
of 10**

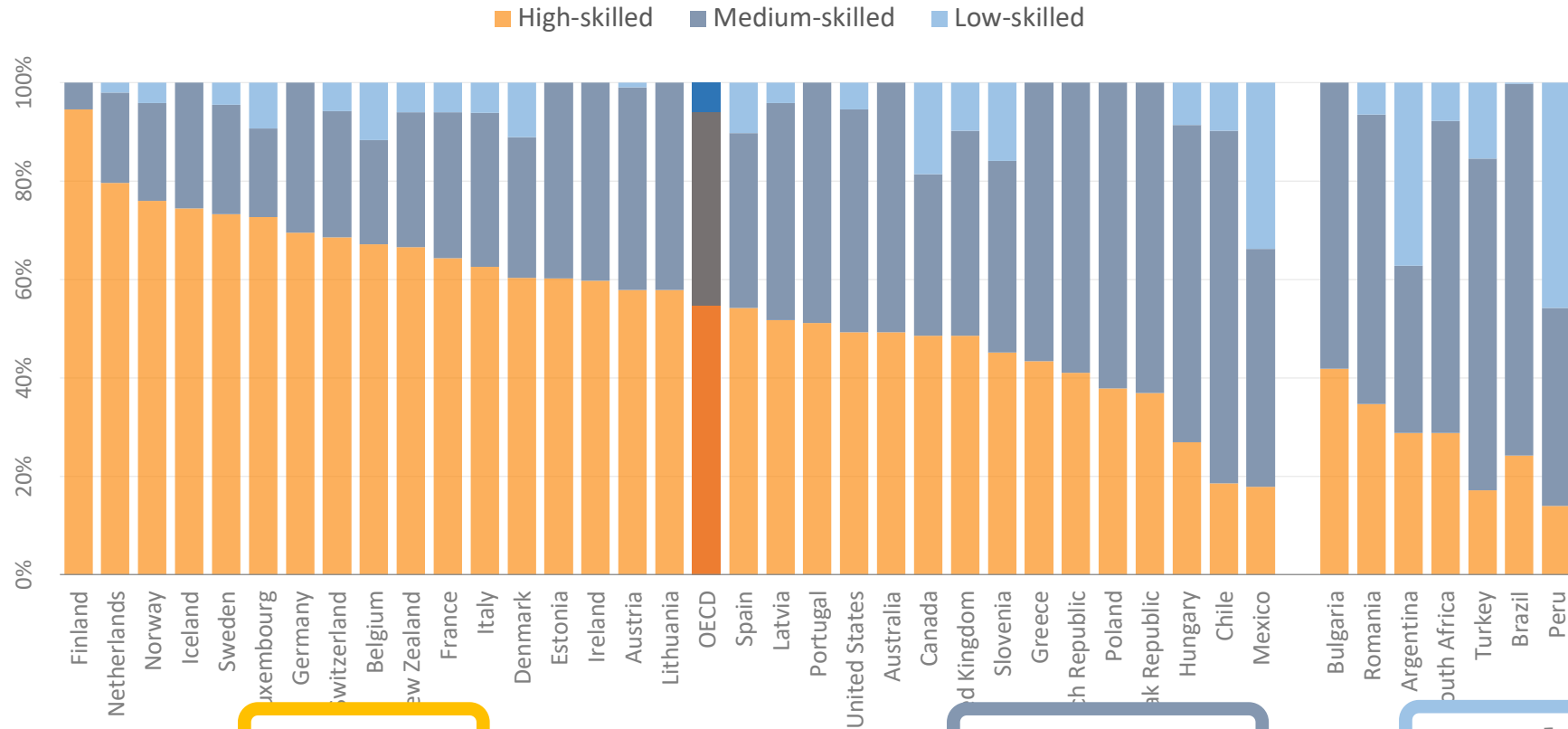
**7 out
of 10**

**5 out
of 10**

**3 out
of 10**



Where and what are the jobs that are hard-to-fill?



High-skill



Health-care



Executives



Teaching



Science and Eng.



ICT prof.

Medium-skill



Personal Service



Building & trades



Metal & machinery



Handicraft & creatives

Low-skill



Agriculture



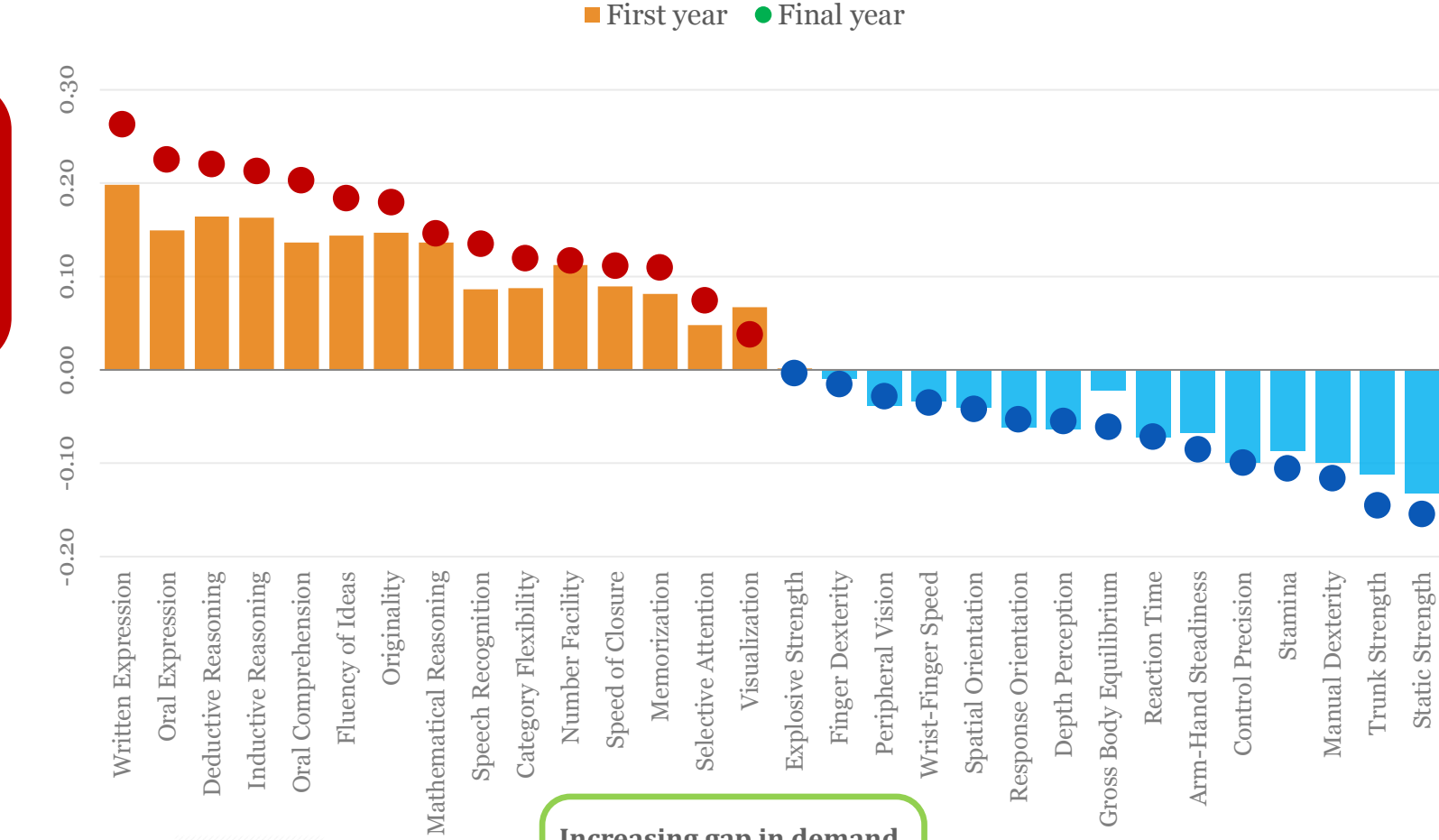
What's happening to skill demands?





Increasing demand for high-level cognitive skills

Shortages



Surpluses



Increasing gap in demand





Quiz time!

**4
Points!**

**What is the occupation that
requires the most
Critical Thinking skills?**

Surgeons

**Judges and
Magistrates**

**Aerospace
Engineers**

**Arbitrators,
Mediators,
and
Conciliators**



Quiz time!

What is your score?



**8<
Points**

**Skill
Master**



4 to 8

**Skill
Expert**



>4 Points

**Need to
check our
Skills for
Jobs portal
more often!**



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