

▶ Changing skills needs – making training policies more inclusive

EWG – Session 5

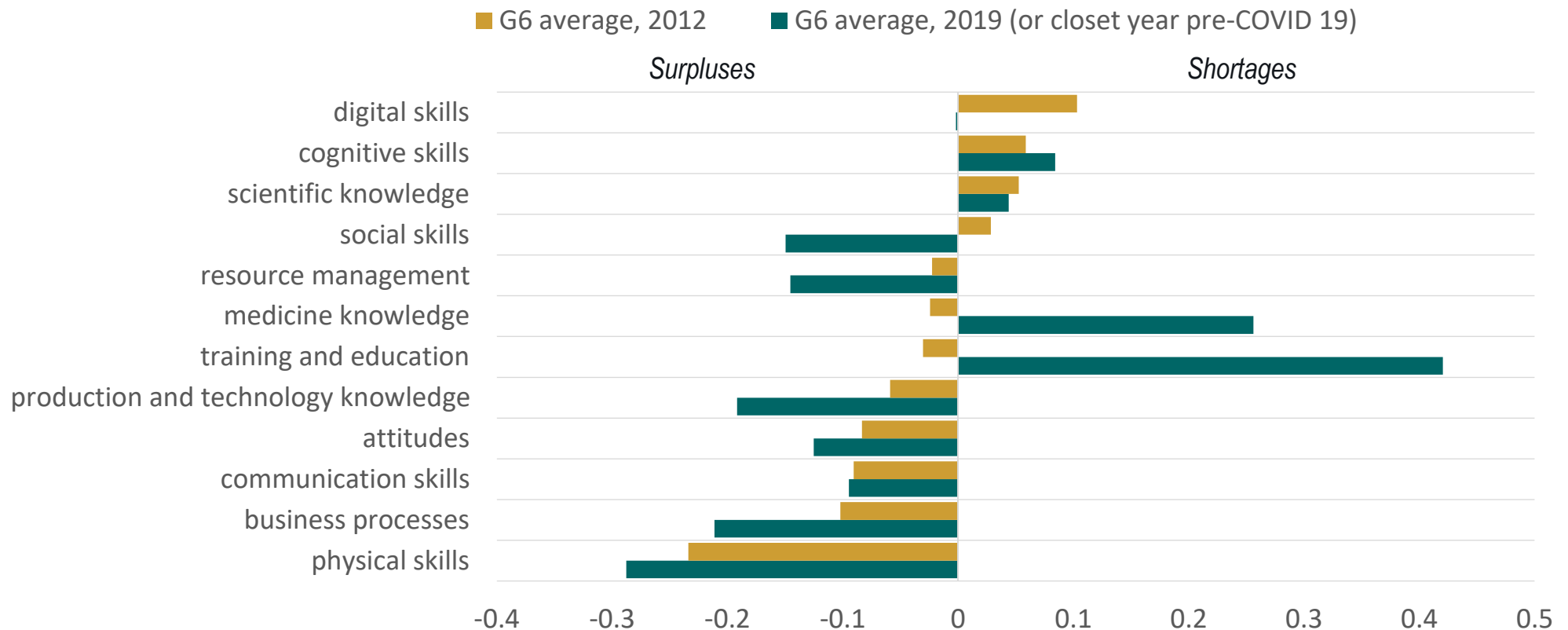
OECD: Angelica Salvi Del Pero, Senior Counsellor - Employment, Labour and Social Affairs

ILO: Celeste Drake, Deputy-Director-General

Date: Friday / 9 / February / 2024

Skill needs have shifted in recent years

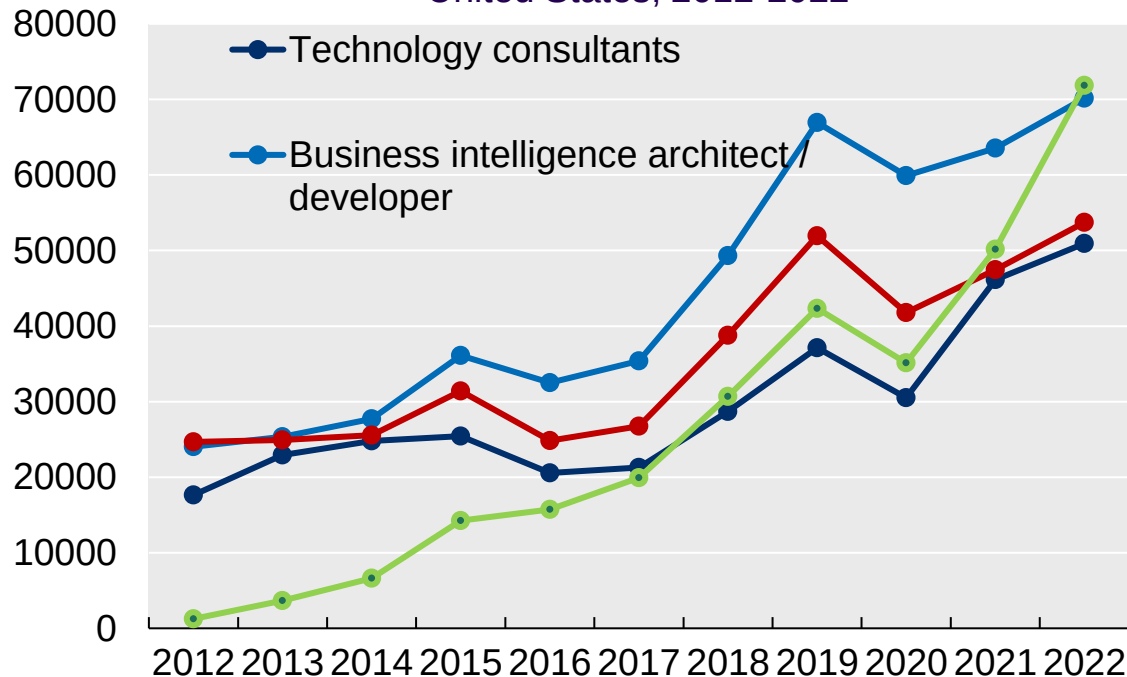
Skills imbalances index



The green and digital transitions create further risks of skills imbalances

Demand for digital occupations has grown

Number of online job postings in key digital occupations,
United States, 2012-2022



Demand for green skills may exceed supply



12.3%

Growth in share of **profiles**
with at least one green skill



< 22.4%

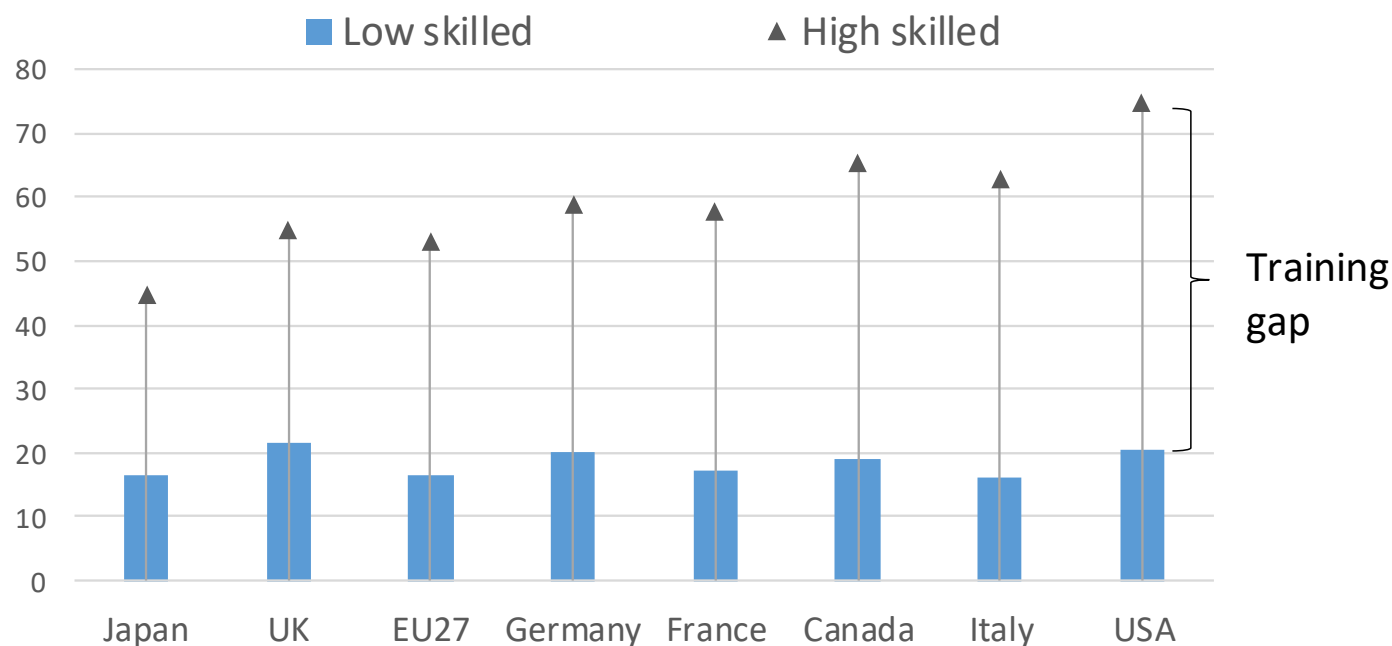
Growth in share of **job**
postings requiring at least
one green skill

LinkedIn analysis of user data across 48 countries (2022-2023)

The green and digital transitions create further risks of skills imbalances

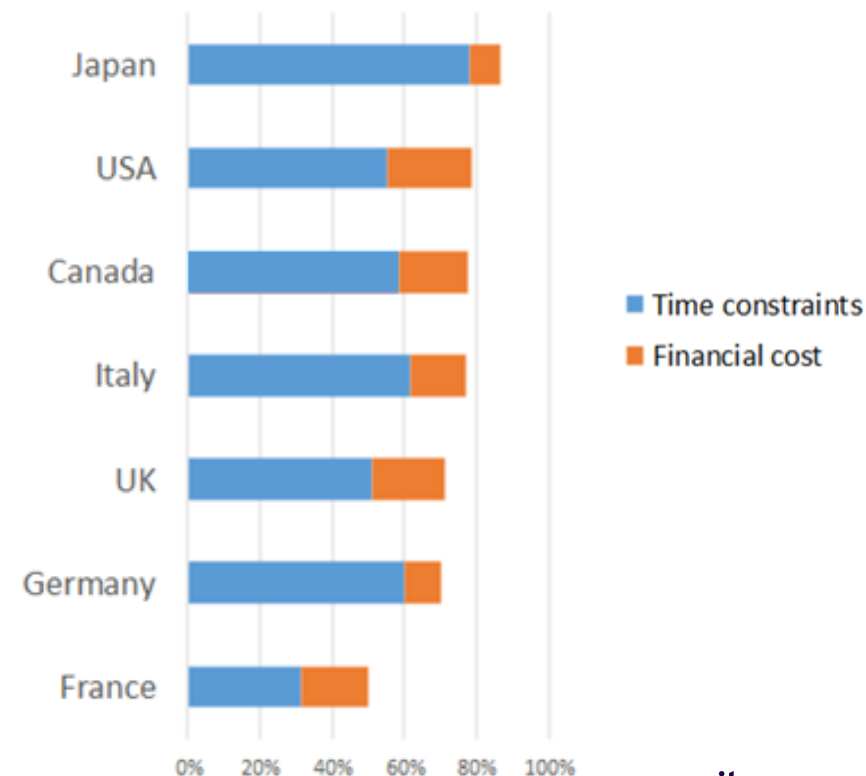
Reducing the gap in training by skill level

% of persons aged 25-64 who participated in training in the previous 12 months



Barriers to training for disadvantaged groups

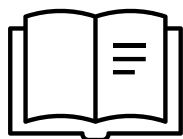
% of all persons wishing but unable to take training



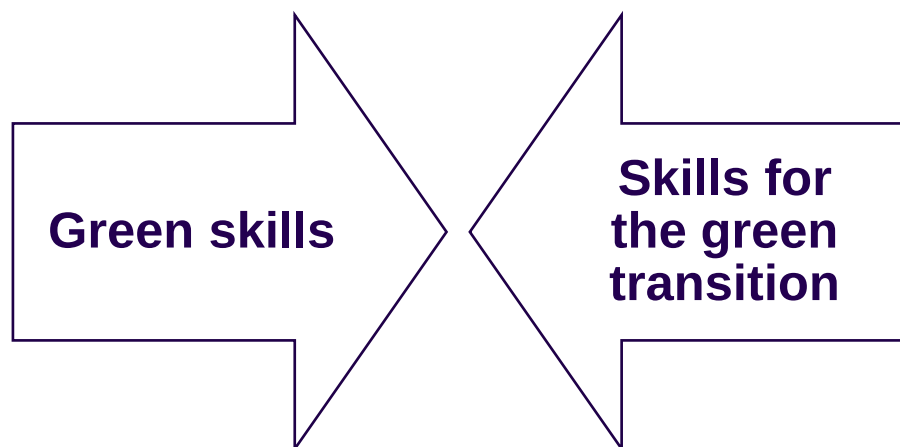
Use of skills intelligence remains limited



OECD Employment Outlook 2024: Skills for the green transition



A problem of definitions:



Approach:

Measuring how jobs differ in terms of **skill requirements** to understand if workers in polluting industries can **transition** with limited re-skilling to jobs expanding because of the green transition

► And countries use different definitions of skills needs, e.g. for the green transition



Industry approach: The Future Skills Centre (Canada) defines 'clean economy industries'



Skills approach: O*NET created a taxonomy of green tasks and through these identifies green occupations
ESCO classifies skills into green, white, and brown and identifies green, white, and brown jobs



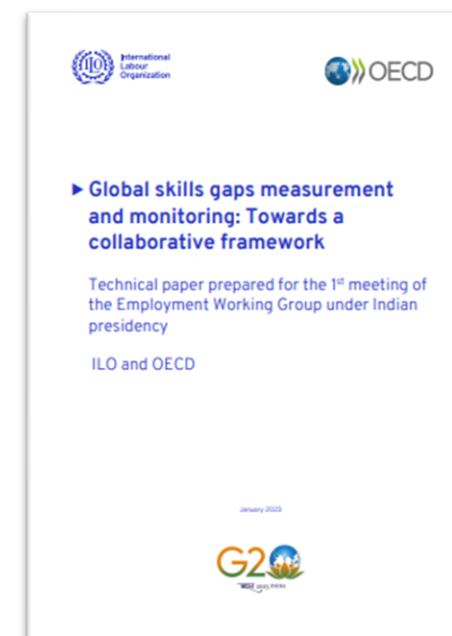
Mixed: BEIS, United Kingdom defines green jobs as (i) consisting of 'green tasks', or (ii) being part of a company



► Measuring and monitoring skills gaps to facilitate cross-country comparability and mutual recognition of skills and qualification

ILO-OECD technical paper for the G20, India 2023: “Global skills gaps measurement and monitoring”

- **Basic & extended indicators** for assessing skills imbalances
- The possibility of developing a **global skills taxonomy**
- Enhancement of **institutional mechanisms** and **capacity development** in skills needs anticipation and labour market intelligence



LEMM Outcome Document and G20 New Delhi Leaders' Declaration

Labour and Employment Ministers and G20 Leaders agreed to:

1. Improving **data collection and assessment of skills gaps** at the national level
2. Extending **Skills for Jobs (S4J) database** to G20 countries, as appropriate
3. Developing **international reference classification of occupation by skill and qualification requirements**



► Proposal: G20 feasibility study on the development of an international reference classification of occupations by skill & qualification requirements

- **Rational:**
 - Use a comparable measurement of skill and qualification needs
 - Facilitate the transparency and comparability of qualifications and skills
 - Design and implement effective skills development and lifelong learning policies and programmes
- **Objective:**
 - Propose a taxonomy design (incl. development, pilot applications and maintenance of the taxonomy)
- **Process:**
 - Identify key occupations for selected sectors
 - Map available qualifications for identified occupations from selected G20 countries
 - Assess the feasibility of mapping skills and qualification requirements
- **Implementation:**
 - Pilot led jointly by ILO and OECD
 - Implementation subject to funding