



Organization for Security and Co-operation in Europe
Secretariat

EEF.IO/9/18
7 September 2018

ENGLISH only

Conference Services

DISCLAIMER

The OSCE Secretariat bears no responsibility for the content of this document and circulates it without altering its content. The distribution by OSCE Conference Services of this document is without prejudice to OSCE decisions, as set out in documents agreed by OSCE participating States.



SKILLS FOR THE DIGITAL TRANSFORMATION

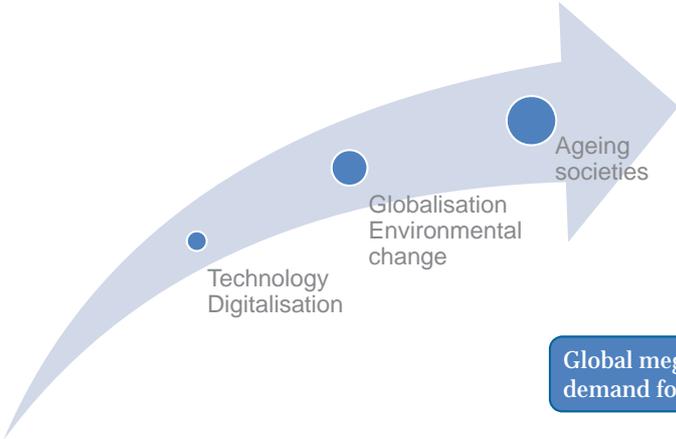
Marieke Vandeweyer
Labour Market Economist – Skills and Employability
Directorate for Employment, Labour and Social Affairs



26th OSCE Economic and Environmental Forum, 7 September 2018, Vienna



Skill needs are changing

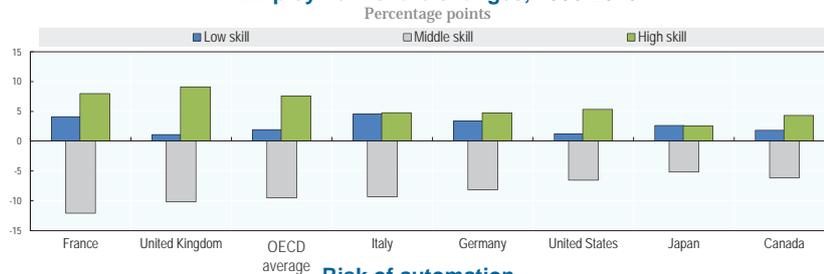


Global megatrends are changing the demand for and supply of skills

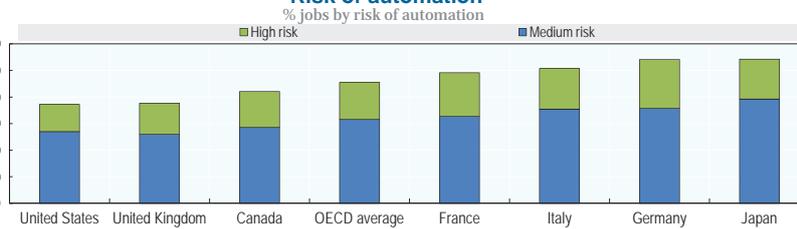


Skill needs are changing

Employment share changes, 1995-2015



Risk of automation



Source: OECD Employment Outlook 2017, Nedelkoska and Quintini (2018)

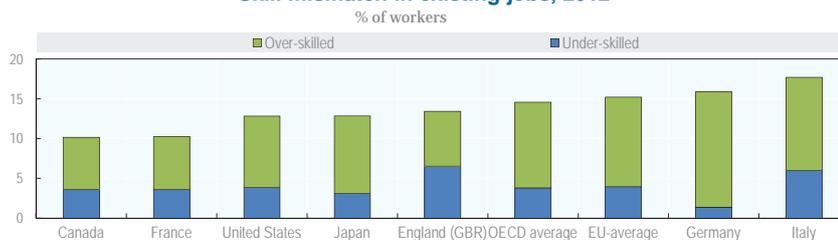


Large skill gaps are emerging

Skill shortages, 2007 and 2016



Skill mismatch in existing jobs, 2012



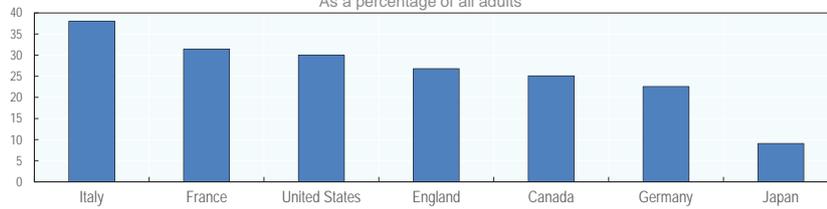
Source: Manpower Talent Shortage Survey, 2016, and OECD Adult Skills Survey (PIAAC).



Many adults have low basic skills, including digital

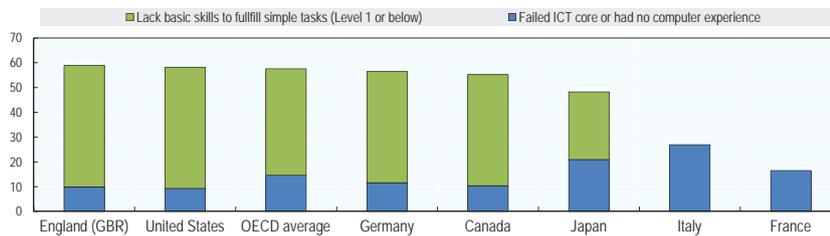
Adults with low literacy and/or numeracy skills, 2012

As a percentage of all adults



Problem solving skills in a technology-rich environment, 2012

As a percentage of all adults

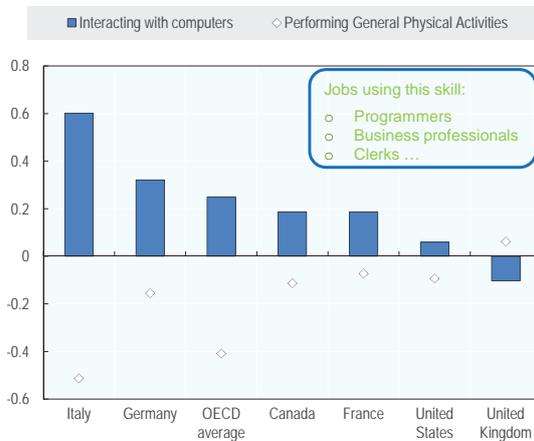


Source: OECD Survey of Adult Skills (PIAAC)



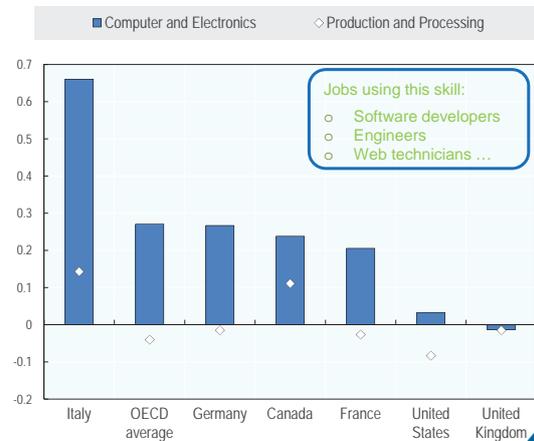
Digital skills are in shortage in the labour market

Interacting with Computers imbalance



Source: OECD Skills for Jobs Database

Computers and Electronics knowledge imbalance





Adult learning becomes increasingly important



High **participation**



Inclusive participation



Adequate **financing**



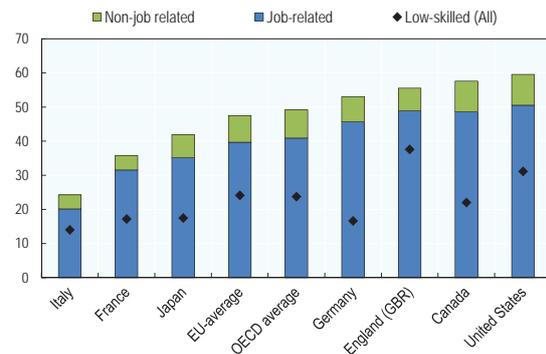
Alignment with labour market needs



High **quality** provision

Participation in adult education and training over past year, 2012

As a percentage of all adults



Source: OECD Survey of Adult Skills (PIAAC)



Policies to develop digital skills

Basic digital skills

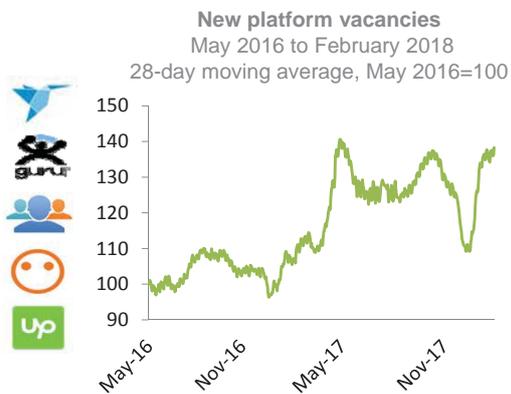
- Luxembourg: Basic digital skills programme (*Internet-Führerschäin*) for low-skilled adults to develop their knowledge and skills on how to use ICT in a conscious and responsible way.
- United Kingdom: a *Digital Skills Partnership* to bring together government and national and local employers and charities to address the digital skills gap in a more collaborative way.

Specialised digital skills

- France: *Grandes écoles du numérique* provide subsidised short-term training programmes (e.g. programming), targeting disadvantaged and under-represented groups (e.g. low-skilled youth, women).
- Brussels (Belgium): Coding and web development training programmes for unemployed youth.
- Turkey: More generous PES-subsidised on-the-job training for youth in high-demand digital skills (e.g. cyber security, cloud computing)



Digital transformation creates new forms of work



Source: Kässi, O. & Lehdonvirta, V. (2016), Online Labor Index.



Regulation. Balancing flexibility with security.



Social protection. Repairing or replacing the safety net?



Social dialogue. Rebuilding or reinventing?



Skills. Lifelong learning: from rhetoric to reality.



Developing skills to benefit from new forms of work

To access these new types of jobs (e.g. platform work, gig work), adults need to have strong *basic digital skills*, but also skills to understand :

- where the opportunities are
- how to access them
- the challenges associated to these forms of work

Supporting aspiring gig workers in the United States

- In California a pilot programme in community colleges (*Self-Employment Pathways in the Gig Economy*) provides classes covering topics such as (i) the pros and cons of the various platforms, (ii) creating and optimising an online profile, and (iii) professional strategies for finding and performing jobs.
- In San Francisco the pilot program “*Bridge to Employment*” helps individuals take advantage of gig economy work opportunities. The programme includes a series of free interactive training modules and videos, and provides in-person assistance programs to help workers go through the modules with peers and an instructor.

 Thank you

Contact: marieke.vandeweyer@oecd.org

Blog: 

Website: <http://www.oecd.org/employment/skills-and-work.htm>

