



Australian Government  
Department of Employment

# APEC Skills Mapping Project: Results and recommendations

Australian delegation

APEC Labour and Social Protection Network meeting

19 February 2014

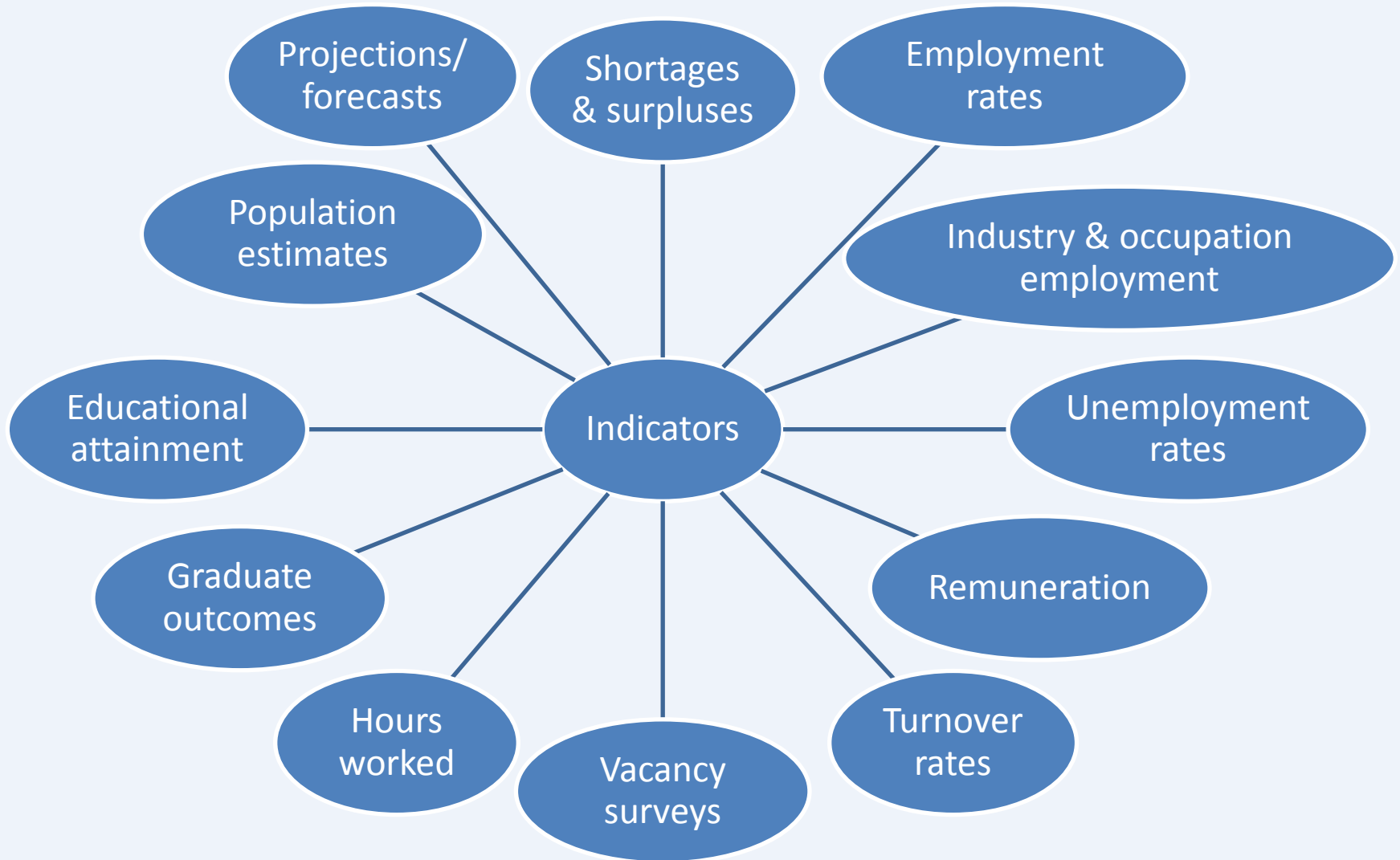


# Recapping on the Skills Mapping Project

- Develops a picture of the APEC region labour market
- Draws together data on employment trends and skill shortages by economy
- Major outputs (published March 2014):
  - Expert report on APEC region labour market imbalances and monitoring strategies
  - online Skills Mapping Tool
  - Final report



# An indicator approach





# Areas of data availability

- Almost all economies collect relevant data
- Consistent basic data is available through several multilateral collections (ILO, Manpower, World Bank)
- Several economies have extensive labour force monitoring systems and publish comprehensive data online



# Issues with data availability

## Multilateral collections

- Limited coverage
- Opaque methodologies
- Timeliness/infrequent collections
- Informal classifications
- Lack of detail

## Economy level collections

- Varying coverage
- Inconsistency in methodologies
- Availability
- Classification difficulties



# Classification problems

## Within economies

Change over time:

- For example, Korea's occupational classifications have changed four times between 1990 and 2012
- Consistent time series not always available

## Between economies

Obvious differences:

- Australia has 8 broad occupational groups; Korea has 9

Subtle differences:

- 'Clerical and administrative workers', 'Clerical and related workers', and 'Clerical support workers'



# Areas of labour market imbalance

- Differ by APEC economies' level of development:
  - Industrialised economies: specific skill shortages, some also have elevated levels of unemployment
  - Most newly industrialised economies: shortages in service sector occupations
  - Many emerging economies: skills mismatch
- Cross-APEC shortages are most prevalent in professional fields, but employers also report shortages of “soft skills” in a wide range of occupations

You are here: [Home](#) > Skills Mapping Tool

## Skills Mapping Tool

RETURN TO LAST SEARCH

Your search results:



Themes	Data Items	Variables	2004	2009	2014
Employment					
	Employment to population ratio				
		Employment by population ratio (%)	60.6	61.8	70

ADD ECONOMY

ADD DATA ITEMS

ADD YEAR

All data provided by APEC economies. Please see the Skill Mapping Tool page of this website for further information about the sources for individual data items.

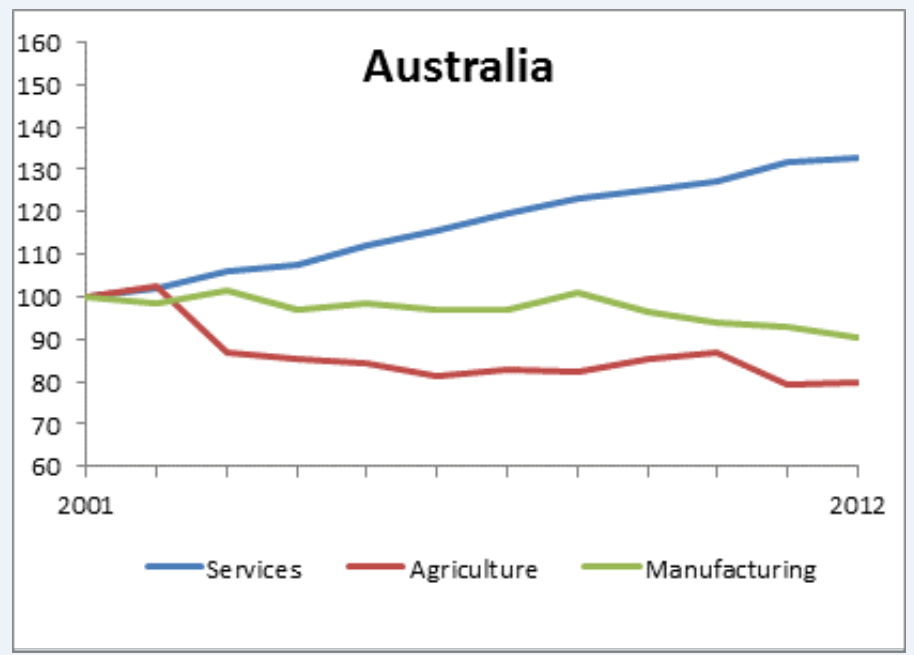
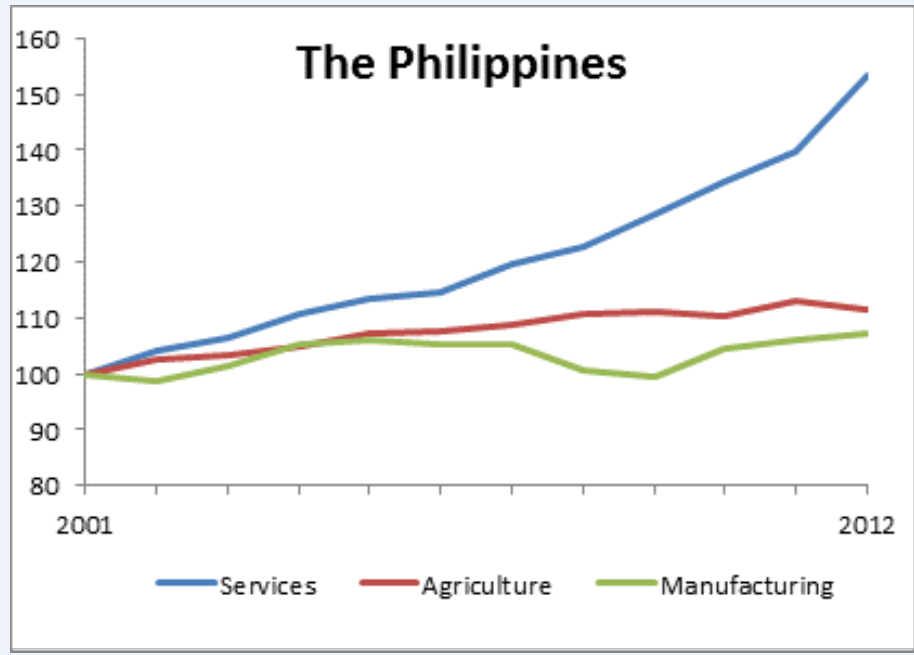
EXPORT TO EXCEL

NEW SEARCH





# Skills Mapping Tool – employment growth example





# Expanding the Skills Mapping Tool

- Designed to accommodate additional economies, new indicators and variations in data availability
- Provides a useful resource for businesses, governments and training providers
- Possible new indicators could cover measures of skills and labour demand such as graduates' outcomes
- The website could also host resources comparing qualifications structures



# There is a need for improved monitoring

- Current data provide a high level picture of APEC-wide trends, but do not allow detailed comparisons or integrated view
- Economies' data needs and data gaps differ, but all should consider whether they have adequate measures of the supply and demand for labour and skills



# Ideas for new APEC projects

- There is scope for projects to build capacity and encourage greater consistency in monitoring labour market tightness
- Could include projects to:
  - share good practices in qualitative monitoring of shortages
  - identify strategies to accurately project future employment
- Projects could focus on suitable methods (noting resource constraints) and disseminating the results of monitoring
  - link in with relevant international organisations
- Mapping of priority occupational or industry areas



# Ideas for longer-term advocacy

- APEC could consider advocating for reforms to improve information availability over the longer run, including:
  - encouraging participation in future rounds of OECD PIAAC
  - the development of concordances between economy-specific and multilateral data definitions
  - collecting and publishing data at the level of detail needed by employers and other stakeholders
- HRDWG networks could advocate voluntary qualifications frameworks, possibly linking with ASEAN's work on this topic



# Conclusion

- Improved availability of information on APEC region labour market conditions will be of benefit to businesses, governments and training providers
  - better investments and decisions
- Skills Mapping Tool a useful initial resource, and can be expanded
- APEC could play a role in capacity building and advocating for longer-term reforms