



GLOBAL HR FORUM

POLICY PRIORITIES FOR HUMAN RESOURCE DEVELOPMENT IN THE ERA OF THE GREAT TRANSITION

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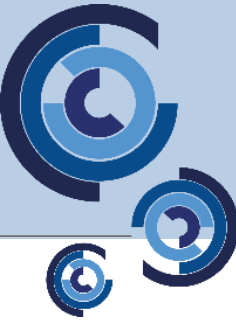
2 November 2022

OECD Centre for Skills

<https://www.oecd.org/skills/centre-for-skills>



What do we mean by skills?



1

Cognitive and meta-cognitive skills

2

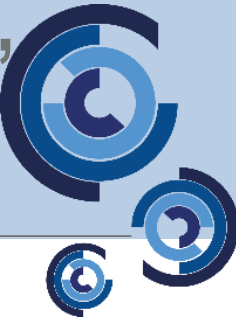
Technical professional skills

3

Social and emotional skills



Megatrends and COVID-19 are driving the “Great Transition” with significant skills implications



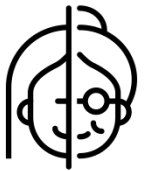
Climate change

Extreme weather events, such as the highest rain fall in 115 years in 2022



Digitalisation

Korea is a global leader in technology. In 2018, Korea had the highest density of robot workers.



Demographic change

By 2050, 43.9% of the Korea's population is expected to be 65 or older



COVID-19

In Korea 33% of non-regular workers lost their job, compared to 8% of regular workers.



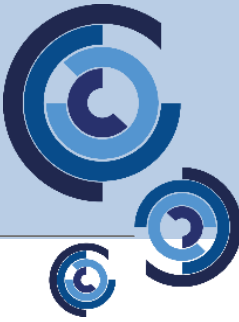
Globalization

Korea has one of the highest global value chain participation rates across OECD countries

Great
Transition



In response, the Korean New Deal has been announced, which includes the Green New Deal and Digital New Deal



Green New Deal

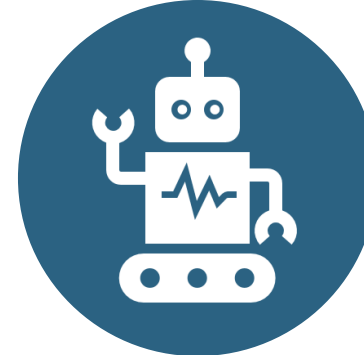


387,000 jobs
by 2025



Increasing demand of
STEM skills

Digital New Deal



903,000 new jobs
by 2025



Higher demand
of **digital and
technical skills**

Policy priorities for human resource development in the Era of the Great Transition

1

Provide skills development opportunities across the lifecycle

2

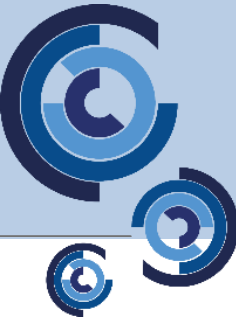
Raise participation in labour-market relevant skills development programmes

3

Inform career choices



Priority 1: Provide skills development opportunities across the lifecycle



Foundational and digital skills

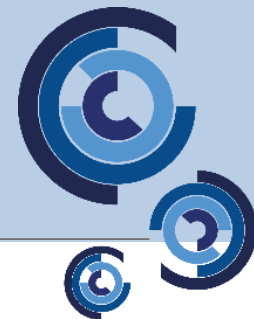


Mindset



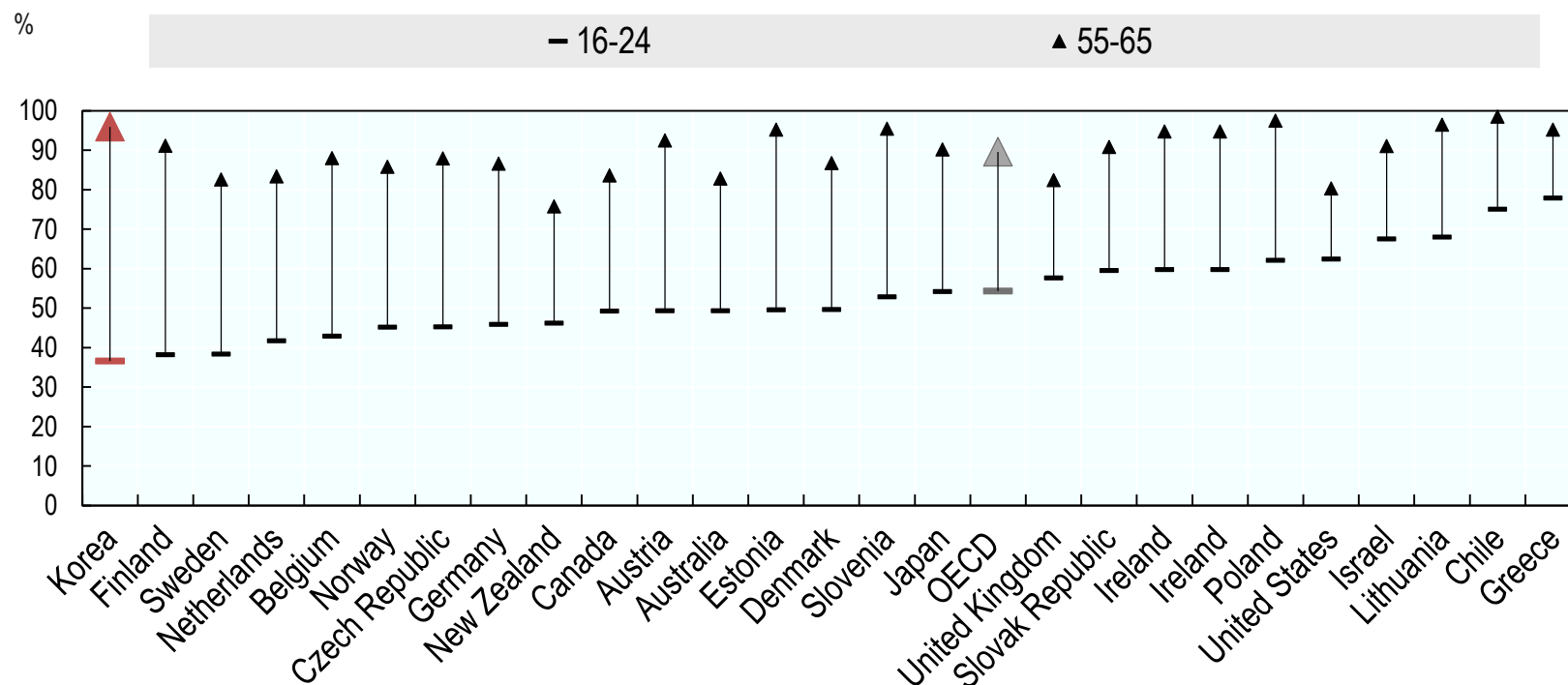


Korea has one the highest generational skills gaps across OECD countries



Digital skills gap between generations

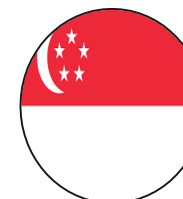
Share of adults with limited or no digital skills, by age group



Relevant international experiences



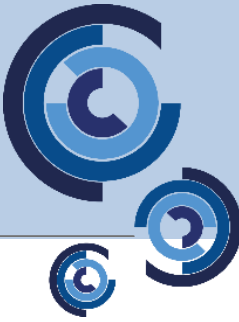
SWEDEN
Digidel network and training courses



Singapore
Silver Digital Creators

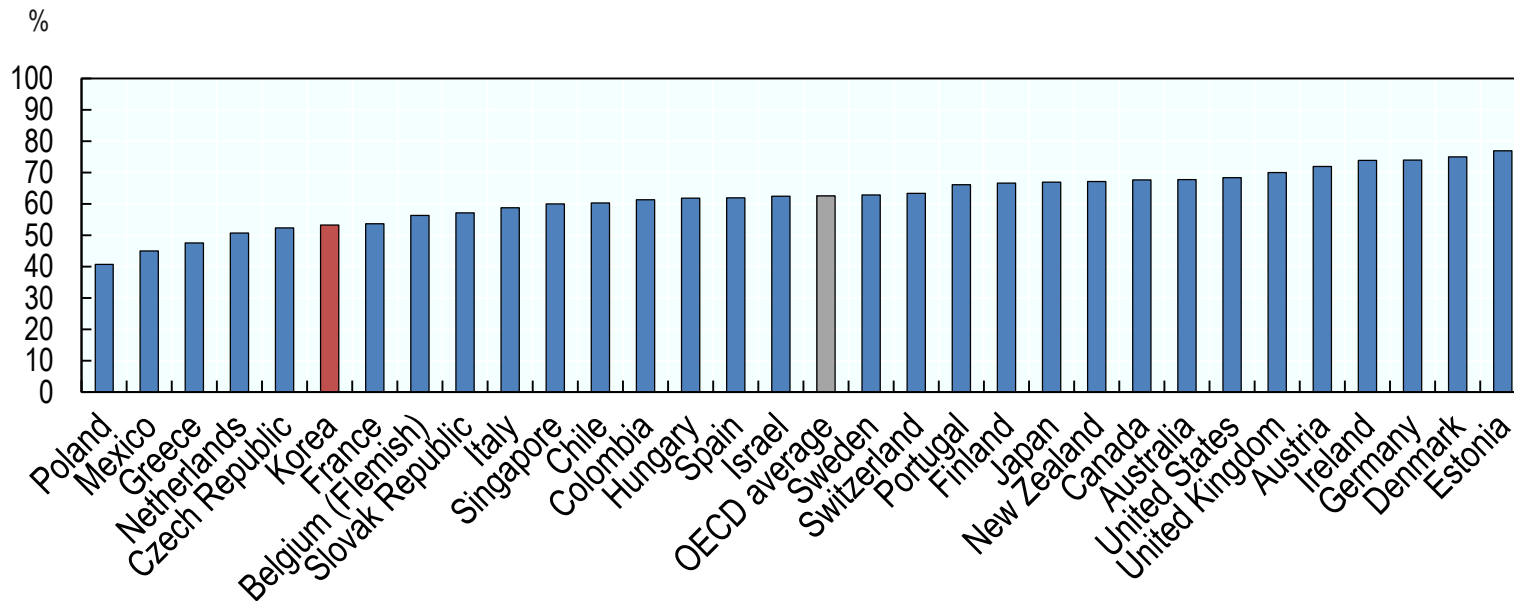


A significant number of Korean students lack a growth mindset



Growth mindset among students

Share of students who disagreed or strongly disagreed with the statement that “Your intelligence is something about you that you can’t change very much”



Relevant international experiences



CHINA

PASS initiative to foster growth mindset

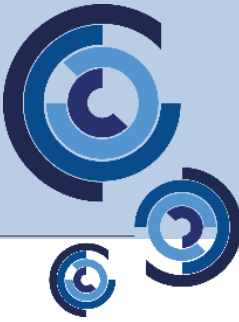


USA

CORE Initiative measuring growth mindset



Priority 2: Raise participation in labour-market relevant skills development programmes



Vocational Education and
Training

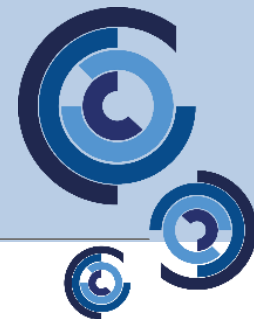


On-the-job training



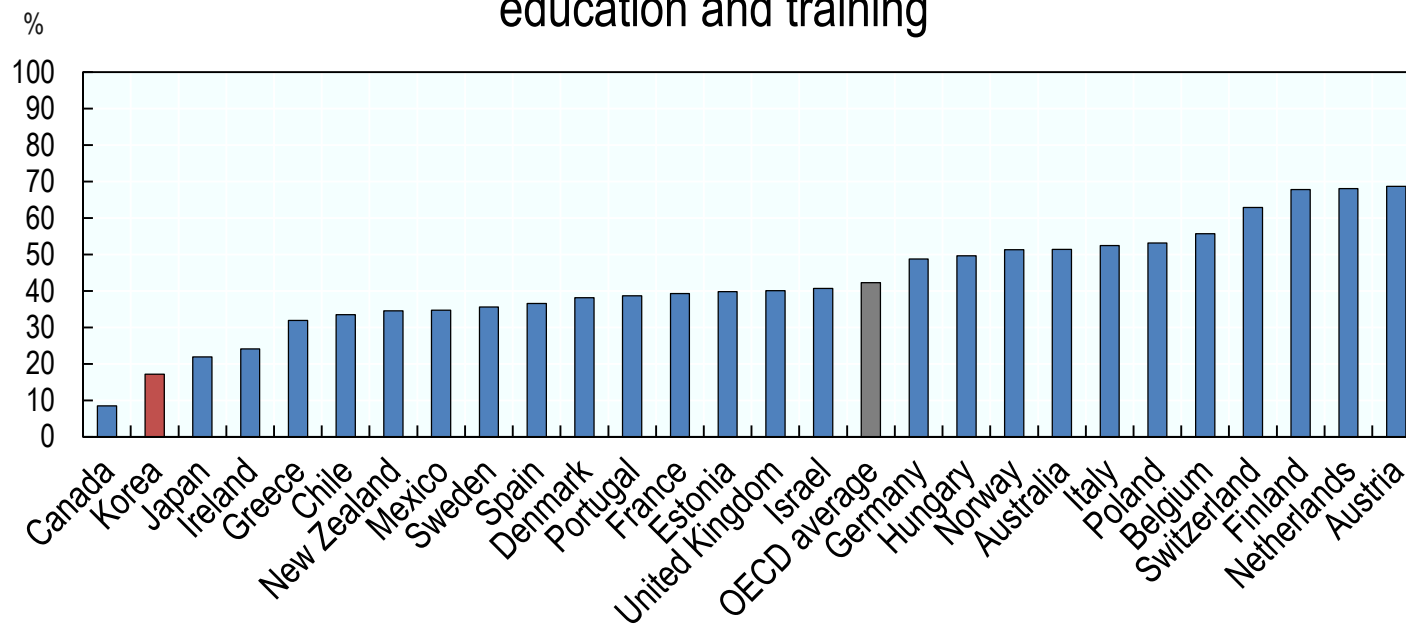


Relatively few students attend vocational education and training



Vocational education and training

Share of students in upper secondary education in vocational education and training



Relevant international experiences



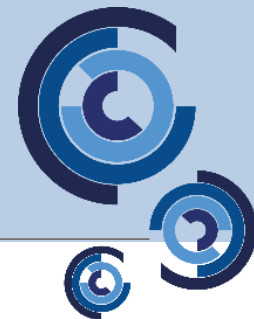
Germany
VET curriculum update on digital and green skills



FINLAND
National Quality Strategy for VET 2030

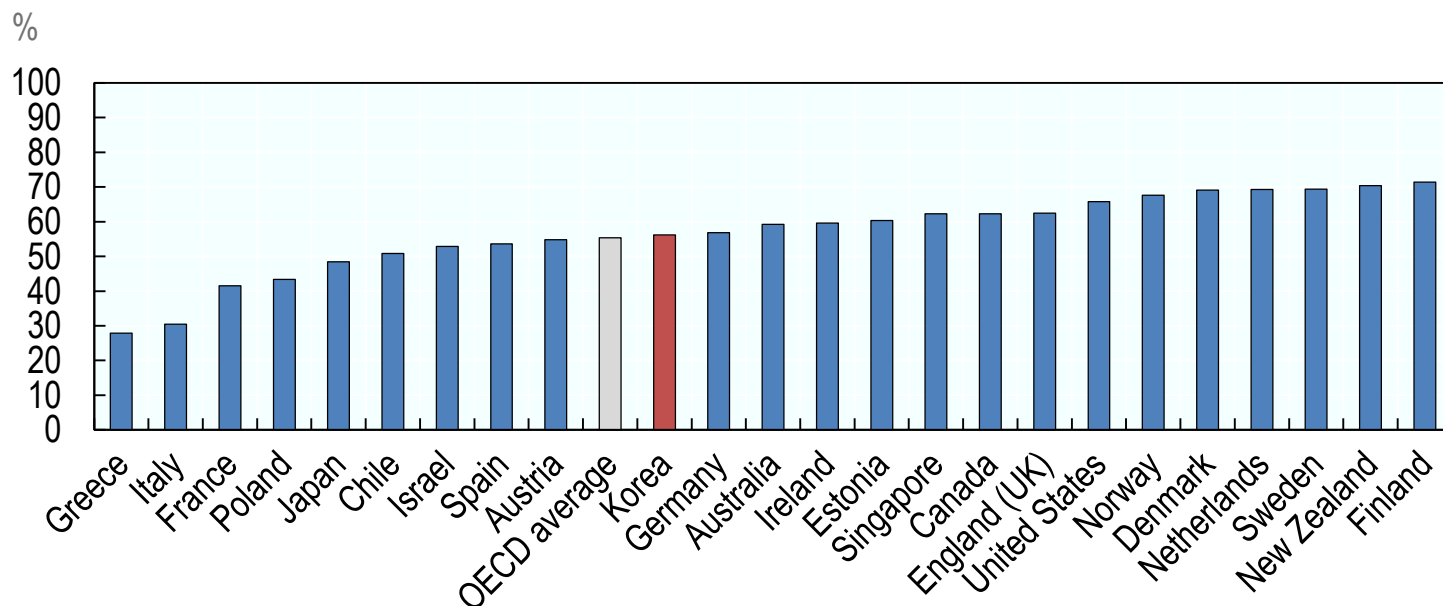


Access to on-the-job training could be improved in particular in small and medium enterprises

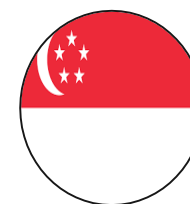


On-the-job training

Share of workers participating in on-the-job training



Relevant international experiences



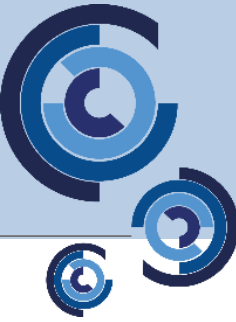
Singapore
Grants for training in SMEs



NORWAY
Skills Plus Work Programme



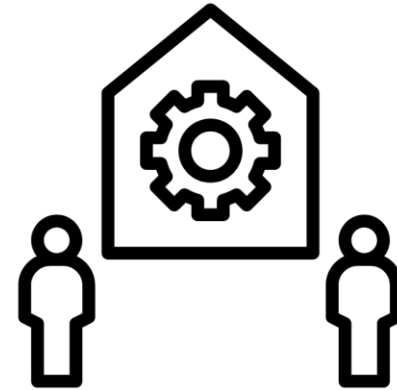
Priority 3: Inform career choices



Career guidance and
counselling

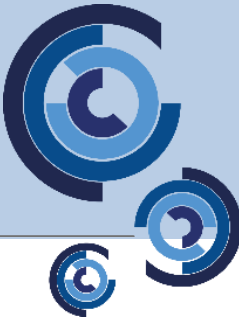


Workplace
experiences



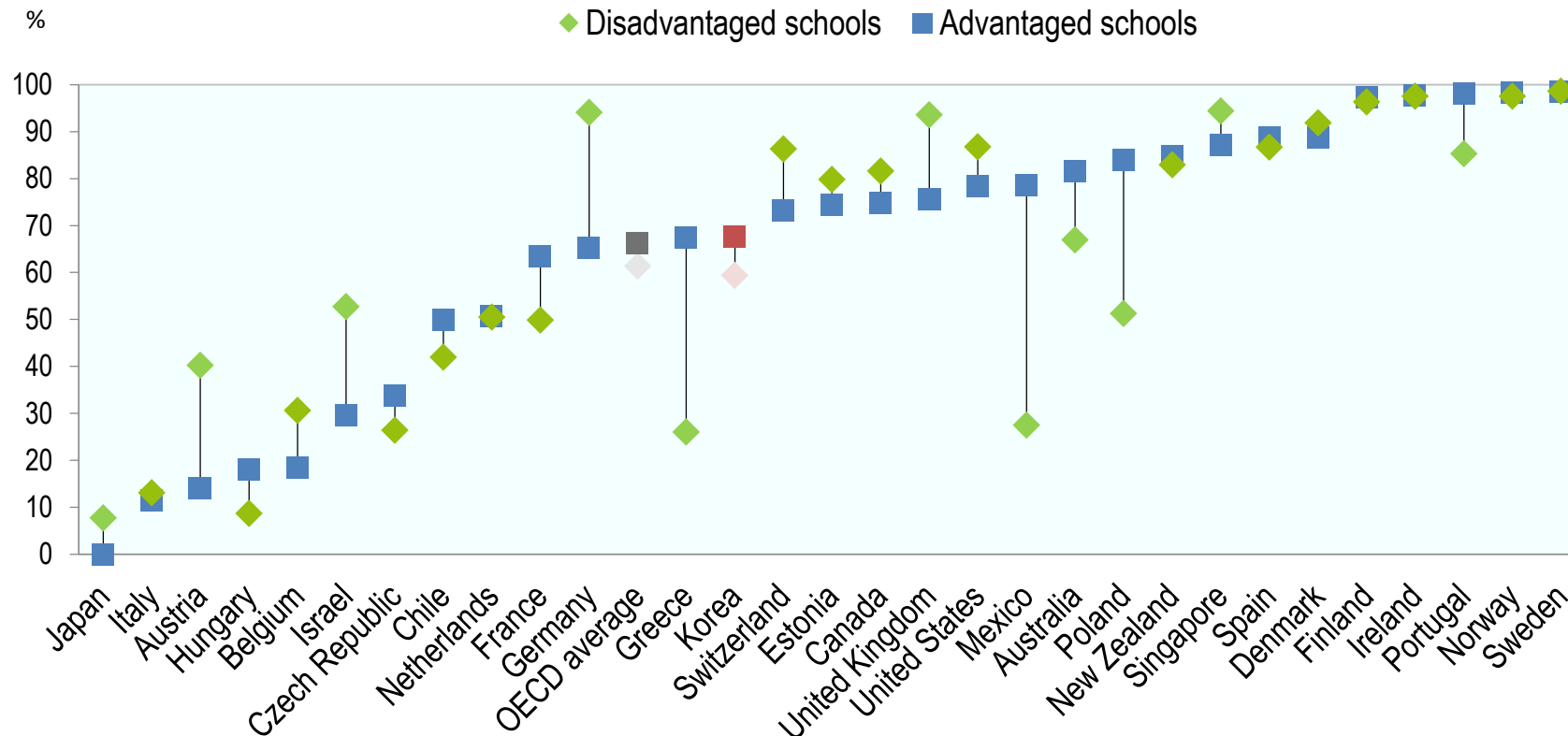


Improving career guidance



Access to guidance and counselling

Share of students with one or more dedicated counsellors in school



Relevant international experiences



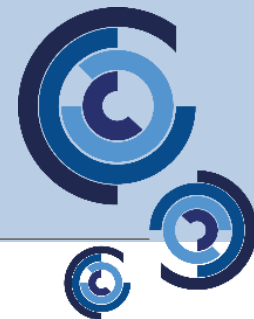
PORTUGAL
Guidance services in public schools



Ireland
Adult Educational Guidance and Information Service

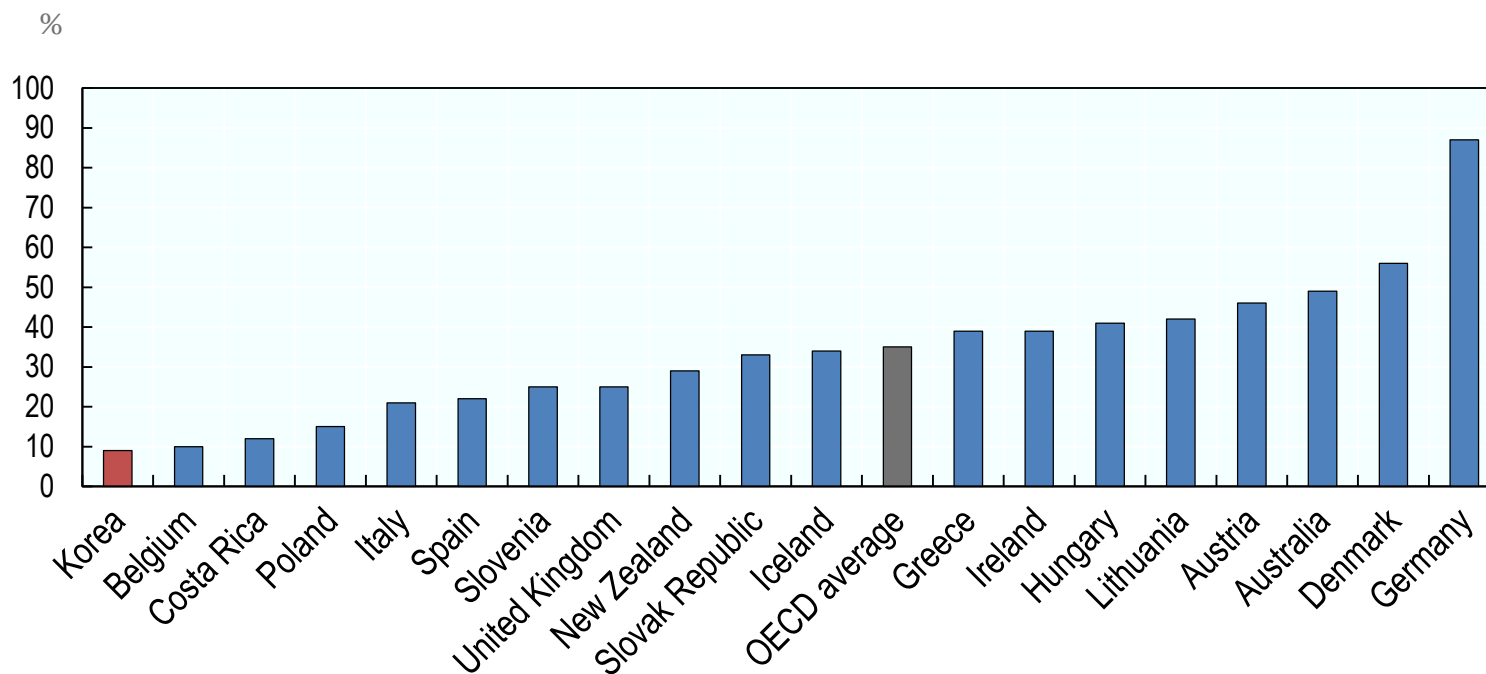


Providing workplace experiences



Workplace experiences

Share of 15-year-old students who participated in an internship



Relevant international experiences



DENMARK

Unemployment insurance while completing an internship



AUSTRALIA

Australia Apprenticeships Incentive Programme

Country work

- **Assessment and tailored policy recommendations** at national or sub-national level
 - OECD Skills Strategy projects
 - OECD Skills Strategy Governance Reviews
 - VET country reviews
- Advice on designing and implementing specific reforms or on developing implementation plans



Thematic work

- Skills Outlook
- Thematic reviews in VET
- Analytical studies of skills policy instruments (quality assurance, stakeholder engagement mechanisms, financing)



Regional work

- **Regional skills strategies** (Southeast Asia, Latin America)



Peer-learning

- Skill Summit (biennial)
- Group of National Experts in VET (annual)
- Skills Advisory Group (biannual)
- OECD Skills Strategy Peer-Learning Workshops (annual)





To discuss OECD's work on skills, contact:
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Follow updates on:
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To learn more about the OECD's work on skills visit: www.oecd.org/skills/