



Measuring generic work skills in the OECD's new survey of adults skills (PIAAC)

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CEDEFOP Workshop on Enterprise Surveys as a Tool for the
Identification of Skill Needs, 21-22 June 2007, Bucharest

Programme for the International Assessment of Adult Competencies (PIAAC): Key objectives

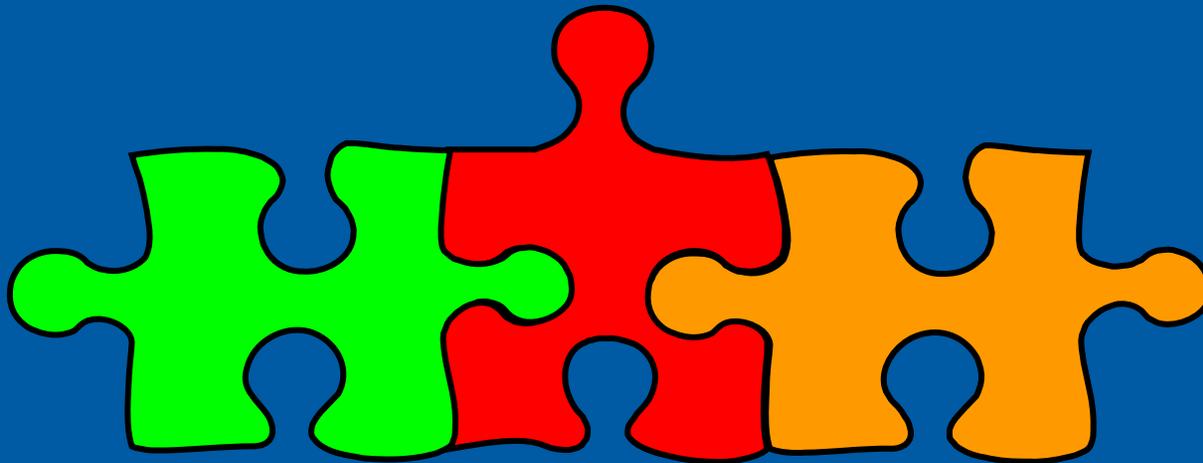
- ❑ Identify and measure differences between individuals and across countries in competencies
- ❑ Assess their impact on economic and social outcomes
 - ✓ Individual level
 - ✓ Aggregate level
- ❑ Assess the performance of education and training systems in developing competencies
- ❑ Identify the policy levers that enhance competencies and their effective utilisation

Key elements of the PIAAC strategy

Multi-cycle survey of adults comprising 3 components:

Measures of generic work skills

- o Using a Job Requirements Approach (JRA)



Measures of adult literacy and numeracy

- o Based on direct assessment

Measures of labour and social outcomes

- o Through background questionnaire on adult learning, labour-market status, earnings, youth transitions, civic and social engagement, health

The JRA module

□ What does it measure?

- ✓ Measures a wide range of generic or broad skills being used in jobs
- ✓ Based on assessment by individuals of skill requirements in their jobs

□ Why do we need it?

- ✓ To improve our understanding of work itself and skill demands – some evidence of increasing demand for certain generic work skills over and above formal qualifications
- ✓ To provide indicators of skills mismatch
- ✓ For a better characterisation of low-skill jobs
- ✓ To deepen our understanding of the links between skills and the education/training system

Main JRA skill domains

Cognitive skills

Reading, Writing,
Maths, Problem-
solving,
Computing

Interaction/social skills

Influence, Self-
direction,
Horizontal
interaction, Client
interaction

**Key
workplace
skills**

Physical skills

Stamina,
Strength,
Dexterity

Learning skills

Required to learn
things, keep up to
date, help others
learn

Timetable for JRA pilots

running in Australia, France, Greece, Korea, United States

Activity	2007								2008								2009					
	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F
1. Translation	■	■	■	■																		
2. Organise survey body	■	■	■	■	■																	
3. Cognitive testing						■	■	■	■	■												
4. Pre-test										■												
5. Pilot survey											■	■	■	■	■							
6. Data delivery															■	■						
7. Data analysis																■	■	■				
8. Bilateral meetings																		■	■			
9. Meeting to review reports																			■	■		
10. International seminar																					■	■

Adding an enterprise survey element to PIAAC

- ❑ Over the longer term, a survey of employers could be integrated into the PIAAC design. This would help identify:
 - ✓ Linkages between competencies, productivity and technological change
 - ✓ The impact of policy settings on enterprise-level investment in human capital
 - ✓ The key policy issues relevant to skills shortages and mismatches
 - ✓ Additional indicators of skill demands
- ❑ However, issues of methodology, cost, etc.

Conclusion

- ❑ Technological change and globalisation are placing a growing premium on higher-level skills
- ❑ But what are these skills are and how they are acquired?
- ❑ In particular, we need to know more about:
 - ✓ Key generic work skills and the links with labour market outcomes
 - ✓ Different forms of learning that develop these skills
 - ✓ The role of broader socio-economic factors and institutional settings in skill acquisition and skill loss
- ❑ PIAAC should help shed further light on these issues but involves a long road from conception to implementation