



**Asia-Pacific
Economic Cooperation**

2012/SOM1/HRDWG/057

Agenda Item: LSPN5.1

Building More and Better Quality Jobs in the Recovery: Unleashing the Potential of Employment Policy

Purpose: Information

Submitted by: OECD



**34th Human Resources Development
Working Group Meeting
Moscow, Russia
5-10 February 2012**



Building more and better
quality jobs in the recovery:
unleashing the potential of
employment policy

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PART 1

**INCORPORATING THE LOCAL DIMENSION
INTO ECONOMY-WIDE POLICY
FRAMEWORKS**



Employment policy: a dual dimension

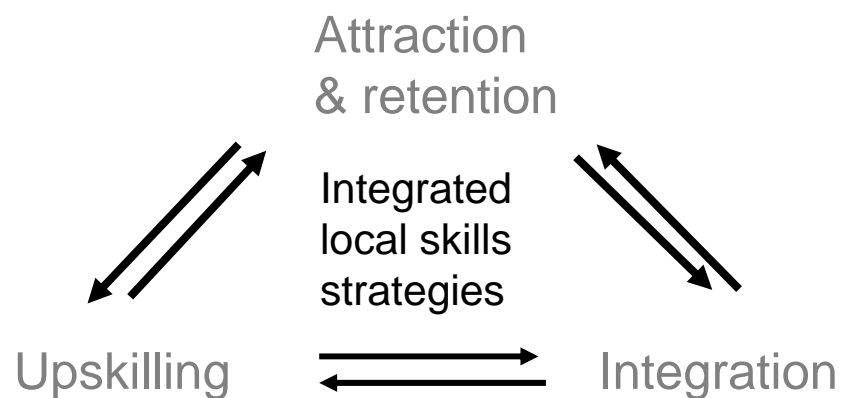
Building a pool of skilled labour force

Economy-wide: generic skills, life-long learning

Local: upskilling, integration



An integrated approach to skills



Source: OECD (2009), *Designing Local Skills Strategies*



Employment policy: a dual dimension

Building a pool of skilled labour force

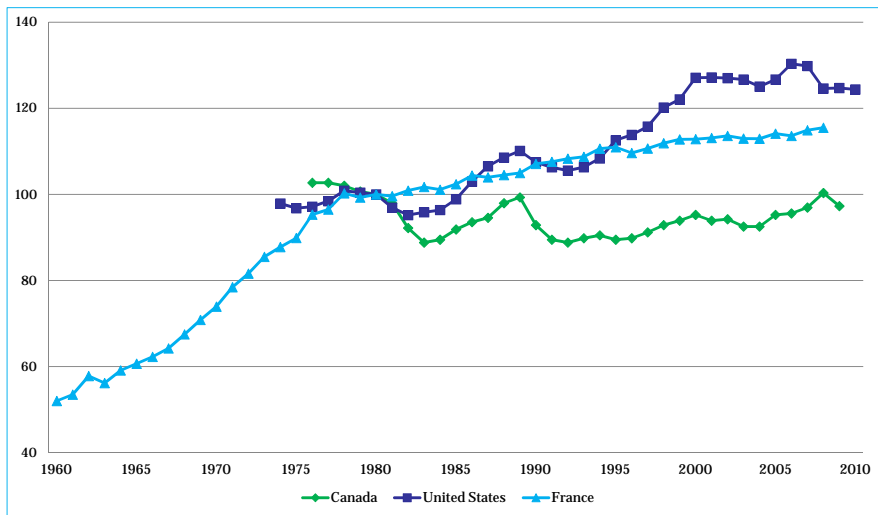
Economy-wide: generic skills, life-long learning

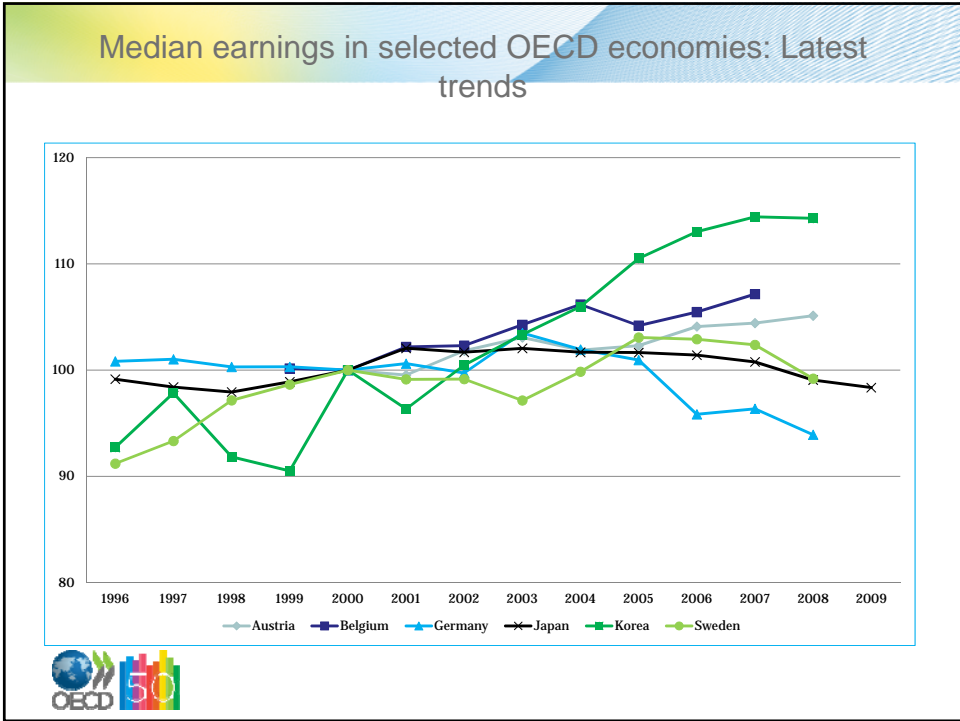
Local: upskilling, integration

Supporting employment progression



Median earnings in Canada, France and US: Long trends





Average annual growth in median earnings since 2000

Economy	Average annual growth (%)	Latest year
Austria	0.63	2008
Belgium	1.00	2007
Canada	0.26	2009
France	0.29	2008
Germany	-0.75	2008
Japan	-0.18	2009
Korea	1.71	2008
Sweden	-0.08	2008
United States	-0.19	2009



Employment policy: a dual dimension

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Supporting employment progression

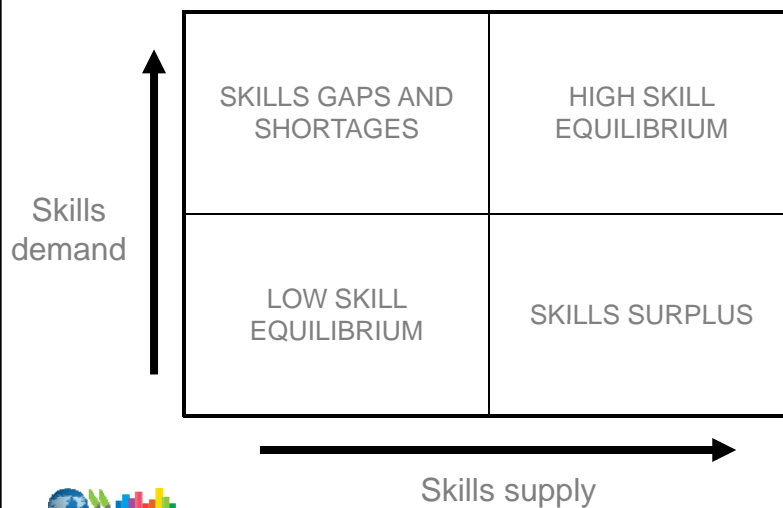
Economy-wide: geographical mobility

Local: career clusters

Promoting better skills utilisation



Geographical differentiation in skills and productivity



Employment policy: a dual dimension

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Supporting employment progression

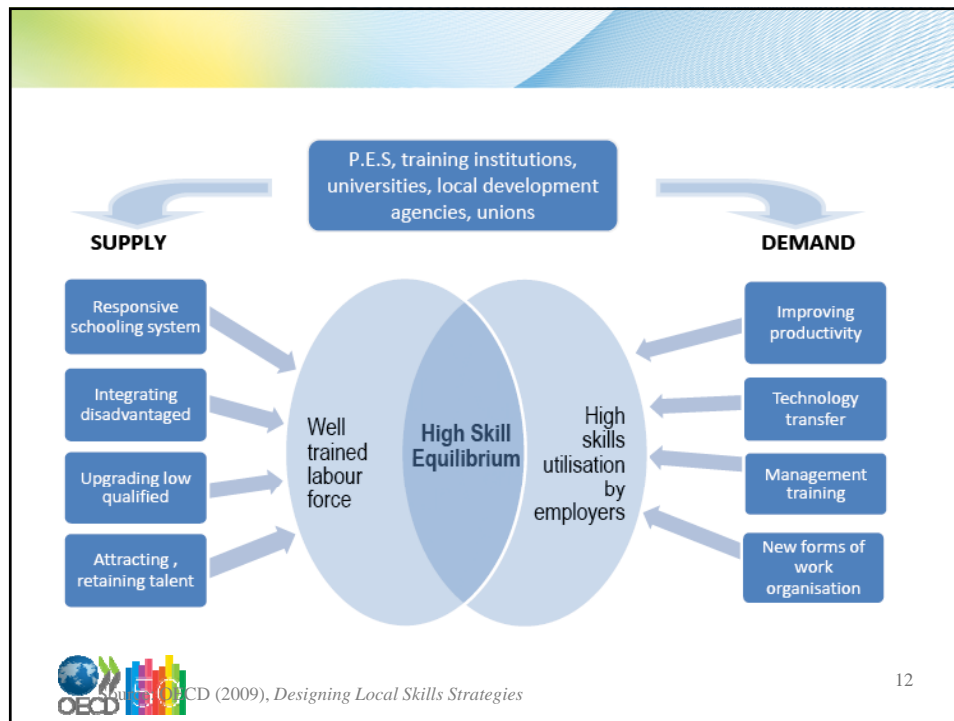
Economy-wide: geographical mobility

Local: career clusters

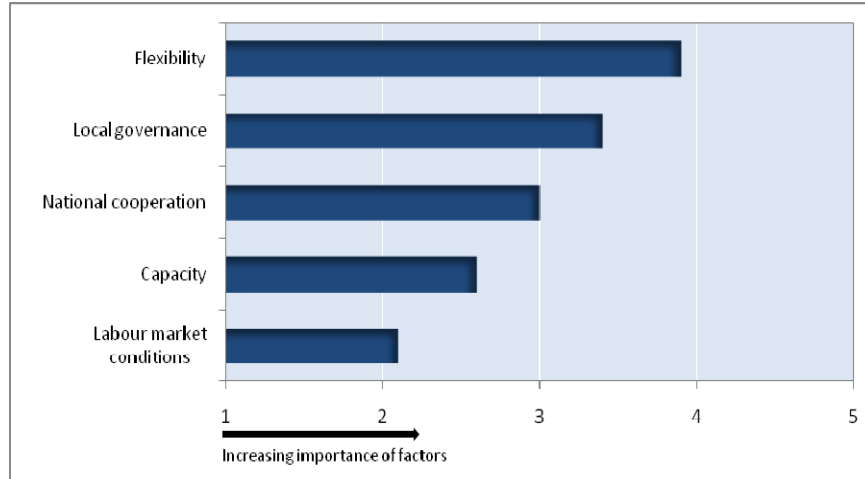
Promoting better skills utilisation

Economy-wide: ?

Local: management training, new forms of work organisation, technology transfer



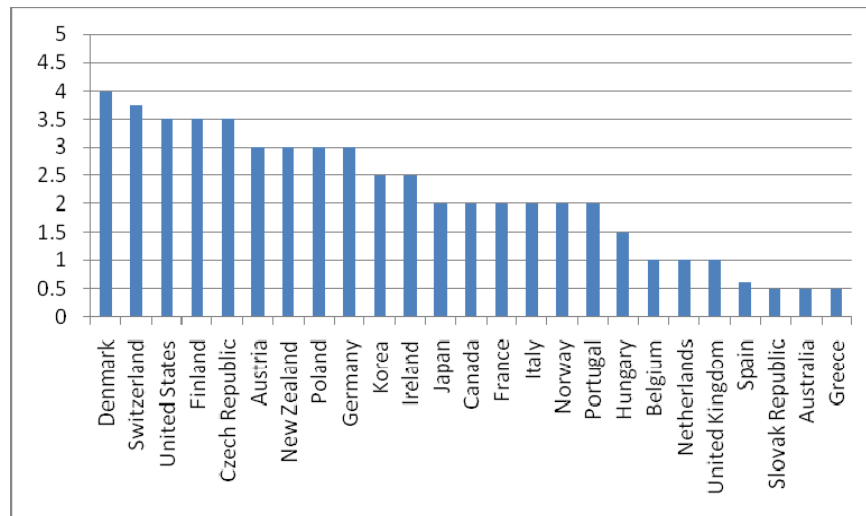
Drivers of policy coordination



Source: OECD (2010), *Breaking Out of Policy Silos: Doing More with Less*



Local flexibility in policy management



Key points to remember

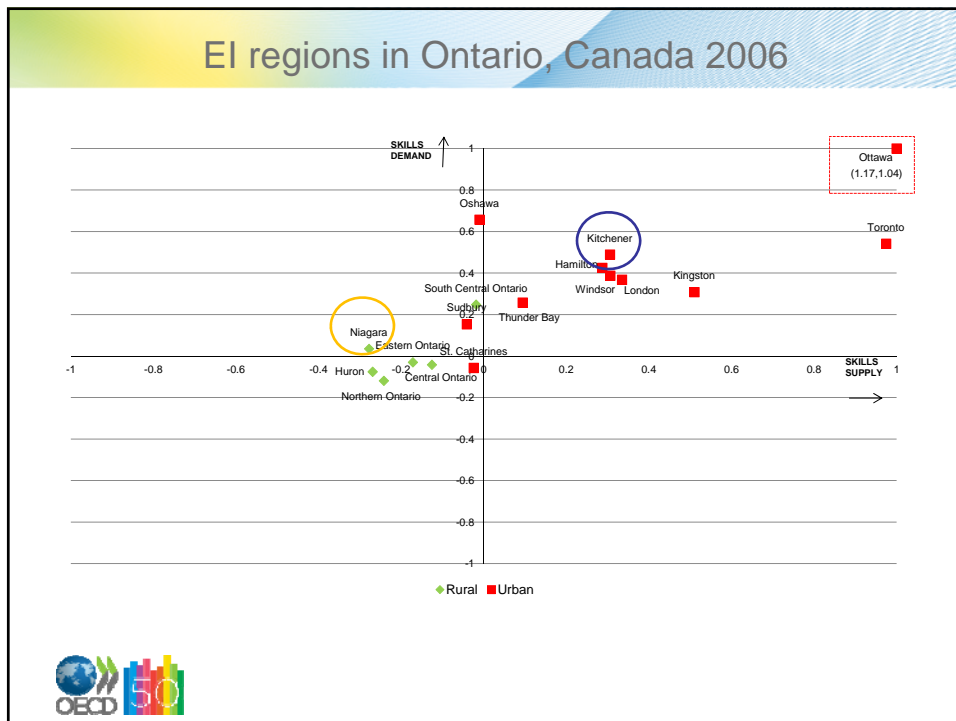
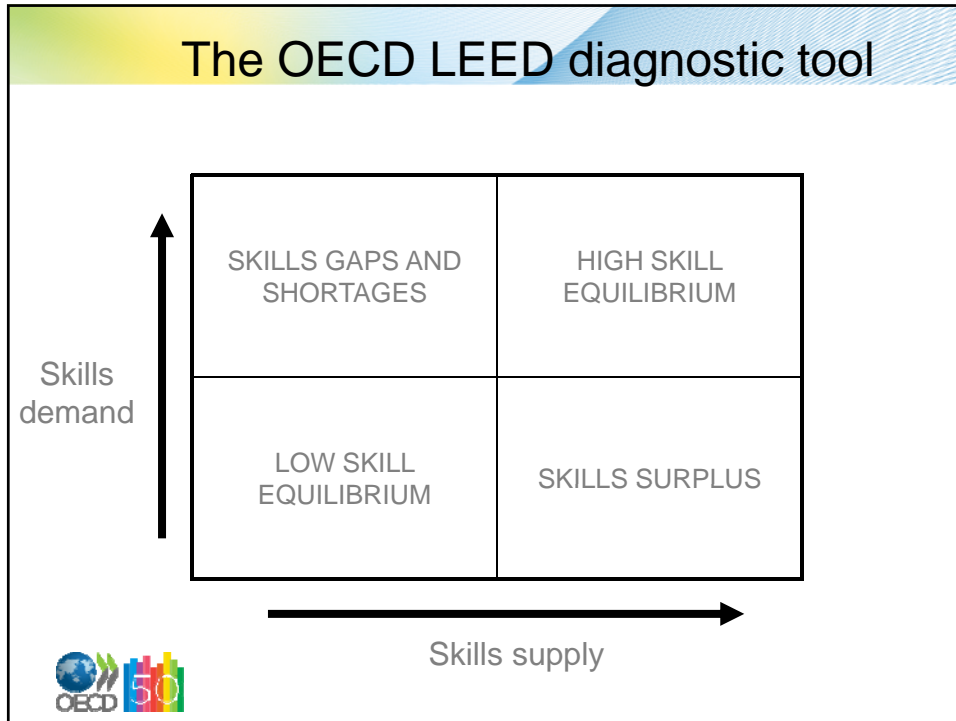
- To support economic growth, labour market/social policy must operate at both the economy-wide and local level
- This dual dimension is manageable with flexible policies (in both centralised and decentralised frameworks)
- There are ways to maximise both flexibility and accountability (making all stakeholders responsible for achieving results)

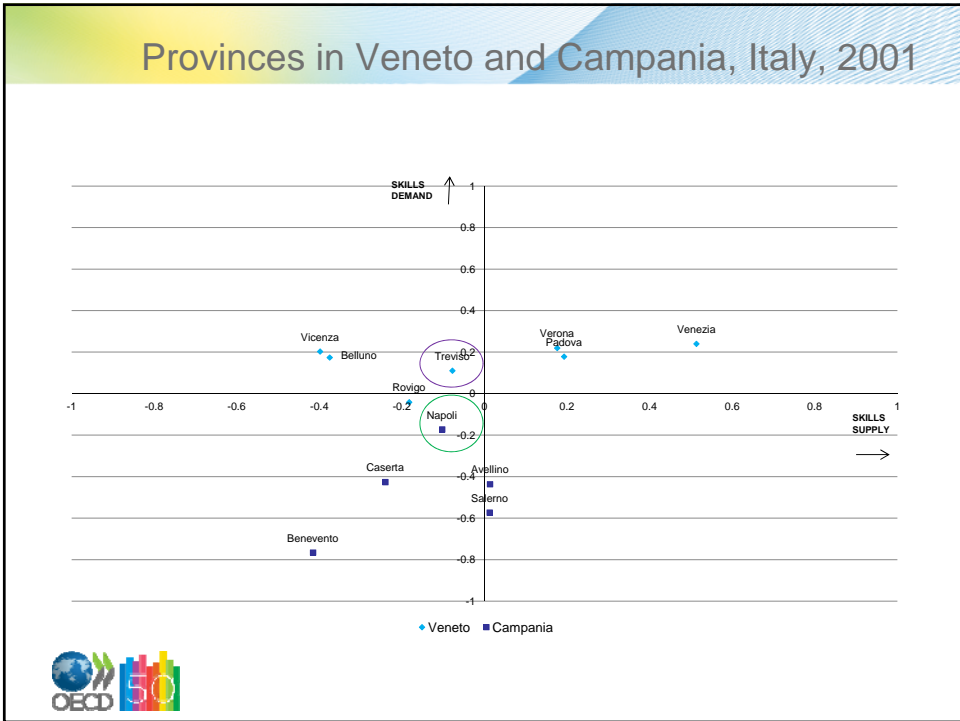
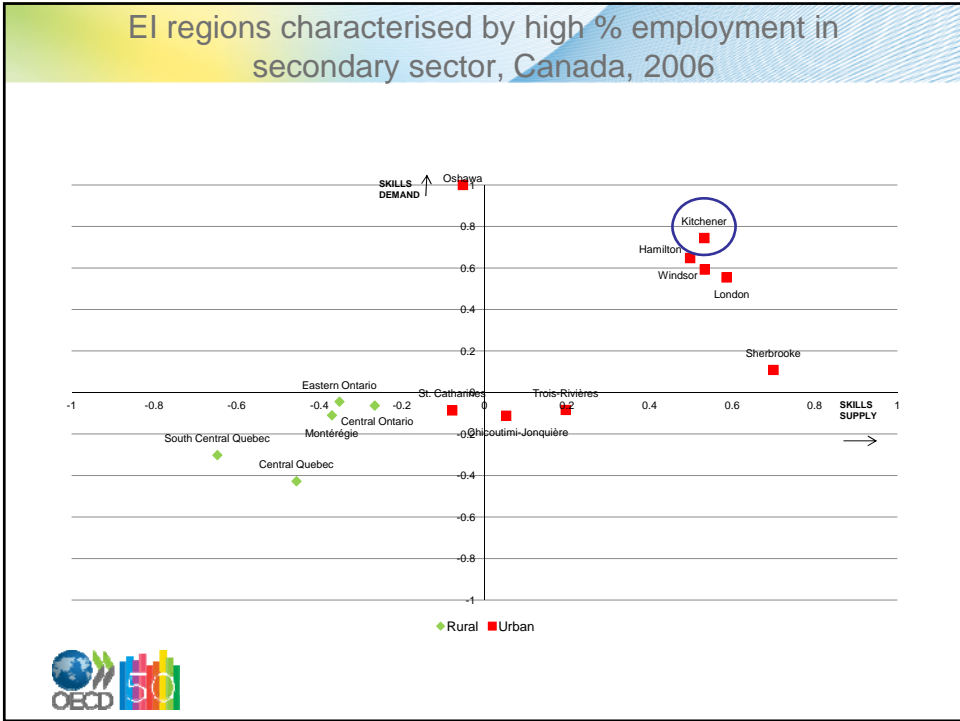


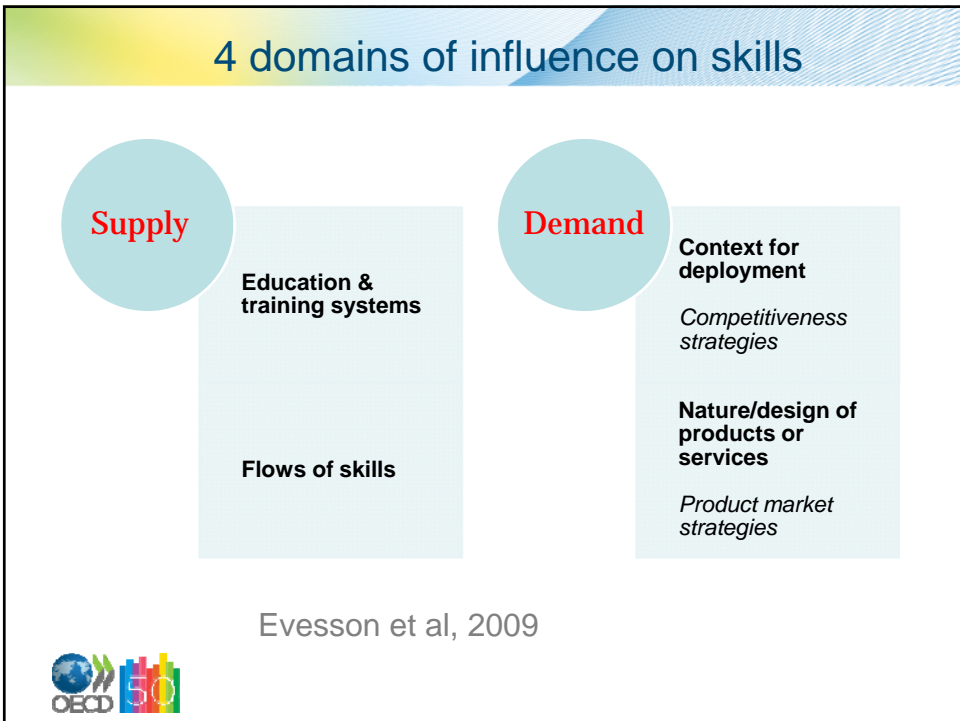
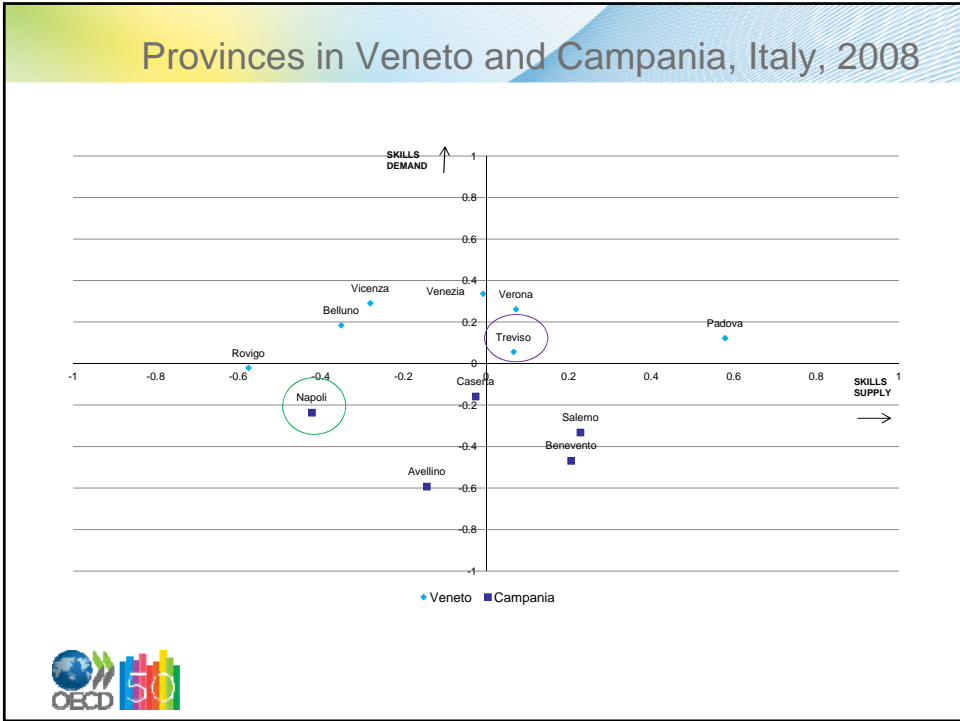
PART 2

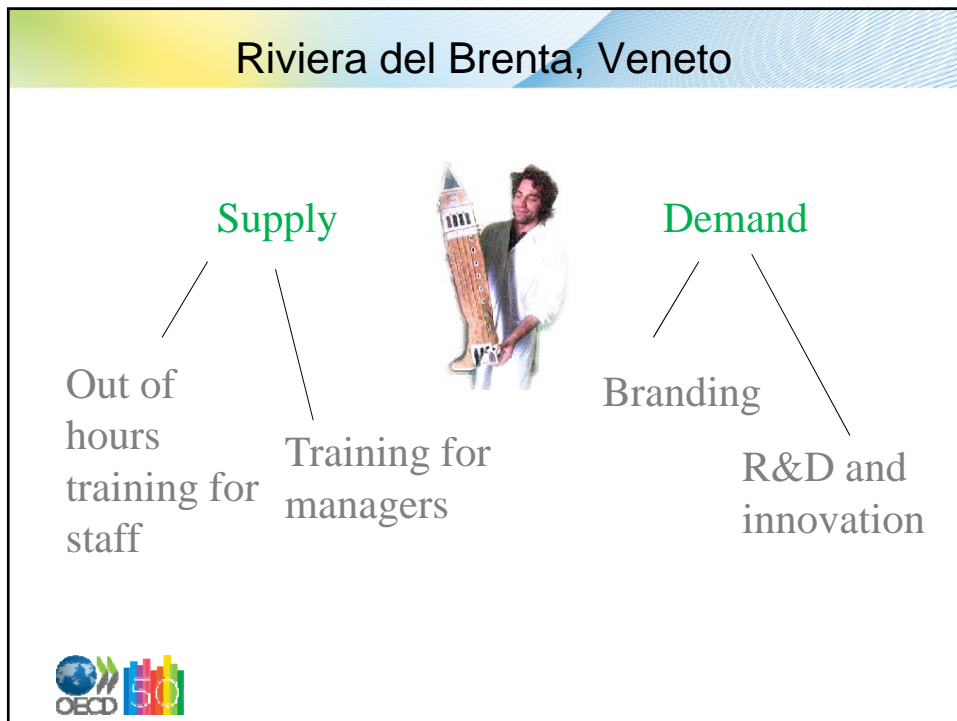
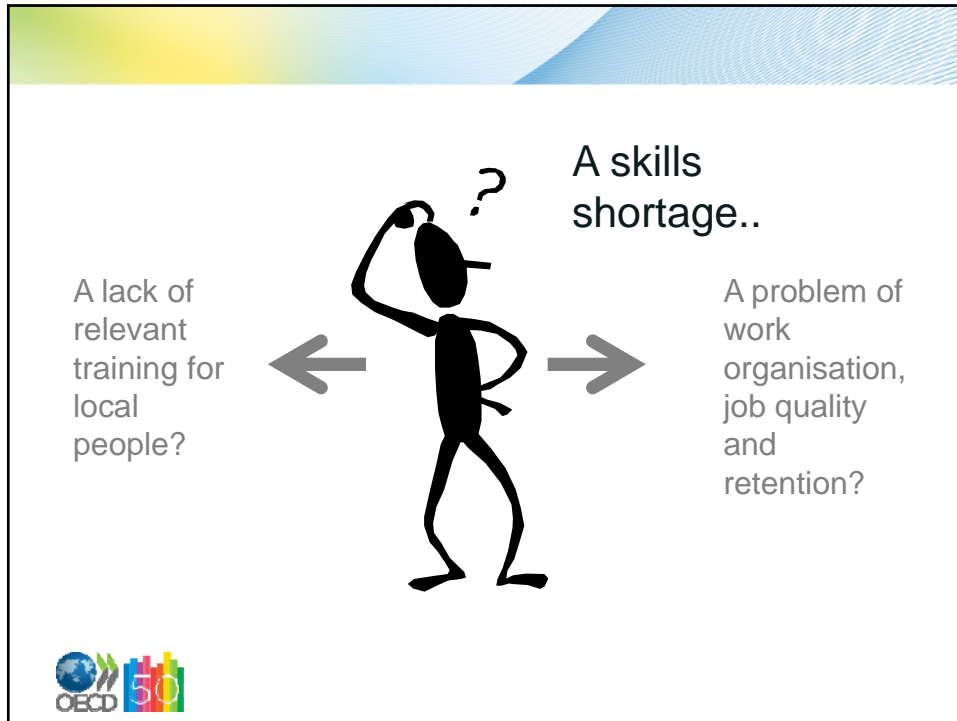
DEVELOPING BALANCED SKILLS STRATEGIES FOR MAXIMUM IMPACT ON JOB QUALITY

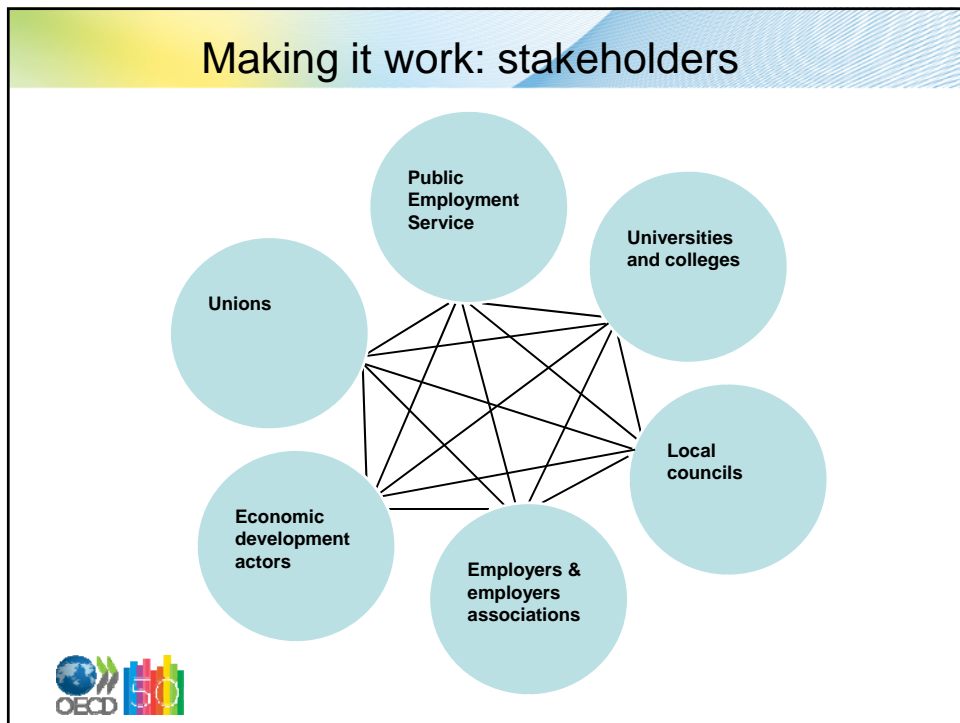
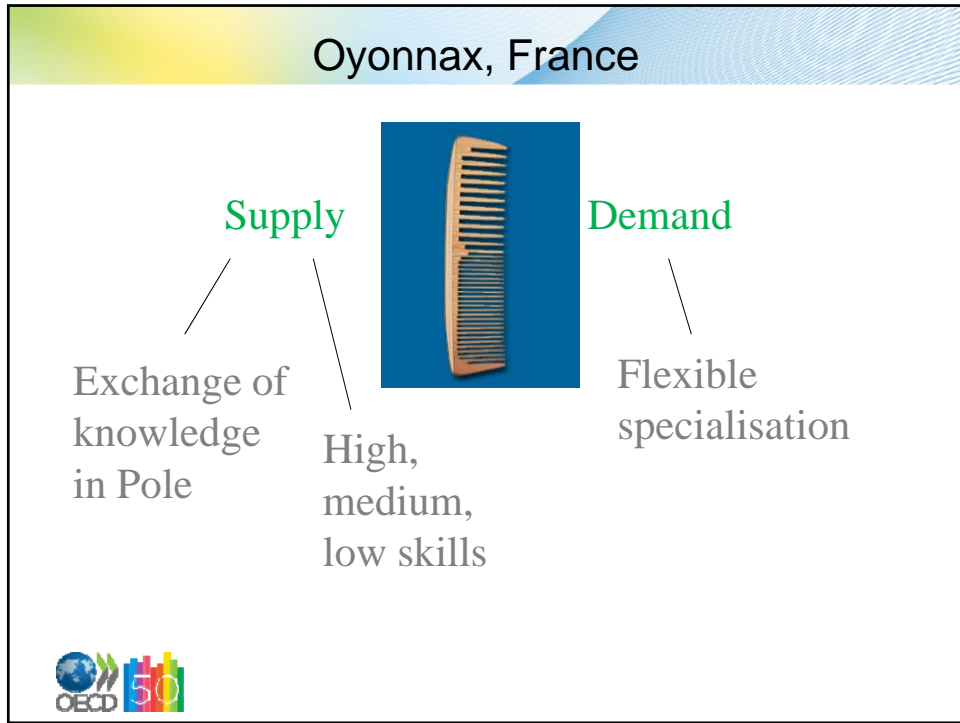






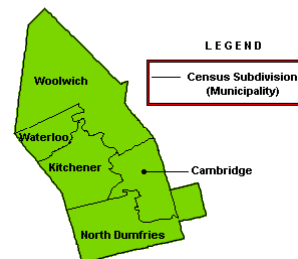






Making it work: strategies & governance

- From demand-led to 'shaping demand'
- Place-based or sector-based approach?
- Flexibility in delivery



The OECD Skills Strategy

- Ensuring an adequate supply of skills now and for the future
 - Issues: quality and quantity of output from education systems, immigration, upgrading of the skills of the existing workforce
- Optimising the productive use of skills
 - Issues: maximising participation, labour market information, recognition of qualifications, employer demand
- Effective steering and funding of skills systems
 - Issues: policy coordination, role of social partners, who should pay, operation of incentives

