

continued to improve student performance in reading. Despite these positive outcomes, significant skills challenges remain. Chile ranks in the bottom 20% of OECD countries for the skills development of youth and adults. The proficiency of 15-year-olds in literacy, mathematics and science in Chile is one of the lowest among the OECD countries, and Chile has a larger-than-average proportion of adults with low literacy and numeracy skills. Furthermore, around half of Chilean workers has only basic proficiency in problem solving skills in technology-rich environment.

The inclusiveness of skills development is also very weak, with Chile ranking in the bottom 20% among OECD countries. In Chile, there is a comparatively strong association between socio-economic status and student performance, and there is a large gender performance gap relative to other OECD countries.

There is also evidence of significant skills imbalances in the labour market. Qualification mismatch is very close to the OECD average; however, Chile has one of the highest prevalence of skills mismatch in OECD countries. Also, more could also be done to activate skills and improve the inclusiveness of the labour market, especially to increase the female employment rate.

Chile could also improve the intensity with which its workers use their skills. While the use of skills in workplaces has been increasing, it is still lower than in most OECD countries. This could partly be attributed to the limited adoption of high-performance workplace practices. Similarly, Chile performs in the bottom 20% in the strength of its innovation system, which is crucial to stimulate the use of skills.

Chile has taken important steps to respond to many of these challenges. For example, the government is piloting a National Qualifications Framework and is reviewing the national training and employment service (SENCE) to better target resources and to expand training opportunities in the light of increasing risks of automation. Also, the newly created Ministry of Science, Technology, Knowledge and Innovation aims to boost Chile's skills performance in STEM subjects.

Still, Chile could benefit from a renewal of its strategic vision for the future. In the context of rapid economic and demographic change, boosting everyone's skills will be critical for productivity, innovation and inclusive growth in Chile. A whole-of government approach is needed to achieve this aim.

Key recommendations for improving the performance of countries' skills system

Developing relevant skills over the life course: Making skills systems responsive

- Making each stage of learning a foundation for success in the next
- Enabling policies to support learning in adulthood
- Supporting teachers to become lifelong learners
- Financing adult learning
- Harnessing the power of technology as a tool for learning

Using skills effectively in work and society: Making the most of everyone's potential

- Make full use of everyone's skills
- Making the most of migrants' skills
- Activating skills to build more inclusive and cohesive societies
- Making intensive use of skills in work
- Aligning skills with the needs of the economy and society
- Aligning skills policies with industrial and innovation policies

Strengthening the governance of skills systems: Tackling increased complexity

- Promoting co-ordination, co-operation and collaboration across the whole of government
- Engaging stakeholders throughout the policy cycle
- Building integrated information systems
- Aligning and co-ordinating financing arrangements

Further reading

- OECD (2019), *OECD Skills Strategy 2019: Skills to shape a better future*, OECD Publishing, Paris, [//doi.org/10.1787/9789264313835-en](https://doi.org/10.1787/9789264313835-en).
- OECD (2019), *OECD Skills Outlook 2019: Thriving in a Digital World*, OECD Publishing, Paris, <https://doi.org/10.1787/df80bc12-en>.
- OECD (2018), *OECD Economic Surveys: Chile 2018*, OECD Publishing, Paris, https://doi.org/10.1787/eco_surveys-chl-2018-en.
- OECD (forthcoming), *Strengthening the Governance of Skills Systems*, OECD Publishing, Paris.

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