Discussing “The Future of Talent and Technology”

by Bruno Lanvin

Mariagrazia Squicciarini
Science, Technology and Innovation (STI)
mariagrazia.squicciarini@oecd.org

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Global Talent Competitiveness Index

Interesting approach, combining

- “an assessment of what countries do to produce and acquire talents (Input)”
- “and the kind of skills that are available to them as a result (Output)”.

Aims to help decision makers (including policy makers) to:

- better understand “how countries grow, attract and retain talent”
- “develop strategies for boosting their talent competitiveness”
- Measure “the ability of countries to compete for talent”.
The devil is in the details...

....And details matter for policy!

Changing e.g.:
- indicators considered & level of aggregation
- the way components’ scores are normalised
- the weight of these components

changes index, ranking & the policy.

"I'm here about the details."
MESSAGE 1 GTCI: Think beyond automation
A OECD taxonomy of digital sectors

2001-03

See DSTI/CIIE/WPIA(2017)2
MESSAGE 1 GTCI: Think beyond automation
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2013-15

ICT invest. intensity  Software invest. intensity  Robot intensity  Intermediate ICT goods  Intermediate ICT services  E-sales intensity  ICT specialists intensity

Agriculture  Agriculture  Water supply  Real estate  Agriculture  Construction  Agriculture

Minimum: Telecom, Financial services, Transport equip, Telecom, IT & info services, Food & beverages, Agriculture
Maximum: Telecom, Financial services, Transport equip, Telecom, IT & info services, Food & beverages, Agriculture

See DSTI/CIIE/WPIA(2017)2
Industries differ in their digital content... ....and so do skills

Average skill levels in digital and non-digital industries
31 OECD and non-OECD countries, 2012 or 2015

What is that employers are looking for?

Additional labour market returns to skills in digital intensive industries

31 OECD and non-OECD countries, 2012 or 2015

OECD work: Returns to management and communication task intensity of jobs: the ICT bonus, 2012 or 2015

MESSAGE 4 GTCI: Educational and employment policies must adapt to the transformational changes of the fourth industrial revolution.

OECD work: How is training associated with skills, gender and routine task intensity?

Source: OECD calculations based on PIAAC data, September 2017.