



Discussing
**“THE FUTURE OF TALENT
AND TECHNOLOGY”**

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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:

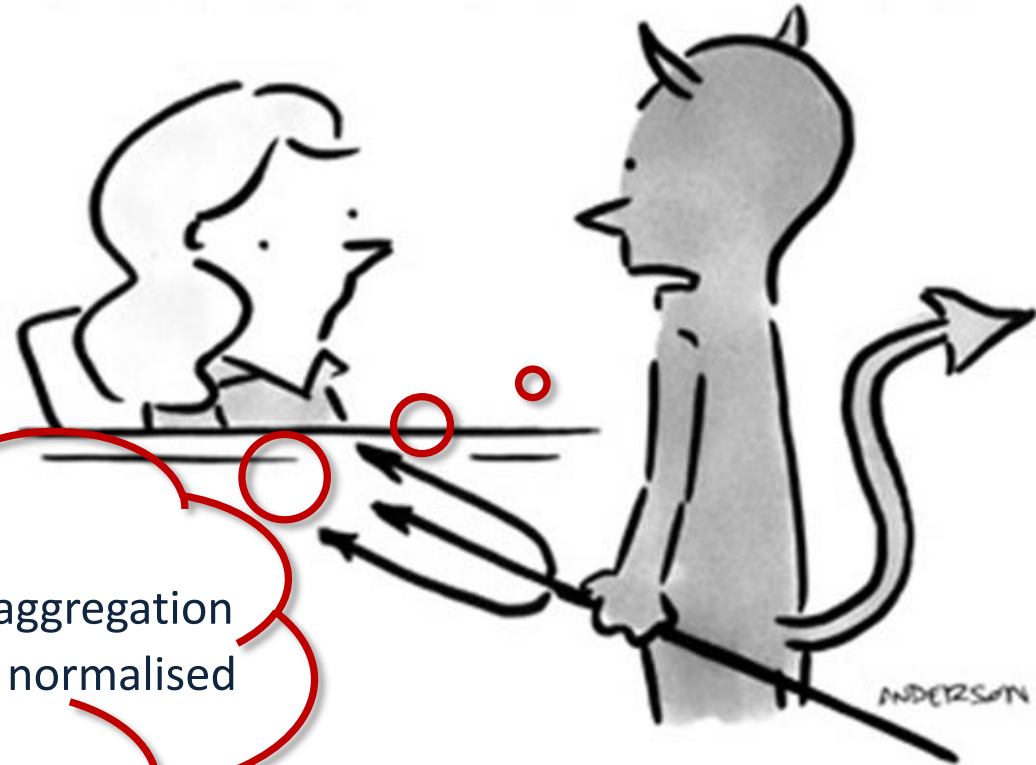
- ❑ better understand “how countries grow, attract and retain talent”
- ❑ “develop strategies for boosting their talent competitiveness”
- ❑ Measure “the ability of countries to compete for talent”.

The devil is in the details...

....And details matter for policy!

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Changing e.g. :

- indicators considered & level of aggregation
 - the way components' scores are normalised
 - the weight of these components
- changes index, ranking & the policy.

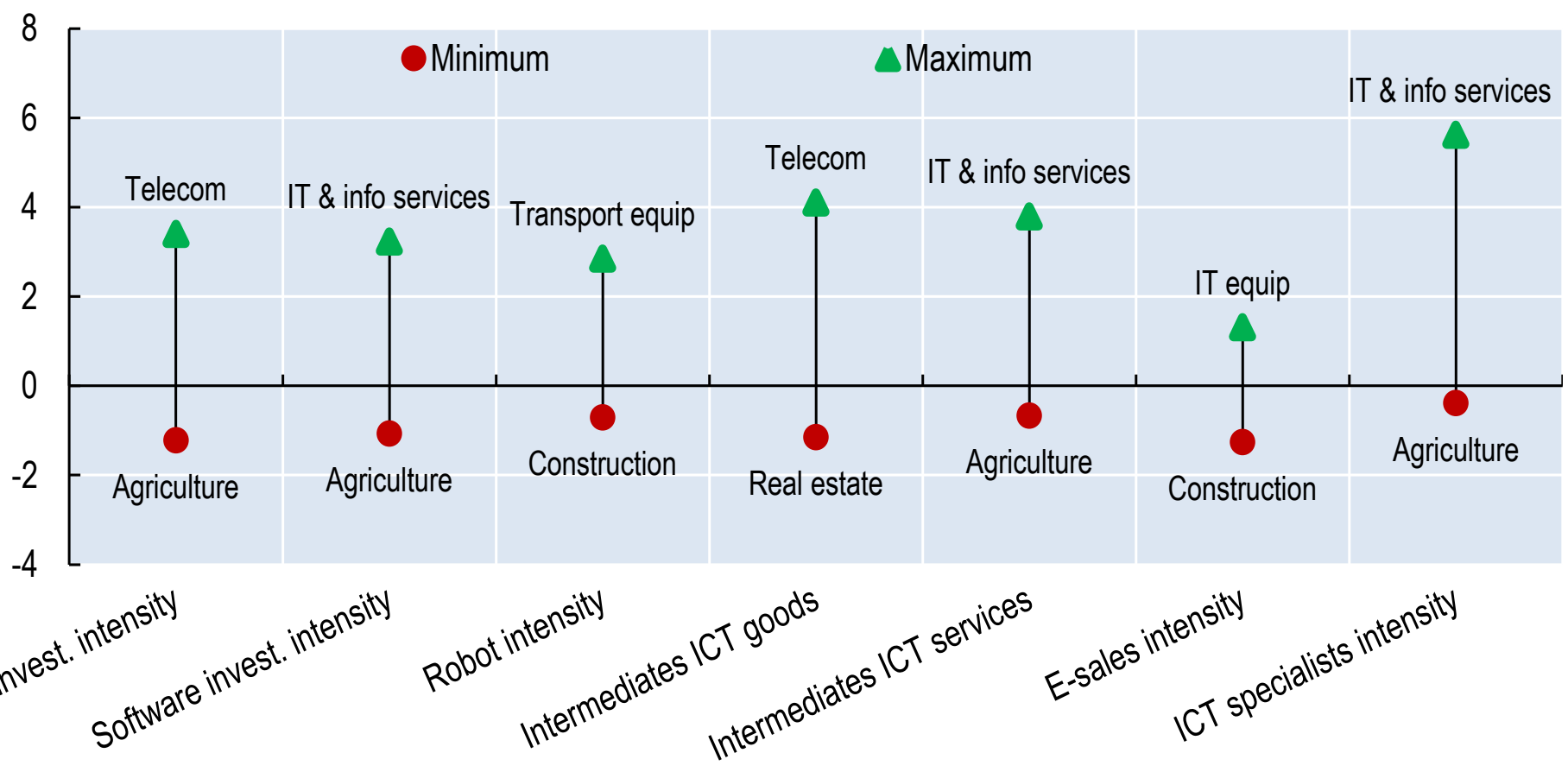
"I'm here about the details."

MESSAGE 1 GTCI: Think beyond automation

A OECD taxonomy of digital sectors



2001-03

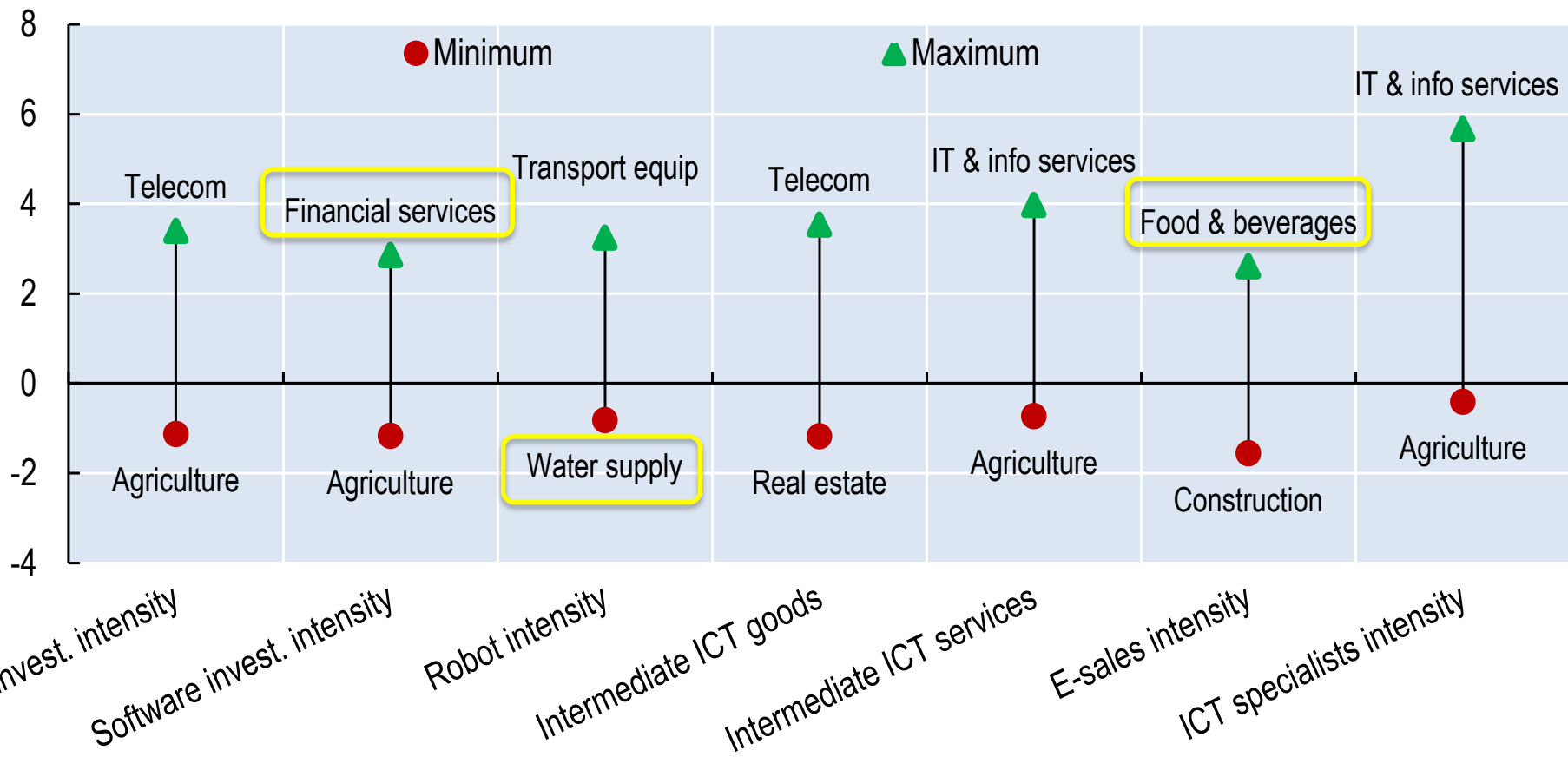


MESSAGE 1 GTCI: Think beyond automation

A OECD taxonomy of digital sectors



2013-15



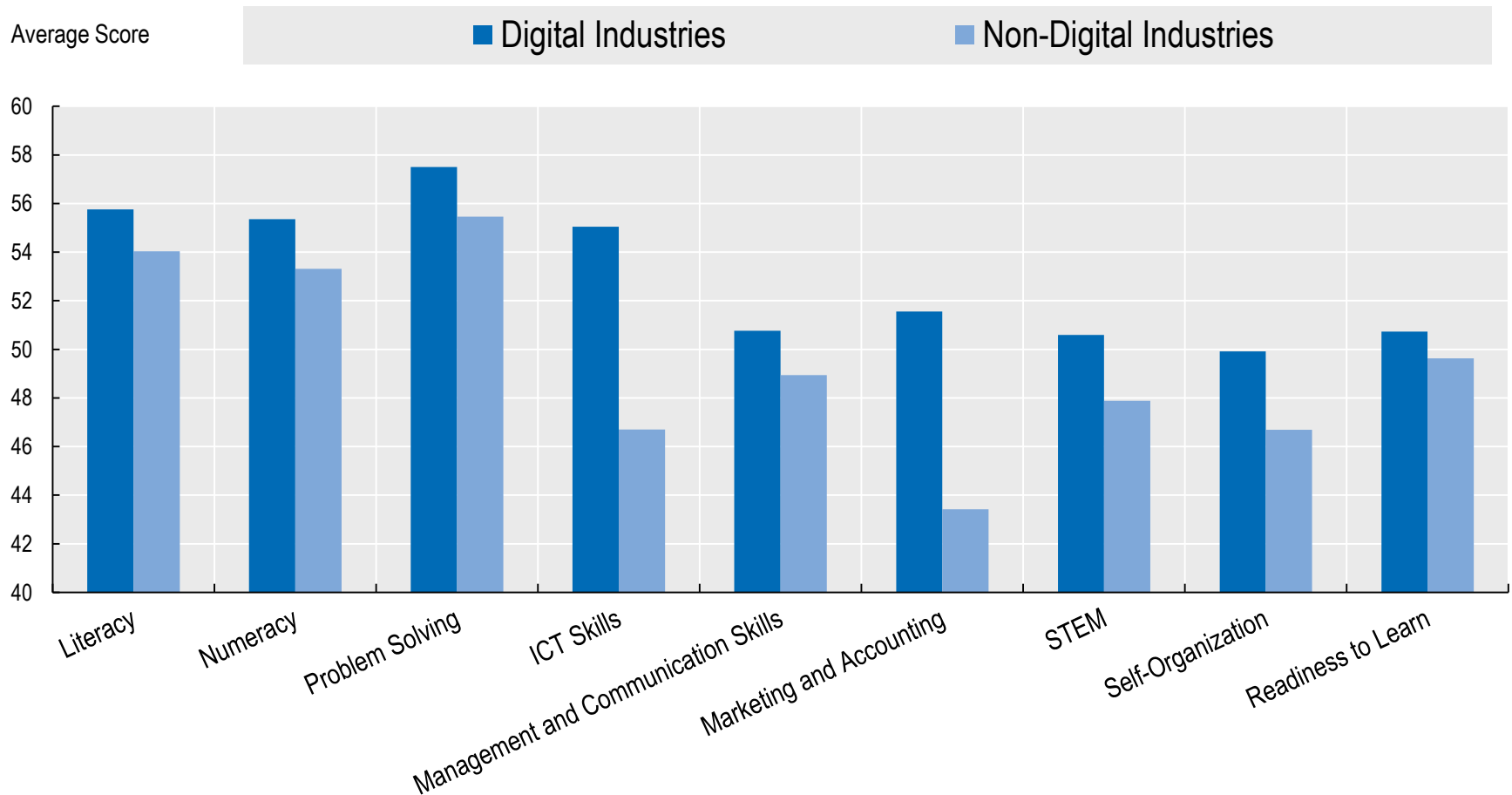
Industries differ in their digital content...



.....and so do skills

Average skill levels in digital and non-digital industries

31 OECD and non-OECD countries, 2012 or 2015

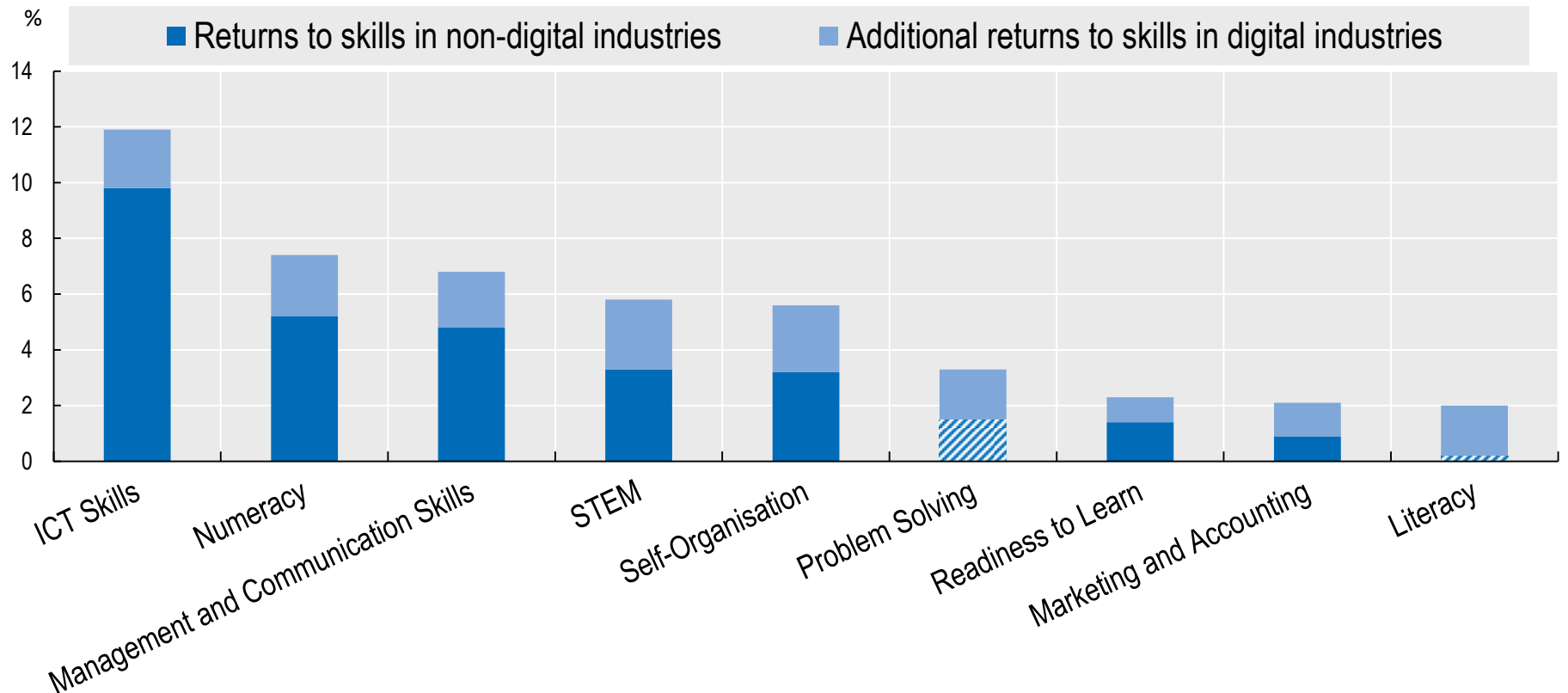


Source: OECD Science, Technology and Industry Scoreboard 2017, OECD Publishing, Paris (forthcoming).

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

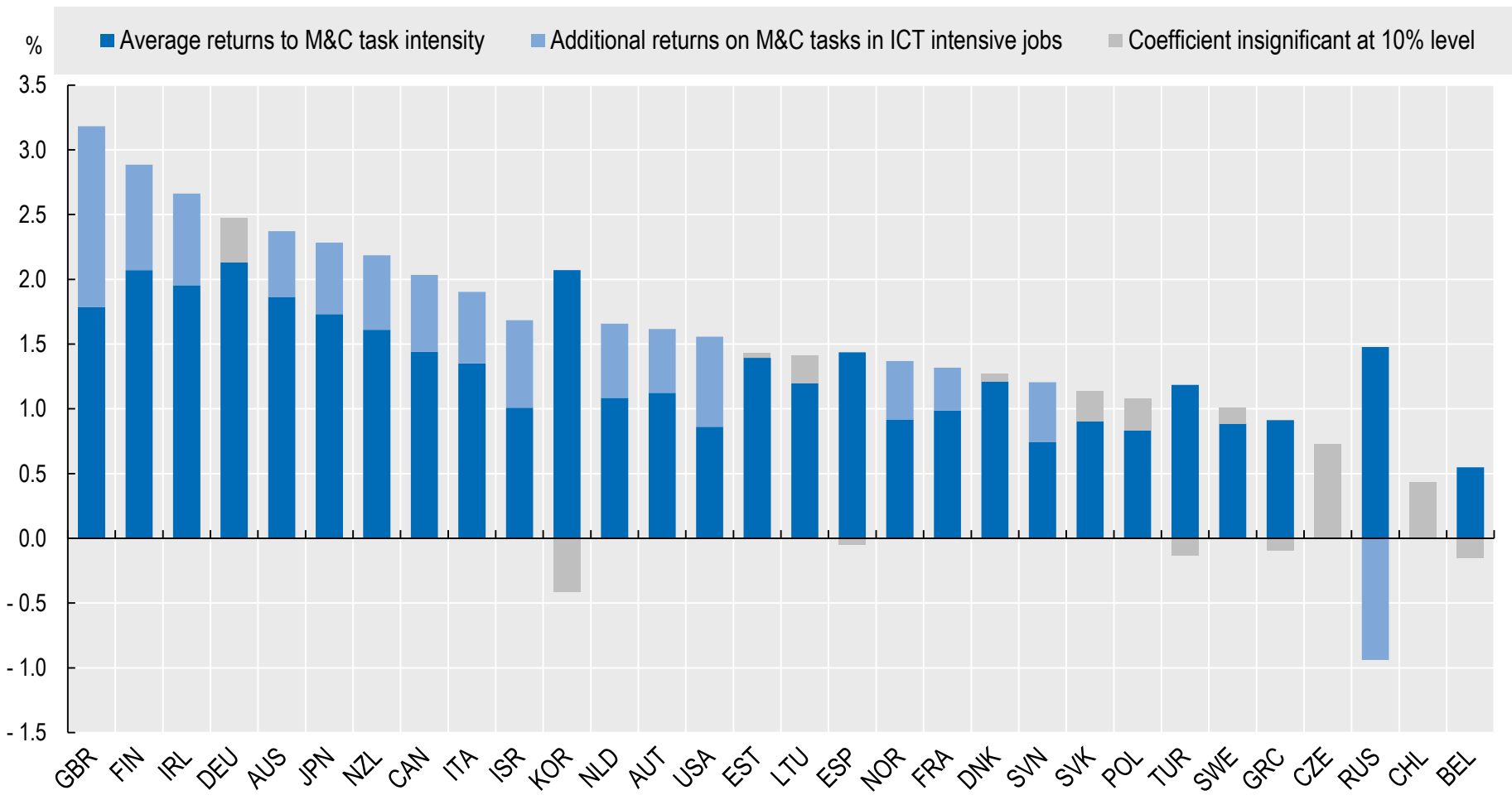


Source: OECD Science, Technology and Industry Scoreboard 2017, OECD Publishing, Paris (forthcoming).

MESSAGE 3 GTCI: Technical skills PLUS social/project competence is the new talent profile



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

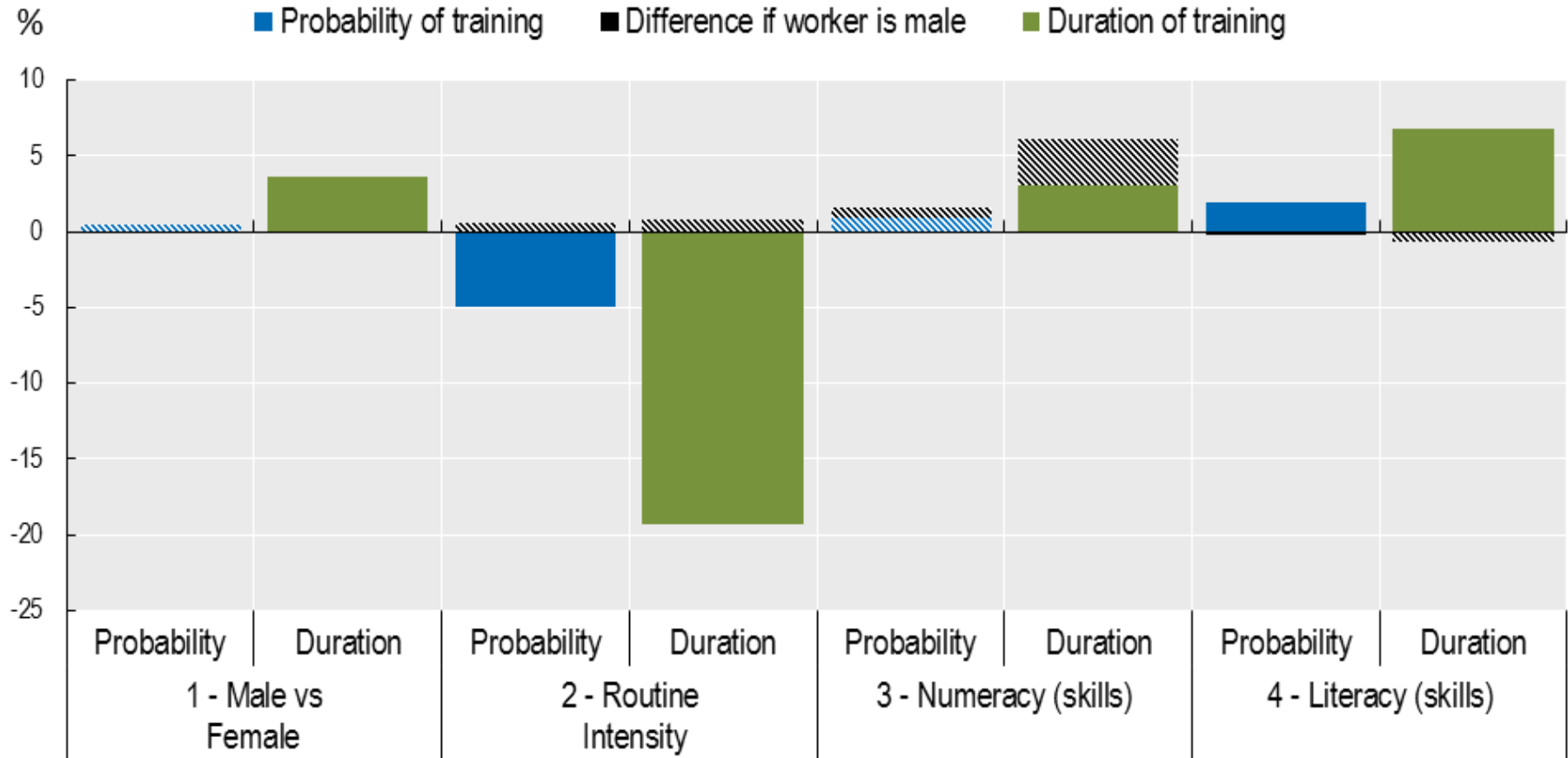


Source: OECD Science, Technology and Industry Scoreboard 2017, OECD Publishing, Paris (forthcoming).

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.