

SKILL TRENDS: SOME GOOD NEWS, SOME BAD NEWS AND A BIG IDEA

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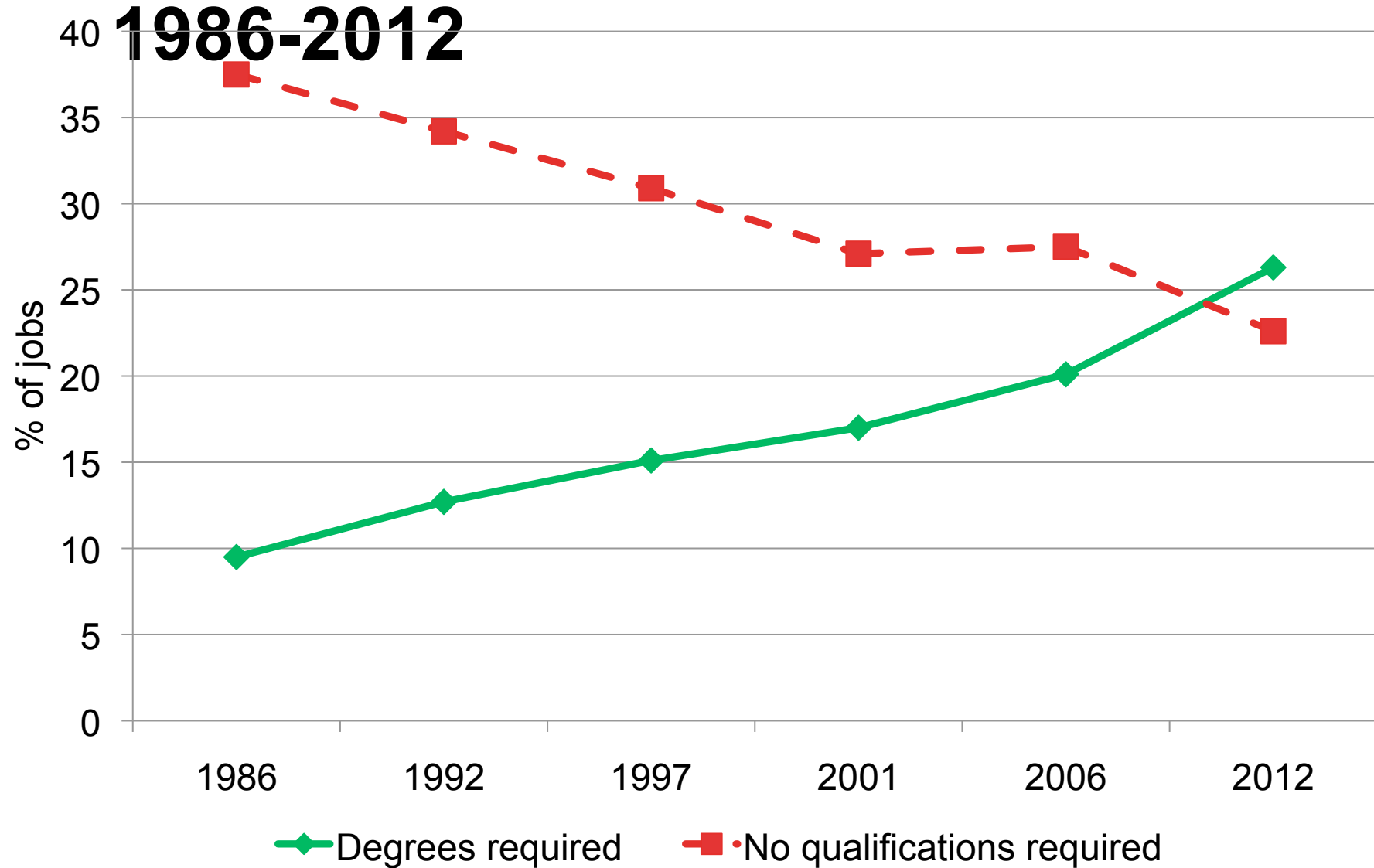


Primary Data Sources

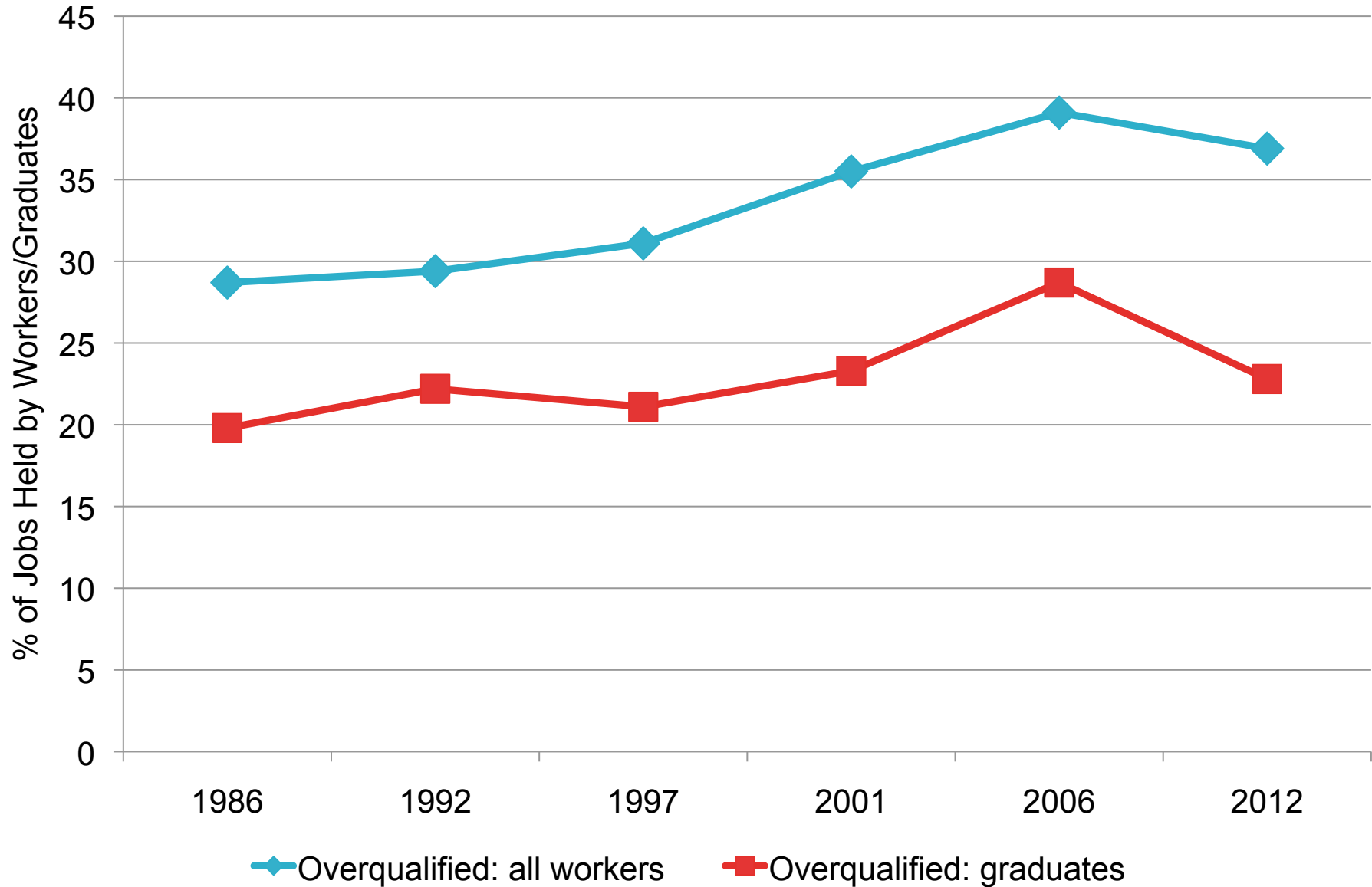
Date	Survey	Sample Size
1986	Social Change & Economic Life Initiative	4047
1992	Employment in Britain Survey	3855
1997	Skills Survey	2467
2001	Skills Survey	4470
2006	Skills Survey	7787
2012	Skills and Employment Survey	3200

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Qualification Required Trends, 1986-2012



Over-qualification Rates





OECD Skills Outlook 2013
FIRST RESULTS FROM THE SURVEY
OF ADULT SKILLS

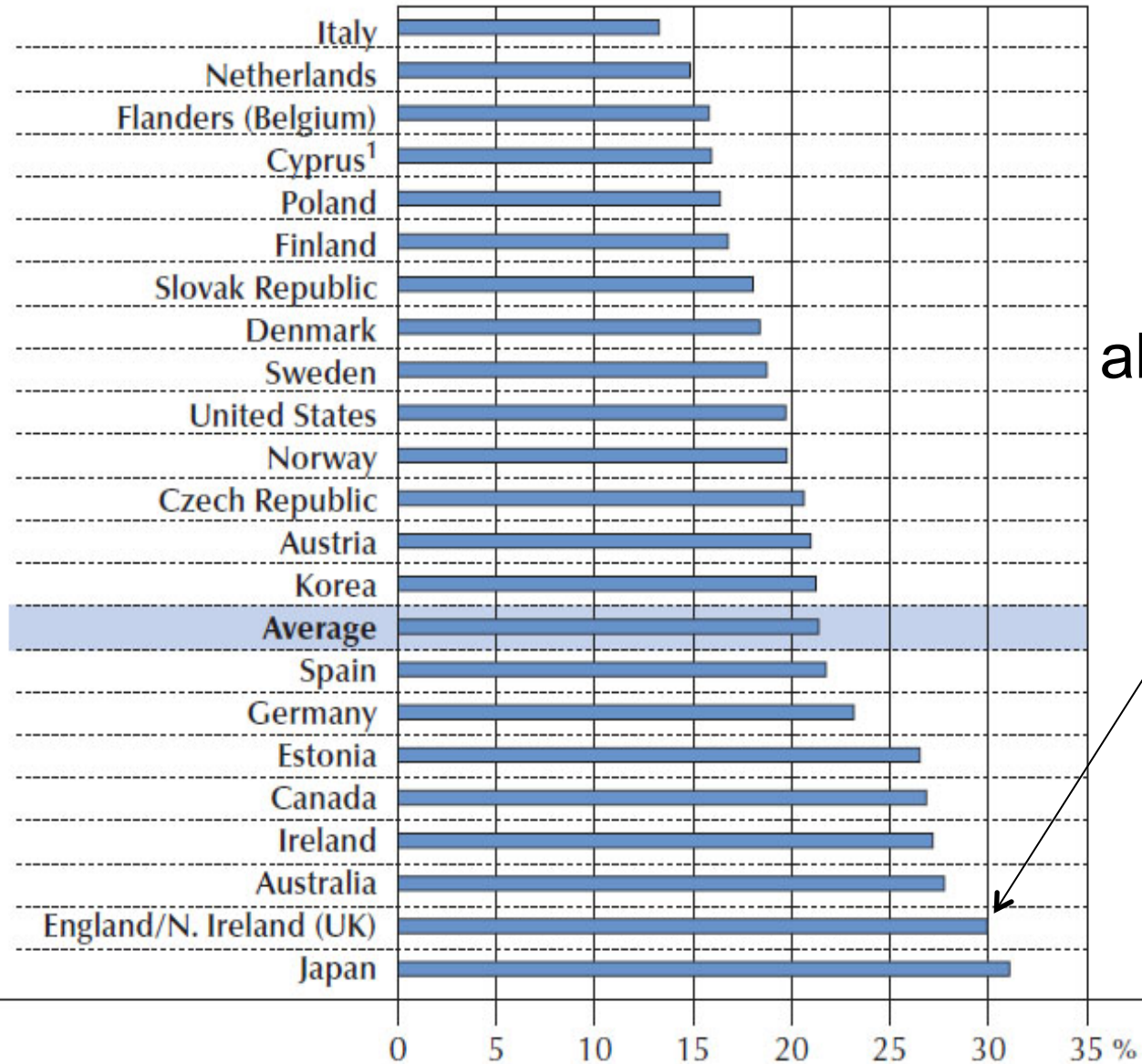
How does the UK compare?



- OECD survey of 166,000 adults aged 16-65 in 25 countries
- Conducted in 2011-2012
- England & Northern Ireland took part (approx UK)
- Wales and Scotland did not take part

Incidence of over-qualification

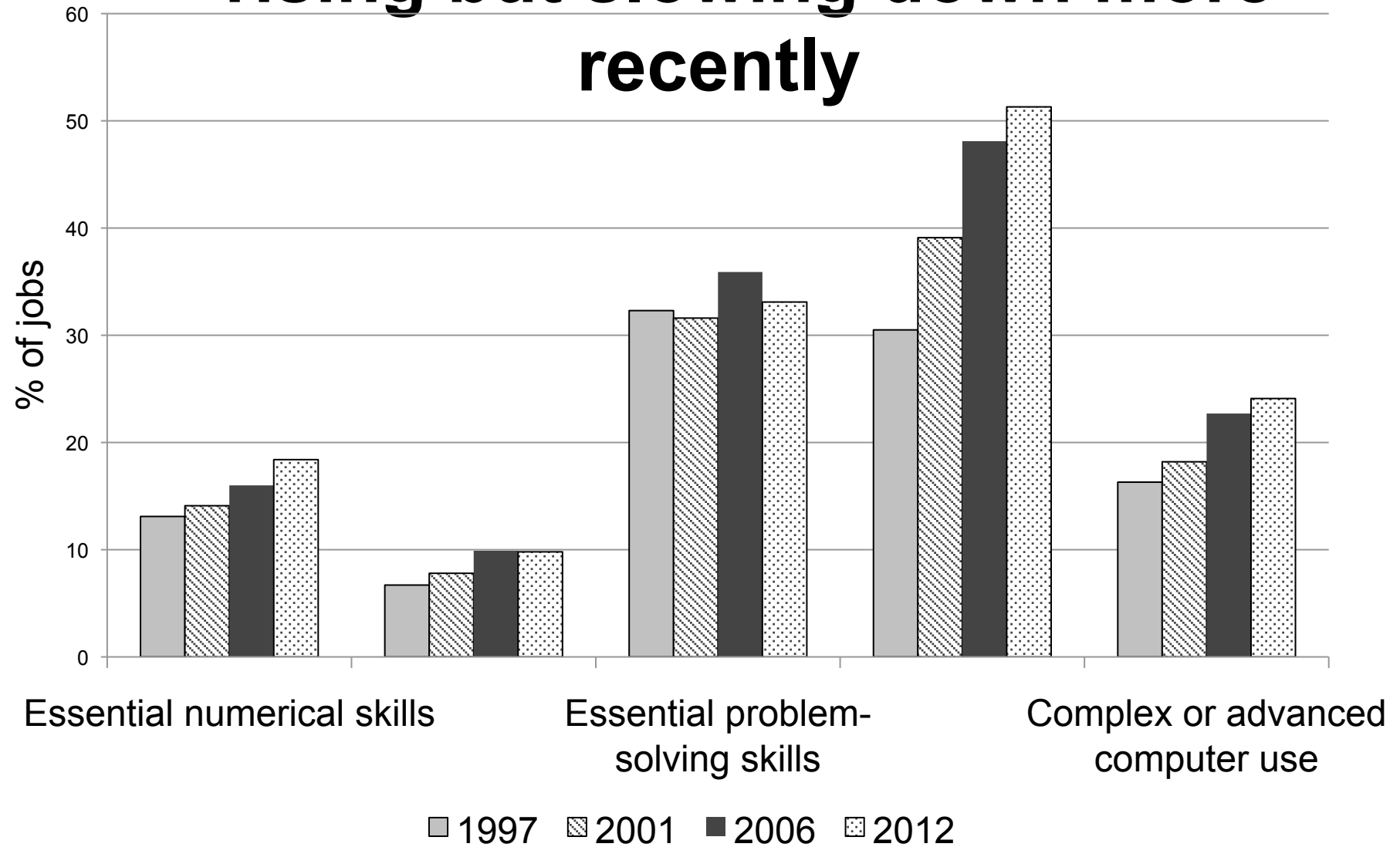
Percentage of workers whose highest qualification is higher than the qualification they deem necessary to get their job today



Over-qualification above average in UK

Generic Skill Change, 1997-2012

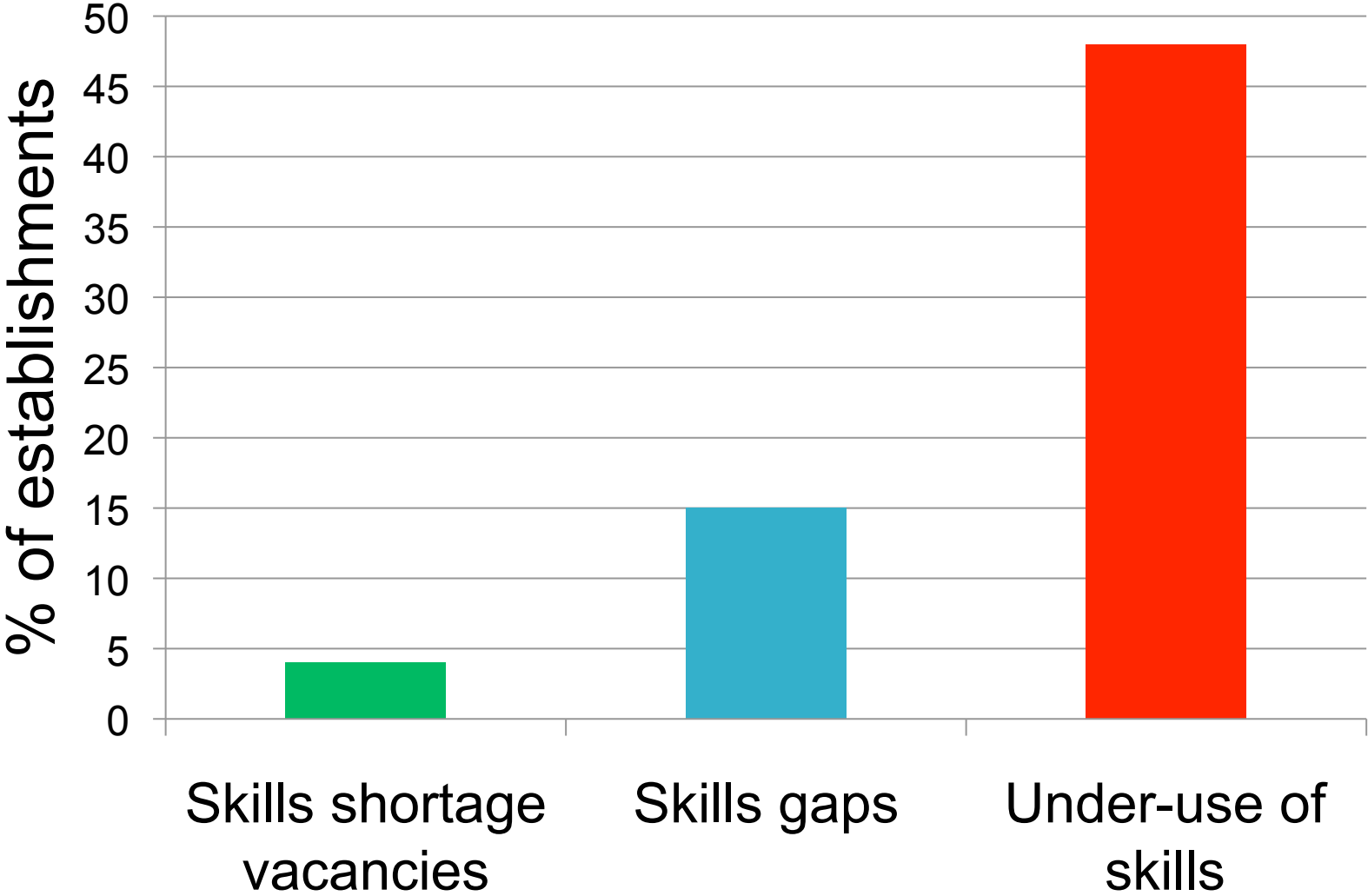
– rising but slowing down more recently



Good News and Bad News

- Good news: calls for employers to make better use of qualifications are being heeded
- Over-qualification rates have fallen
- Yet, the evidence of continued upskilling across a wide range of skills indicators is mixed
- So: still more needs to be done to stimulate increased ambition by employers to move up the skills ladder

Big Idea: Focusing on Supply is Not Enough



Source: UKCES Employer Skills Survey 2013

Giving Say's Law a Helping Hand

- Closing off the 'low road' to production e.g., raising the minimum wage, adopting the Living Wage
- Paving the 'high road' to production e.g., using public procurement to drive up skills use, promoting greater employee involvement at work
- Celebrating 'high roaders' e.g., widening the focus of IIP, develop celebratory lists such as *The Sunday Times Top 100 Companies*

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