

Skills Mismatches

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Outline

- Different dimensions of underemployment
- Qualification and Skills Mismatch study
- Survey responses
- Survey Challenges
- Our Future Works

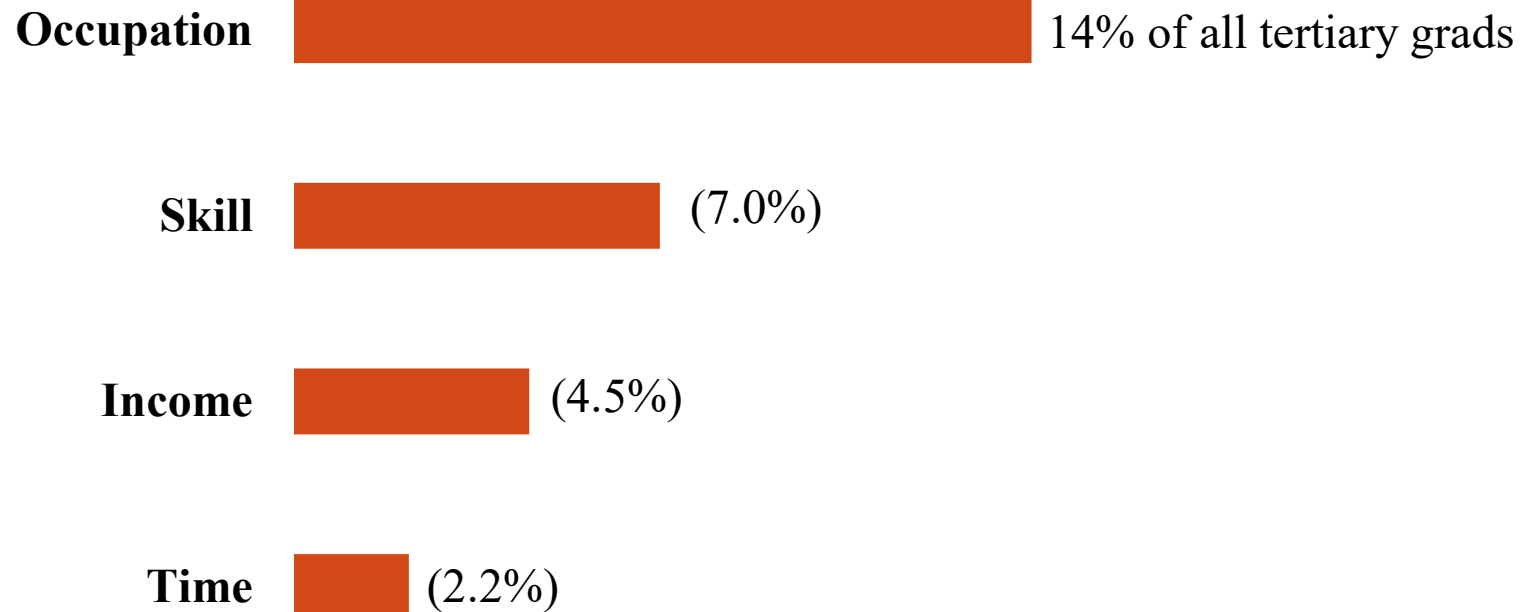
What are the different
dimension of
Underemployment

Different dimensions of underemployment

- Time
 - In Part-time, and willing and available to work more hours
- Skills
 - In employment, but unable to utilize their skills, experiences on the job
- Income
 - Earning below a certain wage threshold
- Occupation
 - Graduates in non-PMET jobs

Occupational underemployment is most prevalent among tertiary graduates

Underemployed tertiary graduates



While there could be instances where graduates were in various dimensions of underemployment, this is not common.

Percentage among all underemployed tertiary graduates

Occupation

Occ only:
45%

Occ-Income:
11%

Time

Time only: 5%

Time-Occ: 2%

Time-Occ-Skill: 1%

Skill

Skill only: 23%

Skill-Occ: 3%

Skill-time: 2%

Income

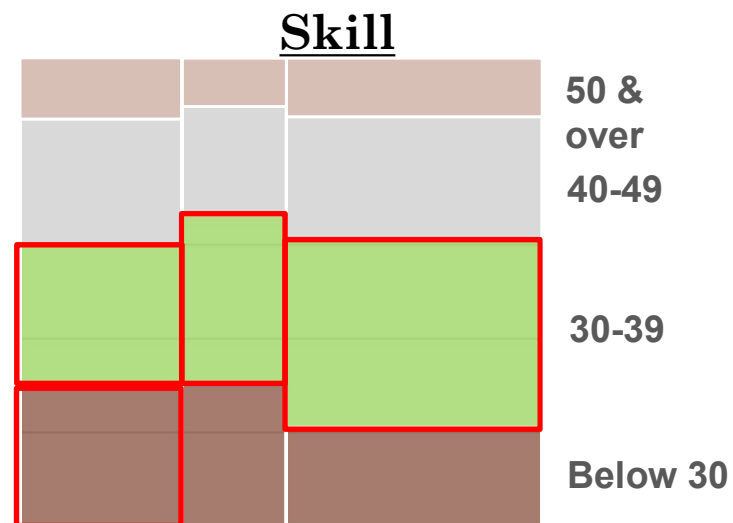
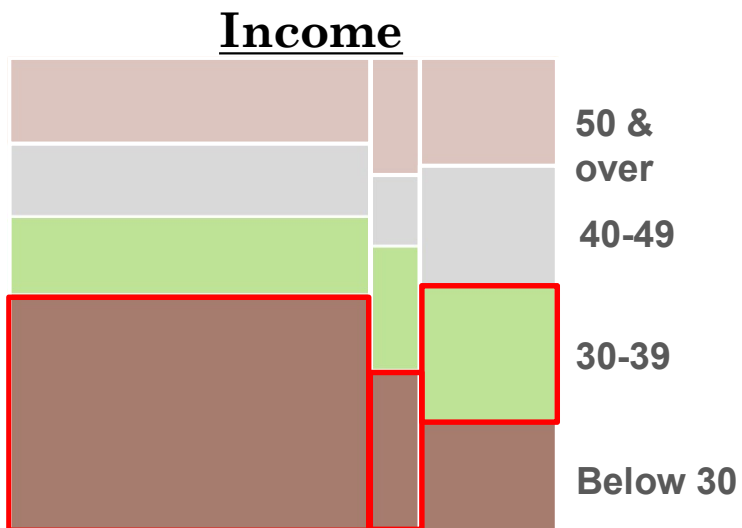
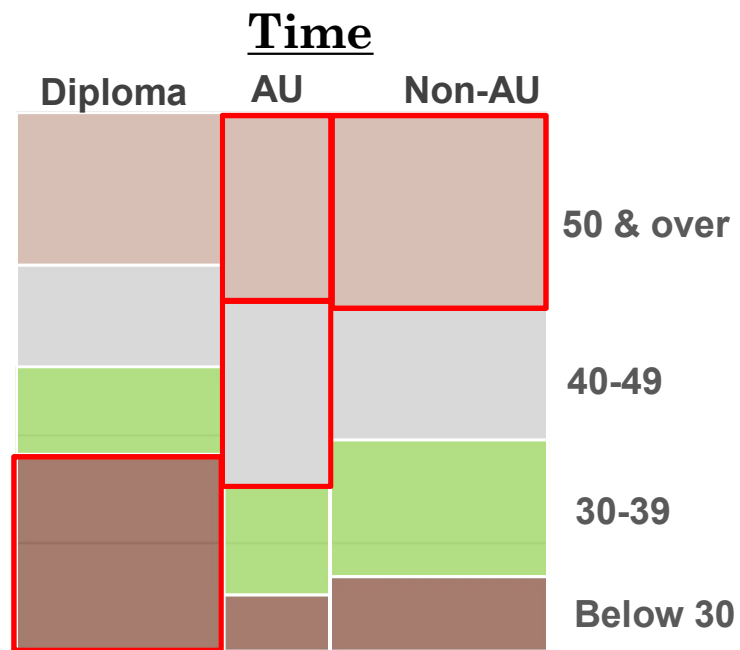
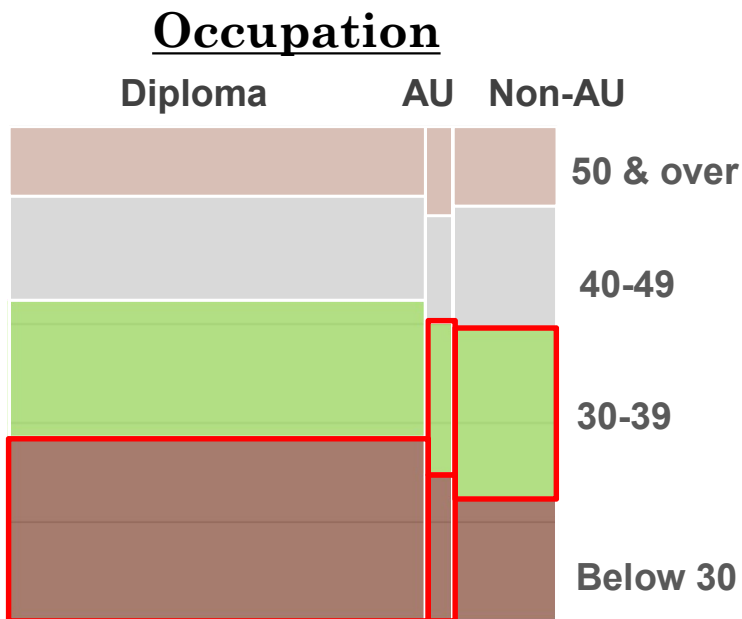
Income only: 6%



Income-skill: 1%

Income-occ-skill: 1%



Who were most at risk





If we wished to assuage ‘angst and worry’, then of the measures of underemployment presented (Occupation, Income, and Skill), skill underemployment would be the focus, as it stands out as the sole measure that is wholly self-reported. It gives the most direct insight into the individual’s own perception about his situation.

Qualifications and Skills Mismatch Study

Qualifications and Skills Mismatch Study

- Measure qualifications and skills mismatch among employed residents
- How questions may be misinterpreted (eg persons in particular occupations or industries)
- Any respondent-specific situations which may not be catered in the survey questionnaire
- Identifying areas for improvements (Eg, questions, wording, sequence, instructions, etc)

Survey Definitions

In employment

Actively seeking and available to work

Is doing so because they want to better utilize their skills.

Although self-reported, the classification of skills related underemployment is accompanied by an objective action to look for alternative employment, so that it is not loosely interpreted.

Only when we are satisfied that respondents are actively seeking to change jobs and the reason for this change is to better utilize their skills do we consider an individual skills-related underemployed.

Survey Questions Structure

Occupation Details

Level of qualification

- Major field of study
- Related field of study to their tasks and duties

Experience

- Minimum Length of work experience
- Actual Length of work experience

Skills

- Importance of the skills required
- Level of skills
- Own level of skills

Survey Responses

Proxy vs Actual Respondent

- Similar or related occupation or nature of work can be easily answered by proxy
- Seniority and years of experience in industry
- Incomplete Skills information as compared to qualification and years of experience

Misinterpretation & Misconception

- Mixed up between skills and qualification (Skills learned via training could attain certain qualification)
- Overlapping skills in some of the jobs (eg communication and customer handling skills)
- Interpretation and depth of understanding is a challenge for those with lower education
- Classification of skillsets (eg Analytical Thinking, Coaching, etc)

Survey Challenges

What are some of the challenges?

- Privacy concern as proxy unwilling to share members' contact
- Relationship between skills and qualification. Definition and explanation needs to be clear to respondents and interviewers
- Survey fatigue (Length of questionnaire, intensive recalling)
- Senior Citizens, lower education and language barrier

What are some of the challenges?

- Time spent in explaining of each of the skills definition
- Too wording in some of the definitions

What are some of our future works?

Individuals Gap of Skills Mismatch

- Skills Future Framework that maps to occupations
- Awareness on what are some of the skills that could be relevant to the job
- What are some of the skills that an individual may think that they are lacking in for the job
- What are some of the skills that the individuals to provide other skills that they perceive to be relevant

Survey Approach and Available Sources

- Targeted Respondent instead of obtaining through proxy
- Job Banks, Education Information, etc that could help in our future work
- Guided and predictive platform for survey respondents and interviewers