

Skills mismatch agendas under productive development policies (PDPs)

Virtual expert group meeting on human capital formation in the Caribbean

Monday 11 November 2024



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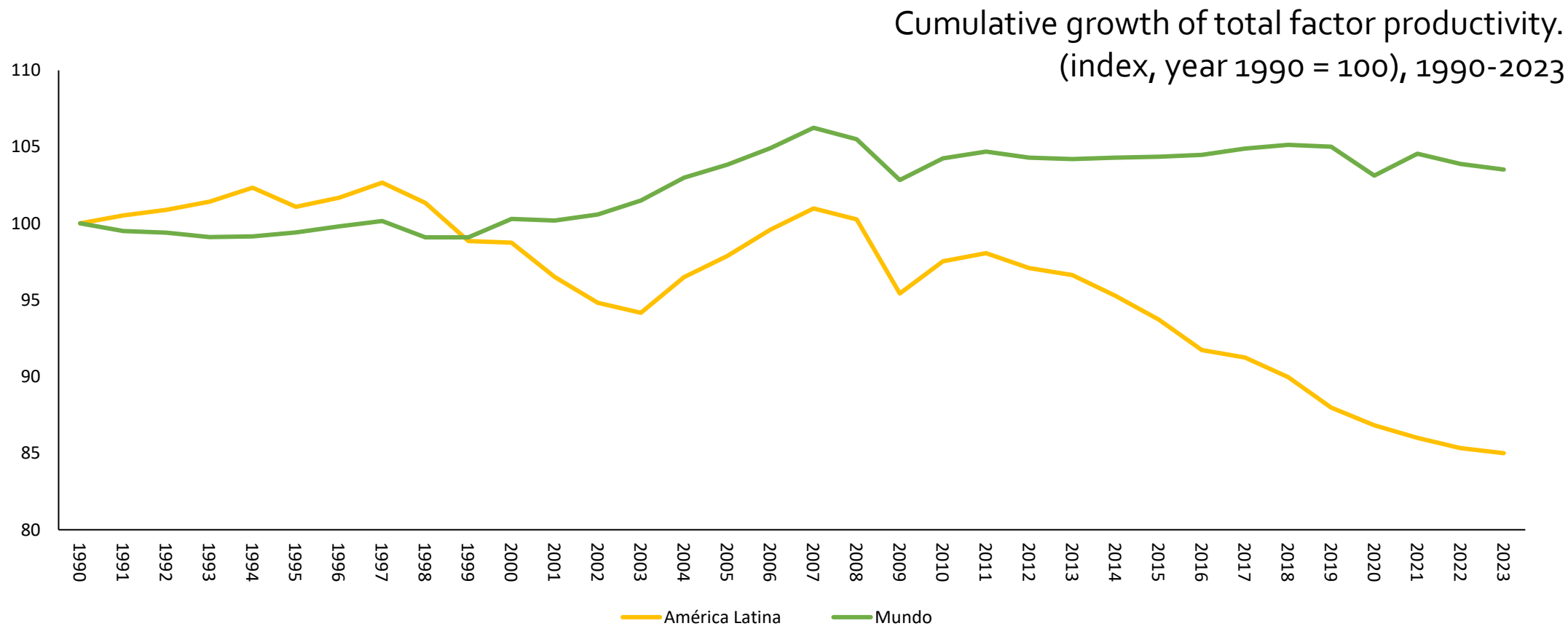
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Director

Division of Production, Productivity and Management



One the main reasons behind LAC's poor growth performance is a stagnant and even declining productivity



Fuente: The Conference Board. Total Economy Database™ - Data. Accedido Noviembre 2023.



New ECLAC's vision for PDPs efforts

1

PDPs could apply to any sector of the economy, not just the manufacturing industry.

2

PDPs are seen as collaboration between the public sector, the private sector, academia and civil society to identify and address bottlenecks and implement strategies to transform economies.

3

Work is undertaken in a coordinated manner in multiple areas

4

The use of instruments such as incentives is not ruled out a priori

5

Local stakeholders play a greater role, in a bottom-up approach that complements top-down approaches

6

Cluster initiatives approach as an effective way to organize PDPs efforts.

7

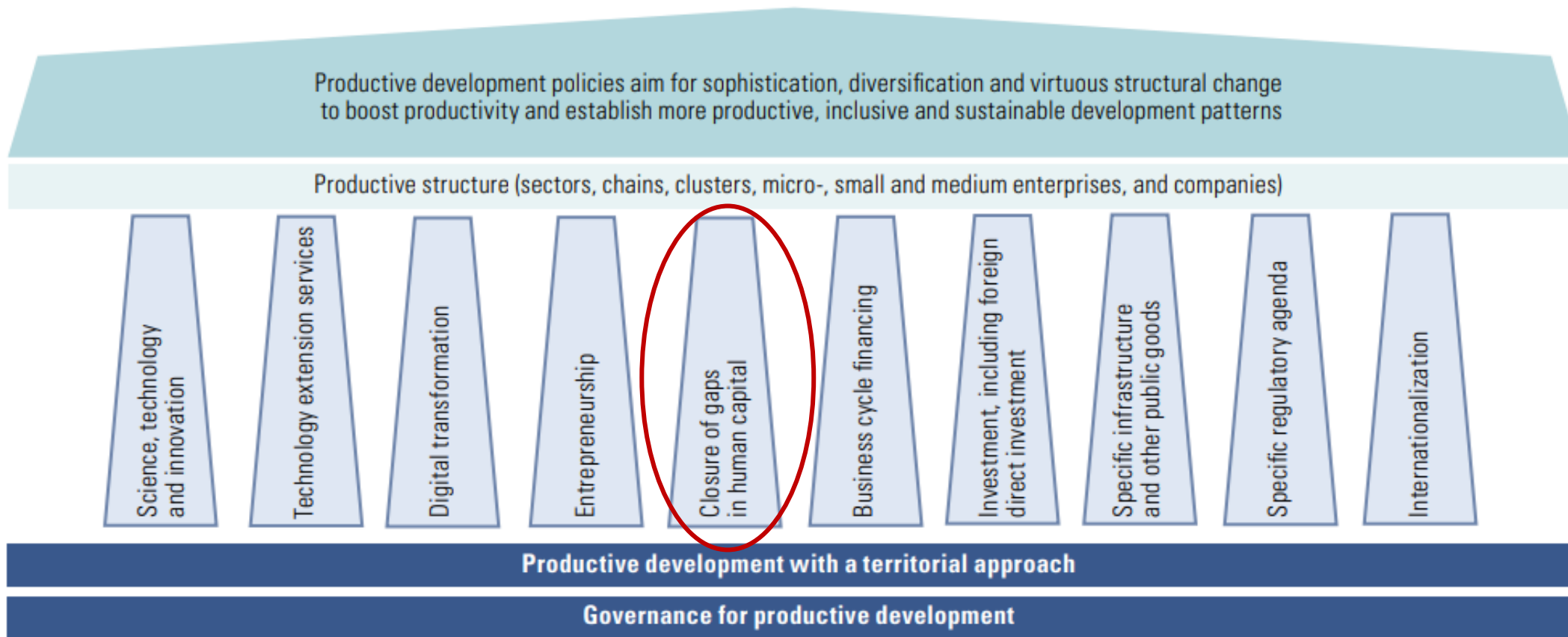
An experimentalist governance approach is adopted, in which policy management is understood as collaborative and iterative processes

8

Policies are envisaged with a focus on internationalization



LAC countries and their territories need to scale up and improve their productive development policies

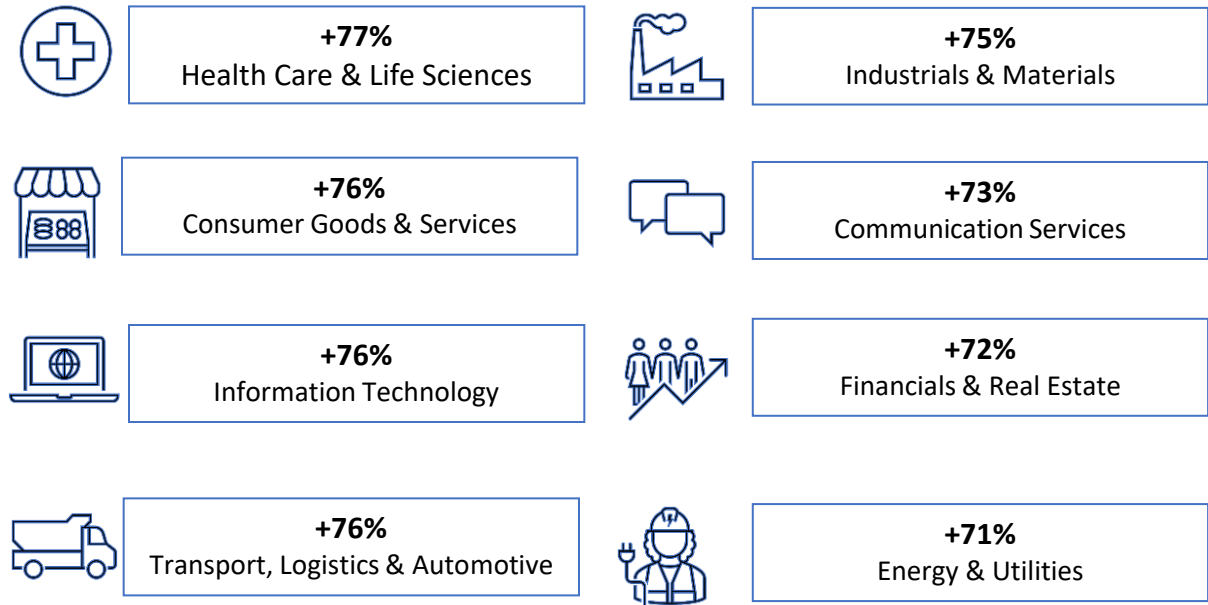


Source: J. M. Salazar-Xirinachs and M. Llinás, "Towards transformation of the growth and development strategy for Latin America and the Caribbean: the role of productive development policies", *CEPAL Review*, No. 141 (LC/PUB.2023/29-P), Santiago, Economic Commission for Latin America and the Caribbean (ECLAC), 2023.

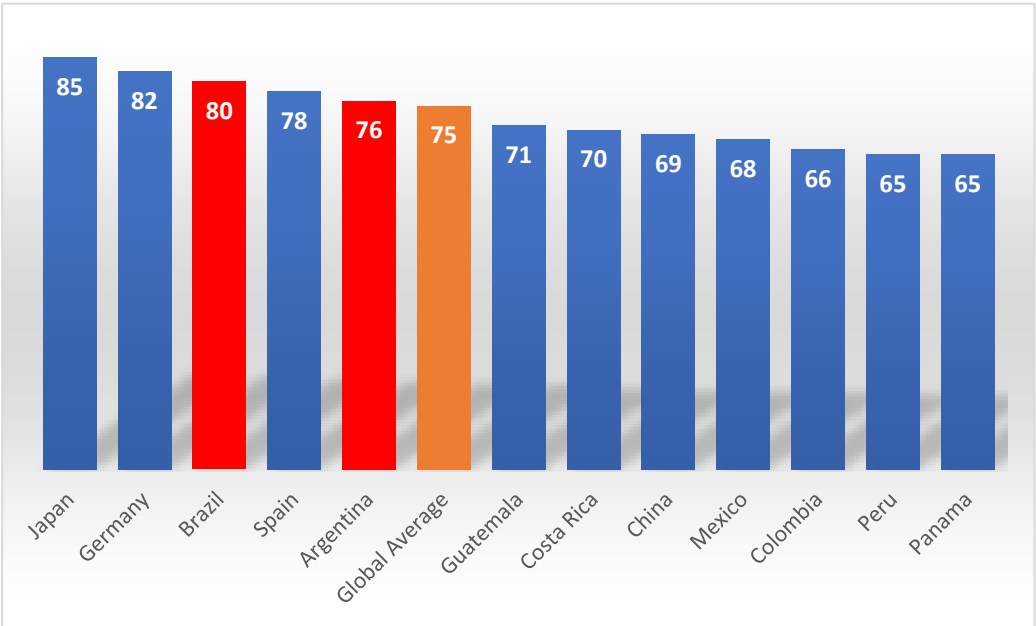


World: 75% of employers report difficulty in filling roles

Global Talent Shortage by Industry (In percentage, selected industries)



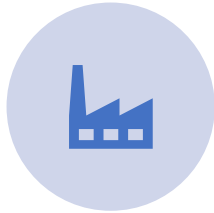
Talent Shortages Around the World (In percentages)



Fuente: Manpower, 2024. "Global Talent Shortage". Disponible en: <https://go.manpowergroup.com/talent-shortage>



How could we identify and address human capital mismatch?



PRIORITIZE SECTORS UNDER
PDP TO ADDRESS SKILLS
MISMATCH



FIND MORE COST-
EFFECTIVE MECHANISMS
FOR DIAGNOSING SKILLS
MISMATCH



CREATE AND ADJUST
TRAINING PROGRAMS



GENERATE MECHANISMS
TO COORDINATE THE
SUPPLY AND DEMAND OF
HUMAN CAPITAL



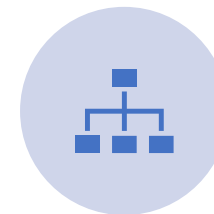
PROVIDE CAREER
ORIENTATION FOR YOUNG
STUDENTS



PROMOTE THE ACTIVE
PARTICIPATION OF THE
PRIVATE SECTOR IN HUMAN
CAPITAL FORMATION



DESIGN A MULTI-ACTOR
GOVERNANCE SCHEMES TO
COORDINATE MULTIPLE ACTORS
FROM THE PUBLIC, PRIVATE,
ACADEMIC AND CIVIL SOCIETY
SECTORS.



CLUSTER INITIATIVES CAN
BE A WAY TO ORGANIZE
THIS WORK





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Glifos nahuas, bajorrelieve en el caracol del edificio de la sede de la CEPAL en Santiago.



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