



20TH OECD-JAPAN SEMINAR

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Life-long learning in Japan

This presentation:

- The economic and demographic context
- Life-long learning: barriers to its take-up in Japan
- Addressing the problems



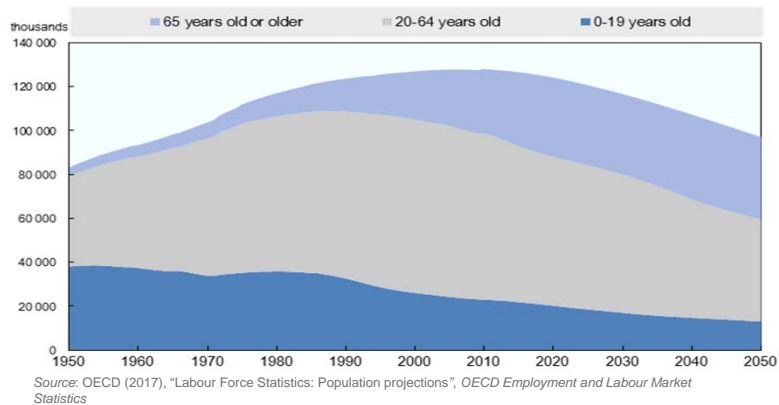
THE ECONOMIC AND DEMOGRAPHIC CONTEXT



Economic and Demographic Context

Japan faces a falling and aging population over the next 30+ years

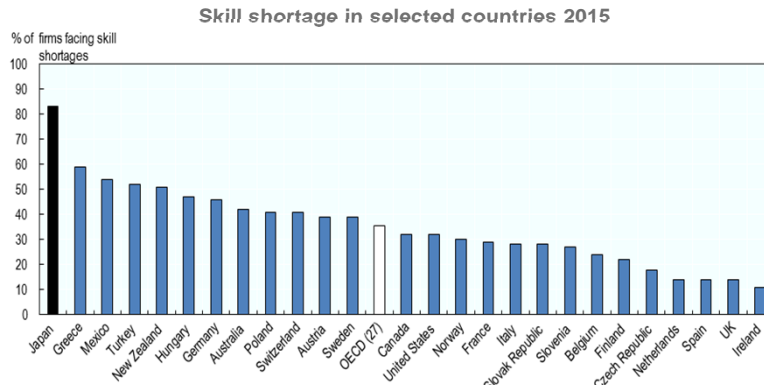
Japan's population and age structure 1950-2050





Economic and Demographic Context

Meaning that Japan risks exacerbating its current severe skill shortage



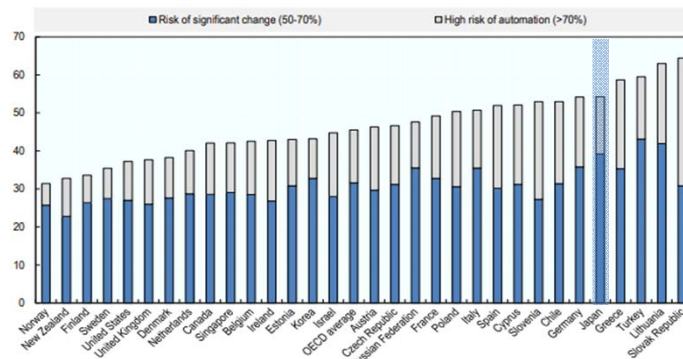
Source: Manpower Group (2015) Talent shortage survey



Economic and Demographic Context

And ... In Japan, more than 50% of jobs will face significant change (or may disappear) as a result of automation

Proportion of jobs at risk of significant change or automation



Source: Nedelkoska, L. and G. Quintini (2018), Automation, skills use and training, OECD Social, Employment and Migration Working Papers, No. 202



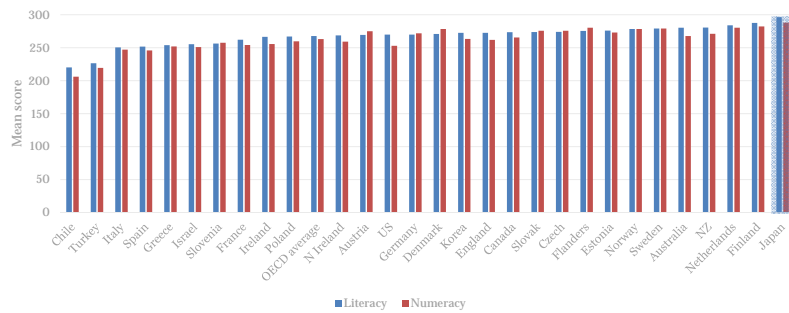
Economic and Demographic Context

Japan's population has very high educational attainment

- 50% hold a tertiary qualification – in the OECD, second only to Canada

Literacy and numeracy in the adult population are the highest in the OECD.

Mean score of 16-65 year olds in literacy and numeracy



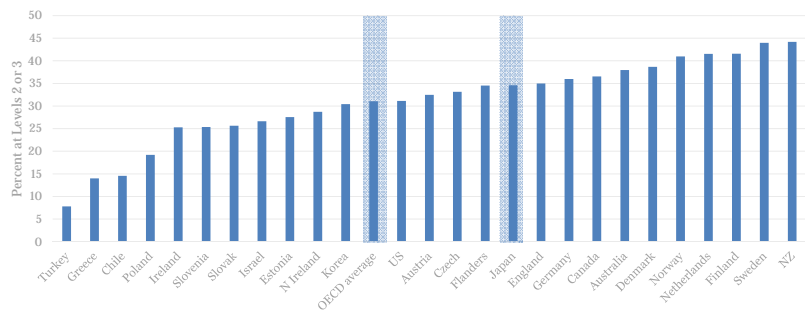
Source: OECD, Survey of Adult Skills (PIAAC)



Economic and Demographic Context

... But, skills in problem-solving in technology rich environments are only average

Proportion of 16-65 year olds at levels 2 or 3 in problem solving in technology-rich environments, OECD countries



Source: OECD, Survey of Adult Skills (PIAAC)



Economic and Demographic Context

The conclusion...

Japan needs to keep refreshing the skills of its population ...

.... Especially in ICT, problem-solving and other 21st century skills

And to capture the benefit of those skills over a longer working life

And that requires ...

... a new approach to life-long learning



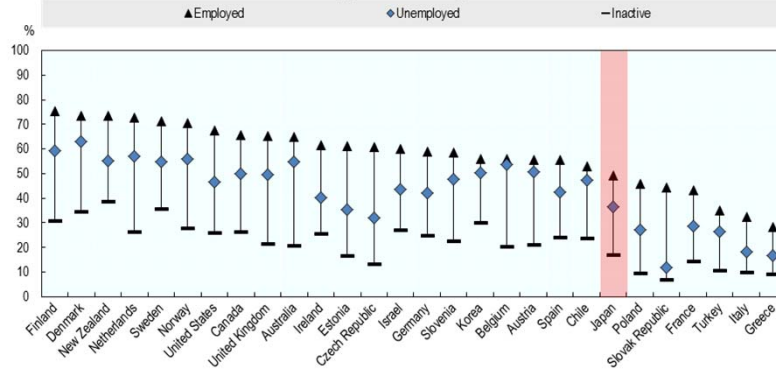
LIFE-LONG LEARNING IN JAPAN



Life-long learning in Japan

The take-up of LLL in Japan is low

Adult participation in education and training by employment status, 2017
Percentage of 25-64 year-olds



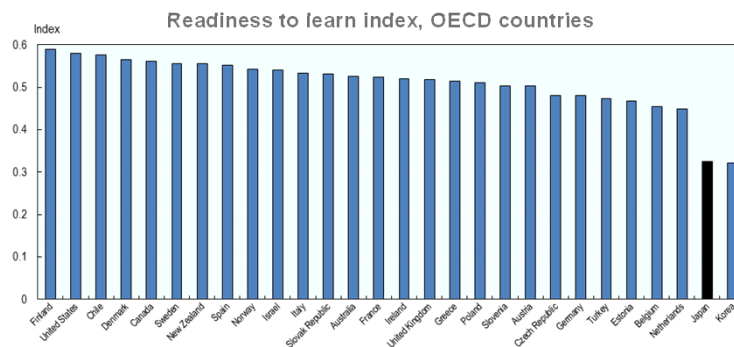
Source: OECD, Survey of Adult Skills (PIAAC)



Life-long learning in Japan

Because...

1. *Readiness to learn* is low



Source: OECD, Survey of Adult Skills (PIAAC)

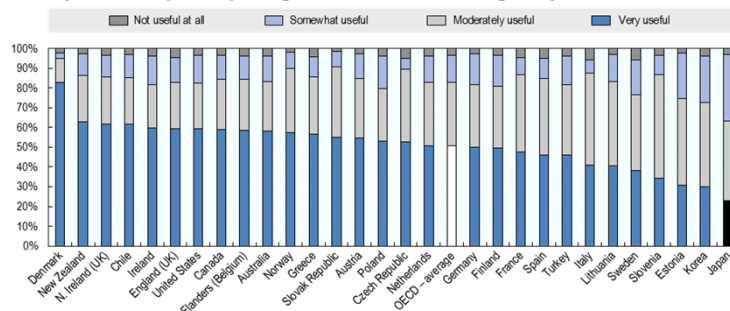


Life-long learning in Japan

Because...

2. Perceived relevance is low

Share of workers who found education and training useful for their job: 25-65 year-olds participating in education/training for job-related reasons



Source: OECD, Survey of Adult Skills (PIAAC)

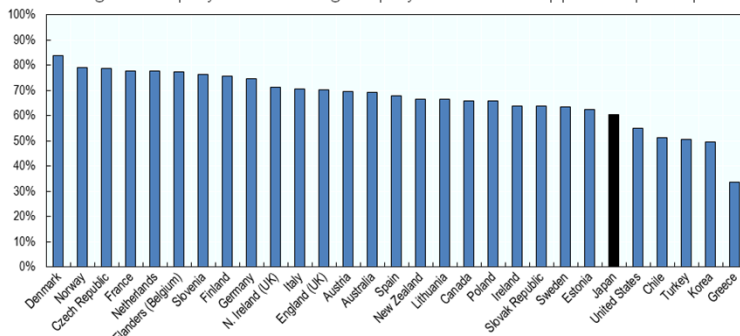


Life-long learning in Japan

Because...

3. Cost is a barrier

Employers' financial support for participation in training
Percentage of employees receiving employer financial support for participation



Source: OECD, Survey of Adult Skills (PIAAC)



Life-long learning in Japan

Because...

4. Especially, *time* is a barrier

Full-time Japanese workers work long hours

There is little space in busy lives for LLL



SOLUTIONS



Solutions

Develop a new approach to life-long learning in Japan

Address **relevance** by:

- Dialogue between employer groups, workers and LLL providers – facilitated by government
- Innovative approaches – for instance, shifting from full qualifications to micro-credentials

Address **cost** by:

- Innovative approaches – for instance, shifting from full qualifications to micro-credentials

Address **time constraints** by:

- Innovative approaches – for instance, shifting from full qualifications to micro-credentials
- With flexible scheduling



ありがとうございます

Arigato Gozaimasu