Where are the jobs?

JobsFit : Labor Market Information Report, 2013

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PRESENTATION OVERVIEW

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Global Labor Market Outlook

Global Labor Market Outlook

Key findings of the Global Talent Index (GTI):

▸ **The US is the stellar GTI Performer, Ranking first in 2011 and 2015.**

Almost one full point (on a 1-10 scale) in both years over the next best performers. Its strengths are: *excellence of its universities, high overall quality of its existing workforce, and a meritocratic environment that is relatively unencumbered by restrictive labor regulation*

▸ **Nordic and developed Asia Pacific countries are also prominent in the GTI top ten.**

Denmark, Finland, and Norway figure in the index top five in both 22011 and 2015, and Sweden joins them in the latter year due to their consistent and substantial investment in education from primary through tertiary level.

Australia and Singapore are other strong performers. Australia due to its high-quality universities and Singapore due to its openness to international trade and foreign direct investment.

Global Labor Market Outlook

Key findings of the Global Talent Index (GTI):

▶ **Canada, Chile and Turkey are the biggest gainers between 2011 and 2015.**

The three countries registered noteworthy advances in 2015. Improved economic performance is expected to help talent environment improvements improve in these countries.

Meanwhile, tough economic conditions contribute to the largest falls in the index 2015, suffered by Greece and Venezuela.

▶ **China outperforms other countries in the index.**

China rises to the 31st place in the GTI in 2015 from 33rd in 2011. More notable is the five-point improvement in its score --- the largest increase in 2015 of any country in the index. This is due to an expected increase in the country's willingness to embrace foreign workers.

Brazil also registers considerable improvement between 2011 and 2015, with employment growing quickly, expenditure on education rising and the language skills of the workforce improving.

Global Labor Market Outlook

Key findings of the Global Talent Index (GTI):

▶ **Companies are generally confident of securing the talent they need, but with significant reservations.**

Just over 705 of surveyed executives are either "highly" or "somewhat" confident that their firms will be able to attract and retain key workers over the next two years. This confidence is based to a large extent on recent experience ,with 66% also reporting satisfaction with recent hires.

Sizeable minorities, however, the largest being in Asia, are not satisfied with recent hires and are neutral or pessimistic on future prospects.

▶ **Firms are increasingly relying on developing employees themselves, particularly in Asia.**

Unsure of the local availability of skilled staff, companies may often be recruiting raw potential, and Then trying to hone this potential into the finished article. Half of respondents say they devoting more time and money to employee development than they were just two years ago.

Global Labor Market Outlook

Key findings of the Global Talent Index (GTI):

▶ **Executives bemoan a lack of creativity in recruits.**

The rarest personality traits, "says Karl-Heinz Oehler, vice-president of global talent management At the Hertz Corporation, "are resilience, adaptability, intellectual agility, versatility --- in other words, The ability to deal with a changing situation are not paralyzed by it."

Creativity in overcoming challenges is the most serious shortcoming identified by executives in new and potential hires --- most keenly felt in Asia and Latin America --- and is something that may be particularly difficult to rectify.

GLOBAL TALENT INDEX 2011

2011 RANK	COUNTRY	SCORE/100	2011 RANK	COUNTRY	SCORE/100
1	United States	74.2	31	Chile	43.7
2	Denmark	64.7	32	Slovakia	43.3
3	Finland	63.2	33	China	41.1
4	Norway	61.9	34	Russia	40.8
5	Singapore	60.2	35	India	40.5
6	Australia	60.1	=36	Malaysia	40.1
7	Sweden	59.5	=36	Romania	40.1
8	Hong Kong	59.1	38	Mexico	39.7
9	Switzerland	58.5	39	Venezuela	39.4
=10	Israel	58.3	40	Colombia	39.1
=10	Netherlands	58.3	41	Saudi Arabia	39.0
12	United Kingdom	58.2	42	Brazil	38.2
13	Germany	57.9	43	Ukraine	38.0
14	Canada	57.8	44	Philippines	37.6
15	New Zealand	57.7	45	South Africa	37.4
16	Ireland	57.4	46	Thailand	36.8
17	Austria	55.7	47	Peru	36.4
18	Belgium	55.5	48	Turkey	35.0
19	France	55.1	49	Bulgaria	34.7
20	Taiwan	54.5	50	Ecuador	33.5
21	Spain	49.7	51	Egypt	32.8
22	South Korea	48.4	52	Vietnam	30.7
=23	Greece	46.7	53	Kazakhstan	30.5
=23	Italy	46.7	54	Azerbaijan	29.8
25	Czech Republic	45.9	55	Iran	29.7
26	Portugal	45.4	=56	Algeria	27.0
27	Japan	45.0	=56	Pakistan	27.0
28	Argentina	44.6	58	Indonesia	26.5
29	Poland	44.0	59	Sri Lanka	26.3
30	Hungary	43.8	60	Nigeria	23.1

GLOBAL TALENT INDEX 2015

2015 RANK	RANK CHANGE	COUNTRY	SCORE/100	2011-2015 CHANGE	2015 RANK	RANK CHANGE	COUNTRY	SCORE/100	2011-2015 CHANGE
1	--	United States	74.5	+0.3	31	+2	China	46.3	+5.2
2	--	Denmark	65.4	+0.7	32	-4	Argentina	46.2	+1.6
3	--	Finland	64.2	+1.0	33	-10	Greece	45.7	-1.0
4	+3	Sweden	63.4	+3.9	34	--	Russia	43.1	+2.3
5	-1	Norway	62.3	+0.4	=35	--	India	42.2	+1.7
=6	--	Australia	61.9	+1.8	=35	+3	Mexico	42.2	+2.5
=6	-1	Singapore	61.9	+1.7	37	-1	Romania	41.8	+1.7
8	+6	Canada	61.3	+3.5	38	+4	Brazil	41.7	+3.5
9	--	Switzerland	60.9	+2.4	=39	-3	Malaysia	41.1	+1.0
10	-2	Hong Kong	60.8	+1.7	=39	+2	Saudi Arabia	41.1	+2.1
=11	+2	Germany	59.9	+2.0	41	-1	Colombia	40.8	+1.7
=11	-1	Israel	59.9	+1.6	42	+1	Ukraine	40.3	+2.3
13	-3	Netherlands	59.4	+1.1	43	+5	Turkey	39.9	+4.9
14	-2	United Kingdom	59.3	+1.1	**44**	**--**	**Philippines**	**39.8**	**+2.2**
15	--	New Zealand	59.1	+1.4	45	+1	Thailand	39.0	+2.2
16	+3	France	58.1	+3.0	46	-1	South Africa	38.7	+1.3
17	-1	Ireland	58.0	+0.6	47	--	Peru	37.8	+1.4
18	--	Belgium	57.2	+1.7	=48	+1	Bulgaria	37.3	+2.6
19	+1	Taiwan	54.3	-0.2	=48	+3	Egypt	37.3	+4.5
20	-3	Austria	53.5	-2.2	50	--	Ecuador	36.7	+3.2
21	+1	South Korea	51.6	+3.2	51	-12	Venezuela	36.0	-3.4
22	-1	Spain	49.5	-0.2	52	+1	Kazakhstan	33.2	+2.7
23	--	Italy	48.1	+1.4	53	-1	Vietnam	32.7	+2.0
24	+3	Japan	48.0	+3.0	54	+2	Pakistan	30.8	+3.8
25	--	Czech Republic	47.6	+1.7	55	--	Iran	30.3	+0.6
=26	+5	Chile	47.1	+3.4	56	+2	Indonesia	30.2	+3.7
=26	--	Portugal	47.1	+1.7	57	+2	Sri Lanka	29.2	+2.9
28	+1	Poland	46.7	+2.7	58	-2	Algeria	28.0	+1.0
29	+3	Slovakia	46.6	+3.3	59	+1	Nigeria	27.7	+4.6
30	--	Hungary	46.5	+2.7	60	-6	Azerbaijan	26.3	-3.5

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Employment Prospects: Key and Emerging Industries

Employment Prospects in Key and Emerging Industries

Top industries identified in most regions:

- ❏ **Construction** **(13 regions)**

- ❏ **Hotel, Restaurant, and Tourism** **(13 regions)**

- ❏ **Agribusiness** **(12 regions)**

- ❏ **Health and Wellness** **(9 regions)**

- ❏ **IT-BPM** **(9 regions)**

Employment Prospects in Key and Emerging Industries

MAJOR INDUSTRY GROUP	REGIONS
Agriculture ❑ Agribusiness	CAR, I II, III, IV-A, V, VI, VII, VIII, IX, X, XII
Industry ❑ Mining	CAR, II, VII, X, XII, Caraga
❑ Manufacturing	CAR, I, III, IV-A, VI, VII, X, XI, Caraga
❑ Power	I, VIII
❑ Construction	NCR, CAR, I, II, III, IV-A, V, VI, VII, VIII, X, XI, Caraga

Table 1: Key Employment Generators

Employment Prospects in Key and Emerging Industries

MAJOR INDUSTRY GROUP	REGIONS
Services	
❑ IT-BPM	CAR, I II, III, IV-A, V, VI, VII, VIII, IX, X, XII
❑ Health and Wellness	CAR, II, VII, X, XII, Caraga
❑ Hotel, Restaurant and Tourism	CAR, I, III, IV-A, VI, VII, X, XI, Caraga
❑ Wholesale & Retail Trade	I, VIII
❑ Banking and Finance	NCR, CAR, I, II, III, IV-A, V, VI, VII, VIII, X, XI, Caraga
❑ Transport and Logistics	
▪ Air Transport (Aviation)	NCR, II, VII, XI
▪ Water Transport (Maritime)	VII
▪ Land Transport	I, VII, X
❑ Ownership, Dwellings, & Real Estate	VI, VII,X
❑ Education	I, II, VII, X

Table 1: Key Employment Generators

Employment Prospects in Key and Emerging Industries

Most regions identified **Agribusiness** as one of their major KEGs. The sector shows potential in attracting investors, particularly in micro-entrepreneurial activities, the Philippines being predominantly and agricultural country.

Projected employment: 12-M working in the agriculture sector

The **Services** sector remains to be the major source of KEGs, as identified in all regions.

Projected employment: 8.171-M based on mid-term updating of the PDP, 2011-2016

Hotel, Restaurant, and Tourism has been identified in 13 regions where most of the tourist spots are being promoted to both foreign and local tourists.

Projected employment: 7-M by 2016; may include medical tourism, and transport as tourism jobs cuts across industries and composed of low- to high-skilled workers

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Employment Prospects in Key and Emerging Industries

Health and Wellness has been identified in 11 regions where medical tourism is growing, making it at par with the other competitive countries.

Projected employment: no projection

IT-BPM was reported as a KEG in nine (9) regions where ample supply of English-speaking or trainable multi-language worker must be maintained.

Projected employment: 1.3-M direct jobs by 2016, according to iBPAP Roadmap

Transport and Logistics was identified in 8 regions where inter-island routes provide regular roll-on-roll off (RORO) vessel operation.

Projected employment: no projection

Employment Prospects in Key and Emerging Industries

Construction industry is identified in 13 regions where most of the infrastructure, such as roads, bridges, highways, ports, airports, and other potential business and industrial centers, could thrive.

Projected employment: **2.2-M (CBEP)**

Manufacturing industry, being a traditional employment generator, is visible in eight (8) regions where the presence of export processing zone is considered a key factor in employment generation.

Projected employment: **648,000 by 2016; but estimated total demand could reach 8.173-M**

Mining industry is identified in six (6) regions where potential minerals to be explored and extracted are gold, silver, nickel, copper, concentrates and cobalt briquettes.

Projected employment: **2,000**

Employment Prospects in Key and Emerging Industries

MAJOR INDUSTRY GROUP	REGIONS
Agriculture ❑ Agribusiness	VIII (Fishery, Crops, Poultry & Livestock) X (Bamboo, Seaweed, Coco Coir, Banana, Rubber, Processed Food, Coffee & Abaca) IX, XI (Fishing) XII (Sugarcane, Pineapple, Banana, Bamboo, Rubber & Fishing)
Industry ❑ Mining ❑ Manufacturing (Metals, Canning, Semiconductor) ▪ Shipbuilding ❑ Power and Utilities ❑ New and Renewable Energy	VIII, IX CAR, IX, IV-A II, III VI II

Table 2: Emerging Industries

Employment Prospects in Key and Emerging Industries

MAJOR INDUSTRY GROUP	REGIONS
Services	
❑ IT-BPM	CAR, II, IV-A, V, VI, VIII, IX, XII
❑ Transport and Logistics & Communication	NCR, III, IV-A, VI
❑ Hotel, Restaurant and Tourism	II, III, V, VIII, IX, XII
❑ Ownership, Dwellings, & Real Estate	NCR, IV-A, XI
❑ Health and Wellness	XI, XII
❑ Education	VI

Table 2: Emerging Industries

Labor Market Issues and Challenges: Action Agenda

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Labor Market Issues and Challenges

Issues and Challenges:

Outdated and unresponsive school curriculum and equipment used in schools and training centers.

Inadequate training facilities and qualified trainers.

Insufficient number of skilled, experiences and knowledgeable workers.

Poor communication skills, particularly in English, of job applicants.

High cost of education and training.

Preference to work abroad – leading to brain drain.

Labor Market Issues and Challenges

Issues and Challenges:

Enhance LMI database / electronic labor exchange.

Unclear industry signals.

Improve M & E (Monitoring and Evaluation) – Tracer studies (who uses LMI?), placement rate, TVET graduate monitoring.

Lack of competencies of graduates in life skills.

Lack of job opportunities for career growth in the regions.

Widespread practice of poaching of trained workers in some industries.

Labor Market Issues and Challenges

Action Agenda: Training and Education

Improve apprenticeship / internship

Continuous review of curriculum and Training Regulations

Make on-the-job training experience relevant to students' field of work

Strengthen faculty develop program

Intensify career guidance and dissemination of LMI

Provision of scholarships in skills training

Labor Market Issues and Challenges

Action Agenda: Advocacy

- Media involvement in promoting local employment

- Make the best talents stay

Action Agenda: Partnerships

- Establish / convene industry councils for regular labor market signaling

- Further strengthen industry – academe – government linkages

- Prepare the Phil. Industries for the ASEAN Integration in 2015

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