



Creating responsive adult learning opportunities in Japan

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About the OECD report



OECD Country Reviews of Adult Learning (AL)
Assess performance of AL systems
Identify actionable policy recommendations



Creating responsive adult learning opportunities in Japan

Access



Inclusiveness



Responsiveness

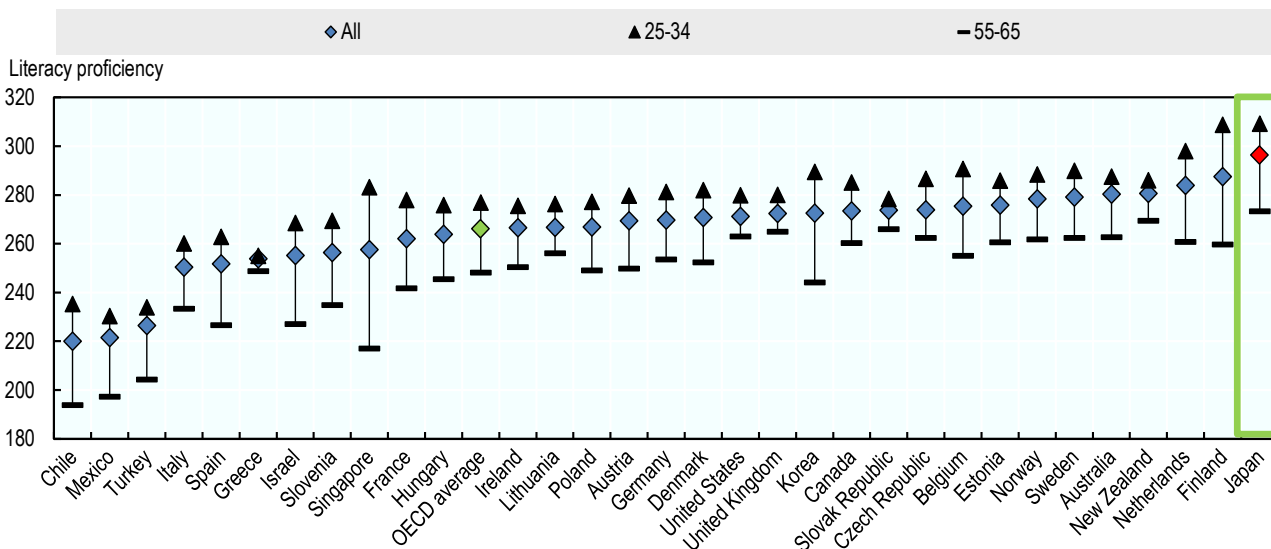


Guidance



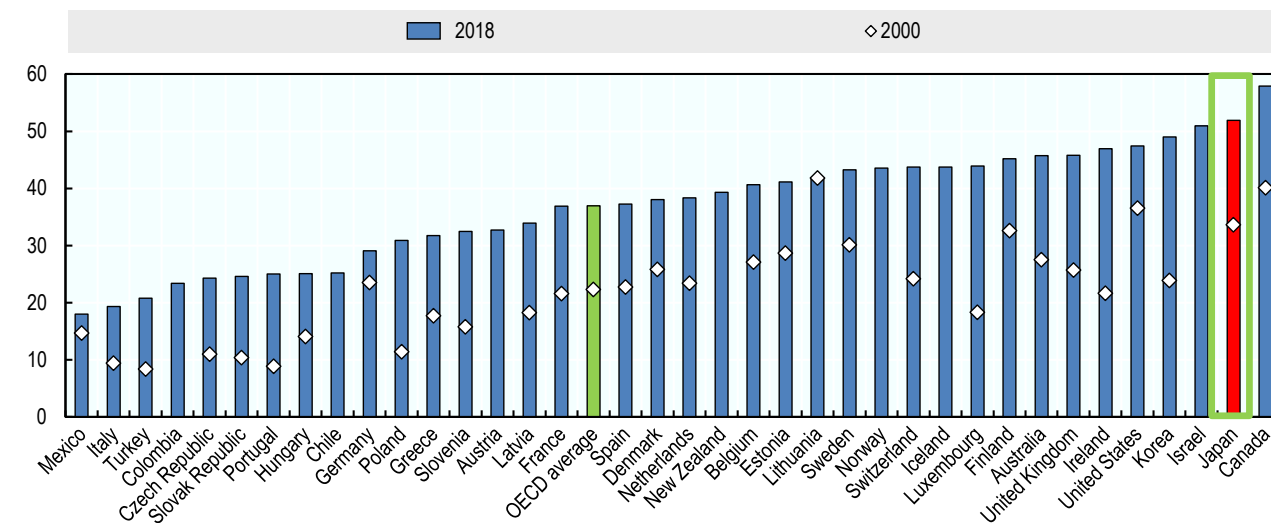


The Japanese skill development system is one of the most successful in the OECD...



Average literacy proficiency

Source: Survey of Adult Skills (PIAAC).

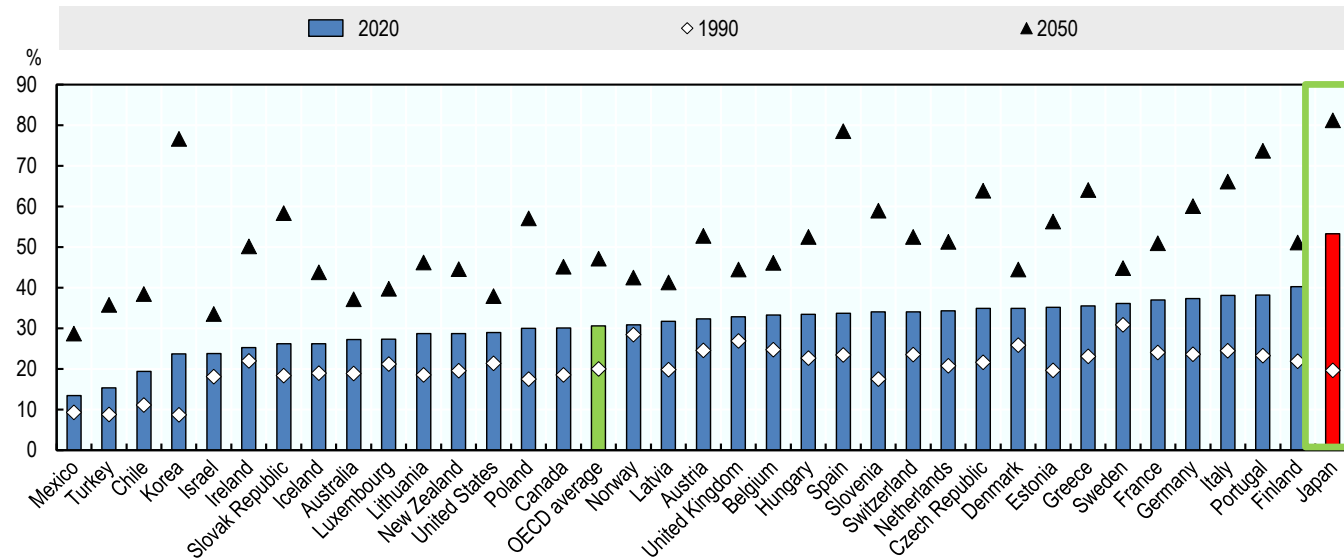


Share of adult population with tertiary education

Source: OECD Education at a Glance

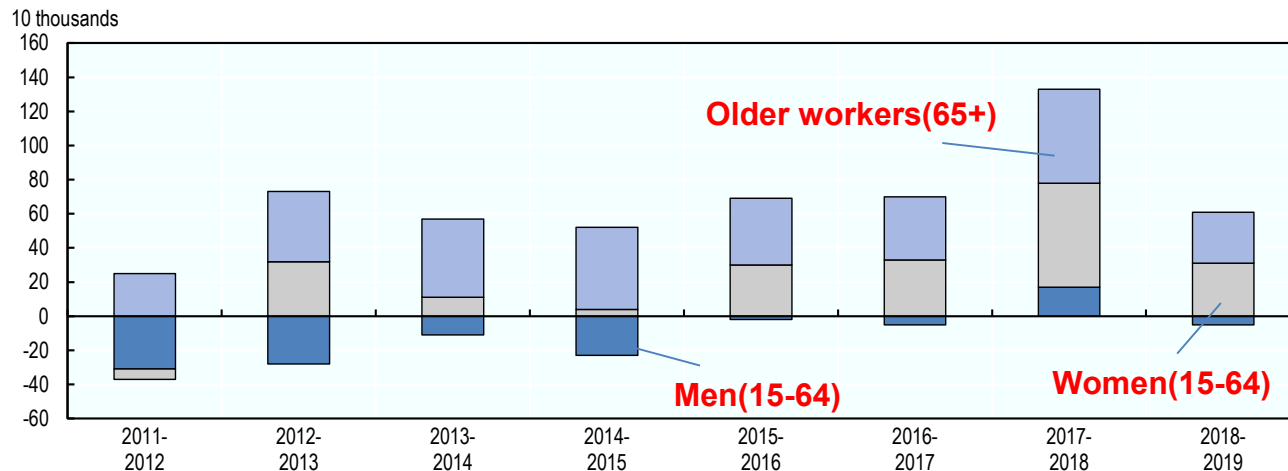


...but new technologies and rapid population ageing are transforming Japan's skill needs



Old age depending ratio

Source: OECD Population Statistics



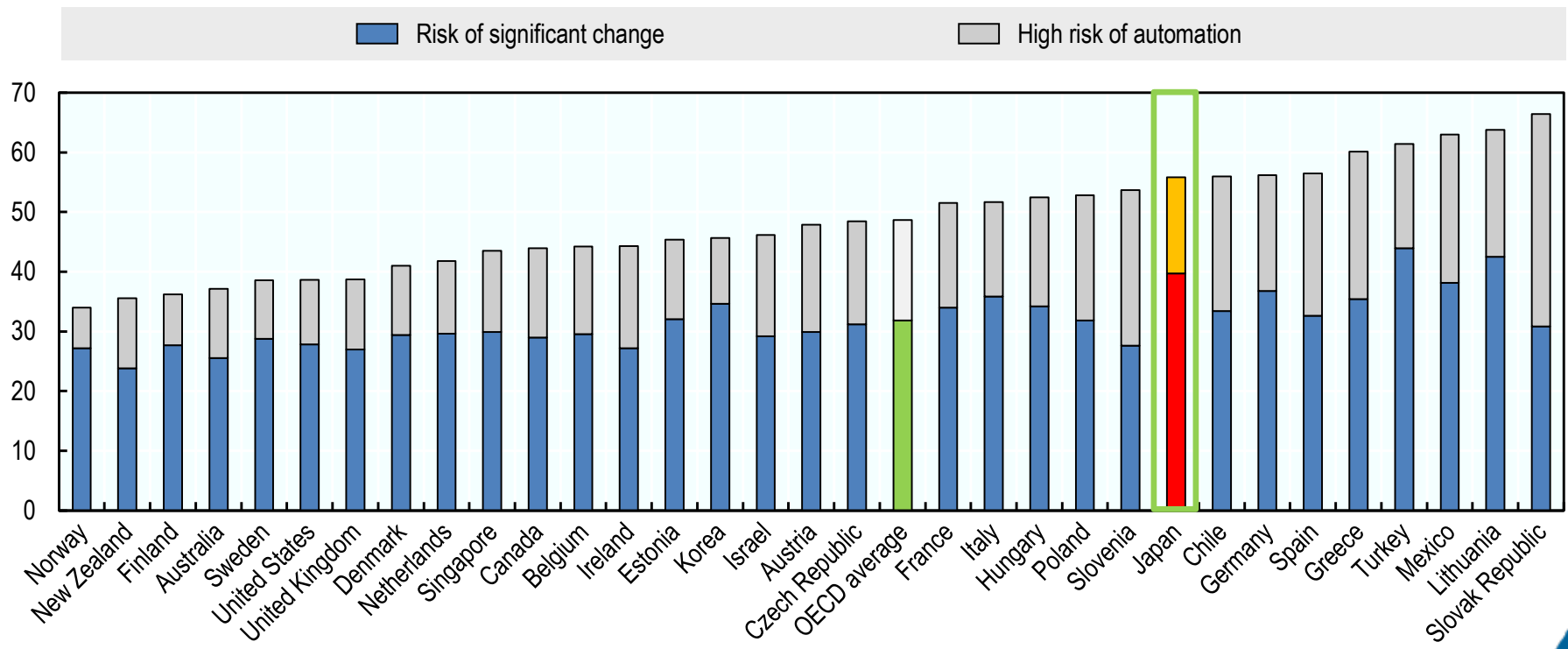
Decomposition of the change in employment

Source: Japanese Labour Force Survey



Many jobs in Japan will be affected by automation

Share of jobs which are at a high risk of automation or a risk of significant change



Note: Jobs are at high risk of automation if the likelihood of their job being automated is at least 70%. Jobs at risk of significant change are those with the likelihood of their job being automated estimated at between 50 and 70%. Data for Belgium correspond to Flanders and data for the United Kingdom to England and Northern Ireland.

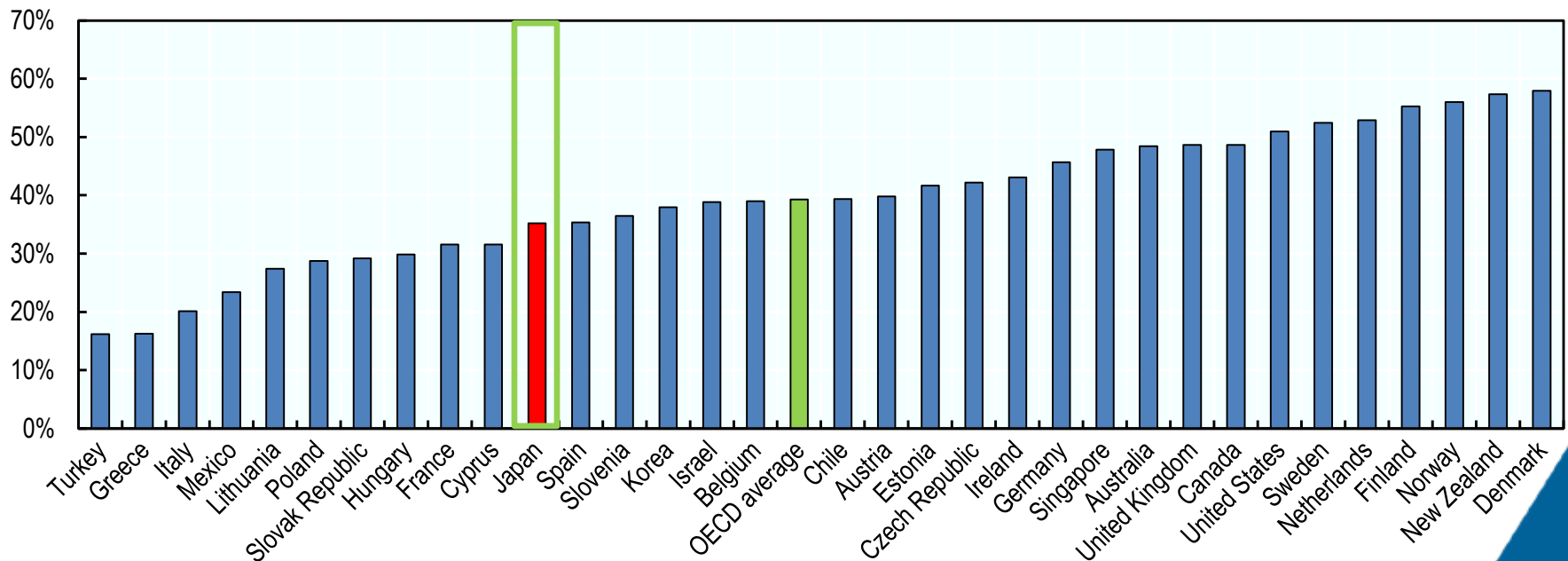
Source: Nedelkoska and Quintini (2018)



... but limited opportunities for adult learning

- Despite a strong need in Japan for **upskilling** and **reskilling** opportunities...
- ...only **35%** of adults in Japan participate in job-related training activities, compared with 55% in countries such as Denmark and New Zealand.

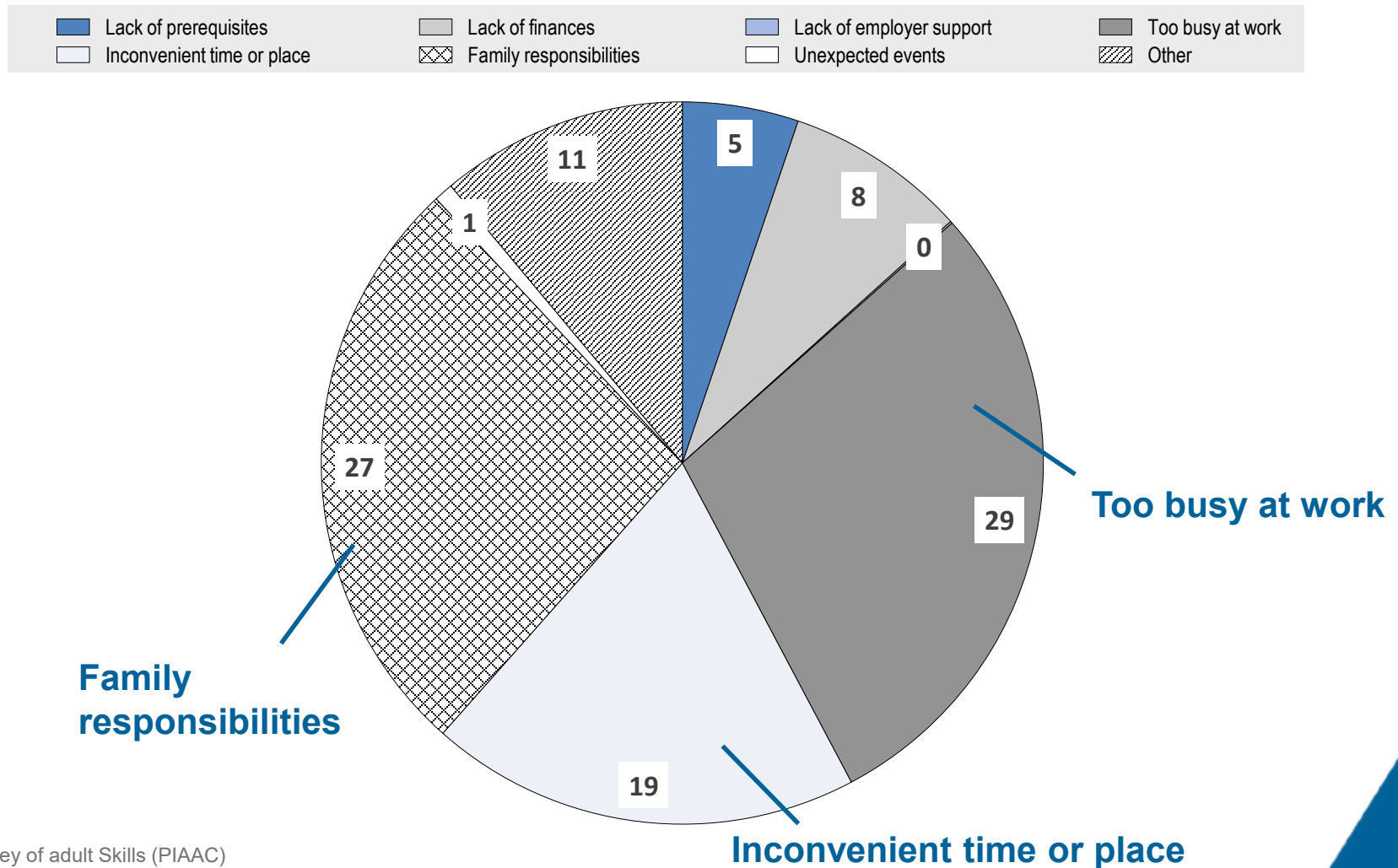
Participation in job-related formal and non-formal training






Lack of time is the main reason for not participating in training

% of adults who did not participate in training despite wanting to





Reduce barriers to training



Ensure that government-provided training is organised in a **modular way** and allows for **distance or flexible learning** when appropriate

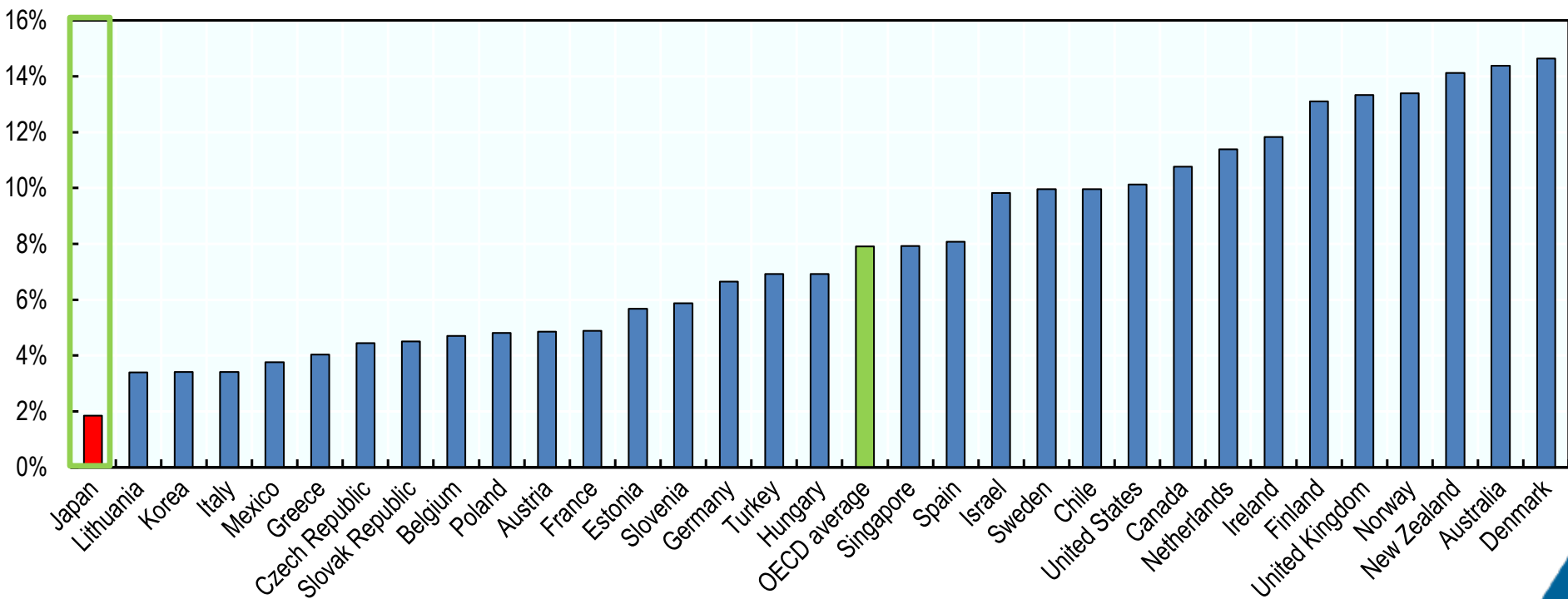
Provide more **generous subsidies for paid education and training leave** for training that develops in-demand skills

Encourage **social partners to include provisions** for education and training leave in their collective agreements



Very few adults participate in formal education in Japan

Participation in formal education and training





Expand the adult learning market



Provide **financial support to formal education institutions** in order to establish or expand their adult learning offering

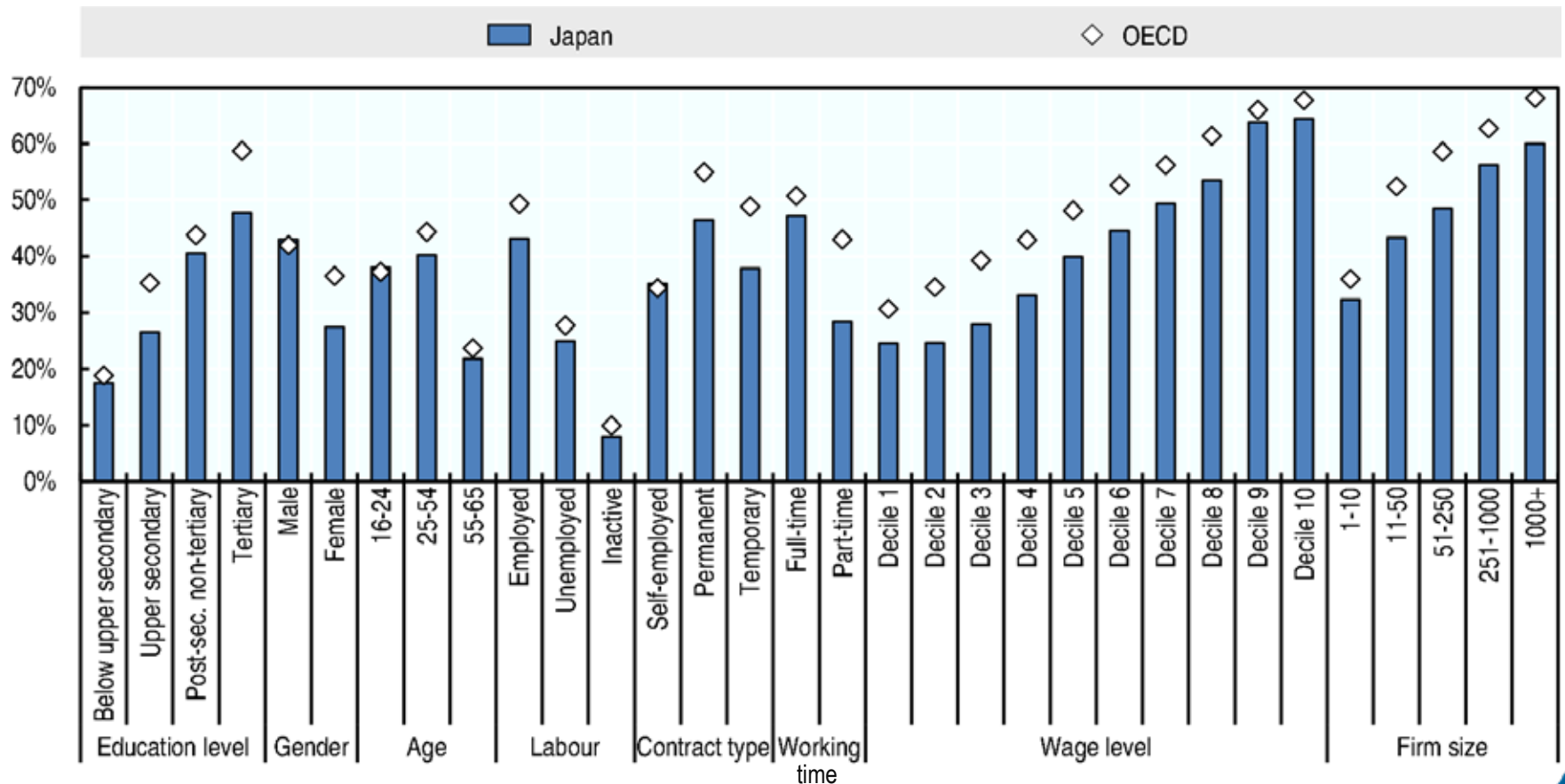
Ensure that the **content** of formal vocational courses meet the **needs of adults**

Create a **one-stop shop online platform with information on all available adult training courses** and their quality




Access to training is highly unequal

Share of adults participating in formal or non-formal job-related training





Make adult learning more inclusive



Relax the conditions to access training grants and subsidies for education and training leave so that **non-regular workers** can also benefit from them

Make the Human Resource Support Grant more generous for employers who train **older workers**

Develop strategies for encouraging cooperation between **SMEs** and large firms for the provision of training



Training opportunities should be more closely aligned with labour market needs

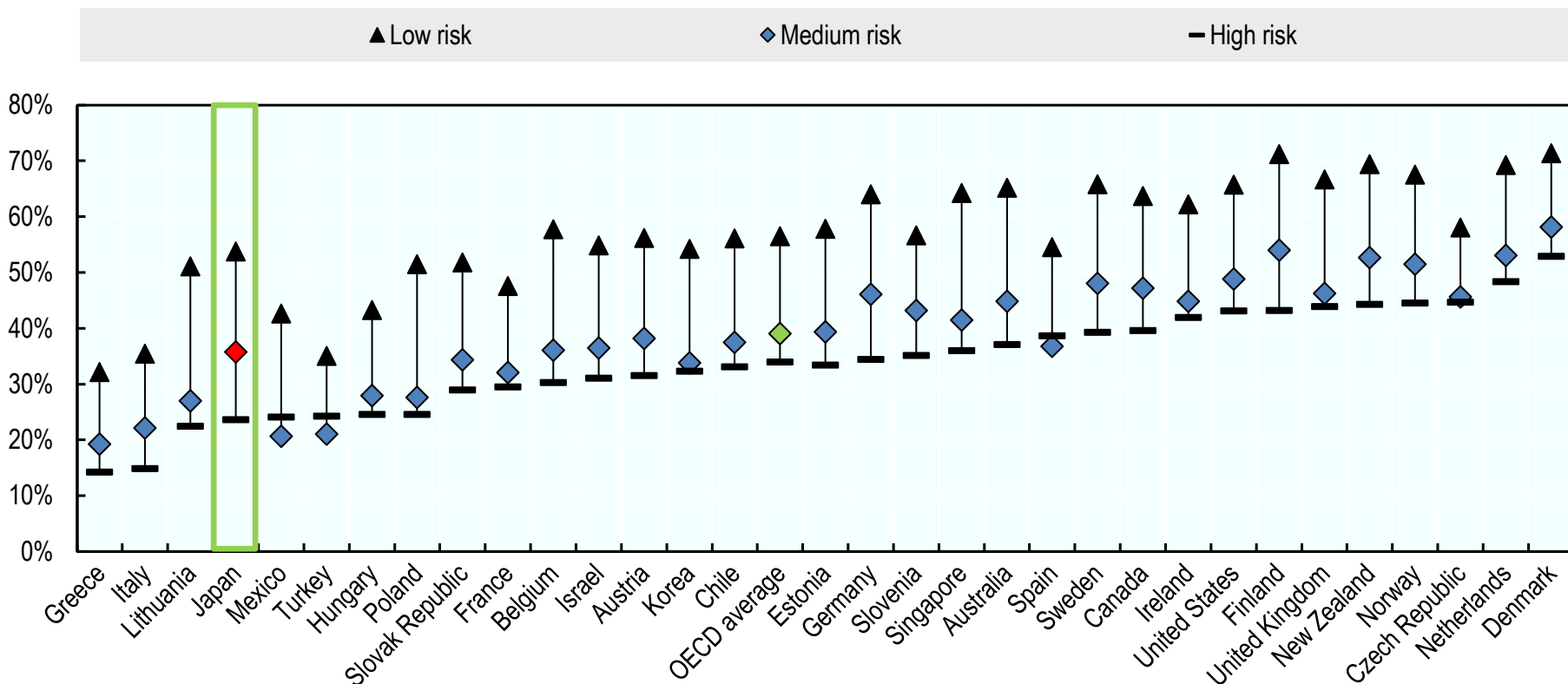
- The provision of public vocational training in Japan is built on a strong system of **skills assessment and anticipation** to ensure that the training provided is relevant
 - This type of information on skill needs should be used more extensively in the design of adult learning policies
 - Existing tools should be integrated better in order to benefit also employers






Workers in jobs at risk of automation have more limited access to training opportunities

% of workers participating in formal or non-formal job-related training





Align training with labour market needs



Promote cooperation agreements between companies and higher education institutions to align training to the actual needs of the labour market

Assist employers with the identification of workers at risk of structural change and encourage them to provide guidance and training

Provide basic digital skills development programmes to adults who lack the digital skills needed in the labour market



Career guidance to support career progression and transitions

Although the Japanese government has been taking steps to support workers' career progression/transitions, several challenges still remain:

Supporting internal career progression


- Relatively **few employers** **provide guidance** services to their workers
- Workers have a **limited understanding** of the career options open to them and the skills needed to advance in their careers

Supporting external career transitions

- Workers need **access to guidance** provided outside of the firm if they want to make career transitions
- **Online information** on careers and training is scattered



Support career guidance



Promote the use of job cards among employers and facilitate the **integration of the job card system into existing HR practices**

Develop an easy-to-use **online career guidance portal** that brings together the information on occupations and training from different sources



Key areas of action for policy-makers

**Reduce
barriers to
training**

**Expand the
adult
learning
market**

**Make adult
learning
more
inclusive**

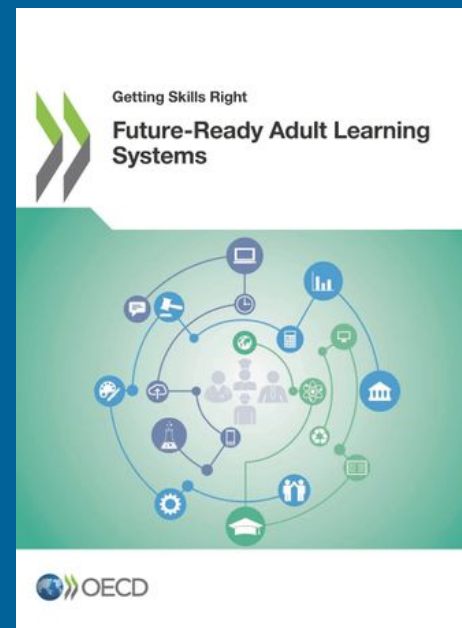
**Align
training
with labour
market
needs**

**Support
career
guidance**



THANK YOU

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