

Identifying skills shortages in the Pacific: the need for better use of existing data

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Background

- **Four relevant studies in 2013:**
 - Tonga skills review
 - National Tracer Survey Post Secondary TVET Graduates, Samoa
 - Solomon Islands Skills Review
 - Eight Pacific country study of skills shortages

All made good use of occupation data using International Standard Classification of Occupations

ISCO 08

Table 1: Mapping of major ISCO groups to skill levels

ISCO-08 major groups	Skill level
1 Managers	3 + 4
2 Professionals	4
3 Technicians and Associate Professionals	3
4 Clerical Support Workers	2
5 Services and Sales Workers	
6 Skilled Agricultural, Forestry and Fishery Workers	
7 Craft and Related Trades Workers	
8 Plant and Machine Operators, and Assemblers	
9 Elementary Occupations	1
0 Armed Forces Occupations	1 + 2 + 4

Recent use of ISCO in recent Pacific censuses

Country	Census date	Version of ISCO used	Level of aggregation & no of occupations available
Fiji	2007	ISCO 88	three digit (112 groups)
Kiribati	2010	ISCO 08	three digit (83 groups)
Nauru	2011	ISCO 08	three digit (133 groups)
Samoa	2011	ISCO 08	one digit (10 groups)
Solomon Islands	2010	ISCO 88	two digit (43 groups)
Tonga	2010	ISCO 08	three digit (130 groups)
Tuvalu	2012	ISCO 08	four digit (440 groups)
Vanuatu	2009	ISCO 08	three digit (143 groups)

Post school qualifications of job holders in skilled based occupations for 8 countries

ISCO occupation major groups	Post-school qualifications, per cent of each occupation group							
	Fiji	Samoa	Solomon Islands	Tonga	Kiribati	Vanuatu	Nauru*	Tuvalu*
1. Legislators, senior officials & managers	43.4	43.6	44.3	52.5	33.9	29.7	30.6	60.2
2. Professionals	77.0	85.3	42.0	72.2	23.4	34.8	19.6	68.0
3. Technicians & associate professionals	56.7	81.0	26.1	47.4	10.1	18.8	14.1	46.3

Foreign workers in skill based occupations in eight countries in the Pacific

Table 3: Number of foreign workers in skill-based occupations, eight Pacific countries, most recent census

Skilled Occupation	N
Managers	1,628
Professionals	1,426
Technicians & associate professionals	544
Craft & trades workers	403

Need for a regional protocol on data on skills

- Need for a regional protocol on types of data needed to identify the skills profile of countries in the Pacific region.
- The proposed protocol needs to include region wide standards on collection and coding of answers on occupations and post-school qualifications
- Data on occupations and post-school qualifications need to be available via software which allows users to produce their own tables.
- A regional facility is need with expertise to analyse skills needs of Pacific countries and opportunities for skilled migration to Australia, New Zealand, USA & Canada, Korea (short term work)