



# Enhancing Skills Identification in IES:

**Harnessing the Potential of ESCO  
for Advanced Strategies and  
Effective Unemployment Assistance**



## The new era of skills (A renew paradigm)



## Adopting ESCO Framework at the IES as a two-way path:

1. Job matching and the use of AI
2. Skills as a basis for strategic policies and practices



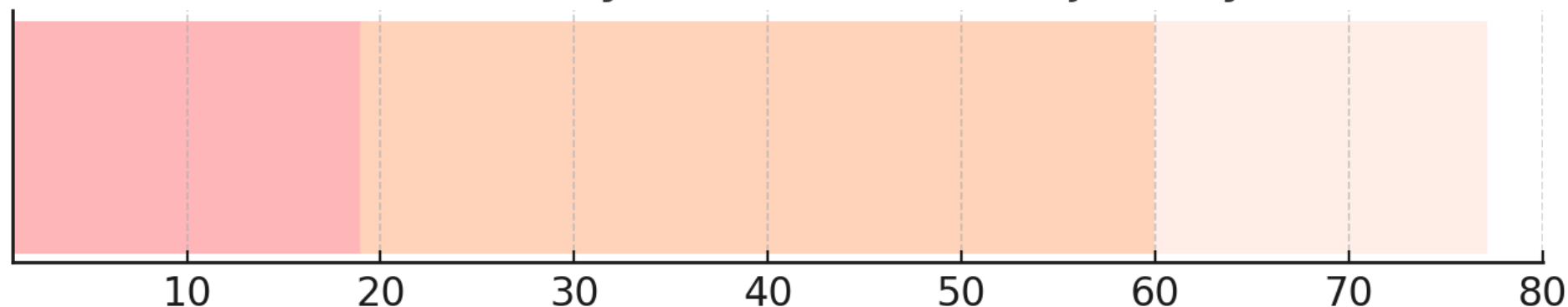
## Implementing the Skills Framework in practice



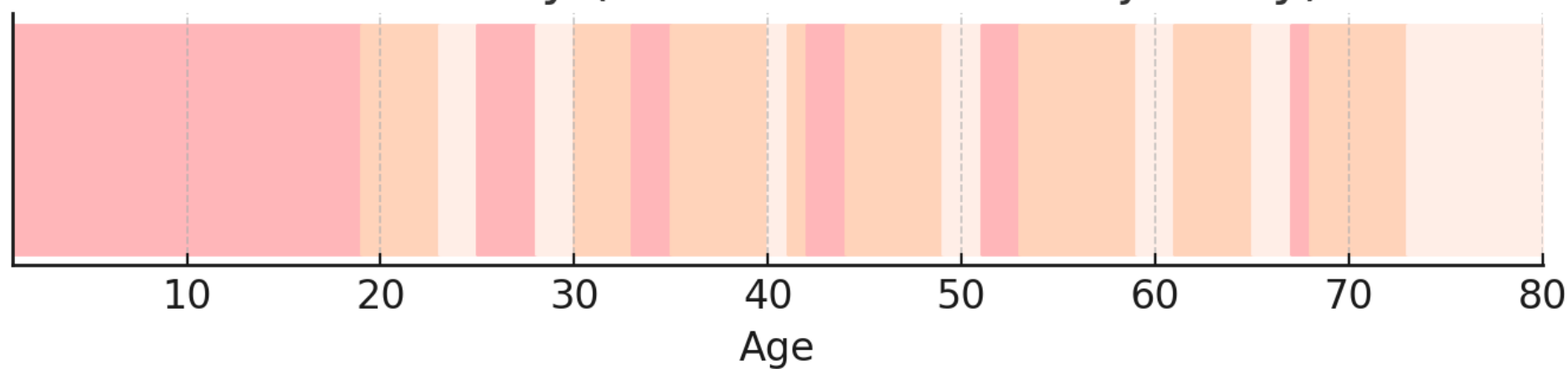
## Generative ai and the future of work and skills

# The Changing Labour Market & the Role of Skills

## 20th Century (Direct Work Trajectory)



## 21st Century (Rotational Work Trajectory)



# Occupation Trends: Short-Term Outlook

Largest job decline (ILO 2022)

Data entry clerks

Administrative  
and executive  
secretaries

Accounting,  
bookkeeping and  
payroll clerks

Building  
caretakers and  
housekeepers

Security guards

Fastest growing job postings (LinkedIn 2023)

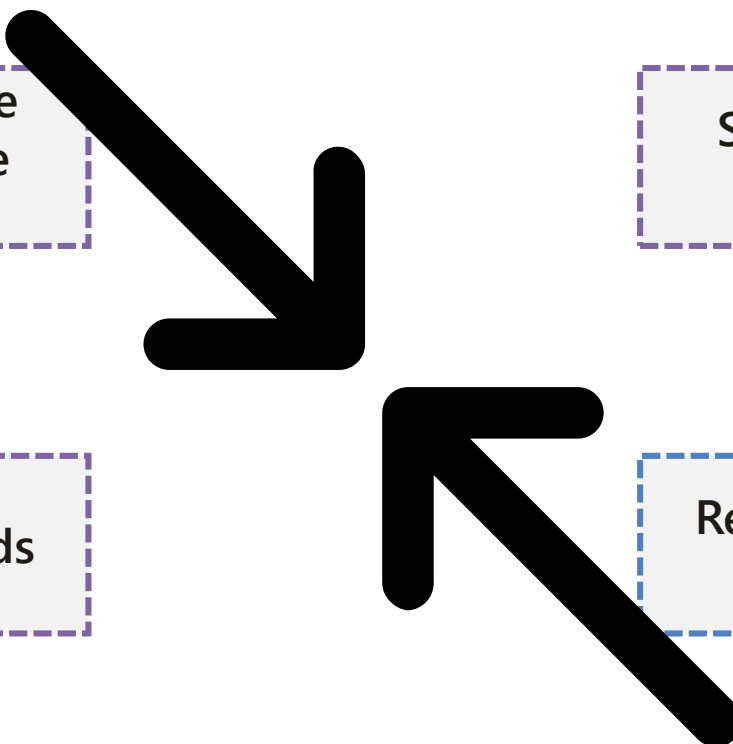
Talent Acquisition  
Associate

Sustainability  
Analyst

Sales  
Development

Representative  
Customer

Success Analyst



# Processes Accelerated by Coronavirus

82% Remote work <sup>(PwC)</sup>

84% Digitization <sup>(WEF)</sup>

85% Automation <sup>(McKinsey)</sup>



# Main Trends and the Difficulty in Forecasting

The demand for these professions is expected to grow

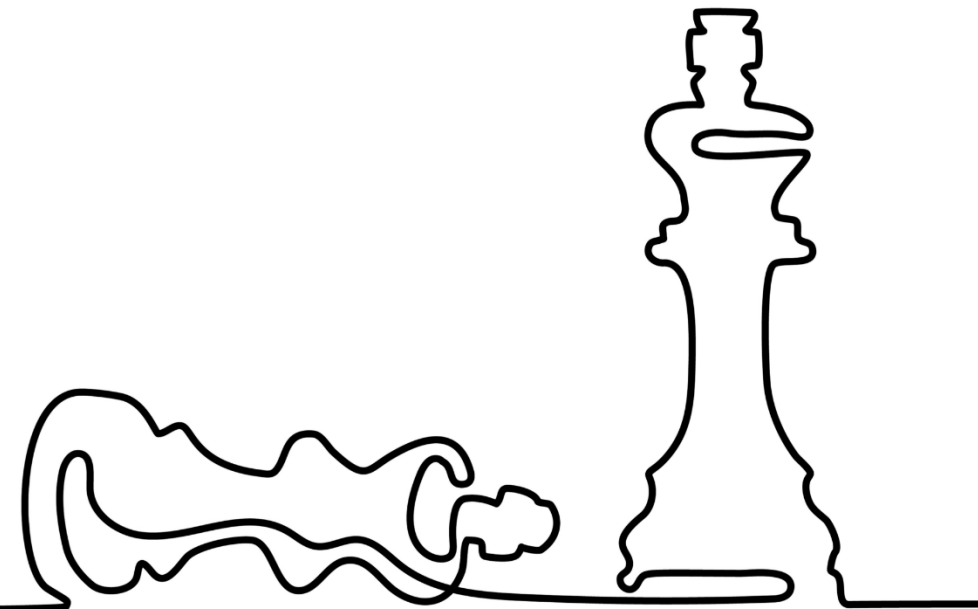
10%↑

↓20%

of those professions are expected to disappear

It is unknown what will become of the

70%?



The Japanese MITI and the challenges of predictive missteps (industries)

# Key Skills for the Upcoming Years

Analytical  
thinking

Technological  
literacy

Creative thinking

Dependability and  
attention to detail

Resilience,  
flexibility, and  
agility

Empathy and  
active listening

Motivation and  
self-awareness

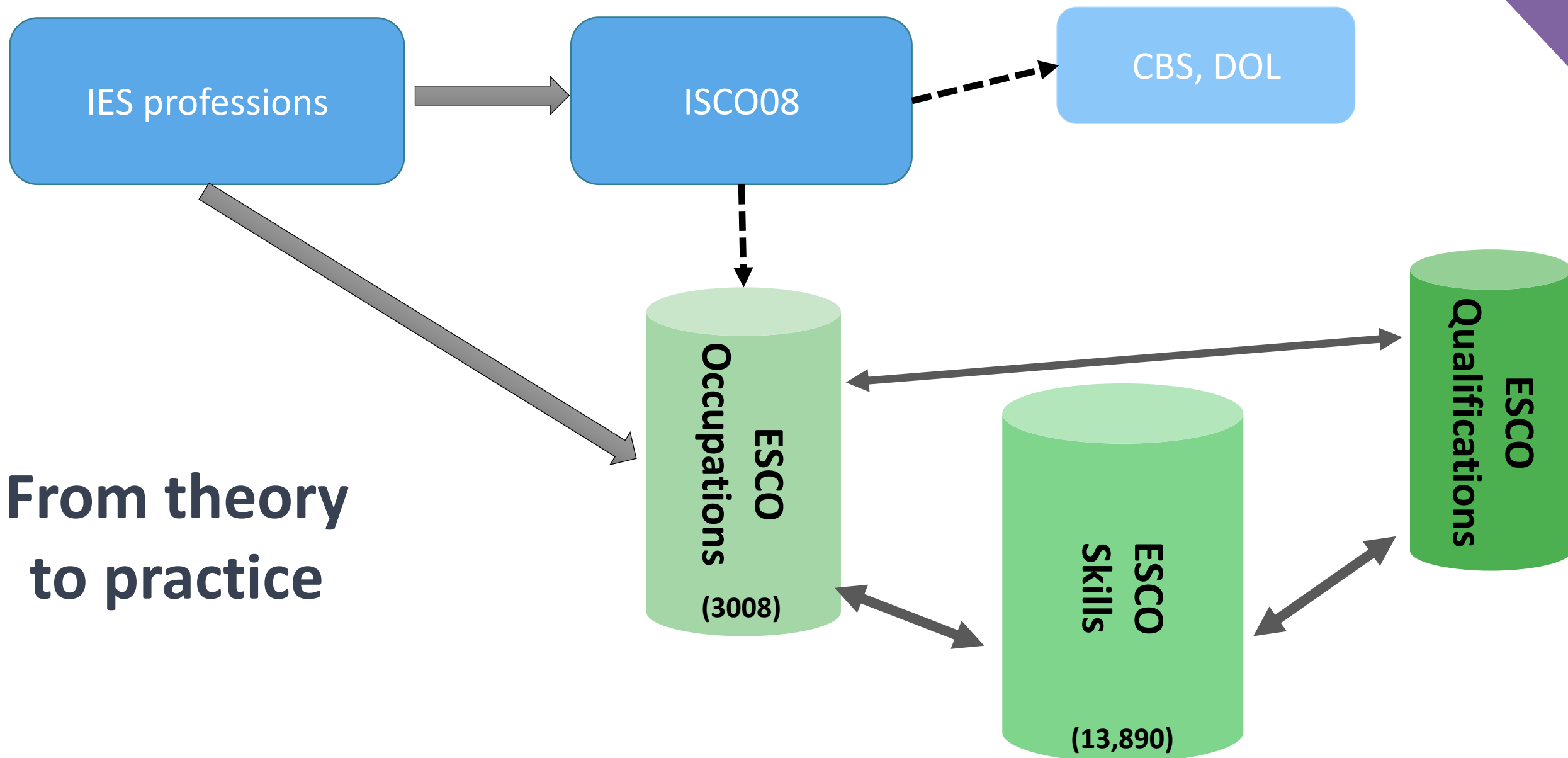
Leadership and  
social influence

Curiosity, and life  
long-learning

Quality control

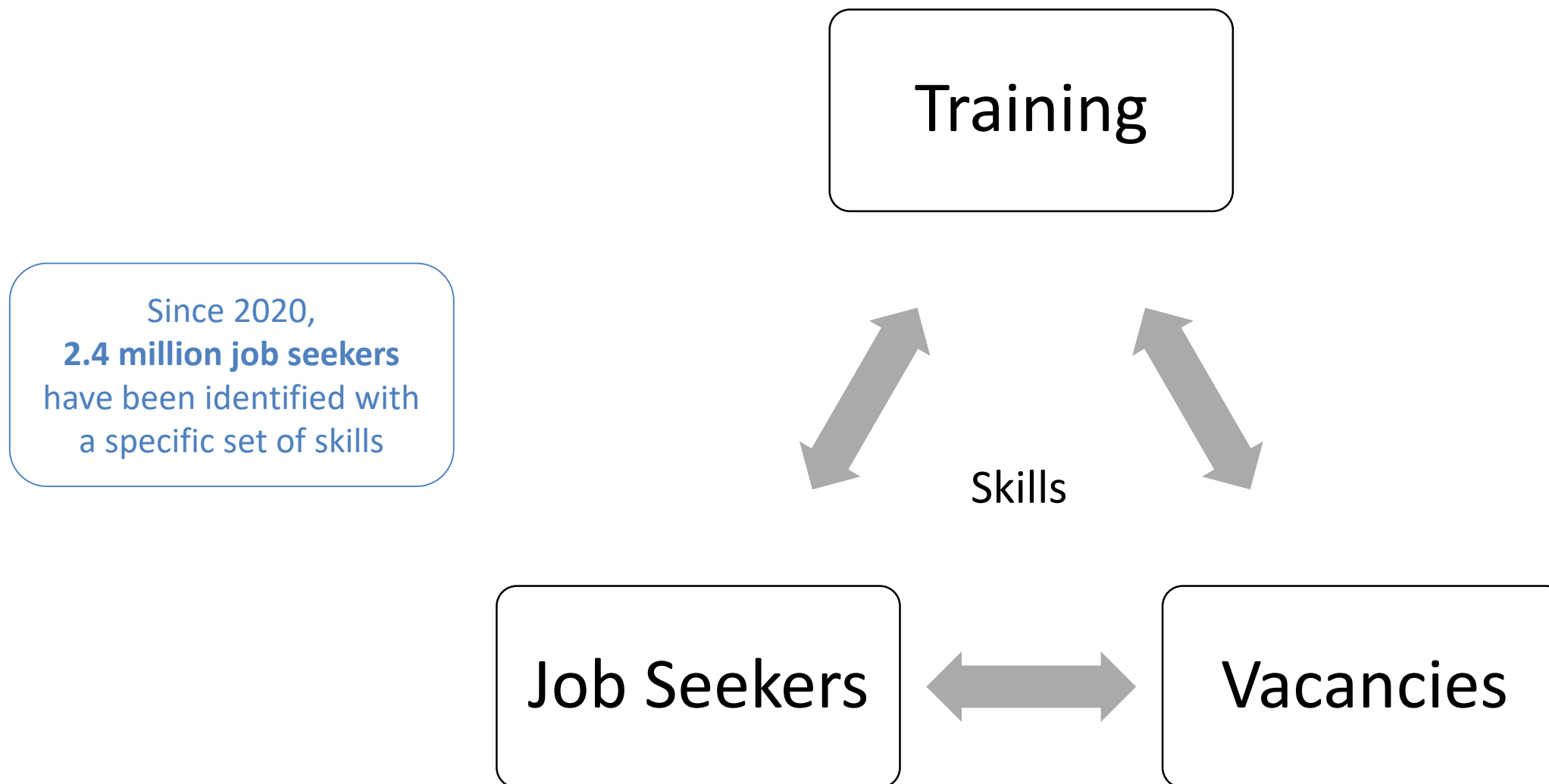


# Adopting ESCO Framework into the IES

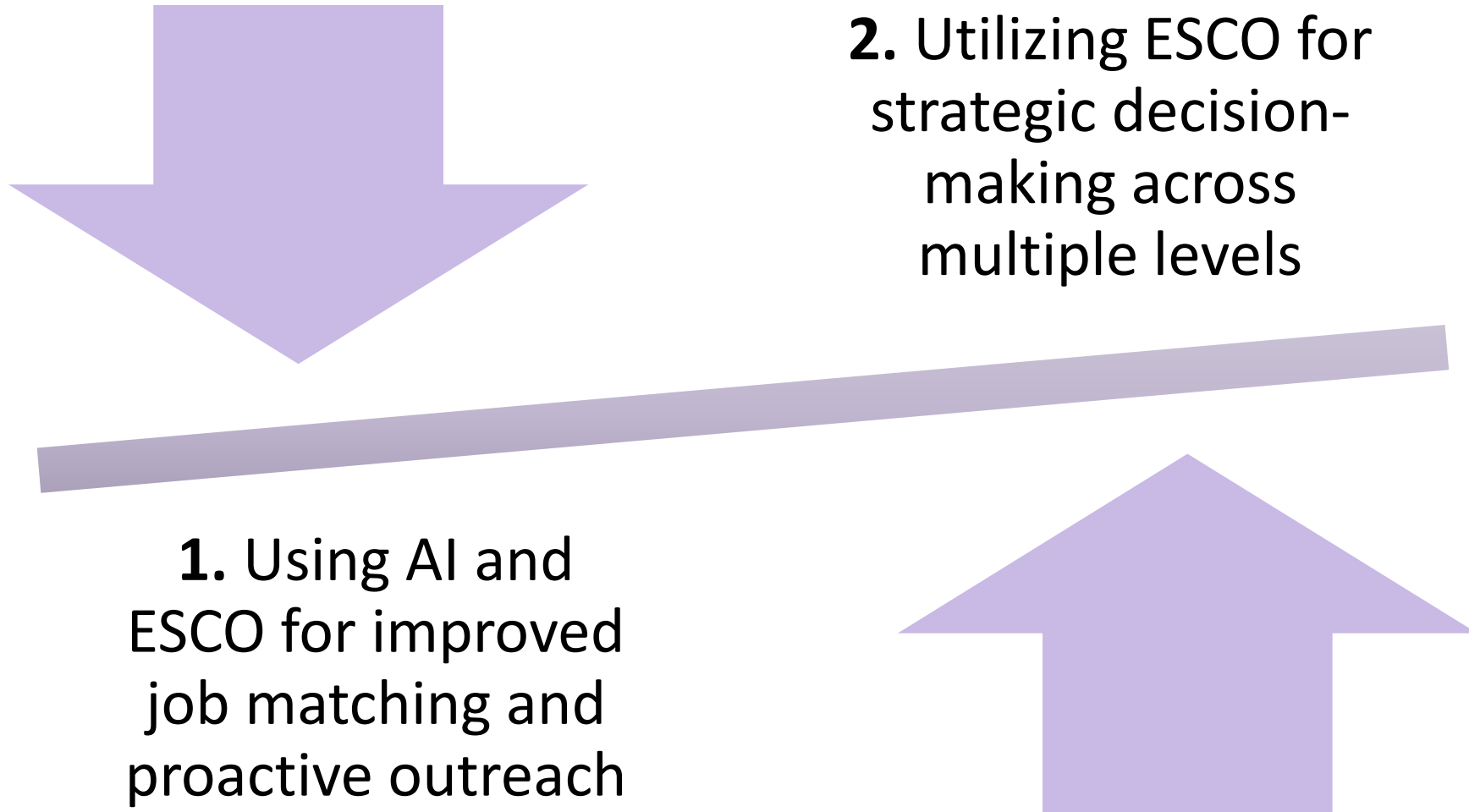




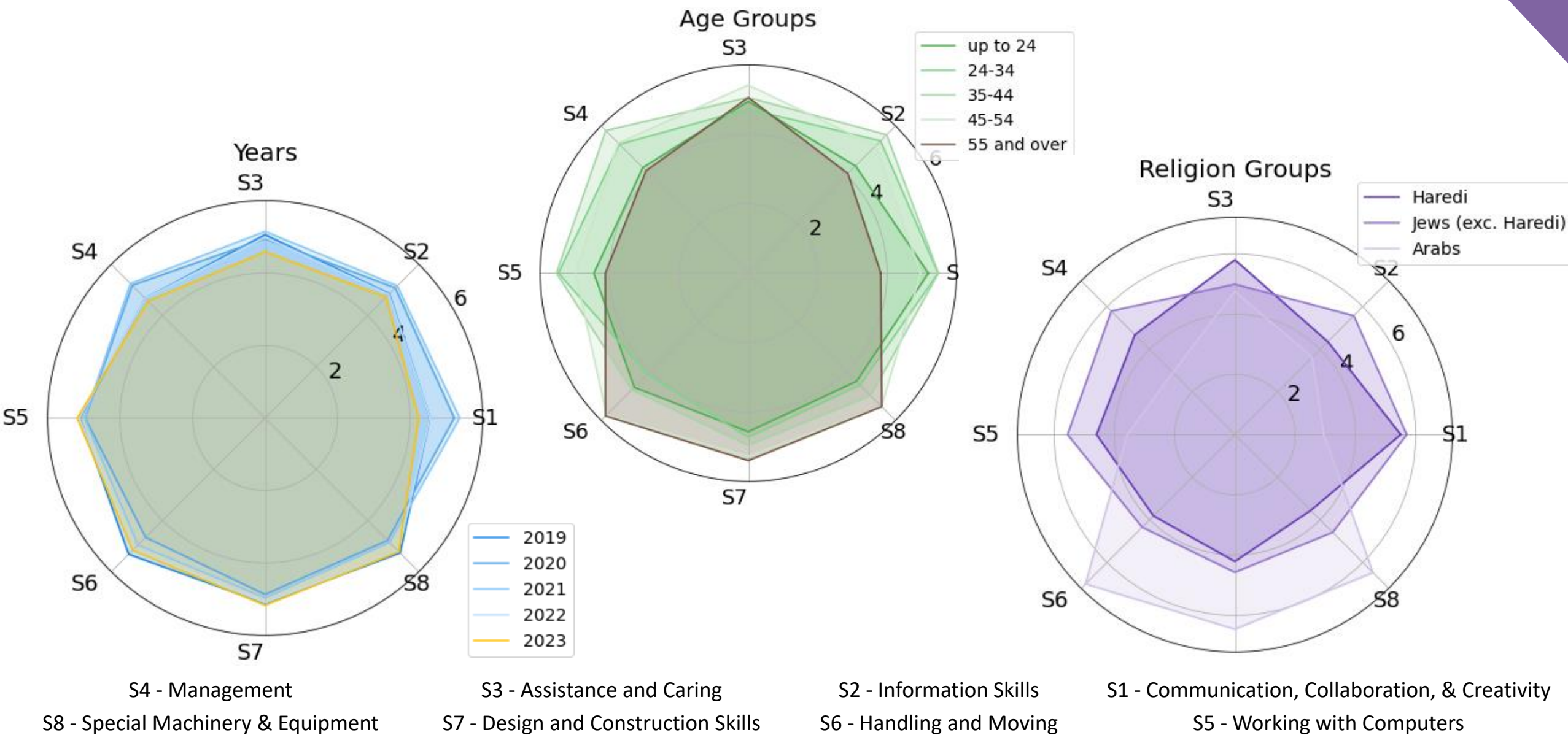
# ALMPs' Golden Triangle



# Dual Strategy with Skills

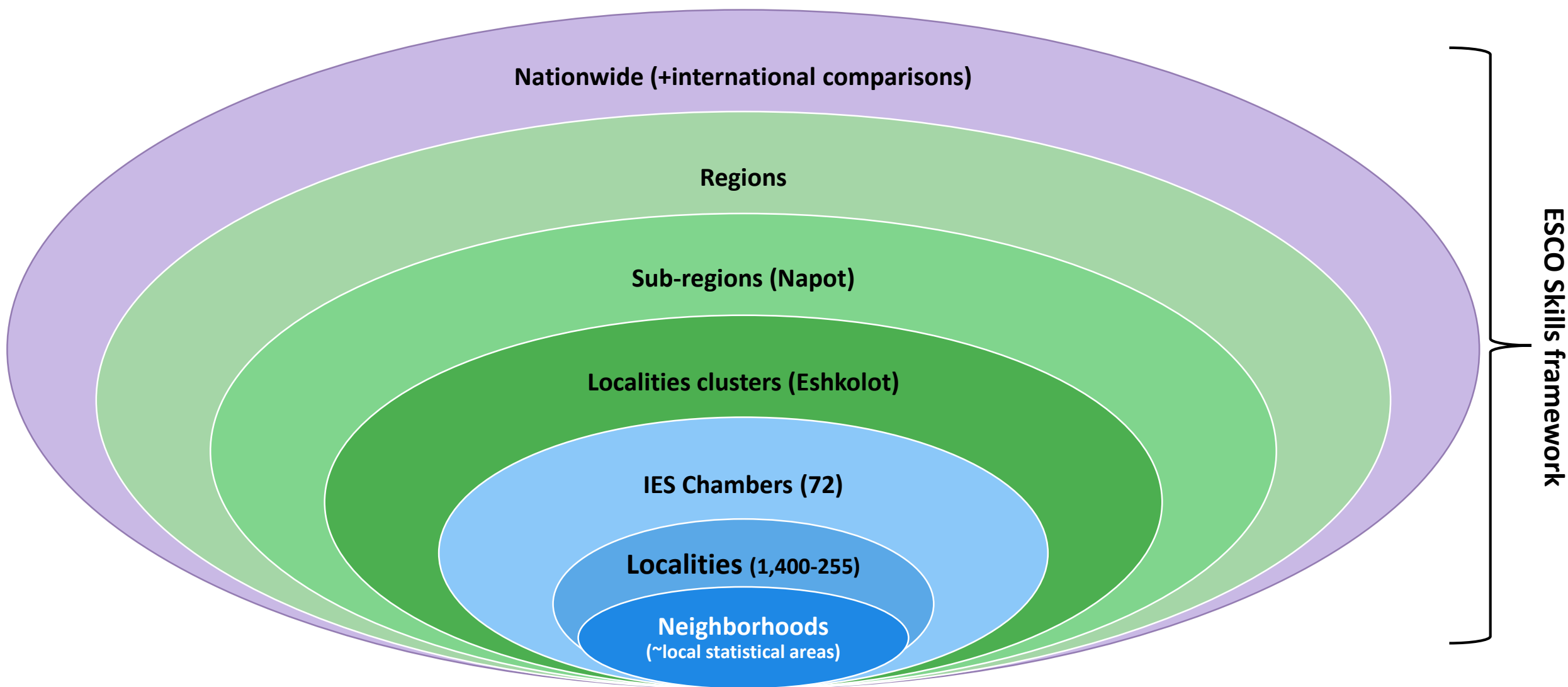


## 2. Skills for Research, Strategy, & Practical Implementation



Proportion of the 72 skill types within the 8 major categories

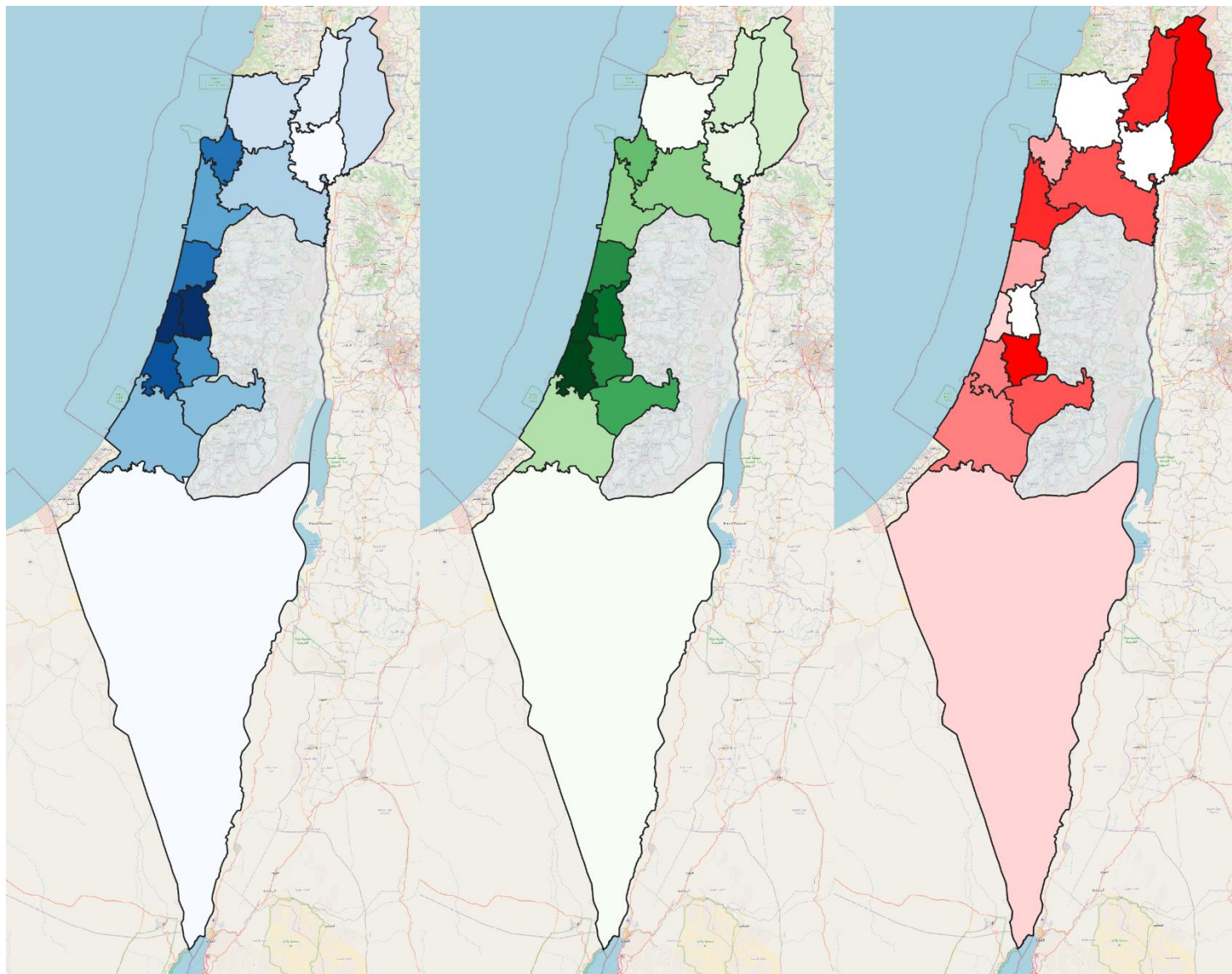
# The Strength of High-Frequency Resolutions Data



Based on administrative data and the work of the IES

# Identification of Skills at a Sub-Regions Levels

Number of possible  
skill sets  
14,000 ,300 ,72 ,8



Programming skills

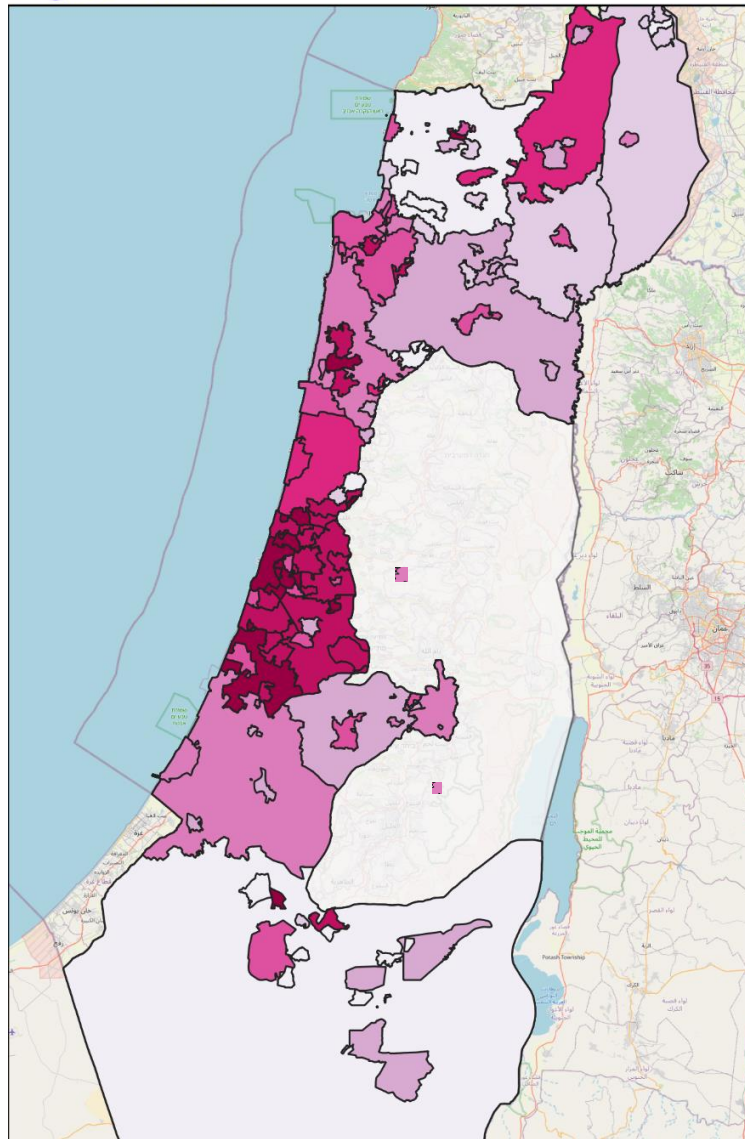
Writing skills

Working with others

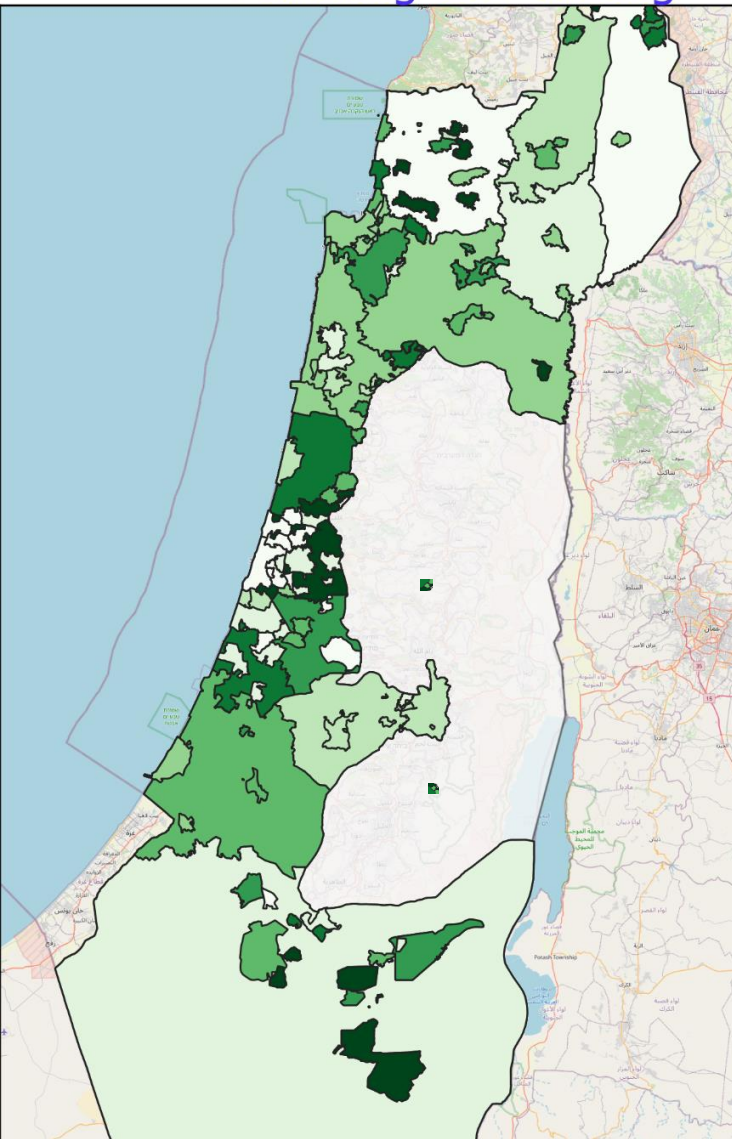


# Skills-Sets in Localities

Digital Skills

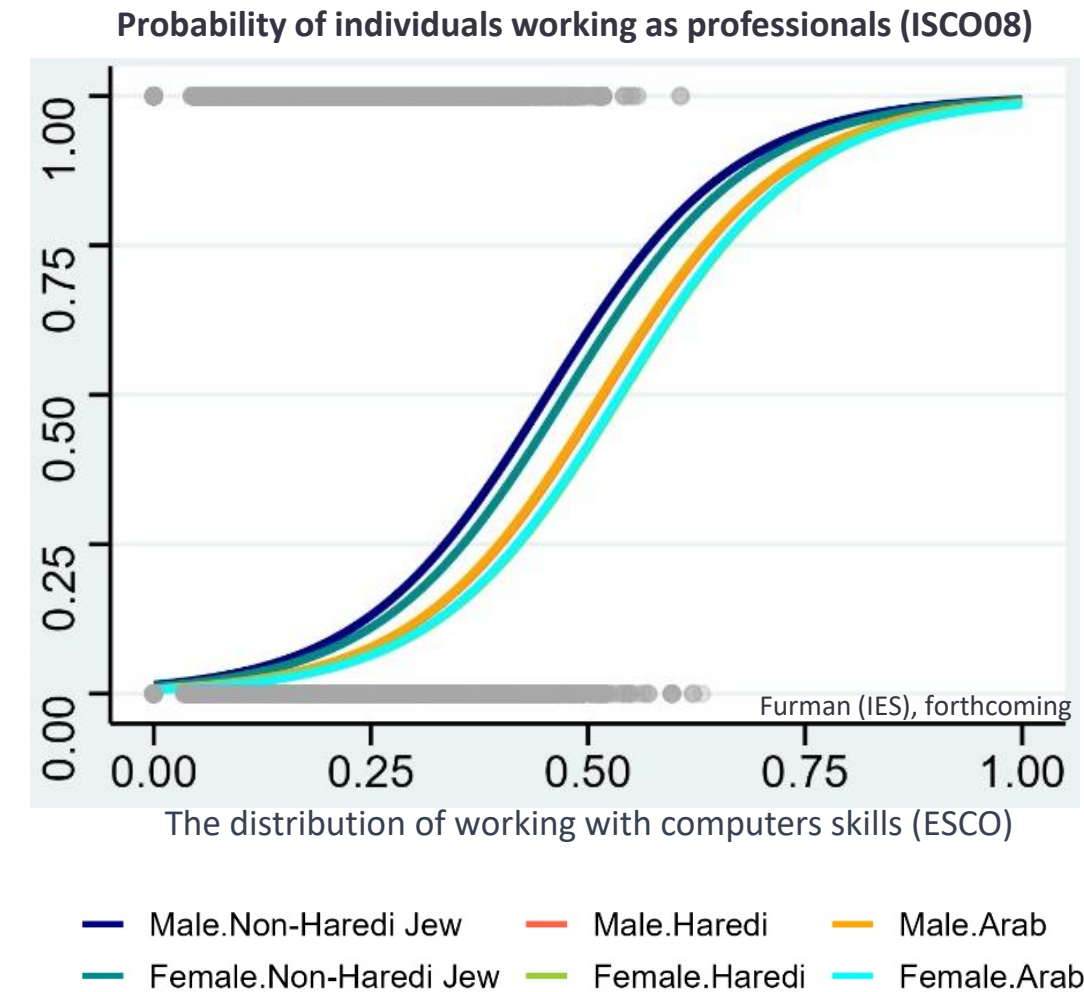
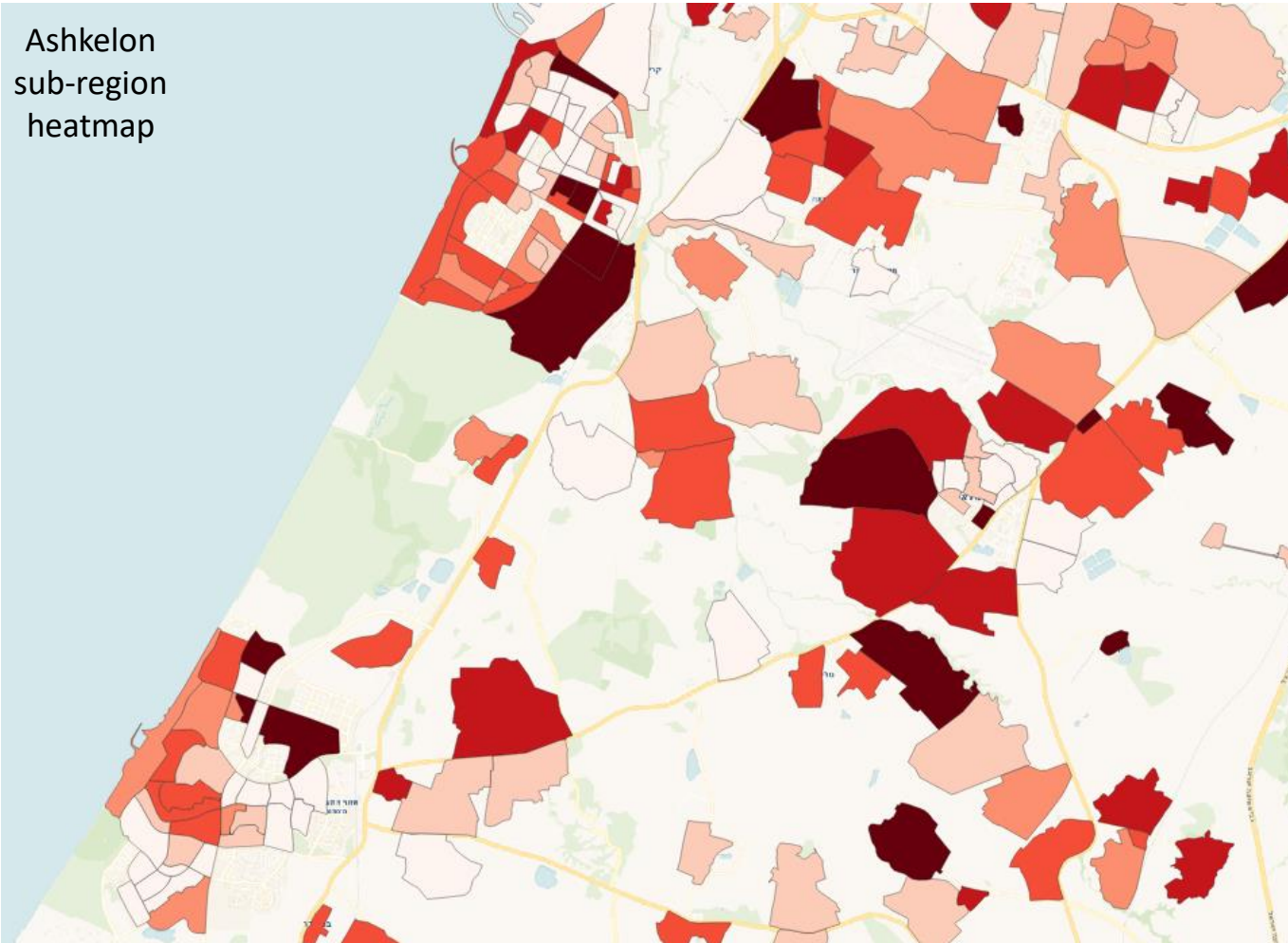


Handling and Moving



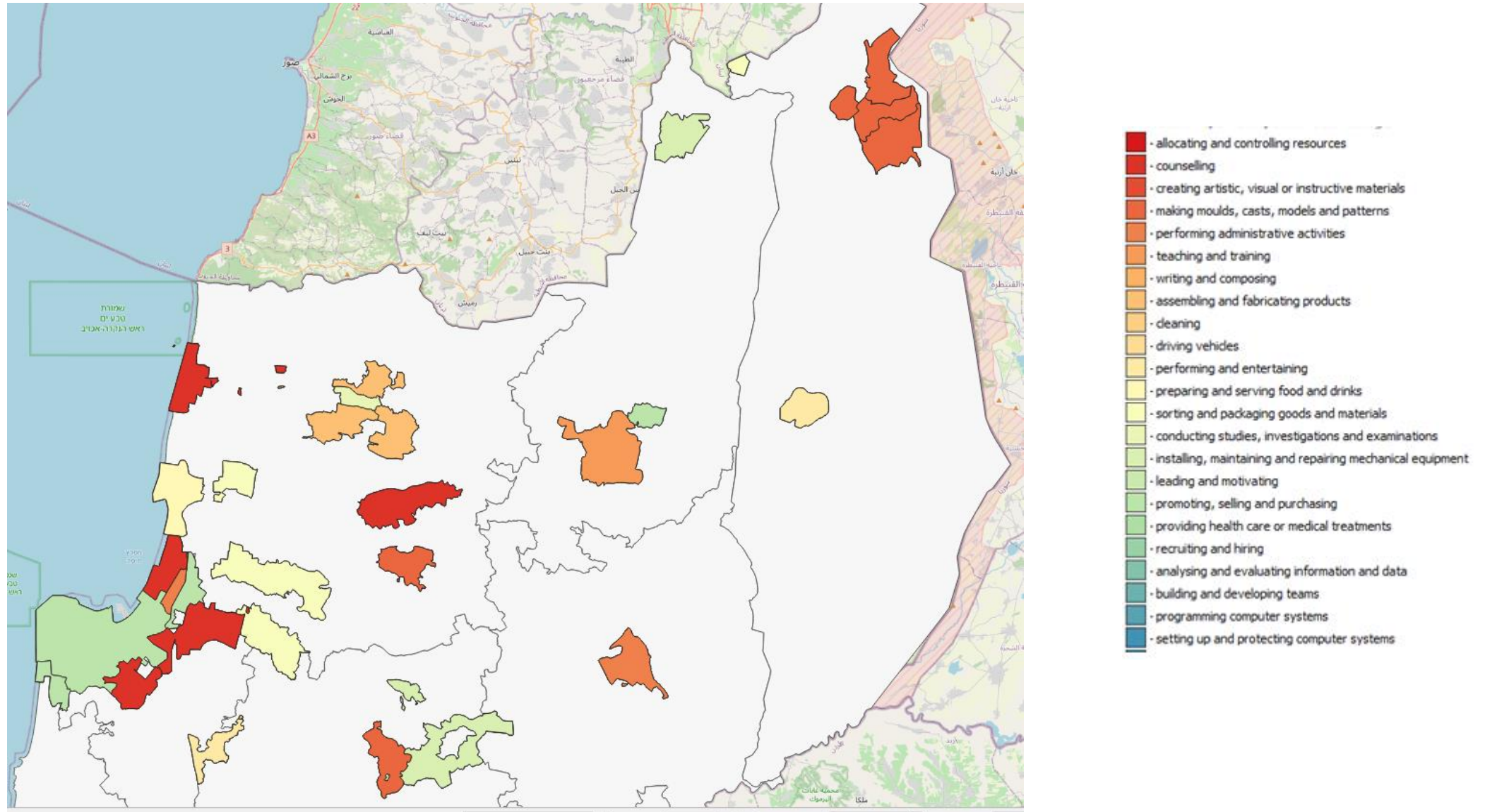
# Utilizing IES's Data for Strategic Decision-Making Processes

## Communication, collaboration, and creativity skills





# Relative Advantages in Skills

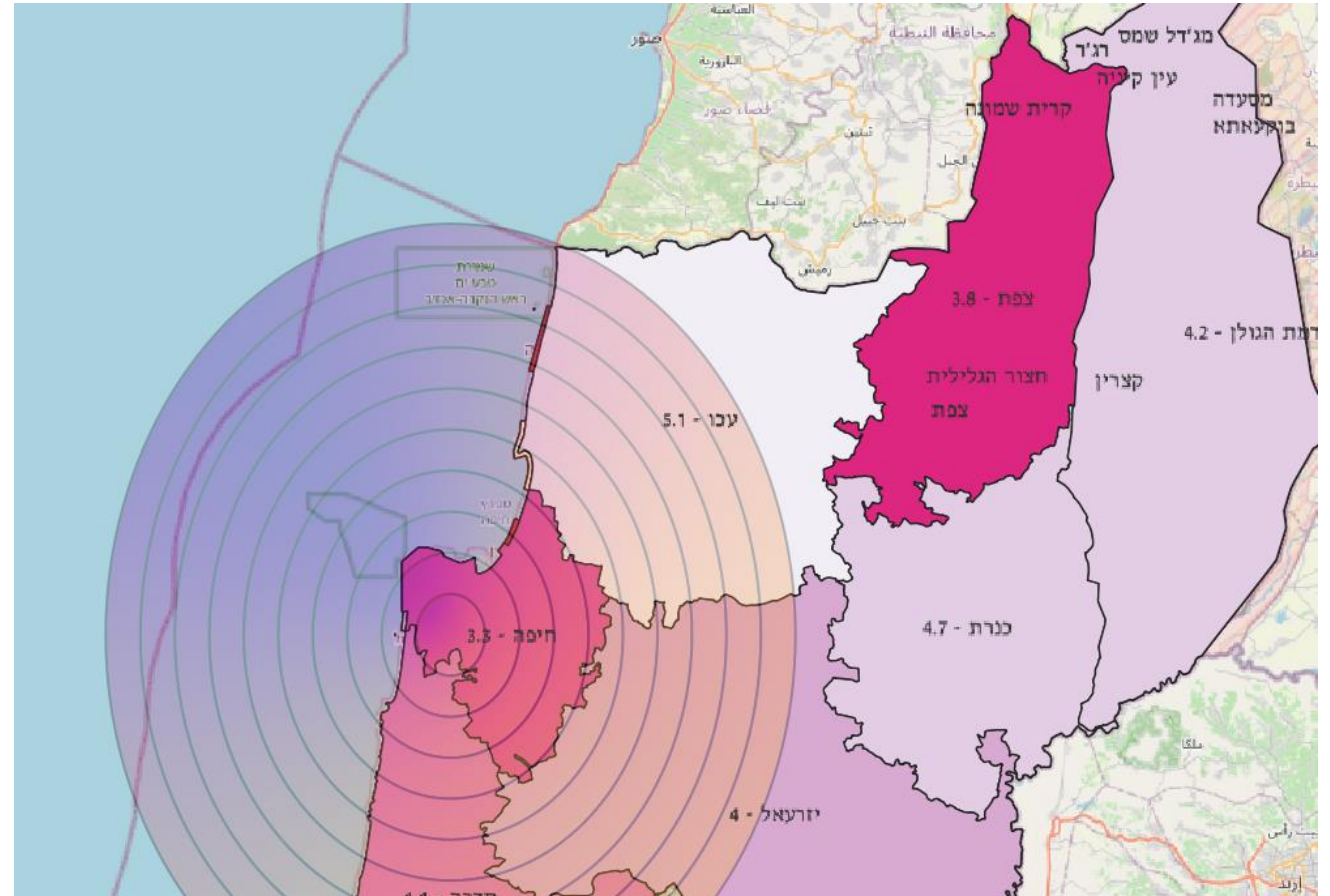
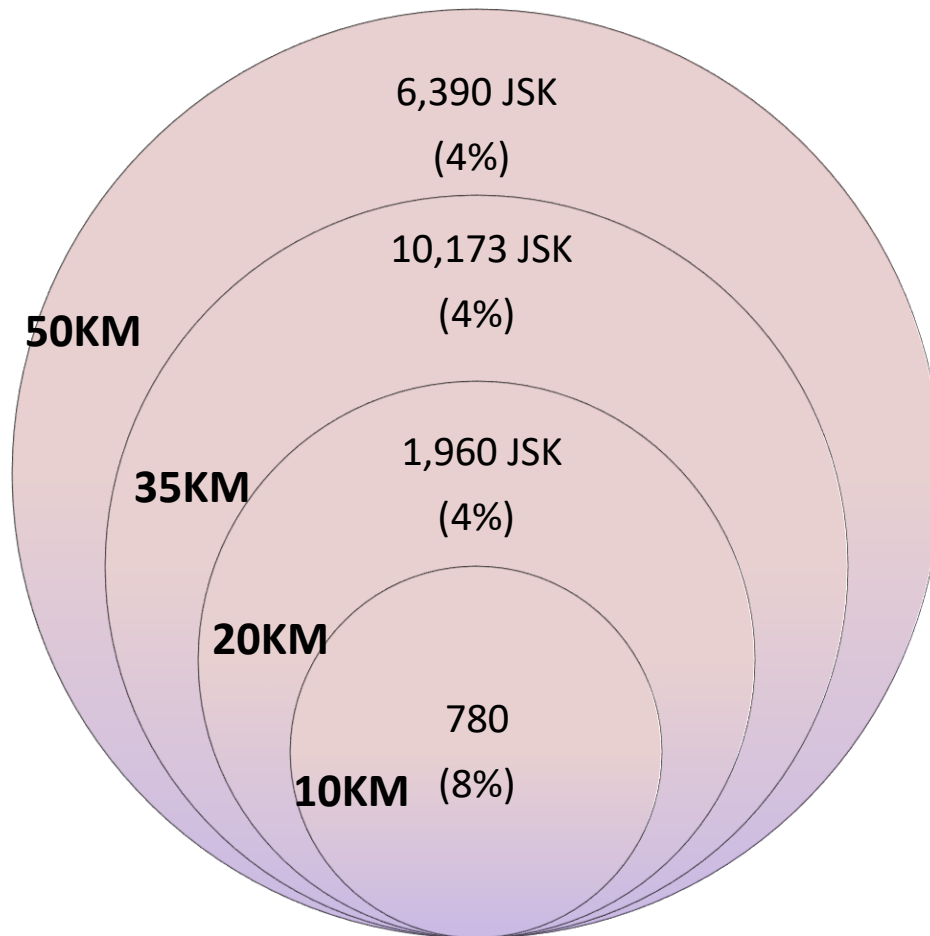


Relative and absolute advantages in 31 main skills



# Integration of Occupations and Skills to Tackle Supply-Demand Gaps

## JSK with Hi-tech Occupations around Yokneam city



Relative advantages

Lack of proper skills

## Identifying the Hi-tech industry and ESCO digital skills

# The Impact of Generative AI on the Labour Market

1. Automation  
of Creative Tasks

2. Skill Evolution

3. Emphasis on  
Skills

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Generative AI heralds a paradigm shift, reshaping the future landscape of work and skills

**Thank you!**

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**שירות התעסוקה הישראלי**