PIAAC Education & Skills Online to profile jobseekers’ skills

SIXTH PIAAC INTERNATIONAL CONFERENCE
Rome, 29 January 2020

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Overview

1. ANPAL testing methodology
2. Jobseekers' cognitive tests scores
3. Feedback from clients and PES staff
4. Conclusions
Testing methodology (1)

WHEN
June 2017 - June 2018

TARGET GROUP
Long-term unemployed people
(more than 24 months or 6 months at least)

INVOLVED
• 181 CPIs
• 19 Italian Regions + A.P. Trento
• 3,704 Jobseekers

MAIN PURPOSE
Test the usefulness of PIAAC online in supporting PES staff to profile jobseekers and improve the quality of services.
<table>
<thead>
<tr>
<th></th>
<th>PES Clients Average 2017 (ISTAT- RCFL)</th>
<th>PIAAC-Italia 2011-2012 Population</th>
<th>PIAAC online testing (jobseekers involved)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GENDER</strong></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Male</td>
<td>51.5</td>
<td>50.0</td>
<td>44.7</td>
</tr>
<tr>
<td>Female</td>
<td>48.5</td>
<td>50.0</td>
<td><strong>55.3</strong></td>
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<td><strong>AGE GROUPS</strong></td>
<td></td>
<td></td>
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<tr>
<td>15-24 years</td>
<td>17.7</td>
<td>14.4</td>
<td>19.1</td>
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<tr>
<td>25-34 years</td>
<td>25.8</td>
<td>18.9</td>
<td><strong>28.2</strong></td>
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<tr>
<td>35-44 years</td>
<td>22.3</td>
<td>24.4</td>
<td>23.9</td>
</tr>
<tr>
<td>45-54 years</td>
<td>21.9</td>
<td>21.8</td>
<td>19.5</td>
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<tr>
<td>55 years and over</td>
<td>12.3</td>
<td>20.5</td>
<td><strong>9.3</strong></td>
</tr>
<tr>
<td><strong>EDUCATIONAL ATTAINMENT LEVEL</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Less than primary, primary and lower secondary education</td>
<td>45.3</td>
<td>53.4</td>
<td><strong>24.6</strong></td>
</tr>
<tr>
<td>Upper secondary and post-secondary non-tertiary education</td>
<td>44.2</td>
<td>33.8</td>
<td>51.4</td>
</tr>
<tr>
<td>Tertiary education</td>
<td>10.5</td>
<td>12.1</td>
<td><strong>24.1</strong></td>
</tr>
</tbody>
</table>
Jobseekers’ core cognitive scores (1)

- Level 4/5: Numeracy skills 8.4%, Literacy skills 13.5%
- Level 3: Numeracy skills 42.5%, Literacy skills 43.5%
- Level 2: Numeracy skills 32.3%, Literacy skills 30.5%
- Level 1: Numeracy skills 12.1%, Literacy skills 7.6%
- Below Level 1: Numeracy skills 4.6%, Literacy skills 4.9%
Jobseekers’ core cognitive scores (2)

Problem solving in technology-rich environments

Levels achieved by PES clients

- Level 3: 1.9%
- Level 2: 32.9%
- Level 1: Average score: 277 (45.5%)
- Below Level 1: 19.7%
How to use these scores meaningfully?

**Insufficient cognitive skills**

Encourage to complete ad hoc remedial training

**High level of cognitive skills**

On-the-job training for upskilling purposes
Feedback from clients and PES staff

1. Clients satisfaction questionnaire
2. PES staff questionnaire
Clients feedback (1)

Was the PIAAC online tool useful to improve your job prospects?

- Hardly: 32%
- Fairly: 19%
- Highly: 49%

Critical areas

1. Time consuming
2. Poor internet connection
3. Inadequate hardware
4. Insufficient work stations
Clients feedback (2)

40%

1. To better understand one’s own strengths/weaknesses
2. To focus on one’s own skills
3. To understand one’s own inclinations

30%

1. To encourage active job search
2. To choose appropriate training paths
3. To understand the job to search for
Clients feedback (3)

Usefulness of PIAAC online tool modules

**Very or fairly useful**

1. Problem solving in technology-rich environments
   - 32.6% respondents found it very useful
   - 50.5% found it fairly useful

2. Career interests and intentionality
   - 30.3% respondents found it very useful
   - 52.4% found it fairly useful

**Hardly useful**

1. Literacy and Numeracy
   - 20% respondents found it hardly useful
   - Reason: too complex

2. Subjective well-being
   - 24.1% respondents found it hardly useful
   - Reason: no relevance for their job insertion purposes
**STRENGTHS**

- Useful for skills profiling, especially problem solving skills
- Helps identify jobseeker’s potential
- Helps assess clients training needs

**WEAKNESSES**

- Too time consuming
- Too demanding in organizational terms
Over 70% suggest **not** to use the PIAAC online tool in its current form

- The tool should be simplified
- Respondents should complete only relevant test modules
- Jobseekers should take the test at home

Suggestions
Conclusions

- PIAAC online is a valid tool to map jobseekers’ competences
- Follow up PES operators’ suggestions → make the tool user-friendly and tailor-made
- ANPAL to contribute to the PIAAC online tool simplification process
You can find our testing Report at the link: www.anpal.gov.it/dati-e-pubblicazioni

Contact information

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THANK YOU FOR YOUR ATTENTION!