



JOB MATCHING PLATFORMS FOR INTERNATIONAL MIGRATION AND MOBILITY IN OECD COUNTRIES

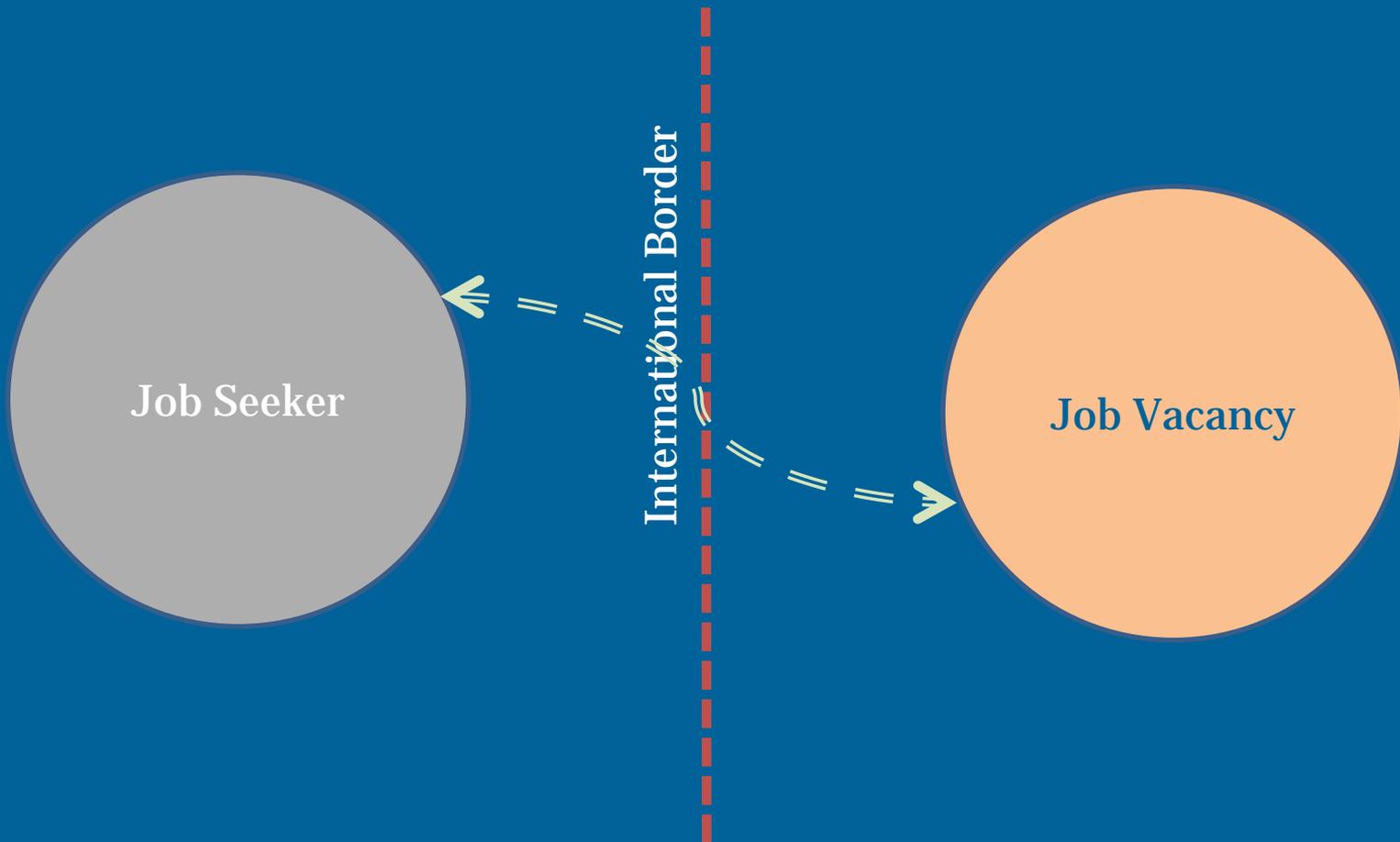
**7th ADB-ADBI-OECD-ILO Roundtable on Labor
Migration in Asia: Finance and technology to increase
the positive impact of migration on home countries**

18-19 January 2017, ADB, Manila

Jonathan Chaloff
Administrator, International Migration Division, OECD



Why is job matching an issue in labour migration?



- space for rents, risks of miscommunication, mistrust...



On-line job-matching platforms across borders

- Reduces information asymmetry
- Reduces the space for rents to provide access to employers and vacancies
- Increases the pool of candidates for employers
- May improve occupational match for work, leading to better integration outcomes
- Must compete with other forms of access which may be market leaders, prevailing practice, or source of rents for vested players



Publicly-run on-line job matching platforms

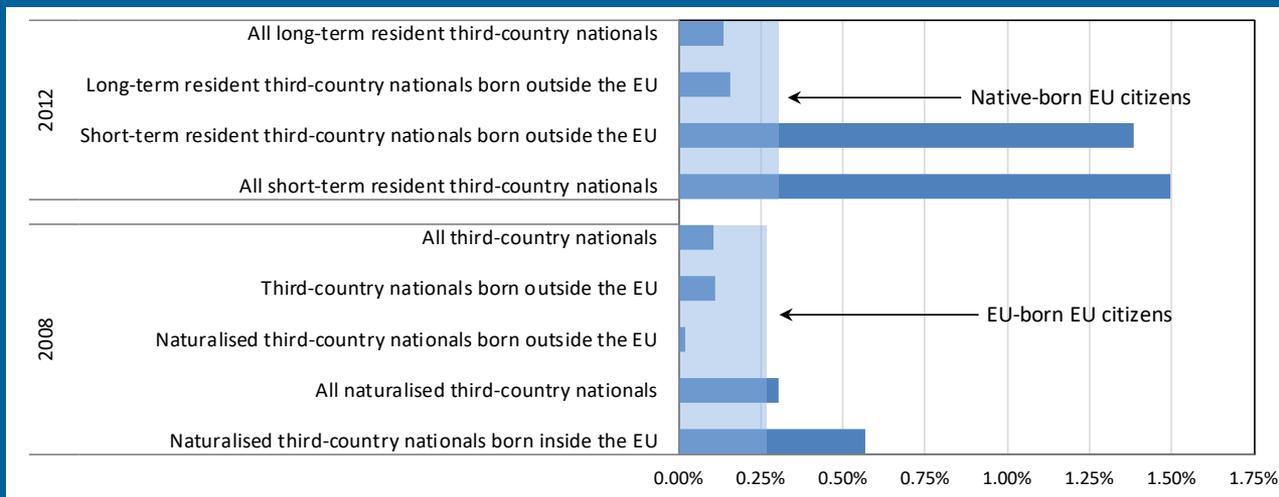
- Most OECD countries have on-line job vacancy systems for job-seekers run by the public employment services (PES)
- These have only a small share of the market (e.g., in Europe, only 7% used the PES while searching for their current job, and about 1% in the USA)...
- ...but they play a role in labour migration management systems



Limited intra-European labour migration

- There is limited job mobility within Europe despite the free movement provisions and large wage and employment differences

Naturalisation and long-term residence are associated with lower mobility among residents born outside the European Union
Rates of mobility in 2008 and 2012, percentage, by nationality, duration of stay, place of birth



Note: EU-born EU citizens (2008) include those who have naturalised.

Source: OECD Secretariat calculations based on the EU 2008 Labour Force Survey (Eurostat) and its Ad Hoc Module in Poeschel (2016).



EURES - European Job Mobility Portal

- EURES was founded in 1993 with the objective to facilitate the mobility of workers within the countries of the European Union (EU) and the European Free Trade Association (EFTA).
- In 2003, an online platform (European Job Mobility Portal) was launched to improve the functioning of the single European labour market by matching jobseekers with vacancies

Linked with the EURES Services

- Almost 1000 agents, mostly in public employment services (PES) of individual EU countries
- Provides advice and orientation, as well as recruitment and deployment support, job fairs, etc.

Did you know?



You can upload your CV online to make it available for search by thousands of employers across Europe registered on EURES. When your CV matches an employer's requirements, they can contact you quickly and easily via the EURES Portal.



How many people use EURES?

- In 2013, 10 years after its launch, there had been 1.25m jobs, 1.1m CVs, and 30,000 registered employers in the Portal
- In January 2017, there were about 1.1 million listings for almost 2 million positions (half in Germany), 300,000 CVs (1/3 from Italy and Spain), 8,000 companies (1/3 in Germany)



EURES for non-EU/EEA nationals

- Anyone can register in EURES, but receiving a job offer through EURES doesn't mean qualifying to enter as a labour migrant and taking up employment
- Employers in many EU countries are required to post a vacancy on EURES prior to being able to recruit a labour migrant



Canada's Job Bank under Express Entry

- The Job Bank is Canada's on-line vacancy and CV listing system for Canadian residents. In January 2017 there were more than 80,000 vacancies listed.
- Express Entry is the Canadian Federal system to manage applications for permanent economic migration
- Under Express Entry, all candidates without a job offer or a provincial nomination must register with the Job Bank within 30 days of submitting a profile.



Need a job? Try Job Match! It's easy and free. ?

- ✓ Be instantly matched to jobs that suit your skills and experience.
- ✓ Let employers invite you to apply to jobs.
- ✓ Available to Canadians, permanent residents and Express Entry candidates.



Australia's SkillSelect

- Australia has a dedicated job matching database inside its immigration systems, with no links to the PES.
- SkillSelect does not actively match but allows registered employers to search the profiles of those who are pre-approved for meeting immigration and skill standards.



SkillSelect allows applicants to qualify for different migration programmes

- Potential migrants can indicate if they are willing to live and work in regional Australia.
- Employers and state/territory governments are able to review EOIs via SkillSelect and find candidates that they wish to sponsor or nominate.
- With a skilled job offer, the applicant exits the SkillSelect points system and receives a direct nomination from the employer or province for a related permanent or temporary work visa.



New Zealand's Skill Finder

- SkillFinder is a free online tool that allows New Zealand employers to identify and contact skilled workers overseas.
- Skilled workers must meet one of the skill categories for New Zealand's skilled migration programme
- There are more than 500,000 candidates in the database
- Immigration New Zealand is the mediator between candidates and employers
- SkillFinder is not directly connected to the migrant application management system



Skill Finder

- Employers can identify the occupation, experience, education level and region of residence in their search

1 Migrant Search

Complete the form below to search our database to find people with the skills you need to fill your vacancy. Simply start typing the occupation(s) in the box below and select from the dropdown list. Use the blue + and - icons to add and remove occupations. You can also filter by years of experience, highest level of education and preferred markets.

After selecting the role criteria, hit the Find button to see how many people match your search. You can adjust your search to change your results. Once you're happy with the count, press Next to continue to the vacancy details form.

Occupation*

 +

Start typing your occupation and select the closest match from the list provided (it might take a few seconds). Use the blue + and - icons to add and remove occupations.

Years of experience*

Minimum level of education*

Preferred offshore markets*

[deselect all](#)

- | | | |
|---|---|--|
| <input checked="" type="checkbox"/> Africa | <input checked="" type="checkbox"/> Eastern Europe | <input checked="" type="checkbox"/> Southern Asia |
| <input checked="" type="checkbox"/> Australia | <input checked="" type="checkbox"/> Ireland | <input checked="" type="checkbox"/> United Kingdom |
| <input checked="" type="checkbox"/> Canada | <input checked="" type="checkbox"/> Middle East | <input checked="" type="checkbox"/> United States |
| <input checked="" type="checkbox"/> Central & South America | <input checked="" type="checkbox"/> Oceania | <input checked="" type="checkbox"/> Western Europe |
| <input checked="" type="checkbox"/> Central Asia | <input checked="" type="checkbox"/> Philippines | |
| <input checked="" type="checkbox"/> China | <input checked="" type="checkbox"/> South Africa | |
| <input checked="" type="checkbox"/> Eastern Asia | <input checked="" type="checkbox"/> South-East Asia | |

[Find ▶](#)

Search results

773 Total Matches at 03:02

Image source: skillfinder.immigration.govt.nz

[Next ▶](#)



Korea's Employment Permit System

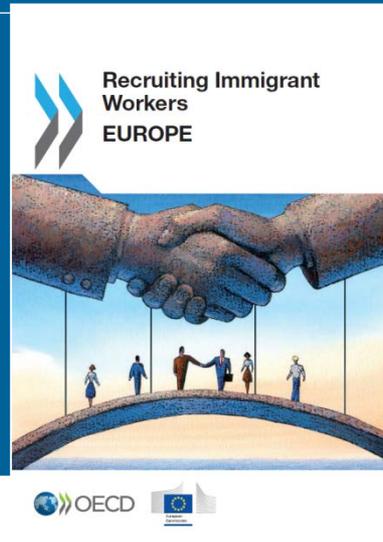
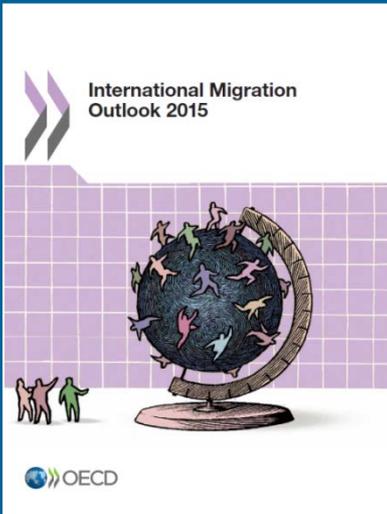
- Introduced in the mid-2000s for non-professional workers
- Requires passing a language test and basic skills assessment
- Candidates are enrolled in a database, but Korean public agency mediates between candidates and employers (i.e., chooses a set of candidates to review)



Challenges

- Often limited credibility of PES platform, reluctance of employers to use this channel for recruitment
- Oversupply of less skilled candidates in origin countries...
- ...so a focus in destination countries exclusively on skilled candidates...
- ...and difficulty in verifying skills...
- ...and a need for active mediation

Thank you for your attention



For further information:
www.oecd.org/migration
jonathan.chaloff@oecd.org

Matching Economic Migration with Labour Market Needs

Matching economic migration with labour market needs in Europe



Connecting with Emigrants

A GLOBAL PROFILE OF DIASPORAS 2015



Indicators of Immigrant Integration 2015

SETTLING IN

