

Methodology

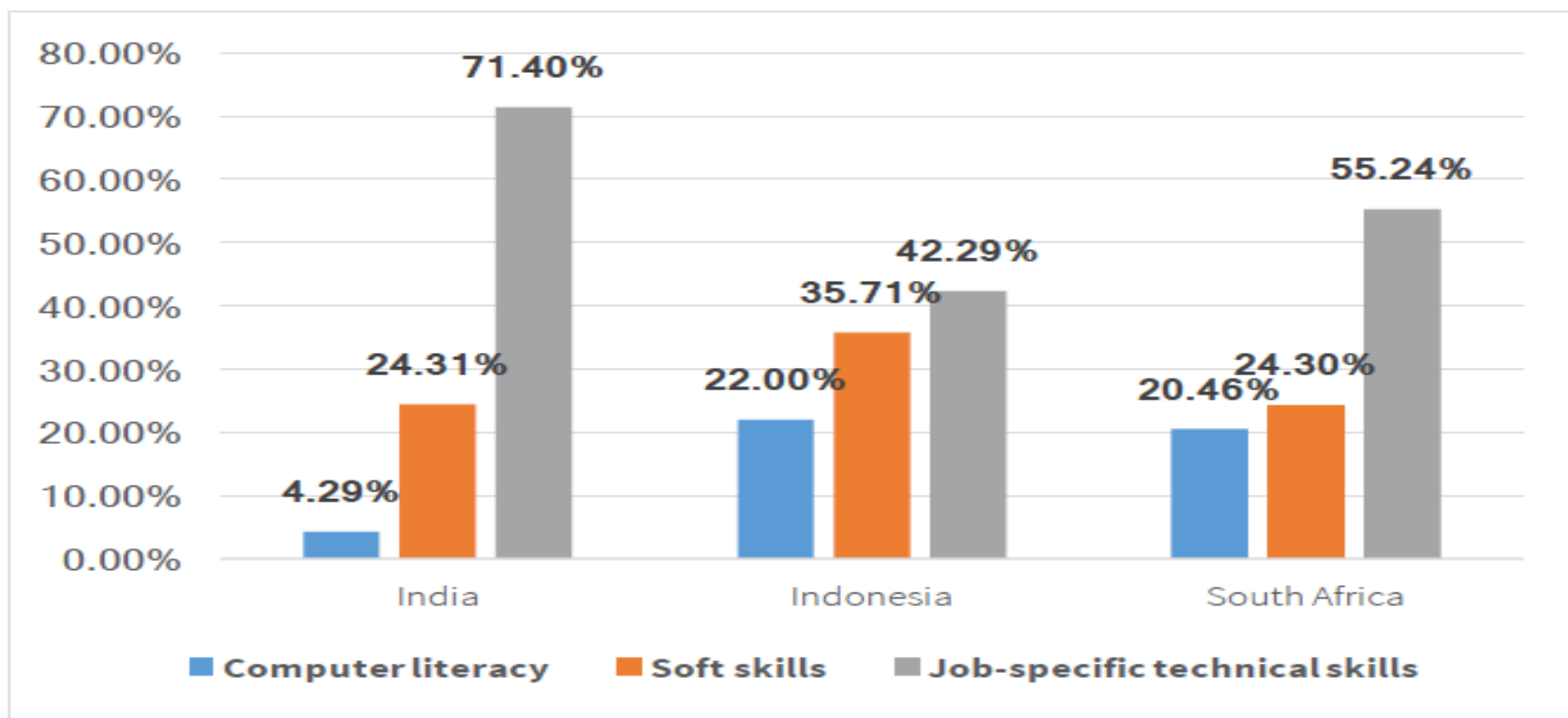
Across four countries (Brazil, India, Indonesia and South Africa), we **analyzed**:

- 390,000 entry-level job postings (**demand side**); and
- 6.4 million LinkedIn profiles of youth (**supply side**) inferred to be aged 21 - 29 to better understand labor market supply and demand trends on LinkedIn.



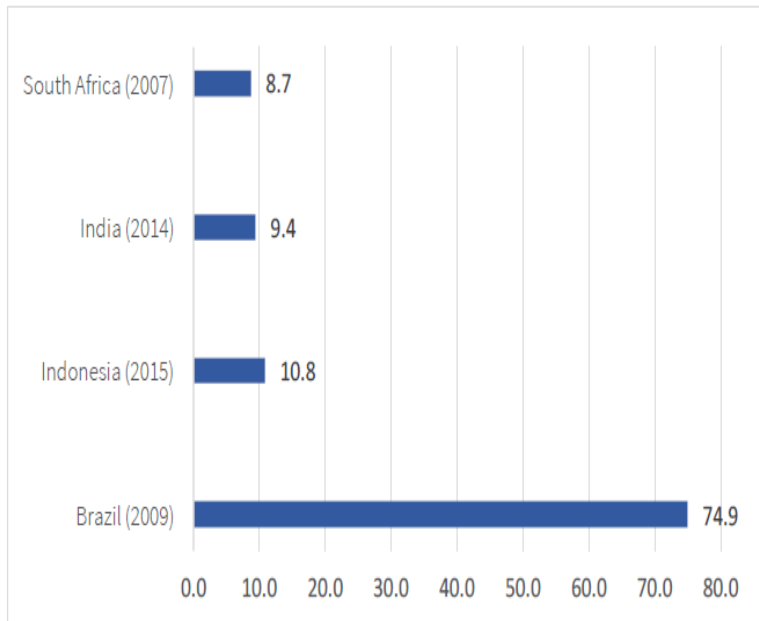
#1: Employers are looking for entry-level talent with diverse skills.

In-Demand Job-Related Skills(% share among top 20 skills)



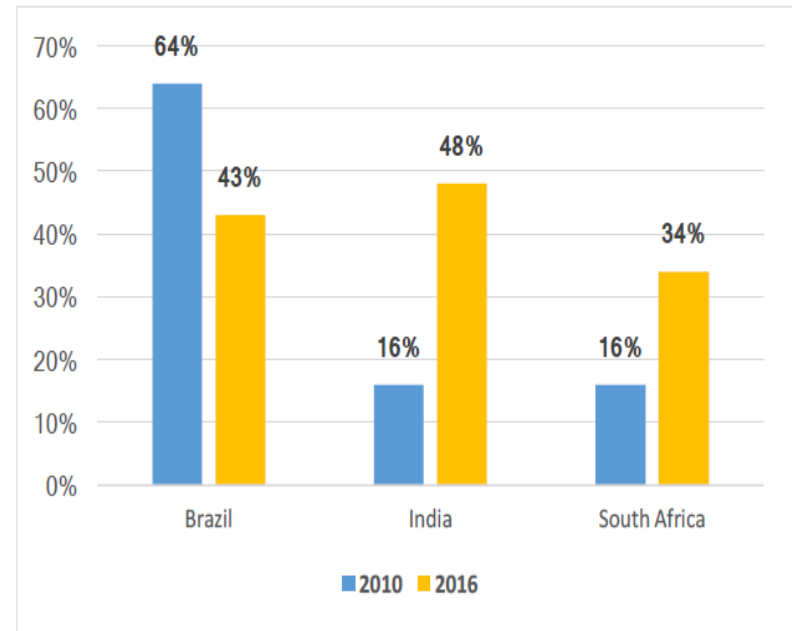
#2: The nature of the skills gap varies in different countries

% of Firms Identifying an Inadequately Educated Workforce as Major Constraint



Source: World Bank Enterprise Surveys, showing available years for each country 2007-2015

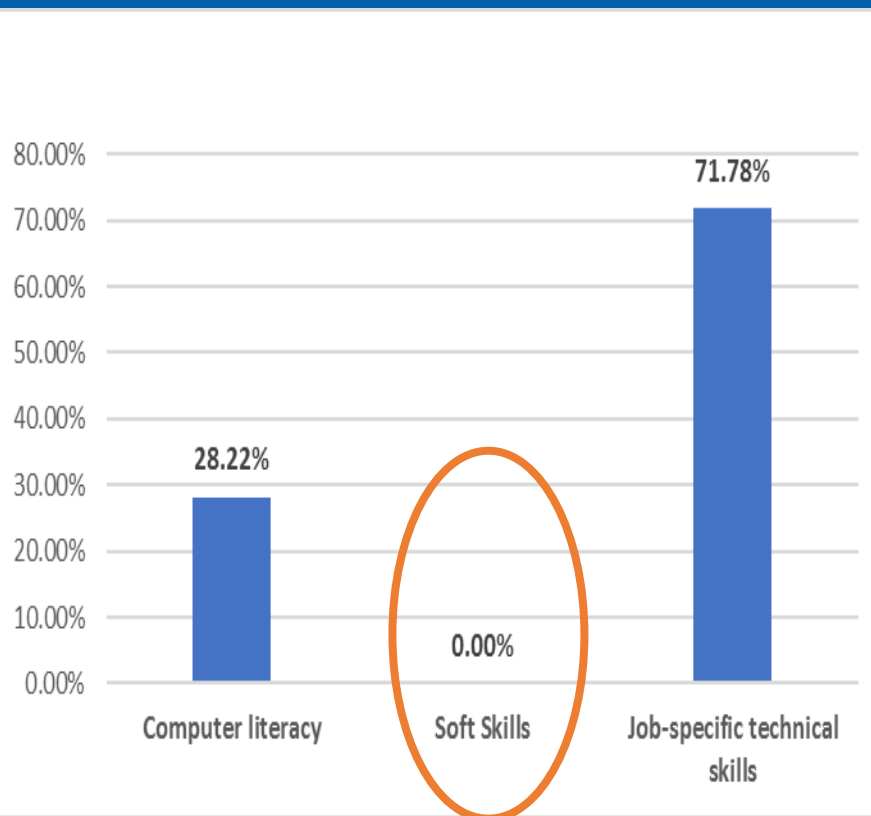
% of Employers Having Difficulty Filling Jobs Due to Lack of Available Talent:



Source: ManpowerGroup Talent Shortage Survey, 2010 and 2016

#3: While the skills gap challenge receives a lot of attention, the skills *signaling* gap is often neglected.

Commonly Listed Skills in LinkedIn Profiles of Youth



In-Demand Skills listed by employers in job postings

