



Anticipating the Future of Work:

Chile's Labor Observatory Program and National Labor Demand Survey

Department of Employment intermediation and Labor and Skills Anticipation
Ministry of Labor and Social Security
July 3, 2025



Encuesta de
Demanda Laboral
2024

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National Strategy for Labor and Skills Anticipation, and Labor Observatory Program

Ministerial Advisory Commission on Labor and Skills Anticipation >>>

Established in November 2021 through **Ministerial Decree No. 34**, the Commission was tasked with the responsibility of supporting the **design of a National Strategy for Labor and Skills Anticipation** (ENPL).

The Commission is composed of representatives from government, employer and worker organizations, international organizations, and academic experts in labour-related fields. **It is chaired by the Undersecretariat of Labor, which also serves as its executive secretariat.**

In 2023, the Commission formally recommended the adoption of the **National Strategy for Labor and Skills Anticipation**, which was subsequently enacted through Exempt Decree No. 110/2023.

The implementation of the ENPL is carried out through the **Regional Labor Observatories**, which operate nationwide.



Me gusta 0

Compartir

Twitear



2 de Octubre de 2023

Comisión Asesora acuerda propuesta de Estrategia Nacional de Prospección Laboral

Este hito se enmarca en la Agenda de Productividad, como lo ha sido la constitución de los Consejos Regionales de Capacitación y el Consejo Nacional de Capacitación, y el acuerdo con MIPYMES para el aumento de la productividad y empleabilidad a través del desarrollo de competencias.

Nacional Strategy for Labor and Skills Anticipation >>>

It creates an institutional framework to address the Future of Work.

A governance model to strengthen and develop monitoring and projections of Labor market changes, in order to address them effectively through public policy and decision-making.

Technological transition

Socio-ecological transition

Demographic transition

To diagnose and anticipate:

- Changes in work arrangements.
- Changes in skills and profiles required by companies.
- Effect of technologies on working conditions and employment.

Public policy and actions for:

- A better match between labour supply and demand
- Supporting workers' career paths
- Developing skills that meet future needs
- New regulations and protection for affected populations

Other labour market analysis
and foresight initiatives

Executive Secretary CAMPL

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**More and better jobs.
Decent Work**

Labor Observatory Program

The Project was initiated in 2015 as part of a **IDB – SENCE** program “Support for SENCE’s Effectiveness” and was made possible through external funding providing by **OTIC SOFOFA** (Intermediate Technical Training Organization).

Within the framework of the Strategy, the focus is expanded to include skills and competencies. This establishes a new objective:

To produce territorial and sectoral knowledge about the country's key occupations, providing evidence on their characteristics, supply and demand, as well as the technological and socio-ecological challenges faced by the workers in these roles

It is implemented through a national office within the **Employment Policy Division** of the Undersecretary of Labor, and **an office in each of the country's 16 regions**:

The Regional Labor Observatories (RLOs) are responsible for collecting, analysing, generating and disseminating information on the dynamics of the regional labour market, focusing particularly on the characterization of occupations and the monitoring of supply-demand imbalances

Main products >>>

- Surveys are conducted to identify vacancies and company requirements (ENADEL)
- Analysis of survey from other institutions (ENE, CASEN, PIAAC)
- Analysis of administrative records (SII, AFC)
- Interviews with key actors; document review

<https://www.observatorionacional.cl/>

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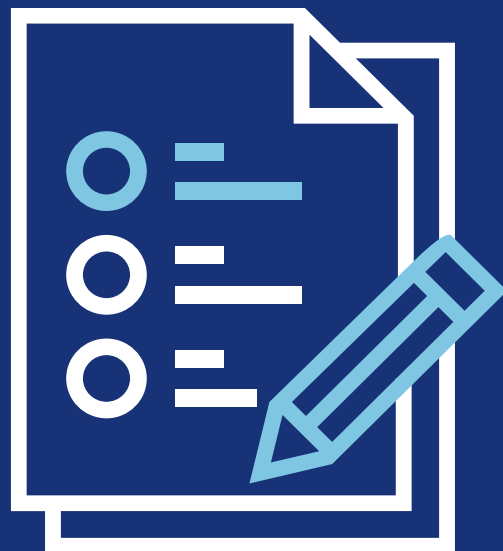


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Labor Demand Survey 2024: Key Facts >>>



The Labor Demand Survey **is funded by the Labor Observatory Program** and Implemented by 16 Regional Labor Observatories across the country.

1. **Background and Evolution:** Implemented since 2019, **initially at a sectoral level**. In 2023, it became national, and in 2024, a new module on the **Future of Work** was added.
2. **Main Objective:** To provide data on **current labor demand** by occupation. Measures unmet demand, hiring difficulties, and **skill requirements**. Analyzes the **impact of new technologies and climate-related events** on employment (layoffs, hiring, retraining).
3. **Survey Scope – 2024:**
 1. **Representative sample:** 5,965 companies with 10+ workers and represents 91,873 companies and **over 5.1 million workers**.
 2. Data collection: **June 17 – November 29, 2024, and** Covers **15 economic sectors** (grouped into 12 broader categories).

Why is ENADEL Important?

Understanding Labor Market Gaps and Informing Policy

- ENADEL helps identify the link between companies, job vacancies, and employment.
- It provides strategic data to inform public policies and training programs.
- It supports decisions on labor intermediation, skills development, and educational alignment.

What Does It Measure?

- Open vacancies and hard-to-fill positions.
- Hiring difficulties and recruitment channels.
- Skills and training needs (current and future). Workforce characteristics (by region, sector, demographics).
- Impact of technology and climate events on hiring, layoffs, and reskilling.

Unmet Labor Demand – A Growing Challenge

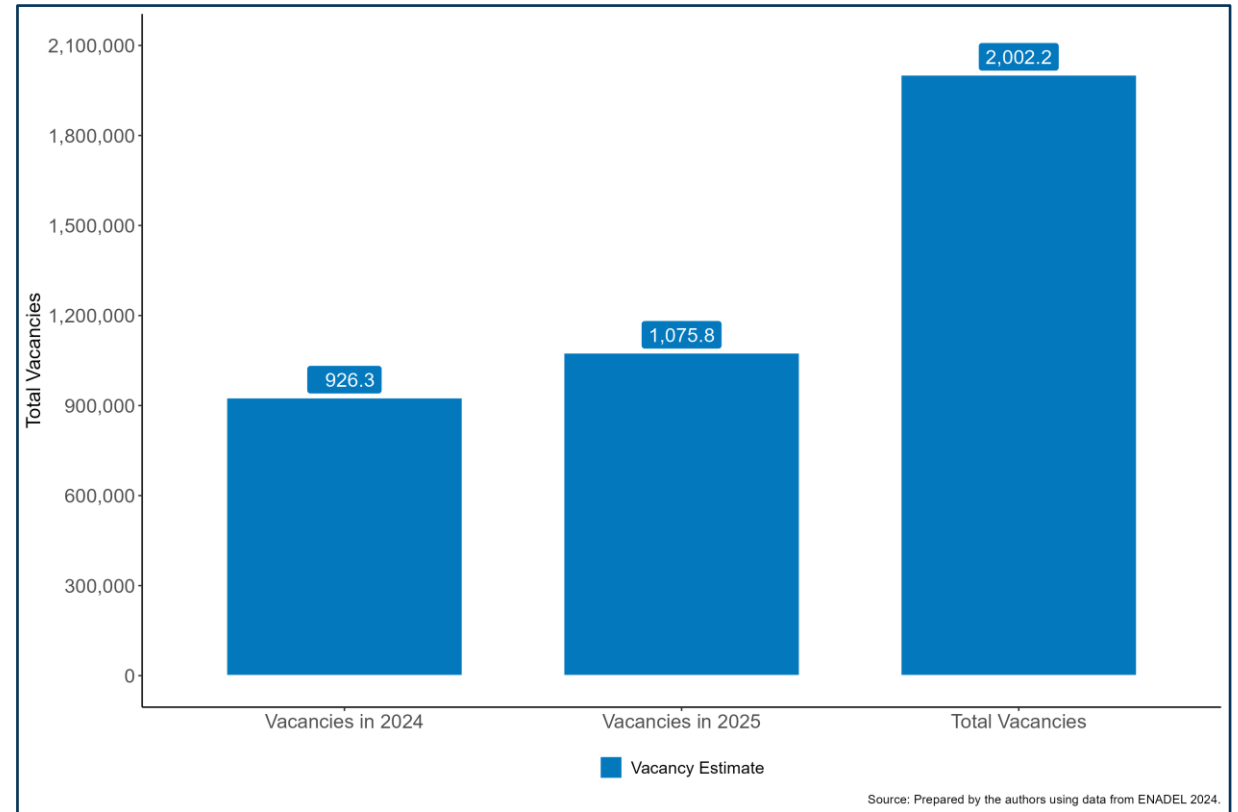
Vacancies in 2024:

- 926,313 job openings reported
- 46.4% of companies had vacancies

Projections for 2025:

- Over 1 million vacancies projected
- Nearly 45% of companies expect to hire

Figure 1: Current and projected job vacancies reported by companies



📌 Indicates growing and unmet demand for workers – an opportunity and challenge for post-secondary education.

Skills Mismatch – Hiring Difficulties

Main recruitment problems:

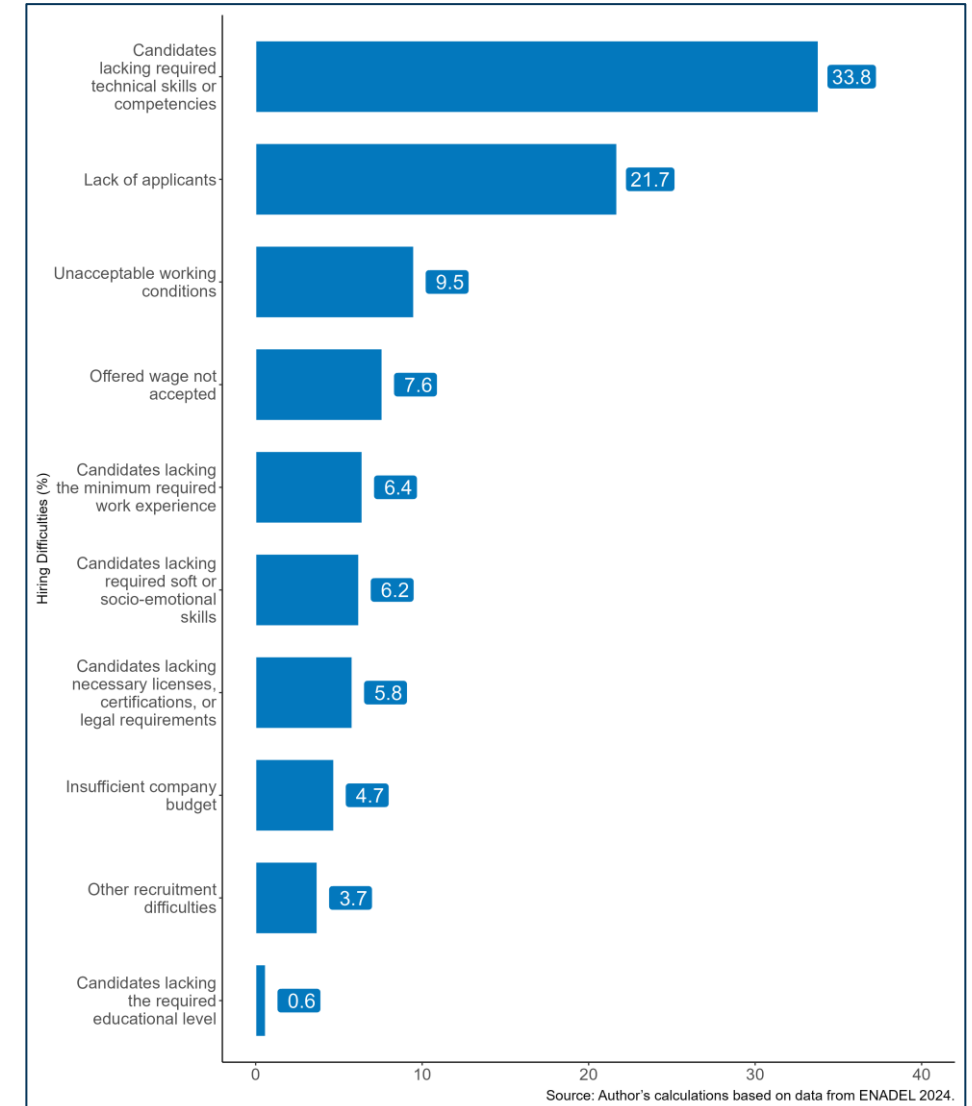
- 33.8%: Candidates lack technical skills
- 21.7%: Few or no applicants
- 11.4%: Candidates lack certifications or legal requirements

Hard-to-fill roles include:

- Software developers
- Mechanics and electricians
- Call center staff
- Drivers, cooks, and welders

📌 Training institutions must align programs with real labor market demands.

Figure 2: Main Difficulties Faced by Employers During Hiring Processes



What Skills Are Being Trained?



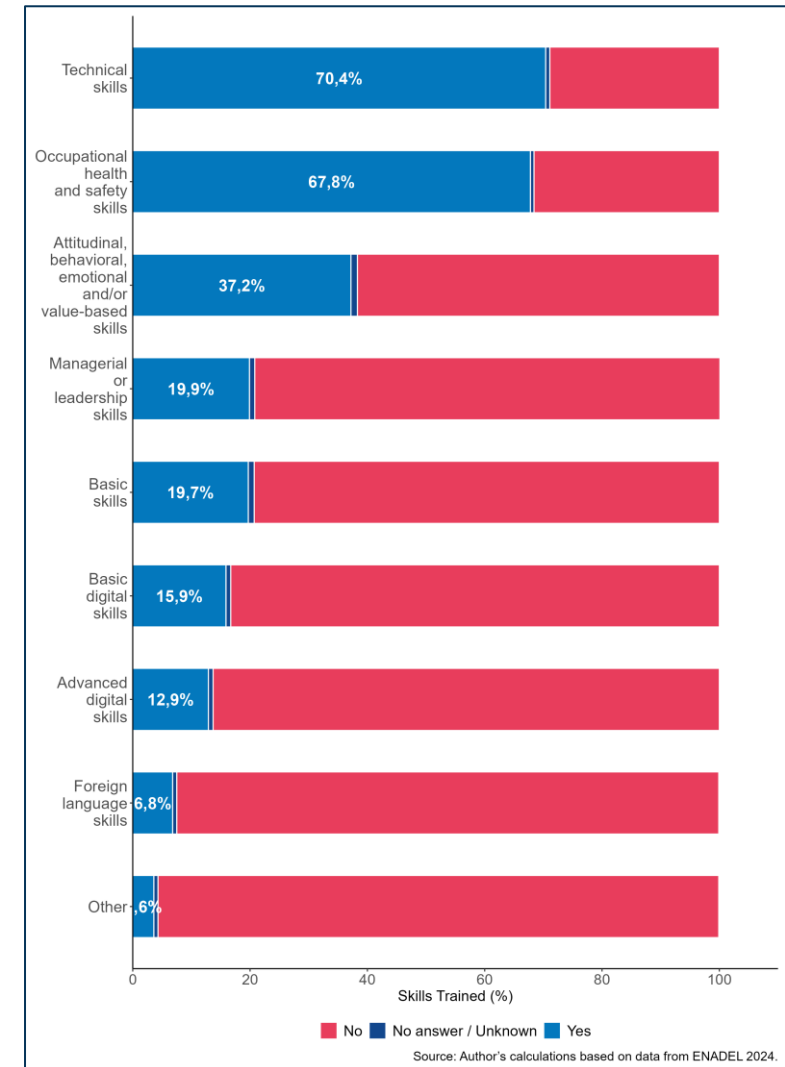
- 74.7% of companies delivered training in the last 12 months

Main training areas:

- Technical skills: 70.4%
- Health & safety: 67.8%
- Soft skills / attitudes / emotional competences: increasing relevance

📌 Training isn't just technical. Emotional, behavioral, and value-based skills are now part of company priorities..

Figure 3: Skills in Which Workers Were Trained (%)



Digital and Green Transitions – Are We Ready? >>>

Digital adoption:

- 94.9% of companies use some form of digitalization
- 76.6% store data digitally
- 72.8% use apps with workers

Climate impact:

- 24.9% of firms already affected by extreme events
 - Projected impact in 5 years: 31.2%
- 📌 Universities must support reskilling for both digital and green transitions.

Figure 4: Share of Companies by Level of Disruption Caused by Extreme Climate Events

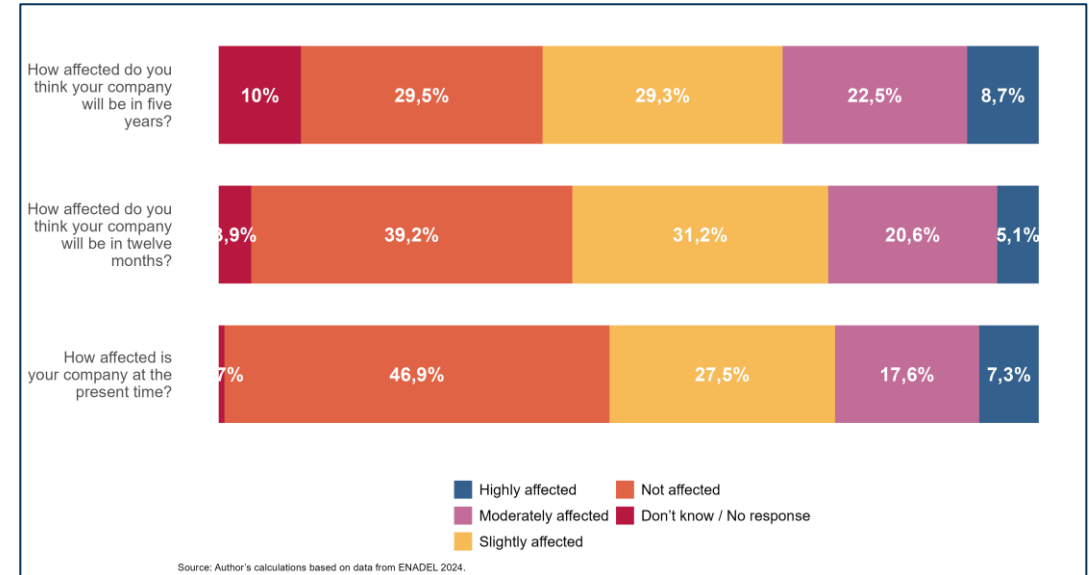
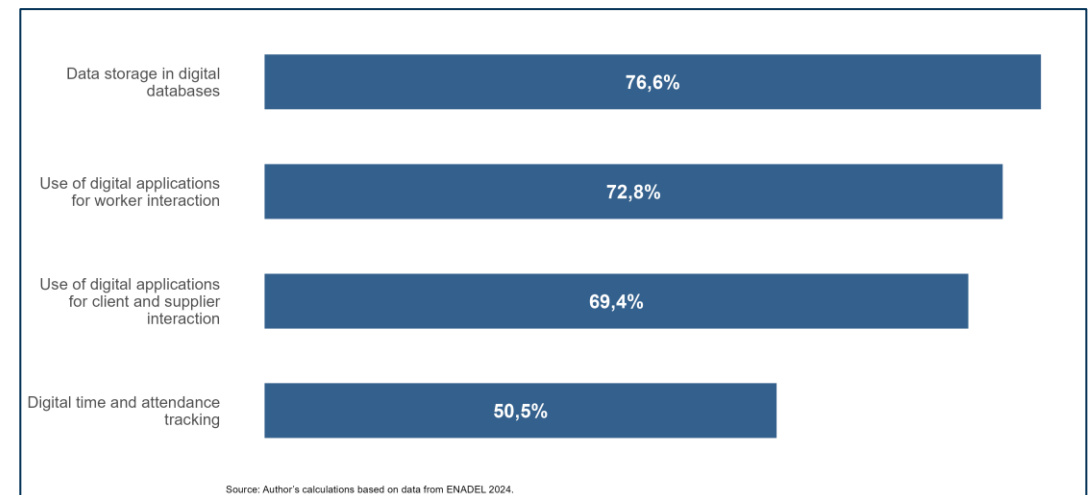


Figure 5: Types of Digital Technologies Implemented by Companies



Conclusions and Final Reflections

- The **Labor Demand Survey** (ENADEL) is a critical tool to understand skills needs, hiring gaps, and the evolving nature of work in Chile.
 - Results show growing **unmet labor demand**, especially in roles requiring technical and transversal skills.
 - Companies are actively training workers, but face **challenges in recruitment**, particularly in digital and green transitions.
 - Universities and post-secondary institutions must play a central role in **skills anticipation, curriculum adaptation, and lifelong learning**.
 - Collaborative efforts between education, government, and employers are essential to **bridge the skills gap** and shape a more resilient and inclusive labor market.
-  Let's align learning with labor — and prepare for the future, together.



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<http://subtrab.gob.cl/division-politicas-de-empleo/prospeccion-laboral/>



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