



Future-proof Your Career

Career guidance for a modern labour market

In Spain

Around **36%** of occupations in Spain are at risk of being automated.

Spain is one of the countries where the highest percentage of jobs run the risk of disappearing as a result of automation processes, according to the Organization for Economic Cooperation and Development (OECD).

21% of jobs have a “high risk of automation”, while **an additional third** has a high probability of significant changes.

36%

jobs are at risk
of being automated

21%

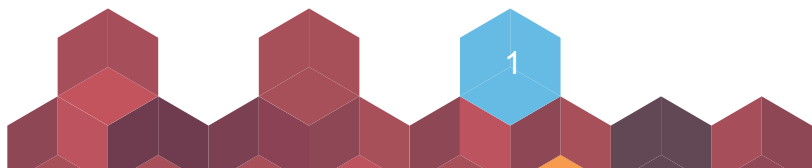
jobs with a high risk
of automation

30%

jobs has a high
probability of
significant changes

The industries most threatened with job loss are mainly related to those activities that have a routine nature and that can be subject to automation and replacement by robots. Among the most affected sectors are the food industry, construction, health, transportation, administration, industry and services sectors. This trend not only affects sectors that may have a low qualification of their workers but also affects those sectors that require a medium qualification such as the financial or legal sector.

The automation process will mainly affect workers with medium and low qualifications, so many of the jobs occupied by these people will disappear, which will increase the unemployment of these profiles.



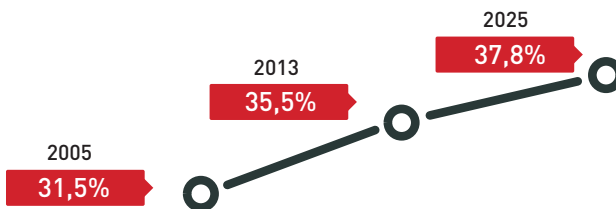
There will be an increase in employment polarization between those workers with digital and technological skills and those who do not.

Automation and new technologies will involve not only the replacement of tasks and positions of working by machines, but will imply a change in professional skills required.

The technological process will require need for **technological capabilities** such as **design, programming and computer/digital knowledge**.

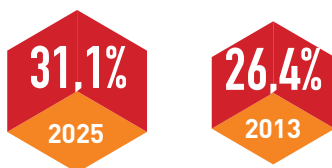
There are capabilities that can be performed in an automated way, such as those related to **managing or processing**. However, other activities require skills that machines cannot acquire, such as **multifunctionality, commitment, service, teamwork, emotional intelligence, resilience, leadership, initiative, creativity**.

SHARE OF SPAIN'S LABOUR FORCE WITH HIGH-LEVEL QUALIFICATIONS

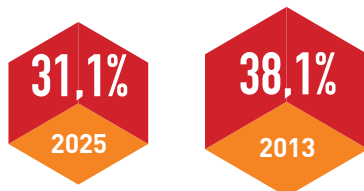


People with medium-level qualifications in 2025 will account for **31.1%** of the labour force compared to **26.4%** in 2013. The share of the labour force with low-level or no qualifications is forecast to fall from **38.1%** in 2013 to **31.1%** in 2025. According to Cedefop's forecasts, by 2020 in Spain, around **41%** of 30-34 year olds will have high level qualifications, above the EU's educational attainment benchmark of **40%**, but lower than the national target of **44%** by 2020.

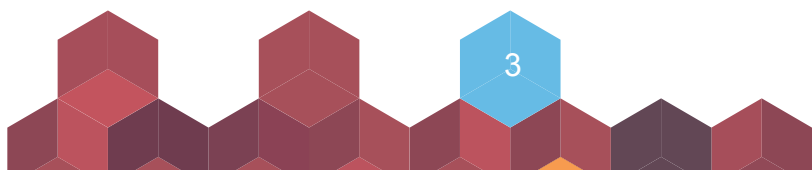
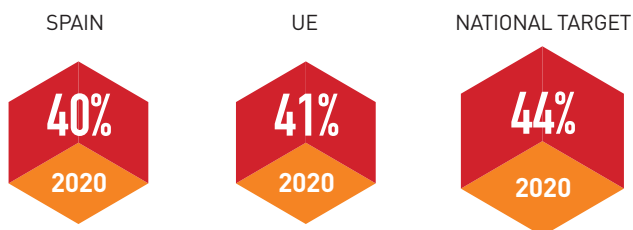
PEOPLE WITH MEDIUM-LEVEL QUALIFICATIONS



PEOPLE WITH LOW-LEVEL QUALIFICATIONS



30-34 YEAR OLDS WILL HAVE HIGH LEVEL QUALIFICATIONS



In relation to job skills, Spanish organizations and companies will need in the next future:



- Knowing how to manage in organizations without instructions
- Teamwork
- Leadership
- Negotiation and entrepreneurship
- Resilience, optimism and enthusiasm
- Basic digital skills (working in the cloud or knowing how to search for information online)
- Continuous training and learning
- Technology design and programming
- Analytical thinking and innovation
- Active learning
- Creativity and initiative
- Critical thinking and analysis
- Emotional intelligence
- Reasoning and problem solving

Main recommendations related to the acquisition of basic digital skills in order to improve their capabilities, give a value to their CV and finally get a job:

- Basic computer knowledge.
- General digital skills through beginner training.
- Knowledge of the main communication technologies that exist in the market.
- Inclusion and development of soft skills in the workplace.

There will be a gap in Spain between the population that will have specific technological training and thus be able to find work in the future and the one that does not. There will be those who have not achieved adequate preparation to assume the new activities. **There is a risk that there will be an increase in social inequality and a polarization in employment.**

Changes by stakeholders experience:

- **Adaptation** to the labor market through technology training.
- **Flexibility** by updating professional profiles.
- **Adaptation** of synergies and communication with other organizations and people.
- **Flexibility** to find to new jobs opportunities, new tasks and new professions.

“ It is an opportunity, specifically, for our services users in order to expand contacts with companies, increase customers and continue to train and specialize themselves in technology and computer issues. ”

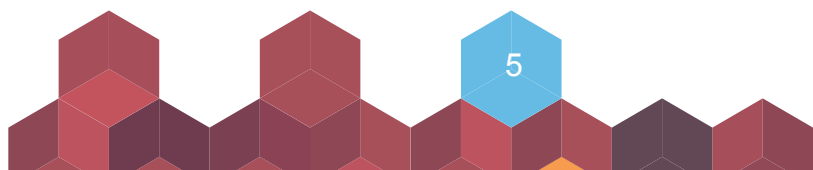
Changes by companies experience:

- Adapting processes and personnel to automation
- Technological development gaining in efficiency
- Improvement of costs and processes and communication
- New technologies in the different areas of their businesses.

By practitioners:

- The increase of the **social and economic digital gap** between low skilled workers and those with medium and high training and education.
- **The automation of the economy is unstoppable** but solutions can be sought so that this gap does not get bigger in the future.
- **Public administrations and third sector organizations should help workers with less skills** to change their life and short-term work strategy to a more long-term one.

It is important that workers think in the long term when it comes to having a job and not in the short term. Therefore, it is important that they be formed to aspire to more lasting and less precarious jobs. The short term would be those temporary jobs that require low training and do not usually enjoy indefinite contracts. **Continuing education is essential along with the flexibility to improve employability.**





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