

Bottleneck Vacancies in Spain

Specific sectors affected by bottlenecks

In 2013, only 3% of employers reported difficulties filling vacancies in Spain, 24% less than in 2008. Main bottlenecks appear within the ICT sector. Although the sector reported a decrease in demand in the past years (-12%), it is still one of the most active recruitment sectors. The current shortage of skilled workers for specific occupations is estimated to increase in the mid-term (50,000 unfilled vacancies are estimated in 2016).

Bottlenecks identified mainly in high skilled occupations.

Within the ICT sector, occupations such as IT Architects, database designers and administrators or consultants appear as hard-to-fill positions, particularly due to the fact that the ICT sector is requiring more specialised profiles. Recruitment difficulties are also apparent for translators, where the demand has increased by 43% between 2011 and 2012. Internationalisation of Spanish business activities could explain this finding. In low-skilled occupations, difficulties in recruitment were highlighted for energy performance salesperson vacancies, with a growing demand for this occupation in the past few years. Data on the nature of the bottlenecks was not available.

Increasing demand for more specialised profiles

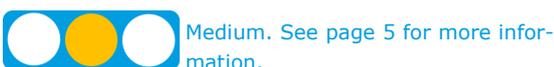
Most bottleneck occupations in Spain occur due to a lack of technical competences. The ICT sector increasingly requires more specialised profiles, with high expertise, but there is no skilled workforce to fulfil this demand.

One effect of the recent economic crisis is the internationalisation of the economic activities aiming at reaching new markets, meaning more and more posts in the labour market requesting foreign language skills. This has been pointed out as being a weakness of many candidate profiles.

Mitigation mainly implemented by professional organisations

Mitigation strategies to recruit candidates in the ICT sector are mainly implemented by professionals themselves. The development of ICT employment websites providing aggregated information on sector firms and detailed demand and supply data is used to facilitate identification of specific profiles.

Assessment of available data



TOP 20 Bottleneck Vacancies in Spain 2013*

Occupation (ISCO-08)**	Development since 2008
Mobile architect (app. programmer)*	↗
Translator*	↗
ABAP Programmer*	→
JAVA Architect (database designer)*	→
Cobol Programmer*	↘
Energy performance salesperson*	↗
Oracle Database Administrator*	N/A
Business Intelligence Consultant*	↗
Occupational therapist*	↘

*Note: a ranking of the occupations was not possible (see page 5)

** Where an occupation has been identified on a more specific level than ISCO 4 digit, this is used.

Top 20 Bottleneck Vacancies

The bottleneck vacancies have been identified using three reports from: a) a leading recruitment agency (Infojobs), based on its website database; b) the Spanish Public Employment Services (PES), based on their demand and supply database; c) Infoempleo, a private employment firm. Although bottleneck vacancies are not directly addressed by these reports, the list was compiled by cross checking information and validating with other reports and research.

The economic crisis has severely impacted the Spanish labour market reducing vacancies in all sectors and increasing the number of candidates competing for openings. Within Europe, Spain has been the country to see the highest reduction in number of jobs since 2008 (-57%), steeply increasing the competition for vacancies (+ 157%). From 2007 to now, unemployment has raised from 8,2% to 26%.

Within the ICT sector, employers tend to seek experienced professionals rather than juniors, seeking recruitments that can perform immediately (70% of vacancies request 2-10 years of professional experience) or offer

low wages to junior professionals.

Another effect of the economic crisis is the internationalisation of economic activities aiming at reaching new markets. As a consequence, more and more vacancies in the labour market request foreign language skills. This cross-disciplinary skill has been pointed out as being a weakness of many candidate profiles. This figure can explain the important demand and shortage of translators.

With regard to occupational therapists, bottlenecks are not necessarily evident, as employers cover hard-to-fill vacancies with non-professional candidates. This distortion may exist because of the slightly low recognition of the occupation.

The shortage of performance energy salesman is related mainly to the sudden emergence of this profile within the development of the green economy.

Occupations are not ranked. The list is primarily based on an index of competition for each occupation produced by Infojobs, a leading recruitment agency in Spain (see page 5).

Rank	Bottleneck Vacancies ISCO-08	Skills level (ISCO-08)	Geographical aspects
-	Mobile architect (application programmer)	HS	National
-	Translator	HS	National
-	ABAP Programmer	HS	National
-	JAVA Architect (database designer)	HS	National
-	Cobol Programmer	HS	National
-	Energy performance salesperson	SNM	National
-	Oracle Database Administrator	HS	National
-	Business Intelligence Consultant	HS	National
-	Occupational therapist	HS	Isolated localities

Main Sectors with Bottleneck Vacancies

Sectors	Bottleneck vacancies
ICT	Database designers and administrators, IT architects, IT consultants
Green economy	Energy performance salespersons

The main sector affected by bottlenecks is the ICT sector, where shortages are mainly due to a lack of skills in the labour market and the need for more specialised skills.

In the green sector there is a need for people with a good mix of sales skills and technical knowledge.

Bottleneck problems in ICT

Currently in the ICT sector experienced workers are most in demand and graduates and young professionals have difficulties entering the labour market. As a consequence, the enrolment in IT careers has dropped by 40% between 2002 and 2010. Another issue concerns the geographical mobility reluctance of candidates while vacancies offered are concentrated in Madrid and Barcelona (80% of the vacancies).

In the ICT sector, bottlenecks are mainly due to a lack of skills in the labour market. Some skills requested are specific to the national context as programming language Cobol used in the Spanish financial sector. Shortages in this sector can be explained by the fact that the sector is moving on to more specialised profiles.

Main reasons for Bottleneck Vacancies

Lack of technical competencies

Within the ICT sector, reasons for hard-to-fill vacancies include lack of technical competencies among candidates, particularly relevant for occupations such as ABAP programmer, Cobol programmer, Oracle database administrator and business intelligence consultant.

Lack of work experience

Within the ICT sector, reasons also include lack of candidates with sufficient work experience, particularly for occupations such as mobile architects and JAVA architects.

Salary considered too low

For many of the programming positions identified, as well as the ICT business intelligence consultant, perceptions that the salary was too low was also identified as a reason behind employers being unable to fill certain positions.

Occupational therapists

In the case of occupational therapists, hard-to-fill vacancies are registered especially with regard to part-time positions and in remote areas of the countries, being these two factors to be considered the main reasons for the bottlenecks. A lack of skills can also be registered as a secondary reason for hard to fill vacancies with regard to this occupation, even though most positions are covered by the employers with non-professional candidates.

Initiatives to cope with Bottleneck Vacancies

Identified initiatives aimed at mitigating bottleneck vacancies are being implemented mainly by professional organisations, facilitating the identification of specialised profiles in ICT, or raising awareness in order to improve recognition of the occupation. This is the case for example, for occupational therapists.

Public authorities have implemented global active employment policies to reduce the mismatch between skill demand and supply, and facilitate job placement through support and training. They also actively promote self-employment, a status that is increasingly sought after by employers as it is less constraining.

Skills Strategies

Professionals in the ICT sector have developed a specialised website to facilitate the recruitment of candidates.

The Spanish Association of Occupational Therapists strives for the recognition of the profession in order to improve the quality of vacancies offered and to avoid recruitment of non professional occupational therapists in current non attractive vacancies (part time jobs in remote areas).

National strategies

The active employment policies aim to facilitate the labour market integration of unemployed people by improving the match of labour market needs and training offer, and through the re-qualification of workers. The main support given by the government concerns orientation and information for active job searching (85% of the activities in 2012), followed by vocational training (7%), specific actions for vulnerable people (6%) and information for self-employment (2%). In total, 3,2 million people benefited from these actions in 2012. The government also supported employers to maintain jobs and create new ones (e.g. regulations on "training and learning contracts").

Wages

In the ICT sector, some regions propose highest salaries to attract candidates (e.g. Balears Islands).

Mobility

The extent of the economic crisis has impacted the willingness to move: last year, mobility rate has been the highest since 2008 concerning 26% of the candidates. However, candidates are prone to move abroad rather than within the country.

Main sources used to identify Bottleneck Vacancies in Spain

Bottleneck Vacancies have been identified using three main sources:

- An annual report from the private employment firm leader in Spain, Infojobs, based on their website database. This study also includes information from the Statistics National Institute, PES, Eurostat and OECD.
- An annual report from the Spanish PES on labour market, based on their demand and supply database.
- An annual report on Spanish labour market from Infoempleo, a private employment firm.

None of these reports examines in a direct manner bottleneck vacancies in the Spanish labour market. The information collected has nonetheless enabled a cross-analysis of the labour market situation for the different sectors, in order to validate the findings on potential bottleneck vacancies.

The main indicator used to identify the bottlenecks was indirect, the number of candidates per vacancy, and was used with reference to data covering 2012.

Desk research was also carried out on international labour market reports from private employment firms as well as on press releases. Explanations and reasons for bottleneck have been explored through a literature review of sector studies and specific interviews.

Overall, data availability on bottlenecks is assessed to be reasonable (medium).

Since 2005, the Spanish PES publishes a hard-to-fill occupations catalogue identifying occupations with important difficulties for recruitment and allowing by regulation the recruitment of foreign workforce. There is currently no hard-to-fill occupation identified by the PES, besides those in sectors purposely needing foreign workforce to remain competitive, which mainly relates to the Merchant Marine.

At local level, studies on hard-to-fill occupations have been identified (Comunidad de Madrid, 2011; Catalunya, 2009), though the information contained is out of date. However, they provide evidence on the dramatic drop of hard-to-fill occupations since 2008 to its nearly disappearance in 2010.

Current studies on labour market in Spain give a broad overview on demand and supply without giving detailed information on disaggregated data at occupational level.

Sources

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Three interviews conducted with key stakeholders and experts.