

DIGITAL TRANSFORMATION



CRITICAL THINKING

TALENT, MULTIPLIED.

# STACK IT UP: TECH SKILLS IN DEMAND

EXPERIS INSIGHTS SERIES - SPAIN



Experis<sup>®</sup>  
ManpowerGroup



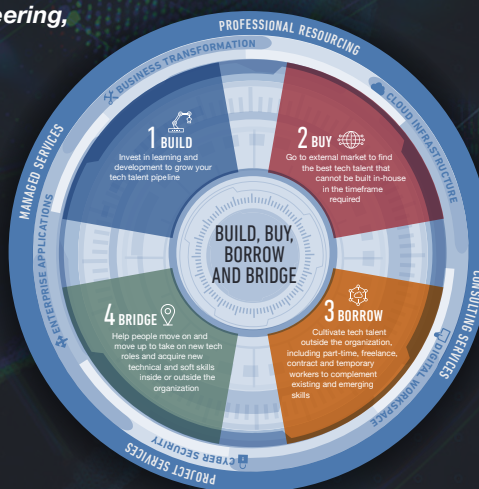
# COMPANIES EMBRACING THE DIGITAL REVOLUTION ARE CHANGING THE OLD WORK ORDER

*The Tech Revolution has gathered incredible pace – 38% of organizations have accelerated their digitization as a result of the pandemic and 86% of those plan to increase or maintain their hiring levels as a result. The companies digitizing most are leading job creation.<sup>1</sup>*



**Digitization is changing the old work order. Every business must now be a digital business with digital skills to sustain competitive advantage and grow.** As technology continues to fuel transformation, the workplace evolves and goes hybrid and digitization of the consumer experience accelerates, the right blend of tech and talent is front and center.

At the same time, acute skills shortages continue – **in cloud, cyber security, system and software engineering, software development, data analysis and more.** Companies must develop sophisticated, competitive workforce strategies to **Build, Buy, Borrow and Bridge** to ensure they have the specialized IT talent that their organizations need. The Skills Revolution we called on four years ago is more evident than ever, reshaping the future of work and the future for workers.



<sup>1</sup> Skills Revolution Reboot: The 3Rs-Renew, Reskill, Redeploy. ManpowerGroup, 2021.

# THE SECRET SAUCE? WORKFORCE MIX AND THE NEXT WAVE OF TECH TALENT

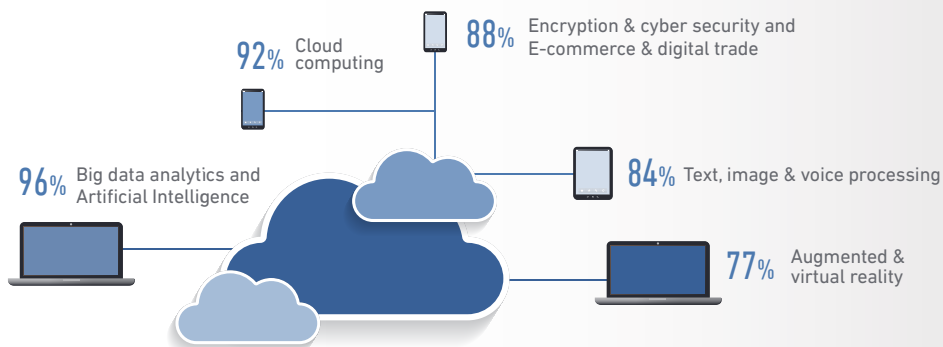
The rapid acceleration of new technology adoption among companies is leading to more workforce expansion than reduction. Growing demand, especially for cloud computing, big data and IoT/connected devices together with encryption and cyber security solutions reflects increasing associated risks of remote working and greater use of tech for collaboration.

As companies across all industries adapt to new customer demands and adopt new technology, consumers have heightened expectations. Yet investing in and adopting new tech and tools is just the tip of the iceberg, each will require even more human skills to implement, manage and achieve return on investment.

Changing workforce dynamics and the acceleration of tech adoption is forcing organizations across all industries to redesign their workforce composition and rethink their skills mix. Companies want to be employers of choice, achieve first mover advantage on scarce and in-demand talent and to ensure durable competitive edge in the market.

Technology adoption in Spain is led by big data analytics (96%), AI/machine learning (96%) and cloud computing (92%). As companies accelerate digitization at new speed and scale organizations are most likely to have adopted these new technologies in just four years, making the need for right-skilled talent increasingly urgent.

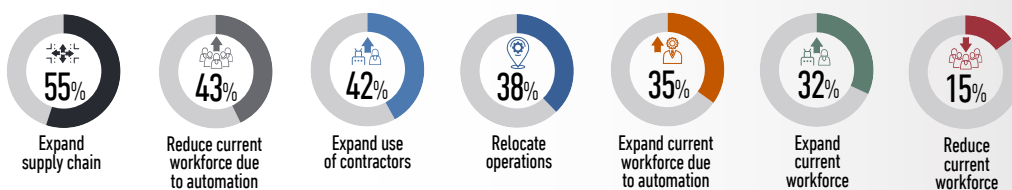
## Top Technologies Organizations Plan to Adopt by 2025



Source: World Economic Forum Future of Jobs Report 2020. Spain Country Profile.

To anticipate and respond to increasingly specific skills needs, **55% of companies globally intend to adjust their workforce composition to be able to switch out skills as needed and adapt work models for additional flexibility.** In short, they are planning a new combination of permanent, contract, consultant workers, and offering more remote, flexible and hybrid work options. **42% plan to expand the use of contractors, bringing in highly specialized skills for specialized work.**<sup>2</sup>

## Company Plans To Change their Workforce by 2025



<sup>2</sup> The Future of Jobs Report 2020. World Economic Forum, October 2020.

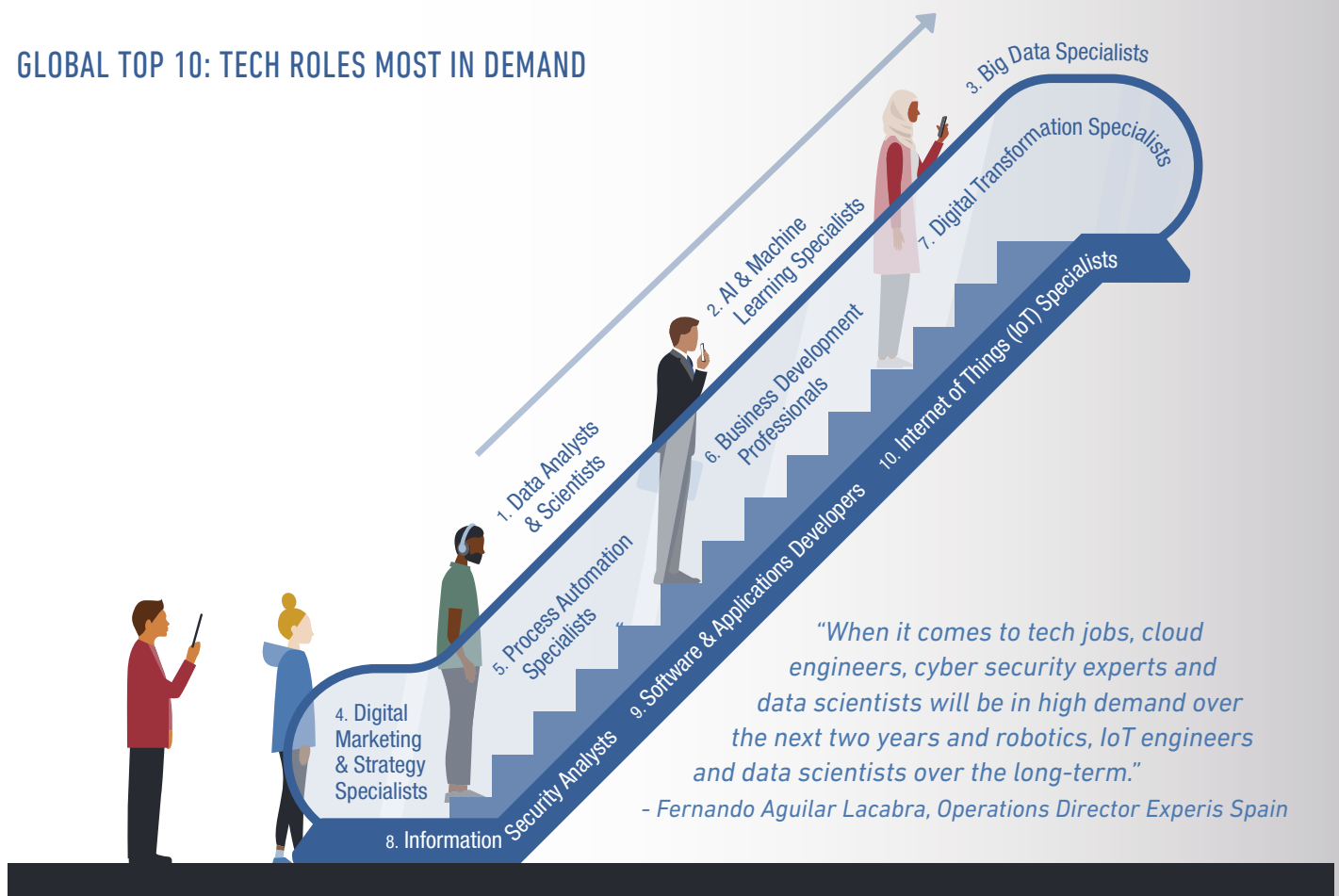


## ESCALATOR ROLES = WHERE DEMAND IS GROWING

**Tech related jobs make up more than half of the top in-demand roles today, and by 2025 demand will include even more skills too.** Think complex problem-solving plus project management and people management experience. As tech evolves towards 5G driven by the rapid rise in remote and mobile work and demand for cyber security and cloud engineering continues at pace, the future profile of talent is transforming.

New skills are emerging as fast as others are declining. Demand for cloud native developers, experts in containerization, security architecture design, machine learning and AI already outweighs availability. **Nearly two-thirds (64%) of companies do not have the skills required to implement their digital transformation strategy and capitalize on growth potential.<sup>3</sup>**

### GLOBAL TOP 10: TECH ROLES MOST IN DEMAND



<sup>3</sup> World Economic Forum Future of Jobs Report 2020

# TALENT MULTIPLIED: TECH + SOFT SKILLS = THE FUTURE FACE OF THE IT WORKFORCE

Almost all of the job roles expected to see the most growth over the next four years are in IT and tech related fields. These range from IoT specialists, data analysts and scientists, AI and machine learning specialists as well as software and applications developers.

Soft skills like analytical thinking and innovation, creativity and complex problem solving are some of the most sought after skills by organizations seeking top talent. Many critical soft skills are equally as in-demand as technical skills and qualifications, making for a competitive tech talent profile.

TOP 10 EMERGING SKILLS				TOP 10 EMERGING ROLES			
1		1	Analytical thinking and innovation	1		2	Internet of things specialists
2		2	Active learning and learning strategies	2		3	Data analysts and specialists
3		3	Critical thinking and analysis	3		4	Big data specialists
4		4	Creativity, originality and initiative	4		5	AI and machine learning specialists
5		5	Complex problem-solving	5		6	Digital transformation specialists
6		6	Technology use, monitoring and control	6		7	Software and application developers
7		7	Resilience, stress tolerance and flexibility	7		8	Project managers
8		8	Leadership & social influence	8		9	Process automation specialists
9		9	Technology design and programming	9		10	FinTech engineers
10		10	Reasoning, problem-solving and ideation	10			Assembly and factory workers

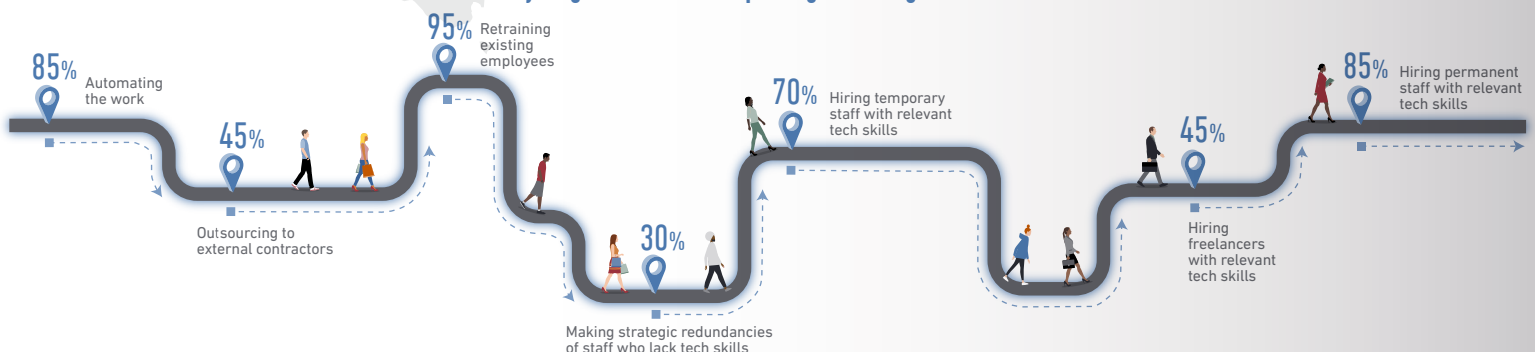
Source: World Economic Forum Future of Jobs Report 2020. Spain Country Profile.

*"The most competitive Experis job candidate profiles have Cloud experience and certifications such as AWS and Azure, are fluent in English and bring between 3-5 years of work experience. Highly sought-after candidates also bring strong soft skills to the table. Autonomy and accountability are critical to working remotely. Change management and customer service focused skills are also desired. Other coveted soft skills include being collaborative, adaptable and working well in a team." - Fernando Aguilar Lacabra, Experis Spain*

## SOLUTIONS TO THE SKILLS REVOLUTION: STEPS EMPLOYERS ARE TAKING TODAY

To ensure people are learning the right skills, leaders need to understand the potential of people, map the roles their company will need in the future and develop career pathways to get people there.

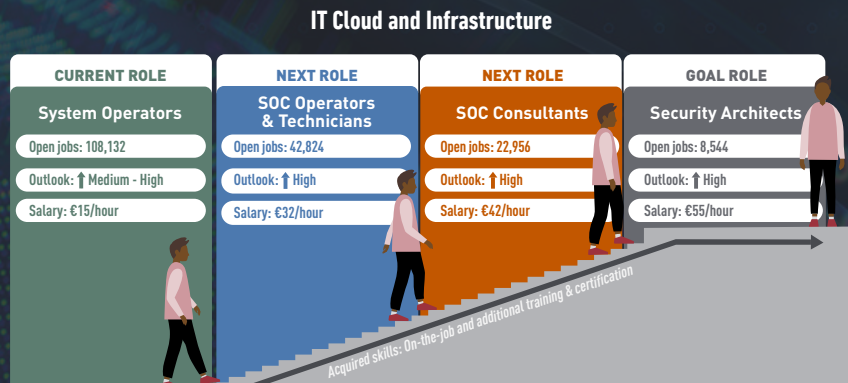
### Ways Organizations Are Responding to Shifting Skills Needs



# MyPath®

## FROM IT RESKILLING TO CAREER ADVANCEMENT: MYPATH ROAD TO SUCCESS

Identifying skills adjacencies, implementing rapid reskilling and leveraging assessment and data will be critical to predicting performance and helping people move from declining sectors to in-demand roles. This is especially needed to fill IT sector talent gaps.



Source: ManpowerGroup Skills Revolution Report 2021

ManpowerGroup's MyPath® program helps progress talent from one role to the next, from declining industries to growth sectors, closing the skills gap, improving people's employability and helping to address the economic and social impact of the pandemic. For example, a System Operator could progress to a Security Architect with skills developed through on-the-job training and certification, earning more and learning sustainable skills that will be in-demand for the long-term.

Expansion of our MyPath activity to 14 markets in 2020 across both our Manpower and Experis brands is providing more than 50,000 people with career advancement and skills development for growth sectors across IT, sales and finance.

## CREATORS OF IN-DEMAND IT TALENT WITH SKILLS FOR TOMORROW – EXPERIS ACADEMY

As digital transformation accelerates, demand for digital skills is rising and talent is scarce. From our extensive work with FutureFit AI we have mapped 30,000 IT skills and 10,000 jobs to identify personalized pathways for 25 in-demand roles including Cloud Architect, Dev Ops Engineer, Java, Fullstack and Python Developers and many others directing learners to best-in-class curated courses and certification to develop the skills we know tech employers need most.

The Experis Academy offers new IT graduates and those in adjacent roles accelerated upskilling (12 weeks or less) in the specialist skills we know businesses need including Cloud and Infrastructure, Business Transformation Services and Digital Workspace. Before beginning the program, our AI driven Experis Skills Navigator, a "GPS" for career transitions, helps individuals identify their most in-demand skills and where the gaps in their education and experience are.

Experis Academy's core twelve-week IT skills development programs for developers focus on Java

Fullstack, .NET Fullstack, Advanced Backend and Cloud Security, Data Analytics (in Python) and Python Developer certifications. The Academy also offers one month accelerated courses and learning modules on a range of IT specialty topics and skills areas.

Graduates of the Experis Academy program experience intensive accelerated training experience in just three months followed by an 18 month specialization period, where students (both recent graduates and young junior professionals) go on assignment for one of ManpowerGroup's clients for 18 months while receiving personal soft skills development and technical coaching through Right Management. Upon program completion, most Experis Academy graduates get a permanent job offer.

In addition to training recent graduates and young professionals, Experis Academy works with a broad range of organizations to help strengthen core competencies and skills of existing employees and workers through a variety of module based IT focused courses.

  
**30,000**  
IT SKILLS

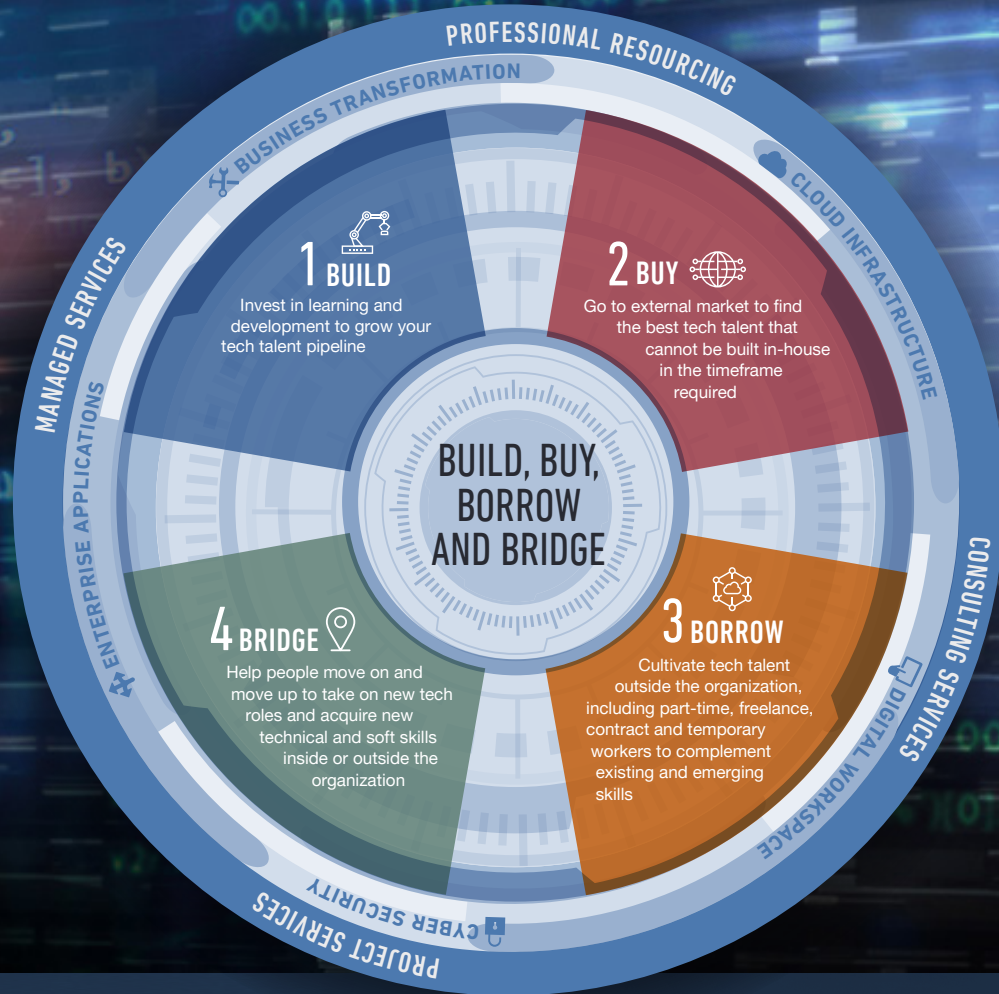
  
**10,000**  
JOBS

  
**25**  
IN-DEMAND  
ROLES



# PRACTICAL SOLUTIONS: BUILD, BUY, BORROW & BRIDGE

*"Digitization is a must if companies are to survive and thrive. Becoming a data driven organization is essential and companies need to transform their processes through technology in order to be more agile, efficient and effective. Developing the skilled IT talent you need to be competitive is now more important than ever." – Fernando Aguilar Lacabra, Experis Spain*



## HOW EXPERIS CAN HELP

To maximize the return on digital investments companies need a forward-looking skills agenda: infusing a digital mindset in the workforce and making technical and soft skills development the focus of training and hiring programs.

As a global leader in IT professional resourcing, project solutions, and managed services specializing in Business Transformation, Cloud and Infrastructure, Cybersecurity, Digital Workspace and Enterprise Applications, Experis supports companies to build a skilled talent pipeline with the powerful combination of in-demand technical and soft skills that are critical for business success.

Our team has the data, insight and expertise to bridge the tech talent and skills gap with leading IT professional staffing (permanent and contract), innovative training and data-driven workforce solutions.



**About Experis®** Experis is a global leader in IT professional resourcing, permanent recruitment, project solutions and managed services specializing in Business Transformation, Cloud and Infrastructure, Cybersecurity, Digital Workspace and Enterprise Applications. As digital transformation and acute skills shortages in tech continue unabated, Experis delivers talent with the powerful combination of in-demand technical skills together with the soft skills that are critical for business success. Through Experis Academy we work with a broad range of technical schools and universities to design and deliver curriculum for in-demand skills that can be immediately applied on the job. Experis is part of the ManpowerGroup family of brands, which also includes Manpower and Talent Solutions. To learn more, visit [www.experis.com](http://www.experis.com)

**About ManpowerGroup®** ManpowerGroup (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower, Experis and Talent Solutions – creates substantial value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity – as a best place to work for Women, Inclusion, Equality and Disability and in 2021 ManpowerGroup was named one of the World's Most Ethical Companies for the twelfth year – all confirming our position as the brand of choice for in-demand talent.

**TO FIND OUT HOW WE CAN ACCELERATE  
YOUR DIGITAL TRANSFORMATION CONTACT.**



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