

Basque Talent Observatory Trends

2017 / 2018

Two-year analysis
of the highly qualified
labour market



The Observatory in figures

34.030 job offers analysed

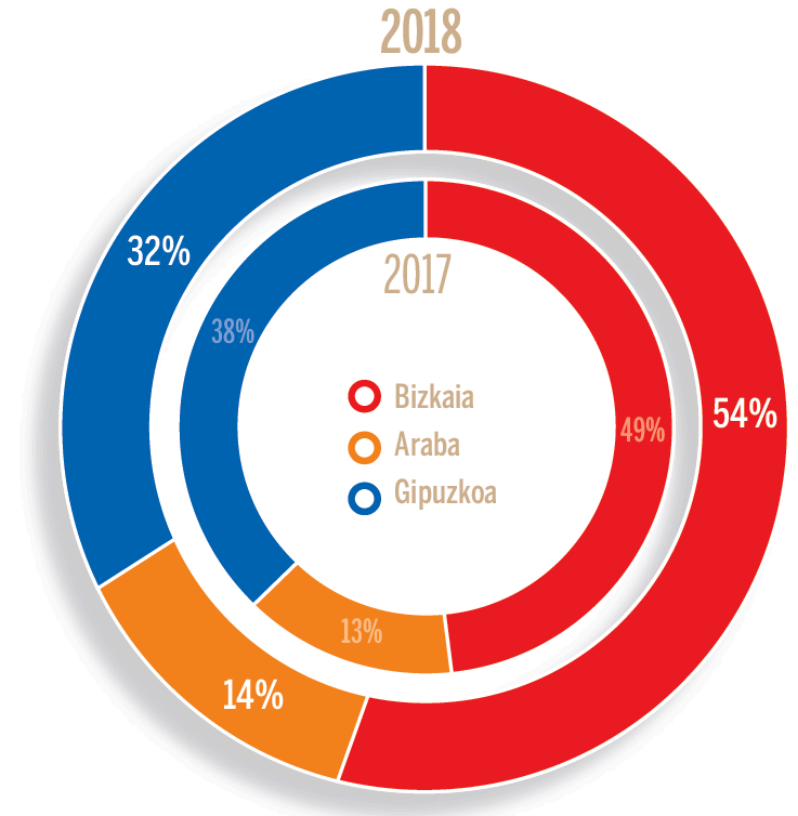
14.311 from **9** online platforms
(2017)

19.719 from **15** online platforms
(2018)

for **12,6%** Master was required (2017)

for **9%** Master was required (2018)

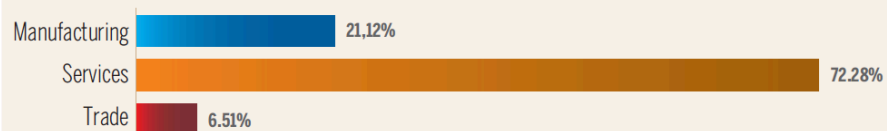
1,6% PhD was required



INDUSTRY - 2017



INDUSTRY - 2018



Sectors and Evolution

10 sectors most commonly associated with the job offers

	2017	2018
• Scientific and technical professional activities	33,45%	∨ 30,81%
• Information & Communications	17,23%	∨ 16,68%
• Manufacturing	12,62%	∧ 14,19%
• Wholesale and retail trade; repair of motor vehicles & motorcycles	8,25%	∧ 9,04%
• Administrative and support services	6,99%	∨ 6,52%
• Health and Social Work	5,05%	∨ 4,67%
• Education	4,50%	∨ 4,39%
• Others	3,96%	∧ 4,33%
• Public Administration	3,84%	∧ 4,30%
• Transport and Storage (Logistics)	2,61%	∧ 3,16%
• Construction Trade	1,50%	∧ 1,92%

Most demanded posts

10 most demanded occupations represent **50%** of the job offers

- Industrial Engineers
- Software Developers
- Sales-related professionals
- Systems Analysts
- Mechanical Engineers

2017

Industrial Engineers	10,37%
Software Developers	6,65%
Sales	6,25%
Commercial Representatives	4,43%
Mechanical Engineers	4,14%
Systems Analysts	3,76%
Marketing and Sales Managers	3,45%
R+D Managers	3,43%
Other Engineers	3,07%
Draftsman – Designers	2,63%

2018

= Industrial Engineers	∨ 10,09%
= Software Developers	∧ 6,83%
= Sales	∨ 5,65%
↑ Systems Analysts	∨ 4,16%
= Mechanical Engineers	∨ 4,00%
↑ Other Engineers	∨ 3,67%
↑ R+D Managers	∧ 3,60%
↓ Commercial Representatives	∧ 3,49%
↑ Draftsman – Designers	∧ 3,11%
↓ Marketing and Sales Managers	∧ 2,79%

Most required skills

In 2018 **2** new skills are in demand:
team work and **creative thinking**

- Languages
- Computer expertise
- Adapting to change
- Attending customers
- Team work
- Project Management
- Creative thinking

2017

Adapt to change	65,81%
English	62,92%
Use a computer	59,86%
Foreign languages	40,44%
Use Microsoft Office	36,13%
Use office systems	35,21%
Assist customers	32,97%
Customer service	32,35%
Project Management	29,93%
Spanish	29,28%

2018

↑ English	↓ 58,49%
↓ Adapt to change	↓ 56,98%
= Use a computer	↓ 51,47%
↑ Assist customers	↓ 32,76%
↓ Foreign languages	↓ 30,71%
↑ Customer service	↓ 28,92%
↑ Team work (new)	↑ 27,32%
↑ Project Management	↓ 27,32%
↑ Creative thinking (new)	↑ 25,09%
↓ Use Microsoft Office	↓ 24,42%



Bizkaia

talent