

Basque Talent Observatory Trends

2018 / 2019

Analysis of the highly
qualified labour market

The Observatory in figures

81.193 job offers analysed

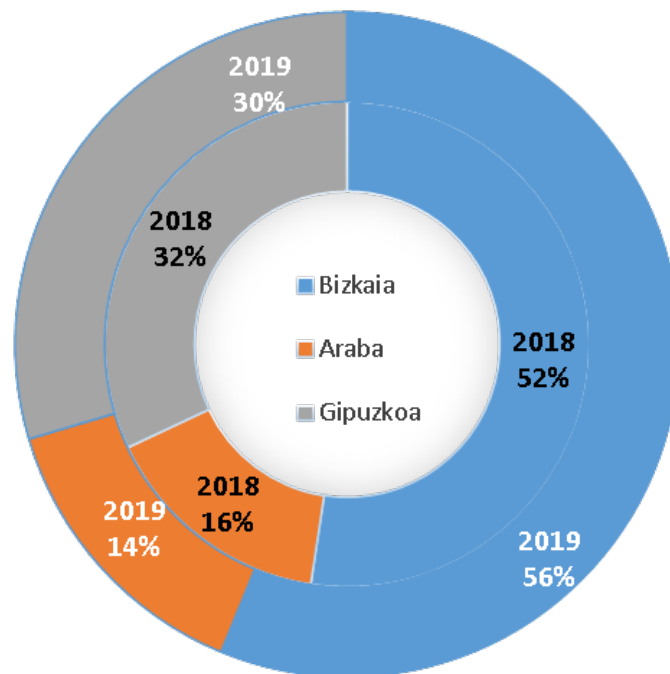
32.694 during 2018

48.499 during 2019

4,6% requires Master's degree (2018)

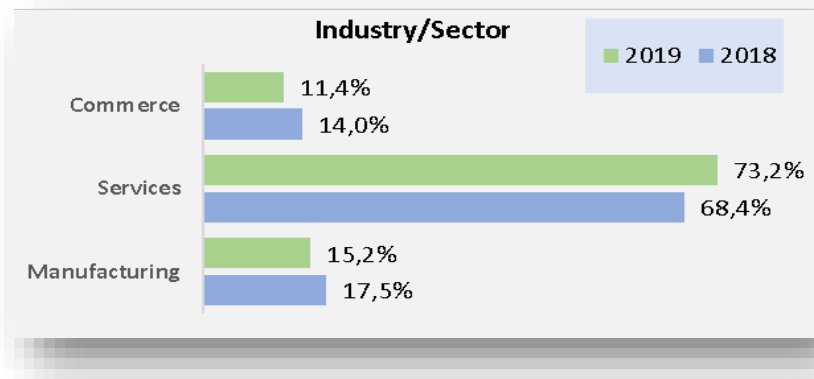
3,4% requires Master's degree (2019)

1% requires a PhD in both periods



Sectors and Evolutions

The **10** sectors with the most job offers published have remained the same over the two yearly periods, the only changes being with respect to variations in their relative weightings



2018

Professional, scientific and technical activities	20,54%
Manufacturing	14,20%
Wholesale and retail trade, vehicle repair	14,03%
Information and communication	13,73%
Administrative and support service activities	10,64%
Education	6,30%
Others	5,97%
Public administration and defence; compulsory social security	5,60%
Health and social work activities	4,18%
Transport and storage (logistics)	3,03%
Building trade	1,79%

2019

= Professional, scientific and technical activities	21,60%
↑ Information and communication	13,56%
↑ Administrative and support service activities	11,91%
↓ Manufacturing	11,83%
↓ Wholesale and retail trade, vehicle repair	11,44%
= Education	9,79%
= Others	6,04%
= Public administration and defence; compulsory social security	5,65%
= Health and social work activities	3,91%
= Transport and storage (logistics)	2,26%
= Building trade	2,02%

Required posts (Occupations)

The **10** most demanded positions represent **50%** of the job offers

- Commercial services agents
- Software developers
- Commercial sales representatives
- Industrial and production engineers
- Systems analysts

2018

Commercial services agents	11,02%
Commercial sales representatives	7,79%
Software developers	7,70%
Industrial and production engineers	4,85%
Systems analysts	3,84%
Administrative staff and secretaries	3,72%
Research & Development managers	2,62%
Physical sciences technicians	2,21%
Other engineering	2,20%
Draftsman - Designer	2,17%

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2019

Commercial services agents	10,23%
Software developers	8,82%
Commercial sales representatives	7,03%
Industrial and production engineers	4,41%
Systems analysts	4,04%
Administrative staff and secretaries	3,14%
Research & Development managers	2,46%
Draftsman - Designer	2,32%
Mechanical Engineers	2,20%
Staff recruitment and development professionals	2,13%

Skills most in demand

In 2019, the same **10** competencies are maintained, varying only their position

- Adapting to change
- Customer care skills
- Computer skills
- English
- Customer service

2018

Customer care skills	27,94%	↑
Adapting to change	27,12%	↓
English	24,44%	↑
Computer skills	23,63%	↓
Sales strategies	19,97%	↑
Customer service	19,11%	↑
Sales activities	19,10%	↓
Sales promotion techniques	18,88%	↓
Microsoft Office skills	16,37%	↓
Responsibility	16,08%	=

2019

Adapting to change	30,70%
Customer care skills	26,98%
Computer skills	26,63%
English	22,71%
Customer service	18,94%
Microsoft Office skills	18,31%
Sales strategies	17,56%
Sales activities	17,11%
Sales promotion techniques	16,53%
Responsibility	15,77%

