



The Future of Jobs: What to Expect from a Technological Career

When choosing a career, in the context of digital transformation, it is necessary to consider the impacts at the job market. Technological change in the labour market is skills-based and has great potential to stimulate employment growth. However, it is necessary to be alert, as these changes tend to benefit specific groups in the labour force and also to reduce the employability of other groups, namely low-skilled workers.

As we prepare for all these changes, we can learn a little more about careers in technology. Landing.Jobs has recently published a study on this area in Portugal based on the answers of 2758 IT (Information Technology) professionals, including questions such as the

demographics information of the respondents, their wages and what is their opinion about the most relevant job factors and benefits. The results of this study revealed that women earn on average 23% less than men, showing that there is still a long way to go for equal pay at work on this sector. Management positions in technology had the highest average wages, regardless of years of experience. Therefore, this can be a great bet for the people that have leadership skills.

Another interesting fact pointed out by the analysis is that self-educated technology professionals are a growing trend: approximately 20% of respondents developed technology skills on their own, showing great learning skills.

It is also important to emphasize that digitalization also creates enormous opportunities for entrepreneurs who work in the area of technology. Much of what is and will be needed for Digitalization in manufacturing, tourism, transportation, agribusiness, and other industrial sectors has yet to be developed. Much of the disruptive technology that already exists still requires improvement, customization, and the creation of comprehensive solutions that work and generate the expected benefits. This demonstrates that there is great potential for those who want to enter the world of technology.



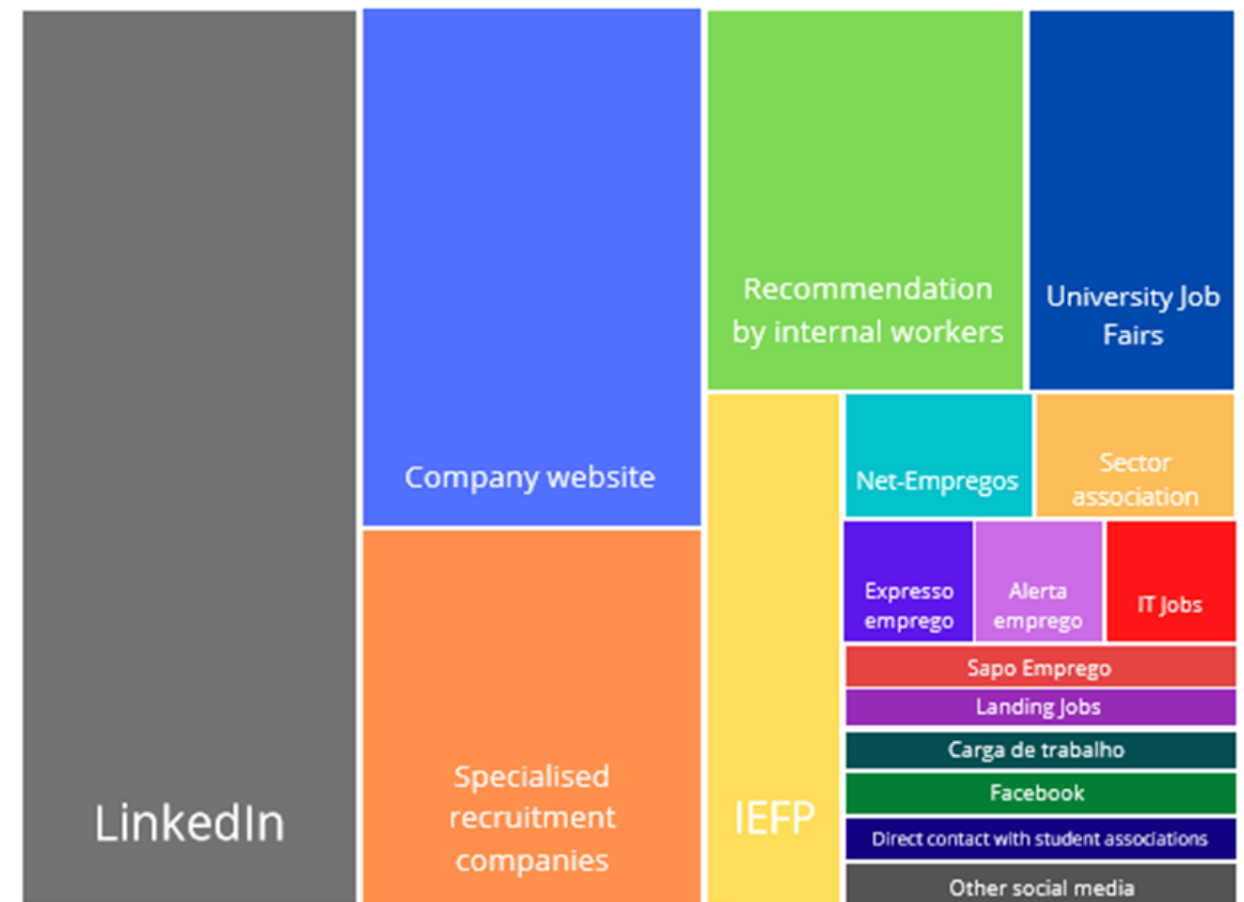
Which are the channels for job search and dissemination of job offers that companies in the ITCE and Industry sectors privilege in Aveiro?

One of the topics covered in the questionnaire for assessing the competences, training needs and digital strategies of companies, in the ITCE and Industry sector in Aveiro, concerned the channels employed by companies for searching for professionals, notably for finding qualified professionals to address digital transformation. Knowing which are these channels is of paramount importance for professionals.

The companies interviewed pointed out that LinkedIn is the most used/effective channel to find digital professionals. The company's website, the specialized recruiting companies, the recommendation by internal workers, the University job fairs and the Institute for Employment and Professional Training (IEFP) were also important channels for the hiring of professionals. A curiosity brought by the data was that many ITCE companies revealed to

have an internal recruitment system, in which many of the new hires are made through the recommendation of company workers ("refer a tech friend"). Incentives are given to workers to give recommendations if workers remain in the company. The same procedure is used in some companies in the Industry sector, especially when it comes to critical functions. This was considered a "powerful tool" for recruitment.

Figure 1 - Main channels for dissemination of job offers and professional search, used by companies in the ITCE and Industry in the territory of Aveiro



Source: Adapted from the Report on the Identification of Gaps and Qualification Priorities in the Context of Digital Transformation (2020)



In the next few days... News from the Labour Observatory...

The webinar "Entrepreneurship and digital transformation in industry - How technologies are changing business and the demand for new competences" took place on the 23rd September. The discussion involved a diversified panel with international participations, companies from the region, p higher education professors and experts.

For those who missed this opportunity, don't worry! On October 21st the webinar "Entrepreneurship and Digital Opportunities in Services - How technologies are changing business and the demand for new competences in services" will take place. A great opportunity to continue to discuss the digital future in services.

These events will take place in the scope of the Iberian Conference of Entrepreneurship - CIEM2020, organized jointly by the Portuguese Association for Entrepreneurship - EMPREEND and UA, and will be held between 24th and 27th November 2020 in online format at the University of Aveiro. The webinar is free of charge and registration is not required, the access link can be found on the social networks pages of The Observatory.

This conference comes to give continuity to the ties of exchange between the scientific and business worlds with the purpose of sharing knowledge, skills and experiences contributing to the growth of the economy. It is consolidated as a discussion forum with the aim of sharing knowledge, expertise and experience among participants, ensuring the transfer of knowledge to those operating in the global market through innovation and creativity.

In this edition, the conference promotes the discussion on "Entrepreneurship and business in the digital paradigm". All relevant information about the event can be found at the following address:

<https://mcrmar.wixsite.com/ciem2020>

Did you know?

For the first time, in collaboration with ANQEP (National Agency for Qualification and Vocational Education) and DGEEC (General Directorate of Education and Science Statistics), INE (National Institute of Statistics) promoted the **Survey on the Identification of Qualification Needs in Enterprises (IINQE)**. The period of electronic response to this survey started on the 13th March, before the declaration of the state of emergency, to the end of June. Thus, although the response rate was relatively high (73.2%), the results obtained should partly reflect the exceptional environment that economic activity has been facing, due to the COVID-19 pandemic.

On their recruitment intentions for the next two years (2021-2022), the companies interviewed revealed that they intend to recruit new workers, corresponding to a gross increase of 10.8% in their staff.

Concerning the difficulties related to recruitment, identified by the companies surveyed, the most frequently cited reason was the lack of adequately trained workers available on the regional labour market (57.3%). In addition to this, the non-availability of workers on the labour market and the limited work experience of workers available for about 46% and 44% of the enterprises, respectively.

Figure 1 – Obstacles for recruitments by companies, 2020 (%)



Source: INE, Survey on the Identification of Qualification Needs in Enterprises 2020

To learn more about the Aveiro Labour Observatory: <http://observatoriodoemprego.web.ua.pt/>

To learn more about the Urban Innovative Actions: <https://www.uia-initiative.eu/en/uia-cities/aveiro>

To learn more about the project: <https://www.aveirotechcity.pt/pt/atividades/observatorio-do-emprego>

Would you like to receive more information? Register and receive the newsletters: observatoriodoemprego@ua.pt

Contacts

<p>Aveiro Labour Observatory observatoriodoemprego@ua.pt @observatoriodoemprego</p>	<p>Municipality of Aveiro www.cm-aveiro.pt</p>	<p>Aveiro University www.ua.pt</p>
--	---	---

Inovaria
www.inova-ria.pt

Main Urban Authority



Delivery Partners



Funding

