

IO1.1 Job Profiles research in Spain

The aim is to research, identify the most wanted jobs for young people; what professions can be followed without high qualifications or obtained in non-formal ways; jobs in which young people from disadvantaged groups (young people with disabilities, refugees) can have success.

Research carried out by ESMOVIA, Valencia (Spain)



1. OVERVIEW OF THE YOUNG PEOPLE EMPLOYMENT SITUATION AT NATIONAL LEVEL

1.1. Youth Unemployment

Without considering age groups, in Spain in the period 2010-2015 the unemployment rate of men (16 and over) has risen by 1.2 points and that of women (16 and over) has risen 3.3 points. By age groups, the **highest increase in unemployment rates has occurred in the young population** (under 25 years), in both men and women. In this period the unemployment rate of young men has risen 5.6 points and that of women 8.4 points.

Specifically:

The unemployment rate in 2015 for **men under 25 years** of age (48.6) is the highest in all EU-28 countries, and more than double the EU-28 average (21.0).

The unemployment rate of **women under 25** in Spain in 2015 (48.0) is second only to Greece (55.0) and more than double the EU-28 average (19.5).

At the end of 2016, of the 4.23 million unemployed registered in Spain, **14.5%** are young people under 25 and almost 46% are long-term unemployed (more than a year in unemployment).

At the end of 2016, the **youth unemployment rate stood at 42.91%**, 3.3 percentage points lower than the previous year (46.2%), but one point higher than the third quarter of 2016, when unemployment rate of young people under 25 stood at 41.9%.

In 2016, the number of young people under 25 years old fell by 73,100 people in 2016, 10.7% compared to 2015, bringing the total number of unemployed young people to 613,900 at the end of last year.

The number of people under 25 years old fell by 56,300 people in 2016 (-3.8%), according to data obtained from the Survey of Active Population (EPA) produced by the National Institute of Statistics (INE)

According to the most up to date statistics issued by Eurostat, youth unemployment rate in Spain decreased to 41.50 percent in February from 42 percent in January of 2017. Youth Unemployment Rate in Spain averaged 34.62 percent from 1986 until 2017, reaching an all-time high of 56.20 percent in February of 2013 and a record low of 17.20 percent in February of 2007.



1.2. Trends in employment and jobs

As reported by the Organization for Economic Cooperation and Development (OECD) in the Employment Outlook 2016 report, recent labour market trends in Spain shows that **labour market conditions continue has continuously improved** over the past two years. GDP growth picked up in 2014 to strengthen in 2015 (2.3%), which resulted in significant job creation. Total employment (as a percentage of the population aged 15-74) has increased by around 3 percentage points in Spain although still well below its pre-crisis level and the OECD average of 60.2%.

The unemployment rate in Spain is projected to continue its decline through to the end of 2017 to just under 18%.

The Outlook states that structural reforms can enhance growth and reduce labour market segmentation. However, concerns have been expressed that these reforms can have negative employment effects as firms adjust to the new conditions. In general, structural reforms implemented in highly segmented labour markets do not result in short-term job loss.

Similarly, reforms can be combined and implemented in ways that significantly improve short-term. The **20102 labour reform in Spain** has helped to tackle deeply entrenched labour market segmentation by strengthening the incentives for employers to hire on open-ended contracts. As suggested by the analysis the reform increased by 45% the share of **open-ended contracts** in new hires. On the other hand, **temporary contracts** still represent the large majority of new hires and additional reform to reduce the gap in termination costs between open-ended and fixed-term contracts may be required to reduce segmentation even further.

Although temporary employment still accounted for 25% of all employment in Spain in 2015, this remains well below its pre-crisis share of almost 32%.

Of special concern, is the situation and prospects about vulnerable youth, like low-skilled **young people who are neither employed nor in education or training (NEETs)**.

At 12.9%, the share of young people in Spain who are low-skilled NEETs (i.e. those who have not finished upper secondary schooling) is one of the highest among OECD countries, and remains 3.4 percentage points above its pre-crisis level. While part of this increase reflects the high cyclical level of youth unemployment, a majority of low-skilled NEETs are inactive rather than unemployed (i.e. they are not actively searching for a job).

Low-skilled NEETs are a particularly vulnerable group

Percentage of youth population aged 15-29, 2015



Note: Low-skilled NEETs are youth neither in employment nor in education or training who have not finished upper secondary schooling.

Source: OECD Employment Outlook 2016, Chapter 1.

According to Eurostat, Spain is in the top 10 EU countries for number of NEETs.

In the last decade, Spain has turned into one of the member state of the European Union where the number of NEETs has increased the most. Specifically, nine points, up to 22.2%. That is, **one in five young people has not studied or worked in 2015**; that places Spain in the fifth country, together with Cyprus, of the 10 EU partners with the biggest number of NEETs.

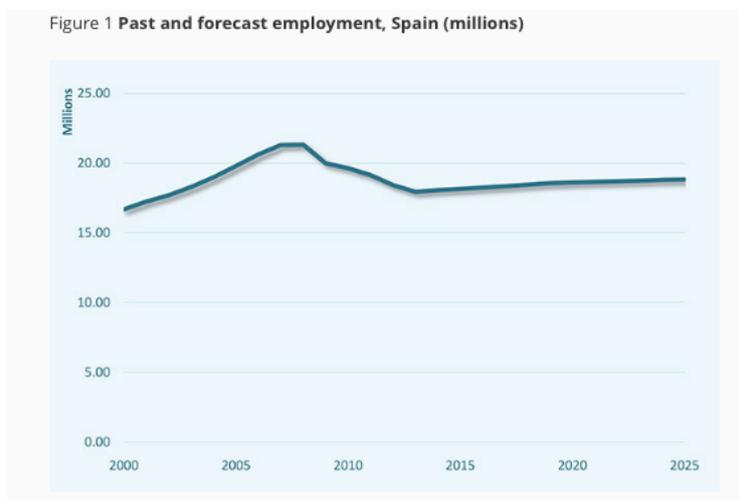
The first one is Italy (31.1%), followed by Greece (26.1%), Croatia (24.2%), Romania (24.1%) and Bulgaria (24%).

Generally, low-skilled young people are more likely to be NEET than their better educated counterparts.

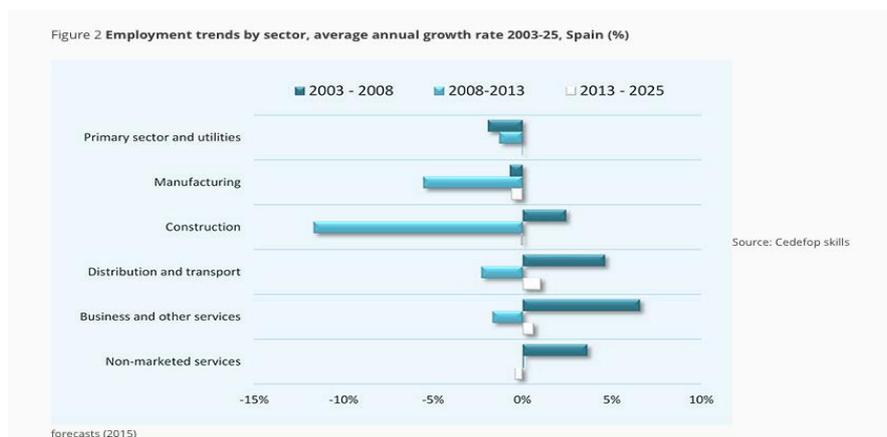
While part of this increase reflects the high cyclical level of youth unemployment, a majority of low-skilled NEETs are **inactive** rather than unemployed, that means they are not actively searching for a job. The rate of young NEETs actively searching for a job in 2015 was also lower for those who did not complete high school (24%) than for the more educated (37%). Slightly more than one-third of young NEETs live in a jobless household (i.e. a household that does not contain an employed adult), the 44% of them are low-skilled NEETs. Therefore, many of them are at risk of facing both poverty and limited labour market opportunities.

1.3. Employment and Jobs forecast

From 2013, Spain has been slowly recovering for the economic crisis started in 2008 in terms of Gross Domestic Products (GDP). By the way, according to Cedefop's skill supply and demand forecasts between now and 2025, positive economic growth in Spain is expected to have only a limited effect on job growth in Spain and **employment** is not forecast to reach its 2008 pre-crisis level by 2025. This is slower than employment growth forecast for the EU as a whole, where average employment is expected to reach its pre-crisis level in 2020.



As to **sector development**, CEDEFOP forecasts future employment growth in Spain up to 2025 will be in the distribution and transport sector, and business and other services. On the other hand, this growth is offset by job losses in manufacturing and non-marketed (mainly public sector) services.



Most job opportunities (around 27%) will be for service and sale workers, higher than 16% foreseen for the EU average. On the contrary, the rate of job opportunities for professionals (high level positions for business, teaching, engineering, science and healthcare) is around 13%, lower than the 24% forecast for the EU average.

Even though most jobs will require **high-level education** qualification, there will also be a significant numbers of job vacancies, requiring **medium-level qualification**.

As to the level of education, in 2013 Spain registered a quite high rate (23.6%) of young people that left education and training system with low level qualification, against the national target of 16 % to be achieved by 2020.

2. COUNTRY STRATEGY ON YOUTH EMPLOYMENT

The educational system of the last four years of secondary education has been changing due to a reform process started in 2013. **The vocational education and training (VET)** system of Spain played a significant role in the recovery from the economic and labour market crisis. Thus, a

comprehensive, attractive, flexible and high quality VET system is being developed to respond better to the needs of the economy.

The 2013 reform aimed mainly to improve VET standards and make VET more attractive to young people in order to meet their interests and to encourage them to further their qualifications by introducing flexible learning paths. In 2015, reform started focusing on increasing **Continuing Education and Training (CVET)**, with the aim to increase its quality and to improve management systems of funds dedicated to training for employment. For this purpose, VET providers have been accredited, training leading to formal qualification have been offered, a common training database is being developed and a joint participation form social partners and regional authorities has been consolidated for quality assurance.

The current VET system foresees free of charge provision of secondary VET including evening technical schools, apprenticeship system and post-upper secondary, while various adult vocational training programmes are offered for a limited fee.

The reform of the VET education system will allow maximizing the potential of high-skilled youth and reducing the gap between the skills and qualifications required by enterprises and those delivered by the education system. In addition, the current reform of the education system envisages the upgrading and modernization of school curricula to assure the acquisition of skills, knowledge and competences demanded by the labour market.

Adults with no qualification may have their skills recognised or acquire a formal qualification through training. Besides, key competences test for advanced VET programmes and professional certificate access have been developed. The reform is also developing online and **virtual learning environments** and platform in order to facilitate the access to VET programmes.

The recently introduced **basic VET** and easier access to intermediate VET have opened up progression path for both young people and adults with low or no qualifications.

To increase VET attractiveness and support youth transition to the labour market, the **Dual Principle (apprenticeship-type training)** has been also implemented nationally. Participants in dual training programmes (16 to 25 year-olds or up to 30 until youth unemployment decreases) may sign an apprenticeship contract (from 1 to 3 years) and receive at least the minimum wage. At least 25% (first year) or 15% (subsequent years) of the training is aimed to the acquisition of new skills in a specialised training centre or in an enterprise. Dual training schemes may also be based on an agreement between the enterprise, the VET school and the learner. Participants have the status of student (with no age limit) and may benefit from a scholarship, depending on the autonomous communities.

The reform process also aims at increasing the share of students attending scientific and technological programmes (currently at 15 % of all upper secondary schools and 18.5 % of upper secondary public schools) and **improving the cooperation between school and industry** to provide students with the opportunity to practice their skills and increase the relevance of learning for the labour market.

Labour market figures point to higher rewards in terms of employment outcomes for young people who complete the vocational stream. The on-going reform of vocational education and training, therefore, is geared to increase even more the attractiveness of the system by upgrading the curricula to focus on key competencies and reducing the number of specializations to respond to the needs of emerging economic sectors. In order to become an effective instrument to ease the transition of young people to work, this reform would also need to address a number of additional policy issues:

- First, to ensure that vocational education and training graduates have **the skills to perform on the job** and are able to respond to changing requirements, curricula need to imagine more enterprise-based learning opportunities.
- Adding **work-experience** through collaborative arrangements with industry would allow employers to get to know young students and, at the same time, reduce the cost rigidities related to the establishment of workshops or simulated work environments in schools. More importantly, it would help a young person connect with prospective employers, which gives a premium in the Spain's labour market.
- Lastly, the improvement of **career education services** would ensure that students are informed about the different educational paths that are available and their labour market rewards, and are helped to match their aspirations with education and labour market opportunities.

Spain has been also actively engaged in designing and implementing structured **strategies and policies** to foster employment. The most important initiatives are:

The **Youth Strategy for Entrepreneurship and Employment** (*Estrategia de Emprendimiento y Empleo*) is an initiative of the Ministry of Employment and Social Security approved in February 2013, after a process of dialogue and participation with the Social Partners, to respond to need emerging from the alarming youth situation in terms of employment.

It includes actions to:

- improve employability
- facilitate insertion in the workplace
- promote entrepreneurship
- improve their situation in the labour market.

To achieve the above mentioned goals, the Strategy contains **100 measures** aimed at promoting the integration of young people into the labour market, whether through employment or through entrepreneurship, which are classified according to their impact and their temporary development, as follows:

- **15 measures of immediate or "shock" impact**, with short-term effects to foster recruitment and entrepreneurship and the improvement of education and training services as well as the mediation in the labour market.
- **85 measures with medium- and long-term impact**, that require a greater development over time, designed to deal with and solve structural problems.

These include measure that aims at adjust the education and training received by youth to the real needs of the job market and those related to the improvement of orientation, and information services received by young people when searching for job, as well as other measures to promote recruitment and flexibility as well as equal opportunities in access to job positions.

Generally, all the measures have been designed, according 4 main axes:

1. Improvement of (Inter)mediation in labour market
2. Improvement of employability
3. Encouragement of hiring
4. Enhancement of entrepreneurship

Some of the most outstanding initiative that have been adopted in the framework of the strategies are:

- The reduction of social security contributions and bonuses of up to 100%, for companies that hire young people under 30 years.

- Programs so that the young people who left their studies (early drop out) can obtain the Compulsory Secondary Education qualification
- Improving employability for unemployed young people through training programs with a commitment to recruitment or the incentive of training contracts.

In order to encourage self-employment and entrepreneurship among young people, has been established a flat rate of 50 euros for who want to start an entrepreneurial, the possibilities of capitalizing the unemployment benefit have been expanded and it is possible to make the unemployment benefit compatible with the start of a entrepreneurial activity.

Due to the benefits registered, the Spanish Government decided to renew the Strategy for the 2017 – 2020 period.

Youth Guarantee (*Garantía Juvenil*): The Youth Guarantee is an European initiative that aims to facilitate the access of young people to the labour market. In Spain it is part of the Youth Entrepreneurship strategy. The Youth Guarantee Recommendation states that young people may receive an offer of employment, education or training after they have completed their studies or become unemployed.

The main objectives of the Youth Guarantee are to:

- Improve the employment for young people
- Enhance the quality and the stability of the employment
- Promote the equal opportunity for everybody in the labour market' access
- Adapt the training courses and the education to the need and skills established by the labour market.

Integral Program of Qualification and Employment (*PICE - Programa Integral de Cualificación y Empleo*). The programme has been designed by the Chamber of Commerce of Spain and created in 2014 with the goal to reach a total of 16 600 contracts and 1 228 new companies for young people as well as 3 000 youth on mobility during 2016-18. Funded by the European Social Fund (ESF), the Spanish Public Employment Service (SEPE) and the Ministry of Employment and Social Security, PICE is one of the programmes of the Spanish youth guarantee system. The programme has been designed by the Chamber of Commerce and implemented by its territorial offices, acting as mediators between companies and the youngsters.

Its target group are young people aged 16 to 29 with or without qualifications or work experience who wish to receive adequate vocational training to improve their skills, find employment or start their own business. It comprises a series of customised measures common to all youth guarantee programmes, classified into four categories:

- Young people with neither education nor work experience
- Young people with work experience but no qualification
- Young people with qualifications but without work experience
- Young people with qualifications and work experience.

Any young person interested in the programme, can get in contact with the nearest chamber of commerce to join PICE, thus will receive **personalised guidance from a labour counsellor**, who draws up a professional profile based on his/her interests, level of qualification and skills. After that the person will be directed to one of the 3 PICE programmes: training programme, dual VET programme and mobility programme.

PICE programme has been selected and introduced as a **good practice** by the European Commission during the first edition of the European Vocational Skills Week.

The Activation Programme for Employment (PAE – Programa de Activación para el Empleo): PAE (Programa de Activación para el Empleo). It aims to improve employability of the long-term unemployed people in a situation of special need by offering orientation services to long-term unemployed people. The programme foresees the implementation of active employment policies and financial support for a maximum of six months. By March 2016, the activation programme had offered guidance services – a personalised insertion support scheme – to 161 583 long-term unemployed; approximately 100 000 of these have also qualified for the long-term unemployment financial benefits. Up to February 2016, the 16% of the beneficiaries had found a job. The innovative aspect of the programmes is facilitating the insertion of a group of workers who specifically have difficulties in entering the job market, providing them temporary financial aid while they also receive a salary.

3. RECRUITMENT SYSTEM FOR EMPLOYMENT

At institutional level, the main entity dealing with employment with a national coverage is the **State Public Employment Service (SEPE)**. SEPE is an entity, belonging to the Ministry of Employment and Social Security, which, together with the Public Employment Services of the Autonomous Communities, constitutes the National Employment System. The role of SEPE is to deal with to the ordinance, management, development and monitoring of the programs and measures of the Employment Policy. Within the National Employment System, the entity is in charge to strengthen the coordination among all the actors, involved in the labour market.

The main functions run by the SEPE are to:

- Plan and promote proposals for employment policies focused on the needs of individuals and enterprises (career guidance through individual and personalized itineraries, job training, employment promotion programs, etc.)
- Manage and control unemployment benefits, giving effect to the right of the unemployed to protection.
- Conduct research, studies and analyses, at the state level, on the labour market situation and measures to improve it.

As mentioned, all the activities developed are targeted on the different key actors of the job market and employment.

Among the **services provided to job seekers and workers**, there are:

- Supporting the job searching through the Job Portal "Empléate" and the access to EURES Network.
- Evaluation of professional competences acquired through work experience.
- Issuance of certificates of professionalism

Among the **services for companies**:

- Search for professionals through job portals and the access to the self-employed/freelancer official Register
- Easy way to hire workers through the web application Contrat@

Besides, SEPE runs the **Observatory of Occupations of the Public Service of State Employment**.

The Observatory is a technical unit that analyses the situation and trends of the labour market, current occupations, groups of interest for employment and the transformations that occur in the labour market.

Since 2012, the Observatory have been issuing a study on the "Profiles of the Job Offer", which deepens the knowledge of the professional profiles and the skills, competences and knowledge that companies require the candidates to have in order to cover their job vacancies. It contains information on the **jobs that are offered by companies** and, using of tab sheet, structure and describe the job offer through: characterization of the offer, the specific competences required to perform the job and the required profile of the candidate, described in four points:

1. personal characteristics
2. training and competences
3. languages and ICT skills
4. personal skills.

The study proves to be a very useful tool to foresee tendencies of job market in terms of job opportunities, and to orientate the job seekers in further their training in order to acquire, improve and deepen the skills and competences required by the employers according to the job profiles.

With regards to job seeking, the most popular **tools and mechanism** used in Spain are:

Job Portals

Is one of the most used tool to search for job opportunities? Job portals give young people access to up to date job offers, to upload or post CV and do targeted search according to the type of contract, professional sectors, geographical area, etc.

To search **for job offers in Spain:**

EMPLEATE run by SEPE. It is a job portal that allows free, easy and direct contacts between job seekers and employers. It is an online channel, designed to support and facilitate youth recruitment. The portal also allows users to:

- To know the deeper, the characteristics of the labour market according to the sectors
- To know the practical job's offers: the registered enterprises can advertise job proposals in order that the citizens are able to easily access and request for the job
- To register in saying what type of enterprises they are and what kind of job they are searching for

Images and contents are available in Empléate: young job seekers can access the portal and find more than 35.000 job's proposals that it is correspond almost to 70.000 jobs vacancies (May 2016').

<https://www.empleate.gob.es/empleo/#/>

Other job portals are:

Bolsadetrabajo, <http://bolsadetrabajo.com>

Expansión y Empleo, <http://www.expansionyempleo.com>

Infoempleo.com, <http://www.infoempleo.com>

InfoJobs, <http://www.infojobs.net/home/index.xhtml>

Adecco, <http://www.adecco.es/Home/index.html>

Oficina Empleo, <https://www.oficinaempleo.com>

beBee, <https://www.bebee.com/jobs>

Monster, <https://www.monster.es>

Busco Jobs, <http://www.buscojobs.com.es>

Indeed, <https://www.indeed.es>



Among specialized portals, addressed to specific jobs, there are:

Ambient recruitment: for multilingual professionals <http://www.ambientjobs.com/job-search/>

Approach People Recruitment: for multi-lingual professionals,
<http://www.approachpeople.com/spain>

Talent Search People, especially focusing on job offers in the field of finance, sales, IT, e-commerce and native speakers, <http://www.talentsearchpeople.com/english.htm/>

Tecnoempleo: focusing on IT and telecommunications jobs, <https://www.tecnoempleo.com>

Au pairs International: offering au pairs job vacancies all over the world
<http://www.aupairinternacional.com/aupairworld.html>

As to job offers in foreign countries, the most popular job portals are:

EURES (European Employment Services) website. EURES is a job portal network maintained by the European Commission which is designed to facilitate free movement of workers within the European Economic Area. Besides searching for job opportunities in EU, users can get advice on the legal and administrative issues involved in working in Spain, or any other country in the EU/EEA or Switzerland.
<https://ec.europa.eu/eures/public/es/homepage>

Eurograduate: addressed to graduates, offer career guidance in all Europe.
<http://www.eurograduate.com>

iAgora: <https://www.iagora.com/?lang=en>

Recruitment agencies

Recruitment agencies normally tend to deal with temporary jobs like **ETT** (Temporary Job Agencies) act as intermediary agency, by hiring directly workers to later assign them to companies where they are going to work.

Job seekers can also have access to a complete list of Job Agencies in Spain, on the National Employment System webpage:

https://www.sistemanacionalempleo.es/AgenciasColocacion_WEB/consultarAgenciasColocacion.do

Newspapers

Although Spanish national, regional and provincial newspapers advertise job vacancies daily, most jobs are advertised in the Sunday editions.

It is possible to consult the latest vacancies on the website of popular newspapers online, like El País, El Mundo or La Vanguardia (the latter has a dedicated job website).

TV and Radio

Job vacancies and offers are also spread through TV programme, like “Aqui hay trabajo”, broadcasted from Monday to Friday in the morning, or through Radio Channel, like Channel 2 (RTVE).

Network

As it is quite common to get job through Word-of-mouth or personal contacts, networks, work-related Facebook groups and forums, and networking website (like LinkedIn) are proved to be another effective channel for job seekers.

The most important business network is represented by the Chamber of Commerce that also offers counselling service as well as events for networking.

4. JOB PROFILES

4.1. The most demanded job profiles by the labour market

According to the study conducted by the HHRR Consultancy Agency Hays HR, a 72% of Spanish companies face challenges to find suitable profiles to cover certain positions. A circumstance that forces to reform the educational system, in order to tackle the mismatch in terms of skills demanded by the job market.

The most required skills by employer and job market in general in Spain, are analytical skills, communication skills, teamwork or proactivity; nevertheless, few institutions prioritize these skills while delivering education and training, except for linguistic and ICT skills.

As to higher education, the study highlights that the theoretical knowledge imparted in Spanish universities is one of the best in the world, which causes professionals such as engineers or doctors to be in high demand; by the way, at the same time Universities in Spain seems to be far from the needs and requests coming from the business sector.

The professional sectors that higher number of job vacancies will have in 2017 are:

1. Industry and Engineering, that mostly demands Operative Directors, Production responsible, Project managers and electronic engineers.
2. Marketing and Sales: The most requested profiles are commercial engineers (due to the implementation of new technologies in the commercial departments), business development managers, for the expansion and acquisition of new accounts and export experts with language skills.
3. Logistics: It has been constantly increasing, thanks to the increase of online commerce. The most requested job profiles are related to the commercial sector, and are supposed to have previous experience, higher education qualification, foreign language skills and solid networks.
4. Constructions and estate market: In terms of employment, the profiles most demanded are those linked to the area of Studies, as new business opportunities are emerging and companies need to have expert teams to be able to catch and take advantage of them.

4.2. The most demanded jobs by young people

According to a research led by the HHR Agency Oficina Empleo, sometimes studying a university degree is not the only guarantee of getting a big salary. Quite the contrary, there are jobs for which no higher education is needed and through which it is possible to achieve high salaries.

Some well paid jobs can be also achieved by attending isolated courses or simply by having previous practical experience.

Among them:

- **Vertical works** - Whatever it takes to be lifted high by the facade of a building, whether for cleaning or construction, has the potential to generate large revenues, perhaps for being a dangerous job.
- **Oil Rig Worker** - The oil rigs require many professionals of all kinds: engineers, drillers, cooks, electricians, and mechanics. The jobs are very different and well paid depending on the qualification, so there is no need to have higher education qualifications or titles.

- **Air Traffic Controller** - To work as air traffic controller does not requires a university degree. It only takes 18 months of training and comply with medical requirements, and of course, a good command of foreign languages.
- **Dental Technician** - Dental technician is a very essential profession for dentists since they are in charge of building and assembly the molds and implants. To be a dental technician only a professional module is required.
- **Ruby On Rails and Front-End Developer** - ICT and computer science-related jobs also have their place among the best paid professions. Ruby On Rails language, is not very common and therefore well paid, as well as so-called Front-End, which requires expert professionals in both design and web development.
- **SEO Expert** - All the big companies and consultants already have an expert team in SEO (Search Engine Optimization), or workers in charge of positioning in search engines, preferably in Google. Their job is to make the company or brand appear in the first positions where a search is done by a user. SEO experts are often used to many job offers in communication consultancies.
- **Event planner** - This job consists in organizing meetings, forums, fairs and other kind of events. For that no special requirements or qualifications are demanded; only good and many contacts as well as the ability to easily connect with people and properly manage public relations.

Some of the most wanted jobs by young people require different level of qualification and certification.

Some require a certificate/qualification obtained through formal education system, like:

- **Technician in Video Disc Jokey and Sound:** the Spanish VET system offers an Intermediate VET course in order to get the needed qualification for this profession. The holders of this diploma acquire the necessary competence to perform live music, visual animation session and carrying out the capturing, the direct mixing, the recording and the sound reproduction in all kinds of sound projects. The most relevant occupations or jobs that this diploma may give access to are: television sound assistant, boom operator in films and videos, boom operator in musical concerts, boom operator of stage shows, assistant in film sound editing, disc-jockey, video-jockey, video disc-jockey, light-jockey, digital photo editor.
- **Expert in Socio-Cultural Animation:** a related Upper-VET course is available in the Spanish VET system. The range of occupation accessible to the holder of this qualification, includes: coordinator of specific action programmes (by age or target group), animator in specialized facilities like libraries, cultural community centres, hostels, camps, etc.), community animator, cultural animator or instructor, leisure animator or instructor and hospital animator.
- **Technician in 3D Animation, Games and Interactive Environments:** The Upper-VET course allow students to acquire competences needed to Generating 2D and 3D animations for audio-visual productions and developing interactive multimedia audio-visual products, integrating the elements and the sources involved in their creation and considering their relationships, dependencies and interactivity criteria, according to the defined parameters. The most relevant occupations or jobs are the following: 3DAnimator, 2DAnimator, Interposer, 3D modeller, digital graphic designer, generator of virtual spaces, 3D special effects technician, integrator of audio-visual media, developer of multimedia audio-visual applications and products, technician in multimedia systems and productions.

- **Community Manager:** it is a quite recent professional profile; thus community managers often are journalist with a University degree in Journalism, people who hold a diploma in Audio-visual Communication, or (e-) Marketing and Advertisement. Even though is a quite new, this profile is highly requested by companies.
- **Professional in Public Relations:** this professional can work in all types of organizations: private companies, public bodies, associations, etc. The job mainly consists of managing external and internal information, organizing internal and external events (seminars, conferences, etc.) as well as supporting all the organization's departments in managing communication with a specific customer/client/partner. Educational path to this job, can be several: degree in advertisement and PRR or in communication, degree in tourism or journalism, qualification of Protocol school, etc.

On the contrary, there are some other jobs that do not require specific trainings or a certain level of formal education. The majority of them, emerged from the spread and the fast development of ICT and social network, like **Youtuber** and **Video- Blogger**, that earn money from their popularity, i.e. getting paid by companies to host their advertisement on the channel. Similarly, another very popular job among youngsters is **Videogame tester**, that allow young people to get paid while having fun and playing.

A new trend is also emerging among young people in Spain, especially as a consequence of the economic crisis and the high rate of unemployment: the **ecological agriculture and organic farms**.

Many unemployed young people came back to rural areas and live from ecological agriculture products. Going back to village has being considered for many both as feasible labour opportunities and the chance to have a healthy and sustainable personal life. Similarly, there are some good practices related to self-employment, like young people starting their own business for instance in the production of craft beer and ecological food.

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