



**Desk research  
ICT and green economy sectors in Spain**

Zaragoza, June 2014

## 1. ICT sector overview

According to the latest data (2013), the Spanish ICT sector has a total of 61.902 companies, whereas Aragon has 1.668 companies. The sector is characterized by the small size of its companies. Indeed, although the economic crisis has reduced the number of companies in all sectors, the ICT sector has experienced a self-employment boom that has turned into an increasing of the number of companies (21,06% in Spain and 37,17% in Aragon).

The majority of employees from the ICT sector have a University degree, as well as postgraduate courses that complete its training. Besides, due to the fast changes on the sector, companies and employees must adapt themselves to the latest trends through continuous training.

Companies agree that their employees training and expertise help to improve their competitiveness in the market. Nevertheless, they find difficulties to plan its annual employees training program due to the fast changes on the sector.

## 2. Green economy overview

Green economy is a wide concept that involves not only the traditional environmental activities, but also sectors that add a sustainable strategy and that are not consider, in advance, environmental friendly.

Latest data available (2009) state that there are around 60.792 companies in green economy (439 companies in Aragon). Most of them are small and medium enterprises and around 60% have less than 10 employees. As in the ICT sector, green economy has also experienced an increasing of self-employment.

One of the main characteristics of the environmental goods and services sector - “green jobs” sector – is its dependency on government actions. Political decisions, changes on the legislative framework, etc. Thus, together with the current economic situation makes the green jobs sector highly vulnerable.

The green economy is a sector with high level of innovation, and for that reason, companies agree that human resources are a key tool for the increasing of the production and competitiveness of the company.

Due to the diversity of activities involved in the green economy, its employees have different level of training and education. Although the demand of university degrees will grow with the emergence of new market niches.

### 3. Possible solutions to reduce skills gap

- Public and private alliances to develop new and innovative projects.
- Better communication between university and companies. Finding ways of collaboration and communication.
- Improving lifelong learning. Companies must be flexible with their employees training, and it is necessary to inform, both companies and employees about the training offer available.
- Improving English language skills from early years.
- Improving public guidance services to adapt the demand to the offer.
- Adapting job offer to the real company needs to avoid overqualification.
- Better definition of skills for each sector or area of expertise.