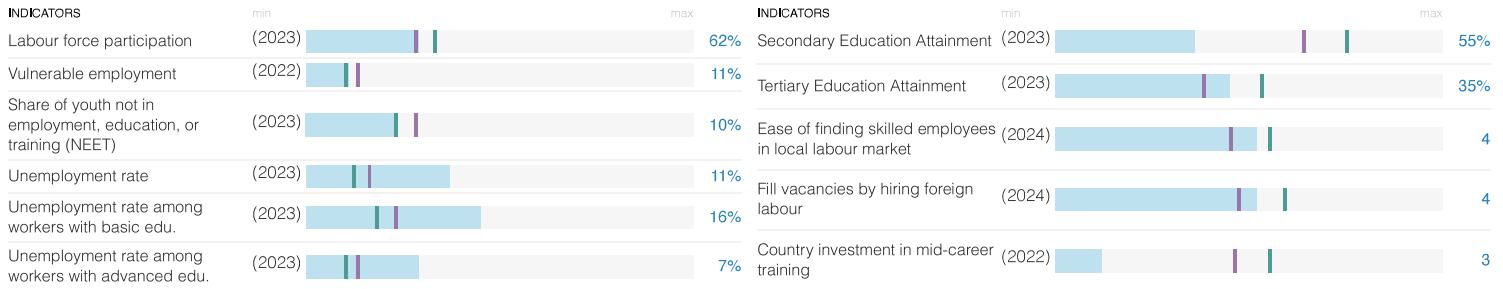


Spain

36.4

Contextual indicators

Regional average | Income Group average



Jobs and Skills outlook

19% | Global 22%

Labour-market churn

Five-year structural labour-force churn

37% | Global 39%

Skill disruption

Shares of core skills which will change

86% | Global 83%

Organizations with DEI priorities

Share of organizations with DEI priorities

95% | Global 88%

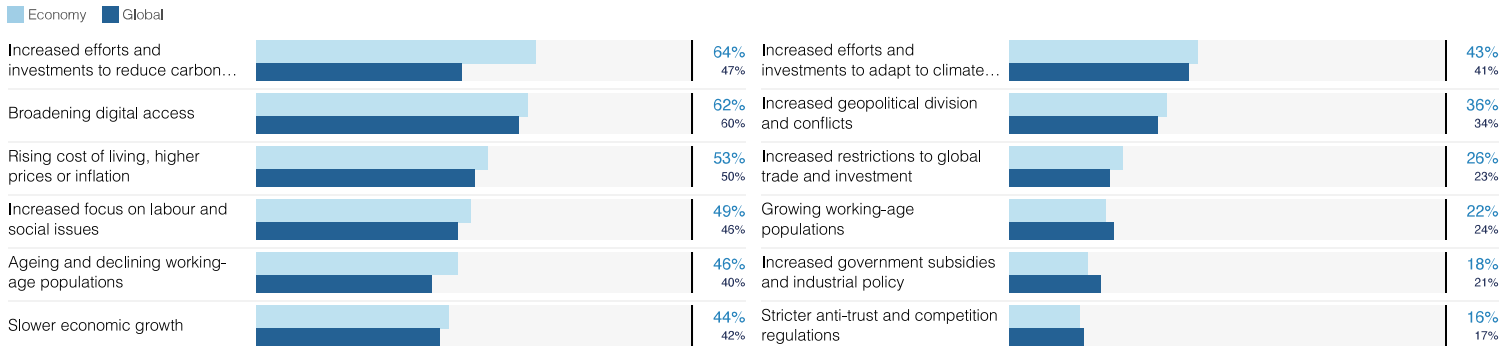
AI exposure

Share of organizations running AI programmes

Trend outlook

Macrotrends driving business transformation

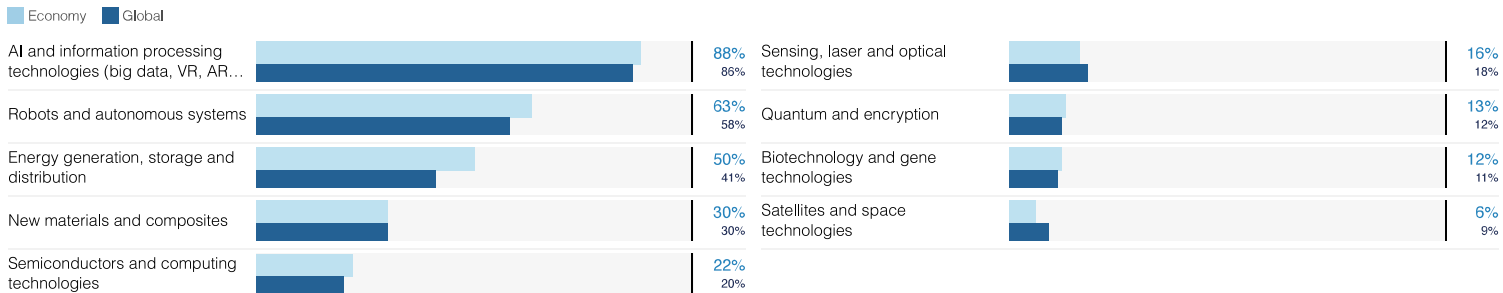
Share of organizations surveyed that identified this trend as likely to drive transformation in their organization



Technology trends

Technology trends driving business transformation

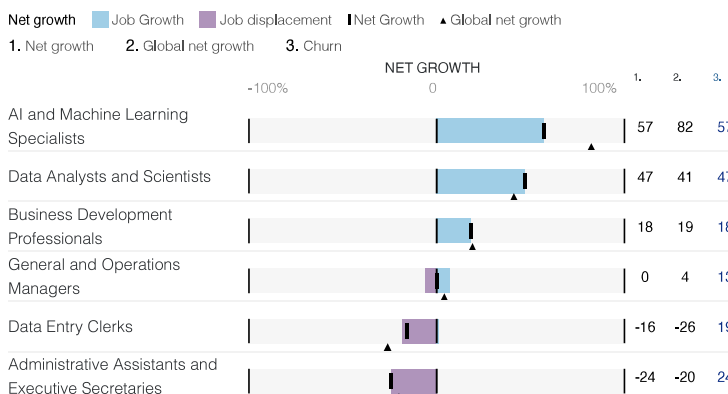
Share of organizations surveyed that identify the technology trend as likely to drive business transformation



Jobs outlook

Key roles for business transformation

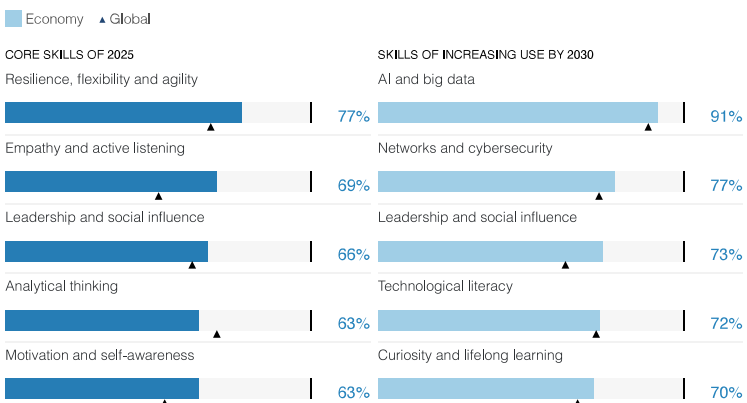
Roles most selected by organizations surveyed, ordered by net role growth, and their net growth and structural churn (percent)



Skill outlook

Skills of increasing use by 2030

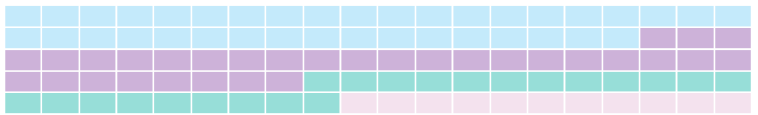
Skills of the most increase in use by 2030



Spain

36.4

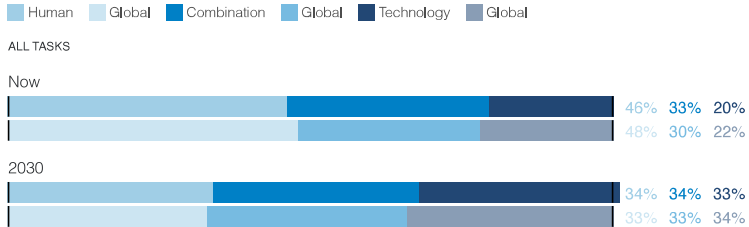
Upskilling and reskilling outlook



Human-machine frontier

Human-machine frontier

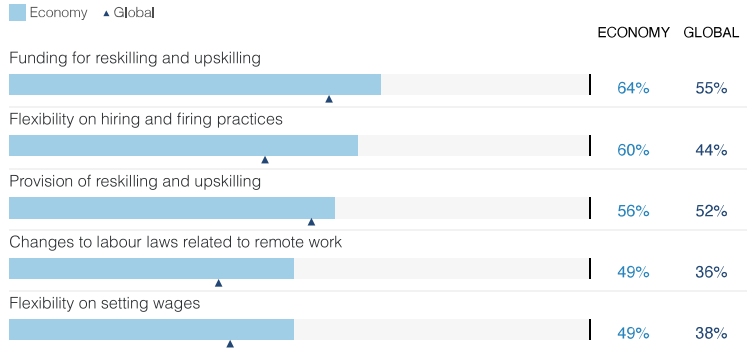
% of tasks completed by predominantly people, predominantly technology, or a combination of both



Public policy

Public policies to improve talent availability

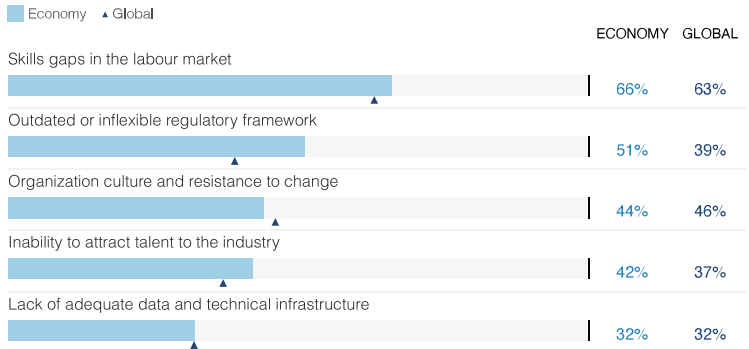
Share of respondents who agree that the particular public policy has the greatest potential to increase the talent availability



Key barriers for business transformation

Transformation barriers

Share of organisations surveyed expecting the barriers will hinder their organisation transformation



Wage outlook

Wage trends

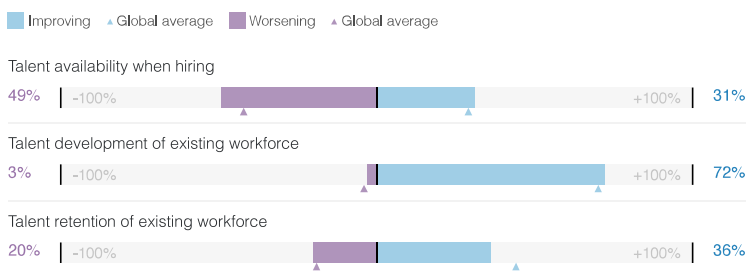
Share of organizations projecting the share of wages and other forms of workers' compensation as percentage of the company's total revenues



Talent availability outlook

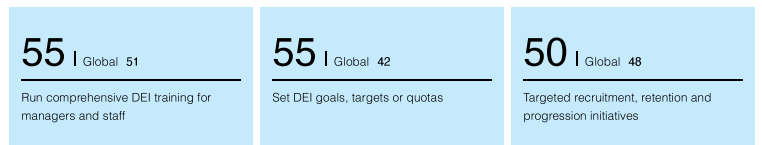
Talent trend

Share of respondents who expect their talent availability to improve or worsen in five years



DEI Actions

Share of employers surveyed planning to implement the diversity, equity and inclusion measure



AI Strategy

Share of employers surveyed planning to implement the stated strategy in response to AI's increasing capability and prevalence

