CROSS BORDER TALENTS ®

RECRUITING TALENTS SINCE 2001

**how to recruit, train and employ
500.000
tech professionals until 2020?**

What is the skills´ shortage drama?

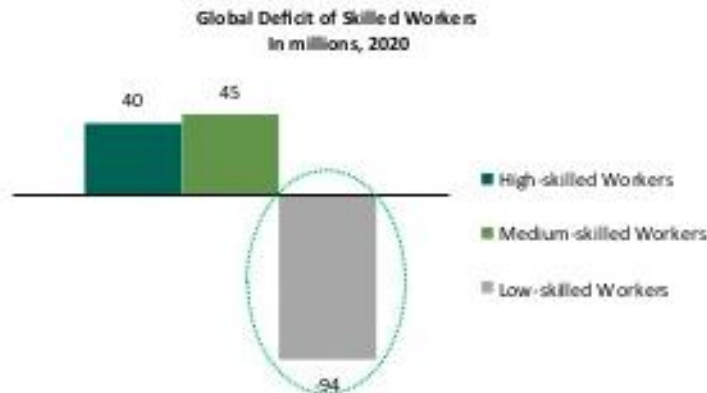According to Mckinsey Global Institute, the global shortage of skilled workers will amount to **85 million in 2020**

Globally, a shortage of high- and medium-skilled workers, and a surplus of low-skilled workers is expected by 2020; this represents a training and development opportunity

What will be the shortage of skilled workers in 2020?

Global Deficit of Skilled Workers
In millions, 2020

40   45

- High-skilled Workers
- Medium-skilled Workers
- Low-skilled Workers

-94

Global Shortage of Skilled Workers in 2020 ➤ 85 Million

Source: The World at Work, McKinsey Global Institute, June 2012

- Mostly high- and medium-skilled workers are in short supply globally as of 2012
- According to McKinsey Global Institute, by 2020, there will be a 13% shortage of college-educated or high-skilled individuals globally
- Shortage of high-skilled workers will be most prevalent in developing economies, with about 50% of the shortage in China alone, in 2020
- The expected shortage of medium-skilled workers (secondary educated) is about 15% by 2020
- Most of this shortage is expected in developing and labor-intensive economies of South Asia and Africa
- However, by 2020, there is likely to be a surplus of low-skilled workers, largely in the developing countries
- Most of the excess supply of low-skilled workers is expected in India and other developing countries
- While the shortage of skilled manpower in developing countries can be overcome by improving the education system, the problem in developed nations will be more difficult to tackle—as it is mostly not the education, but the demographics that leads to the shortage

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Notícias

Big Data irá gerar 4,4 milhões de empregos em 2015 em todo o mundo

A Teradata, empresa de plataformas, aplicações de *marketing* e serviços de análises de dados, está consciente da importância do *Big Data*, uma das ferramentas tecnológicas com mais potencial de crescimento num futuro próximo. A utilização desta ferramenta por parte das empresas está a crescer exponencialmente, uma vez que possibilita não só conhecer os clientes e oferecer exatamente o que estes procuram, como também criar modelos preditivos que ajudam a prevenir situações negativas.

Um estudo da OBS revela que nos últimos 10 anos foi criada mais informação que em toda a história da humanidade e prevê que as ligações à Internet através de dispositivos móveis irão chegar às 10.200 milhões em 2018. Esta realidade torna os dados a nova moeda de troca e, que através dela, as empresas podem melhorar a sua estratégia de produto e o processo de tomada de decisão.
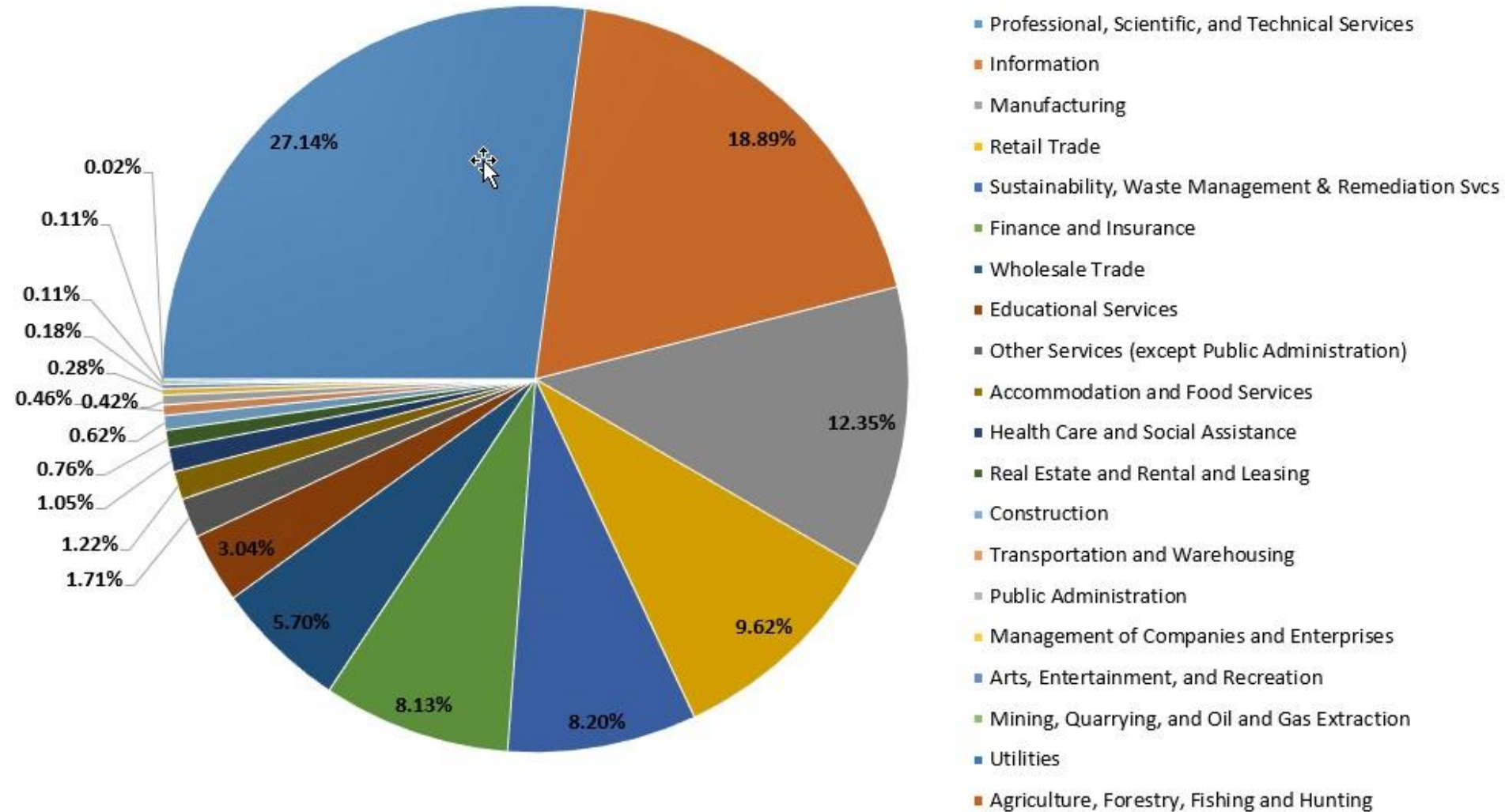
No decorrer de 2015 a importância do *Big Data* vai continuar a aumentar e estas são as tendências:

SOURCE: rhonline.pt

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What is the skills´ shortage drama?

Top 20 Industries Hiring Big Data Expertise
Source: Wanted Analytics, 2014

- Professional, Scientific, and Technical Services
- Information
- Manufacturing
- Retail Trade
- Sustainability, Waste Management & Remediation Svcs
- Finance and Insurance
- Wholesale Trade
- Educational Services
- Other Services (except Public Administration)
- Accommodation and Food Services
- Health Care and Social Assistance
- Real Estate and Rental and Leasing
- Construction
- Transportation and Warehousing
- Public Administration
- Management of Companies and Enterprises
- Arts, Entertainment, and Recreation
- Mining, Quarrying, and Oil and Gas Extraction
- Utilities
- Agriculture, Forestry, Fishing and Hunting

27.14%
18.89%
12.35%
9.62%
8.20%
8.13%
5.70%
3.04%
1.71%
1.22%
1.05%
0.76%
0.62%
0.46%
0.42%
0.28%
0.18%
0.11%
0.11%
0.02%

What is the skills´ shortage drama?

Last quarter there was a 123.60% jump in demand for Information Technology Project Managers with big data expertise, and an 89.8% increase for Computer Systems Analysts.

Occupation	Distribution of Open Positions Requiring Big Data Skills (9/1/14 - 12/29/14)	% Growth in Job Demand For This Occupation Over the Previous Year
Software Developers, Applications	25.10%	51.50%
Computer Systems Engineers/Architects	10.40%	45.10%
Marketing Managers	6.50%	84.80%
Computer Systems Analysts	4.50%	89.80%
Market Research Analysts and Marketing Specialists	4.20%	56.40%
Management Analysts	4.10%	-11.90%
Web Developers	3.90%	42.70%
Network and Computer Systems Administrators	3.80%	76.70%
Information Technology Project Managers	3.70%	123.60%
Computer and Information Research Scientists	3.60%	85.40%
Others	30.20%	84.80%
Totals	100.00%	61.90%

What is the skills´ shortage drama?

Python programming (96.90%), Linux expertise (76.60%) and Structured Query Language (SQL) (76%) are the three most in-demand skills in positions that mention big data as a requirement. Below an overview of the top 10 most in-demand skills:

Skill	% of Big Data Jobs Mentioning This Skill Set (multiple responses allowed)	% Growth in Demand For This Skill Set Over the Previous Year
Java	6.62%	63.30%
Structured query language	5.86%	76.00%
Apache Hadoop	5.45%	49.10%
Software development	4.70%	60.30%
Linux	4.10%	76.60%
Python	3.99%	96.90%
NoSQL	2.74%	34.60%
Data warehousing	2.73%	68.80%
UNIX	2.43%	61.90%
Software as a Service	2.38%	54.10%

SOURCE: forbes

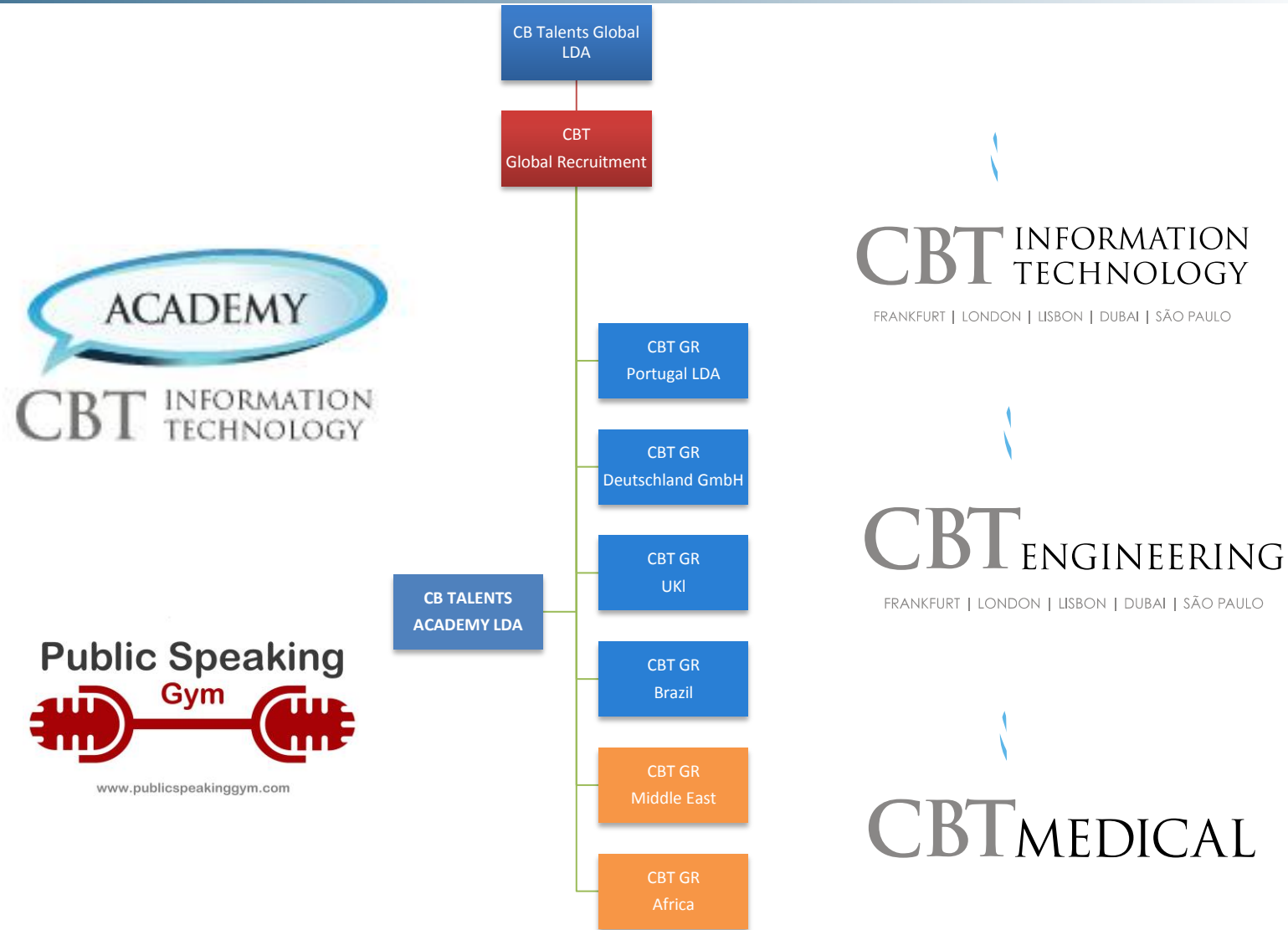# What are we doing to contribute to prevent this drama?

#1 Engage with all the stakeholders to close skills gaps

Cross Border Talents Group

CB Talents Global LDA

CBT Global Recruitment

CBT GR Portugal LDA

CBT GR Deutschland GmbH

CBT GR UKl

CBT GR Brazil

CBT GR Middle East

CBT GR Africa

CB TALENTS ACADEMY LDA

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www.publicspeakinggym.com

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CBT MEDICAL

#2 Promote Talent mobility according to market needs

UNEMPLOYMENT IN REGION A

SKILLS AVAILABILITY IN REGION B

MOBILE TALENT

Recruitment Partners

Universities Job Centers

Tech Trainers

CBT

Talent Engineer

Talent IT

Talent Healthcare

EUROPE		NORTH AMERICA	AFRICA
» Austria	» Netherlands	» Canada	» Angola
» Belgium	» Norway	» United States	» Mozambique
» Czech	» Poland		» South Africa
» Denmark	» Portugal	**LATIN AMERICA**	
» Finland	» Russian		**MIDDLE EAST**
» France	» Slovakia	» Argentina	» UAE
» Germany	» Spain	» Brazil	» KSA
» Greece	» Sweden	» Chile	
» Hungary	» Switzerland	» Colombia	**AUSTRALASIA**
» Italy	» Turkey	» Mexico	» Australia
» Luxemburg	» Ukraine	» Uruguay	» China
	» United Kingdom		» Japan
			» India

#3 Brainstorm and implement innovative mobility solutions

http://www.the3percentmobility.com

EUROPEAN COMMISSION
Employment, Social Affairs and Inclusion DG

Europe 2020: Employment Policies
Sectorial Employment Challenges, Youth Employment and Entrepreneurship
Skills, Mobility and Employment Services

BUDGET HEADING 04.04.01.01
Delivering on skills for growth and jobs

CALL FOR PROPOSALS

2013

VP/2013/010

Grand Coalition
for Digital Jobs

http://ec.europa.eu/digital-agenda/en/grand-coalition-digital-jobs.

#4 Network with relevant industry professionals

Labour Market Observatory meeting

03.12.2013
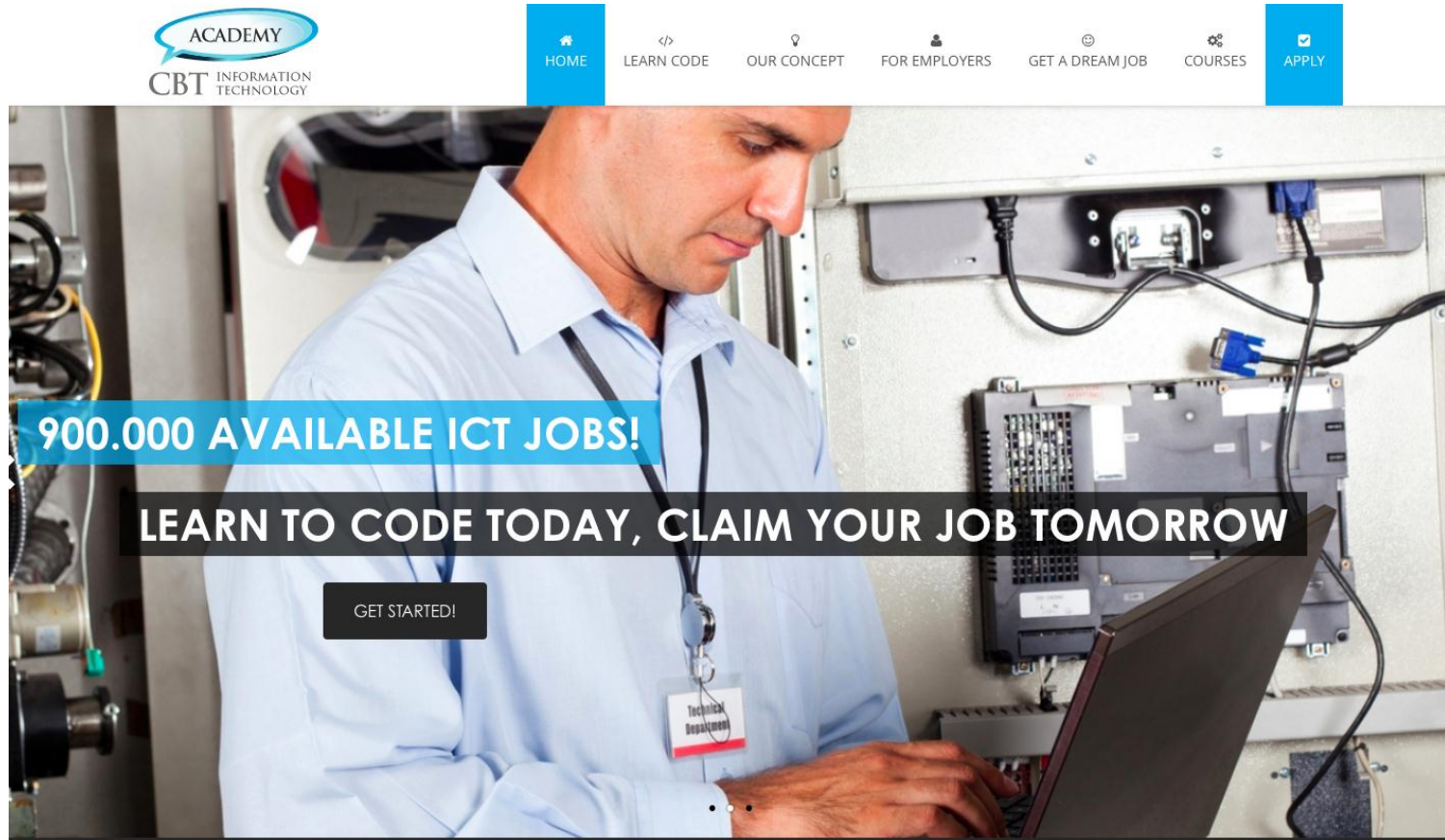
Thessaloniki, Greece, December 3, 2013
European and Social Committee
Meeting Skills and mobility for competitiveness

EUROPEAN COMMISSION

European Economic and Social Committee

What are we doing to contribute to prevent this drama?

#5 Launched CB Talents Academy => Training according to market needs

CB Talents Academy: the world of work has changed and so did the educational methods

http://www.cbtalentsacademy.com

CB Talents Academy: Training Process

From unemployment to a dream job in 12 weeks:

CB Talents Academy	→	ICT Training ONLINE	→	External Test Center	→	CBT IT Global Recruitment	→	ICT Training ONSITE	→	External Test Center	→	CLIENT
A		**B**		**C**		**D**		**E**		**F**		**G**
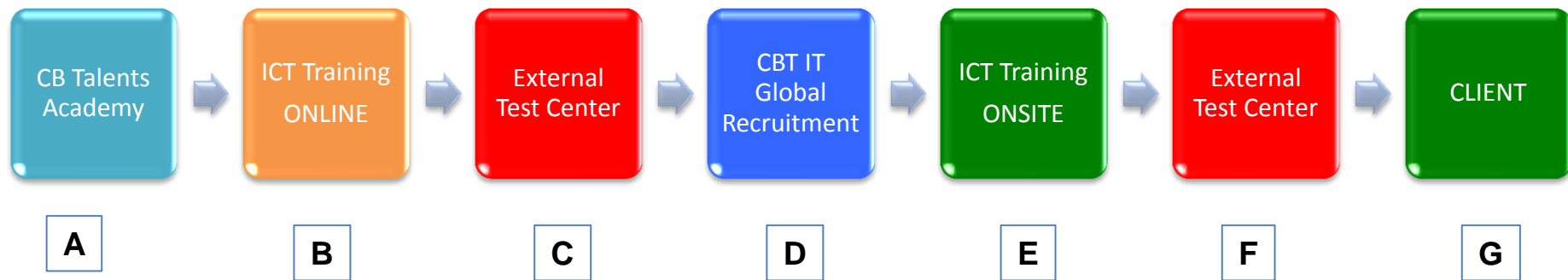
A: Candidates apply for CB Talents Academy

B: First 2/3 of each course is performed online

C: First assessment by external entity qualify for onsite training

D: CBT IT link top performers with organizations (1st job interview)

E: Remaining 1/3 of course performed onsite for the selected top performers

F: Final assessment by external entity qualify for VET certificate

G: Talent start working

CB Talents Academy: Training Process

Every 12 weeks several classes of graduates enter the market with the required hard and soft skills

Course Structure

Remote	Onsite	On Job
What: Online training	**What:** Online training	**What:** Mentorship Programs
Where: Home based	**Where:** Client´s Facilities	**Where:** Client´s Facilities
Who: Traning parter	**Who:** Traning parter	**Who:** CB Talents Academy

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

weeks

Apply Here

> Learn Code
> Our concept
> For employers
> Get a dream job
> Courses
> Apply

Last **Courses**

JavaScript and jQuery Training
2015-05-05

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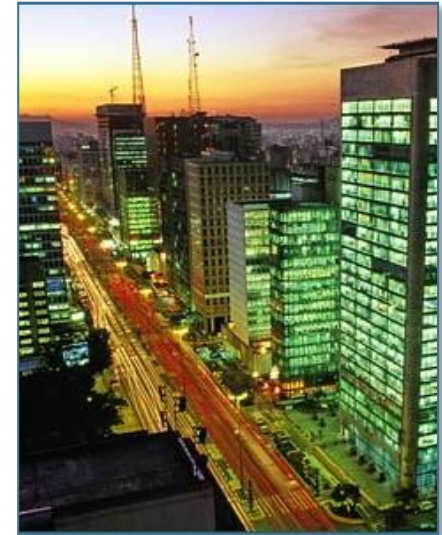
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we look forward to improving
the world of work with you