

Employment in the ICT sector is expected to increase 1.5 times by 2027.

- In order to ensure more effective use of resources, improve productivity and make evidence-based decisions, it is necessary to sharply increase the introduction of technologies in different areas of life and economic sectors. At least 2,600 new ICT professionals are needed in the ICT and other economic sectors every year – more than 18,000 people in seven years.
- More jobs will emerge for software and system developers.
- In addition, the number of jobs for data scientists and analysts will also increase.

The number of graduates in degree studies is not sufficient to satisfy the increasing need for ICT professionals.

- Less than half of the students in the study fields of ICT will be employed in their respective field.
- In order to increase the number of ICT professionals, it is essential to reduce the share of dropouts in the fields of ICT and increase the opportunities for retraining.
- It is essential to attract qualified foreign workers in a systematic way to satisfy growing demand.

Knowledge of the needs and business processes of different economic sectors and data analysis will be crucial for IT professionals in the future.

- ICT professionals who are able to develop innovative technological solutions based on the needs and principles of different economic sectors are needed to maintain and increase competitiveness; however, there is currently a lack of such professionals.
- The exponential increase in data volumes also increases the demand for professionals who are able to apply data mining technologies and have in-depth knowledge of data analysis.

The Estonian economy needs managers and professionals who can procure and apply new ICT solutions in every sector.

- Implementation of innovative solutions based on digital technologies requires managers who are capable of introducing digital change at every level and in every field.
- There is a lack of refresher training that combines management and economic matters with developments in digital and other technologies.
- In every economic sector there is a need for professionals with π -shaped skills who, in addition to having depth in their field of specialisation, also have higher-level professional digital skills.

Background

- The ICT sector is a rapidly evolving, high added value and innovative sector that is essential for maintaining and increasing the competitiveness of both the state and the economy.

- Approximately 31,000 people are employed in ICT professions, accounting for 4.7% of the Estonian workforce.
- The salary level of ICT professionals is more than 1.7 times higher than the Estonian average.
- Higher education in this field of study can be obtained at the Tallinn University of Technology (TalTech), the University of Tartu, Tallinn University, and the Estonian Entrepreneurship University of Applied Sciences. Vocational education in this field of study can be obtained in 12 vocational educational institutions.
- The OSKA survey analysed the needs for labour and skills in the ICT sector until 2027 and presented recommendations to schools and ministries on how to meet them.
- The labour market monitoring and future skills forecasting system OSKA analyses the needs for labour and skills in all areas of life in Estonia and compares them to the training offered in higher education and refresher training. OSKA surveys on the needs for labour and skills allow wise career choices to be made and forward-looking labour and education policies to be developed.