

Institut Mines-Télécom publishes its annual Barometer of Industrial and Digital Professions

Institut Mines-Télécom's Career and Skills Observatory provides information on trends in business sectors, trades and skills. Each year, it interviews professionals about their recruitment prospects, HR activity and practices in order to establish the Barometer of Industrial and Digital Professions. The 2024 edition focuses on the impacts of energy and geopolitical crises on companies. It also analyzes the reindustrialization movement and industrial transformations.

The barometer is published by Institut Mines-Télécom's Career and Skills Observatory. It identifies the major labor market trends and companies' expectations in terms of skills. The observatory aims to provide information for (future) students on developments in the world of work and the most sought-after professions. The data from the observatory helps Institut Mines-Télécom schools develop programs based on a forward and future-oriented approach that integrate knowledge related to employment, skills into initial and professional training.

For the 2024 edition of the Barometer of Industrial and Digital Professions, Institut Mines-Télécom is showcasing a topic that has become the focus of public debate: reindustrialization and industrial transformation. 124 professionals from major sectors contributed to the barometer: engineering (25%), IT and ICT (18%), business consulting and construction, building and public works (15%), and energy production and distribution (14%). The companies interviewed maintain relations with Institut Mines-Télécom schools or its partner schools.

Positive prospects despite crises

While over half of respondents say they have been affected by the Ukraine crisis (53%), particularly with the rise in energy prices and strain on supplies, 67% of respondents indicated that their overall business prospects are promising. 36% have even increased their recruitment volumes compared to 2023 and 54% are recruiting the same volumes compared to the previous year.

The majority of companies are hiring for jobs related to engineering (73%), followed by those related to software and network studies and development, R&D and design, data science and risks, and cybersecurity, which together equally account for 24%. 73% of the companies from the panel say they are facing recruitment challenges due to a lack of candidates.



Weak signal indicators

As part of its goal to create a management tool for companies, the barometer integrates indicators related to the industry of the future, the feminization of professions and ecological and social transition. These indicators provide weak signals that identify the major developments in the professional world, such as remote work, that are expected to become the norm. The 2024 edition identifies a trend related to companies' goals of increasing the percentage of women in their workforce with 61% of respondents saying they have adopted this approach. When asked about their position on ecological and social transition, 51% stated that it is a strategic priority in the development of their activities and 48% that these issues are an integral part of their company's DNA and values. 39% recognized these issues could help set them apart.

Martine Assar, Head of the Career and Skills Observatory: *"Our Barometer of Industrial and Digital Professions is a forecasting and economic outlook for all Institut Mines-Télécom stakeholders: students, research professors and industrial partners. We live in a world of "permacrisis" with a continuous succession of radical changes. With the widespread shift to remote work, changes in the very concept of work, the war in Ukraine and the advent of AI, everyone must simultaneously adapt and take a long-term perspective. They therefore need access to concise analysis forecasting information."*

The Barometer of Industrial and Digital Professions was produced by the Institut Mines-Télécom school and business forums: IMT Atlantique, IMT Mines Albi, IMT Mines Alès, IMT Nord Europe, Mines Saint-Étienne, Telecom Paris et Telecom SudParis, and its partner schools: Telecom Nancy and SIGMA Clermont.

The barometer and its infographics : https://www.imt.fr/wp-content/uploads/2024/04/20240314-IMT_Barometre_2024_105x297_PAP_TECH_STC.pdf

About Institut Mines-Télécom www.imt.fr/en

Institut Mines-Télécom is the leading public group of French engineering and management schools to be placed under the supervisory authority of the Ministry of the Economy, Finances and Industrial and Digital Sovereignty. It is a public research and higher education institution made up of eight public graduate schools: IMT Atlantique, IMT Mines Albi, IMT Mines Alès, IMT Nord Europe, Institut Mines-Télécom Business School, Mines Saint-Étienne, Telecom Paris and Telecom SudParis as well as two subsidiary schools: EURECOM and InSIC. It leads and develops a rich ecosystem of partner schools and economic, academic and institutional partners and players in training, research and economic development. Created to meet France's needs in economic and industrial development since the 19th century, Institut Mines Télécom's graduate schools have supported all the communications and industrial revolutions.

Through its research and its training of engineers, managers and PhD students, Institut Mines-Télécom tackles the major industrial, digital, energy and environmental challenges in France, Europe and around the world. Today, Institut Mines-Télécom and its 10 schools are imagining and building a world that combines science, technology and economic development with a respect for the planet and the people who live on it. It is double Carnot certified and trains 13,600 students every year.



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Press contact Institut Mines-Télécom :

Séverine Picault

06 27 66 05 09 – severine.picault@imt.fr