2021 BUSINESS PROSPECTS

61% of companies have positive business prospects.

The main sectors involved:

- Consulting, R&D, Industry studies
- IT service companies
- Telecom operators
- Software publishers
- Others
- Other services (excluding IT service companies) such as Banks, Insurance and Transport services

2021 RECRUITMENT PROSPECTS

40% of companies have more positive recruitment prospects than in 2020.

The main sectors involved:

- Consulting, R&D, Industry studies
- IT service companies
- Telecom operators
- Software publishers
- Others
- Other services (excluding IT service companies) such as Banks, Insurance and Transport services

THE MOST IN-DEMAND SKILLS IN 2020

- Systems engineering, integration and deployment
- Information systems
- Security
- Embedded systems
- Fixed networks
- Image, word and signal processing
- Maintenance
- Web technology
- Mobile networks
- Artificial intelligence
- IoT and Services
- Systems architecture
- Data sciences
- Software engineering

2021 BENCHMARKS

64% of companies have incorporated the concept of the Industry of the Future into their activities.

81% of companies have integrated sustainable development to boost attractiveness.

Survey conducted by IMT’s Training Department on behalf of IMT’s Jobs Observatory.
Digital technology: the gateway to professional life

Having digital skills is a real way to boost employability considerably among the massive digital transformation of companies. In addition to supporting experts in different areas of activity, IT and IT service companies, which traditionally open hundreds of positions per year, therefore recruit; for example, over 900 positions in March alone.

But the demand for IT professionals is not limited to the digital sector. The rise in teleworking, so demand for maintenance has increased dramatically and represented a real business trend. As an immediate consequence of the health crisis, digital networks and infrastructures are very much in demand with the rise in teleworking, so demand for maintenance has increased dramatically. The number of employees in remote work is expected to continue to rise after the crisis, and in the medium term, companies are likely to remain flexible in their approach to working remotely.

A little less than half of respondents are interested in expert profiles in architecture & engineering. As an immediate consequence of the health crisis, digital networks and infrastructures are very much in demand with the rise in teleworking, so demand for maintenance has increased dramatically. The number of employees in remote work is expected to continue to rise after the crisis, and in the medium term, companies are likely to remain flexible in their approach to working remotely.

A slow job market, but recruiters are optimistic

The job market is holding up well, but its players are cautious. Some of the companies in the panel are recruting, mostly in consulting, in response to an increase in activity. The progress made in digitalization and democratization has been decisive in the successful mass switch to remote work. Companies now prioritize technical and organizational methods.

With that in mind, recruiters emphasize the importance of candidates having an experience abroad to learn new working methods and develop their soft skills by consolidating their English and their ability to manage different cultures. Skills that are particularly in demand for digital and IT professionals, including skilled in the digital sector.

We clearly position ourselves as a springboard for careers. We are interested in candidates with experience abroad. They can help us to strengthen, and above all innovate in CSR by designing new projects. They can also inspire us with experiences from other countries and may be subject to a certain level of task automation. For example, we are looking for data scientists and cybersecurity specialists to optimize and make financial and accounting analyses more reliable.

The most sought-after profiles

In 2020 we received 60,000 applications, compared to about 45,000 the year before. These figures can be fully explained by the pandemic; today, many candidates are more open to the idea of working remotely, and they are therefore more open to the market. We have kept up with the new approach and we are hiring more attractive profiles. For example, we are recruiting candidates who have the skills to lead a project to a successful conclusion.

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We are convinced that the younger generation in search of this type of approach has a lot to offer companies. Many young companies are open to hiring candidates who have been working remotely since the beginning of the pandemic. Not only are they looking for candidates who are flexible and adaptable, but they also want to invest in their future. Young professionals are no longer looking for jobs, but rather for a career path that will allow them to develop their skills and grow professionally. They are looking for companies that are committed to their well-being and provide them with a sense of purpose and motivation.

“Companies like Mazars are pursuing their strategy of opening up to atypical candidates, as Charlotte Gouiard, Head of HR Tech & Candidate Experience for Mazars, explains: ‘We recruited a candidate with digital marketing skills who had a project to create a start-up during the first lockdown, this unprecedented period facilitated innovations in customer relations and in our recruitment practices. We can see that candidates are more open to working remotely. Many therefore wanted to acquire the digital skills necessary for the success of their project.”

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