

ICT professionals in Lithuania:

Labour market position
and demand

Research initiators and partners:

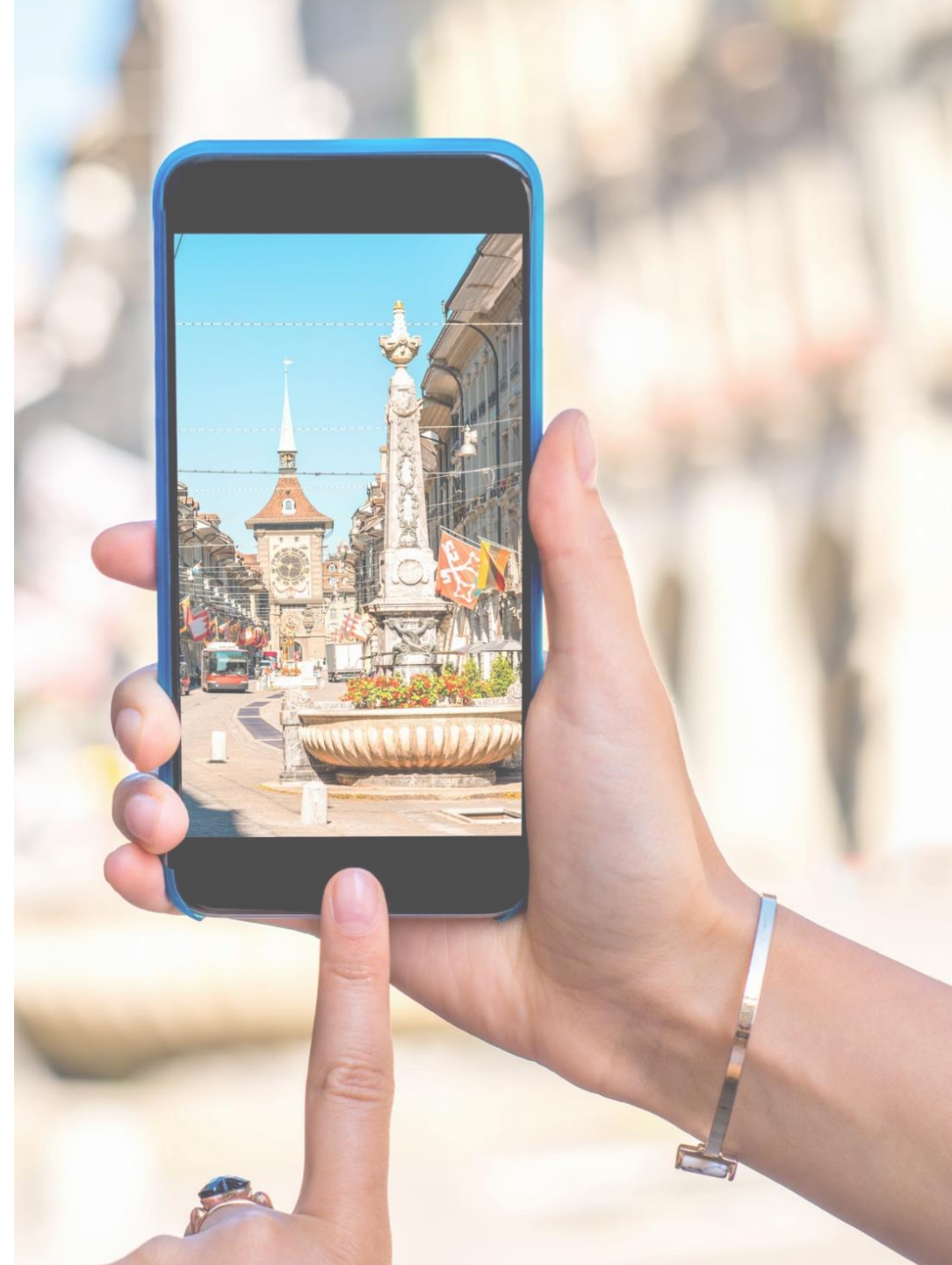


Research
friends and
supporters:



Introduction

- **ICT professionals** – Information and Communication technology professionals as defined by Eurostat-OECD (*Proposal For An Eurostat-OECD Definition Of Ict Specialists, 2015*)
- **Motivation for study** - In order to successfully compete in a constantly evolving environment, companies and public sector organizations require a sufficient supply of ICT professionals. In order to ensure sufficient supply, we started by posing the following **research questions**:
 - What is the current supply of ICT graduates? How has it changed over the last 5 years?
 - What are the main obstacles to increasing the supply of ICT graduates? How do we overcome it?
 - What is the current demand for ICT professionals?
 - How many ICT professionals do we need to join the labour force over the next three years?

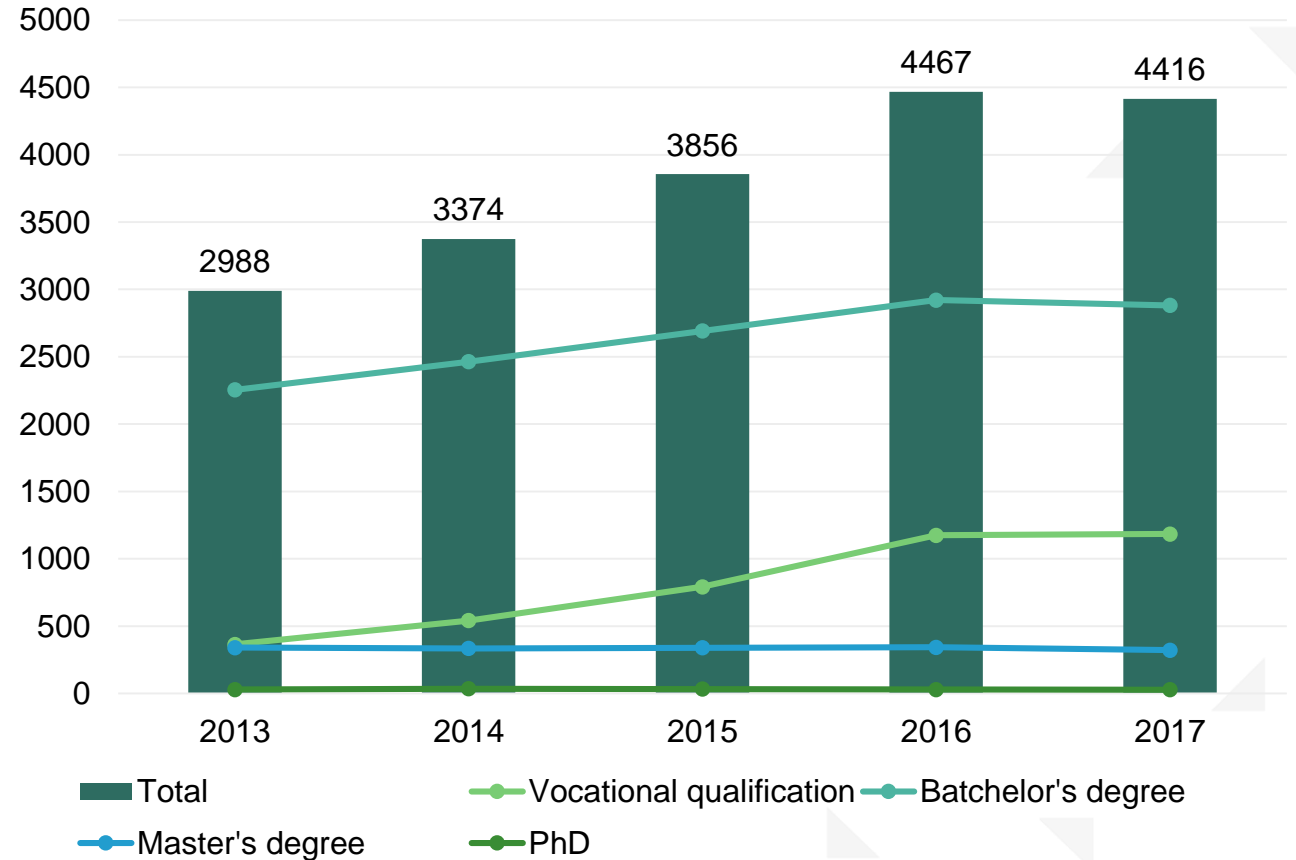


At the end of the period, the number of admissions has stabilized, and no future growth is expected

ICT studies – an increasingly popular choice

- Despite the drop in total student population, from 2013 to 2017 the number of students admitted to ICT programs has **increased** by almost 50%. The number of students admitted to **vocational** ICT programs has increased **threefold**.
- At the end of the period, the number of admissions has stabilized, and **no growth is expected in the near future**.

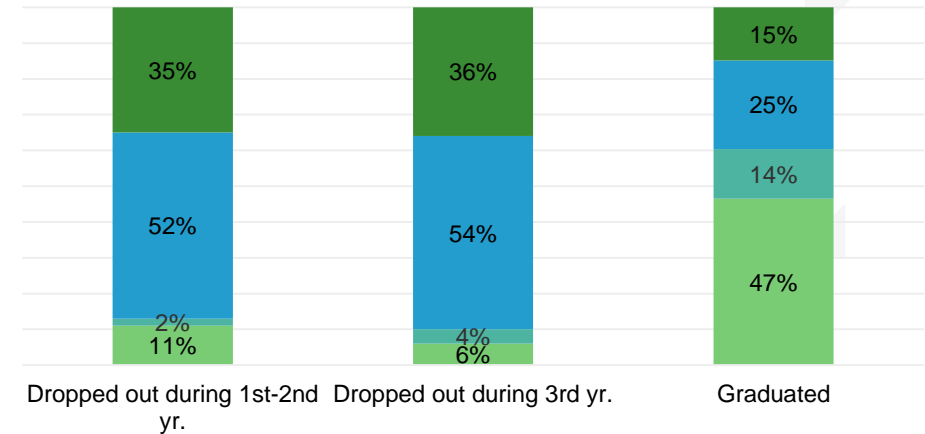
Number of students admitted to ICT programs



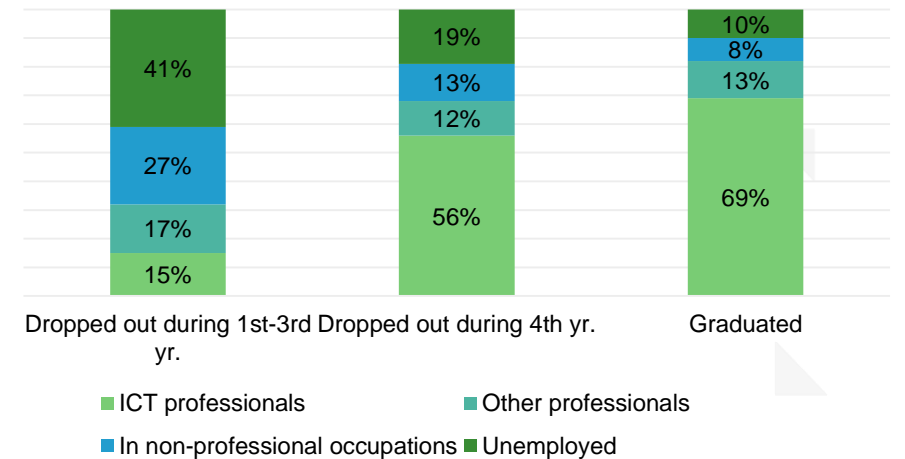
Only every second student admitted has earned a degree

- **Dropping out** of higher education had a significant **negative impact** on both student employability in ICT professions and on average income.
- Those who **completed ICT studies** successfully received **salaries higher than any other graduates**. A year after graduation, ICT graduates earned:
 - Vocational qualification - 521 Eur / month
 - Bachelor's degree from college - 652 Eur / month
 - Bachelor's degree from university - 976 Eur / month.
 - Master's degree - 1338 Eur / month

College Students

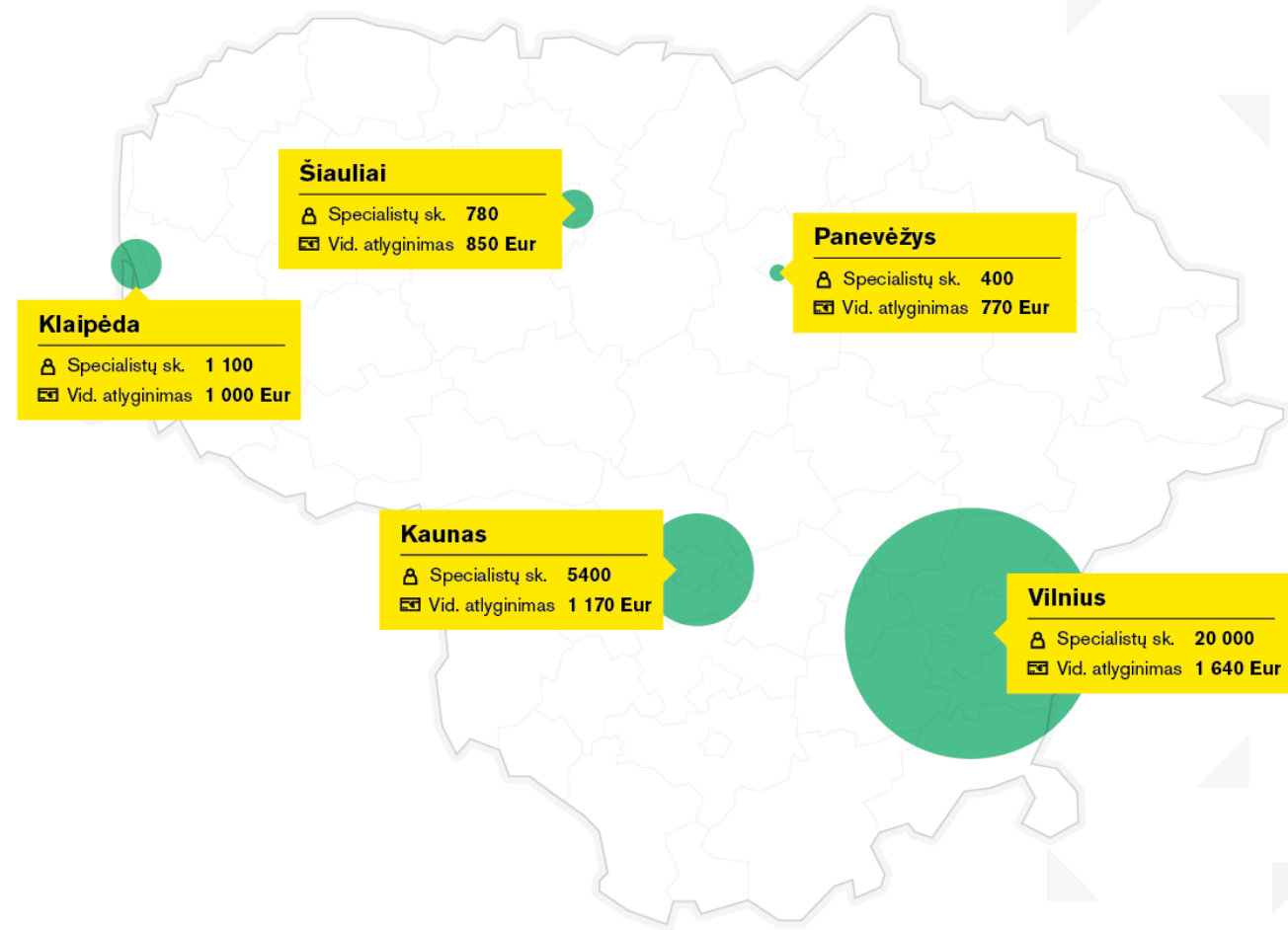


University students



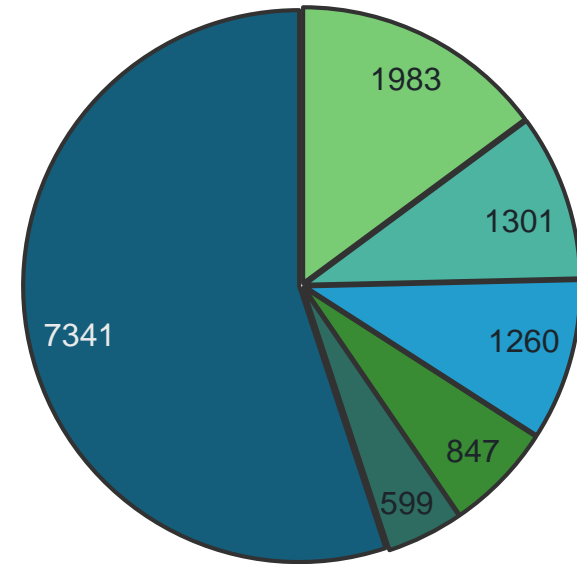
ICT professions enjoyed fastest growth and highest salaries

- The number of ICT professionals has grown **10 times faster** than the total number of hired employees.
- The fastest growing professional group: **software and application developers and analysts**.
- The **average salary of ICT professionals was 1590 Eur / month** - twice as high as the national average (790 Eur / month).
- **2/3 of all ICT and related professionals** worked in **Vilnius** registered companies.



How many ICT professionals do we need to join the labour force over the next three years?

- By 2020 over 13,300 ICT additional ICT professionals will be required.
- Software developers will be in greater demand than any other ICT professionals. According to the employers, over the next 3 years they will need an additional 4450 of them.
- About 72 percent or more than 9.5 thousand ICT professionals will be needed in Vilnius County. Companies in Kaunas County will search for another 2.6 thousand ICT professionals.



- Software developers
- Junior software developers
- ICT consultants
- Senior software developers
- ICT project managers
- Other ICT and related professions

Relevance for policy and further research

- ICT higher education studies and ICT professions singled out as some of the most lucrative education and career paths → research results used to promote ICT studies.
- Insufficient supply of ICT professionals identified → government increased the number of vouchers (funding) available for ICT students.
- High drop out rate from ICT programs established as one of the main obstacles to increasing the supply of ICT professionals. → A new study initiated: how could we decrease drop out rate and help ICT students graduate successfully?

