



## Good practice

# Extremadura Tech Talent: Attracting highly qualified talent

**Working Group:** Research & Innovation (R&I)

**Member State, Region:** Spain, Extremadura

**Thematic area:** Jobs and Skills



## Basic project details

### Lead organisation:

Foundation FUNDECYT Science and Technology Park of Extremadura - Spain

### Partner organisations:

- Oficina para la Innovación
- Extremadura en el Mundo
- Junta de Extremadura

**Project duration:** 2021 – Ongoing

## Overview and objectives

Emigration has meant not only reducing the number of inhabitants in Extremadura, but also losing highly qualified people who, once graduated from the University of Extremadura, have left the region to find a job more suitable to their profile. Currently, regional companies demand a greater number of scientific-technological profiles that respond to the need to grow and develop their activity in the region. The project seeks to bring closer and make visible to the people from Extremadura (who are living and developing professionally abroad) the possibilities that the regional innovation ecosystem can offer them and facilitate their return, as well as to interconnect companies with this supply of talent. The Extremadura Tech Talent project aims to attract highly qualified talent to innovative technology-based companies in Extremadura. Its goal is to address the issue of emigration by connecting Extremaduran professionals living abroad with job opportunities in the region, thereby supporting the growth and development of local companies.

## Context

The project addresses the issue of brain drain and the need for highly qualified professionals in the region's growing science and technology sector.

## Target groups

Highly qualified professionals from the science and technology sectors who are living and working outside the region.

## Actions

The Extremadura Tech Talent Programme is based on the development of actions to offer new scientific-technological employment opportunities. This is carried out through continuous intermediate work between the demands of regional companies' profiles and the search for candidates for these demands. A web platform was created to communicate employment opportunities and to ensure better management of the talent, while generating a community of scientific and technological talent interested in working in the region. With the close collaboration of Extremadura in the world, the project also undertakes actions to facilitate and encourage the return of Extremadurans that live abroad, offering them an information and advisory service that accompanies them in their return initiatives.

## Financial allocation

**Total budget:** EUR 25 000 per year

**EU co-funding:** Yes

**Sources of funding:**

European Regional Development Fund (ERDF 2021-2027)



## Working Group Insights

“In agreement with the other members of the R&I WG, I selected this good practice because the programme has established itself in the region as a benchmark for the search for jobs in science, technology and innovation, with a high impact in the main regional general and national media. The technological labour market in Extremadura has been overwhelmed by the need to access highly qualified profiles, almost immediately, together with the brain drain that the region has suffered historically. Intermediation between companies that require these profiles, and the appropriate candidates has been vital.

By successfully connecting numerous professionals with job opportunities in Extremadura, contributing to the region's innovation ecosystem, the project has contributed to the development of numerous benefits, including the development of a methodology for the programme, development of a community of technology companies, generation of a community of Extremadura talent based abroad and interested in returning to the region, Implementation of a new regional intermediation and search service for profiles and candidates for innovative companies, increase in the number of innovation projects between companies and research centres through the incorporation of talent, and the attraction of new companies to Extremadura”.

**LUCILA CASTRO ROVILLARD**, thanks to the insights provided by

**EVA BLANCO ROQUE**

Project manager of Extremadura Tech Talent

## Results

The project resulted in several significant tangible and intangible outcomes. 113 tech companies and 2 588 candidates participated in the program, out of which, 653 were outside of Extremadura. 367 successful matches were documented, which demonstrates that the project has successfully connected numerous professionals with job opportunities in Extremadura, contributing to the development of the region's innovative ecosystem.

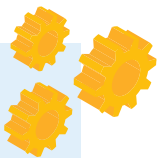


### Success factors

Success factors include the strong regional support, as the project enjoys a tight-knit support network of regional companies and institutions to aid the attraction and retention of talent in the region. The use of digital platforms for job matching helps the involved actors to easily identify potential candidates and match their needs with the profiles of incoming talent regardless of geographical location. Continuous engagement with the target group through numerous events (see agenda under the Useful sources section) ensures large visibility of the project, aiding its effectiveness and support.

### Implementation challenges

Challenges encountered within the project include maintaining sustained engagement from professionals abroad, ensuring the availability of suitable job opportunities, and aligning the skills of returning professionals with regional needs. These challenges are overcome through the maintaining of the initiative's partner network and the continuous updating of the initiative's online presence, to ensure that all involved actors are reached and informed about job opportunities.



### **The conclusion of our expert Lucila Castro Rovillard, thanks to the insights provided by Eva Blanco Roque, project manager of Extremadura Tech Talent**

"The key element of the practice is the effective use of digital platforms for job matching which helps successfully connecting numerous professionals with job opportunities. This regional intermediation between companies that are looking for suitable profiles and the appropriate candidates has been vital".

## Useful sources

**Official website:** <https://techtalent.oficinaparalainnovacion.es/>

<https://techtalent.oficinaparalainnovacion.es/informe-talento-extremadura/>

[https://techtalent.oficinaparalainnovacion.es/wp-content/uploads/Informe\\_Datos\\_ExtremaduraTechTalent.pdf](https://techtalent.oficinaparalainnovacion.es/wp-content/uploads/Informe_Datos_ExtremaduraTechTalent.pdf)

<https://techtalent.oficinaparalainnovacion.es/agenda/>

<https://extremaduraenelmundo.juntaex.es/>

## Contact

E-mail: [secretariat@harnessingtalentplatform.eu](mailto:secretariat@harnessingtalentplatform.eu)

Website: [https://ec.europa.eu/regional\\_policy/policy/communities-and-networks/harnessing-talent-platform\\_en](https://ec.europa.eu/regional_policy/policy/communities-and-networks/harnessing-talent-platform_en)

