

ENHANCING DIGITAL INNOVATION (WEB 4.0) AND ATTRACTIVENESS OF VET THROUGH EXTENDED REALITY (VR/AR) TRAINING FOR BETTER SKILLS-MATCH

## A2.3 Transnational peer-review and comparative report

# LABOUR MARKET ACTORS

**Industry perspectives on XR in Spain. Insights from the Labour Market: Readiness, needs, and the future of VET**

Based on our survey data for the labour market actors in Spain, there is already high collaboration with VET schools, but demands modernization, specifically prioritizing "Digital Adaptability" and "Soft Skills" alongside technical prowess.

## Industry landscape

Existing collaboration with VET: the foundation is solid, as all surveyed companies already offer internships

**33.3%**

are adequately prepared for the labor market

**33.3%**

have explored or piloted XR technologies

## Non-negotiable skills

- Digital competences
- Technological adaptability
- Essential soft skills

## Priorities & employability

The conditions for XR adoption

Affordable & scalable solutions **100%**

Real-world relevance **100%**

Dedicated technical support **100%**

## The Roadmap to Alignment

High-value use cases:

- Technical Process Simulation
- Onboarding New Staff
- Safety & Risk Prevention

**100%**

are open to hiring XR-trained students

**67%**

Adoption status: 67% are interested