



## **Carlos Morán, Cepsa's Human Resources Director, joins CEU's Employability Advisory Council**

The CEU San Pablo University Foundation has added Cepsa's Human Resources Director, Carlos Morán, to its Employability Advisory Board. With this incorporation, there are now 12 top-level HR executives on the Advisory Board, including top HR representatives from companies in sectors such as technology, telecommunications, finance, aviation, insurance, and energy, among others.

Through an analysis of the labor market, this initiative seeks to study and develop the employability of not only undergraduate and graduate students at CEU universities, but also of all young people facing the critical stage of finding their first job.

For Carlos Morán, Cepsa's Human Resources Director, "finding a first job is one of the most important moments in anyone's life. At Cepsa, we seek alliances to promote the employability of young people and thus create value in the communities where we operate. We want to make a positive contribution by not only adapting our job offerings to changes in the market, but also by collaborating and joining forces to meet the major challenges facing society."

The Board of the CEU San Pablo University Foundation seeks to marry the university's training capacity with the needs of companies in different sectors. In recent years, a number of changes and innovations directly impacting the capabilities of workers have accelerated. The impact of technology on companies' operational processes is the clearest case in point, as it is eliminating thousands of jobs. However, this creates new opportunities simultaneously since jobs are created that did not exist before. This speed of change in knowledge requires greater involvement on the part of those who specialize in training young people.

Meanwhile, there is a significant mismatch in Spain in terms of the studies completed and the profession pursued. This reality is highlighted by the CEU Demographic Observatory in its October 2021 report. It demonstrates that, according to the Labor Force Survey, of the entire employed population, only 51 percent worked in jobs that matched their professional training. Thirty-seven percent were overqualified for the position they held, and 12 percent held positions where higher qualifications are required. These proportions are far more imbalanced than what we see on average in the European Union. The same report underscores further data that impact the labor market, as the proportion of young people currently pursuing higher education is the highest in history. There is greater competition when it comes to finding the first job.



In addition to the necessary preparation in technical knowledge, another major issue students face is training in the so-called soft skills, or transversal competencies that workers need outside their area of specialization, such as creativity, problem-solving skills, teamwork, and communication, among many others. In this sense, Rodrigo Martín Velayos, Advisor to the Director General for Employability and Companies, stated that "CEU Universities are implementing an entire system to better develop the transversal competencies of their students, as well as evaluate them objectively and certify them."

**Cepsa** is a leading international company committed to sustainable mobility and energy with a solid technical experience after more than 90 years of activity. The company also has a world-leading chemicals business with increasingly sustainable operations.

In 2022, Cepsa presented its new strategic plan for 2030, Positive Motion, which projects its ambition to be a leader in sustainable mobility, biofuels, and green hydrogen in Spain and Portugal, and to become a benchmark in the energy transition. The company places customers at the heart of its business and will work with them to help them advance their decarbonization goals.

ESG criteria inspire everything Cepsa does as it advances toward its Net Positive objective. This decade, it will reduce its Scope 1 and 2 CO<sub>2</sub> emissions by 55 percent and its Scope 3 emissions by 15 to 20 percent, with the goal of reaching net zero emissions by 2050.

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