

COSTA RICA

Reforms to Strengthen Labor Skills

OBJETIVE

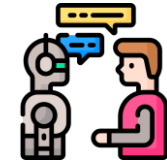


To examine Costa Rica's policy actions to strengthen labor skills and improve employability.

GLOBAL TRANSFORMATION AND EMERGING SKILL NEEDS



39% of the current workforce's skills will transform or become obsolete



AI and big data top the list as the **fastest-growing skills**



Soft skills: creative thinking, resilience, flexibility, and problem-solving



170 million jobs created and **92** million most likely to disappear

COSTA RICA'S LABOR CONTEXT

Human talent stands as
the main competitive
advantage

Costa Rica
Open and
globally
connected
economy



81% of Costa Rican
employers expect
automation to bring
significant changes in IT
and data-related roles



Advanced
Manufacturing &
Services

LABOR MARKET CHALLENGES

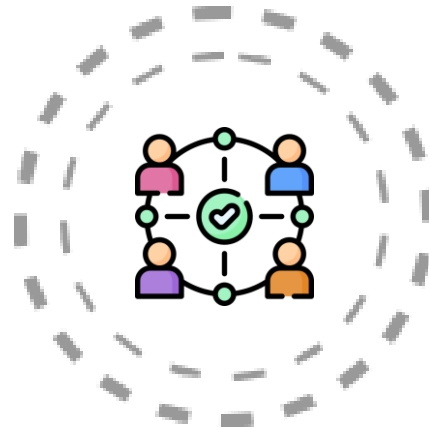
Skills Gaps

Structural challenges:

National unemployed
134,460 people

Unemployment rate
5,7%

Informality rate 38.3%



Availability
and quality of
human talent

71% of employers
report difficulties
finding skilled
workers

Fewer job
opportunities

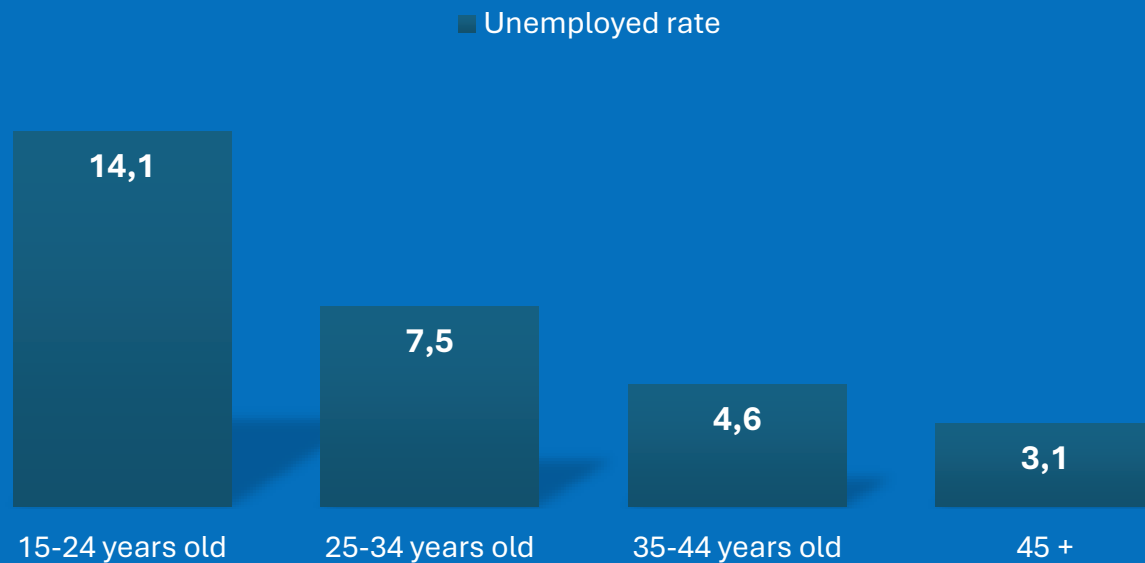
Higher
underemployment

Faster professional
obsolescence

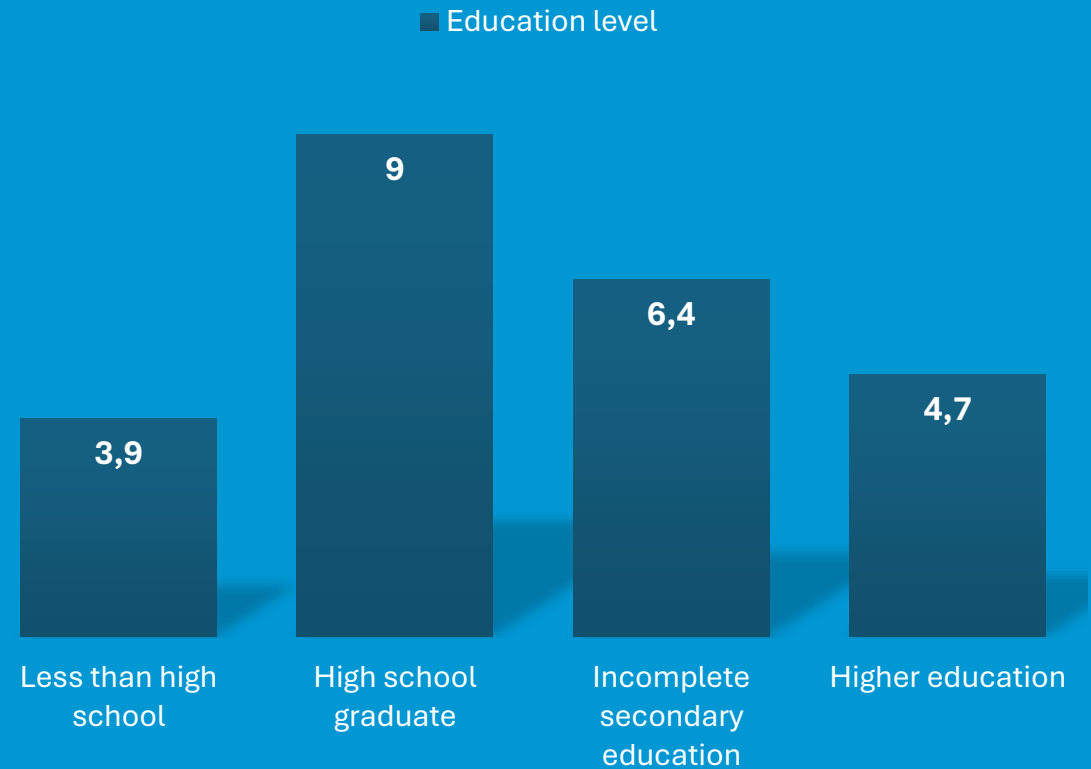
COSTA RICA

THE YOUTH FACE OF UNEMPLOYMENT

Characteristics of the unemployed population by age group (IIIQ 2025)



Characteristics of the unemployed population by educational level



Source: INEC, Continuous Employment Survey, IIIQ, 2025

EDUCATION IN COSTA RICA

LOWER DROPOUT RATES

School dropout rates among secondary school students decreased significantly from 46% to 34%

ICT RELATED DEGREES

24.1% of all technical graduates between 2014 and 2023

STEM FIELDS

10,152 new STEM graduates, equivalent to 18%

essential
COSTA
RICA



MINISTRY OF
FOREIGN TRADE

GOVERNMENT
OF COSTA RICA

COSTA RICA'S KEY TALENT STRATEGIES



National Employment System and National Strategy for Employability and Human Talent (ENETH-CR 2023-2027) "Brete".



National Employment Policy.



Trade & Investment Promotion Agency of Costa Rica, Human Talent programs.
→ Incentive for Human Talent Development

COSTA RICA'S KEY TALENT STRATEGIES



Talent.cr platform:
more than 100
export companies
and multinationals
offer job positions



Free English test



Courses on soft
skills and according
to market demand



National and
Regional Job Fairs



COSTA RICA'S KEY TALENT STRATEGIES



Attracting specialized talent to complement the local workforce.



Supporting the demand for talent in FDI sectors → public-private coordination.



Bilingualism.

CONCLUSIONS



Align talent
development policies
with productive and
investment
strategies



Life-long
learning



Soft skills have
become
essential in
today's
workforce

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