

Forum : Citizen's forum of Labour

2026

Theme : Empowering the youth to drive/ thrive/ embrace and match the requirements of the future labour market

Name of the citizen : Mark RANNOU

Family situation ☒ Married / dating ☐ Single ☐ With kids, if so how many : 1	Education level ☐ Primary ☐ Secondary ☒ University
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1. How are you concerned by the subject?

My name is Mark RANNOU, and I am a 31 year old lawyer that works for the AESIA (Spanish Agency for The Supervision of Artificial Intelligence). I am currently married with 1 daughter.

As somebody who is starting to get some experience in the job market, and who is starting to get much more responsibilities towards hiring the next generation of people that will make the job market more dynamic, I think we should really be trying to motivate the youth to pursue all types of careers regardless of the studies that they require.

Current trends in the labor market of Spain are still worrying, especially regarding youth unemployment. More than 23% of labor force aged between 15 and 24 are out of work; therefore, it means that out of every four youths who search for jobs, three do not find them. It shows the problem that the Spanish government faces now and makes us wonder whether Spanish youths get proper chances to enter the labor market.

I am also concerned about how we prepare young people for AI-driven workplaces. Rather than seeing AI only as something that could replace jobs, I think we should teach young people how to use AI as a tool and how to work alongside it. This means improving access to digital education, AI literacy, internships, apprenticeships and lifelong learning.

As an attorney, I also believe that youth must learn about the ethics and legality surrounding artificial intelligence. This would include learning about problems such as privacy, discrimination, intellectual property rights, transparency, and accountability. While preparing youth for the future involves educating them on technology, it also entails teaching them how to use it responsibly.

Lastly, from the point of view of being a parent of a young girl, my concern regarding the future labor market is also a personal one. I would like to see the next generation have access to build up a career and at the same time lead a healthy life away from work as well.

2. What do you suggest on your scale ?

To give a better chance to the youth in this ever-growing and changing labor market, I think that we should be encouraging partnerships between universities, vocational schools and companies, because all of this would give students more internship opportunities, which would in turn give them some work experience.

As someone working in AI supervision, I believe AI literacy should become an important part of education. Young people need to understand not only how to use AI, but also its limitations, risks and ethical implications. If AI is going to transform the workplace, we should make sure young people are prepared to work with it rather than be excluded by it.

We should also make it easier for young people to create their own opportunities. In 2025, only 5.9% of self-employed people aged 20–64 in Spain were aged 20–29, compared with higher proportions in several other EU countries. I think we should give young people more access to mentoring, business education and support for developing innovative ideas.

I also firmly believe that we should not only be teaching them technical skills but also transferable skills such as critical thinking, communication or even problem solving alongside digital skills. These skills will always be valuable even as the technology changes and we move forward as a society.

I recommend linking up the new recruits with the individuals who are already established within the thriving industries like technology, AI, cybersecurity, engineering, and renewable energy. It may be helpful for young people to have an individual guiding them throughout their journey from learning to earning.