

National Skills Bulletin 2014

Skills and Labour Market Research Unit,
SOLAS



- National labour market overview
- Sectoral employment trends and outlook
- Occupational analysis:
 - Employment trends and profiles for 135 occupations
 - Unemployment trends and profiles
 - Labour market transitions
 - Vacancies
 - Sourcing from outside the EEA
 - Indication of skills and labour shortages

Objectives



- To inform policy design in the areas of
 - Education and training provision
 - Active labour market policies
 - Immigration
 - Career guidance



- Almost all indicators show improvements in the Irish labour market; between 2012 and 2013:
 - **Labour force:** grew by 10,000, or 0.4%; the labour force participation rate increased by 0.3 percentage points to 60.2%
 - **Employment** increased by 43,300 and the employment rate by 1.4 percentage points to 60.5%
 - **Unemployment** levels declined by almost 34,000; there were also declines in the unemployment rate (to 13.1%), the long term unemployment rate and the broad unemployment measure
 - **Redundancies** declined from 33,072 to 13,628



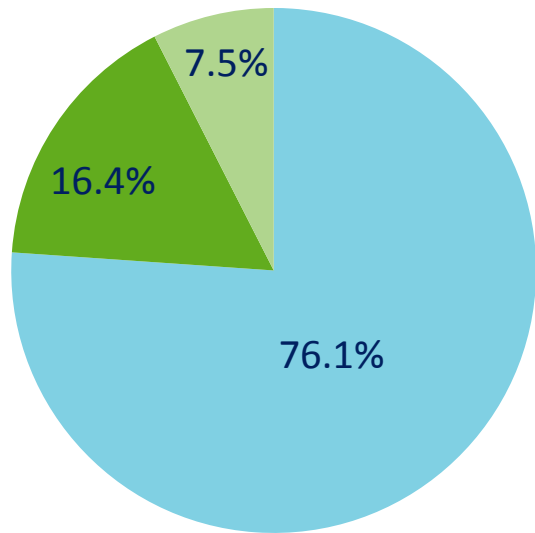
However, a number of issues persist:

- **The unemployment rate** continued to be high for certain segments of the labour market in quarter 4 2013 ; for example:
 - persons previously employed in construction (30%),
 - persons aged under 25 (19%),
 - persons holding less than higher secondary education (18%),
 - elementary occupations (15%)
- **Migration:** while there was a decline in net outward migration between 2012 and 2013 (of 1,300), net outward migration for Irish nationals continues to increase

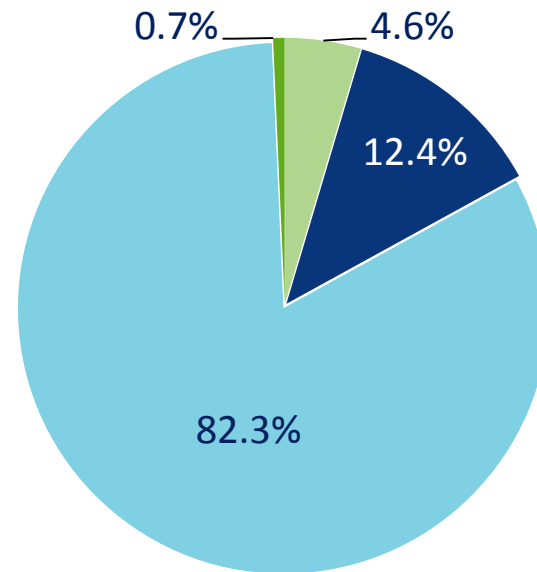


- Of the 1.91m persons in employment in q4 2013:
 - 45.6% were females; share ↓ on q4 2012
 - 76.1% were in full-time employment; share ↑ on q4 2012
 - 82.3% were employees; share ↓ on q4 2012
 - 34.1% were under 35 years of age; share ↓ on q4 2012
 - 47.1% were third level graduates; share ↑ on q4 2012
 - 85.1% were Irish nationals; share ↓ on q4 2012

Employment (quarter 4 2013)



- Full-time employed
- Part-time not underemployed
- Part-time underemployed



- Self-employed with paid employees
- Self employed with no paid employees
- Employees
- Assisting relatives

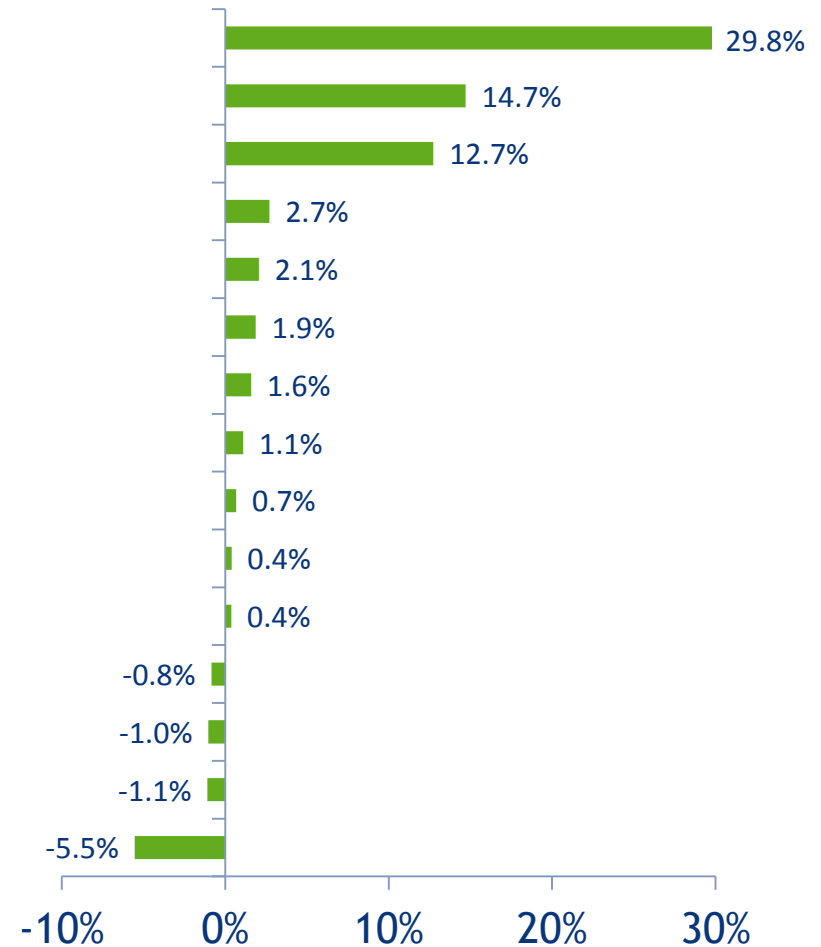
Employment by sector (quarter 4 2013, 000s)



Employment growth by sector (quarter 4 2012 - quarter 4 2013)

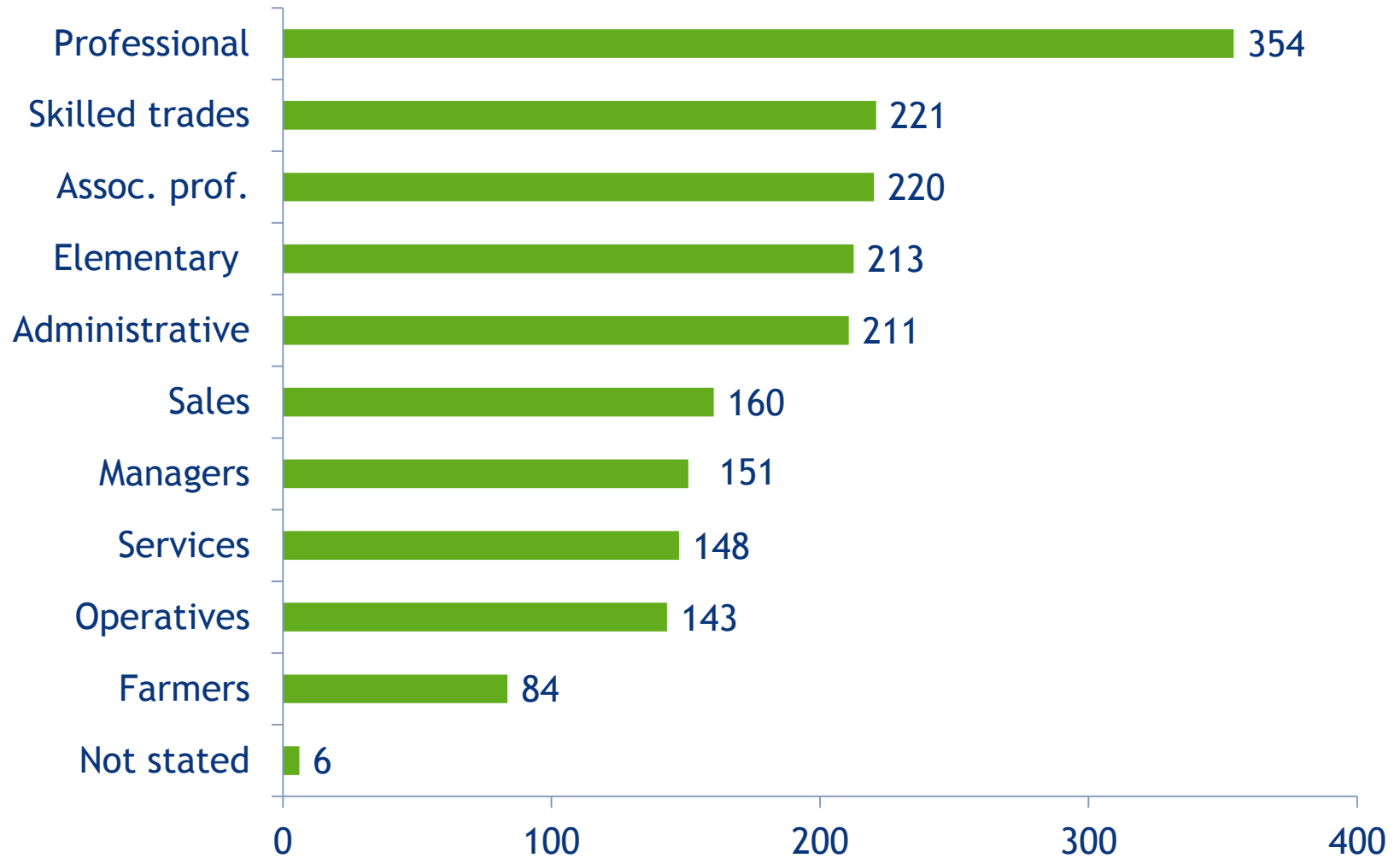


Agriculture, forestry and fishing
Accommodation and food services
Professional, scientific and technical
Industry
Administrative and support services
Other NACE activities
Human health and social work
Education
Transportation and storage
Construction
Total employment
Information and communication
Public administration and defence
Wholesale and retail trade
Financial, insurance and real estate

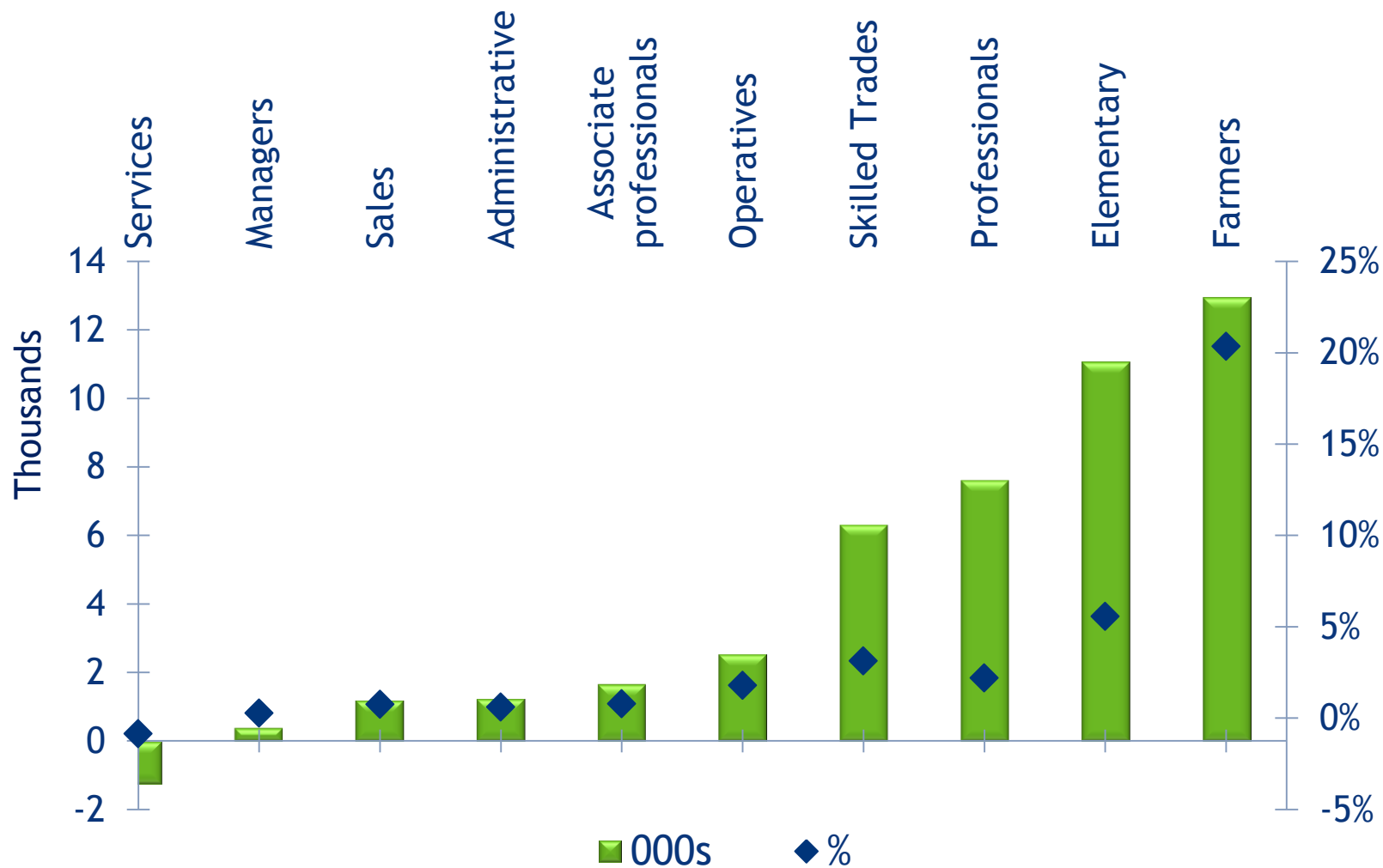


* Estimates of employment in the agriculture, forestry and fishing sector have been shown to be sensitive to sample changes overtime and growth rates should be interpreted with caution

Employment by occupation (quarter 4 2013, 000s)



Employment growth by occupations (Annualised data, 2012-2013)

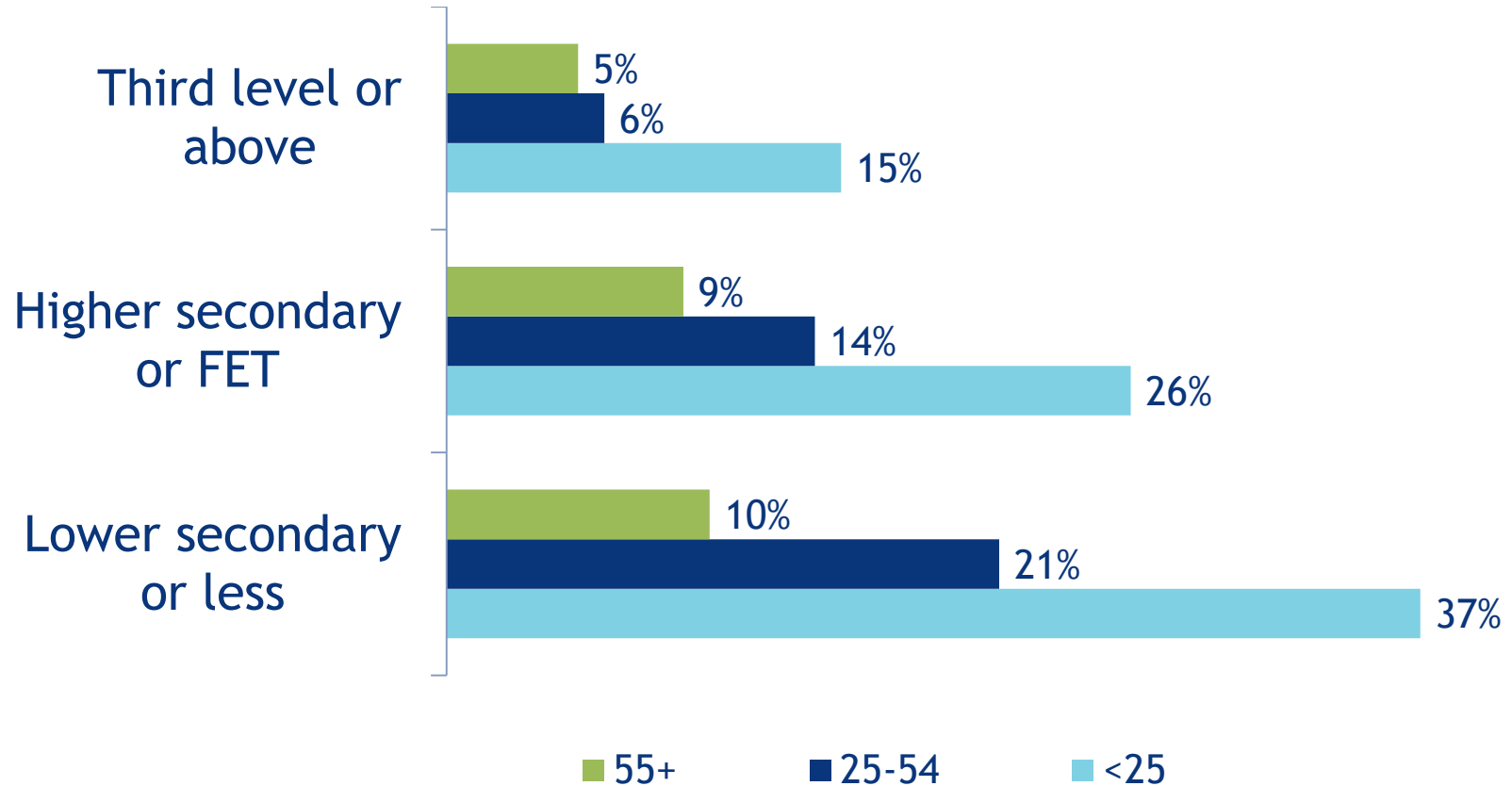


Unemployment

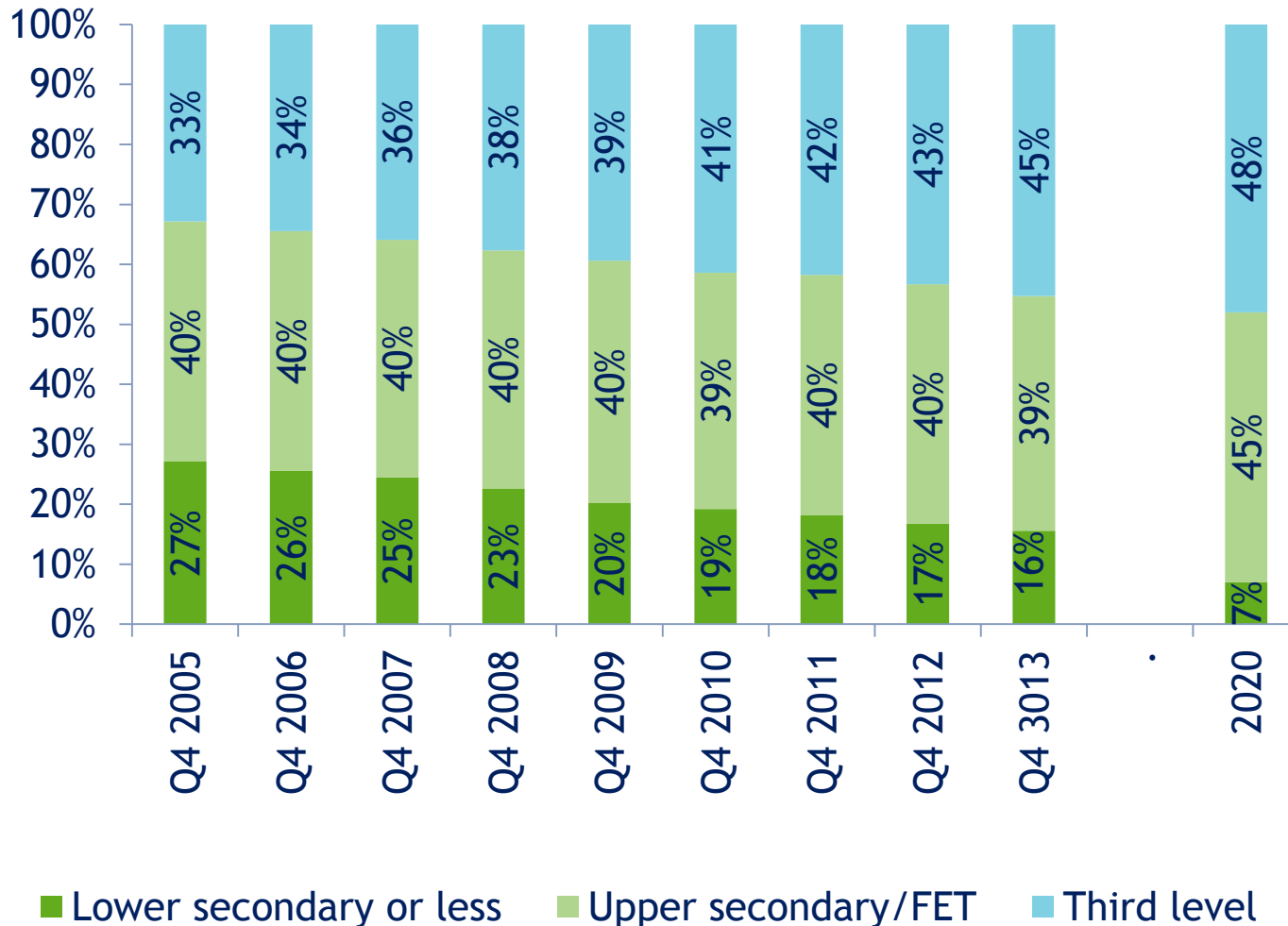


- Of the 253,200 unemployed in quarter 4 2013:
 - 63% were male; share ↓ on q4 2012
 - 70% were aged 25-54; 19% were under 25; share ↓ on q4 2012
 - 25% held third level; 26% lower secondary or less
 - 81% were Irish; share ↓ on q4 2012
 - 17% previously worked in construction; share ↓ on q4 2012
 - 15% previously worked in elementary occupations

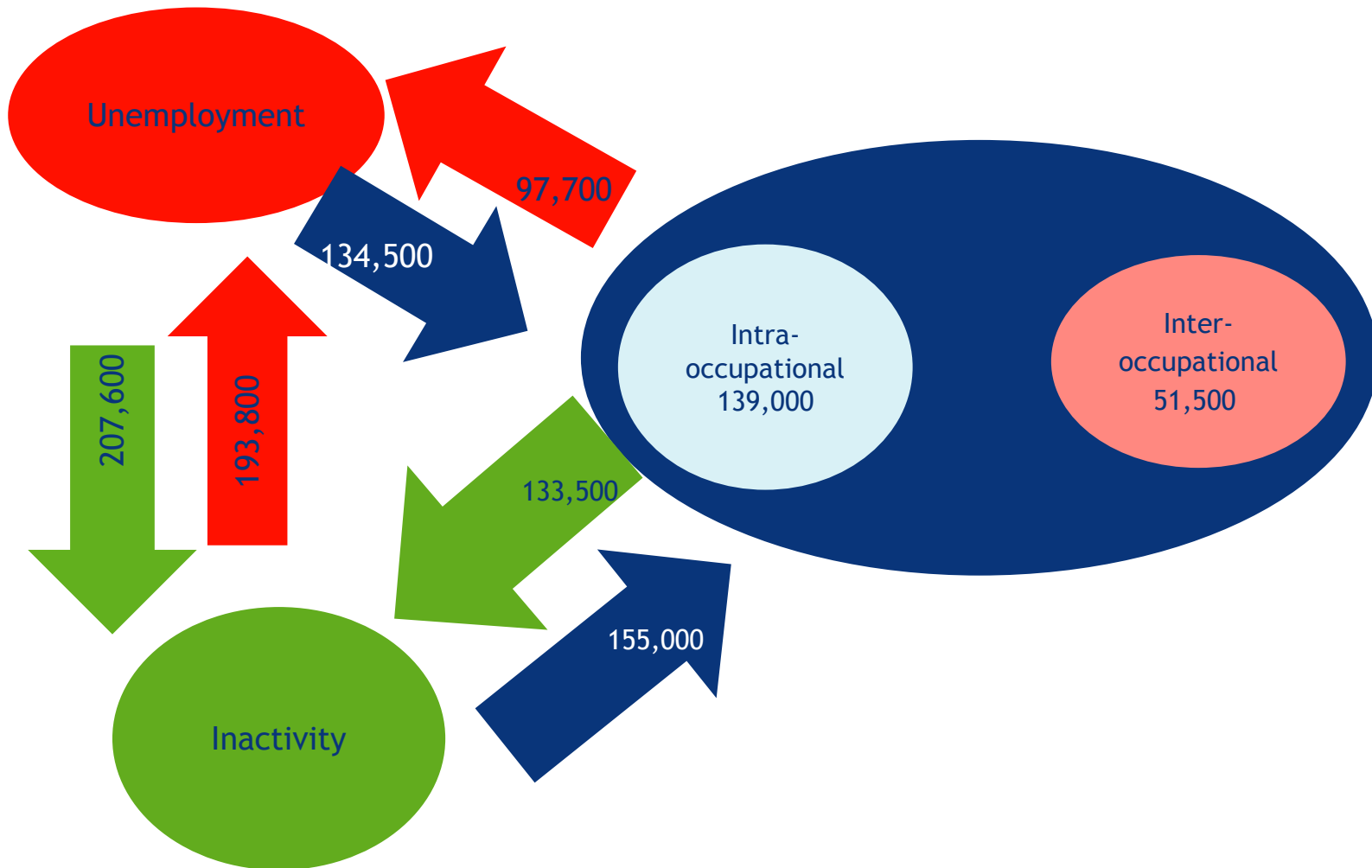
Unemployment rate by age and education (quarter 4 2013)



National Skills Strategy: progress update



Labour market transitions



Labour market transitions



- Large volume of movement in and out of employment:
 - Indication of flexibility in the Irish labour market
 - Transitory employment (sales assistants, clerks, constr. labourers, waiters)
- Transitions from employment to inactivity
 - Retirement (teachers, farmers, care workers)
 - Education (sales assistants, elementary (waiters, construction labourers))
 - Home duties (care workers, sales assistants)
- Inter-occupational movements
 - Net gainers (personal services, operatives, professionals)
 - Net losers (sales and skilled trades)
- Intra-occupational movements
 - Professional level (teachers, nurses, doctors, programmers)
 - Other (sales, elementary (waiters, constr., child-minders, chefs))

Replacement and turnover



		Replacement		Turnover	
	Employment	Retirement	Exits to inactivity and net exits due to inter-occ. movement	Intra-occupational	Intra- occ. and neutral inter-occ. movements
Managers	150,200	1.1%	3.6%	4.4%	6.0%
Professionals	354,700	1.3%	4.1%	6.7%	7.5%
Assoc. profs.	216,600	0.6%	3.7%	7.2%	8.7%
Admin.	208,500	1.1%	6.4%	6.0%	7.9%
Trades	285,400	1.6%	5.5%	5.9%	6.7%
Personal services	144,600	1.7%	11.3%	8.0%	9.8%
Sales	166,100	0.4%	11.4%	11.4%	14.4%
Operatives	144,900	1.2%	6.6%	7.7%	9.7%
Elementary	210,100	1.0%	14.3%	10.5%	12.9%
Total	1,881,200	1.1%	7.1%	7.4%	9.0%

Sourcing from outside the EEA



- Occupations most frequently sourced from outside the EEA (via employment permits/green cards/intra-company transfers/spousal permits):
 - Professionals (68%) (ICT, doctors, nurses, auditors)
 - Associate professionals (15%) (ICT, financial, sales)
 - Managers (6%) (Chief executives, financial, manufacturing)
 - Skilled trades (4%) (Chefs, engineering trades)



- DSP Jobs Ireland - approx. 5,300 vacancies per month
- IrishJobs.ie – approx. 2,300 per month
- **IrishJobs.ie** vacancies -mostly professional/associate professional occupations (e.g. IT and engineering professionals, sales, business and finance associate professionals)
- **DSP Jobs Ireland** vacancies - primarily in elementary, caring and associate professional occupations (e.g. care workers, business sales executives, security guards and catering occupations)
- Language skills, third level qualifications and experience were often a prerequisite
- **SLMRU Recruitment Agency Survey:** increase in number of mentions of difficult to fill vacancies; mentions most frequent for professional (IT, engineering, science, health and business) and multilingual sales and customer care posts

Skill shortages



- ICT (software developers (web, mobile, cloud, IT project management and business analysis, testing and troubleshooting), databases/big data, specific product knowledge, IT security, technical support, networking and infrastructure)
- Engineering (production and process engineering; quality and validation; product development and design (chemicals, biotechnology, pharmaceuticals, ICT, food and medical devices); energy; telecommunications; project management and production planning)
- Science (R&D, science & business; science & sales)
- Business & finance (accountants (financial, tax, compliance, solvency and rationalisation); quantitative analysts (e.g. financial analysts, statisticians, economists, actuaries, risk analysts); management consultants)
- Health (doctors (GPs and non-consultant hospital doctors), nurses (intensive care, theatre, oncology, paediatrics, geriatric care), radiographers (CT, MRI), sonographers)
- Sales (technical sales (B2B and B2C), multilingual customer support, online sales and marketing)
- Craft (tool making, welding (TIG, MIG))
- Transport (multilingual supply chain and logistics managers, HGV and forklift drivers)
- Clerical (multilingual credit control/debt collection, supply chain & logistics)