# Vacancy Overview 2015

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# Purpose of the report

- The purpose of the report is to identify:

  - where vacancies are occurring

  - the nature of the vacancies (whether due to expansion, replacement or churn)

  - the level of experience and education required for these vacancies

# Changes on previous edition

- Vacancies and related data now examined by sector rather than by occupational group

- New data sources:
  - Recent job hires (from CSO QNHS): examines those employed within the previous three months
  - CSO vacancy rates* based on Earnings Hours and Employment Costs Survey

  *Job Vacancy Rate = (Number of job vacancies/Number of occupied jobs + Number of job vacancies ) * 100

# Other data sources

- Employment growth, transitions in the labour market (CSO QNHS)

- Employment permits (DJEI)

- Recruitment Agency Survey (conducted by SLMRU)

- Job announcements (media and IDA)

- Vacancy data:
  - DSP Jobs Ireland
  - IrishJobs.ie
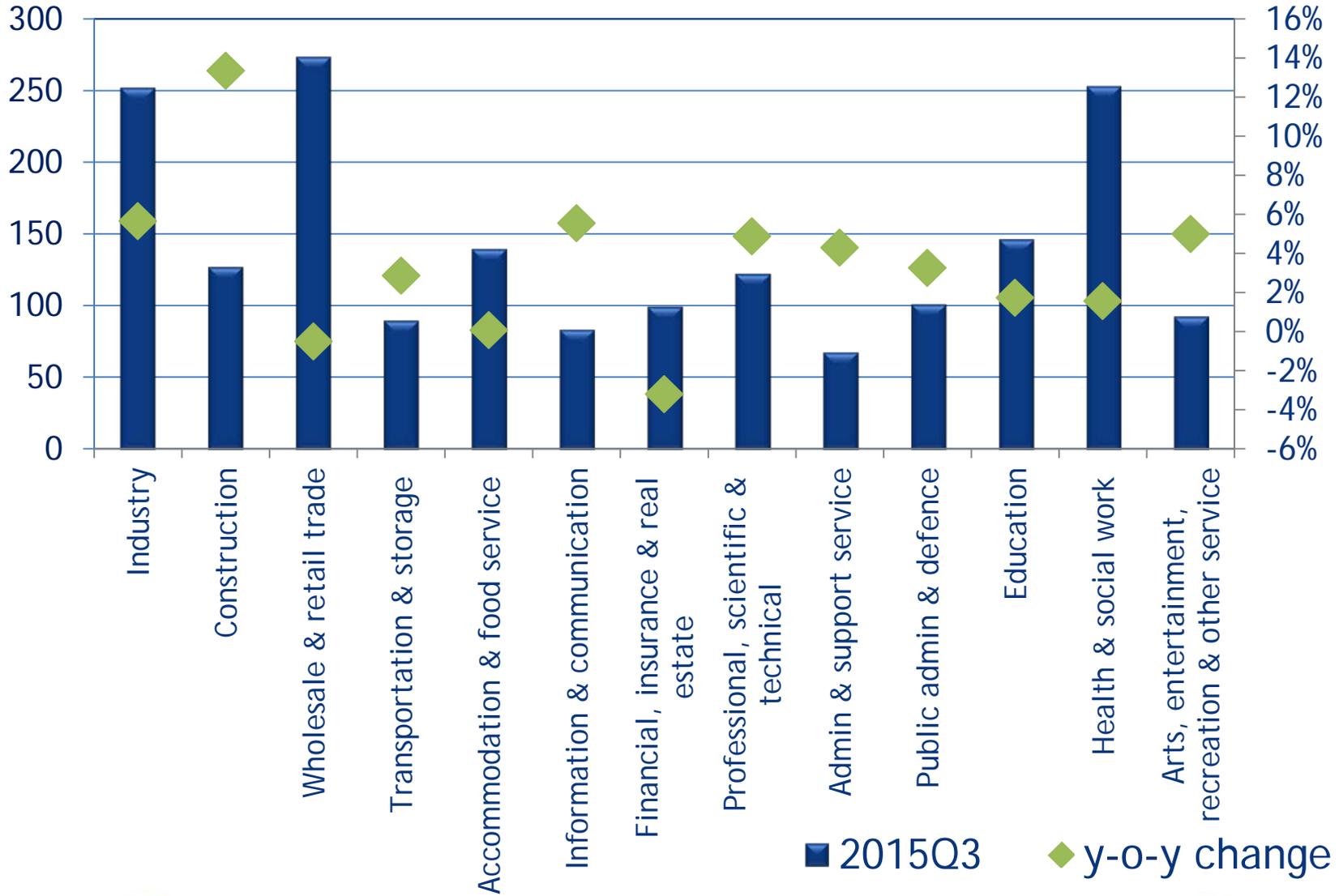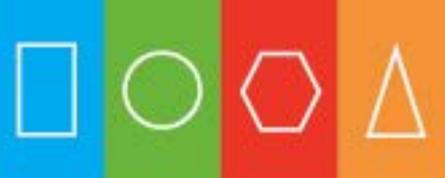
# Key findings by sector
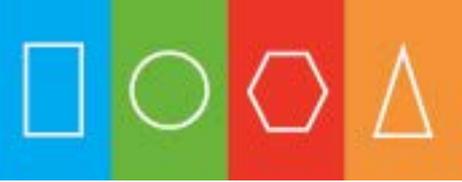
- **Industry:** large volume of movement in this sector, particularly for operatives
- **ICT:** all indicators suggest growth and opportunities but also churn occurring
- **Construction:** considerable growth in the number of vacancies notified, particularly in skilled trades
- **Financial:** high vacancy rate in contrast to fall in employment; high level of churn may be a contributing factor; largest volume of openings for associate professional/admin post
- **Wholesale/accommodation:** both sectors experiencing high volumes of vacancies primarily due to high level of churn

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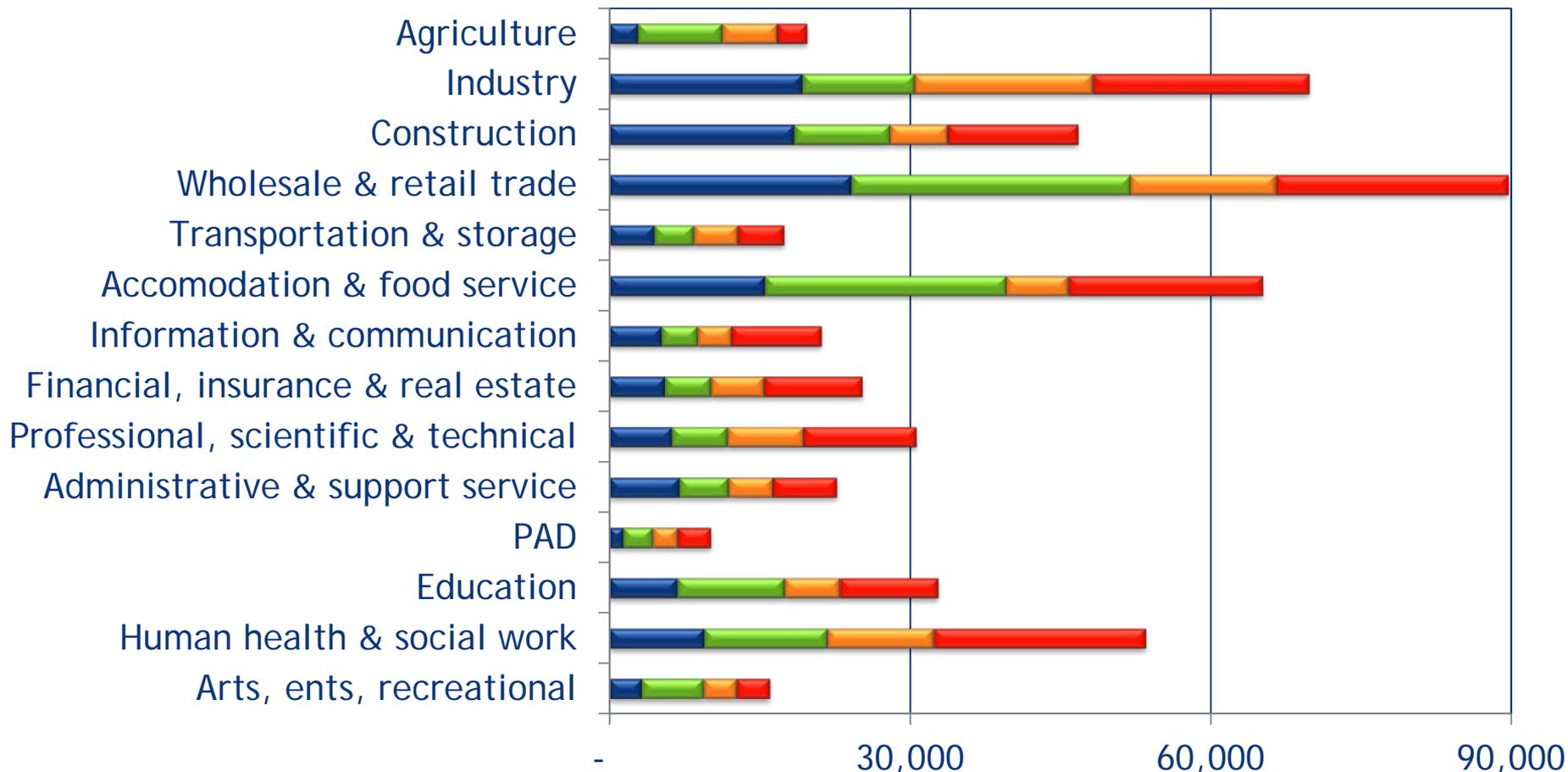
# Key findings by sector contd.

- **Health & social work:** although no significant employment growth, high volume of openings occurring for care workers, nurses and doctors through replacement demand

- **Professional activities:** growth occurring, with openings for high skilled roles, although churn also evident

- **Admin services:** language skills most frequent for this sector in contact centre roles, particularly German

- **Other sectors:** few signs of significant growth or change in volumes of vacancy notifications
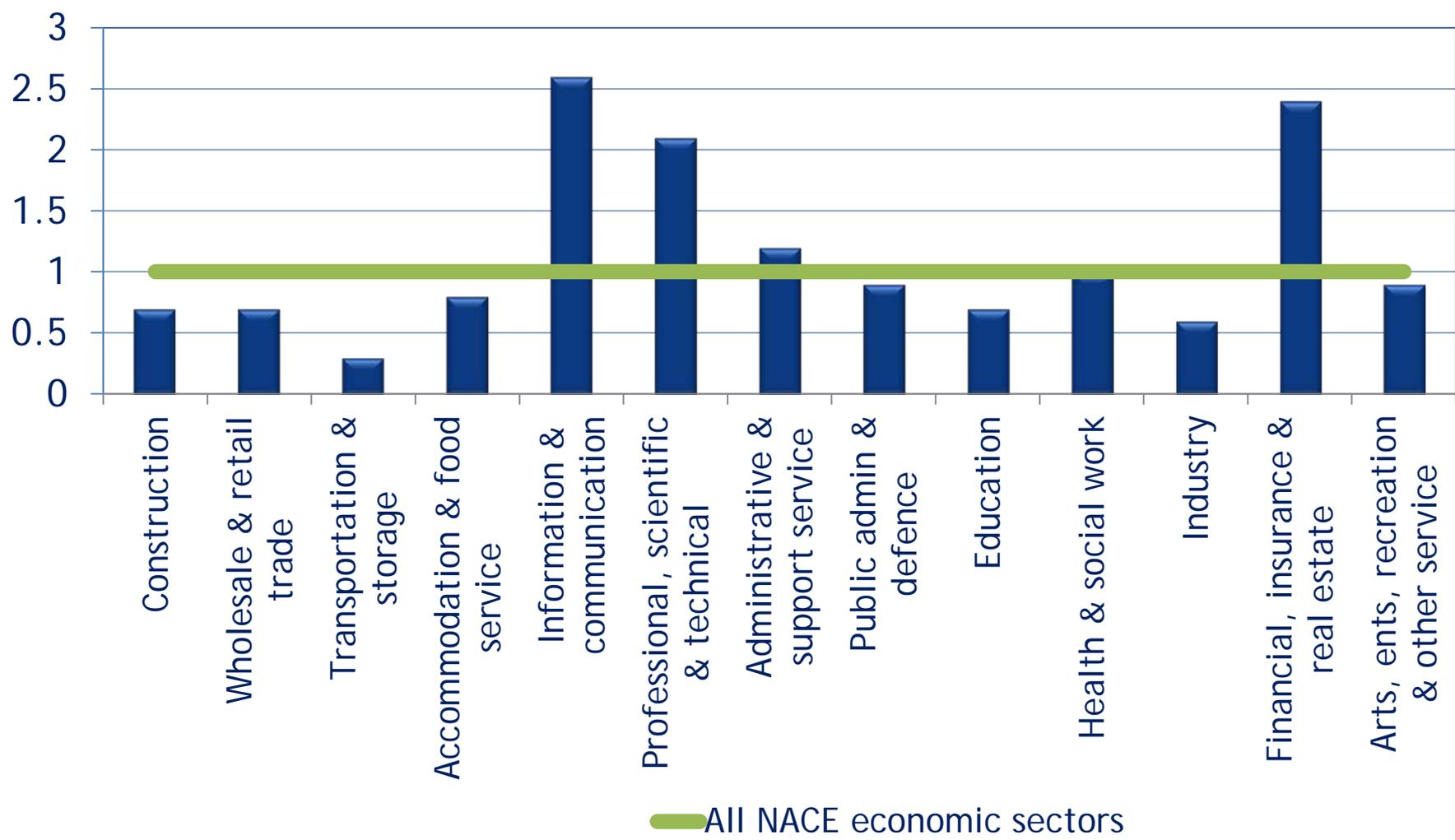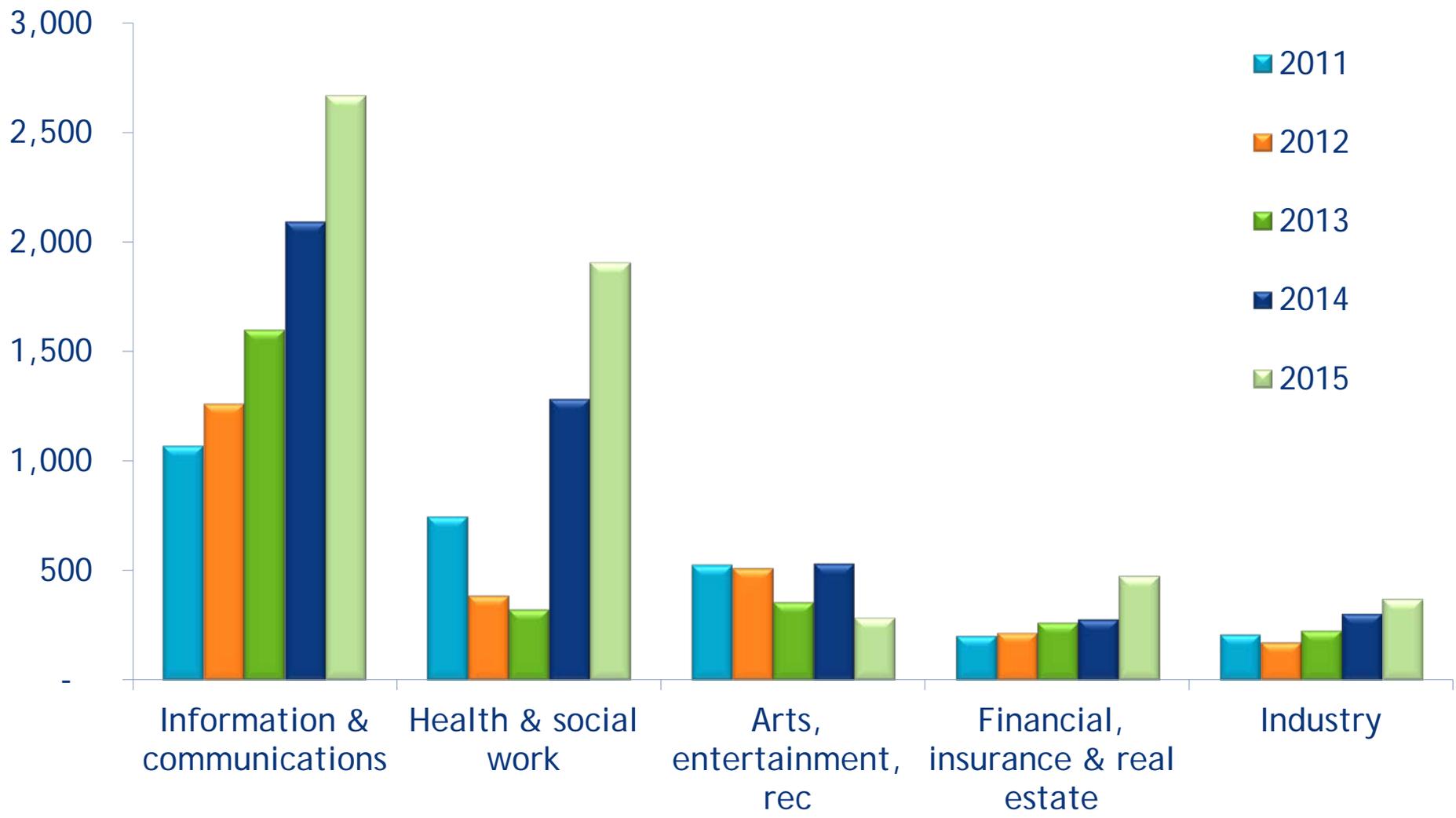
# Employment by sector (000s)



Source: SLMRU Analysis of CSO QNHS data

# Transitions by sector, 2014



Chart legend: ■ Employment from unemployment ■ Employment from inactivity ■ Inter in ■ Intra

Categories (top to bottom): Agriculture, Industry, Construction, Wholesale & retail trade, Transportation & storage, Accomodation & food service, Information & communication, Financial, insurance & real estate, Professional, scientific & technical, Administrative & support service, PAD, Education, Human health & social work, Arts, ents, recreational

X-axis: -, 30,000, 60,000, 90,000

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# CSO Vacancy rate by sector, quarter 3 2015



All NACE economic sectors

Source: CSO EHECS

# Employment Permits



Source: DJEI

# Recruitment Agency Survey, 2015

Vacancies classified as difficult to fill (DTF) were primarily in:
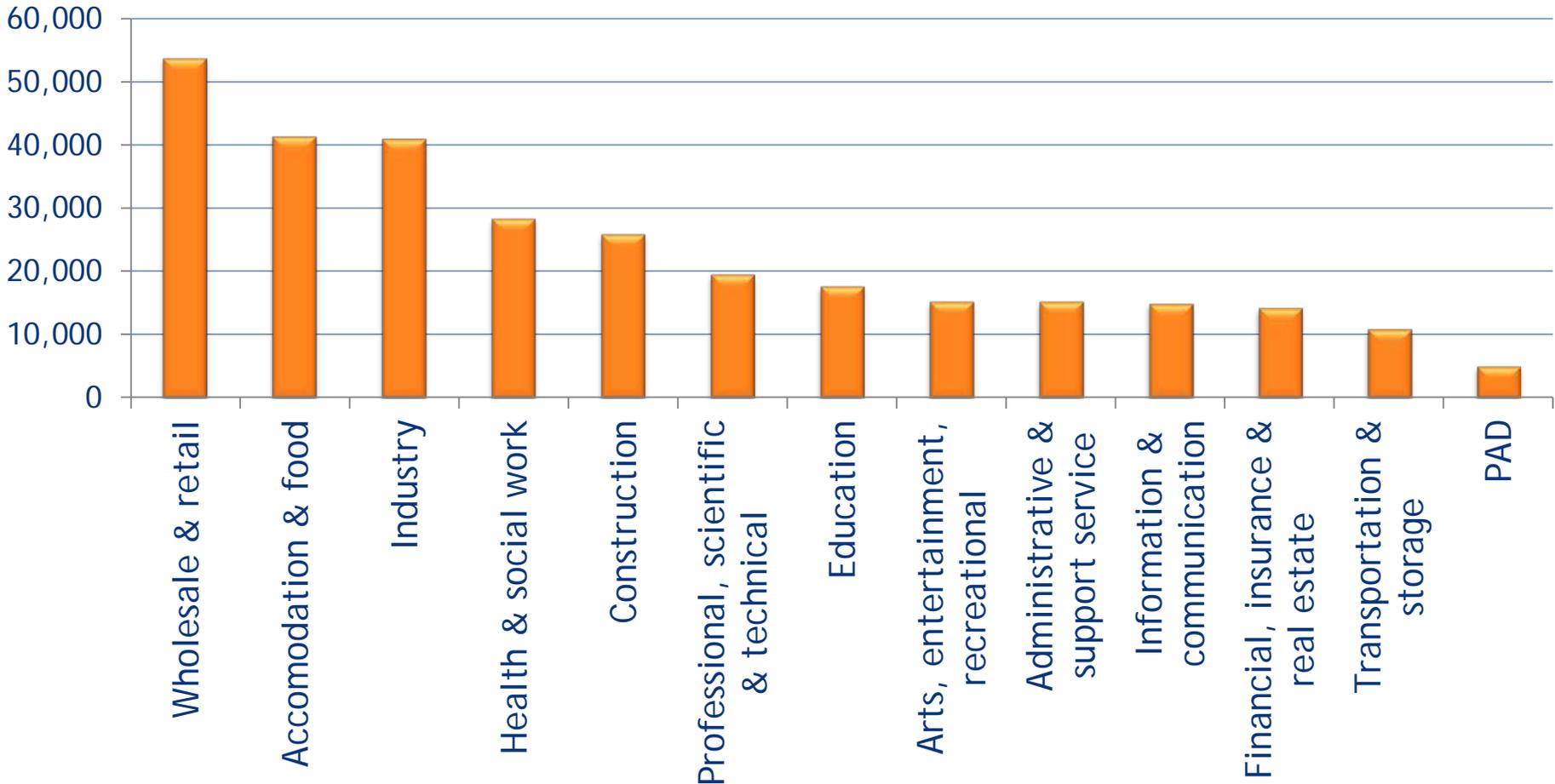
- **Sectors:**
  - information and communication (40% of DTF)
  - industry (28%)
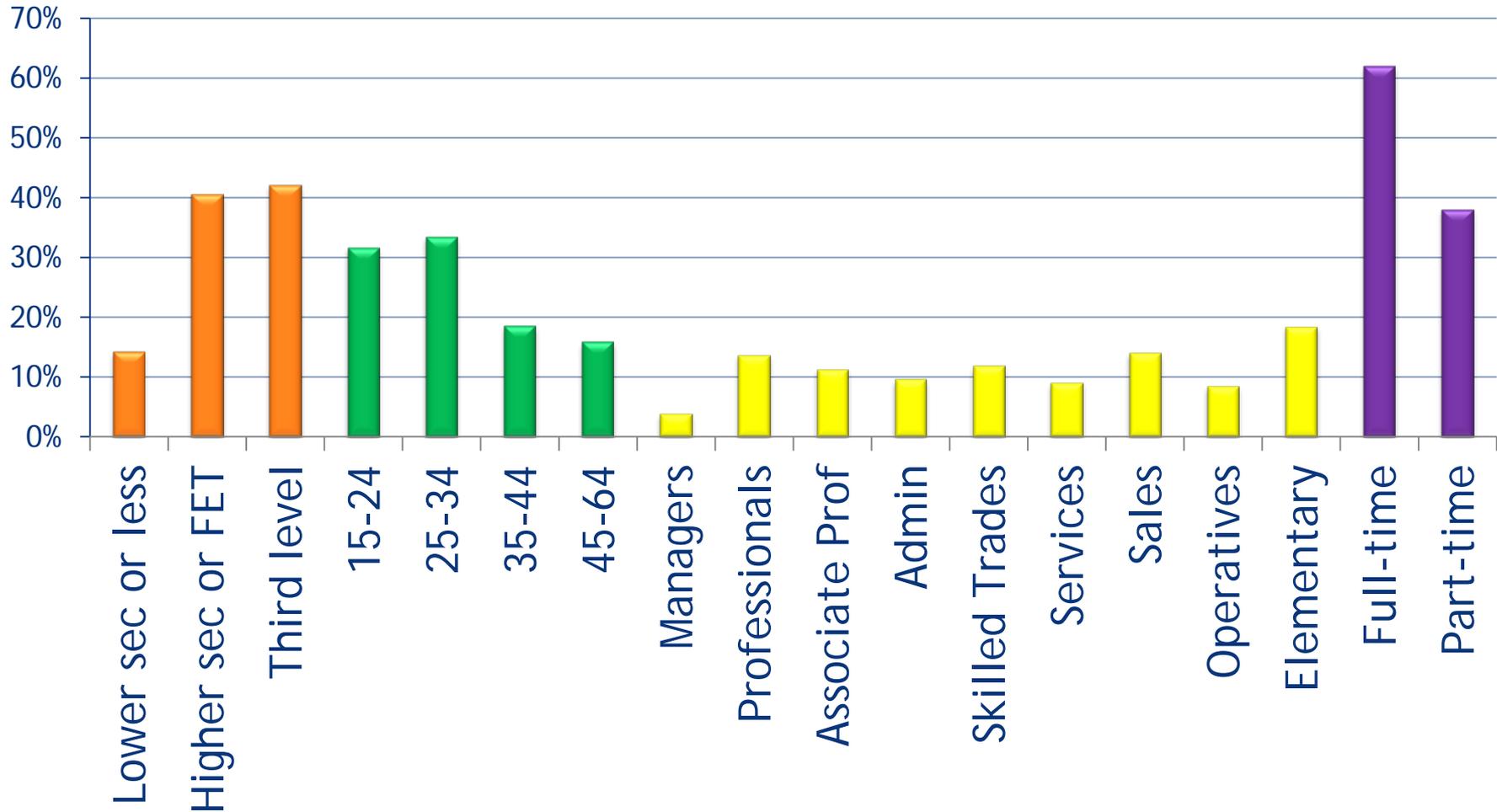  - health and social care (12%)

- **Occupations:**
  - professional (70% of DTF)
  - associate professional (11%)
  - sales & customer services (5%)
  - skilled trades (3%)

# Recent job hires by sector, 2015



Source: SLMRU Analysis of CSO QNHS data

# Profile of recent hires, 2015



Source: SLMRU Analysis of CSO QNHS data

# Distribution of vacancies by sector, 2015



Chart legend: IrishJobs.ie (dark blue), DSP Jobs Ireland (orange)

Sectors (top to bottom):
- Professional, scientific & tech
- IT
- Financial
- Admin & support
- Health & social work
- Wholesale & retail
- Industry
- Accom & food
- Construction
- Education
- Transportation & storage
- Public admin & defence
- Arts, ents &rec

X-axis: 0% – 40%