

9.2 ICT Occupations

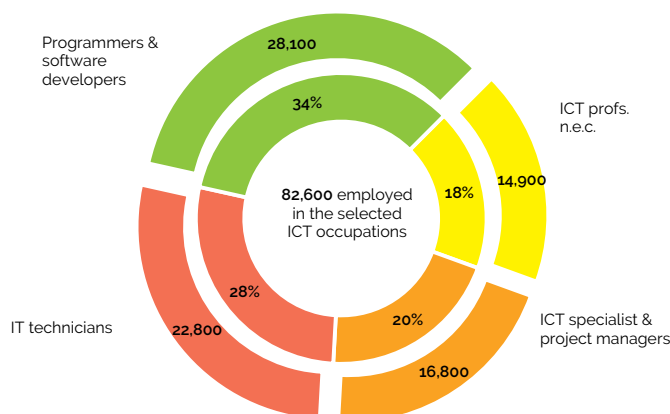
Overall employment: Approximately 82,600 persons (79% male) were employed in the selected ICT occupations, representing 3.7% of the national workforce

- **Sector:** 64% of overall employment was concentrated in the ICT sector
- **Employment growth (5-year):** Between 2013 and 2018, overall employment increased by 15,600 (4.3% on average annually compared to 3.1% nationally). The strongest rate of employment growth was observed for IT technicians (13.2%) during the period.
- **Age:** The 25-54 age group accounted for the majority of persons employed, at 89%
- **Education:** Those who had attained third level qualifications (85%) was significantly above the national average share (48%), while a further 12% had attained a higher secondary/FET qualification
- **Full-time/part-time:** Over 97% of ICT workers were in full-time employment
- **Nationality:** The share of non-Irish workers was well above the national average of 16%, while 70% of workers were Irish nationals

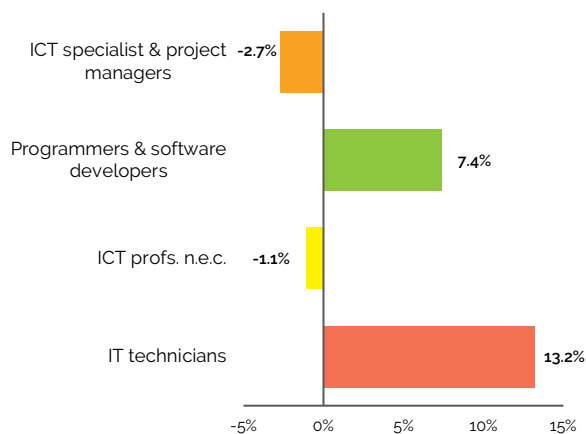
Overall outlook for this occupational group:

Overall employment growth in this occupational group has grown above the national average over the previous five years, driven by particularly strong growth for programmers and technicians. Demand for IT skills extends beyond the ICT sector and is increasingly a requirement across other traditional job titles including engineering, business analysts, designers etc. Although graduate output from the education system has grown considerably in recent years, the skillsets for these occupations are continually evolving and the international competition for these skills continues to result in shortages.

Numbers employed, 2018







Average growth rates (%) 2013-2018



Between 2013 and 2018, overall employment increased by 15,600 (4.3% on average annually compared to 3.1% nationally).

Source: SLMRU (SOLAS) analysis of CSO data

| Occupation | Economic summary | Shortage | Occupation shortage details |
|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ICT specialist & project managers | Despite a fall in employment, and with no shortages identified in this area, job opportunities exist for experienced personnel. |  | |
| Programmers & software developers | This is an occupation in high demand, with strong employment growth, a high volume of vacancies and evidence that employers are having difficulties filling vacancies. The type of specific areas in demand is detailed in the Recruitment Agency Survey analysis in Chapter 8. |  | <ul style="list-style-type: none"> — Software developers — Software engineers (including DevOps) |
| ICT profs. n.e.c. | Although employment has been declining in this occupation in recent years, there have been increases in related occupations (such as business analysts). There is evidence of difficulties in filling vacancies in certain roles within this occupation. |  | <ul style="list-style-type: none"> — Web developers (UX/UI) — IT architects (systems, solutions, technical) — Test/systems/network/security engineer |
| IT technicians | Employment growth continues to be strong for this occupation, with the highest rate of growth amongst the IT occupations. Less than two-thirds of those employed were Irish, most likely related to the foreign language requirements for a large number of these roles. |  Language skills | <ul style="list-style-type: none"> — Technical support — Systems/database administrators |

*For detailed table see Appendix A