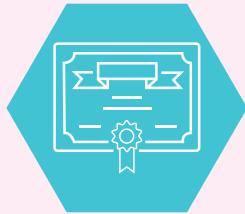


Spring Skills Bulletin 2021

Skills Mismatch in Ireland's Labour Market

26%

of workers in Ireland were classified as over-qualified¹ in Q1 2020.



Why do clerical support workers appear to be significantly over-qualified?

Despite the fact that few employers request third level qualifications in their job vacancies (based on OVATE/ CEDEFOP online job vacancy data), almost half of clerical workers in quarter 1 2020 were third level graduates.



98,000

(or 46%) of clerical support workers were classified as over-qualified, i.e. held third level qualifications in quarter 1 2020.

Of those **clerical support workers** classified as over-qualified:

53%

of **males** were overqualified compared to 44% for females.

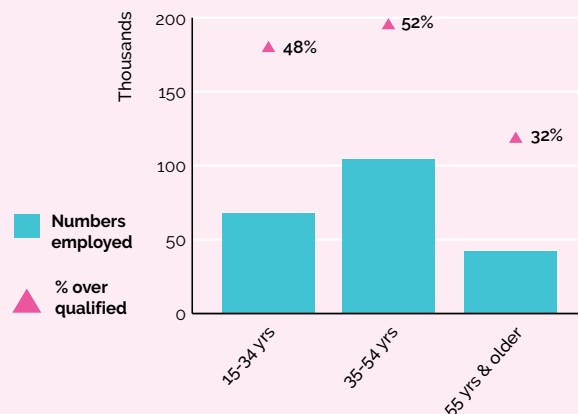


51%

of those working full-time were over-qualified workers (compared to 34% for those employed part-time).



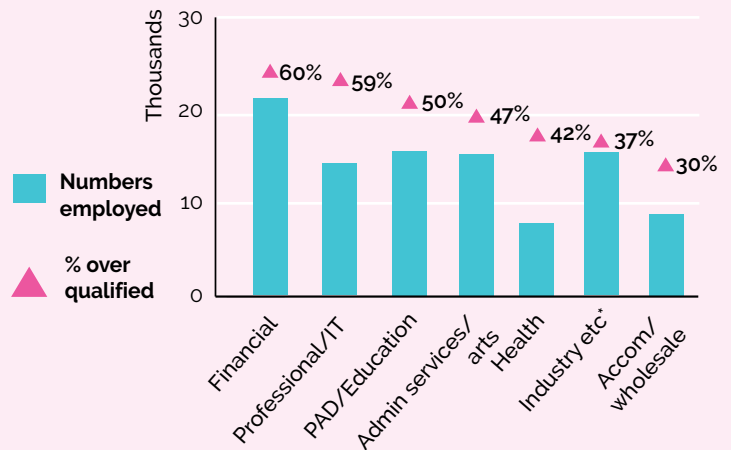
Only 32% of older workers were classified as over-qualified.



Spring Skills Bulletin 2021

Skills Mismatch in Ireland's Labour Market

Financial/professional activities and IT sectors had the highest shares of over-qualified clerical workers across all sectors.



Overqualification rates were also higher than average for clerical workers who, between 2018 and 2013:

- gained 3rd level qualifications **(66%)**
- started their current job **(53%)**



Online job vacancies

12%

The demand for third level qualifications are not reflected in online job vacancy (OJV) data for clerical occupations - just 12% of vacancies in 2019 stated a requirement for third level qualifications (OVATE/CEDEFOP).

Source: SLMRU analysis of CSO LFS data and Skills-OVATE (CEDEFOP)