



2023 Annual Average

## 2.68 million

Number of persons in **employment**

**+89,500** compared to 2022

## 120,300

Number of persons **unemployed**

**-300** compared to 2022

## Sectors & Occupations in Q4 2023

# 38%

of employment was in one of 3 sectors

**Health**

**Wholesale & retail**

**Industry**

# 1.2 million

worked in high skilled occupations

**Professionals** (641,700)  
(e.g. teachers, nurses, accountants, IT programmers)

**Associate professionals** (347,200)  
(e.g. sales & marketing, IT technicians, finance analysts)

**Managers** (239,600)

Employment **gains\*** mainly in

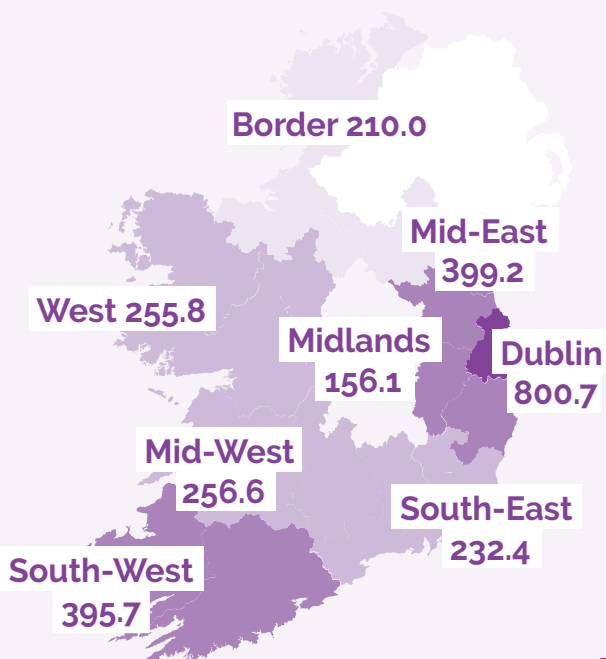
**Professionals**  
(+72,500 persons)

**Elementary**  
(+11,700 persons)

**Caring services**  
(+9,100 persons)

\*Change from Q4 2022

## Regional employment (Q4 2023)



## Recent workforce hires and leavers in 2023

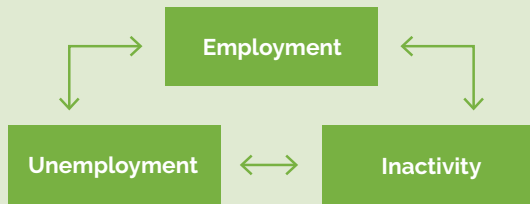
# 494,000 new hires

- **43%** aged 15-24 years
- **44%** held 3rd level qualifications
- **32%** were for wholesale/retail or accommodation/food sectors

# 193,500 job leavers

- **38%** entered unemployment
- **62%** became economically inactive

**1.72 million** labour market transitions in 2023



Down from **2.01 million** labour market transitions in 2022  
**208,000** fewer transitions for those changing occupations

**294,000** online job adverts

Most frequently mentioned **knowledge skills**

- Personal skills (e.g. communication)
- Management & administration (e.g. project management)
- Marketing & advertising

Most frequently mentioned **job-specific skills**

- Planning events
- Accessing & analysing digital data
- Using digital tools for collaboration

Most frequently mentioned **transversal skills**

- Working efficiently
- Willingness to learn
- Taking a proactive approach

**29,000**  
new employment permits in 2023



a 21% fall on 2022  
ICT & Health sector combined accounted for half of new permits issued

Occupation	Shortage	Type
<b>Science &amp; engineering</b>	<ul style="list-style-type: none"> <li>• Analytical, process, and medical scientists</li> <li>• Quality control/assurance, process &amp; design engineers</li> <li>• Mechanical, electrical &amp; automation engineers</li> <li>• Maintenance/lab technicians</li> </ul>	Skill shortage Skill shortage Skill shortage Skill shortage
<b>ICT</b>	<ul style="list-style-type: none"> <li>• Software developers/engineers</li> <li>• IT analysts/engineers</li> </ul>	Skill shortage Skill shortage
<b>Health</b>	<ul style="list-style-type: none"> <li>• Medical practitioners</li> <li>• Nurses</li> </ul>	Skill shortage Skill shortage
<b>Education</b>	<ul style="list-style-type: none"> <li>• Subject-specific secondary teachers</li> </ul>	Skill shortage
<b>Social &amp; care</b>	<ul style="list-style-type: none"> <li>• Care workers</li> <li>• Healthcare assistants</li> </ul>	Labour Shortage Skill shortage
<b>Construction</b>	<ul style="list-style-type: none"> <li>• Civil engineers &amp; construction project managers</li> <li>• Quantity surveyors</li> <li>• Carpenters</li> <li>• Plumbers</li> </ul>	Skill shortage Skill shortage Potential future skill shortage Potential future skill shortage
<b>Other Craft</b>	<ul style="list-style-type: none"> <li>• Welders &amp; fabricators</li> <li>• CNC programmers</li> </ul>	Skill shortage Skill shortage
<b>Hospitality</b>	<ul style="list-style-type: none"> <li>• Chefs</li> </ul>	Skill shortage
<b>Transport &amp; logistics</b>	<ul style="list-style-type: none"> <li>• HGV drivers</li> <li>• Bus &amp; Coach drivers</li> </ul>	Skill shortage Skill shortage