

Vacancy Overview **2018**

Vacancy Overview 2018

A report produced by the Skills and Labour Market Research Unit (SLMRU) in SOLAS on behalf of the National Skills Council

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Executive summary

The Vacancy Overview series, produced annually by the Skills and Labour Market Research Unit (SLMRU) in SOLAS on behalf of the National Skills Council, aims to utilise available vacancy data sources to provide qualitative information on the job titles (and associated skills) in which vacancies are occurring most frequently.

Vacancies arise for a variety of reasons, including new jobs being created and the replacement of those who have vacated their position. It is essential to place the vacancy analysis in the context of these labour market conditions to better understand the policy implications that may arise as a result of these vacancies occurring. As such, this report provides an examination of employment growth, recent job hires, where difficult-to-fill vacancies have been identified and where future job opportunities are likely to arise through the job announcement analysis.

This section will first summarise the main findings from key labour market indicators, namely:

- employment growth
- recent job hires
- employment permits
- vacancy data sources
- difficult-to-fill vacancies
- job announcements in the media.

Furthermore, the outlook for each sector, based on these indicators, is provided.

Employment growth

The construction, accommodation and food sectors along with industry have experienced the most significant growth in employment over the five-year period from 2013 to 2018 (based on annual averages). For construction, those employed in skilled trades (including plumbers, carpenters and painters) accounted for the majority of this increase. While chefs contributed to some of the expansion in employment in the accommodation and food services sector, most of the increase related to elementary occupations (such as waiters, catering assistants etc.). In industry, increases in employment were primarily attributed to an increase in both professional and operative roles (e.g. engineers and food/process operatives).

Recent job hires

The analysis of where recent job hires have been occurring (i.e. those who commenced employment in the previous three months) assists in highlighting if churn is a significant factor in the occurrence of vacancies in particular sectors. For example, while employment in wholesale/retail declined in the year since 2017, almost 67,000 recent job hires occurred over the same period. Industry and the accommodation and food services sector also feature strongly in the recent job hire analysis indicating that a high level of churn may be the main factor contributing to a high volume of vacancy notifications.

Employment permits

Employment permits provide an indication of where employers are having difficulty in sourcing suitably qualified personnel from the Irish or EU labour market. Where relevant, information on the type of permits, the salary bands and the regions in Ireland where employment permits are issued is provided. The number of employment permits has been increasing in recent years with over 11,000 new permits issued in 2018. The IT and health and welfare sectors combined accounted for two thirds of all new permits issued. New permits were primarily issued for professional occupations; over half of all new permits were issued for the Dublin region.

Vacancy data sources

The methods used to advertise vacancies vary across sectors. In order to capture as comprehensive a picture as possible, this report utilises a number of sources.

- The **CSO job vacancy rates¹** are collected through the Earnings Hours and Employment Cost Survey (EHECS) which provides details on the number of open vacancies at the end of each quarter by sector. As such, this provides for a reliable vacancy rate across sectors over a significant timeline which is comparable at a European level, although it is not possible to derive the occupations within the sector where the vacancies are occurring. The analysis from the EHECS shows that the number of vacancies in Ireland has been rising steadily since 2009, although the vacancy rate, at 0.9% in quarter 4 2018, was one of the lowest rates in the EU. The professional and financial activities sectors, along with IT, had the highest vacancy rates in Ireland in quarter 4 2018 at 2.7%, 2.2% and 1.7% respectively.
- **DEASP Jobs Ireland:** vacancies advertised through this medium are primarily in the areas of skilled trades, personal services, operatives and elementary roles. Analysis of this vacancy

¹ Job Vacancy Rate = (Number of job vacancies / Number of occupied jobs + Number of job vacancies) * 100

source allows for a comprehensive examination of the job titles occurring most frequently, the level of experience and education required and the location in Ireland of the advertised vacancy.

- **IrishJobs.ie:** most vacancies from this source relate to professional and associate professional positions. Similar to the DEASP Jobs Ireland data, this data provides details on job titles, experience, education and location.

Recruitment Agency Survey: Difficult-to-fill (DTF) vacancies

These findings are based on the number of vacancies identified as difficult-to-fill in the SLMRU Recruitment Agency Survey, conducted in October 2018. The IT and industry sectors account for the highest share of difficult-to-fill vacancies. For the most part, an insufficient number of skilled candidates was the reason for the vacancies being difficult-to-fill. In previous years, a requirement of at least five years' experience proved to be very difficult to fill in certain roles in the IT sector, so much so that employers are now accepting candidates with 3+ years' experience. According to the recruitment agencies, demand for these skills and wage rates have both risen when compared to the situation one year previously. Professional occupations accounted for over three quarters of all vacancies identified as difficult-to-fill.

Job announcements

An examination of job announcements in the media provides key information on where growth areas are likely to occur in the short to medium term. There were announcements for approximately 18,000 jobs in 2018, primarily in IT, industry and the wholesale and retail trade sectors.

Key findings by sector

Industry

Despite below average employment growth in recent years, job opportunities are still arising in this sector. These relate particularly to professional and operative roles, which are reflected in the vacancy analysis with notifications for roles for various engineers alongside operatives (meat processing and production). It should be noted, however, that a high level of job churn, particularly for operative roles, is a contributing factor to the high share of vacancy notifications. The employment permit and difficult-to-fill vacancy data highlight the continued difficulty employers are facing in filling vacancies in certain niche high skilled roles along with those that are less attractive to jobseekers (e.g. meat processing).

Wholesale & retail

This sector features strongly in the vacancy data, with job openings primarily for retail sales assistants and sales representatives; no minimum qualifications or experience were required for a large share of these advertised positions. A high incidence of turnover is evidenced in this sector by the lack of employment growth despite the high number of recent job hires. Most of the new hires in 2018 were for part-time posts with the majority of persons under the age of 25 years. While job opportunities exist in areas such as supply chain administration, account managers, mechanics etc., difficulties in recruiting relate primarily to higher skilled roles in sales and marketing.

Construction

Employment growth continues to be strong for this sector, with an additional 60,000 persons employed over the previous five years. The majority of the growth relates to those employed in skilled trades; this is also reflected in the vacancy data, along with the recent job hires where three quarters of recent hires related to skilled trades occupations. In terms of vacancies, most notifications were for electricians, carpenters and plumbers. While demand for high skilled professional roles was evident, it was of a smaller volume.

Accommodation & food services

Employment in the accommodation and food services sector has been growing strongly in recent years, primarily related to elementary occupations (such as waiters, catering assistants etc.) and chefs. While employment grew by 12,000 in the most recent year since 2017, recent job hires reached over 66,000, indicating that there is a high level of turnover in this sector. Most recent hires were in elementary occupations, working part-time; they held lower levels of education than the national average and tended to be young (primarily under 25 years). The turnover in this sector is the main factor leading to a high share of vacancy notifications. While

demand for roles in the accommodation and food services sector is evident, including chefs, the volume of demand is not as high as would be indicated from the vacancy analysis alone.

Information & communications

Although annual employment growth was not significant for this sector in 2018, many of the indicators examined here point to a sector with skills that are in high demand and are proving difficult to fill. Both the vacancy and recent job hire data clearly indicate that job openings are for high skilled full-time roles requiring primarily third level qualifications. However, it should also be borne in mind that this sector experiences a relatively high turnover of staff; therefore, the high volume of vacancies should be taken in this context. Indeed, the number of new employment permits issued for this sector in 2018 was higher than employment growth over the same time period.

Financial, insurance & real estate

Despite an overall decline in the numbers employed in this sector, demand for these skills is still very much in evidence. Many of the indicators (including the CSO vacancy rate, employment permits, DTF and job announcements) signpost a sector with a clear demand for high skilled roles, particularly in the Dublin region. This is happening concurrently with a decline in the demand for administrative roles in the financial sector. Vacancies are occurring particularly in the areas of risk, compliance and regulatory affairs; while vacancies occurred for administrative roles, they most likely relate to replacement demands rather than new jobs.

Health & social work

The high share of vacancies notified, along with the analysis from the employment permit data and the recruitment agency survey, indicate that there is a significant demand for both professional and services roles in the healthcare sector. Restrictions due to public funding are limiting employment growth, but demographic patterns will ensure that demand for these occupations will continue into the future, as will difficulty in sourcing suitable candidates. However, it should also be noted that job churn may be contributing in some part to the high share of vacancy notifications in this sector.

Professional, scientific & technical activities

There is evidence of considerable demand for skills within the professional activities sector, with a high share of vacancy notifications (accounting for over a third of the notifications through IrishJobs.ie). The new hires were most frequent in high skilled roles with most holding third level qualifications, while vacancy notifications were primarily for professionals and associate professionals in engineering, science and finance roles. Employment growth has been slightly below the national average in recent years, although many of the key occupations

in this sector, such as engineers and accountants, are employed across numerous sectors in the economy. As such, although this sector does not feature strongly in the difficult-to-fill vacancy analysis or the employment permit data, these occupations have been identified as being in high demand in other sectors.

Administrative & support services

Most of the employment growth and vacancy notifications in the administrative and support services sector related to low skilled jobs such as cleaners and security guards, with experience and specific education attainment not a requirement in the majority of vacancies. Many of the recent hires related to part-time roles and at a third, this sector had the highest share of recent hires who were non-Irish nationals. However, job opportunities continue to arise in areas including administrative roles, customer service and technical support with job announcements particularly occurring in these areas.

Transportation & storage

Employment is growing in the transport and storage sector, particularly in relation to operative roles, such as drivers. While some demand for logistics/supply chain administrators is evident, these are in smaller quantities. A high level of education or experience was not required for a significant share of the vacancies notified.

Public admin. & defence

Employment growth in this sector remains strong particularly for administrative roles. Despite this, vacancy notifications remain small in numbers and this sector did not register as having any vacancies which were difficult to fill.

Education

Recent employment growth has been strong (primarily related to teachers); despite this, vacancy notifications for this sector remain limited to a small number of roles such as lecturers, TEFL teachers, and instructors/trainers.

Agriculture

This sector has not registered significant activity in terms of employment growth and vacancy notifications.

Arts, entertainment & other services

Relatively few vacancies have been notified for positions within this sector, with most job opportunities arising for roles including hairdressers, beauty therapists and fitness instructors/coaches.

1 Introduction

Aim of the report

The Vacancy Overview series, produced annually by the Skills and Labour Market Research Unit (SLMRU) in SOLAS on behalf of the National Skills Council, aims to utilise available vacancy data sources to provide qualitative information on the job titles (and associated skills) in which vacancies are occurring most frequently.

In order to ascertain the nature of the vacancies occurring, i.e. if they are arising due to expansion demand, job churn or due to difficulty sourcing suitably qualified/experienced personnel, a number of other relevant data sources are also examined.

What data is examined?

- Vacancy data: newly advertised vacancies through DEASP Jobs Ireland (Public Employment Services) and IrishJobs.ie (a private recruitment agency)
- CSO Labour Force Survey (LFS): overall employment trends and recent job hires
- CSO Job Vacancy data: collected from the Earnings, Hours and Employment Costs Survey (EHECS) providing vacancy numbers and rates across sectors since 2008
- Eurostat: European job vacancy rates
- The Recruitment Agency Survey, conducted by the SLMRU biannually, which seeks to identify difficult-to-fill vacancies
- Employment permit data, provided by the Department of Business, Enterprise and Innovation (DBEI), which highlights occupations for which employers were unable to find suitable candidates within the Irish labour market and the broader European Economic Area (EEA)
- Job announcements in the media which indicate where future demand is likely to occur in the short to medium term.

What conclusions can be drawn from the findings?

An examination of vacancy data provides an insight into occupations which have vacancies occurring most frequently in the labour market. This analysis provides a wealth of information in terms of the job titles and relevant skills associated with the vacancies, which, in turn, can be

utilised by the education and training providers when matching course provision to the needs of the employer.

These findings should not be treated in isolation, but instead examined alongside other labour market data sources in order to assess if these vacancies are occurring due to expansion demand, replacement demand and/or turnover and the extent to which they indicate shortages of labour and skills. In some cases, there are sufficient skilled persons available in the labour market to meet any open vacancies; on the other hand, the Recruitment Agency Survey and the employment permit data give clear indications of where vacancies may be proving difficult to fill due to a lack of suitable candidates. Finally, possible future opportunities that are likely to occur by sector are provided through an analysis of job announcements in the media.

What is the structure of the report?

- Section 2 details the data sources utilised, along with the limitations of these sources
- Section 3 provides an overview of the main findings by data source and sector
- Sections 4 to 16 provide vacancy trends by sector; the analysis of vacancies is set in the context of the other data sources in order to provide comprehensive details on the vacancies occurring and to establish reasons the vacancy is occurring.

2 Data Sources

2.1 Estimates of demand

CSO Labour Force Survey (LFS)

The SLMRU utilises the CSO's Labour Force Survey (LFS) in order to align vacancy notifications with employment trends in the labour market. The LFS was introduced in quarter 3 2017, replacing the Quarterly National Household Survey, which was first introduced in quarter 4 1997. The labour market transitions analysis which has been included in previous editions was not produced due to challenges since the introduction of the Labour Force Survey. Employment data is examined through the following:

- **Employment growth:** An examination of changes in employment levels by sector gives an indication of the level of expansion that is occurring. For some sectors, large numbers of vacancies are occurring without any corresponding growth in the sector, suggesting that movement relates primarily to turnover rather than expansion.
- **Recent job hires:** This refers to employees who were employed in a 'reference week' and had started working for their employer at most three months earlier. By examining the LFS data for those recently hired, we can ascertain the sectors where most recent recruitment has been occurring; we can also establish some of the characteristics of the persons most recently employed (e.g. age, education attainment), as well as the occupations for which these job openings are occurring where possible. This data, however, does not ascertain the cause, whether expansion or replacement, of these openings.

CSO EHECS

The CSO publishes both vacancy numbers and rates, collected from the quarterly Earnings, Hours and Employment Costs Survey (EHECS). This information provides a robust time series of where vacancies are occurring at a sectoral level. However, it should be borne in mind that this analysis only represents one point in time for each quarter. The CSO warns that due to one off recruitments by individual firms and a low number of firms reporting vacancies, this data series can be volatile and should be interpreted with caution.

Eurostat

Comparisons of job vacancy rates across EU countries are available through the EU's statistics office, Eurostat.

2.2 Vacancy data

This report analyses vacancy notifications from two sources, namely the DEASP Jobs Ireland portal (public employment service) and IrishJobs.ie (private recruitment agency). While both vacancies sources provide vital information on the type of vacancies arising in the labour market, they are not directly comparable for a number of reasons, as detailed below.

	<i>IrishJobs.ie</i>	<i>DEASP Jobs Ireland</i>
Scope	Most vacancies relate to professional and associate professional positions	Most vacancies are for skilled trades, personal services, operatives and elementary occupations
Employer/ Agency	Includes vacancies advertised by employers only	Includes vacancies by both employers and recruitment agencies
Administration of vacancy websites	Employers administer the vacancies advertised directly and as such can refresh a previously advertised vacancy to occur as a new vacancy in the same or following month, which may lead to an overestimation of the true number of new vacancies	The DEASP administer the portal and are responsible for when vacancies are advertised and for how long; each vacancy only occurs once
Occupations	Occupations coded to SOC2010 by SLMRU using CASCOT software based on the job title given	Occupations coded to SOC2010 by SLMRU using CASCOT software based on the job title given
NACE sector	Data provided with an assigned sectoral classification which is linked by SLMRU to a NACE sectoral classification; therefore, it is possible for one occupation to appear in a number of NACE sectors	No sectoral classification was provided; therefore, each SOC2010 code was linked by SLMRU to a NACE sectoral code based on the sector with which that occupation is most often associated; therefore, each occupation only appears in one sector analysis
Level of experience	Available for 45% of the vacancies in 2018 by the number of years of experience required	Information on experience available for all vacancies notified by year from 0 to 10 years
Level of education	Available for 49% of the vacancies in 2018 with a detailed breakdown of the education level required	Level of education is provided by NFQ ² level

² National Framework of Qualifications

General vacancy data limitations

- Vacancies may be advertised through channels not captured in the analysis (e.g. social media, recruitment agencies, employer websites), leading to an underestimation of the true demand; this may be particularly true in the case of certain foreign languages (e.g. Mandarin) where employers may prefer to advertise the vacancy in the language being sought or in countries where fluency in that language is commonplace
- Vacancies may be advertised simultaneously through several channels, leading to multiple counting and an overestimation of the true demand
- The extent to which vacancies are arising due to expansion demand (the creation of a new position by an employer), replacement (a person leaving an already existing position), turnover (the rate at which an employer gains and loses employees), or other reasons cannot be inferred from the available data

Given the data limitations, the analysis focuses on the **qualitative** aspects of newly advertised vacancies. The objective is not to quantify the number of vacancies but rather to examine the types of jobs and skills most frequently appearing in the data sources captured.

2.3 Recruitment Agency Survey

The Skills and Labour Market Research Unit (SLMRU) in SOLAS has conducted a recruitment agency survey every six months since January 2008. It is designed to gather the views of recruitment agencies in respect of the occupations for which vacancies, in their experience, are proving difficult to fill. Almost 120 recruitment agencies were contacted and asked to participate in a telephone interview. The findings of the most recent survey³, which took place in October 2018, are presented for each sector.

2.4 Job Announcements

Announcements in the media (national newspapers) indicating the creation or loss of jobs have been documented by the SLMRU since 2010. Job announcements over the period January to December 2018 are summarised and presented for each sector, thereby highlighting areas in which job opportunities are arising as well as those where expansion activities may occur in the short-medium term.

³ Only those recruitment agencies who reported having difficult-to-fill vacancies (33 of the respondents) are included in the analysis in this report.

2.5 Employment permits

Employers, where necessary, employ workers from non-EEA countries through employment permit schemes. There are nine different types of permits available⁴, with critical skills permits and general permits the most commonly attained. While the data on newly issued employment permits, provided by DBEI, may be used to highlight occupations for which employers experience difficulty in sourcing staff domestically, it should be interpreted with caution as

- new employment permits may be issued to persons already residing in Ireland but who have changed employer
- new employment permits may be issued to spouses/dependants of existing employment permit holders.

⁴ <https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Permit-Types/>

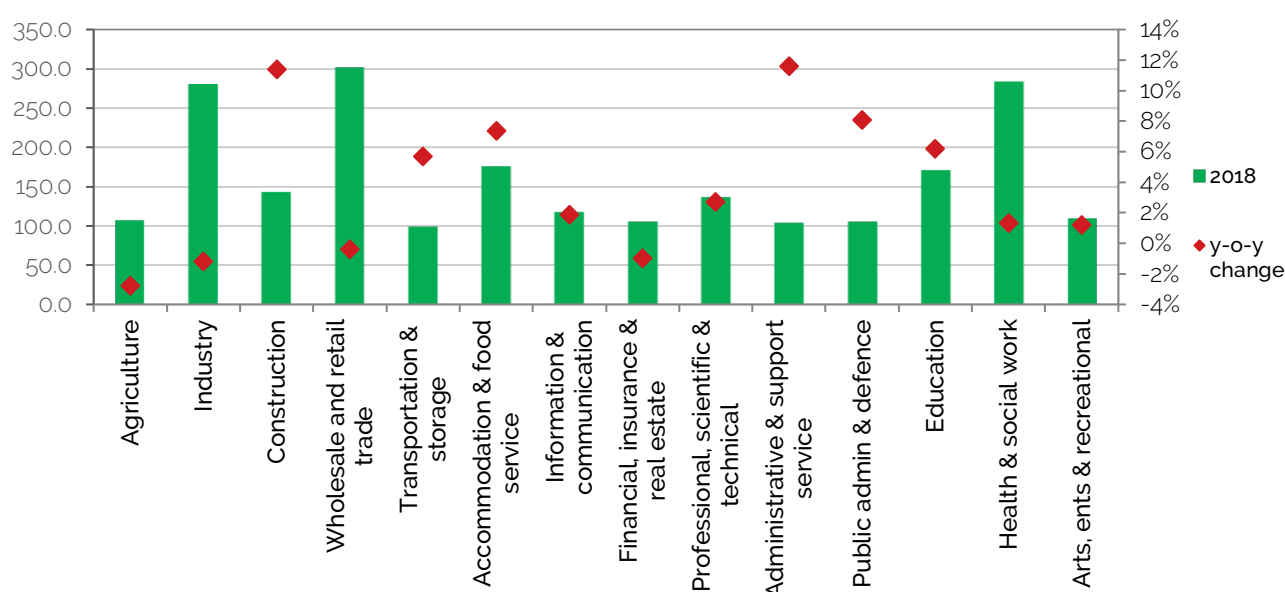
3 Main findings

This section provides an overview of the main findings from the relevant labour market indicators before focusing on vacancy notification activity in each of the sectors. This includes total employment by sector, recent job hires and CSO vacancy data. Overall findings from the analysis of vacancy notifications through the DEASP Jobs Ireland and IrishJobs.ie are also detailed along with an overview of the employment permit data, the identification of difficult-to-fill vacancies through the Recruitment Agency Survey and the analysis of job announcements in the media.

3.1. Employment levels

In 2018, the wholesale and retail sector had the largest number of persons employed (based on the annual average) followed by industry and the health sector (Figure 3.1). The administrative and support services and construction sectors experienced the largest relative annual growth between 2017 and 2018, at 11% respectively; declines in employment occurred in agriculture (-3%), industry (-1%) and the financial sector (-1%). Over the same period, the largest growth, in absolute terms, occurred for the construction sector (+14,700 persons) and the accommodation and food services sector, with an additional 12,000 persons employed.

Figure 3.1: Employment by sector (000s) in 2018 (annual average) and employment change (%), 2017-2018 (annual averages)

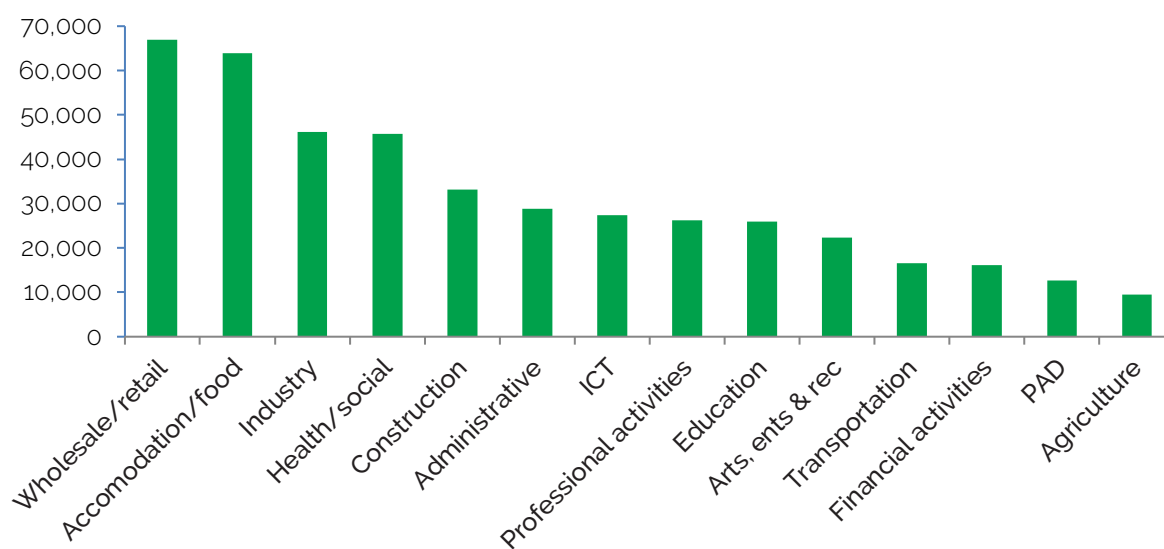


Source: SLMRU analysis of CSO LFS

3.2. Recent job hires

Recent job hires refers to those who commenced employment in the previous three months. When the four quarters of 2018 are summed (for reporting purposes), the wholesale and retail sector along with the accommodation/food services sector emerged as those where the majority of recent job hires occurred over the year (Figure 3.2). The number of recent job hires in these sectors far outweighs employment growth indicating that job churn is likely to be a significant contributory factor in vacancy notifications in these areas.

Figure 3.2: Recent hires by sector, 2018

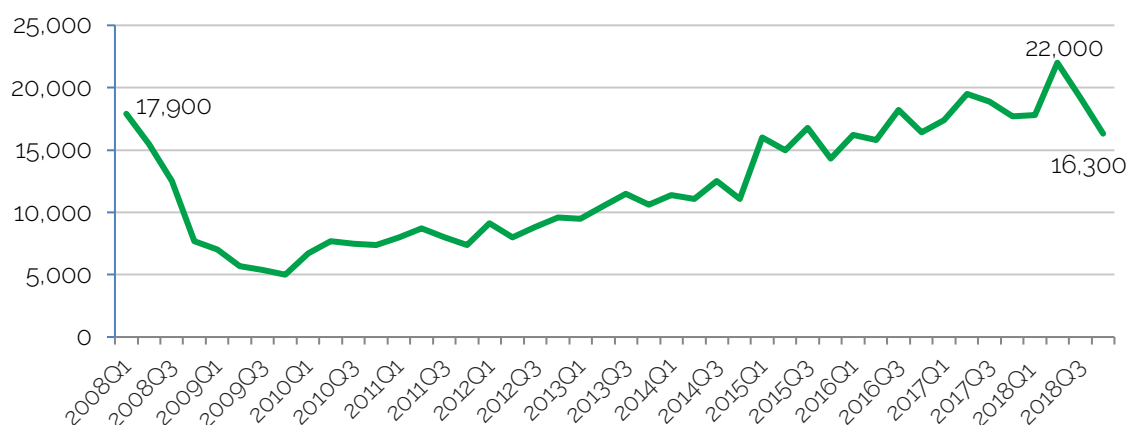


Source: SLMRU analysis of CSO LFS

3.3. CSO reported vacancies

The number of vacancies reported through the Earnings, Hours and Employment Costs Survey (EHECS) fell from a peak of 18,000 in 2008 to just 5,000 at the end of 2009 (Figure 3.3). The numbers have increased steadily since, surpassing the level recorded in 2008 to reach 22,000 in the second quarter of 2018, although the number dipped to 16,300 by quarter 4 2018.

Figure 3.3: CSO vacancy numbers, quarter 1 2008 - quarter 4 2018

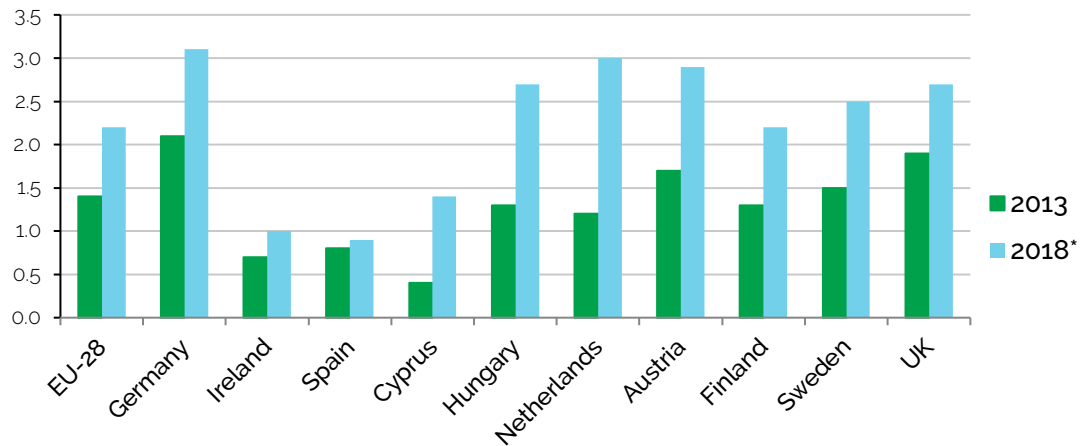


Source: CSO EHECS

EU vacancy rates

According to Eurostat data, Ireland has one of the lowest vacancy rates across Europe, although this may be a reflection on the varied methods of data collection across the EU. In 2018, Ireland's vacancy rate stood at 1.0% compared to a rate of 2.2% for the EU-28 countries overall (Figure 3.4). While all EU countries detailed in Figure 3.4 experienced an increase in their vacancy rate since 2013, the increase was smallest for Ireland and Spain.

Figure 3.4: Annualised vacancy rates across selected EU countries, 2013 and 2018*

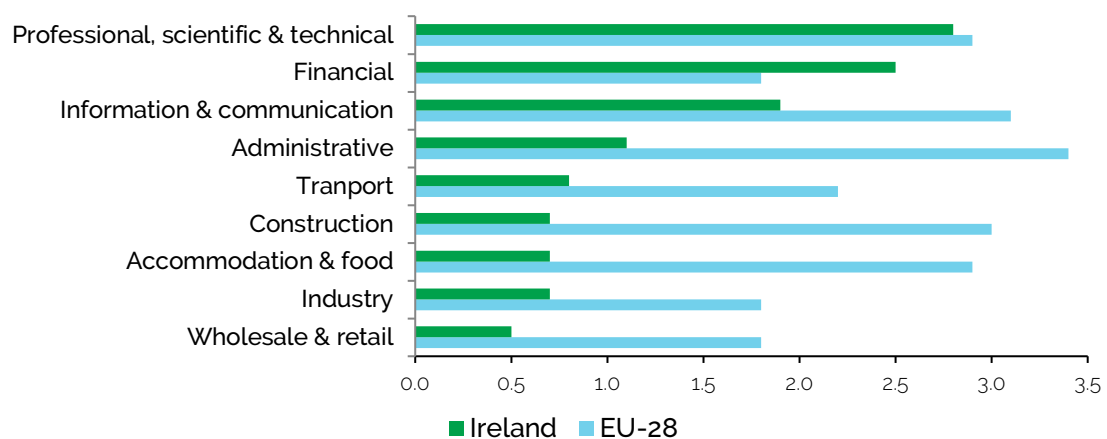


Source: Eurostat

*data is provisional for some countries

In terms of the vacancy rates by sector, the rates in the EU-28 countries overall were higher than in Ireland for a number of sectors, particularly in construction, administrative services and the accommodation and food services sectors (Figure 3.5). This is despite the fact that these sectors experienced strong employment growth in 2018. Financial activities was the only sector to have a higher rate than the EU-28 average.

Figure 3.5: Annualised vacancy rates in selected sectors in EU28 and Ireland, 2018*



Source: Eurostat

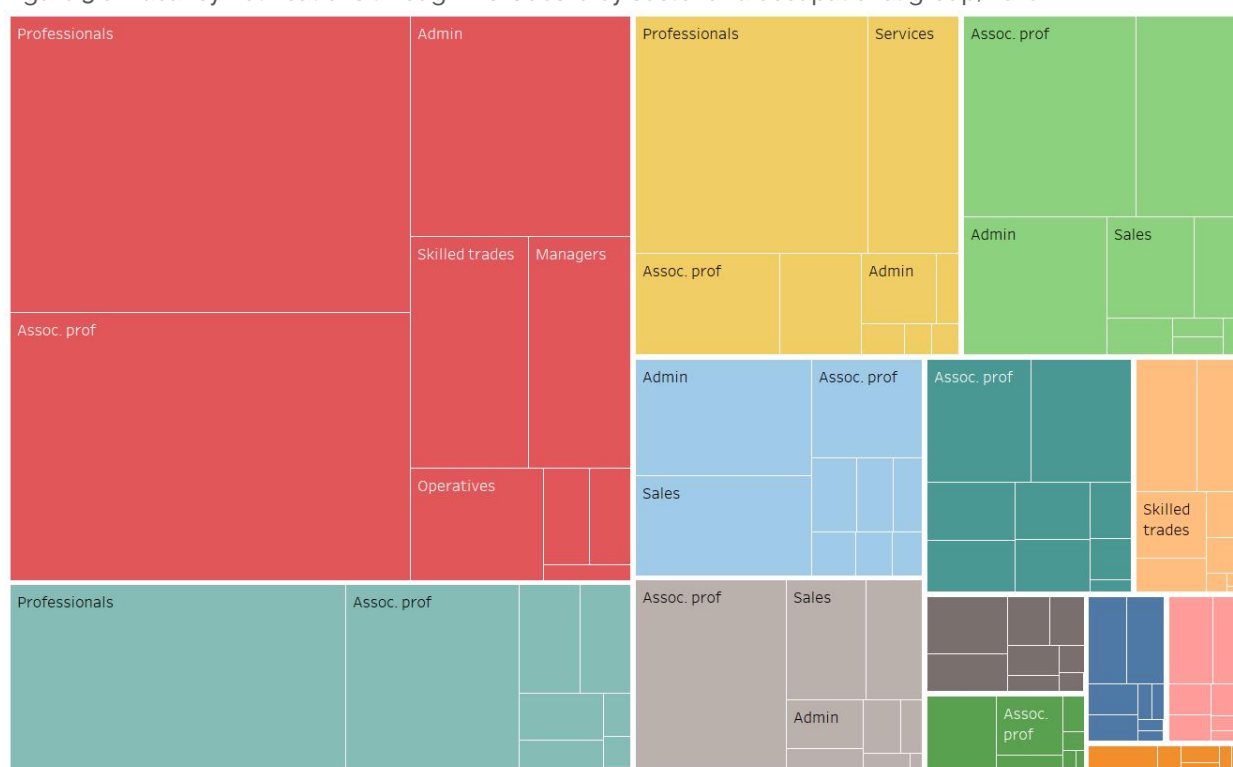
*data is provisional

3.4. Vacancy data

IrishJobs.ie

Professional, scientific and technical activities accounted for the highest share of vacancy notifications with IrishJobs.ie in 2018 followed by information and communications, financial activities, and health and social work sectors. As indicated in Figure 3.6, these notifications were primarily for professional and associate professional roles across these sectors.

Figure 3.6: Vacancy notifications through IrishJobs.ie by sector and occupational group, 2018



Source: IrishJobs.ie

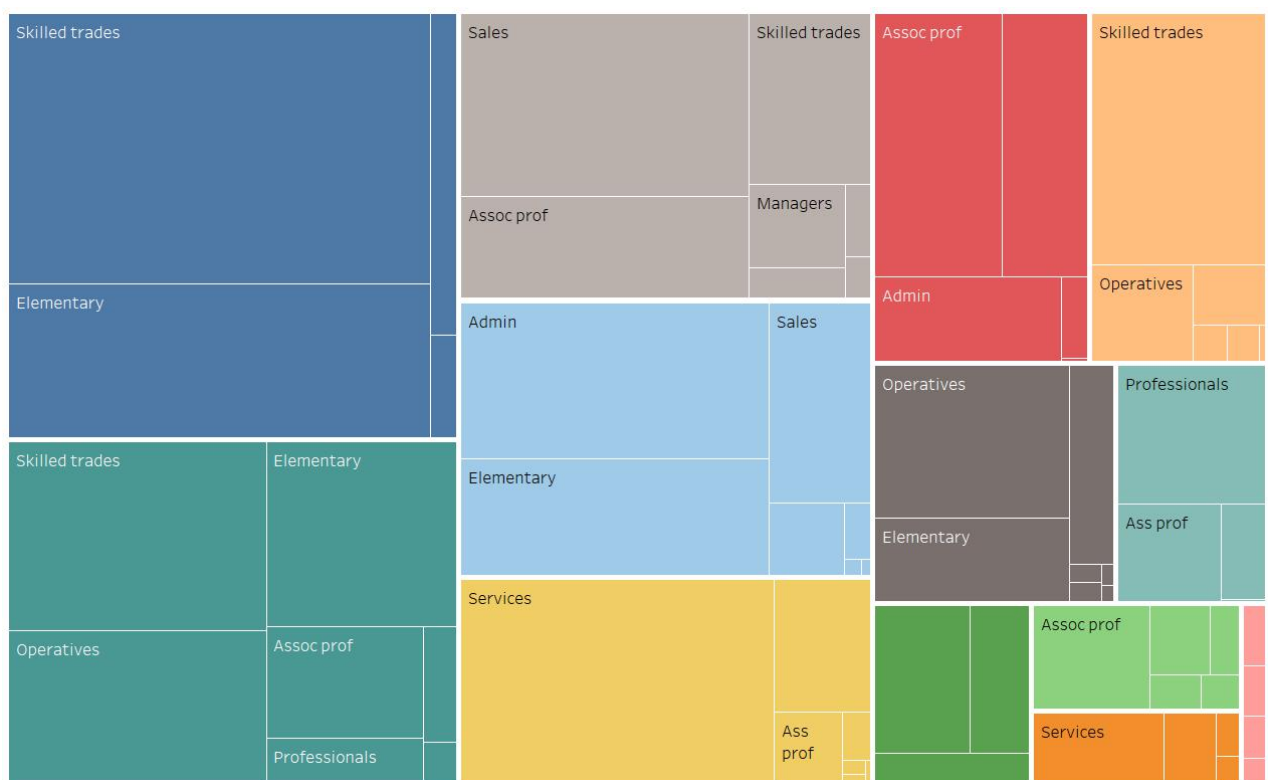
Sector

- Professional services
- Information & communications
- Health & welfare
- Administrative services
- Wholesale & retail
- Financial activities
- Industry
- Transport & storage
- Education
- Construction
- Accommodation & food
- Public sector
- Arts, ents, & other services

DEASP Jobs Ireland

In 2018, vacancy notifications through DEASP Jobs Ireland were primarily in accommodation and food, industry, administrative services and the wholesale and retail sector (Figure 3.7). Vacancies were most likely to be in occupations such as skilled trades (e.g. chefs, welders, construction trades, butchers), elementary (cleaning, catering, general operatives), personal services (e.g. care workers) and sales.

Figure 3.7: DEASP Jobs Ireland vacancy notifications by sector and occupational group, 2018



Source: DEASP Jobs Ireland

Sector

- Professional services
- Information & communications
- Health & welfare
- Administrative services
- Wholesale & retail
- Financial activities
- Industry
- Transport & storage
- Education
- Construction
- Accommodation & food
- Public sector
- Arts, ents, & other services

Vacancies with language requirements

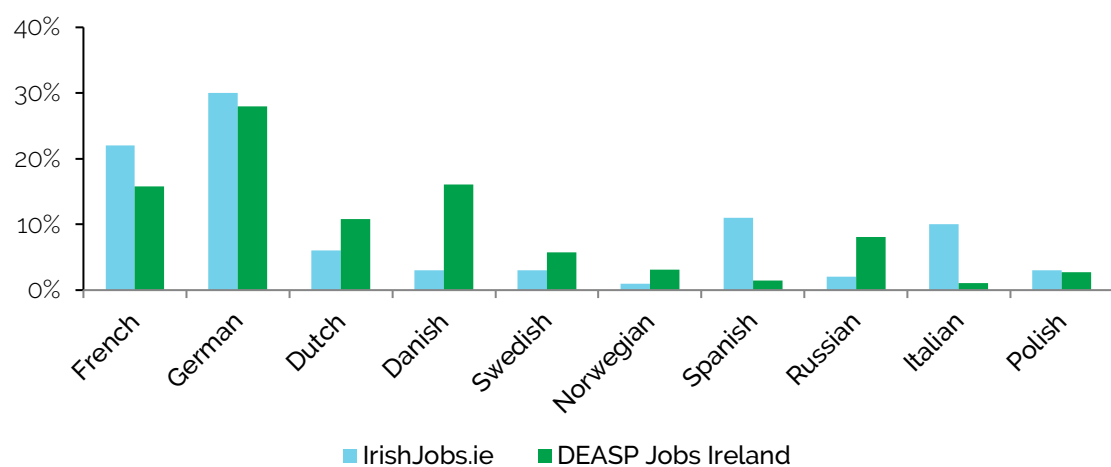
Vacancies with specific language requirements specified in the job title represented 3% of all DEASP Jobs Ireland notifications and 2% for IrishJobs.ie in 2018⁵. For both data sources, the highest number of vacancies with language specifications occurred in the administrative and support services sector (mainly call centre activities). Language skills were also required in financial activities (e.g. account managers, underwriters, claims officers) and in ICT (e.g. tech support) (Figure 3.8). German was the most frequently mentioned language requirement followed by French, Dutch, and the Nordic languages (Figure 3.9).

Figure 3.8: Language skills requirements in vacancies by selected sector, 2018



Source: DEASP Jobs Ireland/IrishJobs.ie

Figure 3.9: Top language skills requirements, 2018



Source: DEASP Jobs Ireland/IrishJobs.ie

⁵ Language skills requirements in the job description, but not in the job title, were not included in the analysis.

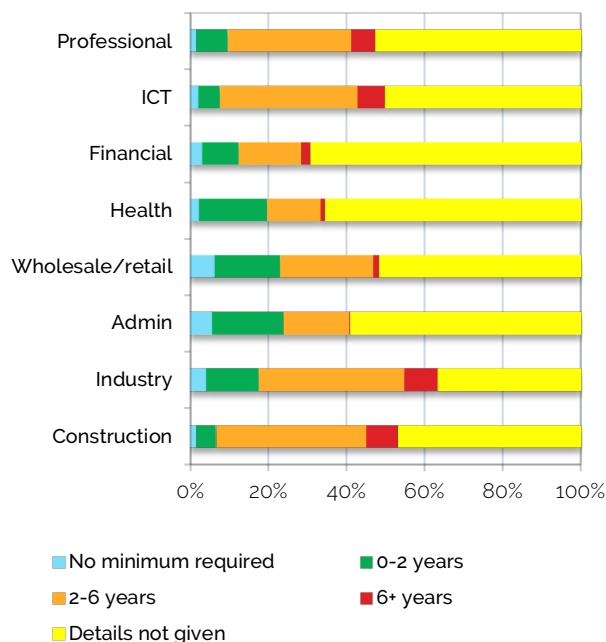
Level of experience required

As detailed in the Data Sources section, the level of experience and education provided in the vacancy data differs for each source and are therefore not directly comparable. Only sectors which had a large enough volume of vacancy notifications to allow for meaningful analysis were included in this section.

- **IrishJobs.ie:** Less than half (45%) of the vacancy notifications stated the level of experience required in 2018; of these, three fifths required 2-6 years' experience. Of the selected sectors in Figure 3.10, the wholesale and retail sector along with the administrative services and health sectors had the highest share of vacancy notifications which required either no minimum level of experience or 0-2 years. Experience of six or more years was most in demand in industry and the construction sector.

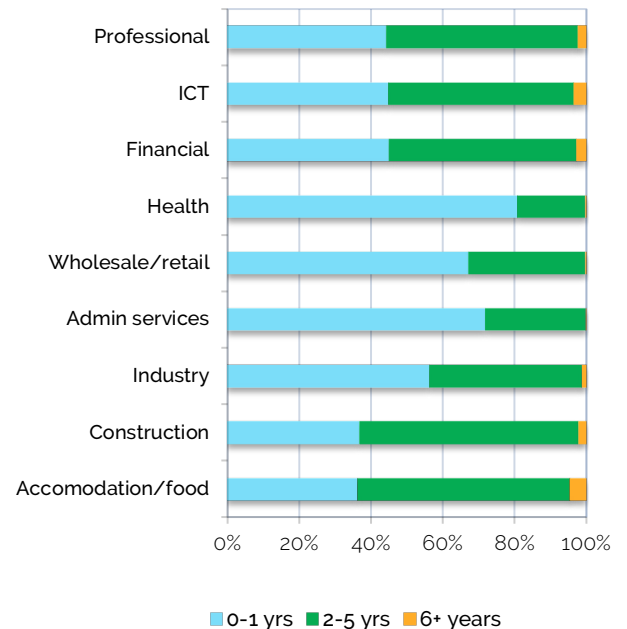
- **DEASP Jobs Ireland:** A minimum of a third of vacancies in the selected sectors in Figure 3.11 required experience of one year or less. This rose to over 80% for vacancies in the health sector. The construction and accommodation and food sector had the largest share of vacancies which required 2-5 years' experience, primarily related to vacancies for skilled trades and chefs.

Figure 3.10: IrishJobs.ie experience by sector, 2018



Source: IrishJobs.ie

Figure 3.11: DEASP experience by sector, 2018



Source: DEASP Jobs Ireland

Level of education required

- **IrishJobs.ie:** The level of education required was stated in 49% of the notifications in 2018. Where level of education was stated in the selected sectors, most required at least a third level qualification, excluding vacancies in the wholesale and retail and administrative services sectors where no minimum level of experience was required in 28% and 17% of vacancies respectively (Figure 3.12). The health sector had the highest share of vacancies where postgraduate/professional qualifications were sought.

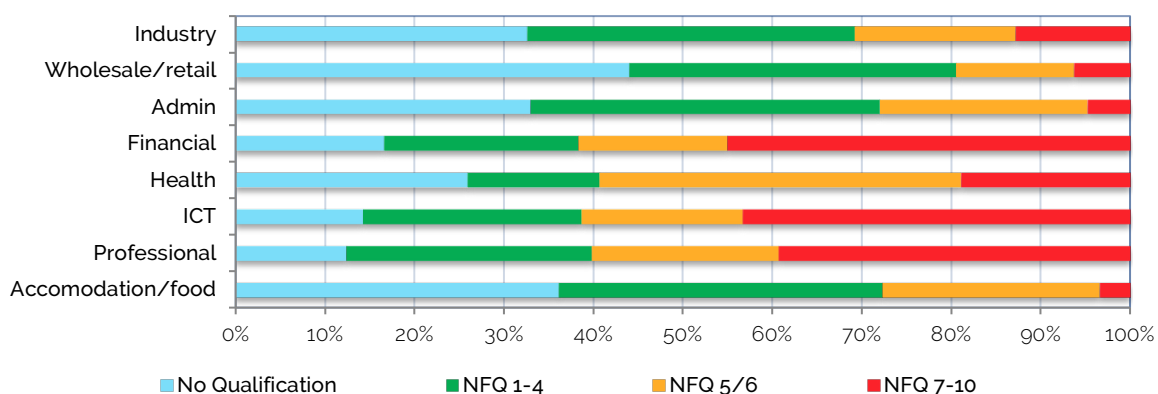
Figure 3.12: IrishJobs.ie vacancies by level of education and sector, 2018



Source: IrishJobs.ie

DEASP Jobs Ireland: The share of vacancies which required no specific qualifications was particularly high in industry, wholesale/retail, administrative services and the accommodation and food services sectors, where at least a third of vacancies required no qualification (Figure 3.13). The financial, ICT and professional activities sectors were the most likely to require a minimum of a level 7 qualification on the NFQ.

Figure 3.13: DEASP Jobs Ireland vacancies by level of education for top sectors, 2018



Source: DEASP Jobs Ireland

3.5. Recruitment Agency Survey of Difficult-to-fill Vacancies (DTF)

The Skills and Labour Market Research Unit (SLMRU) in SOLAS has conducted a recruitment agency survey every 6 months since January 2008, which is designed to gather the views of recruitment agencies in respect of the occupations for which vacancies, in their view, are proving difficult to fill. Of the over 120 recruitment agencies contacted in October 2018, 33 responded, all of which reported having vacancies which were proving difficult to fill. An insufficient number of skilled candidates was the overarching reason for the difficulty. The main findings were as follows:

- demand for these skills and wages have both risen when compared to the situation one year previously
- difficult-to-fill vacancies in industry accounted for a significant share of overall DTF vacancies at 46%, followed by vacancies in the information and communication sector at 36%
- in terms of occupations, over two thirds (68%) of all DTF mentions were for vacancies in professional posts; associate professional roles accounted for approximately 6%, and skilled trades for 7%
- experience was a key element of DTF vacancies, with 39% relating to posts requiring more than 5 years' experience; it was noted that due to the increased difficulty in sourcing candidates with 5 plus years' experience, many companies were willing to take on people with 3 plus years' experience.

3.6. Job announcements

This report analyses approximately 18,000 jobs announced in the media in 2018 for positions to be created in the Irish labour market in the short to medium term. The majority of job announcements were for roles in IT, industry, retail and financial activities.

3.7. Employment permits

The number of new employment permits issued has been increasing steadily in recent years, with a 20% increase in the year since 2017. New permits issued for professional occupations accounted for the majority in each year since 2014, while there was a significant increase in permits issued for operatives in 2018, with meat processing operatives accounting for the majority of these permits⁶ (Figure 3.14).

In terms of sectors (Figure 3.15),

- the IT and health sectors accounted for the largest numbers of new permits in the period examined
- the number of permits issued for those employed in the agriculture, forestry and fishing sector saw an almost threefold increase since 2017 primarily related to an increase in new permits for meat processing operatives.

Figure 3.14 New employment permits by broad occupation, 2014-2018

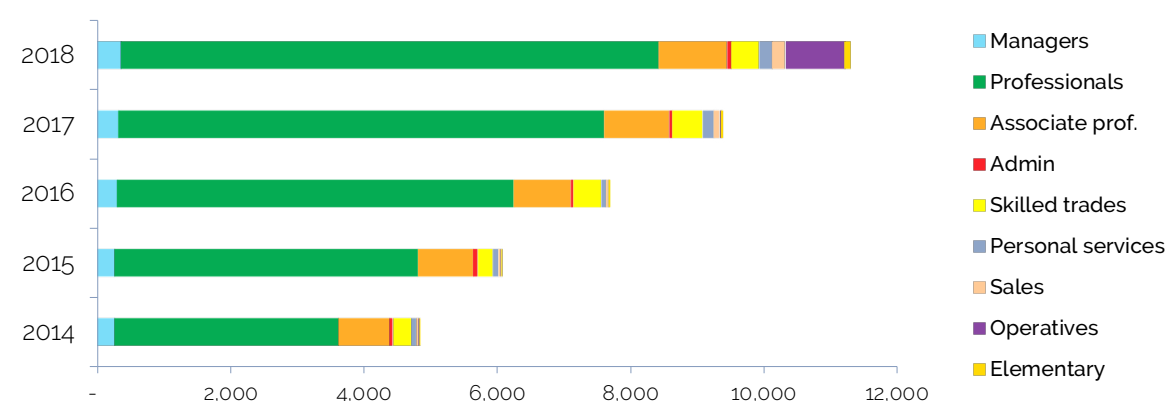
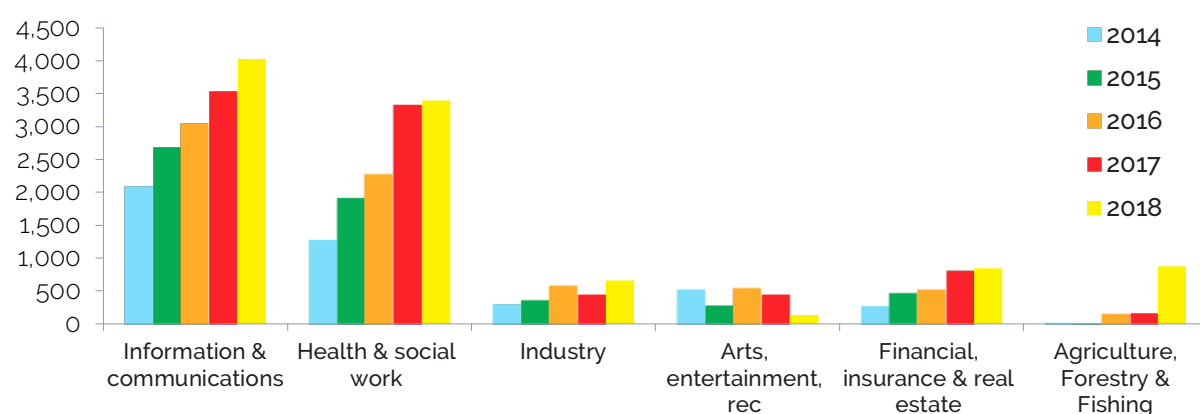


Figure 3.15: New employment permits for selected sectors*, 2014-2018



*in 2018, these five sectors account for 80% of all new permits issued

Source: DBEI

⁶ New regulations came into existence in May 2018 which allowed employers and prospective employees to apply for a General Employment Permit for horticulture workers, meat processing operatives and dairy farm assistants.

4 Industry

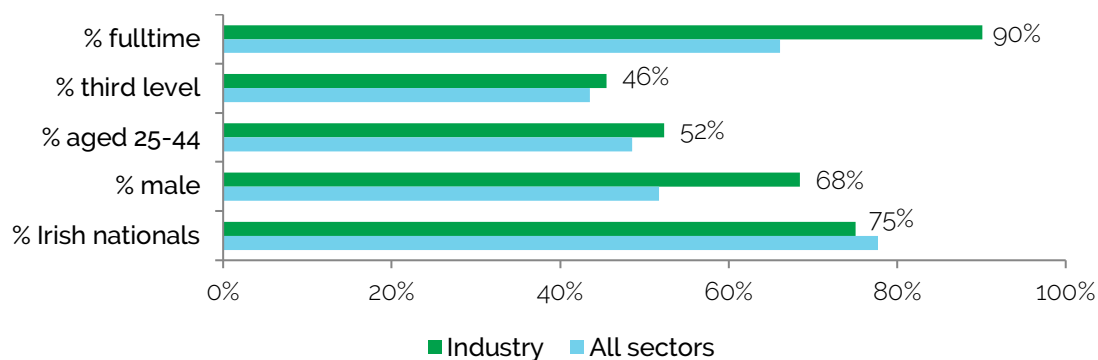
	Sector		State
	Total	%	
Employment 2018 (Annual average)	279,900	12% share	2,257,600
1 year growth (Annual average: 2017-2018)	-3,400	-1.2%	2.9%
5 year growth (Annual average: 2013-2018)	32,200	2.5%	3.1%
CSO Job Vacancy Rate Q4 2018		0.7%	0.9%
Q4 2013		0.5%	0.7%
Recent job hires 2018	46,200	10%	
Employment permits 2018		6%	
Recruitment Agency Survey –DTF (October 2018)		30%	
IrishJobs.ie vacancies 2018		5%	
DEASP Jobs Ireland vacancies 2018		16%	

Employment change: This sector accounted for 12% of all employment in Ireland in 2018. The five-year growth of 2.5% was below the national average (3.1%) and this sector experienced a decline in employment in the period between 2017 and 2018. Operatives and professional roles combined accounted for 43% of employment in this sector in 2018; the five-year growth was driven primarily by growth in employment in these occupations.

Vacancy rate: The CSO vacancy rate in quarter 4 2018 was below the overall rate for the economy in both of the periods examined (quarter 4 in 2013 and 2018), although a 0.2 percentage point increase occurred over this time period.

Recent job hires: Although this sector experienced a decline in the numbers employed in the year since 2017, there were over 46,000 recent job hires recorded, indicating a high level of churn in this sector. Operative roles accounted for a third of the new hires. The majority (90%) of recent hires were for full-time positions, with males accounting for 68% of new hires (Figure 4.1). Less than half (46%) of hires were for those who held third level qualifications and there was a lower share of Irish nationals hired in 2018 than the share nationally (75% compared to 78%).

Figure 4.1 Recent job hires, 2018



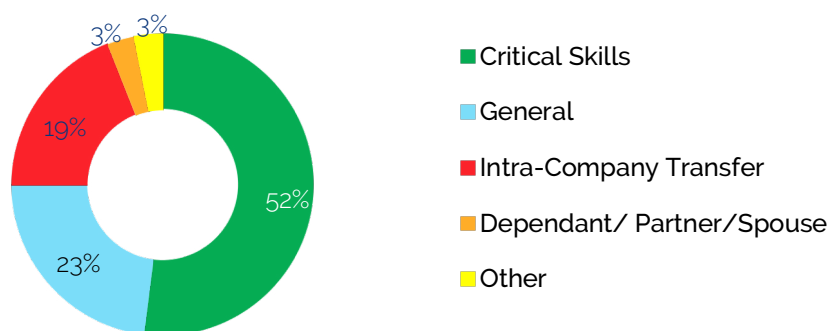
Source: SLMRU analysis of CSO LFS data

Employment permits: This sector accounted for 6% of all new employment permits issued in 2018, a slight increase from a 5% share in 2017; over half of all new permits issued were for critical skills (Figure 4.2). Almost two thirds of new permits related to professional occupations including:

- engineers (automation, process, electrical, mechanical, product development, validation, software); quality assurance and regulatory professionals
- IT business analysts, architects.

Permits were also issued for meat processing operatives. In terms of salaries, 21% of permits were issued for posts with a salary of €70,000 or above; a further 40% for salaries less than €40,000.

Figure 4.2 Employment permits in industry, 2018



Source: DBEI

DEASP Jobs Ireland: This sector accounted for 16% of all notified vacancies through Jobs Ireland in 2018. Over a third of all vacancies had no qualifications or experience requirements.

Professionals (5% of vacancies)	<ul style="list-style-type: none"> Engineers (including project, quality, and design)
Associate professionals (10% of vacancies)	<ul style="list-style-type: none"> Technicians (field service, manufacturing), buyers
Skilled trades (31% of vacancies)	<ul style="list-style-type: none"> Welders (MIG/TIG), fitters (mechanical, maintenance), CNC programmers/ operators, fabricators (steel, sheet metal), service engineers, toolmakers, installers (security systems, furniture, insulation) Cabinet makers, printers, sign makers, bakers
Operatives (25% of vacancies)	<ul style="list-style-type: none"> Meat processing operatives Machine operatives Truck (rigid/artic) and forklift drivers
Elementary (22% of vacancies)	<ul style="list-style-type: none"> General operatives in food processing industry

IrishJobs.ie: This sector accounted for 5% of all vacancies notified through IrishJobs.ie in 2018; professional (e.g. engineers) and associate professional roles (e.g. technicians) combined accounted for over a half of all industry-related vacancies. The number of vacancies notified for this sector has been growing in recent years, most notably since 2017 with an increase of 31%.

Managers (9% of vacancies)	<ul style="list-style-type: none"> Operations and production managers
Professionals (26% of vacancies)	<ul style="list-style-type: none"> Mainly quality engineers, but also process/product, manufacturing project engineers Regulatory affairs specialists, technologists
Associate professionals (27% of vacancies)	<ul style="list-style-type: none"> Technicians (process, manufacturing, quality, laboratory) Planners (production/supply chain), buyers, supply chain analysts
Skilled trades (10% of vacancies)	<ul style="list-style-type: none"> Maintenance technicians
Operatives (11% of vacancies)	<ul style="list-style-type: none"> Production and manufacturing operatives, quality control supervisors
Other (17% of vacancies)	<ul style="list-style-type: none"> Production supervisors, supply chain administration, general and warehouse operatives

DTF: 30% of all difficult-to-fill vacancies in October 2018 were for this sector, primarily for professional roles:

- engineers (quality, process, validation, automation, manufacturing, chemical, Dev-Ops, safety, design)
- supply chain (managers, administrators and analysts), software developers
- other: welders (TIG/MIG and Arc), accounts clerks, customer services/technical support (with languages), general operatives in high tech manufacturing, deboners.

Job announcements: This sector accounted for a large volume of posts announced in the media in 2018, with the majority of announcements relating to pharmaceutical manufacturing, and to a lesser degree, to the manufacture of steel, electronics, pharma equipment, food and chemicals. The positions announced spanned a range of occupations including

- scientists/chemists, quality assurance/ regulatory control/R&D, manufacturing
- engineers (including mechanical, electrical, systems, quality), lab technicians
- roles in finance, HR, management, IT (including data analysts and software designers), supply chain and sales and marketing, purchasing, customer support, operatives.

Conclusions: Despite below average employment growth in recent years, job opportunities are still arising in this sector. These relate particularly to professional and operative roles, which are reflected in the vacancy analysis with notifications for roles for various engineers alongside operatives (meat processing and production). It should be noted, however, that a high level of job churn, particularly for operative roles, is a contributing factor to the high share of vacancy notifications. The employment permit and difficult-to-fill vacancy data highlight the continued difficulty employers are facing in filling vacancies in certain niche high skilled roles along with those that are less attractive to jobseekers (e.g. meat processing).

5 Wholesale and retail trade

	Sector		State
	Total	%	
Employment 2018 (Annual average)	301,500	13%	2,257,600
1 year growth (Annual average: 2017-2018)	-1,200	-0.4%	2.9%
5 year growth (Annual average: 2013-2018)	19,400	1.3%	3.1%
CSO Job Vacancy Rate Q4 2018		0.4%	0.9%
Q4 2013		0.5%	0.7%
Recent job hires 2018	67,000	15%	
Employment permits 2018		0.6%	
Recruitment Agency Survey –DTF (October 2018)		3%	
IrishJobs.ie vacancies 2018		6%	
DEASP Jobs Ireland vacancies 2018		11%	

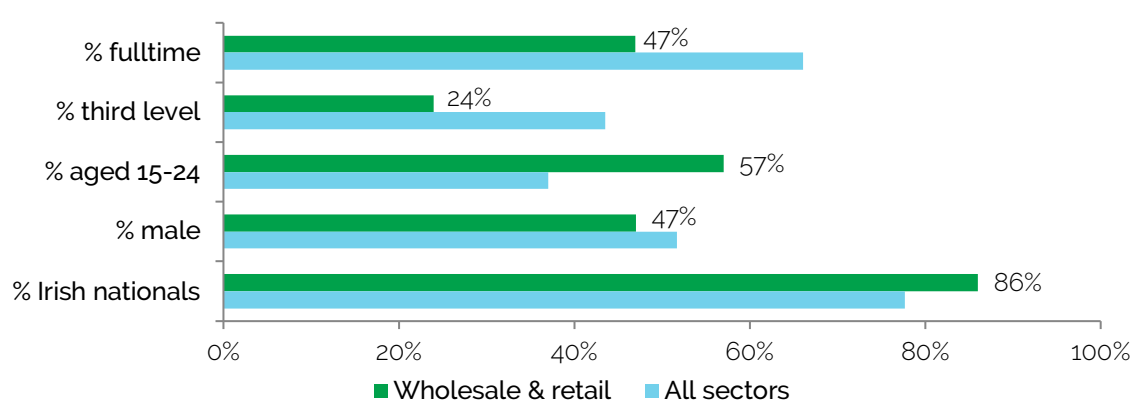
Employment change: This sector accounted for 13% of all employment in Ireland in 2018. The five-year growth of 1.3% was below the national average (3.1%) and this sector experienced a decline in employment in the period between 2017 and 2018. Almost a half of all those employed in this sector were in sales roles in 2018, with these roles accounting for most of the employment growth over the previous five years.

Vacancy rate: The vacancy rate for this sector was below the rate nationally over both time periods examined.

Recent job hires: Despite a decline in employment over the previous year, 67,000 new hires occurred in 2018 indicating a high level of job churn. Of these,

- most new hires were for part-time posts (53%)
- less than a quarter of those recently hired held a third level qualification (24% compared to 43% for total new hires)
- over half (57%) of those recently hired were aged 15-24 years
- 47% were male
- most were Irish nationals (86%).

Figure 5.1 Recent job hires, 2018



Source: SLMRU analysis of CSO LFS data

Employment permits: Less than 1% of all new permits were issued for this sector in 2018 (e.g. business sales executives, contact centre agents).

DEASP Jobs Ireland: This sector accounted for 11% of all vacancies notified to DEASP Jobs Ireland in 2018, with vacancies occurring nationwide. Overall the vacancies in this sector required relatively little job experience (67% required 0-1 years' experience) with over 40% of vacancies not requiring any level of qualification.

Sales & customer service (45% of vacancies)	<ul style="list-style-type: none"> • Sales assistants (retail, counter, deli) • Deli managers, retail supervisors
Associate professionals (25% of vacancies)	<ul style="list-style-type: none"> • Sales representatives (including field and inside sales), sales executives
Skilled trades (31% of vacancies)	<ul style="list-style-type: none"> • Mechanics (HGV, motor, diesel), spray painters/panel beaters • Butchers (retail and food processing), deboners/trimmers
Other (11% of vacancies)	<ul style="list-style-type: none"> • Store managers • Tyre fitters, autoglazing technicians, car valets

IrishJobs.ie: The wholesale & retail trade sector accounted for 6% of all vacancies notified through IrishJobs.ie in 2018, the same share as the previous year.

Managers (12% of vacancies)	<ul style="list-style-type: none"> Retail/store managers, procurement/supply chain managers
Associate professionals (53% of vacancies)	<ul style="list-style-type: none"> Sales representatives/executives (including field sales, inside sales) Business development managers, account managers Supply chain specialists, buyers Employment advisors
Administrative (7% of vacancies)	<ul style="list-style-type: none"> Sales/purchasing administrators
Sales & customer service (17% of vacancies)	<ul style="list-style-type: none"> Retail sales assistants Merchandisers, telesales agents

DTF: Approximately 3% of all difficult-to-fill vacancy mentions in October 2018 were for this sector, limited to marketing, customer service/sales executives, telesales agents, supply chain administration and accounts clerks.

Job announcements: This sector accounted for the third highest share of job announcements in 2018 after IT and industry; job announcements were nationwide, primarily for sales assistants and those involved in food preparation, along with sales, customer support and marketing roles.

Conclusions: This sector features strongly in the vacancy data, with job openings primarily for retail sales assistants and sales representatives; no minimum qualifications or experience were required for a large share of these advertised positions. A high incidence of turnover is evidenced in this sector by the lack of employment growth despite the high number of recent job hires. Over half of the new hires in 2018 were for part-time posts with the majority of persons under the age of 25 years. While job opportunities exist, in areas such as supply chain administration, account managers, mechanics etc., difficulties in recruiting relate primarily to higher skilled roles in sales and marketing.

6 Construction

	Sector		State
	Total	%	
Employment 2018 (Annual average)	143,400	6%	2,257,600
1 year growth (Annual average: 2017-2018)	14,700	11.4%	2.9%
5 year growth (Annual average: 2013-2018)	57,500	10.8%	3.1%
CSO Job Vacancy Rate Q4 2018		0.3%	0.9%
Q4 2013		0.3%	0.7%
Recent job hires 2018	33,200	7%	
Employment permits 2018		0.6%	
Recruitment Agency Survey –DTF (October 2018)		11%	
IrishJobs.ie vacancies 2018		3%	
DEASP Jobs Ireland vacancies 2018		6%	

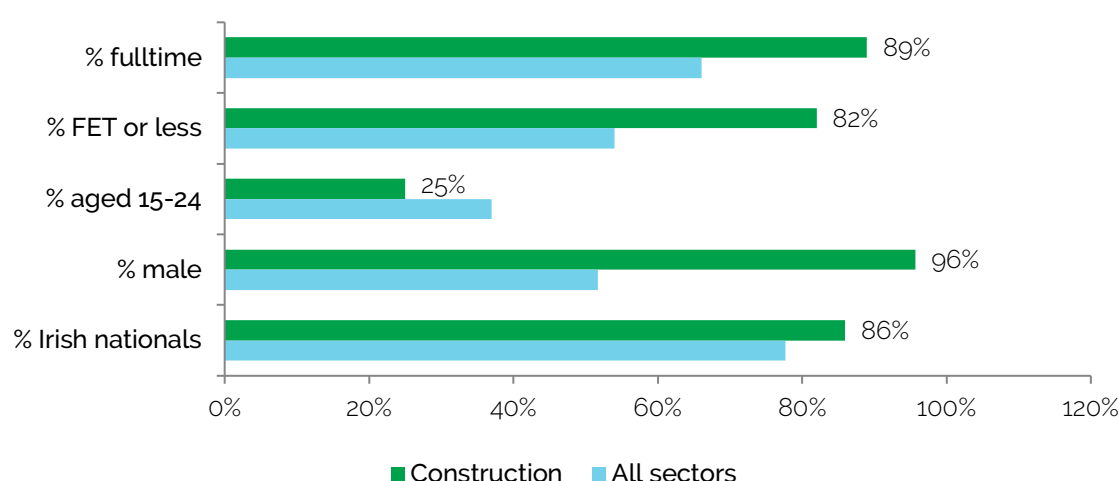
Employment change: This sector accounted for 6% of all employment in Ireland in 2018. The five-year growth of 10.8% was over triple that of the national average (3.1%) and this sector experienced a significant growth in employment in the period between 2017 and 2018. Over half of those employed in this sector in 2018 were in skilled trades, which accounted for the largest share of the growth over the previous five years, with an additional 37,000 persons employed.

Vacancy rate: The vacancy rate (as measured by the CSO) was below the national average for both of the time periods examined. Indeed, the vacancy rate for the construction sector was far below that of the EU-28 average (as detailed in Figure 3.5) despite strong employment growth.

Recent job hires: There were over 33,000 new hires in 2018 in the construction sector; three quarters of these were for skilled trades or elementary occupations. Of those recently hired (Figure 6.1):

- 89% were for full-time roles
- in terms of education attainment, the majority (82%) of new hires had attained at most a further education/training qualification
- new hires tended to be older than the national average with 25% aged 15-24 compared to 37% nationally
- almost all new hires in 2018 were male (96%)
- the majority were Irish (86% compared to 78% nationally).

Figure 6.1 Recent job hires, 2018



Source: SLMRU analysis of CSO LFS data

Employment permits: Less than 1% of new permits were issued for this sector, with skilled trades occupations remaining on the list of ineligible occupations in 2018; however, recent changes to the employment permit system has resulted in a number of construction-related occupations being removed from the ineligible list, while others have been moved to the Critical Skills list⁷. Employment permits did occur for a small number of professional occupations such as quantity surveyors, project managers and engineers (site, civil, electrical and mechanical).

⁷ <https://dbei.gov.ie/en/News-And-Events/Department-News/2019/April/03042019a.html>

DEASP Jobs Ireland: This sector accounted for 6% of notified vacancies in 2018. Recruitment agencies continue to have a significant presence for vacancies in this sector; therefore, it is difficult to gauge the exact level of demand. (Indeed, a New Zealand recruitment agency featured strongly in the data, although the analysis below only relates to vacancies based in Ireland.) A third of vacancies advertised required 0-1 years' experience while over a quarter (27%) required a Level 6 or higher qualification (equivalent to a National Craft Certificate).

Skilled trades (72% of all vacancies)	<ul style="list-style-type: none"> Electricians (40% were vacancies for apprentices) Carpenters (including shuttering carpenters and kitchen fitters) Plumbers Other trades: bricklayers/stone masons, painters/decorators, roofers/tilers, steel fabricators/fixers/erectors, plasterers Building supervisors, foremen
Operatives (16% of all vacancies)	<ul style="list-style-type: none"> Scaffolders (basic/advanced), pavers, maintenance workers Drivers: excavator, digger/dumper
Elementary (7% of all vacancies)	<ul style="list-style-type: none"> General operatives/groundworkers primarily on construction sites (requiring safe pass cards)

IrishJobs.ie: The construction sector accounted for 3% of total vacancy notifications through IrishJobs.ie in 2018; at least 10% of vacancies were for roles overseas. Roles included:

- quantity surveyors, site engineers/managers/supervisors
- CAD technicians, BIM roles (engineer, technician, lead, co-ordinator)
- electricians, electrical/mechanical project engineers and managers, electrical supervisors (many roles overseas)
- estimators, document controllers.

DTF: This sector experienced an increase in the volume of difficult-to-fill vacancy mentions in 2018, up from a 7% share in the previous year to 11%; they were primarily for professionals with experience and skilled trades roles, in areas including:

- quantity surveyors
- engineers (structural, site, civil, building services, electrical), construction project managers
- steel erectors/fixers, shuttering carpenters, pipe layers, curtain wallers
- drivers (site dumper, 360 excavator, crane), scaffolders.

Job announcements: Construction jobs announced in the media in 2018 were limited, and related to temporary positions due to the construction or expansion of buildings in the pharmaceutical and information and communication sectors. The positions announced were not specified, but are likely to require mainly construction professionals (civil engineers, design engineers, architects and surveyors), skilled tradespersons (e.g. electricians, steel erectors) and elementary construction workers.

Conclusions: Employment growth continues to be strong for this sector, with an additional 60,000 persons employed in the previous five years. The majority of the growth relates to those employed in skilled trades; this is also reflected in the vacancy data, along with the recent job hires where three quarters of recent hires related to skilled trades occupations. In terms of vacancies, most mentions were for electricians, carpenters and plumbers. While demand for high skilled professional roles was evident, it was of a smaller volume.

7 Accommodation and food services

	Sector		State
	Total	%	
Employment 2018 (Annual average)	175,700	8%	2,257,600
1 year growth (Annual average: 2017-2018)	12,100	7.4%	2.9%
5 year growth (Annual average: 2013-2018)	38,400	5.0%	3.1%
CSO Job Vacancy Rate Q4 2018		0.7%	0.9%
Q4 2013		0.3%	0.7%
Recent job hires 2018	63,900	14%	
Employment permits 2018		3.3%	
Recruitment Agency Survey –DTF (October 2018)		2%	
IrishJobs.ie vacancies 2018		1%	
DEASP Jobs Ireland vacancies 2018		18%	

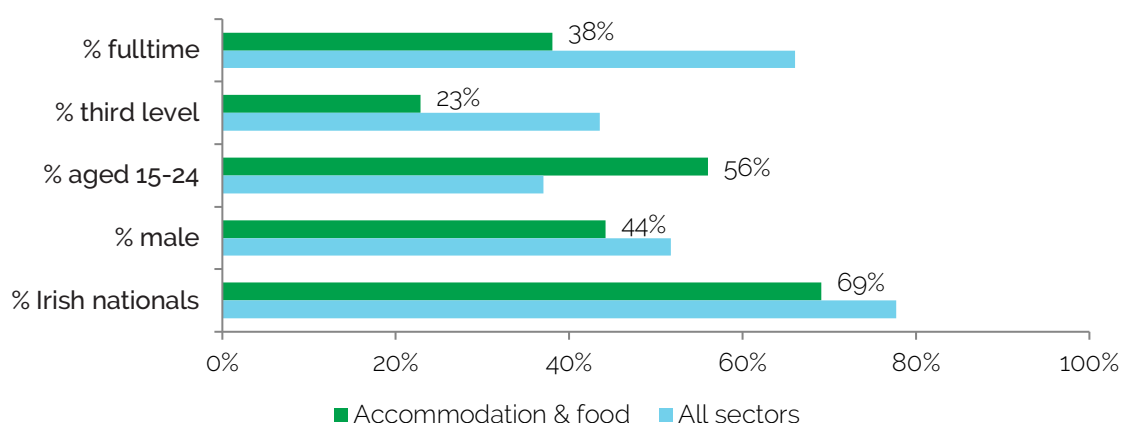
Employment change: This sector accounted for 8% of all employment in Ireland in 2018. The five-year growth of 5% was higher than the national average (3.1%) and this sector experienced a significant growth in employment in the period between 2017 and 2018. Over half of those employed in this sector worked in elementary occupations in 2018 with a further 20% in skilled trades (e.g. chefs); these two occupational groups accounted for the largest share of the employment growth over the previous year and five-year periods.

Vacancy rate: The vacancy rate for this sector was below the rate nationally over both time periods examined.

Recent job hires: The number of new hires in 2018 was five times the increase in employment suggesting a high rate of job churn in this sector. Most (73%) of the recent hires were for elementary roles. Of those recently hired (Figure 7.1),

- only 38% were for full-time roles (compared to 66% nationally)
- less than a quarter (23%) of those recently hired held a third level qualification
- along with the wholesale and retail trade sector, this sector had the youngest profile of new hires, with 56% aged 15-24
- 44% were male
- 69% were Irish (compared to 78% nationally).

Figure 7.1 Recent job hires, 2018



Source: SLMRU analysis of CSO LFS data

Employment permits: This sector accounted for 3% of all new permits issued in 2018, most of which were general permits and were primarily related to ethnic chefs; 96% of new permits issued for this sector were for positions with salaries of less than €40,000. The Employment Permits (Amendment) Regulation 2018, effective from the end of March 2018, removed certain chef grades from the Ineligible Categories of Employment List and resulted in an increase in the number of new permits issued for chefs in 2018, by 39% from the previous year.

DEASP Jobs Ireland: This sector accounted for 18% of notified vacancies in 2018. The vacancies were spread across the country; at 30%, Dublin accounted for the highest share of all vacancies; Cork, Kerry, Donegal and Galway also featured. A fifth of vacancies required at least 5 years' experience, with over a third indicating that 0-1 years' experience was required. Over a third of all

vacancies (36%) in this sector did not require any specific qualification level, with 20% requiring a Level 6 qualification or higher.

Chefs & cooks (60% of vacancies)	<ul style="list-style-type: none"> Chef de Partie were the most frequently mentioned type of chef, followed by sous, head chef and commis chefs; there were also vacancies for general cooks and breakfast/pizza/pastry chefs; also ethnic chefs, mainly for Indian and Chinese cuisine
Elementary (34% of vacancies)	<ul style="list-style-type: none"> Kitchen and catering assistants and porters, but also baristas Waiters/waitresses, bar staff Night porters
Managers (4% of vacancies)	<ul style="list-style-type: none"> Hotel and restaurant managers

IrishJobs.ie: This sector accounted for 1% of all IrishJobs.ie vacancies in 2018 in roles including chefs, catering assistants and managers, kitchen porters, baristas and deli assistants.

DTF: 2% of all difficult-to-fill vacancies reported in October 2018 were for this sector in areas including:

- chefs
- management (e.g. hotel, restaurant, facilities, leisure, bar)
- sales executives, receptionists.

Job announcements: There were comparatively few job announcements in the media for positions in accommodation and food services in 2018 (2%); the jobs announced were chiefly for hotel staff and catering assistants.

Conclusions: Employment in the accommodation and food services sector has been growing strongly in recent years, primarily related to elementary occupations (such as waiters, catering assistants etc.) and chefs. While employment grew by 12,000 in the most recent year since 2017, recent job hires reached over 66,000, indicating that there is a high level of turnover in this sector. Most recent hires were in elementary occupations, working part-time; they held lower levels of education than the national average and tended to be young (primarily under 25 years). The turnover in this sector is the main factor leading to a high share of vacancy notifications. While demand for roles in the accommodation and food services sector is evident, including chefs, the volume of demand is not as high as would be indicated from the vacancy analysis alone.

8 Information and communications

	Sector		State
	Total	%	
Employment 2018 (Annual average)	117,600	5%	2,257,600
1 year growth (Annual average: 2017-2018)	2,200	1.9%	2.9%
5 year growth (Annual average: 2013-2018)	21,900	4.2%	3.1%
CSO Job Vacancy Rate Q4 2018		1.7%	0.9%
Q4 2013		1.8%	0.7%
Recent job hires 2018	27,400	6%	
Employment permits 2018		35.7%	
Recruitment Agency Survey –DTF (October 2018)		38%	
IrishJobs.ie vacancies 2018		13%	
DEASP Jobs Ireland vacancies 2018		4%	

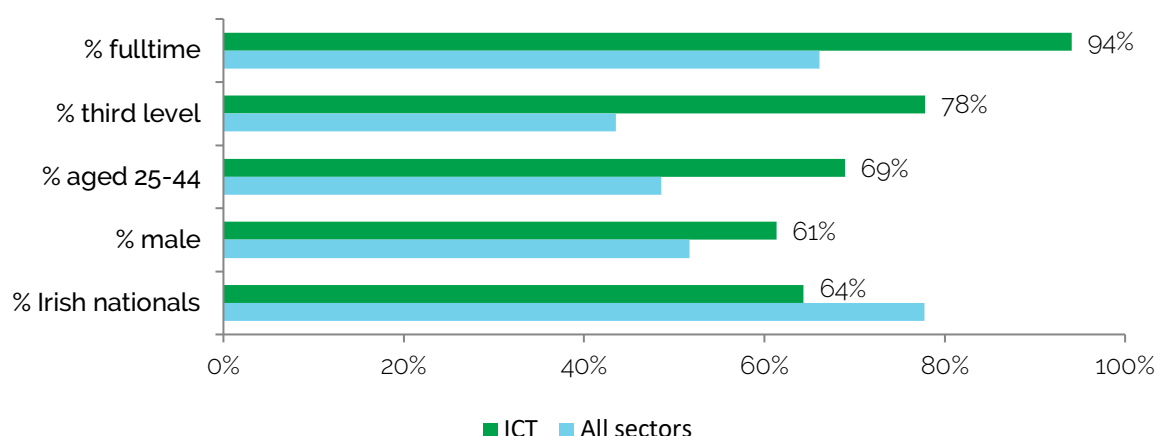
Employment change: This sector accounted for 5% of all employment in Ireland in 2018. The five-year growth of 4.2% was higher than the national average (3.1%), although the one year growth since 2017 was below the national average with just an additional 2,200 persons employed. Most employed in this sector were in high skilled roles (80% were employed as managers, professionals or associate professional roles) with employment gains in the previous five years primarily driven by growth in professional and associate professional employment.

Vacancy rate: This sector had a higher vacancy rate than the average for the State in both time periods examined; indeed the rate for this sector has been consistently higher than the overall rate in the intervening years since 2013.

Recent job hires: This sector accounted for 6% of recent job hires in 2018; in this year, the number of job hires was far higher than the employment growth indicating that job churn may be a significant factor in the number of vacancies advertised for this sector. The majority of recent hires (76%) were for professional and associate professional roles. Of the recent hires (Figure 8.1),

- 94% were for those in full-time roles
- 78% of those recently hired held third level qualifications (compared to 43% nationally)
- most (69%) were aged 25-44 years
- males accounted for almost two thirds of all new hires (61%)
- this sector had the lowest share of recent hires who were Irish, at 64%.

Figure 8.1 Recent job hires, 2018



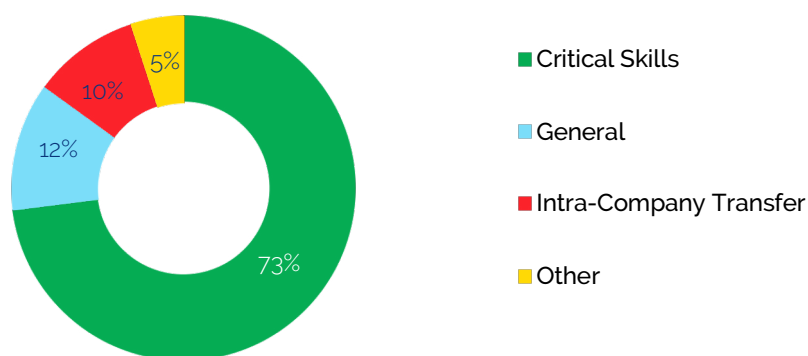
Source: SLMRU analysis of CSO LFS data

Employment permits: At 36%, this sector accounted for the highest share of new employment permits in 2018; the number of permits issued has been increasing steadily in recent years, with a 14% increase in the year since 2017. Of those issued in 2018,

- 73% were for critical skills permits, a further 12% were general permits and 10% for intra-company transfers (Figure 8.2) in the following occupations
 - professional occupations (e.g. software engineers/developers, data analysts/scientists, analysts (including IT, business, systems), security/test/network engineers, consultants in SAP, Oracle, CRM), IT architects
 - associate professional roles (e.g. a number of sales roles such as account managers/strategists and marketing specialists, many with language skills required such as Arabic, Russian and Turkish)

- 85% of permits were issued for employment in the Dublin area with a further 7% issued for Cork
- over a half of new employment permit holders held a third level degree with a further third being holders of postgraduate qualifications
- over a third were for positions earning between €30,000 and €49,999 with a further 39% earning €60,000 or above
- 45% of new permit holders originated from India, with a further 33% from a combination of USA, Brazil, Egypt, Turkey, Russia and China.

Figure 8.2: Employment permits by type, 2018



Source: DBEI

DEASP Jobs Ireland: This sector accounted for 4% of all vacancies advertised through the DEASP Jobs Ireland website in 2018. Of these, Dublin accounted for 45% of the vacancies in this sector in Ireland. Over a half (53%) required a minimum of a Level 6 qualification, the second highest share requiring post leaving cert qualifications after the education sector. However, experience was not a key factor, with 45% requiring a maximum of 0-1 years' experience.

Professionals (59% of vacancies)	<ul style="list-style-type: none"> • Software developers/engineers • Network planners/engineers
Associate professionals (29% of vacancies)	<ul style="list-style-type: none"> • Technical support (with languages) • Systems administrators
Skilled trades (12% of vacancies)	<ul style="list-style-type: none"> • Field service engineers

IrishJobs.ie: The information & communications sector accounted for 13% of all notified vacancies through IrishJobs.ie in 2018. Over half of the vacancies advertised were for professional roles. The volume of vacancies notified for this sector remained unchanged when compared with 2017. Of those vacancies which stated a level of education, 70% required at least a third level degree.

Professionals (54% of vacancies)	<ul style="list-style-type: none"> • Software developers/engineers (primarily with skills in java but also .Net, Front End, DevOps, Oracle PL/SQL) • Analysts – operations, IT business, solutions, test, technology, security • Systems/security engineers, automation engineers (QA, test, validation) • Architects – solutions, systems, technical • Business analysts (with SAP) • Project managers (e.g. with agile, scrum masters), delivery managers
Associate professionals (28% of vacancies)	<ul style="list-style-type: none"> • Administrators – systems, database, network • Support engineers/specialists, helpdesk support • Data analysts; business systems analysts • Product managers • Designers (UX/UI) • Various sales and marketing roles
Other (8% of vacancies)	<ul style="list-style-type: none"> • QA engineers (automation and testing) • Various managerial roles

DTF: 38% of all difficult-to-fill vacancies in October 2018 were for this sector, with professional roles in software development accounting for the majority. In summary:

- software developers: database (with Oracle/SQL), web, Python, UX/UI, cloud, mobile (iOS/Android); with skills in Java, JavaScript, Scala, AngularJS, C++, and .Net, PHP, Ruby on Rails the most frequently mentioned
- engineers: network (Linux, Open Source), QA automation, DevOps, test, CVS, internet protocol, information security analysts, cloud specialists
- systems/solutions architects, data scientists, IT project/business development managers
- business intelligence: BI solutions, big data analysts (e.g. Hadoop, SQL), accountants
- technical support and sales with languages.

Job announcements: This sector accounted for over a third of all job announcements made in 2018; over half the positions were based in Dublin and while most of the job mentions were for IT skills, there were also a substantial number of jobs announced across a range of roles including:

- software engineers/developers, data analytics, cloud specialists, IT security, systems integration, robotics, R&D, project managers, data scientists, Blockchain engineers
- business analysts, business development, finance roles, sales and marketing (including inside sales)
- customer/technical support.

Conclusions: Although annual employment growth was not significant for this sector in 2018, many of the indicators examined here point to a sector with skills that are in high demand and are proving difficult to fill. Both the vacancy and recent job hires data clearly indicate that job openings are for high skilled full-time roles requiring primarily third level qualifications. However, it should also be borne in mind that this sector experiences a relatively high turnover of staff; therefore, the high volume of vacancies should be taken in this context. Indeed, the number of new employment permits issued for this sector in 2018 was higher than employment growth over the same time period.

9 Financial, insurance and real estate

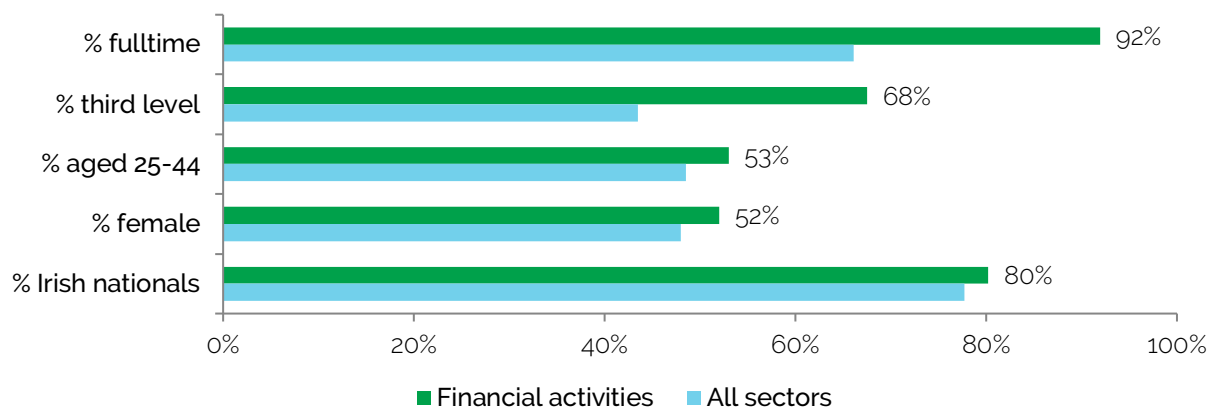
	Sector		State
	Total	%	
Employment 2018 (Annual average)	106,000	5%	2,257,600
1 year growth (Annual average: 2017-2018)	-1,100	-1.0%	2.9%
5 year growth (Annual average: 2013-2018)	3,900	0.7%	3.1%
CSO Job Vacancy Rate Q4 2018		2.2%	0.9%
Q4 2013		2.1%	0.7%
Recent job hires 2018	16,200	4%	
Employment permits 2018		7.6%	
Recruitment Agency Survey –DTF (October 2018)		6%	
IrishJobs.ie vacancies 2018		10%	
DEASP Jobs Ireland vacancies 2018		2%	

Employment change: 5% of all employment in Ireland in 2018 was in this sector. The five-year growth of 0.7% was below the national average (3.1%) and this sector experienced a decline in employment in the period between 2017 and 2018. The lack of employment growth overall masks the fluctuations that occurred within occupational groups in this sector; the fall in employment in administrative roles over the previous five years was, in the most part, offset by gains in employment in associate professional roles.

Vacancy rate: This sector had the second highest vacancy rate in quarter 4 2018, after professional activities, with over 2,000 open job vacancies reported at the end of the quarter.

Recent job hires: There were 16,200 recent job hires in 2018 in financial activities, making up a 4% share. The majority of hires were for those in full-time positions (92%), with third level qualifications (68%) and Irish nationals (80%). Over half of those recently hired for this sector were female, at 52% (Figure 9.1).

Figure 9.1 Recent job hires, 2018

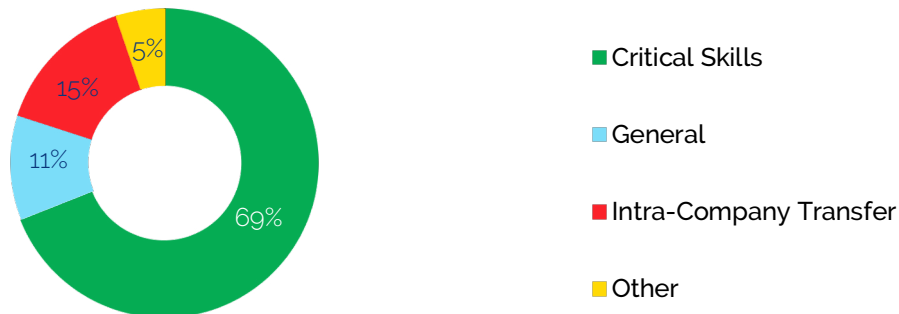


Source: SLMRU analysis of CSO LFS data

Employment permits: This sector accounted for 8% of new permits issued in 2018 with a 4% increase since 2017. Of these:

- over two-thirds were for critical skills employment permits (Figure 9.2)
- permits were issued primarily for professional and associate professional roles in:
 - financial: accountants/auditors, analysts (financial, risk, business, data)
 - IT: developers (application, java), engineers (software, test) IT business analysts, IT security analysts
 - managers (accounts, finance, risk, project)
- a half of all new permits were issued for holders of degrees with a further 44% holding postgraduate qualifications
- 97% were for positions in Dublin
- a third were for persons from India with a further third for those from USA, Philippines and South Africa combined.

Figure 9.2: Employment permits by type, 2018



Source: DBEI

DEASP Jobs Ireland: 2% of all notified vacancies in 2018 were in the financial sector, primarily for accounts managers (with languages) and analysts (both data and business), but also for various financial administrative roles and customer care with languages.

IrishJobs.ie: This sector accounted for 10% of all vacancies notified through IrishJobs.ie in 2018. The overall number of vacancies notified for this sector fell by 4% since 2017. Over a third (37%) of vacancies were for associate professional positions.

Professionals (23% of vacancies)	<ul style="list-style-type: none"> • Risk analysts/managers, compliance, financial and regulatory reporting managers • Business analysts, operations analysts • Financial accountants, asset managers, actuaries • IT analysts, developers
Associate professionals (37% of vacancies)	<ul style="list-style-type: none"> • Financial sales consultants/sales advisors/financial planning advisors • Data analysts • Compliance officers • Welcome advisors (in banking), relationship managers • Underwriters, insurance brokers • Tax advisors/specialists/managers • Transfer agency/AML* analysts, credit analysts • HR roles • Technical support

Administrative (21% of vacancies)	<ul style="list-style-type: none"> • Fund accountants • Pension administrators, claims handlers • Administrators (financial, office) • CIB** operations associates
Sales & customer service (9% of vacancies)	<ul style="list-style-type: none"> • Client/customer service advisors (in banking, insurance) • Customer collections & loan agents
Managers (5% of vacancies)	<ul style="list-style-type: none"> • Financial and banking managers

*AML = anti-money laundering; ** CIB = corporate & investment bank

DTF: 6% of all difficult-to-fill vacancies in October 2018 were related to the financial sector, primarily in professional and administration roles including:

- accountants (corporate finance, tax, regulatory)
- risk analysts
- fund accountants, payroll, account payable
- telesales with languages.

Job announcements: Of the total job announcements that appeared in the media in 2018, this sector accounted for approximately 13%; the roles were across a number of areas including:

- financial managers (middle and back office, wealth, asset), compliance and risk, fund accounting, fund management, financial analysts, tax audit, assurance
- high end IT, tech specialists, programmers/developers, IT security, cloud specialists, data scientists
- sales, marketing, legal, HR, customer support, administration, payroll.

Almost a half of the announcements were Dublin based with the remainder spread around the country.

Conclusions: Despite an overall decline in the numbers employed in this sector, demand for these skills is still very much in evidence. Many of the indicators (including the CSO vacancy rate, employment permits, DTF and job announcements) signpost a sector with a clear demand for high skilled roles, particularly in the Dublin region. This is happening concurrently with a decline in the demand for administrative roles in the financial sector. Vacancies are occurring particularly in the areas of risk, compliance and regulatory affairs; while vacancies occurred for administrative roles, they most likely relate to replacement demands rather than new jobs.

10 Health and social work

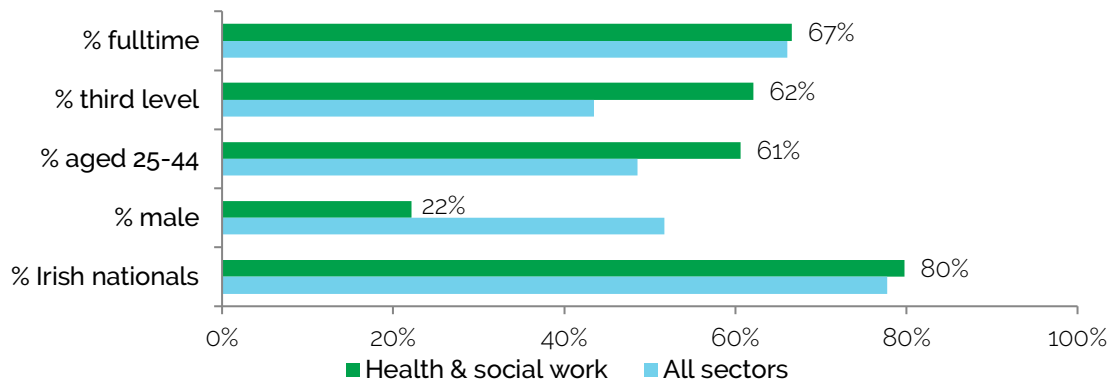
	Sector		State
	Total	%	
Employment 2018 (Annual average)	283,500	13%	2,257,600
1 year growth (Annual average: 2017-2018)	3,700	1.3%	2.9%
5 year growth (Annual average: 2013-2018)	23,100	1.7%	3.1%
CSO Job Vacancy Rate Q4 2018		0.6%	0.9%
Q4 2013		0.8%	0.7%
Recent job hires 2018	45,700	10%	
Employment permits 2018		30%	
Recruitment Agency Survey –DTF (October 2018)		5%	
IrishJobs.ie vacancies 2018		12%	
DEASP Jobs Ireland vacancies 2018		8%	

Employment change: This sector accounted for 13% of all employment in Ireland in 2018. The five-year growth of 1.7% was below the national average (3.1%) as was the annual growth rate since 2017 (1.3% compared to 2.9% annually). Professional and services occupations combined accounted for almost three quarters of all employment in this sector; services occupations accounted for a significant share of the employment growth over the five-year period examined.

Vacancy rate: The vacancy rate was below the national rate across both time periods examined.

Recent job hires: Despite employment growth of just 3,700 persons in the year since 2017, this sector recorded recent job hires of over 45,000. Those recently hired were primarily in professional (e.g. nurses, doctors) and services (e.g. care workers) roles. Most recent hires were female (78%), Irish nationals (80%) and held third level qualifications (62%) (Figure 10.1).

Figure 10.1 Recent job hires, 2018

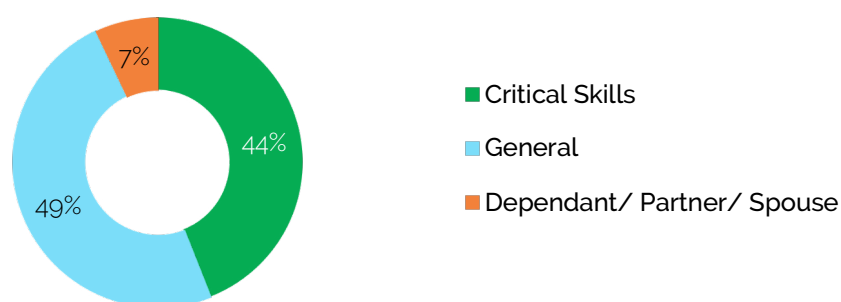


Source: SLMRU analysis of CSO LFS data

Employment permits: In 2018, 30% of all new employment permits were issued for this sector. Of these,

- almost all (93%) were for professional occupations: doctors (including registrars and senior house officers) in surgery, emergency medicine, anaesthesiology, paediatrics, psychiatry and orthopaedics; nurses (primarily staff nurses)
- almost half were general permits (primarily doctors), 44% were critical skills permits (mainly nurses) with dependant/partner/spouse permits accounting for 7% (for healthcare assistants) (Figure 10.2)
- 40% were for positions with a salary of between €30,000 and €39,999
- over two thirds were degree holders with a further 17% with postgraduate qualifications
- new permit holders were primarily from India (32%), the Philippines (17%) and Pakistan (15%)
- 32% of new permits issued were for positions in Dublin, with a further 12% in Cork, and the remainder spread across all other regions.

Figure 10.2: Employment permits by type, 2018



Source: DBEI

DEASP Jobs Ireland: This sector accounted for 8% of all vacancies advertised through the DEASP Jobs Ireland website in 2018. A high level of experience was not a prerequisite for the majority of vacancies in this sector, with four fifths requiring 0-1 years' experience. A quarter of vacancies had no qualifications requirements; 29% required a Level 5 qualification with a further 29% seeking a minimum of a Level 6 qualification.

Personal services (77% of vacancies)	<ul style="list-style-type: none"> Care workers/healthcare assistants (providing care both in the home and in nursing homes) Childcare workers and childminders Dental nurses
Professionals (15%)	<ul style="list-style-type: none"> Nurses (primarily staff)
Associate professionals (6%)	<ul style="list-style-type: none"> Massage/spa therapists, youth/community workers

IrishJobs.ie: this sector accounted for a 12% share of all notified vacancies through IrishJobs.ie in 2018; since 2017, the number of notified vacancies increased by 30%, primarily related to a rise in the number of notifications for nursing positions.

Professionals (50% of vacancies)	<ul style="list-style-type: none"> Nurses, primarily for staff and clinical nurse managers across all areas, but also community nurses, GP practice nurses and to a lesser extent, clinical midwife managers Doctors across all areas including paediatrics, orthopaedics, anaesthetics Medical scientists, radiographers, pharmacists (primarily in retail settings), physiotherapists (both senior and basic grade), dieticians Psychologists (including senior clinical psychologists), social workers (professionally qualified), occupational therapists (both senior and basic grade), speech & language therapists (basic/staff grade and senior)
Associate professionals (13% of vacancies)	<ul style="list-style-type: none"> Support workers (including community/family), physiologists (cardiac, respiratory), pharmacy technicians
Personal services (20%)	<ul style="list-style-type: none"> Care workers, healthcare assistants, social care workers

DTF: The health and social work sector accounted for 5% of all difficult-to-fill vacancy mentions in October 2018, primarily for professional roles:

- nurses: advanced nursing practitioners (theatre, cardiac, renal, oncology); general/senior nurses in areas such as older people care and fertility
- medical doctors: NCHD doctors and registrars/SHOs in general and emergency medicine, anaesthetists, and paediatrics; GPs
- radiographers: clinical specialists; MRI and CT radiographers
- care workers: nursing homes and homecare
- nursing home managers.

Job announcements: Job announcements in the media were limited for this sector and related primarily to registered nurses and healthcare assistants, with a small number of IT roles for a digital health service.

Conclusions: The high share of vacancies notified, along with the analysis from the employment permit data and the recruitment agency survey, indicate that there is a significant demand for both professional and services roles in the healthcare sector. Restrictions due to public funding are limiting employment growth but demographic patterns will ensure that demand for these occupations will continue into the future, as will difficulty in sourcing suitable candidates. However, it should also be noted that job churn may be contributing in some part to the high share of vacancy notifications in this sector.

11 Professional, scientific and technical activities

(includes legal, engineering activities, scientific, advertising, design)

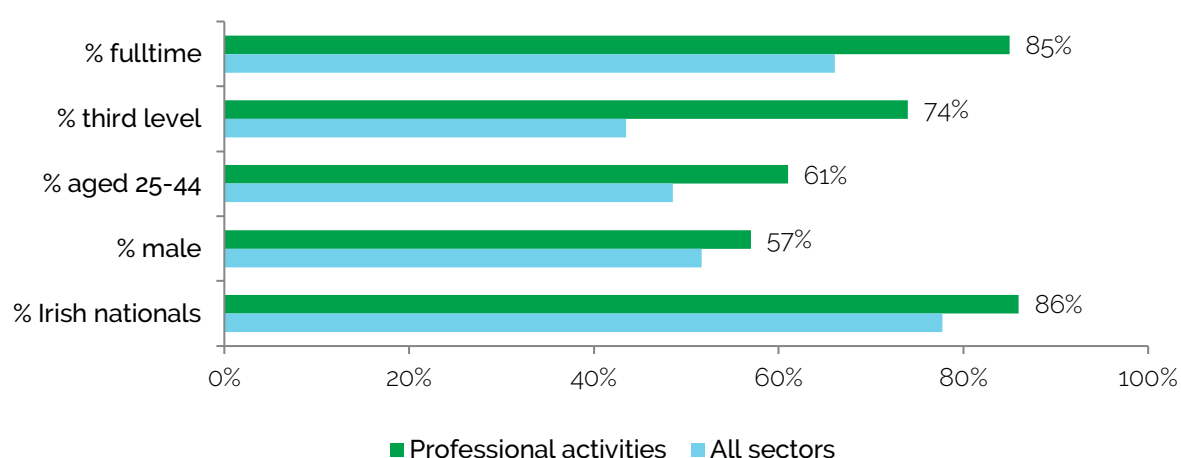
	Sector		State
	Total	%	
Employment 2018 (Annual average)	136,700	6%	2,257,600
1 year growth (Annual average: 2017-2018)	3,600	2.7%	2.9%
5 year growth (Annual average: 2013-2018)	17,800	2.8%	3.1%
CSO Job Vacancy Rate Q4 2018		2.7%	0.9%
Q4 2013		0.8%	0.7%
Recent job hires 2018	26,300	6%	
Employment permits 2018		0.8%	
Recruitment Agency Survey –DTF (October 2018)		0%	
IrishJobs.ie vacancies 2018		37%	
DEASP Jobs Ireland vacancies 2018		7%	

Employment change: This sector accounted for 6% of all employment in Ireland in 2018. The five-year growth of 2.8% was below the national average (3.1%) as was the annual growth since 2017 (2.7% compared to 2.9% nationally). The five-year growth in employment related primarily to an increase in the number of persons in associate professional and administrative roles.

Vacancy rate: This sector had the highest vacancy rate in quarter 4 2018, with a 1.9 percentage point increase since the same quarter in 2013. This sector had 2,600 open vacancies at the end of 2018 (compared to 700 in quarter 4 2013).

Recent job hires: This sector accounted for 6% of recent job hires in 2018, with professional and associate professional hires combined accounting for over 60% of all new hires. For all of the indicators examined in Figure 11.1, the share for this sector exceeded that of the national average, with most new hires for full-time roles, those with third level qualifications and primarily Irish nationals.

Figure 11.1 Recent job hires, 2018



Source: SLMRU analysis of CSO LFS data

Employment permits: In 2018, only a small number (<1%) of new permits were issued for this sector, although employment permits have been issued for other sectors for many of the job titles detailed in the vacancy analysis below.

IrishJobs.ie: At 36%, this sector accounted for the highest share of vacancies reported through IrishJobs.ie in 2018 and indeed over the previous five years. In terms of sub-sectors, the vacancies were distributed as detailed below.

Sub-sectors	Share of vacancies 2018
Engineering & Utilities	29%
Science, Pharmaceutical & Food	26%
Accountancy & Finance	26%
HR & Recruitment	7%
Marketing	5%
Other	7%

Managers (7% of vacancies)	<ul style="list-style-type: none"> Operations, finance, HR, engineering, marketing, health & safety
Professionals (34% of vacancies)	<ul style="list-style-type: none"> Engineering: primarily project, process, design and quality engineers but also R&D, electronic/electrical, mechanical, software/systems and construction related (structural, civil, site, building services engineers and quantity surveyors); many were specified as senior roles Science: QA and QC chemists/analysts/scientists in pharma; validation, regulatory affairs and compliance; microbiologists; technologists (food, manufacturing, NPD*, RD&A, product), managers (project, R&D, quality), pharmacists Accountancy & finance: accountants (mainly financial but also management), business analysts, risk managers Other: legal counsel, EHS specialists, talent acquisition specialists
Associate professionals (31% of vacancies)	<ul style="list-style-type: none"> Science: lab technicians/analysts, technical specialists, compliance officers, supply chain advisors, quality technicians/specialists Accountancy & finance: tax managers, financial analysts/controllers, audit managers, accounting technicians Engineering: commissioning & qualification (C&Q) engineers, manufacturing engineers, technicians (field service, CAD, process, automation, quality, electrical) HR: business partners, generalists, advisors and recruiters; learning and development specialists/administrators Other: marketing managers (digital marketing, brand, product), health & safety officers
Administrative (14% of vacancies)	<ul style="list-style-type: none"> Accountancy & finance: payroll administrators, fund accountants, accounts payable/receivable, accounts assistants, financial administrators, credit controllers Other: HR administrators, quality officers, document controllers, project schedulers/planners, legal/company secretaries
Skilled trades (8% of vacancies)	<ul style="list-style-type: none"> Engineering: technicians (maintenance, mechanical, instrumentation, engineering shift, calibration, instrumentation), validation engineers

*NPD=New Product Development

DEASP Jobs Ireland: This sector accounted for 7% of all vacancies in 2018. A half of vacancies required a minimum of a Level 6 qualification, although a high level of experience was not essential for the majority of vacancies; 11% required at least five years' experience whereas 44% sought 0-1 years' experience.

Associate professionals (45% of vacancies)	<ul style="list-style-type: none"> Marketing specialists (including digital), business development executives CAD technicians, graphic designers Recruitment consultants, HR advisors, employment advisors Interpreters, accounting technicians
Professionals (30% of vacancies)	<ul style="list-style-type: none"> Project managers (across sectors including construction) Accountants (including part-qualified) Structural/civil/site engineers, quantity surveyors, architects
Administrative (21% of vacancies)	<ul style="list-style-type: none"> Accounts assistants, bookkeepers, payroll administrators

DTF: This sector did not register any difficult-to-fill vacancies In October 2018 although many of the occupations included in this sector received mentions in other sectors e.g. accountants, engineers, HR roles.

Job announcements: Announcements of jobs in the media in 2018 was difficult to quantify for this sector but were spread across a number of related sectors such as IT, finance and industry in areas such as sales and marketing, risk and assurance.

Conclusions: There is evidence of considerable demand for skills within the professional activities sector, with a high share of vacancy notifications (accounting for over a third of the notifications through IrishJobs.ie). The new hires were most frequent in high skilled roles with most holding third level qualifications, while vacancy notifications were primarily for professionals and associate professionals in roles in engineering, science and finance. Employment growth has been slightly below the national average in recent years, although many of the top occupations in this sector, such as engineers and accountants, are employed across numerous sectors in the economy. As such, although this sector does not feature strongly in the difficult-to-fill vacancy analysis or the employment permit data, these occupations have been identified as being in high demand in other sectors.

12 Administrative and support services

	Sector		State
	Total	%	
Employment 2018 (Annual average)	103,900	5%	2,257,600
1 year growth (Annual average: 2017-2018)	10,800	11.6%	2.9%
5 year growth (Annual average: 2013-2018)	28,900	6.7%	3.1%
CSO Job Vacancy Rate Q4 2018		1.0%	0.9%
Q4 2013		0.8%	0.7%
Recent job hires 2018	28,800	6%	
Employment permits 2018		0.1%	
Recruitment Agency Survey –DTF (October 2018)		2%	
IrishJobs.ie vacancies 2018		7%	
DEASP Jobs Ireland vacancies 2018		11%	

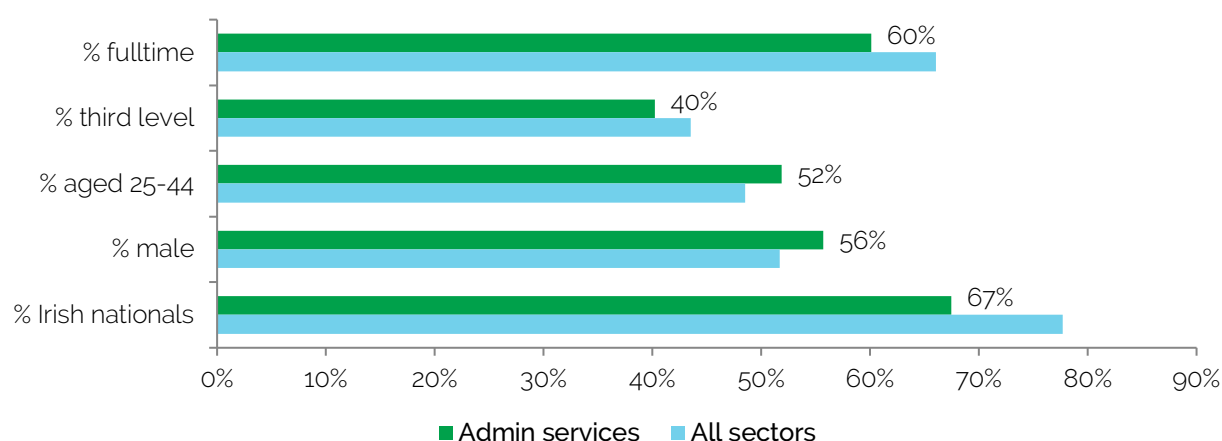
Employment change: Over 103,000 persons were employed in the administrative and support services sector in 2018, representing 5% of all employment in Ireland. The five-year growth of 6.7% was over double that of the national average (3.1%) and this sector experienced a significant growth in employment in the period between 2017 and 2018, with an 11.6% growth. Over a third of those employed in this sector were in elementary occupations, with this group responsible for a significant share of the employment growth over the previous five years.

Vacancy rate: The vacancy rate for this sector was marginally above the national rate in both time periods examined.

Recent job hires: Of the 28,800 recent job hires in this sector in 2018, almost 40% were for elementary occupations (e.g. cleaners). Along with the accommodation and food and ICT sectors,

this sector had the lowest share of recent job hires who were Irish nationals at 67%. Of those recently hired, 60% were in full-time roles, while 40% held third level qualifications (Figure 12.1).

Figure 12.1 Recent job hires, 2018



Source: SLMRU analysis of CSO LFS data

DEASP Jobs Ireland: This sector accounted for 11% of all vacancies notified in 2018.

- Dublin and Cork combined accounted for the location for a half of the vacancies advertised.
- Over a third did not specify any qualification requirements.
- Almost three quarters of vacancies required 0-1 years' experience.
- Recruitment agencies had a strong presence in the vacancies, rendering it difficult to discern the true demand for this sector.

Administrative (43% of vacancies)	<ul style="list-style-type: none"> • Receptionists (including hotel) • Office administrators/assistants • Community employment supervisors, procurement assistants • Secretaries, personal assistants, executive assistants
Sales (18% of vacancies)	<ul style="list-style-type: none"> • Customer service/call centre agents/representatives and collections specialists (language requirements for many of these roles)
Elementary (32% of vacancies)	<ul style="list-style-type: none"> • Cleaners (many part-time), housekeeping/accommodation assistants • Security officers (including retail and static)
Other	<ul style="list-style-type: none"> • Travel consultants, landscapers/gardeners

IrishJobs.ie: 7% of all vacancies notified through IrishJobs.ie were in this sector. The number of vacancies notified in this sector has remained relatively unchanged in recent years. This sector accounted for almost a half (48%) of all advertised vacancies which specified a requirement for foreign language skills, primarily in German and French, but also Spanish and Italian.

Associate Professionals (18% of vacancies)	<ul style="list-style-type: none"> • Helpline officers (with languages)/technical support • Project/planner administrators
Administrative (33% of vacancies)	<ul style="list-style-type: none"> • Office administrators/administrative assistants, accounts administrators/payroll administrators • Receptionists, PAs/executive assistants • Document controllers • Medical secretaries
Sales (28% of vacancies)	<ul style="list-style-type: none"> • Customer service representatives (with languages) • Customer relationship managers

Employment permits: In 2018, less than 1% of all new permits were issued for this sector.

DTF: This sector accounted for 2% of all difficult-to-fill vacancies in October 2018, primarily for administrative roles such as office administration, logistics, supply chain, receptionists, procurement, payroll, accounts payable and customer service. For some, difficulties in sourcing candidates were due to vacancies in less attractive locations and part-time positions. For others, such as financial and logistic administrative roles, difficulties arose due to increased demand.

Job announcements: The vast majority of job announcements were for sales/customer care and technical support, mostly in IT, financial services and high-tech manufacturing, but there were also announcements for roles in HR and finance. Most announcements were for roles located in Dublin and Cork.

Conclusions: Most of the employment growth and vacancy notifications in the administrative and support services sector related to low skilled jobs such as cleaners and security guards, with experience and specific education attainment not a requirement in the majority of vacancies. Many of the recent hires related to part-time roles and at a third, this sector had one of the highest share of recent hires who were non-Irish nationals. However, job opportunities continue to arise in areas including administrative roles, customer service and technical support with job announcements particularly occurring in these areas.

13 Transportation and storage

	Sector		State
	Total	%	
Employment 2018 (Annual average)	98,700	4%	2,257,600
1 year growth (Annual average: 2017-2018)	5,300	5.7%	2.9%
5 year growth (Annual average: 2013-2018)	15,600	3.5%	3.1%
CSO Job Vacancy Rate Q4 2018		0.4%	0.9%
Q4 2013		0.3%	0.7%
Recent job hires 2018	16,600	4%	
Employment permits 2018		0.9%	
Recruitment Agency Survey –DTF (October 2018)		3%	
IrishJobs.ie vacancies 2018		2%	
DEASP Jobs Ireland vacancies 2018		6%	

Employment change: The transport and storage sector accounted for 4% of all employment in Ireland in 2018. The five-year growth of 3.5% was slightly higher than that of the national average (3.1%) while the annual growth rate between 2017 and 2018 was almost double that of the national average. Almost half of those employed in this sector were in operative roles (e.g. drivers); these occupations accounted for the largest share of the growth in employment since 2013, along with managerial roles.

Vacancy rate: The vacancy rate for this sector was considerably below the rate nationally over both time periods examined.

Recent job hires: Of the total recent hires in Ireland in 2018, this sector accounted for a 4% share. The majority of new hires were for those in full-time roles (85%) and were primarily male (70%),

while 72% were Irish nationals (compared to a national share of 78%). Almost three quarters (73%) had attained at most a further education/training qualification (Figure 13.1).

Figure 13.1 Recent job hires, 2018



Source: SLMRU analysis of CSO LFS data

**numbers are small and should be treated with caution*

Employment permits: In 2018, less than 1% of all new employment permits were issued for this sector, primarily for drivers.

DEASP Jobs Ireland: 6% of all vacancies advertised through DEASP Jobs Ireland in 2018 were in this sector, primarily for stocktakers, drivers and warehouse operatives.

- Dublin accounted for the highest share of vacancies, at 41%, with the remainder spread across all other counties.
- 64% of vacancies required only 0-1 years' experience and no qualification was required for 44% of the vacancies.

Operatives (53% of vacancies)	<ul style="list-style-type: none"> • Drivers: HGV, artic (E+C licences required), van, bus/coach
Elementary (29% of vacancies)	<ul style="list-style-type: none"> • Warehouse operatives, store persons
Administrative (15% of vacancies)	<ul style="list-style-type: none"> • Stocktakers (half of roles stated they were casual work)

IrishJobs.ie vacancies: This sector accounted for 2% of all IrishJobs.ie vacancies in 2018. Most vacancies were for drivers (e.g. HGV, van, delivery, rigid, forklift) and warehouse operatives but vacancies also occurred to a lesser extent for logistics administrators/co-ordinators/forwarders, managers (transport, logistics, warehouse), supply chain planners and HGV mechanics.

DTF: 3% of all difficult-to-fill vacancies in October 2018 related to transport and storage occupations, primarily for HGV drivers (with C1+E licence and logistic administrative roles).

Job announcements: Jobs announced in the media for this sector in 2018 related to bus drivers and warehouse operatives.

Conclusions: Employment is growing in the transport and storage sector, particularly in relation to operative roles, such as drivers. While some demand for logistics/supply chain administrators is evident, these are in smaller quantities. A high level of education or experience was not required for a significant share of the vacancies notified.

14 Public administration and defence

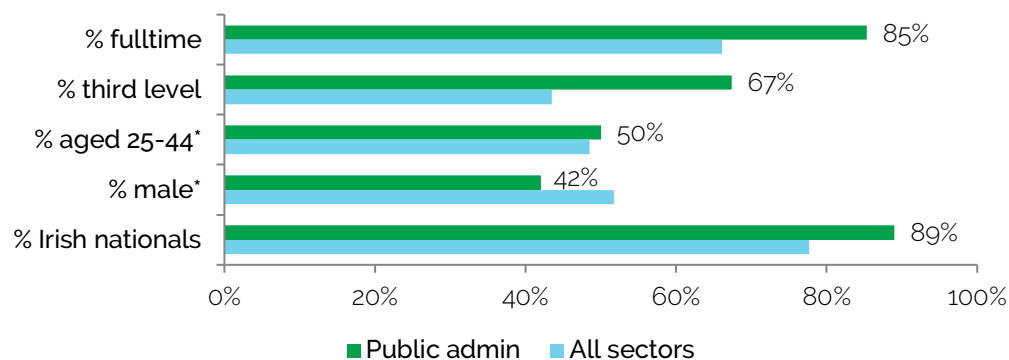
	Sector		State
	Total	%	
Employment 2018 (Annual average)	105,400	5%	2,257,600
1 year growth (Annual average: 2017-2018)	7,900	8.1%	2.9%
5 year growth (Annual average: 2013-2018)	18,600	4.0%	3.1%
CSO Job Vacancy Rate Q4 2018		1.6%	0.9%
Q4 2013		0.7%	0.7%
Recent job hires 2018	12,600	3%	
Employment permits 2018		-	
Recruitment Agency Survey –DTF (October 2018)		-	
IrishJobs.ie vacancies 2018		1%	
DEASP Jobs Ireland vacancies 2018		-	

Employment change: This sector accounted for 5% of all employment in Ireland in 2018. The five-year growth of 4% was above the national average (3.1%) and this sector experienced a significant growth in employment in the period between 2017 and 2018 (8.1%). Administrative and associate professionals roles combined accounted for three quarters of all employment in this sector; the recent growth in employment relates primarily to an increase in the number of those employed in administrative roles.

Vacancy rate: The job vacancy rate was on a par with the national average in quarter 4 2013, but has grown in recent years, with a vacancy rate of 1.6%, or 2,100 open vacancies, by quarter 4 2018.

Recent job hires: After agriculture, this sector had the lowest share of recent job hires in 2018. Two thirds of recent hires were for administrative roles. The majority of new hires were in full-time roles (85%), while 67% held third level qualifications (Figure 14.1). This sector had the highest share of new hires who were Irish nationals across all sectors, at 89%.

Figure 14.1 Recent job hires, 2018



Source: SLMRU analysis of CSO LFS data

* numbers are small and should be treated with caution

Employment permits: This sector did not feature in the employment permit data.

DEASP Jobs Ireland: This sector accounted for less than 1% of all vacancy notifications in 2018 with vacancies distributed across a range of areas.

IrishJobs.ie: This sector accounted for 1% of all IrishJobs.ie vacancies in 2018, in areas including social care workers, nurses, research assistants, lecturers and HR roles.

Job announcements/DTF: There were no job announcements in the media or difficult-to-fill vacancies reported in 2018 for this sector.

Conclusions: Employment growth in this sector remains strong particularly for administrative roles. Despite this, vacancy notifications remain small in numbers and this sector did not register as having any vacancies which were difficult to fill.

15 Education

	Sector		State
	Total	%	
Employment 2018 (Annual average)	170,000	8%	2,257,600
1 year growth (Annual average: 2017-2018)	10,000	6.2%	2.9%
5 year growth (Annual average: 2013-2018)	29,100	3.8%	3.1%
CSO Job Vacancy Rate Q4 2018		0.5%	0.9%
Q4 2013		0.3%	0.7%
Recent job hires 2018	26,000	6%	
Employment permits 2018		0.7%	
Recruitment Agency Survey –DTF (October 2018)		-	
IrishJobs.ie vacancies 2018		1%	
DEASP Jobs Ireland vacancies 2018		3%	

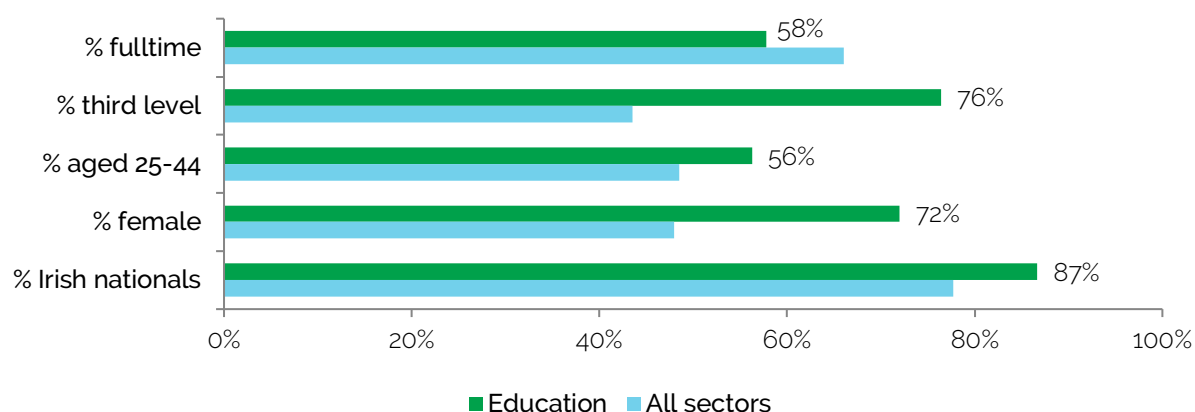
Employment change: This sector accounted for 8% of all employment in Ireland in 2018. The five-year growth of 3.8% was marginally above the national average (3.1%) while this sector experienced a significant growth in employment in the period between 2017 and 2018 (6.2%). Over 70% of those employed in this sector were in professional roles (e.g. teaching), with a further 14% in services roles (e.g. educational support assistants); employment growth in recent years primarily related to those in professional roles.

Vacancy rate: The vacancy rate was below the national rate across both time periods examined.

Recent job hires: In line with employment growth in this sector, two thirds of new hires in this sector related to professional occupations (mainly primary and secondary teachers). Recent hires

were primarily for those with third level qualifications (76%), with 72% of new hires being female (the highest share of females recently hired across sectors). Of those recently hired, 58% were for full-time roles, below the average across all sectors of 66% (Figure 15.1).

Figure 15.1 Recent job hires, 2018



Source: SLMRU analysis of CSO LFS data

Employment permits: This sector accounted for less than 1% of all new permits issued in 2018, most of which were for professional roles (e.g. lecturers, professors). The majority of the new permit holders held a minimum of a degree qualification.

DEASP Jobs Ireland: This sector accounted for 3% of notifications in 2018; the main occupations included lecturers, early years' educators, TEFL teachers, and childcare workers.

IrishJobs.ie: This sector accounted for 1% of notifications in 2018 primarily for instructors and lecturers.

Job announcements/DTF: There were no job announcements in the media or difficult-to-fill vacancies reported in 2018 for this sector.

Conclusions: Recent employment growth has been strong (primarily related to teachers); despite this, vacancy notifications for this sector remain limited to a small number of roles such as lecturers, TEFL teachers, and instructors/trainers.

16 Agriculture, forestry & fishing

	Sector		State
	Total	%	
Employment 2018 (Annual average)	107,300	5%	2,257,600
1 year growth (Annual average: 2017-2018)	-3,000	-2.8%	2.9%
5 year growth (Annual average: 2013-2018)	-4,500	-0.8%	3.1%
CSO Job Vacancy Rate Q4 2018		*	0.9%
Q4 2013		*	0.7%
Recent job hires 2018	9,500	2%	
Employment permits 2018		7.7%	
Recruitment Agency Survey –DTF (October 2018)		-	
IrishJobs.ie vacancies 2018		*	
DEASP Jobs Ireland vacancies 2018		1%	

* no data available as this sector are not included in the EHECS survey or in the IrishJobs.ie sectoral categories

Employment change: This sector accounted for 5% of all employment in Ireland in 2018; employment numbers declined in both the five-year and one year period examined.

Vacancy rate: No data was available as this sector is not included in the EHECS survey which captures the job vacancy rate.

Recent job hires: This sector had the lowest share of recent job hires in 2018, at 2%. As such, the data is too small to provide detailed analysis. Most recent hires were male (79%) and Irish nationals (85%); the majority (77%) had attained at most a further education/training qualification.

Employment permits: At 8% of all new permits issued in 2018, most permits were for roles in meat processing (e.g. meat deboner/trimmer, operatives), with a small number relating to mushroom pickers and dairy farm workers. The number of permits issued for this sector has increased significantly since 2017 due to the introduction of new legislation in 2018 which allowed employers and prospective employees to apply for a General Employment Permit for horticulture workers, meat processing operatives and dairy farm assistants.

DEASP Jobs Ireland: This sector accounted for 1% of notifications in 2018; the main occupations included general farm workers, mushroom harvesters, and dairy farm assistants.

IrishJobs.ie: There were no vacancy notifications for this sector through this source.

DTF: There was no mention of difficult-to-fill vacancies in this sector in October 2018.

Job announcements: Announcements in the media in 2018 were limited to two companies within the agritech industry and related to specialist jobs for scientists and engineers.

Conclusions: This sector has not registered significant activity in terms of employment growth and vacancy notifications.

17 Arts, entertainment & other services

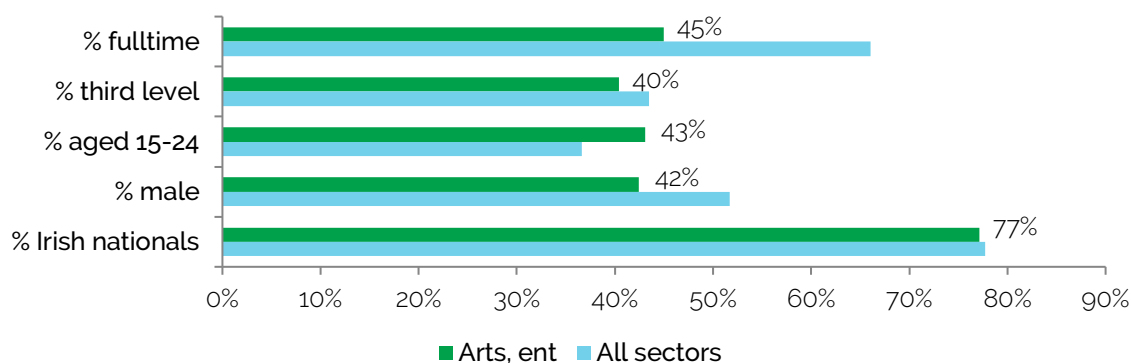
	Sector		State
	Total	%	
Employment 2018 (Annual average)	110,000	5%	2,257,600
1 year growth (Annual average: 2017-2018)	1,300	1.2%	2.9%
5 year growth (Annual average: 2013-2018)	13,900	14.5%	3.1%
CSO Job Vacancy Rate Q4 2018		0.5%	0.9%
Q4 2013		0.4%	0.7%
Recent job hires 2018	22,300	5%	
Employment permits 2018		6.2%	
Recruitment Agency Survey –DTF (October 2018)		-	
IrishJobs.ie vacancies 2018		1%	
DEASP Jobs Ireland vacancies 2018		2%	

Employment change: This sector accounted for 5% of all employment in Ireland in 2018. The five-year growth of 14.5% was above the national average (3.1%) with only modest growth in the year since 2017. At 34%, services roles (e.g. hairdressers, barbers, beauticians) accounted for the largest occupational group in this sector, and were the main contributor to employment growth over the five-year period since 2013.

Vacancy rate: The vacancy rate was below the national rate across both time periods examined.

Recent job hires: Of the 22,300 recent job hires, 43% were for services occupations. Less than half of recent hires were for full-time roles (45%) with a higher than average share of persons aged 15-24 years (43%). Of those recently hired, 42% were male (Figure 17.1).

Figure 17.1 Recent job hires, 2018



Source: SLMRU analysis of CSO LFS data

Employment permits: This sector accounted for 6% of all new permits issued in 2018, in a variety of roles including a number of IT roles (e.g. software developers/engineers, IT analysts), engineers, animation roles primarily in CG animation, sports players and coaches, along with sales and marketing.

DEASP Jobs Ireland: 2% of notifications in 2018 were in this sector in occupations including:

- hairdressers/barbers
- beauty therapists, spa therapists, nail technicians
- fitness instructors, leisure centre attendants, swim teachers.

IrishJobs.ie: This sector accounted for 1% of notifications in 2018 primarily for graphic designers and pharmacy assistants.

Job announcements/DTF: There were no job announcements in the media or difficult-to-fill vacancies reported in 2018 for this sector.

Conclusions: Relatively few vacancies have been notified for positions within this sector, with most job opportunities arising for roles including hairdressers, beauty therapists and fitness instructors/coaches.



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