National Skills Bulletin 2016

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Jasmina Behan
Skills and Labour Market Research Unit
Content

- National labour market overview
- Sectoral employment trends and outlook
- Occupational analysis:
  - Employment trends and profiles for 135 occupations
  - Unemployment trends and profiles
  - Labour market transitions
  - Vacancies
  - Sourcing from outside the EEA
  - Indication of skills and labour shortages
Objectives

- To inform policy design in the areas of
  - Education and training provision
  - Active labour market policies
  - Immigration
  - Career guidance
  - Business development
Improvements in the labour market in 2015 compared to 2014:

- employment increased by 50,000 (annual average)
- the employment rate increased by 1.6 p.p. to 63.3% (annual average)
- the unemployment level declined by almost 40,000 (annual average)
- the unemployment rate declined by 1.8 p.p. to 9.5% (annual average)
- the long term unemployment rate declined to 4.7% (quarter 4)
- the broad unemployment measure (combining unemployed and part-time underemployed) declined to 13.5% (quarter 4)
- the labour force increased by 10,400 (annual average)
- the number of persons in part-time employment who were underemployed decreased by 11,000 (quarter 4)
- the total number of redundancies declined to 4,342, compared to 77,000 in 2009.
However, some issues remained:

- net migration continued to be negative at -11,600
  - net outward migration continued for Irish nationals; at 23,200, it was 6,000 lower than in 2014

- the unemployment rate remained high for certain segments of the labour market:
  - persons with lower secondary or less education (15%)
  - under 25s (19%)
  - former construction workers (16%)
National labour market overview

Of the 1.98m persons in employment in q4 2015:

- 45.9% were females; share ↑ on q4 2014
- 77.3% were in full-time employment; share ↑ on q4 2014
- 83% were employees; share ↑ on q4 2014
- 31.6% were under 35 years of age; share ↓ on q4 2014
- 44% were at NFQ 7-10; share ↑ on q4 2014
- 84.8% were Irish nationals; share ↓ on q4 2014
Employment (quarter 4 2015)

Source: SLMRU Analysis of CSO QNHS data
Employment by sector (quarter 4 2015, 000s)

- Wholesale & retail: 279.4
- Human health: 253.7
- Industry: 248.4
- Education: 153.5
- Accommodation & food: 143.1
- Construction: 126.6
- Professional activities etc.: 119.3
- Other NACE activities*: 109.4
- Agriculture etc.: 106.4
- Public admin & defence: 99.1
- Financial etc.: 97.8
- Transportation: 93.8
- ICT**: 85.4
- Administrative activities: 67.1

Source: SLMRU Analysis of CSO QNHS data
Employment growth by sector (quarter 4 2014 - quarter 4 2015)

Note: Estimates of employment in agriculture affected by sample changes

Source: SLMRU Analysis of CSO QNHS data
Employment by occupation (quarter 4 2015, 000s)

- Professionals: 359.6
- Assoc. prof.: 237.3
- Skilled trades: 228.9
- Elementary: 213.9
- Administrative: 206.6
- Managers: 167.4
- Service: 161.8
- Sales: 160.6
- Operatives: 149.0
- Farmers: 83.7
- Not stated: 14.3

Source: SLMRU Analysis of CSO QNHS data
Employment growth by occupations (Annualised data 2014-2015)

Source: SLMRU Analysis of CSO QNHS data
• Of the 187,500 unemployed in quarter 4 2015:
  – 66% were male; share ↑ on q4 2014
  – 70% were aged 25-54; same as in q4 2014
  – 26% held third level; share ↑ on q4 2014
  – 81% were Irish; share ↓ on q4 2014
  – 13% previously worked in construction; share ↓ on q4 2014
  – 13% previously worked each in skilled trades and in elementary occupations; share ↓ on q4 2014
Unemployment rate by age and education (quarter 4 2015)

- Third level or above:
  - 55+: 5%
  - 25-54: 9%
  - <25: 9%

- Higher secondary or FET:
  - 55+: 6%
  - 25-54: 10%
  - <25: 20%

- Lower secondary or less:
  - 55+: 8%
  - 25-54: 17%
  - <25: 32%

Source: SLMRU Analysis of CSO QNHS data
National Skills Strategy: progress update

Source: SLMRU Analysis of CSO QNHS data
Labour market transitions

Unemployment
- 118,000
- 162,000
- 144,000
- 131,000
- 148,000

Employment
- 81,000
- Intra-occupational 166,000
- Inter-occupational 100,000

Inactivity
Labour market transitions (000s)
## Turnover

<table>
<thead>
<tr>
<th></th>
<th>Employment 2015 annual average</th>
<th>Intra-occupational movements</th>
<th>Intra-occ. and neutral inter-occ. movements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managers</td>
<td>161,800</td>
<td>4.3%</td>
<td>6.5%</td>
</tr>
<tr>
<td>Professionals</td>
<td>354,800</td>
<td>7.0%</td>
<td>8.4%</td>
</tr>
<tr>
<td>Assoc. profs.</td>
<td>232,100</td>
<td>7.8%</td>
<td>10.5%</td>
</tr>
<tr>
<td>Admin.</td>
<td>206,900</td>
<td>7.2%</td>
<td>10.8%</td>
</tr>
<tr>
<td>Trades</td>
<td>314,000</td>
<td>7.7%</td>
<td>9.1%</td>
</tr>
<tr>
<td>Personal services</td>
<td>159,500</td>
<td>10.0%</td>
<td>14.6%</td>
</tr>
<tr>
<td>Sales</td>
<td>162,900</td>
<td>12.5%</td>
<td>17.2%</td>
</tr>
<tr>
<td>Operatives</td>
<td>146,700</td>
<td>10.2%</td>
<td>13.3%</td>
</tr>
<tr>
<td>Elementary</td>
<td>213,800</td>
<td>11.7%</td>
<td>18.6%</td>
</tr>
<tr>
<td>Total</td>
<td>1,963,600</td>
<td>8.4%</td>
<td>13.0%</td>
</tr>
</tbody>
</table>
Sourcing from outside the EEA

Source: DJEI
Vacancies 2015
(Sources: DSP Jobs Ireland, IrishJobs.ie)

- **IrishJobs.ie** vacancies - mostly professional/associate professional occupations in IT (e.g. Java, .NET, Oracle/SQL, tech support), engineering, health, sales, business and finance (risk analysts, tax, accountants etc.)

- **DSP Jobs Ireland** vacancies – elementary (catering, cleaning, security, construction labourers), care, skilled trades (chefs, construction, welders, mechanics), admin (Census enumerators), operative (drivers, process, etc.)

- **SLMRU Recruitment Agency Survey**: increase in number of mentions of difficult to fill vacancies compared to 2014; mentions most frequent for professional/associate professional (IT, engineering, science, health and business) and multilingual roles (e.g. sales/customer care, supply chain)
Skill shortages

- **Professionals/associate professionals**
  - ICT (software developers, cloud, databases/big data, testing, security, technical support, networking and infrastructure)
  - Engineering (production, process, quality, validation, product design/development, electronic, electrical, mechanical and chemical)
  - Science (analytical development chemist, formulation scientist, microbiologist, QC analyst/validation technician)
  - Business & finance (risk, compliance, accounting, business intelligence, data analytics)
  - Health (doctors, nurses, radiographers, niche area specialists (e.g. prosthetists, radiation therapists, audiologists), managers)
  - Construction (surveyors, project managers)
- **Clerical** (multilingual financial clerks in fund accounting/administration, credit controllers, payroll specialists)
- **Skilled trades** (chefs, tool making, welding (TIG, MIG), butchers/de-boners, steel-erector)
- **Sales** (technical sales, multilingual customer support)
- **Operatives** (CNC, drivers (fork lift and special vehicle))
- **Retention issues** (care, chefs, butchers/de-boners, elementary)