Vacancy Overview 2015

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The purpose of the report is to identify:

– where vacancies are occurring

– the nature of the vacancies (whether due to expansion, replacement or churn)

– the level of experience and education required for these vacancies
Changes on previous edition

• Vacancies and related data now examined by sector rather than by occupational group

• New data sources:
  – Recent job hires (from CSO QNHS): examines those employed within the previous three months
  – CSO vacancy rates* based on Earnings Hours and Employment Costs Survey

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

- Employment growth, transitions in the labour market (CSO QNHS)
- Employment permits (DJEI)
- Recruitment Agency Survey (conducted by SLMRU)
- Job announcements (media and IDA)
- Vacancy data:
  - DSP Jobs Ireland
  - IrishJobs.ie
Key findings by sector

• **Industry:** large volume of movement in this sector, particularly for operatives

• **ICT:** all indicators suggest growth and opportunities but also churn occurring

• **Construction:** considerable growth in the number of vacancies notified, particularly in skilled trades

• **Financial:** high vacancy rate in contrast to fall in employment; high level of churn may be a contributing factor; largest volume of openings for associate professional/admin post

• **Wholesale/accommodation:** both sectors experiencing high volumes of vacancies primarily due to high level of churn
Key findings by sector contd.

• **Health & social work:** although no significant employment growth, high volume of openings occurring for care workers, nurses and doctors through replacement demand

• **Professional activities:** growth occurring, with openings for high skilled roles, although churn also evident

• **Admin services:** language skills most frequent for this sector in contact centre roles, particularly German

• **Other sectors:** few signs of significant growth or change in volumes of vacancy notifications
Employment by sector (000s)

Source: SLMRU Analysis of CSO QNHS data
Transitions by sector, 2014

Source: SLMRU Analysis of CSO QNHS data
CSO Vacancy rate by sector, quarter 3 2015

Source: CSO EHECS
Employment Permits

Source: DJEI

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Vacancies classified as difficult to fill (DTF) were primarily in:

- **Sectors:**
  - information and communication (40% of DTF)
  - industry (28%)
  - health and social care (12%)

- **Occupations:**
  - professional (70% of DTF)
  - associate professional (11%)
  - sales & customer services (5%)
  - skilled trades (3%)
Recent job hires by sector, 2015

Source: SLMRU Analysis of CSO QNHS data
Profile of recent hires, 2015

Source: SLMRU Analysis of CSO QNHS data

Graph showing distribution of recent hires by education level, age range, occupation, and employment status.

- Education levels: Lower sec or less, Higher sec or FET, Third level, 15-24, 25-34, 35-44, 45-64
- Age ranges: Managers, Professionals, Associate Prof, Admin, Skilled Trades, Services, Sales, Operatives, Elementary, Full-time, Part-time

Percentage distribution across these categories is illustrated in a bar chart.
Distribution of vacancies by sector, 2015

- Professional, scientific & tech
- IT
- Financial
- Admin & support
- Health & social work
- Wholesale & retail
- Industry
- Accom & food
- Construction
- Education
- Transportation & storage
- Public admin & defence
- Arts, ents & rec

IrishJobs.ie  DSP Jobs Ireland