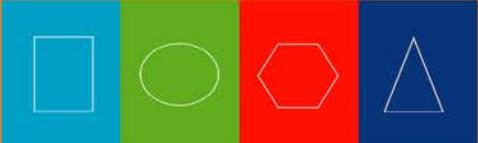


# Vacancy Overview 2011

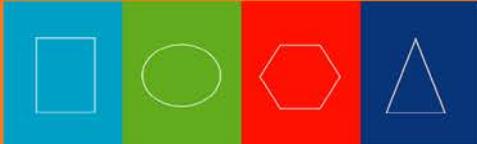
*A report produced by the Skills and Labour Market Research Unit (SLMRU) in FÁS for the Expert Group on Future Skills Needs*

**February 2012**



# Introduction

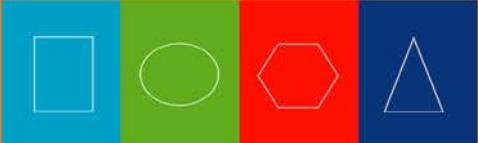
- Aim: to provide an overview of the demand for labour as measured by trends in advertised job vacancies
- Nine sections corresponding to nine broad occupational groups by
  - Sector
  - Occupation and job title
  - Skills required
  - Education
  - Experience



# Data Sources

1. Advertised Job Vacancy data\* (main data source): newly advertised vacant posts advertised through
  - FÁS Jobs Ireland
  - Irishjobs.ie
  - Irish Times
2. SLMRU Recruitment Agency Survey
  - Difficult to fill vacancies as identified by recruitment agencies in Ireland

\*Note: job vacancies may be advertised through channels not captured in the analysis (e.g. company website, international press); the profile of such vacancies may differ from the profile of the vacancy data presented in this report



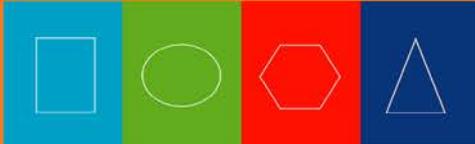
# Data Sources (ctd.)

## 3. Employment Permit Data (provided by the DJEI):

- for occupations where employers experience difficulty in sourcing staff domestically
- interpreted with caution because new employment permits may be issued to:
  - those already residing in Ireland but who have changed employer
  - spouses of existing employment permit holders
  - some EU citizens (i.e. Romanian and Bulgarian nationals)

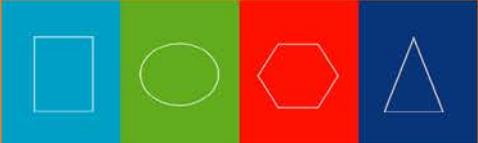
## 4. Job announcements in the media:

- areas in which job opportunities are occurring
- areas where expansion activities are likely to arise in the short-medium term
- job creation expected to arise from foreign direct investment in Ireland is monitored through IDA announcements



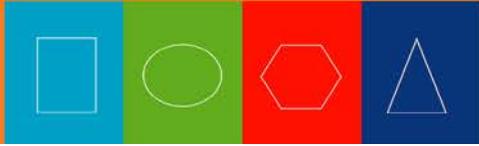
# Data Classification

- In 2011, the Central Statistics Office (CSO) moved from using the Standard Occupational Classification (SOC) 1990 to the more recent SOC 2010
- SOC 2010 better captures occupations currently employed in the labour market, particularly newer occupations
  - e.g. IT technical support staff or web designers were not identifiable in the former classification
- Due to differences between the old and new classification, the vacancy data presented here is *not directly comparable* with the Vacancy Overview 2010
  - e.g. nurses are classified as professionals in the new classification, whereas they had previously been classified as associate professionals.
- The SLMRU re-coded all historical data in the NSD; therefore, the data presented in this report is *consistent over time*.



## Key Findings 1 (Overall)

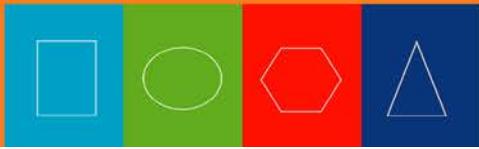
- Although the number of *newly advertised vacancies* is significantly lower than at the peak in 2007, vacancies continue to arise
- The overall number of *newly advertised vacancies* in 2011 was higher than in 2010 for both FÁS and Irish jobs.ie
- There were initial (albeit small) signs of a recovery in the number of jobs advertised for some occupations (e.g. managers, professionals)



## Key Findings 2 (Sectors)

Vacancies were most frequent for the following sectors:

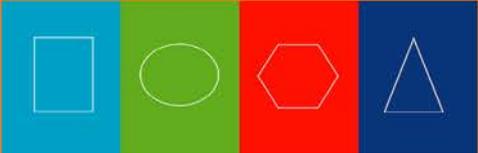
- ICT
- Engineering and utilities
- Accountancy and financial services/insurance
- Production, manufacturing and materials



## Key Findings 3 (Occupations/job titles)

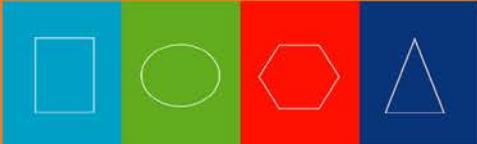
Vacancies were most frequent for:

- **Sales, marketing and customer service**
  - business associate professionals (e.g. sales accounts and business development managers)
  - sales occupations (e.g. retail sales assistants)
  - customer service occupations
- **Science and engineering professionals**
  - IT professionals (e.g. programmers/software developers, IT business analysts, web designers, IT specialist managers)
  - design and development engineers
  - process engineers
- **Business professionals**
  - financial project management professionals, chartered accountants, management consultants and business analysts, regulatory professionals, quality control professionals



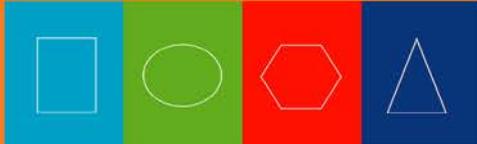
## Key Findings 3 (job titles/occupations) Ctd.

- **Administrative occupations**
- **Science and engineering associate professionals**
  - IT associate professionals
  - engineering technicians
  - laboratory technicians
- **Corporate managers and directors**
  - production managers in manufacturing
  - managers in warehousing
  - HR managers
  - financial managers
  - retail managers
  - purchasing managers



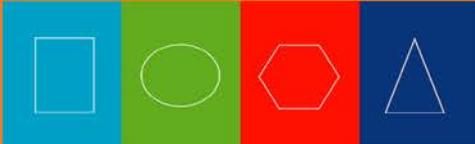
## Key Findings 4

- **A third level qualification** was required for a significant share of all newly advertised vacancies
- The data suggests that the demand is mostly limited to **experienced candidates**
- **Language skills**
  - a prerequisite for many newly advertised vacancies, particularly in sales customer care activities, but also at professional level (e.g. ICT, engineering, finance)
  - a variety of languages were in demand, predominantly German, French and Nordic languages
- The data suggests that Ireland is **competing with employers abroad** in filling vacancies requiring high-end specialised skill sets, with several professional vacancies advertised for labour markets abroad



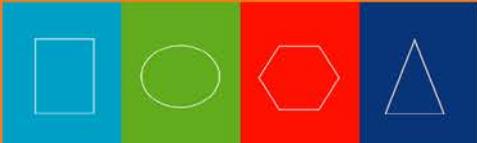
## Key Findings 5

- Findings from the advertised vacancy data analysis are consistent with the new job announcements in the media in 2011
- The results from **the recruitment agency survey** suggest that difficult to fill vacancies exist for a number of occupations, e.g.
  - **ICT professionals** (e.g. software and web development, gaming technology, mobile technology)
  - **engineering experts** (e.g. production/process, quality control, industry regulatory compliance specialists, research and design, electrical)
  - **scientists** (e.g. microbiologists, chemists, biological analysts)
  - **finance specialists** (senior auditors, analysts (financial, risk and recovery), regulatory affairs specialists)
  - **healthcare professionals** (e.g. doctors, senior specialist nurses, geriatric nurses)



## Key Findings 5 ctd.

- The data on **employment permits** issued to non-EEA nationals confirms that employers are sourcing some skills from outside the EEA area, e.g.
  - ICT professionals
  - managers
  - nurses
  - doctors



# Policy Implications

- Education and training: the data points to
  - the need **for foreign languages** to form an integral part of the skills portfolio of candidates
  - the importance of **training** in the workplace to **develop specialised skills sets**, particularly in the area of IT
  - the need to incorporate **relevant work experience** into the education and training process to improve employment prospects for new graduates and first time entrants to the labour market
- Labour market interventions: the data should be used
  - for **career guidance purposes to assist in education and training choices of students and the unemployed**
  - to align labour market activation measures, such as the JobBridge and Springboard programmes, with labour market needs, thereby **adding relevant work experience and know-how to the skills portfolio of the unemployed**