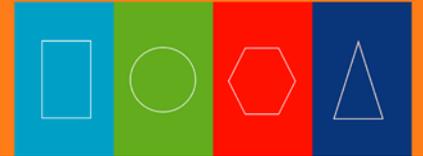


Vacancy Overview 2011

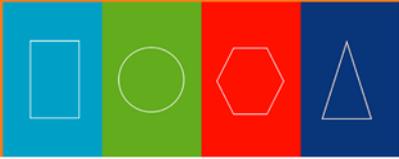
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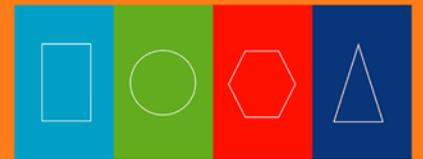


Vacancy Overview 2011

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

February 2012





Foreword

The Vacancy Overview 2011 is the second in a series of annual reports prepared by the Skills and Labour Market Research Unit (SLMRU) in FÁS on behalf of the Expert Group on Future Skills Needs. It provides an overview of the demand for labour in Ireland as measured by trends in advertised job vacancies, thereby contributing to the EGFSN's on-going monitoring of the labour market.

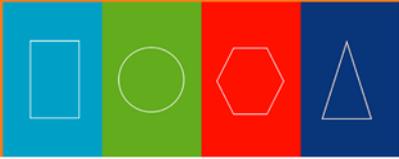
The Overview shows that despite the recession, job vacancies continued to arise during 2011. Compared to 2010, there was an increase in the overall number of jobs advertised in 2011.

Advertised job vacancies were most numerous for positions in sales and ICT. Foreign languages, as in 2010, continued to be in demand for a number of roles and, while third level qualifications were a prerequisite for the majority of advertised jobs, there were numerous vacancies requiring additional specialist skills sets, particularly in the area of ICT.



The Vacancy Overview 2011 provides a useful guide to job seekers, career guidance professionals, education and training providers and policy makers as it identifies the areas where employment opportunities continue to exist, even in recession. Nonetheless, the demand for labour is substantially weaker than it was at the peak in 2007 and the jobs advertised require candidates with specific skills sets combined with experience, language skills and/or third level qualifications. The publication of the Vacancy Overview 2011 therefore serves as a useful and timely tool for those assisting students, graduates, and the unemployed in making the most appropriate education and training choices. It also provides valuable insights for education and training providers which should assist them in aligning their programmes with labour market needs.

Una Halligan
Chairperson
EGFSN



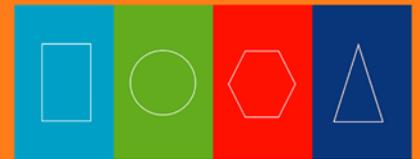
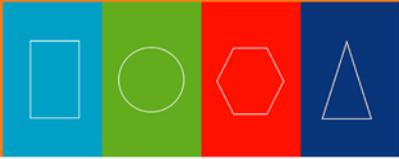
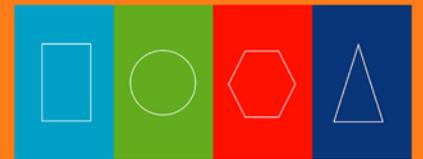


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1. Introduction

The Vacancy Overview 2011 report was prepared by the Skills and Labour Market Research Unit (SLMRU) in FÁS on behalf of the Expert Group on Future Skills Needs (EGFSN). Drawing on the various datasets held in the National Skills Database (NSD), this report aims to provide an overview of the demand for labour as measured by trends identified in advertised job vacancies.

Despite its limitations, which are detailed in Section 2 of this report, when interpreted with caution, vacancy data can provide a useful insight into the developments in Ireland's labour market.

The vacancy data presented in this report refers to new vacant posts advertised through:

- Jobs Ireland (FÁS)
- Irishjobs.ie
- The Irish Times.

The analysis focuses on the occupations and job titles of vacancies advertised in 2011 with the objective of identifying skills for which there is currently a demand in the Irish labour market.

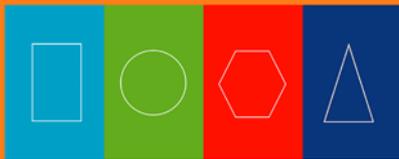
The Report has nine sections, corresponding to the nine broad occupational groups as per the Standard Occupational Classification (SOC 2010). An analysis of trends and the composition of vacancies advertised in 2011 are set out for each occupation according to:

- sector
- occupation and job title
- skills
- education
- experience.

The findings of the October 2011 SLMRU Recruitment Agency Survey (RSA) are also outlined, identifying any difficult to fill vacancies that are occurring for each occupational group.

Additional information on possible recruitment difficulties in 2011 is provided in the form of an analysis of 2011 employment permit data, which is used to identify the job titles for which employers sourced skills from outside the European Economic Area (EAA).

Finally, as a further complement to the vacancy data and in order to estimate possible future demand in the short-term, job announcements that appeared in the media in 2011 are analysed for each occupational group. Job creation expected to arise from foreign direct investment in Ireland, supported by the IDA, is also considered here.



2. Data

Vacancy Data

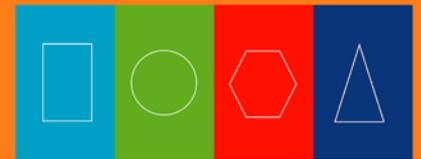
The vacancy data presented in this report is drawn from the *newly* advertised job vacancies in the following three sources:

- FÁS Jobs Ireland, which is a collection of all vacancies advertised by employers through the National Contact Centre in FÁS; the FÁS vacancy data excludes vacancies advertised as part of Work Placement and JobBridge schemes
- The Irish Times vacancy data, which is comprised of jobs advertised online and in the newspaper
- Irishjobs.ie vacancy data, which is gathered from the Irishjobs.ie online vacancy advertising service; the analysis includes only IrishJobs.ie vacancies advertised by an employer and excludes vacancies advertised by agencies.

Several issues, general and source specific, arise with the interpretation and analysis of advertised job vacancy data.

General vacancy data limitations

- Vacancies may be advertised through channels not captured in the analysis, leading to an underestimation of the true demand.
- 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) or other reasons is unclear.
- There is a danger of an occupational bias in any given advertising channel. For instance, while there has been a gain in the market share for managerial and higher skilled job advertisements in recent years, the distribution of vacancies advertised through Jobs Ireland (FÁS) is skewed towards skilled trades, caring/leisure services and sales occupations. On the other hand, job vacancies advertised through the Irish Times and Irish jobs.ie are skewed towards managerial, professional and associate professional occupations.
- The time periods for which new advertised vacancy data are available differs across data sources.
- While it was possible to identify and exclude work placement and JobBridge vacancies from the FÁS data, it was not possible to do so from the Irishjobs.ie vacancy data; however, as the work placement and JobBridge schemes are administered and advertised through FÁS, their occurrence in other data sets is likely to be low and therefore unlikely to skew the data unduly.
- The profile of vacancies advertised through other channels (e.g. an individual company's website, community of practice websites, international media) may differ from the profile of those outlined in this report; 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.



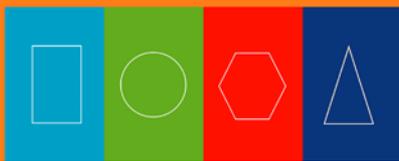
Source specific data limitations

- The vacancy refreshing facility available to employers on the Irishjobs.ie website makes it possible for a previously advertised vacancy to occur as a new vacancy in the following month, which may lead to an overestimation of the true number of new vacancies.
- While not an issue with FÁS vacancies (given the vacancy validation procedures in place), difficulties in distinguishing between true vacancies and non-substantiated advertisements in other sources can lead to an overestimation of the true demand.
- IrishJobs.ie and Irish Times vacancies have been assigned an occupational code using Cascot software which automatically assigns a code based on key words or word segments found in the job description. In some cases the match may be erroneous (e.g. anti-money laundering may be mistaken for laundering services), and as such this has the potential to reduce the accuracy of the data.
- Despite having unique reference codes in the Irishjobs.ie and Irish Times data sets, the same job can appear in the data more than once, thus skewing the perceived demand for a job.
- For the Irish Times data, there were several breaks in the time series caused by a change in the data generation method and for this reason it was used to extract qualitative information only and excluded from the trend analyses.

Given the above data limitations, the analysis focuses on the qualitative aspects of newly advertised vacancies. Quantitative information is limited to plotting a trend of the overall number of vacancies for Irishjobs.ie and FÁS Jobs Ireland only. The objective is not to quantify the number of vacancies but rather to show the movement of vacancies over time. In order to smooth the variability exhibited between individual months, the data is presented as a three month moving average.

Data classification

In 2011, the Central Statistics Office (CSO) moved from using the Standard Occupational Classification (SOC) 1990 to the more recent SOC 2010. While creating a break in the time series, this is a welcome development as the new classification better captures occupations currently employed in the labour market, particularly newer occupations; for example, IT technical support staff or web designers were not identifiable in the former classification. In order to align with the CSO, which represents one of the key sources of labour market data, the SLMRU has re-coded the vacancy data held in the National Skills Database to SOC 2011. Given the differences between the old and new classification, the vacancy data by occupation presented in this year's Vacancy Overview is not directly comparable with the vacancy data provided in last year's report (Vacancy Overview 2010). For instance, nurses are classified as professionals in the new classification, whereas they had previously been classified as associate professionals. Similarly, many occupations which had been classified as managers with specific expertise under SOC 1990 are now classified as professionals under the new classification system (e.g. IT managers moved from the managerial to IT professional occupational group), resulting in a significantly lower number of managerial vacancies and a higher number of professional and associate professional vacancies. Since the SLMRU re-coded historical data in the NSD, the data presented in this report are consistent over time.



Seasonality

The issue of seasonality was examined for the overall vacancy time series as well as individual occupational groups. Only FÁS data was examined in this context given that it provides the longest time series without breaks. Seasonality was found to be present in the overall vacancy time series and in the vacancies data for skilled trades, sales and customer service, and elementary occupations. As the analyses are primarily qualitative, the presence of seasonality does not impact on the findings presented in this paper. Nonetheless, for occupations where seasonality was detected, the adjusted series are presented in Figures A1-A4 in the Appendix of this report.

SLMRU Recruitment Agency Survey

The Skills and Labour Market Research Unit (SLMRU) in FÁS 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 70 recruitment agencies were contacted and asked to participate in a telephone interview. The findings of the most recent survey (based on approximately 40 responses), which took place in October 2011, are presented for each occupational group.

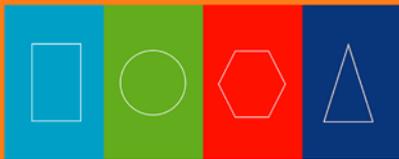
Work Permit Data

Despite the recession, employers continue to employ workers from non-EEA countries through employment permit schemes. While the data on newly issued employment permits, provided by the Department of Jobs, Enterprise and Innovation (DJEI), may be used to highlight occupations for which employers experience difficulty in sourcing staff domestically, it should be interpreted with caution:

- 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 of existing employment permit holders
- new employment permits may be issued to EU citizens (i.e. Romanian and Bulgarian nationals).

Job Announcements

Announcements in the media (national newspapers) indicating the creation or loss of jobs have been documented by the SLMRU since 2010. Jobs created or lost over the period January to December 2011 are summarised and presented for each occupational group, thereby highlighting areas in which job opportunities are arising as well as those where expansion activities may occur in the short-medium term. Job creation expected to arise from foreign direct investment in Ireland, supported by the IDA, is also considered here.

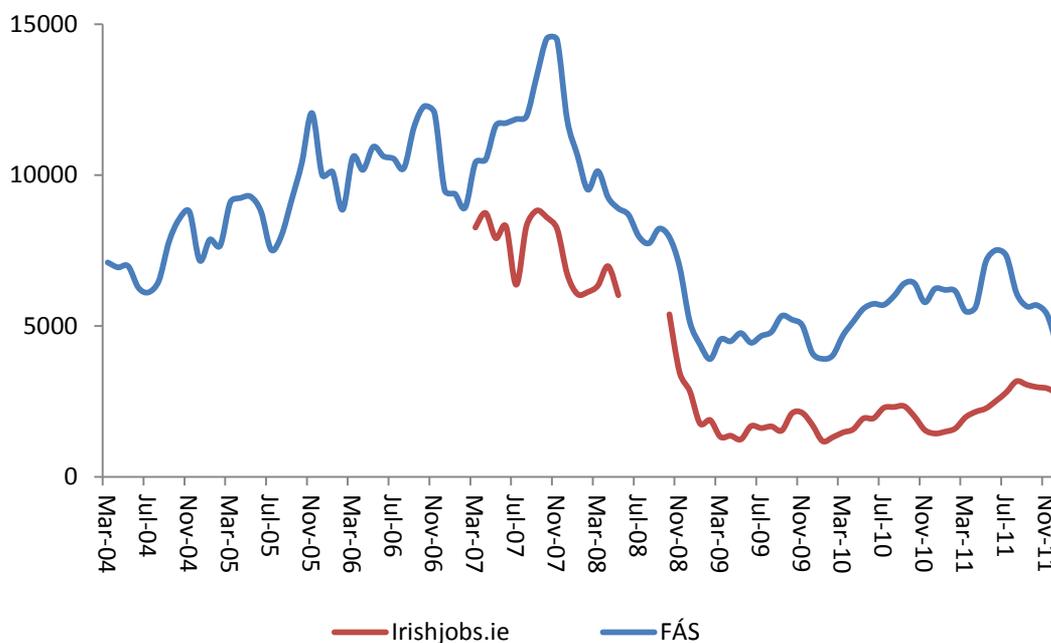


3. Overall Vacancies

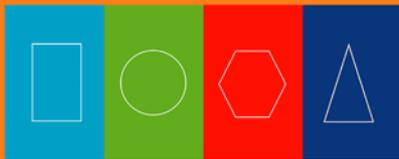
Despite the recession, job vacancies continued to arise in the Irish labour market. Figure 3.1 shows the evolution over time of the number of newly advertised vacancies, expressed as a three month moving average. Statistical tests confirmed the presence of seasonality in the data, with greater recruitment activity exhibited between September and November and a slump in December each year. The seasonally adjusted series is presented in Figure A1 in the Appendix.

The overall number of new vacancies was highest during 2007, when over 8,000 vacancies a month were advertised through Irishjobs.ie and over 10,000 a month for FÁS Jobs Ireland. Although, the magnitudes differ between the two data sets, the direction and timing of the downturn are broadly in line: the number of advertised vacancies began to decline in the first quarter of 2008 and stabilised during 2009 at a significantly lower level than at the peak. Since the beginning of 2011, the number of IrishJobs.ie and FÁS vacancies has begun to show the initial signs of a recovery, although the number of overall vacancies remains well below the levels observed in 2007. Nonetheless, the overall level of vacancies in 2011 was higher than in each of the preceding two years.

Figure 3.1 New Notified Job Vacancies (three-month moving average)



Note: A break occurred in the IrishJobs.ie data between May 2008 and July 2008 and it is therefore excluded from the trend analysis reported in this paper



Composition of vacancies advertised in 2011

Sectors

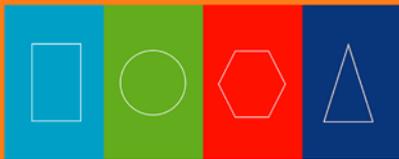
Vacancies were most frequent in the following sectors:

- sales, marketing and customer service (by far the highest number of vacancies)
- ICT
- engineering and utilities
- accountancy and financial services/insurance
- production, manufacturing and materials.

Occupations and job titles

Vacancies were most frequent for

- **sales and related occupations**
 - business associate professionals (e.g. sales accounts and business development managers, business sales executives, marketing associate professionals)
 - sales occupations (e.g. retail sales assistants)
 - customer service occupations
- **science and engineering professionals:**
 - IT professionals (e.g. programmers and software developers, IT business analysts, web designers, IT specialist managers)
 - design and development engineers
 - process engineers
- **business professionals** (e.g. financial project management professionals, chartered accountants, management consultants and business analysts, regulatory professionals, quality control professionals)
- **administrative occupations** (e.g. book-keepers, payroll clerks, financial clerks)
- **science and engineering associate professionals**
 - IT associate professionals (e.g. IT operation technicians, IT user support technicians)
 - engineering technicians
 - laboratory technicians
- **corporate managers and directors** (e.g. production managers in manufacturing, managers in warehousing, HR managers, financial managers, retail managers, purchasing managers).



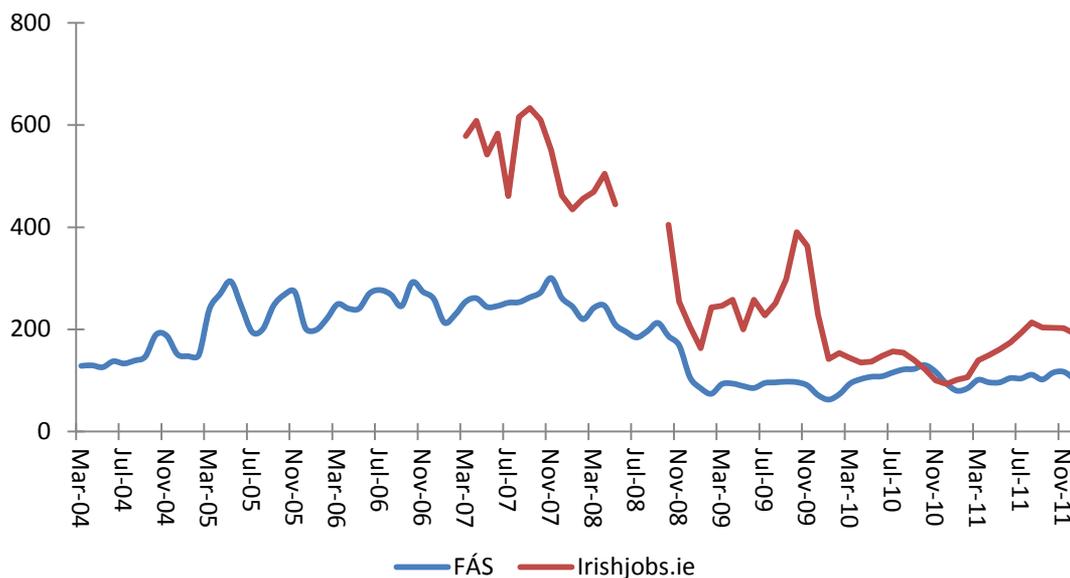
4. Managers

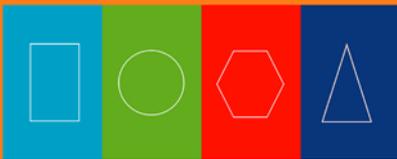
Trend Analysis

The number of vacancies for managers was highest during 2007, when up to 600 vacancies a month were advertised on the Irishjobs.ie website and up to 300 in the FÁS Jobs Ireland vacancy bank. Although the magnitudes of vacancies differ between the two data sets, the direction and timing of the downturn are broadly in line: the number of advertised vacancies declined sharply during 2008 and stabilised during 2009, albeit at a significantly lower level compared to the peak. The peak observed in the fourth quarter of 2009 was associated with a large number of vacancies advertised for supermarket store managers (Aldi, and to a lesser extent, Lidl and Tesco). While the number of vacancies for managers remained low for most of 2010, 2011 saw the numbers of managerial vacancies on Irishjobs.ie begin to move upwards.

The comparatively low number of managerial vacancies observed in Figure 4.1 below (compared to the data presented in the Vacancy Overview report in 2010 when up to 2,000 vacancies and 700 vacancies a month were advertised on Irishjobs.ie and through FÁS Jobs Ireland) is due to the introduction of the new occupation classification system (SOC 2010). Several occupations, which had been categorised as managerial occupations under SOC 1990, were re-categorised, mostly as professional occupational occupations (such as IT managers) under SOC 2010.

Figure 4.1 Vacancies for managers (three-month moving average)





Composition of vacancies advertised in 2011

Sectors

During 2011, managerial vacancies were most frequently advertised in the following sectors:

- sales and related, including the following sub-sectors
 - sales
 - retail and wholesale
 - customer service
 - marketing
- ICT
- insurance and financial services
 - general management
 - accountancy and finance
- production, manufacturing and materials
- human resources (HR).

Occupations and job titles

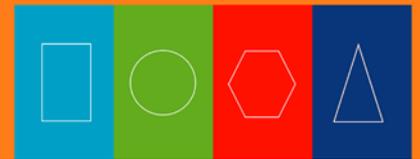
Managerial vacancies were most frequent for

- operations managers in manufacturing
- retail and wholesale managers
- HR managers
- marketing and sales directors
- purchasing managers (e.g. purchasing , procurement and supply chain managers)
- financial managers and directors (e.g. arrears management).

Skills

Specific skills stated as a requirement in vacancies for managers included:

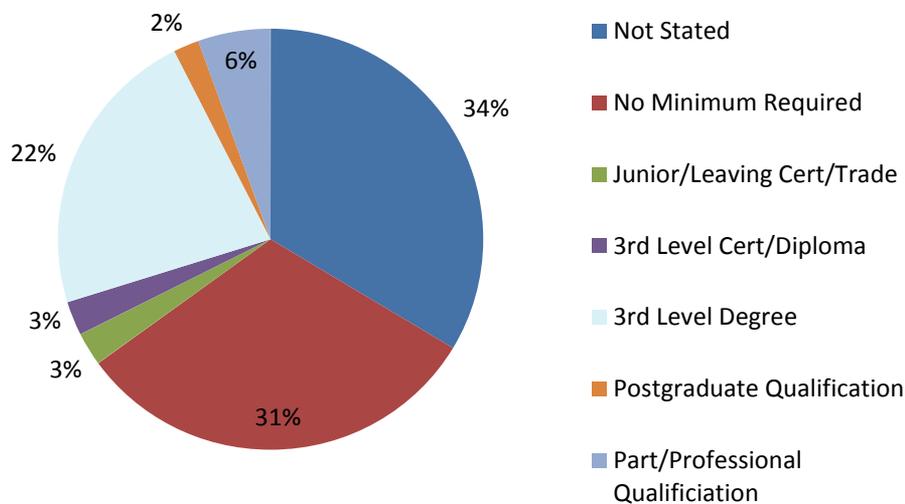
- Lean Six Sigma (manufacturing)
- accounts receivable and collections expertise
- health and safety management expertise
- procurement/purchasing skills
- SAP (Systems Applications and Products) knowledge
- supply chain and logistics skills
- language skills (e.g. German, French, or Nordic languages).



Education

Almost one third of managerial vacancies advertised in 2011 specified no minimum educational requirements. Together with elementary and service occupations, managers had the highest share of vacancies specifying no minimum requirements. Vacancies for which there were no minimum education requirements were primarily for retail managers.

Figure 4.2 Vacancies for managers by education level required, 2011



Source: Irishjobs.ie

Experience

At almost 90%, the majority of vacancies for managers required at least 2 years' experience. Job vacancies specifying 6+ years' experience were mostly for managerial positions in marketing and sales, purchasing, advertising and public relations, and production (manufacturing).

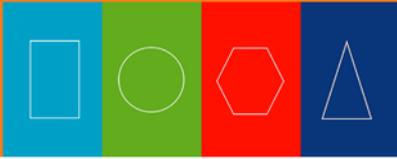
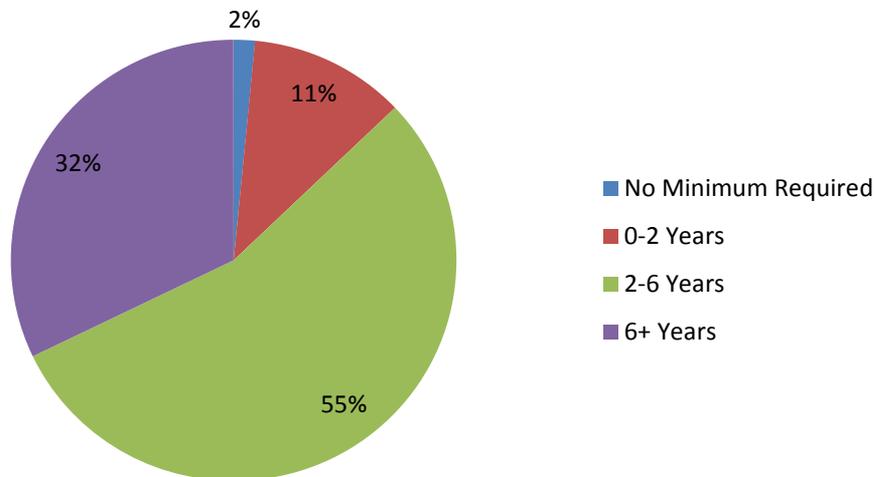


Figure 4.3 Vacancies for managers by experience required, 2011



Source: Irishjobs.ie

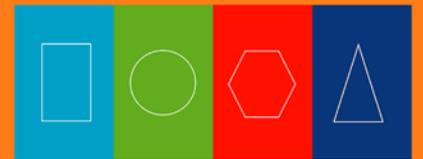
Difficult to fill vacancies

There are a number of areas for which managerial vacancies were rated as either difficult or too difficult to fill as reported in the Recruitment Agency Survey conducted in October 2011. The demand is for managers with industry knowledge and experience in:

- sales and marketing
- finance (pharmaceuticals and medical device sectors)
- HR.

Vacancies filled with non-EEA workers

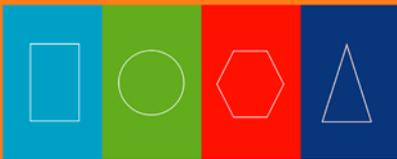
- Employers continued to source some managerial skills from outside the European Economic Area (EEA) in 2011, with approximately 200 new employment permits issued by the DJEI.
- Of all new permits issued to non-EEA workers in 2011, 6% were for managerial positions.
- Just over two-fifths of the new permits issued to managers were intra-company transfers, mostly in the areas of manufacturing, IT and financial services.
- New permits for managers were mostly confined to the following sectors: manufacturing, ICT, services, and financial services.
- The largest number of new permits issued to non-EEA nationals in managerial positions were for production managers, chief executives and senior officials, financial managers, and directors and marketing and sales directors.
- More than a half of new permits issued for managerial positions were USA nationals.



Job announcements

While there were few management specific job announcements during 2011, managerial posts were implicit in almost all expansion activities. Job announcements relevant for managers were in the biopharmaceutical and medical device sectors and in ICT e.g. project managers with six sigma experience and managers for customer contact and support centre activities.

Job creation for managers is also confirmed in the jobs announced by IDA client companies in 2011, to be rolled out over the medium term; the majority of these managerial positions are expected to be for chief executive and senior officials, production managers in manufacturing and IT, predominantly in the medical devices and ICT sectors.



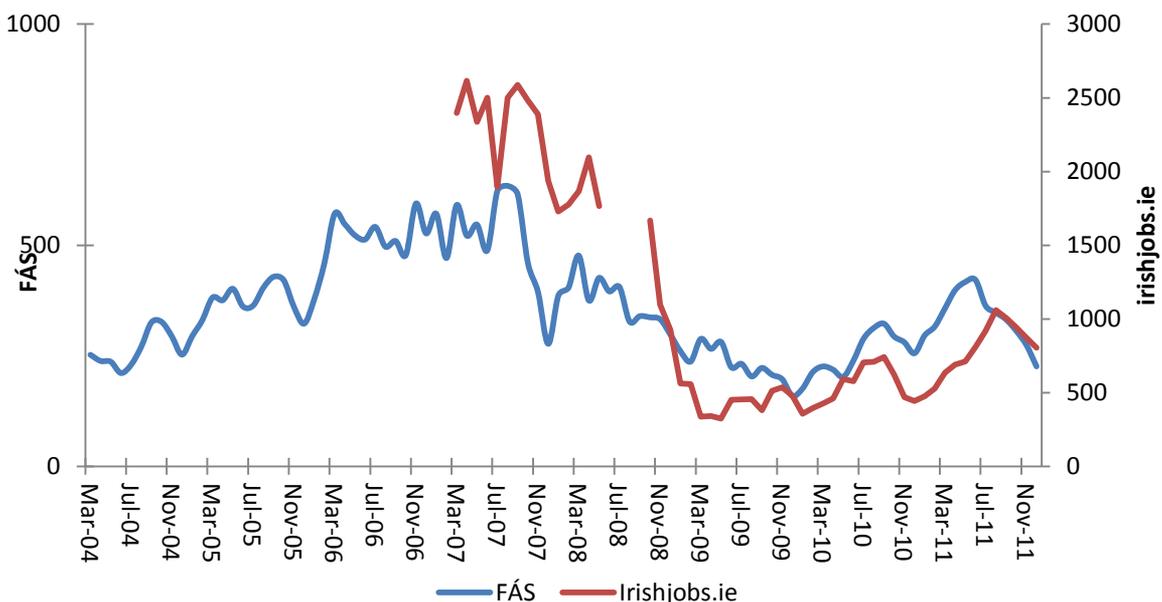
5. Professionals

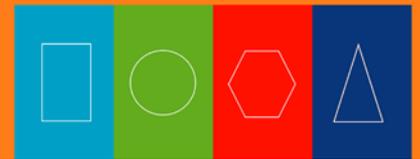
Trend analysis

The number of vacancies for professionals was highest during 2007, when up to 2,600 vacancies a month were advertised on the Irishjobs.ie website and up to 600 through the FÁS Jobs Ireland vacancy bank. The difference in scales as presented in Figure 5.1 for the two vacancy sources is most likely due to the advertisement channel bias: Irishjobs.ie is likely to hold a greater share of the vacancy market for professional posts than FÁS. Although the magnitudes differ between the two data sets, the direction and timing of the downturn are broadly in line: the number of advertised vacancies started to decline towards the end of 2007 and stabilised at a lower level during 2009 compared to the peak. Indications of a recovery began to emerge from quarter 4 2010 and continued throughout most of 2011: despite a decline towards the end of 2011, the number of advertised vacancies in 2011 was higher than in each of the preceding two years.

The comparatively high number of professional vacancies observed in Figure 5.1 below (compared to the data presented in the Vacancy Overview report in 2010) is mostly due to the introduction of the new occupation classification system (SOC 2010). Under SOC 2010, the professional occupational group includes several occupations which had previously been classified elsewhere. For example, nurses and therapists moved from the associate professional category, and IT specialist managers and R & D scientists from the managerial category, to the professional occupational group.

Figure 5.1 Vacancies for professionals (three-month moving average)





Composition of vacancies advertised in 2011

Sectors

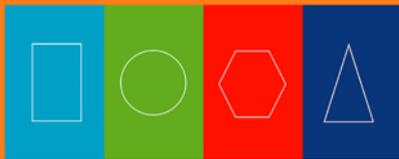
During 2011, professional vacancies were most frequently advertised for the following sectors:

- ICT
- engineering and utilities
- science, pharmaceuticals and food
- sales, marketing and customer care
- accountancy and finance
- insurance and financial services
- healthcare
- production, manufacturing and materials
- education.

Occupations and job titles

Professional vacancies were most frequent for

- IT professionals: they accounted for by far the highest number of professional vacancies and made up approximately 40% of all vacancies in this occupational group; occupations advertised included:
 - programmers and software developers (including web development) and testers (e.g. .Net, C#, C++, VB, Java, J2EE, SQL Server and SSIS (SQL Server Integrated Services), Unix, Oracle, PHP, SAP, ASP.Net, Microsoft Certified developers (e.g. MCAD))
 - network experts (e.g. Cisco certified (e.g. CCNA, CCNP), Microsoft Certified (e.g. MCSE, MCSA))
 - IT business analysts, architects and systems designers (e.g. cloud computing (including R&D), embedded systems, systems analysts, infrastructure analyst)
 - IT project managers
- scientists
 - medical scientists (e.g. microbiologists)
 - chemical scientists (e.g. analytical chemist, process chemist, regulation expert, QC, food chemist)
- engineers
 - design (e.g. electrical, electronics, mechanical, process development, product development, industrial design)
 - production and process (e.g. biopharmaceuticals, chemical, validation, regulation)
 - electrical (power)
 - electronic
 - mechanical
 - quality control (e.g. medical devices, food manufacturing)



- health professionals: nurses, doctors, therapists (occupational), radiographers, pharmacists, other (e.g. nutritionists); a significant number of the vacancies advertised through Irishjobs.ie and Irish Times for nurses were for positions in the UK
- business and finance professionals:
 - business professionals (project and risk management (market risk))
 - chartered accountants (financial and regulatory reporting, SAP, investment banking, insurance, industry)
 - management consultants and business analysts (e.g. funds industry, banking), including risk (mostly operational) analysts and actuaries (e.g. Basel II, SAS, internal capital adequacy process (ICAAP), liquidity)
 - regulatory professionals (compliance experts in finance, manufacturing)
 - advertising accounts managers (e.g. online sales)
- teaching professionals (TEFL teachers, foreign language teachers, higher education lecturers).

A small but notable number of the above job titles were for positions located outside of Ireland; in particular, IT and engineering professionals appear to be sourced in Ireland for work elsewhere in Europe (e.g. Switzerland, UK, Germany), Asia and the Middle East, Australia/New Zealand and Canada, indicating that Irish employers are competing with employers abroad in filling vacancies requiring high-end, specialised skill sets.

Skills

German and French language skills featured in some vacancies for professionals in ICT, engineering and finance. In addition, other language skills (e.g. Spanish, Turkish, Russian, Arabic, as well as German and French) were often specified in vacancies for business, finance, and senior sales roles. Many roles in ICT also required IT security expertise while quality assurance skills featured across a range of occupations, such as IT specialists, scientists and engineers.

Education

With approximately one half of advertised vacancies for professionals requiring a third level degree, this occupational group had by far the highest share of vacancies specifying third level educational attainment. However, at 16% a minority of job vacancies specified no minimum educational requirements; these vacancies related mostly to software development professionals where it is possible that training and/or experience may be sufficient for some roles (e.g. web development).

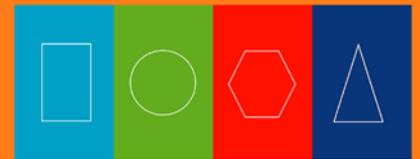
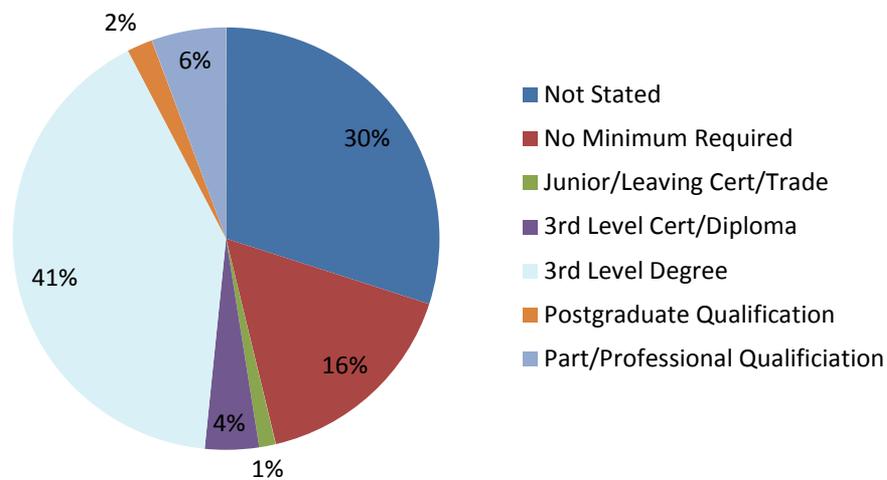


Figure 5.2 Vacancies for professionals by education level required, 2011

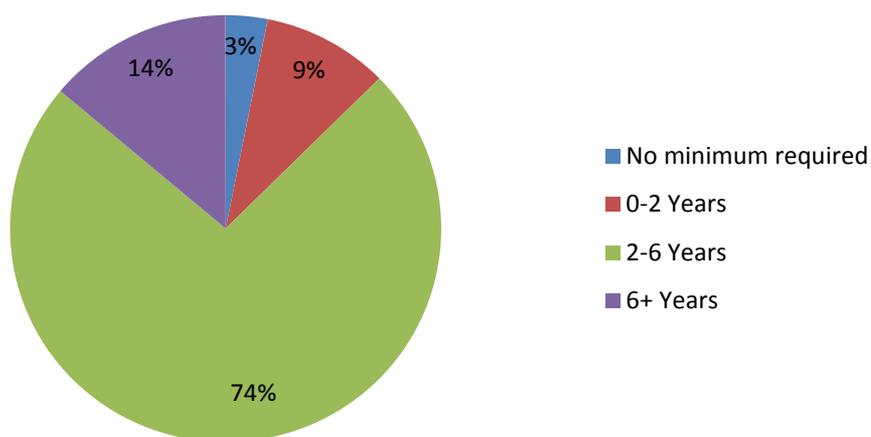


Source: Irishjobs.ie

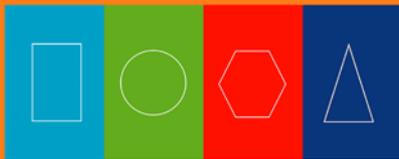
Experience

Three quarters of the vacancies for professional occupations specified at least two years' experience as a requirement with a further 14% requiring six years or more.

Figure 5.3 Vacancies for professionals by experience required, 2011



Source: Irishjobs.ie



Difficult to fill vacancies

Experienced professionals in specialised niche areas continue to be difficult to source. More than one half of all difficult to fill mentions in the October 2011 Recruitment Agency Survey were for professional posts. The following professionals were mentioned as difficult to source:

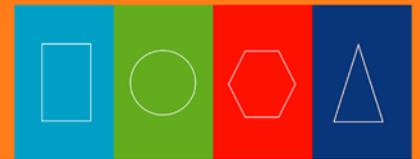
- engineering professionals: demand was for highly qualified individuals with specific expertise and skill mixes, mostly in the medical devices, pharmaceutical, food and, to a lesser extent, energy sectors
 - production/process (e.g. with SixSigma and Lean Manufacturing expertise, chemistry expertise and process safety (e.g. chemical health and safety))
 - quality control/validation (with, for example, FDA¹ regulation expertise)
 - industry regulatory compliance specialists (e.g. medical devices, pharmaceutical and automation engineers with FDA experience or IT skills (SAP and EBR/MES² knowledge))
 - research & development design engineers (for medical devices, pharma and food sectors)
 - others (e.g. chemicals, plastics, automation, instrumentation, control)
 - electrical engineers (wind energy, electrical design, high tension power, sub-station power design)
- IT and telecommunications professionals: with expertise and experience in
 - software development (e.g. Java, C++, .net, Oracle, PHP, SharePoint, C Sharp)
 - web development (e.g. HTML, Ruby on Rails, Flex)
 - specific areas of gaming technology (e.g. animated 3D developer, Flash, security auditing, PHP CSS), Linux & Unix and substantial experience (5+ years)
 - telecommunications (mobile technology, iPod, android)
- scientists: microbiologists, chemists (formulation, analytical development), biological analysts and agricultural nutritionists (pig/poultry)
- finance specialists: senior auditors, analysts (financial, risk & recovery), regulatory affairs specialists (e.g. SAP expertise for pharma/medical device sector)
- health professionals: doctors (senior house officers and registrars); senior specialist nurses (cardiac care, clinical, oncology, theatre, nursing managers, etc.); geriatric nurses; therapists (e.g. occupational, speech); clinical psychologists; experienced radiographers (MRI) and dieticians.

Vacancies filled with non-EEA workers

- There were in excess of 1,600 new employment permits issued to non-EEA professionals in 2011, accounting for almost one half of all new permits issued.
- One in two permits issued to professionals were for ICT professionals (e.g. software engineers/developers, IT business analysts); of these, almost two thirds were from India.

¹ Food and Drug Administration (FDA)

² Electronic Batch Records (EBR)/Manufacturing Execution Systems (MES)



- Almost one in three permits issued to professionals were for healthcare professionals, including medical interns (doctors) and nurses; more than two thirds of nurses were from India.
- The third largest sub-group comprised business, research and administrative professionals, including qualified accountants, and management consultants and business analysts.
- Programmers/software developers were the single largest occupation for which work permits were issued in 2011; this was followed by medical practitioners.

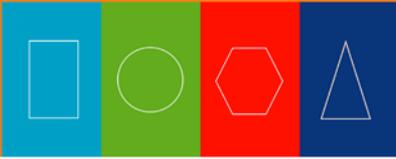
Job announcements

Professional positions, almost entirely in the pharmaceutical, medical devices, renewable energy and ICT sectors, made up a significant share of job creation announcements in 2011. Specifically, the job titles in demand were:

- software/product development and R&D engineers (e.g. cloud computing, .net, java, financial software development, internet security, web developers, games developers, and telecommunications)
- IT specialist managers and IT systems architects
- electrical/electronic engineers in the green energy and ICT sector (manufacture of small scale wind turbines; recovery of waste heat; printer manufacturers, etc.)
- production, process, and validation engineers, particularly in the pharmaceutical and medical device sectors
- scientists: senior and research & development scientists in the pharmaceutical sector
- healthcare professionals: specialist nurses (theatre nurses)
- financial professionals: (accountants, actuaries, corporate finance experts, restructuring/insolvency professionals, business analysts, and risk managers)
- quality assurance and regulatory professionals (pharmaceutical and medical device sectors)
- a limited number of construction-related engineers (e.g. civil) are also likely to be in demand as companies set up new, or expand existing, operations across a range of sectors (e.g. pharmaceuticals (e.g. Amgen); medical devices (e.g. Boston Scientific); energy (e.g. Corrib Gas); sports complex (e.g. Waterford Institute of Technology).

The numbers of jobs announced were generally between 10 and 50 with most scheduled to be rolled out over the short-medium term.

Job creation for professionals, especially for ICT, engineering and scientific professionals, is also confirmed by projects announced by the IDA, predominantly in the ICT, medical devices and finance/insurance sectors.



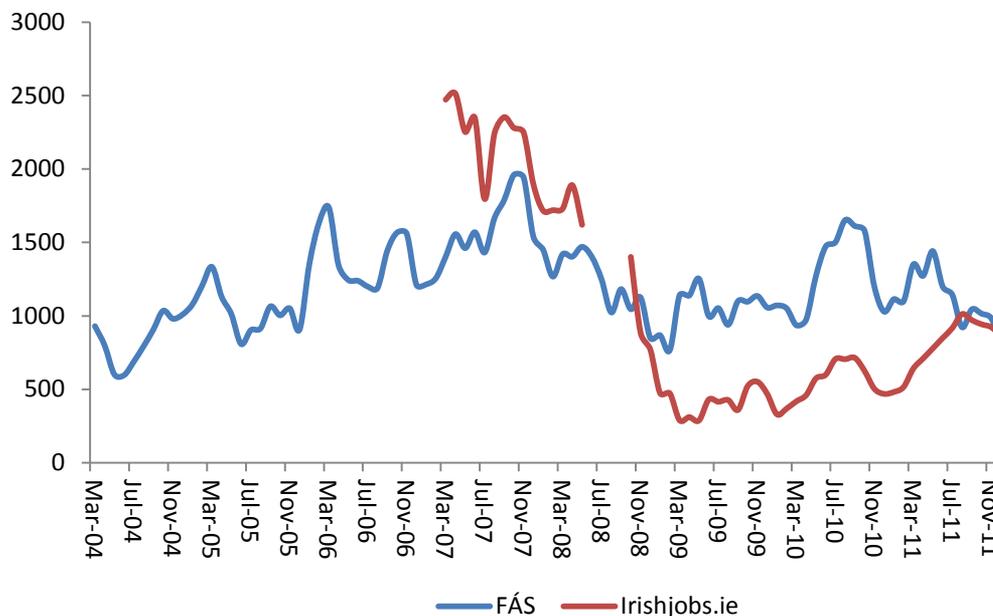
6. Associate Professionals & Technical Occupations

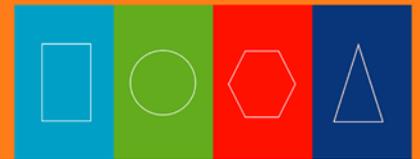
Trend analysis

The number of vacancies for associate professionals was the highest during 2007, when over 2,000 vacancies a month each were advertised on the Irishjobs.ie website and through the FÁS Jobs Ireland vacancy bank. The direction and timing of the downturn in both data sets are broadly in line: the number of advertised vacancies started to decline in the first quarter of 2008 and stabilised at a significantly lower level during 2009 compared to the peak. While there were signs of growth in the number of advertised vacancies for associate professionals in the first half of 2010, this reversed in the latter quarter of the year. Nonetheless, the level of vacancies advertised throughout 2011 was higher than in 2009.

In terms of numbers, the reclassification of occupations has not affected the overall level of Irishjobs.ie vacancies; this is due to the fact that while nurses and therapists moved out of the associate professional and into the professional occupational category, other occupations were reclassified into this group from other categories; for example, IT support technicians and some sales and marketing managers, which had previously been categorised within the sales occupational group are now included in the associate professional group.

Figure 6.1 Vacancies for associate professionals (three-month moving average)





Composition of vacancies advertised in 2011

Sectors

During 2011, vacancies for associate professionals were most frequently advertised in the following sectors

- sales, marketing and customer care
- IT
- accountancy and finance
- insurance and financial services
- human resources
- production, manufacturing and materials
- engineering and utilities
- science, pharmaceuticals and food.

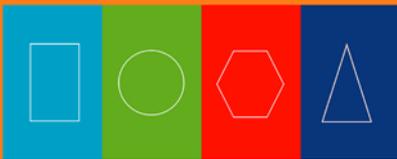
In the Vacancy Overview 2010, the healthcare sector featured prominently in the associate professional job vacancies; in 2011, however, this is no longer the case as nursing and therapist occupations have been reclassified as professional rather than associate professional occupations.

Occupations and job titles

Vacancies for associate professionals were most frequent for

- science, engineering and production technicians
 - multilingual IT technical support (German, Dutch, Finnish, Norwegian, Swedish, French, Spanish etc.)
 - laboratory technicians (food, pharmaceutical, microbiology, chemistry, quality control)
 - engineering technicians (manufacturing, mechanical, quality control)
- business associate professionals
 - multilingual customer account managers including on line sales accounts (Dutch, German, French, Spanish, Danish, Hebrew, Russian, Norwegian etc.)
 - marketing managers (e.g. brand, product)
 - multilingual business development executives (sales development)
 - multilingual claims officers
 - multilingual collections agents
 - multilingual fraud analysts (e-commerce)
 - multilingual (inside³) sales representatives (Danish, Finnish, German, Swedish, French etc.) in IT, pharmaceuticals, and medical devices
 - financial analysts, credit, pricing, fund accounting, transfer agency

³ Inside sales representatives work in-house, often in contact centres.



- human resources specialists
- buyers and procurement officers (supply chain specialist)
- compliance officers
- vocational trainers (childcare, care, IT, health and safety, horticulture etc.)
- interpreters.

There was also a number of vacancies for performing artists (actors/directors) associated with activity in the domestic and foreign film industry in Ireland.

Skills

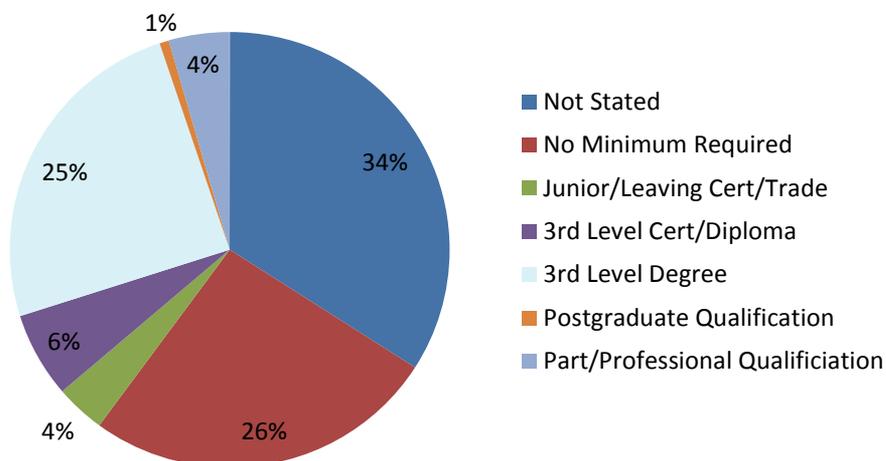
Foreign language skills, particularly German, Nordic languages and French were required for roles in IT technical support, claims and collections; the languages most in demand were German and French, but other European languages were also required. Other skills in demand included:

- e-business and marketing skills, often combined with languages
- business-to-business (B2B) sales skills
- a driving licence (B licence) for sales roles across a variety of sectors (e.g. energy, security, IT installation, etc.).

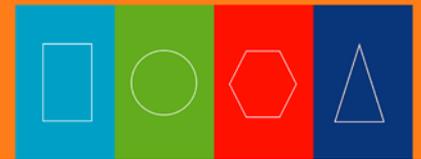
Education

Over a third of vacancies for associate professionals required a third level qualification, mostly at degree level or above; however, over a quarter of advertised vacancies had no minimum educational requirements.

Figure 6.2 Vacancies for associate professionals by education level required, 2011



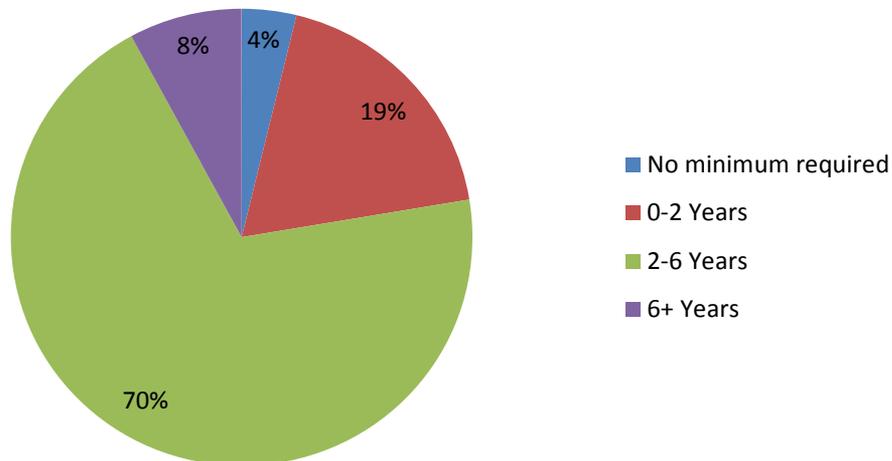
Source: Irishjobs.ie



Experience

At least two years' experience was specified as a requirement in more than three quarters of the associate professional vacancies advertised in 2011.

Figure 6.3 Vacancies for associate professionals by experience required, 2011



Source: Irishjobs.ie

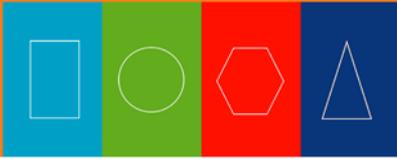
Difficult to fill vacancies

Difficult to fill vacancies were confined to specialist areas requiring at least one to five years' experience:

- IT support and technical sales experts with languages (German, Dutch, Nordic languages) and/or marketing expertise (online, digital)
- senior business developers and sales executives (with languages)
- laboratory technicians with experience in the medical/pharma sector.

Vacancies filled with non-EEA workers

- In 2011, approximately 500 new employment permits were issued to non-EEA workers in associate professional and technical occupations, representing 15% of the total number issued that year.
- New employment permits issued were concentrated in the areas of ICT, services and financial services.
- The largest number of new employment permits for associate professional and technical roles were issued to non-EEA nationals employed as:
 - IT operations technicians
 - financial and accounting technicians



- marketing associate professionals
- sales accounts and business development managers.

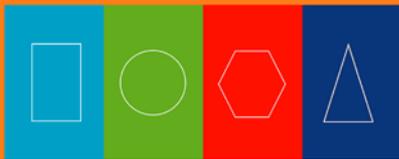
Job announcements

The announcements for associate professional occupations comprised the second largest category of announcements in 2011; the jobs announced were confined to positions in the pharmaceutical, financial, ICT and, to a lesser extent, retail sectors. They included:

- technical support engineers (for specific sectors including pharmaceuticals, financial, ICT (e.g. web development, gaming, telecommunications), and retail (e.g. support for online shopping))
- production technicians (medical devices/pharmaceutical sector)
- insurance, finance and tax experts; financial advisers; legal and compliance staff (mostly for the financial services and insurance industry)
- sales and marketing staff for European and international markets; many positions were cited as likely to require foreign language skills (IT, retail, financial services, and manufacturing sectors).

While the announcements were few in number, the number of jobs announced ranged from 20 to 500.

Job growth, especially for ICT and business associate professionals (e.g. IT user support technicians or business analysts), is confirmed by projects announced by IDA clients in sectors such as manufacturing (e.g. medical devices, pharmaceuticals) and finance/insurance.

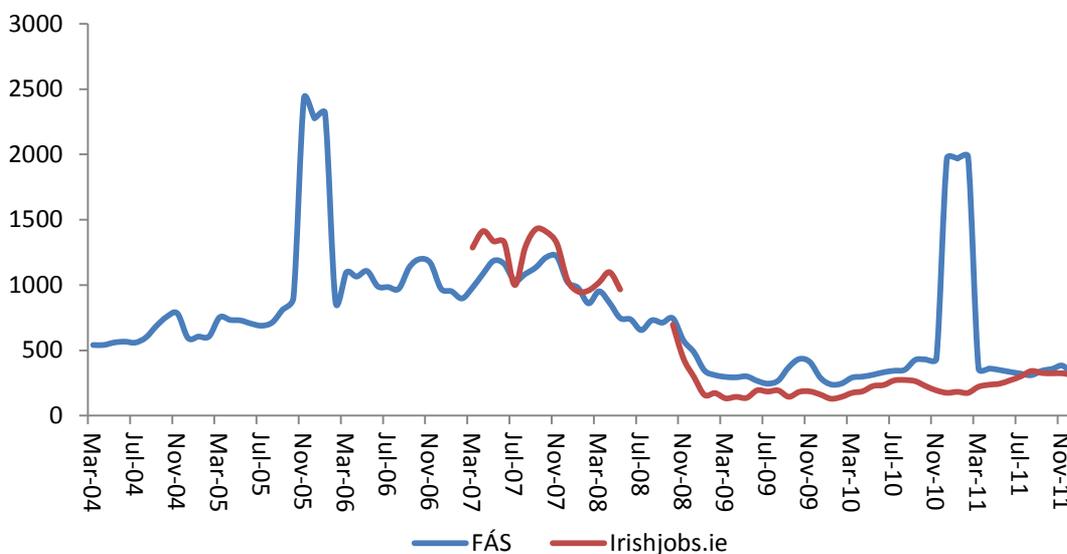


7. Administrative and Secretarial Occupations

Trend analysis

The number of vacancies for administrative and secretarial occupations was at its highest during 2007, when up to 1,400 jobs a month were advertised on the Irishjobs.ie website and up to 1,000 jobs on the FÁS Jobs Ireland vacancy bank. The direction and timing of the downturn are similar for both Irishjobs.ie and FÁS vacancies: the number of advertised vacancies started to decline in the first quarter of 2008 and stabilised at a significantly lower level during 2009 compared to the peak. The significant peak that occurred at both the end of 2005 and 2010 in the FÁS data is due to the advertisement of positions for Census 2006 and 2011 enumerators respectively. While the number of FÁS vacancies remained flat throughout much of 2011 (with the exception of the Census enumerators), Irishjobs.ie vacancies began to show initial signs of a recovery from 2011.

Figure 7.1 Vacancies for administrative & secretarial occupations (three-month moving average)

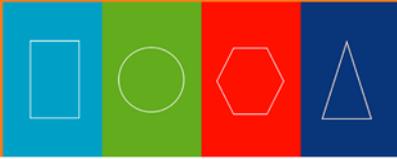


Composition of vacancies advertised in 2011

Sectors

In 2011, administrative and secretarial vacancies were most frequently advertised in the following sectors:

- accountancy and finance
- secretarial and administration
- insurance and financial services
- sales and customer service.



Occupations

Administrative and secretarial vacancies were most frequent for

- administrative positions in finance:
 - accounts payable/receivable clerks
 - financial administration clerks
 - payroll clerks
 - multilingual credit controllers (French, German, Spanish, Italian, Nordic)
 - fund accountants
 - claims administrators
 - shareholder services administrators
 - settlements administrators
- receptionists
- personal assistants
- administrative positions in logistics and distribution:
 - freight clerks (air, ship and road; freight forwarding)
 - logistics co-ordinators
 - documentation clerks.

Skills

Language skills including German, French, Spanish and Dutch were frequently cited as a requirement for accounts payable, credit analysts, payroll, credit control, and financial accounts assistants; in addition, German was required for some freight forwarding and logistics administrator positions.

Education

The largest share (39%) of administrative and secretarial vacancies did not state any education requirements and a further quarter required less than third level qualifications.

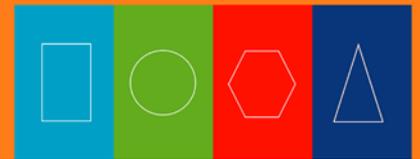
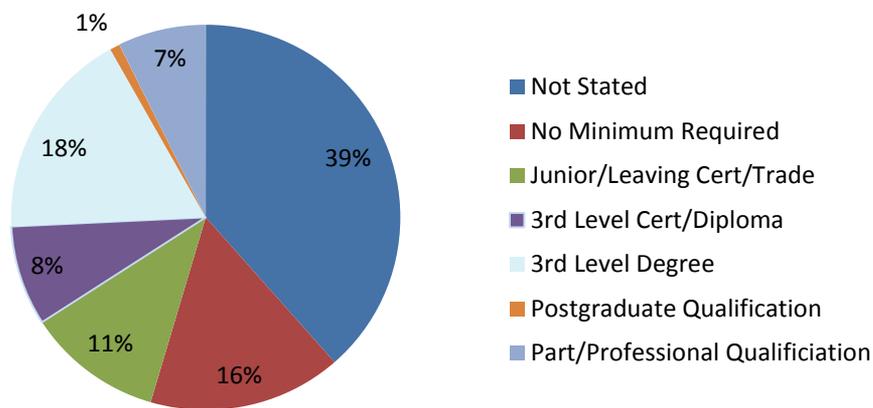


Figure 7.2 Vacancies for administrative and secretarial by education level required, 2011

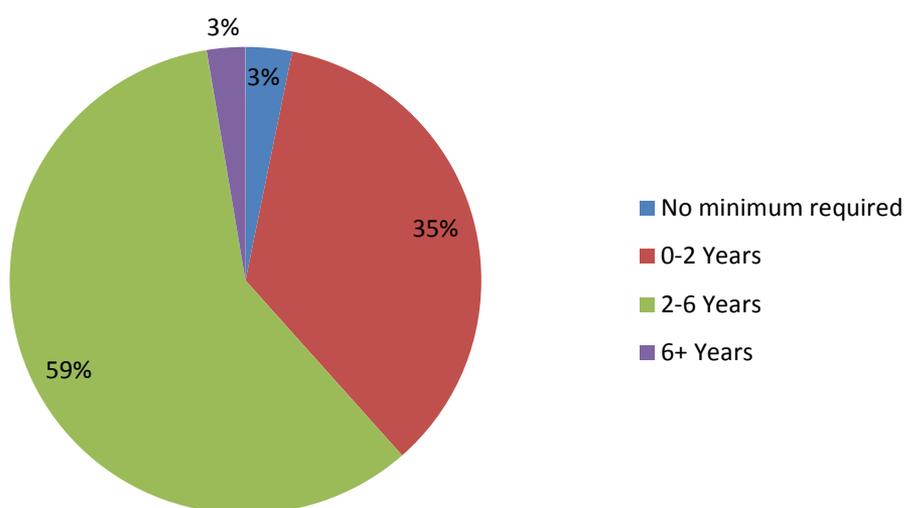


Source: Irishjobs.ie

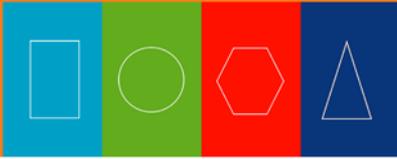
Experience

Over one third of vacancies for administrative and secretarial positions specified 0-2 years of experience as a requirement. However, the majority (59%) required at least 2 years' experience.

Figure 7.3 Vacancies for administrative and secretarial occupations by experience required, 2011



Source: Irishjobs.ie



Difficult to fill vacancies

Difficult to fill mentions for secretarial and administrative positions were confined to experienced candidates, many with language skills (Nordic languages and German), for accounting roles (e.g. payroll, accounts payable, etc.) in sectors such as the pharmaceutical and services sectors.

Vacancies filled with non-EEA workers

- There were a small number (< 100) of new employment permits issued to non-EEA nationals employed in administrative and secretarial occupations in 2011.
- They were mostly employed across various sectors in general administrative occupations and in book-keeping, payroll management and wage clerical occupations.

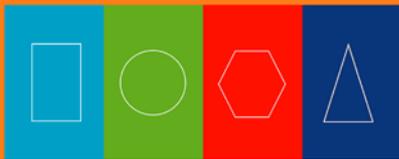
Job announcements

A number of administrative/secretarial posts were announced as part of overall job creation in different sectors including:

- finance (e.g. insurance/claims and financial administration positions)
- logistics (e.g. logistics clerks and assistants, transport clerks).

However, there were also a significant number of job losses in sectors with large numbers of staff in administrative and secretarial occupations, especially in the banking sector (e.g. AIB, Anglo, PostBank) and insurance (e.g. Aviva); the number of job losses is likely to be greater than the number created.

Vacancies for secretarial and administrative roles are confirmed by projects announced by IDA clients, particularly for financial administrative and transport/distribution occupations. The jobs are expected to span a limited number of sectors (i.e. medical devices manufacturing, ICT, finance/insurance activities) and are expected to be rolled out in the medium term.



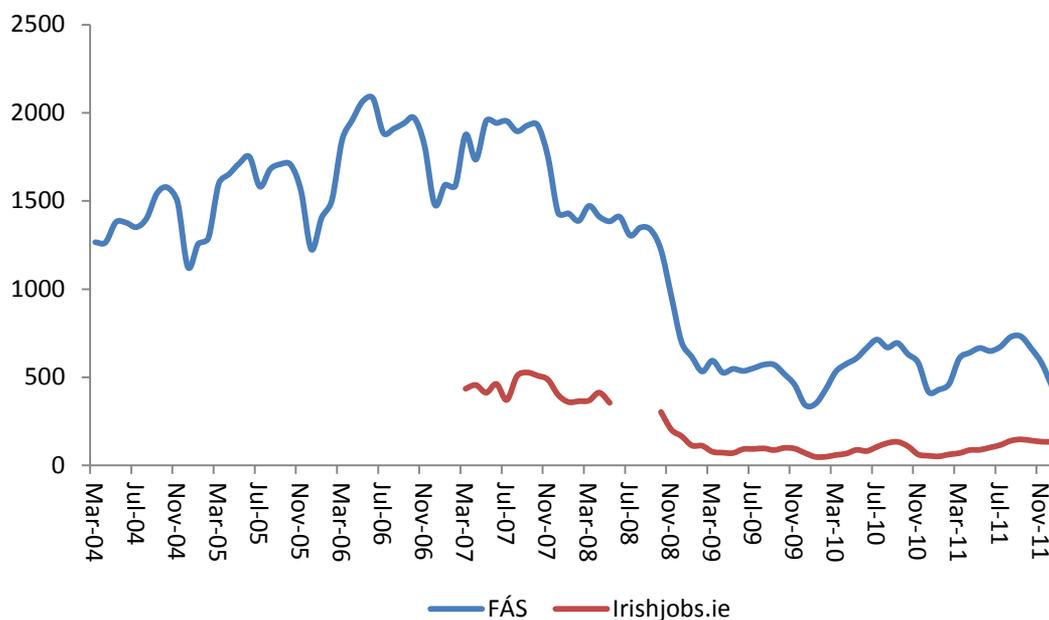
8. Skilled Trades Occupations

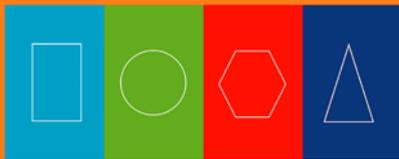
Trend analysis

The number of vacancies for skilled trades occupations was the highest from mid-2006 to mid-2007, when up to 2,000 vacancies a month were advertised through the FÁS Jobs Ireland vacancy bank. For Irishjobs.ie vacancies, for which data is available from 2007 onwards, the number of vacancies was highest in 2007 when up to 500 a month were advertised. The difference in scales as presented in Figure 8.1 for the two vacancy sources is most likely due to the advertisement channel bias: FÁS is more likely than Irishjobs.ie to capture a greater share of the vacancy market for skilled trades positions. Although the magnitudes of vacancies differ between the two data sets, the direction and timing of the downturn are broadly in line: the number of advertised vacancies started to decline in the last quarter of 2007 and stabilised at a significantly lower level during 2009 compared to the peak. The number of vacancies advertised for skilled trades occupations remained at relatively low levels throughout 2011.

Seasonality was detected in the vacancy data for skilled trades occupations, with lower levels of recruitment activity exhibited in the winter months (particularly December) of each year. The seasonally adjusted time series is presented in Figure A2 in the Appendix.

Figure 8.1 Vacancies for skilled trades occupations (three-month moving average)





Composition of vacancies advertised in 2011

Sectors

Unlike during the boom years, when the greatest share was in the construction sector, in 2011, vacancies for skilled trades occupations were concentrated in the following sectors:

- engineering and utilities
- ICT (IT and telecoms)
- hotel and catering.

Occupations

Vacancies for skilled trades occupations were concentrated in the following occupations:

- chefs
- butchers/abattoir workers
- electricians and electrical fitters
- metal working production and maintenance fitters.

Education

As illustrated in Figure 8.1, vacancies for skilled trades occupations are typically advertised through FÁS Jobs Ireland; therefore, although Irishjobs.ie is the best available source of data on education attainment requirements in advertised vacancies, it is unlikely to capture a representative share of vacancies in this occupational group. Nonetheless, a tentative analysis on vacancies for skilled trades occupations advertised through Irishjobs.ie is presented in Figure 8.2. With the exception of professional occupations, this occupational group had one of the highest shares of vacancies stipulating higher education qualifications: more than 40% of these vacancies required at least a third level degree, indicating that demand for skilled trade persons is encroaching on what has been traditionally regarded as technician level work.

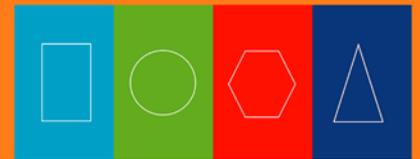
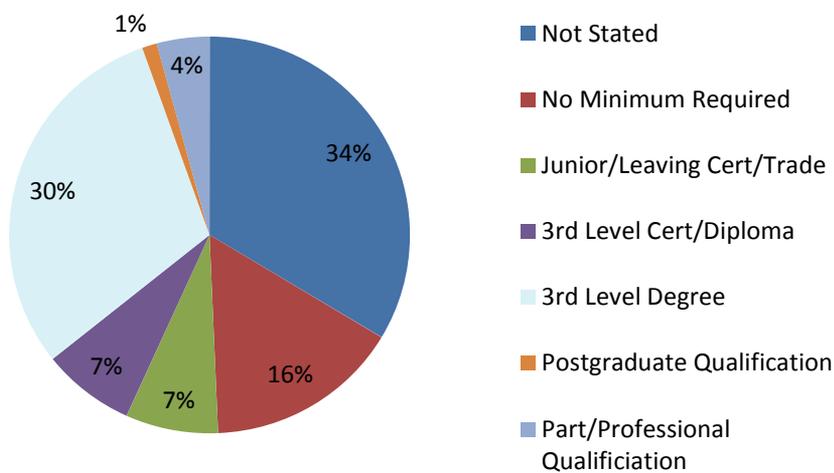


Figure 8.2 Vacancies for skilled trades occupations by education level required



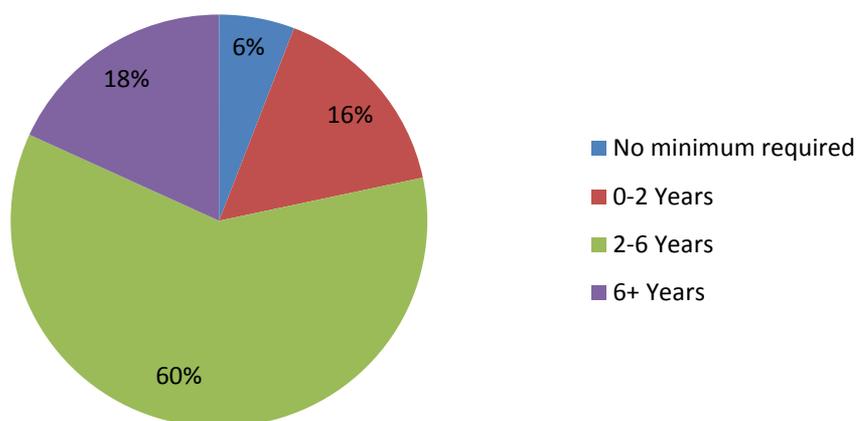
Source: IrishJobs.ie

Note: Due to the occupational bias found in individual advertisements channels, IrishJobs.ie is not likely to capture a representative share of vacancies in this occupational group

Experience

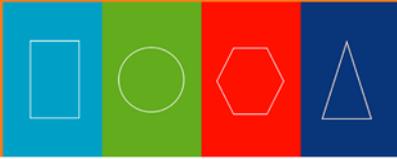
Almost 80% of all vacancies for skilled trades occupations specified at least two years' experience.

Figure 8.3 Vacancies for skilled trades occupations by experience required, 2011



Source: IrishJobs.ie

Note: Due to the occupational bias found in individual advertisements channels, IrishJobs.ie is not likely to capture a representative share of vacancies in this occupational group



Difficult to fill vacancies

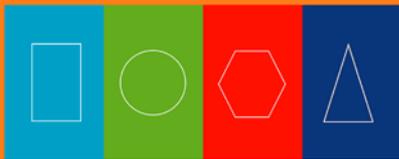
Recruiters stated difficulties in filling de-boner positions in the food processing industry. The location of the positions was cited as one reason for the difficulty in filling these posts. There was some limited evidence that calibration analysts (for positions in the manufacturing and IT industries) were also proving difficult to source.

Vacancies filled with non-EEA workers

- There were approximately 200 new employment permits issued to non-EEA nationals working in skilled trades occupations in 2011.
- Almost three quarters were issued to those employed as chefs and butchers (e.g. meat boners/trimmers and de-boners).
- Of all new work permits issued for skilled trades occupations, the majority of new permits were issued to chefs specialising in various types of international cuisine (Chinese, Thai, Indian, etc.).

Job announcements

Job opportunities for skilled construction and building trades may arise in connection with construction projects announced as part of expansion plans of large companies in various sectors (e.g. ICT, medical devices; pharmaceuticals and others); in addition, skilled trades positions were mentioned for maintenance technicians (medical devices, pharmaceuticals, energy sector) and chefs.



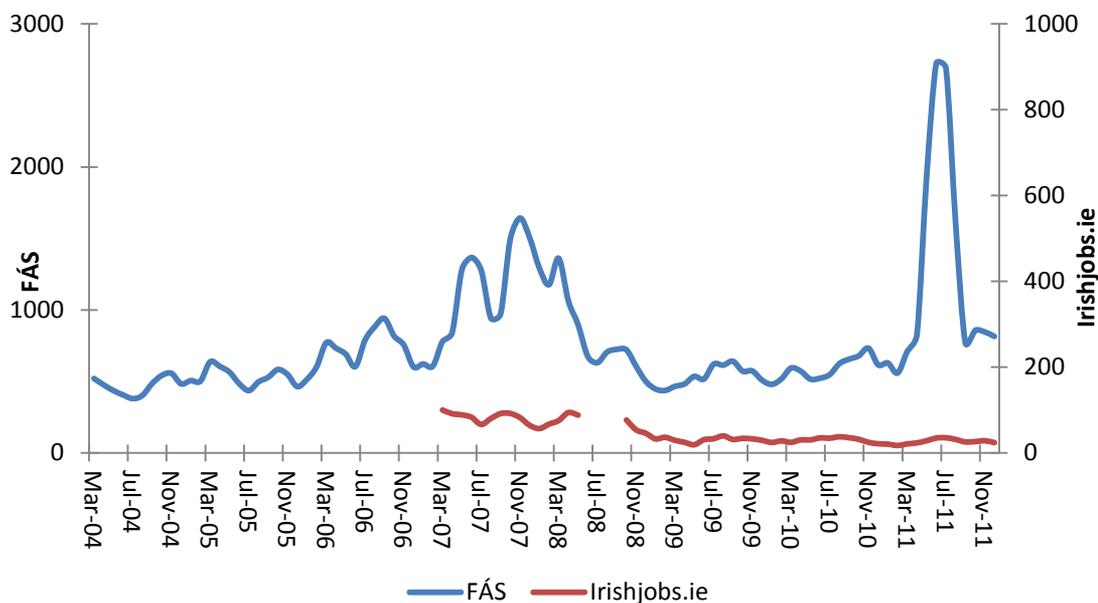
9. Caring, Leisure and Other Service Occupations

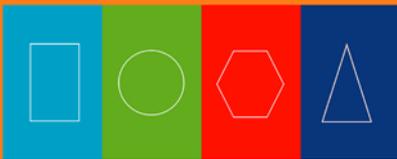
Trend Analysis

The number of vacancies for caring, leisure and other service occupations was the highest towards the second half of 2007, when over 1,000 vacancies a month were advertised through the FÁS Jobs Ireland vacancy bank. The difference in scales as presented in Figure 9.1 for the two vacancy sources is most likely due to the advertisement channel bias: FÁS is more likely than Irishjobs.ie to capture a greater share of the vacancy market for caring, leisure and other service occupations. Although the magnitudes of vacancies differ between the two data sets, the direction and timing of the downturn coincide: the number of advertised vacancies started to decline in the first quarter of 2008 and stabilised at a significantly lower level during 2009 compared to the peak. The significant peak that occurred in the FÁS data in the second quarter of 2011 related to job vacancies for care workers in elder care which were advertised in various locations nationwide, the majority of which were placed by the same company.

The number of vacancies cited for this occupational group is lower than those presented in the Vacancy Overview 2010 due to the introduction of SOC 2010, which resulted in several occupations being categorised in other occupational groups. For example, waiting and bar staff, which had previously fallen into this category, are categorised within elementary occupations under SOC 2010.

Figure 9.1 Vacancies for caring, leisure and other service occupations (three-month moving average)





Composition of vacancies advertised in 2011

Sectors

Vacancies for caring, leisure and other service occupations are concentrated in the healthcare sector.

Occupations

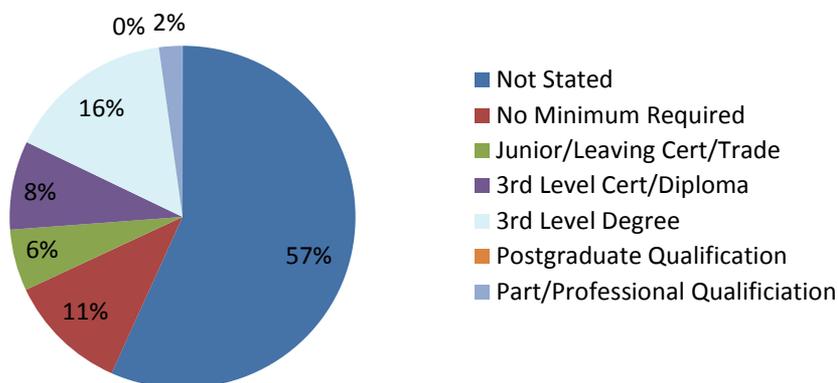
Vacancies for personal and protective services providers are concentrated in the following occupations:

- care workers
- hairdressers.

Education

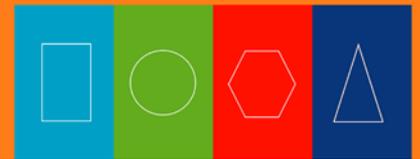
Due to the occupational bias found in individual advertisement channels, Irishjobs.ie is unlikely to capture a representative share of vacancies in this occupational group. However, a tentative analysis of the data suggests that more than two thirds of the vacancies advertised for caring, leisure and other service occupations workers in 2011 either did not state any educational requirements or specified no minimum requirements.

Figure 9.2 Vacancies for caring, leisure and other service occupations by education level required, 2011



Source: Irishjobs.ie

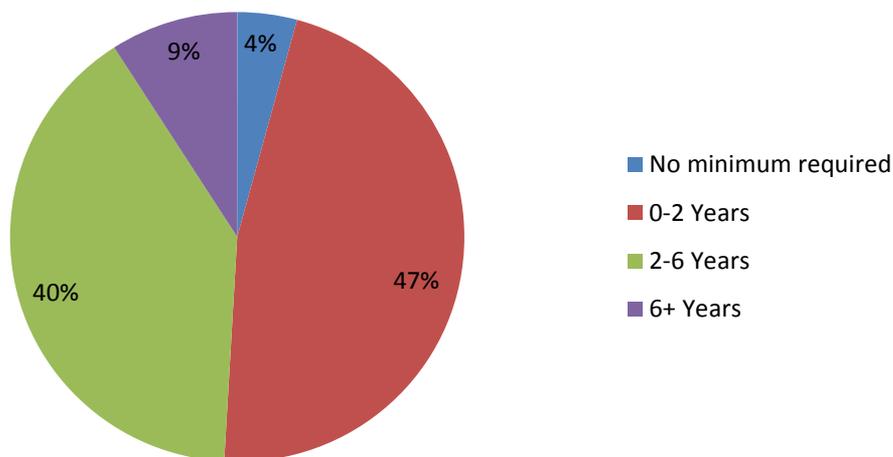
Note: Due to the occupational bias found in individual advertisements channels, Irishjobs.ie is not likely to capture a representative share of vacancies in this occupational group



Experience

Almost one half of advertised vacancies for caring, leisure and other service occupations specified or up to 2 years of experience as a requirement; a further 40% of vacancies required up to 6 years' experience.

Figure 9.3 Vacancies for caring, leisure and other service occupations by experience required, 2011



Source: Irishjobs.ie

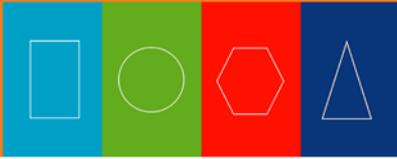
Note: Due to the occupational bias found in individual advertisements channels, Irishjobs.ie is not likely to capture a representative share of vacancies in this occupational group

Difficult to fill vacancies

There were very few difficult to fill positions for caring, leisure and other service occupations with mentions confined to carers for positions in nursing homes and childcare workers.

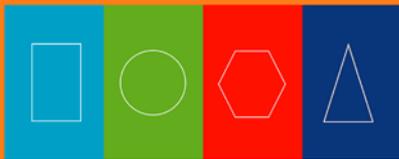
Vacancies filled with non-EEA workers

- There were approximately 300 new employment permits granted non-EEA workers engaged in the provision of caring, leisure and other services in 2011.
- Of these, approximately two thirds were for nursing auxiliaries and assistants; this occupation was among the top three occupations economy-wide for which new employment permits were issued.
- Over 70% of new permits were issued for spouses and dependants of employment holders.
- Almost 70% of all nursing auxiliaries and assistants sourced from outside the EU were from India.



Job announcements

There were relatively few job announcements for caring, leisure and other service occupations. Those that occurred were mostly confined to carers in the healthcare sector (in the West and South West) and sports and leisure staff.



10. Sales and Customer Service Occupations

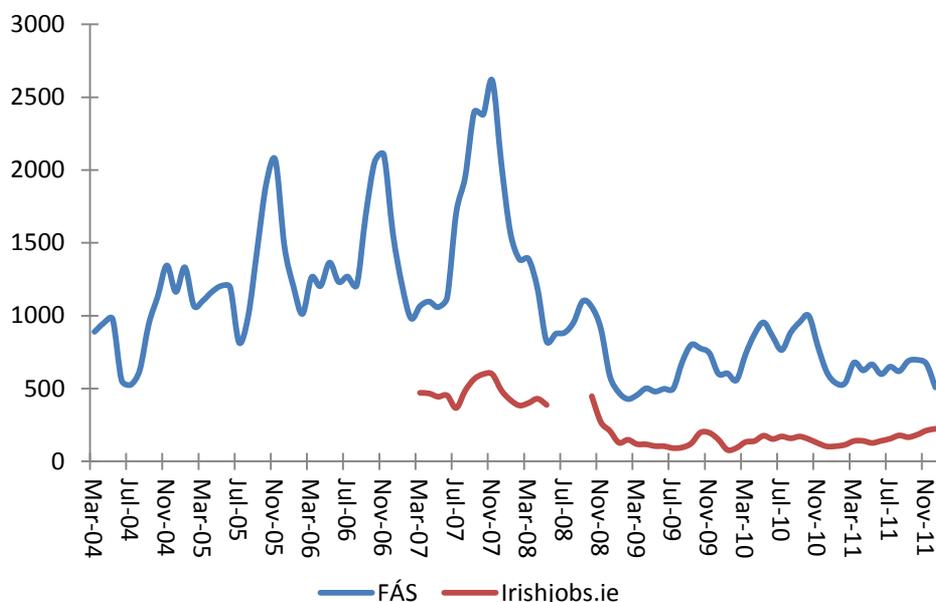
Trend analysis

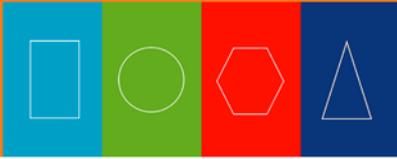
The number of vacancies for sales and customer service workers was the highest towards the end of 2007, when over 2,000 vacancies a month were advertised through FÁS Jobs Ireland and up to 600 on the Irishjobs.ie website. The difference in scales as presented in Figure 10.1 for the two vacancy sources is most likely due to the advertisement channel bias: FÁS is more likely than Irishjobs.ie to capture a greater share of the vacancy market for sales and customer service occupations.

Although the magnitudes of vacancies differ between the two data sets, the direction and timing of the downturn are broadly in line: the number of advertised vacancies started to decline in the first quarter of 2008. Although small, there were some signs of growth in the number of advertised vacancies for sales and customer service workers throughout 2011.

Seasonality was detected in the vacancy data for sales and customer service workers. High levels of recruitment activity are exhibited in October each year, when many retail businesses take on staff in preparation for higher sales levels associated with Christmas shopping. The seasonally adjusted time series is presented in Figure A3 in the Appendix.

Figure 10.1 Vacancies for sales and customer service occupations (three-month moving average)





Composition of vacancies advertised in 2011

Sectors

Vacancies for sales and customer service occupations are concentrated in the following sectors:

- customer services
- sales
- retail, wholesale and purchasing
- financial services and insurance.

Occupations and job titles

Vacancies for sales and customer service occupations were concentrated in the following:

- sales occupations
- retail sale assistants
- field sales
- multilingual telesales (German, Nordic, French)
- multilingual customer service occupations (German, French, Dutch, Norwegian, Swedish, Finnish, Italian, etc.)
- multilingual debt collectors (French, German, Dutch).

Skills

The majority of telesales, on-line and customer care vacancies required language skills. German and French were the most prominent languages required for customer service agent positions. Many vacancies required at least two languages with Italian, Danish, Norwegian, Spanish and Dutch also required in a number of vacancies. A number of retail and telesales vacancies also required candidates to have technical, ICT or electronic skills.

Education

For the majority of the posts advertised for sales and customer service personnel, a third level qualification was not a prerequisite.

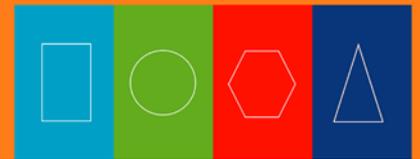
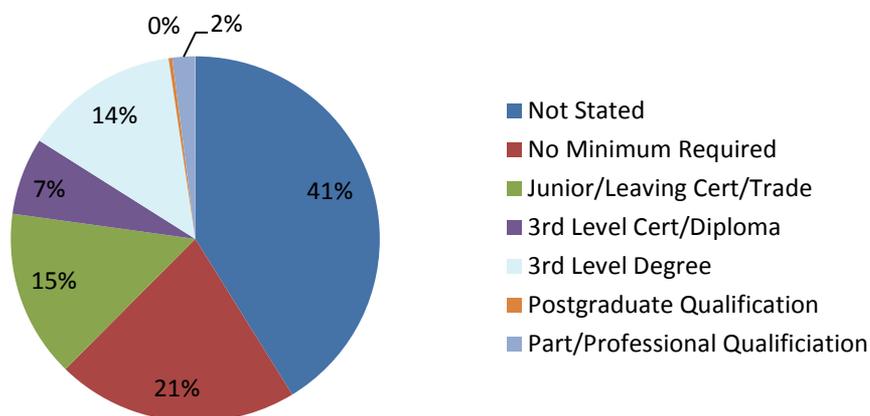


Figure 10.2 Vacancies for sales and customer service occupations by education level required, 2011



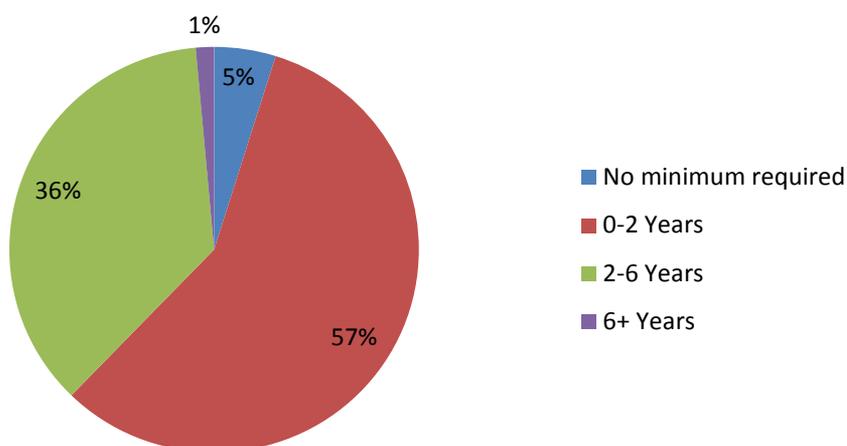
Source: Irishjobs.ie

Note: Due to the occupational bias found in individual advertisements channels, Irishjobs.ie is not likely to capture a representative share of vacancies in this occupational group

Experience

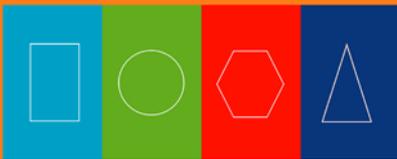
The majority of vacancies advertised for sales and customer service occupations required up to two years' experience; in addition, more than a third required more than 2 years' experience.

Figure 10.3 Vacancies for sales and customer service occupations by experience required, 2011



Source: Irishjobs.ie

Note: Due to the occupational bias found in individual advertisements channels, Irishjobs.ie is not likely to capture a representative share of vacancies in this occupational group



Difficult to fill vacancies

Difficult to fill vacancies for sales and related occupations were mostly for telesales and customer care agents for specific industries and markets (e.g. Telecoms, gaming, FMCG⁴, services, and freight & logistics) and for those with language skills (e.g. Dutch, German, Nordic languages and French).

Vacancies filled with non-EEA workers

- There were a relatively small number (<100) of new employment permits issued to non-EEA nationals to work in sales and customer service occupations in 2011; of these, over two thirds were for spouses and dependants of existing employment permit holders.
- Most of the new employment permits were for sales and retail assistants.

Job announcements

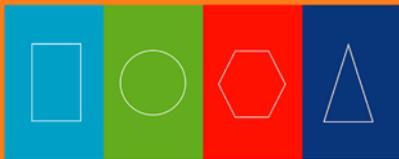
Sales and customer service occupations were the third most frequently mentioned category in the jobs announcements in 2011, following professional and associate professional occupations; together these three occupational groups make up two thirds of all job announcements. Jobs announcements for sales and customer service occupations were mainly for:

- technical sales positions (mainly in contact centres) in the ICT and finance/insurance sectors
- customer service positions (mainly in contact centres) for the ICT and finance/insurance sectors
- retail sales assistants

While there were a number of job losses in contact centres in 2011, these losses are unlikely to outnumber those announced, at least in the medium term.

Job creation in sales and customer service occupations is also confirmed by the jobs announced by IDA client companies, mostly in contact centres in the ICT and medical device manufacturing sectors.

⁴ Fast moving consumer goods (FMCG)

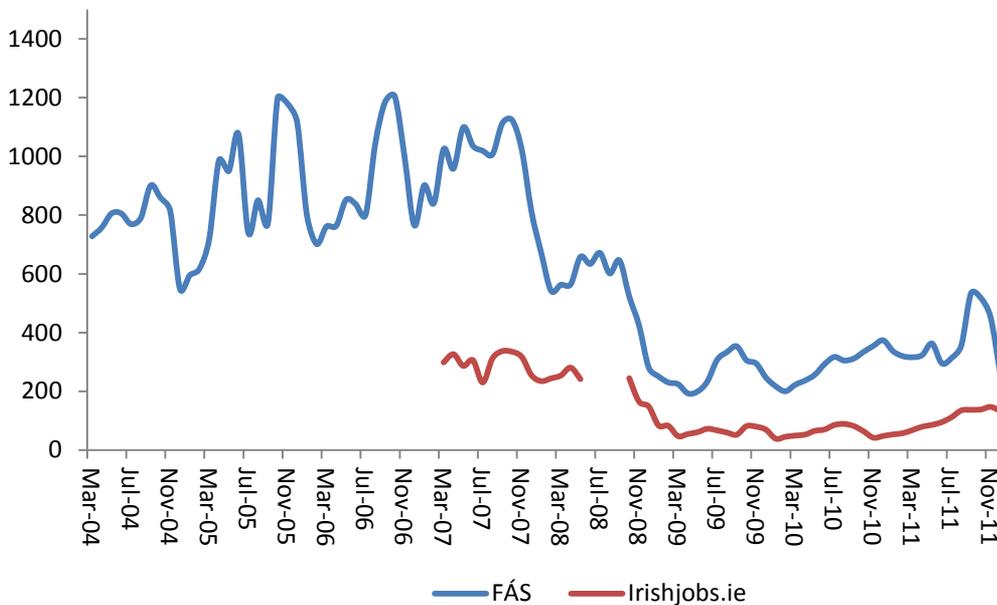


11. Operatives

Trend Analysis

The number of vacancies for operatives was the highest towards the end of 2006 and during 2007, when over 1,000 vacancies a month were advertised through FÁS. The difference in scales as presented in Figure 11.1 for the two vacancy sources is most likely due to the advertisement channel bias: FÁS is more likely than Irishjobs.ie to capture a greater share of the vacancy market for operatives. The number of advertised vacancies started to decline towards the end of 2007 and throughout 2008 and stabilised at a significantly lower level than the peak during 2009. Tentative signs of growth in the number of advertised vacancies for operatives became evident since 2010 and have continued throughout 2011.

Figure 11.1 Vacancies for operatives (three-month moving average)

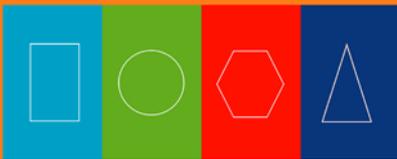


Composition of vacancies advertised in 2011

Sectors

Vacancies for operatives are concentrated in the following sectors:

- engineering and utilities
- production, manufacturing and materials
- ICT.



Occupations

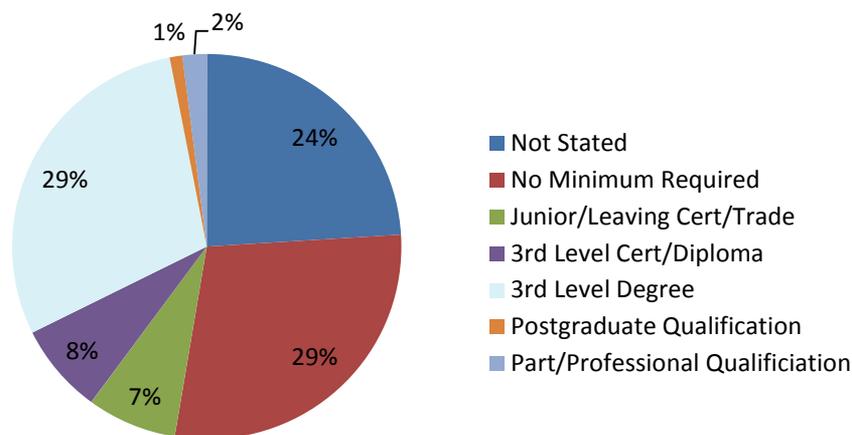
Vacancies for operatives are concentrated in the following occupations:

- process operatives (including quality control, validation) in food, precision instruments, pharmaceuticals, and electronics
- articulated and other truck drivers.

Education

Approximately 40% of vacancies advertised for operatives specified a third level qualification as a requirement. This is surprising, given that the share of third level graduates amongst operatives is 25% or less for most individual operative occupations (National Skills Bulletin 2011). Further analysis of the individual vacancies in this category reveals that coding issues have skewed this data with some vacancies for technician engineer occupations being classified erroneously in the operative category as metal working machine operatives or routine inspectors and testers. This also points to the blurring of lines between technicians and operatives: operatives are increasingly required to hold sophisticated skills in science and ICT and are frequently referred to as super-operatives.

Figure 11.2 Vacancies for operatives by education level required, 2011



Source: Irishjobs.ie

Note: Due to the occupational bias found in individual advertisements channels, Irishjobs.ie is not likely to capture a representative share of vacancies in this occupational group

Experience

More than one half of all vacancies for operatives had 2-6 years of experience as a prerequisite; 6+ years of experience were required in a further 12% of vacancies.

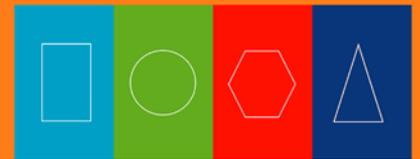
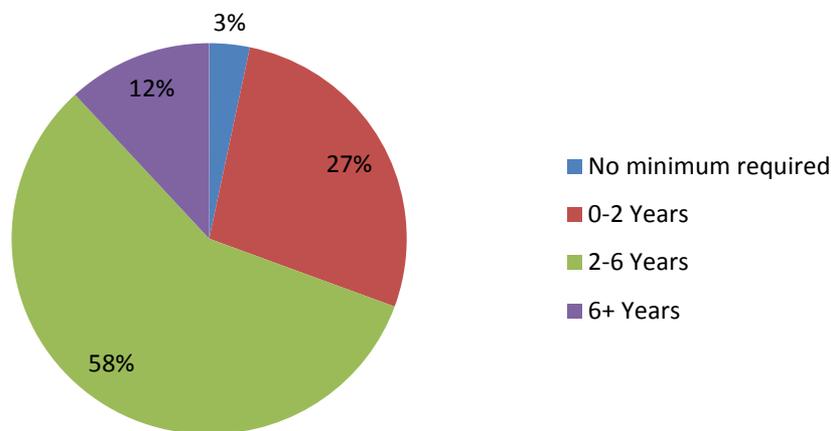


Figure 11.3 Vacancies for operatives by experience required, 2011



Source: Irishjobs.ie

Note: Due to the occupational bias found in individual advertisements channels, Irishjobs.ie is not likely to capture a representative share of vacancies in this occupational group

Difficult to fill vacancies

The demand for operatives remains very weak and difficult to fill mentions were confined to drivers (fork lift drivers with voice speaking technology, articulated truck drivers) and operatives in aircraft cargo security.

Vacancies filled with non-EEA workers

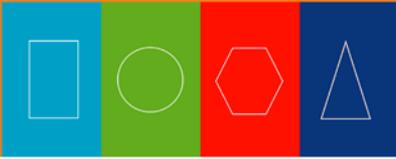
There were over 80 new employment permits issued to non-EEA national operative workers in 2011, mostly for positions as food and drink process operatives.

Job announcements

Although there were a number of job losses announced for operative occupations, there were also jobs created, albeit in a limited number of sectors:

- pharmaceutical and medical devices (manufacturing): process and production line operatives
- food manufacturing: process operatives
- transport and logistics: HGV drivers and delivery personnel.

Announcements by IDA client companies confirm a number of jobs for operative positions, mostly in manufacturing (medical devices) and ICT.



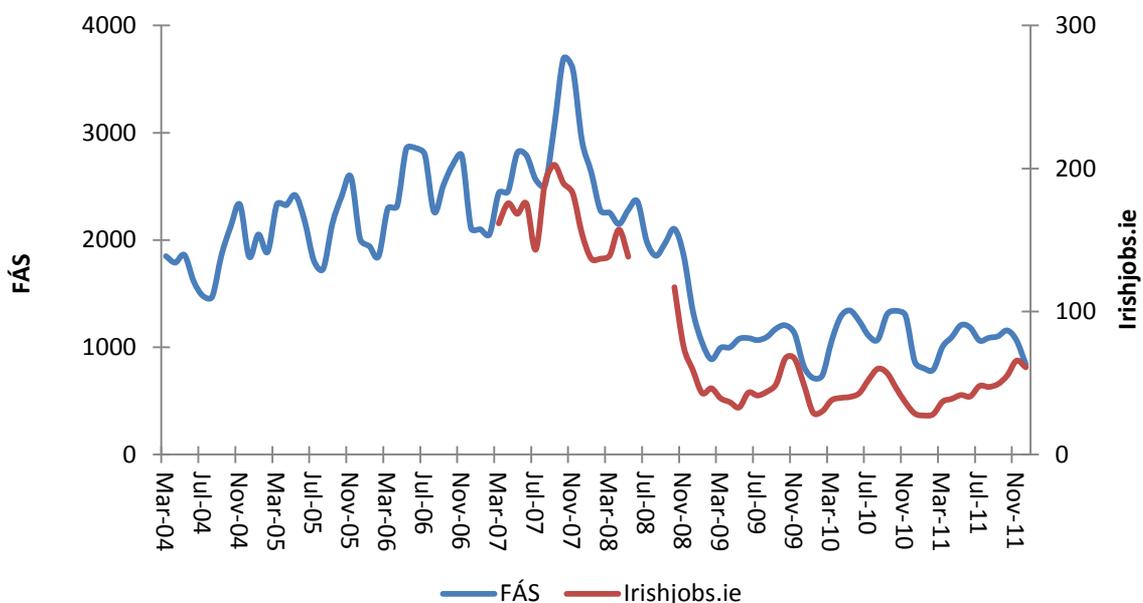
12. Elementary Occupations

Trend analysis

Vacancies for elementary occupations were highest in 2007 when up to 3,000 vacancies a month were advertised through the FÁS Jobs Ireland vacancy bank and up to 200 a month on the Irishjobs.ie website. The difference in scales, as observed in Figure 12.1 is due to the advertisement channel bias: FÁS is more likely than Irishjobs.ie to capture a greater share of the vacancy market for elementary occupations. Although the magnitudes of vacancies differ between the two data sets, the direction and the timing of the downturn coincide: the number of vacancies advertised for elementary occupations declined throughout 2008 and stabilised at a low level in 2009 and 2010. From early 2011, however, some signs of a recovery began to emerge, although the number of vacancies remained well below their peak levels.

Seasonality was detected in the vacancy data for elementary occupations, with low levels of recruitment during the winter months each year. The seasonally adjusted time series is presented in Figure A4 in the Appendix.

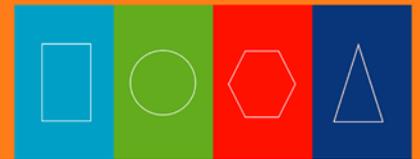
Figure 12.1 Vacancies for elementary occupations (three-month moving average)



Composition of vacancies advertised in 2011

Sectors

In 2011, the vacancies for elementary occupations were concentrated in the hotel and catering sector.



Occupations

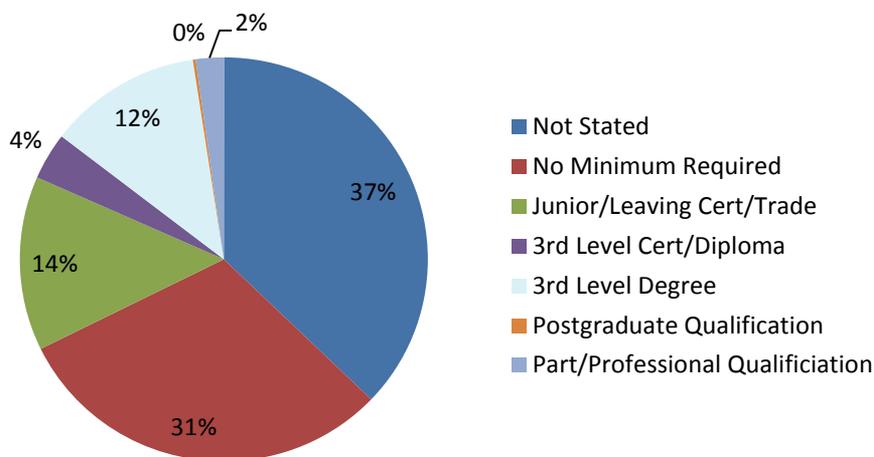
Vacancies for labourers were concentrated in the following occupations:

- industrial and other cleaners
- kitchen and catering assistants
- bar and waiting staff
- security guards
- storage and warehousing staff
- general labourers.

Education

Almost two in three vacancies advertised for elementary occupations either in the not stated or no minimum required categories.

Figure 12.2 Vacancies for elementary occupations by education level required, 2011



Source: Irishjobs.ie

Note: Due to the occupational bias found in individual advertisements channels, Irishjobs.ie is not likely to capture a representative share of vacancies in this occupational group

Experience

Experience features as a requirement in most vacancies advertised for elementary occupations with only 6% of vacancies stating none as a prerequisite.

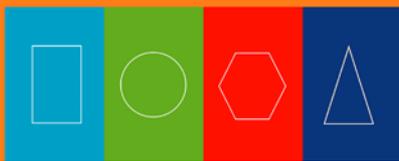
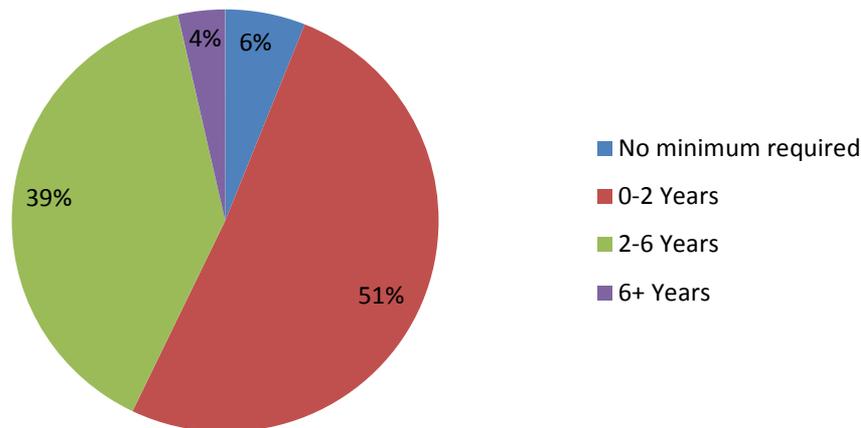


Figure 12.3 Vacancies for elementary occupations by experience required, 2011



Source: Irishjobs.ie

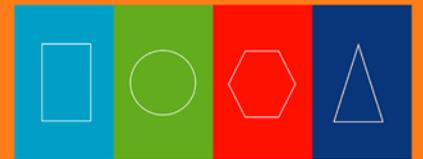
Note: Due to the occupational bias found in individual advertisements channels, Irishjobs.ie is not likely to capture a representative share of vacancies in this occupational group

Difficult to fill vacancies

The demand for elementary occupations continued to be very weak throughout 2011; they were not identified by recruitment agencies as being difficult to fill.

Vacancies filled with non-EEA workers

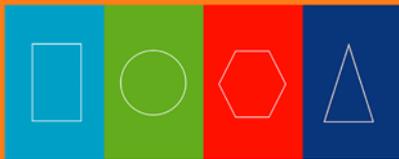
- There were almost 300 new employment permits issued to non-EEA nationals to work in elementary occupations in 2011, equivalent to almost 10% of all new permits issued.
- Almost two-fifths were granted to the spouses of existing employment permit holders
- Just over 50% of new permits were issued to persons from Bulgaria and Romania.
- Most of the non-EEA nationals in elementary occupations were employed as cleaners, kitchen and catering assistants, waiting staff, and fishing and agriculture labourers.
- Most of the fishing and agriculture labourers were engaged in mushroom harvesting and were predominantly from Bulgaria and Romania.
- Cleaners and catering staff were among the top ten occupations economy-wide for which the largest number of new employment permits were issued; it should be noted however that very few of these, if any, are issued to new non-EEA immigrants; they were mostly issued to spouses of employment permit holders and non-first time and other applicants already residing in Ireland.



Job Announcements

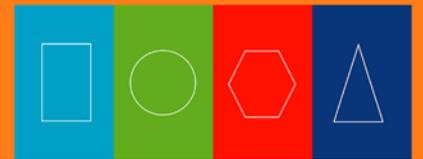
There were a limited number of job announcements relating to elementary trades and service occupations, confined chiefly to

- kitchen and catering assistants for a variety of individual restaurants and fast food outlets
- waste collection staff.



13 Key Findings

- Despite the recession, job vacancies continued to arise during 2011, although at a much lower level than at the peak in 2007
- The overall number of vacancies in 2011 was higher than in 2010 for both FÁS and Irishjobs.ie.
- There were initial signs (albeit small) of a recovery in the number of jobs advertised for some occupations (e.g. managers, professionals)
- The highest number of vacancies were found for roles in sales and ICT
- The vacancy market in 2011 was also strong for professionals with professional vacancies being predominantly for ICT and healthcare roles
- There were indications that Ireland is now competing with employers abroad in filling vacancies requiring high-end, specialised skill sets with several professional vacancies advertised for labour markets abroad
- Language skills continue to be important, particularly for sales and customer service roles, but also at professional level (e.g. ICT, engineering, finance)
- Job vacancies at the lower end of the skills scale have also continued to arise, although confined to a limited number of occupations such as carers, process operatives, and truck drivers.
- The findings from the vacancy data analysis is in general supported by the job announcements in the media with expansion demand confirmed in IDA announcements, especially for the highly skilled
- While third level qualifications are a prerequisite for the majority of advertised jobs, ICT vacancies also required candidates to have experience and additional skills developed in the workplace (e.g. software engineer with other industry experience)
- There were also a number of vacancies that are proving difficult to fill with suitable candidates as highlighted in
 - the results of the recruitment agency survey (ICT professionals, engineers, healthcare professionals)
 - the data on employment permits issued to non-EEA nationals, confirming that employers are continuing to source some skills from outside the EEA area (e.g. ICT professionals, nurses, managers).

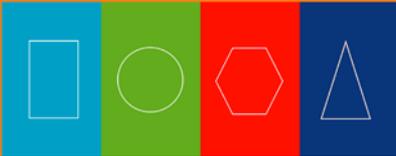


14 Policy Implications

- Education and training: the analysis of the vacancy data points to
 - the effects of globalisation on the Irish labour market and the increasing importance of a range of foreign languages as an integral part of the skills portfolio of candidates across a range of occupational groups
 - the importance of training in the workplace to develop specialised skills sets, particularly in the area of ICT
 - the importance of incorporating relevant work experience into the education and training process to improve employment prospects for new graduates and first time entrants to the labour market.

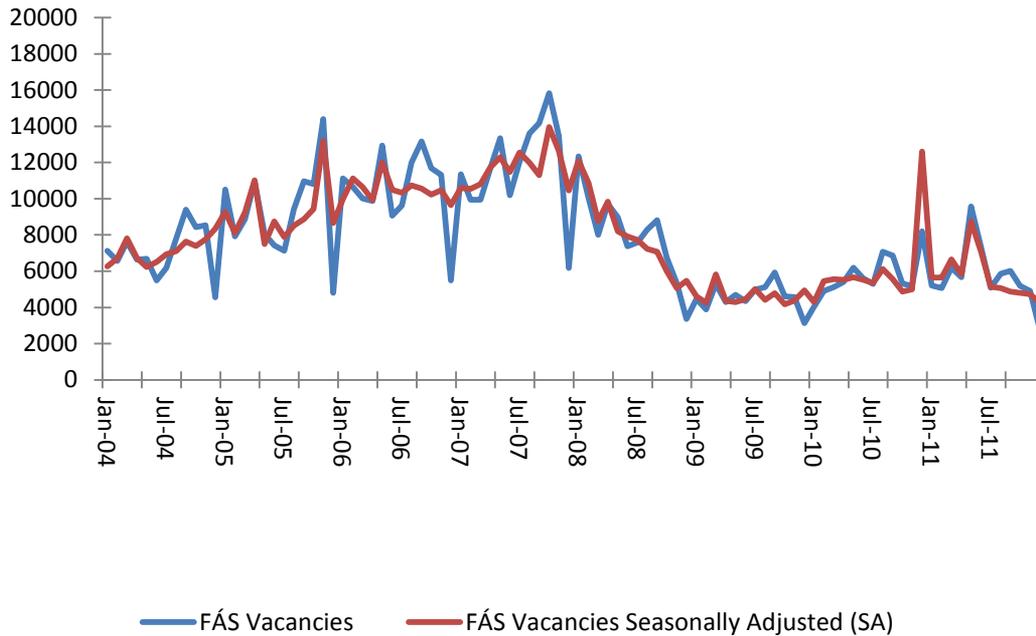
- Labour market interventions: by highlighting areas where employment opportunities exist, the vacancy data should be used
 - for career guidance purposes to assist in education and training choices of students and the unemployed
 - to align labour market activation measures, such as the JobBridge and SpringBoard programmes, with labour market needs, thereby adding relevant work experience and know-how to the skills portfolio of the unemployed.

- Immigration: despite the high unemployment level in Ireland, the demand for some skills will continue to be met by candidates from non-EEA countries, at least in the short-term.



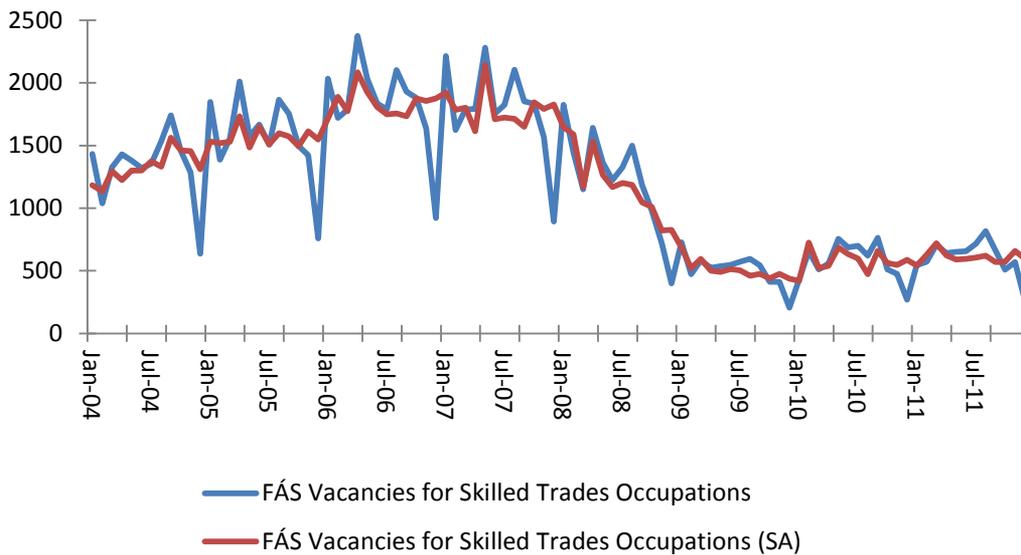
Appendix

Figure A1. Monthly vacancies notified to FÁS seasonally adjusted



Note: F-test for seasonality: seasonality present at the 0.1% level (F-value = 7.9); combined test for the presence of identifiable seasonality: identifiable seasonality present

Figure A2. Monthly vacancies notified to FÁS for skilled trades occupations seasonally adjusted



Note: F-test for seasonality: seasonality present at the 0.1% level (F-value = 27.7); combined test for the presence of identifiable seasonality: identifiable seasonality present

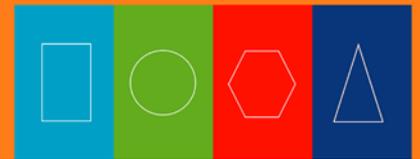
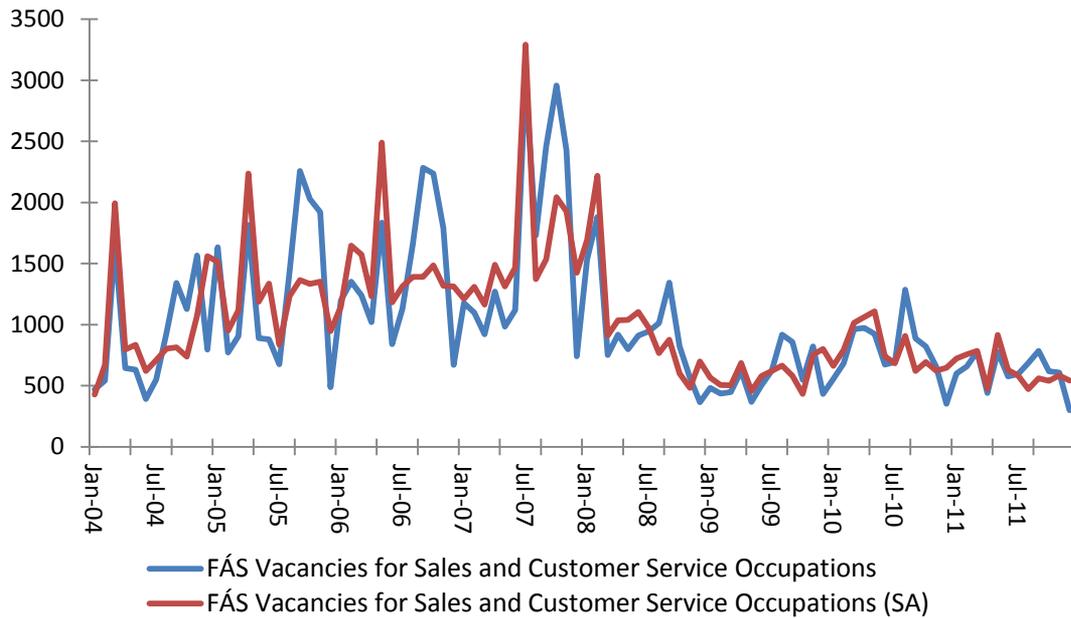
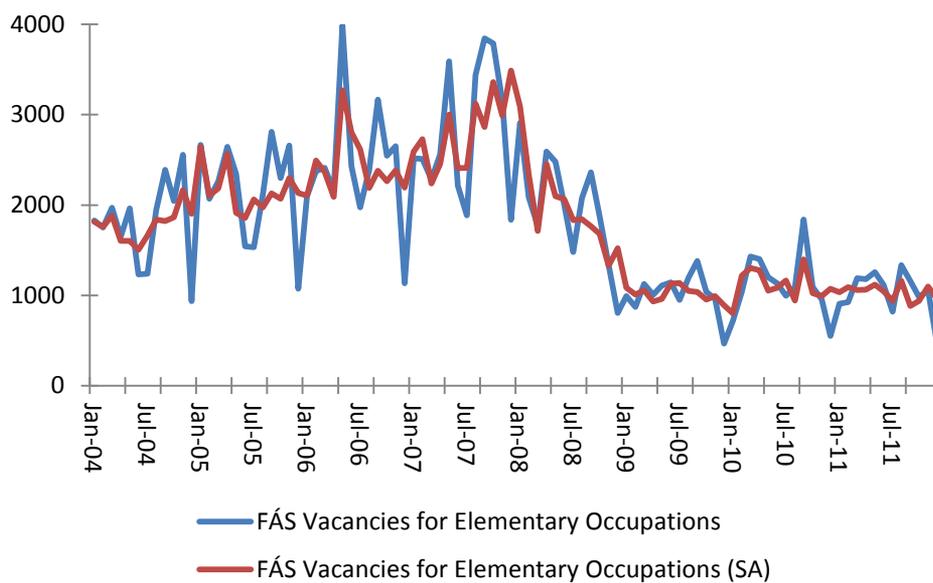


Figure A3. Monthly vacancies notified to FÁS for sales and customer service occupations seasonally adjusted

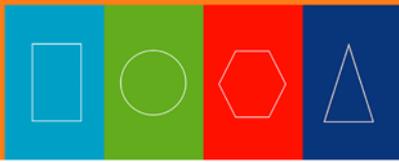


Note: F-test for seasonality: seasonality present at the 0.1% level (F-value = 7.0); combined test for the presence of identifiable seasonality: identifiable seasonality not present

Figure A4. Monthly vacancies notified to FÁS for elementary occupations seasonally adjusted

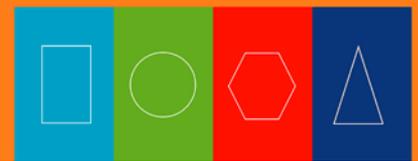


Note: F-test for seasonality: seasonality present at the 0.1% level (F-value = 20.7); combined test for the presence of identifiable seasonality: identifiable seasonality present



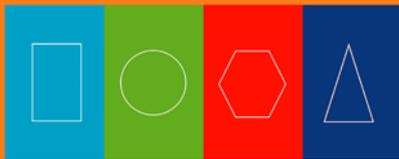
Members of the Expert Group on Future Skills Needs

Una Halligan	Chairperson
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Peter Baldwin	Assistant Secretary, Department of Education and Skills
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Publications by the Expert Group on Future Skills Needs

Report	Date of Publication
Monitoring Ireland's Skills Supply: Trends in Education and Training Outputs	July 2011
National Skills Bulletin 2011	July 2011
Developing Recognition of Prior Learning: The Role of RPL In the Context of the National Skills Strategy Upskilling Objectives	April 2011
Vacancy Overview 2010	March 2011
Future Skills Needs of Enterprise within the Green Economy in Ireland	November 2010
Future Skills Requirements of the Biopharma-Pharmachem Sector	November 2010
Monitoring Ireland's Skills Supply - Trends in Education and Training Outputs 2010	July 2010
National Skills Bulletin 2010	July 2010
Future Skills Needs of the Wholesale and Retail Sector	May 2010
The Expert Group on Future Skills Needs Statement of Activity 2009	April 2010
Future Skills Requirements of the Food and Beverage Sector	November 2009
Skills in Creativity, Design and Innovation	November 2009
Monitoring Ireland's Skills Supply: Trends in Education/Training Outputs 2009	November 2009
National Skills Bulletin 2009	July 2009
A Quantitative Tool for Workforce Planning in Healthcare: Example Simulations	June 2009
The Expert Group on Future Skills Needs Statement of Activity 2008	June 2009
A Review of the Employment and Skills Needs of the Construction Industry in Ireland	December 2008
Statement on Raising National Mathematical Achievement	December 2008
National Skills Bulletin 2008	November 2008
All-Island Skills Study	October 2008
Monitoring Ireland's Skills Supply: Trends in Education/Training Outputs 2008	July 2008
The Expert Group on Future Skills Needs Statement of Activity 2007	June 2008
Future Requirement for High-Level ICT Skills in the ICT Sector	June 2008



Future Skills Needs of the Irish Medical Devices Sector	February 2008
Survey of Selected Multi-National Employers' Perceptions of Certain Graduates from Irish Higher Education	December 2007
The Future Skills and Research Needs of the International Financial Services Industry	December 2007
National Skills Bulletin 2007	November 2007
Monitoring Ireland's Skills Supply: Trends in Educational/Training Outputs	June 2007
Tomorrow's Skills: Towards a National Skills Strategy	March 2007

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