

# National Skills Bulletin 2015

July 2015

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

# Objectives



- To inform policy design in the areas of
  - Education and training provision
  - Active labour market policies
  - Immigration
  - Career guidance
  - Business development



## Improvements in the labour market in 2014 compared to 2013:

- employment increased by 33,000 (annual average)
- the employment rate increased by 1.2 p.p. to 61.7% (annual average)
- the unemployment level declined by almost 40,000 (annual average);
- the unemployment rate declined by 1.8 p.p. to 11.3% (annual average)
- the long term unemployment rate declined to 5.7% (quarter 4)
- the broad unemployment measure (combining unemployed and part-time underemployed) declined to 15% (quarter 4)
- the number of persons in part-time employment who were underemployed decreased by 28,000 (quarter 4)
- the total number of redundancies declined by almost 50% to 6,883.



However, some issues remained:

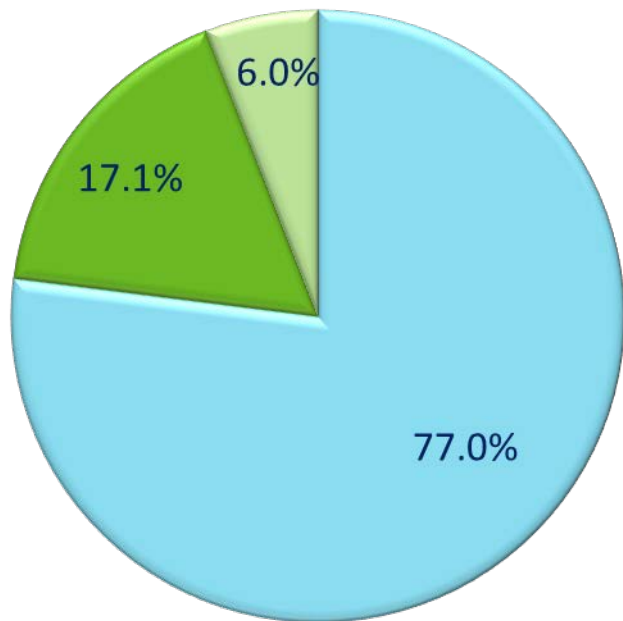
- the labour force declined by 6,500 (annual average)
- net outward migration for Irish nationals continued to persist (29,200)
- the unemployment rate remained high for certain segments of the labour market:
  - persons with lower secondary or less education (18%)
  - under 25s (20%)
  - former construction workers 21%



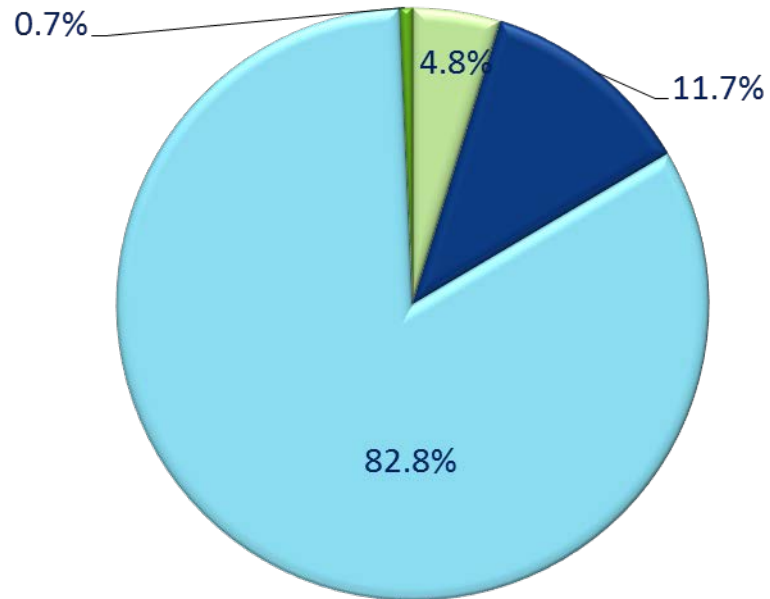
Of the 1.94m persons in employment in q4 2014:

- 45.7% were females; share **↑** on q4 2013
- 77.0% were in full-time employment; share **↑** on q4 2013
- 82.8% were employees; share **↑** on q4 2013
- 33.1% were under 35 years of age; share **↓** on q4 2013
- 42% were at NFQ 7-10
- 85.2% were Irish nationals; share **↑** on q4 2013

# Employment (quarter 4 2014)

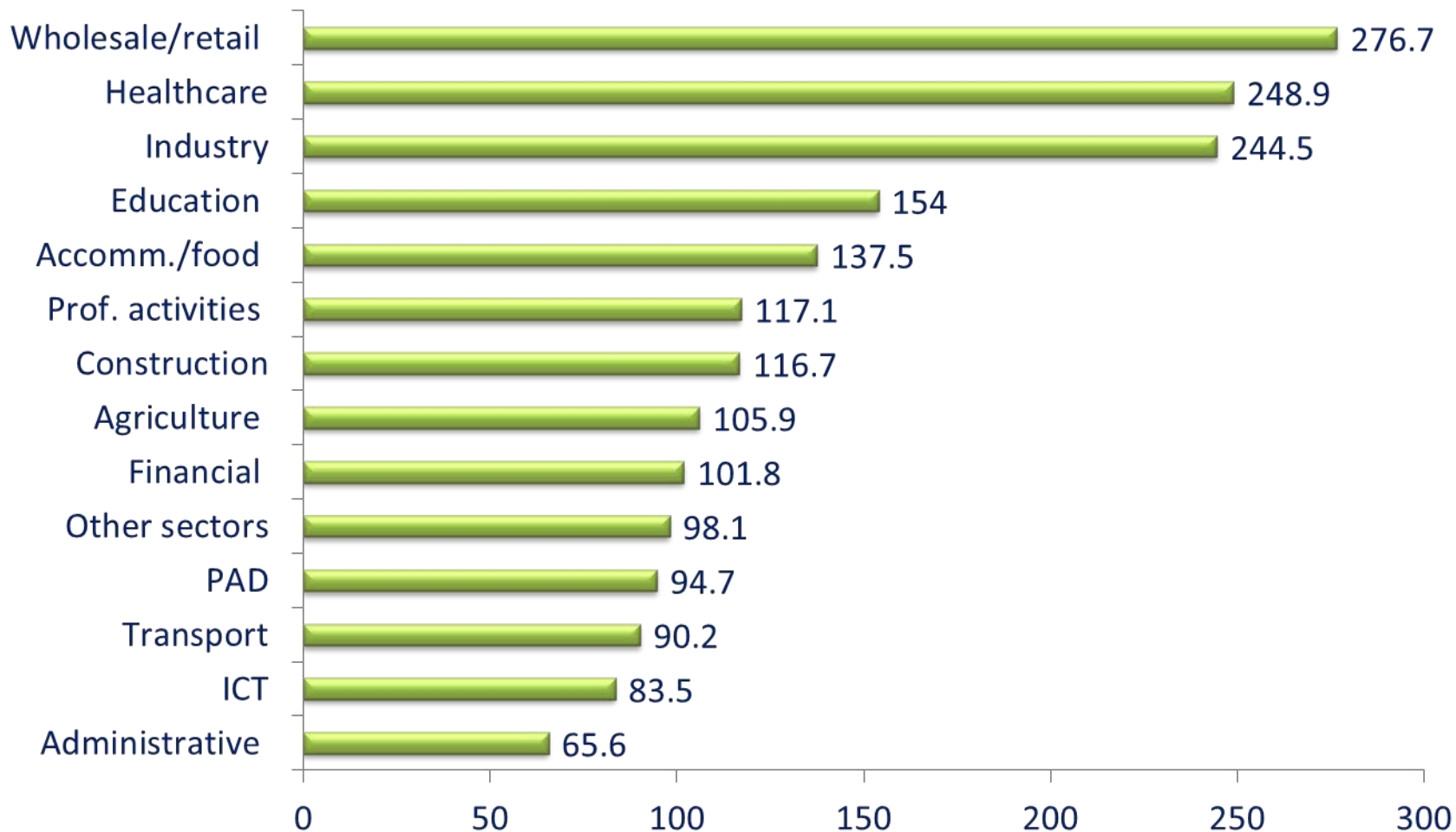


- Full-time employed
- Part-time not underemployed
- Part-time underemployed



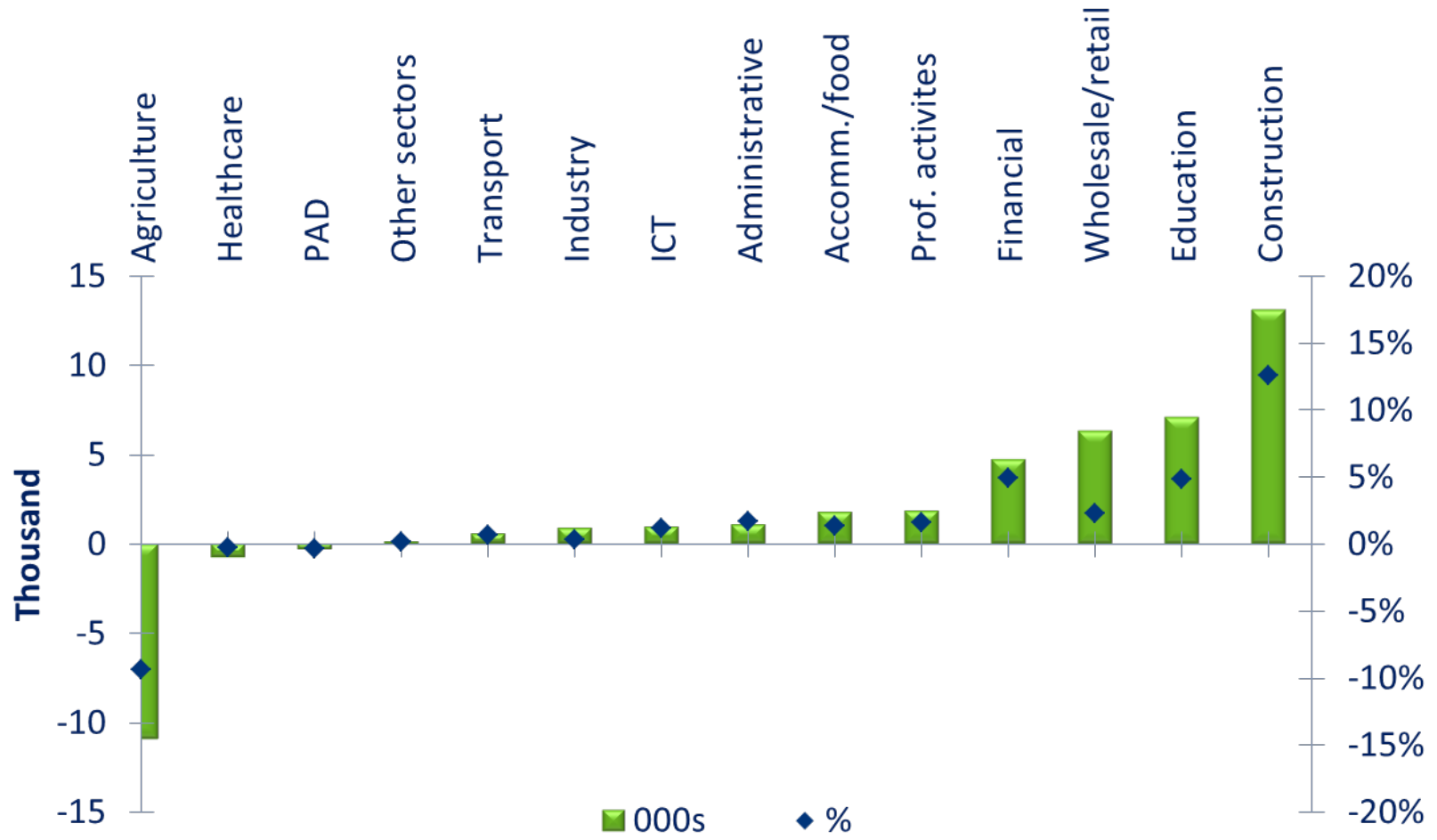
- Self-employed with paid employees
- Self employed with no paid employees
- Employees
- Assisting relatives

# Employment by sector (quarter 4 2014, 000s)



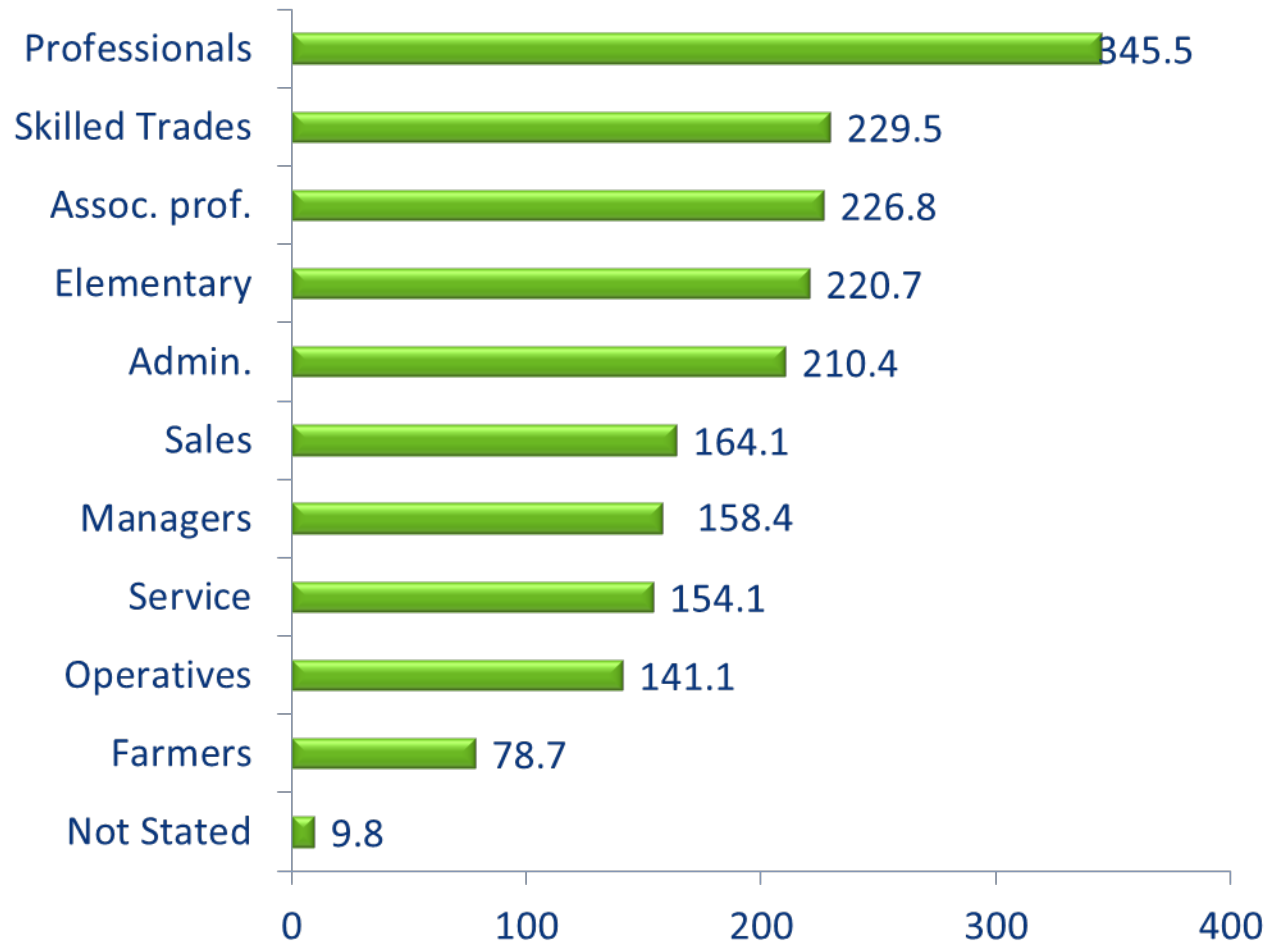


# Employment growth by sector (quarter 4 2013 - quarter 4 2014)

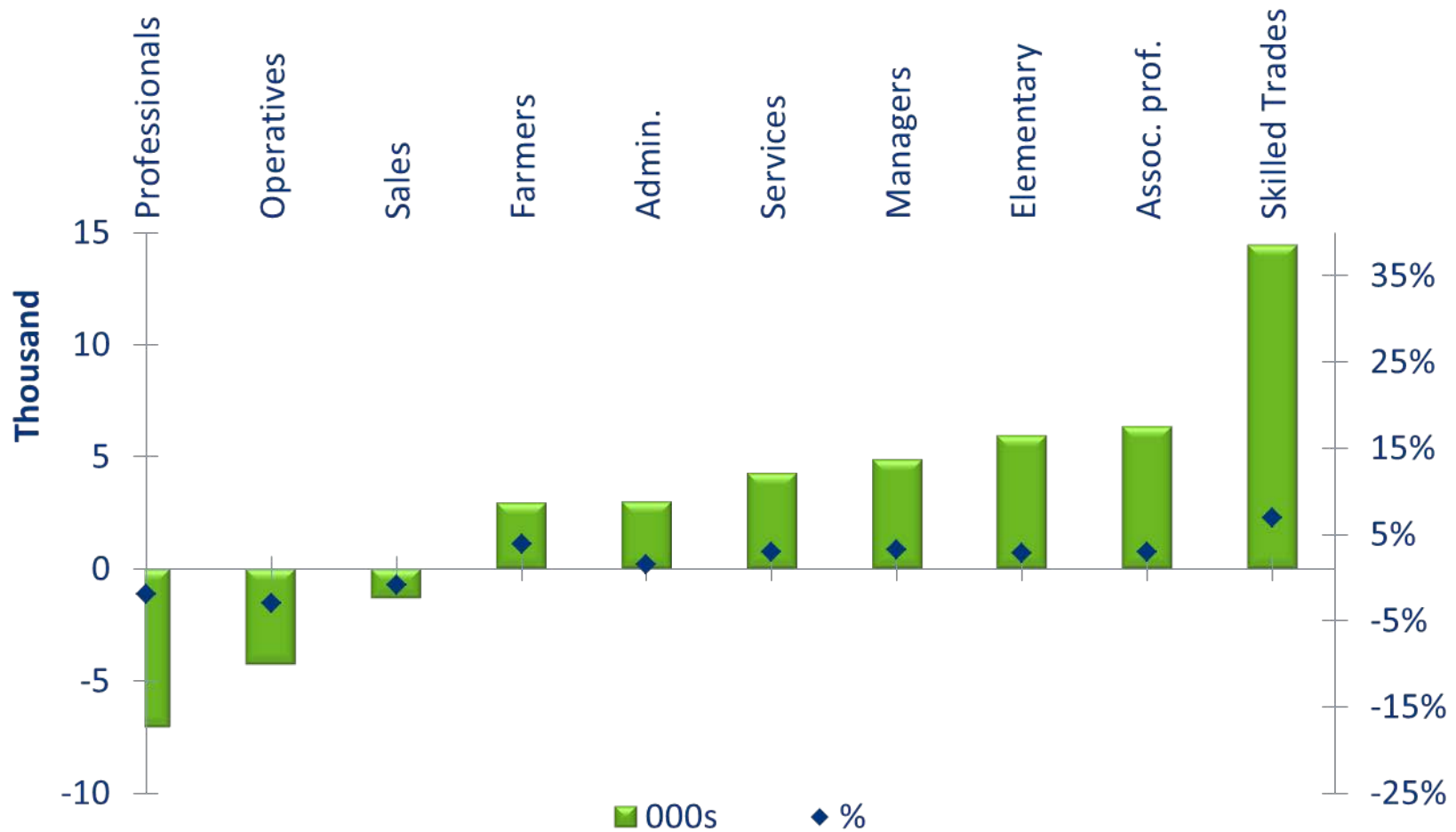


Note: Estimates of employment in agriculture affected by sample changes

# Employment by occupation (quarter 4 2014, 000s)



# Employment growth by occupations (Annualised data, 2013-2014)

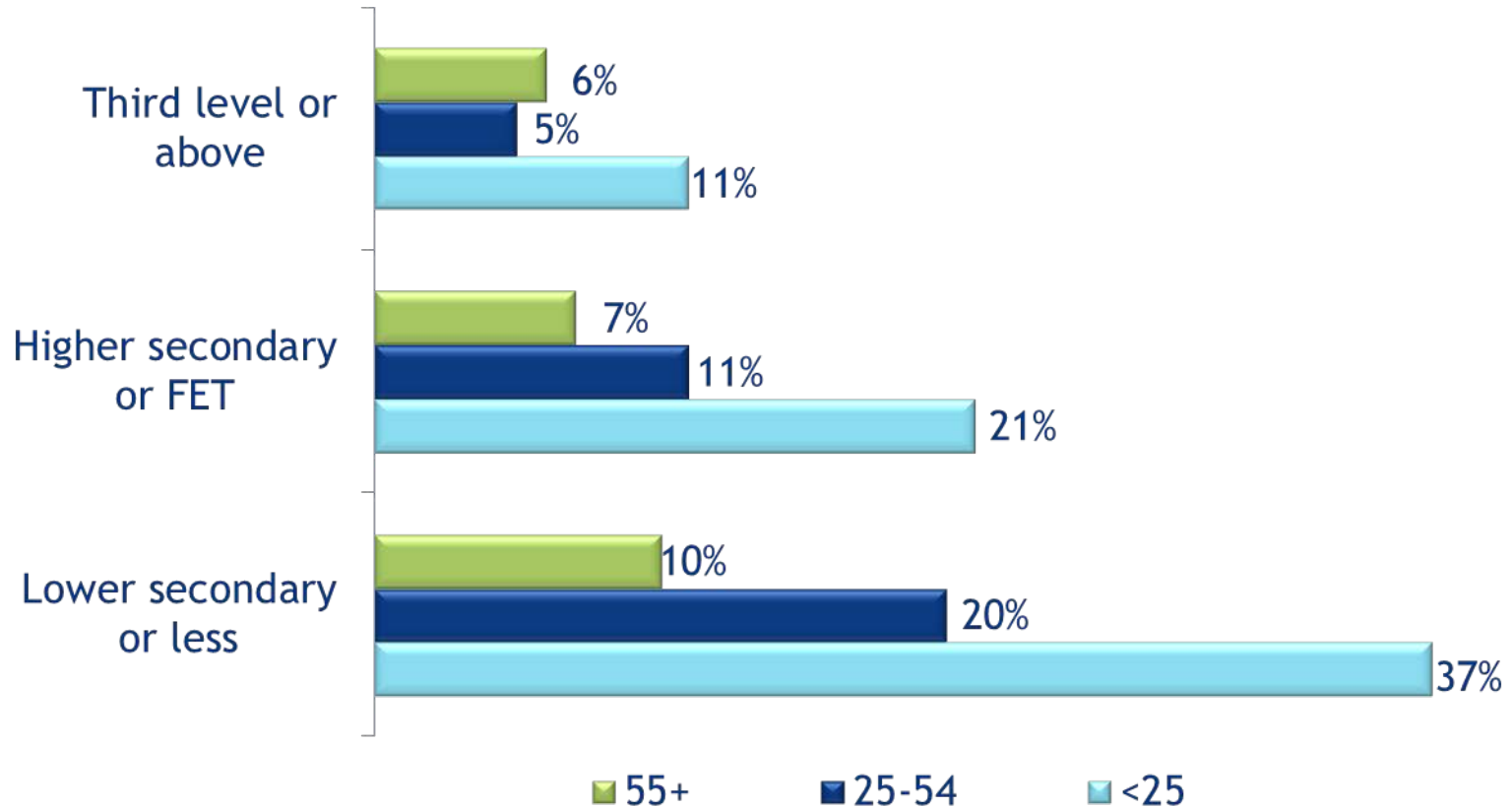


# Unemployment

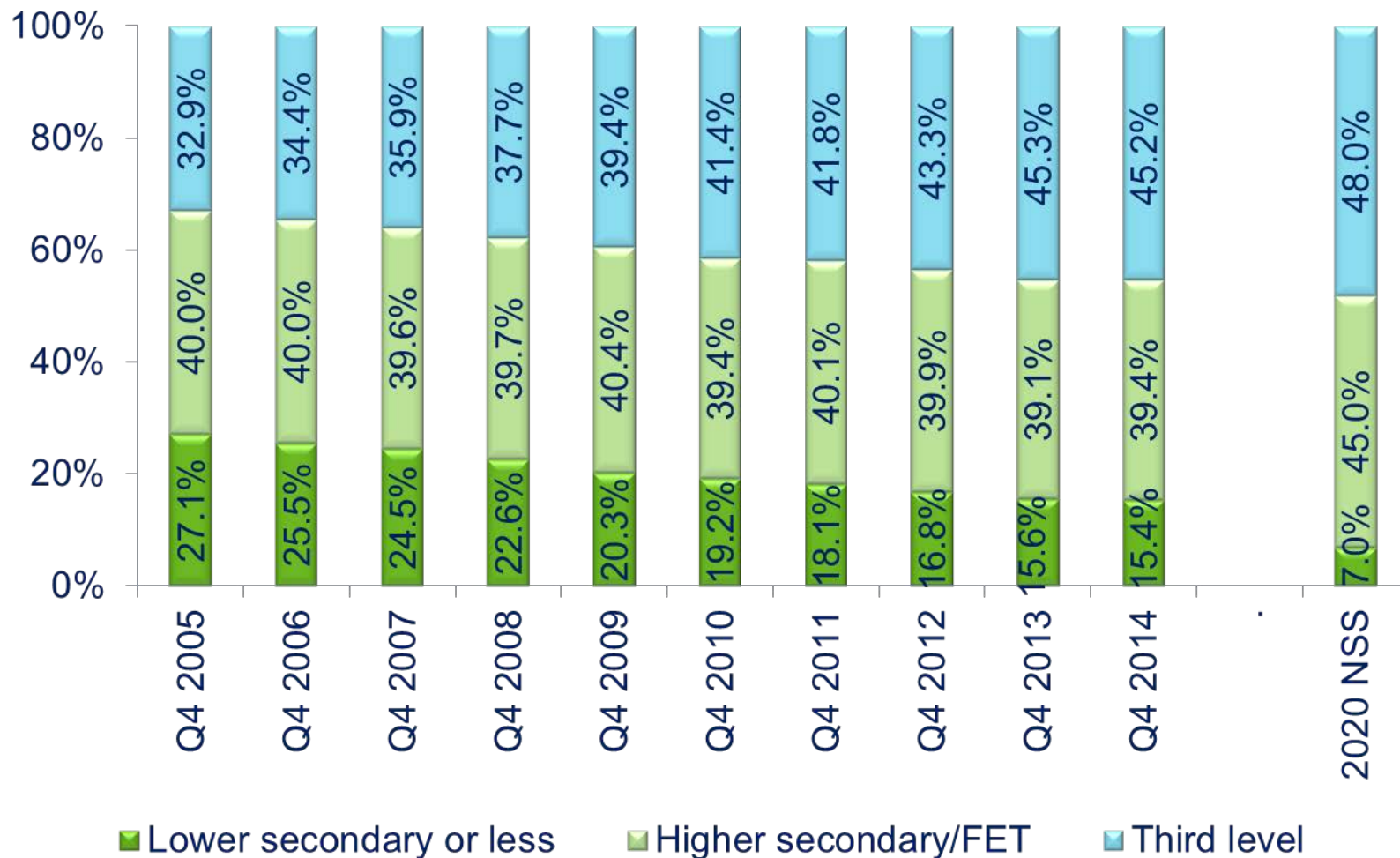


- Of the 213,600 unemployed in quarter 4 2014:
  - 63% were male; same as in q4 2013
  - 70% were aged 25-54; same as in q4 2013
  - 25% held third level; same as in q4 2013
  - 83% were Irish; share **↑** on q4 2013
  - 15% previously worked in construction; share **↓** on q4 2012
  - 16% previously worked in skilled trades and 13% in elementary occupations; share **↓** on q4 2013

# Unemployment rate by age and education (quarter 4 2014)

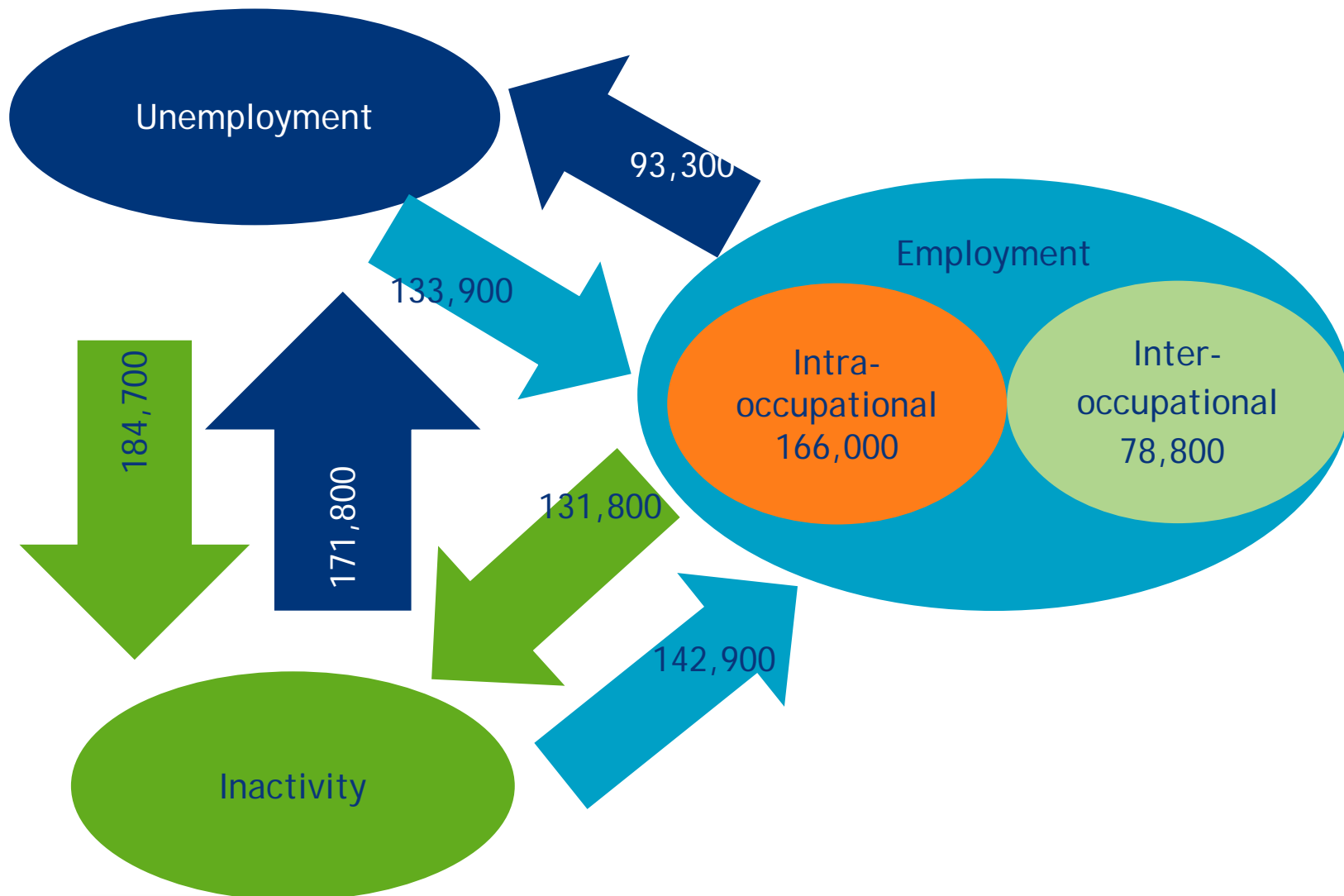


# National Skills Strategy: progress update



■ Lower secondary or less    
 ■ Higher secondary/FET    
 ■ Third level

# Labour market transitions



# Labour market transitions



- Large volume of movement in and out of employment
  - Indication of labour market flexibility
  - Transitory employment in some occupations (sales assistants, care workers, cleaners, catering assistants, general clerks, construction and storage labourers, waiters)
- Transitions from employment to inactivity
  - To retirement (nurses, farmers, care workers)
  - To education (sales assistants, general clerks, elementary (waiters, catering, farm, construction ))
  - To home duties (care workers, general clerks)
- Inter-occupational movements
  - Net gainers (operatives , personal services, administrative)
  - Net losers (elementary, sales and skilled trades)
- Intra-occupational movements
  - Professional level (teachers, nurses, doctors, programmers, accountants)
  - Other (sales, care, chefs, some constr. trades, number of elementary occupations)

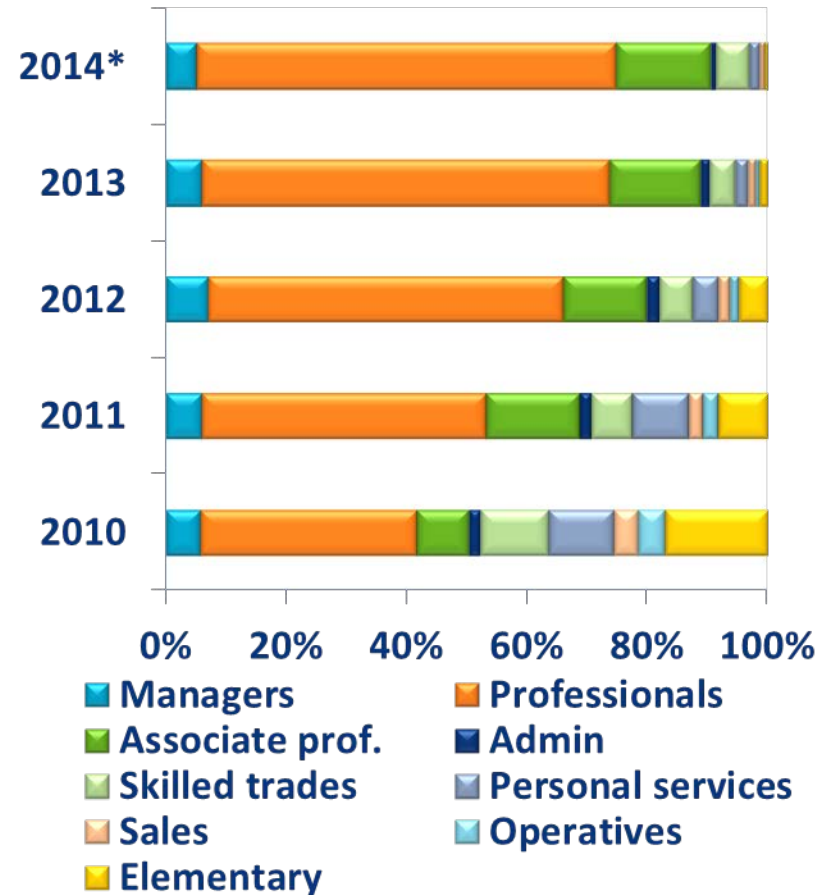
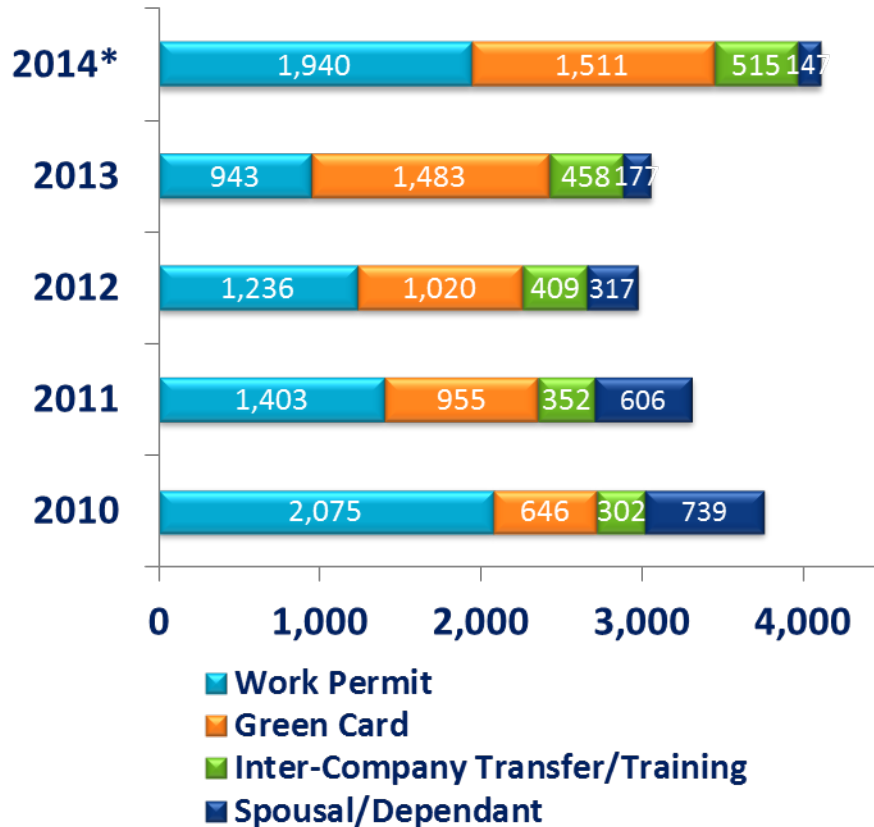


# Replacement and turnover



		Replacement		Turnover	
	Employment 2014 annual average	Retirement	Exits to inactivity and net exits due to inter- occ. movement	Intra- occupational	Intra- occ. and neutral inter-occ. movements
<b>Managers</b>	150,200	1.7%	4.8%	4.4%	8.3%
<b>Professionals</b>	354,700	1.4%	4.3%	8.8%	11.1%
<b>Assoc. profs.</b>	216,600	0.9%	5.2%	7.5%	11.5%
<b>Admin.</b>	208,500	1.2%	7.4%	8.2%	12.5%
<b>Trades</b>	285,400	1.8%	6.2%	6.4%	8.7%
<b>Personal services</b>	144,600	1.2%	11.8%	11.0%	13.4%
<b>Sales</b>	166,100	0.8%	11.0%	11.7%	16.9%
<b>Operatives</b>	144,900	1.1%	7.9%	8.7%	14.8%
<b>Elementary</b>	210,100	1.1%	13.7%	12.7%	18.1%
<b>Total</b>	1,881,200	1.3%	6.9%	8.7%	12.8%

# Sourcing from outside the EEA



\*2014 refers to January-September only



- **IrishJobs.ie** vacancies -mostly professional/associate professional occupations in IT (e.g. SQL, .NET, C#, Java), engineering, health, sales, business and finance (accountants, actuaries etc.); administrative (e.g. finance)
- **DSP Jobs Ireland** vacancies – elementary (catering, cleaning, security, farm), care, sales, skilled trades (construction, chefs, metal, motor), operative (drivers, process, etc.)
- Language skills, third level qualifications and experience were often a prerequisite
- **SLMRU Recruitment Agency Survey:** increase in number of mentions of difficult to fill vacancies compared to 2013; mentions most frequent for professional/associate professional (IT, engineering, science, health and business) and multilingual roles (e.g. sales/customer care, supply chain)

# Skill shortages



- **Professionals/associate professionals**
  - ICT (software developers, cloud, databases/big data, testing, security, technical support, networking and infrastructure)
  - Engineering (production, process, quality, validation, product design/development, electronic, electrical, mechanical and chemical)
  - Science (biochemistry, biotechnology, pharma co-vigilance, product development)
  - Business & finance (risk, compliance, accounting, business intelligence, data analytics)
  - Health (doctors, nurses, radiographers, niche area specialists (e.g. prosthetists, radiation therapist), managers)
  - Construction (surveyors)
- **Clerical** (multilingual credit control/debt control and supply chain)
- **Skilled trades** (chefs, tool making, welding (TIG, MIG), butchers/de-boners, steel-erector)
- **Sales** (technical sales, multilingual customer support, online sales and marketing)
- **Operatives** (CNC, drivers (fork lift and special vehicle))
- **Retention issues** (care, chefs, butchers/de-boners, elementary (e.g. waiters))