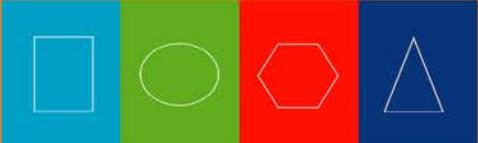


Vacancy Overview 2012

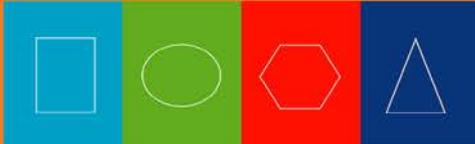
A report produced by the Skills and Labour Market Research Unit (SLMRU) in FÁS for the Expert Group on Future Skills Needs

February 2013



Introduction

- Aim: to provide an overview of the demand for labour as measured by trends in advertised job vacancies
- Analysis of vacancies for each broad occupational group by
 - Sector
 - Occupation and job title
 - Skills required
 - Education
 - Experience

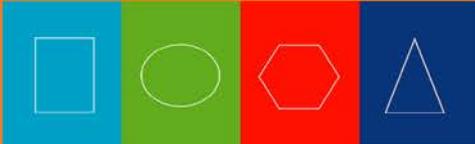


Data Sources

1. Advertised Job Vacancy data* (main data source): newly advertised vacant posts advertised through
 - DSP/FÁS Jobs Ireland
 - IrishJobs.ie
2. Employment Permit Data (provided by the DJEI):
 - for occupations where employers experience difficulty in sourcing staff domestically
 - interpreted with caution as new employment permits may be issued to:
 - those already residing in Ireland but who have changed employer
 - spouses of existing employment permit holders
 - some EU citizens (i.e. Romanian and Bulgarian nationals up until July 2012)

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

Data Sources (ctd.)

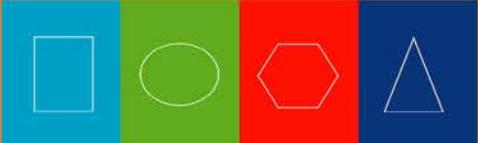


3. SLMRU Recruitment Agency Survey

- Difficult to fill vacancies as identified by recruitment agencies in Ireland

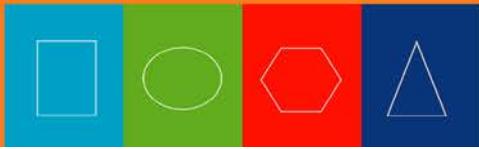
4. Job announcements:

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



Key Findings 1 (Overall)

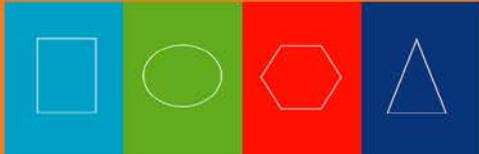
- Approximately 100,000 vacancies advertised in 2012 were analysed for this report
- The number of DSP/FÁS Jobs Ireland vacancies in 2012 remained relatively unchanged compared to 2011, while IrishJobs.ie vacancies showed some increases over the year
- Employment contracted between 2011 and 2012 (based on Quarter 3, CSO data); given that there was little expansion demand this suggests that most of the vacancies arising were due to turnover and/or replacement



Key Findings 2 (Occupations/job titles)

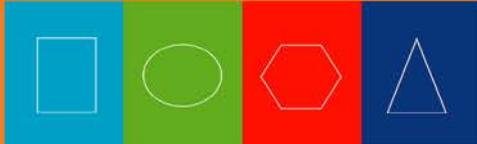
Vacancies were most frequent for:

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



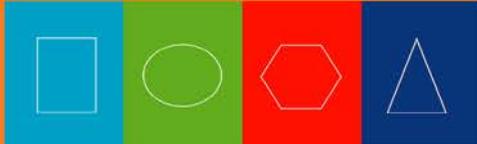
Key Findings 2 (Occupations/job titles) Ctd.

- **Administrative occupations**
 - book-keepers, payroll clerks, financial clerks
- **Caring personal services**
 - care workers, nursing assistants
- **Catering occupations**
 - chefs, waiters, kitchen/catering assistants
- **Science and engineering associate professionals**
 - IT associate professionals, engineering technicians, laboratory technicians
- **Corporate managers and directors**
 - production managers in manufacturing, managers in warehousing, HR managers, financial managers, retail managers, purchasing managers



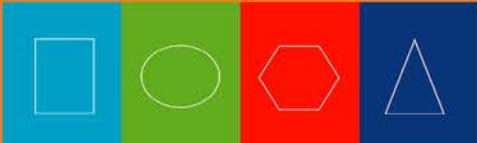
Key Findings 3

- **A third level qualification** was required for a significant share of all newly advertised vacancies, particularly for professional occupations
- The data suggests that the demand is mostly limited to **experienced candidates**
- **Language skills** were a prerequisite for many newly advertised vacancies, particularly in sales customer care activities, but also at professional level (e.g. engineering, finance); a variety of languages were in demand, particularly German, but also French, Italian, Spanish and Dutch
- The number of **employment permits** issued to the ICT sector continues to grow despite an overall drop in the number of new permits issued



Key Findings 4

- Findings from the advertised vacancy data analysis are consistent with the new **job announcements** in the media in 2012
- The results from the **Recruitment Agency Survey** suggest that difficult to fill vacancies exist for a number of occupations, e.g.
 - **ICT professionals** (e.g. software and web development, IT business analysts and systems designers)
 - **engineering experts** (e.g. production/process, quality control, industry regulatory compliance specialists, research and design, electrical)
 - **scientists** (e.g. chemists, biological analysts)
 - **finance specialists** (analysts (financial, risk and recovery), regulatory affairs specialists)
 - **healthcare professionals** (e.g. doctors, radiographers, senior specialist nurses, geriatric nurses, speech and language therapists)
 - **sales** (e.g. multilingual and customer care roles)



Policy Implications

- Education and training: the data points to
 - the need for **foreign languages** to form an integral part of the skills portfolio of candidates
 - the need to incorporate **relevant work experience** into the education and training process to improve employment prospects for new graduates and first time entrants to the labour market
- Labour market interventions: the data should be used
 - for **career guidance** purposes to assist in education and training choices of students and the unemployed
 - to align **labour market activation measures**, such as the JobBridge and SpringBoard programmes, with areas that have been found to be difficult to fill or where there are signs of expansion demand rather than where turnover and/or replacement is occurring