



# National Skills Bulletin 2010

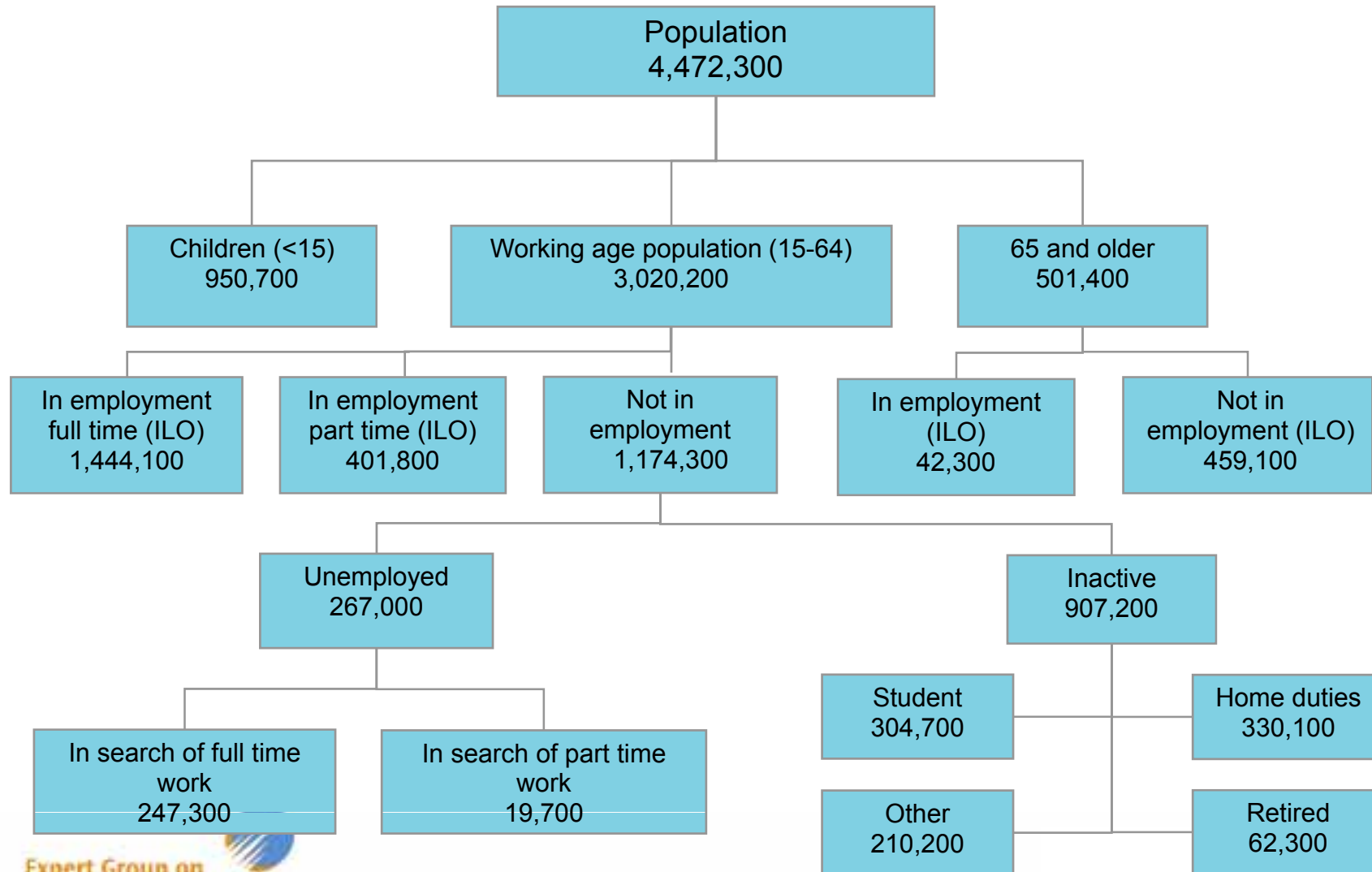
Expert Group on Future Skills Needs  
July 2010

# Objectives



- Provision of statistical record on labour market indicators:
  - national level
  - sectoral level
  - occupational level
  - regional level
- Indication of skills shortages

# National labour market: Labour market status, Q4 2009



## National labour market: Change between 2008 and 2009

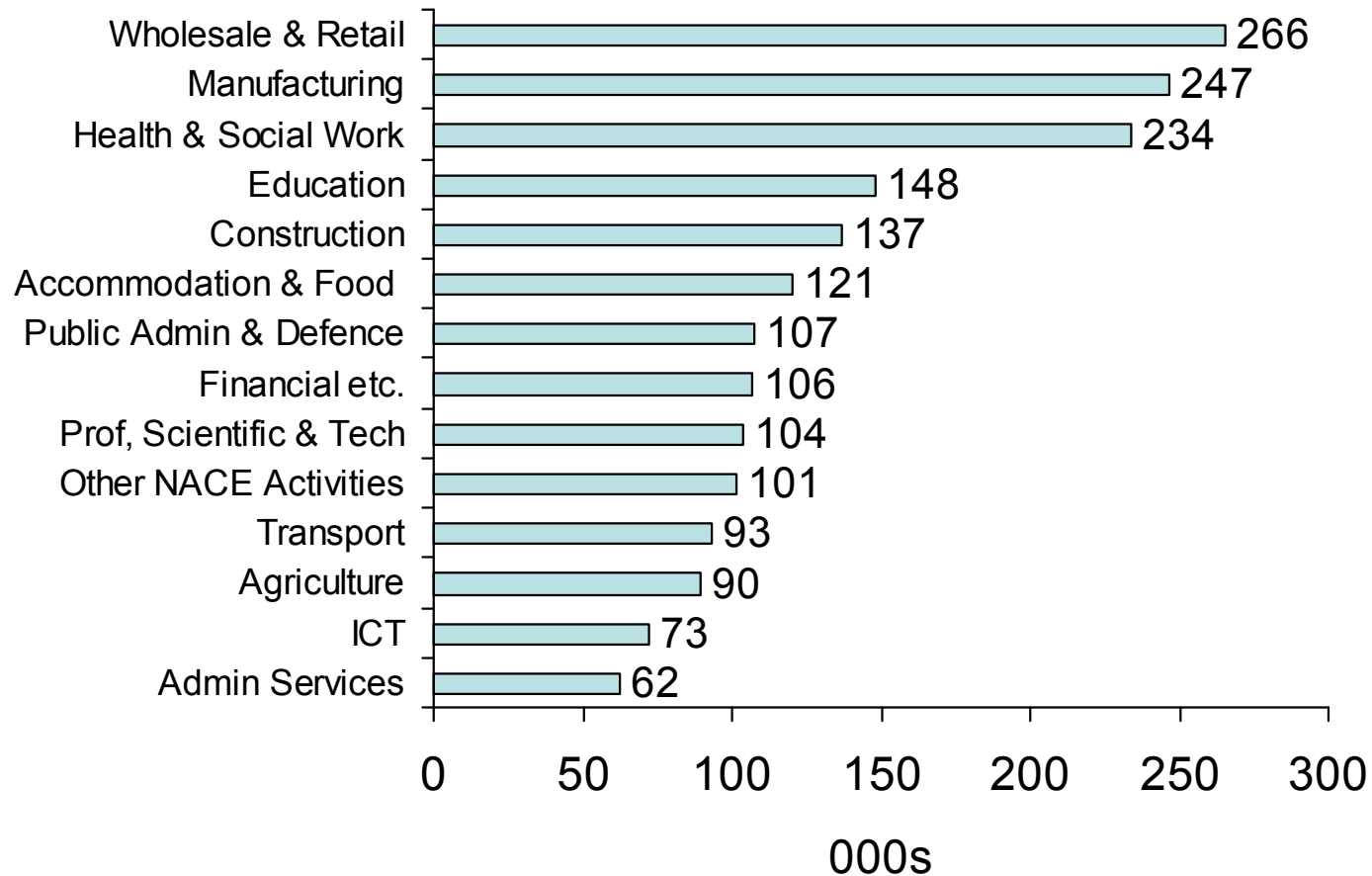


- Deterioration in all indicators
  - Labour force declined (-54,000)
  - Employment declined (-170,000)
  - Labour market participation declined (-1.6 percentage points)
  - Unemployment increased (+120,000)
  - Net migration turned negative (-7,800)

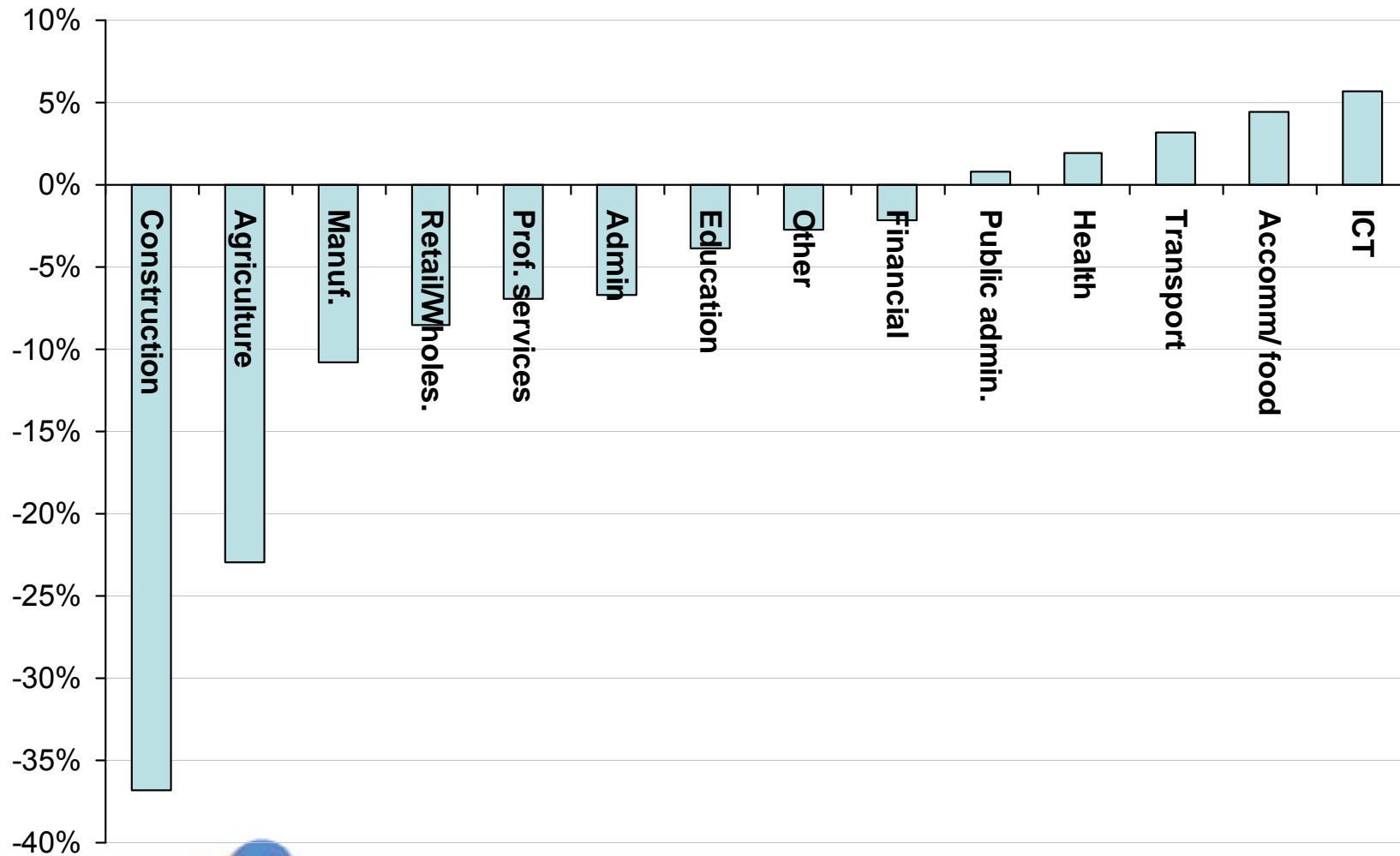


- Of 1.89 million in employment:
  - 46% females
  - 78% full-time
  - 40% younger than 35
  - 42% third level graduates

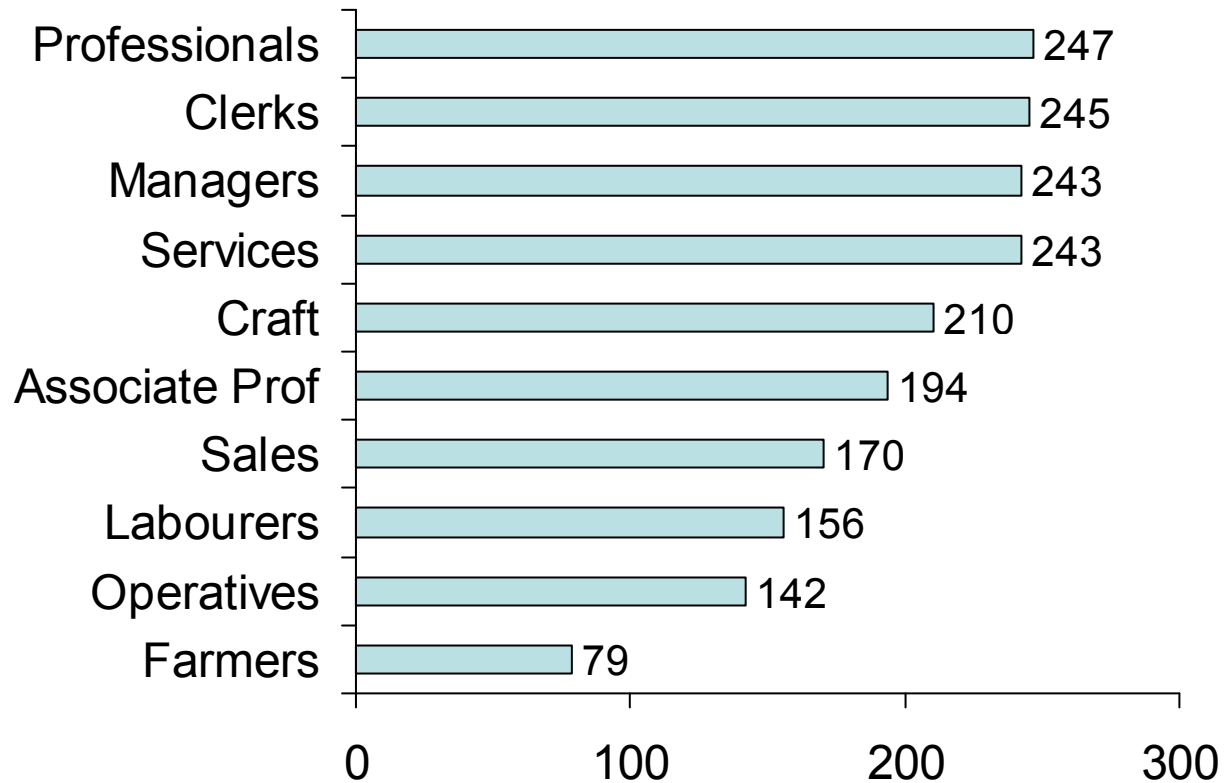
# Employment by sector Q4 2009



# Employment growth by sector Q4 2008 – Q4 2009



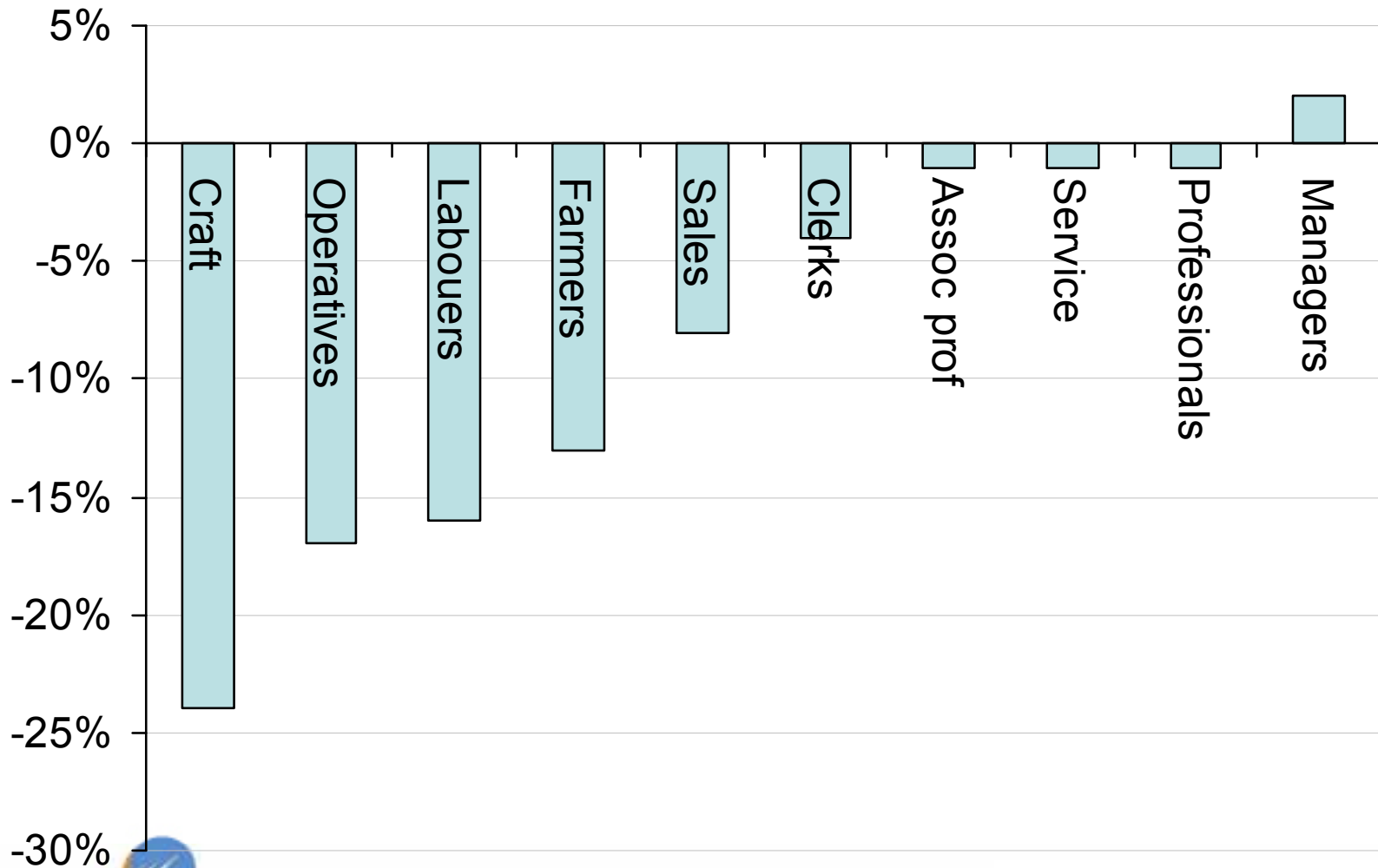
# Employment by broad occupation 2009



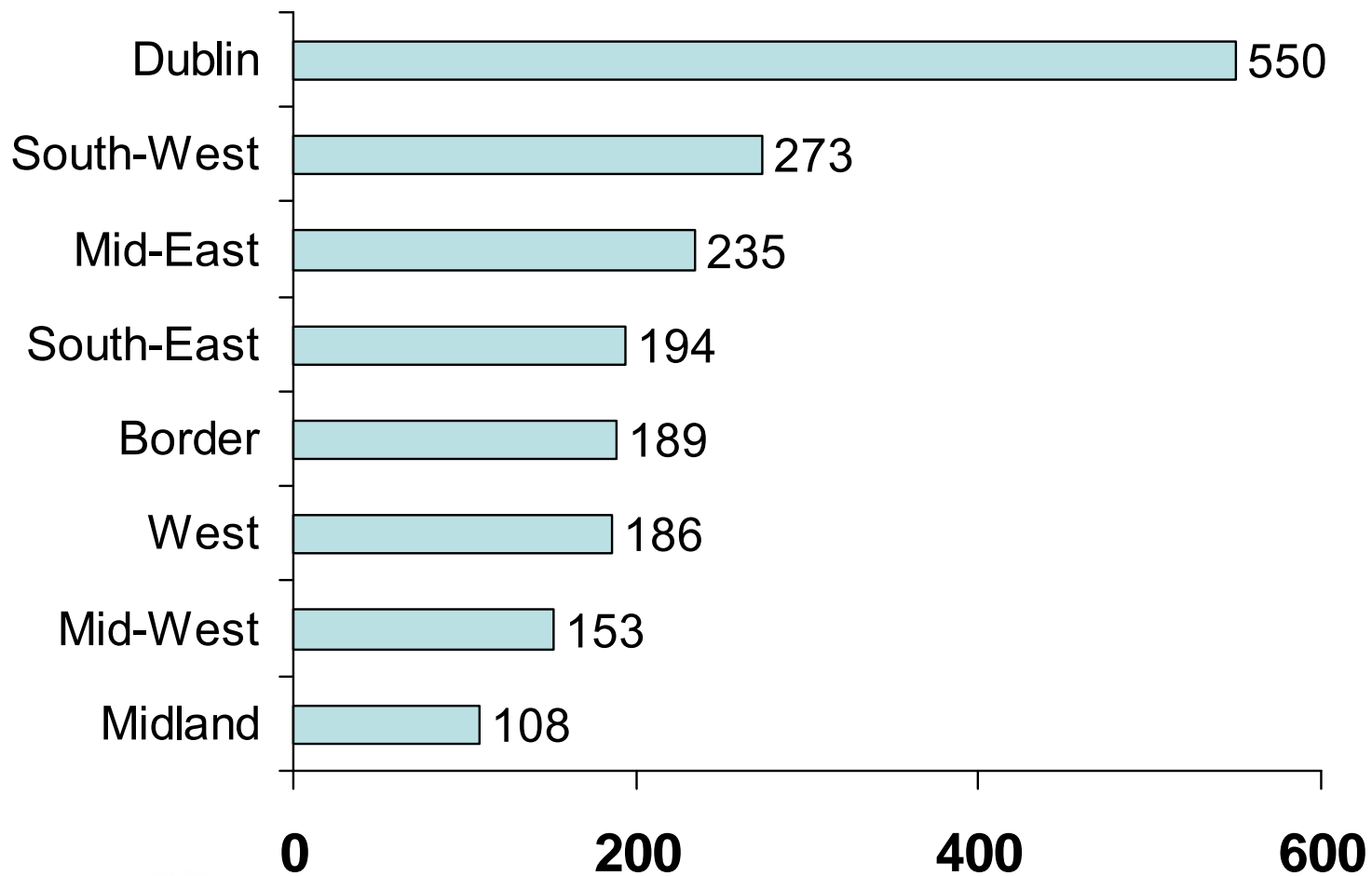


# Employment growth by broad occupation

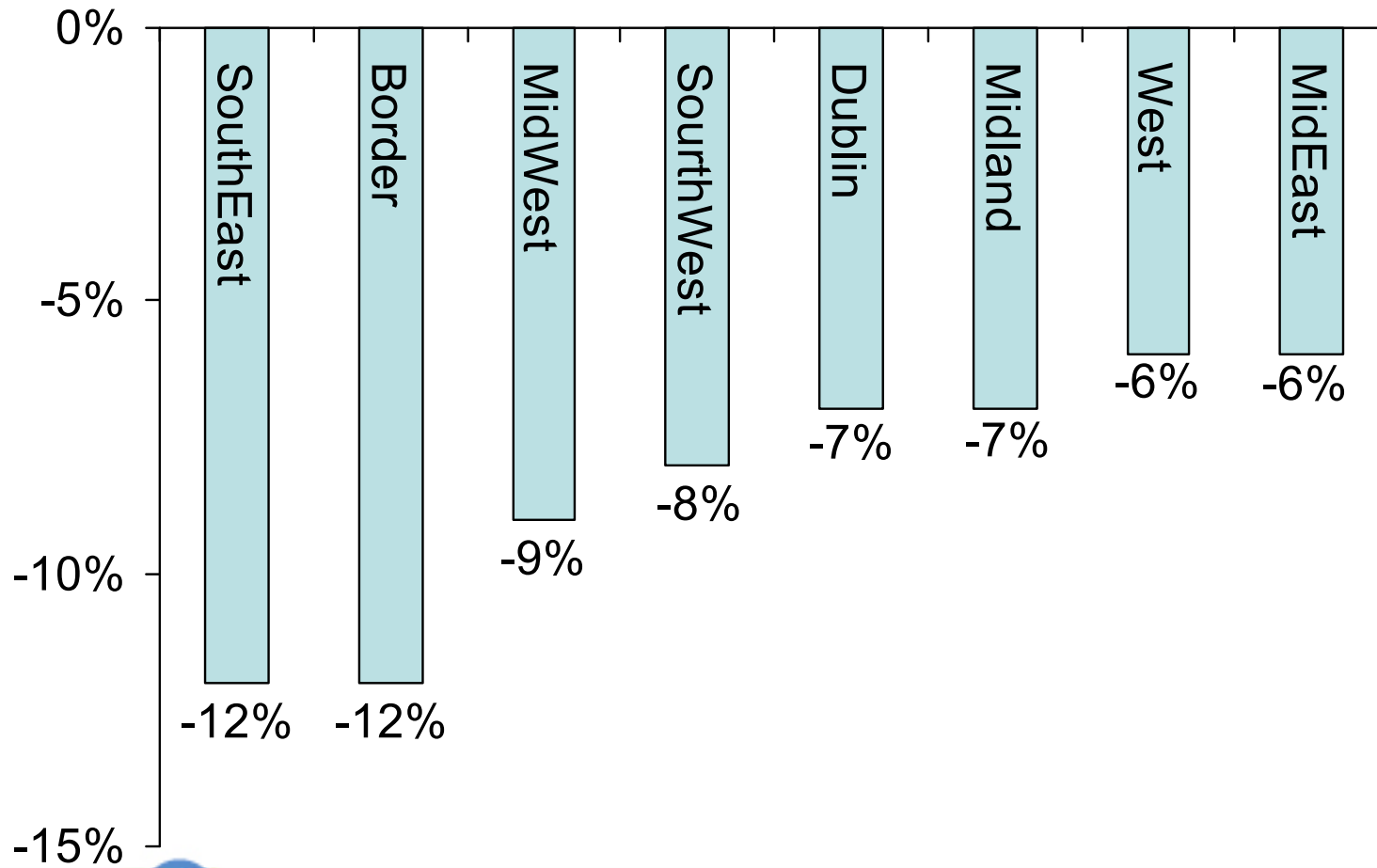
## Q4 2008 - Q4 2009



# Regional employment Q4 2009



# Employment growth by region Q4 2008 - Q4 2009



# Unemployment by region: South-East - greatest risk of unemployment



	Q4 2009	Q4 2008 - Q4 2009	Unemployment Rate
	000s		
Border	28.9	+9.1	13.3%
Midland	18.3	+6.1	14.4%
West	26.5	+6.1	12.5%
Dublin	66.9	+23.1	10.8%
Mid-East	30.3	+14.0	11.4%
Mid-West	25.2	+9.4	14.2%
South-East	36.2	+15.0	15.7%
South-West	35.1	+14.8	11.4%
Total	267.4	+97.6	12.4%

# Labour market participation by region: Lowest participation in the Border region



	Q4 2008	Q 4 2009	Percentage point change
Border	59.7%	55.2%	-4.5
Midland	61.5%	60.1%	-1.4
West	63.3%	61.7%	-1.6
Dublin	64.7%	63.5%	-1.2
Mid-East	66.0%	65.8%	-0.2
Mid-West	61.9%	60.9%	-1.0
South-East	62.2%	59.0%	-3.2
South-West	61.1%	59.9%	-1.2
Total	62.9%	61.2%	-1.7



- Decline in the total number of vacancies
- Greatest decline in the construction related vacancies
- The highest number of vacancies for
  - IT (developers, testers, engineers, administrators and tech. support)
  - Managers (marketing, production, financial, sales, catering)
  - Accounting and other clerks
  - Technical sales representatives
- The share of vacancies for permanent full time positions declined

# Recruitment Agency Survey Results



- Demand remains weak, with signs of increase in recruitment activity
- Difficult to fill vacancies exist in the areas of ICT, management, science, engineering, healthcare, sales and finance
- Issues with the supply of Irish candidates:
  - Lack of language skills
  - Lack of relevant experience
  - Preference for permanent posts (slow take-up of temporary positions)
  - Labour mobility (geographical and intra-occupational)
  - Job on offer not attractive
- Most difficult to fill vacancies filled by non-Irish candidates

## Estimates of annual job openings: Unemployment greater than annual recruitment requirement



Occupation	Replacement*	Expansion**	Recruitment requirement	Unemployed
Farmers	2,000	-2,000	0	<1,000
Managers	-2,000	5,000	3,000	16,000
Professionals	7,000	9,000	16,000	11,000
Assoc. prof.	5,000	5,000	10,000	11,000
Clerks	8,000	5,000	13,000	22,000
Craftpersons	4,000	7,000	11,000	71,000
Services	8,000	7,000	15,000	22,000
Sales	7,000	7,000	14,000	19,000
Operatives	0	3,000	3,000	26,000
Labouers	5,000	5,000	10,000	69,000
<b>Total</b>	<b>44,000</b>	<b>52,000</b>	<b>96,000</b>	<b>267,000</b>

\*Replacement rates from *Current Trends in Occupational Employment and Forecasts for 2010 and 2020: Final Report to the Expert Group on Future Skills Needs*, Sexton et. al., (2006), ESRI

\*\*Based on the assumption of the full economic recovery beyond 2010 as per the *FÁS/ESRI Occupational Employment Forecasts 2015*



# Shortages: Science



- High calibre niche area R&D scientists (chemists, biologists etc.), managers (clinical trials, supply chain etc.), animal nutritionists, science technicians (prototyping/development), regulation experts and multidisciplinary experts (e.g. bio-convergence, blend of science and business etc.)
- Drivers of future demand:
  - Expected strong global demand for pharmaceuticals, bio-technology products and medical devices
  - Government commitment to advance job creation in science related areas
  - The green agenda
  - Bio-convergence
  - Move to higher value added but less labour intensive activities

# Shortages: Engineering



- Mechanical design and innovation, process (pharmaceutical industry, medical devices, water purification), quality control, validation (pharmaceutical and medical devices sectors), wind energy and high voltage electrical engineering skills
- Drivers of future demand:
  - Automation and leaner processes
  - Improvements in power generation, transmission and management of energy
  - The green agenda

# Shortages: ICT



- Senior software developers (JAVA, SQL, C++, .net, VB6, Search Engine Optimisation (SEO), PHP), IT security experts, network experts and IT project managers
- ICT skills instrumental in future economic growth

# Shortages: Business and finance



- Actuaries, risk experts, business analysts, senior claims handlers, fund specialists and senior accountants with specific skills (e.g. regulation, MiFID – Markets in Financial Instruments Directive))
- Drivers of future demand
  - Regulatory changes
  - Product innovation
  - Risk management



- Although job opportunities in the public healthcare sector remain limited due to funding issues, there are shortages of:
  - medical practitioners (general practitioners, non-consultant hospital doctors and specialist doctors (e.g. consultant radiologists))
  - advanced nursing practitioners (theatre nurses, and those specialising in radiology, diabetes, renal medicine and midwifery)
  - senior therapists: occupational and speech and language; physiotherapists in niche areas e.g. paediatric disability
  - medical radiographers (e.g. sonographers, mammographers etc.)
  - dentists (orthodontists)
  - clinical psychologists

# Shortages: Transport



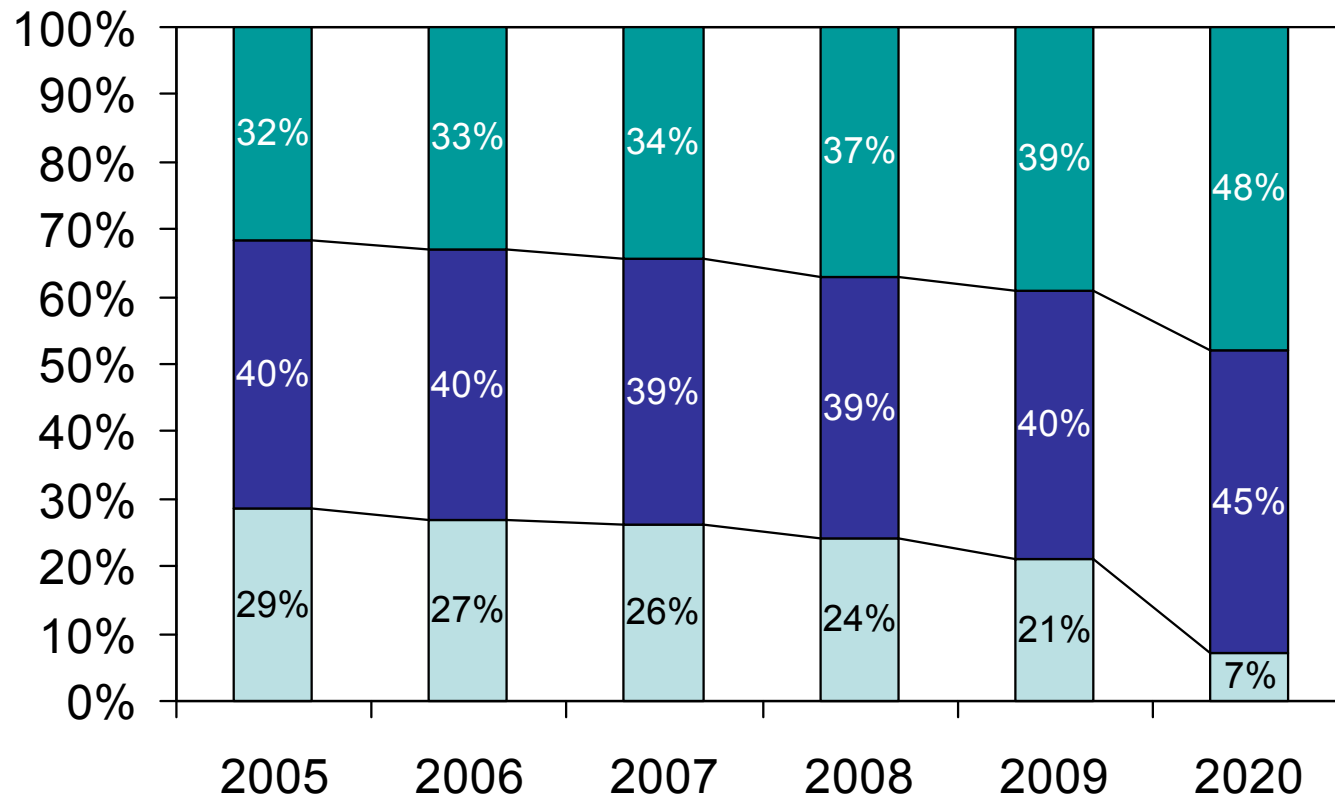
- International supply chain managers – experienced individuals with IT skills, forecasting skills, familiarity with material requirements planning (MRP) and master production scheduling (MPS), enterprise resource planning, global team management, proficiency in foreign languages

## Shortages: Marketing and sales



- Experienced marketing managers with specific industry and product knowledge
- Multilingual telesales/customer care workers with IT skills
- Experienced sales representatives with specific product or technical knowledge (e.g. medical sales and technical sales).

# National Skills Strategy: Progress made; further improvements needed



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





- Of 270,000 unemployed:
  - 71% is male
  - 68% is 25-54; 25% under 25
  - 47% holds upper secondary or FET qualification
  - 82% is Irish national
  - 31% was previously employed in construction
  - 27% is a craftperson; 26% labourer

## Labour market segments with the highest unemployment rate Q4 2009



Labour market segment	Unemployment rate
Males	16%
<25s	26%
Holders of less than upper secondary qualifications	18%
Non-Irish	16%
South-East region	16%
Construction sector	38%
Labourers	32%
<b>National unemployment rate (Q4 2009)</b>	<b>12%</b>

# Sourcing from non-EEA countries



- 60% annual decline in new employment permits to 3,600
- Of the total new permits issued:
  - One in two was an employment permit
  - One in five was a green card
  - One in five was a spousal permit
  - One in ten was an intra-company transfer or a training placement
- Most new permits issued for the healthcare, ICT, services and catering sectors
- Most new permits issued to doctors, nurses, chefs and IT professionals