Vacancy Overview 2013

Skills and Labour Market Research Unit, SOLAS

May 2014

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Future Skills Needs

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An tSeirbhís Oideachais Leanúnaigh agus Scileanna
Further Education and Training Authority

Objective

- The analysis focuses on the **qualitative aspects** of newly advertised vacancies

- The objective is **not to quantify** the number of vacancies but rather to examine the **types** of jobs and skills most frequently appearing in the data sources captured

- Vacancy trends merely act as an **indication of movement** in the vacancies from the two sources rather than the overall vacancy market

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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

*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

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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

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- Job Vacancy Index – the index examines the rate of change rather than the volume of change in the vacancies advertised in the two sources

- Sectors by NACE – the name of the company advertising the vacancy was mapped to NACE codes to allow for comparisons between the two data sources and the overall labour market

Key Findings: Job Vacancy Index

- Volume of notifications to the IrishJobs.ie increasing while DSP Jobs Ireland vacancies remained relatively close to the base
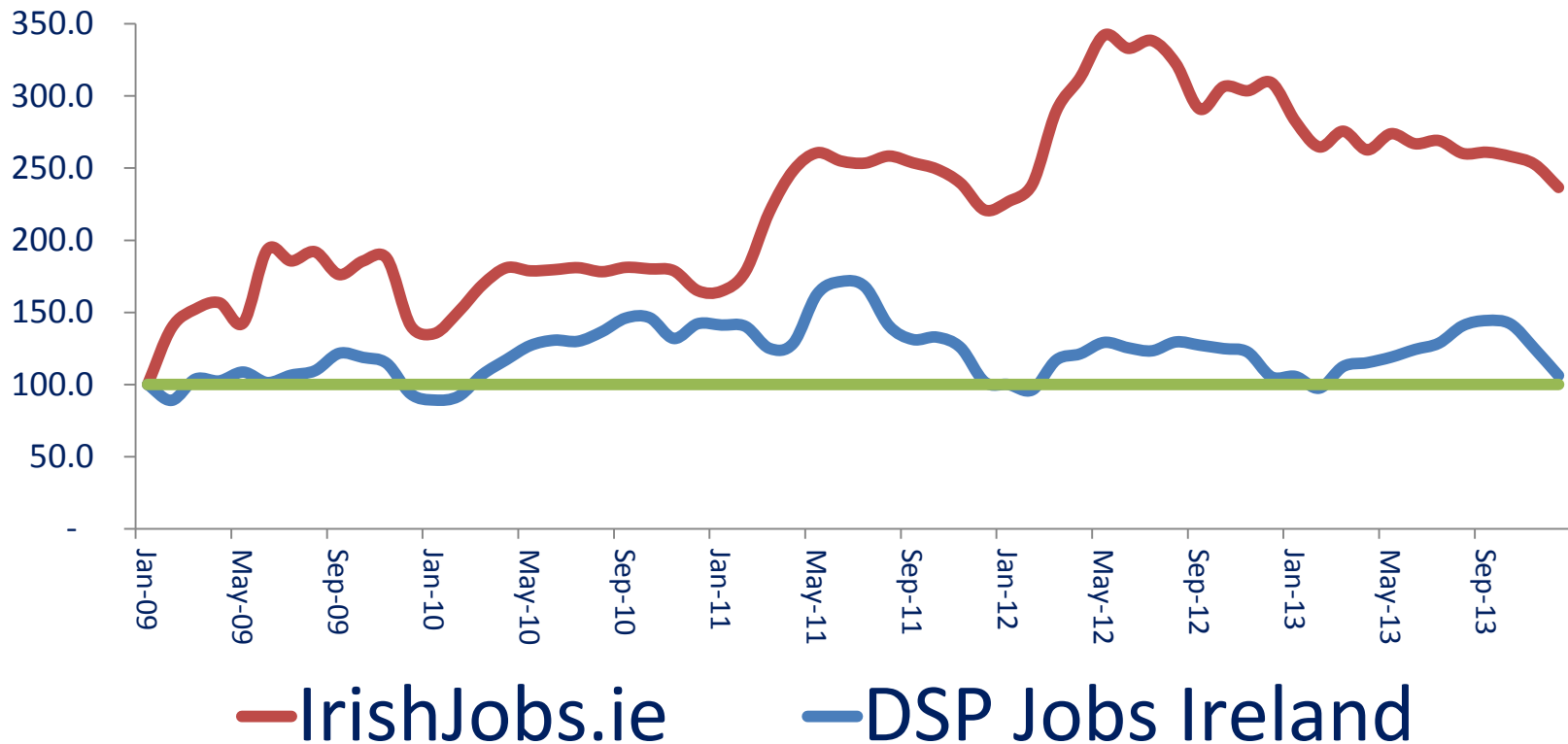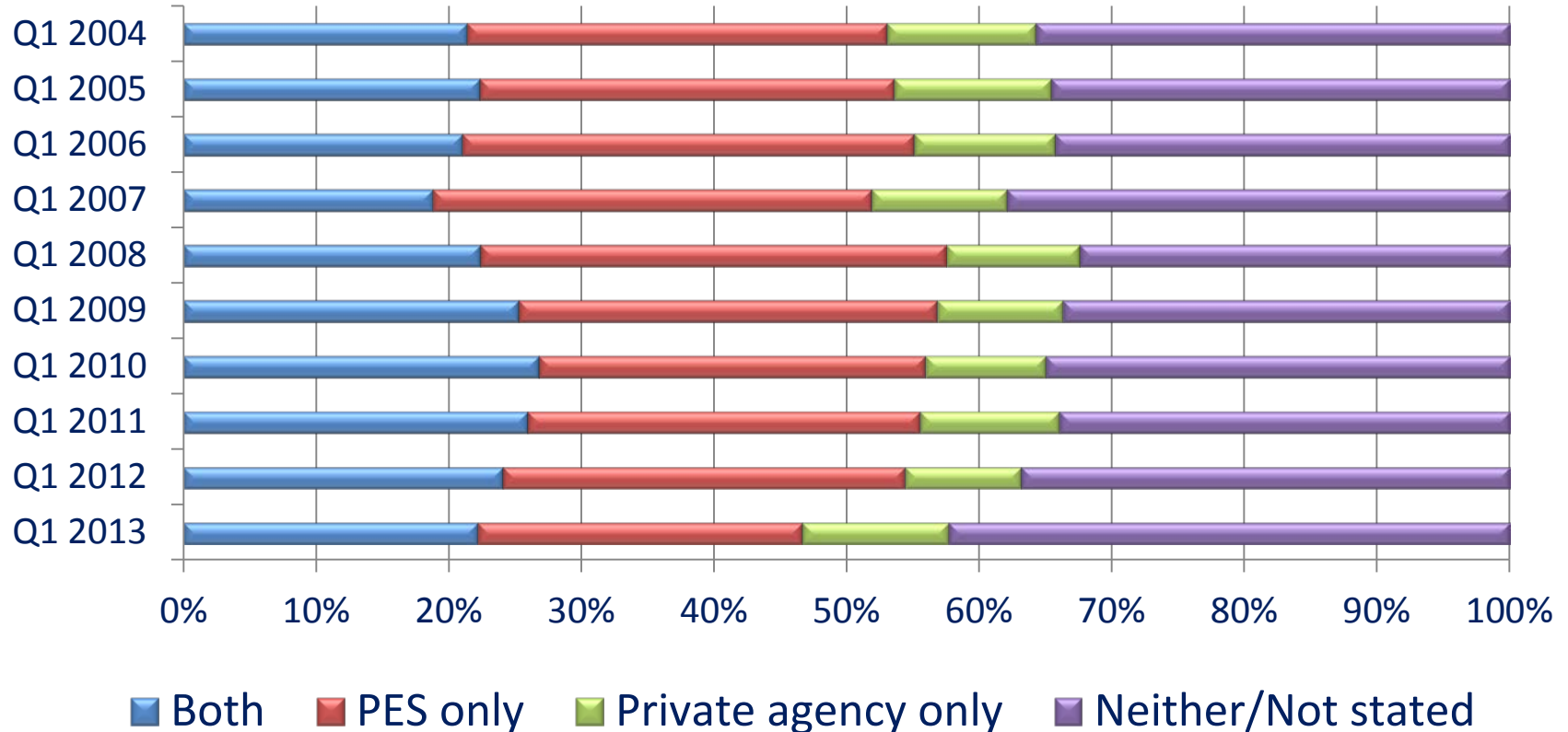
Key Findings:Labour market context

	Employment				IrishJobs.ie Vacancies 2013		DSP Jobs Ireland Vacancies 2013	
	Total Employment Q3 2013	% Share of Employment	% Change, Q3 2012-Q3 2013	Transitions 2012	Share of Total Employment	Share of Total Vacancies	Share of Total Employment	Share of Total Vacancies
Managers	148,100	8%	-0.9%	7%	1%	7%	1%	2%
Professionals	354,700	19%	2.7%	13%	2%	31%	1%	5%
Associate Professionals	215,700	11%	3.2%	12%	4%	31%	5%	15%
Admin/Secretarial	212,000	11%	1.3%	10%	2%	13%	2%	5%
Skilled Trades	291,800	15%	9.8%	14%	0%	5%	3%	13%
Personal Services	143,300	8%	-1.1%	7%	0%	2%	8%	18%
Sales	159,500	8%	-2.4%	11%	1%	6%	5%	12%
Operatives	148,100	8%	4.8%	11%	1%	4%	3%	7%
Elementary Occupations	220,000	12%	6.9%	15%	0%	2%	7%	22%
Other/Not Stated	6,200	0%	-8.8%	-	0%	-	0%	0%
Total	1,899,300	100%	3.1%	100%	1%	100%	3%	100%

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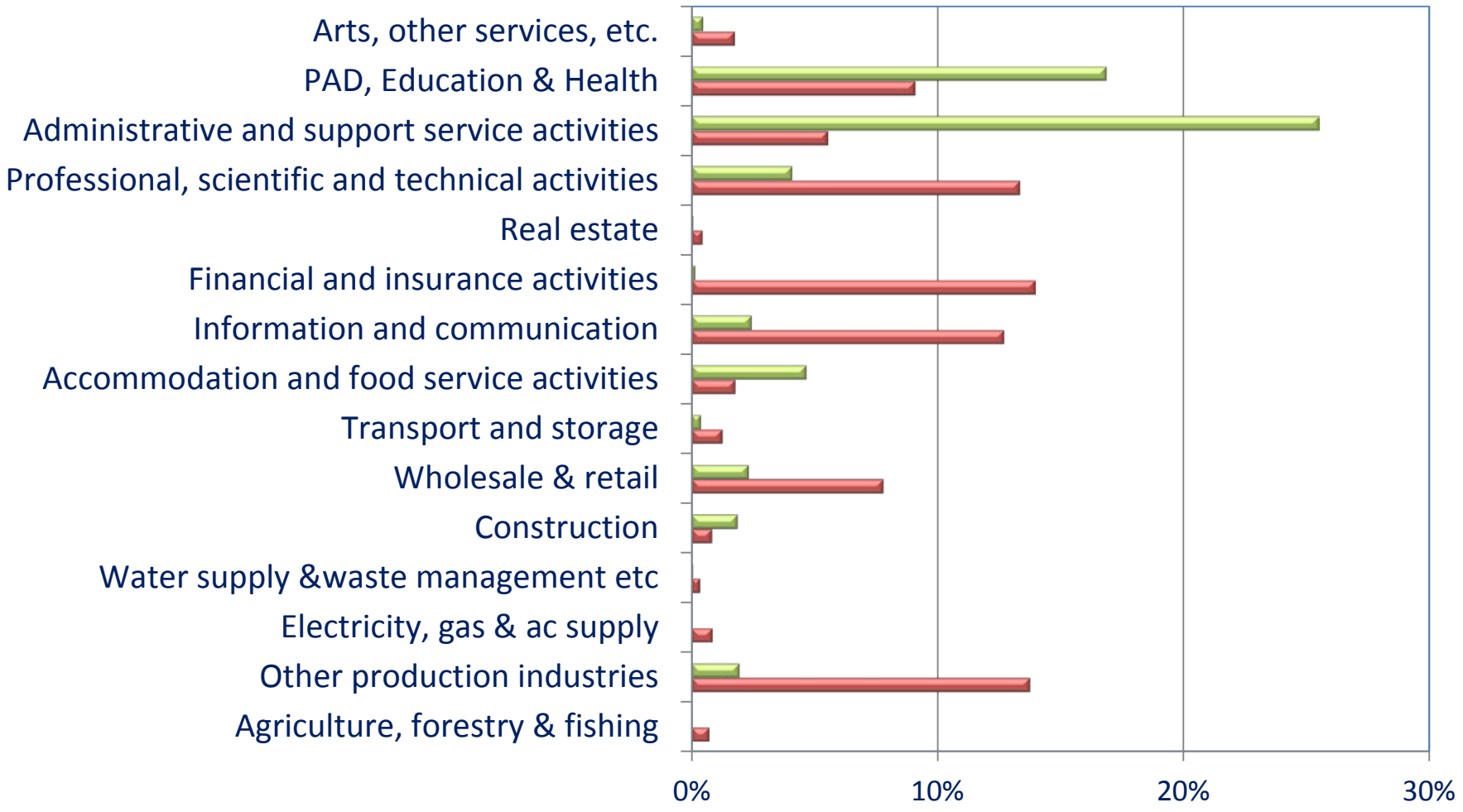
Key Findings: Job search analysis

CSO QNHS: Methods used during the previous 4 weeks to find work

Source: SLMRU Analysis of CSO QNHS data

Key Findings: Vacancies by Sector, 2013

Horizontal bar chart comparing vacancies by sector for DSP Jobs Ireland (green) and IrishJob.ie (red), percentage scale from 0% to 30%.

Sector	DSP Jobs Ireland	IrishJob.ie
Arts, other services, etc.	~0.5%	~1.5%
PAD, Education & Health	~17%	~9%
Administrative and support service activities	~25.5%	~5.5%
Professional, scientific and technical activities	~4%	~13%
Real estate	—	~0.5%
Financial and insurance activities	~0.3%	~14%
Information and communication	~2.5%	~12.5%
Accommodation and food service activities	~4.5%	~1.5%
Transport and storage	~0.3%	~1%
Wholesale & retail	~2%	~7.5%
Construction	~2%	~0.7%
Water supply &waste management etc	—	~0.3%
Electricity, gas & ac supply	—	~0.7%
Other production industries	~2%	~13.5%
Agriculture, forestry & fishing	—	~0.7%

DSP Jobs Ireland   **IrishJob.ie**

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Key Findings: Occupations

DSP Jobs Ireland

- **Care workers and home carers** (accounting for 12% of all DSP Jobs Ireland vacancies in 2013)

- **Business sales executives** (e.g. sales representatives/agents; 6% of vacancies)

- **Security guards** (6% of vacancies)

- **Kitchen and catering assistants** (5% of vacancies)

- **Chefs** (4% of vacancies)

- **Collector salespersons and credit agents** (e.g. field/door to door sales agents; 5% of vacancies)

IrishJobs.ie

- **IT professionals** (accounting for 11% of vacancies in 2013; primarily programmers and software developers)

- **Sales, marketing and related associate professionals** (9% of vacancies; e.g. business sales executives, sales accounts)

- **Business, finance and related associate professionals** (7% of vacancies; e.g. finance and investment analysts)

- **Business, research and administrative professionals** (6% of vacancies in posts such as business analysts, accountants)

- **Administrative occupations** (records) (5% of vacancies, mostly in book-keepers, payroll managers and wages clerk roles)

- **Engineering professionals** (5% of vacancies, e.g. process engineers, design and development engineers)
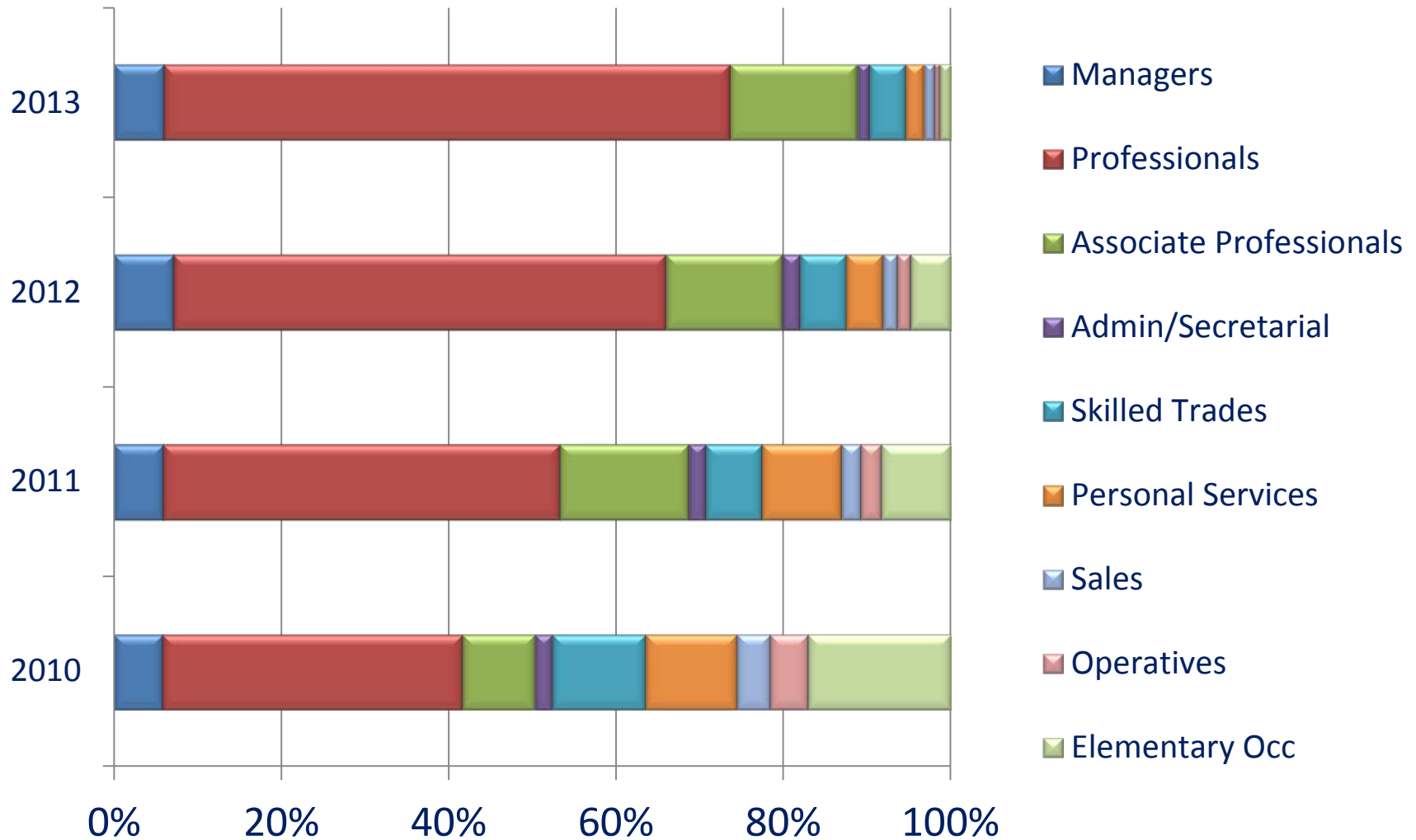
- Demand for **language skills** persisted particularly for associate professional positions (e.g. business sales executives)

- German was the most frequently mentioned language required, followed by French, Italian, and Dutch

Key Findings: Education/experience

- Vacancies for **professional occupations** most likely to require a third level degree qualification

- **Sales/customer service positions** had the highest share of vacancies with no minimum level of either education or experience required

- **Managerial vacancies** were most likely to request a minimum of two to six years' experience

Key Findings: Employment Permits

The Recruitment Agency Survey, October 2013 findings:

- an increase in the aggregate number of mentions of vacancies which have been difficult to fill compared to both six months and a year ago

- the highest share of mentions was for **professional** posts (in IT, engineering, science, health, business and limited openings in construction), as well as **multilingual sales and customer care roles**

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Key Findings: Job Announcements

- Job creation announcements in the media were mostly for **IT professionals** and **sales** related occupations, followed by **operative** and **associate professional** positions.

- Expansion demand was also confirmed through job announcements by IDA client companies in 2013, most pronounced for the **IT sector**, followed by **high-tech manufacturing** and **business**.

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 examine the **high level of turnover** occurring in lower skilled jobs such as carers, cleaners and some sales roles
  - 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** 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