

National Skills Bulletin 2013

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Content



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

Objectives



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

New in this issue



- Adjustment of the sample weights in the Central Statistic Office (CSO) Quarterly National Household Survey (QNHS) in line with the Census 2011
 - Implication: employment, unemployment and labour force estimates adjusted upwards and the analysis presented in the National Skills Bulletin 2013 not directly comparable to previous issues
- For the first time, the CSO allowed access to data which allows for tracking of individuals between quarters
 - Implication: new analysis on labour market transitions (Chapter 10)

National labour market overview



- Some indicators point at stabilisation in the Irish labour market; between Q4 2011 and Q4 2012:
 - the unemployment rate decreased by 0.8 percentage points to 13.7%
 - the long term unemployment rate decreased by almost one percentage point to 8.2%
 - employment increased by 1,200
 - the number of redundancies declined from 13,084 to 8,468

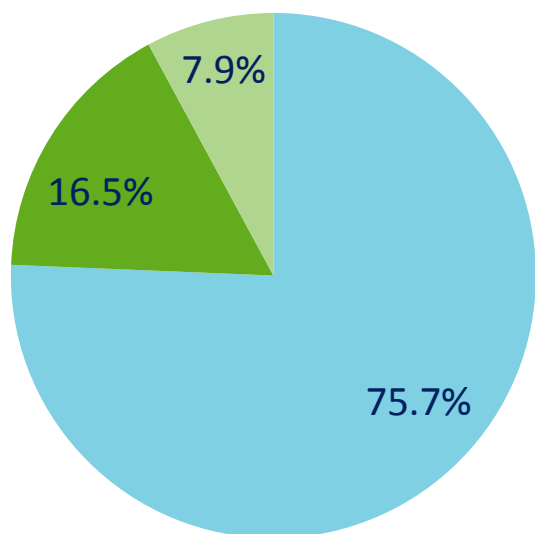


- However, there are also signs of further deterioration
 - between Q4 2011 and Q4 2012
 - the labour force contracted by 0.8%
 - the participation rate declined to 59.6%
 - part-time employment grew by 3.2%
 - the number of direct employees and self-employed with paid employees decreased by 0.5% and 3.5% respectively; the number of self-employed without employees and those assisting relatives, increased by 3.2% and 54.5% respectively
 - the total age dependency ratio increased to 51.5%
 - in Q4 2012, the broad unemployment rate, which includes part-time underemployed, discouraged workers, passive job seekers, and other marginally attached, remained high at 23%
 - between 2011 and 2012, net outward migration increased by 7,000 to almost 35,000

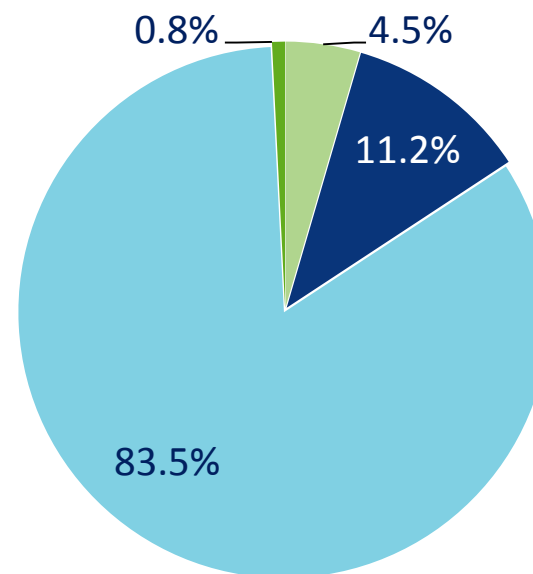


- Of the 1.85m persons in employment in Q4 2012:
 - 46.6% were females
 - 75.7% were in full-time employment
 - 83.5% were employees
 - 35.9% were under 35 years of age
 - 46.6% were third level graduates
 - 85.4% were Irish nationals

Employment (quarter 4 2012)



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



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

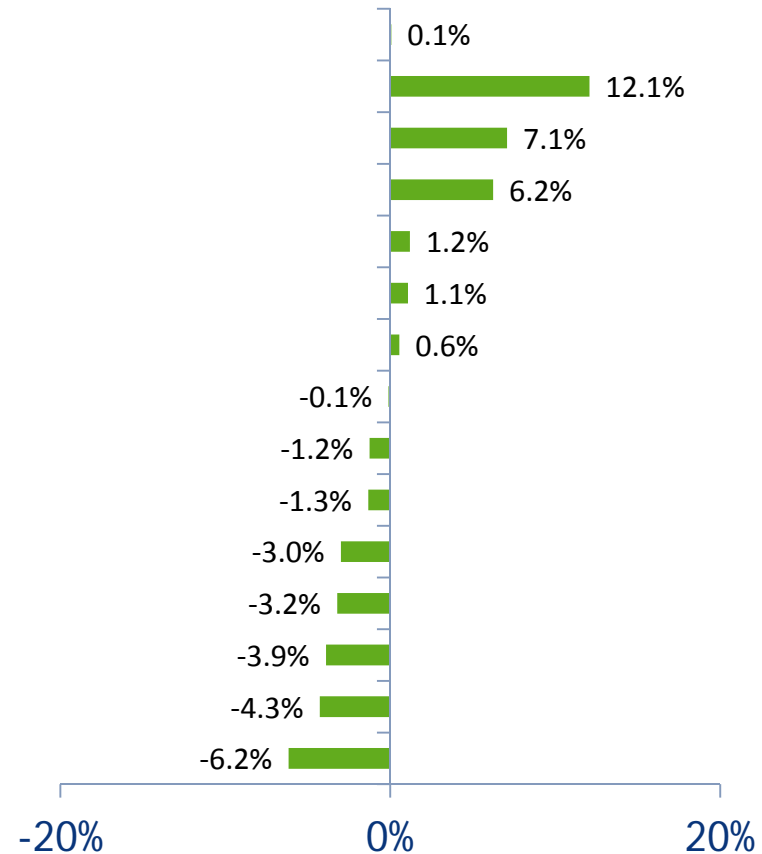
Employment by sector (quarter 4 2012, 000s)



Employment growth by sector (quarter 4 2011 - quarter 4 2012)

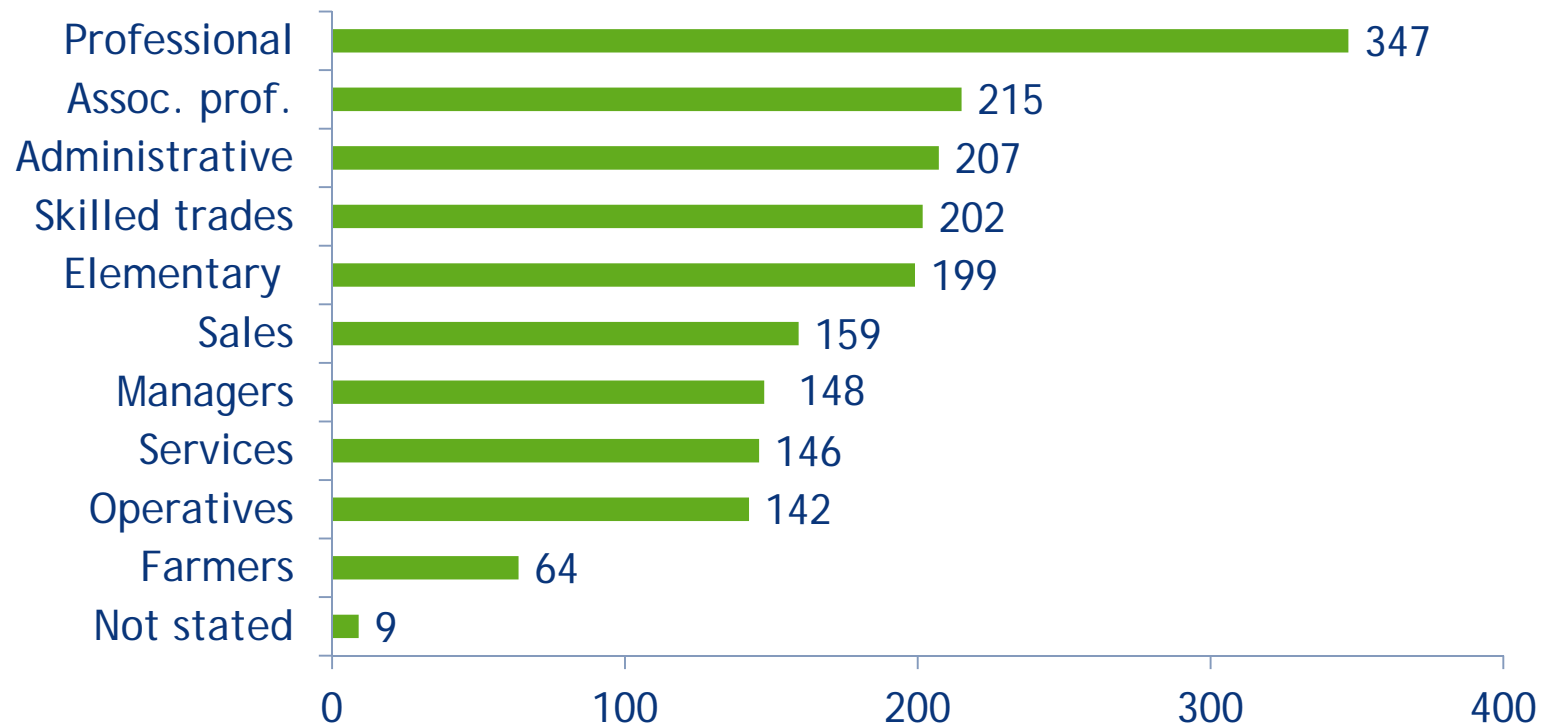


Total employment
 Agriculture, forestry & fishing*
 Information & communication
 Professional, scientific & technical
 Health & social work
 Wholesale, retail & motor trade
 Education
 Other NACE activities
 Financial, insurance & real estate
 Accommodation & food services
 Industry
 Administrative & support services
 Transportation & storage
 Construction
 Public administration & defence

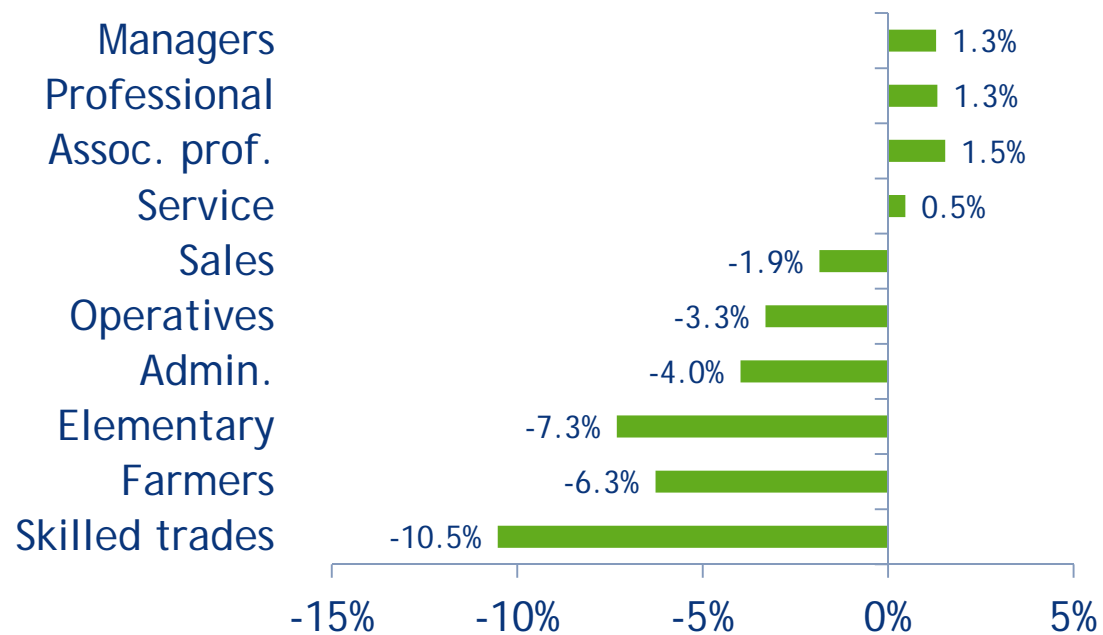


* Estimates of employment in the agriculture, forestry and fishing sector have been shown to be sensitive to sample changes overtime and growth rates should be interpreted with caution

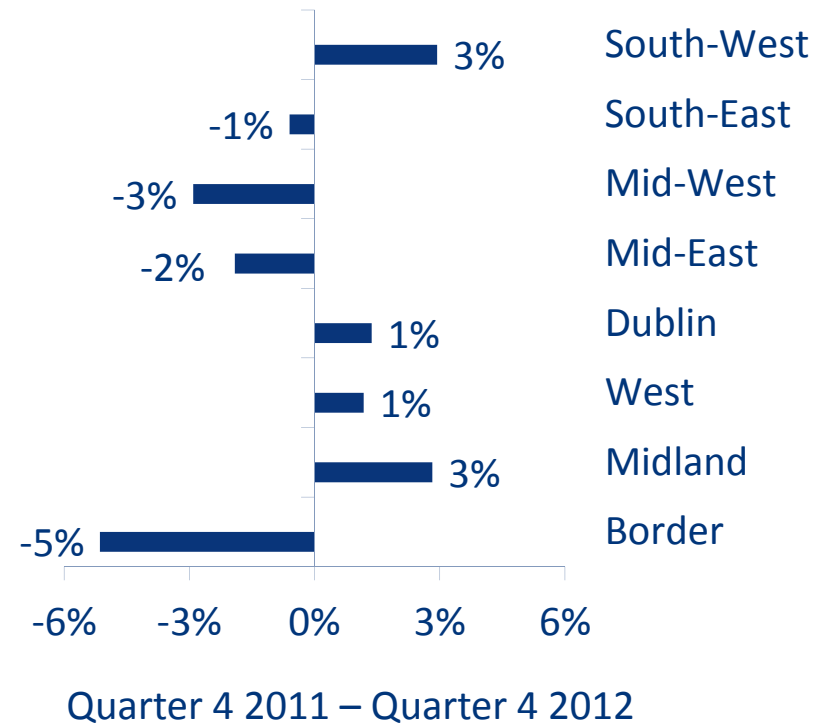
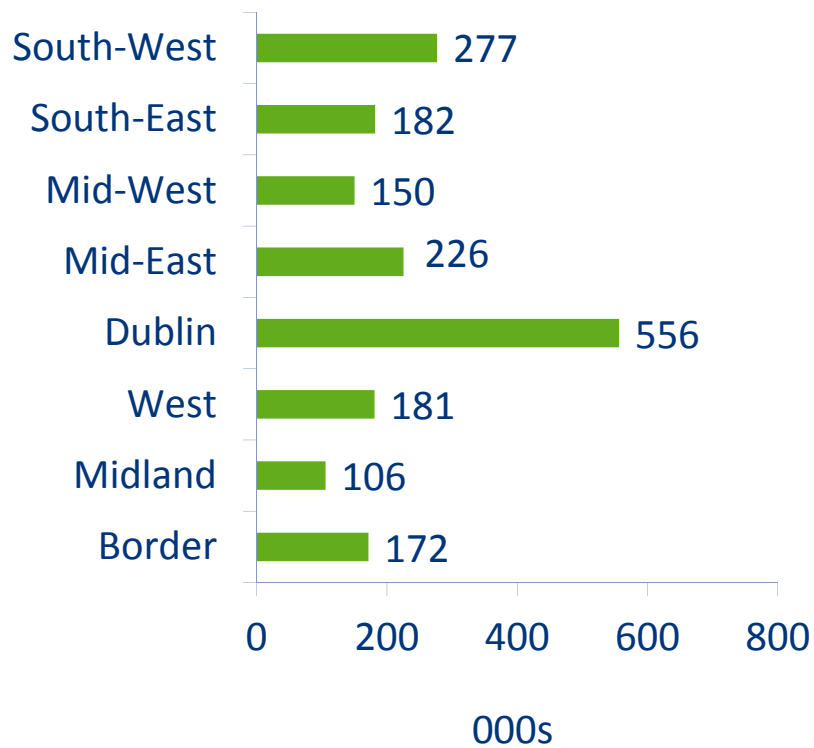
Employment by occupation (quarter 4 2012, 000s)



Employment growth by occupations (quarter 4 2011 – quarter 4 2012)



Regional employment and employment growth



Labour market participation rate by region



	Q 4 2012	Percentage point change
Border	52.4%	-0.5
Midland	57.8%	-0.2
West	61.25	0.2
Dublin	61.9%	-0.3
Mid-East	62.8%	-1.8
Mid-West	59.6%	-2.0
South-East	57.2%	-0.8
South-West	59.5%	0.3
Total	59.6%	-0.5

Vacancies 2012

(Sources: DSP/FÁS, Irishjobs.ie)



- Job vacancies continue to arise, although at a significantly lower level than at the peak (reached in 2007)
- Vacancies were most frequent for sales & customer care, caring, leisure & other service related, elementary occupations, followed by science & engineering professionals, business professionals, administrative occupations, and science & engineering associate professionals
- 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
- Third level often pre-requisite; in addition, relevant experience also required
- The data suggests that the demand is mostly limited to experienced candidates

Skills shortages



- Excess supply of labour overall
- Low magnitude of shortages
- Shortages confined to niche areas, except in ICT
- Highly skilled
- Cross disciplinary skills (e.g. ICT + business)

Skill shortages



- ICT (software developers (web, cloud, mobile, database, games, data analytics, customer relations), project managers, user support, network security, testing and troubleshooting)
- Engineering (tool design, polymer technology, process engineering, QC, validation, mechanical, electrical and electronic, chemical, food)
- Science (R&D, science+business, science+sales, lab technicians)
- Business (purchasing, marketing, sales, business analysis/statistics)
- Finance (risk, regulatory compliance, accounting (solvency, financial management, multilingual technicians), fraud, credit control)
- Health (non-consultant hospital doctors, nurses (cardio, intensive care, geriatric, oncology, theatre))
- Sales (tech. sale, multilingual customer support, online sales and marketing)
- Craft (tool making, CNC machining)
- Transport (international supply chain management)
- Clerical (multilingual accounts, debt collection)

Sourcing from outside the EEA



- Occupations most frequently sourced from outside the EEA (via granting employment permits/green cards/intra-company transfers/spousal permits):
 - Professionals, 1,753 (ICT, doctors, nurses)
 - Associate professionals, 412 (ICT, sales)
 - Managers, 211 (chief executives, financial, marketing)
 - Skilled trades, 166 (chefs, butchers)
 - Elementary, 143 (cleaners, catering assistants, waiters)
 - Services, 130 (care assistance, childcare)

Unemployment



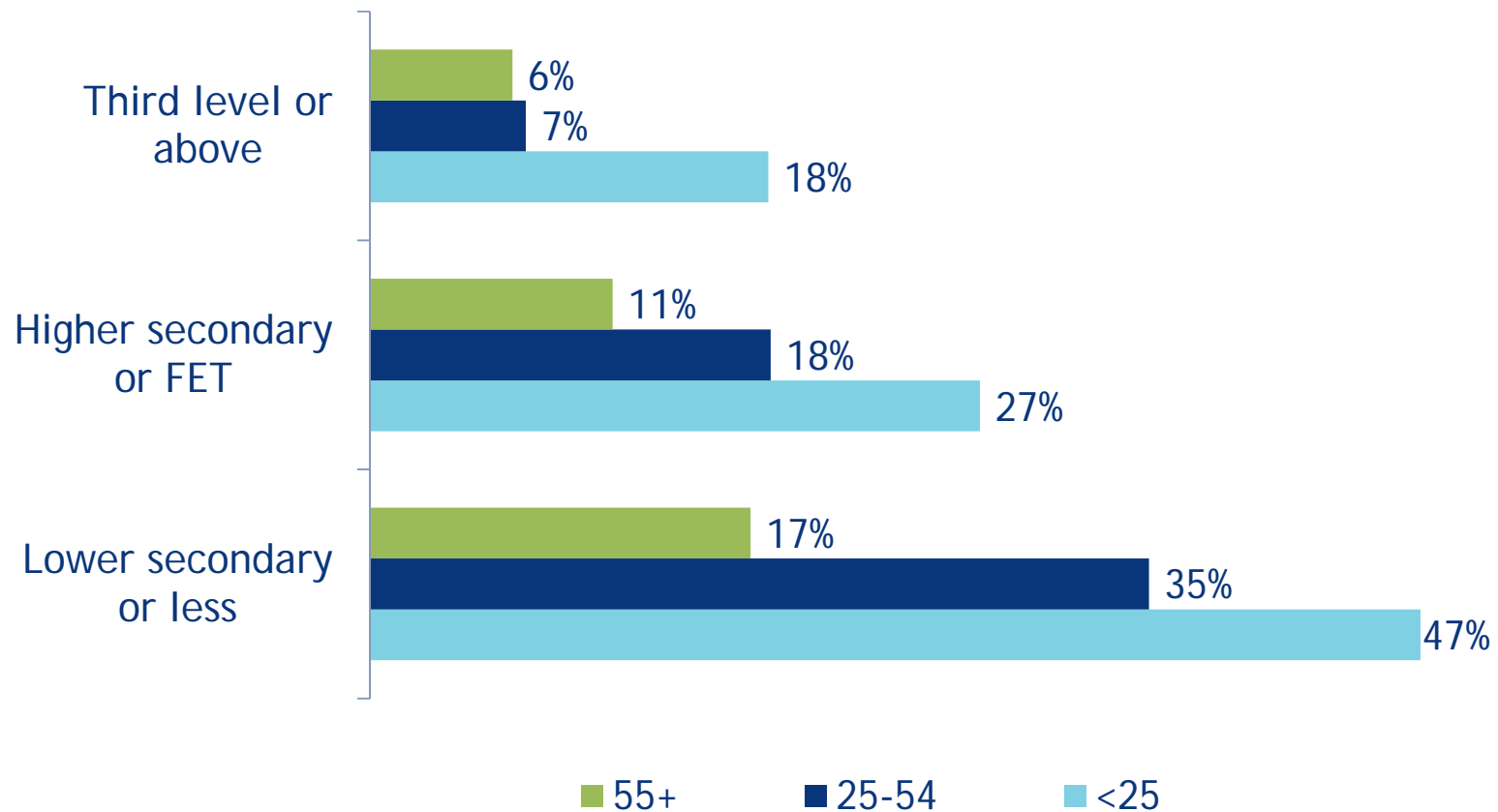
- Of the 316,000 unemployed in quarter 4 2012:
 - 67% were male
 - 71% were aged 25-54; 20% were under 25
 - 23% held third level; 31% lower secondary or less
 - 82% were Irish
 - 22% previously worked in construction
 - 38% previously worked in elementary occupations

Unemployment rate

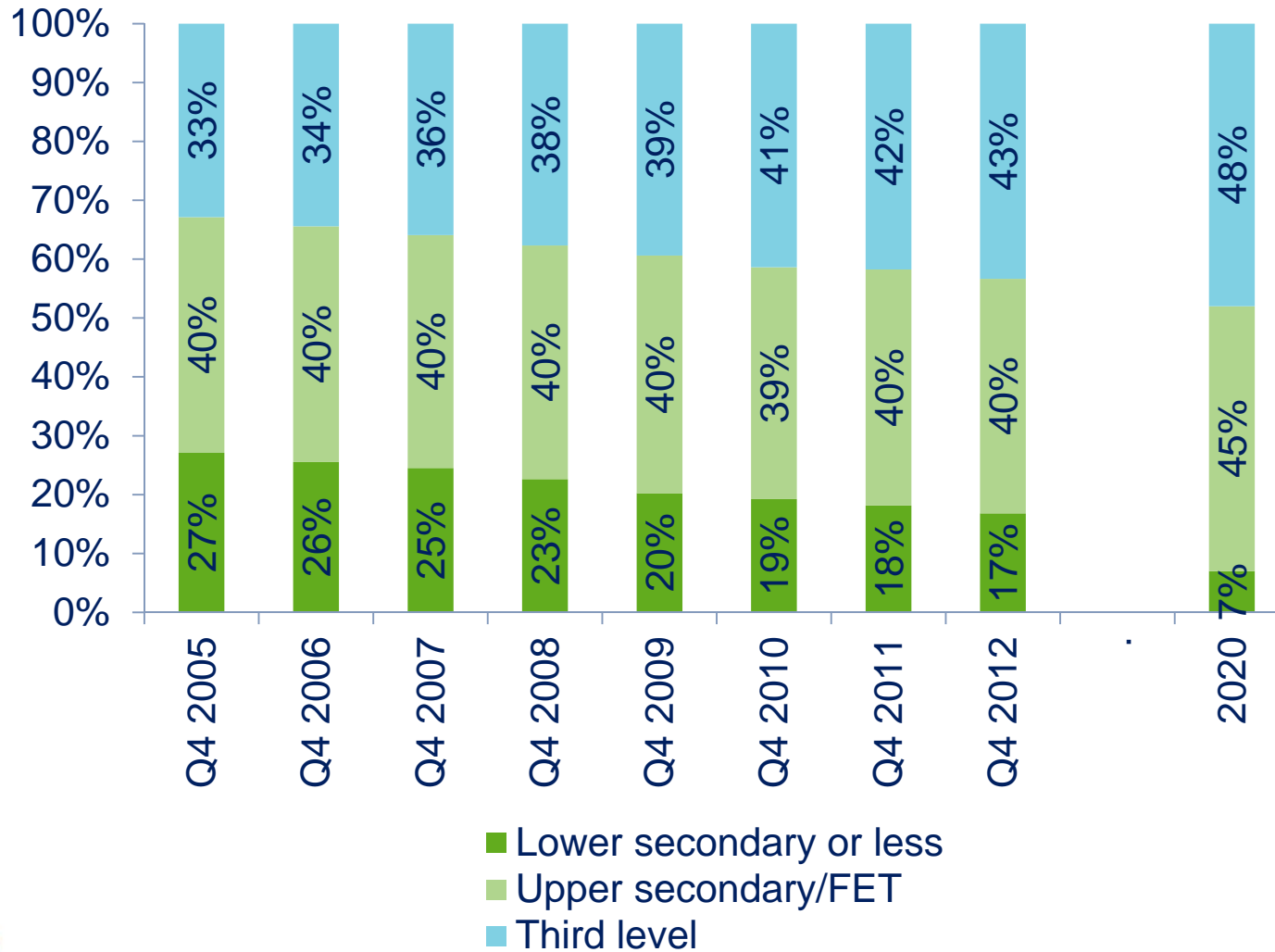


Labour market segment	UE rate
Males	16.6%
<25s	27.7%
Holders of less than upper secondary qualifications	23.3%
Non-Irish	16.6%
South-East region	18.8%
Construction sector	38.7%
Elementary occupations	38%
National	13.7%

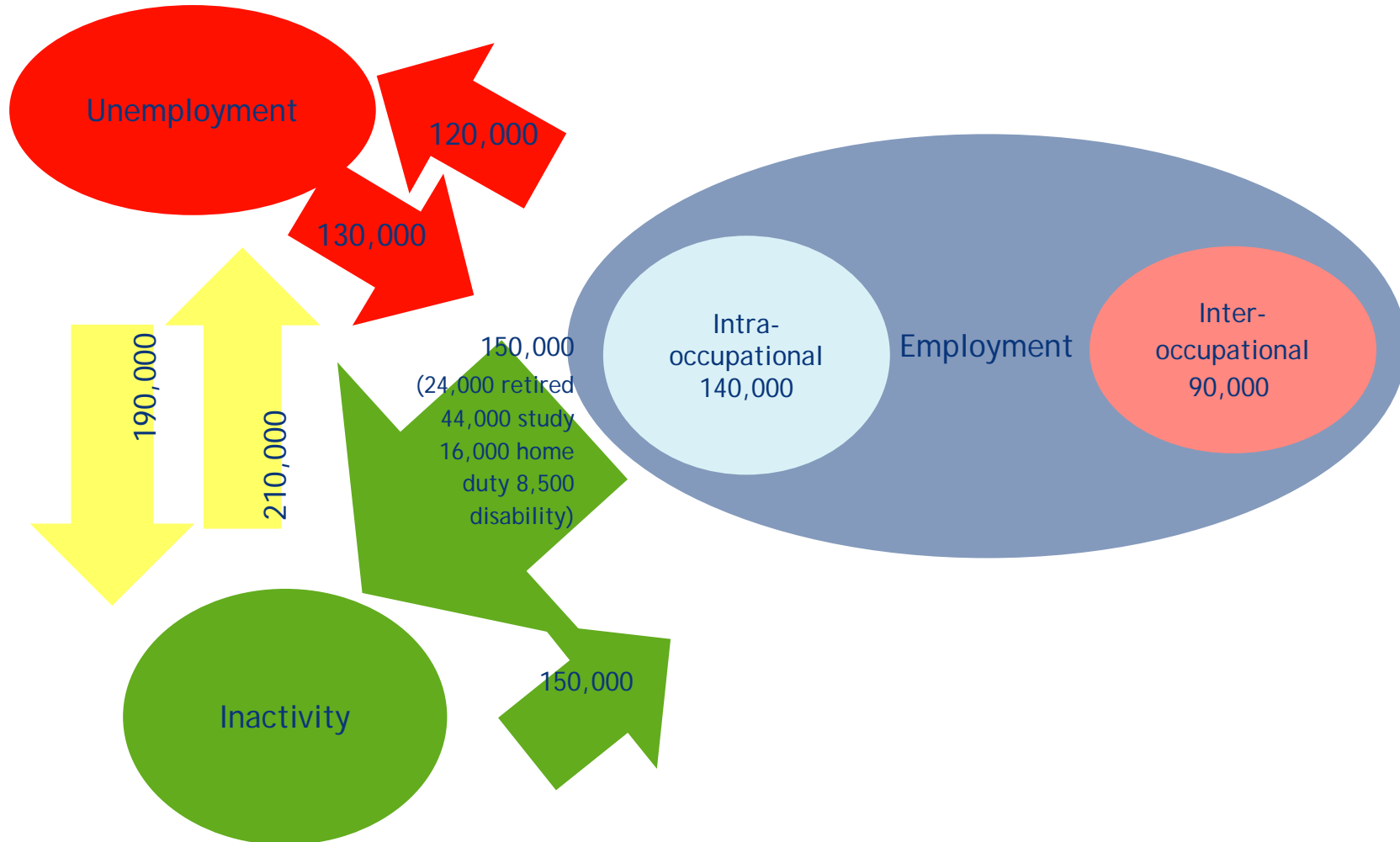
Unemployment rate by age and education (quarter 4 2012)



National Skills Strategy: progress update



Labour market transitions



Labour market transitions



- Large volume of movement in and out of employment:
 - Indication of flexibility of the Irish labour market
 - Higher in lower end of the skills scale (sales assistants, clerks, construction labourers, waiters); challenge in securing sustainable and decent jobs
- Transitions from employment to inactivity
 - Retirement (farmers, nurses, teachers, managers)
 - Education (sales, elementary)
 - Home duties (clerical, personal services)
- Inter-occupational movements
 - Net gainers (personal services, operatives, professionals)
 - Net losers (sales and skilled trades)
- Intra-occupational movements
 - Professional level (programmers, nurses, teachers)
 - Other occupational groups (sales assistants, waiters, construction labourers, child-minders, chefs)