

National Skills Bulletin 2016

Sept 2016

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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 2015 compared to 2014:

- employment increased by 50,000 (annual average)
- the employment rate increased by 1.6 p.p. to 63.3% (annual average)
- the unemployment level declined by almost 40,000 (annual average)
- the unemployment rate declined by 1.8 p.p. to 9.5% (annual average)
- the long term unemployment rate declined to 4.7% (quarter 4)
- the broad unemployment measure (combining unemployed and part-time underemployed) declined to 13.5% (quarter 4)
- the labour force increased by 10,400 (annual average)
- the number of persons in part-time employment who were underemployed decreased by 11,000 (quarter 4)
- the total number of redundancies declined to 4,342, compared to 77,000 in 2009.



However, some issues remained:

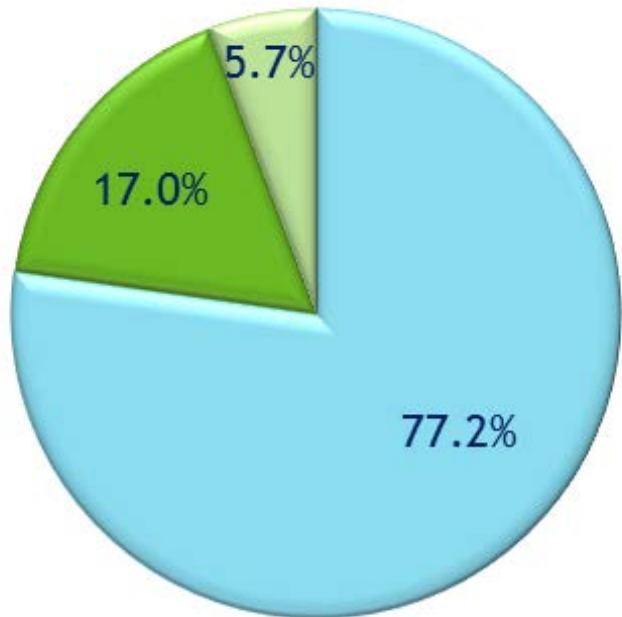
- net migration continued to be negative at -11,600
 - net outward migration continued for Irish nationals; at 23,200, it was 6,000 lower than in 2014
- the unemployment rate remained high for certain segments of the labour market:
 - persons with lower secondary or less education (15%)
 - under 25s (19%)
 - former construction workers (16%)



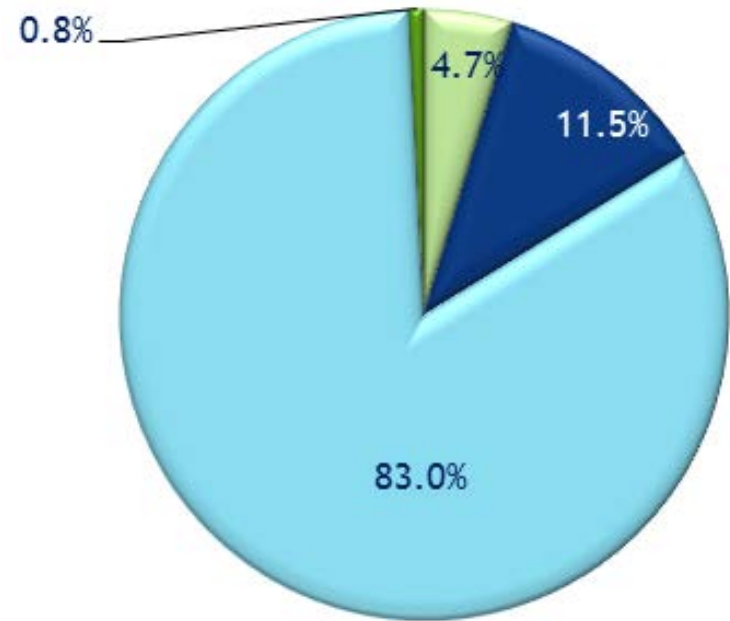
Of the 1.98m persons in employment in q4 2015:

- 45.9% were females; share ↑ on q4 2014
- 77.3% were in full-time employment; share ↑ on q4 2014
- 83% were employees; share ↑ on q4 2014
- 31.6% were under 35 years of age; share ↓ on q4 2014
- 44% were at NFQ 7-10; share ↑ on q4 2014
- 84.8% were Irish nationals; share ↓ on q4 2014

Employment (quarter 4 2015)



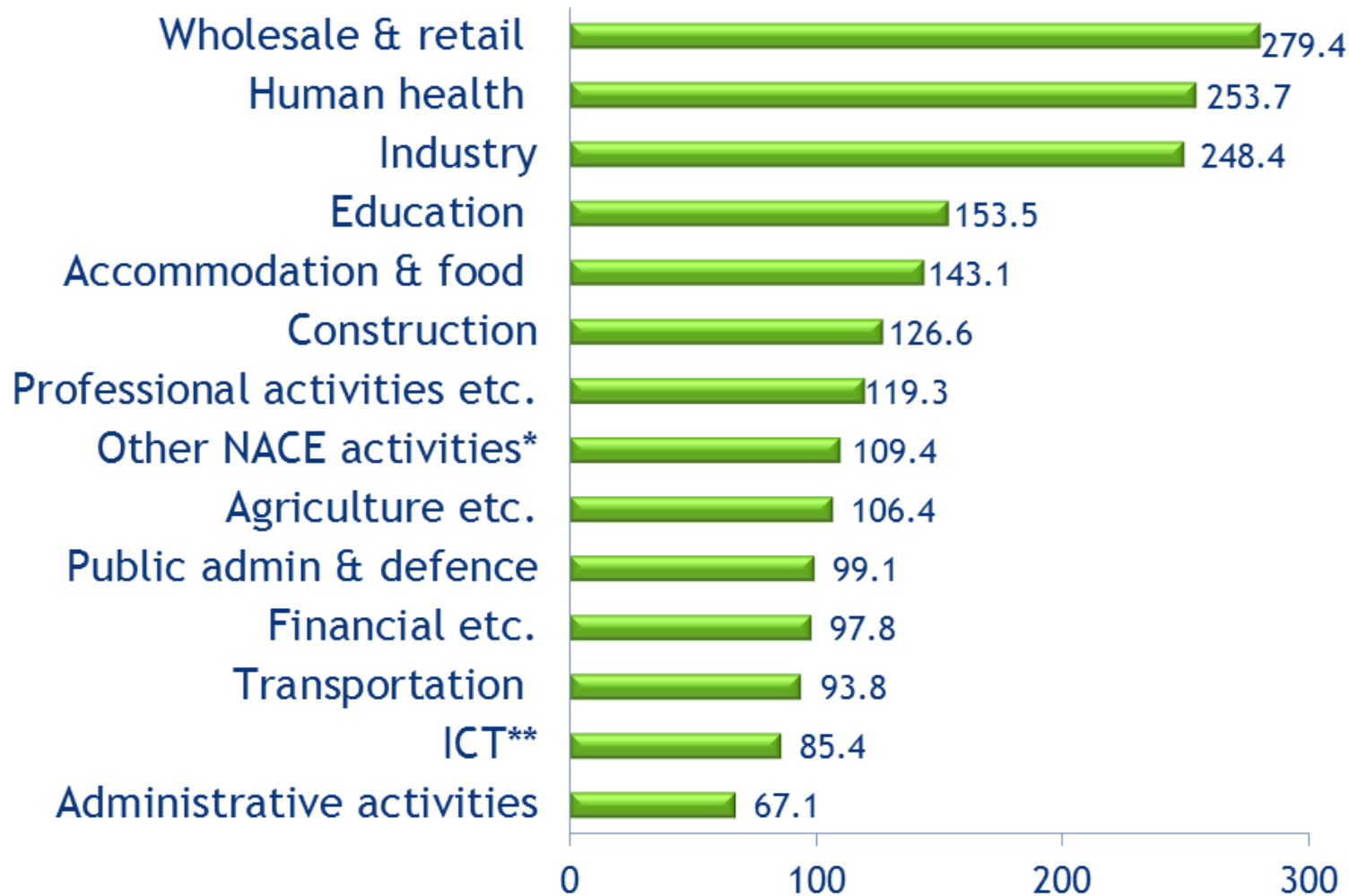
- Full-time employed
- Part-time not underemployed
- Part-time underemployed



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

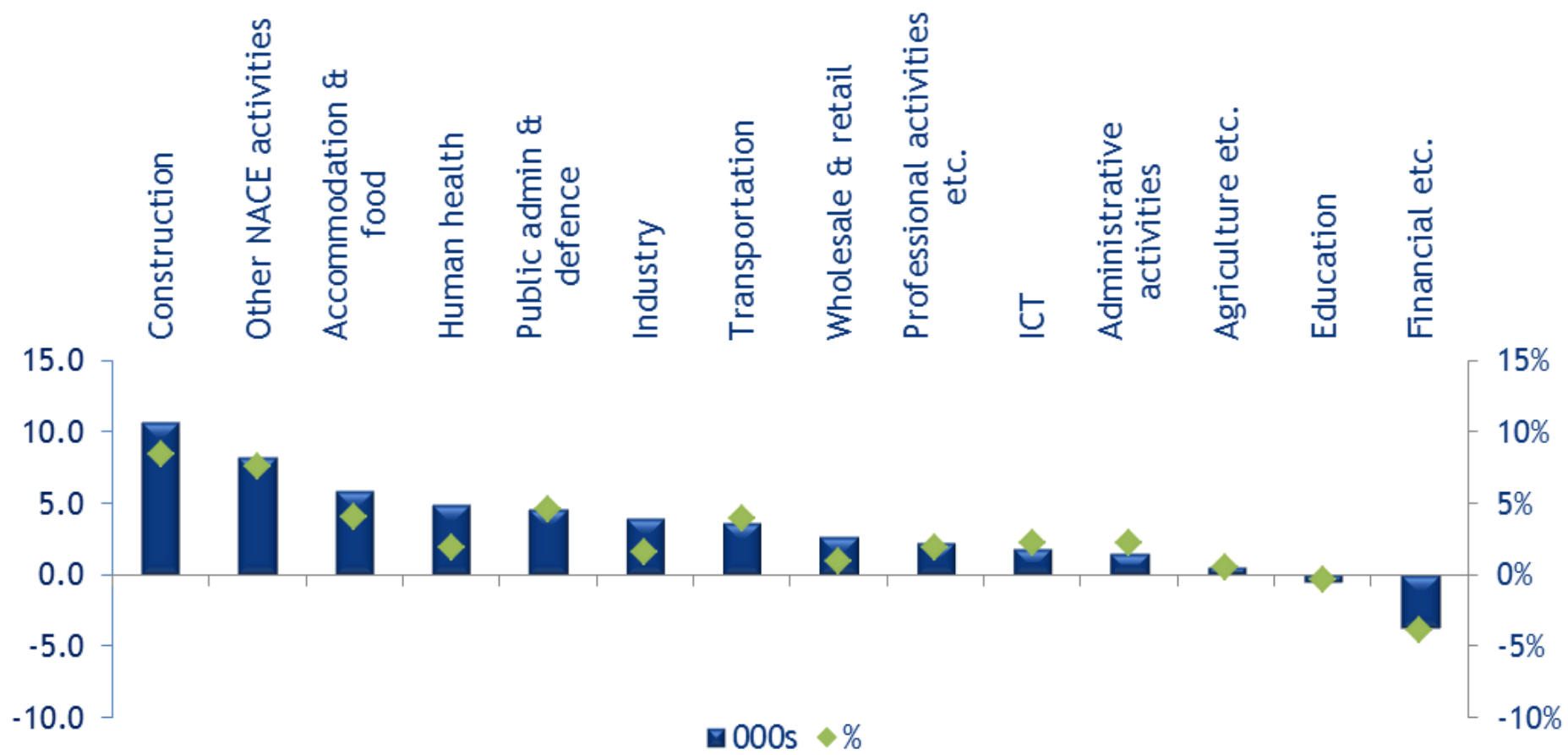
Source: SLMRU Analysis of CSO QNHS data

Employment by sector (quarter 4 2015, 000s)



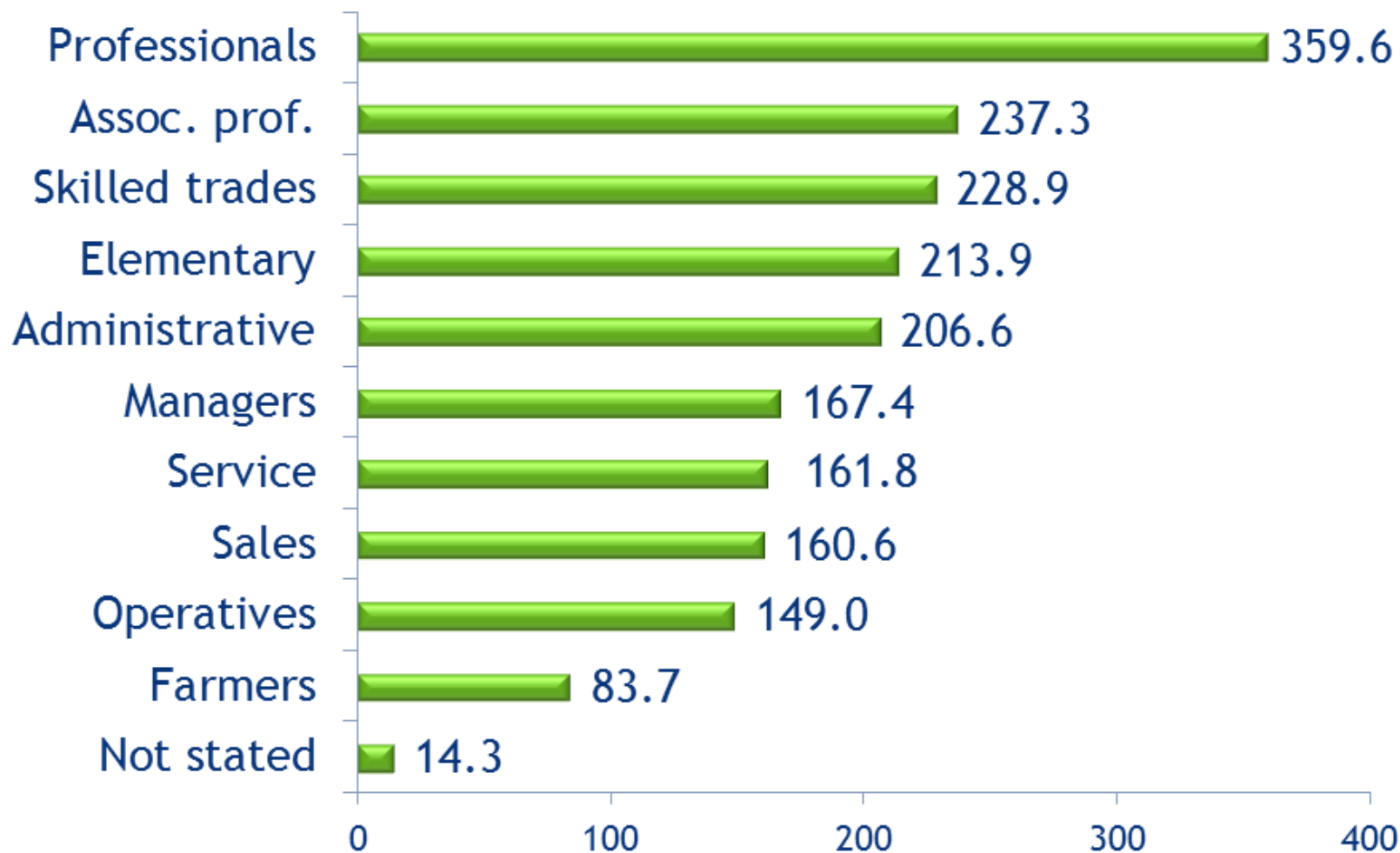
Source: SLMRU Analysis of CSO QNHS data

Employment growth by sector (quarter 4 2014 - quarter 4 2015)



Note: Estimates of employment in agriculture affected by sample changes

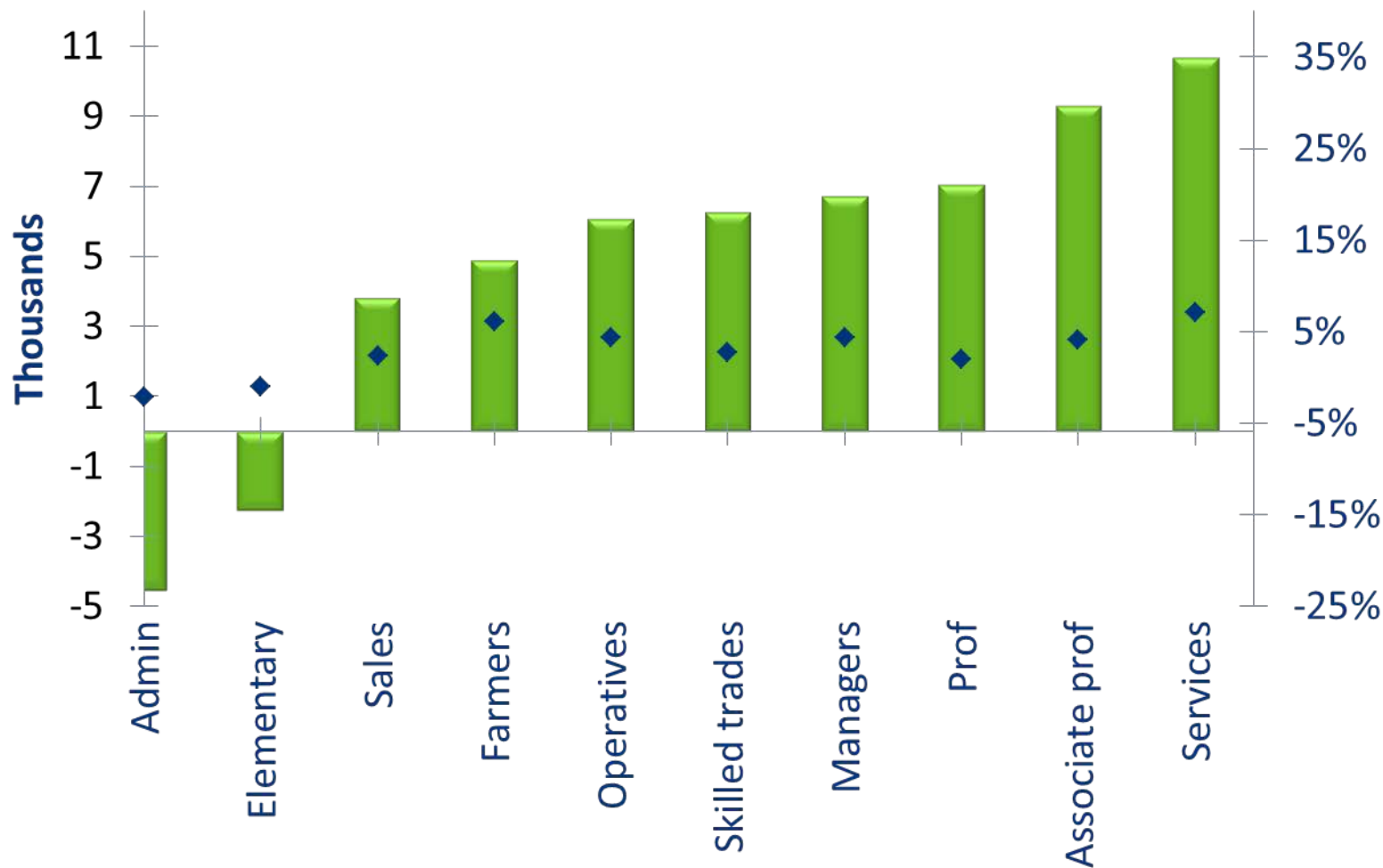
Employment by occupation (quarter 4 2015, 000s)



Source: SLMRU Analysis of CSO QNHS data

Employment growth by occupations

(Annualised data 2014-2015)

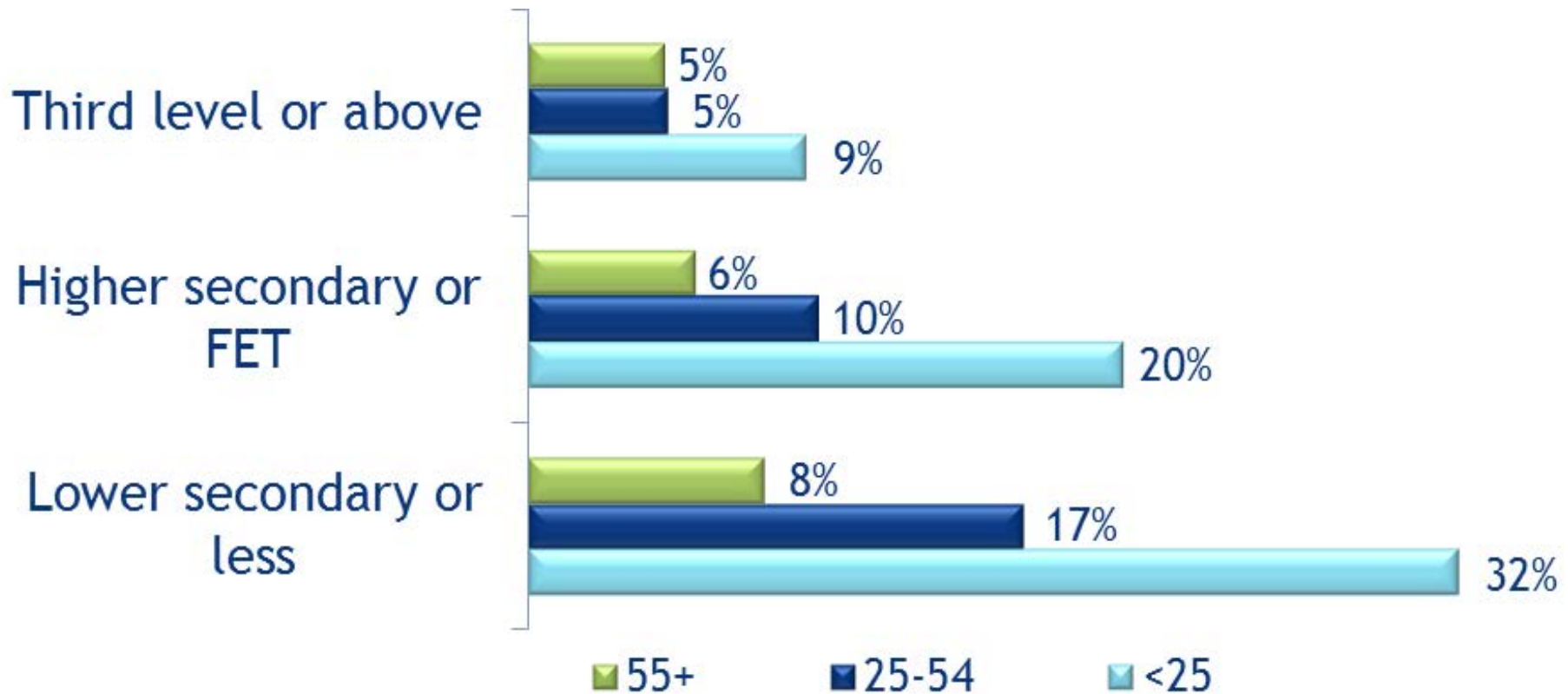


Source: SLMRU Analysis of CSO QNHS data



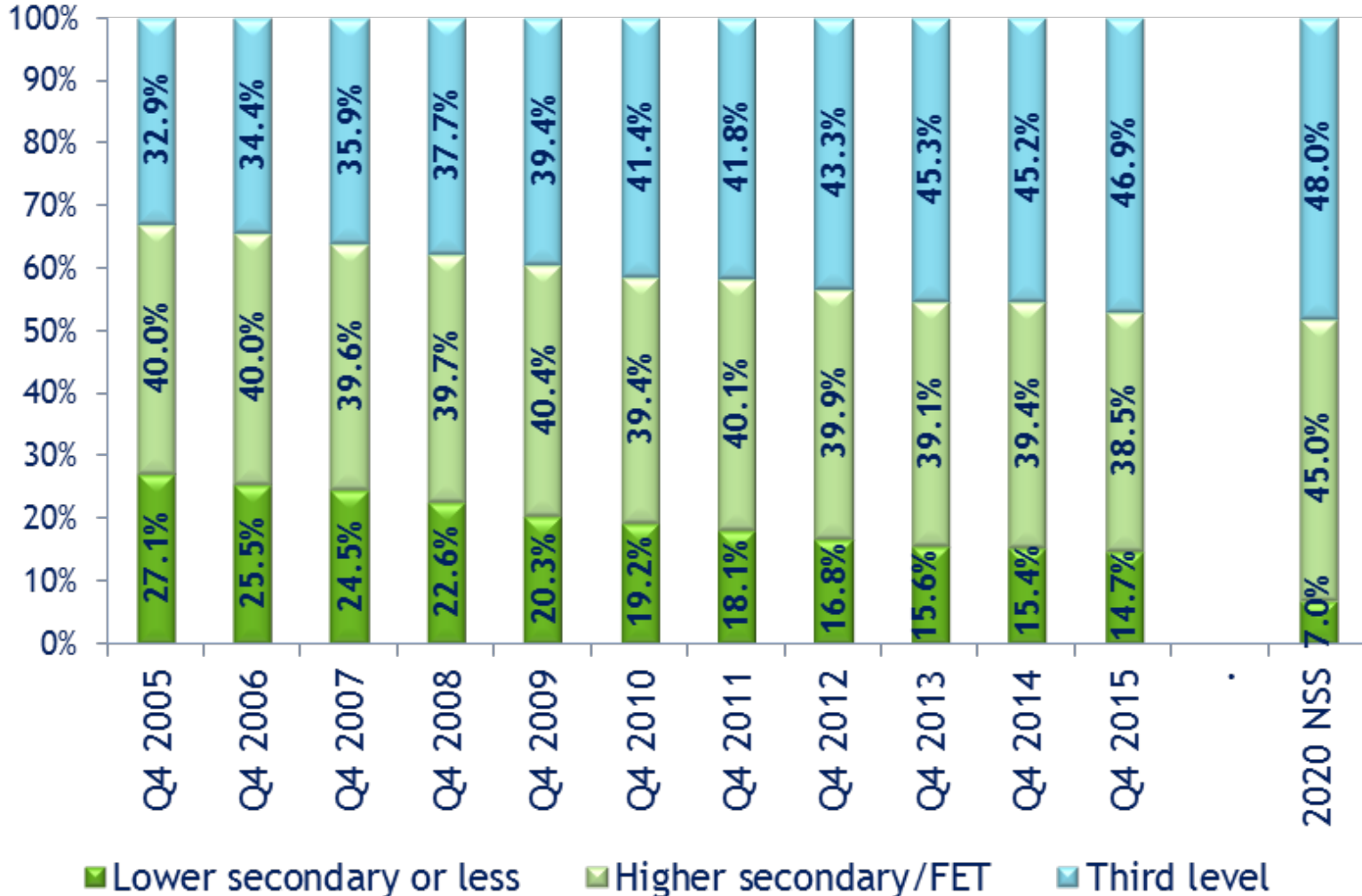
- Of the 187,500 unemployed in quarter 4 2015:
 - 66% were male; share ↑ on q4 2014
 - 70% were aged 25-54; same as in q4 2014
 - 26% held third level; share ↑ on q4 2014
 - 81% were Irish; share ↓ on q4 2014
 - 13% previously worked in construction; share ↓ on q4 2014
 - 13% previously worked each in skilled trades and in elementary occupations; share ↓ on q4 2014

Unemployment rate by age and education (quarter 4 2015)



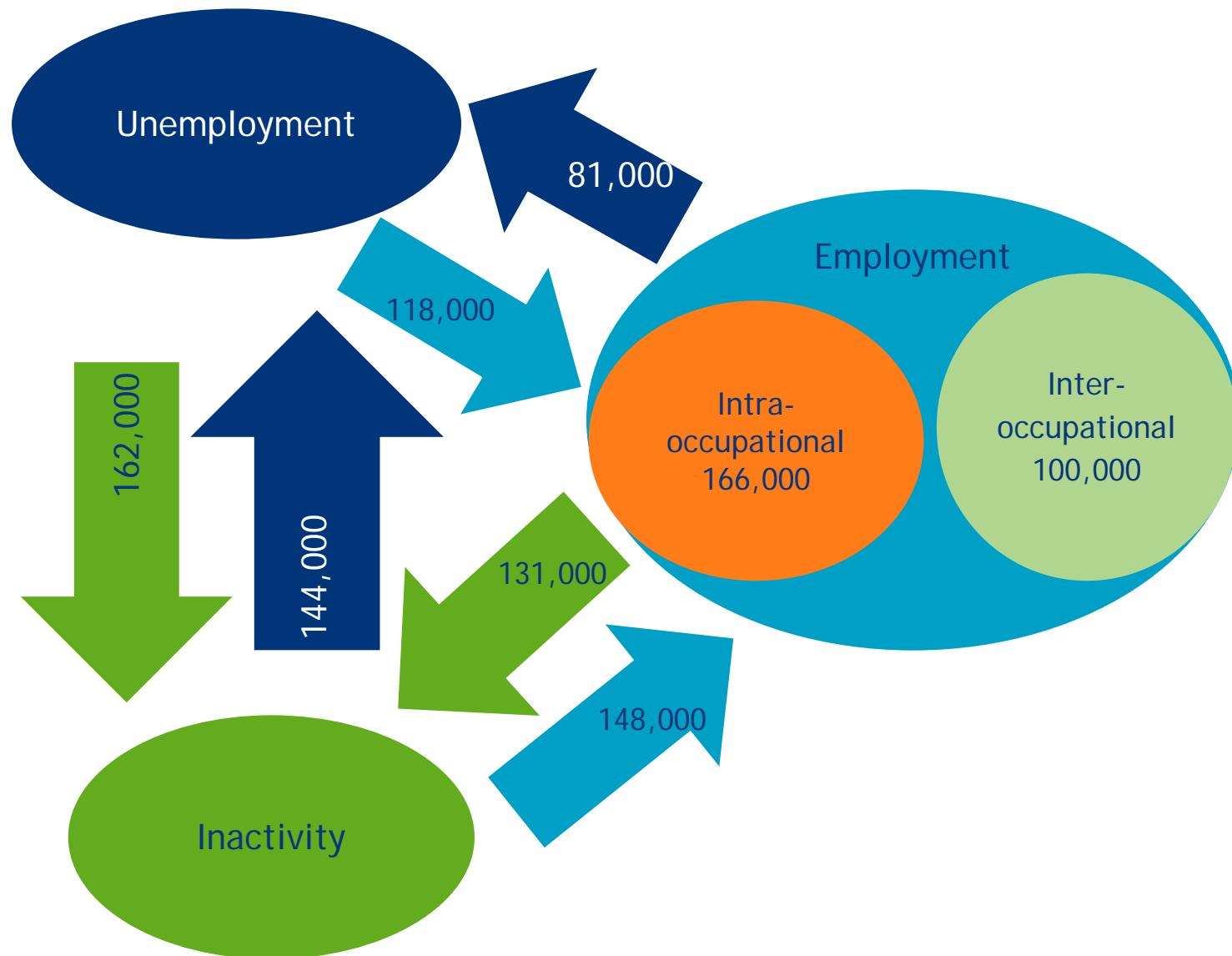
Source: SLMRU Analysis of CSO QNHS data

National Skills Strategy: progress update

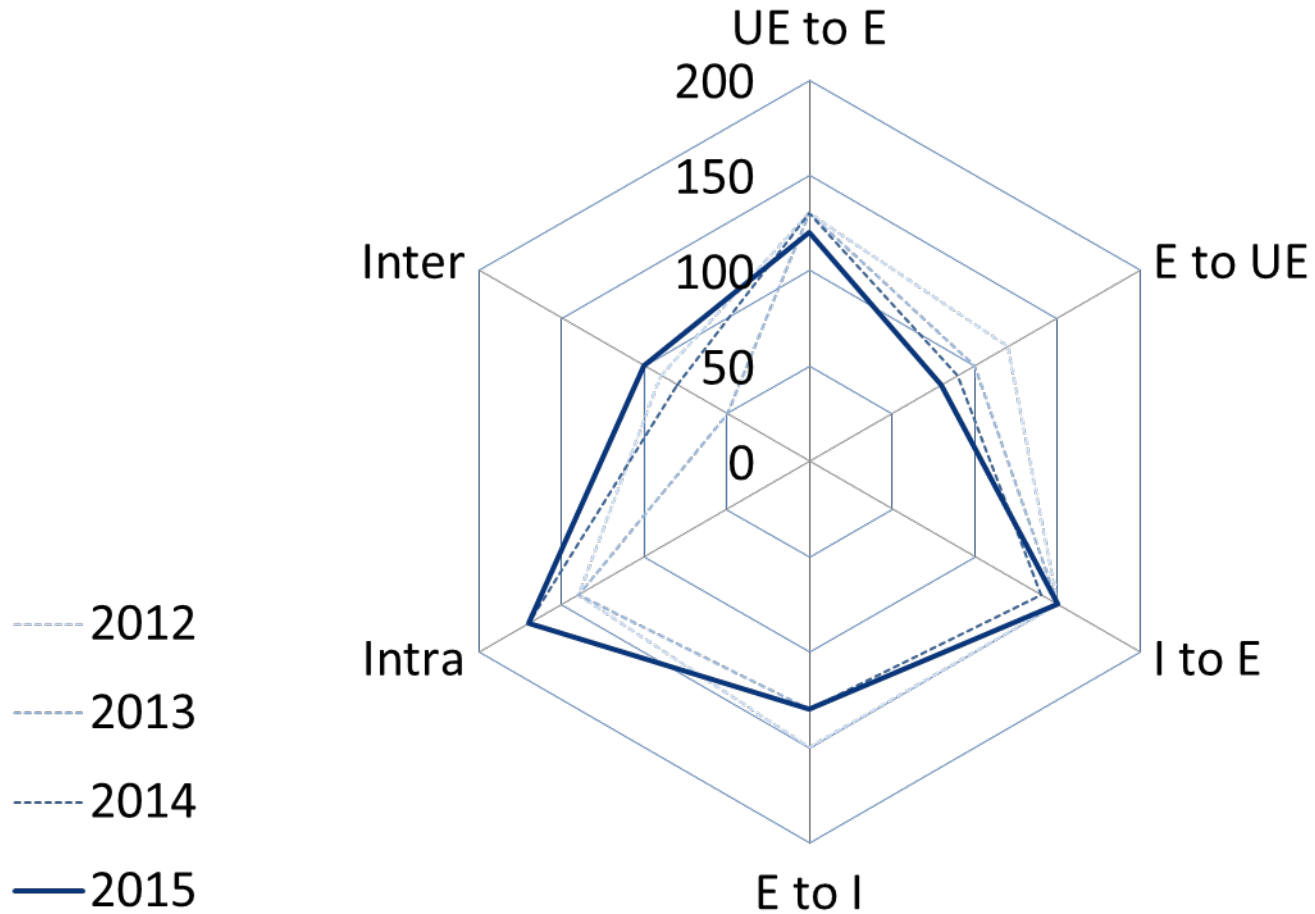


Source: SLMRU Analysis of CSO QNHS data

Labour market transitions



Labour market transitions (000s)

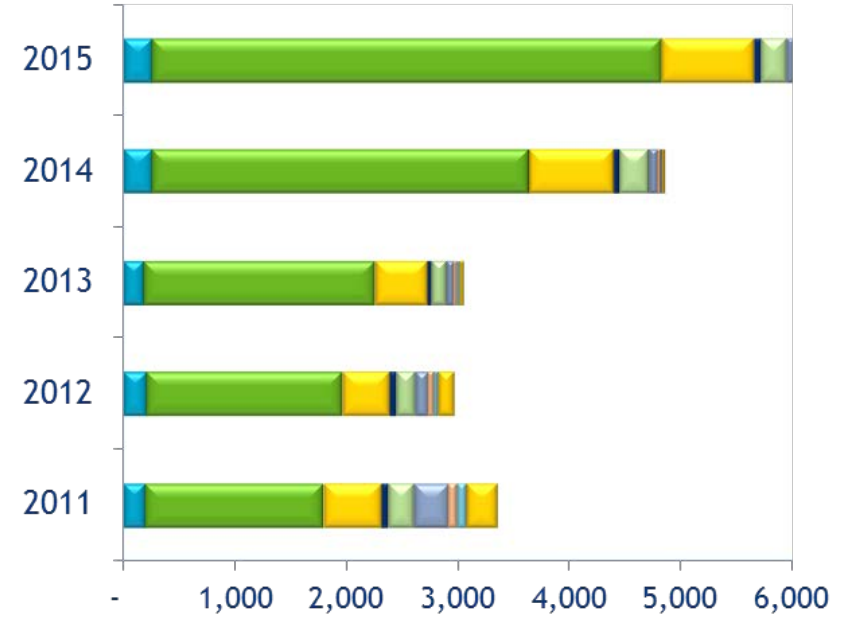
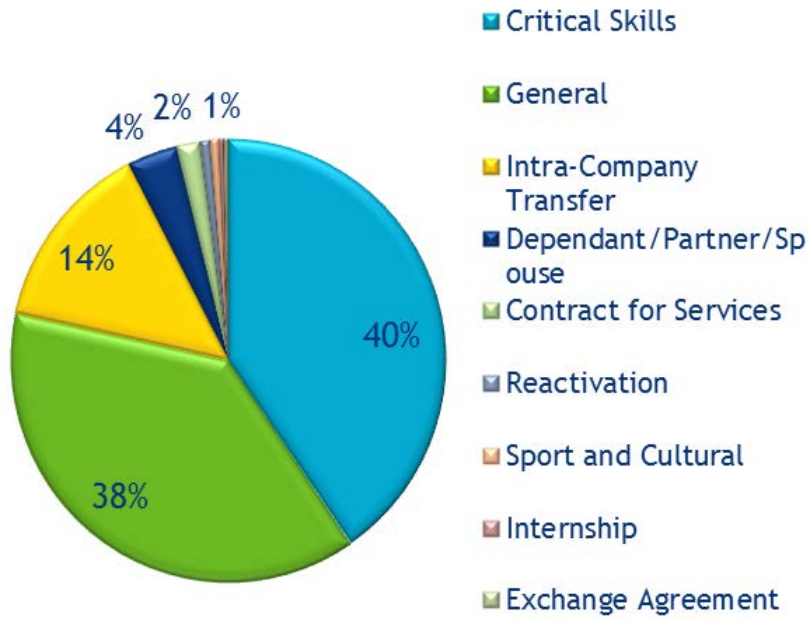


Turnover



		Turnover	
	Employment 2015 annual average	Intra- occupational	Intra- occ. and neutral inter-occ. movements
Managers	161,800	4.3%	6.5%
Professionals	354,800	7.0%	8.4%
Assoc. profs.	232,100	7.8%	10.5%
Admin.	206,900	7.2%	10.8%
Trades	314,000	7.7%	9.1%
Personal services	159,500	10.0%	14.6%
Sales	162,900	12.5%	17.2%
Operatives	146,700	10.2%	13.3%
Elementary	213,800	11.7%	18.6%
Total	1,963,600	8.4%	13.0%

Sourcing from outside the EEA



- Managers
- Professionals
- Associate prof.
- Admin
- Skilled trades
- Services
- Sales
- Operatives
- Elementary

Source: DJEI



- **IrishJobs.ie** vacancies -mostly professional/associate professional occupations in IT (e.g. Java, .NET, Oracle/SQL, tech support), engineering, health, sales, business and finance (risk analysts, tax, accountants etc.)
- **DSP Jobs Ireland** vacancies – elementary (catering, cleaning, security, construction labourers), care, skilled trades (chefs, construction, welders, mechanics), admin (Census enumerators), operative (drivers, process, etc.)
- **SLMRU Recruitment Agency Survey:** increase in number of mentions of difficult to fill vacancies compared to 2014; 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 (analytical development chemist, formulation scientist, microbiologist, QC analyst/validation technician)
 - Business & finance (risk, compliance, accounting, business intelligence, data analytics)
 - Health (doctors, nurses, radiographers, niche area specialists (e.g. prosthetists, radiation therapists, audiologists), managers)
 - Construction (surveyors, project managers)
- **Clerical** (multilingual financial clerks in fund accounting/administration, credit controllers, payroll specialists)
- **Skilled trades** (chefs, tool making, welding (TIG, MIG), butchers/de-boners, steel-erector)
- **Sales** (technical sales, multilingual customer support)
- **Operatives** (CNC, drivers (fork lift and special vehicle))
- **Retention issues** (care, chefs, butchers/de-boners, elementary)