Vacancy Overview 2014

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April 2015

Expert Group on
Future Skills Needs

SOLAS
An tSeirbhís Oideachais Leanúnaigh agus Scileanna
Further Education and Training Authority

Objective

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

- An examination of the **type** of jobs and skills most frequently appearing in the data sources

- When analysed within the labour market context, this analysis can provide insights into where

  – education and training should be focused

  – sourcing skills from abroad may be required

  – working conditions should be examined.

Data Sources

1. Advertised Job Vacancy data* (main data source):
    Newly advertised vacant posts advertised through
    - DSP Jobs Ireland
    - IrishJobs.ie

2. Employment Permit Data (provided by the DJEI)

3. SLMRU Recruitment Agency Survey (conducted in October 2014)

4. Job announcements (in the media and through IDA)

*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
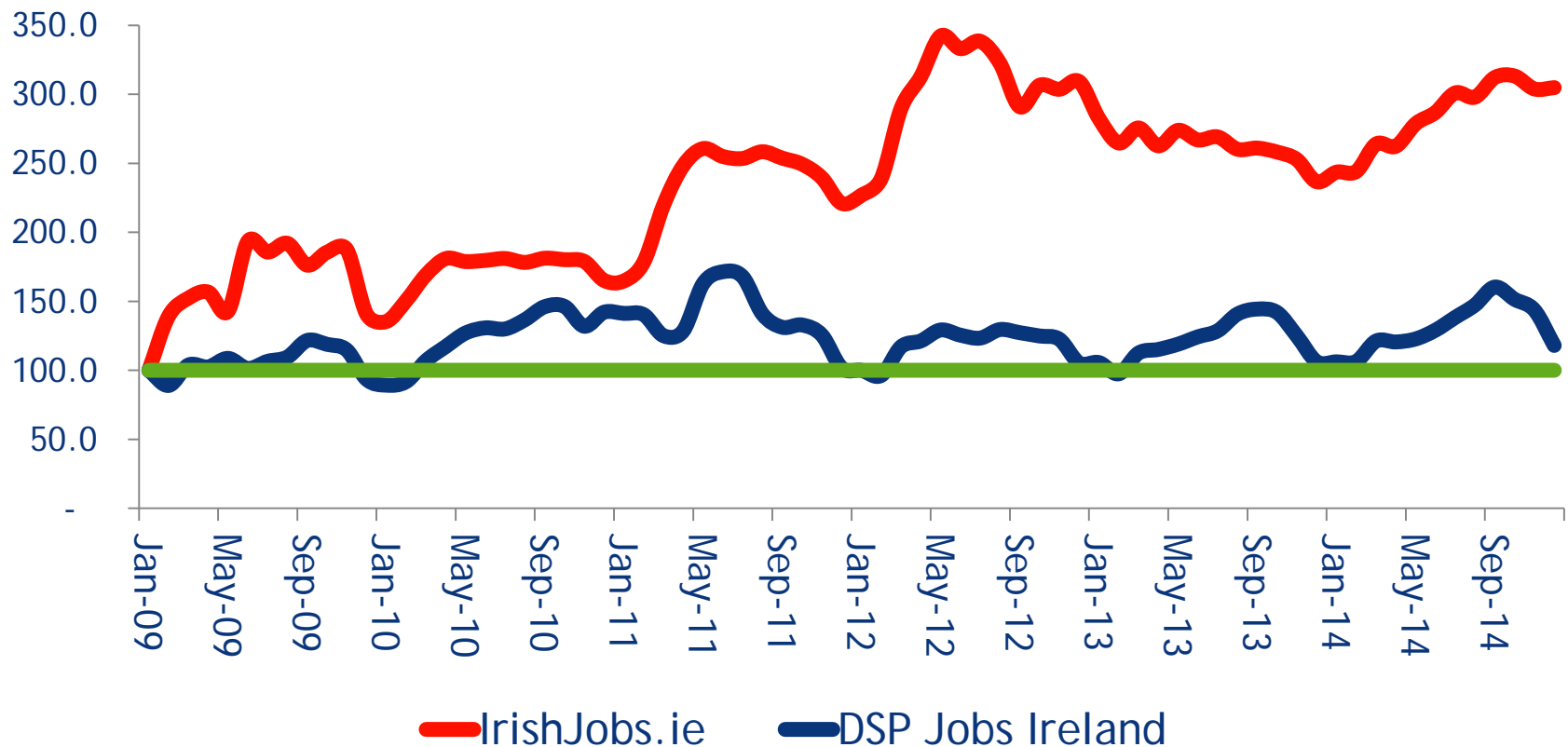
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Key Findings:Labour market context

	Employment			Transitions into employment, 2013					IrishJobs.ie Vacancies 2014		DSP Jobs Ireland Vacancies 2014	
	Total Employment Q3 2014*	% Share of Employment	% Change Q3 2013-Q3 2014	Unemployment to employment**	Inactivity to employment**	Inter in	Intra	Total transitions	Share of Total Employment	Share of Total Vacancies	Share of Total Employment	Share of Total Vacancies
Managers	152,800	8%	3.2%	5,800	3,100	4,400	6,600	19,900	1%	6%	1%	2%
Professionals	341,900	18%	-3.6%	10,900	8,400	5,900	23,900	49,100	3%	31%	1%	7%
Associate Professionals	225,900	12%	4.7%	12,300	5,500	7,200	15,500	40,500	4%	31%	3%	11%
Admin/Secretarial	212,900	11%	0.4%	9,600	7,900	6,000	12,500	36,000	2%	13%	2%	7%
Skilled Trades	311,000	16%	6.6%	22,100	7,500	5,500	16,700	51,800	0%	5%	3%	16%
Personal Services	152,400	8%	6.4%	7,100	5,000	3,400	11,600	27,100	0%	2%	8%	17%
Sales	161,600	8%	1.3%	12,600	7,300	7,000	18,900	45,800	1%	6%	5%	11%
Operatives	140,700	7%	-5.0%	11,700	4,400	5,000	11,200	32,300	1%	4%	5%	10%
Elementary	217,700	11%	-1.0%	16,000	12,200	6,900	22,000	57,100	0%	2%	7%	20%
Total	1,926,900	100%	1.5%	108,300	61,400	51,500	139,000	360,200	2%	100%	4%	100%

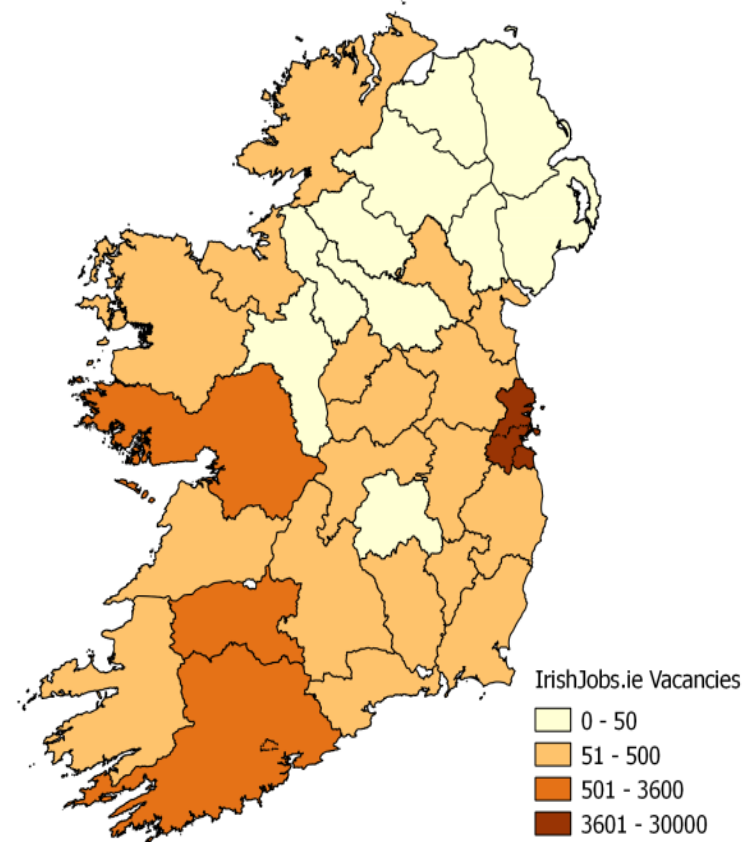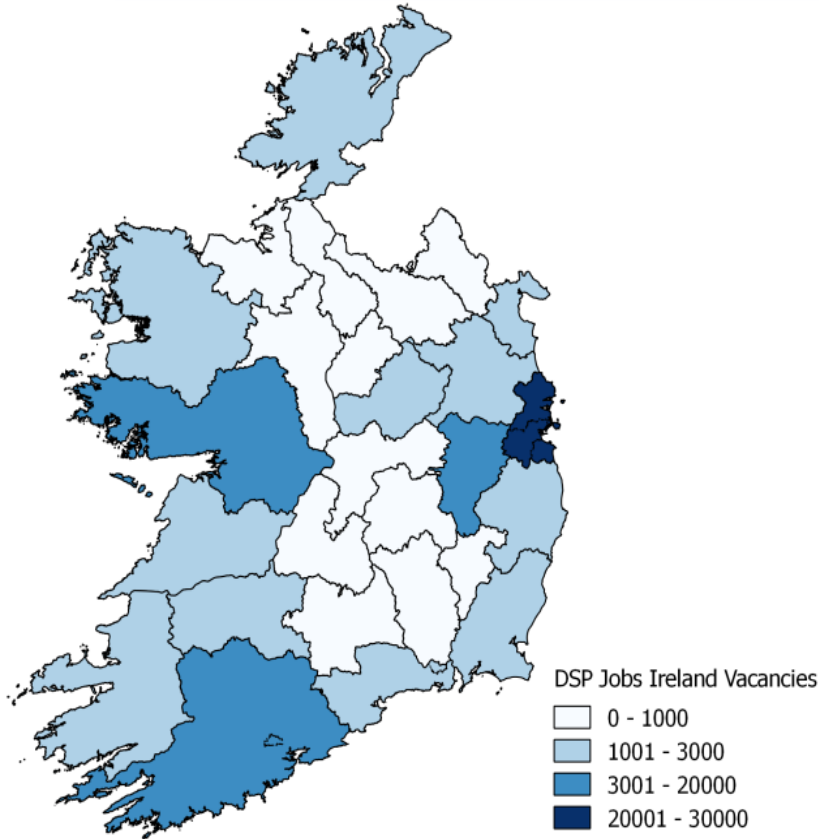Expert Group on **Future Skills Needs**

Key Findings: Job Vacancy Index

- The volume of notifications to IrishJobs.ie continued to increase, while those advertised through DSP Jobs Ireland remained close to base (set in January 2009).
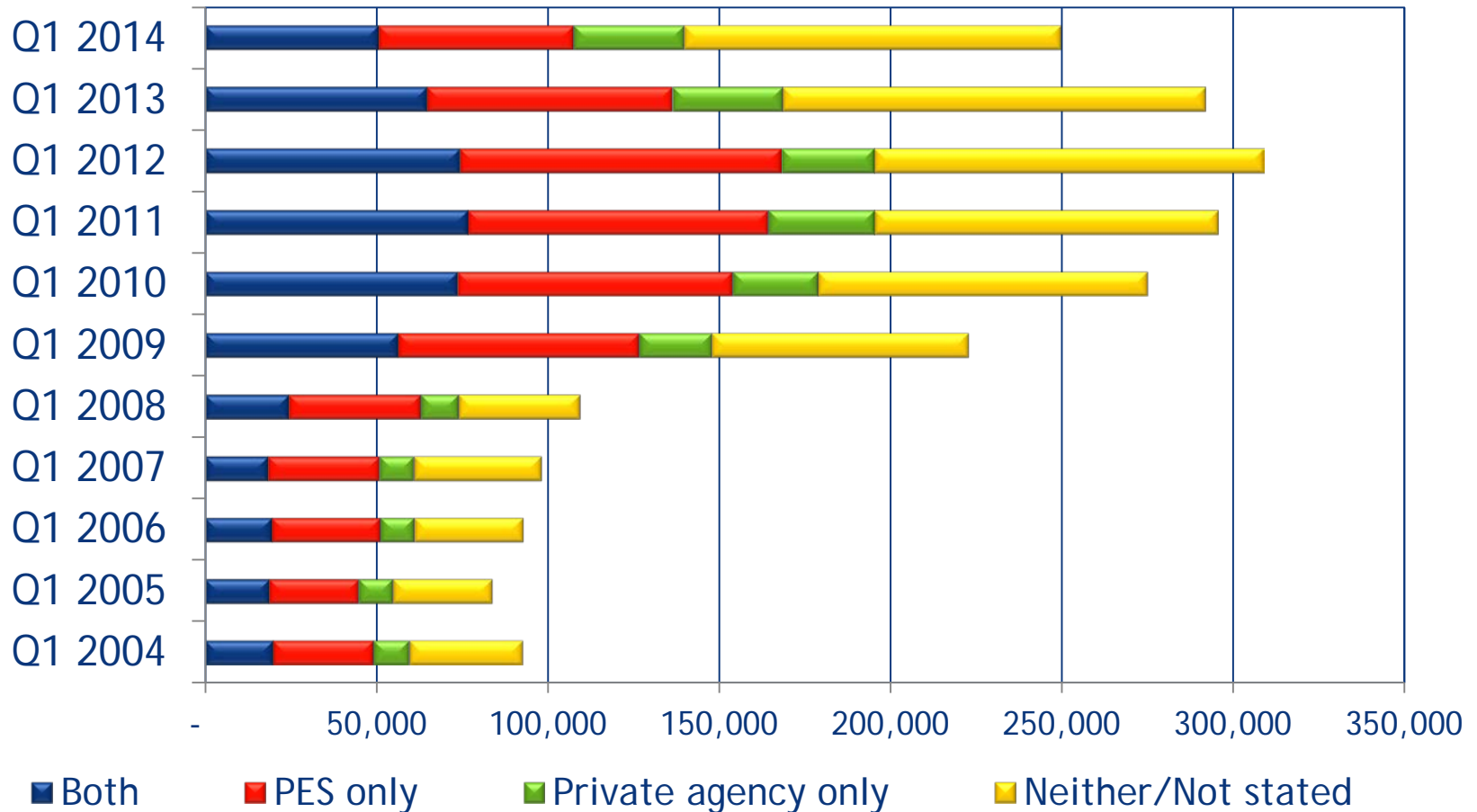
Vacancies by county

DSP Jobs Ireland Vacancies
- 0 - 1000
- 1001 - 3000
- 3001 - 20000
- 20001 - 30000

IrishJobs.ie Vacancies
- 0 - 50
- 51 - 500
- 501 - 3600
- 3601 - 30000

Key Findings: Job search analysis

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

Legend: ■ Both ■ PES only ■ Private agency only ■ Neither/Not stated

Source: SLMRU Analysis of CSO QNHS data

IT professionals
(e.g. PL/SQL developer; applications developer (.NET, C#, Java))

Sales and marketing associate professionals

Production functional managers

Other managers

Financial administrators

Other administrators

Business professionals
(e.g. accountants, actuaries)

Health professionals

Engineering professionals

Business, finance and related associate professionals

Science, engineering associate professionals

IT technicians

Electronic trades

Metal machining and fitting trades

Customer service occupations

Sales occupations

Carers

Plant, machine, assemblers, process operatives

Security, storage, services labourers

DSP Jobs Ireland vacancies by occupation, 2014

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IrishJobs.ie/DSP Jobs Ireland vacancies where specific languages were stated, 2014

Legend: ■ French ■ German ■ Spanish ■ Dutch ■ Other*

Categories (top to bottom): Managers, Professionals, Associate Professional, Admin, Skilled Trades, Personal services, Sales & customer service, Operatives, Elementary
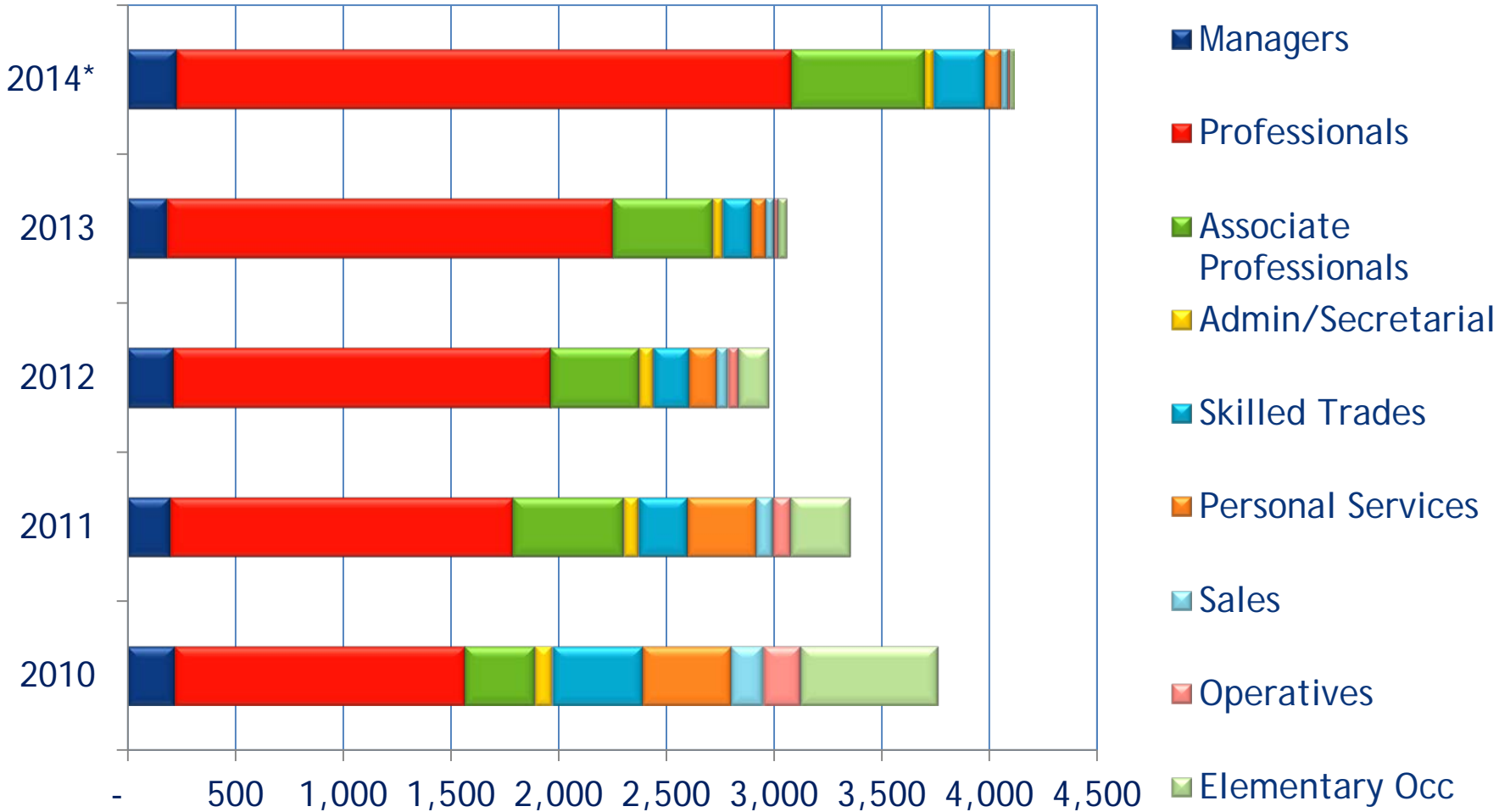
X-axis: 0, 200, 400, 600, 800, 1,000, 1,200, 1,400
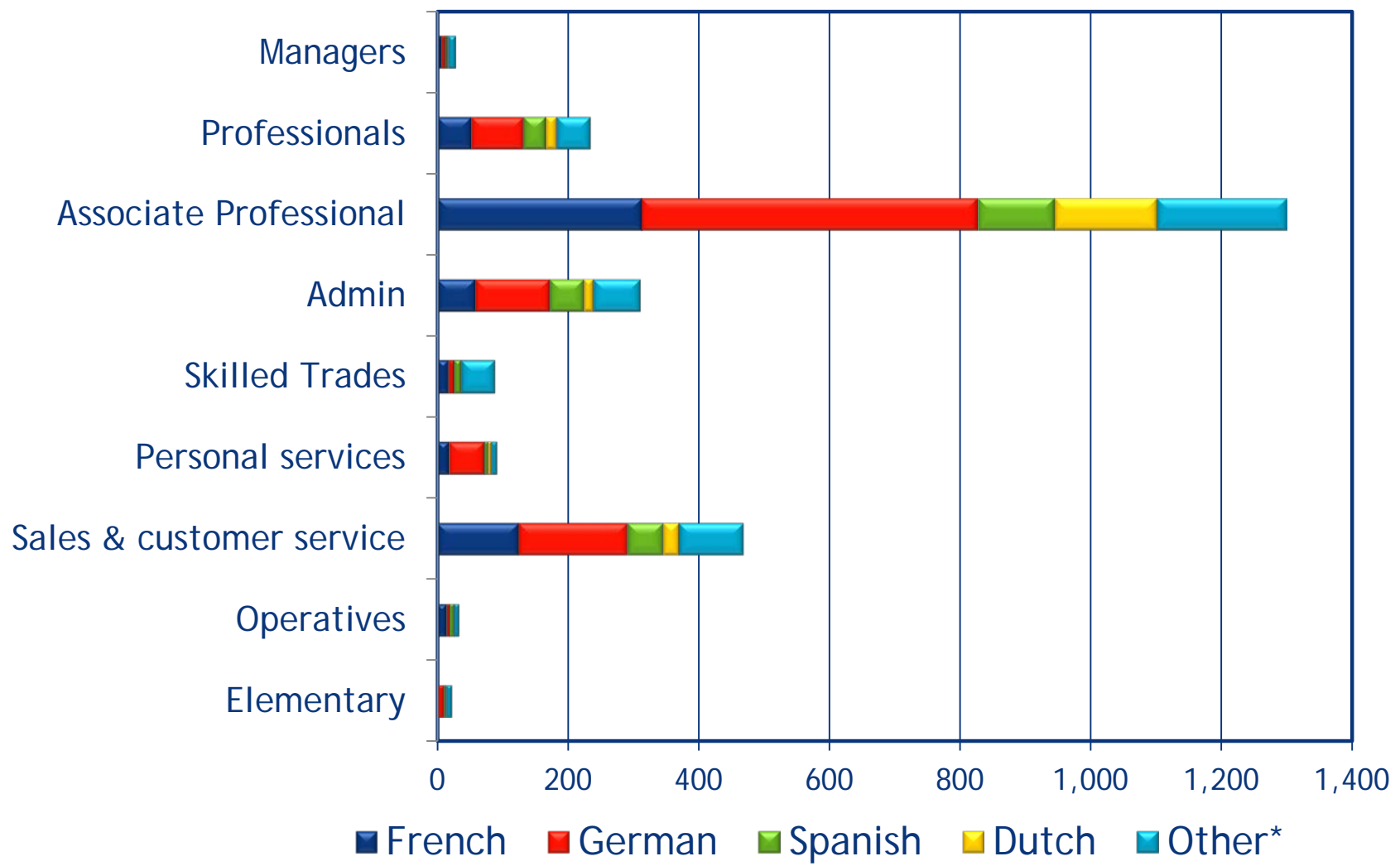
*Other includes Italian, Portuguese, Russian, Arabic, Chinese and Japanese

- 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

Legend:
- Managers
- Professionals
- Associate Professionals
- Admin/Secretarial
- Skilled Trades
- Personal Services
- Sales
- Operatives
- Elementary Occ

*2014 refers to January to September only

Source: DJEI

Policy Implications

- **Education and training:**

  - **informing business planning process** for providers of education and training

  - the **foreign language requirements** for a significant number of jobs to be brought to the attention of DES for the *Foreign Languages in Education Strategy for Ireland*

  - incorporation of **relevant work experience** into the education and training process

Policy Implications

- **Labour market interventions:**

  – continue to address the **high level of turnover** occurring in lower skilled jobs such as carers, cleaners and some sales roles

  – use analysis for **career guidance** purposes

  – align **labour market activation measures** with areas that have been found to be difficult to fill or where there are signs of expansion demand

Policy Implications

- **Immigration:**

  - the analysis points to a **continued shortage of high level skills** in the Irish labour market, particularly in IT

  - **Continued progress has been made through**

    - **ICT Skills Action Plan 2014** and the **Trusted Partner scheme** (due 2015), with increased number of permits issued for ICT occupations in demand and a less complex application process

Data Mining-Occupational groups within the analysed IT vacancies, 2014