Vacancy Overview 2011

A report produced by the Skills and Labour Market Research Unit (SLMRU) in FÁS for the Expert Group on Future Skills Needs

February 2012
Aim: to provide an overview of the demand for labour as measured by trends in advertised job vacancies

Nine sections corresponding to nine broad occupational groups by
- Sector
- Occupation and job title
- Skills required
- Education
- Experience
1. Advertised Job Vacancy data* (main data source): newly advertised vacant posts advertised through
   – FÁS Jobs Ireland
   – Irishjobs.ie
   – Irish Times

2. SLMRU Recruitment Agency Survey
   – Difficult to fill vacancies as identified by recruitment agencies in Ireland

*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
3. Employment Permit Data (provided by the DJEI):
   – for occupations where employers experience difficulty in sourcing staff domestically
   – interpreted with caution because new employment permits may be issued to:
     • those already residing in Ireland but who have changed employer
     • spouses of existing employment permit holders
     • some EU citizens (i.e. Romanian and Bulgarian nationals)

4. Job announcements in the media:
   – areas in which job opportunities are occurring
   – areas 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
In 2011, the Central Statistics Office (CSO) moved from using the Standard Occupational Classification (SOC) 1990 to the more recent SOC 2010.

SOC 2010 better captures occupations currently employed in the labour market, particularly newer occupations:
- e.g. IT technical support staff or web designers were not identifiable in the former classification.

Due to differences between the old and new classification, the vacancy data presented here is not directly comparable with the Vacancy Overview 2010:
- e.g. nurses are classified as professionals in the new classification, whereas they had previously been classified as associate professionals.

The SLMRU re-coded all historical data in the NSD; therefore, the data presented in this report is consistent over time.
Key Findings 1 (Overall)

• Although the number of *newly advertised vacancies* is significantly lower than at the peak in 2007, vacancies continue to arise

• The overall number of *newly advertised vacancies* in 2011 was higher than in 2010 for both FÁS and Irish jobs.ie

• There were initial (albeit small) signs of a recovery in the number of jobs advertised for some occupations (e.g. managers, professionals)
Vacancies were most frequent for the following sectors:

- ICT
- Engineering and utilities
- Accountancy and financial services/insurance
- Production, manufacturing and materials
Vacancies were most frequent for:

- **Sales, marketing and customer service**
  - business associate professionals (e.g. sales accounts and business development managers)
  - sales occupations (e.g. retail sales assistants)
  - customer service occupations

- **Science and engineering professionals**
  - IT professionals (e.g. programmers/software developers, IT business analysts, web designers, IT specialist managers)
  - design and development engineers
  - process engineers

- **Business professionals**
  - financial project management professionals, chartered accountants, management consultants and business analysts, regulatory professionals, quality control professionals
• Administrative occupations

• Science and engineering associate professionals
  – IT associate professionals
  – engineering technicians
  – laboratory technicians

• Corporate managers and directors
  – production managers in manufacturing
  – managers in warehousing
  – HR managers
  – financial managers
  – retail managers
  – purchasing managers
Key Findings 4

- **A third level qualification** was required for a significant share of all newly advertised vacancies.

- The data suggests that the demand is mostly limited to **experienced candidates**.

- **Language skills**
  - A prerequisite for many newly advertised vacancies, particularly in sales customer care activities, but also at professional level (e.g. ICT, engineering, finance).
  - A variety of languages were in demand, predominantly German, French and Nordic languages.

- The data suggests that Ireland is **competing with employers abroad** in filling vacancies requiring high-end specialised skill sets, with several professional vacancies advertised for labour markets abroad.
• Findings from the advertised vacancy data analysis are consistent with the new job announcements in the media in 2011

• The results from the recruitment agency survey suggest that difficult to fill vacancies exist for a number of occupations, e.g.
  – **ICT professionals** (e.g. software and web development, gaming technology, mobile technology)
  – **engineering experts** (e.g. production/process, quality control, industry regulatory compliance specialists, research and design, electrical)
  – **scientists** (e.g. microbiologists, chemists, biological analysts)
  – **finance specialists** (senior auditors, analysts (financial, risk and recovery), regulatory affairs specialists)
  – **healthcare professionals** (e.g. doctors, senior specialist nurses, geriatric nurses)
• The data on *employment permits* issued to non-EEA nationals confirms that employers are sourcing some skills from outside the EEA area, e.g.
  • ICT professionals
  • managers
  • nurses
  • doctors
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 importance of training in the workplace to develop specialised skills sets, particularly in the area of IT
  – 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, such as the JobBridge and Springboard programmes, with labour market needs, thereby adding relevant work experience and know-how to the skills portfolio of the unemployed