Vacancy Overview 2010

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

March 2011
• **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
  – Occupations and job titles
  – Skills required
  – Education
  – Experience
Data Sources

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
3. Employment Permit Data (provided by the DEJI):
   – 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 & 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
Key Findings 1

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

- Newly advertised vacancies in Irishjobs.ie and the Irish Times were mostly concentrated in:
  - managerial occupations
  - professional occupations
  - associate professional occupations
  - jobs related to various aspects of customer care

- Newly advertised vacancies in FÁS Jobs Ireland were concentrated in:
  - personal services (e.g. care, catering and security)
  - sales (including customer care activities)
• Newly advertised vacancies for **professionals** spanned a range of fields:
  – ICT, engineering (e.g. energy systems)
  – health
  – finance and related

• **Customer care** related vacancies
  – featured prominently in all sources
  – spanned different sectors and levels of skill:
    • Technical support (mostly in ICT ranging up to associate professional level)
    • Customer care (spanning various sectors (e.g. ICT, financial, retail))
    • Sales (spanning various sectors (e.g. IT, telecommunications)

• Vacancies have continued to exist at **the lower end of the skills scale** with numerous vacancies advertised monthly for
  – security guards
  – catering staff
  – carers etc.
• 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 customer care activities
  – a variety of languages in demand
  – German, French and Nordic languages were most frequently mentioned as a requirement
Findings from the vacancy data analysis - supported by the job announcements in 2010

The results from the recruitment agency survey suggest that difficult to fill vacancies exist for a number of occupations, e.g.

- ICT professionals
- financial experts
- engineering experts
- healthcare professionals

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
• Education and training
  – foreign languages should form an integral part of the skills portfolio of candidates
  – the need to incorporate work experience (of a significant duration) 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 analysis of the vacancy data highlights the areas where employment opportunities exist, which should be used for career guidance purposes to assist in education and training choices of students and the unemployed
  – Data should be used to align labour market activation measures, such as work placement programmes, with labour market needs, thereby adding relevant work experience to the skills portfolio of the unemployed
• Immigration
   – Despite the high unemployment level in Ireland, the demand for some skills will continue to be met by candidates from non-EEA countries, at least in the short-term.