

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



Introduction

- **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



Data Sources (ctd.)

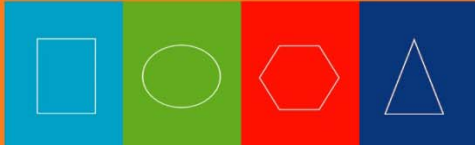
3. Employment Permit Data (provided by the DEJI):
 - for occupations where employers experience difficulty in sourcing staff domestically
 - interpreted with caution because new employment permits may be issued to:
 - those already residing in Ireland but who have changed employer
 - spouses of existing 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)

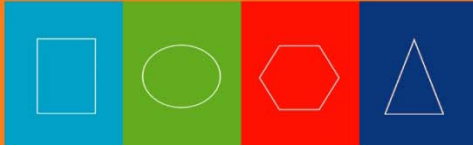
Key Findings 2

- 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.



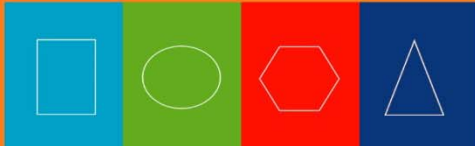
Key Findings 3

- **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



Key Findings 4

- 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



Policy Implications 1

- 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



Policy Implications 2

- 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**



Policy Implications 3

- 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.