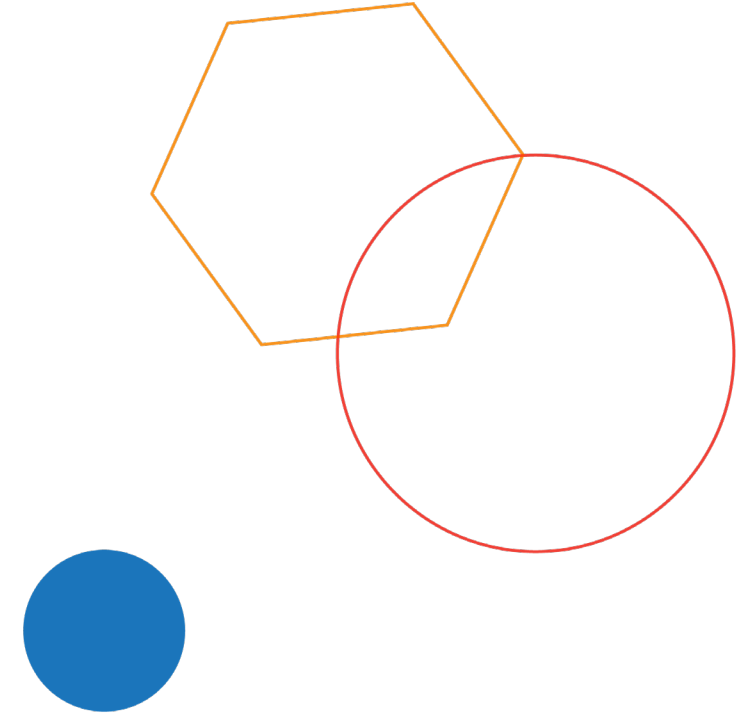


SLMRU publications  
overview: Monitoring Ireland's  
Skills Supply & National Skills  
Bulletin 2023

Nora Condon & Fiona Daly, SLMRU  
April 2024

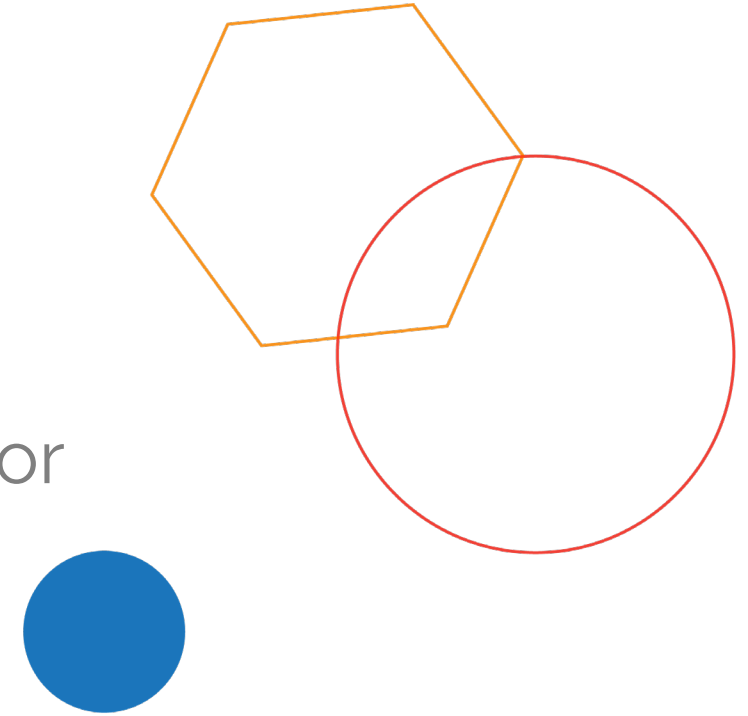
# Presentation outline

- About the SLMRU
- National Skills Bulletin 2023
- Monitoring Ireland's Skills Supply 2023
- Questions



# Skills and Labour Market Research Unit

- **Gather** and **analyse** data from a range of sources
- Identify current and possible future **demand** for **skills** (inc shortages)
- Inform **course provision** & other **Government policy** areas



# Demand Indicators



EMPLOYMENT



JOB ADVERTS



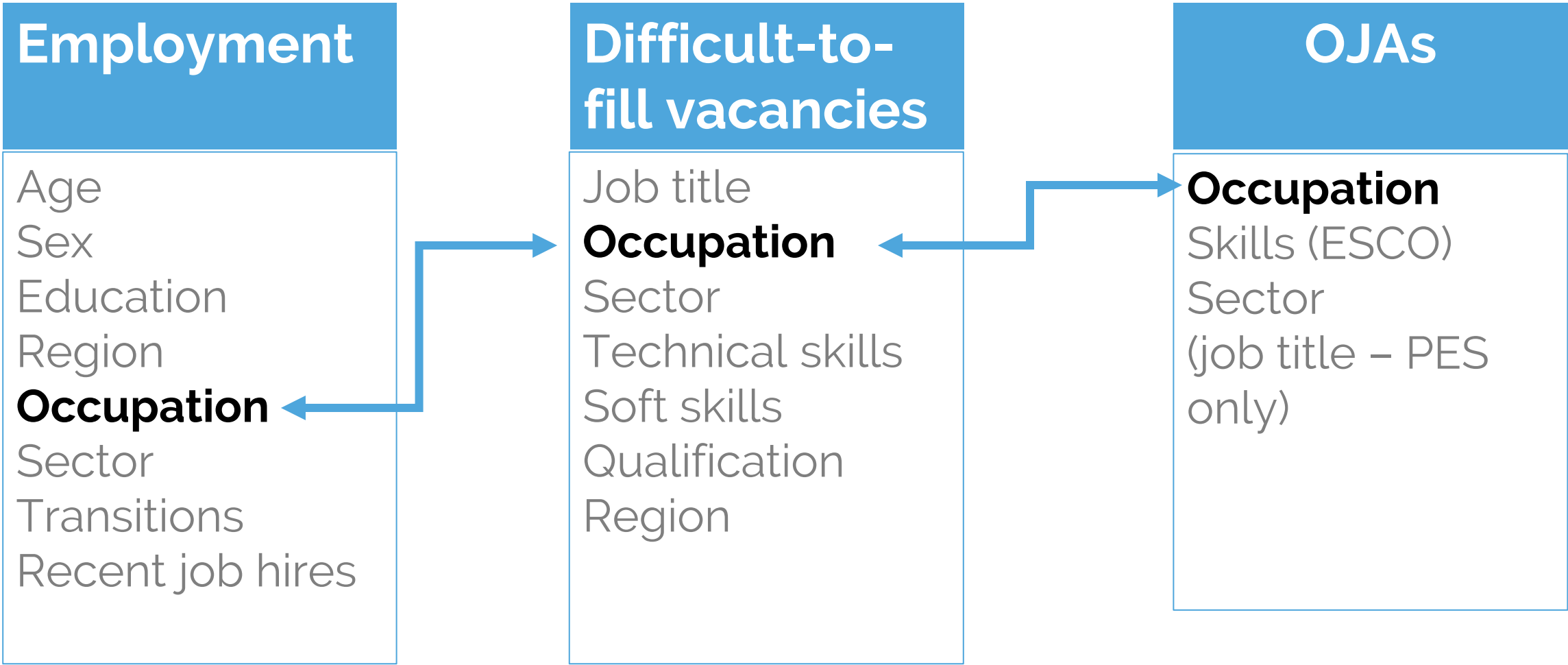
SKILLS  
AUDITS



RECRUITMENT  
AGENCY  
SURVEY



(EMPLOYMENT  
PERMITS)



Labour Force Survey

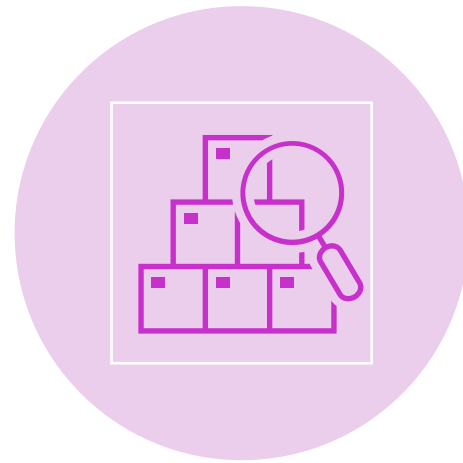
Recruitment Agency Survey  
Employers Skills Audits

OVATE  
Jobsireland.ie

# Supply Indicators



GRADUATES

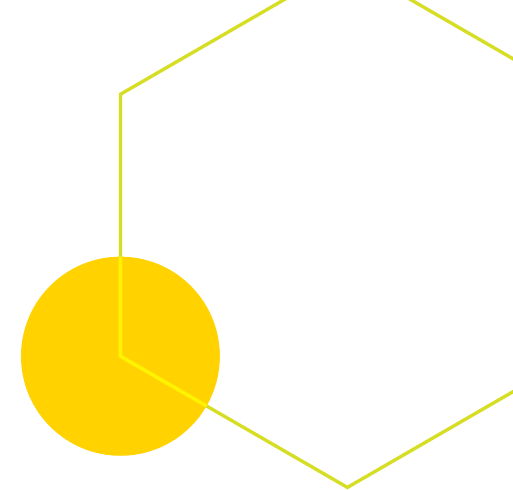


UNEMPLOYED (INC  
JOBSEEKERS)



(IMMIGRATION)

# Annual reports



National Skills Bulletin  
2022

National Skills Council **SOLAS** learning works

**Difficult-to-fill vacancies survey** **SOLAS** learning works  
October 2022

This paper reports the findings of the Recruitment Agency Survey conducted in October 2022 by the Skills and Labour Market Research Unit (SLMRU) in SOLAS. The survey gathered the views of selected Irish recruitment agencies in respect of vacancies for occupations that require skills which are in short supply and, in their view, are proving difficult to fill.

**Sector news:** The findings indicated that the demand for skills in sectors such as life sciences, ICT, construction, health and financial activities continued in 2022; this is despite issues facing the Irish economy such as rising inflation and reduced consumer confidence in light of the war in Ukraine and rising energy prices.

<p><b>Science, engineering &amp; technology</b></p> <p><b>39%</b> of reported difficult-to-fill vacancies in:</p> <p>ICT – Software developers, engineers (including network, security, dev-ops, automation), analysts (IT business, quality), solutions architects, technical support staff, data scientists, system administrators</p> <p>Lifesciences – Process, quality control/assurance, validation, mechanical, R&amp;D, chemical, manufacturing, environmental health &amp; safety (EH&amp;S), automation (mechanical engineering, maintenance, mechanical)</p> <p>Other – Regulatory and compliance, scientists (process, analytical), operatives (packaging, production, food)</p>	<p><b>Construction</b></p> <p><b>28%</b> of reported difficult-to-fill vacancies in:</p> <p>Project/site managers, civil/site engineers, quantity surveyors, electrical engineers, safety officers, BIM, site administration, maintenance technicians, EHS engineers, mechanical engineers</p> <p>Construction drivers, carpenters (including shuffling), ground workers/bankman, electricians, steel erectors/fitters, scaffolders, welders, glaziers/fitters, foremen/supervisors, curtain wallers, pipe layers</p>
<p><b>Health</b></p> <p><b>7%</b> of reported difficult-to-fill vacancies in:</p> <p>Nurses, health care assistants, healthcare assistants (consultants, registrars), GPs</p>	<p><b>Transport &amp; Logistics</b></p> <p><b>11%</b> of reported difficult-to-fill vacancies in:</p> <p>Transport management roles, warehouse operatives, drivers (light/air/cr), reach truck, forklifts, freight forwarding, procurement/sales managers, customs clearance administrators, planners (air/road), general operatives</p>
<p><b>Other</b></p> <p>Middle management (hospitality/commercial), customer care (with languages), sales/marketing managers, HR specialists/managers, administrative assistants, chefs, waiting staff</p>	<p><b>Financial</b></p> <p><b>8%</b> of reported difficult-to-fill vacancies in:</p> <p>Various accountants (financial, practice, insurance, tax), financial administration, credit control, payroll, accountants, financial recruiters</p>

**Lifelong learning among adults in Ireland, Q4 2021** **May 2022**

**13%** The share of 25-64-year-old adults in Ireland who had participated in formal and/or non-formal learning activities in the preceding four weeks.

**Lifelong learning rate by age group**

Age Group	Lifelong Learning Rate
25-34 yrs	20%
35-44 yrs	12%
45-54 yrs	11%
55-64 yrs	8%

**Lifelong learning rate by NQF level**

NQF Level	Lifelong Learning Rate
NQF 1-2	6%
NQF 3-4	11%
NQF 5-6 (T)	12%
NQF 7-8 (H)	18%

The younger the age group and the higher the educational attainment, the greater the lifelong learning participation rate.

**Lifelong Learning Rates by Gender**

Category	Overall Lifelong Learning Rate	Employed Rate	Working from home rate	Never working from home rate
Overall	12%	15%	19%	13%

**Monitoring Ireland's Skills Supply**  
2022

**SOLAS** learning works **National Skills Council**

### Spring Skills Bulletin 2023

Young people's contribution to the Irish labour force  
(Q3 2019 - Q3 2022)

**SOLAS**  
learning works

### Winter Skills Bulletin 2023

Transversal skills in Ireland's labour market  
(Q4 2022 - Q3 2023)

**SOLAS**  
learning works

### Quarterly Skills Bulletin Q2 2019

Older Workers

**SOLAS**  
learning works

### Spring Skills Bulletin 2021

Skills Mismatch in Ireland's Labour Market

**SOLAS**  
learning works

### Spring Skills Bulletin 2020

Profile of Non-Irish Nationals in Employment in Ireland, Quarter 2 2019

**SOLAS**  
learning works

### Summer Skills Bulletin 2022

Insights into the changing landscape of female employment since the onset of COVID-19  
(Q4 2019 - Q4 2021)

**SOLAS**  
learning works

### Summer Skills Bulletin 2023

Using Cedefop forecasts (2021-2035) to inform future demand for skills in Ireland

**SOLAS**  
learning works

### Summer Skills Bulletin 2020

Employment Profile Of Persons With Post-Secondary Qualifications, Quarter 4, 2019

**SOLAS**  
learning works

### Summer Skills Bulletin 2021

Working from Home in 2020

**SOLAS**  
learning works

### Autumn Skills Bulletin 2020

Profile of Part-Time Workers in Ireland, Quarter 1 2020

**SOLAS**  
learning works

### Quarterly Skills Bulletin Q1 2019

Women on Home Duties

**SOLAS**  
learning works



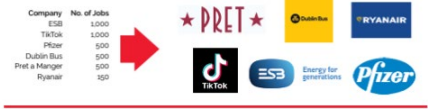
**Employment**



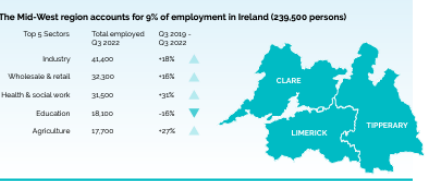
Occupational group

Occupational group	Dublin	Q3 2019 - Q3 2022
Professionals	194,800	+2%
Associate professionals	127,400	+1%
Administrative	87,700	+1%
Elementary	75,700	+1%
Managers	72,800	+15%
Skilled trades	65,000	+13%
Sales	51,700	-9%
Caring & personal services	50,200	+5%
Operatives	39,100	+1%

**Companies with recent job announcements in the Dublin region**



**Employment**



Occupational group

Occupational group	Mid-West	Q3 2019 - Q3 2022
Professionals	42,600	+4%
Skilled trades	38,100	+2%
Associate professionals	26,200	+1%
Elementary	24,400	+2%
Operatives	23,000	+30%
Managers	21,800	+16%
Caring & personal services	21,600	+4%
Administrative	21,400	+9%
Sales	19,300	+18%

**Companies with recent job announcements in the Mid-West region**



**Employment**



Occupational group

Occupational group	South West	Q3 2019 - Q3 2022
Professionals	86,600	+11%
Skilled trades	50,700	+9%
Associate professionals	40,000	+2%
Administrative	33,800	+10%
Operatives	32,600	+1%
Caring & personal services	32,300	+2%
Elementary	29,600	+2%
Managers	26,500	+21%
Sales	26,400	-2%

**Companies with recent job announcements in the South West region**



**Employment**



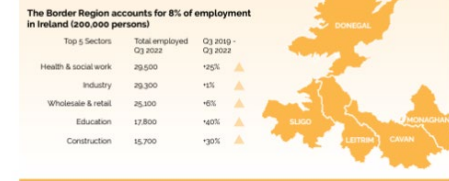
Occupational group

Occupational group	West	Q3 2019 - Q3 2022
Professionals	49,700	+11%
Skilled trades	35,900	+2%
Operatives	25,000	+30%
Administrative	22,200	+12%
Associate professionals	22,000	+12%
Elementary	20,600	+2%
Caring & personal services	20,400	+4%
Sales	19,600	+8%
Managers	17,800	+2%

**Companies with recent job announcements in the West region**



**Employment**



Occupational group

Occupational group	Border	Q3 2019 - Q3 2022
Skilled trades	34,700	+5%
Professionals	30,700	+5%
Elementary	23,300	+12%
Associate professionals	21,500	+3%
Administrative	19,000	+6%
Caring & personal services	18,500	+5%
Managers	18,500	+8%
Operatives	17,600	+1%
Sales	13,900	+5%

**Companies with recent job announcements in the Border region**



**Regional Skills MID-EAST**  
Partnerships for Skills

**SOLAS learning works**

**Employment**

The Mid-East Region accounts for 11% of employment in Ireland (274,300 persons)

Top 5 Sectors	Total employed Q3 2022	Q3 2019 - Q3 2022
Wholesale & retail	50,400	+7%
Industry	46,400	+18%
Health & social work	44,300	+1%
Education	31,800	+2%
Construction	26,900	+1%

Occupational group

Occupational group	Mid-East	Q3 2019 - Q3 2022
Professionals	75,900	+10%
Associate professionals	61,700	+10%
Skilled trades	44,700	+10%
Managers	38,300	+13%
Administrative	37,000	+1%
Caring & personal services	33,600	+10%
Elementary	32,000	+9%
Sales	29,200	+6%
Operatives	27,800	+1%

**Companies with recent job announcements in the Mid-East region**

Company	No. of Jobs
Silver Stream care	500
EmerMech	170
Rosam	100
MGS Manufacturing	100
Automatic Plastics (APL)	80
Nikon	40

**Regional Skills MIDLANDS**  
Partnerships for Skills

**SOLAS learning works**

**Employment**

The Midlands Region accounts for 6% of employment in Ireland (148,600 persons)

Top 5 Sectors	Total employed Q3 2022	Q3 2019 - Q3 2022
Health & social work	21,800	+28%
Wholesale & retail	20,600	+5%
Industry	18,200	+1%
Public administration	10,100	+9%
Construction	9,900	+7%

Occupational group

Occupational group	Midlands	Q3 2019 - Q3 2022
Professionals	30,700	+6%
Skilled trades	21,900	+4%
Associate professionals	18,900	+7%
Administrative	18,000	+6%
Caring & personal services	14,000	+1%
Elementary	12,600	+2%
Operatives	12,000	+2%
Sales	12,000	+5%
Managers	10,900	+9%

**Companies with recent job announcements in the Midlands region**

Company	No. of Jobs
Ericsson	750
Framespace	190
Technimark	80
Writech	50

**Regional Skills SOUTH EAST**  
Partnerships for Skills

**SOLAS learning works**

**Employment**

The South East accounts for 8% of employment in Ireland (218,900 persons)

Top 5 Sectors	Total employed Q3 2022	Q3 2019 - Q3 2022
Industry	30,300	+6%
Health & social work	27,400	+5%
Wholesale & retail	25,300	+1%
Education	21,800	+9%
Accommodation & food	17,300	+18%

Occupational group

Occupational group	South East	Q3 2019 - Q3 2022
Professionals	45,000	+6%
Skilled trades	37,100	+1%
Elementary	25,600	+2%
Associate professionals	22,900	+2%
Caring & personal services	18,600	-8%
Operatives	17,700	+2%
Administrative	17,200	-3%
Managers	16,900	+5%
Sales	14,000	-8%

**Companies with recent job announcements in the South East region**

Company	No. of Jobs
Abbott Laboratories	1,000
RelateCare	280
Glaxo	190
M&D	100
Kilowen Farm	25

**Regional Skills MID EAST**  
Partnerships for Skills

**SOLAS learning works**

**Employment**

The Mid-East Region accounts for 11% of employment in Ireland (274,300 persons)

Top 5 Sectors	Total employed Q3 2022	Q3 2019 - Q3 2022
Wholesale & retail	50,400	+7%
Industry	46,400	+18%
Health & social work	44,300	+1%
Education	31,800	+2%
Construction	26,900	+1%

Occupational group

Occupational group	Mid-East	Q3 2019 - Q3 2022
Professionals	75,900	+10%
Associate professionals	61,700	+10%
Skilled trades	44,700	+10%
Managers	38,300	+13%
Administrative	37,000	+1%
Caring & personal services	33,600	+10%
Elementary	32,000	+9%
Sales	29,200	+6%
Operatives	27,800	+1%

**Companies with recent job announcements in the Mid-East region**

Company	No. of Jobs
Silver Stream care	500
EmerMech	170
Rosam	100
MGS Manufacturing	100
Automatic Plastics (APL)	80
Nikon	40

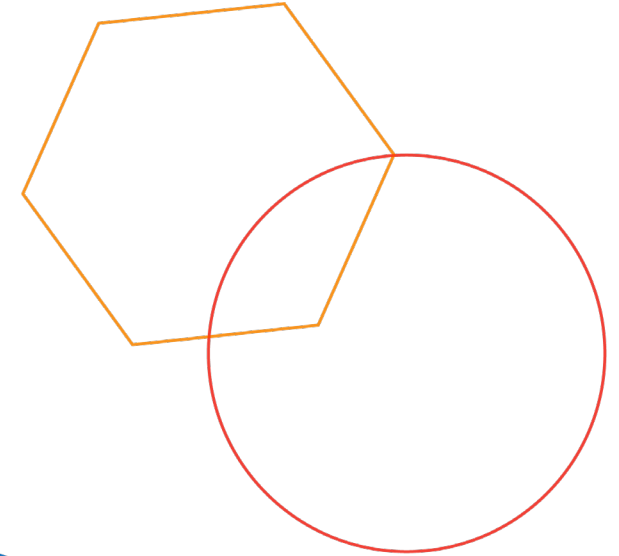


# National Skills Bulletin 2023: Labour Market Overview



There were 2.55 million persons  
in employment (2022 annual average)

Up 7% (or 158,100 extra persons) 2021

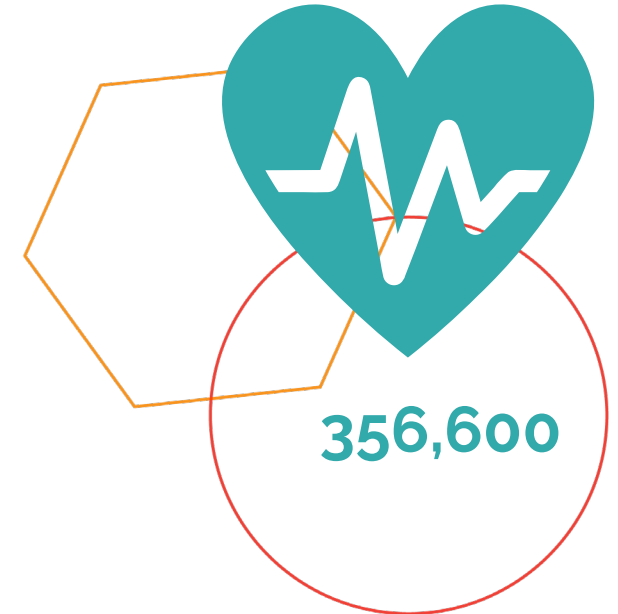


# Employment by sector, Q4 2022

- Three sectors made up 38% of employment
- Most have exceeded pre-covid employment levels



323,000

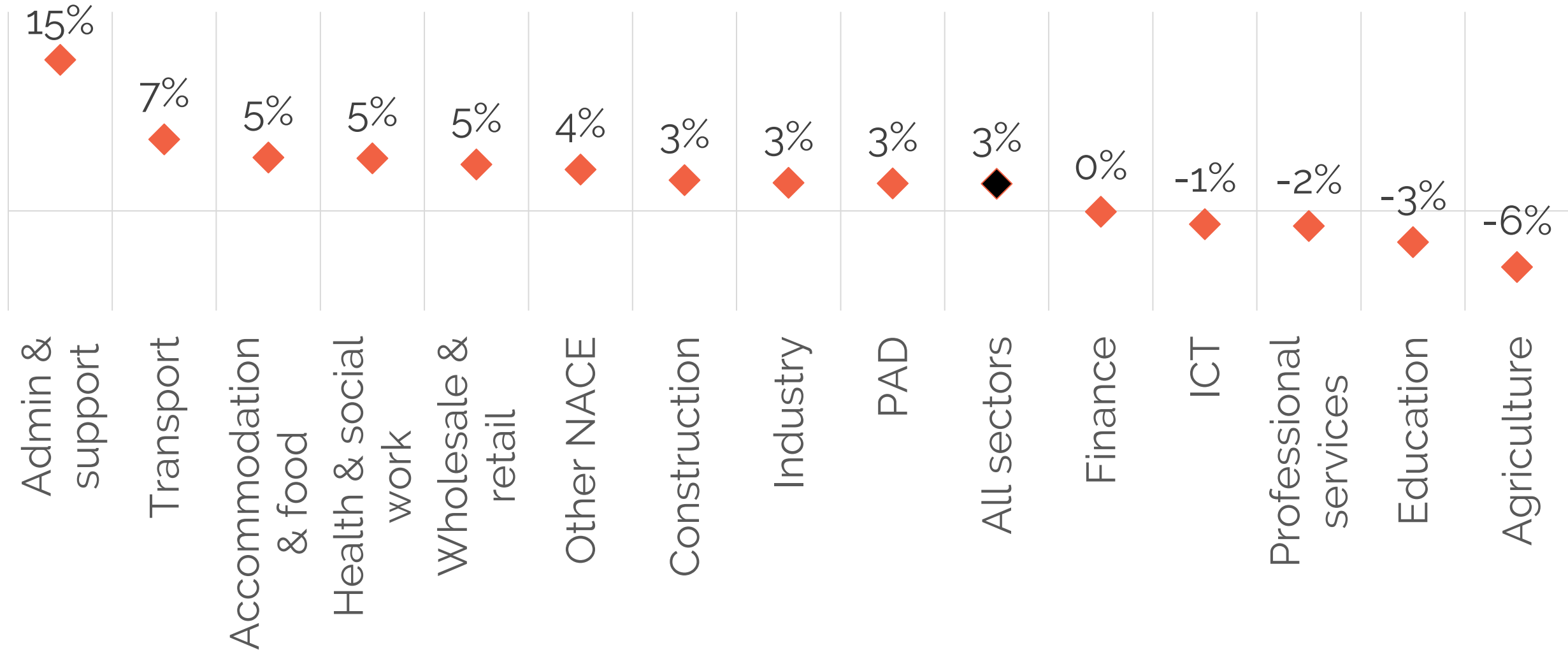


356,600

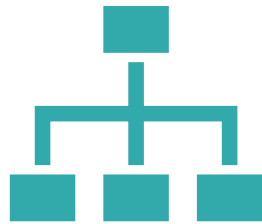


320,300

# Change in Employment by Sector (%), Q4 2021-Q4 2022



# Online job adverts: skills in demand



Business & admin (e.g. project management, customer service)



ICT skills (e.g. SQL, Java)



Personal & development  
(communication,  
teamwork)

# Construction occupations



94%

Male



Full-time



Third level

Overall employment	145,000
Share of total workforce	5.7%
Employment growth (2017-2022 annual average)	+0.8%

72%



work in construction

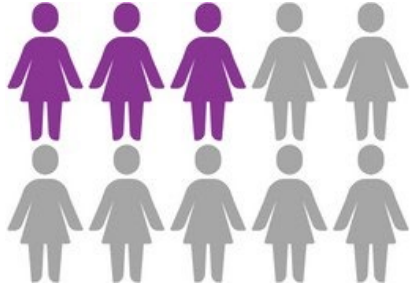
1,350

New employment permits  
issued in 2022

## Skills Shortages

- Civil engineers & construction project managers
- Quantity surveyors
- Plumbers
- Carpenters

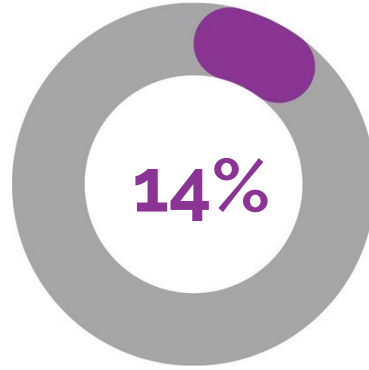
# Science & engineering occupations



33%

**Female**

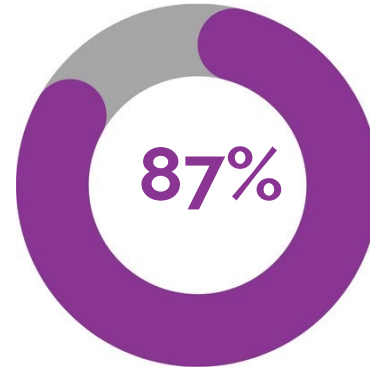
**Below** the national average of 47%



14%

**55 years +**

**Below** the national average of 19%



87%

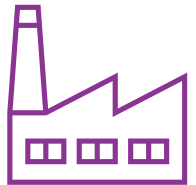
**Third level**

**Above** the national average of 53%

Overall employment	117,600
Share of total workforce	4.6%
Employment growth (2017-2022 annual average)	+5.8%

55%

work in industry



17%

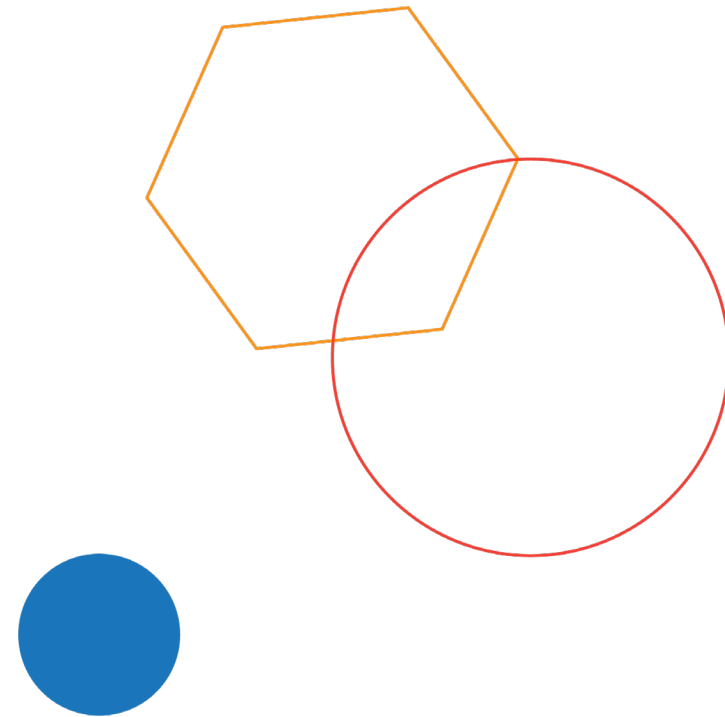
work in professional activities



## Skills Shortages

- Analytical/process & medical scientists
- Quality control/assurance, process & design engineer
- Mechanical, electrical & automation engineers
- Maintenance/lab technicians

# Monitoring Ireland's Skills Supply 2023



<https://www.solas.ie/f/70398/x/9345efd32c/monitoring-irelands-skills-supply-2023.pdf>



# Introduction to MISS report

## *What?*

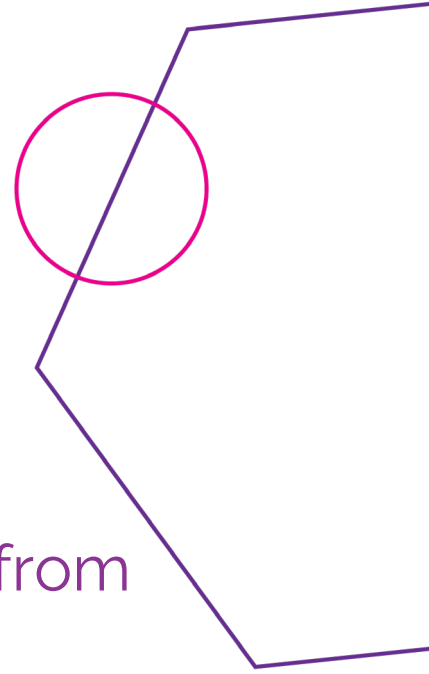
- Presents data on **major education awards** from further and higher education over 5 years, 2018 to 2022 inclusive

## *Why?*

- Monitors the potential supply of skills to the Irish labour market from Ireland's education and training system.

## *And.....*

- In addition to data on education awards, two additional chapters:
  - (1) educational profile of Ireland's adult population, and
  - (2) recent graduates(Sources of data: CSO and Eurostat)



# Data sources for education awards

## FET

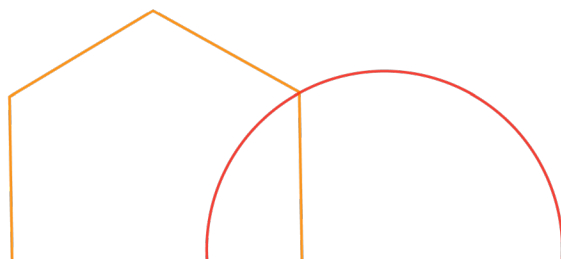
- 1) Quality & Qualifications Ireland (QQI)
- 2) SOLAS/Education & Training Board Ireland (ETBI)

## Third level

- 1) Higher Education Authority (HEA)
- 2) QQI-Higher Education awards  
*(excludes awards from former Institutes of Technology as already included in HEA database)*

## Prof bodies

- 1) Irish Auditing and Accounting Supervisory Authority (IAASA)
- 2) Irish Tax Institute



# Key data indicators

**Year**

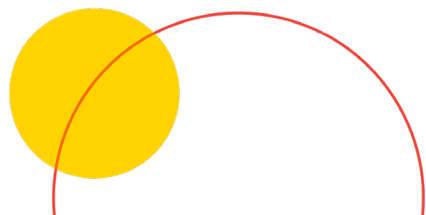
**ISCED field**  
(broad & detailed)

**National  
Framework of  
Qualifications  
(NFQ) level**

**Course  
title**

**Name of institute/  
awarding body**

**Number of  
awards/  
graduates**



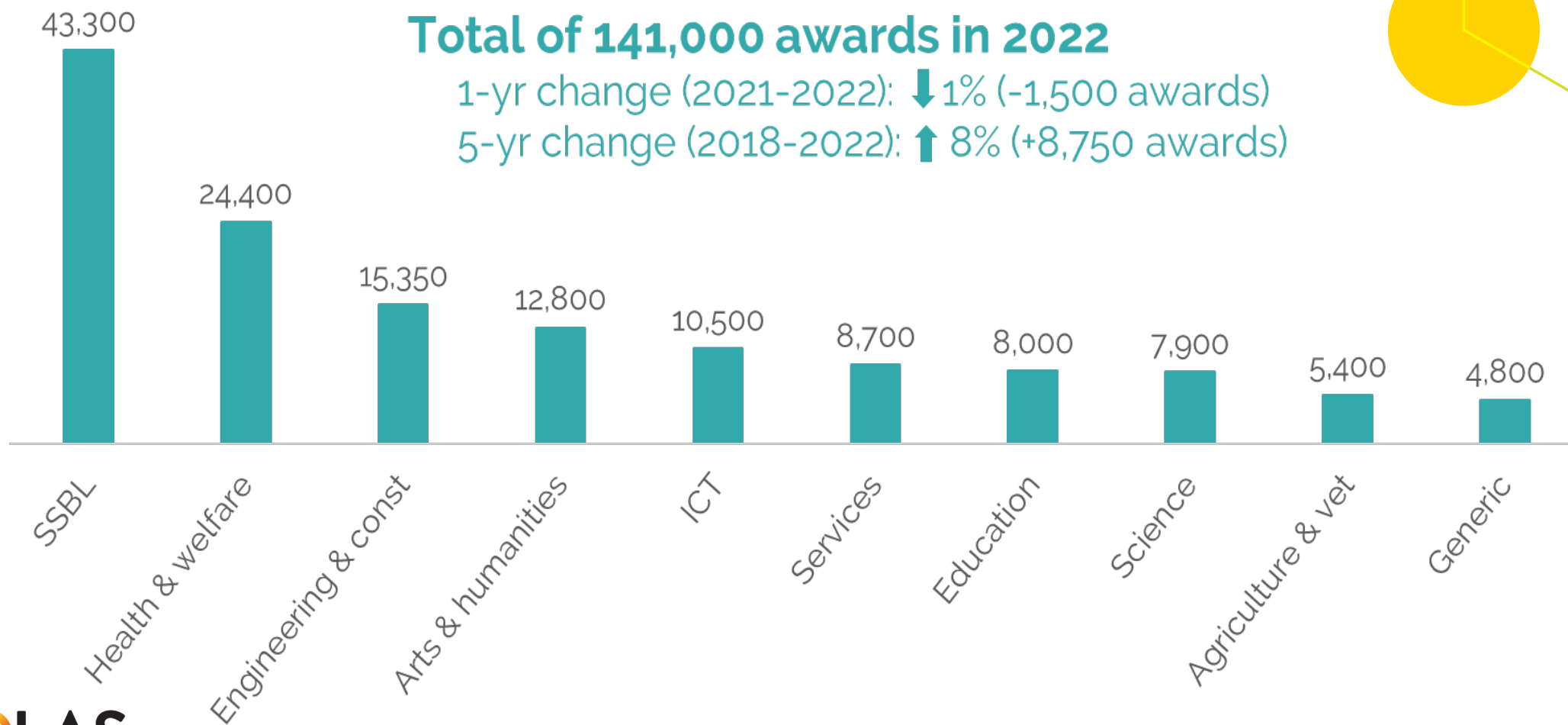
# Data collection and preparation

Request data from HEA, QQI & SOLAS/ETBI  
Data checking & preliminary data analysis

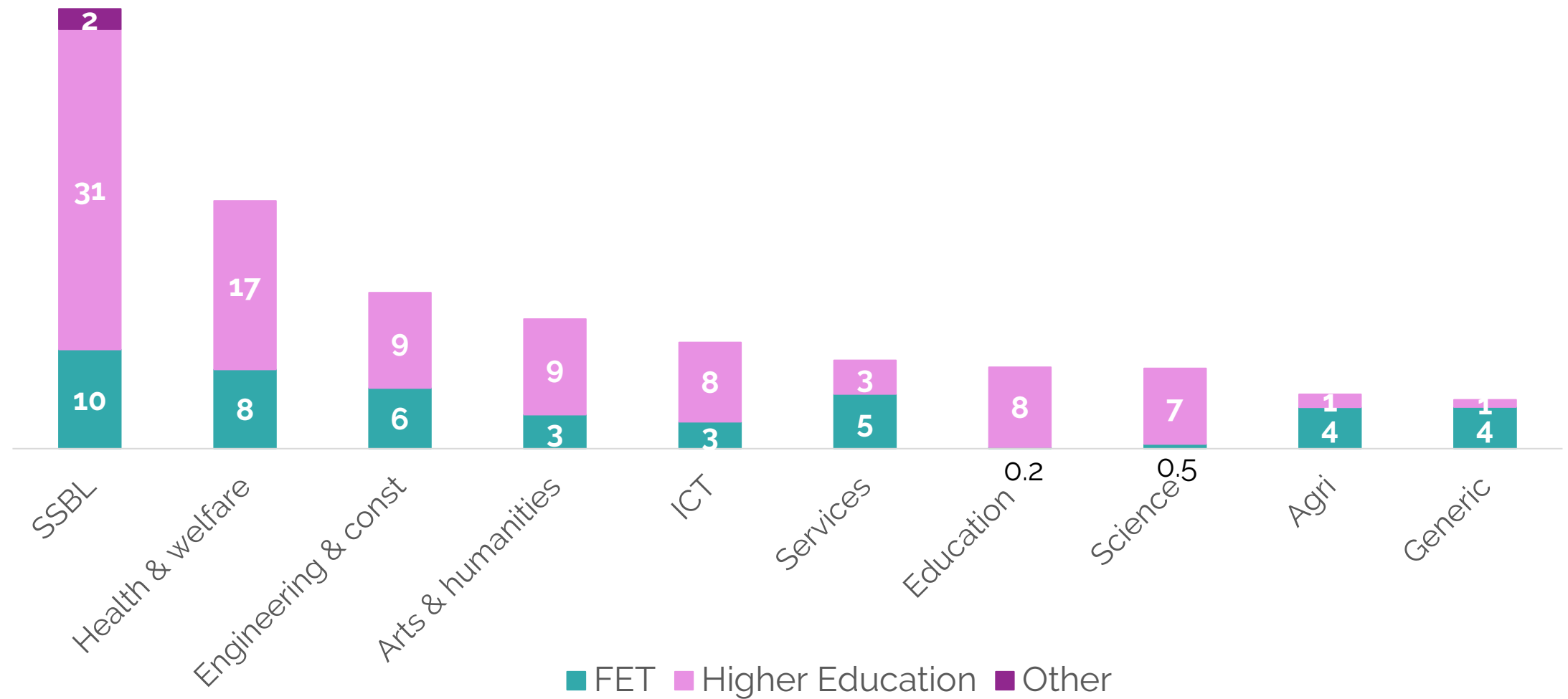
Final dataset contains data for each ISCED  
broad field (corresponds to one report chapter)

Result: A single written report that presents  
data on education awards from further & higher  
education

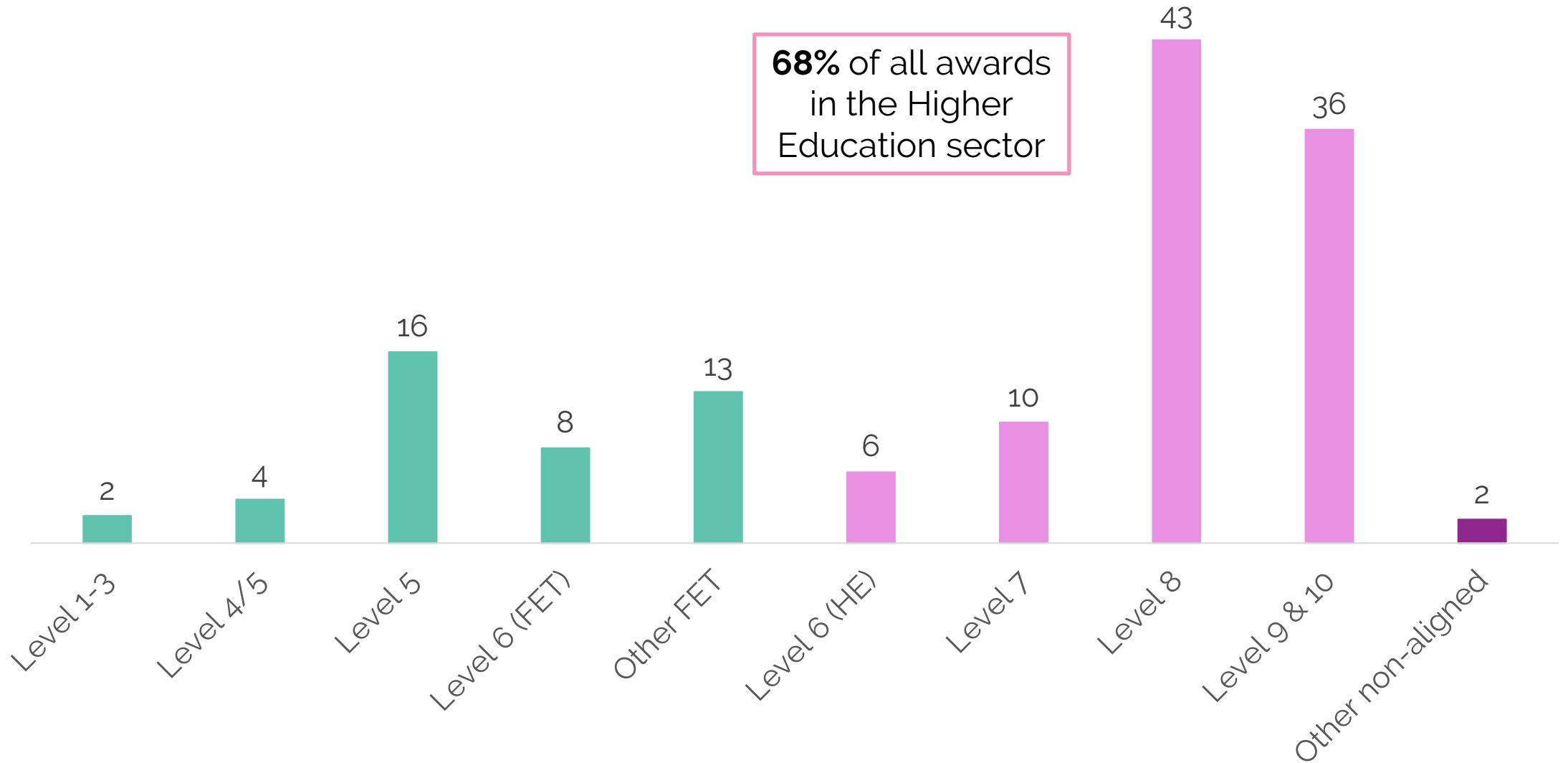
# Education awards by field of learning, 2022



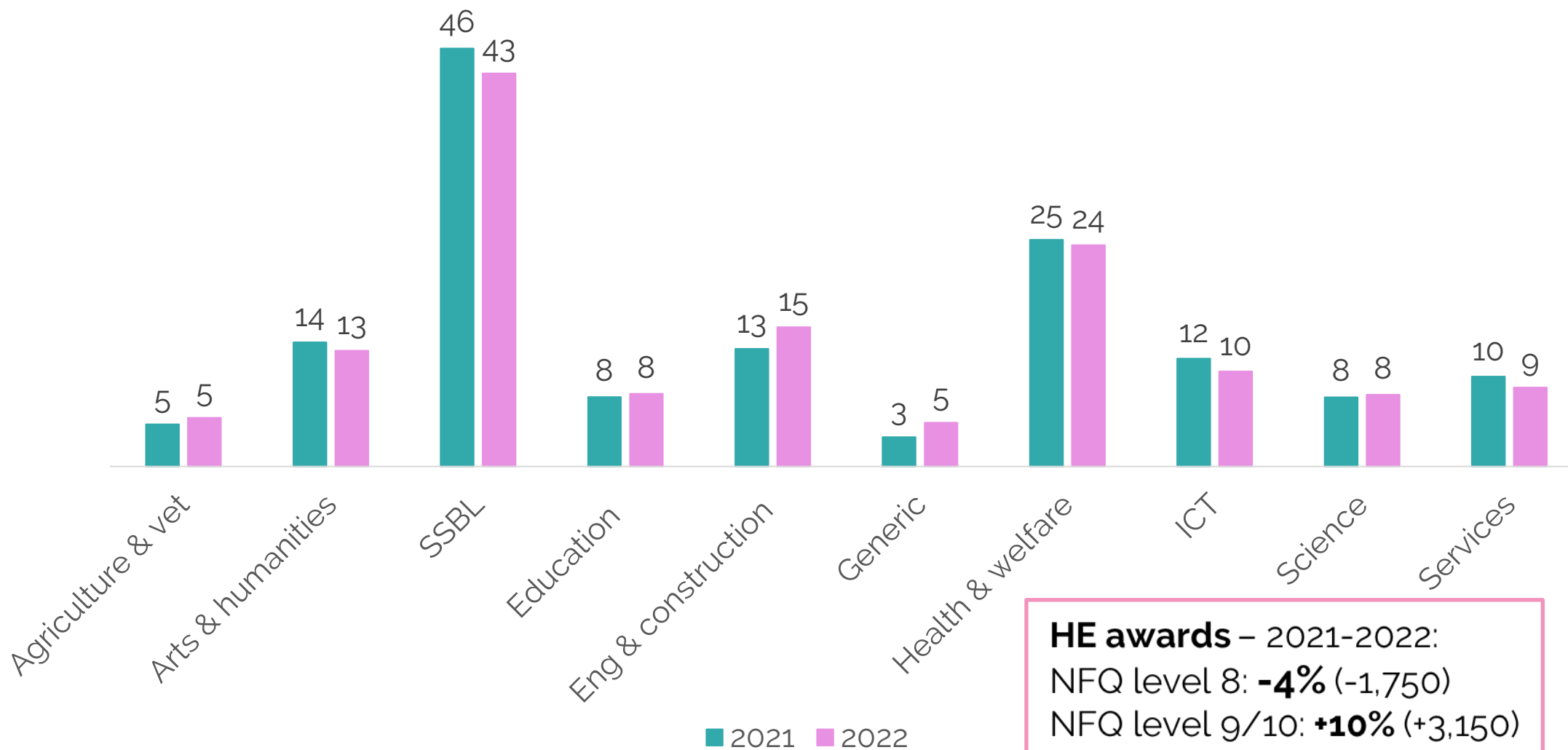
# Education awards (000s) by field and sector, 2022



# Education awards (000s) by NFQ level and sector, 2022



# Education awards (000s) by field, 2021 and 2022





# Engineering, manufacturing & construction



**2022**

15,350 awards  
(77% eng & manuf)



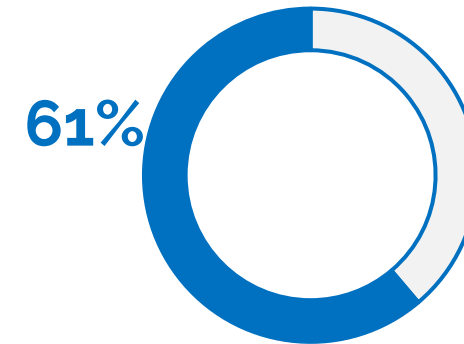
**All awards**

**2021-2022** ↑ 9% (+1,100 awards)  
e.g. level 9/10 (+350), level 6/7 (-200)

**2018-2022** ↑ 29% (+2,800 awards)  
e.g. level 9/10 (+1,150), level 6/7 (+550)

**Third level**

(NFQ levels 6-10)  
9,400 awards



# Science



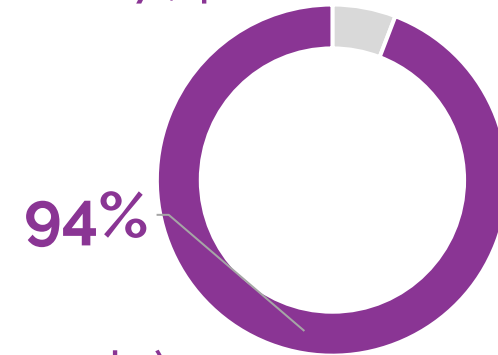
**2022**

7,900 awards  
(3,900 at level 8)

**Third level**

(levels 6-10)

7,400 awards



**All awards**

**2021-2022** ↑ 3% (+220 awards)  
e.g. level 9/10 (+280) & level 6/7 (+230)  
**but** level 8 (-280)

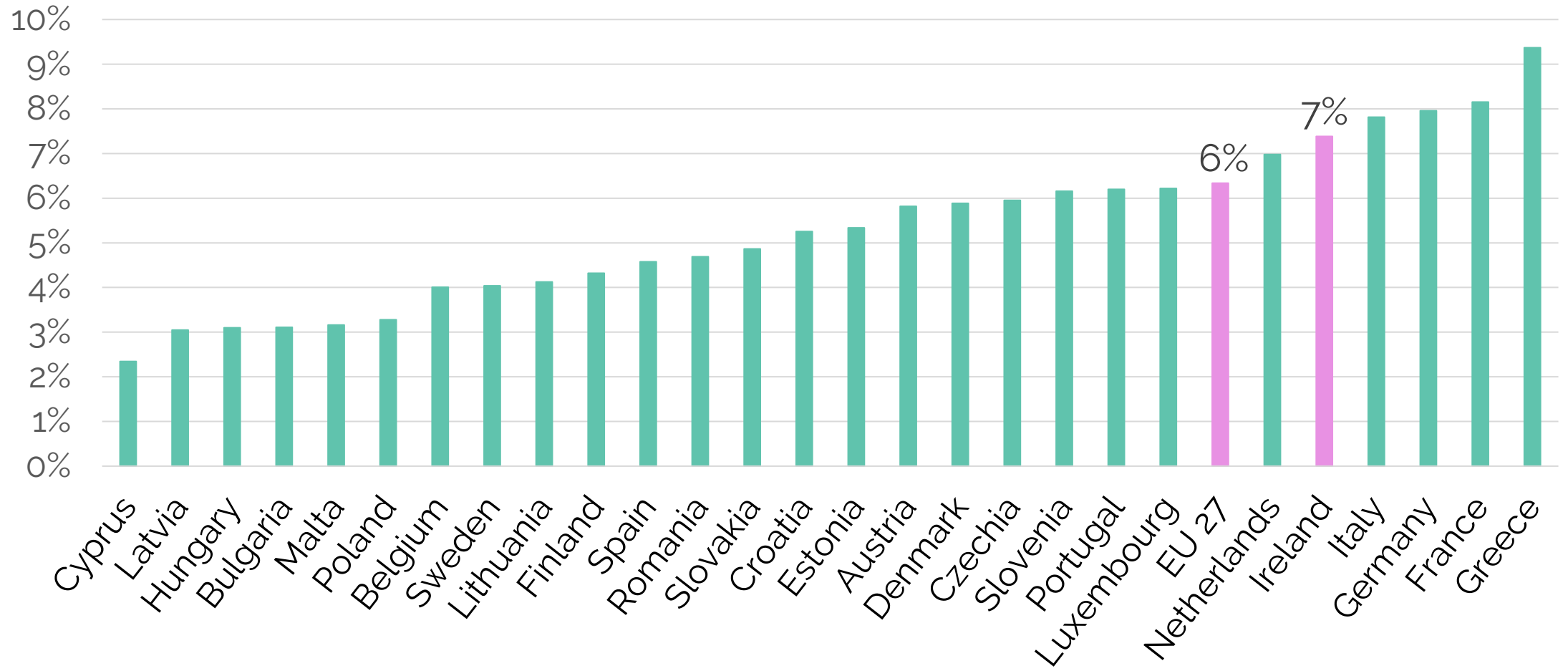
**2018-2022** ↑ 16% (+1,050 awards)  
e.g. level 9/10 (+520), level 8 (+240),  
level 6/7 (+270)

# Science – detailed fields, 2022

	Higher Education			
	NFQ 6 (HE)/7	NFQ 8	NFQ 9/10	Total
<b>Biological, environmental &amp; related, of which</b>	<b>1,109</b>	<b>2,307</b>	<b>1,146</b>	<b>4,562</b>
<i>Biology</i>	52	619	137	808
<i>Biochemistry</i>	151	443	295	889
<i>Environment</i>	209	298	412	919
<b>Physical sciences, of which</b>	<b>234</b>	<b>988</b>	<b>490</b>	<b>1,712</b>
<i>Chemistry</i>	177	563	253	993
<i>Physics</i>	39	203	140	382
<b>Maths and statistics &amp; other science not further defined</b>	<b>10</b>	<b>632</b>	<b>428</b>	<b>1,070</b>
<b>QQI-HE</b>			<b>97</b>	<b>97</b>
<b>Total awards</b>	<b>1,353</b>	<b>3,927</b>	<b>2,161</b>	<b>7,441</b>

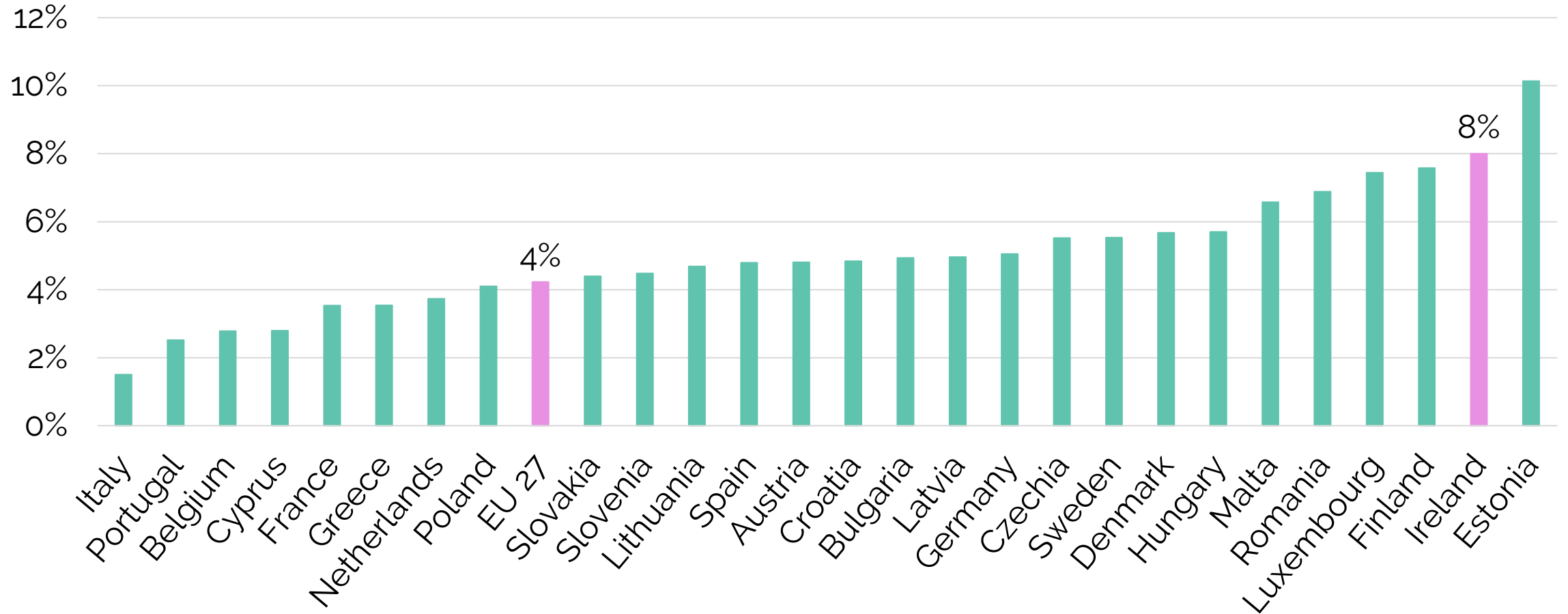
Source: HEA, QQI, SOLAS/ETBI

# Science graduates as a share of all third level graduates in Europe, 2021



Source: Eurostat

# ICT graduates as a share of all third level graduates in Europe, 2021

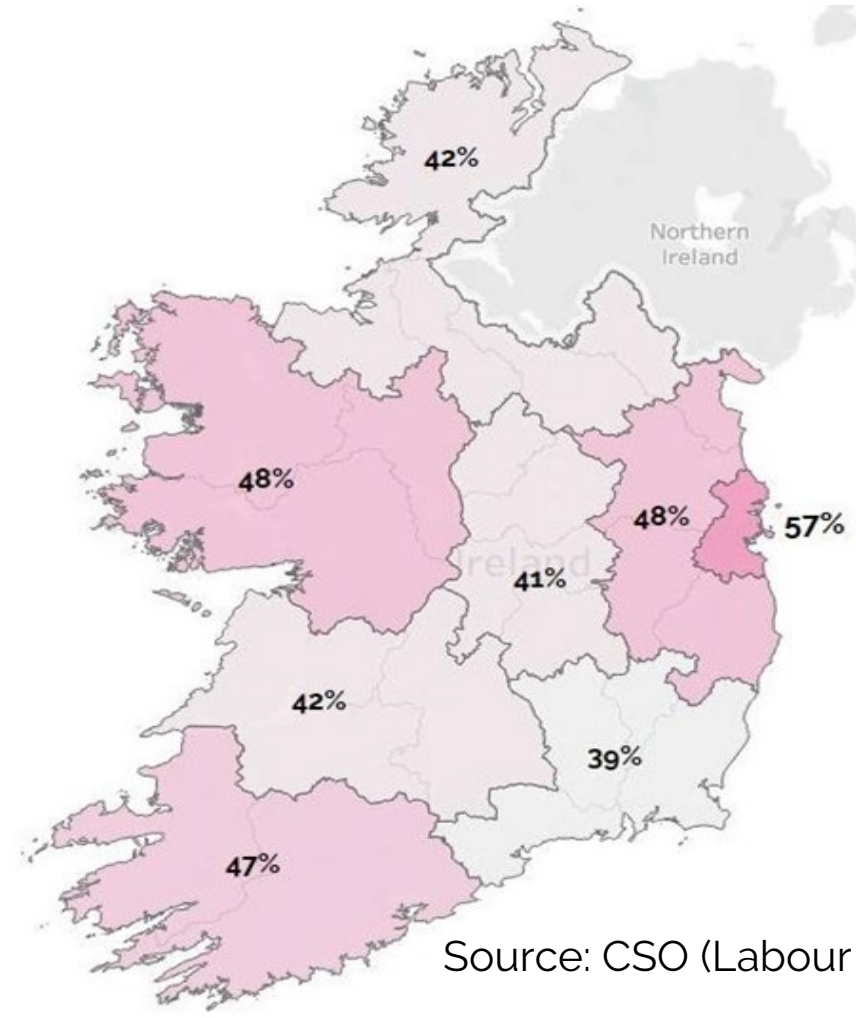
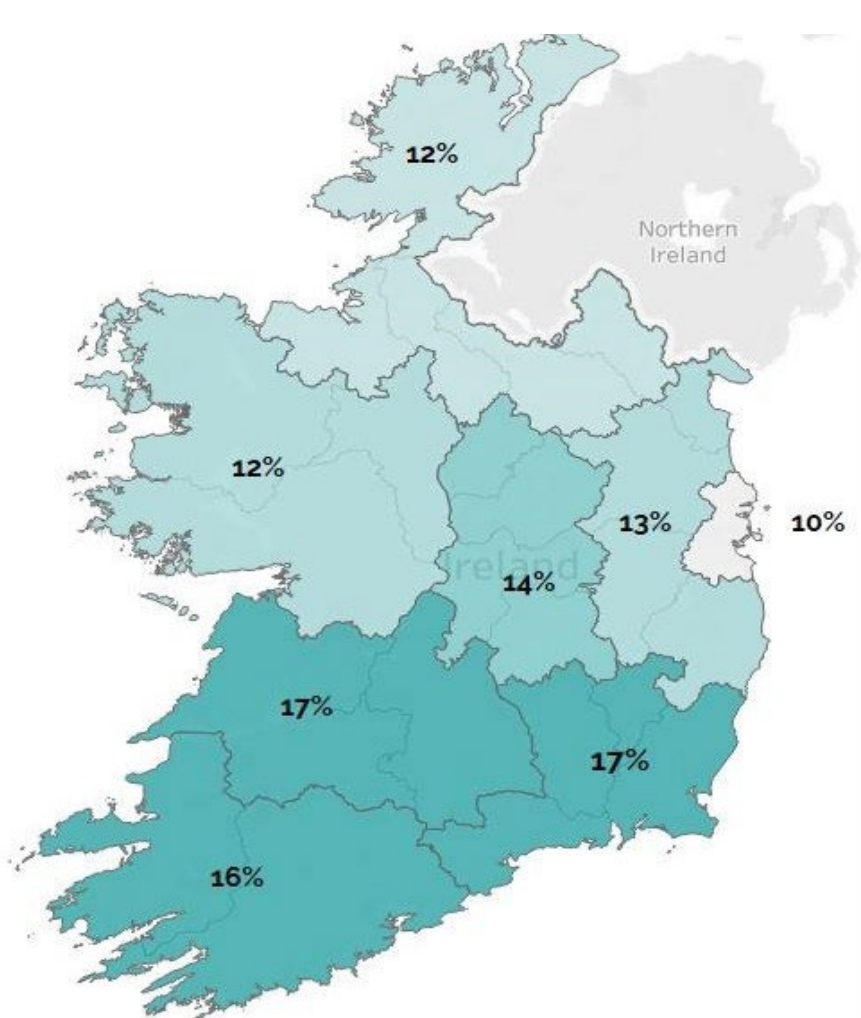


Source: Eurostat

# Adults' education profile by region, Q2 2023

a. Share of FET qualification holders

b. Share of higher education qualification holders



Source: CSO (Labour Force Survey)

Thank you

