

National Skills Bulletin 2023

Snapshot

Summary findings



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Key Findings

Shortages identified in:

Science & Engineering

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

Construction

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

Health & Social Care

- Medical practitioners
- Nurses
- Healthcare assistants
- Care workers (labour shortage)

ICT

- IT project managers
- Software developers/engineers
- IT analysts/engineers

Other Craft

- CNC programmers
- Welders/fabricators

Transport & Logistics

- HGV drivers
- Bus & coach drivers

Hospitality

- Chefs

*skills shortages unless otherwise stated

Recruitment issues are also occurring in occupations including:



Primary/secondary school teachers



Project/operations managers



Production managers in manufacturing



Social workers



Construction occupations (e.g. bricklayers/plasterers, painters)

Outlook:

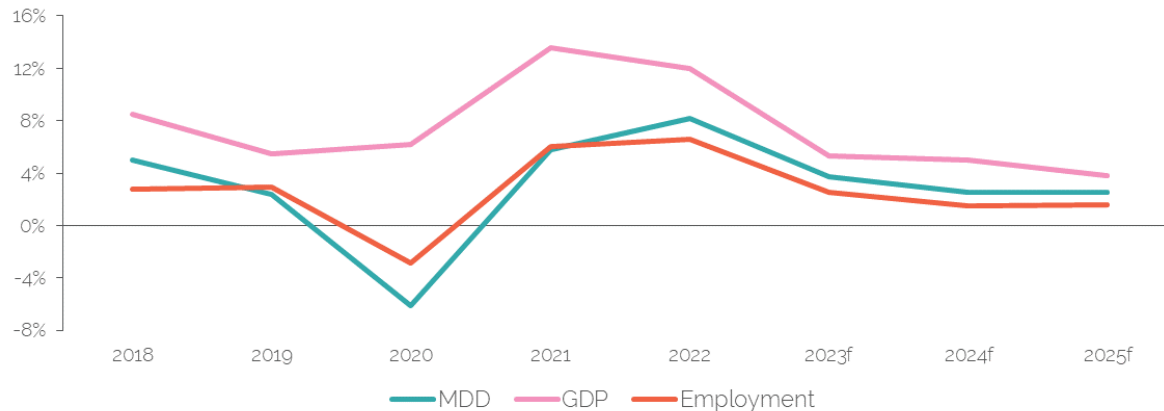
Retention of existing staff and upskilling/reskilling of the current workforce (e.g. as a result of digitalisation and/or climate-related activities) will be key concerns for employers as demand for skills outstrips supply across many occupations.

Section 1

Macroeconomic Context

This section provides an overview of Ireland's economic performance in 2022 and examines the macroeconomic outlook, both globally and nationally, and how this may impact Ireland's labour market.

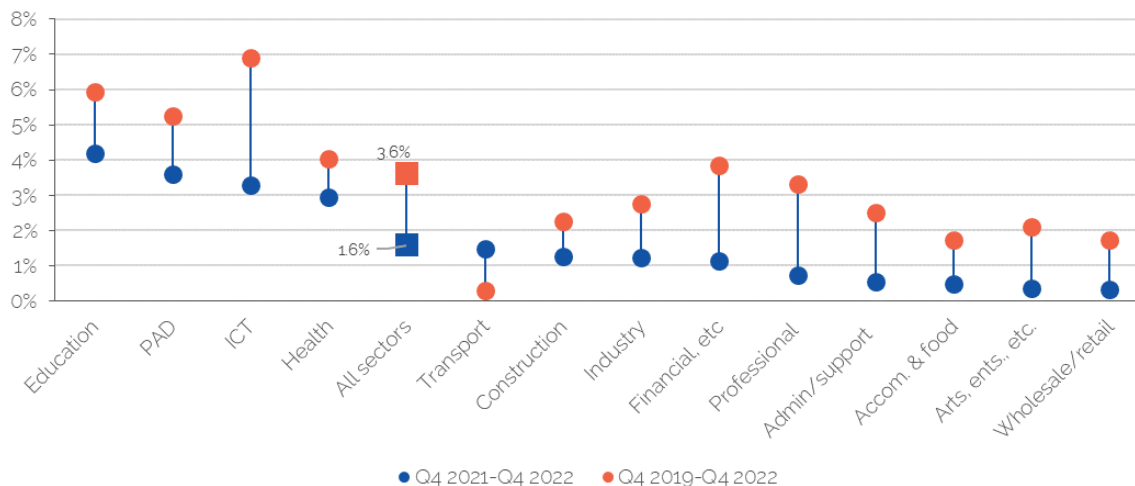
GDP*, Modified Domestic Demand (MDD) and Employment, Annual Change (%), 2018-2022, Forecast 2023-2025



Source: SLMRU (SOLAS) analysis of CSO data, Central Bank Quarterly Bulletin, Q2 2023

*Constant Market Prices, chain linked annually and referenced to year 2020, seasonally adjusted

Change in Average Hourly Earnings by Sector (%)



Source: SLMRU (SOLAS) analysis of CSO data

In the aftermath of the COVID-19 pandemic, Ireland's buoyant labour market has seen increasing employment levels and historically low unemployment rates. Despite this, challenges remain in the Irish economy. Although Inflation is showing signs of easing, it remains high; housing supply issues are having knock-on effects on labour supply, the war in Ukraine continues, and challenges in meeting climate action targets persist.

Average hourly earnings

In quarter 4 2022, average hourly earnings were **€27.90**, which was €3.70 more than in quarter 4 2019.

- for all sectors excluding transport, the 3-year growth exceeded the 1-year growth
- ICT sector had the largest increase between quarter 4 2019 and quarter 4 2022 (+6.9%)

Global and national outlook

The world economic forecast is for GDP growth of 3% in 2024; at 4%, the forecast for Ireland far exceeds the projected growth for the world economy and the Euro area.

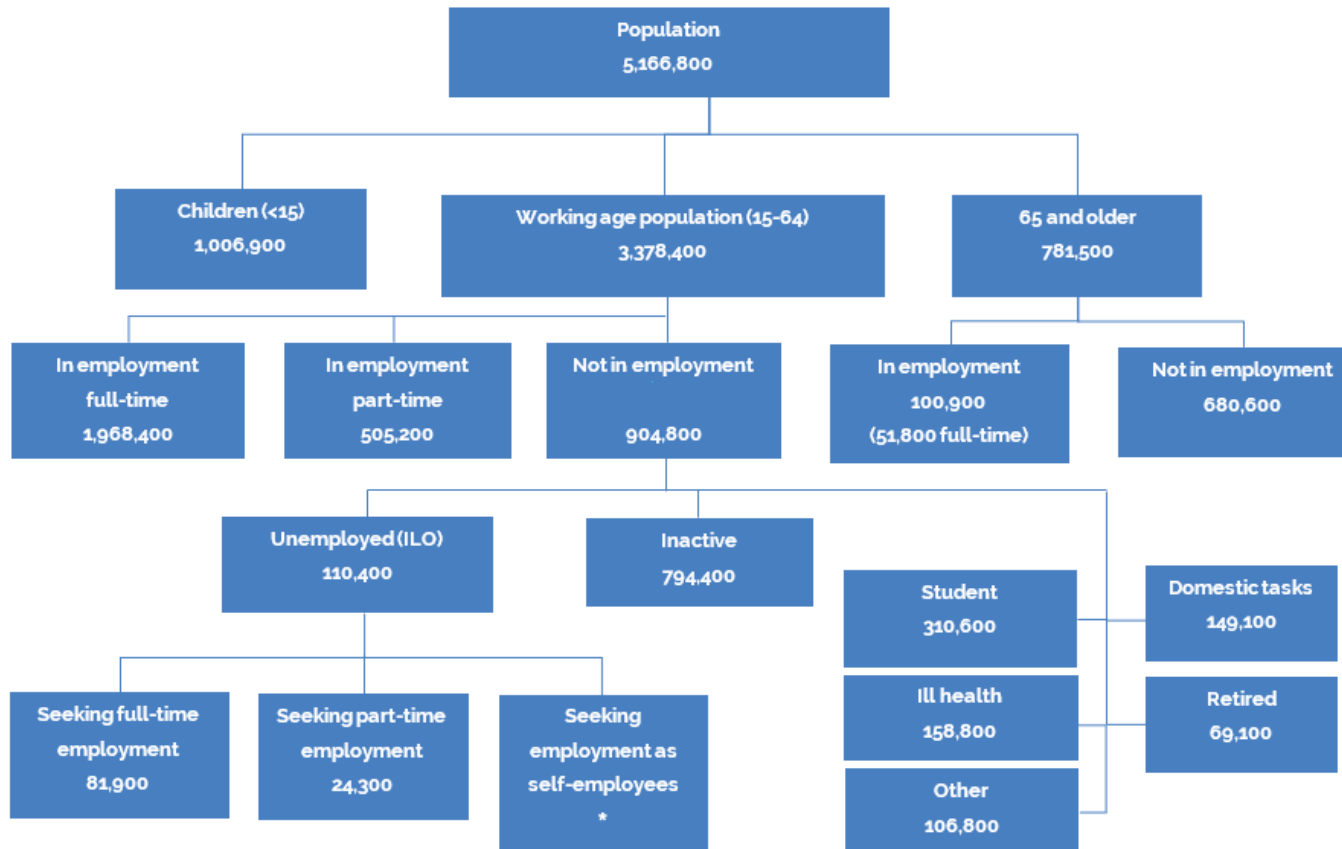
Forecasts from the Central Bank indicate that employment, MDD, and GDP will continue to see some growth over the period to 2025, albeit at a slower rate.

Section 2

Labour Market Overview

This section provides an overview of key labour market and related indicators in 2022. The focus is on labour force, employment and unemployment levels and rates; an outline of population migration trends is also provided.

Population by Labour Market Status (ILO defined), Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO data

* Indicates that the number is too small to report

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Population

Between quarter 4 2021-quarter 4 2022:

- increase in population of 127,700
- 89,000 increase in working age population
- those aged less than 15 years increased by 12,900; an increase of 25,800 for those aged 65 years and older

Labour market and related indicators

In 2022 (annual average),

- there were 2.55 million persons in employment; an increase of 158,100 persons (or 7%) compared to 2021
- 119,400 persons were unemployed (aged 15-74), a decrease of 38,400 persons (or 24%) compared to 2021

In quarter 4 2022,

- the employment rate stood at 73.2%
- the unemployment rate stood at 4.2%

Employment composition (Q4 2022)

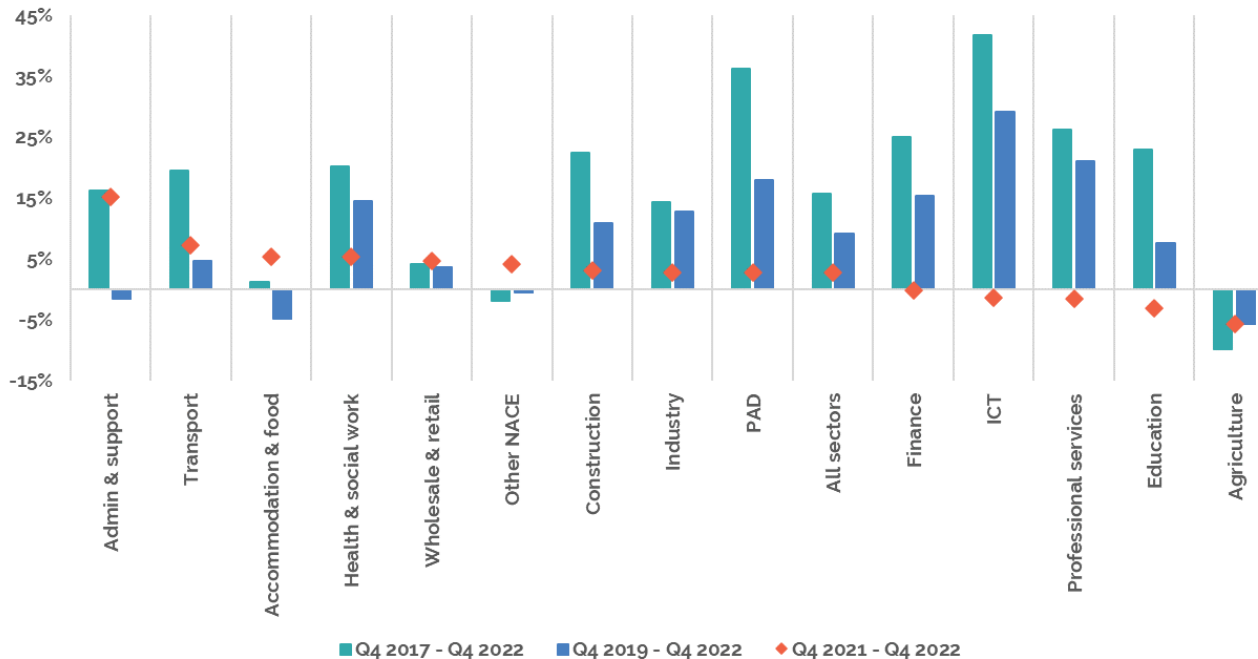
- Males accounted for 53% of total employment
- Full-time employment accounted for 78%
- 69% of employment was concentrated in the 25-54-year age group
- 53% had attained the equivalent of ordinary degree level or higher (NFQ 7-10).

Section 3

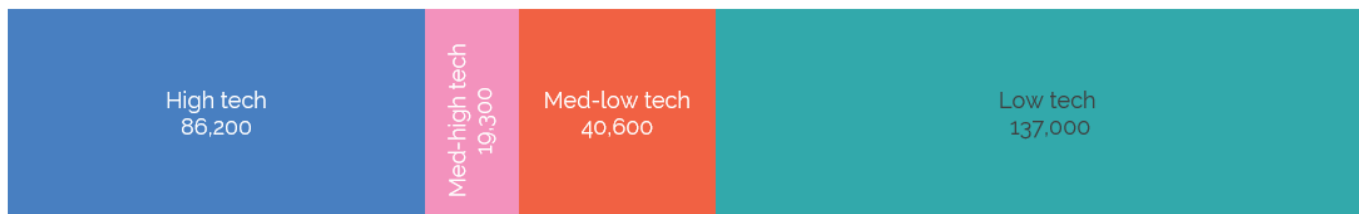
Employment by Economic Sector

This section analyses Ireland's workforce at sectoral level, presenting the sectors in which Ireland's 2.5 million persons were employed in quarter 4 2022.

Employment Growth by Sector, Q4 2017-Q4 2022, Q4 2019-Q4 2022 and Q4 2021-Q4 2022



Manufacturing Employment by Technological Intensity, Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO data

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Employment by sector

Between quarter 4 2021 - quarter 4 2022, the highest growth rates were for administrative & support services (+15%), transport (+7%), accommodation & food (+5%), health (+5%), and wholesale & retail (+5%).

Employment growth by sector (quarter 4 2017-quarter 4 2022)

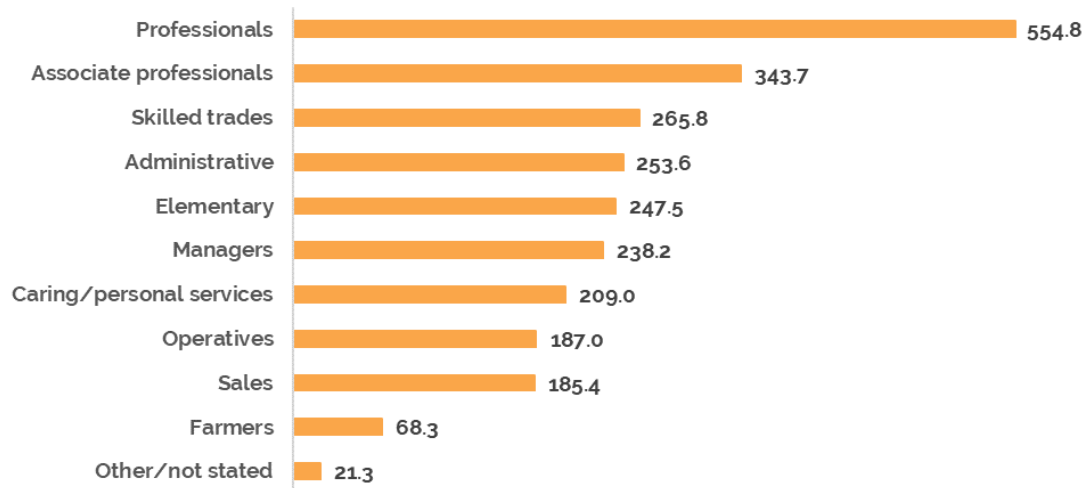
- Industry:** employment levels increased across all industrial sub-sectors; the manufacturing sub-sector grew by 13%, largely driven by high-tech manufacturing (+25,600 persons)
- Construction:** employment grew by 22% (or 29,900 persons); the strongest relative growth was in civil engineering
- Agriculture:** employment levels declined by 10,900 persons or 10%
- Services (includes 11 sectors):** employment increased by 17%, with 288,200 additional persons employed; employment grew in all sub-sectors excluding other NACE sectors; the largest growth was in ICT (+42%), PAD (+36%), professional activities (26%) and financial activities (25%).

Section 4

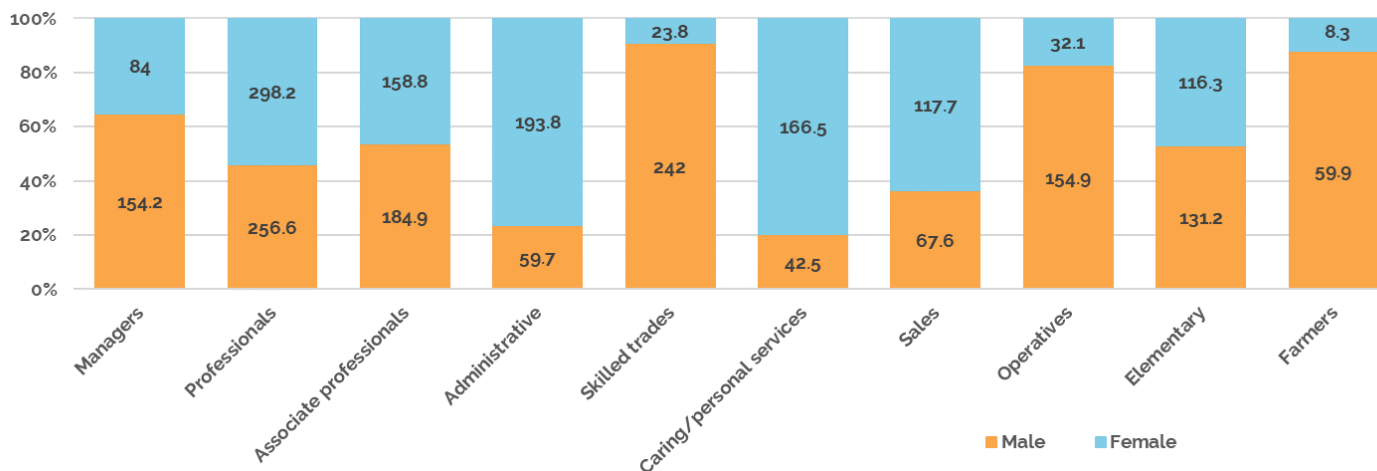
Employment by Broad Occupation

This section examines employment by broad occupation across several variables.

Employment by Broad Occupational Group (000s), Quarter 4 2022



Employment by Gender and Broad Occupational Group (000s), Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO data

Employment growth by occupation

(Quarter 4 2019-Quarter 4 2022)

Compared to pre-COVID-19 levels, employment grew across almost all occupations, with the exception of sales and elementary workers. The strongest employment growth was for managerial occupations (increased by 26%), and associate professionals (+25%).

Employment characteristics

(Quarter 4 2022)

Gender: At least three quarters of employment was female amongst administrative (76%) & personal services (80%) occupations; males accounted for 88% of employment amongst farmers, 91% for skilled trades and 83% for operatives.

Education: Those with third level qualifications accounted for the largest share of employment for professionals (95%), associate professionals (77%) and managers (66%); the highest shares of higher secondary/FET qualification holders were in skilled trades (at 61%), sales (60%), elementary (57%) and caring/personal services (54%).

Citizenship: Elementary workers had the highest share of non-Irish citizens (25%), followed by skilled trades (23%) and operatives (22%).

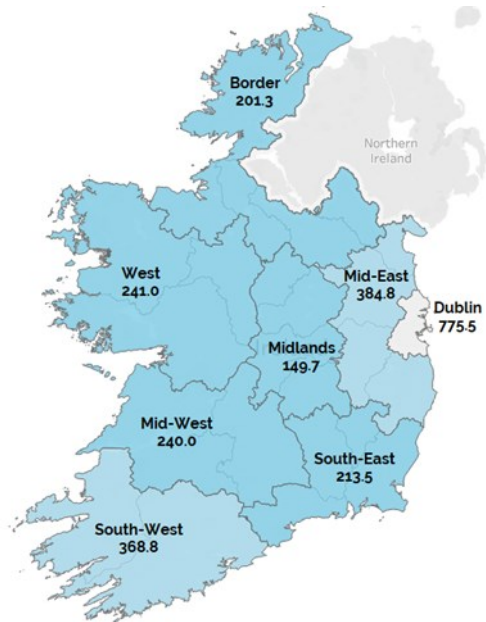
Full-time/part-time: At least 88% of persons in managerial, skilled trades, operatives and professional occupations were working full-time; approx. half employed in sales & elementary occupations were working full-time.

Section 5

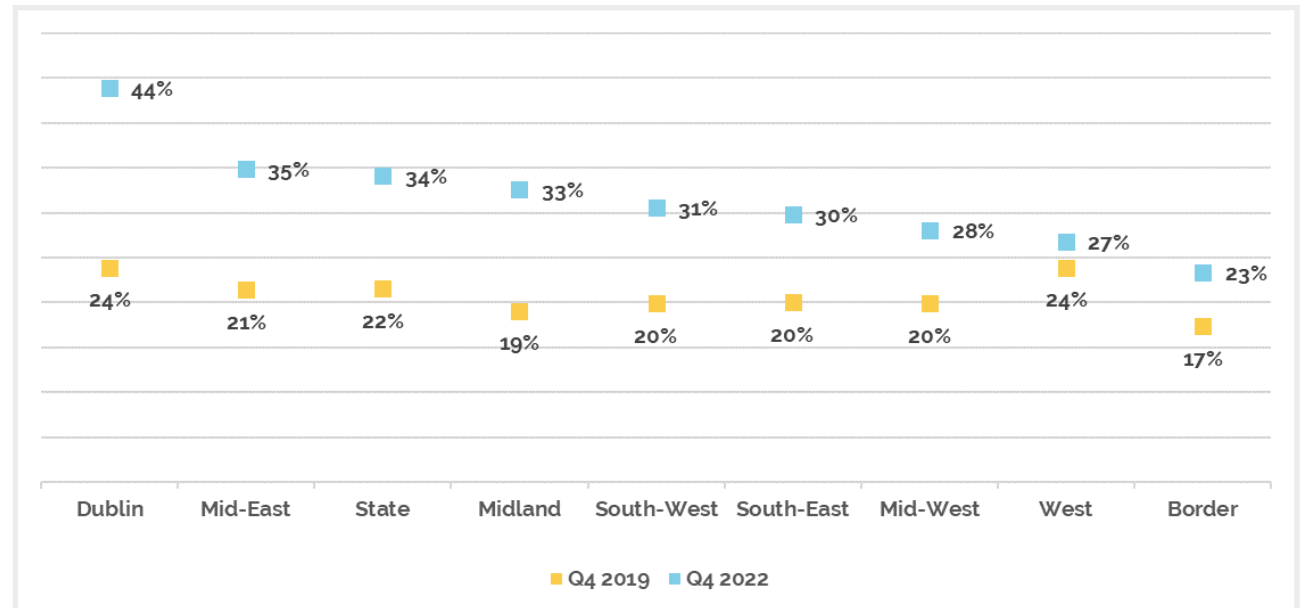
Regional Labour Market Overview

This section provides an overview of Ireland's labour market at regional level. Key indicators, comprising labour force participation rates, employment (by a range of variables including sector, occupation, education, age, gender, and professional status) and unemployment are examined.

Employment (000s) by Region, Quarter 4 2022



Employed Persons Who Usually or Sometimes Worked from Home (%), Q4 2019 & Q4 2022



Source: SLMRU (SOLAS) analysis of CSO data

Labour force participation by region: Dublin had the highest labour force participation rate at 67.7%, followed by the Mid-East region at 67.0%. For all other regions, the labour force participation rate was below the national average (64.6%), with the lowest rate of all being for the Mid-West region at 61.3% (quarter 4 2022).

Employment growth: Employment grew in each region between quarter 4 2019 and quarter 4 2022; the largest increase in employment in absolute terms was for the Dublin region (+51,100 persons), with the Midland and Mid-East having the largest relative growth, each at 12%.

Working from home: In quarter 4 2022, Dublin had the highest share of persons who usually or sometimes worked from home, at 44%, with the lowest share in the Border region at 23%.

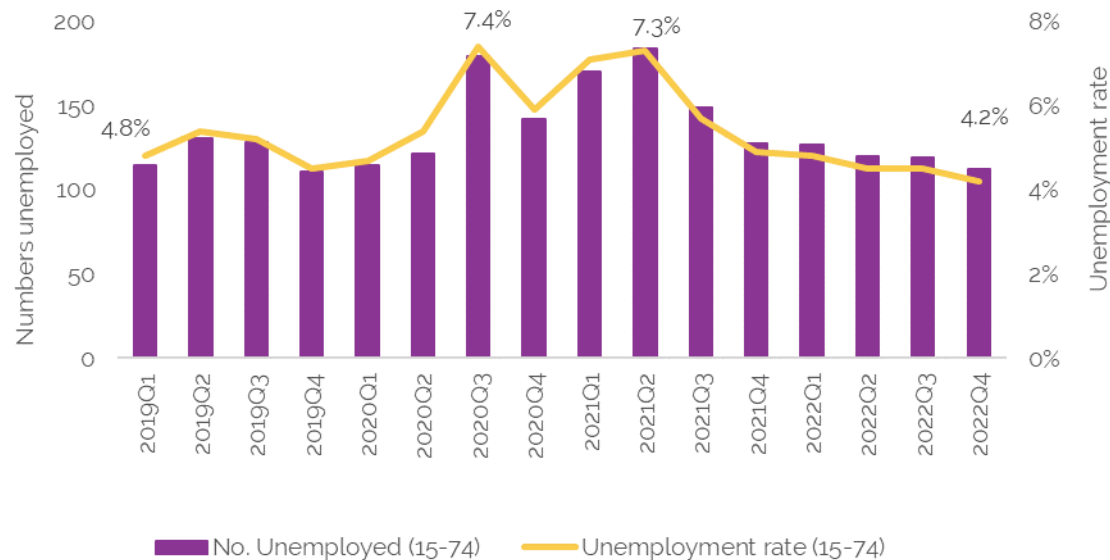
Unemployment levels: When compared to quarter 4 2021, unemployment levels fell in all but the Border region in quarter 4 2022; the unemployment rate was highest in the South-East region, at 5.4%, and the lowest rate was in the South West, at 3%.

Section 6

Unemployment

This section provides a profile of the persons who were unemployed over the period 2019–2022. The analysis examines unemployment by age, gender, sector and occupation of previous employment (where relevant), citizenship and education.

Unemployment Levels (000s) and Unemployment Rate (%), Quarter 1 2019 – Quarter 4 2022



Profile of unemployed persons, 2022

(annual averages):

Gender: 52% males

48% females

Age: 29% aged 15-24 years

43% aged 25-44 years

28% aged 45-74 years

Citizenship: 78% Irish citizens

22% non-Irish citizens

Source: SLMRU (SOLAS) analysis of CSO data

Unemployment by sector: In 2022, the highest number of unemployed persons had previously worked in construction, transport or industry with a combined total of 16,000 persons. The highest unemployment rate was observed in accommodation/food although these relate to small numbers. In contrast, the health, education and public administration and defence sectors combined had the lowest unemployment rate (at 2.0%).

Unemployment by occupation: In 2022, 38% of those unemployed did not state a previous occupation; a further 17% had previously worked in operative or elementary occupations, 14% in sales occupations, and 13% for associate professionals combined with administrative occupations.

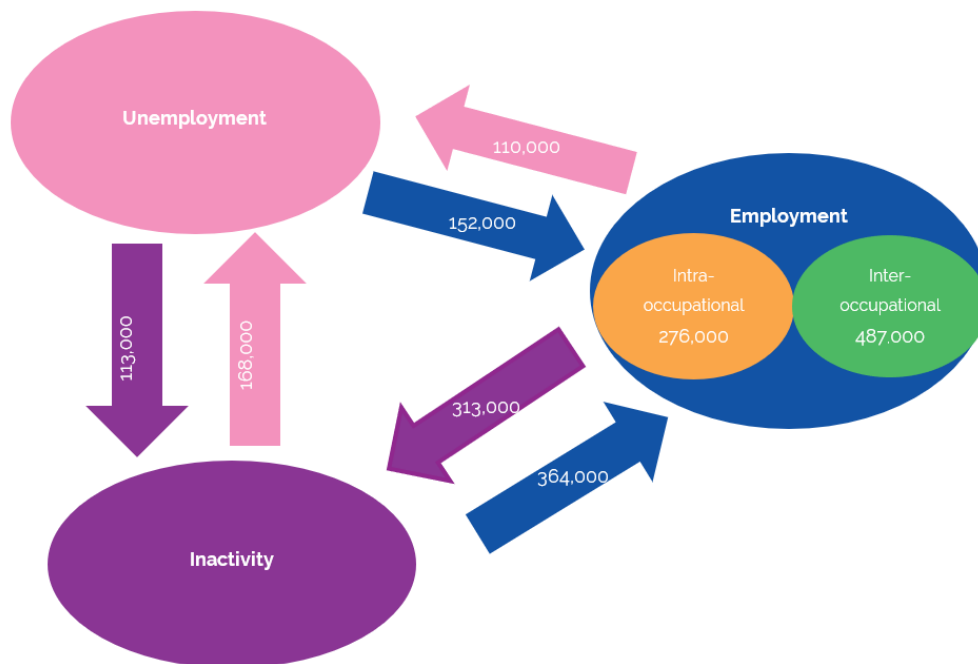
Unemployment by education: In 2022, 42% of all persons unemployed had a higher secondary education/FET qualification, 37% had a third level qualification and 21% held lower secondary education or less.

Section 7

Labour Market Transitions and Recent Job Hires

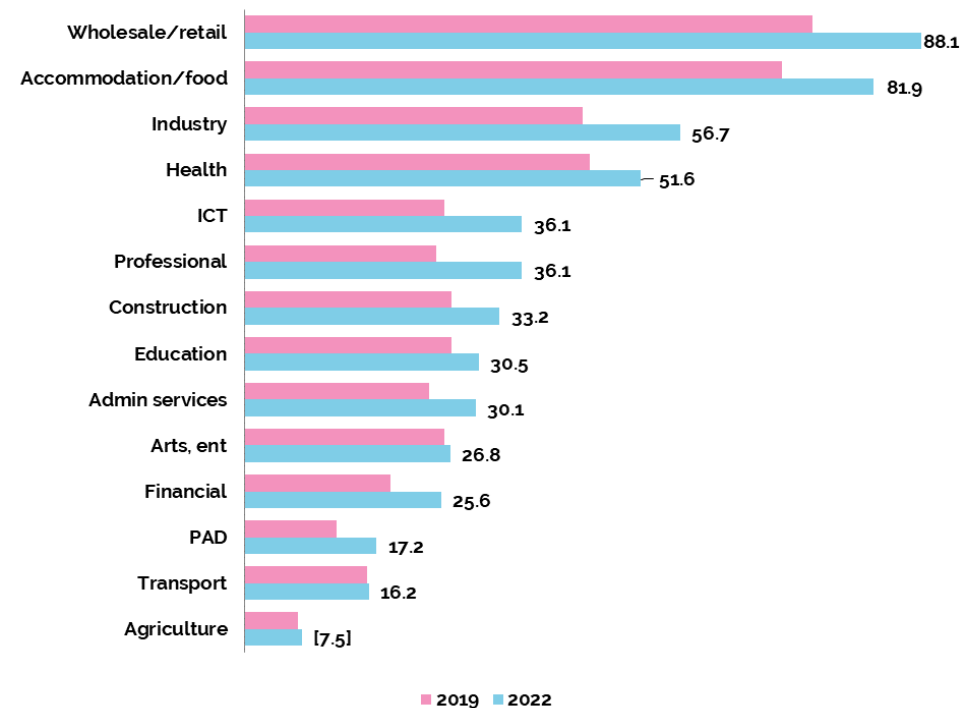
This section provides an analysis of labour market transitions and recent job hires. The change in the labour market status of individuals – employment, unemployment and economic inactivity – between two points in time is referred to as a 'labour market transition'. Recent job hires data refers to those who commenced employment in the previous three months.

Labour Market Transitions, 2022 (Sum of four quarters)



Source: SLMRU (SOLAS) analysis of CSO data

Recent job hires by sector (000s), 2019 and 2022



Labour market transitions: Approximately 1.98 million transitions occurred in the labour market in 2022, compared to 2.02 million in 2021. The most significant change between 2021 and 2022 related to a decline in movements into employment (from unemployment or inactivity) as the effects of COVID-19 eased, and a considerable increase (+203,000) in the number of transitions for those changing occupations.

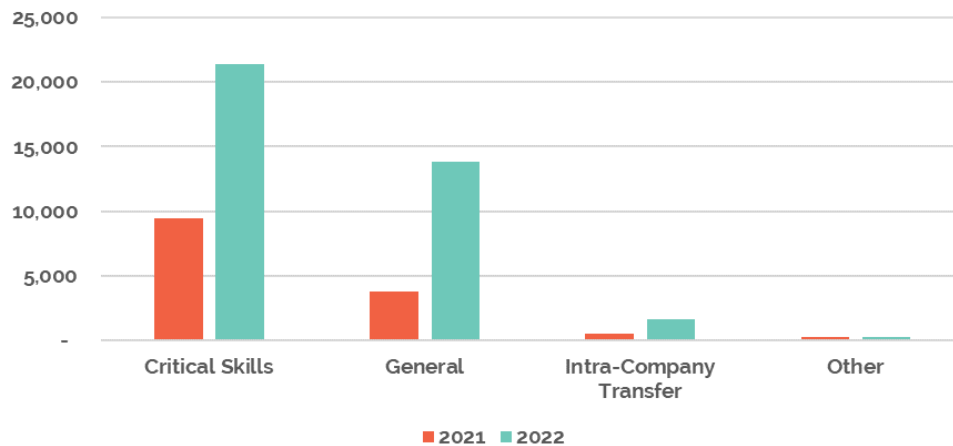
Recent job hires: When the four quarters of 2022 are summed, there were over half a million recent job hires (542,000), an increase of 9% on 2021 and 22% on 2019. Of those recently hired in 2022, 63% were hired for full-time positions; over two-fifths (41%) were aged 15-24 years; 46% held third level qualifications; 38% were hired for professional and elementary occupations combined; 31% were for roles in the wholesale & retail and accommodation & food sectors combined.

Section 8

Employment Permits

An employment permit is a requirement for all non-EEA nationals who wish to take up employment in Ireland (unless an exemption applies). An analysis of the occupations for which employment permits are issued allows policymakers to ascertain the areas where employers are having difficulty in sourcing suitably qualified candidates from the Irish and EU labour market.

New Employment Permits by Type, 2021-2022



New Employment Permits by Broad Occupation, 2021-2022



Approximately 37,000 new employment permits were issued in 2022, far exceeding the 14,000 issued in 2021 (and indeed any previous year).

Permits by type:

57% critical skills permits

37% general employment permits

4% intra-company transfer permits

Permits by sector:

The health sector accounted for 25% and the ICT sector for 28% of all new permits issued in 2022.

Permits by occupation:

Professional occupations accounted for the majority of new permits issued in both 2021 and 2022. They also accounted for over half (53%) of the growth in the number of new permits issued since 2021.

Top new permits issued in 2022 by occupation:

- Software developers/engineers
- Nurses
- Healthcare assistants
- Chefs
- Medical practitioners
- IT analysts
- Meat processing operatives
- Financial & business analysts
- Accountants
- Engineers

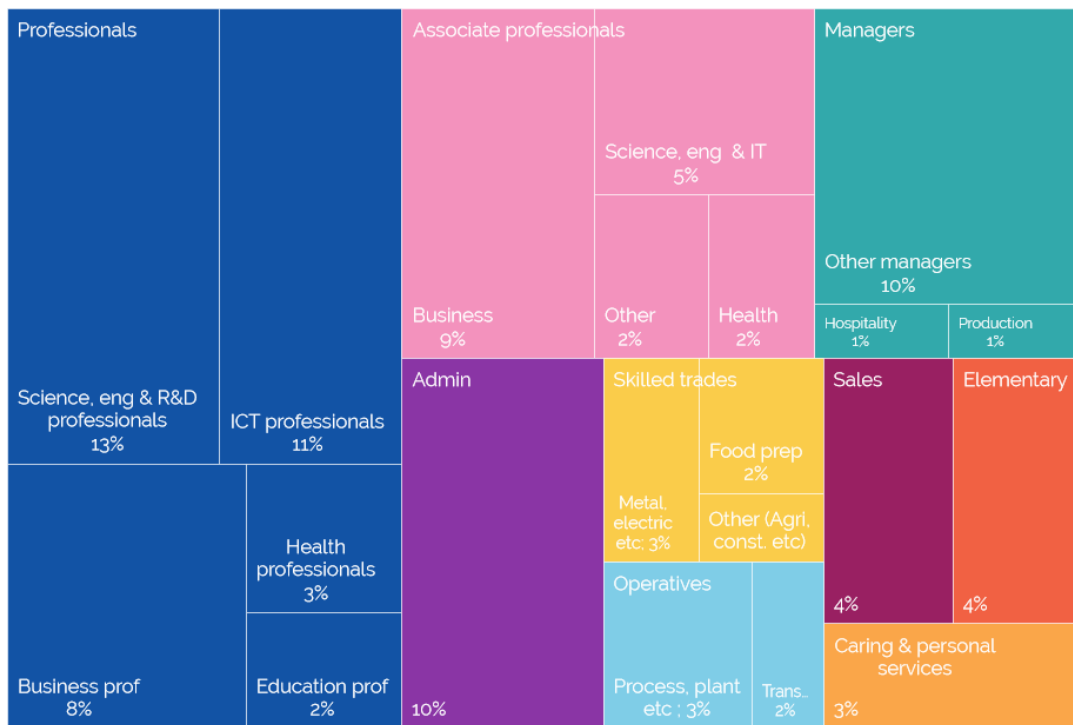
Source: DETE

Section 9

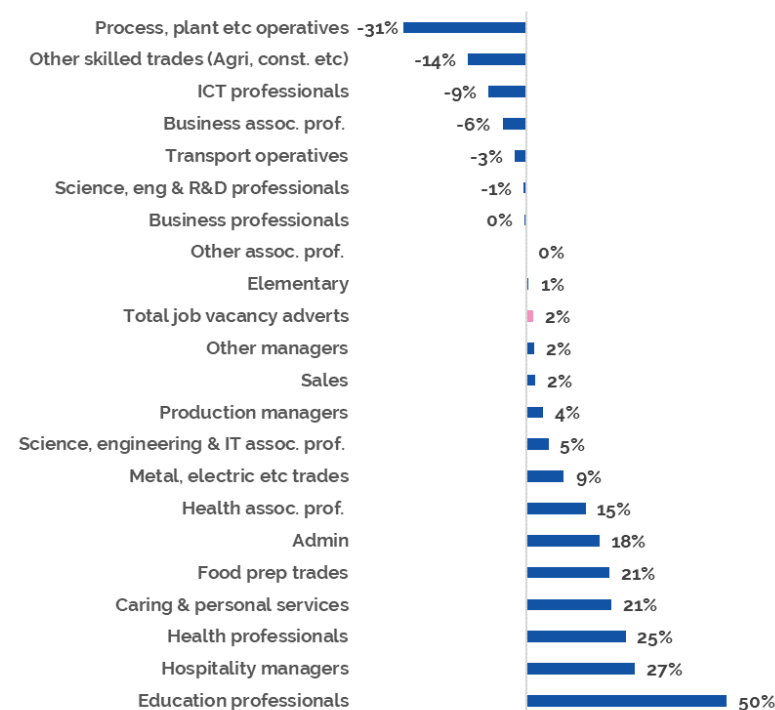
Job Vacancies

This section provides an analysis of job vacancy data in Ireland. It examines a number of indicators including CSO job vacancy numbers and rates by sector, advertised job vacancies (two sources: OVATE (CEDEFOP) and JobsIreland.ie (DSP) by occupation, and results of the SLMRU's own Recruitment Agency Survey.

OVATE online job vacancy adverts by broad occupational group, 2022



Percentage change in job vacancy adverts by occupational sub-groups, 2021-2022



Source: CEDEFOP

Skills in online job vacancy adverts (OVATE): Business and administration knowledge (e.g. project management, customer service and quality standards) was the most frequently requested skill in 2022, followed by ICT skills and personal skills and development (e.g. teamwork, communication, assertiveness).

DSP JobsIreland.ie vacancies: Vacancies for personal services roles (e.g. care workers, healthcare assistants, support workers) accounted for two-fifths of vacancies notified in 2022; vacancies were also frequently mentioned for chefs, meat processing operatives, sales assistants, agricultural roles and welders/fabricators.

CSO job vacancy numbers: The CSO reported 28,500 vacancies in quarter 4 2022, a job vacancy rate of 1.3%; vacancy rates were highest for professional activities (3.3%) and financial activities (2.8%).

Section 10

Occupational Employment Profiles

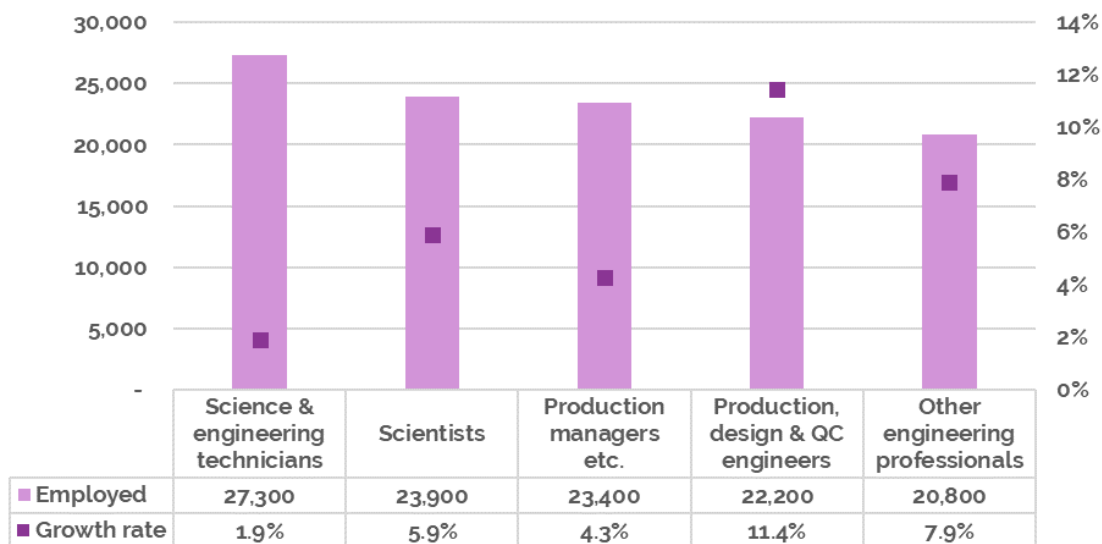
This section provides a statistical analysis of employment at occupational level. Employment profiles are provided for over 95 occupations. The occupations were based on the Standard Occupational Classification (SOC) 2010; in cases where estimated employment was too small to report for statistical reasons, two or more occupations were merged. All of the occupations were then grouped into 16 occupational groups. In general, occupations that were associated with the same sector of employment or occupations with similar duties were grouped together.

The occupational groups were as follows:

- science and engineering occupations
- ICT occupations
- business and financial occupations
- healthcare occupations
- education occupations
- social and care occupations
- legal and security occupations
- construction occupations
- other craft occupations
- agriculture and animal care occupations
- hospitality occupations
- arts, sports and tourism occupations
- transport and logistics occupations
- administrative and secretarial occupations
- sales, marketing and customer service occupations
- operative and elementary occupations (labourers) n.e.c.

10.1 Science & Engineering Occupations

Numbers employed, 2022 (annual average) & annual average growth rates (2017-2022)



Source: SLMRU (SOLAS) analysis of CSO data

| | |
|-------------------------------|---|
| Overall employment 2022 | 117,600 |
| Share of total workforce | 4.6% |
| Main sectors of employment | 55% - Industry 17% - Professional activities |
| Employment growth | +28,800 (2017 - 2022) +5.8% on average annually (+3.0% for total workforce) |
| % female | 33% |
| % full-time | 97% |
| % aged 55 years and over | 14% |
| % Irish citizens | 79% |
| % third level graduates | 87% |
| New employment permits issued | 3,945 |

Overall outlook for these occupations

Employment grew strongly for this occupational group over the five-year period, with above average growth across all occupations excluding technicians. The recent slowdown of outputs and exports from multinational enterprises, including pharma-related manufacturing, may dampen future growth for some of these occupations if this pattern persists. However, the impact of the green agenda (sustainability) means that as industries in Ireland address issues such as sustainable sourcing, circular lifecycles, energy efficiency, and waste minimization, the skills mix of the workforce will also need to evolve, with a continued strong demand for scientists and engineers in order to fully implement these changes. Output from third level education remains strong. Nonetheless, while these numbers are more than sufficient to meet replacement demand and growth, the skills of these graduates are in strong demand across of a wide range of other economic sectors (e.g. education, health, ICT).

Shortages:

Analytical, process, and medical scientists

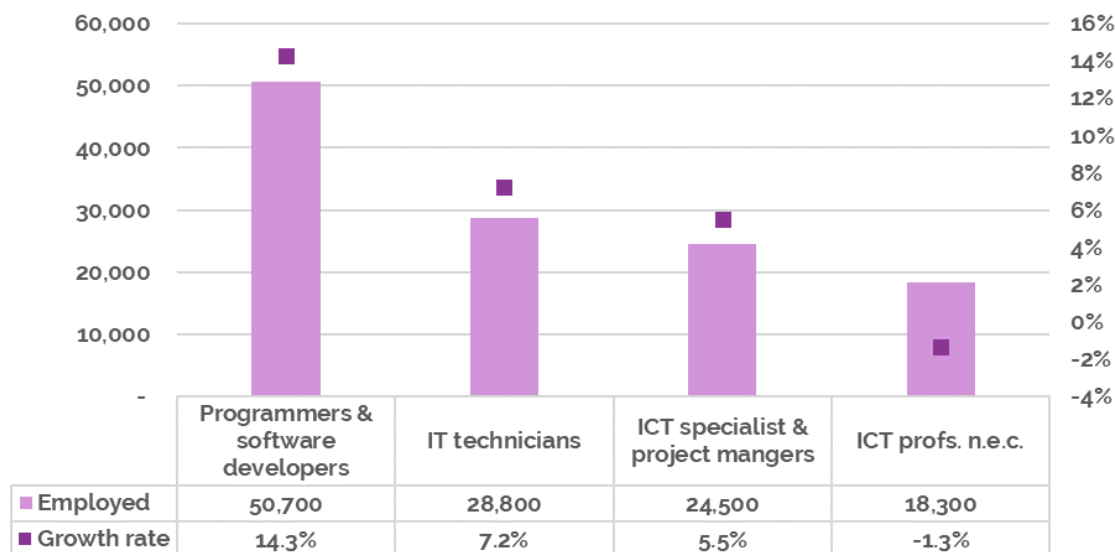
Quality control/assurance, process, and design engineers

Engineers (mechanical, electrical, automation)

Maintenance/lab technicians

10.2 ICT Occupations

Numbers employed, 2022 (annual average) & annual average growth rates (2017-2022)



| | |
|-------------------------------|---|
| Overall employment 2022 | 122,300 |
| Share of total workforce | 4.8% |
| Main sectors of employment | 70% - ICT 9% - Financial activities 8% - Industry |
| Employment growth | +37,700 (2017 - 2022) +7.7% on average annually (+3.0% for total workforce) |
| % female | 24% |
| % full-time | 97% |
| % aged 55 years and over | 9% |
| % Irish citizens | 65% |
| % third level graduates | 86% |
| New employment permits issued | 9,068 |

Source: SLMRU (SOLAS) analysis of CSO data

Overall outlook for these occupations

Following a period of expansion during the COVID-19 pandemic, many of the large ICT firms in Ireland announced layoffs, restructuring and recruitment freezes in 2022. These changes have not been reflected in the employment data, with employment in the ICT sector reaching its highest levels ever by quarter 2 2023.

A considerable share of persons employed are non-Irish citizens which is also reflected in the large volume of employment permits issued for this group. Supply from the education and training system remains strong, with nearly 8,000 graduates from ICT programmes at third level alone. Despite this, demand for a range of ICT skills remains strong across sectors, with shortages likely to persist, although possibly less acute than in earlier years.

Shortages:

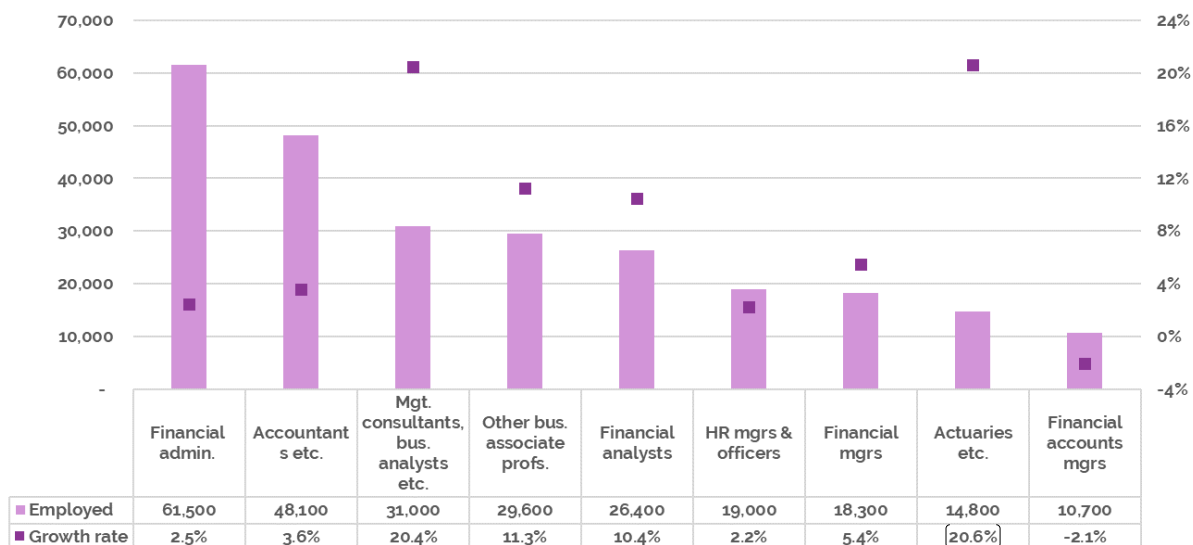
IT project managers

Software developers/engineers

IT analysts/engineers

10.3 Business & Financial Occupations

Numbers employed, 2022 (annual average) & annual average growth rates (2017-2022)



Source: SLMRU (SOLAS) analysis of CSO data; Numbers in brackets should be treated with caution

| | |
|-------------------------------|---|
| Overall employment 2022 | 259,400 |
| Share of total workforce | 10.2% |
| Main sectors of employment | 35% - Financial activities 20% - Professional activities 10% - Industry 7% - ICT |
| Employment growth | +70,100 (2017 - 2022) +6.5% on average annually (+3.0% for total workforce) |
| % female | 55% |
| % full-time | 88% |
| % aged 55 years and over | 14% |
| % Irish citizens | 82% |
| % third level graduates | 82% |
| New employment permits issued | 4,365 |

Overall outlook for these occupations

Employment has grown steadily for this occupational group in recent years, with an additional 70,000 persons employed since 2017. Although the financial sector has been performing well overall, it faces significant skills challenges with the shift in consumer demand for retail banking, increased digitalisation and the move to sustainable financing.

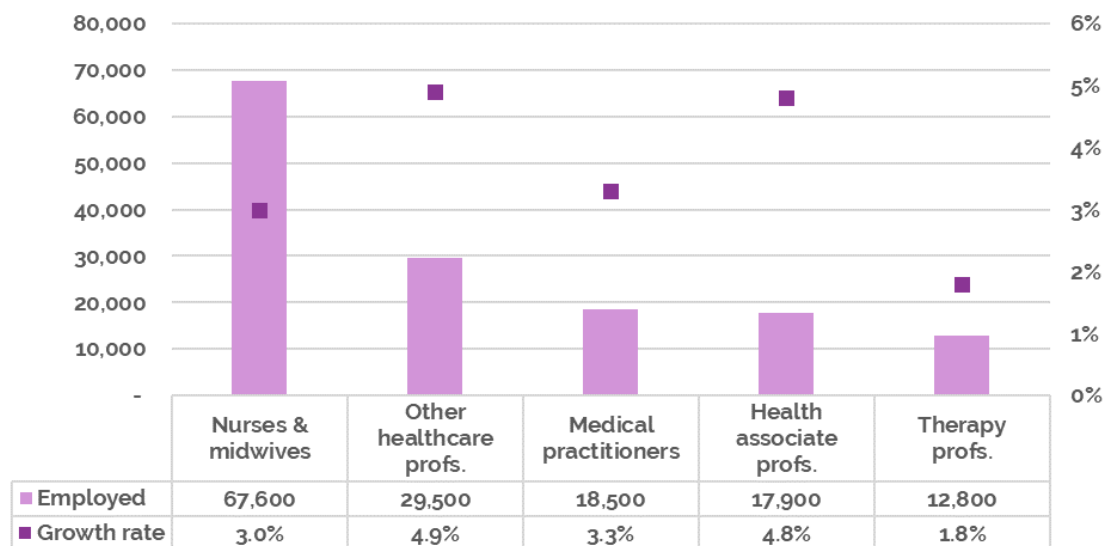
Enterprise Ireland's Spotlight on Skills data identified human resource management, leadership, communication, and project management as key business skills in demand across a range of sectors. Upskilling and reskilling will be essential across the business and financial occupations in the coming years so as to successfully navigate changes resulting from digitalisation, automation and the increased focus on sustainable finance.

Shortages:

No shortages have been identified for these occupations at present

10.4 Healthcare Occupations

Numbers employed, 2022 (annual average) & annual average growth rates (2017-2022)



Source: SLMRU (SOLAS) analysis of CSO data

| | |
|-------------------------------|---|
| Overall employment 2022 | 146,300 |
| Share of total workforce | 5.7% |
| Main sectors of employment | 88% - Health sector |
| Employment growth | +23,000 (2017 - 2022) +3.5% on average annually (+3.0% for total workforce) |
| % female | 78% |
| % full-time | 79% |
| % aged 55 years and over | 19% |
| % Irish citizens | 75% |
| % third level graduates | 93% |
| New employment permits issued | 6,398 |

Overall outlook for these occupations

Employment growth over the five-year period for healthcare occupations was slightly above the national average although growth between 2021 and 2022 was particularly strong, with an additional 15,000 persons employed. Employment permits continued to be a significant source of skills for these occupations with nearly 6,400 new permits issued in 2022.

Progress was made in 2022 in addressing staffing needs according to the Sláintecare Action Plan 2023. Despite this, demand across all healthcare occupations remains strong. The number of training places for many healthcare occupations is expected to increase strongly in the coming years, particularly for nursing, medicine, and therapy related courses, which may go some way in alleviating current issues with sourcing many of the healthcare occupations.

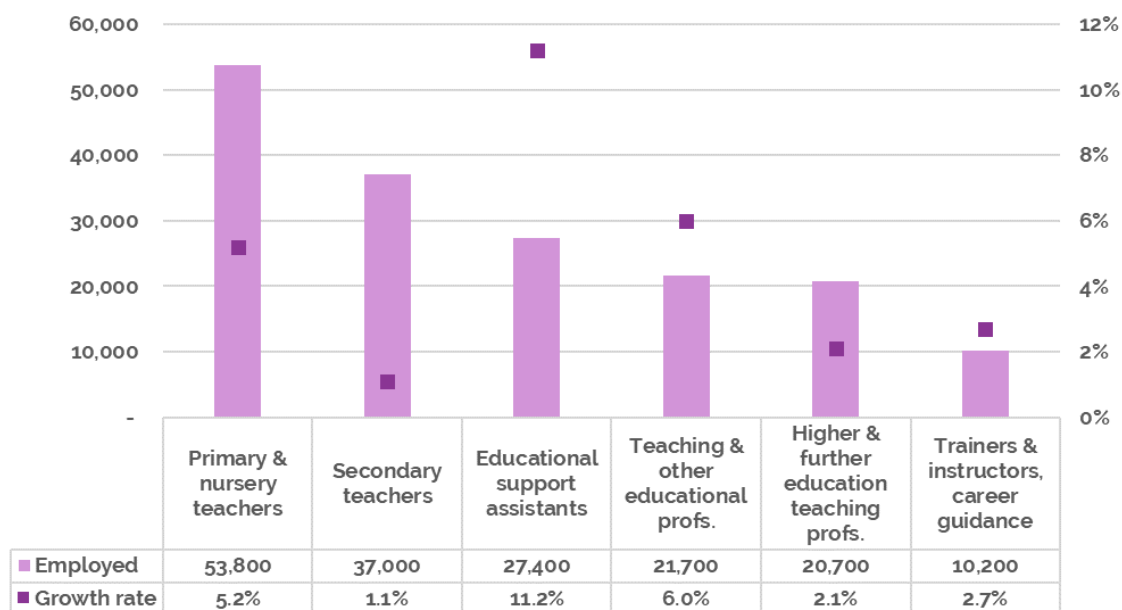
Shortages:

Medical practitioners

Nurses

10.5 Education Occupations

Numbers employed, 2022 (annual average) & annual average growth rates (2017-2022)



Source: SLMRU (SOLAS) analysis of CSO data

| | |
|-------------------------------|---|
| Overall employment 2022 | 170,700 |
| Share of total workforce | 6.7% |
| Main sectors of employment | 94% - Education sector |
| Employment growth | +34,000 (2017 - 2022) +4.5% on average annually (+3.0% for total workforce) |
| % female | 75% |
| % full-time | 79% |
| % aged 55 years and over | 19% |
| % Irish citizens | 92% |
| % third level graduates | 86% |
| New employment permits issued | 126 |

Overall outlook for these occupations

The annual average employment growth for education occupations was above the national average, although more recently between 2021 and 2022, the increase was slower, with an additional 3,100 persons employed. Growth was primarily driven by increases in the numbers employed as primary school teachers and educational support assistants. The war in Ukraine has had an impact on enrolment figures in the education and training system, as the official enrolment projections pre-date the war.

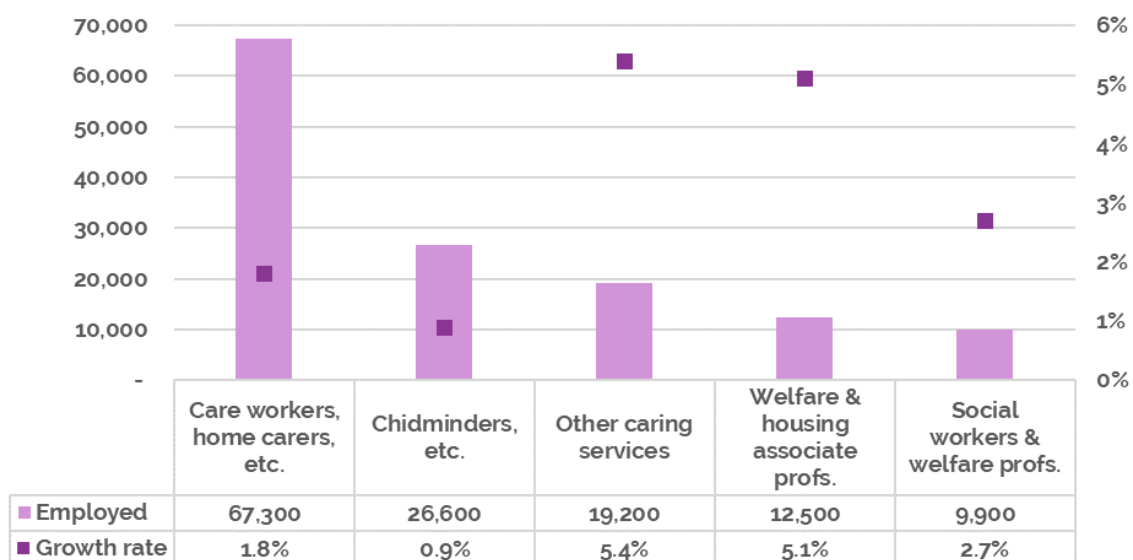
Future demand for teaching professionals will be dependent on enrolment levels across all regions in Ireland, any changes to pupil-teacher ratios and other policy initiatives. In terms of supply, increased provision will help alleviate staffing needs, but as is the case for many key occupations, the increased cost of living and the shortage of housing supply in certain regions also appears to be having an impact on the recruitment and retention of teachers in Ireland.

Shortages:

No shortages have been identified for these occupations at present

10.6 Social & Care Occupations

Numbers employed, 2022 (annual average) & annual average growth rates (2017-2022)



Source: SLMRU (SOLAS) analysis of CSO data

| | |
|-------------------------------|---|
| Overall employment 2022 | 135,500 |
| Share of total workforce | 5.3% |
| Main sectors of employment | 87% - Health 7% - Other NACE activities |
| Employment growth | +15,400 (2017 - 2022) +2.4% on average annually (+3.0% for total workforce) |
| % female | 80% |
| % full-time | 65% |
| % aged 55 years and over | 21% |
| % Irish citizens | 82% |
| % third level graduates | 42% |
| New employment permits issued | 2,898 |

Overall outlook for these occupations

Employment growth for social and care occupations is slightly below the national average, with an additional 15,000 persons in employment since 2017. Employment is primarily in the health sector. The number of new employment permits issued grew from 60 in 2021 to almost 2,900 in 2022 due to both increased demand and the re-introduction of quotas for care workers. Demand for these roles in the coming years will be dependent on changing demographics, with the number of 0-4-year-olds declining and the number of those aged 65 years and older rising.

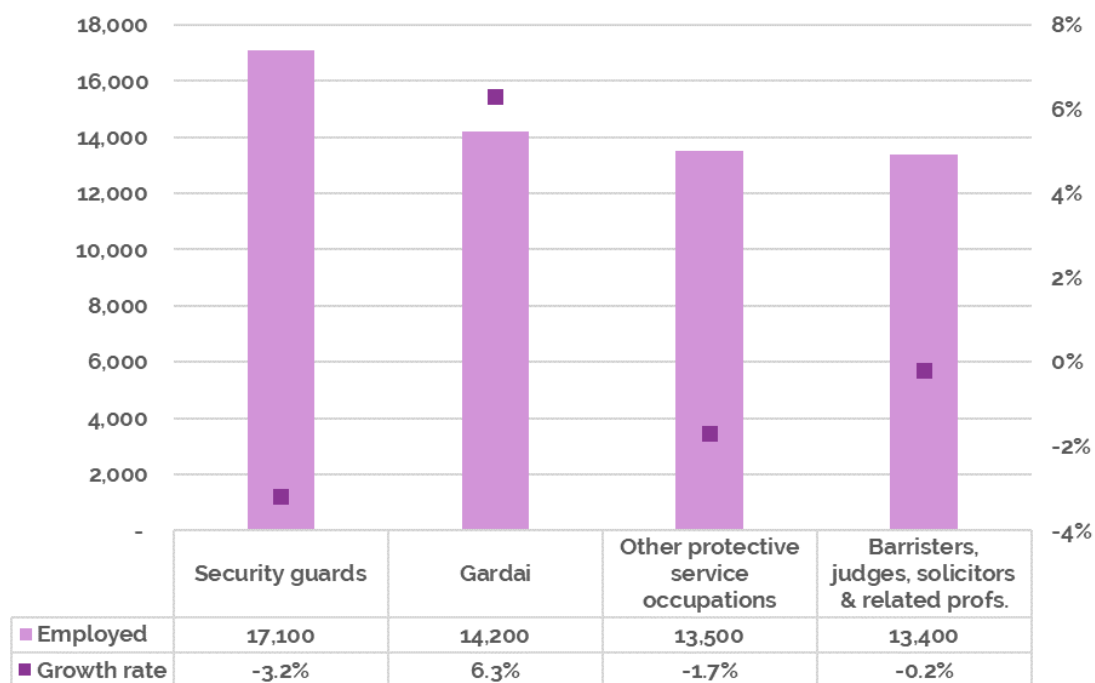
Shortages:

Healthcare assistants

Care workers (labour shortage)

10.7 Legal & Security Occupations

Numbers employed, 2022 (annual average) & annual average growth rates (2017-2022)



Source: SLMRU (SOLAS) analysis of CSO data

| | |
|-------------------------------|---|
| Overall employment 2022 | 58,100 |
| Share of total workforce | 2.3% |
| Main sectors of employment | 47% - Public admin & defence 20% - Admin & support services 18% - Professional activities |
| Employment growth | Marginal decline -0.2% on average annually (+3.0% for total workforce) |
| % female | 27% |
| % full-time | 88% |
| % aged 55 years and over | 16% |
| % Irish citizens | 88% |
| % third level graduates | 59% |
| New employment permits issued | 26 |

Overall outlook for these occupations

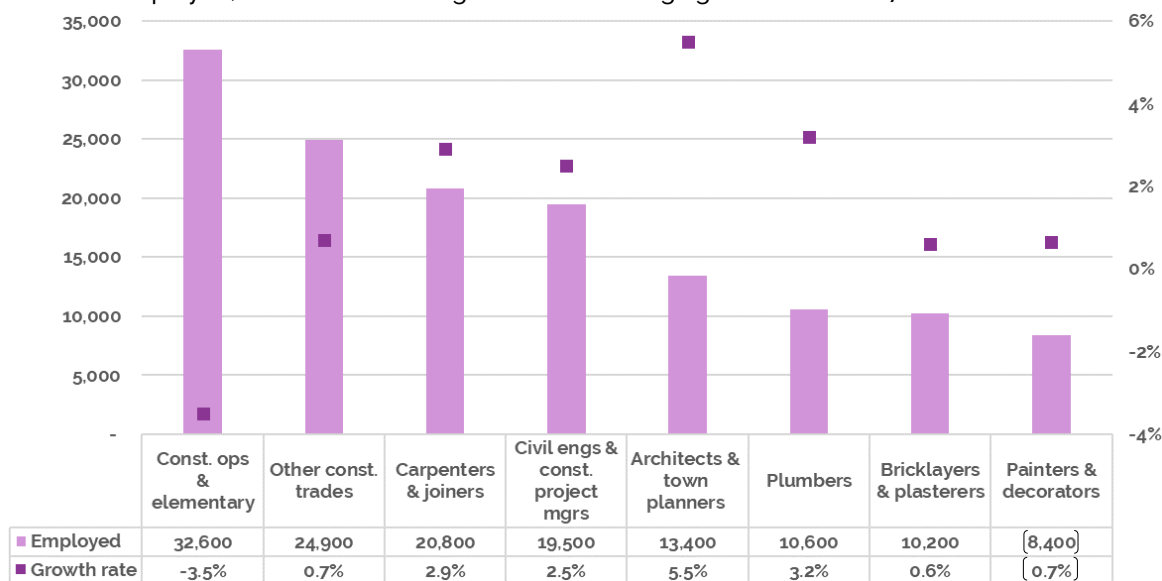
The annual average employment growth for this occupational group over the five-year period was negative, with overall employment declining between 2021 and 2022. Future growth for these occupations will depend on Government policies for those reliant on public sector funding; for security guards, demand will depend on the level of public consumption in the areas of hospitality and entertainment along with occupancy levels in offices post-COVID.

Shortages:

No shortages have been identified for these occupations at present

10.8 Construction Occupations

Numbers employed, 2022 (annual average) & annual average growth rates (2017-2022)



Source: SLMRU (SOLAS) analysis of CSO data; Numbers in brackets should be treated with caution

| | |
|-------------------------------|--|
| Overall employment 2022 | 145,000 |
| Share of total workforce | 5.7% |
| Main sectors of employment | 72% - Construction 12% - Professional activities 8% - Industry |
| Employment growth | +6,000 (2017 - 2022) +0.8% on average annually (+3.0% for total workforce) |
| % male | 96% |
| % full-time | 94% |
| % aged 55 years and over | 18% |
| % Irish citizens | 80% |
| % third level graduates | 33% |
| New employment permits issued | 1,346 |

Overall outlook for these occupations

Employment levels in construction occupations fell during the COVID-19 pandemic, with employment numbers only returning to pre-COVID-19 levels in 2022. Demand for construction-related skills is expected to be particularly driven by Government targets for housing and climate action. An estimated 50,000 new entrants will be required across all skill levels over the period 2023-2030 to deliver Government targets for housing and retrofitting alone. The transition to a zero carbon economy and the increased adoption of modern methods of construction will have significant implications for construction-related skills, with the changing skills mix of a range of existing occupations likely to require considerable levels of upskilling/reskilling.

Shortages:

Civil engineers & construction project managers

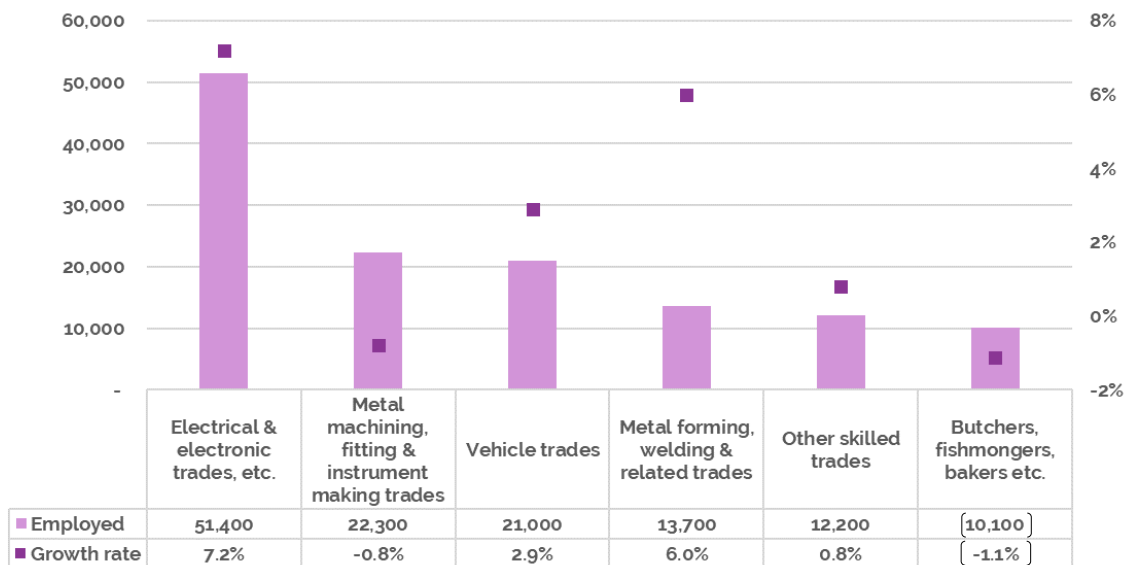
Quantity surveyors

Plumbers

Carpenters

10.9 Other Craft Occupations n.e.c.

Numbers employed, 2022 (annual average) & annual average growth rates (2017-2022)



Source: SLMRU (SOLAS) analysis of CSO data; Numbers in brackets should be treated with caution

| | |
|-------------------------------|---|
| Overall employment 2022 | 130,700 |
| Share of total workforce | 5.1% |
| Main sectors of employment | 36% - Industry 22% - Construction 17% - Wholesale & retail 8% - ICT |
| Employment growth | +20,300 (2017 - 2022) +3.4% on average annually (+3.0% for total workforce) |
| % male | 94% |
| % full-time | 94% |
| % aged 55 years and over | 17% |
| % Irish citizens | 81% |
| % third level graduates | 29% |
| New employment permits issued | 1,106 |

Overall outlook for these occupations

The five-year annual average employment growth for other craft occupations was above the national average, driven primarily by growth in employment between 2021 and 2022 with an additional 23,000 persons employed (mainly electricians). Employment in these occupations in 2022 was across industry, construction, wholesale/retail and ICT. Future outlooks for this occupational group will vary depending on the main sector of employment for the individual occupations, with up-skilling/reskilling requirements a feature for many of these roles due to increased digitalisation and automation.

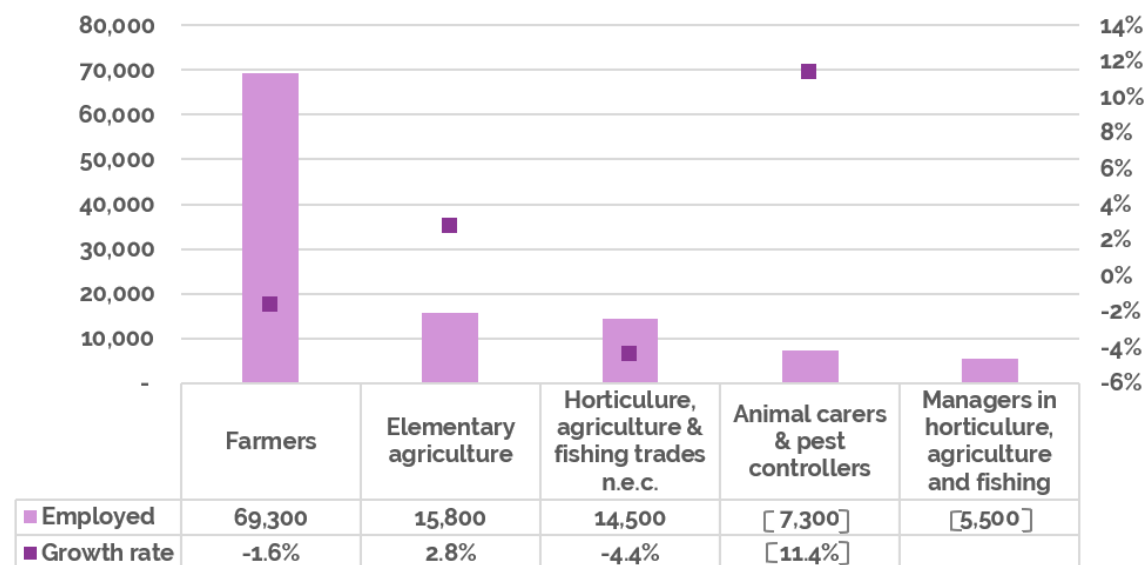
Shortages:

Welders/fabricators

CNC programmers

10.10 Agriculture & Animal Care Occupations

Numbers employed, 2022 (annual average) & annual average growth rates (2017-2022)



Source: SLMRU (SOLAS) analysis of CSO data; Numbers in brackets should be treated with caution

| | |
|-------------------------------|--|
| Overall employment 2022 | 112,300 |
| Share of total workforce | 4.4% |
| Main sectors of employment | 84% - Agriculture sector |
| Employment growth | -2,100 (2017 - 2022) -0.4% on average annually (+3.0% for total workforce) |
| % female | 17% |
| % full-time | 72% |
| % aged 55 years and over | 49% |
| % Irish citizens | 94% |
| % third level graduates | 21% |
| New employment permits issued | 1,156 |

Overall outlook for these occupations

Overall employment numbers for agriculture and animal care occupations have remained relatively unchanged in recent years. Despite this, there are issues with recruitment resulting in a relatively high number of employment permits issued in 2022. Government targets in relation to climate action and disincentives to engage in low paid work are likely to impact on employment numbers for these occupations in the coming years.

Shortages:

No shortages have been identified for these occupations at present

10.11 Hospitality Occupations

Numbers employed, 2022 (annual average) & annual average growth rates (2017-2022)



Source: SLMRU (SOLAS) analysis of CSO data; Numbers in brackets should be treated with caution

| | |
|-------------------------------|--|
| Overall employment 2022 | 157,600 |
| Share of total workforce | 6.2% |
| Main sectors of employment | 84% - Accommodation & food 7% - Health |
| Employment growth | +3,200 (2017 - 2022) +0.4% on average annually (+3.0% for total workforce) |
| % female | 53% |
| % full-time | 50% |
| % aged 55 years and over | 12% |
| % Irish citizens | 72% |
| % third level graduates | 27% |
| New employment permits issued | 2,232 |

Overall outlook for these occupations

Employment for the selected hospitality occupations saw a significant rebound in 2022, with an additional 28,000 persons employed compared to 2021; however, employment levels remained slightly below 2019 levels. The repurposing of hotels to accommodate refugees is likely to be having an impact on employment in hospitality roles.

The high inflation rates and changes to the VAT rate may also have an impact on consumer spending and the cost of doing business which will have knock-on effects on employment levels for these occupations.

Shortages:

Chefs

10.12 Arts, Sports & Tourism Occupations

Numbers employed, 2022 (annual average) & annual average growth rates (2017-2022)



Source: SLMRU (SOLAS) analysis of CSO data

| | |
|-------------------------------|--|
| Overall employment 2022 | 96,000 |
| Share of total workforce | 3.8% |
| Main sectors of employment | 56% - Other NACE activities 15% - ICT 14% - Professional services |
| Employment growth | +6,200 (2017 - 2022) +1.4% on average annually (+3.0% for total workforce) |
| % female | 62% |
| % full-time | 64% |
| % aged 55 years and over | 15% |
| % Irish citizens | 81% |
| % third level graduates | 60% |
| New employment permits issued | 288 |

Overall outlook for these occupations

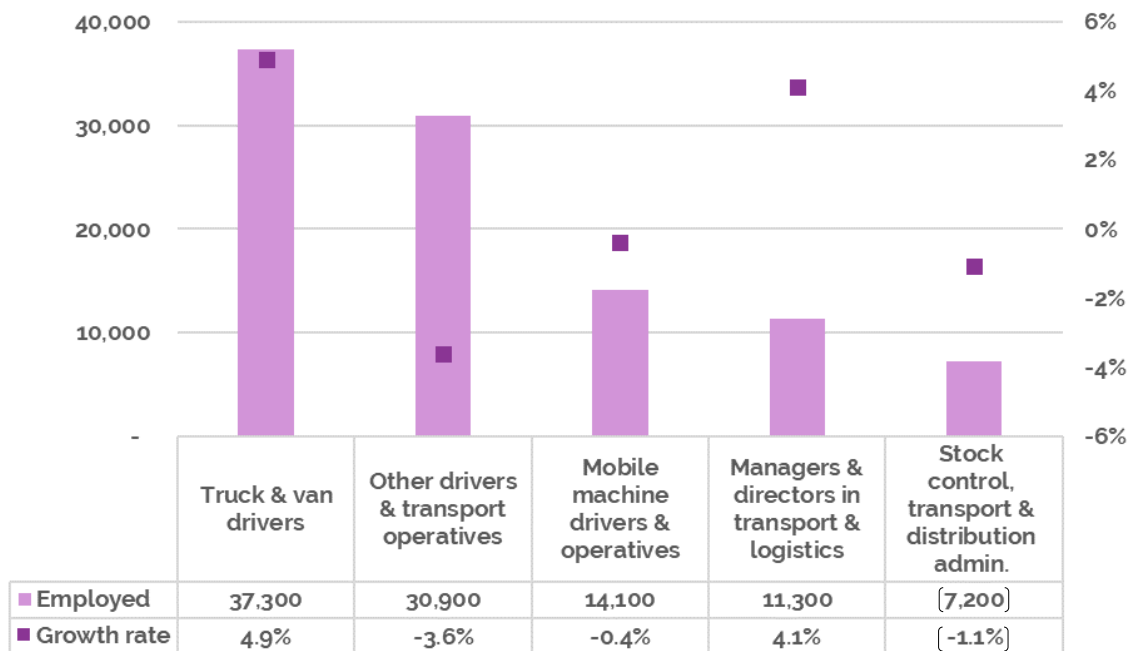
Employment in these occupations fell with the onset of the COVID-19 pandemic in early 2020; employment grew strongly in 2022, with an annual increase of almost 14,000 persons, thus returning to pre-COVID-19 employment levels. Over half of employment was concentrated in the other NACE activities sector (which includes arts, entertainment and other services). High inflation and consumer spending levels will have a direct impact on employment levels in these occupations, particularly those which involve service delivery.

Shortages:

No shortages have been identified for these occupations at present

10.13 Transport & Logistics Occupations

Numbers employed, 2022 (annual average) & annual average growth rates (2017-2022)



Source: SLMRU (SOLAS) analysis of CSO data; Numbers in brackets should be treated with caution

| | |
|-------------------------------|--|
| Overall employment 2022 | 103,500 |
| Share of total workforce | 4.1% |
| Main sectors of employment | 57% - Transport 16% - Wholesale & retail 9% - Industry |
| Employment growth | +3,900 (2017 - 2022) +0.8% on average annually (+3.0% for total workforce) |
| % male | 91% |
| % full-time | 87% |
| % aged 55 years and over | 28% |
| % Irish citizens | 83% |
| % third level graduates | 22% |
| New employment permits issued | 334 |

Overall outlook for these occupations

The five-year annual average employment growth rate for transport and logistics occupations was below average; numbers employed in 2022 returned to pre-COVID-19 levels, driven by an increase in the numbers employed as truck and van drivers. The skills mix within these occupations continues to evolve; Brexit has been a driving force to this change, along with the green agenda and automation. Future demand for these roles will continue to be impacted by these transitions, along with fluctuating fuel costs and supply chain challenges.

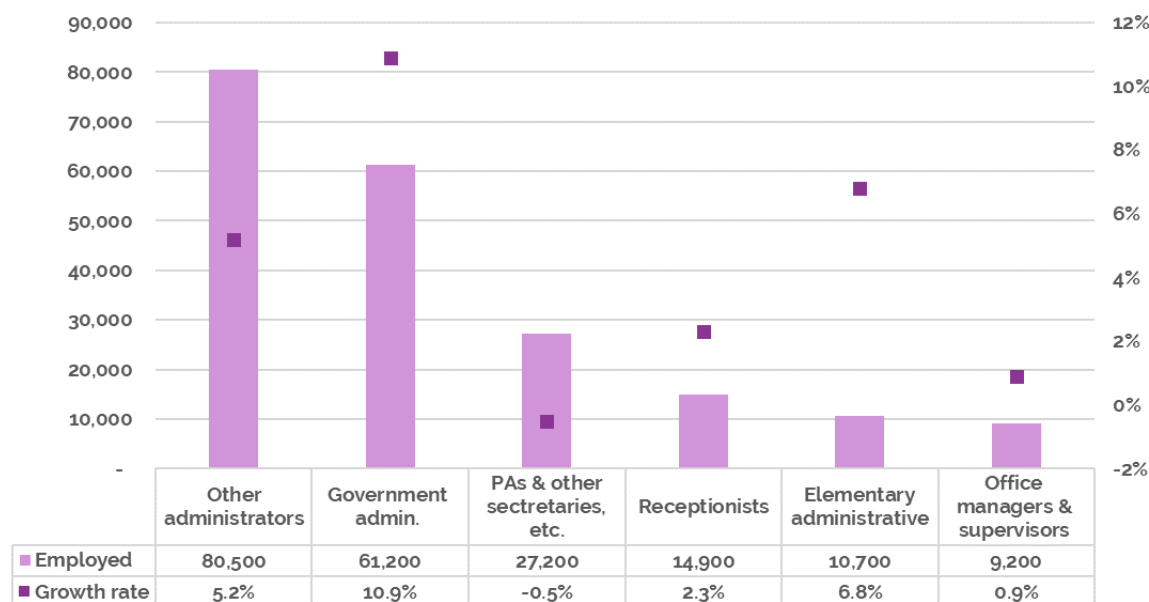
Shortages:

HGV drivers

Bus and coach drivers

10.14 Administrative & Secretarial Occupations

Numbers employed, 2022 (annual average) & annual average growth rates (2017-2022)



Source: SLMRU (SOLAS) analysis of CSO data

| | |
|-------------------------------|---|
| Overall employment 2022 | 203,700 |
| Share of total workforce | 8.0% |
| Main sectors of employment | 30% - Public administration & defence (PAD) 14% - Health 8% - Transport |
| Employment growth | +47,300 (2017 - 2022) +5.4% on average annually (+3.0% for total workforce) |
| % female | 76% |
| % full-time | 75% |
| % aged 55 years and over | 27% |
| % Irish citizens | 91% |
| % third level graduates | 49% |
| New employment permits issued | 6 |

Overall outlook for these occupations

Government administrative occupations have been the primary driver of the strong employment growth for this occupational group over the five-year period, followed by other administrators; the remaining occupations have seen little growth, or indeed declines, in employment levels over the same period. The relatively high level of recent job hires for many occupations suggests that job churn is a significant factor for these roles. In addition, the higher than average share who are aged 55 years and older indicates that job opportunities will continue to arise for replacement demand, even if employment levels are not growing. Skills mismatches may also be a feature of this occupational group with almost half holding third level qualifications.

Shortages:

No shortages have been identified for these occupations at present

10.15 Sales, Marketing and Customer Service Occupations

Numbers employed, 2022 (annual average) & annual average growth rates (2017-2022)



Source: SLMRU (SOLAS) analysis of CSO data

| | |
|-------------------------------|---|
| Overall employment 2022 | 294,500 |
| Share of total workforce | 11.6% |
| Main sectors of employment | 69% - Wholesale & retail 6% - Industry 6% - ICT |
| Employment growth | +27,000 (2017 - 2022) +1.9% on average annually (+3.0% for total workforce) |
| % female | 55% |
| % full-time | 67% |
| % aged 55 years and over | 13% |
| % Irish citizens | 81% |
| % third level graduates | 41% |
| New employment permits issued | 1,817 |

Overall outlook for these occupations

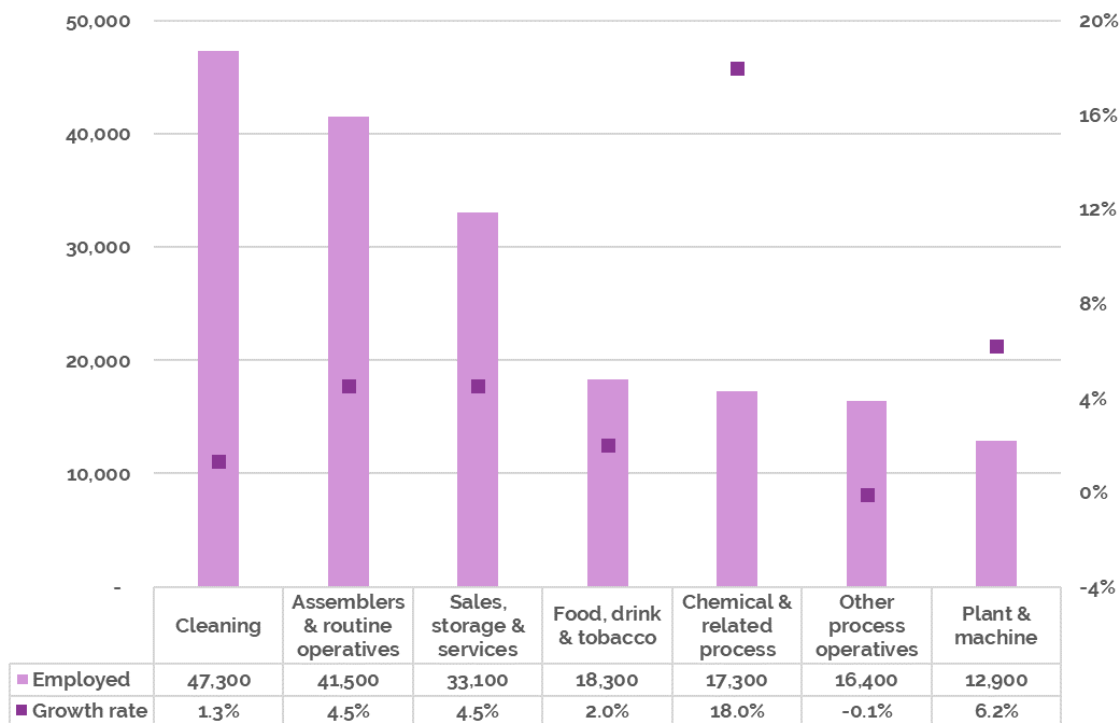
Despite the lower than average annual employment growth over the five-year period for sales-related occupations, employment numbers have been increasing since 2020. High levels of inflation and changing consumer behaviour patterns will likely further impact on the future demand for these occupations. The data from Enterprise Ireland's Spotlight on Skills also highlights the increasingly sophisticated nature of skills required for many sales and marketing roles across a range of sectors, including manufacturing (including food), ICT and finance.

Shortages:

No shortages have been identified for these occupations at present

10.16 Operatives & Elementary Occupations

Numbers employed, 2022 (annual average) & annual average growth rates (2017-2022)



Source: SLMRU (SOLAS) analysis of CSO data

| | |
|-------------------------------|--|
| Overall employment 2022 | 186,700 |
| Share of total workforce | 7.3% |
| Main sectors of employment | 53% - Industry 15% - Administrative & support services 8% - Wholesale & retail |
| Employment growth | +32,300 (2017 - 2022) +3.9% on average annually (+3.0% for total workforce) |
| % female | 40% |
| % full-time | 75% |
| % aged 55 years and over | 18% |
| % Irish citizens | 70% |
| % third level graduates | 25% |
| New employment permits issued | 1,975 |

Overall outlook for these occupations

Employment growth for this occupational group was strong between 2021 and 2022 with employment returning to pre-COVID-19 levels. Industry accounted for over half of employment in this occupational group with the remainder spread across a range of sectors. Although demand for many of these skills persists, increased automation and digitalisation are likely to result in increased upskilling/reskilling requirements for those employed to ensure they have the additional skills required for these evolving roles.

Shortages:

No shortages have been identified for these occupations at present

For further information see the full report at:

[national-skills-bulletin-2023.pdf \(solas.ie\)](https://www.solas.ie/national-skills-bulletin-2023.pdf)

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