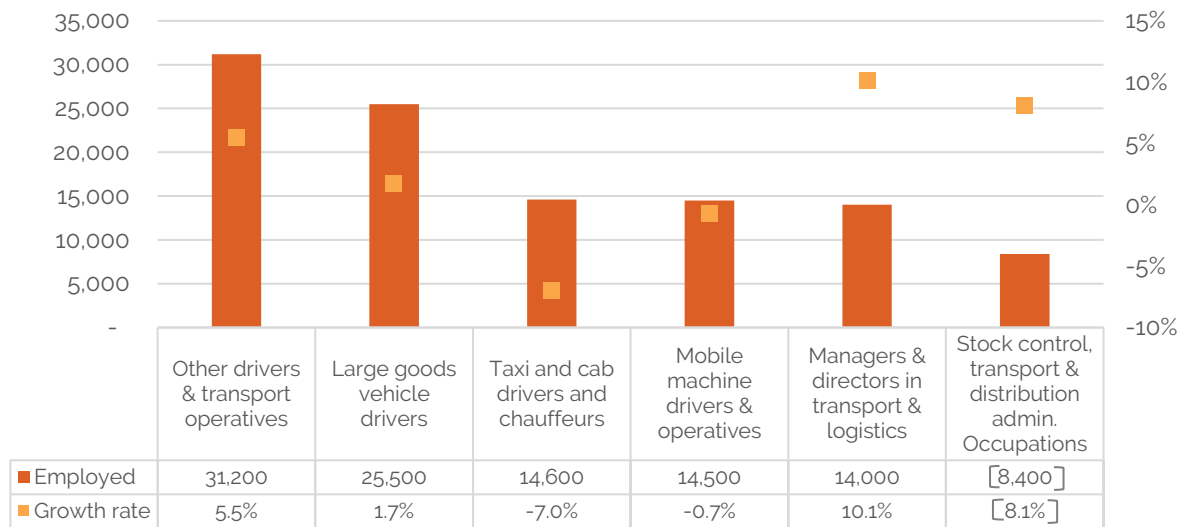


10.13 Transport & Logistics Occupations

Figure 10.13 Annual Average Employment (2023) & Annual Average Growth Rates (2018-2023)



Overall employment	110,800
Share of total workforce	4.0%
Main sectors of employment	54% - Transport 15% - Wholesale & retail 13% - Industry [6%] - Construction
Employment growth	+10,600 between 2018 and 2023 +2% on average annually (compared to +3.5% for total workforce)

2023	% Female Q4	% Full-time Q4	% Aged 55 years & over Q4	% Irish citizens Q4	% Third level graduates Q4	Number of new employment permits	Recruitment Agency Survey
Managers & directors in transport & logistics	...	97%	...	88%	[40%]	22	✓
Stock control, transport & distribution admin. occupations	...	[88%]	...	[75%]	...	84	✓
Large goods vehicle drivers	...	95%	37%	81%	...	270	✓
Mobile machine drivers & operatives	...	97%	...	84%	...		✓
Taxi/cab drivers and chauffeurs	...	[79%]	[46%]	80%	...		
Other drivers & transport operatives	...	77%	35%	80%	...	216	
Aircraft pilots, ship officers, air traffic controllers	4	
Overall total	[7%]	88%	31%	81%	23%	596	

Source: SLMRU (SOLAS) analysis of CSO (LFS) data, DETE, and SLMRU Recruitment Agency Survey (RAS)
Numbers in square brackets should be treated with caution; an ellipsis (...) denotes numbers too small to report

Overall Outlook for these Occupations

The below average employment annual growth rate over the five-year period primarily relates to a fall in the number of taxi drivers employed. Almost all employed in these occupations were male and the higher than average share aged 55 years and older suggests that replacement demand may be an issue in the short-to medium term. Although the number of online job adverts (Eurostat/CEDEFOP) declined in 2023, it was by a far smaller share than the overall average. Upskilling and reskilling will continue to be a key feature for these occupations as digitalisation and sustainable practices change the nature of the work. Supply chain challenges and fuel costs also remain as challenges for these roles, particularly given the continuing geo-political tensions.

Occupation	Economic summary
Managers & directors in transport & logistics	This occupation had the strongest employment growth across all transport occupations, with employment growing by 2,400 since 2022. Vacancies which were identified as difficult-to-fill in the Recruitment Agency Survey mainly related to warehouse and logistics managers. Although Skills for Growth data did not identify issues with recruitment, it highlighted the need for upskilling in automation, leadership and supply chain for logistics planners
Stock control, transport & distribution admin. Shortage: inconclusive	Employment growth was above average for this occupation, with levels growing since 2021; however, numbers in the LFS are too small to allow for any detailed analysis. New employment permits issued related mainly to transport and distribution clerks and freight forwarders with freight forwarders also mentioned in the Recruitment Agency Survey as vacancies which were difficult-to-fill. Online job adverts (Eurostat/CEDEFOP) related mainly to stock control clerks. Skills for Growth data highlighted issues with recruitment of supply chain administrators, demand planners, transport route planners/warehouse co-ordinators, with digital skills considered to be key. This remains an occupation in demand with some issues with recruitment in evidence; however, numbers employed are too small to determine if shortages exist.
Large goods vehicle drivers* Skills shortage: HGV drivers	Employment levels declined in 2021 but have grown since, although annual average growth over the five-year period remained below average. Despite this, demand is evident from the volume of online job adverts (Eurostat/CEDEFOP) and new employment permits issued for HGV drivers. The Recruitment Agency Survey and Skills for Growth data both highlight issues in recruiting artic/rigid drivers with skills in documentation, time management and digital all noted as required. With over a third (37%) aged 55 years and older, replacement demand alone in the coming years is likely to lead to issues for this occupation. Along with the ageing workforce, factors such as working conditions, regulatory changes, economic effects such as the cost of fuel and competition from other industries with better pay and conditions are resulting in increased difficulty in sourcing HGV drivers ¹ . Recent research from Indeed shows that significant demand for truck drivers is continuing due to backlogs for those sitting HGV driving exams in combination with increased online orders and international shipping ² .
Mobile machine drivers & operatives	Employment growth was below average for this occupation, with little change in employment levels in recent years. Online job adverts (Eurostat/CEDEFOP) and DSP vacancy advertisements related mainly to mobile machine and forklift drivers. Difficulty in recruiting drivers for both the transport and construction sector (e.g. reach forklift, machine, dumper, teleporters) was noted in the Recruitment Agency Survey while the need for crane drivers and forklifting skills for other occupations in transport/logistics were identified in the Skills for Growth data. Although there is evidence of demand for some specific roles within this occupation, static employment levels suggest no overall issues exist.
Taxi drivers and chauffeurs*	The negative growth rate for this occupation relates to annual declines in employment between 2018 and 2021 (falling by a total of 8,000 persons); employment levels increased in 2022 but experienced further declines in 2023. Almost half (46%) employed were aged 55 years and above which may lead to issues for this occupation in the coming years. In July 2024, there were 20,236 SPSV (Small Public Service Vehicle) licences active ³ . In 2023, the number of new licences issued averaged 166 per month, compared to 99 per month in 2022 and 45 per month in 2021; this increase is attributed to the Driver Recruitment Campaign by the NTA ⁴ .

¹ <https://www.hgvireland.com/where-have-all-the-truck-drivers-gone/>

² <https://www.rte.ie/news/business/2024/0725/1461729-indeed-survey-on-demand-for-jobs>

³ <https://www.nationaltransport.ie/taxi/statistics-and-legislation/vehicle-licences-statistics/>

⁴ <https://www.oireachtas.ie/en/debates/question/2024-04-09/213/>

Other drivers & transport operatives*

Skills shortage: Bus and coach drivers

Van and bus/coach drivers account for the largest share of employment within this occupational group. Employment growth was above average, primarily related to growth between 2018 and 2019; employment levels in 2023 were broadly in line with levels in 2021. The new quota for employment permits for bus/coach drivers in December 2022 resulted in 216 new permits issued in 2023. There was a relatively high share of vacancies advertised through DSP for bus and coach drivers and Skills for Growth data noted issues with recruiting bus drivers. With over a third aged 55 years and older, openings may be more frequent in coming years due to replacement demand. The NTA and operators have engaged in extensive recruitment campaigns and open days recently along with introducing an employee referral programme⁵. Despite this, shortages of bus and coach drivers persists.

** This occupation has been revised since the previous edition. See page 126 for details of the revision and Appendix for a list of job roles included in this occupation.*

⁵ <https://www.oireachtas.ie/en/debates/question/2024-05-16/65/>