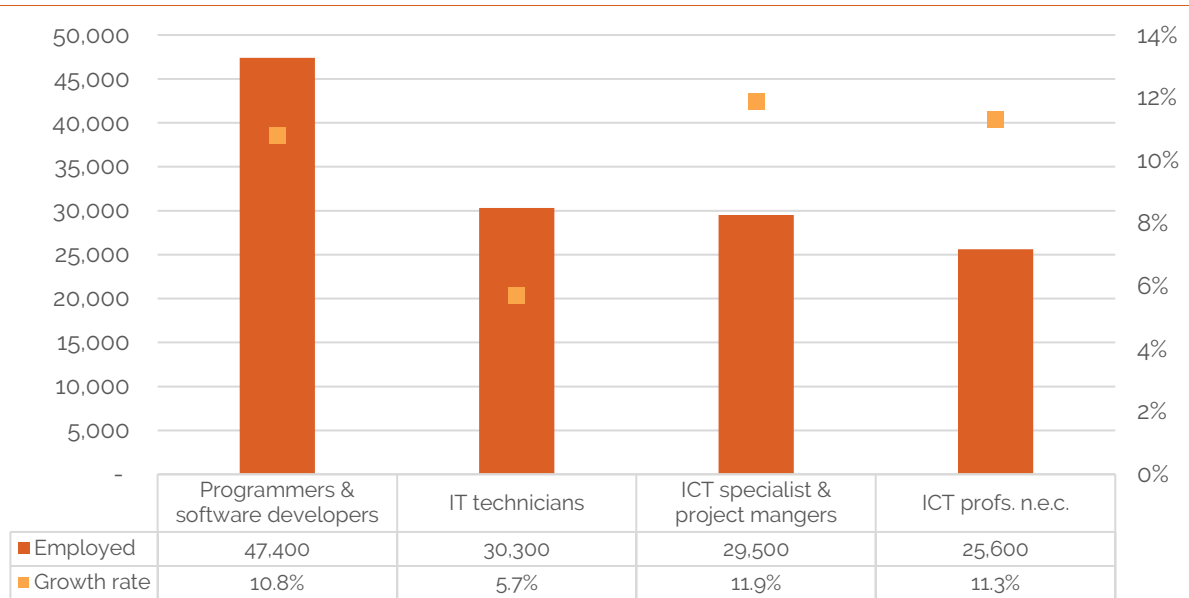


## 10.2 ICT Occupations

Figure 10.2 Annual Average Employment (2023) & Annual Average Growth Rates (2018-2023)



<b>Overall employment</b>	<b>132,800</b>
<b>Share of total workforce</b>	5.0%
<b>Main sectors of employment</b>	68% - ICT 9% - Financial activities 9% - Industry
<b>Employment growth</b>	+49,700 between 2018 and 2023 +9.8% 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
ICT specialist & project managers	[31%]	99%	...	70%	93%	548	
Programmers & software developers	[20%]	98%	...	53%	96%	1,822	✓
ICT profs. n.e.c.	[27%]	95%	...	63%	89%	1,909	✓
IT technicians	[31%]	91%	...	61%	70%	173	✓
<b>Overall total</b>	<b>26%</b>	<b>96%</b>	<b>10%</b>	<b>61%</b>	<b>89%</b>	<b>4,452</b>	

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

At 9.8%, this occupational group had the strongest annual average employment growth rate over the five-year period, with an additional 50,000 persons employed. The largest share of this growth occurred between 2019 and 2021, although overall levels have continued to grow annually since, despite a slowdown in hirings in the ICT sector. Although most are employed in the ICT sector, demand for these roles occurs across other sectors including finance and industry. Only a quarter of those employed were female, and the recent SOLAS report (referenced previously) highlights the fact that reducing occupational gender segregation would increase the potential supply of skills for in demand roles such as these. At present, migration is a key source of skills for these roles, with non-Irish citizens accounting for almost two-fifths of persons employed, the highest share across all occupational groups; this group also had the second largest number of employment permits issued in 2023 after healthcare occupations. Supply from the education and training system remains strong, with nearly 8,000 graduates from ICT programmes at third level alone; despite a small decline of 130 awards year-on-year, the total number of awards made in this field remains one third higher than in 2018.

Occupation	Economic summary
ICT specialist & project managers	Employment growth was above average for this occupation, with employment levels continuing to grow between 2022 and 2023 (by 4,400). Employment permits were primarily issued for the ICT sector across a number of roles including project/product managers. The number of online job adverts (Eurostat/CEDEFOP) was small for this occupation, with no indication from either the Recruitment Agency Survey or Skills for Growth data of issues with sourcing persons for these roles; Although demand for this role continues, issues with recruitment appear to have eased, with no shortages identified at present.
Programmers & software developers  <b>Skills shortage: Software developers/engineers</b>	Although employment growth was above average for this occupation, employment levels declined in 2023, returning to 2021 levels (but remaining far above pre-COVID-19 levels). At 47%, this occupation has the second highest share of non-Irish citizens employed (alongside chefs, with the highest share for butchers). Only one fifth were female and over three quarters were employed in the ICT sector. Over 1,800 new permits were issued in 2023, a decline of 2,500 on 2022 and accounting for over half of the decline in permits issued for this occupational group. Despite a large fall in the number of online job adverts (Eurostat/CEDEFOP) compared to the previous year, this occupation still accounted for the fourth largest share in 2023. There was a relatively high volume of difficult-to-fill mentions in the Recruitment Agency Survey (various developer roles) and employer data (Skills for Growth, Spotlight on Skills) highlighted issues sourcing VR developers, junior software developers, computer programmers and those with skills in cyber security, AWS and tech development stack. There are some signs of a slowdown in demand and hirings in this occupation after the significant expansion in the ICT sector in recent years. However, demand continues, both in the ICT sector and across all sectors in the economy, with shortages likely to persist for the foreseeable future.
ICT profs. n.e.c.  <b>Skills shortage: IT analysts/engineers</b>	Employment growth was significantly above average for this occupation, with particularly strong growth between 2022 and 2023 (an additional 6,500 persons). Those employed were primarily male, working full-time and holding third-level qualifications. The share of non-Irish citizens employed far exceeded the national average (37% compared to 19% nationally). Although the number of employment permits issued declined by 1,600 between 2022 and 2023, this occupation had the highest share of permits issued in 2023 across the ICT occupations for roles including data engineers, IT analysts/engineers (systems, security, cloud, network, test, technical support). With the third highest share of online job adverts (Eurostat/CEDEFOP) across all occupations, roles included IT business analysts, architects and systems designers. Vacancies were mentioned as difficult-to-fill in the Recruitment Agency Survey for security/network/site reliability engineers and solutions architects, while network engineers were noted as difficult to source in the Skills for Growth data. Demand for these roles is evident from the data and with the continued cybersecurity threats, and the emergence of advanced technologies (e.g. AI, machine learning and Blockchain), demand is expected to persist particularly for security engineers.

IT technicians

Although there was an above average annual employment growth rate over the five-year period for this occupation, it was the lowest across all ICT occupations, with employment levels remaining relatively unchanged since 2021. Employment in this occupation was spread across a wide range of sectors, with only half of employment in the ICT sector; it also had the lowest share of those employed with third level qualifications (at 70%). Almost two fifths of those employed were non-Irish citizens, significantly above the national average. Employment permits related to technical support roles, primarily in the ICT sector. Mentions of difficult-to-fill vacancies in the Recruitment Agency Survey related mainly to technical support and customer care roles (with language skills required for both). Skills for Growth data noted issues with sourcing maintenance technicians for the ICT services sector (industry certified and with problem solving skills). Although issues have arisen in attracting people with specific skills (e.g. languages), the lack of recent employment growth suggests that there is no overall shortage of IT technicians at present.