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Peer Review: Perspectives from Ireland

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Comparing approaches in France & Ireland

Similarities

- Understanding interplay between supply and demand factors driving labour market tightness
- Use of multiple sources to understand labour market tightness
- Focus on incorporating 'live' job postings
- Detailed occupational view

Differences

- Statistical versus qualitative approach
- Stronger focus in Ireland on how migration informs the labour market supply/demand analysis at a point in time
- More direct focus in France on how working conditions feed into labour market tightness (deduced in Ireland from individual labour market transitions etc.)

The Irish approach – a composite picture

Labour market dimension

Employment trends/transitions

Vacancies

Hard-to-fill vacancies

Data Sources

~ Labour force survey (previously QNHS) (CSO)
~ QNHS quarterly transitions analysis (SLMRU)

~ Online job vacancy analysis: DEASP Jobs Ireland (PES portal) and IrishJobs.ie (SLMRU)
~ Earning Hours and Employment Cost Survey (CSO)

~ Recruitment agency survey (SLMRU)
~ Analysis of demand for employment permits (DBEI)

Interesting characteristics of use

- Micro-level view of individual transitions
- Profiles of individuals in transition (qualifications, occupation)
- Granularity on type of status – employed, unemployed, inactive

- Transforming vacancy information
- Coding job titles to SOC2010 occupational classification
- Data mining / exploring automation

- Focus on demand-side timeliness – twice-yearly survey
- Resource efficiency – surveying agencies with broader view rather than employers
- Incorporating external labour market (migration) within analysis

Using and disseminating LMI



Publications and tools:

- Comprehensive annual labour market updates reports
- Infographics
- Priority sector and policy studies
- Interactive tools – National skills database: <http://lmi.solas.ie/>

Research infrastructure connected to policy

- Well-established and stable organisational architecture
- SLMRU hosted by SOLAS, strategic further education and training funding agency for Department of Education and Skills
- Expert Group on Future Skills Needs sits within Department of Business, Enterprise and Innovation, provides advisory function to government
- Evidence-based approach enables LMI to feed into policy-making (e.g. employment permit lists, National Skills Council etc.)

Vacancies in the Information and communications sector, 2017

The Vacancy Overview 2017 report highlights the vibrancy of the ICT sector and the high demand for skills in this sector. What is becoming increasingly apparent is the evolution of the skills required for this area. Technical skills are no longer the sole requirements, with the expansion of IT roles across numerous sectors, **the need for business skills along with soft skills are considered to be just as important.** Experience is also key in the job vacancy notifications with five years' experience required for many of the vacancies.

Key findings from the Vacancy Overview 2017 report include:

- 116,500** were employed in the Information and Communications sector in quarter 4 2017
- The one year growth (+3%) and five year growth (+19%)** for this sector was in line with overall growth in the economy, although this growth refers to the ICT sector alone.
- This sector had the highest share of new employment permits issued in 2017, at **38%, or 3,500 new permits**
- A substantial level of movement is occurring within the sector as shown in the **analysis of transitions and recent job hire data.**
- Two fifths of all vacancies** identified as difficult to fill in the latest Recruitment Agency Survey (October 2017) were for this sector, particularly for software developers
- Over a quarter of all job announcements** in the media in 2017 were for this sector, primarily relating to companies based in Dublin

Vacancies were primarily in professional and associate professional roles including:

- Software engineers/developers (with Java, Oracle, SQL, UX/UI, .NET)
- Architects (solutions, technical, data, cloud)
- Security (engineers, analysts, managers, cyber)
- Other engineers (systems, support, infrastructure, test, QA)
- Business analysts (with SAP, Agile, Scrum)
- IT project managers; applications/web developers; delivery managers (programmes/ service)
- Systems/database administrators
- Data analysts
- Automation (engineer, test, software, technical)
- Product managers
- Technical/helpdesk support (language skills often a requirement)
- UX/UI designers