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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.)