
Identification of Skills Needs in Ireland

Jasmina Behan, Labour Market Economist,
Skills and Labour Market Research Unit (SLMRU)
SOLAS (Irish Further Education and Training Authority)
and Expert Group on Future Skills Needs
22-23 Nov 2016

Expert Group on
Future Skills Needs

SOLAS

An tSeirbhís Oideachais Leanúnaigh agus Scileanna
Further Education and Training Authority



Outline

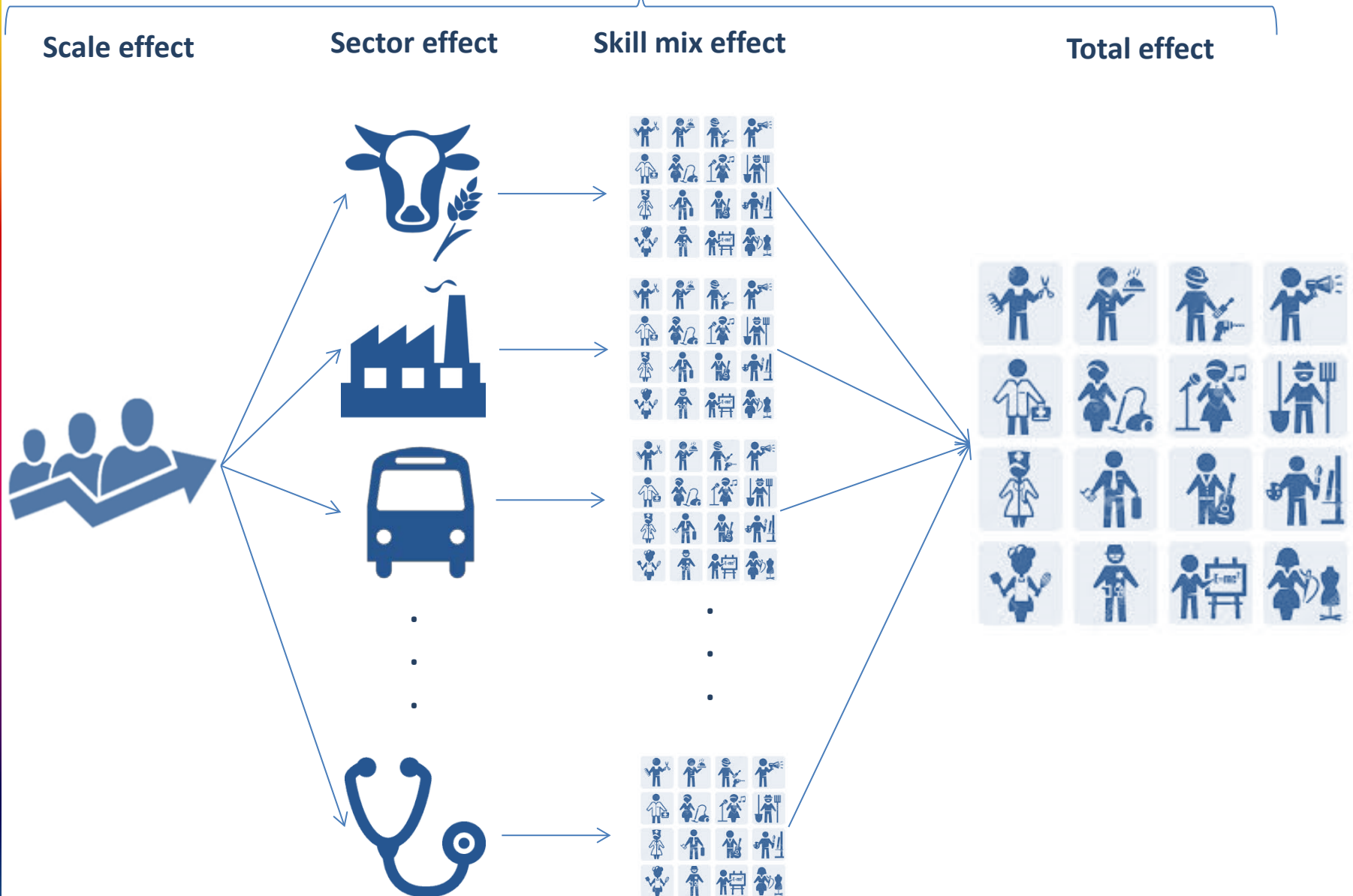
- Data
- Occupational forecasting: expansion demand
- Labour market transitions: replacement and turnover
- Labour market balance at occupational level

Data

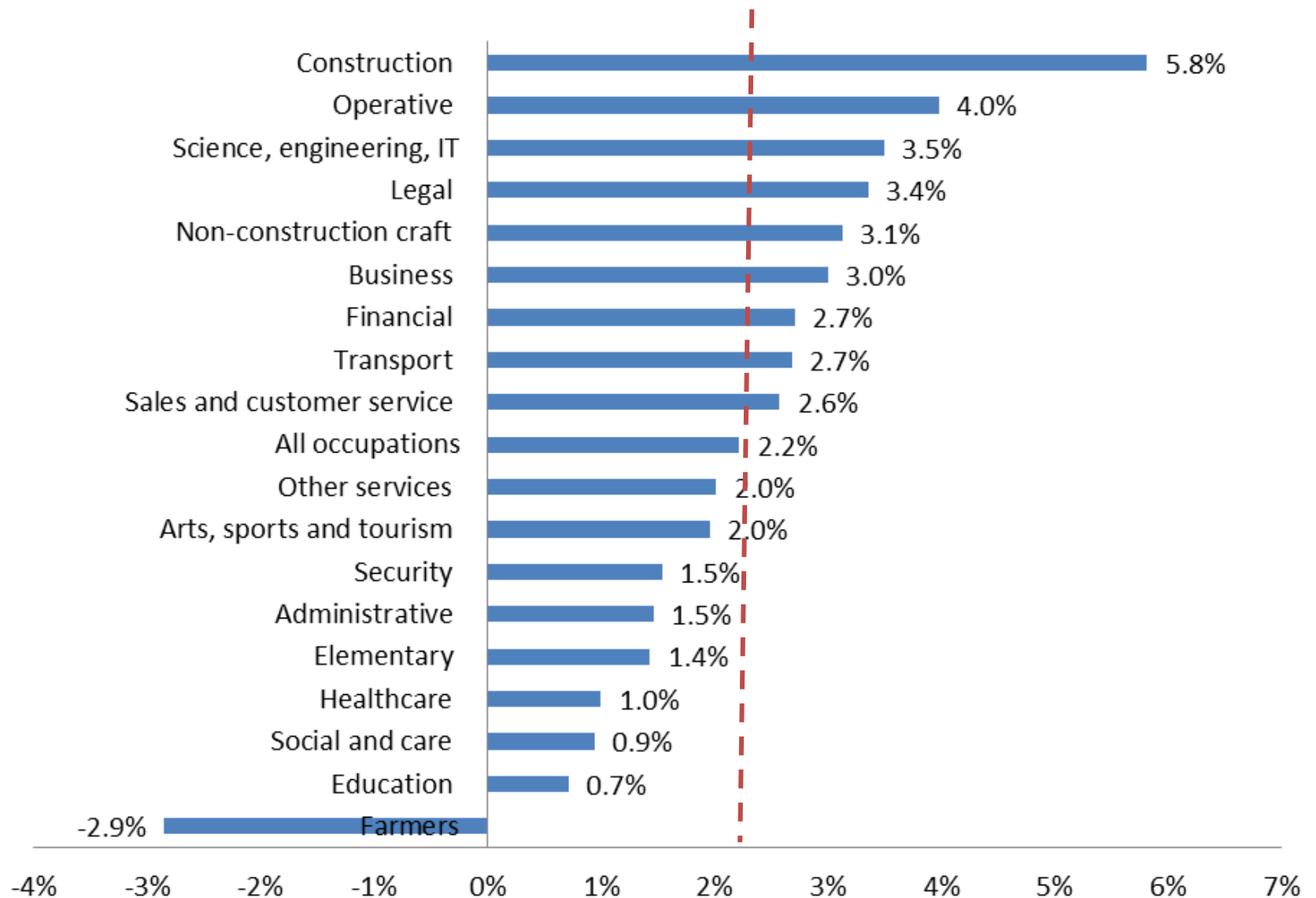
- Labour force survey
 - Time series: quarterly data 1998-2016
 - Classifications: SOC, NACE and ISCED
 - Break in series: classification changes
 - Longitudinal tracking: transitions
- Macroeconomic forecasts
 - External
 - Classifications issues: PES vs ILO
 - Sectoral disaggregation

Expansion demand: Occupational forecasts

Shift-share analysis



Expansion demand: average annual employment growth by occupational family by 2020



Replacement and churn: labour market transitions

Unemployment



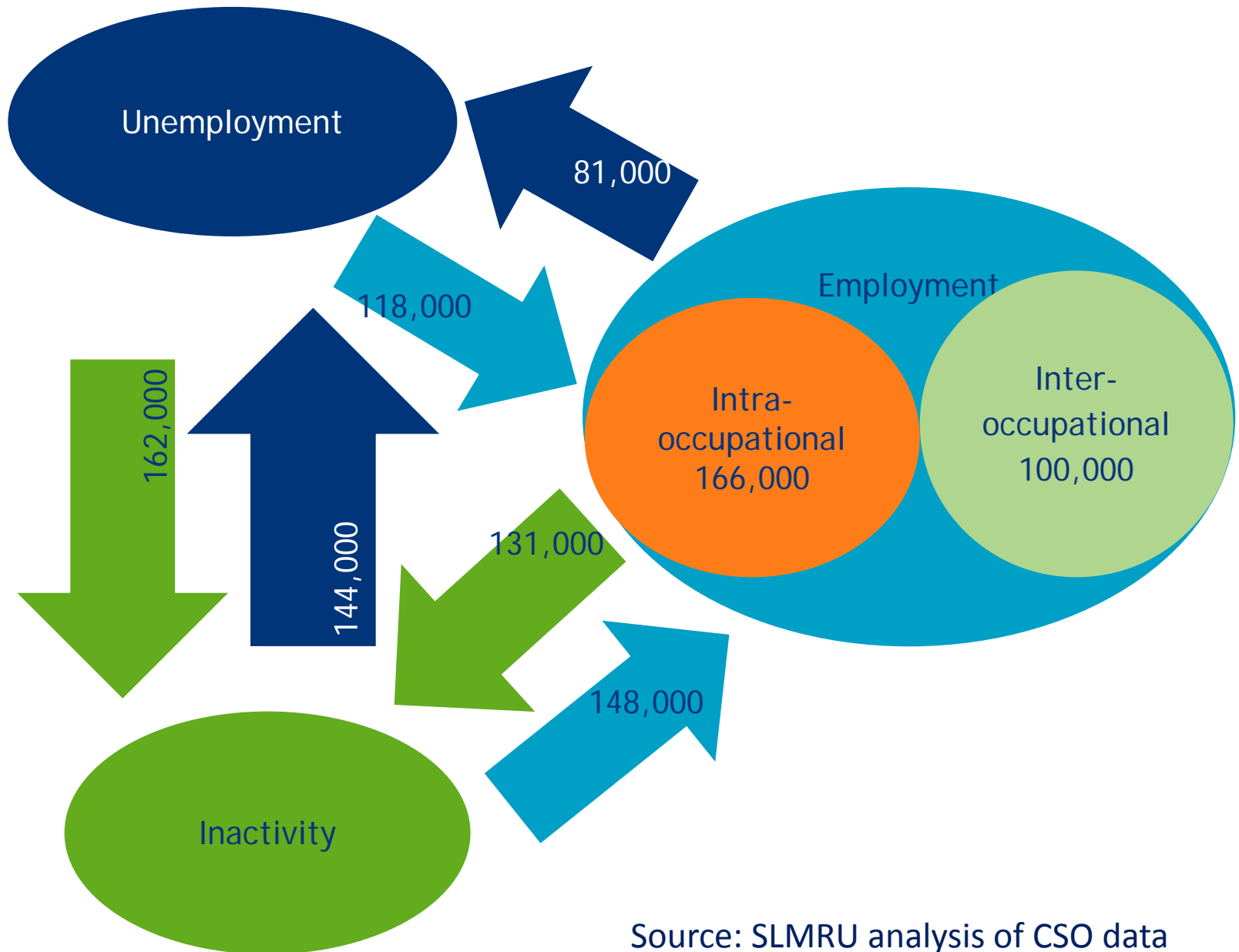
Employment



Inactivity




Labour Market Transitions 2015



Source: SLMRU analysis of CSO data

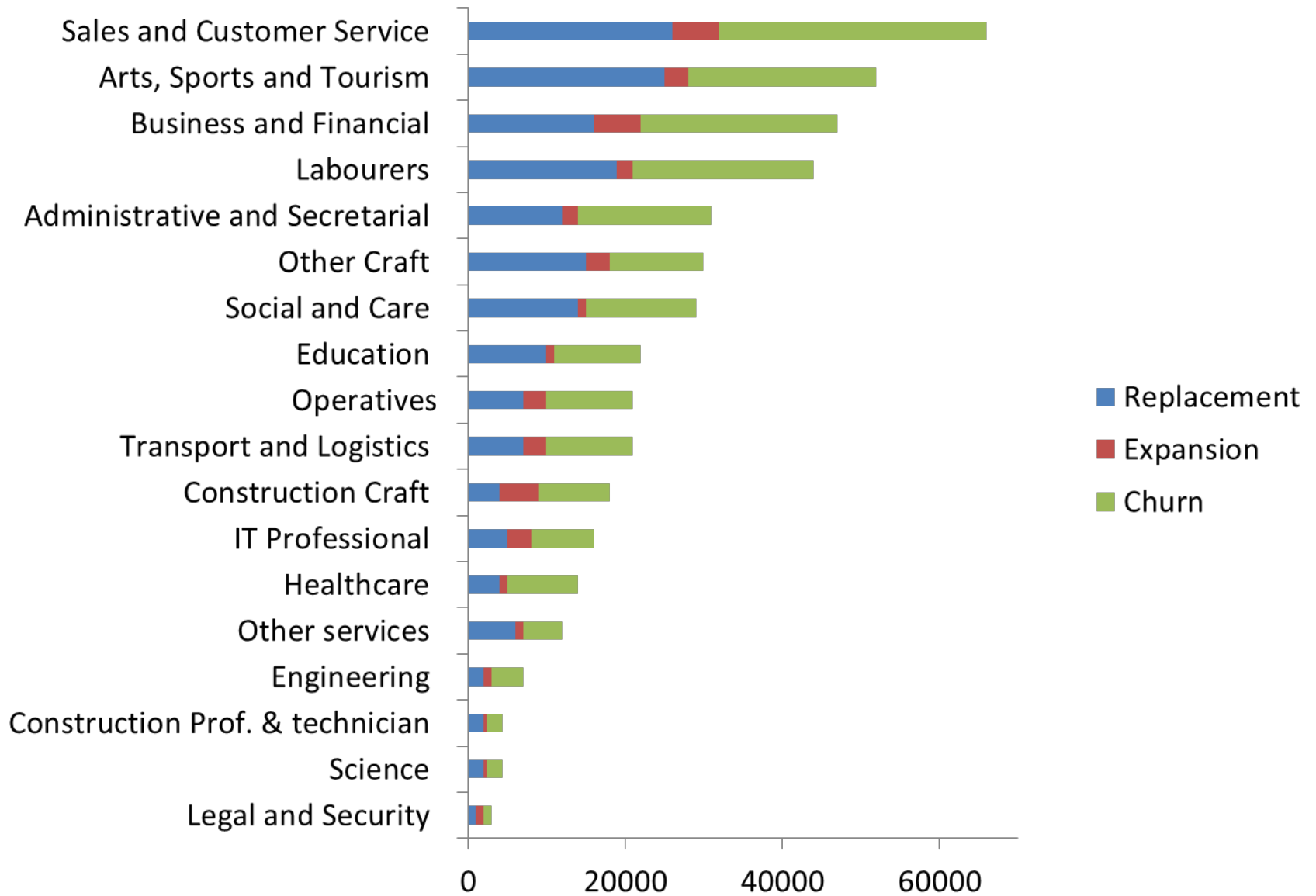
Turnover rates 2015

	Employment 2015 annual average	Turnover	
		Intra- occupational	Intra- occ. and neutral inter-occ. movements
Managers	161,800	4.3%	6.5%
Professionals	354,800	7.0%	8.4%
Assoc. profs.	232,100	7.8%	10.5%
Admin.	206,900	7.2%	10.8%
Trades	314,000	7.7%	9.1%
Personal services	159,500	10.0%	14.6%
Sales	162,900	12.5%	17.2%
Operatives	146,700	10.2%	13.3%
Elementary	213,800	11.7%	18.6%
Total	1,963,600	8.4%	13.0%



Source: SLMRU analysis of CSO data

Demand components and churn



Assessing balance at occupational level



Replacement
demand

+



Expansion
demand

>
<

Shortage
Surplus



Graduate
supply

+



Job
seekers

Contact details

Jasmina Behan

Senior Research Officer,

SOLAS and Expert Group on Future Skills Needs

Tel. ++ 353 1 533 24 59

Relevant reports:

- National Skills Bulletin 2016
- Monitoring Ireland's Skills Supply 2016
- Occupational Employment Projections 2020
- Regional Labour Markets Bulletin 2016
- Vacancy Overview 2015

www.skillsireland.ie

www.solas.ie