

What can online job adverts
tell us about the demand
for transversal skills in
Ireland's labour market?

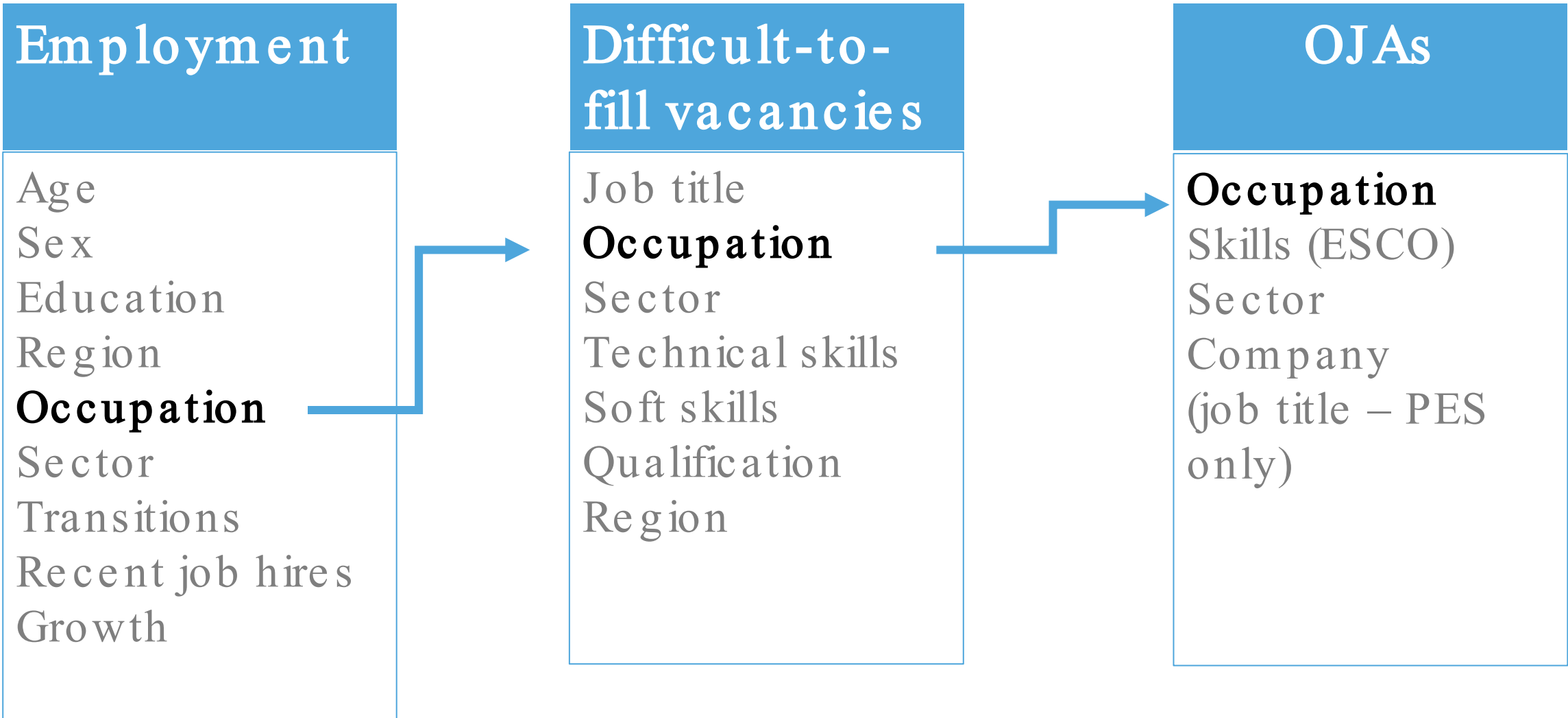
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SOLAS
learning works

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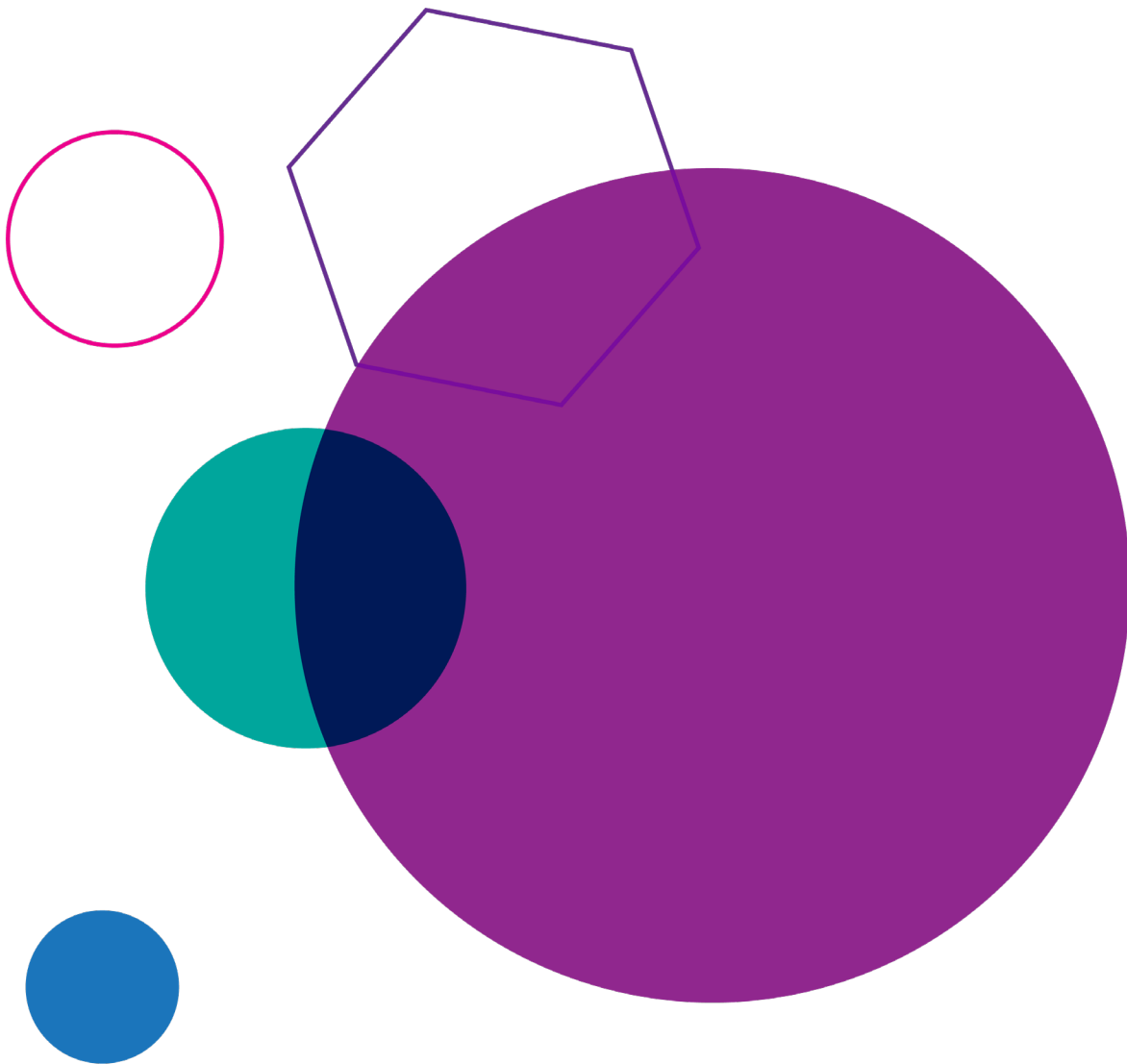
- Monitor the **balance** of supply and demand for skills in the labour market in Ireland
- **Identify**
 - skill and labour **shortages**
 - Skills and occupations where **demand** exists (e.g. job opportunities)
- Contribute to **data-informed policy** formulation



Labour Force Survey

Recruitment Agency Survey
Employers Skills Audits

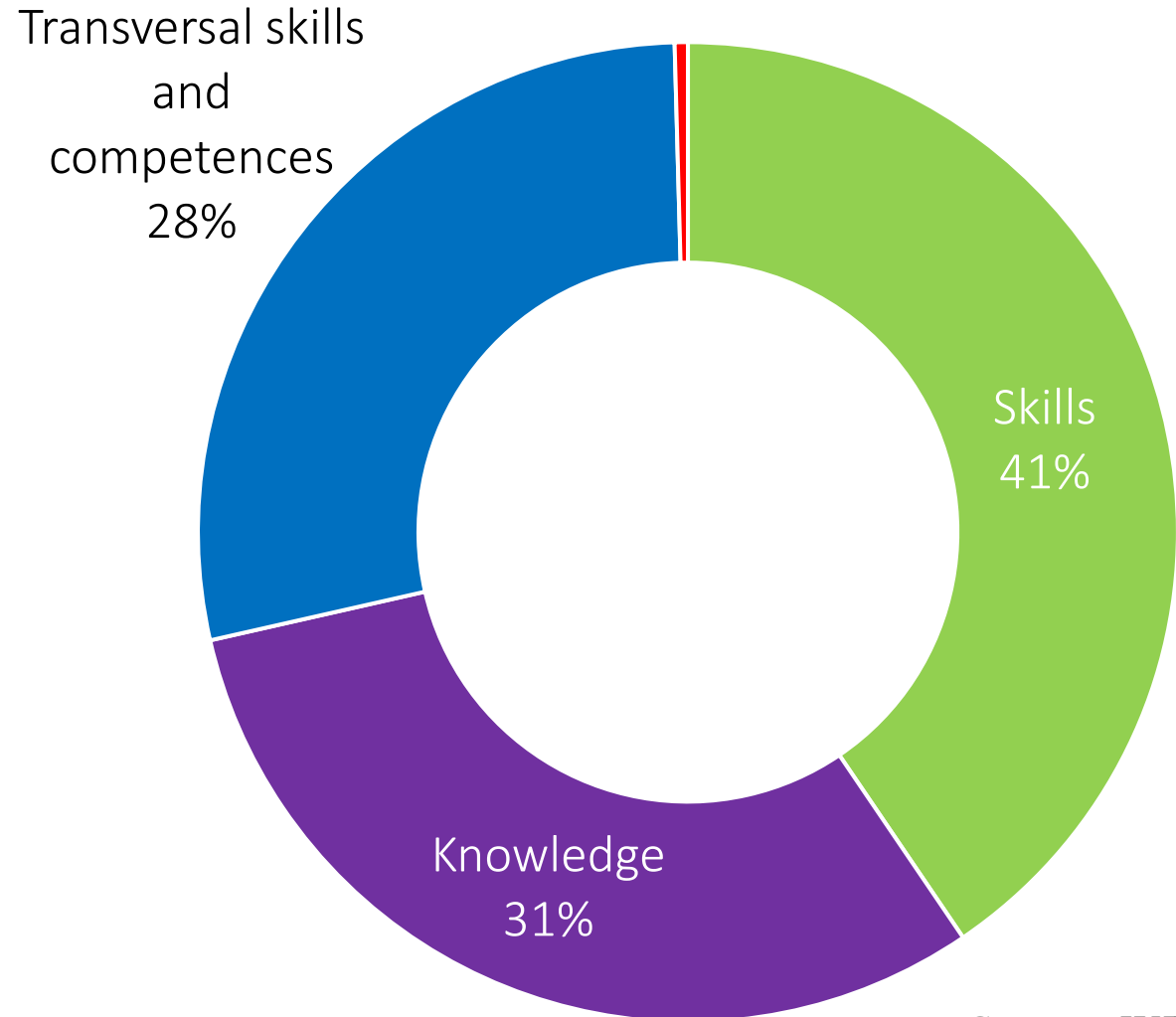
CEDEFOP/ WIH
Jobsireland.ie



Transversal skills

Skills information in online job adverts

- Employers sought mostly job specific knowledge and skills
- Transversal skills made up more than a quarter



Top 10 transversal skills



Combined these 10 skills
made up more than two thirds
of all transversal skill mentions

Relevance of skills for different jobs?

	Occupational Skill Group				
	High skilled	Med-high skilled	Med-low skilled	Low skilled	Total

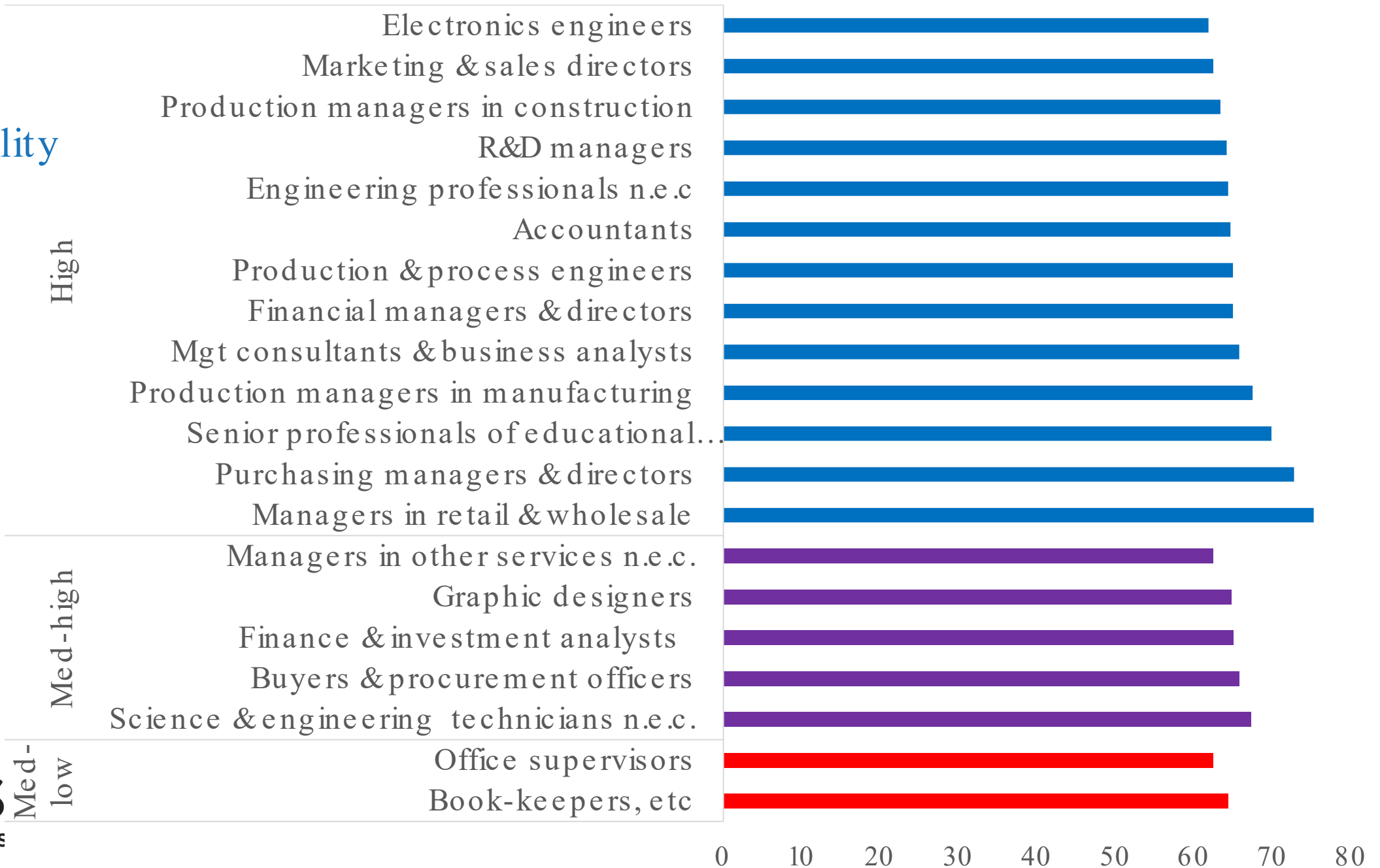
Relevance of skills for different jobs?

	Occupational Skill Group				
	High skilled	Med-high skilled	Med-low skilled	Low skilled	Total
Adapt to change	80%	80%	87%	98%	83%
Prioritise tasks	47%	42%	47%	41%	45%

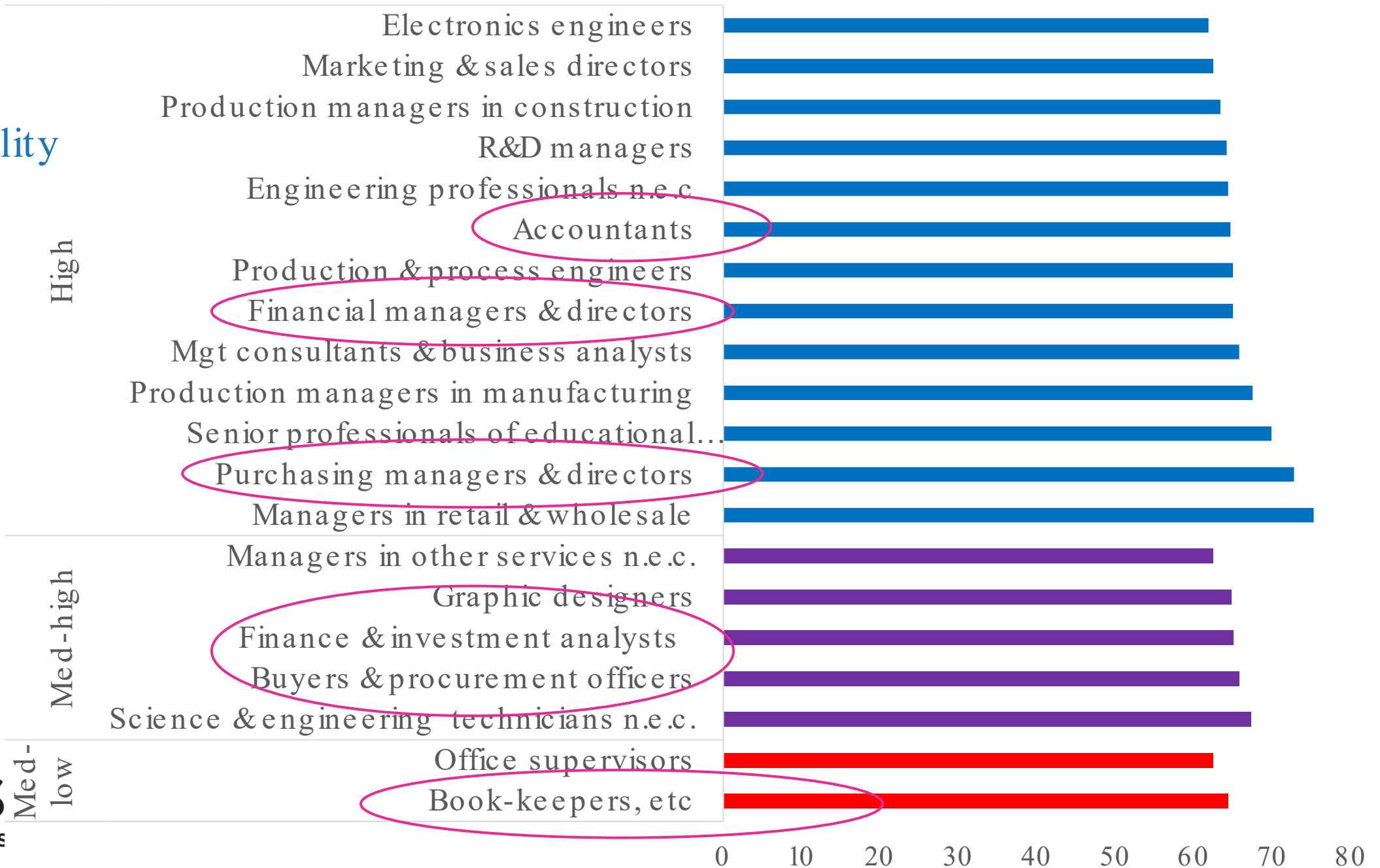
Relevance of skills for different jobs?

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Adapt to change	80%	80%	87%	98%	83%
Prioritise tasks	47%	42%	47%	41%	45%
Show responsibility	58%	42%	33%	14%	45%

Show
responsibility

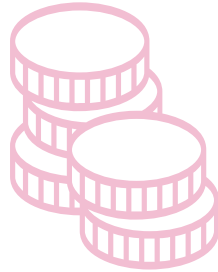


Show
responsibility



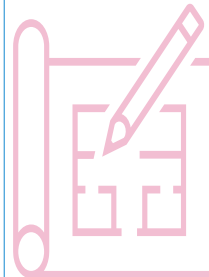
Finance & sales related occupations

- show responsibility
- tolerate stress
- provide leadership.



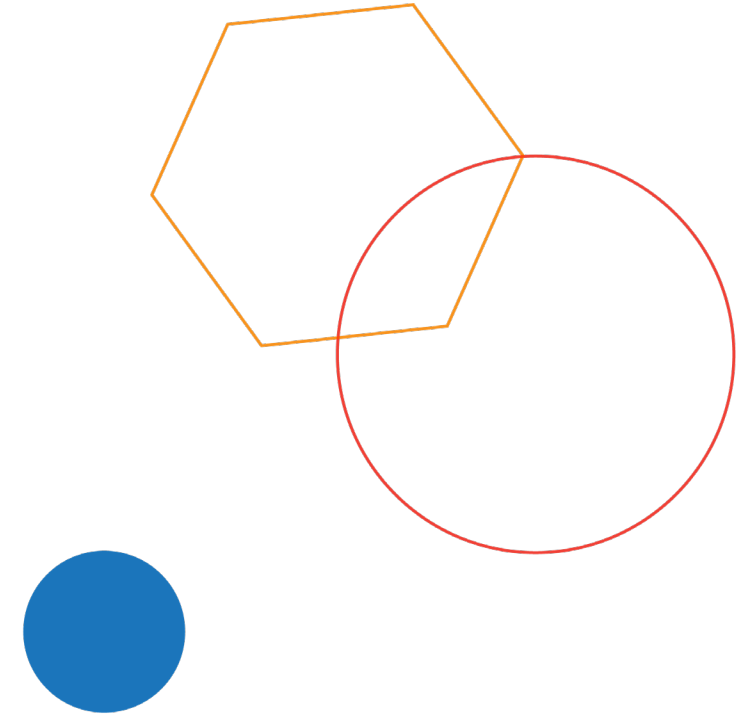
Engineering related occupations

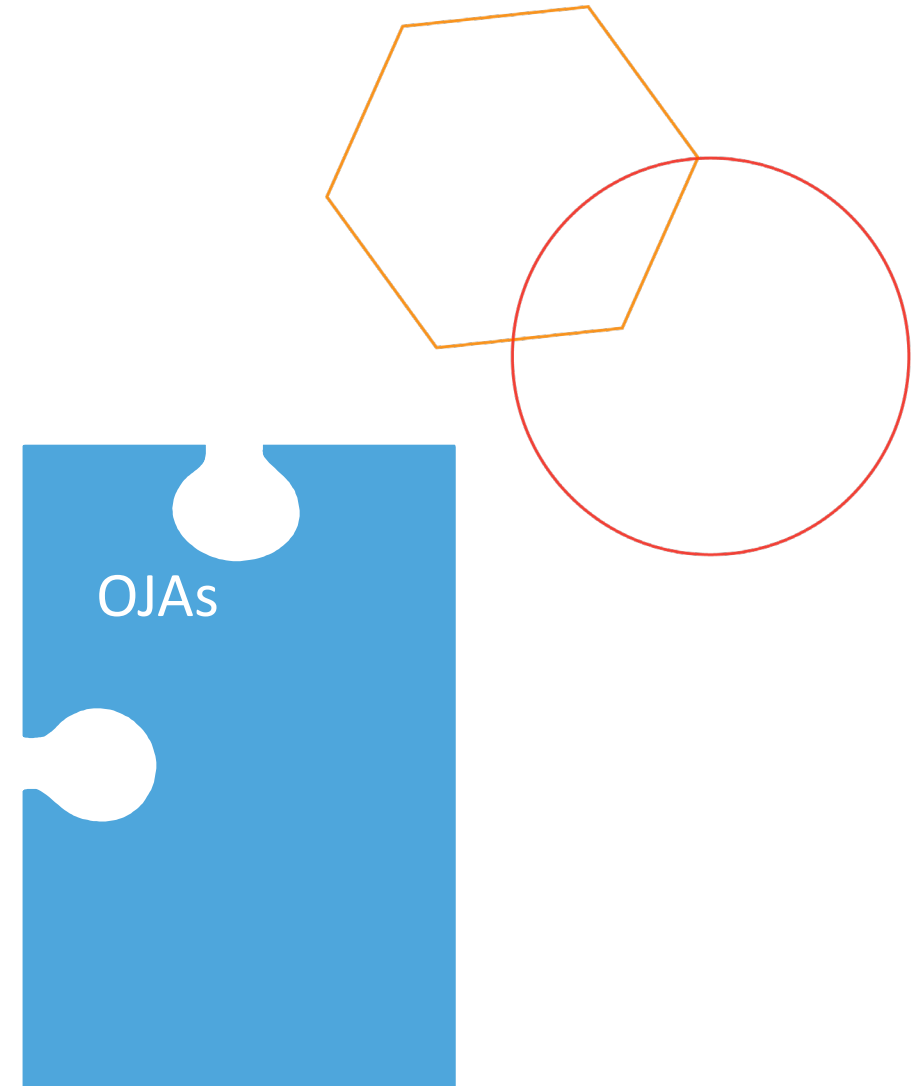
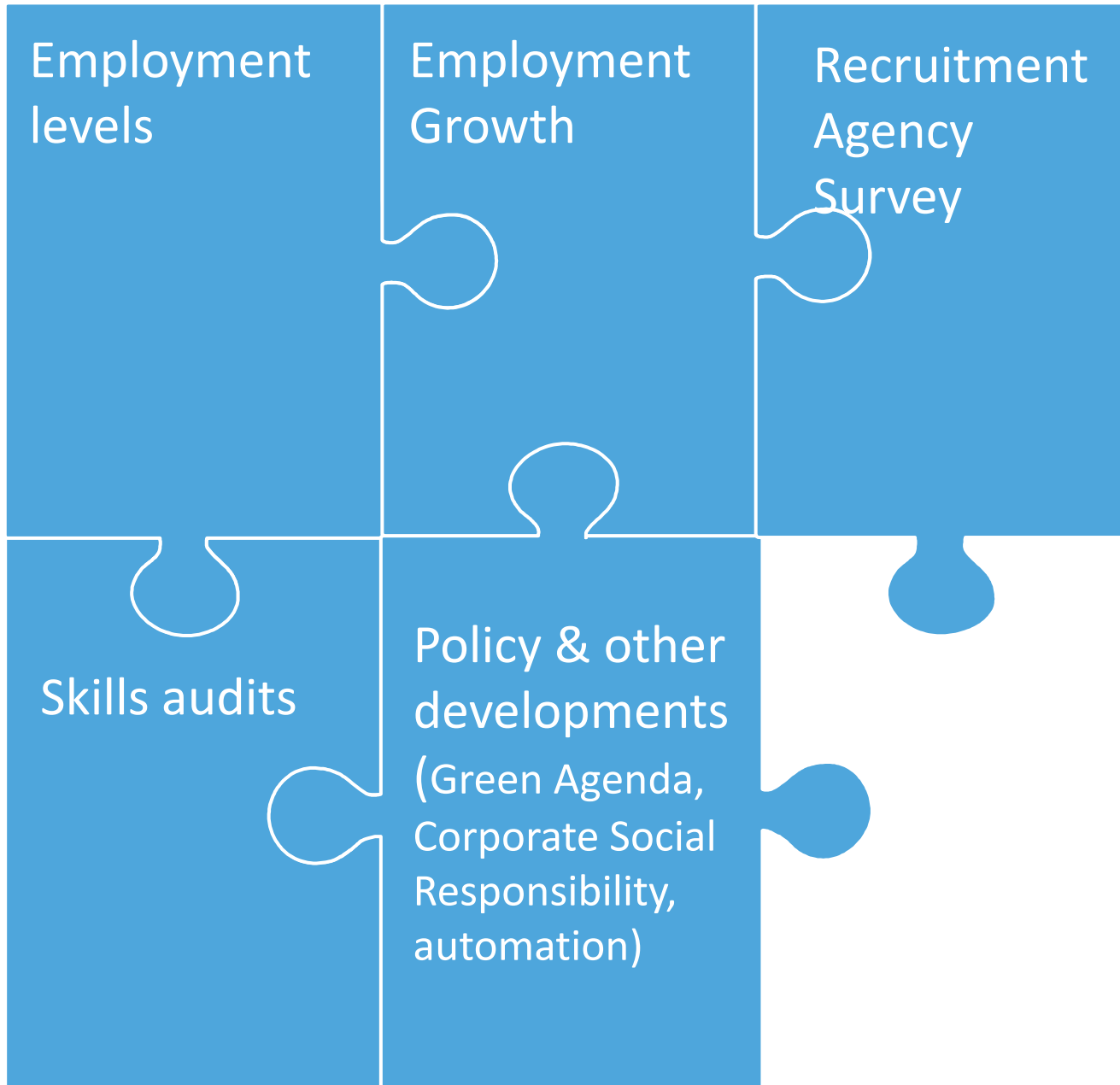
- show responsibility,
- manage time
- apply quality standards.

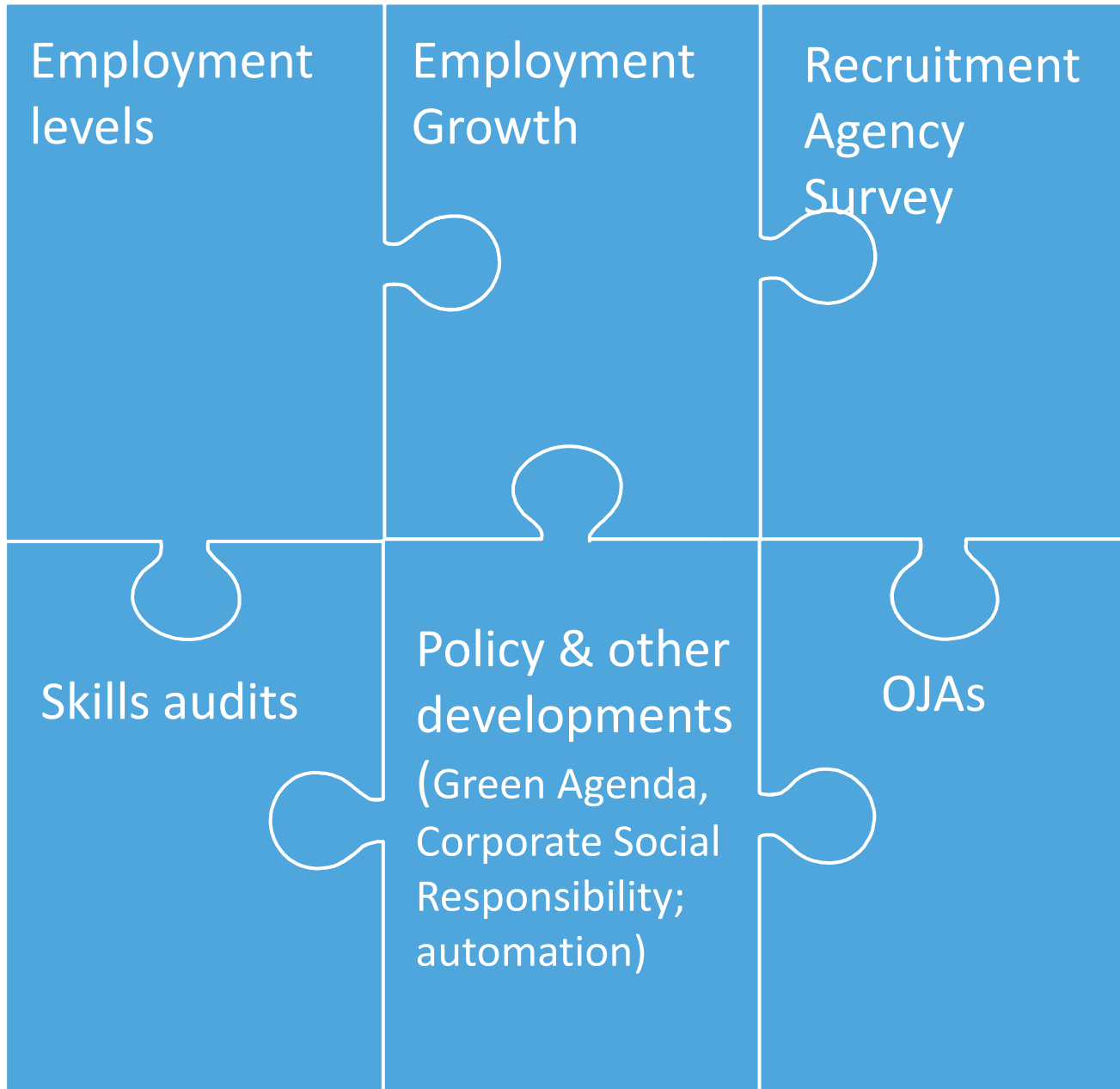


How does this data add value to LMI?

- Example of accountants & tax experts







- 2.5% of total
- **Transversal** skills: show responsibility, tolerate stress, provide leadership
- **Other** Teamwork, management, accounting, digital

What does this information allow us to do?



Helps inform **education and training curricula**, not just for the specific occupation, but also related occupations



Helps inform **career changers** and their advisors re skills to build on or develop



Upskilling & lifelong learning – increasingly needed in an ever-evolving workplace.

Concluding remarks

OJAs are an important indicator of real-time skills in demand

One of the few data sources to track transversal skills

Real value occurs only when taken in the context of other LMI data

Thank you

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