

Table 3.20: Key indicators of vacancy trends

	Numbers employed	Expansion demand	Replacement demand		Job Churn	Recent job hires 2016 - % of total/number	CSO Job Vacancy rate Q4 2016	Recruitment Agency Survey - DTF; October 2016	IrishJobs.ie Vacancies 2016		DSP Jobs Ireland Vacancies (Jan-Jun 2016)	
	Quarter 4 2016	Employment change y-o-y - % of total/ number	Exits to inactivity 2015; % of total/ number	Recruitment requirement (Expansion + exits) - % of total/ number	(Inter + Intra transitions; 2015) - % of total/ number				Share of vacancies	Key vacancies 2016	Share of vacancies	Key vacancies 2016
Professional, scientific & technical	126,100	6%	5%	7%	6%	7%	2.3%	1%	35%	<ul style="list-style-type: none"> Process/project engineers Financial accountants/analysts, data analysts Quality roles - QA/QC engineers/chemists, regulatory affairs, compliance, risk HR roles Marketing (brand management, business development) Technicians (lab, engineering, quality assurance) Accounts assistants/administrators 	4%	<ul style="list-style-type: none"> Accountants Sales & marketing (brand ambassadors/promotional staff) Interpreters, recruitment consultants Civil engineers, quantity surveyors CAD technicians
		6,800	5,600	12,400	16,500	22,000						
Information & communications	89,900	5%	2%	4%	5%	4%	1.7%	35%	14%	<ul style="list-style-type: none"> IT programmers (with Java, Oracle/SQL, .net) Systems analysts, engineers (systems, security, network) Web developers, analysts (data, technical, business) Architect (technical, business intelligence etc.) Technicians - tech support, administrators (database, systems, support) 	2%	<ul style="list-style-type: none"> Tech support (with languages) Software developers
		4,500	2,700	7,200	12,400	12,600						
Financial, insurance & real estate	101,500	4%	4%	4%	4%	4%	1.7%	7%	13%	<ul style="list-style-type: none"> Analyst (business, risk, financial, data, operations) Financial managers; compliance/regulatory reporting IT: software developers, data scientists, IT audit Financial administrators (fund accountants, pensions) 	0%	
		3,700	4,100	7,800	12,500	12,900						
Health & social work	257,500	1%	12%	10%	12%	11%	1.3%	11%	9%	<ul style="list-style-type: none"> Nurses (staff, clinical nurses, theatre) Doctors, pharmacists, radiographers, medical scientists Social workers, psychologists, occupational therapists, physiotherapists Radiation therapists, cardiac physiologist, pharmacy/lab technician Care workers, healthcare assistants 	22%	<ul style="list-style-type: none"> Care workers; nurses
		3,800	14,100	17,900	31,700	32,250						

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Administrative & support service	67,300	0%	3%	2%	5%	5%	1.1%	6%	8%	<ul style="list-style-type: none"> Customer/ technical/business support with languages Office administrators, receptionists, medical secretary 	13%	<ul style="list-style-type: none"> Security guards, cleaning Receptionists; administrators (office, accounts, sales)
Wholesale & retail trade	283,200	1%	20%	15%	17%	17%	0.9%	1%	8%	<ul style="list-style-type: none"> Sales representatives, field/inside/ area sales agents, business development Sales assistants, retail managers, procurement 	14%	<ul style="list-style-type: none"> Field sales representatives, fundraisers, sales assistants Mechanics, boners/trimmers, stocktakers
Industry	259,100	4%	9%	12%	15%	12%	0.6%	31%	5%	<ul style="list-style-type: none"> Engineers (process, manufacturing, quality) Production/manufacturing managers Technicians (quality, process, laboratory) Process operatives 	10%	<ul style="list-style-type: none"> Operatives (general, production, process, food) Forklift drivers Fitters, welders, fabricators Engineers (process, mechanical)
Accommodation & food services	148,000	3%	15%	12%	9%	13%	0.8%	3%	2%	<ul style="list-style-type: none"> Chefs, sales and deli assistants, catering assistants 	13%	<ul style="list-style-type: none"> Chefs Kitchen & catering assistants Waiters/waitresses
Construction	138,200	9%	5%	9%	9%	9%	0.2%	4%	3%	<ul style="list-style-type: none"> Quantity surveyors, project managers site/structural engineers, facilities engineers and health/safety officers 	8%	<ul style="list-style-type: none"> Electricians, carpenters, plumbers, steel fixer, painters Drivers (machine, dumper, excavator, teleporter) Scaffolders, groundworkers
Education	156,100	2%	7%	6%	6%	5%	0.5%	0%	1%	<ul style="list-style-type: none"> Lecturers, researchers, tech/student support 	3%	<ul style="list-style-type: none"> Childcare workers English language teachers
Transportation & storage	96,400	3%	3%	3%	4%	3%	0.2%	1%	1%	<ul style="list-style-type: none"> Drivers (artic, multi-drop, HGV) Logistics (managers, planners, administrators) 	6%	<ul style="list-style-type: none"> Large goods vehicle drivers (artic, HGV, rigid, multidrop) Warehouse operatives
Public administration & defence	101,200	2%	2%	3%	3%	3%	0.9%	0%	1%	<ul style="list-style-type: none"> Researchers, lecturers, HR officers, lab technicians 	0%	
Arts, entertainment, recreation & other service	99,600	9%	7%	9%	5%	6%	0.7%	0%	1%	<ul style="list-style-type: none"> Graphic designers, sports instructors 	2%	<ul style="list-style-type: none"> Hairdressers/barbers Beauticians, spa therapists