

This paper reports the findings of the recruitment agency survey conducted in April 2018. This survey gathers the views of selected Irish recruitment agencies with regard to difficult to fill vacancies in their specialist area.

Over half of the difficult to fill mentions were in science, research, engineering and technology. These were mostly for programmers and software developers, analysts and designers, IT managers, and telecommunication professionals.

Business, media and public services professionals had the second largest share at 12%, with the majority of the vacancies for quality and regulatory professionals and accountants.

Health professionals had the third largest share at 9% with medical consultants and nurses being the main areas that were difficult to fill.

JOBS WHERE VACANCIES WERE DIFFICULT TO FILL



IT STAFF

Programmer, software developers, analysts and designers, support technicians and IT managers.



ENGINEERS

Production/process mechanical, electrical, design and development, civil, quality control, quality assurance and regulatory Chemical scientist, biological scientist and biochemists.



HEALTH PROFESSIONALS

Medical consultants and nurses, health care assistance



ACCOUNTING AND FINANCE STAFF

Qualified accountants and financial analysts, financial administrative jobs



MANAGERS

Senior managers and directors



OFFICE SUPPORT

Secretaries, receptionists, administrative assistance



SKILLED TRADES

Steel erectors, carpenters, welders, pipe fitters, tool makers, plumbers, bricklayers



SALES REPRESENTATIVES

Sales executives, telesales and retail sales people.



TECHNICIANS

Electrical and electronic technicians, engineering technicians, quality assurance technicians, planning, process and production technicians



DRIVERS

Construction drivers, truck, lorry and heavy goods drivers, forklift drivers



OTHER SERVICES

Waiters, chefs,

FACTORS THAT IMPACT ON PERCEIVED JOB ATTRACTIVENESS

Recruitment remains challenging for most companies.

Key factors relating to job attractiveness were the location of the job (most people want to work in a city or location with good infrastructure), job security, competitive salaries, promotional prospects, upskilling and development opportunities.

For smaller companies, unrealistic salary expectations, less attractive location, job security issues and lack of work progression can make it difficult to attract and retain experienced skilled candidates.

Some agencies commented that the introduction of GDPR and the impact of Brexit has also had a notable impact, with an increase in demand for financial, legal and technology driven vacancies as companies prepare for new legislation and a move to Ireland.

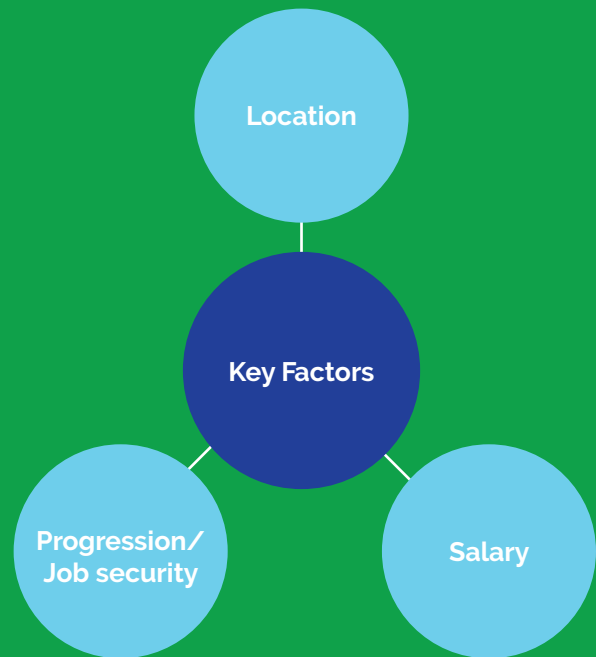


Figure 1. Factors that impact on perceived job attractiveness, April 2018



SALARY: two thirds of the responses from this survey indicated an increase in the salary offered when compared to the previous year; these were primarily in areas of identified skills shortages (National Skills Bulletin, 2017)



DEGREE OF DIFFICULTY: of those mentions of difficult to fill vacancies, over half were considered 'very difficult' to fill, with a fifth 'too difficult'. The primary reason for these difficulties was an insufficient number of skilled candidates available in the Irish labour market.



EXPERIENCE: a high level of experience is still a major contributing factor in the reported difficulty to fill vacancies with almost half of the responses in this survey requiring a minimum of five years' experience.



NATIONALITY: as the economy is recovering, businesses are challenged to hire and retain qualified and experienced employees, particularly in the IT and life sciences sectors; the results of this survey found that only 25% of the difficult to fill vacancies were filled by Irish candidates only, while a remainder were filled by a combination of Irish, EU and non-EU candidates.

Design Engineers
Quantity Surveyor
Technical Support
Production & Quality and
Planning Engineer Regulatory Control
Accountant IT Managers
Mechanical Engineers
Civil Engineers
**Software
Programmer**
Nurse IT Business Analyst
Sales Admin IT Security Civil Engineers
Human Resource Web Designers
Quality Control Engineer
Medical Consultant
Biological Scientist

For further information please consult the following reports:

National Skills Bulletin 2017
Vacancy Overview 2017

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