



IRISHJOBS.IE

JOBS INDEX

Q3 2021

FOREWORD

The Q3 2021 IrishJobs.ie Jobs Index shows that Ireland's economic recovery is continuing apace. Thanks to the easing of lockdown rules and almost full vaccination among the adult population, businesses remain confident in the economy. This confidence has translated into consistently high job vacancies.

Our data shows that job vacancies increased by +19% quarter-on-quarter (building on an already strong +40% quarterly increase in Q2) and by +119% year-on-year. Job vacancies are +42% higher in Q3 2021 than they were in pre-Covid Q3 2019.

Encouragingly, Ireland's economic recovery remains broad, spanning technical industries, office work, and customer-facing roles. Of the 30 sectors we analysed in Q3, 24 posted quarterly increases in vacancy creation and 19 surpassed their pre-Covid rate of vacancy generation. These figures are strong and ultimately good news for Irish employees and the economy. Far from experiencing a long-term deficit of jobs because of the pandemic as many predicted, Ireland has a huge number of vacancies.

For employers, these trends are also mostly very positive, but finding staff to fill the sheer number of vacancies in a competitive talent market,

where strong candidates can easily pick and choose roles and employers, will be a challenge.

Vacancies in tourism, travel, and airlines increased by +80% quarter-on-quarter and +3,607% year-on-year, following growing demand for international travel. This is a particularly significant increase given the pandemic's profound impact on the industry throughout 2020 and most of 2021.

Vacancies in construction, architecture, and property rose +25% quarter-on-quarter and +178% year-on-year, indicating continued forward momentum on building sites and other larger infrastructural projects. Sales vacancies also increased by +25% quarter-on-quarter and +487% year-on-year, suggesting the pandemic has done little to stifle business and consumer demand for products and services.

Science, pharmaceutical, and food sector vacancies, however, declined for the second successive quarter (-13%). As reported in the previous Jobs Index, this contraction most likely represents the descent from the peak of Covid-related product manufacturing rather than a deeper structural issue.

A few sectors have yet to return to their pre-Covid levels of vacancy generation, including hotel and catering, beauty, hair care, leisure, and sport, and production, manufacturing, and materials,

though quarterly and yearly increases in vacancies in all three of these sectors indicate that the potential for full recovery is there, provided current economic trends prevail.

Interestingly, fully remote work vacancies increased by just +8% quarter-on-quarter in Q3 2021. While this number is still positive, its slower rate of increase compared to the vacancy rates for regular 'physically present' roles suggest the office still has an important role to play in the workplace ecosystem. However, it was encouraging to see Minister for Finance, Paschal Donohoe TD recently re-emphasise the Government's support for remote working practices and extend existing 'remote working' tax reliefs as part of his Budget 2022 speech.

All counties recorded a yearly rise in vacancies. Only two counties—Laois and Limerick—failed to register a quarterly rise in vacancies in Q3 2021, though their declines were modest (just -1% and -3%, respectively). The five counties with major cities—Dublin, Cork, Limerick, Galway, and Waterford—accounted for 73% of all vacancies. In some respects, however, the rise of remote work renders the geographical origins of a role less critical. An employee can now live and work in Kerry or Tipperary for a Dublin-based company and only occasionally be required to be physically present at the office.

In a period of increasing vacancy creation and

employee mobility, as well as positive Central Bank of Ireland growth projections for 2022 and a cautiously optimistic Budget outlook, Irish professionals have never had so much opportunity to advance their careers and, critically, to do so on their own terms.

For recruiters challenged by current market conditions, there is also some cause for optimism. Recent IrishJobs.ie research suggests that 55% of Irish employees plan to change role in the next twelve months.

To stay competitive and attractive to new hires, all businesses, large and small, need to continuously monitor the recruitment market for new employee trends and expectations. That will inevitably mean scrutinising, re-evaluating, and adapting existing employer brand strategy and recruitment processes.



A handwritten signature of Orla Moran in black ink.

Orla Moran
General Manager,
IrishJobs.ie

HEADLINES

- Job vacancies experienced a 19% quarterly increase in 2021:Q3.
- Job vacancies up 119% in year-on-year terms.
- The IrishJobs Jobs Index is now 42% higher than in pre-Covid 2019:Q3.
- Of the 30 sectors analysed, 24 sectors have posted quarterly increases in job vacancy creation in 2021:Q3.
- 19 sectors have surpassed their pre-Covid-19 rate of vacancy generation.
- Sectors surpassing pre-Covid vacancy rates and sustaining their post-lockdown rebounds into 2021:Q3 include: Tourism, Travel & Airlines, HR & Recruitment, Construction, Architecture & Property, and Sales.
- Continued vacancy growth also evident in: Environmental, Health & Safety, Medical Professionals & Healthcare, Publishing, Media & Creative Arts, Secretarial & Admin, Social & Not for Profit, and Transport, Warehousing & Motor.
- Some sectors experienced strong vacancy growth in both quarterly and year-on-year terms, but yet to return to pre-Covid levels include Hotel & Catering, Production, Manufacturing & Materials, and Beauty & Health Care and Leisure & Sport.
- After strong vacancy generation across 2020 and into 2021, vacancies in the export-orientated Science, Pharmaceutical & Food sector declined for a second successive quarter. However, the Production, Manufacturing & Materials Services sector has posted two consecutive quarters of vacancy growth.
- All but two counties experienced a rise in vacancies over the quarter.
- Vacancy numbers in all counties with major cities are now above those recorded before the outbreak of covid-19.
- The five counties with the main cities now account for 73% of all vacancies in Ireland.
- The recent rate of growth in working from home job vacancies has slowed down to 8% during the second quarter, a substantially slower rate of growth than that reported for regular job vacancies.

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JOB VACANCIES

JOB VACANCIES

Job vacancies experience a 19% quarterly increase in 2021:Q3

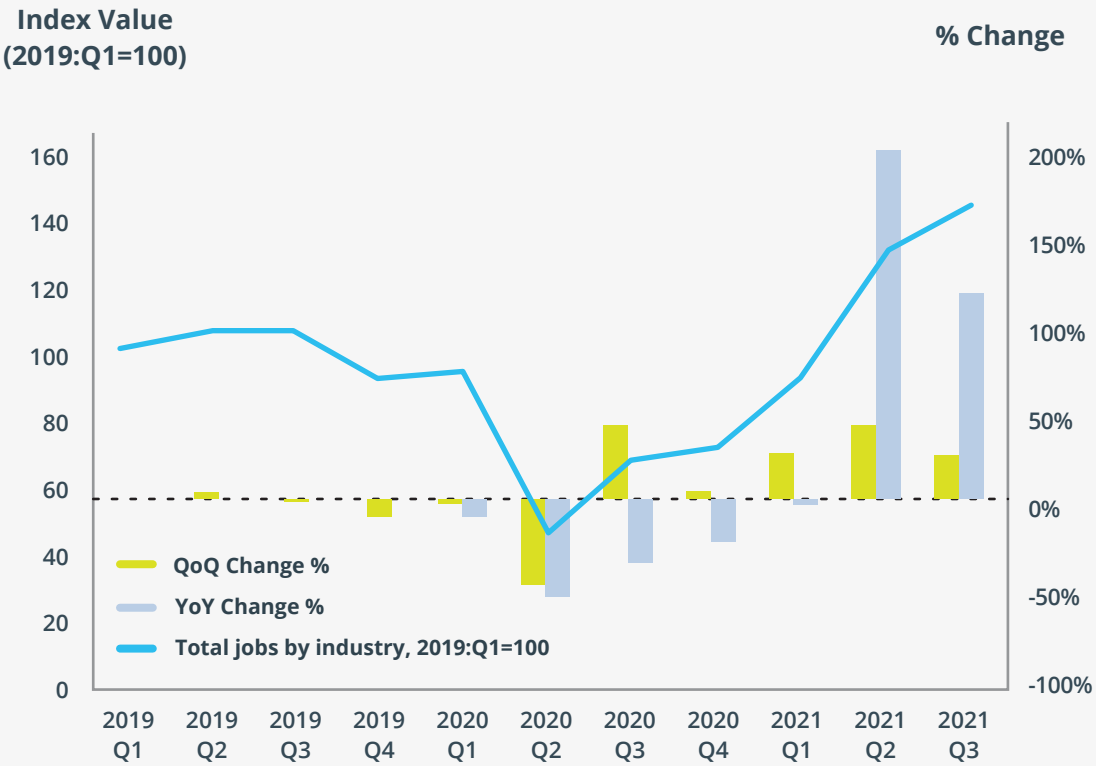
IrishJobs job vacancy advertisements provide a timely indicator of Irish job vacancy generation, through which the impact of Covid-19 on Irish economic activity can be assessed.

In this report, the IrishJobs Jobs Index monitors the impact of Covid-19 on economic activity in 2021:Q3 in terms of job vacancy generation. As illustrated by IrishJobs data for 2021:Q3, a broad range of sectors of the Irish economy are now enjoying a strong rebound as Covid-19 public health restrictions continue to be eased. IrishJobs vacancy data reveals a 19% quarterly increase in total job vacancies in 2021:Q3, with year-on-year

vacancies showing an 119% increase when compared with the challenging economic conditions of 2020:Q3. A more meaningful year-on-year comparison may be made with pre-Covid 2019:Q3 vacancy data: the level of job vacancies generated in 2021:Q3 was 42% higher than that of 2019:Q3. Indeed, as illustrated in Figures 1 (below), the IrishJobs Jobs index value (147) for 2021:Q3 has surged ahead of pre-covid index levels and appears to be maintaining a strong upward trajectory.

By way of context for the current IrishJobs quarterly report, we provide a snapshot of prevailing Irish economic conditions. Since the outbreak of the Covid-19 virus in mid-March 2020, the Irish economy has endured an unprecedented contraction. However, assuming that all public health measures will be relaxed by October 22nd, the latest ESRI Autumn Quarterly Economic Commentary expects Irish GDP to grow by 12.6 per cent in 2021.

Both foreign and domestic sources of growth will contribute to the strong performance of the economy in 2021.



JOB VACANCIES

The foreign multinationals dominated export sector continues its strong performance during the pandemic and is set to perform particularly strongly in 2021. Overall exports grew by 6.4% in Q2 2021 compared to Q1 2021. Domestic sources of growth which have been constrained through the first half of 2021 but, as public health measures have eased, have started to experience strong recoveries. Modified total domestic demand is forecast to increase by 7.2% in 2021.

The expected increase in expenditure on retail has been confirmed by the monthly retail sales data. The increase in expenditure on items like clothing, textiles and footwear was particularly strong throughout May and June, as retail outlets reopened following the easing of strict public health regulations. A strong increase in expenditure in bars is evident from June and July 2021 as the continued easing of restrictions on hospitality and accommodation services allowed businesses to reopen.

The impact of the crisis on the Irish labour market has been unprecedented. The CSO Labour Force Survey shows that (Covid-19 adjusted)

unemployment rate increased from 15.9 per cent in September 2020 to 27.2 per cent in January 2021. Since January 2021 the unemployment rate has declined to 12.4 per cent in August 2021. Given the strong increase expected in domestic growth in the last quarter of the year, the ESRI expects that the unemployment rate in Q4 2021 will be approximately 9.0 per cent.

The CSO Labour Force Survey (LFS) shows that there were 2,349,100 persons in employment in Q2 2021 but 220,900 of those (9.4%) were "Away from work". This compares to 2,138,100 persons in employment in Q2 2020, of whom 468,500 (21.9%) were "Away from work". Employment increased in all 14 economic sectors in the year to Q2 2021, with the level of employment in a number of sectors exceeding the levels from the same quarter in 2019. However, some sectors have not yet recovered fully from the effects of the pandemic, notably the Accommodation & Food Services sector and the Construction sector. Employment increased over the year in all regions, with the border region enjoying the largest percentage increase at 19.6% compared to south-west region (Cork and Kerry) with the lowest at 7.5%.



A background image showing three business professionals (two men and one woman) in an office setting, smiling and looking at a tablet held by the woman. The image is overlaid with a dark blue semi-transparent filter. The word "SECTORS" is centered in white, bold, sans-serif capital letters. A short yellow horizontal line is positioned above the text, and a short cyan horizontal line is positioned below it.

SECTORS

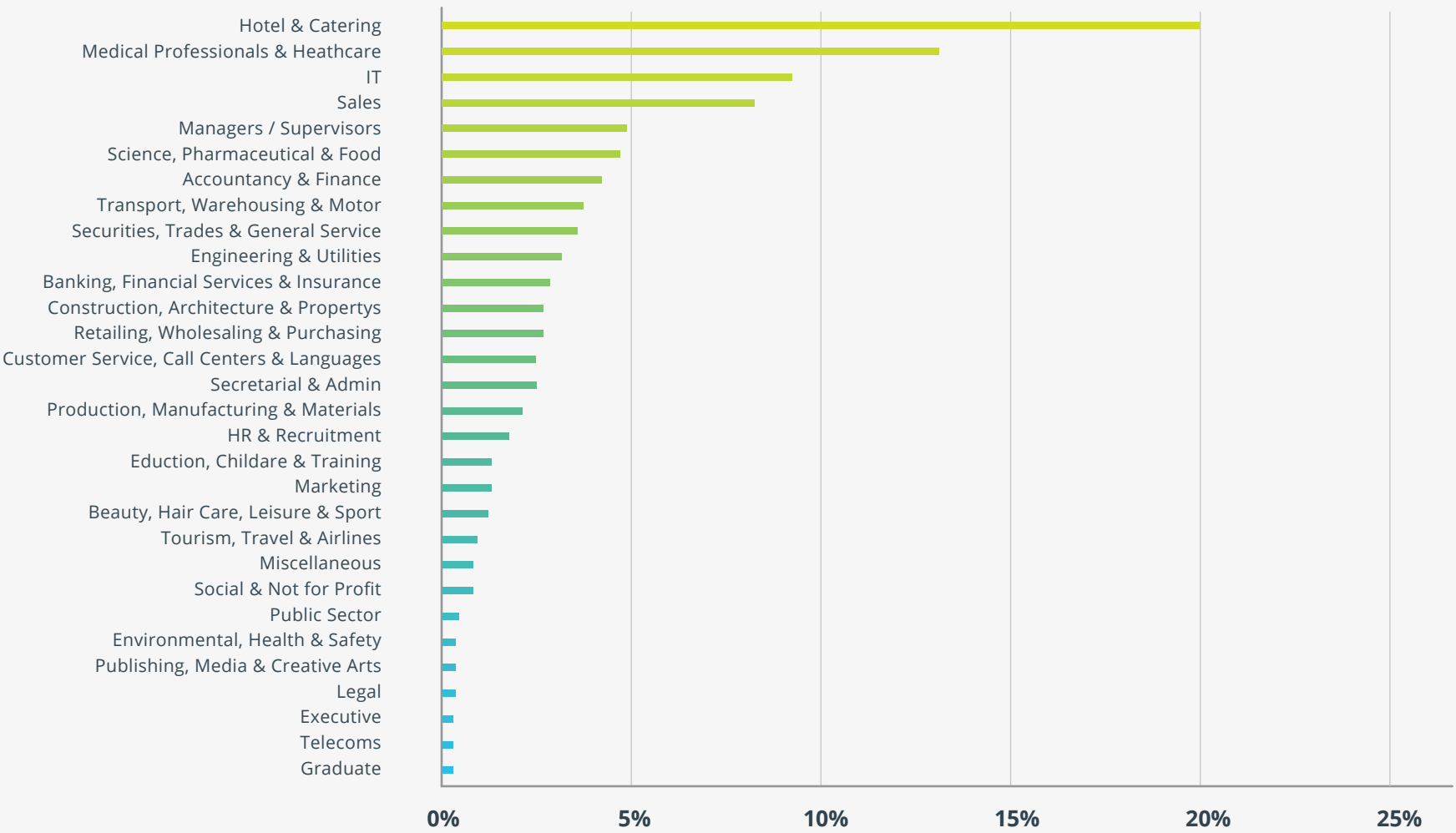
SECTORS

IrishJobs job vacancy data offers insights into distinct sectoral trends in job vacancy generation during 2021:Q3, with the overall index disaggregated into 30 sectors.

Figure 2 (below) identifies the sectors that generated the greatest proportion of job vacancies in 2021:Q3. Subsequent to the reopening of the hospitality sector earlier this year, the Hotel & Catering sector is once again the largest source of job vacancies.

This sector accounted for just under 20% of job vacancies generated in 2021:Q3, eclipsing that of the Medical Professionals & Healthcare (13%) which has been so prominent throughout the Covid-19 period. The next largest source of job vacancies in 2012:Q3 was the IT sector (9%), reflecting the ongoing reliance on IT sector services in supporting remote working and hybrid workplace arrangements. Other significant sources of job vacancies were Sales (8%) and the export-orientated Science, Pharmaceutical & Food sector (5%). The trends evident in these five sectors over time are illustrated in Figure 3, which tracks the vacancy indices of these sectors from 2019:Q1 to 2021:Q3.

Figure 2: Job availability as % of total jobs in 2021:Q3



SECTORS

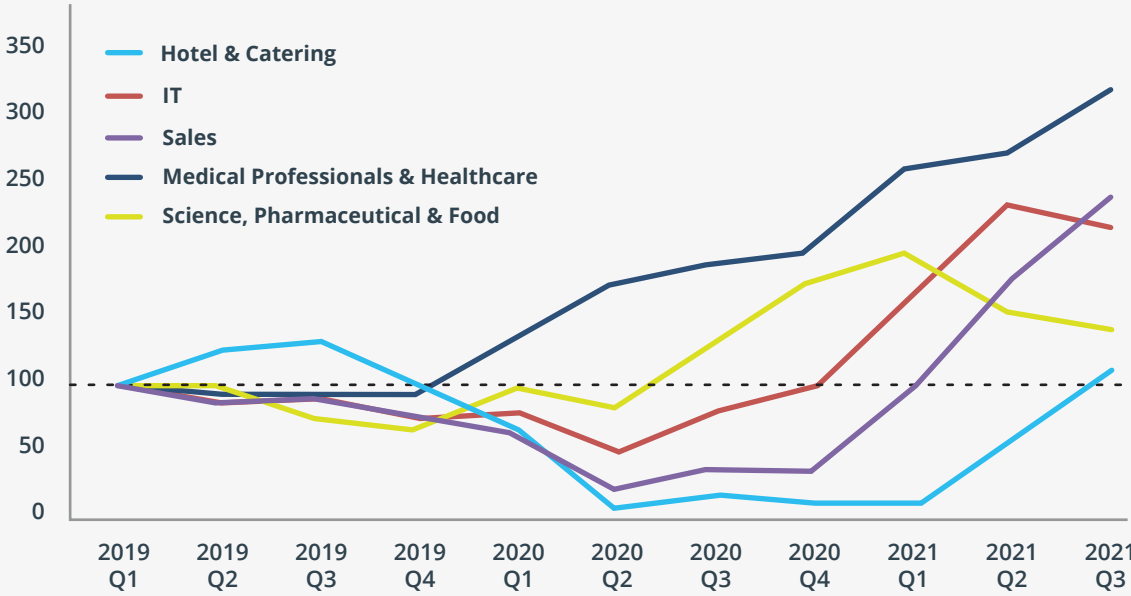
As noted above, at the sectoral level a number of distinct trends are evident. These sectoral trends are set out in detail in Table 1 (below), which disaggregates 2021:Q3 job vacancy rates across 30 sectors. Of these 30 sectors, 24 sectors experienced quarterly increases in vacancies in 2021:Q3.

A useful means of understanding sectoral-level vacancy trends is to discuss them in the context of pre-Covid 2019:Q3 data (denoted as bi-annual in Table 1). Of the 30 sectors analysed in this report, 19 sectors have surpassed their pre-Covid rates of vacancy generation. Of these 19 sectors, 14 sectors have posted both year-on-year growth and quarterly growth. As such, these sectors appear to have sustained their initial post-lockdown rebounds into 2021:Q3. Within these sectors, the largest quarterly increases can be seen in: Tourism, Travel & Airlines (Y-o-Y: +3607%; Q-o-Q: +80%); HR & Recruitment (Y-o-Y: +447%; Q-o-Q: +36%); Construction, Architecture & Property (Y-o-Y: +178%; Q-o-Q: +25%); and Sales (Y-o-Y: +487%; Q-o-Q: +25%). Further sectors to sustain their vacancy growth in both year-on-year and quarterly terms include: Environmental, Health & Safety (Y-o-Y: +93%; Q-o-Q: +32%); Medical Professionals & Healthcare (Y-o-Y: +54%; Q-o-Q: +15%); Publishing, Media & Creative Arts (Y-o-Y: +1483%; Q-o-Q: +14%); Secretarial & Admin (Y-o-Y: +302%; Q-o-Q: +17%); Social & Not for Profit (Y-o-Y: +20 %; Q-o-Q: +13%); and Transport,

Warehousing & Motor (Y-o-Y: +147%; Q-o-Q: +22%). Of the remaining five sectors to surpass their pre-Covid rates of vacancy generation, four grew in year-to-year terms, but declined in quarterly terms. As evidenced by the IT sector (Y-o-Y: +157%; Q-o-Q: -3%) Science, Pharmaceutical & Food (Y-o-Y: +7%; Q-o-Q: -13%), this may be an indication that the unique Covid-related demand which propelled these sectors in previous quarters has now eased somewhat.

However, 11 sectors remain below their pre-Covid rates in terms of job vacancy generation. A number of these sectors grew in both quarterly and year-on-year terms, suggesting that their recovery shows no signs of abating, but they are yet to return to their pre-Covid levels of vacancy generation. Such sectors include Hotel & Catering (Y-o-Y: +388 %; Q-o-Q: +75%); Production, Manufacturing & Materials (Y-o-Y: +26%; Q-o-Q: +16%); and Beauty, Hair Care, Leisure & Sport (Y-o-Y: +70%; Q-o-Q: +50%). For those other sectors below pre-Covid vacancy levels, the picture is a mixed one. Two sectors - Banking, Financial services & Insurance (Y-o-Y: +37 %; Q-o-Q: -26%) and Marketing (Y-o-Y: 23%; Q-o-Q: -24%) - grew in year-on-year terms but posted a decline in vacancies for 2021:Q3. On the other hand, a further two sectors - Retailing, Wholesaling & Purchasing (Y-o-Y: -11%; Q-o-Q: 38%) and Engineering & Utilities (Y-o-Y: -12 %; Q-o-Q: +1%) - declined in year-on-year terms but experienced vacancy growth in 2021:Q3.

Figure 3: Vacancy Indices of largest sectors (2019:Q1=100)



SECTORS

Table 1: Changes (%) in sectoral job vacancies for 2021:Q3 (2019:Q1 = 100)

Sector	Index	Bi-annual 2019 (pre-Covid)	Anual	Quarterly
Accountancy & Finance	11	8	93	-6
Banking, Financial Services & Insurance	-4	-17	37	-26
Beauty, Hair Care, Leisure & Sport	-16	-20	70	50
Construction, Architecture & Property	239	122	178	25
Customer Service, Call Centres & Languages	-18	-2	60	32
Education, Childcare & Training	-21	-8	29	5
Engineering & Utilities	-24	-16	-12	1
Environmental, Health & Safety	24	60	93	32
Executive	93	-4	41	11
Graduate	-13	-17	36	96
Hotel & Catering	13	-10	388	75
HR & Recruitment	56	87	447	36
IT	114	160	157	-3
Legal	-13	6	178	-24
Managers / Supervisors	534	337	643	26
Marketing	-18	-9	23	-24
Medical Professionals & Healthcare	202	230	54	15
Miscellaneous	442	474	342	12
Production, Manufacturing & Materials	-13	-5	26	16
Public Sector	0	9	144	28
Publishing, Media & Creative Arts	604	631	1483	14
Retailing, Wholesaling & Purchasing	-1	-6	-11	38
Sales	121	145	487	25
Science, Pharmaceutical & Food	35	78	7	-13
Secretarial & Admin	44	51	302	17
Security, Trades & General Services	161	147	260	35
Social & Not for Profit	52	25	20	13
Telecoms	-28	32	-13	25
Tourism, Travel & Airlines	184	190	3607	80
Transport, Warehousing & Motor	48	37	147	22



SECTORS

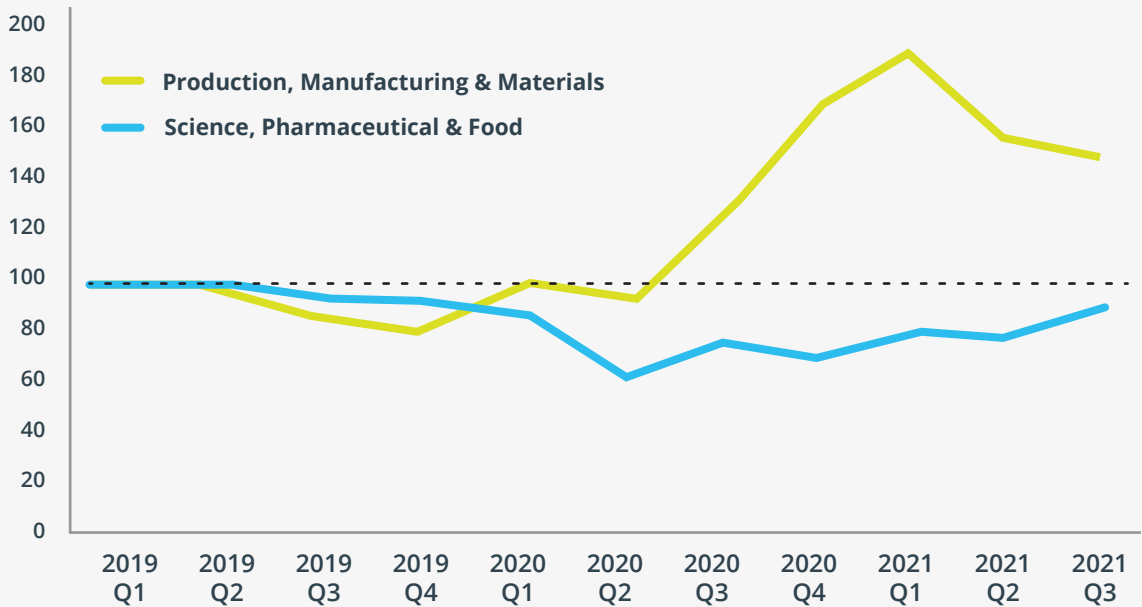
Given that the robustness of the Irish export sector has been a hallmark of Irish Covid-era economic activity, we present the vacancy rates of two export-orientated sectors with a strong multinational presence (Science, Pharmaceutical and Food; Production, Manufacturing and Materials) as indicators of the Irish employment outlook (Figure 4, below).

The Science, Pharmaceutical & Food sector experienced a remarkable surge in job vacancy creation throughout 2020 and into 2021:Q1, as it scaled up production in response to Covid-related demand. However, this sector has now posted quarterly declines in job vacancy generation for two consecutive quarters.

This may be an indication that the unique Covid-related demand which propelled these sectors in previous quarters has now eased somewhat. The Irish-based multinationals in this sector may now have built up sufficient capacity to meet current production requirements. The Production, Manufacturing & Materials Services sector, on the other hand, has posted two consecutive quarters of vacancy growth. The

sector appears to be steadily returning to its pre-Covid rate of vacancy generation, which augurs well for Irish production levels and export activity over the coming quarters.

Figure 4: Changes in export orientated sectors (2019:Q1=100)





LOCATION

LOCATION

As regards vacancy gains by location, the third quarter growth figure at national level is underpinned by a range of experiences at county level (See Table 2).

All but two counties have experienced a rise in vacancies over the quarter, with particularly strong increases in Longford (+170%) and Donegal (+85%). Modest quarterly vacancy decreases have been recorded in Limerick (-3%) and Laois (-1%). The year-on-year figures present a slightly smaller range. Very high year-on-year increases have been observed in Dublin (+144%) and Kildare (142%). Other counties experienced more modest performances, although no county recorded a year-on-year decrease. The smallest year-on-year increase in job vacancies was recorded in Cavan (+16%)

Table 2: Percentage changes in job vacancies by location

Counties	YoY change	Quarterly Change
Carlow	105	22
Cavan	16	16
Clare	122	36
Cork	73	17
Donegal	124	85
Dublin	144	18
Galway	100	27
Kerry	108	16
Kildare	142	27
Kilkenny	128	36
Laois	45	-1
Leitrim	107	8
Limerick	86	-3
Longford	47	170
Louth	38	13
Mayo	93	1
Meath	101	36
Monaghan	53	13
Offaly	108	35
Roscommon	57	11
Sligo	48	44
Tipperary	51	22
Waterford	98	9
Westmeath	109	13
Wexford	114	23
Wicklow	124	48



LOCATION

Figure 5 presents quarterly figures since 2019:Q4 for the counties that include the five main cities. These counties now account for 73% of all vacancies in Ireland. All these counties show a similar trend characterized by a strong decrease in the index in 2020:Q2 followed by a strong increase in 2020:Q3.

The biggest decrease in the vacancy index during the second quarter was experienced in Dublin. Waterford was the least affected, with a relatively small drop in 2020:Q2 and a strong recovery in 2020:Q3. The Waterford index value in 2020:Q3 (127) was actually well above the level recorded before the Covid-19 outbreak. The vacancy levels in the other four counties remained below those recorded before Covid-19. Most cities proved to be relatively resilient in the face of the second and third Covid-19 lockdowns in 2020:Q4 and 2021:Q1.

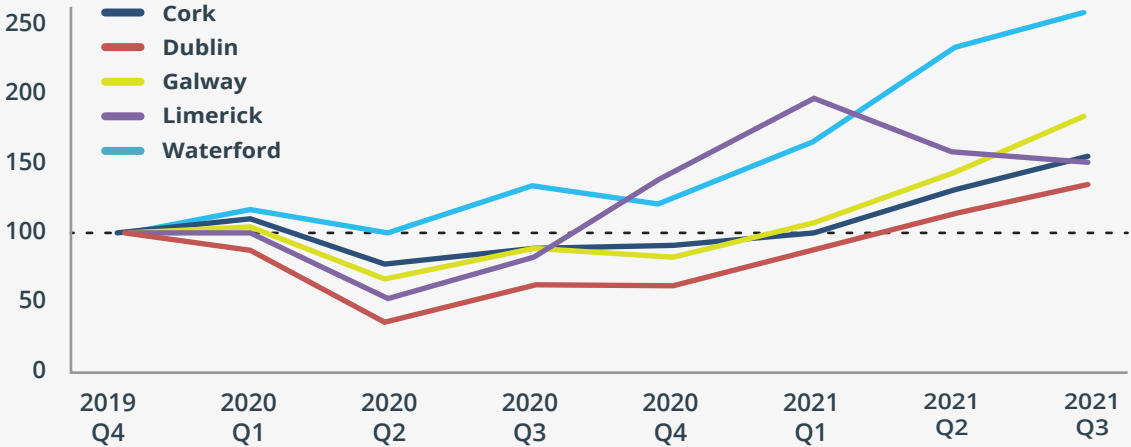
All counties with major cities, except Limerick, continued their strong performance in 2021:Q3. Waterford is performing particularly well with a vacancy index of 150% higher than in pre-covid 2019:Q4. The vacancy index in Limerick

experienced a second consecutive quarterly fall but remains well above pre-covid levels.

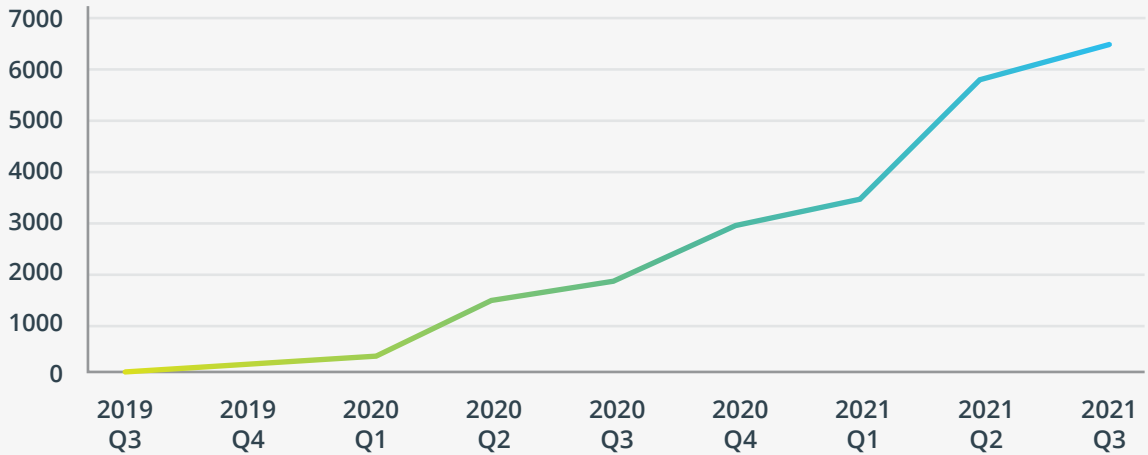
This report continues to track developments in relation to job vacancies that involve working from home. Figure 6 presents quarterly figures since 2019:Q3. The figures clearly reflect the impact of the Covid-19 pandemic. Working from home job vacancies had been rising steadily for some time, but these figures have risen strongly since 2020:Q2 and have continued to rise in 2021:Q3, although at a slower rate than during the previous quarter.

When expressed as an index and compared to a baseline value in 2019:Q3 of 100, the index value reaches 6,110 in 2021:Q3. In the third quarter of 2021, the number of working from home vacancies increased by 8%. This rate of growth is substantially smaller than that recorded for regular vacancies. We will have to wait for the results of future quarterly reports to see whether the recent growth in working from home vacancies has been mainly a short-term response to the covid pandemic, or whether it has started a permanent trend in the Irish labour market.

Figures 5: Vacancy indices for counties with main cities (2019:Q4 = 100)



Figures 6: Working from home vacancy indices (Q3 2019 = 100)



CONCLUSION

In order to monitor the impact of the Covid-19 pandemic on Irish economic activity, up-to-date indicators of Irish economic activity are of vital importance. The IrishJobs Jobs Index, based on quarterly job vacancy data, offers timely insights into the economic impact of the pandemic. This report reveals that the IrishJobs Jobs Index has experienced a 19% quarterly increase in 2021:Q3, with the index surging beyond pre-Covid levels.

As Covid-19 public health restrictions continue to be eased, a broad range of sectors of the Irish economy are now enjoying a strong rebound. Of the 30 sectors analysed in this report, 24 sectors have posted quarterly increases in job vacancy creation in 2021:Q3. Indeed, 19 sectors have now surpassed their pre-Covid-19 rates of vacancy generation and are exhibiting sustained vacancy growth – with the most notable being Tourism, Travel & Airlines; HR & Recruitment; Construction, Architecture & Property; and Sales. That said, a number of sectors – including Hotel & Catering; Production, Manufacturing & Materials; and Beauty, Hair Care, Leisure & Sport - are yet to return to pre-Covid rates of vacancy growth. However, these sectors have posted strong vacancy growth in both quarterly and year-on-year terms and look set to return to pre-Covid rates of vacancy generation in the coming quarters.

Analysis of job vacancy trends in export-related

sectors also paints a positive picture, albeit a more nuanced one. After strong vacancy generation across 2020 and into 2021, vacancies in the export-orientated Science, Pharmaceutical & Food sector declined for a second successive quarter in 2021:Q3. However, given its robustness throughout the Covid period, job vacancy rates in this sector remain well above pre-Covid levels. The Production, Manufacturing & Materials Services sector, on the other hand, has posted two consecutive quarters of vacancy growth. This is indicative of positive economic sentiment across a wide range of industrial activities, both domestic and foreign-owned, and should lead to increased production volumes and export activity in coming quarters.

As regards vacancy gains by location, all but two counties experienced a rise in vacancies over the quarter, with particularly strong increases in Longford (+170%) and Donegal (+85%). The only modest quarterly vacancy decreases have been recorded in Limerick (-3%) and Laois (-1%). All counties with major cities, except Limerick, have experienced rising vacancy numbers during 2021:Q3 and all counties with major cities now generate vacancy numbers above those recorded before the outbreak of Covid-19. These five counties now account for 73% of all job vacancies in Ireland. Working from home vacancies have increased by 8% during 2021:Q3, a substantially slower rate of increase than that recorded for regular vacancies. Although one quarter is too short a period from which to draw strong conclusions, the data suggests that the strong growth in working from home vacancies recorded in previous quarters may begin to ease back as regular workplaces continue to open up.

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A note on the data

The report utilises a dataset comprising of all corporate jobs advertised on IrishJobs and Jobs.ie from 01/07/2021 to 30/09/2021. Revisions to the data-gathering process mean that the figures stated in this report are not directly comparable to previous reports.

The data was analysed and report authored by DCU economist Declan Curran and economic geographer Chris Van Egeraat.