SOLAS
learning works
Profile of the Dublin Region

Skills and Labour Market Research Unit (SLMRU), SOLAS
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Introduction

The engagement between education and training providers and employers through the Regional Skills Forum needs to be based on the shared understanding of the labour market they are operating in. Both sides represent the key players in relation to the local labour markets, one on the side of the demand for skills (employers) and one on the side of the supply of skills (education and training providers). The availability of labour market information is critical in ensuring that the engagement between the education and training providers and employers results in an evidence-based, well-informed dialogue about the issues regarding the supply and demand for skills and a mutual agreement on how best to resolve issues identified.

The labour market information presented here is aimed at providing a starting point in relation to the evidence upon which the engagement should be based. It contains a selection of tables, charts and info-graphics on each region's economy, labour market indicators (employment rate, unemployment rate etc.), demand (employment trends, profile of recent hires, vacancies, immigration statistics, estimates of recruitment requirement by broad skill group) and supply (graduate output and unemployment). It also provides an overview of some issues identified through recent analysis of the labour market, including skill shortages and labour turnover.

The data and analysis presented here has been prepared using the data held in the National Skills Database, which collates a wide range of datasets and models on demand and supply of labour at occupational level. This includes data from the Central Statistics Office, Department of Education and Skills, Department of Social Protection, Department of Jobs, Enterprise and Innovation and a number of models for labour market analysis developed by the SLMRU, including the Labour Market Transitions Model and Occupational Employment Projections Model.

The information will be updated in line with the availability of updates of the underlying data sets.

Skills and Labour Market Research Unit (SLMRU), SOLAS

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  – Live Register
  – Job-ready job seekers
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• Issues identified
  – Skill and labour shortages
Number of active enterprises by region (private business economy), 2016

Source: CSO, Business Demography 2016

Note: Private business economy covers NACE Rev. 2 sectors B to N (excluding activities of holding companies)
Number of active enterprises (private business economy), Dublin, 2010-2016

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2015</th>
<th>2016</th>
<th>% change 2015-2016</th>
<th>% change 2010-2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dublin</td>
<td>74,392</td>
<td>79,508</td>
<td>79,821</td>
<td>0.4%</td>
<td>7.3%</td>
</tr>
<tr>
<td>State</td>
<td>242,692</td>
<td>248,843</td>
<td>250,033</td>
<td>0.5%</td>
<td>3.0%</td>
</tr>
</tbody>
</table>

Source: CSO, Business Demography 2016
Excludes NACE not stated

Note: Private business economy covers NACE Rev. 2 sectors B to N (excluding activities of holding companies)
Number of persons engaged (private business economy), Dublin, 2010-2016

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2015</th>
<th>2016</th>
<th>% change 2015-2016</th>
<th>% change 2010-2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dublin</td>
<td>589,197</td>
<td>654,123</td>
<td>688,797</td>
<td>5.3%</td>
<td>16.9%</td>
</tr>
<tr>
<td>State</td>
<td>1,270,475</td>
<td>1,402,981</td>
<td>1,478,236</td>
<td>5.4%</td>
<td>16.4%</td>
</tr>
</tbody>
</table>

Source: CSO, Business Demography 2016
Excludes size not stated

Note: Private business economy covers NACE Rev. 2 sectors B to N (excluding activities of holding companies)
Number of active enterprises by sector, Dublin, 2016

Source: CSO, Business Demography 2016
Distribution of active enterprises by sector, 2016

Source: CSO, Business Demography 2016
Distribution of active enterprises and persons engaged by company size, Dublin, 2016

Active enterprises

<table>
<thead>
<tr>
<th>Size class</th>
<th>Dublin</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 10</td>
<td>90.6%</td>
</tr>
<tr>
<td>10 - 19</td>
<td>4.4%</td>
</tr>
<tr>
<td>20 - 49</td>
<td>2.9%</td>
</tr>
<tr>
<td>50 - 249</td>
<td>1.7%</td>
</tr>
<tr>
<td>250 and over</td>
<td>0.4%</td>
</tr>
</tbody>
</table>

Persons engaged

<table>
<thead>
<tr>
<th>Size class</th>
<th>Dublin</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 10</td>
<td>16.7%</td>
</tr>
<tr>
<td>10 - 19</td>
<td>6.9%</td>
</tr>
<tr>
<td>20 - 49</td>
<td>10.1%</td>
</tr>
<tr>
<td>50 - 249</td>
<td>19.3%</td>
</tr>
<tr>
<td>250 and over</td>
<td>47%</td>
</tr>
</tbody>
</table>
Distribution of persons engaged by sector, 2016

Source: CSO, Business Demography 2016
# Labour market & associated indicators

<table>
<thead>
<tr>
<th>Indicator / Statistic</th>
<th>Dublin</th>
<th>State</th>
<th>*Target (if / where relevant)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population (15-64) CSO April 2018</td>
<td>935,300</td>
<td>3,174,900</td>
<td></td>
</tr>
<tr>
<td>Labour Force</td>
<td>735,000</td>
<td>2,417,000</td>
<td></td>
</tr>
<tr>
<td>Participation Rate</td>
<td>66.1%</td>
<td>62.6%</td>
<td></td>
</tr>
<tr>
<td>Employment (15 and above)</td>
<td>696,200</td>
<td>2,273,200</td>
<td></td>
</tr>
<tr>
<td>Employment Rate (15-64)</td>
<td>72.8%</td>
<td>69.1%</td>
<td>*69%-71%; **75%</td>
</tr>
<tr>
<td>Self-Employment</td>
<td>70,400</td>
<td>318,500</td>
<td></td>
</tr>
<tr>
<td>Unemployment (15 &amp; over)</td>
<td>38,900</td>
<td>143,800</td>
<td></td>
</tr>
<tr>
<td>Unemployment Rate (15-74)</td>
<td>5.3%</td>
<td>6.0%</td>
<td></td>
</tr>
<tr>
<td>Youth Unemployment Rate (15-24)</td>
<td>14.2%</td>
<td>14.9%</td>
<td></td>
</tr>
<tr>
<td>Youth Unemployment Ratio (15-24)</td>
<td>7.8%</td>
<td>7.6%</td>
<td></td>
</tr>
<tr>
<td>Long Term Unemployment Rate (15-74)</td>
<td>1.5%</td>
<td>2.1%</td>
<td></td>
</tr>
<tr>
<td>Life Long Learning (LLL) participation rate (Q4 2017)</td>
<td>17%</td>
<td>14%</td>
<td>*10% ; **15%</td>
</tr>
</tbody>
</table>

Source: SLMRU analysis of CSO LFS data Q3 2018; *Ireland’s NSS targets; **EU 2020 targets
Employment by sector* (persons and % change), Dublin

Source: SLMRU analysis of CSO LFS data
Manufacturing employment by technological intensity, Dublin, Q3 2018

Source: SLMRU analysis of CSO LFS data
Employment by occupation, Dublin, Q3 2018

- Professionals: 171,100
- Associate Professional & Technical: 110,100
- Administrative/Secretarial: 79,800
- Elementary Occupations: 75,400
- Managers, Directors and Senior Officials: 61,400
- Sales/Customer Services: 55,000
- Skilled Trades: 53,900
- Caring, Leisure & Other Services: 48,100
- Process, Plant & Machine Operatives: 34,500

Source: SLMRU analysis of CSO LFS data
Recent job hires, 2018

Recent hires by region

- Border: 15%
- Midland: 6%
- West: 6%
- Dublin: 8%
- Mid-East: 9%
- Mid-West: 13%
- South-East: 6%
- South-West: 6%

Total: 35%

Source: SLMRU Analysis of CSO LFS data

Recent hires by sector, Dublin

- Wholesale & retail: 24%
- Accomodation & food: 15%
- Health & Welfare: 11%
- IT: 13%
- Professional activities: 10%
- Admin services: 8%
- Education: 7%
- Financial: 6%
- Other: 6%

Total: 100%
Recent job hires, Dublin, 2018

Level of education: % who held third level qualifications
Gender: % who are male
Nationality: % who are Irish
Full-time/part-time: % who are full-time

Source: SLMRU Analysis of CSO LFS data
DSP Jobs Ireland vacancies, 2013-2017

Source: DSP Jobs Ireland; *refers to Jan-Jun only
DSP Jobs Ireland vacancies, State, Dublin

Source: DSP Jobs Ireland; *refers to Jan-Jun only
DSP Vacancies by occupation, Dublin, 2017

| Professionals       | Lecturer  
|                    | Software Engineers/developers  
|                    | Nurses  
|                    | TEFL teachers  
| Associate prof     | Sales representatives  
|                    | Marketing execs  
|                    | Technical support  
|                    | HR officer  
| Admin              | Office/payroll administrators  
|                    | Stock takers  
|                    | Accounts assistants/bookkeeper  
|                    | Receptionists  
| Skilled trades      | Chefs  
|                    | Electricians  
|                    | Fitters (mechanical/maintenance)  
|                    | Carpenters  
|                    | Plumbers  
|                    | Painters  
| Personal services   | Care assistants  
|                    | Healthcare assistants  
|                    | Childcare assistants  
|                    | Hairdressers  
| Sales              | Sales/deli assistants  
|                    | Customer service agents (with languages)  
| Operatives          | Drivers (Artic, HGV, forklift, minibus)  
| Elementary          | Cleaners  
|                    | Kitchen porter/Catering assistant  
|                    | General operatives  
|                    | Warehouse Operative  
|                    | Security guards  
|                    | Waiters/waitresses  


<table>
<thead>
<tr>
<th>Job title</th>
<th>IrishJobs.ie vacancies by occupation, Dublin, 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managers</td>
<td>Finance</td>
</tr>
<tr>
<td>Associate prof</td>
<td>Business Development/product/marketing Manager Data / financial / investment analysts Technical support executive / Helpline officers (with languages) IT systems administrator, account manager, tax senior, audit senior / managers/ underwriter</td>
</tr>
<tr>
<td>Admin</td>
<td>Accounts assistant, fund accountant Internal auditor, administrator (payroll, office, pensions, finance), logistics administrator, credit controller, receptionists / PA/Secretary</td>
</tr>
<tr>
<td>Sales &amp; customer</td>
<td>Client services representative/ advisor (with languages) Sales assistants Telesales / call centre agents</td>
</tr>
</tbody>
</table>

Source: IrishJobs.ie
Employment permits

Employment permits by region, 2014-2018

New employment permits, 2018

Source: DJEI
Job announcements, Dublin, 2017-2018

Industry/Manufacturing
MSD, BRE Global, Zeus, McArdle Skeath, APC, Syneza Life Sciences, Genomics Medicine Ireland

Construction
Europa Capital, Roadbridge, Ormond hotel, Hines, MSD, Google, Weatherspoon, DIT Grangegorman Development Agency, Mac-group, Amazon

Services
Dnata, N3, BDO, Weatherspoon, Heat Merchants, Go-Ahead-Ireland, Wachsman, Vodafone, Cerner, Advendio, Strategem, iCabb, INDEED, Aerospace, Air Lingus, Europa Capital, Lynk, Airbnb

Retail
Supervalu, Pointy, Iceland, Centra, McDonalds, Krispy Kreme, Hines

Finance
Enfusion, Mastercard, Allianz group, The Vaults, Intertrust, Quartenion, JP Morgan, Grant Thornton, KBRA, RBK, Immedis, Crowe Horwath, Deloitte, Barclays, Global payments, Autodesk

ICT

Source: SLMRU analysis
Education and training providers, Dublin

FET Providers
- Dublin City ETB
- Dublin and Dun Laoghaire ETB

Higher Education Providers
- Trinity College Dublin
- University College Dublin
- Dublin City University
- Royal College of Surgeons
- National College of Art & Design
- St. Patrick’s College Drumcondra
- Mater Dei Institute
- Tallaght Institute of Technology
- Blanchardstown Institute of Technology
- Dublin Institute of Technology
- Dun Laoghaire Institute of Art and Design

Private HE providers (not included in data)
- Dublin Business School
- Griffith College
- Hibernia College
- Other private providers
FET

- Awards data limited to QQI awards
- No awards data for other awarding bodies
  - City & Guilds
  - ICS (ECDL)
  - Vendor certification (e.g. Microsoft, Cisco etc.)
## Apprenticeship: new registrations, Dublin, 2018

<table>
<thead>
<tr>
<th>Field</th>
<th>City of Dublin</th>
<th>Dublin DunLaoghaire</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Auctioneering and Property Services</strong></td>
<td>6</td>
<td>15</td>
</tr>
<tr>
<td>Auctioneering and Property Services</td>
<td>6</td>
<td>15</td>
</tr>
<tr>
<td><strong>BioPharmaChem</strong></td>
<td></td>
<td>13</td>
</tr>
<tr>
<td>Laboratory Analyst</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Laboratory Technician</td>
<td></td>
<td>11</td>
</tr>
<tr>
<td><strong>Construction</strong></td>
<td>167</td>
<td>260</td>
</tr>
<tr>
<td>Brick and Stonelaying</td>
<td>11</td>
<td>11</td>
</tr>
<tr>
<td>Carpentry and Joinery</td>
<td>40</td>
<td>70</td>
</tr>
<tr>
<td>Painting and Decorating</td>
<td>2</td>
<td>14</td>
</tr>
<tr>
<td>Plastering</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Plumbing</td>
<td>111</td>
<td>158</td>
</tr>
<tr>
<td>Stonecutting and Stonemasonry</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wood Manufacturing and Finishing</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td><strong>Electrical</strong></td>
<td>223</td>
<td>510</td>
</tr>
<tr>
<td>Aircraft Mechanics</td>
<td>6</td>
<td>51</td>
</tr>
<tr>
<td>Electrical</td>
<td>182</td>
<td>408</td>
</tr>
<tr>
<td>Electrical Instrumentation</td>
<td>6</td>
<td>2</td>
</tr>
<tr>
<td>Electronic Security Systems</td>
<td>14</td>
<td>9</td>
</tr>
<tr>
<td>Industrial Electrical Engineering</td>
<td>4</td>
<td>6</td>
</tr>
<tr>
<td>Instrumentation</td>
<td>1</td>
<td>34</td>
</tr>
<tr>
<td>Refrigeration</td>
<td>10</td>
<td></td>
</tr>
</tbody>
</table>

Source: Solas
## Apprenticeship: new registrations, Dublin, 2018 (ctd)

<table>
<thead>
<tr>
<th>Field</th>
<th>City of Dublin</th>
<th>Dublin DunLaoghaire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Farriery</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Industrial Insulation</td>
<td>10</td>
<td>14</td>
</tr>
<tr>
<td>M.A.M.F.</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Metal Fabrication</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pipefitting</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Sheet Metalworking</td>
<td>26</td>
<td>22</td>
</tr>
<tr>
<td>Toolmaking</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td><strong>Financial Services (Insurance Practice)</strong></td>
<td>85</td>
<td>30</td>
</tr>
<tr>
<td>Accounting Technician</td>
<td>36</td>
<td>10</td>
</tr>
<tr>
<td>Insurance Practice</td>
<td>33</td>
<td>15</td>
</tr>
<tr>
<td>International Financial Services Associate</td>
<td>11</td>
<td></td>
</tr>
<tr>
<td>International Financial Services Specialist</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td><strong>Hospitality and Food</strong></td>
<td>12</td>
<td>15</td>
</tr>
<tr>
<td>Butcher</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Chef de Partie</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Commis Chef</td>
<td>9</td>
<td>11</td>
</tr>
</tbody>
</table>

Source: SOLAS
## Apprenticeship: new registrations, Dublin, 2018 (ctd)

<table>
<thead>
<tr>
<th>Course Type</th>
<th>City of Dublin</th>
<th>Dublin DunLaoghaire</th>
</tr>
</thead>
<tbody>
<tr>
<td>ICT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ICT Network Engineering</td>
<td>14</td>
<td>6</td>
</tr>
<tr>
<td>ICT Software Development</td>
<td>18</td>
<td>9</td>
</tr>
<tr>
<td>Logistics</td>
<td>4</td>
<td>21</td>
</tr>
<tr>
<td>Logistics</td>
<td>4</td>
<td>21</td>
</tr>
<tr>
<td>Motor</td>
<td>109</td>
<td>95</td>
</tr>
<tr>
<td>Agricultural Mechanics</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Construction Plant Fitting</td>
<td>7</td>
<td>11</td>
</tr>
<tr>
<td>Heavy Vehicle Mechanics</td>
<td>50</td>
<td>28</td>
</tr>
<tr>
<td>Motor Mechanics</td>
<td>48</td>
<td>53</td>
</tr>
<tr>
<td>Vehicle Body Repairs</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>684</strong></td>
<td><strong>1018</strong></td>
</tr>
</tbody>
</table>

Source: SOLAS
QQI (FET) major awards, Dublin, 2011-2017

Source: QQI
QQI (FET) major awards by field & level, Dublin, 2017

Source: QQI

*Numbers in Education, too small to report
Higher education awards, Dublin, 2011/12 – 2016/17

Note: awards at NFQ 8 can either be undergraduate (hons bachelor degrees) or postgraduate (higher diplomas). In this document, there are two groups of awards, undergraduate, which comprises awards spanning NFQ 6-8 (excluding higher diplomas) and postgraduate which comprises awards spanning NFQ 8-10 (excluding hons bachelor degrees)

Source: HEA
Higher education awards by field and level, Dublin 2016/2017

Note: awards at NFQ 8 can either be undergraduate (hons bachelor degrees) or postgraduate (higher diplomas). In this document, there are two groups of awards, undergraduate, which comprises awards spanning NFQ 6-8 (excluding higher diplomas) and postgraduate which comprises awards spanning NFQ 8-10 (excluding hons bachelor degrees).

Source: HEA
Dublin – Census 2016 data

- Total population – 1,347,359
- Population aged 15 plus – 1,087,406 (includes; Still at school or college, Looking for first regular job, Retired, Unable to work due to permanent sickness or disability and Other)
- Cohort analysed – 463,989 (see table below highlighted)

<table>
<thead>
<tr>
<th>Education Level</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to secondary level, including no formal education</td>
<td>343,970</td>
</tr>
<tr>
<td>Technical or Vocational qualification</td>
<td>65,919</td>
</tr>
<tr>
<td>Advanced Certificate/Completed Apprenticeship</td>
<td>40,123</td>
</tr>
<tr>
<td>Higher Certificate</td>
<td>40,165</td>
</tr>
<tr>
<td>Ordinary Bachelor Degree or National Diploma</td>
<td>70,487</td>
</tr>
<tr>
<td>Honours Bachelor Degree, Professional qualification or both</td>
<td>118,090</td>
</tr>
<tr>
<td>Postgraduate or higher</td>
<td>129,205</td>
</tr>
<tr>
<td>Not stated</td>
<td>70,870</td>
</tr>
</tbody>
</table>

Source: SLMRU (SOLAS) analysis of CSO Census data
Dublin - education level by economic status, 2016

Cohort of population analysed (463,989)

Source: SLMRU (SOLAS) analysis of CSO Census data
Dublin - education level and field of study, 2016

Source: SLMRU (SOLAS) analysis of CSO Census data
Dublin - education level and economic status by field of study, 2016

Population with a technical or vocational qualification, advanced certificate or completed apprenticeship*

26% of those At work are qualified in the Engineering, manufacturing & construction field of study.

13% of those Unemployed are qualified in the Services field of study.

Source: SLMRU (SOLAS) analysis of CSO Census data

*Post-secondary non-tertiary
Dublin - education level and economic status by field of study, 2016

Population with a technical or vocational qualification, advanced certificate or completed apprenticeship*

29% of those Looking after home or family are qualified in the Social sciences, business & law field of study.

27% of those Other are qualified in the Engineering, manufacturing & construction field of study.

Source: SLMRU (SOLAS) analysis of CSO Census data

*Post-secondary non-tertiary
Dublin- education level and economic status by field of study, 2016

Population with a higher certificate, ordinary or honours bachelor degree/professional qualification**

40% of those At work are qualified in the Social sciences, business & law field of study.

13% of those Unemployed are qualified in the Science, mathematics & computing field of study.

Source: SLMRU (SOLAS) analysis of CSO Census data

**Third level
Dublin - education level and economic status by field of study, 2016

Population with a higher certificate, ordinary or honours bachelor degree/professional qualification**

38% of those Looking after home or family are qualified in the Social sciences, business & law field of study.

16% of those Other are qualified in the Health & welfare field of study.

Source: SLMRU (SOLAS) analysis of CSO Census data

**Third level
42% of postgraduates are qualified in the **Social sciences, business & law** field of study.

12% of postgraduates are qualified in the **Health & welfare** field of study.

Source: SLMRU (SOLAS) analysis of CSO Census data

**Third level**
Live Register, 2012 - 2018

Source: SLMRU analysis of CSO Live Register data
Live Register, Dublin, 2012 - 2018

Source: SLMRU analysis of CSO Live Register data
Live Register by county and age, Dublin, 2018

Source: SLMRU analysis of CSO Live Register data
Live Register by gender, Dublin, 2018

Source: SLMRU analysis of CSO Live Register data
Live Register by gender, Dublin, 2017-2018

Source: SLMRU analysis of CSO Live Register data
Caroline: Live Register by gender, Dublin, 2017-2018

Source: SLMRU analysis of CSO Live Register data
Job-ready job seekers, April 2017

Source: DEASP
Job-ready job seekers by occupation, Dublin, January 2019

Source: DEASP
Job-ready job seekers, occupational composition, January 2019

Source: DEASP
Job-ready job seekers, by education, Dublin, January 2019

Source: DEASP
Unemployment, Dublin, Q3 2018

38,900 unemployed persons (143,800 unemployed persons in Ireland)

- Unemployment rate: 5.3% (6.0% State)
- a third were seeking a job for 12 months or more
- 55% were male
- almost one third had no previous employment experience
- 34% were younger than 25; youth unemployment rate was 14.2%

Source: SLMRU analysis of CSO LFS data
Unemployment by education, Dublin, Q3 2018

- Leaving Cert or below: 47%
- FET: 19%
- Third level non degree/degree and above: 34%

Source: SLMRU analysis of CSO LFS data
Unemployment by age, Dublin, Q3 2018

Source: SLMRU analysis of CSO LFS data

** 55 and above (numbers too small to report)
Unemployment by Age, Dublin Q3 2018

- 34% 15-24
- 27% 25-34
- 21% 35-44
- 18% 45+

Source: SLMRU analysis of CSO LFS data
Skills Shortages, Ireland, 2017

• **Professionals/associate professionals**
  
  – ICT (software developer, project manager, web developer, testing, security, technical support, systems/database administrator)
  
  – Engineering (production, process, quality, validation, product design/development, electronic, electrical, mechanical and chemical)
  
  – Science (analytical development chemist, biochemist, formulation scientist, microbiologist, QC analyst/validation technician)
  
  – Business & finance (risk, compliance, accounting, financial analyst, business intelligence, data analytics)
  
  – Health (doctor, nurse, radiographer, niche area specialists (e.g. prosthetists, radiation therapists, audiologists), managers)
  
  – Construction (construction and quantity surveyors with BIM (building information modelling), CAD, project managers, civil engineers)

• **Skilled trades** (chefs, tool making, welding (TIG, MIG), butchers/de-boners, steel-erectors, curtain wallers, glaziers, steelfixers, steel erectors, pipelayers, shuttering carpentry, shift managers and supervisors)

• **Sales** (technical sales, multilingual customer support, marketing specialist)

• **Operatives** (CNC, drivers (fork lift and special vehicle))

• **Retention issues** (care, chefs, butchers/de-boners, elementary)

Source: National Skills Bulletin, SLMRU