Profile of the Mid-East 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

January 2019

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  – Medium-large employers

• Labour market indicators

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  – Employment
  – Hires
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  – Employment permits to non-EEA nationals
  – Job announcements

• Supply
  – Education and training
  – Live Register
  – Job-ready job seekers
  – Unemployment

• 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), Mid-East, 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>Mid-East</td>
<td>32,201</td>
<td>33,440</td>
<td>33,716</td>
<td>0.8%</td>
<td>4.7%</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), Mid-East, 2010-2016

<table>
<thead>
<tr>
<th>Year</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>Mid-East</td>
<td>121,776</td>
<td>139,460</td>
<td>146,600</td>
<td>5.1%</td>
<td>20.4%</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, Mid-East, 2016

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

- Administrative activities
- Professional, scientific & technical
- Real estate activities
- Financial & insurance activities
- Information & communication
- Accommodation & food
- Transportation & storage
- Wholesale & retail trade
- Construction
- Water supply, sewerage activities
- Electricity, gas, etc. supply
- Manufacturing
- Mining & quarrying

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

<table>
<thead>
<tr>
<th>Size class</th>
<th>Mid-East</th>
<th>Active enterprises</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 10</td>
<td>92.7%</td>
<td></td>
</tr>
<tr>
<td>10 - 19</td>
<td>4.1%</td>
<td></td>
</tr>
<tr>
<td>20 - 49</td>
<td>2.2%</td>
<td></td>
</tr>
<tr>
<td>50 - 249</td>
<td>0.9%</td>
<td></td>
</tr>
<tr>
<td>250 and over</td>
<td>0.1%</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Size class</th>
<th>Mid-East</th>
<th>Persons engaged</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 10</td>
<td>36.5%</td>
<td></td>
</tr>
<tr>
<td>10 - 19</td>
<td>12.5%</td>
<td></td>
</tr>
<tr>
<td>20 - 49</td>
<td>14.5%</td>
<td></td>
</tr>
<tr>
<td>50 - 249</td>
<td>19.2%</td>
<td></td>
</tr>
<tr>
<td>250 and over</td>
<td>17.3%</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Indicator / Statistic</th>
<th>Mid-East</th>
<th>State</th>
<th>*Target (if / where relevant)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population</td>
<td>714,800</td>
<td>4,868,800</td>
<td></td>
</tr>
<tr>
<td>Labour Force</td>
<td>347,200</td>
<td>2,417,000</td>
<td></td>
</tr>
<tr>
<td>Participation Rate</td>
<td>63.0%</td>
<td>62.6%</td>
<td></td>
</tr>
<tr>
<td>Employment (15 and above)</td>
<td>327,100</td>
<td>2,273,200</td>
<td></td>
</tr>
<tr>
<td>Employment Rate (15-64)</td>
<td>68.5%</td>
<td>69.1%</td>
<td>*69%-71%; **75%</td>
</tr>
<tr>
<td>Self-Employment</td>
<td>42,800</td>
<td>318,500</td>
<td></td>
</tr>
<tr>
<td>Unemployment (15 &amp; over)</td>
<td>20,100</td>
<td>143,800</td>
<td></td>
</tr>
<tr>
<td>Unemployment Rate (15-74)</td>
<td>5.8%</td>
<td>6.0%</td>
<td></td>
</tr>
<tr>
<td>Youth Unemployment Rate (15-24)</td>
<td>13.9%*</td>
<td>14.9%</td>
<td></td>
</tr>
<tr>
<td>Youth Unemployment Ratio (15-24)</td>
<td>6.7%</td>
<td>7.6%</td>
<td></td>
</tr>
<tr>
<td>Long Term Unemployment Rate (15-74)</td>
<td>2.0%</td>
<td>2.1%</td>
<td></td>
</tr>
<tr>
<td>Life Long Learning (LLL) participation rate (Q4 2017)</td>
<td>12%</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; ** interpret numbers with caution.
Employment by sector (persons and % change), Mid-East

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

- High technology & Medium-high technology: 14,500 (39%)
- Medium-low-technology & Low-technology: 22,700 (61%)

Source: SLMRU analysis of CSO LFS data
Employment by occupation, Mid-East, Q3 2018

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

Recent hires by region

Recent hires in the South-West

• Over 65,000 recent hires in 2018
• Primarily in:
  • accommodation & food
  • wholesale & retail
  • industry
• Sales and elementary occupations accounted for over a third of all recent hires in the region

Source: SLMRU Analysis of CSO LFS data
Recent job hires, Mid-East, 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, Mid-East

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

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Roles</th>
</tr>
</thead>
<tbody>
<tr>
<td>Admin</td>
<td>Stock takers</td>
</tr>
<tr>
<td>Skilled trades</td>
<td>Chefs, Butchers/deboners/trimmers</td>
</tr>
<tr>
<td>Services</td>
<td>Care assistants, Hairdressers</td>
</tr>
<tr>
<td>Sales</td>
<td>Sales/deli assistants</td>
</tr>
<tr>
<td>Elementary</td>
<td>General operatives, Cleaners, Kitchen porter/Catering assistant</td>
</tr>
</tbody>
</table>
IrishJobs.ie vacancies, 2018

Overall vacancies

- Border: 2%
- West: 4%
- Mid-West: 6%
- South East: 7%
- South West: 11%
- Dublin: 9%
- Mid East: 7%
- Midland: 13%
- Other: 32%

Vacancies by sector

- Professional activities: 32%
- Information & communications: 19%
- Financial activities: 12%
- Health & social work: 8%
- Wholesale & retail trade: 7%
- Administrative: 6%
- Other: 4%

Vacancies by occupation

- Managers: 29%
- Professionals: 13%
- Associate professionals: 7%
- Administrative: 7%
- Skilled Trades: 7%
- Personal Services: 6%
- Sales & customer service: 6%
- Operatives: 4%
- Elementary: 2%

Source: IrishJobs.ie
<table>
<thead>
<tr>
<th>Job title</th>
<th>Vacancies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professionals</td>
<td>Software engineer/developer, Accountant, Quality manager, Project manager, Staff nurse, Project engineer</td>
</tr>
<tr>
<td>Associate prof</td>
<td>Business Development/marketing Manager, Sales executives/representative, Financial analyst/advisor, Marketing executive, HR officer</td>
</tr>
<tr>
<td>Admin</td>
<td>Accounts administrator, Office administrator</td>
</tr>
<tr>
<td>Skilled trades</td>
<td>Maintenance technician</td>
</tr>
<tr>
<td>Services</td>
<td>Care workers</td>
</tr>
<tr>
<td>Sales &amp; customer</td>
<td>Customer services representative</td>
</tr>
</tbody>
</table>
Employment permits

Employment permits by region, 2014-2018

- South-West
- South-East
- Mid-West
- Mid-East
- West
- Midland
- Border
- Dublin

New employment permits, 2018

State

- Information & communications
- Health & social work
- Industry
- Arts, ents, rec & other service
- Financial activities
- Accommodation & food
- Other

Source: DJEI
Job announcements, Mid-East, 2017-2018

Industry/Manufacturing
- WuXi Biologics
- National Pen
- Diaceutics
- Wasdell Group

Services
- Crowley Carbon
- EMR
- Positive Care
- Eco
- Homecare
- Independent Living
- Irish Wheelchair Association
- Bluebird Care Group
- EMR
- Ford
- CityNorth Hotel

Construction
- J Murphy & Sons Limited
- Ballymount Properties
- Cairn Homes
- WuXi Biologics

Finance
- Centaur Fund Services
- Grant Thornton
- Deloitte
- Irish Life
- Graebel
- Yapstone

Retail
- Supermacs
- Centra
- Supervalu
- JYSK
- LIDL
- ALDI
- Subway M1 Retail Park store

ICT
- VEI Global
- INIT
- Aphix Software

Source: SLMRU analysis
Education and training providers, Mid-East

- Further Education and Training
  - Kildare Wicklow ETB
  - Louth Meath ETB

- Higher Education
  - Maynooth University
  - Dundalk IoT
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, Mid-East, 2018

<table>
<thead>
<tr>
<th>Category</th>
<th>Louth Meath</th>
<th>Kildare Wicklow</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Auctioneering and Property Services</strong></td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Auctioneering and Property Services</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td><strong>BioPharmaChem</strong></td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Laboratory Technician</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td><strong>Construction</strong></td>
<td><strong>158</strong></td>
<td><strong>112</strong></td>
</tr>
<tr>
<td>Brick and Stonelaying</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Carpentry and Joinery</td>
<td>60</td>
<td>60</td>
</tr>
<tr>
<td>Painting and Decorating</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Plastering</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Plumbing</td>
<td>67</td>
<td>31</td>
</tr>
<tr>
<td>Stonecutting and Stonemasonry</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Wood Manufacturing and Finishing</td>
<td>21</td>
<td>12</td>
</tr>
<tr>
<td><strong>Electrical</strong></td>
<td><strong>162</strong></td>
<td><strong>128</strong></td>
</tr>
<tr>
<td>Aircraft Mechanics</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Electrical</td>
<td>145</td>
<td>109</td>
</tr>
<tr>
<td>Electrical Instrumentation</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Electronic Security Systems</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Industrial Electrical Engineering</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Instrumentation</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Refrigeration</td>
<td>9</td>
<td>11</td>
</tr>
</tbody>
</table>

Source: Solas
## Apprenticeship: new registrations, Mid-East, 2018 (ctd)

<table>
<thead>
<tr>
<th>Field</th>
<th>Louth Meath</th>
<th>Kildare Wicklow</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Engineering</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Farriery</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Industrial Insulation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>M.A.M.F.</td>
<td>11</td>
<td>10</td>
</tr>
<tr>
<td>Manufacturing Engineering (Level 7)</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Metal Fabrication</td>
<td>15</td>
<td>20</td>
</tr>
<tr>
<td>Pipefitting</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Polymer Processing Technology</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Sheet Metalworking</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Toolmaking</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td><strong>Financial Services (Insurance Practice)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounting Technician</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Insurance Practice</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td><strong>Hospitality and Food</strong></td>
<td>1</td>
<td>33</td>
</tr>
<tr>
<td>Butcher</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Chef de Partie</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Commis Chef</td>
<td>1</td>
<td>31</td>
</tr>
</tbody>
</table>

Source: Solas
## Apprenticeship: new registrations, Mid-East, 2018 (ctd)

<table>
<thead>
<tr>
<th>Field</th>
<th>Louth Meath</th>
<th>Kildare Wicklow</th>
</tr>
</thead>
<tbody>
<tr>
<td>ICT</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>ICT Network Engineering</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>ICT Software Development</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Logistics</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Logistics</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Motor</td>
<td>44</td>
<td>58</td>
</tr>
<tr>
<td>Agricultural Mechanics</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Construction Plant Fitting</td>
<td>8</td>
<td>11</td>
</tr>
<tr>
<td>Heavy Vehicle Mechanics</td>
<td>6</td>
<td>12</td>
</tr>
<tr>
<td>Motor Mechanics</td>
<td>26</td>
<td>32</td>
</tr>
<tr>
<td>Vehicle Body Repairs</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Grand Total</td>
<td>404</td>
<td>285</td>
</tr>
</tbody>
</table>

Source: Solas
QQI (FET) major awards, Mid-East, 2010-2017

Source: QQI
QQI (FET) major awards by field & level, Mid-East, 2017

Source: QQI  *Numbers too small to report in Education
Higher education awards, Mid-East, 2011/12 - 2016/17

Source: HEA

Note: from 2016/2017, Mid-East data includes Dundalk IoT due to the reclassification of NUTS 3 regions; data prior to this is not directly comparable
Higher education awards by field and level, Mid-East 2016/2017

Source: HEA

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).
## Mid-East – Census 2016 data

- Total population – 668,857
- Population aged 15 plus – 524,434 (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 – 213,303 (see table below highlighted)

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to secondary level, including no formal education</td>
<td>196,887</td>
</tr>
<tr>
<td>Technical or Vocational qualification</td>
<td>40,711</td>
</tr>
<tr>
<td>Advanced Certificate/Completed Apprenticeship</td>
<td>28,067</td>
</tr>
<tr>
<td>Higher Certificate</td>
<td>23,827</td>
</tr>
<tr>
<td>Ordinary Bachelor Degree or National Diploma</td>
<td>35,084</td>
</tr>
<tr>
<td>Honours Bachelor Degree, Professional qualification or both</td>
<td>45,642</td>
</tr>
<tr>
<td>Postgraduate or higher</td>
<td>39,972</td>
</tr>
<tr>
<td>Not stated</td>
<td>23,025</td>
</tr>
</tbody>
</table>

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

Cohort of population analysed (213,303)

- Technical or vocational qualification: 26,027
- Advanced certificate or completed apprenticeship: 21,588
- Higher certificate: 17,933
- Ordinary bachelor degree/professional qualification or both: 26,235
- Honours bachelor degree/professional qualification or both: 38,484
- Postgraduate: 39,972

At work (130,267) - Unemployed (10,557) - Looking after home or family (13,274) - Other (19,233) - Postgraduate (39,972)

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

**Education level**
- Third level: 45,642 (68%)
- Post-secondary non-tertiary: 23,827 (32%)

**Field of study**
- Social sciences, business & law: 58,761
- Engineering, manufacturing & construction: 34,831
- Health & welfare: 27,542
- Services: 17,465
- Not stated: 16,548
- Agriculture & veterinary: 15,480
- Science, mathematics & computing: 14,298
- Arts & humanities: 12,295
- Education: 9,779
- Technical or vocational qualification: 6,757
- Advanced certificate or completed apprenticeship: 4,071
- Higher certificate: 3,508
- Ordinary bachelor degree/professional qualification or both: 2,806
- Honours bachelor degree/professional qualification or both: 2,383
- Postgraduate: 2,133

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

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

- 30% 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
Mid-East - education level and economic status by field of study, 2016

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

28% of those Looking after home or family are qualified in the Social sciences, business & law field of study.

26% 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
Mid-East - education level and economic status by field of study, 2016

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

34% of those At work are qualified in the Social sciences, business & law field of study.

12% of those Unemployed are qualified in the Engineering, manufacturing & construction field of study.

Source: SLMRU (SOLAS) analysis of CSO Census data

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

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

37% of those Looking after home or family are qualified in the Social sciences, business & law field of study.

18% of those Other are qualified in the Health & welfare field of study.

Source: SLMRU (SOLAS) analysis of CSO Census data

**Third level
Mid-East - postgraduate by field of study, 2016

Population with a postgraduate diploma/degree or doctorate qualification**

35% of postgraduates are qualified in the Social sciences, business & law field of study.

14% 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, Mid-East, 2012 - 2018

Source: SLMRU analysis of CSO Live Register data
Live Register by region and age, Mid-East, 2018

Source: SLMRU analysis of CSO Live Register data
Live Register by gender, Mid-East, 2018

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

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

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

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

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

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

Source: DEASP
Unemployment, Mid-East, Q3 2018

20,100 unemployed persons (143,800 unemployed persons in Ireland)

• Unemployment rate: 5.8% (6.0% State)
• a third were seeking a job for 12 months or more
• 49% were male
• 30% had no previous employment experience
• Youth unemployment rate was 13.9%

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, steel fixers, 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