Profile of the West Region

Skills and Labour Market Research Unit (SLMRU), SOLAS
regionalskills@solas.ie
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

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  – Employment
  – Hires
  – Vacancies
  – 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), West, 2010-2016

<table>
<thead>
<tr>
<th>Year</th>
<th>West</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>2010</td>
<td>23,882</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2011</td>
<td>23,275</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2012</td>
<td>23,539</td>
<td></td>
<td></td>
<td></td>
<td>1.1%</td>
<td>-1.4%</td>
</tr>
<tr>
<td>2013</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2014</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>2015</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2016</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></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), West, 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><strong>West</strong></td>
<td>90,108</td>
<td>96,540</td>
<td>104,459</td>
<td>8.2%</td>
<td>15.9%</td>
</tr>
<tr>
<td><strong>State</strong></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, West, 2016

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

**Carlow numbers in some cases are too low to report**
Distribution of persons engaged by sector, 2016

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

<table>
<thead>
<tr>
<th>Indicator / Statistic</th>
<th>West</th>
<th>State</th>
<th>*Target (if / where relevant)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population</td>
<td>458,900</td>
<td>4,868,800</td>
<td></td>
</tr>
<tr>
<td>Labour Force</td>
<td>223,200</td>
<td>2,417,000</td>
<td></td>
</tr>
<tr>
<td>Participation Rate</td>
<td>61.1%</td>
<td>62.6%</td>
<td></td>
</tr>
<tr>
<td>Employment (15 and above)</td>
<td>208,700</td>
<td>2,273,200</td>
<td></td>
</tr>
<tr>
<td>Employment Rate (15-64)</td>
<td>68%</td>
<td>69.1%</td>
<td>*69%-71%; **75%</td>
</tr>
<tr>
<td>Self-Employment</td>
<td>34,400</td>
<td>318,500</td>
<td></td>
</tr>
<tr>
<td>Unemployment (15 &amp; over)</td>
<td>14,500</td>
<td>143,800</td>
<td></td>
</tr>
<tr>
<td>Unemployment Rate (15-74)</td>
<td>6.6%</td>
<td>6.0%</td>
<td></td>
</tr>
<tr>
<td>Youth Unemployment Rate (15-24)</td>
<td>*</td>
<td>14.9%</td>
<td></td>
</tr>
<tr>
<td>Youth Unemployment Ratio (15-24)</td>
<td>*</td>
<td>7.6%</td>
<td></td>
</tr>
<tr>
<td>Long Term Unemployment Rate (15-74)</td>
<td>2.9%**</td>
<td>2.1%</td>
<td></td>
</tr>
<tr>
<td>Life Long Learning (LLL) participation rate (Q4 2017)</td>
<td>13%</td>
<td>14%</td>
<td>*10%; **15%</td>
</tr>
</tbody>
</table>

Source: SLMRU analysis of CSO LFS data Q3 2018; *Figure too small
** interpret figure with caution
*Ireland’s NSS targets; **EU 2020 targets
Employment by sector* (persons and % change), West

Source: SLMRU analysis of CSO LFS data

* Numbers in agriculture are too small to report
Manufacturing employment by technological intensity,
West, Q3 2018

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

- Professional occupations: 37,700
- Skilled trades occupations: 33,300
- Elementary Occupations: 25,400
- Process, Plant & Machine Operatives: 24,500
- Associate Professional & Technical: 20,600
- Managers, directors and senior officials: 18,000
- Sales/Customer Services: 16,100
- Caring, Leisure & Other Services: 15,200
- Administrative/Secretarial: 15,200

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

Recent hires by region

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

Recent hires in the West

- Almost 35,000 recent hires in 2018
- Primarily in:
  - accommodation & food
  - wholesale & retail
  - health
  - industry
- Over a fifth were in elementary occupations

Source: SLMRU Analysis of CSO LFS data
Recent job hires, West, 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

* Too small to report

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, West

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Occupations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional</td>
<td>Lecturer, Nurses</td>
</tr>
<tr>
<td>Assoc. Prof</td>
<td>Sales representative</td>
</tr>
<tr>
<td>Skilled trades</td>
<td>Chefs, Carpenters, Welders</td>
</tr>
<tr>
<td>Personal services</td>
<td>Care assistants, Healthcare assistants, Childcare assistants</td>
</tr>
<tr>
<td>Sales</td>
<td>Sales/deli assistants, Customer care</td>
</tr>
<tr>
<td>Elementary</td>
<td>Cleaners, Kitchen porter, Waiters / waitresses</td>
</tr>
</tbody>
</table>
IrishJobs.ie vacancies, 2018

Overall vacancies
- Border: 2%
- West: 4%
- Mid-West: 6%
- South East: 7%
- South West: 11%
- Dublin: 55%
- Mid East: 6%
- Midland: 9%

Vacancies by sector
- Professional activities: 56%
- Information & communications: 9%
- Financial activities: 6%
- Health & social work: 13%
- Wholesale & retail trade: 8%
- Administrative: 8%

Vacancies by occupation
- Managers: 2%
- Professionals: 5%
- Associate professionals: 5%
- Administrative: 7%
- Skilled Trades: 11%
- Personal Services: 5%
- Sales & customer service: 42%
- Operatives: 5%
- Elementary: 27%

Source: IrishJobs.ie
## IrishJobs.ie vacancies by occupation, West, 2017

<table>
<thead>
<tr>
<th>Professionals</th>
<th>Job title</th>
</tr>
</thead>
<tbody>
<tr>
<td>R &amp; D engineering / Software engineering / Quality engineering</td>
<td></td>
</tr>
<tr>
<td>Nurses</td>
<td></td>
</tr>
<tr>
<td>Project engineer / systems engineer</td>
<td></td>
</tr>
<tr>
<td>Process / product engineer</td>
<td></td>
</tr>
<tr>
<td>Quality manager</td>
<td></td>
</tr>
<tr>
<td>Associate prof</td>
<td>Sales executives / representatives</td>
</tr>
<tr>
<td>Manufacturing engineers</td>
<td></td>
</tr>
<tr>
<td>Sales / marketing managers</td>
<td></td>
</tr>
<tr>
<td>Financial analysts</td>
<td></td>
</tr>
<tr>
<td>Admin</td>
<td>Accounts assistant</td>
</tr>
<tr>
<td>Skilled trades</td>
<td>Validation engineers</td>
</tr>
<tr>
<td>Sales &amp; customer</td>
<td>Customer service advisor</td>
</tr>
</tbody>
</table>

Source: IrishJobs.ie
Job announcements, West, 2017-2018

Industry/Manufacturing
Quidel, Chanelle Group, Steeltech sheds ltd.

Services
Maximum Media, Wayfair, SOTI, Bluebird care, Alison, Shopify

ICT
Genesys, OpenJaw Technologies, Antares Vision, MathsWorks, Payslip

Finance
Pip iT Global

Source: SLMRU analysis of media
Employment permits

New employment permits, 2018

State

West

Source: DJEI

Employment permits by region, 2014-2018

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

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

Source: DJEI
Education and training providers, West

Further Education and Training
Galway Roscommon ETB
*Part of Mayo, Sligo Leitrim ETB*

Higher Education:
NUI Galway
GMIT covering
  - Galway Campus
  - Mayo Campus – IT, Health & social care
  - Letterfrack – furniture making
  - Mountbellew – agricultural college
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.)
<table>
<thead>
<tr>
<th></th>
<th>Galway Roscommon ETB</th>
<th>Mayo Sligo Leitrim*</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Auctioneering &amp; Property Services</strong></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Auctioneering &amp; Property Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>BioPharmChem</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Laboratory Analyst</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Laboratory Technician</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Construction</strong></td>
<td>99</td>
<td>47</td>
</tr>
<tr>
<td>Brick and Stonelaying</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Carpentry and Joinery</td>
<td>50</td>
<td>15</td>
</tr>
<tr>
<td>Painting and Decorating</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Plastering</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Plumbing</td>
<td>29</td>
<td>23</td>
</tr>
<tr>
<td>Stonecutting and Stonemasonry</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Wood Manufacturing and Finishing</td>
<td>10</td>
<td>5</td>
</tr>
<tr>
<td><strong>Electrical</strong></td>
<td>77</td>
<td>127</td>
</tr>
<tr>
<td>Aircraft Mechanics</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Electrical</td>
<td>63</td>
<td>108</td>
</tr>
<tr>
<td>Electrical Instrumentation</td>
<td></td>
<td>12</td>
</tr>
<tr>
<td>Electronic Security Systems</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Industrial Electrical Engineering</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Instrumentation</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>Refrigeration</td>
<td>9</td>
<td>3</td>
</tr>
</tbody>
</table>

Source: SOLAS   *Part of this ETB is located in another region
## Apprenticeship: new registrations, West, 2018 (ctd)

<table>
<thead>
<tr>
<th>Category</th>
<th>Galway Roscommon ETB</th>
<th>Mayo Sligo Leitrim*</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Engineering</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Farriery</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Industrial Insulation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>M.A.M.F.</td>
<td>5</td>
<td>16</td>
</tr>
<tr>
<td>Manufacturing Engineering (Level 6)</td>
<td>11</td>
<td>6</td>
</tr>
<tr>
<td>Manufacturing Engineering (Level 7)</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Metal Fabrication</td>
<td>9</td>
<td>2</td>
</tr>
<tr>
<td>Pipefitting</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Polymer Process Technology</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Sheet Metalworking</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Toolmaking</td>
<td>6</td>
<td>11</td>
</tr>
<tr>
<td><strong>Financial Services (Insurance Practice)</strong></td>
<td>8</td>
<td>6</td>
</tr>
<tr>
<td>Accounting Technician</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Insurance Practise</td>
<td>7</td>
<td>4</td>
</tr>
<tr>
<td>International Financial Services Associate</td>
<td></td>
<td></td>
</tr>
<tr>
<td>International Financial Services Specialist</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: SOLAS  
*Part of this ETB is located in another region*
## Apprenticeship: new registrations, West, 2018 (ctd)

<table>
<thead>
<tr>
<th>Category</th>
<th>Galway Roscommon ETB</th>
<th>Mayo Sligo Leitrim*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospitality and Food</td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>Butcher</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chef de Partie</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commis Chef</td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>ICT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ICT Network Engineering</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ICT Software Development</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Motor</td>
<td>62</td>
<td>33</td>
</tr>
<tr>
<td>Agricultural Mechanics</td>
<td>6</td>
<td>2</td>
</tr>
<tr>
<td>Construction Plant Fitting</td>
<td>8</td>
<td>6</td>
</tr>
<tr>
<td>Heavy Vehicle Mechanics</td>
<td>12</td>
<td>3</td>
</tr>
<tr>
<td>Motor Mechanics</td>
<td>29</td>
<td>16</td>
</tr>
<tr>
<td>Vehicle Body Repairs</td>
<td>7</td>
<td>6</td>
</tr>
<tr>
<td>Total</td>
<td>287</td>
<td>267</td>
</tr>
</tbody>
</table>

Source: SOLAS  
*Part of this ETB is located in another region*
QQI (FET) major awards, West, 2010-2017

**South Tipperary no longer in South East 2017**
QQI (FET) major awards* by field & level, West, 2017

Source: QQI *Numbers too small to report in many cases
Higher education awards, West, 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).
Higher education awards by field and level, West 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)
West – Census 2016 data

- Total population – 453,109
- Population aged 15 plus – 359,011 (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 – 140,372 (see table below highlighted)

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to secondary level, including no formal education</td>
<td>140,973</td>
</tr>
<tr>
<td>Technical or Vocational qualification</td>
<td>25,811</td>
</tr>
<tr>
<td>Advanced Certificate/Completed Apprenticeship</td>
<td>17,180</td>
</tr>
<tr>
<td>Higher Certificate</td>
<td>14,706</td>
</tr>
<tr>
<td>Ordinary Bachelor Degree or National Diploma</td>
<td>23,717</td>
</tr>
<tr>
<td>Honours Bachelor Degree, Professional qualification or both</td>
<td>30,085</td>
</tr>
<tr>
<td>Postgraduate or higher</td>
<td>28,873</td>
</tr>
<tr>
<td>Not stated</td>
<td>15,980</td>
</tr>
</tbody>
</table>

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

Cohort of population analysed (140,372)

Technical or vocational qualification: 16,542
- Advanced certificate or completed apprenticeship: 13,012
- Higher certificate: 10,708
- Ordinary bachelor degree/professional qualification or both: 16,476
- Honours bachelor degree/professional qualification or both: 24,731
- Postgraduate: 28,873

At work (81,469)
- Unemployed (7,350)
- Looking after home or family (7,094)
- Other (15,586)
- Postgraduate (28,873)

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

**Education level**
- Third level: 140,372
- Post-secondary non-tertiary: 31%
- Technical or vocational qualification: 28,873
- Advanced certificate or completed apprenticeship: 25,811
- Higher certificate: 17,180
- Ordinary bachelor degree/professional qualification or both: 14,706
- Honours bachelor degree/professional qualification or both: 13,108
- Postgraduate: 10,624

**Field of study**
- Social sciences, business & law: 32,267
- Engineering, manufacturing & construction: 14,037
- Health & welfare: 13,108
- Not stated: 5,183
- Services: 22,399
- Science, mathematics & computing: 12,756
- Arts & humanities: 10,624
- Education: 21,559
- Agriculture & veterinary: 11,865

Source: SLMRU (SOLAS) analysis of CSO Census data
West - 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 **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*
Population with a technical or vocational qualification, advanced certificate or completed apprenticeship*

23% of those Looking after home or family are qualified in the Social sciences, business & law field of study.

22% 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
West - education level and economic status by field of study, 2016

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

29% of those **At work** are qualified in the **Social sciences, business & law** field of study.

12% of those **Unemployed** are qualified in the **Science, mathematics & computing** field of study.

Source: SLMRU (SOLAS) analysis of CSO Census data

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

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

31% of those Looking after home or family are qualified in the Social sciences, business & law field of study.

23% of those Other are qualified in the Health & welfare field of study.

Source: SLMRU (SOLAS) analysis of CSO Census data

**Third level
West - postgraduate by field of study, 2016

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

- 25% of postgraduates are qualified in the Social sciences, business & law field of study.
- 18% 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, West, 2012 - 2018

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

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

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

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

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

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

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

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

Source: DEASP
Unemployment, West, Q3 2018

14,500 unemployed persons (143,800 unemployed persons in Ireland)

- Unemployment rate: 6.5% (6.0% State)
- Just over 47% were seeking a job for 12 months or more
- 55% were male
- 44% were younger than 29 years of age

Source: SLMRU analysis of CSO LFS data
• **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