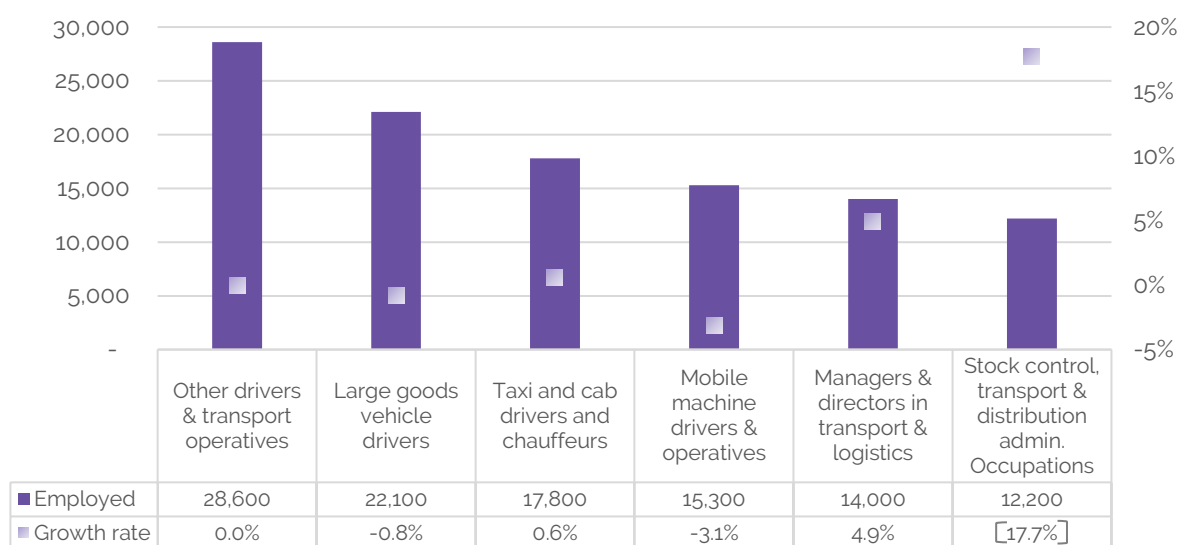


10.13 Transport & Logistics Occupations

Figure 10.13 Annual Average Employment (2024) & Annual Average Growth Rates (2019-2024)



Overall employment	113,700
Share of total workforce	4.0%
Main sectors of employment	56% - Transport 13% - Wholesale & retail 12% - Industry [7%] - Construction
Employment growth	+8,300 between 2019 and 2024 +1.5% on average annually (compared to +3.4% for total workforce)

2024	% Female Q4	% Full-time Q4	% Aged 55 years & over Q4	% Irish citizens Q4	% Third level graduates Q4	Number of new employment permits	Recruitment Agency Survey
Managers & directors in transport & logistics	...	97%	...	77%	53%	34	✓
Stock control, transport & distribution admin. occupations	...	86%	...	69%	...	66	✓
Large goods vehicle drivers	...	92%	[35%]	84%	...	482	✓
Mobile machine drivers & operatives	...	90%	...	87%	...	1	✓
Taxi/cab drivers and chauffeurs	...	74%	44%	81%	...		
Other drivers & transport operatives	...	74%	34%	79%	...	145	
Aircraft pilots, ship officers, air traffic controllers	...	...	...	...	...	3	
Overall total	9%	84%	30%	79%	27%	731	

Source: SLMRU (SOLAS) analysis of CSO (LFS) data, DETE, and SLMRU Recruitment Agency Survey (RAS)
Numbers in square brackets should be treated with caution; an ellipsis (...) denotes numbers too small to report

Overall Outlook for these Occupations

Transport and logistics occupations overall experienced lower than average employment growth over the five-year period, with some occupations seeing a decline in overall levels since 2019. For the most part, the educational attainment level for those employed in these occupations is below the national average, most employed are male, and many of the occupations have a high share aged 55 years or older, indicating that replacement demand alone will be high in the short- to medium term. Job openings also appear to be arising due to job churn, with a high volume of recent job hires. Demand is evident despite the low employment growth, with many roles mentioned as being difficult-to-fill vacancies in the Recruitment Agency Survey and Skills for Growth data and a relatively high number of new employment permits issued. Ongoing geo-political tensions continue to impact on the demand for these skills, with fluctuations in fuel costs and supply chain challenges (particularly in light of US tariffs) requiring monitoring. As digitalisation and sustainable practices change the nature of many of these roles, upskilling and reskilling will be essential for those currently employed in these occupations to adapt to these changes.

Occupation	Economic summary
Managers & directors in transport & logistics	Although the annual average employment growth was above average for this occupation over the five-year period, employment levels have remained unchanged since 2023. Most employed were male, over half held third level qualifications and the share of non-Irish citizens employed was slightly above the national average. The volume of vacancy notifications (DSP Jobs Ireland, Eurostat/CEDEFOP) was small but difficult-to-fill vacancies for warehouse and logistics managers were identified in the Recruitment Agency Survey, with most employment permits relating to these roles. Skills for Growth data highlighted a demand for transport planners, with project management, problem solving and route planning design skills, as well as digital and communication skills; green skills were also in demand for those already engaged in these roles. With little growth in employment numbers since 2023, and the possible disruption in global supply chains due to ongoing uncertainty in relation to the potential knock-on effects of US tariffs, there is no evidence of a shortage for this occupation.
Stock control, transport & distribution admin. Shortage: inconclusive	Numbers employed in this occupation have been small over the five-year period so the high employment growth should be treated with caution; however, employment has grown considerably (by 3,800 persons) since 2023. Approximately two-thirds of those employed were male, and the share of non-Irish citizens in employment was above average. There was a high volume of vacancies in DSP Jobs Ireland primarily related to stock takers, but also for transport and distribution assistants and logistics coordinators/controllers with employment permits issued for similar roles. Vacancies for freight forwarders were mentioned as difficult-to-fill in the Recruitment Agency Survey. Skills for Growth data highlighted issues with recruiting those with customer experience, import/export trade knowledge, documentation regulation and compliance. The introduction of US tariffs could see demand for these roles increase and may lead to shortages in the short-to-medium term.
Large goods vehicle drivers Skills shortage: HGV drivers	Employment fell by 3,400 persons since 2023 for this occupation, with numbers employed falling below 2019 levels. Most employed are male and the high share aged 55 years and older means that replacement demand alone in the coming years will likely lead to issues for this occupation. There was a large volume of vacancies notified through DSP Jobs Ireland for HGV drivers. Most employment permits related to HGV drivers, primarily from South Africa, followed by Zimbabwe (both countries have a left-hand drive as in Ireland) with most offering salaries of less than €35,000. Rigid/arctic truck drivers were mentioned in the Recruitment Agency Survey with skills in health & safety, transport planning, digital and eco driving highlighted in the Skills for Growth data along with the need for licences and Safe Pass certification. Along with the ageing workforce, factors such as working conditions, regulatory changes, economic effects

	such as the cost of fuel and competition from other industries with more attractive pay and conditions are resulting in increased difficulty in sourcing HGV drivers. ¹ This lack of available skills is limiting employment growth for these roles, as is the perceived attractiveness of the job, and is leading to continued shortages.
Mobile machine drivers & operatives	Having declined in the first two years of the five-year period, employment levels have seen only marginal increases in recent years, with numbers employed remaining below 2019 levels. Employment is spread across a number of sectors including construction, industry and transport. Difficulty in recruiting drivers for both the transport and construction sector (e.g. reach forklift, machine, dumper, teleporters) was highlighted in the Recruitment Agency Survey. Although demand is evident, it is likely to be relatively small in number.
Taxi drivers and chauffeurs	This occupation has seen fluctuations in employment over the five-year period, with an increase of 3,200 persons since 2023 returning employment to 2019 levels. Almost all taxi drivers/chauffeurs were male, a considerable share (44%) were aged 55 years or over, and over a quarter worked part-time. In May 2025, there were 20,745 SPSV (Small Public Service Vehicle) licences active, an increase of approximately 500 on the previous year. ² Demand for taxi drivers is likely to continue due to replacement demand.
Other drivers & transport operatives Skills shortage: Bus and coach drivers	Following some fluctuations in the intervening years, employment in 2024 returned to 2019 levels (declining by 2,600 persons since 2023). Combined, van drivers and bus/coach drivers accounted for approximately three quarters of employment in this occupation with the remainder being train/tram drivers and air/rail/marine transport operatives. Over a third in this occupation were aged 55 years or older which will likely lead to increased replacement demand in the coming years. Despite the fall in employment, there was a high volume of recent job hires indicating a high level of job churn. There was also a relatively large volume of vacancy posts on DSP Jobs Ireland for bus and coach drivers, driven by significant recruitment campaigns by Bus Eireann and Dublin Bus. In addition, there was a small number of employment permits issued for bus and coach drivers. Issues with recruitment for this occupation relate to bus and coach drivers only; expansion of bus services nationwide is also fuelling increasing demand and although there has been significant recruitment of drivers recently, turnover and replacement are resulting in a continuation of shortages.

¹ <https://www.hgvireland.com/where-have-all-the-truck-drivers-gone/>

² <https://www.nationaltransport.ie/taxi/statistics-and-legislation/vehicle-licences-statistics/>