



Employment Snapshot

2.78 million

Number of persons in
employment (quarter 4 2024)



+398,600 (16.7%)

compared to quarter 4 2019

38%

**of employment was in the three
largest sectors**



**382,500
persons**
Health &
welfare



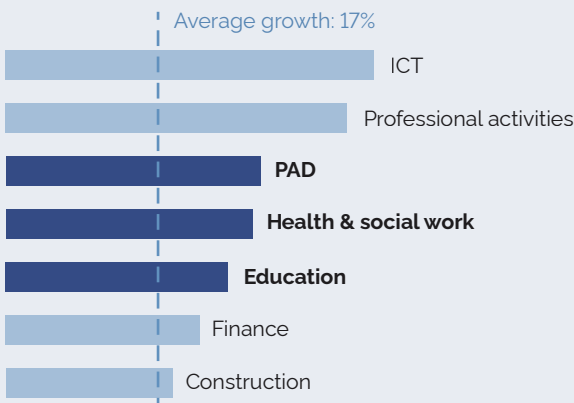
**332,300
persons**
Industry



**326,500
persons**
Wholesale
& retail

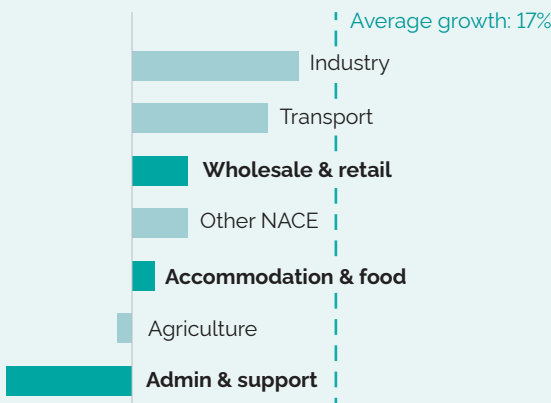
Public sector-related employment was a key driver of employment growth

Sectors with **above average** employment
growth (%), Q4 2019-Q4 2024



Sectors particularly impacted by COVID-19 have not seen the same level of growth

Sectors with **below average** employment
growth (%), Q4 2019-Q4 2024

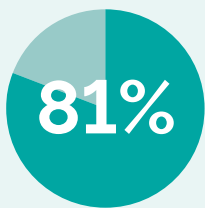


High-skilled roles were the main drivers of employment growth

Employment change by occupation (%), Q4 2019-Q4 2024



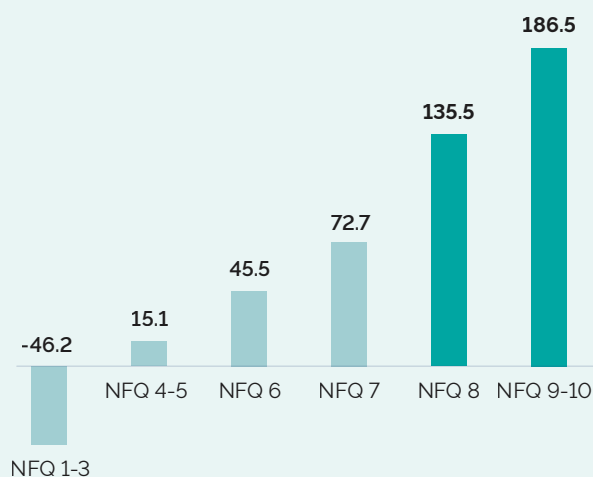
Employment growth was concentrated at the higher ends of the NFAQ



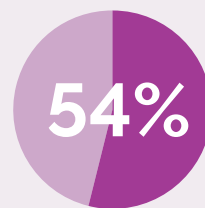
of the extra workers in Ireland held qualifications at levels 8-10*

*Excludes not stated

Employment change by education level (000s), Q4 2019-Q4 2024

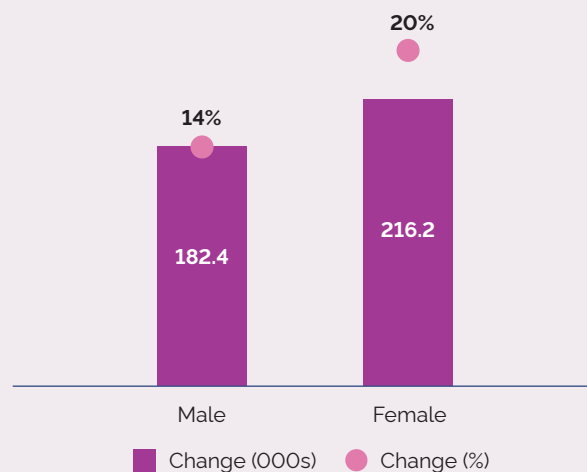


Females were a key driver of employment growth



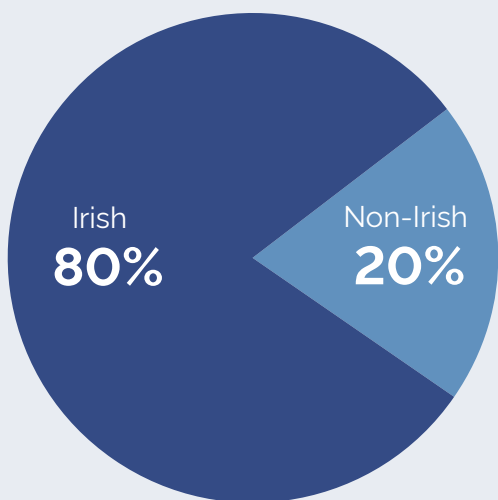
of the additional workers were female

Employment change by gender, Q4 2019-Q4 2024

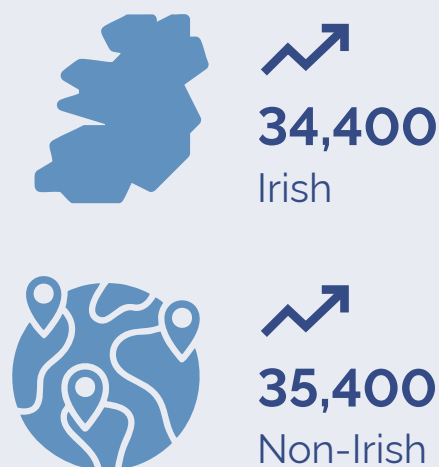


Non-Irish workers were key in driving employment growth in the last year despite only accounting for a fifth of total employment

Employment by citizenship (%), Q4 2023-Q4 2024



Employment change by citizenship, Q4 2023-Q4 2024



Snapshot of key occupations



ICT



In demand

In ICT sector, but also finance and industry. Particular demand for AI and cybersecurity skills



Shortage

Software developers/engineers, IT analysts/engineers



Challenges

Job churn, AI displacement, US tariffs



Business & financial



In demand

Strong growth for these roles particularly in sustainable finance and regulatory & compliance activities

Shortage

None identified, but strong demand for those with technical, digital and business skills



Challenges

AI displacement, US tariffs, changing banking patterns



Science & engineering



In demand

Across many areas including pharma, medical devices, energy, waste, education



Shortage

Scientists (analytical, process, medical), engineers (quality control/assurance, process, design, mechanical, electrical, automation) and technicians (manufacturing, maintenance, lab)



Challenges

US tariffs, need for upskilling workforce (e.g. AI, green skills)



Health & social care



In demand

The growing and ageing population means demand for these roles will continue



Shortage

Doctors (including GPs), nurses, healthcare assistants and care workers; also **potential shortages** for various therapists and healthcare professionals



Challenges

Government funding, ageing population



Education



In demand

The school-age population has been growing in recent years



Shortage

Subject-specific secondary teachers



Challenges

Demographic changes



Other – Hospitality and Transport & logistics



Shortage

Chefs, HGV drivers, bus/coach drivers



Challenges

Attractiveness of the job



Other Craft



In demand

Many of these jobs will be key to reaching climate targets e.g. for further development of off-shore energy and the insulation and maintenance of solar panels



Shortage

Welders/fabricators and issues for electricians and CNC programmers



Challenges

Upskilling/reskilling will be required to adapt to changes from increased digitalisation and automation



Construction



In demand

Large strategic projects in housing, water, energy and transport, as detailed in the National Development Plan, will require a significant and sustained expansion of the construction workforce



Shortage

Civil engineers & construction project managers, quantity surveyors and carpenters with issues also noted for plumbers and CAD/BIM technicians



Challenges

Adapting to modern methods of construction and new technologies, access to finance, costs (materials, labour), planning and infrastructure capacity



Scan the QR
code to read
the full report
at solas.ie