



**Employability for 21st
century work**

**An Insight into the labour
market and recruitment
trends in Ireland**



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An insight into the current labour market and recruitment trends in Ireland

The workplace of the future and the skillsets required

How to prepare graduates for the future workplace?

Summary: Where next?

Current Market Landscape

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Ireland Employment Market Overview



Unemployment rate has reduced from **9.3%** in October 2015 to **5.9%** April 2018



Long term Unemployment rate is currently 2.8%
2015 5.6%



Youth unemployment rate is 12%



Annual employed has increased by 66,800/3.1% over last year

Employment increased in 12 of the 14 economic job sectors in 2017, in particular:



Administrative & Support Service activities
+9,800



Construction
+ 12,000



Industry
+ 4,000

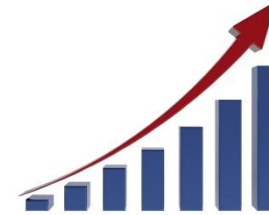


Accommodation & Food Storage activities
+13,000

Ireland Employment Market Overview



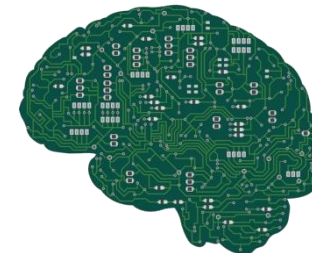
The unemployment rate of 6% is one of the lowest for several years.



We have seen skill demands rise in most of the disciplines in which we specialise



Morgan McKinley's Employment Monitor recorded our highest ever professional job numbers in March 2017 for several years at 10,400



AI, IoT and Robotics will continue to be the key drivers of business transformation into 2018 and beyond

Source: (MMK Employment Index Monitor)

Ireland Employment Market Overview



Key FDI opportunities in autonomous drive, advanced process engineering and automation, cybersecurity, data analytics, data management and digital transformation in Insurance and Financial Services



GDPR compliance legislation is a key topic for all businesses in 2018. GDPR creates a very real future skills demand



Privacy and compliance professionals with an understanding of GDPR are in high demand

Source: (MMK Employment Index Monitor)

Employment Trends

Regional Investment

- Dublin faces capacity challenges and rising property/rental prices, the cost competitiveness of the Regions has come to the forefront, appealing to both employers and employees alike
- Significant new regional investments:



400 jobs in Limerick



330 jobs in Carlow & Cork



300 jobs in Dundalk



300 jobs in Cork



200 jobs in Galway



€10m investment in Sligo Site

Top 10 STEM Employers in Ireland



Sample Job Titles

- Architectural and Engineering Managers, Cost Estimators, Computer Systems Analysts, Software Developers, Actuaries, Mathematicians,
- Agricultural Engineers, Biomedical Engineers, Environmental Engineers,
- Animal Scientists, Food Scientists and Technologists, Microbiologists, Zoologists and Wildlife Biologists,
- Physicists, Chemists, Hydrologists,, Science Teachers, Psychologists,
- Dieticians, Graphic Designers, Wind Turbine Service Technicians

- A 50% increase from 2010 numbers, now over 120,000 people employed in business and technology roles, working for companies that did not exist 10 years ago.
- Tech talent is the fastest growing skills demand in Ireland
- The current market size of the global tech sector is over €3.6trillion and this is expected to grow more than 30 per cent by 2020.
- The skills needs are not just about science, tech, engineering and maths.
- Tech companies will require both Stem and non-Stem graduates.
- Equally as important is **commercial business acumen**, business savvy, **critical communication skills**, teamwork, **project management**, ability to embrace change, be comfortable with ambiguity, work hard, be entrepreneurial and cope and thrive in change.

The workplace of the future

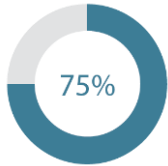
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The workplace of the future

What do we know about Millennials?



By 2025, roughly 75% of the global workforce will be millennials.



Insatiable appetite for information at all times



The largest and most educated generation in Western History



Technologically savvy



Civic – orientated and seek corporate social responsibility



Global Citizens



Entrepreneurial



Flexible



Authentic & Transparent



Compassionate & Progressive



Confident & Diverse



Team orientated

Emergence of Millennials

Different priorities, career needs and aspirations



The workplace of the future

What does it look like?

“If past generations dreamed of the prestige and perks that come with a corner office in the executive suite, the dream of the millennial generation (also known as Generation Y) appears somewhat different”

Forbes

The word “career”
is as outdated as the word “typewriter”.



Preparing Talent:
The Workplace of the Future



The workplace of the future

What are the drivers of change?



1980



2018

Drivers of Change

- Longer lifespans
- Smart machines and systems - automation
- Computational world
- New media ecology
- Superstructured organisations
- Globally connected world

The workplace of the future

What does it look like?

- Increased investment in technology to support new ways of working
- Redesign of the Physical workplace – pods, stand up desks, open office layout
- Increased use of cross-functional teams
- New job roles, defunct job roles, redesign of current job roles
- Agile, adaptable, flexible employees
- Increased usage of virtual teams, remote working & the death of the 9-5 workday
- People regularly working together to solve problems and set strategies is one example. E.g. open office layout where colleagues interact easily and frequently.
- Getting work done means using innovative productivity and project management tools that are accessible wherever and however the employee wants to work
- For example, workplace devices that leverage voice control would make some jobs easier. Imagine an office where meetings don't require written notes.

The workplace of the future

What does it look like?

*“If you lose contact with
information for one second, you
fall behind.”*

Millennial surveyed about workplace
technology in a PwC report



The workplace of the future

What are the skills needed in the future workplace?



**Critical thinking
and analytical
reasoning**



**Emotional
intelligence**



**Novel and adaptive
thinking**



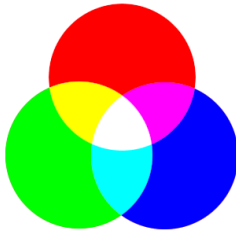
**Cross Cultural
Competency**



**Computational
thinking**



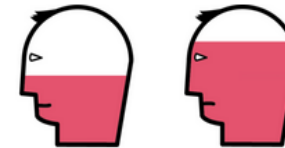
New media literacy



Transdisciplinarity



Design mindset



**Cognitive Load
Management**

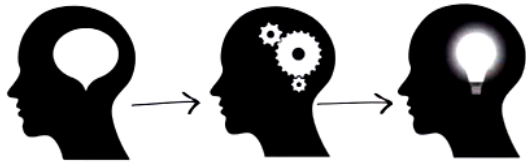


**Virtual
Collaboration**

Source: Robin Landsman

The workplace of the future

How to prepare our Graduates for the future workplace



Develop them in critical thinking
and problem thinking



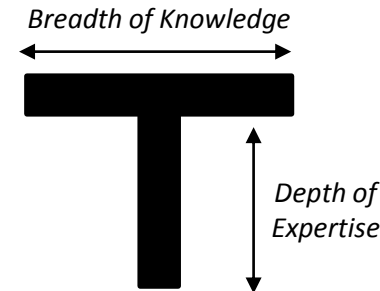
Support them to secure internships
for them



Introduce them to Morgan
McKinley, LinkedIn, Glassdoor,
Indeed, - provide mentors to them
internally or externally



Leverage business and education
partnerships



T shaped model

What Does
Future Talent Look Like?



Pace of Change

[https://www.youtube.com/watch?v=4bkm
p6NnkHQ](https://www.youtube.com/watch?v=4bkm
p6NnkHQ)

Thank You

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