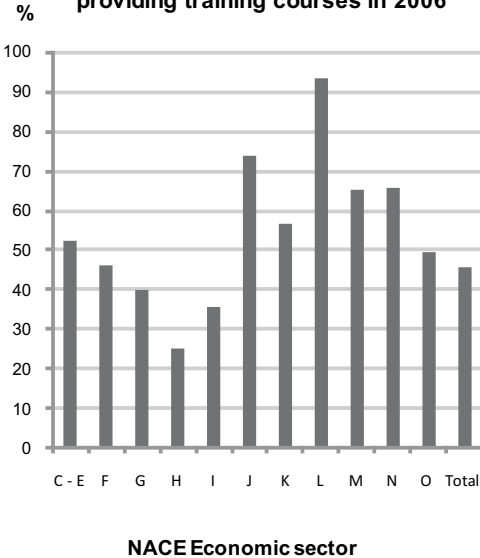




Employee Skills, Training and Job Vacancies Survey 2006

Fig 1 Percentage of enterprises providing training courses in 2006



Just under half of all enterprises provided training courses in 2006

In 2006 45.5% of all enterprises provided internal and/or external training courses for their employees. This ranged from 25% of enterprises in the Hotels and restaurants sector to 93.2% in Public administration and defence. While 100% of large enterprises provided such courses, this was only the case for 43% of small enterprises. The number of employees who attended such courses in 2006 represented 45.1% of all employees. There was almost an equal split between males and females where the number of males participating on such courses was equivalent to 45.2% of all male employees while the comparable female figure was 45%. *See Tables 1, 2 and Figure 1.*

Course attendees spent an average of 3.2 days on training courses in 2006 with 2.1 days on internal courses and 1.1 days on external courses. In large organisations, course attendees spent longer on training courses (3.6 days) than those in small enterprises (2.4 days). The number of days on the training courses was equivalent to 1.0 days per employee for internal courses and 0.5 days for external courses. *See Table 3.*

The estimated total cost of training courses in 2006 was €413,665,000. This was made up of €336,782,000 for fees and payments for courses, €47,249,000 for travel and subsistence for attendees of courses, and €29,634,000 for the cost of premises used for the training courses. Employers spent an average of €254 per employee on training in 2006. The average cost per employee in small enterprises was €119 compared with an average cost per employee of €345 in large enterprises. The average cost per course attendee was €564. *See Table 4.*

Less than half of all enterprises had annual performance reviews in 2006

44.4% of enterprises had annual performance reviews in 2006. This figure was 82.1% for large enterprises and 42.5% for small enterprises. Four out of five (80.2%) enterprises in Public administration and defence, 63.9% of enterprises in the Education sector and 63.4% of enterprises in the Financial intermediation sector had reviews. *See Table 5.*

On the other hand around a third of enterprises in the Construction and Hotels & restaurants sectors (30.7% and 33.4% respectively) had annual performance reviews. Just over 40% of enterprises had written job descriptions while 56.4% of enterprises assessed employees' skills gaps in 2006.

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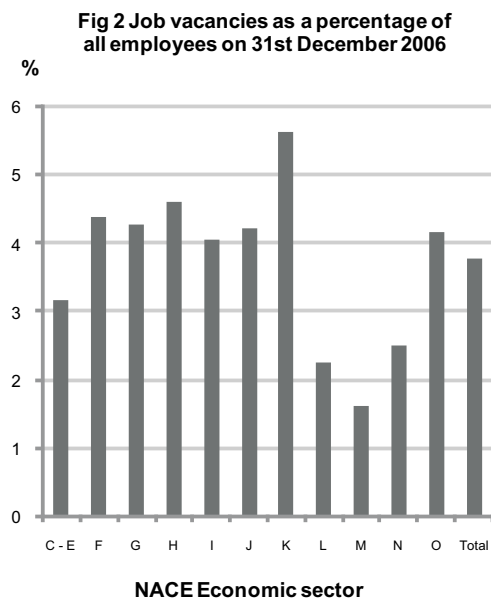
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Job vacancy rate of 3.8% in December 2006

The number of job vacancies, as a percentage of the total number of employees, was 3.8% at the end of December 2006. The rate varied from 4.7% in small enterprises to 2.9% in large enterprises. The job vacancy rate was highest in the Business services sector and the Hotels and restaurant sector (5.6% and 4.6% respectively) and lowest in the Education sector at 1.6%. The vacancy rate was much the same across the broad occupational groups and while the rate was 3.9% for Managers, professionals and associate professional vacancies, it was only slightly higher for Clerical, sales and service vacancies at 4.0% and slightly lower at 3.5% for Production, transport, craft and other manual vacancies. See Table 6 and Figure 2.

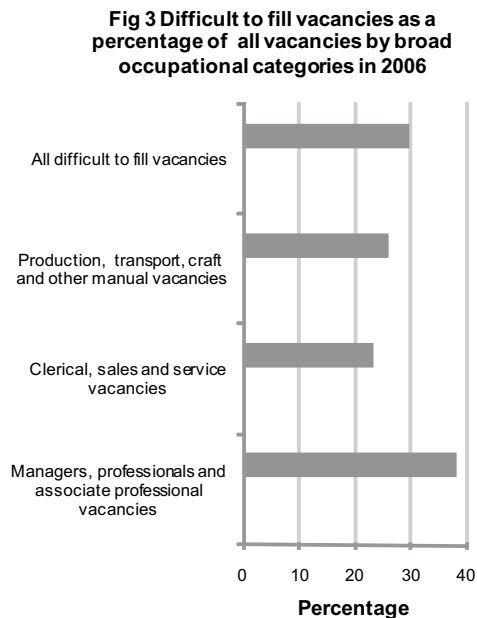


It took on average 7.3 weeks to fill a job vacancy. It was longest for Managers, professional and associate professionals at 9.3 weeks, while Production, transport, craft and other manual vacancies took 6.1 weeks to fill. However, it only took 5.9 weeks to fill Clerical, sales and service vacancies. While it took large enterprises on average 8.7 weeks to fill their vacancies, it took small enterprises 6.8 weeks. See Table 7.

Around 30% of all vacancies estimated to be difficult to fill in December 2006

29.8% of all job vacancies were reported to be difficult to fill in December 2006. Just under two fifths (38.4%) of Managers, professionals and associate professional vacancies were difficult to fill. Only 23.5% of Clerical, sales and service vacancies and 26.1% in Production, transport, craft and other manual vacancies were reported as difficult to fill. The Public administration and defence sector had the lowest percentage of difficult to fill vacancies, while those in the Hotels and restaurants sector had the highest (8% and 42.6% respectively). While 4.7% of Clerical, sales and service vacancies in the Public administration and defence sector were rated as difficult to fill, the comparable figure for the Hotels and restaurants sector was 39.4%. See Table 8 and Figure 3.

Overall, 5.9% of all enterprises said they had difficult to fill vacancies for Managers, professionals and associate professionals. 4.1% of enterprises reported difficult to fill Clerical, sales and service vacancies while 3% of employers reported difficult to fill Production, transport, craft and other manual vacancies. 11.2% of all enterprises reported some difficult to fill vacancies. See Table 9.



Applicants lack of required experience significant reason for difficult to fill vacancies in December 2006

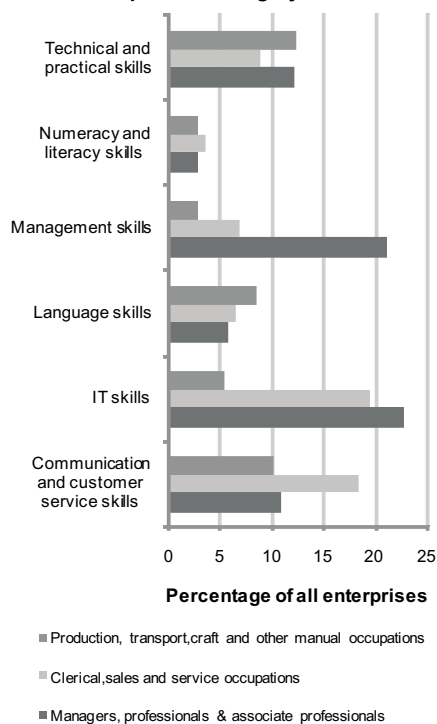
The lack of applicants with the required experience was given as a reason for difficult to fill vacancies by 51.5% of enterprises with Manager, professionals and associate professional vacancies. The comparable figures for Clerical, sales and service vacancies was 57.3% and it was 52.4% for Production, transport, craft and other manual vacancies. While 64% of these enterprises said one of the reasons was the low number of applicants for Manager, professionals and associate professional vacancies, only 49.9% and 49.8% of enterprises gave the same reason for Clerical, sales and service vacancies and Production, transport, craft and other manual vacancies respectively. See Tables 10a, 10b and 10c.

Nearly 13% of enterprises had acute shortage of English language skills

12.6% of all enterprises reported that there were acute shortages of English language skills amongst at least some of their employees in December 2006. In the Hotels and restaurants sector this figure rose to 26.7%. There was also a high percentage of enterprises with an acute shortage of management and supervisory skills, with 12.6% of all enterprises reporting shortages. On the other hand, only 2.5% and 3.0% respectively of enterprises reported an acute shortage of numeracy and literacy skills. Overall 46.6% of all enterprises reported having at least some acute shortage of particular skills. See Table 11.

15.8% of enterprises said that lack of experience or having recently recruited staff was the most common reason as to why there were acute shortages of particular skills. Another 10.3% of enterprises said it was at least partially due to poor quality candidates while 4.4% said it was due to a failure to train and develop staff. On the other hand 7.7% of small enterprises said that the staff lacked the motivation to acquire skills compared to 5.7% for large enterprises. *See Table 12.*

Fig 4 Enterprises with skills areas which need upgrading by broad occupational category in 2006



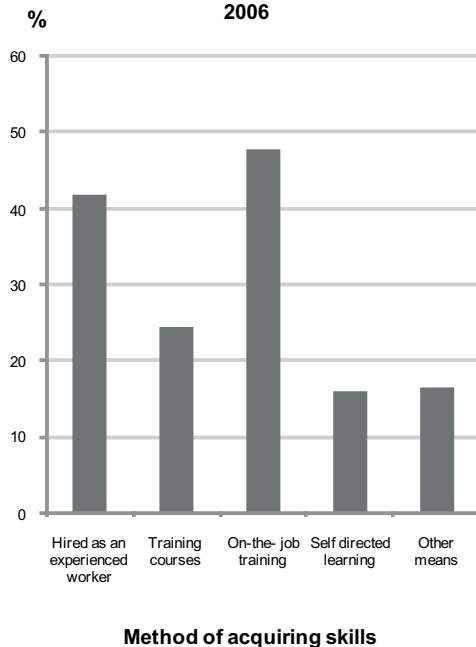
Upgrading of IT skills and technical & practical skills required

22.8% of all enterprises reported that their Manager, professional and associate professional employees required upgrading of IT skills. This varied from 32.8% for large enterprises to 22.2% for small enterprises. Over a fifth (21.2%) of enterprises reported the need for employees in these occupations to upgrade management skills while a further 12.1% said their Manager, professional and associate professional employees needed their technical and practical skills upgraded. Overall, 58.8% of all enterprises said that no skills need upgrading for these employees. *See Table 13a and Figure 4.*

19.5% of employers reported that employees in Clerical, sales and service occupations required IT skills upgrading. This figure rose to 36.1% for employees in large enterprises. Around 18% of enterprises reported a need to upgrade communication and customer service skills. 61.7% of all enterprises said that no skills need upgrading for these employees. *See Table 13b.*

Employees in Production, transport, craft and other manual occupations required upgrading in technical and practical skills, according to 12.3% of all enterprises. Just over one in ten enterprises (10.1%) said that these employees' communication and customer service skills required upgrading. Overall, 72.8% of all enterprises said that no skills need upgrading for these employees. *See Table 13c.*

Fig 5 Employees' methods of acquiring skills in their current job in 2006



On-the-job training most preferred method of addressing employees' skills requirements

Almost 23% of enterprises said that on-the-job training was one of their preferred methods of addressing the skills gaps of their Manager, professional and associate professional staff. The equivalent figure for Clerical, sales and service employees was 25.9%, and it was 18.7% for Production, transport, craft and other manual employees. The hiring of experienced staff and/or the use of training courses were also popular methods of addressing skills gaps, with 15.3% and 19.3% respectively of all enterprises using this for Manager, professional and associate professional employees. The figures were considerably lower for Production, transport, craft and other manual employees (8.2% and 7.4%). *See Tables 14a, 14b and 14c.*

Over half of all enterprises said that they had no skill problems that need addressing for Manager, professional and associate professional employees (58.8%) and for Clerical, sales and service employees (61.7%). This rose to 72.8% for Production, transport, craft and other manual employees.

When employees were asked how they acquired their skills for their current job, 48% stated that they acquired their skills by on-the-job training. 41.9% said they were hired as an experienced worker, while just under a quarter (24.5%) said they attended training courses. 16.1% of employees used self-directed learning. There was little difference between employees in enterprises of different sizes, except that whereas 15.6% of employees in small enterprises acquired at least some skills via training courses, this rose to over 30% of employees in large enterprises. *See Table 15 and Figure 5.*

Table 1 Enterprises providing training courses as a percentage of all enterprises in 2006

NACE economic sector	Internal training courses	External training courses	All training courses
	%	%	%
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	36.3	39.7	52.3
F Construction	16.1	36.8	46.4
G Wholesale and retail trade	18.4	31.6	40.0
H Hotels and restaurants	15.1	17.9	25.0
I Transport, storage and communication	19.0	25.5	35.5
J Financial intermediation	49.5	55.7	73.7
K Business services	24.8	47.5	56.5
L Public administration and defence	80.2	86.5	93.2
M Education	40.2	45.9	65.2
N Health	32.9	57.1	65.5
O Other services	26.9	40.8	49.6
Total	22.3	36.2	45.5
Size class (by number of employees)			
3 to 49 employees	19.4	34.0	43.0
50 to 249 employees	64.1	70.8	85.7
250 + employees	93.8	88.6	100.0
Total	22.3	36.2	45.5

Table 2 Staff participating on training courses by gender as a percentage of employees in all enterprises in 2006

NACE economic sector	Males participating on training courses as a percentage of all male employees	Females participating on training courses as a percentage of all female employees	Employees on training courses as a percentage of all employees
	%	%	%
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	50.8	46.9	49.5
F Construction	34.3	21.8	33.0
G Wholesale and retail trade	34.3	25.4	29.8
H Hotels and restaurants	27.1	30.4	28.9
I Transport, storage and communication	49.8	38.3	46.1
J Financial intermediation	69.2	57.3	62.0
K Business services	41.6	36.2	39.1
L Public administration and defence	69.2	69.4	69.2
M Education	62.8	68.8	67.0
N Health	53.8	57.8	57.1
O Other services	32.0	37.9	35.3
Total	45.2	45.0	45.1
Size class (by number of employees)			
3 to 49 employees	25.7	24.7	25.3
50 to 249 employees	46.1	44.7	45.5
250 + employees	60.9	56.3	58.5
Total	45.2	45.0	45.1

Table 3 Average number of paid working days on training courses by employees in all enterprises in 2006

NACE economic sector	Average per course attendee			Average per employee		
	Internal courses	External courses	All training courses	Internal courses	External courses	All training courses
	Days	Days	Days	Days	Days	Days
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	2.3	1.0	3.3	1.1	0.5	1.6
F Construction	0.6	1.2	1.7	0.2	0.4	0.6
G Wholesale and retail trade	1.1	0.8	1.9	0.3	0.3	0.6
H Hotels and restaurants	1.1	0.5	1.6	0.3	0.2	0.5
I Transport, storage and communication	3.1	0.9	3.9	1.4	0.4	1.8
J Financial intermediation	1.9	0.5	2.5	1.2	0.3	1.5
K Business services	2.2	1.7	3.9	0.8	0.7	1.5
L Public administration and defence	5.7	2.2	7.9	3.9	1.5	5.5
M Education	1.3	0.8	2.2	0.9	0.6	1.5
N Health	1.5	0.5	2.0	0.9	0.3	1.1
O Other services	1.5	1.5	3.0	0.5	0.5	1.1
Total	2.1	1.1	3.2	1.0	0.5	1.4

Size class (by number of employees)

3 to 49 employees	0.9	1.5	2.4	0.2	0.4	0.6
50 to 249 employees	1.4	1.1	2.5	0.7	0.5	1.1
250 + employees	2.7	0.9	3.6	1.6	0.5	2.1
Total	2.1	1.1	3.2	1.0	0.5	1.4

Table 4 Estimated training costs for all enterprises in 2006

NACE economic sector	Fees and payments for courses	Travel and subsistence payments for attending courses	Cost of premises used for training courses	All training costs	Cost per employee	Cost per course attendee
	€'000	€'000	€'000	€'000	€	€
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	53,862	4,760	1,781	60,403	253	543
F Construction	14,554	739	431	15,725	115	347
G Wholesale and retail trade	27,186	3,094	2,614	32,895	115	387
H Hotels and restaurants	4,476	690	566	5,731	42	145
I Transport, storage and communication	14,932	1,584	1,676	18,192	215	465
J Financial intermediation	38,766	3,497	10,680	52,942	656	1,059
K Business services	62,423	7,306	3,738	73,467	381	974
L Public administration and defence	60,900	9,686	3,391	73,976	603	871
M Education	15,902	12,208	1,253	29,363	258	385
N Health	34,442	2,735	1,714	38,890	230	404
O Other services	9,340	951	1,791	12,081	188	532
Total	336,782	47,249	29,634	413,665	254	564
Size class (by number of employees)						
3 to 49 employees	55,072	7,203	3,367	65,642	119	473
50 to 249 employees	62,097	6,131	3,196	71,423	260	573
250 + employees	219,614	33,915	23,071	276,601	345	589
Total	336,782	47,249	29,634	413,665	254	564

Table 5 Annual performance reviews, formal written job descriptions and skills gaps assessment in 2006

NACE economic sector	Enterprises which have:		
	Annual performance reviews	Formal written job descriptions	Assessment of employees' skills gaps
	%	%	%
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	46.6	49.7	61.5
F Construction	30.7	20.0	48.0
G Wholesale and retail trade	44.7	38.2	52.8
H Hotels and restaurants	33.4	33.4	51.6
I Transport, storage and communication	45.7	38.2	58.0
J Financial intermediation	63.4	63.8	68.5
K Business services	59.4	54.1	62.1
L Public administration and defence	80.2	84.9	72.9
M Education	63.9	72.1	74.2
N Health	51.0	72.4	73.5
O Other services	45.1	48.0	65.4
Total	44.4	40.8	56.4
Size class (by number of employees)			
3 to 49 employees	42.5	38.5	55.3
50 to 249 employees	74.5	76.8	74.8
250 + employees	82.1	85.6	75.3
Total	44.4	40.8	56.4

Table 6 Job vacancies as a percentage of employees by broad occupational categories on 31st December 2006

NACE economic sector	Vacancies as a percentage of employees			
	Managers, professionals and associate professional vacancies	Clerical, sales and service vacancies	Production, transport, craft and other manual vacancies	All vacancies
	%	%	%	%
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	4.5	3.3	2.4	3.2
F Construction	5.7	4.1	4.0	4.4
G Wholesale and retail trade	3.6	4.4	4.7	4.3
H Hotels and restaurants	4.5	4.5	4.8	4.6
I Transport, storage and communication	2.9	4.1	5.0	4.1
J Financial intermediation	5.3	3.5	1.9	4.2
K Business services	7.0	4.6	3.8	5.6
L Public administration and defence	3.0	2.3	1.4	2.3
M Education	1.3	5.6	1.6	1.6
N Health	2.8	1.9	2.2	2.5
O Other services	3.9	4.8	3.8	4.2
Total	3.9	4.0	3.5	3.8
Size class (by number of employees)				
3 to 49 employees	4.9	4.7	4.6	4.7
50 to 249 employees	5.7	4.9	3.4	4.5
250 + employees	3.0	3.0	2.4	2.9
Total	3.9	4.0	3.5	3.8

Table 7 Average number of weeks to fill vacancies by broad occupational categories*

NACE economic sector	Managers, professionals and associate professional vacancies	Clerical, sales and service vacancies	Production, transport, craft and other manual vacancies	All vacancies
	Weeks	Weeks	Weeks	Weeks
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	12.9	6.7	6.2	9.1
F Construction	6.2	5.8	3.1	4.3
G Wholesale and retail trade	12.1	5.3	4.0	6.1
H Hotels and restaurants	8.9	3.8	3.8	4.5
I Transport, storage and communication	10.4	7.3	28.2	15.1
J Financial intermediation	9.1	12.3	25.0	10.6
K Business services	8.9	5.0	5.5	7.4
L Public administration and defence	10.9	9.7	11.5	10.6
M Education	9.5	6.1	5.4	8.4
N Health	7.1	4.7	3.1	6.2
O Other services	7.1	3.7	6.0	5.4
Total	9.3	5.9	6.1	7.3
Size class (by number of employees)				
3 to 49 employees	10.0	6.1	4.5	6.8
50 to 249 employees	8.5	3.8	4.6	5.6
250 + employees	9.2	6.9	10.4	8.7
Total	9.3	5.9	6.1	7.3

* Average number of weeks based on all appointments over the previous few years, up to and including 2006

Table 8 Difficult to fill vacancies as a percentage of vacancies by broad occupational categories in 2006¹

NACE economic sector	Difficult to fill:			
	Managers, professionals and associate professional vacancies	Clerical, sales and service vacancies	Production, transport, craft and other manual vacancies	All difficult to fill vacancies
	%	%	%	%
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	29.2	25.3	28.3	28.2
F Construction	48.4	21.7	26.7	32.7
G Wholesale and retail trade	48.1	21.0	22.7	25.9
H Hotels and restaurants	59.9	39.4	40.0	42.6
I Transport, storage and communication	30.7	35.6	20.3	28.6
J Financial intermediation	38.7	24.7	*	31.8
K Business services	46.6	23.7	17.3	36.7
L Public administration and defence	12.1	4.7	6.3	8.0
M Education	23.9	21.6	21.3	23.1
N Health	26.5	6.9	31.0	23.9
O Other services	46.5	12.6	15.1	23.7
Total	38.4	23.5	26.1	29.8
Size class (by number of employees)				
3 to 49 employees	53.8	35.8	35.9	41.4
50 to 249 employees	34.9	18.4	21.1	24.9
250 + employees	28.4	11.6	11.6	19.5
Total	38.4	23.5	26.1	29.8

* Too small for estimation

¹ Difficult to fill vacancies are vacancies which are taking longer than normal to fill for the type of occupation.

Table 9 Enterprises with difficult to fill vacancies by broad occupational categories as a percentage of all enterprises in 2006

NACE economic sector	Managers, professionals and associate professional vacancies	Clerical, sales and service vacancies	Production, transport, craft and other manual vacancies	All enterprises with difficult to fill vacancies
	%	%	%	%
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	7.1	3.3	6.9	15.7
F Construction	2.9	1.0	4.3	7.4
G Wholesale and retail trade	3.6	5.8	2.5	6.0
H Hotels and restaurants	4.9	6.6	5.0	12.5
I Transport, storage and communication	3.3	5.9	2.9	9.6
J Financial intermediation	10.1	8.8	*	16.2
K Business services	11.0	3.0	0.5	13.0
L Public administration and defence	22.9	9.4	*	27.1
M Education	11.7	5.8	0.6	16.4
N Health	14.2	2.3	1.3	16.2
O Other services	5.1	2.3	1.6	8.4
Total	5.9	4.1	3.0	11.2

Size class (by number of employees)

3 to 49 employees	4.8	3.6	2.8	10.0
50 to 249 employees	20.1	11.9	5.9	28.5
250 + employees	40.8	13.8	5.6	46.0
Total	5.9	4.1	3.0	11.2

* Too small for estimation

Table 10a Reasons given for difficult to fill vacancies by enterprises as a percentage of enterprises with difficult to fill vacancies in 2006¹

NACE economic sector	Managers, professionals & associate professionals				
	Applicants lacked required skills and qualifications	Applicants lacked required experience	Poor terms and conditions	Low number of applicants	Other reason
	%	%	%	%	%
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	61.8	46.0	14.4	49.4	8.6
F Construction	49.8	72.1	21.0	73.0	12.1
G Wholesale and retail trade	54.0	46.8	12.1	57.0	9.8
H Hotels and restaurants	61.0	34.0	30.1	74.8	*
I Transport, storage and communication	34.7	66.3	30.5	63.2	25.3
J Financial intermediation	67.0	33.0	*	68.7	15.7
K Business services	50.1	52.8	60.1	71.1	13.6
L Public administration and defence	36.4	13.6	13.6	75.0	13.6
M Education	75.7	58.3	29.6	49.6	6.1
N Health	50.6	46.9	14.0	73.4	21.0
O Other services	59.1	83.3	49.3	28.1	21.7
Total	54.3	51.5	16.0	64.0	9.8
Size class (by number of employees)					
3 to 49 employees	54.9	48.4	16.5	63.4	10.5
50 to 249 employees	51.9	62.1	13.8	66.4	7.0
250 + employees	52.6	61.1	14.7	66.0	8.1
Total	54.3	51.5	16.0	64.0	9.8

* Too small for estimation

¹ More than one answer was allowed

Table 10b Reasons given for difficult to fill vacancies by enterprises as a percentage of enterprises with difficult to fill vacancies in 2006¹

NACE economic sector	Clerical, sales and service occupations				
	Applicants lacked required skills and qualifications	Applicants lacked required experience	Poor terms and conditions	Low number of applicants	Other reason
	%	%	%	%	%
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	41.5	67.1	5.8	36.7	7.2
F Construction	41.7	92.6	1.8	42.3	*
G Wholesale and retail trade	49.4	58.5	13.0	53.2	6.6
H Hotels and restaurants	38.0	49.4	24.9	46.6	12.4
I Transport, storage and communication	45.8	43.7	16.9	79.6	2.1
J Financial intermediation	62.7	42.9	3.2	61.1	3.2
K Business services	53.2	60.8	18.3	36.1	13.8
L Public administration and defence	38.9	*	55.6	*	*
M Education	88.5	67.3	46.2	88.5	*
N Health	68.8	53.1	17.2	45.3	*
O Other services	40.7	39.6	42.9	60.4	*
Total	47.9	57.3	16.5	49.9	7.5
Size class (by number of employees)					
3 to 49 employees	47.4	57.1	15.0	51.3	6.0
50 to 249 employees	53.7	60.3	22.9	42.3	14.9
250 + employees	40.3	53.2	24.2	46.8	12.1
Total	47.9	57.3	16.5	49.9	7.5

* Too small for estimation

¹ More than one answer was allowed

Table 10c Reasons given for difficult to fill vacancies by enterprises as a percentage of enterprises with difficult to fill vacancies in 2006¹

NACE economic sector	Production, transport, craft and other manual occupations				
	Applicants lacked required skills and qualifications	Applicants lacked required experience	Poor terms and conditions	Low number of applicants	Other reason
	%	%	%	%	%
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	55.3	78.9	9.9	47.9	8.2
F Construction	37.0	40.2	25.2	45.1	23.1
G Wholesale and retail trade	49.8	54.2	16.4	65.5	6.5
H Hotels and restaurants	41.9	50.6	36.8	44.2	16.5
I Transport, storage and communication	33.0	60.4	27.5	79.1	*
J Financial intermediation	87.5	*	*	*	*
K Business services	34.5	32.7	9.1	41.8	12.7
L Public administration and defence	*	*	*	*	*
M Education	*	*	*	83.3	*
N Health	37.5	60.4	33.3	35.4	18.8
O Other services	62.1	33.3	34.8	22.7	*
Total	44.7	52.4	22.9	49.8	13.0
Size class (by number of employees)					
3 to 49 employees	45.1	53.7	21.9	50.7	12.8
50 to 249 employees	42.3	44.5	27.8	44.5	14.1
250 + employees	41.3	41.3	34.9	41.3	14.3
Total	44.7	52.4	22.9	49.8	13.0

* Too small for estimation

¹ More than one answer was allowed

Table 11 Enterprises with acute shortages of particular skills as a percentage of all enterprises in 2006¹

NACE economic sector	Communication skills	Customer service skills	IT skills - general	IT skills - professional	Language skills - English	Language skills - foreign	Literacy skills	Management and supervisory skills	Numeracy skills	Technical and practical skills	Other skills	Total enterprises with acute shortage of skills
	%	%	%	%	%	%	%	%	%	%	%	%
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	10.6	5.7	11.8	5.9	18.1	6.5	2.3	12.9	4.9	14.8	4.6	51.8
F Construction	8.0	2.6	6.5	2.1	12.6	6.8	2.6	9.8	0.7	14.7	5.8	42.1
G Wholesale and retail trade	8.5	14.4	11.9	3.8	11.2	4.2	2.6	14.1	2.9	7.6	4.8	44.1
H Hotels and restaurants	14.4	20.1	5.3	2.1	26.7	7.1	2.4	12.9	2.4	7.0	6.4	50.1
I Transport, storage and communication	5.8	11.5	6.8	3.6	11.4	8.4	1.9	7.1	0.3	7.0	14.8	50.2
J Financial intermediation	2.0	7.9	12.2	5.1	1.1	10.2	2.7	9.8	3.8	12.3	8.0	43.9
K Business services	8.6	7.5	8.3	10.7	6.8	5.7	4.3	13.8	2.8	11.6	7.4	46.7
L Public administration and defence	8.9	10.4	19.8	7.8	*	9.9	3.1	16.7	9.9	11.5	13.0	52.6
M Education	18.0	19.0	16.6	7.3	12.9	10.0	5.8	24.0	1.9	7.5	13.8	65.2
N Health	15.4	11.8	13.3	6.3	13.1	5.8	5.6	13.9	1.9	9.5	11.6	50.2
O Other services	6.2	10.0	11.2	3.5	4.7	9.3	3.1	10.2	2.7	16.3	8.3	49.0
Total	9.3	10.5	9.4	4.8	12.6	6.2	3.0	12.6	2.5	10.8	6.7	46.6
Size class (by number of employees)												
3 to 49 employees	8.9	10.2	8.9	4.5	12.2	6.1	3.0	11.8	2.3	10.4	6.6	45.8
50 to 249 employees	16.7	16.6	15.7	8.9	21.3	8.6	3.3	23.9	4.4	17.3	7.6	62.0
250 + employees	12.9	12.8	18.3	9.1	15.4	10.6	3.7	29.2	3.2	17.9	7.0	58.9
Total	9.3	10.5	9.4	4.8	12.6	6.2	3.0	12.6	2.5	10.8	6.7	46.6

* Too small for estimation

¹ More than one answer was allowed

Table 12 Reason for shortage of particular skills in enterprises as a percentage of all enterprises in 2006¹

NACE economic sector	Recruitment problems	Poor quality candidates	Lack of experience or staff recently recruited	Constant change and development in a skills area	High staff turnover	Staff lack motivation to acquire skills	Failure to train and develop staff	Other reason	No shortage of skills
	%	%	%	%	%	%	%	%	%
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	7.9	8.8	16.9	7.8	3.4	8.6	4.2	13.8	48.2
F Construction	3.3	8.1	11.7	8.7	2.4	7.7	2.5	12.2	57.9
G Wholesale and retail trade	5.3	11.0	15.7	6.8	5.2	6.8	5.6	11.4	55.9
H Hotels and restaurants	7.6	14.3	18.7	2.3	12.6	10.4	3.5	11.2	49.9
I Transport, storage and communication	5.1	15.9	13.9	4.4	5.7	5.0	3.7	15.9	49.8
J Financial intermediation	7.4	7.3	20.7	12.8	4.6	3.0	3.2	10.0	56.1
K Business services	6.9	8.6	15.6	9.4	4.3	6.3	4.5	12.2	53.3
L Public administration and defence	7.8	*	13.5	16.1	6.3	1.6	7.3	26.0	47.4
M Education	2.2	12.4	21.5	14.3	1.9	12.2	10.0	17.4	34.8
N Health	5.2	11.4	20.7	11.2	5.4	13.0	4.1	13.5	49.7
O Other services	3.7	8.8	16.8	6.1	3.8	8.3	6.3	14.7	51.0
Total	5.6	10.3	15.8	7.4	5.2	7.7	4.4	12.4	53.4
Size class (by number of employees)									
3 to 49 employees	5.2	10.0	15.3	6.9	4.6	7.7	4.3	12.4	54.2
50 to 249 employees	12.2	15.7	23.0	15.1	15.8	8.4	7.0	12.1	37.9
250 + employees	10.1	14.1	22.9	20.5	13.0	5.7	6.9	14.2	41.1
Total	5.6	10.3	15.8	7.4	5.2	7.7	4.4	12.4	53.4

* Too small for estimation

¹ More than one answer was allowed

Table 13a Enterprises with skills areas which need upgrading in their current workforce as a percentage of all enterprises in 2006

NACE economic sector	Managers, professionals & associate professionals							
	Communication and customer service skills	IT skills	Language skills	Management skills	Numeracy and literacy skills	Technical and practical skills	All enterprises that require skills upgrading	No skills need upgrading
	%	%	%	%	%	%	%	%
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	11.0	27.7	5.8	25.3	2.4	11.1	48.1	51.9
F Construction	5.0	14.1	2.3	12.4	2.1	7.7	25.9	74.1
G Wholesale and retail trade	8.8	24.2	4.3	20.2	2.3	8.3	38.3	61.7
H Hotels and restaurants	9.4	14.4	7.3	14.8	4.3	7.0	31.6	68.4
I Transport, storage and communication	6.7	25.3	7.3	17.7	0.1	9.3	41.0	59.0
J Financial intermediation	13.8	32.8	8.9	33.2	2.8	17.7	57.2	42.8
K Business services	16.0	30.9	6.3	29.9	4.1	24.0	55.7	44.3
L Public administration and defence	17.7	43.8	9.4	46.9	4.7	23.4	58.3	41.7
M Education	23.9	24.2	10.5	27.2	4.3	9.2	50.9	49.1
N Health	19.4	30.5	10.8	28.4	4.1	19.8	56.9	43.1
O Other services	17.8	21.3	9.7	26.8	2.1	15.5	52.5	47.5
Total	10.8	22.8	5.7	21.2	2.8	12.1	41.2	58.8
Size class (by number of employees)								
3 to 49 employees	10.1	22.2	5.6	19.7	2.7	11.4	39.8	60.2
50 to 249 employees	21.9	34.3	7.7	44.5	4.7	22.6	64.5	35.5
250 + employees	29.3	32.8	6.0	54.3	2.5	30.1	65.4	34.6
Total	10.8	22.8	5.7	21.2	2.8	12.1	41.2	58.8

Table 13b Enterprises with skills areas which need upgrading in their current workforce as a percentage of all enterprises in 2006

NACE economic sector	Clerical, sales and service occupations							
	Communication and customer service skills	IT skills	Language skills	Management skills	Numeracy and literacy skills	Technical and practical skills	All enterprises that require skills upgrading	No skills need upgrading
	%	%	%	%	%	%	%	%
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	14.8	25.7	3.8	5.3	1.8	10.5	40.3	59.7
F Construction	4.6	11.4	1.1	4.5	2.7	3.8	19.9	80.1
G Wholesale and retail trade	30.7	25.4	7.4	9.1	4.2	11.5	52.2	47.8
H Hotels and restaurants	19.4	10.5	17.6	5.3	3.6	6.1	35.8	64.2
I Transport, storage and communication	19.0	22.1	5.9	5.4	2.2	11.2	40.0	60.0
J Financial intermediation	29.2	29.6	6.3	7.5	8.6	27.2	61.2	38.8
K Business services	13.3	19.7	3.6	7.5	3.4	8.1	34.4	65.6
L Public administration and defence	31.3	39.1	10.4	6.3	8.9	14.6	55.2	44.8
M Education	15.5	21.9	6.9	2.8	1.7	10.4	34.3	65.7
N Health	21.4	27.7	6.7	7.6	5.5	10.4	41.1	58.9
O Other services	15.8	17.4	7.0	7.2	3.8	10.2	37.4	62.6
Total	18.3	19.5	6.5	6.8	3.5	8.9	38.3	61.7
Size class (by number of employees)								
3 to 49 employees	17.3	18.7	6.2	6.7	3.3	8.4	37.2	62.8
50 to 249 employees	34.7	31.3	10.9	7.7	7.1	17.4	57.4	42.6
250 + employees	36.2	36.1	8.8	7.8	5.9	16.3	58.5	41.5
Total	18.3	19.5	6.5	6.8	3.5	8.9	38.3	61.7

Table 13c Enterprises with skills areas which need upgrading in their current workforce as a percentage of all enterprises in 2006

NACE economic sector	Production, transport, craft and other manual occupations							All enterprises that require skills upgrading	No skills need upgrading
	Communication and customer service skills	IT skills	Language skills	Management skills	Numeracy and literacy skills	Technical and practical skills			
	%	%	%	%	%	%			
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	12.7	12.1	16.8	3.9	4.1	24.8	49.8	50.2	
F Construction	11.8	6.4	11.6	4.9	4.5	27.9	43.5	56.5	
G Wholesale and retail trade	6.9	5.9	5.3	1.5	1.9	7.6	19.7	80.3	
H Hotels and restaurants	19.4	3.4	14.9	2.7	2.3	5.4	29.4	70.6	
I Transport, storage and communication	21.6	7.1	12.0	4.2	2.8	8.0	36.9	63.1	
J Financial intermediation	2.2	0.0	0.0	0.1	2.0	0.1	2.2	97.8	
K Business services	4.4	3.1	4.4	1.7	2.0	5.7	14.1	85.9	
L Public administration and defence	19.3	18.8	6.3	5.2	7.3	17.2	31.3	68.8	
M Education	3.2	1.8	4.5	2.2	1.1	2.5	9.2	90.8	
N Health	6.3	2.9	4.6	0.6	1.9	7.7	15.6	84.4	
O Other services	10.2	3.9	3.6	2.8	3.4	13.7	26.1	73.9	
Total	10.1	5.4	8.4	2.7	2.8	12.3	27.2	72.8	
Size class (by number of employees)									
3 to 49 employees	9.8	5.1	8.1	2.6	2.7	11.9	26.6	73.4	
50 to 249 employees	13.9	8.4	14.1	4.3	4.0	18.9	38.1	61.9	
250 + employees	15.1	15.5	13.8	2.8	6.5	21.0	39.1	60.9	
Total	10.1	5.4	8.4	2.7	2.8	12.3	27.2	72.8	

Table 14a Enterprises' preferred method of addressing skills gaps as a percentage of all enterprises in 2006¹

NACE economic sector	Managers, professionals & associate professionals					
	Hire experienced staff	Training courses	On-the-job training	Self directed learning	Other means	No skills need addressing
	%	%	%	%	%	%
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	17.2	26.5	25.7	7.3	3.0	51.9
F Construction	8.5	10.4	12.2	4.5	1.0	74.1
G Wholesale and retail trade	14.9	16.8	21.6	6.5	2.1	61.7
H Hotels and restaurants	13.6	8.4	19.4	6.1	1.6	68.4
I Transport, storage and communication	14.8	16.4	13.2	10.0	5.7	59.0
J Financial intermediation	15.8	33.4	34.7	11.1	0.9	42.8
K Business services	20.4	30.6	32.5	8.6	3.8	44.3
L Public administration and defence	30.2	53.6	47.4	24.5	3.1	41.7
M Education	19.5	33.6	36.2	15.0	1.9	49.1
N Health	22.8	32.5	36.5	12.4	5.2	43.1
O Other services	18.4	22.6	26.8	9.2	3.9	47.5
Total	15.3	19.3	22.9	7.3	2.5	58.8
Size class (by number of employees)						
3 to 49 employees	14.0	17.3	21.6	7.0	2.5	60.2
50 to 249 employees	36.1	50.5	42.5	9.8	2.3	35.5
250 + employees	40.2	59.1	47.2	21.3	4.8	34.6
Total	15.3	19.3	22.9	7.3	2.5	58.8

¹ More than one answer was allowed

Table 14b Enterprises' preferred method of addressing skills gaps as a percentage of all enterprises in 2006¹

NACE economic sector	Clerical, sales & service occupations						No skills need addressing
	Hire experienced staff	Training courses	On-the- job training	Self directed learning	Other means		
	%	%	%	%	%	%	
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	10.9	18.8	26.1	5.2	1.4	59.7	
F Construction	5.7	7.7	9.0	1.6	0.3	80.1	
G Wholesale and retail trade	14.5	16.6	37.2	5.6	2.8	47.8	
H Hotels and restaurants	14.9	6.0	28.2	1.5	1.2	64.2	
I Transport, storage and communication	14.7	13.5	16.2	9.6	2.5	60.0	
J Financial intermediation	16.1	30.8	47.5	8.0	0.4	38.8	
K Business services	9.6	14.9	21.7	4.1	2.5	65.6	
L Public administration and defence	25.0	50.0	49.5	20.3	2.6	44.8	
M Education	9.2	18.1	18.7	7.8	0.0	65.7	
N Health	13.9	20.0	34.1	5.5	3.9	58.9	
O Other services	12.1	17.1	29.1	3.6	2.6	62.6	
Total	11.6	14.0	25.9	4.2	1.9	61.7	
Size class (by number of employees)							
3 to 49 employees	10.9	12.4	24.5	4.0	1.9	62.8	
50 to 249 employees	23.4	38.9	48.5	6.4	2.6	42.6	
250 + employees	29.3	47.4	46.5	12.8	2.9	41.5	
Total	11.6	14.0	25.9	4.2	1.9	61.7	

¹ More than one answer was allowed

Table 14c Enterprises' preferred method of addressing skills gaps as a percentage of all enterprises in 2006¹

NACE economic sector	Production, transport, craft and other manual occupations					
	Hire experienced staff	Training courses	On-the- job training	Self directed learning	Other means	No skills need addressing
	%	%	%	%	%	%
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	11.7	18.9	38.1	5.0	3.4	50.2
F Construction	11.7	10.8	30.7	5.4	3.5	56.5
G Wholesale and retail trade	5.8	5.6	13.3	2.2	1.7	80.3
H Hotels and restaurants	11.5	4.9	23.7	2.9	1.4	70.6
I Transport, storage and communication	16.8	6.4	14.4	6.4	3.5	63.1
J Financial intermediation	0.2	1.4	2.2	1.0	0.1	97.8
K Business services	3.1	2.8	8.0	1.9	1.5	85.9
L Public administration and defence	13.5	24.5	29.7	14.1	0.5	68.8
M Education	5.3	3.9	3.1	1.2	0.0	90.8
N Health	4.2	8.2	11.8	1.6	2.4	84.4
O Other services	9.9	9.5	16.4	1.5	2.6	73.9
Total	8.2	7.4	18.7	3.1	2.2	72.8
Size class (by number of employees)						
3 to 49 employees	7.7	6.3	17.9	3.0	2.2	73.4
50 to 249 employees	15.0	23.9	32.9	4.5	1.8	61.9
250 + employees	16.1	28.9	35.5	7.3	4.3	60.9
Total	8.2	7.4	18.7	3.1	2.2	72.8

¹ More than one answer was allowed

Table 15 Employees' methods of acquiring skills in current job as a percentage of all employees in 2006¹

NACE economic sector	Hired as an experienced worker	Training courses	On-the- job training	Self directed learning	Other means
	%	%	%	%	%
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	38.1	29.3	57.6	14.8	11.7
F Construction	42.1	20.3	39.4	12.5	19.4
G Wholesale and retail trade	38.4	17.8	48.7	12.5	15.7
H Hotels and restaurants	46.0	13.4	43.0	10.4	18.5
I Transport, storage and communication	32.0	36.5	53.8	14.3	10.8
J Financial intermediation	32.2	43.9	69.7	25.9	9.2
K Business services	46.5	26.2	46.3	18.9	16.7
L Public administration and defence	23.3	40.7	66.2	21.3	19.0
M Education	68.0	11.5	17.7	19.6	21.5
N Health	50.3	21.6	39.8	19.5	22.1
O Other services	40.8	22.8	47.7	14.4	16.9
Total	41.9	24.5	48.0	16.1	16.6
Size class (by number of employees)					
3 to 49 employees	42.6	15.6	41.1	14.2	18.8
50 to 249 employees	44.1	25.5	49.9	15.4	14.2
250 + employees	40.7	30.2	52.1	17.8	15.8
Total	41.9	24.5	48.0	16.1	16.6

¹ More than one answer was allowed

Table 16 Perception of change in skills requirements of employees in current job, as a percentage of all employees in 2006

NACE economic sector	Increased	Remained the same	Decreased	Not answered
	%	%	%	%
C - E Manufacturing, mining and quarrying and electricity, gas and water supply	65.6	29.8	1.5	3.1
F Construction	60.7	32.5	0.9	5.9
G Wholesale and retail trade	62.5	32.4	0.9	4.2
H Hotels and restaurants	52.5	39.0	2.4	6.1
I Transport, storage and communication	63.2	31.5	2.0	3.2
J Financial intermediation	77.6	19.2	1.2	2.0
K Business services	64.8	30.8	1.1	3.4
L Public administration and defence	74.0	21.9	1.3	2.8
M Education	81.1	16.6	0.5	1.8
N Health	68.6	26.9	0.9	3.5
O Other services	64.5	29.7	1.3	4.5
Total	65.9	29.1	1.2	3.7
Size class (by number of employees)				
3 to 49 employees	60.0	34.2	0.9	4.9
50 to 249 employees	63.9	30.5	1.9	3.8
250 + employees	70.7	25.2	1.2	2.9
Total	65.9	29.1	1.2	3.7

Background Notes

Introduction	This report presents further results of the National Employment Survey (NES), carried out in respect of the reference year 2006 and the reference month October 2006 (see below). The data presented in this release relates to Continuing Vocational Training (CVT) as well as vacancies and job skills. Appreciation is extended to all enterprises that contributed to the survey.
Legislation	The data was collected by the CSO under the European Communities (Statistics) (National Employment Survey) Regulations 2007 and Statistics (National Employment Survey) Order 2007. The information collected is treated as strictly confidential in accordance with the Statistics Act 1993.
National Employment Survey	<p>The data was collected as part of the National Employment Survey (NES) October 2006. This is a major workplace survey conducted by the CSO. The purpose of the NES is to provide more detailed structural information than before on workplace issues, including earnings and factors influencing earnings. The NES is being carried out annually and has been designed as an integrated survey that addresses issues of national interest.</p> <p>Prior to the launch of the survey the CSO had consulted with various interests and fine-tuned the questions after conducting a pilot survey in late 2006.</p> <p>A sample of employers was selected initially and then, in a second stage, a sample of employees was selected from within the selected enterprises. Employers facilitated this approach by selecting a systematic sample of employees from their payrolls, using set criteria, and forwarding the selection to the CSO. This two-stage strategy was used for practical purposes to optimise the quality of the information collected. It also had the desirable effect of spreading the burden of response between employers and employees.</p>
Business Register	<p>The NES sample of employers was selected from the CSO Central Business Register (CBR). An enterprise is defined as the smallest legally independent unit. The NACE code of each enterprise included in the survey was determined from the predominant activity of the enterprise, based on information provided in this or other CSO inquiries.</p> <p>The size class of each enterprise was determined by the number of employees and therefore excluded other persons engaged (people who worked for the enterprise but were not paid a definite wage or salary).</p>
Sample design	<p>The employer sample was selected based on the proportion of companies in each economic sector and size class cell. The employers were asked to select a systematic sample of employees from their payrolls, based on the number of employees in October 2006.</p> <p>The employer sample was also checked to make sure that there were at least 5 employers in each cell (if there were less than 5 employers in a cell, then all were included in the sample). In addition, economic sectors where there was a high variance for earnings and/or had known low response rates, more employers were included in the survey.</p> <p>Only employers with more than three employees were surveyed and the data was collected at enterprise level. Employers were required to have been trading in the reference month of October in 2006.</p>
Item and unit non-response	No imputation was carried out in relation to unit non-response, i.e. the weighting of the survey results allowed for the inclusion of these enterprises in the final results. Item non-response, i.e. non-respondent questions in a particular return, was dealt with by imputing values based on a weighted average of the relevant respondents. However non-response was very small. The register of enterprises was adjusted for decay factors to take account of the proportion of non-relevant respondents that were received where a full census was not conducted.
Final results	<p>There were 8,383 relevant enterprises in the NES October 2006 survey of which 4,209 responded, a response rate of 50.2%. There was an effective sample of 68,427 employees of whom 51,252 responded, a response rate of almost 75%.</p> <p>After the fieldwork was finished for the survey, the respondent enterprises were then weighted up to the full register of 61,200 enterprises and 1,626,000 employees. The survey results relate to all enterprises with 3 or more employees in 2006.</p>

Definitions **Category of employees by occupation**

Information was collected separately for nine occupation groups but they were grouped together for publication purposes. The three groups are:

- 1) Managers, Administrators, Professionals and Associate Professionals.
- 2) Clerical, Sales and Service workers.
- 3) Production, Transport, Craft & Tradespersons and other Manual workers.

Training **Continuing vocational training**

Continuing Vocational Training (CVT) is any training measures or activity which has as its primary objective the acquisition of new competencies or the development and improvement of existing ones. The activity must be financed at least partly by the enterprises for their total persons engaged who either have a working contract or who benefit directly from their work for the enterprise such as unpaid family workers and casual workers. The training measures or activities must be planned in advance and must be organised or supported with the specific goal of learning.

Training courses in this survey only looks at CVT in relation to CVT courses (see below) and excludes other forms of training such as: on-the job training, job-rotation, exchanges, secondments or study visits, learning or quality circles, self directed learning and attendance at conferences, workshops, trade fairs and lectures. Random learning is also explicitly excluded.

CVT courses

CVT courses, for the purposes of the survey, are typically clearly separated from the activity work place (i.e. may take place in a learning centre or classroom). They exhibit a high degree of organisation of time, space and content by a trainer or learning institution. The content is also designed e.g. a curriculum of some form exists. The two basic forms of CVT courses are:

Internal CVT courses are principally designed and managed by the enterprise itself. It is important that the responsibility for the content of the course lies within the enterprise. Courses are for example designed and managed by the internal training department of the enterprise, however the course can physically take place either within or outside the enterprise i.e. the geographic location relative to the enterprise is not the important issue.

External CVT courses are principally designed and managed by organisations which are not part of the enterprise itself (e.g. 3rd party organisations). These courses are designed and managed by a training organisation that is not part of the enterprise or by a training organisation which belongs to the parent company of the enterprise. It is important that the responsibility for the content of the course lies outside the enterprise; the course is then selected, ordered and purchased by the enterprise. The course can physically take place either within or outside the enterprise i.e. the geographic location relative to the enterprise is not the important issue.

Fees and payments for CVT

These are the costs of external courses, made to external organisations for the provision of CVT courses and services. They include course fees, the cost of assessors and examiners and the cost of external trainers used to support internal courses. VAT is excluded.

Travel and subsistence payments

These are costs made to participants for travelling to training courses and the payments or subsistence allowances. VAT is excluded.

Costs for teaching materials for CVT courses

These costs include the costs of running the training rooms and annual depreciation for these rooms and equipment. It also includes the costs of materials bought specifically to support the provision of CVT courses. VAT is excluded.

Costs for the training centre

These costs include the costs of running the training rooms and annual depreciation for these rooms and equipment. It also includes the costs of materials bought specifically to support the provision of CVT courses. VAT is excluded.

Training centres

This is a training unit with training personnel, premises and training equipment. It may be located within or outside the enterprise.

On-the-Job training

This refers to training by co-workers, supervisors, trainers, etc. It is characterised by planned periods of training, instruction or practical experience in the work place using the normal tools of work, either at the immediate place of work or in the work situation.

Training by self-directed learning

This refers to open or distance learning, night classes, etc. Self directed learning occurs when an individual engages in a planned learning initiative where he or she manages the training time and the place at which the training takes place. Self directed learning means planned individual learning activities using one or more learning media. Learning can take place in private, public or job-related settings. Self directed learning might be arranged using open and distance learning methods, video/audio tapes, correspondence, computer based methods (including internet) or by means of a Learning Resources Centre.

Job vacancy

A job vacancy is defined as a newly created post, an unoccupied post or post about to become vacant in the near future, where the employer is actively looking for (i.e. advertising, contacting employment agencies, etc.) and willing to recruit a suitable candidate immediately or very soon. The posts must be open to external candidates, although it may be filled by an internal candidate.

Difficult to fill vacancies

Difficult to fill vacancies are vacancies which are taking longer than normal to fill for the type of occupation. The average time taken to fill a vacancy is based on all appointments over the previous few years for this type of occupation.