

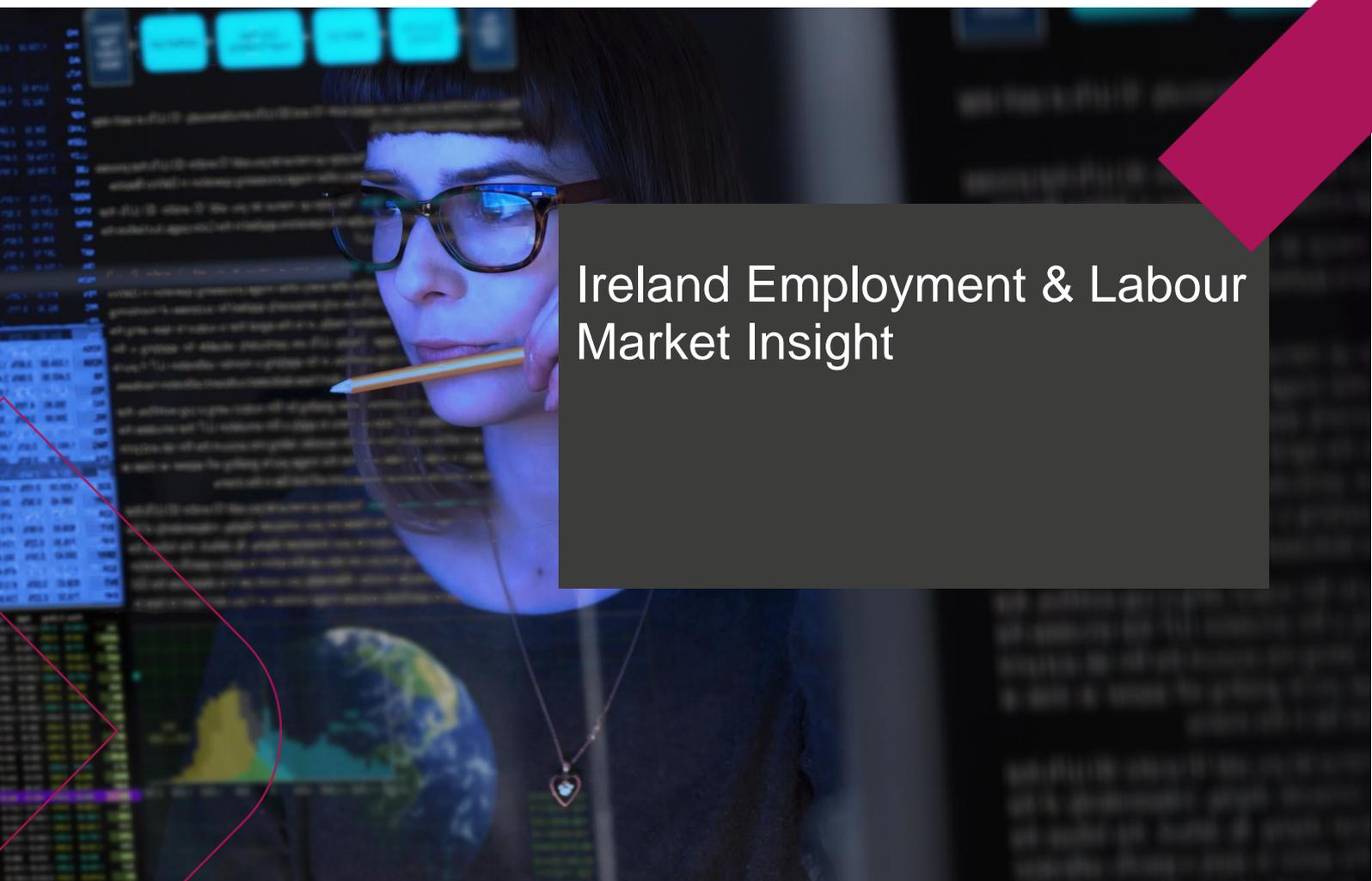


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Powering the future of STEM



Ireland Labour Market Review



Ireland Employment & Labour Market Insight



Employment & Labour Insight Report

Introduction

At SRG we are STEM industry experts. We think bigger to go further and data and knowledge forms the bases of our growth and success. Our Employment and Labour reviews will help you see the top level trends and challenges that are currently affecting the Irish labour market.



Summary – Ireland Overall:

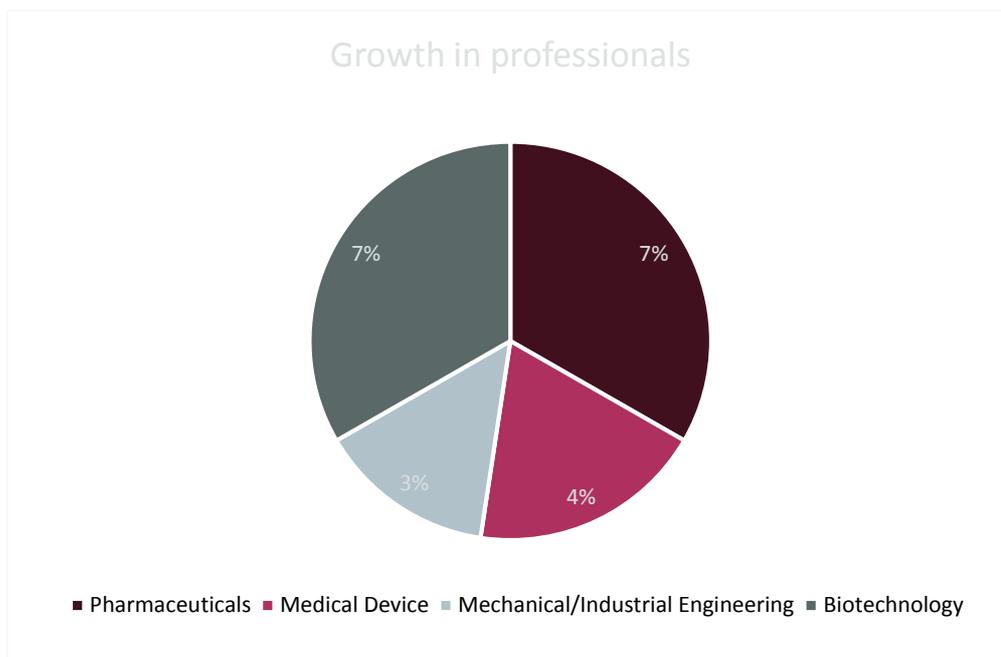
- GDP grew 4.1% in 2019 and projected growth for 2020 is 3.4%
- Ireland ranks as number 1 position globally for business productivity, efficiency of large corporations and national culture (IMD report)
- Ireland ranks 3rd for international investment (IMD report)

Summary – STEM industries:

- Life sciences remains competitive in attracting candidates with 30% of students enrolling in STEM related subjects
- The total number of 19-64 year olds in Ireland according to the CSO is 2,872,502
- 66% of those working in a STEM profession or teaching felt their job gave them an identity (CSO report). Only 43% of those working in manual or physical occupations and 37% of those working in retail or service jobs said the same



- The need to promote awareness of STEM careers is vital, in particular the promotion of STEM roles to children, parents, subject teachers and careers teachers at all levels: primary, secondary and tertiary, using all viable education and career pathways and visibility of earning potential
- Recent growth in companies opening manufacturing units in Ireland. Brexit, location and tax benefits continue to create an attractive option for all of the top 10 global pharma companies
- The collaborative culture between academia, industry, state agencies and regulatory authorities drives Ireland's R&D sector leading to Ireland sitting 12th in global scientific rankings of scientific research
- The highest growth in skill sets within this sector are in Lean Six Sigma (up 37%), Data Analysis (up 37%) and Lab Skills 25%



Average Salaries (2019 5 years exp):

| | |
|--------------------|-----------|
| Quality Assurance | 44k euros |
| Engineering | 52k euros |
| Research Scientist | 49k euros |
| Laboratory Analyst | 36k euros |
| Compliance | 47k euros |
| Regulatory Affairs | 51k euros |



Workforce

- Immigration exceeding emigration (brain drain reversed)
- Top 10 pharma companies continue to invest in Ireland, notably within manufacturing sites
- Attracting talent remains on the agenda with many pharma companies engaging with early talent and creating robust retention programmes
- 9000 jobs predicted within the sector (National Institute of Bioprocessing Research and Training)

How is the current political climate around Brexit affecting the STEM industry?



- Guidance has been provided via the HPRA
- There is continued strong support for Irish EU membership with 88% of respondents of a recent IDA survey feeling they have benefitted from EU Membership



- The STEM Industry is investing in expertise in preparation for any administrative and logistical changes due to Brexit
- Growing trend of STEM companies registering as entities in Ireland
- IBEC had estimated 1.5 Billion Euro package would be needed to secure Irish Businesses against Brexit. To date 1.2 Billion Euros have been pledged

To speak to one of our STEM industry experts about any recruitment needs, you can contact us on info@srgtalent.com

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We take data from a variety of sources including our own data collection, database, the IDA and the latest results from the Recruitment & Employment Federation, Future Jobs Ireland, SFI, Trading Economics and latest Irish government stats.

