



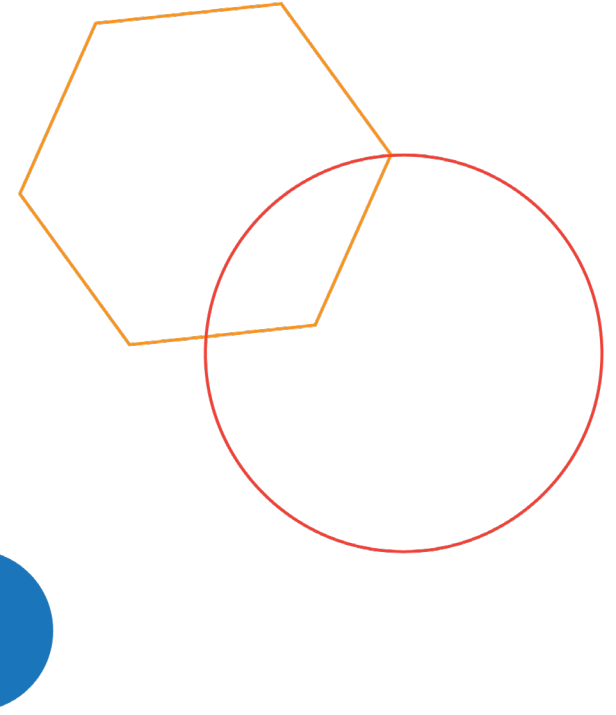
What can online job adverts tell us about the demand for transversal skills in Ireland's labour market?

Nora Condon
16th May 2024

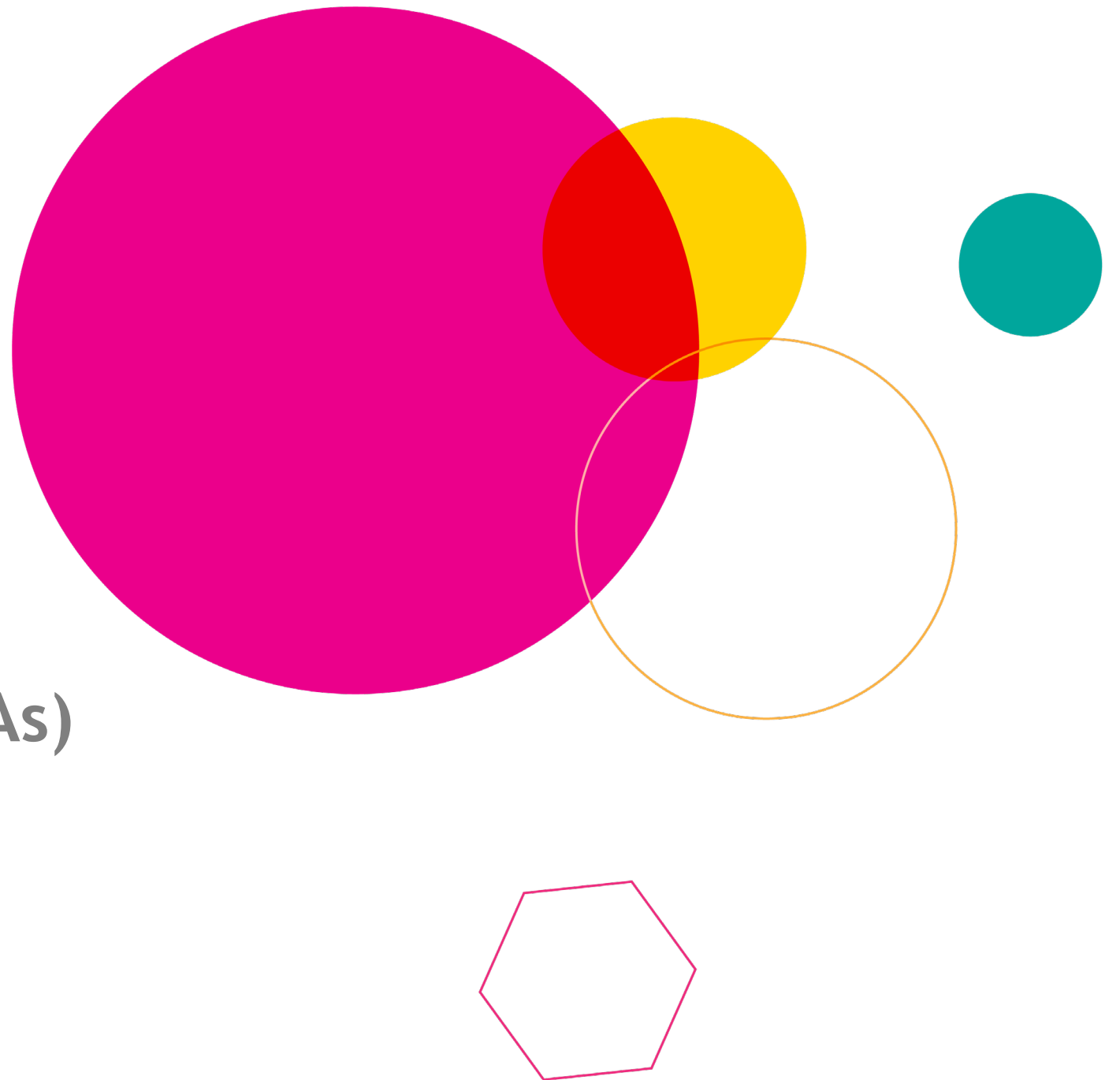
SOLAS
learning works

Outline

- Online job adverts (OJAs)
- Labour market context
- Transversal skills in OJAs
- Implications for education/training, job seekers

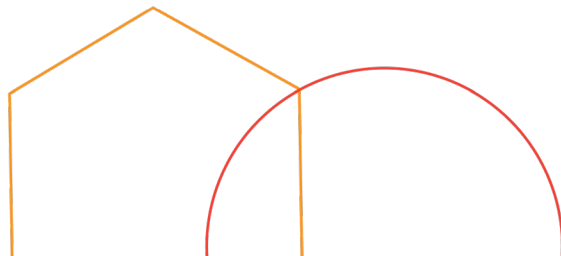


Online job adverts (OJAs)



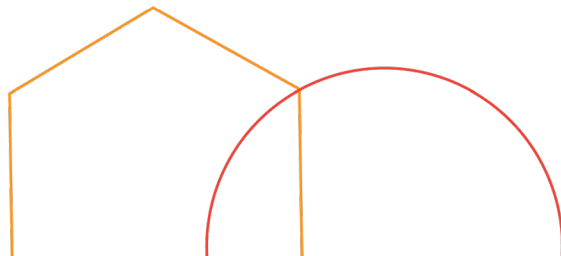
Online Job Vacancy Data

- CEDEFOP/Eurostat
- Scraped from multiple online sources
- De-duplication process
- Data availability
 - Database access for researchers (WIH-OJA)
 - OVATE analysis tool (CEDEFOP)



Online Job Vacancy Data, ctd

- Classifications used
 - ESCO (skills & competences)
 - ISCO (occupations)





Online job adverts (000), Q1 2019-Q3 2023



Nearly **390,000** adverts in the 12 months to Q3 2023



Advantages

Size

Detailed occupation

Skills information

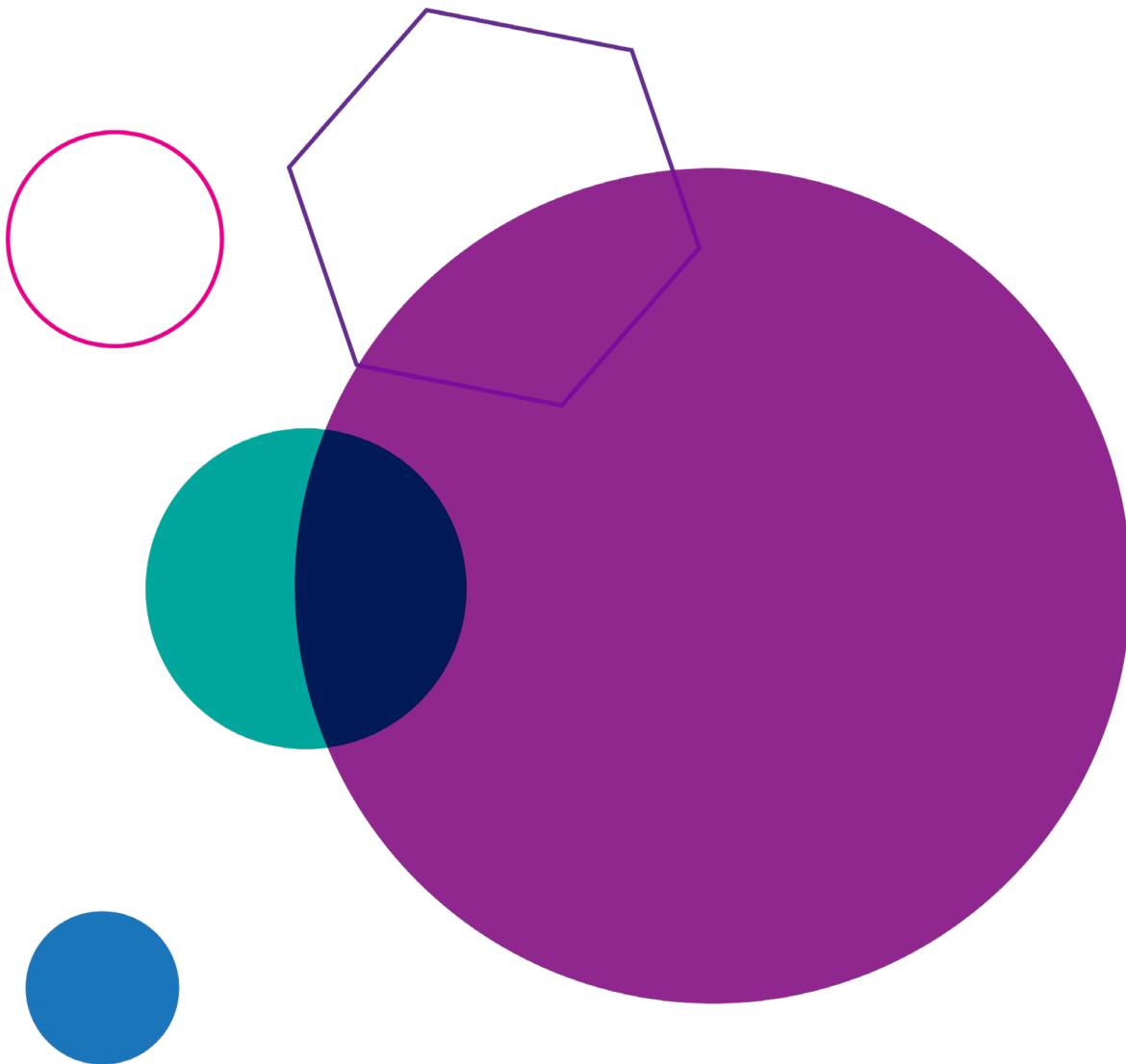
Timeliness

Disadvantages

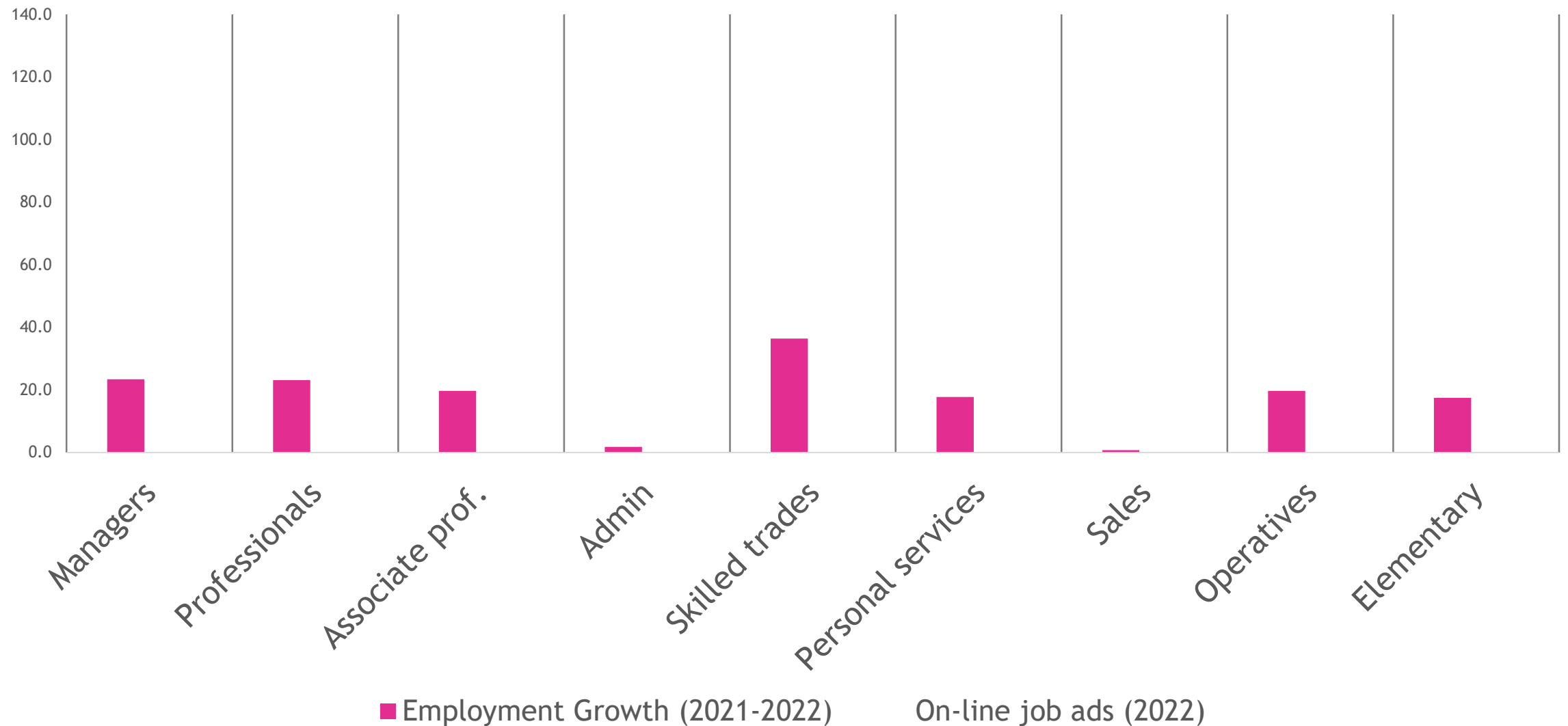
Not all job vacancies are advertised

We don't know **why** a job vacancy has been advertised

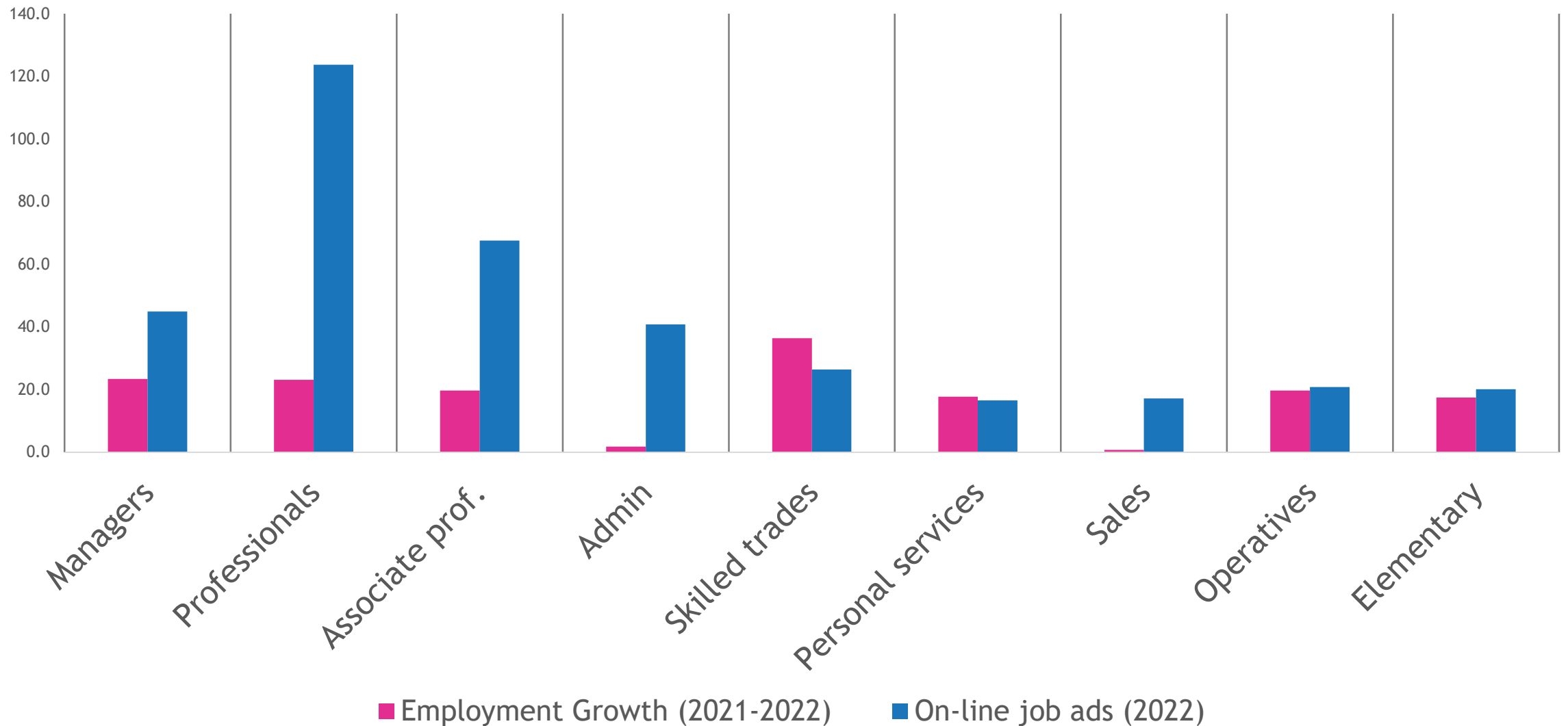
Labour Market Context



Employment growth vs OJAs

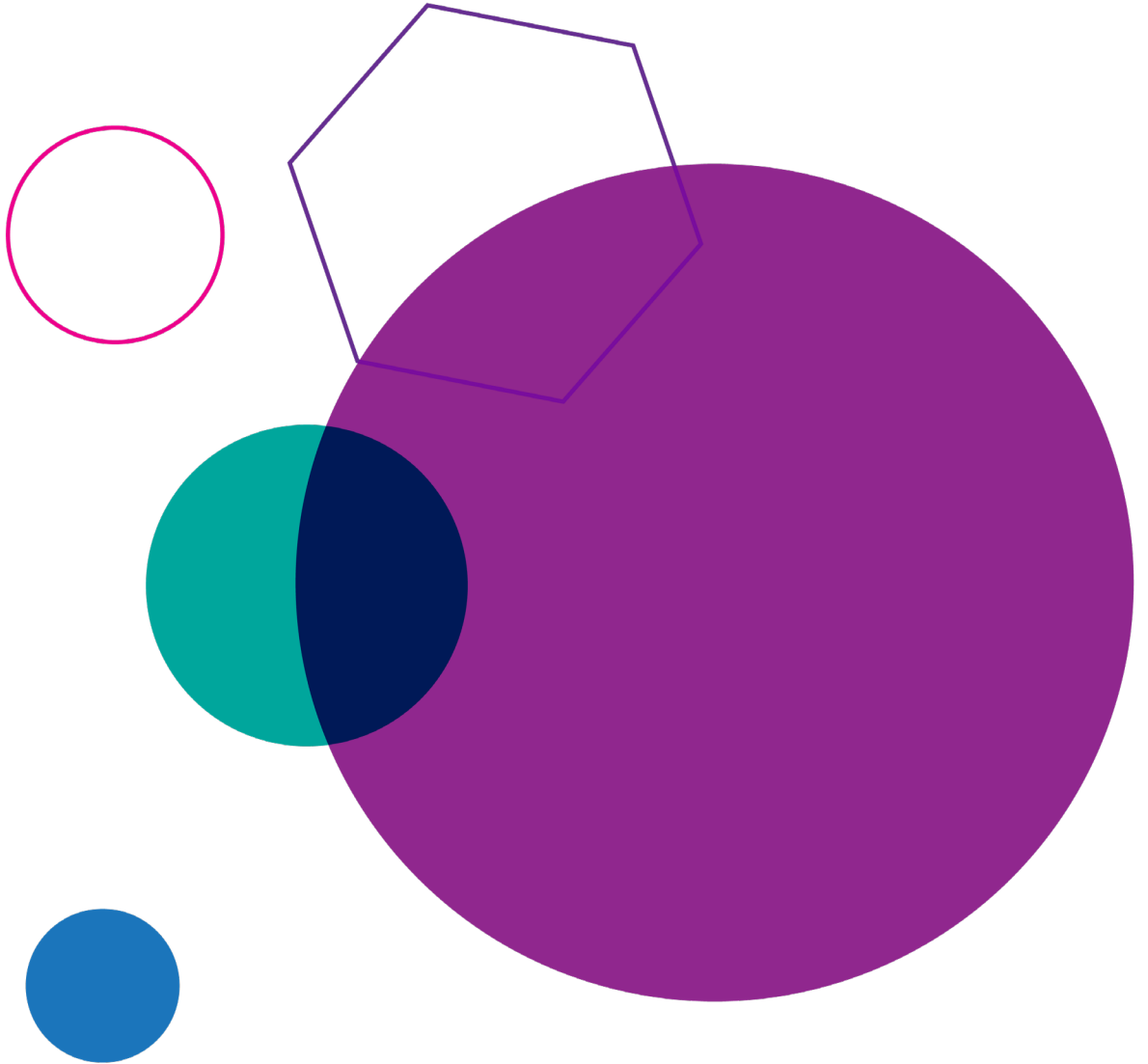


Employment growth vs OJAs



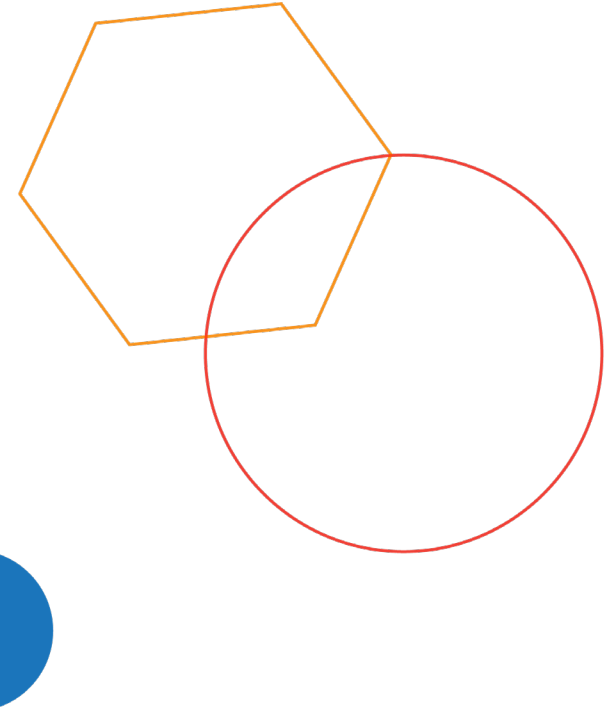
Source: CSO LFA & WIH-OJA

Transversal skills



Skills information in online job adverts

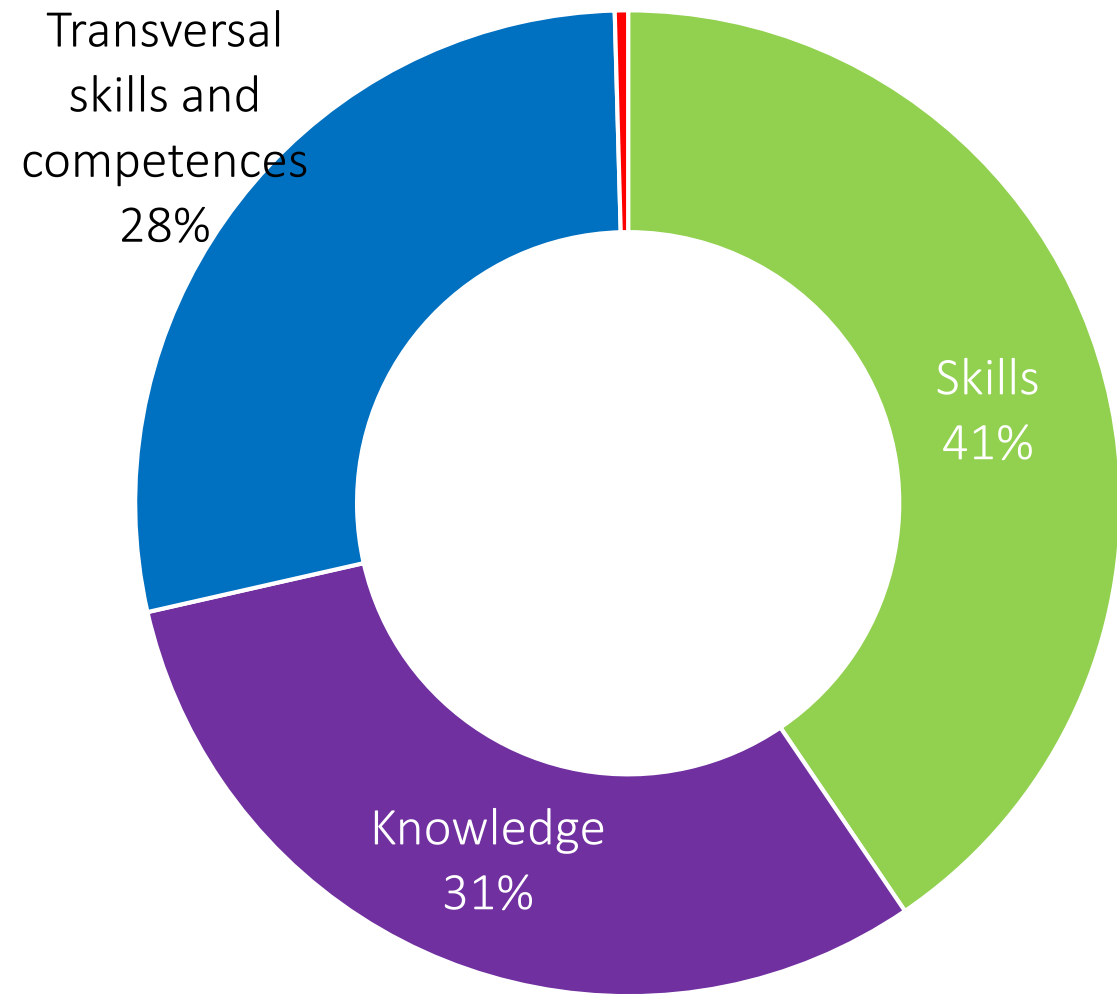
- 9 million skill mentions (in nearly 400,000 job adverts)





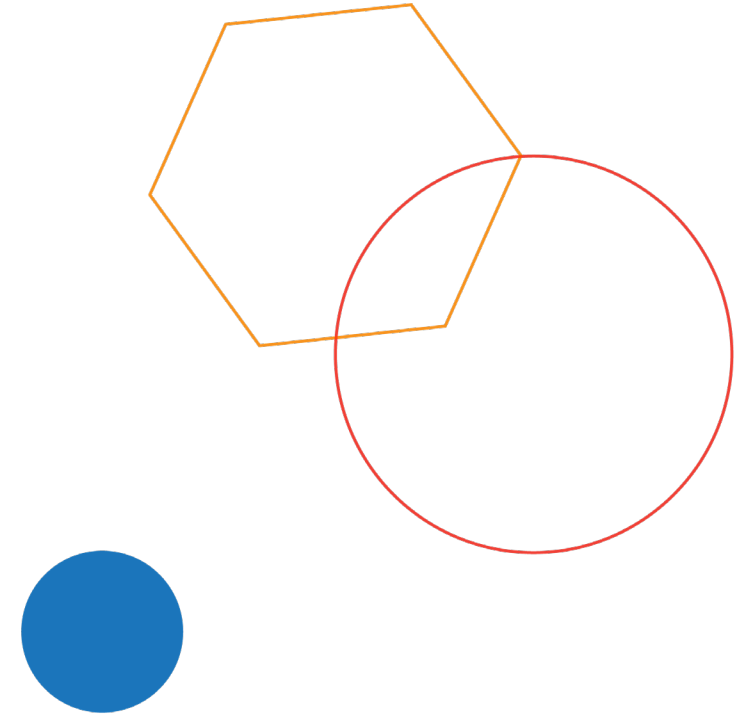
Skills in demand

- Employers sought mostly job specific knowledge and skills
- Transversal skills made up more than a quarter



Transversal skills in job adverts

*Transversal skills are learned and proven **abilities** which are commonly seen as **necessary** or valuable **for effective action** in virtually any kind of **work**, **learning or life activity** [and] are **not exclusively** related to any **particular context** (ESCO)*



Top 10 transversal skills



Combined these 10 skills made up more than two thirds of all transversal skill mentions

Relevance of skills for different jobs?

	High skilled	Med-high skilled	Med-low skilled	Low skilled	Total occupations
Adapt to change	80%	80%	87%	98%	83%

Relevance of skills for different jobs?

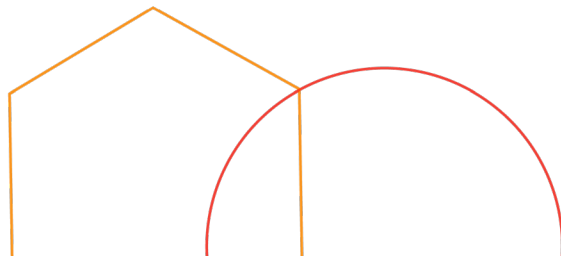
	High skilled	Med-high skilled	Med-low skilled	Low skilled	Total occupations
Adapt to change	80%	80%	87%	98%	83%
Work in teams	74%	78%	72%	75%	75%
Prioritise tasks	47%	42%	47%	41%	45%

Relevance of skills for different jobs?

	High skilled	Med-high skilled	Med-low skilled	Low skilled	Total occupations
Adapt to change	80%	80%	87%	98%	83%
Work in teams	74%	78%	72%	75%	75%
Prioritise tasks	47%	42%	47%	41%	45%
Show responsibility	58%	42%	33%	14%	45%
Assist customers	43%	29%	35%	14%	35%
Tolerate stress	42%	29%	35%	19%	35%
Manage time	40%	44%	18%	7%	34%
Think proactively	32%	25%	19%	6%	25%
Apply quality standards	23%	32%	14%	10%	23%
Provide leadership	35%	23%	7%	1%	23%

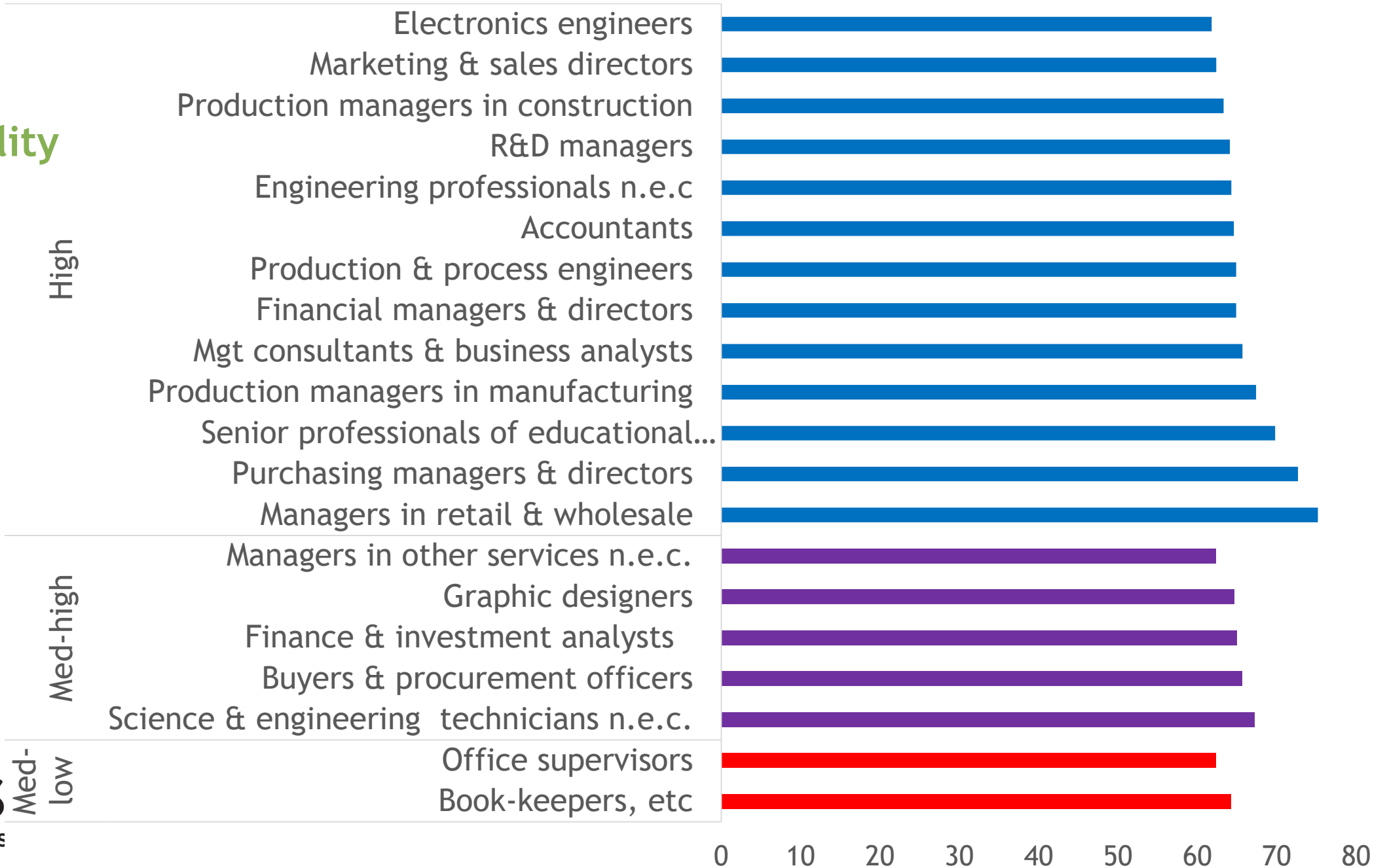
Show responsibility: detailed occupations

- Appeared in 45% of all job adverts
- But share was even higher (60%+) for some occupations



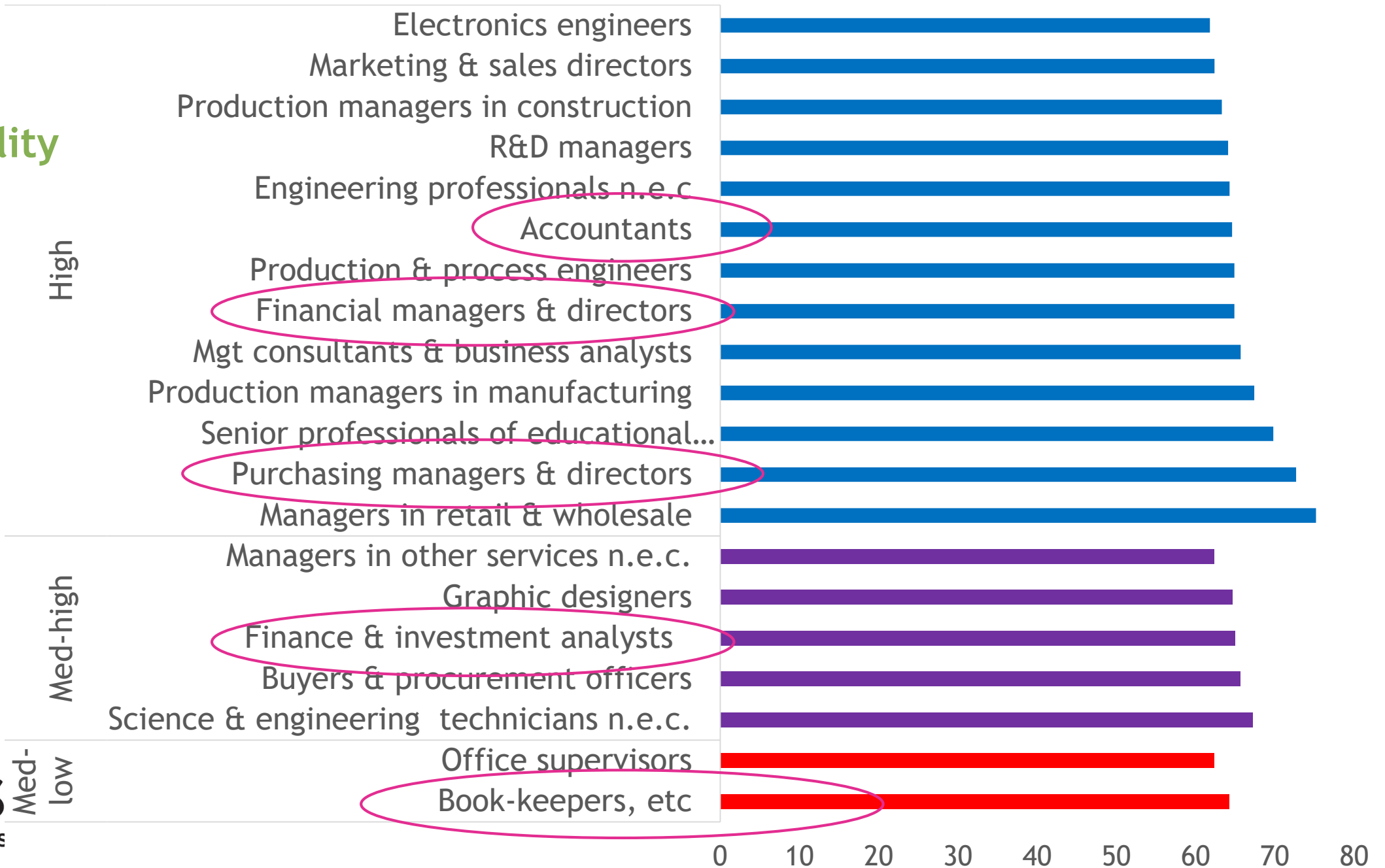


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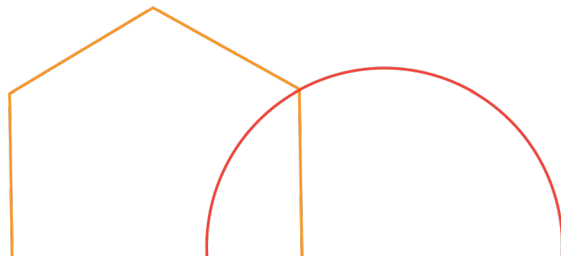


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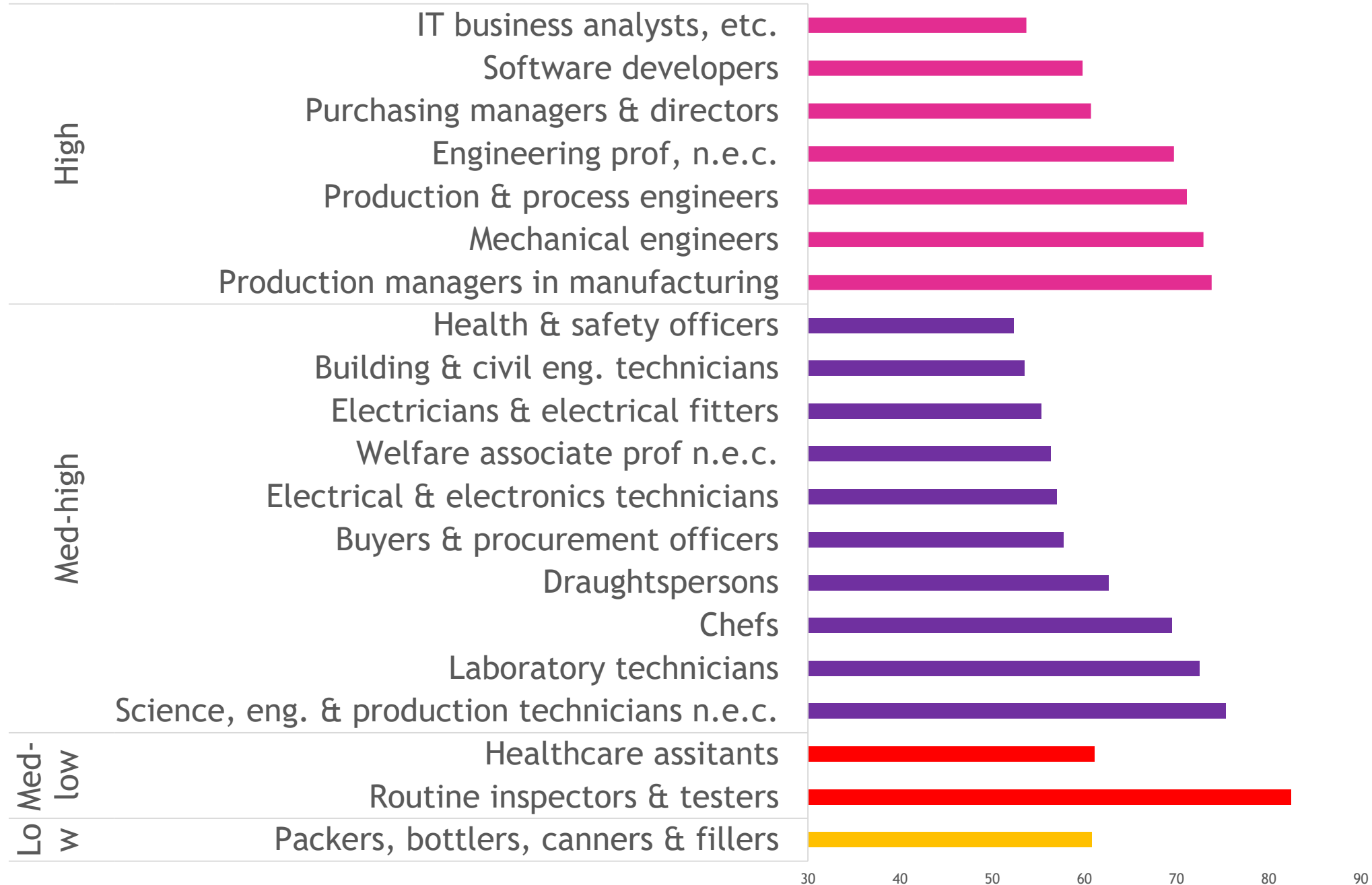


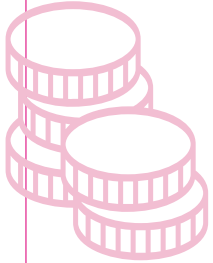
Apply quality standards: detailed occupations

- Appeared in 23% of all job adverts
- But share was even higher (50%+) for some occupations



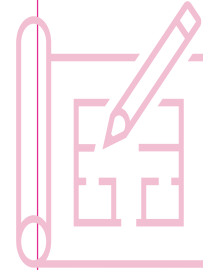
Apply quality standards





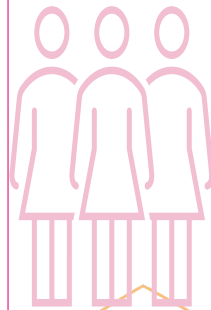
Finance related occupations

- show responsibility
- tolerate stress
- provide leadership.



Engineering related occupations

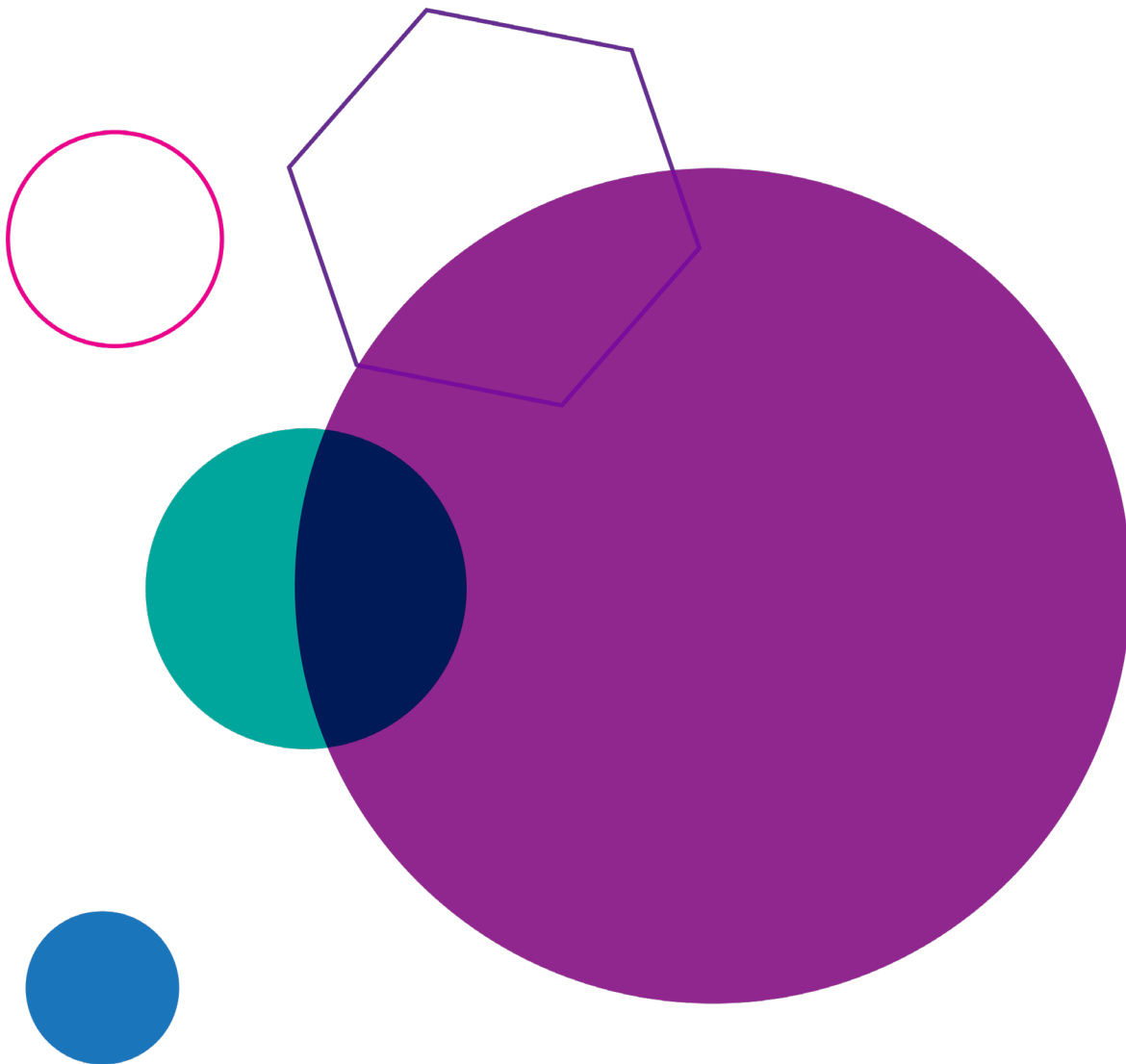
- show responsibility,
- manage time
- apply quality standards.



Jobs requiring **interaction with other people** (e.g. HR/industrial relations officers, office supervisors, sales)

- assist customers
- think proactively.

Implications for education/training





Demand for transversal skills exists; need to be incorporated into curricula



But not all skills are similarly relevant; full curricula mean choices need to be made



Different occupations need different types of transversal skills

Thank you

