



**The FRS Recruitment
Employment Insights**

2024 Report

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INTRODUCTION



If there are two strong themes emerging from this year's FRS Employment Insights, it is the importance of salaries and how concerns about the health of the economy are impacting the jobs' market. The most clear indicator of this trend can be seen in the almost 6 out of 10 employers who say the economic outlook is

affecting their recruitment.

Then consider the employee perspectives. The number of employees who fear for their job security is now at 47%, up from 37% in 2023. While significantly fewer employees believe there are more job opportunities in 2024 and the numbers who believe they could secure new employment within a three month period is also considerably down (49% versus 76% when the question was posed in 2023).

Another factor linked to the performance of the economy is housing. 6 out of 10 employers say their hiring decisions are being influenced by the housing market. While housing has also impacted the career planning of 2 out of 3 employees. 1 in 4 employees have stayed in a job for housing reasons and almost the same number decided against applying for a particular job, again due to the accommodation concerns.

In such circumstances, it shouldn't come as a surprise there is a particularly strong focus on salary in the market at present. As many as 1 in 6 employees say they would move jobs for a 10% pay rise or less. If a pay rise of 20% was on the table then almost half of all employees are willing to change jobs. Most employees also believe they are more likely to secure the wage they deserve by changing roles.

These are numbers which should rightly concern all employers, especially when more than half of employees (54%) say they have been headhunted in the last 12 months. This illustrates the extent to which employers are seeking qualified staff and how easy it would be to get a significant number of employees to move.

Employers taking a more proactive approach to identifying candidates is also not surprising in a market where more than half say the suitability of candidates has decreased this year and where the majority are also seeing more attrition in their workforce.

The main reason employers cite for that attrition being, you guessed it, salaries.

Given these attitudes, it should not be a surprise to see 1 in 4 people are currently in their first year of working with their current employer, while only 4% have been with their employer for 10 years or more.

Technology is also continuing to have an impact on the employment market, both currently and also influencing medium term outlooks. For example, 8 out of 10 people say they currently use Artificial Intelligence (AI) in their workplaces. Looking further ahead, almost half of all employees also believe AI will impact or replace their job in the future. When we asked that same question last year only 26% AI would have an impact on their jobs, showing the level has practically doubled in a period of 12 months.

Those most concerned about how this technology will impact their jobs are currently working in IT, Pharma and Medical Devices or Education and Training.

Also on the technology side, it is interesting how much cyber security issues are becoming a factor within daily working life. 1 in every 2 people say they have personally experienced cyber security issues in the last 12 months. While 4 out of 10 employers say their organisation has experienced phishing, 3 out of 8 have had to deal with identity theft, 37% scamming and 35% malware or virus threats.

What the research also emphasises is how quickly the market and attitudes can change. One year ago, few would have thought we would see opinions about the employment market change to this extent. Thankfully at FRS Recruitment we have a unique perspective and are able to see the whole market, tracking developments within different regions and across multiple different sectors. This gives us the ability to see how the market is changing in real time, allowing us to keep our clients informed on not just what is happening now, but also how the market is likely to evolve in the coming months.

We know how what's happening in other sectors or regions now will impact on your business tomorrow, enabling us to effectively manage your business's recruitment needs.

Lynne McCormack

General Manager, FRS Recruitment



WHO WE ARE

At FRS Recruitment, we like to say we are made different. We started out as an agricultural co-operative in 1980, a heritage that is important to us as it guides the way we work today. We have since grown into a multifaceted, industrial, technological and highly specialised co-operative recruitment agency. We span a huge breadth of industries and hire specialised consultants with specific sector knowledge based across Ireland and connected to our ten offices nationwide.

Our Purpose Changing lives together

Our purpose is all about the lives we change through our recruitment services. It's this purpose that sets us apart from the rest.

Our Values

- Integrity
- Fairness
- Intelligent Innovation
- Customer Champions
- Diversity
- Flexibility

We work for you.

SURVEY EXPLAINED

Since 2009, FRS Recruitment has been conducting annual surveys within the Irish jobs' market to gain an insight into the changing trends and patterns of Irish workers and employers. Through this comprehensive research we have identified the ways in which priorities and motivations have changed over the years.

This year's survey was conducted in April 2024. A total of 1,886 people participated in this year's research, made up of employers, employees, and candidates.

In compiling the data, the percentages included in this report have been rounded to the nearest full percentage point for ease of reference.

The age groups of those who participated were as follows:

4%	18-24
40%	25-34
37%	35-44
13%	45-54
3%	55-64
2%	64+

Respondents were:



Female 48% • Male 48% • Other 4%



SUMMARY OF RESULTS

The FRS Recruitment Employment Insights Report for 2024 highlights the evolving nature of the employment market this year. Concerns about the economy, housing and a focus on salaries are clear throughout the report – coming from both employers and employees. While there are still plenty of jobs on the market, it is also fair to say people are not as optimistic about the level of opportunities available as they were a year ago.

Technology and particularly AI, is also clearly influencing the workplace, while cyber security issues are also impacting people's day to day activity.

From a hiring perspective there is also a strong sense that employers could do more to improve their processes, especially when it comes to being more transparent about the salaries attached to advertised roles.

EMPLOYMENT MARKET

While the market in general is split 50/50 as to whether it is an employers' or employees' market at present, some of the additional data helps provide a more detailed picture. The number of employees fearing for their job security has risen to 47%, while less than half believe they could secure a new role within 3 months, down from 76% who believed they could line up a new job in the same timeframe last year.

The number of people seeking new roles is also down, dropping from 44% in 2023 to 37% this year.

6 out of 10 employers say they are concerned about the current economic outlook, although the vast majority of employers are either hiring right now (56%) or plan on hiring in the next three months (41%). Employers also say the number of job applications is up this year, but the suitability of candidates is down. More than half of the employers say they are noticing more attrition in their workforce this year, attrition which is primarily driven by 'salary' and 'the job itself'.

Housing is also an issue impacting both employers and employees. Almost 6 out of 10 employers say that housing issues are impacting their recruitment, while housing has also affected 2 out of 3 employees when it comes to how they manage their careers.

EMPLOYEE EXPECTATIONS

The influence of salary on career decisions is particularly clear in this section. 1 in 6 employees say they would move jobs for a salary rise of 10% or less. That would grow to almost half of all employees if the salary increase on offer reaches 20%. More than half of all employees also believe their salary does not reflect their current position.

While 6 out of 10 employees expect to receive a salary raise in the next 12 months, this is significantly down from the 73% who expected to receive such an increase in 2023. More than half of all employees also believe they are more likely to receive the wage they believe they deserve by changing jobs and a similar number also believe a change in position will also make them more likely to progress in their career.

Less than half would consider a pay cut if their job was at risk, 55% would be willing to consider a reduction in their working week and only half would consider leaving permanent employment for an exciting year-long contract position. This is down from 57% in 2023.

EMPLOYEE PRIORITIES

Salary also looms large for employees when they are considering a new role. 4 out of 10 cite salary as an important priority, followed by benefits (38%), the job itself (37%), work life balance (36%) and a company's culture and values (36%).

Almost half of people (47%) believe employers could improve their hiring processes by being upfront about the salary, while other improvements that could be made to the hiring process cited include easier job application processes (45%), clearer job ads and descriptions (44%) and a more comfortable interview experience (41%).

More than 6 out of 10 people also say that the lack of salary information has put them off from applying for a role.

When applying for a new role, the most popular means of conducting research by candidates is from online review sites (44%), followed by the company website (43%) and LinkedIn (42%).

TECHNOLOGY AND WAYS OF WORKING

The influence of Artificial Intelligence (AI) is clear in this section, with 8 out of 10 people saying they have used AI in the workplace and more than half (54%) believing their job performance would be enhanced if their organisation provided training in its use. Almost 1 in every 2 (47%) people also fear AI will impact or replace their jobs in the future, up from 26% who held this concern in 2023.





Those within the IT (64%), Pharma and Medical Devices (52%) and Education and Training (51%) are most likely to be concerned about the use of AI in their careers. While those currently using it are most likely working in Education and Training (84%), Hospitality and Tourism (84%) or Agriculture, Farming and Agri-Food (83%).

Cybersecurity is also a growing issue impacting on the workplace. More than half have personally experienced cyber security issues in the last 12 months, while 40% of employers have experience phishing, 37% identify theft, 37% scamming and 35% virus or malware threats.

More people are also now working on a fully remote basis (28%) compared to this time last year (12%). This may explain why a higher percentage of employees (45%) say they are being urged to spend more time in the office, up from 38% last year.

UNEMPLOYMENT TRENDS

When it comes to the unemployed, notably 3 out of 4 have been out of work for 3 months or less. The number of long term unemployed (out of work for 1 year or more) has also decreased, dropping to 12% this year compared to 28% in 2023.

More than 4 out of 5 unemployed people believe they will need to change careers to find a new job. The main factors cited as being behind that are a lack of relevant skills (38%), a reduction in roles or opportunities in the sector (37%) or an economic downturn in the sector (35%).

EMPLOYMENT MARKET

The Irish economy has demonstrated notable resilience in 2024, despite emerging challenges from inflation and rising energy prices. At 4%*, the unemployment rate has remained steady in the last 12 months, indicating that Ireland is still at "full employment". Following a cautious start to 2024, there remain some concerns around the market becoming overly competitive. Remarkably, our survey showed that there was an almost even 50/50 split between those seeing it as an "employer's market" (49.74%) and those viewing it as an "employee's market," (50.26%) indicating a finely balanced outlook as we approach 2025.

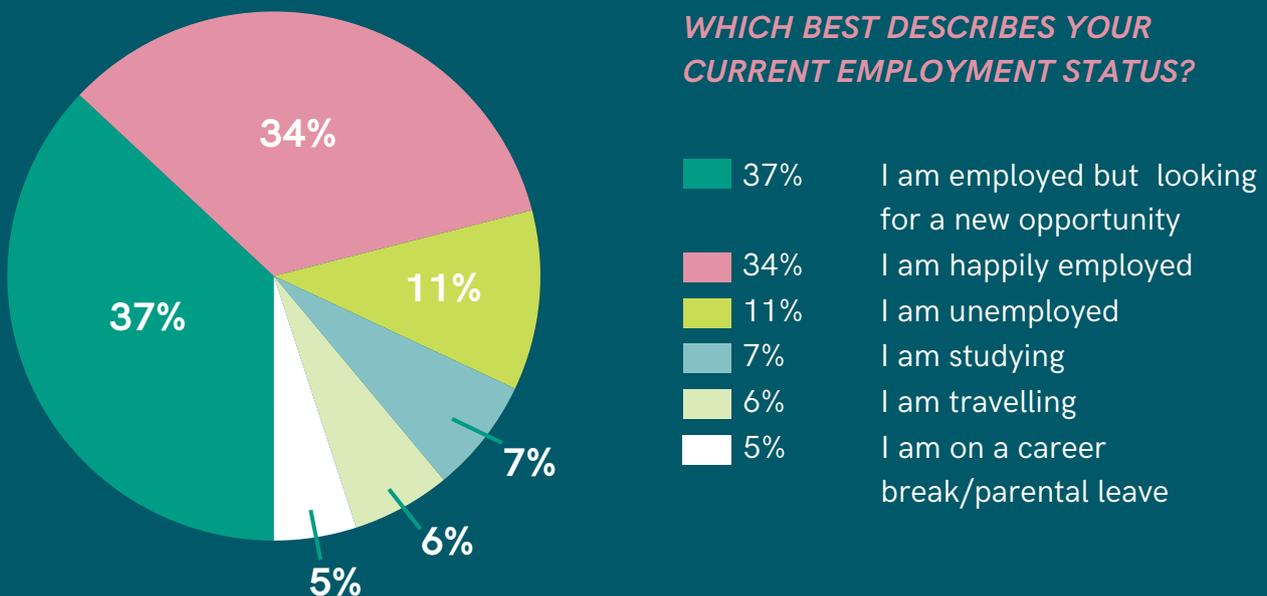
*Source: CSO statistical publication, 10 June 2024

EMPLOYEE INSIGHTS

Having remained steady for the past few years, job security concerns have risen to 47%, although they haven't reached the peaks seen in 2021. Nearly half of respondents (49%) believe they could find a new job within three months or less. The number of employed individuals seeking new jobs has decreased from 44% to 37% in total. Additionally, the unemployment rate has dropped from 16% in 2023, to 11% this year.

While those who consider themselves "happily employed" remain at just over one-third, there has been a notable increase in people "studying" (7%), "on a career break/parental leave" (5%), and "traveling" (6%) – all more than doubling since 2023. This trend may correlate with the nearly one-third who anticipate fewer opportunities in 2024. Additionally, half of employees have been with their current employer for more than three years – up from just 38% last year – indicating a growing tendency to stay in their current positions. This may be due to a decrease in available opportunities and a declining confidence in securing new employment.

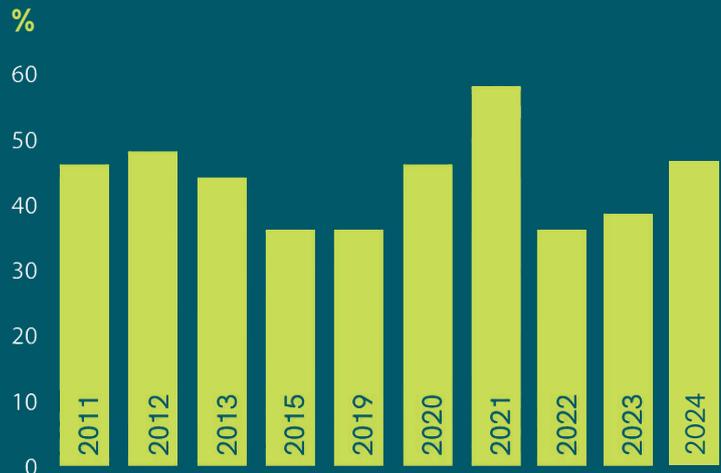
With a focus on the cost of living in 2024, 1 in 4 people said that the price of petrol/diesel is impacting where they work, and a further 2 in 3 people indicating that the housing situation has had some form of impact on their career.



DO YOU CURRENTLY HAVE ANY FEARS FOR YOUR JOB SECURITY?

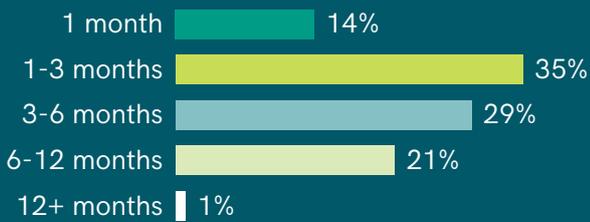


2023 - Yes 37% No 63%

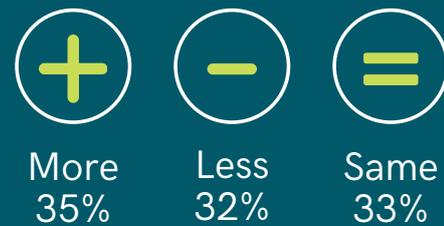


Historical data indicating 'Yes' percentages

IF YOU LOST YOUR JOB NOW, HOW QUICKLY DO YOU FEEL YOU WOULD GAIN NEW EMPLOYMENT?



DO YOU FEEL THERE WILL BE MORE OR LESS JOB OPPORTUNITIES FOR YOU IN 2024 THAN 2023?



HOW LONG HAVE YOU BEEN WITH YOUR CURRENT EMPLOYER?



IS THE COST OF PETROL/DIESEL IMPACTING YOUR DECISION TO WORK IN A SPECIFIC LOCATION?



IN WHICH OF THE FOLLOWING WAYS HAS THE HOUSING SITUATION IMPACTED YOUR CAREER?



EMPLOYMENT MARKET

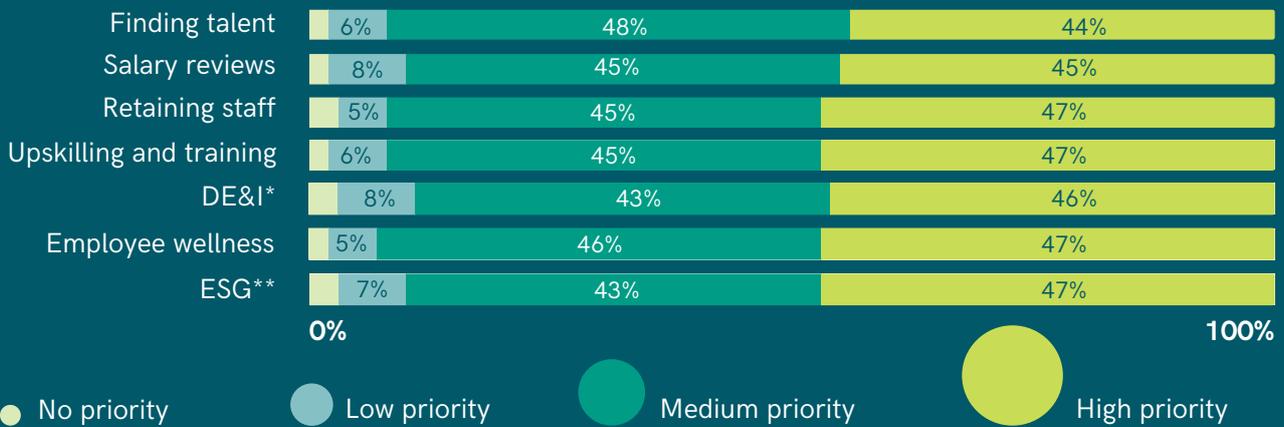
EMPLOYER INSIGHTS

2024 is a challenging year for employers. Almost 6 in 10 employers say they are concerned about the current economic outlook, with more than half (56%) currently hiring, and a further 4 in 10 planning to hiring again in the next 3 months. This is reflected in the increase in candidate applications but marred by a perceived decrease in the quality of candidate suitability overall. In keeping with the sentiment among employees, 58% of employers say that housing has impacted their recruitment outlook.

Encouragingly, employers are struggling less with attrition this year. While there has been a notable shift, salary remains the top driver of attrition for almost 1 in 3, followed by "the job itself" (27%) and those who are seeking a "new challenge" (25%). Employers indicate that while "retaining staff" are "upskilling and training" among their highest priorities in 2024, there is an equal focus on "employee wellness" and "Environmental, Social and Governance", with employers prioritising these over "finding talent".

Most employers are making use of recruitment agencies (40%), headhunting (37%), and their own internal HR (36%) to find talent. While low, a further 7% indicated the use of AI/bots to aid them in finding top talent, suggesting a marginal albeit eminent sign of emerging technologies in the recruitment sector.

HOW IMPORTANT ARE THE FOLLOWING AREAS OF FOCUS FOR THE YEAR AHEAD?



*Diversity, Equity and Inclusion **Environmental, Social and Governance

IN YOUR OPINION, WHAT IS THE MAIN DRIVER FOR CANDIDATE ATTRITION IN THE CURRENT EMPLOYMENT MARKET?



Salary.....	29%
The job itself.....	27%
New challenge.....	27%
Company benefits.....	24%
Hybrid/Remote working.....	22%
Housing.....	20%
Location.....	8%
Other.....	1%

WHICH OF THE FOLLOWING APPLIES IN RELATION TO JOB APPLICATION VOLUMES THIS YEAR?



Increase
46%



Reduction
15%



No change
38%

2023: +41%; -32%; =38%; n/a 8%

WHICH OF THE FOLLOWING APPLIES IN RELATION TO CANDIDATE SUITABILITY THIS YEAR?



Increase
45%



Reduction
51%



No change
4%

2023: +36%; -39%

FROM A HIRING PERSPECTIVE, ARE YOU CONCERNED ABOUT THE CURRENT ECONOMIC OUTLOOK?



Yes
58%



No
42%

ARE YOU NOTICING MORE ATTRITION IN YOUR WORKFORCE THIS YEAR?



Yes
56%



No
44%

IN RELATION TO HIRING AND RECRUITMENT, PLEASE SELECT WHICH APPLIES:



58%

Currently hiring



41%

Hiring in <3 months



3%

No plans to hire

2023: 41% Hiring; 34% <3 Months; 15% No

ARE HOUSING ISSUES IMPACTING YOUR RECRUITMENT OUTLOOK?



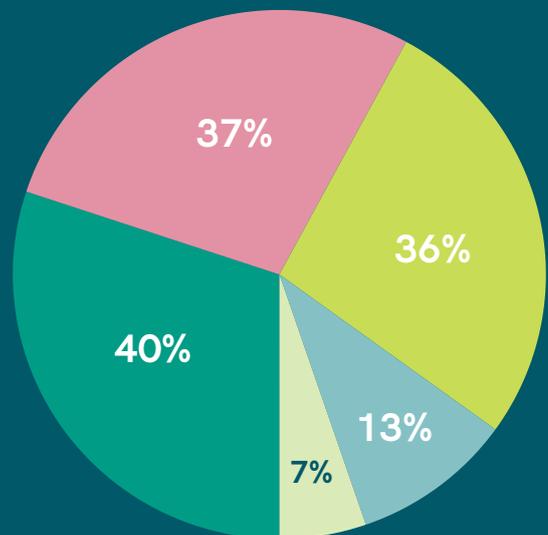
Yes
58%



No
42%

WHAT SUPPORTS ARE YOU USING TO FIND TALENT?

- 40%Recruitment agencies
- 37%.....Headhunting
- 36%.....Internal HR
- 13%.....Temporary/short-term staffing
- 7%.....AI/bots



EMPLOYEE EXPECTATIONS



In 2024, nearly half of all employees (47%) would consider changing jobs for a salary increase of 20% or less, highlighting the continued importance placed in salary among employees. There is a slight increase in the number of workers who feel their current salary does not reflect their position - a trend that has been on the rise since 2021.

In 2024, employees are adopting a more tentative and reserved outlook in their expectations.

6 in 10 expect a pay rise within the next 12 months, and 4 in 10 believe they are more likely to achieve their desired salary by staying with their current employer - a 5% increase from last year. Additionally, 44% think they are more likely to advance their careers with their current employer, indicating a growing trend toward job stability.

DO YOU FEEL YOUR SALARY REFLECTS FAIRLY FOR YOUR CURRENT POSITION?



2023: Yes 57%; No 43%

2022: Yes 64%; No 36%

2021: Yes 69%; No 31%

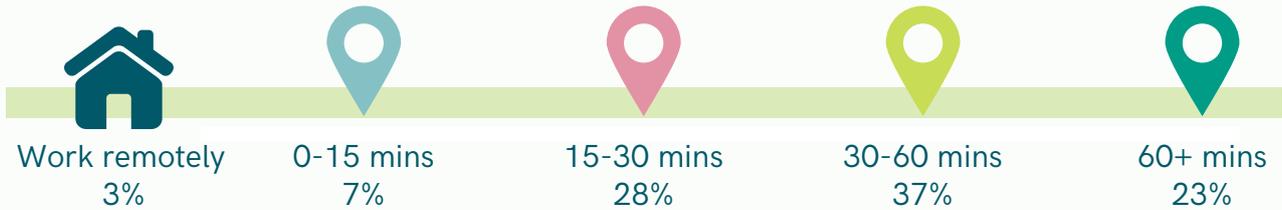
DO YOU EXPECT TO RECEIVE A PAY RISE IN THE NEXT 12 MONTHS?



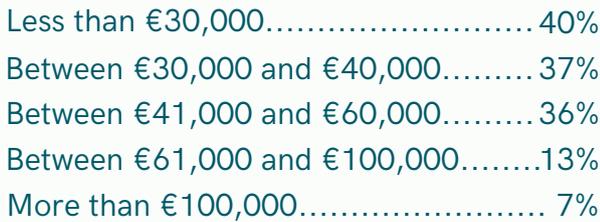
2023: Yes 73%; No 27%

2022: Yes 71%; No 29%

WHAT IS THE LONGEST COMMUTE YOU WOULD ACCEPT WHEN CONSIDERING A NEW JOB?



WHAT IS YOUR SALARY RANGE (FULL TIME EQUIVALENT)?



DO YOU THINK YOU ARE MORE LIKELY TO SECURE THE WAGE YOU BELIEVE YOU SHOULD RECEIVE BY STAYING WITH AN EMPLOYER OR BY CHANGING JOBS?



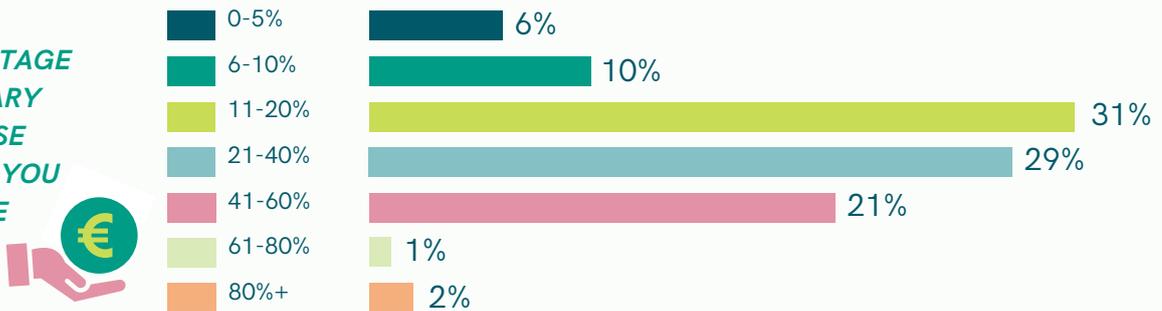
IF OFFERED A YEAR-LONG EXCITING CONTRACT, WOULD YOU CONSIDER LEAVING A PERMANENT POSITION?



ARE YOU MORE LIKELY TO PROGRESS IN YOUR CAREER BY STAYING WITH AN EMPLOYER OR BY CHANGING JOBS?



WHAT PERCENTAGE OF SALARY INCREASE WOULD YOU CHANGE JOBS FOR?



WOULD YOU CONSIDER A PAY CUT IF YOUR JOB WAS AT RISK?



2023: Yes 44%; No 56%

2022: Yes 46%; No 54%

WOULD YOU CONSIDER A REDUCTION IN YOUR WORKING WEEK IF YOUR JOB WAS AT RISK?



2023: Yes 62%; No 38%

2022: Yes 66%; No 34%

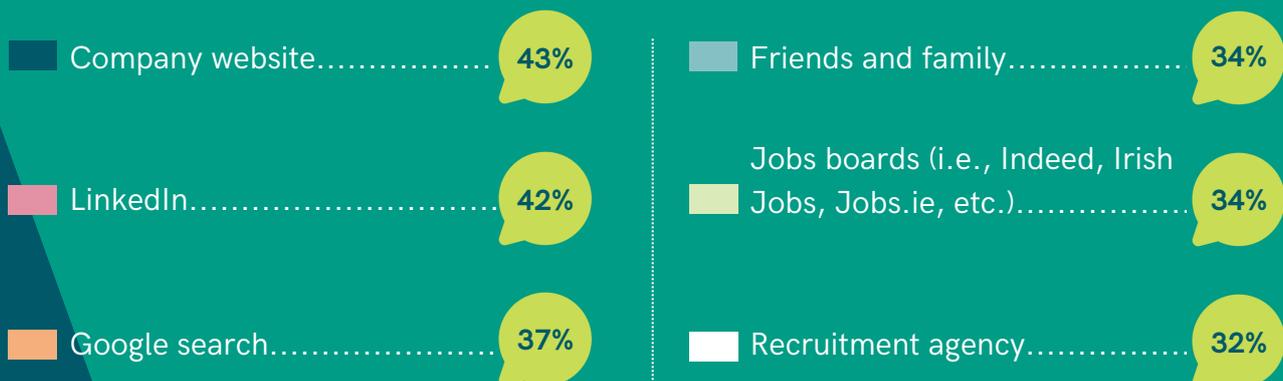
EMPLOYEE PRIORITIES



Unsurprisingly, salary remains the consistent priority among candidates this year. While down from 2023's figure, most candidates (6 in 10) have still been put off applying for a job in 2024 because the salary wasn't advertised.

This is consistent with almost half (47%) of candidates who say that organisations can improve their hiring process by being upfront about the salary, as well as showing a desire for an easier application process (45%) and clearer job ads (44%).

WHEN APPLYING FOR A POSITION, HOW DO YOU RESEARCH A POTENTIAL COMPANY?



WHAT IS YOUR MOST IMPORTANT PRIORITY WHEN CONSIDERING A NEW JOB

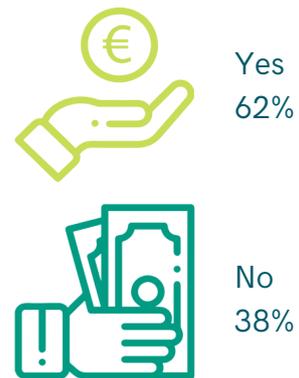


- Salary..... 40%
- Benefits..... 38%
- The job itself..... 37%
- Work life balance..... 36%
- Company culture and values... 36%
- The location..... 36%

HOW CAN ORGANISATIONS IMPROVE THEIR HIRING PROCESS & YOUR EXPERIENCE WHEN APPLYING FOR JOBS?

-  **47%** Being upfront about the salary
-  **47%** Clearer job ads and descriptions
-  **45%** Easier job application process
-  **39%** More feedback on application status
-  **16%** A faster process
-  **41%** More comfortable interview experience
-  **39%** Greater insights into work environment
-  **38%** Brining the relevant jobs to me
-  **13%** Virtual/online interviews
-  **6%** More info around hiring for people with disabilities

HAS A LACK OF SALARY INFORMATION ON A JOB AD PUT YOU OFF FROM APPLYING FOR A ROLE?



2023: Yes 73%; No 27%

FOR YOUR CURRENT ROLE, WAS THE SALARY INFORMATION ADVERTISED?



TECHNOLOGY & WAYS OF WORKING



AI continues to dominate the technology landscape in 2024. In Ireland, we observe a predictable trend toward AI adoption, although uncertainty about its broader impact persists. Notably, 8 out of 10 people report using AI in their workplace, and more than half (54%) believe that organisational training on AI would enhance their job performance.

The AI revolution is more pertinent in certain sectors than others, but concerns remain high, with 47% of individuals fearing AI will impact or replace their jobs in the future. Moreover, despite a surge in AI uptake over the past year, half of organisations still lack a formal AI policy.

From an industry standpoint, respondents in Education and Training (84%), Hospitality and Tourism (84%), and Agriculture, Farming, and Agri-Food (83%) are the most frequent AI users. Interestingly, sectors like IT (72%), Professional Services (69%), and Pharma and Medical Devices (61%) report the lowest AI usage.

Regarding future job impacts, those in IT (64%), Pharma and Medical Devices (52%), and Education and Training (51%) express the highest concern about AI affecting their jobs. Conversely, Professional Services (43%), Hospitality and Tourism (44%), and both Retail and Manufacturing, Supply Chain (45%) exhibit the least concern.

Cybersecurity also remains a critical issue, with nearly half (48%) of respondents encountering fake profiles during the recruitment process, and 51% directly experiencing security threats. Employers report similar challenges, with 40% experiencing phishing issues and 37% dealing with both identity theft and scamming in equal measure.

The way people work has notably shifted, with the proportion of those working fully remotely increasing from 12% in 2023 to 28% this year. Consequently, the number of individuals working onsite (39%) and in hybrid roles (33%) has decreased. This trend may explain why more employees (45%) report being urged to spend more time in the office, up from 38% last year.

EMPLOYEE INSIGHTS

DOES YOUR ORGANISATION HAVE A POLICY AROUND THE USE OF AI?



IF YOUR ORGANISATION OFFERED TRAINING ON THE USE OF AI, WOULD THAT MAKE YOU BETTER AT YOUR JOB?



DO YOU THINK AI WILL IMPACT OR REPLACE YOUR JOB IN THE FUTURE?



DO YOU CURRENTLY USE AI IN YOUR WORKPLACE?



DURING THE RECRUITMENT PROCESS, HAVE YOU EXPERIENCED ANY FAKE PROFILES IN THE LAST 12 MONTHS?



HAVE YOU PERSONALLY EXPERIENCED ANY CYBER SECURITY ISSUES (E.G., HACKING, PHISHING) IN THE LAST 12 MONTHS?



HAS YOUR EMPLOYER BEEN PRESSING YOU TO SPEND MORE TIME IN THE OFFICE OVER THE LAST YEAR?



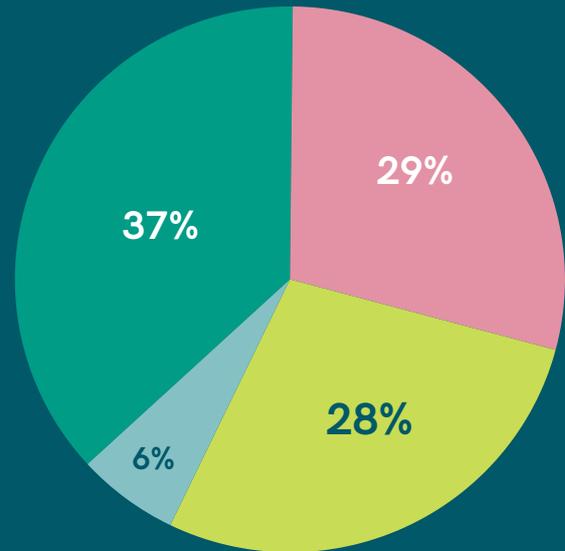
PLEASE SELECT THE FOLLOWING IN RELATION TO YOUR CURRENT WORKING STATUS:



EMPLOYER INSIGHTS

IN RELATION TO YOUR CURRENT WORKFORCE, PLEASE CONFIRM WHICH BEST APPLIES?

- 37%Hybrid
- 29%Fully remote
- 28%Fully onsite
- 6%Employee’s discretion



WHICH OF THE FOLLOWING CYBER SECURITY ISSUES HAS YOUR COMPANY EXPERIENCED IN THE LAST YEAR?

- 40%Phishing
- 37%Identity theft
- 37%Scamming
- 37%Hacking
- 35% ..Malware/virus threats
- 6%Other



HAVE YOU BEEN PRESSING YOUR EMPLOYEES TO SPEND MORE TIME IN THE OFFICE OVER THE LAST YEAR?



Yes
41%



No
38%



n/a
21%

AI

INDUSTRY FOCUS

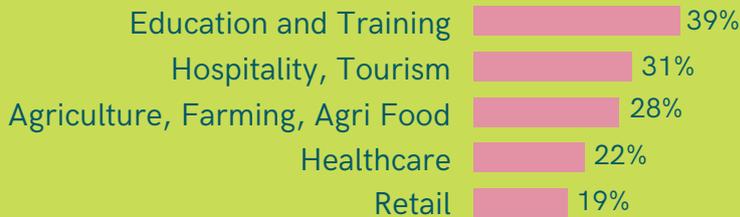
DO YOU CURRENTLY USE AI IN YOUR WORKPLACE?



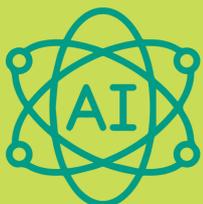
Yes



No



DO YOU THINK AI WILL IMPACT OR REPLACE YOUR JOB IN THE FUTURE?



Yes



No



ESG

(ENVIRONMENTAL, SOCIAL & GOVERNANCE)



Within Ireland's evolving employment landscape, Environmental, Social, and Governance (ESG) considerations have emerged as a significant area of interest. As businesses strive to align with sustainable practices and ethical standards, ESG is becoming a cornerstone of organisational strategy, influencing everything from reputation management to talent acquisition and retention.

According to our latest insights, ESG is a "high priority" for almost half of all respondents (47%), underscoring its growing significance. Moreover, this priority is now held in equal measure with more traditional areas of focus, such as retaining staff (47%) and upskilling and training (47%). Notably, diversity, equity, and inclusion (46%) are also high on the agenda, reflecting the interconnected nature of these priorities.

When it comes to shaping a company's reputation and attracting top talent, ESG stands out as a pivotal factor. Significantly, 7 out of 10 respondents consider ESG to be important. This highlights the role of ESG in differentiating employers in a competitive job market, where ethical and sustainable practices can enhance employer branding and attractiveness to potential hires.

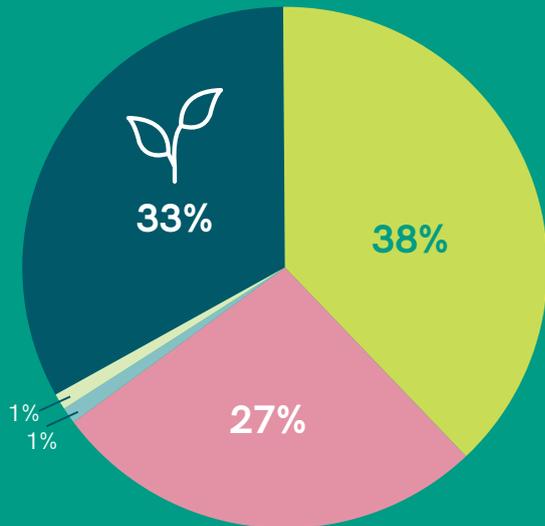
In terms of main focus of ESG activities in organisations, supply chain was rated as highest focus (48%). Energy efficiency was also rated as a high priority by 45% of respondents, with the same number indicating an emphasis on waste management and recycling. However, when it comes to carbon footprint and social purpose, just over 1 in 10 said that these are a main focus within their organisations.

ESG considerations profoundly influence business decisions, including supplier selection, partnerships, investments, recruitment, and tenders. A significant 30% of respondents report that ESG greatly influences these decisions, with a further 34% saying it has a lot of influence.

HOW IMPORTANT IS ESG AS AN AREA OF FOCUS FOR THE YEAR AHEAD?

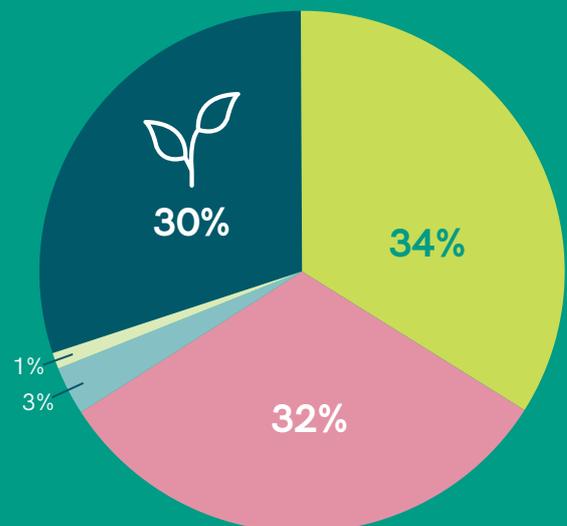


HOW IMPORTANT IS ESG WHEN SHAPING YOUR COMPANY'S REPUTATION AND ATTRACTING TOP TALENT?



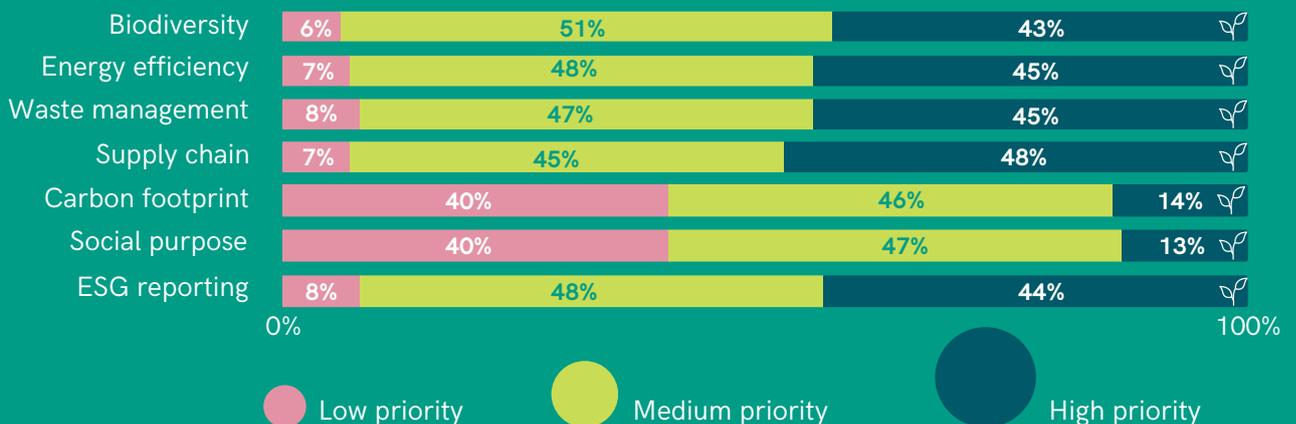
- Extremely important..... 33%
- Very important..... 38%
- Somewhat important.....27%
- Not so important.....1%
- Not at all important..... 1%

DOES ESG INFLUENCE YOUR DECISIONS AROUND THE SELECTION OF SUPPLIERS, PARTNERSHIPS, INVESTMENTS, RECRUITMENT, AND TENDERS?



- A great deal.....30%
- A lot..... 34%
- A moderate amount.....32%
- A little.....3%
- None at all..... 1%

HOW WOULD YOU RATE YOUR COMPANY'S ESG FOCUS IN THE FOLLOWING CATEGORIES?



UNEMPLOYMENT TRENDS



11% of the people who participated in our survey reported being unemployed. Of these, three-quarters (75%) have been out of work for three months or less. Notably, we see a significant shift over the past year, with the number of people unemployed for more than a year dropping to about 1 in 10—down from 28% in 2023 and 38% in 2022.

A significant portion of respondents (83%) believes they need to change careers to secure new employment, up from 69% last year. The main reasons cited include a "lack of relevant skills" (38%), a "reduction in roles/opportunities in their sector" (37%), and a perceived "economic downturn in their sector" (35%). Interestingly, concerns about AI persist, with more than a third (35%) fearing that AI will impact or replace their job in the future.

Unemployed respondents are less likely to accept a lower salary than their previous role to gain new employment. Among those who would consider a pay cut, almost half would only consider a reduction of up to 20%. Additionally, there has been a notable decrease in the number of people willing to move abroad for new opportunities, down to 13% this year from 52% in 2023.

The overwhelming majority (91%) are contemplating upskilling while unemployed. The top three areas of interest are "leadership/management" (37%), "health and safety" (36%), and "artificial intelligence" (35%).

**ARE YOU CURRENTLY
SEEKING
EMPLOYMENT?**

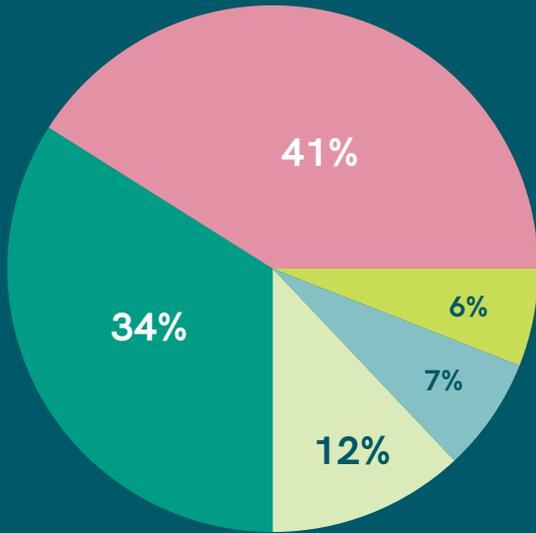


Yes
93%



No
7%

HOW LONG HAVE YOU BEEN UNEMPLOYED?



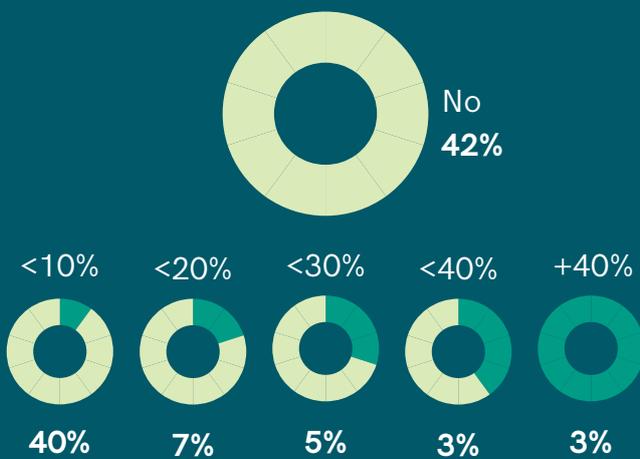
- Less than 1 month.....34%
- From 1 month to 3 months..... 41%
- From 3 months to 6 months.....6%
- From 6 months to 1 year.....7%
- More than 1 year.....12%

2023: Unemployed for more than 1 year- 28%

2022: Unemployed for more than 1 year- 38%

2021: Unemployed for more than 1 year- 28%

WOULD YOU CONSIDER A DROP IN THE SALARY YOU HAD IN YOUR LAST JOB TO GET A NEW JOB? IF SO, HOW MUCH?

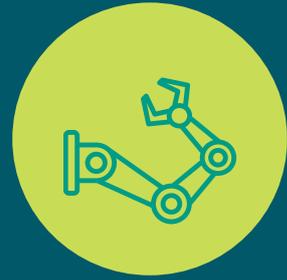


2023: No 34%

2022: No 44%

2021: No 45%

ARE YOU CONSIDERING MOVING ABROAD FOR NEW OPPORTUNITIES?



DO YOU THINK AI WILL IMPACT OR REPLACE YOUR JOB IN THE FUTURE?



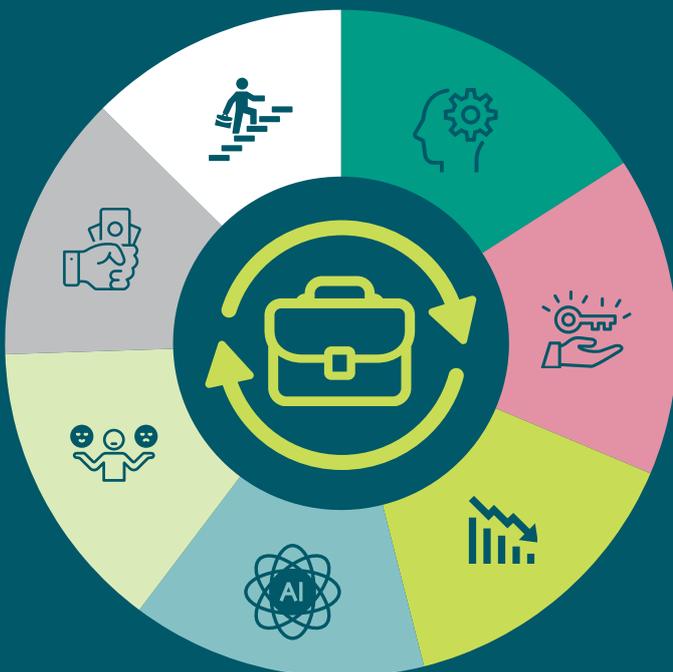
DO YOU FEEL YOU NEED TO CHANGE CAREERS TO FIND A NEW JOB?



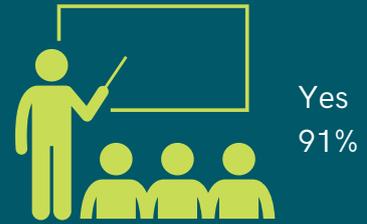
2023:	Yes 69%
2022:	Yes 62%

WHAT ARE THE MAIN FACTORS THAT MAKE YOU FEEL THIS WAY?

- Lack of relevant skills.....38%
- Reduction in opportunities in sector.....37%
- Economic downturn in sector.....35%
- Technological advancements/AI.....34%
- Personal preference/circumstances.....34%
- Salary constraints in sector.....31%
- Better options for career progression...30%



ARE YOU CONSIDERING UPSKILLING WHILE UNEMPLOYED?

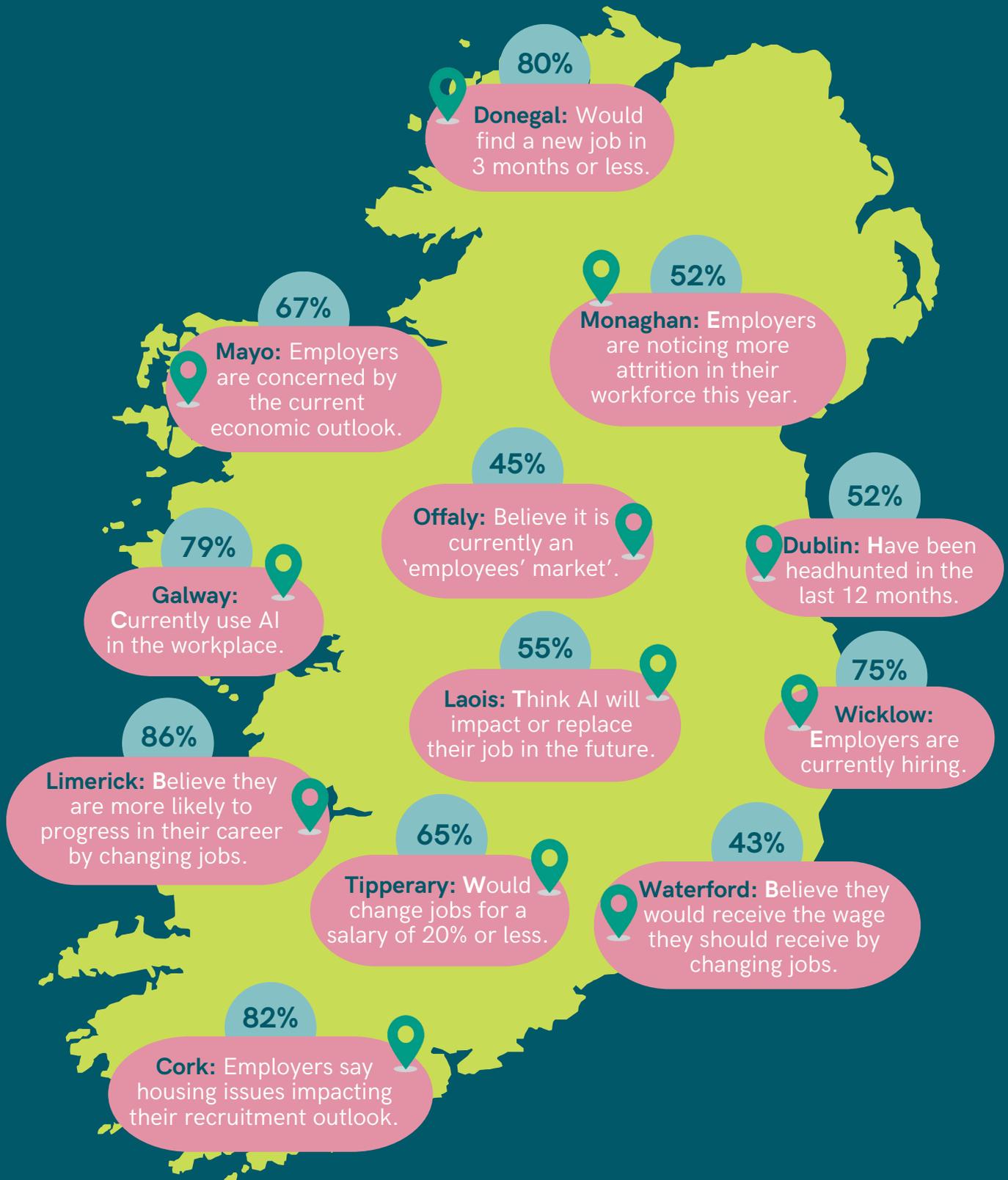


IF YES, IN WHICH OF THE FOLLOWING AREAS WOULD YOU CONSIDER UPSKILLING?

- 37% Leadership/management
- 36% Health & Safety
- 35% Artificial Intelligence
- 34% Diversity, Equity & Inclusion
- 33% Environmental, Social & Governance
- 33% Communication
- 33% Information Technology
- 31% Mental Health & Wellbeing
- 30% Corporate Social Responsibility



REGIONAL BREAKDOWN



Carlow



- 57% of employers are currently hiring
- 55% of employers are concerned about the current economic outlook
- 66% of employers are noticing more attrition in their workforce this year
- 58% of employers say housing issues are impacting their recruitment outlook
- 24% of employees are in their first year with their current employer
- 39% of employees believe they are more likely to progress in their career by changing jobs
- 54% fear for their job security
- 39% say they would find a new job in 3 months or less
- 64% believe it is currently an employee's market
- 49% have been headhunted in the last 12 months
- 32% would change jobs for a salary increase of 20% or less
- 51% believe they would receive the wage they should receive by changing jobs
- 89% currently use AI in the workplace
- 52% think AI will impact or replace their job in the future

Cavan



- 53% of employers are currently hiring
- 55% of employers are concerned about the current economic outlook
- 57% of employers are noticing more attrition in their workforce this year
- 61% of employers say housing issues are impacting their recruitment outlook
- 21% of employees are in their first year with their current employer
- 53% of employees believe they are more likely to progress in their career by changing jobs
- 54% fear for their job security
- 35% say they would find a new job in 3 months or less
- 51% believe it is currently an employee's market
- 60% have been headhunted in the last 12 months
- 44% would change jobs for a salary increase of 20% or less
- 55% believe they would receive the wage they should receive by changing jobs
- 97% currently use AI in the workplace
- 41% think AI will impact or replace their job in the future

Clare



- 56% of employers are currently hiring
- 57% of employers are concerned about the current economic outlook
- 44% of employers are noticing more attrition in their workforce this year
- 57% of employers say housing issues are impacting their recruitment outlook
- 31% of employees are in their first year with their current employer
- 48% of employees believe they are more likely to progress in their career by changing jobs
- 48% fear for their job security
- 48% say they would find a new job in 3 months or less
- 57% believe it is currently an employee's market
- 48% have been headhunted in the last 12 months
- 46% would change jobs for a salary increase of 20% or less
- 51% believe they would receive the wage they should receive by changing jobs
- 85% currently use AI in the workplace
- 43% think AI will impact or replace their job in the future

Cork



- 53% of employers are currently hiring
- 71% of employers are concerned about the current economic outlook
- 71% of employers are noticing more attrition in their workforce this year
- 82% of employers say housing issues are impacting their recruitment outlook
- 30% of employees are in their first year with their current employer
- 54% of employees believe they are more likely to progress in their career by changing jobs
- 46% fear for their job security
- 62% say they would find a new job in 3 months or less
- 54% believe it is currently an employee's market
- 70% have been headhunted in the last 12 months
- 68% would change jobs for a salary increase of 20% or less
- 62% believe they would receive the wage they should receive by changing jobs
- 44% currently use AI in the workplace
- 31% think AI will impact or replace their job in the future

Donegal



- 50% of employers are currently hiring
- 75% of employers are concerned about the current economic outlook
- 50% of employers say housing issues are impacting their recruitment outlook
- 20% of employees are with their current employer for 3 years or less
- 40% of employees believe they are more likely to progress in their career by changing jobs
- 40% fear for their job security
- 80% say they would find a new job in 3 months or less
- 40% believe it is currently an employee's market
- 25% would change jobs for a salary increase of 20% or less
- 25% believe they would receive the wage they should receive by changing jobs
- 25% currently use AI in the workplace
- 25% think AI will impact or replace their job in the future

Dublin



- 56% of employers are currently hiring
- 53% of employers are concerned about the current economic outlook
- 53% of employers are noticing more attrition in their workforce this year
- 50% of employers say housing issues are impacting their recruitment outlook
- 37% of employees are in their first year with their current employer
- 59% of employees believe they are more likely to progress in their career by changing jobs
- 50% fear for their job security
- 72% say they would find a new job in 3 months or less
- 45% believe it is currently an employee's market
- 52% have been headhunted in the last 12 months
- 72% would change jobs for a salary increase of 20% or less
- 56% believe they would receive the wage they should receive by changing jobs
- 43% currently use AI in the workplace
- 45% think AI will impact or replace their job in the future

Galway



- 44% of employers are currently hiring
- 49% of employers are concerned about the current economic outlook
- 46% of employers are noticing more attrition in their workforce this year
- 54% of employers say housing issues are impacting their recruitment outlook
- 35% of employees are in their first year with their current employer
- 53% of employees believe they are more likely to progress in their career by changing jobs
- 67% fear for their job security
- 45% say they would find a new job in 3 months or less
- 45% believe it is currently an employee's market
- 59% have been headhunted in the last 12 months
- 37% would change jobs for a salary increase of 20% or less
- 53% believe they would receive the wage they should receive by changing jobs
- 79% currently use AI in the workplace
- 42% think AI will impact or replace their job in the future

Kerry



- 58% of employers are currently hiring
- 54% of employers are concerned about the current economic outlook
- 54% of employers are noticing more attrition in their workforce this year
- 52% of employers say housing issues are impacting their recruitment outlook
- 20% of employees are in their first year with their current employer
- 41% of employees believe they are more likely to progress in their career by changing jobs
- 38% fear for their job security
- 46% say they would find a new job in 3 months or less
- 48% believe it is currently an employee's market
- 45% have been headhunted in the last 12 months
- 34% would change jobs for a salary increase of 20% or less
- 57% believe they would receive the wage they should receive by changing jobs
- 87% currently use AI in the workplace
- 58% think AI will impact or replace their job in the future

Kildare



- 60% of employers are currently hiring
- 47% of employers are concerned about the current economic outlook
- 60% of employers are noticing more attrition in their workforce this year
- 57% of employers say housing issues are impacting their recruitment outlook
- 33% of employees are in their first year with their current employer
- 43% of employees believe they are more likely to progress in their career by changing jobs
- 39% fear for their job security
- 43% say they would find a new job in 3 months or less
- 43% believe it is currently an employee's market
- 45% have been headhunted in the last 12 months
- 39% would change jobs for a salary increase of 20% or less
- 59% believe they would receive the wage they should receive by changing jobs
- 84% currently use AI in the workplace
- 55% think AI will impact or replace their job in the future

Kilkenny



- 59% of employers are currently hiring
- 54% of employers are concerned about the current economic outlook
- 54% of employers are noticing more attrition in their workforce this year
- 56% of employers say housing issues are impacting their recruitment outlook
- 35% of employees are in their first year with their current employer
- 44% of employees believe they are more likely to progress in their career by changing jobs
- 45% fear for their job security
- 35% say they would find a new job in 3 months or less
- 52% believe it is currently an employee's market
- 65% have been headhunted in the last 12 months
- 40% would change jobs for a salary increase of 20% or less
- 40% believe they would receive the wage they should receive by changing jobs
- 93% currently use AI in the workplace
- 48% think AI will impact or replace their job in the future

Laois



- 40% of employers are currently hiring
- 80% of employers are concerned about the current economic outlook
- 80% of employers are noticing more attrition in their workforce this year
- 80% of employers say housing issues are impacting their recruitment outlook
- 25% of employees are in their first year with their current employer
- 42% of employees believe they are more likely to progress in their career by changing jobs
- 58% fear for their job security
- 67% say they would find a new job in 3 months or less
- 50% believe it is currently an employee's market
- 58% have been headhunted in the last 12 months
- 64% would change jobs for a salary increase of 20% or less
- 45% believe they would receive the wage they should receive by changing jobs
- 73% currently use AI in the workplace
- 55% think AI will impact or replace their job in the future

Leitrim



- 25% of employers are currently hiring
- 75% of employers are concerned about the current economic outlook
- 40% of employees have been with their current employer for 5 years or less
- 40% of employees believe they are more likely to progress in their career by changing jobs
- 60% fear for their job security
- 40% say they would find a new job in 3 months or less
- 40% believe it is currently an employee's market
- 60% would change jobs for a salary increase of 20% or less
- 40% believe they would receive the wage they should receive by changing jobs
- 25% currently use AI in the workplace
- 25% think AI will impact or replace their job in the future

Limerick



- 75% of employers are currently hiring
- 75% of employers are concerned about the current economic outlook
- 50% of employers are noticing more attrition in their workforce this year
- 50% of employers say housing issues are impacting their recruitment outlook
- 14% of employees are in their first year with their current employer
- 86% of employees believe they are more likely to progress in their career by changing jobs
- 29% fear for their job security
- 71% say they would find a new job in 3 months or less
- 43% believe it is currently an employee's market
- 57% have been headhunted in the last 12 months
- 79% would change jobs for a salary increase of 20% or less
- 86% believe they would receive the wage they should receive by changing jobs
- 31% currently use AI in the workplace
- 15% think AI will impact or replace their job in the future

Longford



- 50% of employers are currently hiring
- 33% of employees are in their first year with their current employer
- 67% of employees believe they are more likely to progress in their career by changing jobs
- 67% fear for their job security
- 33% say they would find a new job in 3 months or less
- 33% believe it is currently an employee's market
- 60% have been headhunted in the last 12 months
- 50% believe they would receive the wage they should receive by changing jobs
- 50% currently use AI in the workplace
- 50% think AI will impact or replace their job in the future

Louth



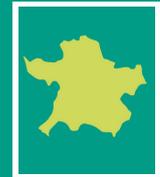
- 75% of employers are currently hiring
- 50% of employers are noticing more attrition in their workforce this year
- 17% of employees are in their first year with their current employer
- 67% of employees believe they are more likely to progress in their career by changing jobs
- 33% fear for their job security
- 50% say they would find a new job in 3 months or less
- 33% believe it is currently an employee's market
- 50% have been headhunted in the last 12 months
- 50% would change jobs for a salary increase of 20% or less
- 50% believe they would receive the wage they should receive by changing jobs
- 50% currently use AI in the workplace
- 50% think AI will impact or replace their job in the future

Mayo



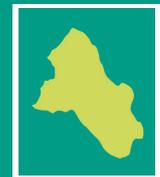
- 67% of employers are currently hiring
- 67% of employers are concerned about the current economic outlook
- 33% of employers say housing issues are impacting their recruitment outlook
- 20% of employees are in their first year with their current employer
- 60% of employees believe they are more likely to progress in their career by changing jobs
- 80% fear for their job security
- 60% say they would find a new job in 3 months or less
- 40% believe it is currently an employee's market
- 40% have been headhunted in the last 12 months
- 25% would change jobs for a salary increase of 20% or less
- 75% believe they would receive the wage they should receive by changing jobs
- 50% currently use AI in the workplace
- 25% think AI will impact or replace their job in the future

Meath



- 71% of employers are currently hiring
- 86% of employers are concerned about the current economic outlook
- 86% of employers are noticing more attrition in their workforce this year
- 57% of employers say housing issues are impacting their recruitment outlook
- 17% of employees are in their first year with their current employer
- 42% of employees believe they are more likely to progress in their career by changing jobs
- 50% fear for their job security
- 42% say they would find a new job in 3 months or less
- 25% believe it is currently an employee's market
- 58% have been headhunted in the last 12 months
- 55% would change jobs for a salary increase of 20% or less
- 45% believe they would receive the wage they should receive by changing jobs
- 73% currently use AI in the workplace
- 55% think AI will impact or replace their job in the future

Monaghan



- 46% of employers are currently hiring
- 65% of employers are concerned about the current economic outlook
- 52% of employers are noticing more attrition in their workforce this year
- 54% of employers say housing issues are impacting their recruitment outlook
- 13% of employees are in their first year with their current employer
- 57% of employees believe they are more likely to progress in their career by changing jobs
- 46% fear for their job security
- 34% say they would find a new job in 3 months or less
- 53% believe it is currently an employee's market
- 47% have been headhunted in the last 12 months
- 42% would change jobs for a salary increase of 20% or less
- 58% believe they would receive the wage they should receive by changing jobs
- 99% currently use AI in the workplace
- 52% think AI will impact or replace their job in the future

Offaly



- 55% of employers are currently hiring
- 47% of employers are concerned about the current economic outlook
- 52% of employers are noticing more attrition in their workforce this year
- 52% of employers say housing issues are impacting their recruitment outlook
- 16% of employees are in their first year with their current employer
- 50% of employees believe they are more likely to progress in their career by changing jobs
- 40% fear for their job security
- 31% say they would find a new job in 3 months or less
- 45% believe it is currently an employee's market
- 53% have been headhunted in the last 12 months
- 23% would change jobs for a salary increase of 20% or less
- 56% believe they would receive the wage they should receive by changing jobs
- 87% currently use AI in the workplace
- 57% think AI will impact or replace their job in the future

Roscommon



- 44% of employers are currently hiring
- 62% of employers are concerned about the current economic outlook
- 56% of employers are noticing more attrition in their workforce this year
- 64% of employers say housing issues are impacting their recruitment outlook
- 22% of employees are in their first year with their current employer
- 48% of employees believe they are more likely to progress in their career by changing jobs
- 55% fear for their job security
- 26% say they would find a new job in 3 months or less
- 52% believe it is currently an employee's market
- 60% have been headhunted in the last 12 months
- 38% would change jobs for a salary increase of 20% or less
- 55% believe they would receive the wage they should receive by changing jobs
- 95% currently use AI in the workplace
- 45% think AI will impact or replace their job in the future

Sligo



- 43% of employers are currently hiring
- 86% of employers are concerned about the current economic outlook
- 71% of employers are noticing more attrition in their workforce this year
- 71% of employers say housing issues are impacting their recruitment outlook
- 11% of employees are in their first year with their current employer
- 56% of employees believe they are more likely to progress in their career by changing jobs
- 44% fear for their job security
- 67% say they would find a new job in 3 months or less
- 67% believe it is currently an employee's market
- 56% have been headhunted in the last 12 months
- 38% would change jobs for a salary increase of 20% or less
- 63% believe they would receive the wage they should receive by changing jobs
- 63% currently use AI in the workplace
- 50% think AI will impact or replace their job in the future

Tipperary



- 50% of employers are currently hiring
- 80% of employers are concerned about the current economic outlook
- 70% of employers are noticing more attrition in their workforce this year
- 90% of employers say housing issues are impacting their recruitment outlook
- 37% of employees are in their first year with their current employer
- 47% of employees believe they are more likely to progress in their career by changing jobs
- 37% fear for their job security
- 58% say they would find a new job in 3 months or less
- 74% believe it is currently an employee's market
- 68% have been headhunted in the last 12 months
- 65% would change jobs for a salary increase of 20% or less
- 47% believe they would receive the wage they should receive by changing jobs
- 40% currently use AI in the workplace
- 33% think AI will impact or replace their job in the future

Waterford



- 89% of employers are currently hiring
- 33% of employers are concerned about the current economic outlook
- 33% of employers are noticing more attrition in their workforce this year
- 14% of employees are in their first year with their current employer
- 50% of employees believe they are more likely to progress in their career by changing jobs
- 29% fear for their job security
- 50% say they would find a new job in 3 months or less
- 71% believe it is currently an employee's market
- 50% have been headhunted in the last 12 months
- 93% would change jobs for a salary increase of 20% or less
- 43% believe they would receive the wage they should receive by changing jobs
- 77% currently use AI in the workplace
- 31% think AI will impact or replace their job in the future

Westmeath



- 50% of employers are currently hiring
- 50% of employers are concerned about the current economic outlook
- 25% of employers are noticing more attrition in their workforce this year
- 75% of employers say housing issues are impacting their recruitment outlook
- 38% of employees are in their first year with their current employer
- 63% of employees believe they are more likely to progress in their career by changing jobs
- 25% fear for their job security
- 63% say they would find a new job in 3 months or less
- 38% believe it is currently an employee's market
- 75% have been headhunted in the last 12 months
- 63% would change jobs for a salary increase of 20% or less
- 25% believe they would receive the wage they should receive by changing jobs
- 29% currently use AI in the workplace
- 43% think AI will impact or replace their job in the future

Wexford



- 33% of employers are currently hiring
- 67% of employers are concerned about the current economic outlook
- 67% of employers say housing issues are impacting their recruitment outlook
- 17% of employees are in their first year with their current employer
- 67% of employees believe they are more likely to progress in their career by changing jobs
- 17% fear for their job security
- 83% say they would find a new job in 3 months or less
- 67% believe it is currently an employee's market
- 50% have been headhunted in the last 12 months
- 50% would change jobs for a salary increase of 20% or less
- 83% believe they would receive the wage they should receive by changing jobs
- 60% think AI will impact or replace their job in the future

Wicklów



- 75% of employers are currently hiring
- 75% of employers are concerned about the current economic outlook
- 25% of employers are noticing more attrition in their workforce this year
- 75% of employers say housing issues are impacting their recruitment outlook
- 14% of employees are in their first year with their current employer
- 43% of employees believe they are more likely to progress in their career by changing jobs
- 43% fear for their job security
- 71% say they would find a new job in 3 months or less
- 43% believe it is currently an employee's market
- 14% have been headhunted in the last 12 months
- 43% would change jobs for a salary increase of 20% or less
- 29% believe they would receive the wage they should receive by changing jobs
- 50% currently use AI in the workplace
- 17% think AI will impact or replace their job in the future

We work for you.

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