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recruitment

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2020 REVIEW AND 2021 TREND FORECAST

**From Job Security to
Opportunity**

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Dublin, Limerick, Galway, Cork
Kilenny, Kerry, Tipperary, Offaly, Cavan

FRS RECRUITMENT 2020 Review And 2021 Trend Forecast – From Job Security To Opportunity

Introduction

What a year!

Like everyone else, we in FRS Recruitment will be glad to see the back of 2020. Reports of vaccine rollouts have us looking ahead to 2021 with more hope and reason for cheer. Our keen wish is that the year ahead sees the shadow of Covid-19 lifted across Ireland and all around the world.

Given the year that has just unfolded, with the Covid-19 pandemic wreaking havoc all around the world and making its mark throughout the global economy, it should come as no surprise that 2020 was a markedly different recruitment year too. This was deeply felt in many sections of the Irish economy, resulting in major shifts in recruitment patterns.

At times of great uncertainty, job security naturally becomes the key concern. No single event has created as much uncertainty as this pandemic, which naturally meant less movement in the market.

This had an obvious impact on the number of recruitment vacancies offered across the economy. FRS Recruitment recorded a 36% drop in the number of opportunities posted in 2020, when compared to the previous year. This was despite 2020 tracking ahead of the 2019 figures throughout Q1. However once the pandemic hit our shores and we moved to lockdown the market changed fundamentally. In total we posted 70,385 roles over the last 12 months.

Despite the lower number of opportunities, those seeking out new roles actually rose by 2.8% in 2020. FRS Recruitment received a total of 151,131 responses to the various opportunities we posted.

While the pandemic had an obvious and dramatic impact on the entire economy, there were some sectors which had a surge in recruitment opportunities. These included areas which may have been expected such as healthcare and IT support services, but other sectors to experience a marked rise in opportunities included supply chain and logistics as well as food manufacturing and construction – engineering and energy. At the other end of the spectrum the largest drop in opportunities was in arts, entertainment and recreation, followed by hotel and hospitality.

The fall in opportunities was also not a countrywide phenomenon. In fact the number of vacancies actually rose in 12 of the 26 counties.

The other impact of the pandemic has been a change in employee attitudes when it comes to structuring their professional engagements. In a year when remote working has become the norm, many will expect the flexibility provided by remote working to be an ongoing

element of their future work/ life balance. Effectively remote working is here to stay and companies will need to factor this into their personnel management in future.

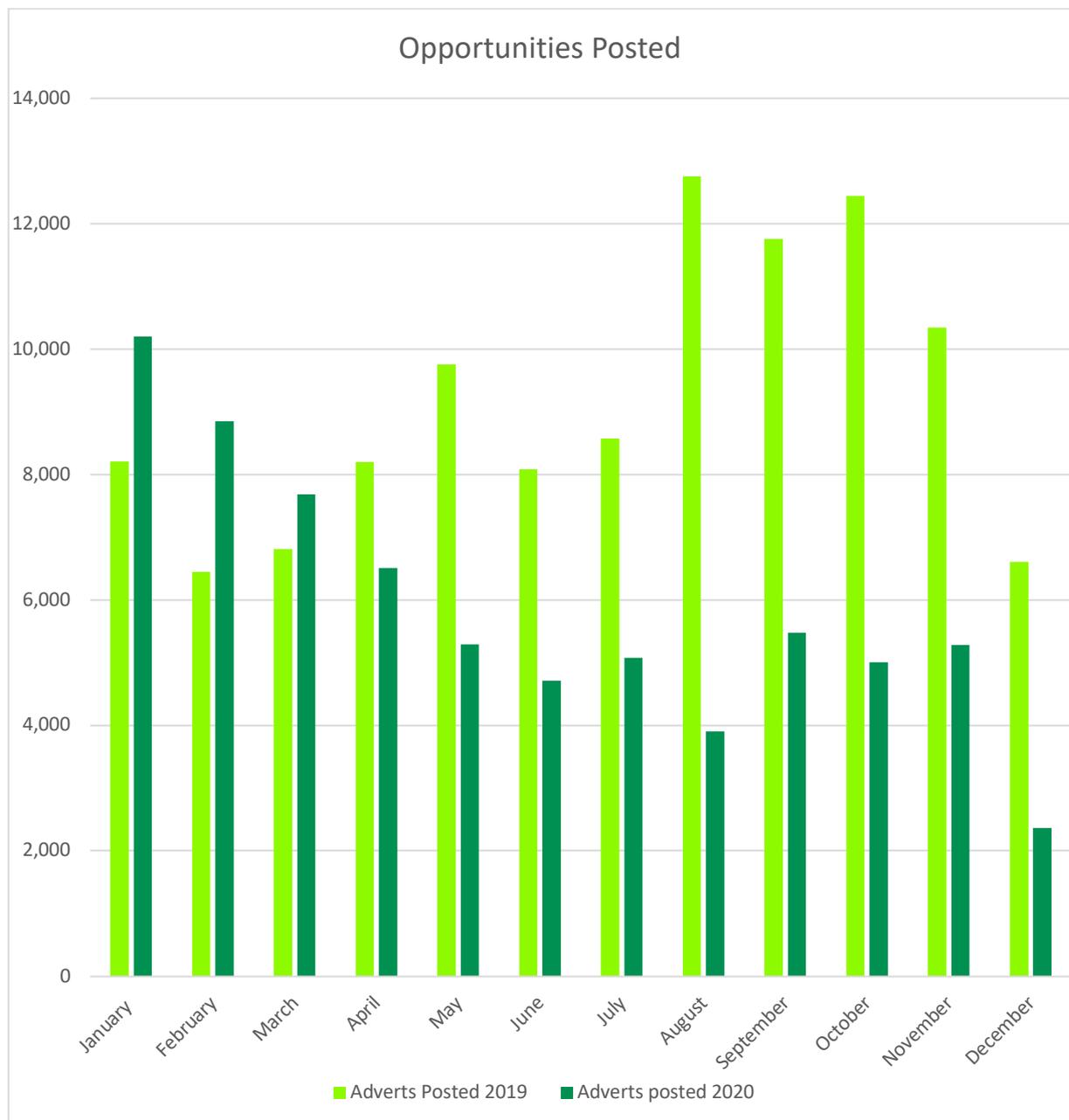
Looking ahead to 2021, FRS Recruitment anticipates there will be more recruitment opportunities as the economy settles and deals with the impact of both the pandemic and Brexit. While uncertainty is likely to influence a conservative approach to recruitment in Q1 and to a lesser extent in Q2, we expect the second half of the year will see a return to normality in most sectors in the market. This will create a strong pipeline of opportunities as businesses seek to address resourcing shortfalls.

We forecast a 25% increase in the number of job postings over the course of 2021.

Opportunities and Responses

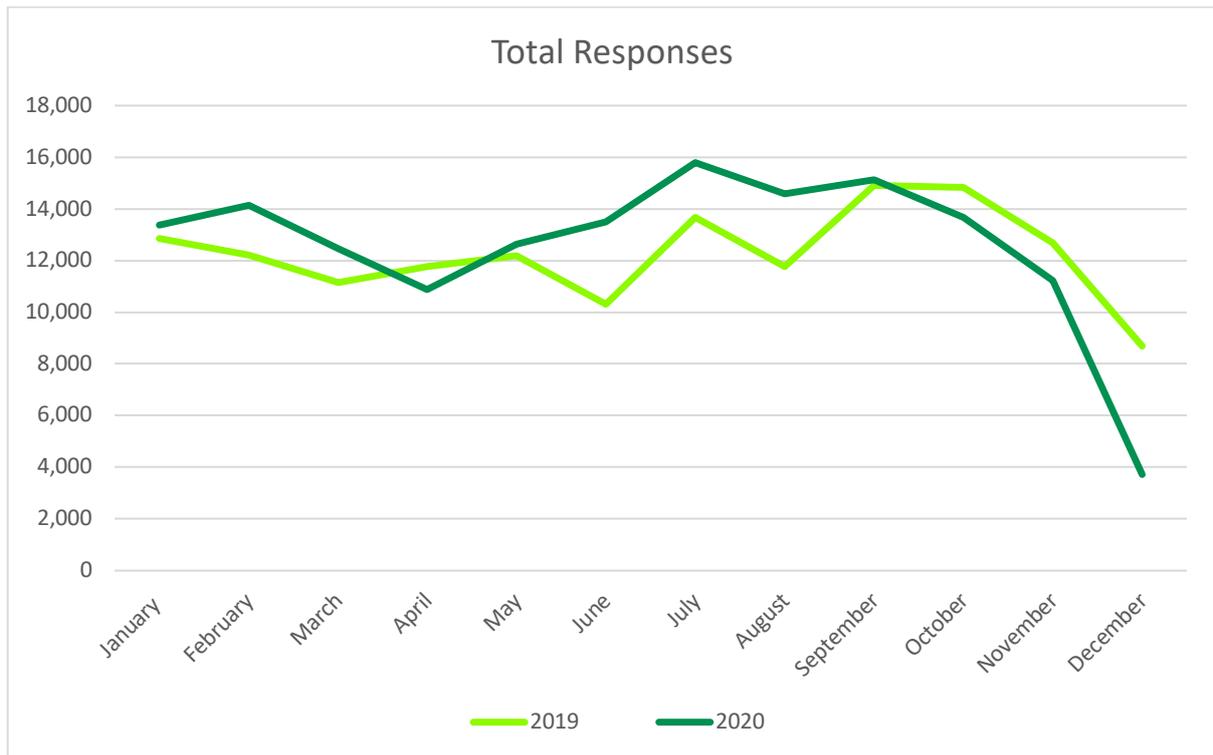
On a macro level, FRS Recruitment recorded a 36% reduction in the number of vacancies we advertised in 2020. A total of 70,385 roles were posted, down from the 110,011 positions we promoted in 2019.

Interestingly, even though reports of the pandemic began to emerge at the turn of the year, there was actually a rise in the number of postings throughout the first quarter. As you can see from the bar chart below, 2020 postings outstripped their 2019 counterparts in January, February and March. In fact Q1 2020 was just under 25% ahead of the same period in 2019.



Although the number of opportunities may have been lower, it would seem more people were seeking new roles. FRS Recruitment recorded a 2.8% rise in the number of responses we received from interested candidates in 2020.

In total we received 151,131 response applications from people interested in one of the positions we had advertised. This was up by 4,136 from the number of responses in 2019. The level of interest was also sustained for most of the year, with a greater number of respondents being received in 8 months out of 12 this year, as is clearly outlined in the graph and table below.



Month	2019	2020	Change
January	12,860	13,374	514
February	12,218	14,139	1,921
March	11,142	12,471	1,329
April	11,777	10,867	-910
May	12,178	12,635	457
June	10,297	13,510	3,213
July	13,662	15,794	2,132
August	11,760	14,574	2,814
September	14,912	15,141	229
October	14,825	13,680	-1,145
November	12,676	11,233	-1,443
December	8,688	3,713	-4,975
Total	146,995	151,131	4,136

Sectoral Opportunities

While opportunities were down across the economy, what is interesting is that this was not a universal phenomenon. Some sectors swam completely against the tide.

Among the sectors which saw a significant increase in opportunities were Construction – Engineering and Energy; Healthcare – Private Sector; Healthcare – Public Sector, IT – Support Services, Manufacturing – Food as well as Supply Chain, Transport and Logistics.

There were also some sectors which recorded dramatic decreases in the number of opportunities. Given the broader experience in these sectors, it was no surprise that the hardest hit were Arts, Entertainment and Recreation followed by Hotel and Hospitality. Less expected however were the marked drop in the number of positions in the Banking and Financial Services.

The below table provides a snapshot of the changes in some select sectors.

Sector	Percentage Change
Agriculture	-7.8
Arts, Entertainment and Recreation	-75.0
Banking & Financial Services	-58.2
Construction - Building	3.1
Construction - Engineering and Energy	22.7
Healthcare - Private Sector	42.2
Healthcare - Public Sector	20.1
Hotel & Hospitality	-61.9
IT - Support Services	174.1
Manufacturing - Food	10.5
Pharmacy - Retail	-35.6
Professional Services and Practices	-23.3
Public Sector - Services	-19.4
Retail	-15.0
Supply Chain, Transport & Logistics	31.3

Regional Impact

Despite FRS Recruitment recording a general 36% decrease in the number of job opportunities advertised in 2020, the situation was not quite as clear cut on a regional level throughout the Republic of Ireland.

In 12 of the 26 counties, the number of vacancies actually increased during the last 12 months. Over the course of 2020, a higher number of roles came available in Donegal, Kerry, Kildare, Kilkenny, Longford, Mayo, Meath, Roscommon, Tipperary, Waterford, Wexford and Wicklow.

The largest percentage increase was in Roscommon, followed by Wexford and Kildare. On the other side of the coin, the largest decrease was experienced in Westmeath, followed by Leitrim, Dublin and Kildare.

This table shows the percentage change experienced in each county over the course of the year.

COUNTY	PERCENTAGE CHANGE
Carlow	-21.6
Cavan	-16.2
Clare	-27.1
Cork	-3.8
Donegal	16.5
Dublin	-28.3
Galway	-14.1
Kerry	7.4
Kildare	26.9
Kilkenny	23.8
Laois	-0.9
Leitrim	-33.3
Limerick	-16.0
Longford	5.3
Louth	-15.2
Mayo	3.1
Meath	8.9
Monaghan	-3.1
Offaly	-4.8
Roscommon	115.4
Sligo	-7.0
Tipperary	17.4
Waterford	2.5
Westmeath	-34.3
Wexford	36.1
Wicklow	12.9

LOOKING AHEAD TO 2021

FRS Recruitment expects 2021 to be a year of two halves when it comes to recruitment.

Q1 and Q2 of next year will be spent dealing with the fallout from Brexit and the recovery from Covid-19. The second half of the year should see a strong rise in employment opportunities as the country returns to normality and businesses sharpen their focus when it comes to their resourcing needs.

On a general basis, FRS Recruitment is currently estimating there will be an approximate 25% increase in the number of job postings over the coming 12 months, although there will be marked sector by sector differences in the number of opportunities and the rate at which they come to market.

Healthcare will continue to provide a wide range of opportunities for qualified candidates, which is likely to extend to consideration of overseas candidates in the year ahead. We also anticipate a strong demand for skilled IT personnel, particularly those in the data, business intelligence and artificial intelligence fields, as well as IT opportunities in the medical device sector.

In the commercial sector, opportunities will be primarily concentrated in office management and debt recovery. Temporary roles in both the commercial and industrial sectors are likely to face a shortage of candidates, which will put pressure on wage levels, particularly as we anticipate a need for temporary resourcing to assist companies supply chain environments, construction, IT infrastructure and logistics.

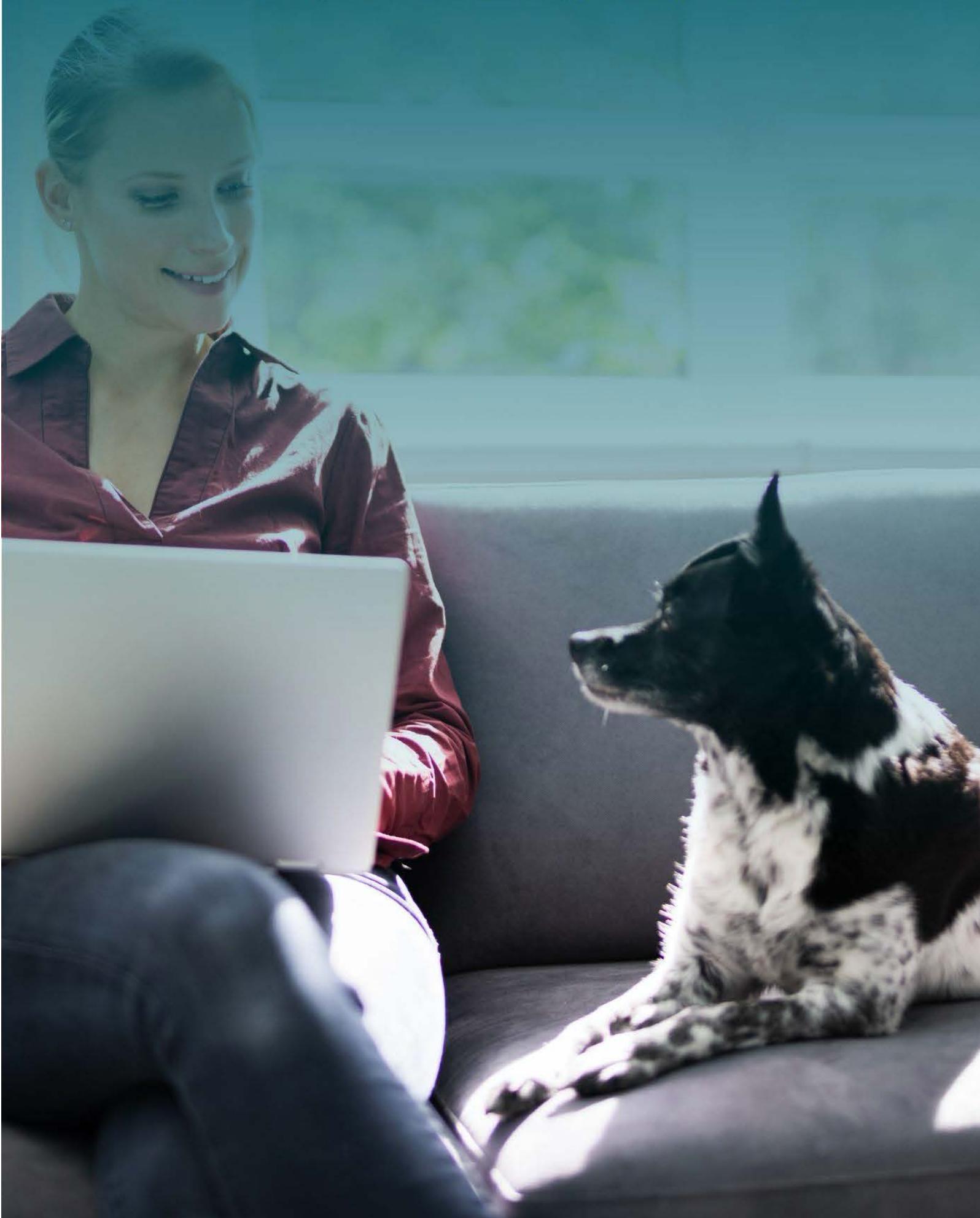
There should also be a rise in general construction opportunities as restrictions ease and more work begins onsite, particularly on projects outside of Dublin. The Government also estimates that 25,000 housing units will be built next year, driving further demand for personnel.

Brexit, while posing a challenge for many businesses, may also lead to the creation of roles specifically geared to assisting companies meet the new export environment with the UK and the rest of the EU. We also foresee more UK and European based candidates potentially seeking roles in Ireland due to the implications of Brexit.

It's also predicted that salaries will start to increase and that blended, hybrid workforces will be the norm rather than the exception.

Overall, we anticipate clients will have a stronger appetite to hire as uncertainty generated by the pandemic and Brexit reduces across the market and confidence slowly begins to return.

REMOTE WORKING



2020 was the year of remote working. Lengthy lockdowns meant companies had to digitalise quickly and reconfigure their systems to enable entire workforces continue their work from home. Now, remote working has become the norm and is likely to feature as a characteristic of working life for a long time to come.

FRS Recruitment expects candidates in 2021 to seek a remote working blend in future roles. This trend has already become apparent in certain sectors.

There has already been a corresponding increase in remote working vacancies across certain areas and FRS Recruitment expects most companies to offer some element of remote working going forward. Certain sectors are particularly suited to the work from home dynamic, with the IT sector already at 95% remote working.

Likewise in the commercial sector, where remote working has become an accepted part of how people would like to work, FRS Recruitment has noticed an increase in the number of candidates inquiring if the work from home element will be a permanent aspect of the job.

FRS Recruitment believes that the last year has changed employee expectations on how they manage their work/ life balance and that will create not just a desire for more remote working, but an expectation. Remote working is here to stay and companies, where appropriate, will need to be flexible in building this need into opportunities.

The situation in certain sectors like medical and healthcare temporary roles is different, of course, with staff all required to be physically present in the field. There can also be other challenges around integrating new staff into the business while endeavouring to maintain best practice according to HSE guidelines.

It's noteworthy that the smaller to medium sized companies struggled to set up temporary staff to work from home considerably more than larger organisations which already had processes in place to onboard temporary staff quickly.

Overall however 2020 was the year that remote working became mainstream and we expect that trend to continue well into the future.

SECTORAL ANALYSIS: HEALTHCARE – MEDICAL



SECTORAL ANALYSIS: HEALTHCARE – MEDICAL

Covid-19 has a tremendous impact on practically every sector of the economy, but none more so than at the front line – the healthcare sector.

The pandemic had a massive, immediate shift in the recruitment needs of the health sector in Ireland. There was less movement among the medical community as most doctors remained in their current positions and more interns were offered roles in Ireland. Irish doctors living abroad were also taking up more positions as they sought to come home.

However, hospitals were less willing to consider hiring people based overseas, concerned about the logistical difficulties of getting people over to Ireland. This included a significant reduction in the transport options available, particularly flights, as well as constraints around securing visas.

Medical SHOs were in demand, especially to cover Covid-19 wards, with hospitals receiving additional funding outside the usual January and July rotation recruitment dates. There were also more short term medical roles relating to Covid-19, usually lasting 3 to 6 months in duration.

There was a particularly strong demand for doctors specialising in anaesthetics, with the increased need for resourcing in ICU being a key factor. However there were fewer opportunities for other forms of doctor. This was partly due to elective surgery and other types of treatment being put on hold. It was notable that we saw a decline in paediatric and surgeon opportunities in 2020.

Looking ahead to 2021

While the need for more doctors never goes away, we are expecting to see a shift in the pattern of demand next year. We expect there will be more focus on senior roles and less pressure to find suitable junior candidates.

The rescheduling of elective procedures will create a significant need for qualified candidates who can help deal with the expected pent up demand for these treatments. We would also expect to see an increase in roles from private healthcare, arising from the increased number of opportunities in the public sector and the level of candidate movement that has generated.

Additional funding for mental health services is also likely to create opportunities for qualified personnel in that field. While the strong push for more doctors specialising in anaesthetics will continue into 2021.

Expected change in roles available next year: Positions to grow by 20%

SECTORAL ANALYSIS: HEALTHCARE – NURSING



SECTORAL ANALYSIS: HEALTHCARE – NURSING

There was a marked increase in demand for nurses across the entire sector this year, as the impact of Covid-19 was felt in many different areas and in many different ways. This demand was further exacerbated by the number of nurses who had to step away from roles, some because they had contracted the virus, some because they were in the vulnerable category and some because they had vulnerable family members at home.

There was a particular increase in postings relating to those positions that were most acutely on the frontline of the pandemic. So there was sustained demand for emergency department, ICU and theatre nursing roles. There was also a real need for elderly care and community care personnel.

Another factor that impacted on recruitment was the reduction in movement among the nursing community in Ireland during 2020. More nurses wished to remain loyal to their current employers during the pandemic and this meant there were fewer people swapping roles and seeking out new positions.

Director of Nursing vacancies saw a surge of demand across the nursing home sector. However the challenge of these roles within the context of the pandemic did see a significant reduction in the number of people putting themselves forward for consideration.

Generally speaking there was a real focus from employers in securing qualified nurses who had a pin and who would be available to start immediately. Despite the drop in recruitment opportunities for foreign based nurses, there was a substantial level of interest in overseas nurses without a pin seeking to relocate to Ireland, even with the difficulties posed by the pandemic taken into account.

Looking ahead to 2021

Demand has not dropped towards the end of 2020 and we expect to see that continue well into 2021. That demand will again be across the board, but there will be a real push to secure more ICU nurses. We also anticipate a further spike in community nursing and elderly care roles on a nationwide basis.

The demand for more nurses will lead to employers seeking out a wider pool of potential candidates and that will possibly see an increased drive for overseas nurses in the coming 12 months. There will certainly be no shortage of opportunities for qualified nursing personnel if they are seeking out new roles in the next year.

Expected change in roles available next year: Positions to grow by 20%

SECTORAL ANALYSIS: HEALTHCARE – TEMPORARY STAFF



SECTORAL ANALYSIS: HEALTHCARE – TEMPORARY STAFF

Staffing issues were a factor throughout the year in healthcare and this created a strong, sustained demand for temporary personnel in a range of different areas. Feedback coming from employers and clients was about how hard it was to secure suitable staff as there were not enough personnel in the market to fill the various vacancies that were arising.

Temporary workers were used to address many of those gaps, with demand regularly outstripping supply as staff shortages became an issue. Such was the demand that the HSE indicated their willingness to increase the use of agency staff to supplement their resourcing in many different areas.

While there was an ongoing need for healthcare workers throughout the year, it is also fair to say that the level of demand came in waves. In certain parts of the health service, the hiring of temporary staff would be placed on hold for short periods, for example in children services or mental health.

However in other areas the need for temporary workers was more consistent. This included a practically constant need for healthcare assistants (HCAs) and social care workers.

Nursing homes also required a large number of HCAs and securing sufficient staff for these roles was a challenge throughout the year.

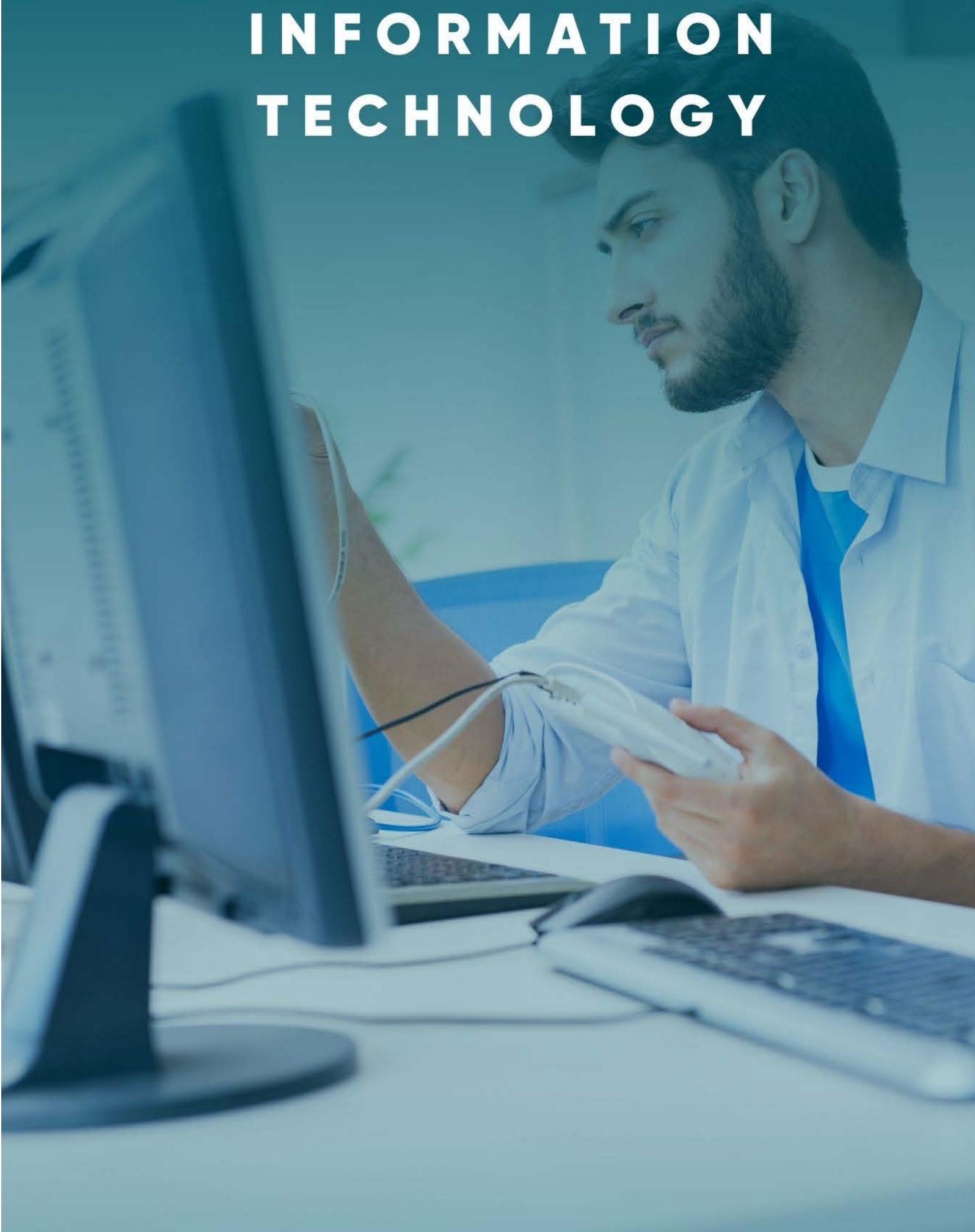
Looking ahead to 2021

Demand will continue well into 2021. There will be an ongoing need for agency staff to supplement the permanent personnel across the HSE and other healthcare employers, particularly with 'burn out' being factored into HR rosters from the outset of the new year. This demand is likely to be nationwide.

In particular, FRS Recruitment anticipates a strong demand for temporary nursing and social care workers in the intellectual disability (ID) services over the course of the next 12 months.

Expected change in roles available next year: Positions to grow by 20%.

SECTORAL ANALYSIS: INFORMATION TECHNOLOGY



SECTORAL ANALYSIS: IT

Like many sections of the economy, 2020 was a year of highs and lows in the IT sector. Generally speaking, the number of roles were up as more and more organisations grappled with ensuring their IT infrastructure was adapted to the remote working environment and as more businesses sought to ramp up their online commercial activities.

Demand for roles peaked in November this year, although there were also spikes in January and July. The number of vacancies dropped at the outset of the pandemic in March and also in September. The decline in the number of vacancies during the first lockdown was also reflected in the level of interest from suitable candidates, with many people being reluctant to consider new opportunities during the outset of the pandemic. This eased however as the year progressed.

There was a strong demand for roles across development, gaming, support, data and artificial intelligence over the course of the year, while positions in business analysis, project management as well as general, non-technical IT roles took a hit. Geographically the largest drop came in Dublin at the beginning of the pandemic, but recovered later in the year to reach relative normality in the last two quarters.

Looking ahead to 2021

We expect there will be a strong appetite to hire in the IT sector in 2021. While the first part of the year is still likely to be uncertain we are anticipating that the market will have settled down by the middle of the year and that the second half of 2021 should see demand reach 2019 levels.

Dublin will lead the way in terms of where the roles will be located, with the capital bouncing back quicker from the drop in demand experienced in 2020. In Cork, Limerick and Galway the decline in demand was not as sharp, but we also expect the rebound to take slightly longer too.

There should be a particularly strong demand for data, business intelligence and artificial intelligence roles next year. This will be driven by companies figuring out better ways of working remotely and a reduced demand for social interaction. We also anticipate a strong demand for IT roles emanating from the medical device sector over the course of 2021.

Expected change in roles available next year: Positions to grow by 30%.

SECTORAL ANALYSIS: COMMERCIAL



SECTORAL ANALYSIS: COMMERCIAL

Over the course of a tumultuous 2020, job security emerged as a primary issue with an increased reluctance in the market to move roles. This was despite an increase in responsibilities being applied to certain positions as roles were consolidated and fewer personnel had to share a greater number of tasks.

This became a feature of many positions that were advertised over the course of the year, with many positions becoming a hybrid encapsulating a range of different functions and disciplines. Business support and administrative roles were, to a large extent, seen as a luxury and increasingly became subsumed as part of an existing employee's duties.

There was a considerable reduction in the number of mid-level roles available in some fields, especially for candidates with 5-10 years' experience. This was especially apparent for accountancy roles.

We also noted more pharmacists seeking opportunities as locum work declined across that sector.

Some sectors implemented complete recruitment freezes for large parts of the year.

The drop in the availability of roles was also matched by a reduced pool of candidates willing to move to new opportunities. While there was an ongoing pipeline of suitable personnel exploring the market, when it came to actually changing roles, there was a greater demand for stronger incentives. These included salary increases and a keen focus on the corporate reputation of the potential employer. We also noticed an increase of candidates seeking to move out of Dublin and relocate to other parts of the country.

Looking ahead to 2021:

As well as the pandemic, Brexit is likely to be a key factor as we move in 2021. That will further the sense of caution throughout the sector, which is likely to see recruitment plans put on the backburner in Q1 and potentially Q2 of the new year.

While many companies are sitting tight and seeing how these issues play out, the same approach is being used by many candidates, with people waiting for the pandemic to diminish before considering a change in employment.

Where opportunities are expected to arise are in office management and debt recovery positions. Roles may also be created to specifically manage the implications of Brexit.

We also anticipate an increase in staffing to reduce the multiple demands being placed on some personnel who had to assume additional tasks during the pandemic. In particular we anticipate that SMEs will be considering their resources with many seeking staff who can handle multiple responsibilities.

Expected change in roles available next year: Positions to grow by 10%.

SECTORAL ANALYSIS: COMMERCIAL AND INDUSTRIAL – TEMPORARY STAFF



SECTORAL ANALYSIS: COMMERCIAL AND INDUSTRIAL – TEMPORARY STAFF

The year began with buoyant demand for temporary staff in both the commercial and industrial categories. However, the advent of the pandemic brought that to a temporary halt, with temporary contractors let go in some industries at the outset of the pandemic. The exceptions were in essential services, such as healthcare, food manufacturing and waste management.

As the year progressed, a strong demand returned for temporary commercial and industrial roles. There was a significant need for drivers and forklift operators most of the year and by August we were also seeing increased requirements for general operatives in warehouse and manufacturing environments. There was little regional variation with most of these trends being apparent nationwide.

Clerical temps were also in great demand nationwide within the HSE and other businesses.

A large number of temporary positions also became available to facilitate Covid-19 testing as well as in meat processing plants.

As the need for temporary resources grew, at times there was a shortage of necessary workers willing to take up these roles, with the pandemic payments acting as a disincentive for some.

Looking ahead to 2021

The big shift we are anticipate in 2021 will be the increased number of temporary to permanent roles being offered, with many businesses needing to ensure that resourcing gaps are plugged. We also expect to see a candidate shortage in both the commercial and industrial categories, an issue which is already apparent in the industrial category. This may have an inflationary impact on wage rates in the coming 12 months.

Temporary roles will be to the forefront of resourcing solutions in supply chain environments, especially in construction, IT infrastructure and logistics.

The largest demand is likely to stem from Dublin, but we see plenty of opportunities being available again all around the country.

Expected change in roles available next year: Commercial positions to grow by 30% and industrial up by 40%.

SECTORAL ANALYSIS: ENGINEERING, LIFE SCIENCES AND MANUFACTURING



SECTORAL ANALYSIS: ENGINEERING, LIFE SCIENCES AND MANUFACTURING

The lockdowns of 2020 had an immediate impact on the engineering, life science and manufacturing markets. Generally, there was a reduction in the number of permanent roles on offer. Many of the multinational companies, particularly in the medical device industry, reduced their recruitment agency budgets, resulting in double jobbing across administrative departments. There was also a corresponding increase in the number of contract roles on offer. Lastly, any recruitment that did proceed moved at a slower pace as HR departments dealt with the more immediate concerns of Covid-19 regulations and processes for their employees.

We also noticed an increase in the number of passive candidates on the market who were interested in reviewing their options but reluctant to move due to concerns over long-term job security. Jobs abroad were affected by the obvious restrictions on travel and fewer applications were made by candidates from countries across Europe.

Certain areas within the sector grew with an increase in laboratory roles due to R&D and testing. There were also a higher number of quality roles available, particularly due to greater demands in medical device companies. There was also an increase in operations roles in the food industry and for maintenance technicians.

Other areas suffered due to the lockdowns. A number of companies in the food industry which supply into the catering and food services were affected when production had to cease completely during the first lockdown. Other industries saw projects being put on hold with the result that there were fewer roles for R&D Engineers, NPI Engineers, CAPEX Engineers and Lean Engineers.

Overall, while employers felt the pressure in the initial months, the panic has subsided somewhat and organisations have adapted to the fluctuations and restrictions caused by Covid-19. However, the post-Brexit landscape remains uncertain and the changing environment of exporting to the UK has forced companies to continue re-evaluating their processes.

Looking ahead to 2021

FRS Recruitment expects there will be a surge of demand in life science lab roles in this sector next year. We expect employers will be relatively positive when it comes to their employment needs in 2021.

We also anticipate more UK and European candidates seeking roles in Ireland, arising from the Brexit implications in this sector.

Expected change in roles available next year: Positions to grow by 20%.

SECTORAL ANALYSIS: AGRI-FOOD



SECTORAL ANALYSIS: AGRI-FOOD

The Agri-Food sector remained relatively stable and steady during the Covid-19 crisis. Benefitting from its classification as an essential service, the agri-food industry was relatively unscathed compared to other parts of the economy and the majority of agri-food clients continued to hire staff throughout the year.

FRS Recruitment did notice a reluctance in candidates in long-term employment (over five years with the same company) to change jobs, in line with the general apprehension about taking risks in the midst of the pandemic. It was junior candidates, with 1-2 years' experience, who were most active in the recruitment space and most likely to change jobs.

Particular areas that grew included customer service, technical support and commercial sales, whereas recruiting for other roles either slowed down or ceased. They included senior level management roles such as operation managers, general managers and farm managers. In addition, many employers suspended recruiting farm nutritionists in order to comply with safety guidelines around social distancing.

After the first lockdown, we noticed employers pause recruitment to take stock and see what the following months held. Even with all the uncertainty, there was a great deal of interest in roles from candidates in Asia and Africa who were keen to move to Ireland for employment.

A prominent challenge for employers transpired to be the successful integration of new staff into the business while abiding by HSE guidelines and best practise.

The majority of roles advertised were located in the Munster and Midlands areas.

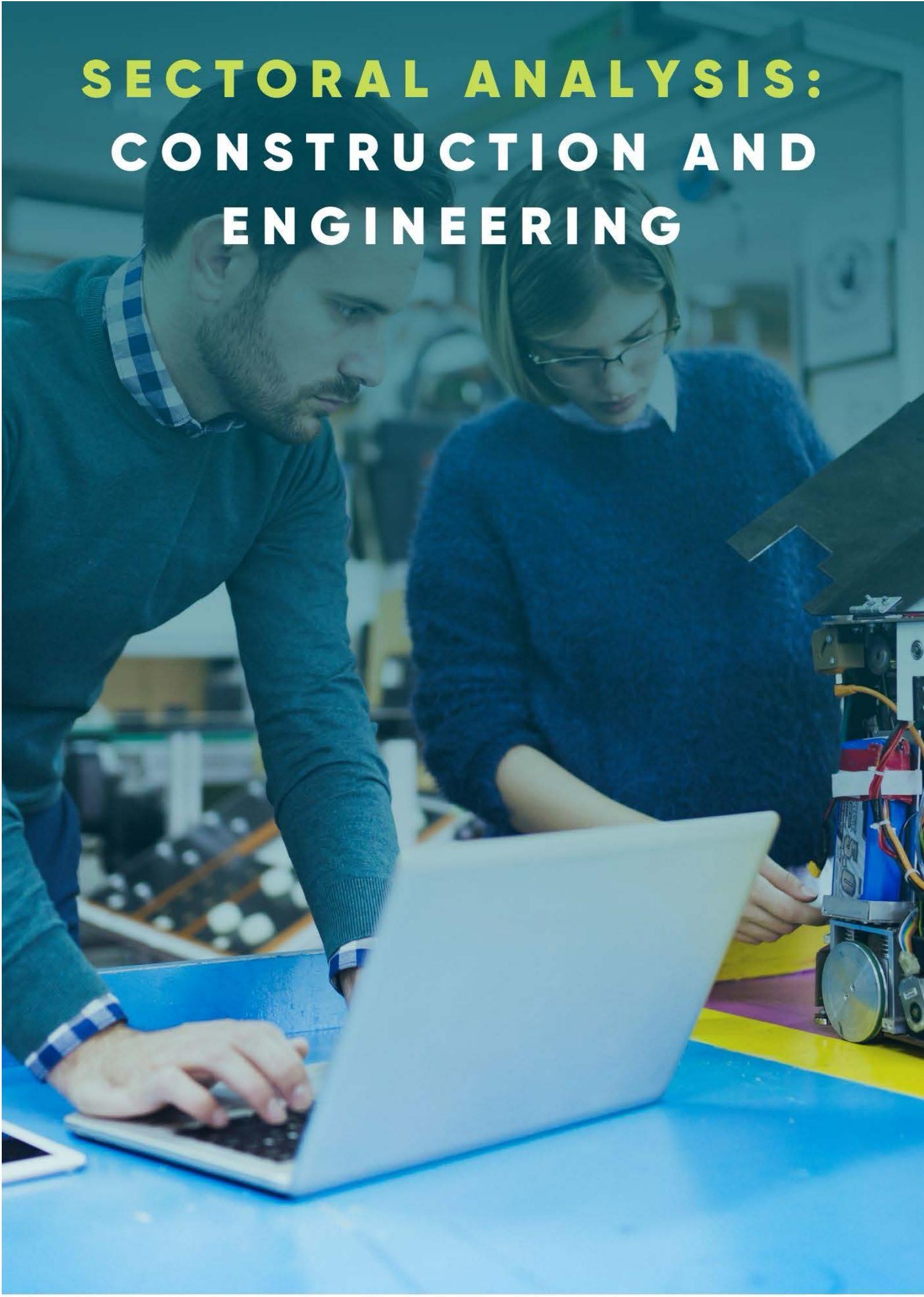
Looking ahead to 2021

We predict a busy first and second quarter of 2021 with an increase in recruitment for both senior level roles as well as farming technical support staff. Employers expect to be in a position to recruit staff that can be flexible and take on additional responsibility as and when required.

We also expect a resumption of overseas recruitment. The challenges for the agri-food sector will remain the same, namely the identification and recruitment of suitably qualified candidates.

Expected change in roles available next year: Positions to grow by 10%.

SECTORAL ANALYSIS: CONSTRUCTION AND ENGINEERING



SECTORAL ANALYSIS: CONSTRUCTION AND ENGINEERING

Although the construction sector was one of the first to resume activity, the impact of the pandemic still hit recruitment across the industry. The number of roles plummeted when the economy was put on hold during the initial lockdown. This continued even when sites returned to development, as the various companies re-evaluated their personnel needs in more constrained times and with fewer staff onsite.

It was only from August onwards that FRS Recruitment recorded a steady increase in vacancies. Interestingly this was predominantly coming from small to medium sized companies, while there was a Tier 1 hiring freeze.

The various employers are tightening their needs and sticking to their areas of specialisation. This has seen them consolidate their assets and their staffing requirements. There has been a marked impact on many roles in the industry, especially for site engineers. Graduate roles have also been badly hit, with many firms reluctant to consider graduate candidates in the current climate.

There were some increased health and safety related opportunities across the sector. There was also more demand for personnel in civil roles, rather than in residential or commercial projects.

Regionally, demand was greater outside of Dublin than in the capital.

Looking ahead to 2021

As the level of restrictions diminish, there will be a corresponding rise in the number of positions available throughout the industry. This will be across a wide range of different roles, with most experiencing an upturn. While the demand for site engineers dropped in 2020, that is likely to be reversed next year as more people are allowed onsite.

As was the case in 2020, there is expected to be a greater demand for qualified personnel outside Dublin than in the capital. This will be particularly true for civil projects, with some major works expected to begin across the South East, as well as in Cork and Limerick.

If there is to be a drop in demand for certain types of role, it is likely to be for CAD technicians as more companies go towards BIM and Revit.

Expected change in roles available next year: Positions to grow by 30%

We work for you.

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