



The FRS Recruitment  
Employment Insights

# 2023 Report

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## As well as working remotely, our team also has offices in :

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# INTRODUCTION



2023 has seen a shift in the way technology is informing our decision-making, impacting industry, and altering our approach to the working world. Almost every media outlet is saturated with news about Artificial Intelligence (AI) and its potential impact on the future of employment.

Such have been the waves made by ChatGPT and other AI tools, there have been all sorts of predictions made about the implications for the job market and, indeed, what the jobs of the future may look like.

All this coverage and awareness on AI is starting to have an impact on the Irish employment market. 40% of employers and 26% of employees believe that AI may either impact or replace their job in the future. Among employers, the most concerned industries were Arts & Entertainment, Charities & Not For Profits, and the Banking & Financial Services sector.

Perhaps this is a reflection of the current situation within the economy and the recruitment environment." with "Beyond technology, the survey data also highlights the positive employment outlook

There are plenty of jobs available and candidates know that. They know there are a wide range of good employers who are seeking qualified personnel. That garners a certain level of confidence.

Fears for job security, a question we ask on an annual basis, are at the low mark for this research, with only 37% worrying about their position. This is in stark contrast to just two years ago, when fears were at their highest (almost 60%). It is also notable that 44% of those who participated in this year's survey would describe themselves as 'employed but looking for new opportunities'.

This is also reflected in another key theme which has been at the forefront of the results this year – salary.

Arguably, this isn't unsurprising, given the cost-of-living challenges experienced over the last 12 – 18 months, but employees are becoming very conscious of their earnings and what might be available to them on the market. In fact, as many as 56% of the people who participated in this survey say rising costs have made them more likely to look for a new job.

What should really catch the attention of employers, though, is that more than 6 out of 10 employees would move jobs for a salary increase of 25% or less, while 1 in 5 will move for as little as a 10% bump. Over half of employees also believe that they are more likely to get the salary they deserve by changing jobs.

Employers can also clearly see the impact salary issues are having, with 4 out of 10 saying it is the main driver of attrition in the workforce.

For employers, there definitely is a silver lining though. They are receiving an increased number of applications for vacancies this year and the suitability of candidates is also on the increase. A more fluid market creates opportunities for everyone and smart employers recognise that.

At FRS Recruitment we get to see how recruitment is evolving in real time. We are working with employers and candidates in all sectors of the economy and all across the country on a continual basis. That is why we have such a strong track record of working with clients, and providing them with the practical advice they need to secure and retain top talent. We are across the market, we understand it, and we help our clients to shape it.

*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 is this purpose that sets us apart from the rest.

## Our Values

Integrity, Fairness, Intelligent Innovation, Customer Champions, Diversity and 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 2023. A total of 4,347 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:

5%	18-24
38%	25-34
30%	35-44
18%	45-54
7%	55-64
1%	64+

Respondents were:



Female 50% • Male 49% • Other 1%



# SUMMARY OF RESULTS

The FRS Recruitment Employment Insights Report for 2023 reveals intriguing insights into the current job market landscape. The data highlights a growing sense of optimism and adaptability among both candidates and employers, driven by confidence in the economy. Businesses are actively hiring, given the near full employment status, and individuals are increasingly open to exploring new career opportunities.

Notably, salary emerges as a prominent factor for change. Candidates seek higher wages to address the rising cost of living, while employers identify salary demands as a key driver of employee turnover. Although retaining staff poses challenges, the influx of candidates looking for new roles presents employers with a chance to expand their talent pool.

## EMPLOYMENT MARKET

A remarkable 75% of employers are either currently hiring or plan to do so within the next three months. Additionally, over 40% report an increase in the number of job applications received compared to the previous year. Moreover, 36% of employers note an improvement in the quality of applicants.

However, two-thirds of employers also observe a higher rate of attrition within their workforce this year.

This trend is reflected in the mindset of employees, with 44% of survey respondents describing themselves as “employed but looking” for new opportunities. Job security concerns have diminished, with only 37% of employees worrying about retaining their current positions. This marks a notable decrease from previous years. Furthermore, 75% of respondents believe they could secure a new job within three months or less, and half expect increased job opportunities in the coming year.

Interestingly, the data reveals that 60% of employees have been with their current employer for three years or less, suggesting that the post-pandemic era has spurred movement within the job market.

## EMPLOYEE EXPECTATIONS

The findings indicate that employees anticipate higher salaries. Nearly 75% expect a pay rise within the next 12 months, and more than half are unwilling to accept a pay cut even if their jobs are at risk. Furthermore, 43% of employees feel their current salary does not adequately reflect their position.

Perhaps the most striking statistic is that 60% of employees would consider changing jobs for a salary increase of 25% or less. In fact, one in five would move for just a 10% increase in pay. Employers should also be mindful that employees increasingly perceive better opportunities

elsewhere. Around 54% believe they are more likely to receive desired wages by changing jobs, and over half of employees believe job progression is more likely by seeking new employment.

## EMPLOYEE PRIORITIES

For candidates considering a new role, salary remains a top priority, with nearly two-thirds emphasizing its importance. Other factors include benefits (59%), the nature of the job itself (56%), and achieving work-life balance (56%).

Moreover, almost 75% of candidates say the absence of salary information in job advertisements discourages them from applying. Similar feedback is given regarding hiring processes, with 55% suggesting employers should be more transparent about salary and 52% desiring clearer job ads and descriptions.

When researching potential employers, candidates rely heavily on company websites (66%), followed by LinkedIn (52%) and Google searches (49%).

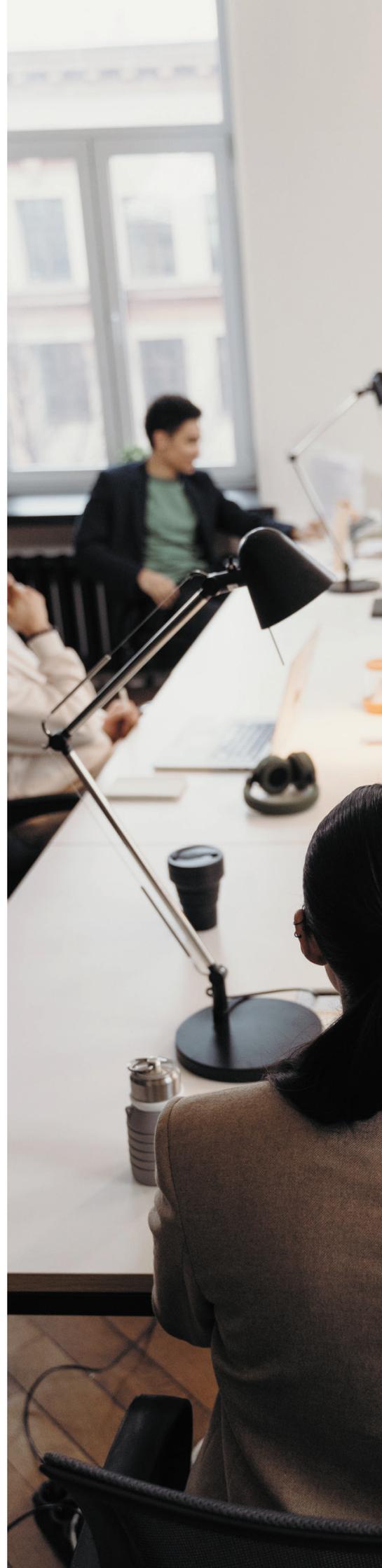
## REMOTE WORKING AND TECHNOLOGY

Artificial Intelligence (AI) is beginning to impact the outlook within the employment market. As many as 40% of employers and 26% of employees believe their job could be impacted or replaced by AI in the future. The sectors where people are most concerned are in the Arts & Entertainment, Charities & Not For Profits, and the Banking & Financial Services sectors.

Remote working continues to be an integral part of many individuals' work arrangements, receiving positive feedback from both employees and employers. More than 75% of employers perceive their employees as being more productive or unaffected by remote work. Similarly, 90% of employees share this view.

However, it is worth noting that 40% of employers have been encouraging employees to spend more time in the office over the past year.

Employees appreciate remote working for various reasons, including reduced travel time (59%), improved work-life balance (55%), and cost savings associated with commuting (48%). Challenges reported include reduced interaction with





colleagues (30%), internet speed and connectivity issues (29%), and difficulty in disconnecting from work (28%).

For employers, concerns regarding remote working include the challenges of onboarding new staff (46%), motivating employees (44%), and providing training and development opportunities (42%).

## **COST OF LIVING**

Given the rising prices in Ireland over the past 12 to 18 months, inflation has indeed influenced the hiring landscape. Nearly 65% of employers acknowledge the impact of inflation on their recruitment outlook.

Rising costs also affect candidates, with 56% indicating a higher likelihood of seeking new employment due to the increased cost of living. Additionally, 30% of employees are trying to spend more time in the office to mitigate power and heating expenses, while over 25% are opting for remote work to reduce commuting costs.

The housing crisis further impacts employment, with almost 40% of employees expressing an increased likelihood of seeking new opportunities due to accommodation challenges.

## **UNEMPLOYMENT TRENDS**

Despite near full employment in the country, a significant number of people remain unemployed. Nearly 30% of these individuals have been without a job for a year or longer. However, this figure has decreased substantially from 38% recorded in the previous year.

Approximately 70% of unemployed individuals believe they will need to change careers to secure new employment, and over half are considering moving abroad for better prospects. Six out of 10 unemployed people feel that adequate support systems are in place to assist them in finding new roles. Moreover, two-thirds of them are willing to accept a lower salary than their previous job if it facilitates re-employment.

# EMPLOYMENT MARKET

There has been a rapid rebound in the Irish employment market in 2023, with employment increasing beyond pre-pandemic levels. This year, the country has reached an unemployment rate of 3.9%\*, with 4% generally indicating “full employment”. Our data coincides with this positive outlook across the market: Employers are hiring, and employees are on the lookout for new opportunities.

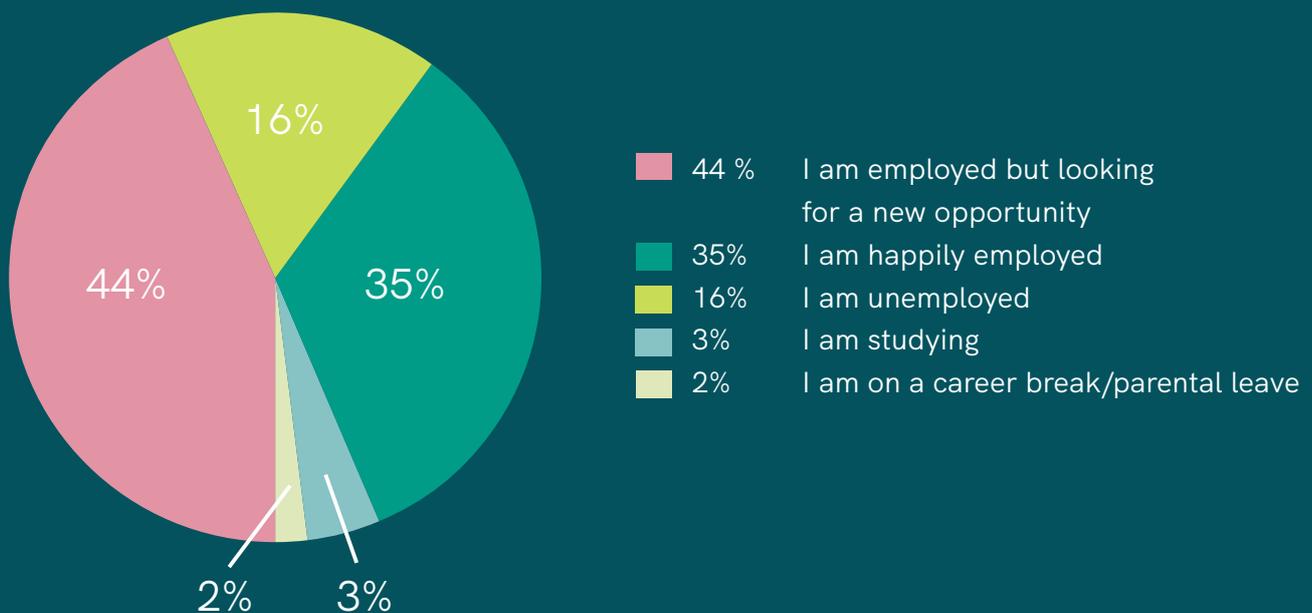
\*Source: CSO statistical publication, 31 May 2023

## EMPLOYEE INSIGHTS

Among employees, there is a notable level of positivity at present. Fears about job security are dropping, falling even below the low level they were at last year. 5 out of 8 employees now say they are **not** concerned about losing their job, while 3 out of 4 candidates believe they would find a new job in 3 months or less. This also aligns with the 44% who are currently employed but seeking new opportunities, with almost half believing there will be more openings for them this year.

Also of considerable note is how long employees are staying with their current employers. 6 out of 10 have been with their current employer for 3 years or less. This may be due to an increase in the number of opportunities available since the pandemic and greater confidence in securing new employment.

### WHICH BEST DESCRIBES YOUR CURRENT EMPLOYMENT STATUS?



**DO YOU CURRENTLY HAVE ANY FEARS FOR YOUR JOB SECURITY?**

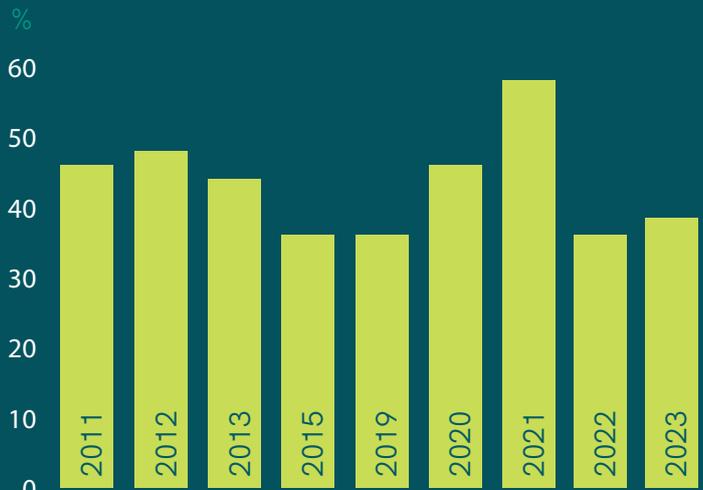


Yes  
37%



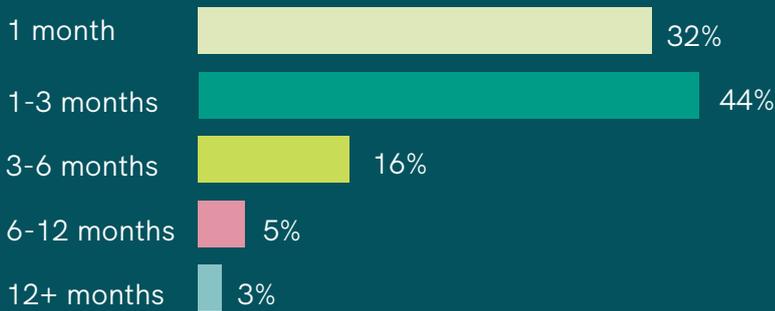
No  
63%

2022 - 38% Yes      62% No



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 2023 THAN 2022?**



More  
49%

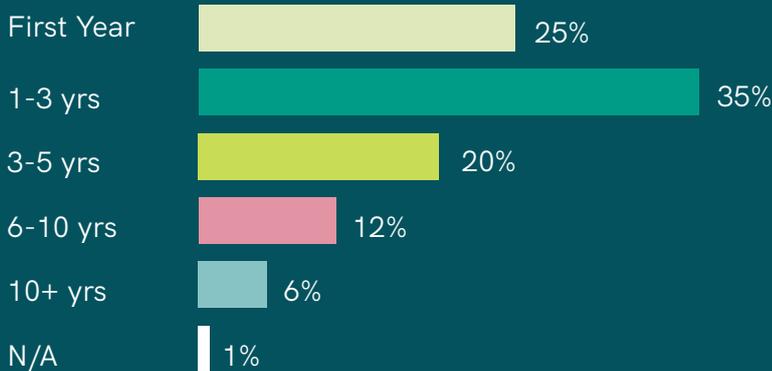


Less  
22%



Same  
29%

**HOW LONG HAVE YOU BEEN WITH YOUR CURRENT EMPLOYER?**



# EMPLOYMENT MARKET

## EMPLOYER INSIGHTS

2023 continues to be a competitive market for employers. The strong levels of growth and employment opportunities are reflected in the 3 out of 4 employers who are either currently hiring (41%) or expect to hire in the next 3 months (34%). Compared to this time last year, there is only a 4% difference in employers who have no plans to hire in 2023.

There is also some good news in the data for employers. While there may be more movement in the market, this is proving beneficial to the businesses who are looking to hire. 4 out of 10 employers have seen an increase in job applications this year, while 36% say the level of candidate suitability has also increased – significantly ahead of the corresponding figure for last year. 66% of employers continue to note that attrition is still an issue in 2023, which is the same figure in our 2022 report. Salary (42%) is the main driver of this, which is almost identical to last year’s figure of 39%. 60% of employers in 2022 were looking beyond Ireland when it came to recruitment, similar to this year’s 57% of employers.

### WHAT IS YOUR CURRENT STATUS IN RELATION TO HIRING AND RECRUITMENT?



### WHAT ARE YOUR BIGGEST HR FOCUS AREAS FOR THE YEAR AHEAD?



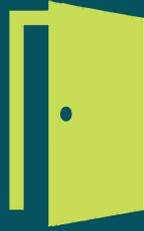
Training & Development	46%
Recruitment	41%
Retention	40%
Remuneration and benefits	34%
Employee wellness	30%
Diversity & Inclusion	23%
ESG (Environmental, Social, and Governance)	18%

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



Salary	42%
The job itself	18%
Hybrid/Remote	17%
New challenge	12%
Company benefits	9%
Other	2%

ARE YOU NOTICING MORE ATTRITION IN YOUR WORKFORCE THIS YEAR?



Yes 66%



No 34%

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



Increase  
41%



Reduction  
32%



Same  
19%



N/A  
8%

2022 - 34% (+) • 46% (-) • 13% (=) • 7% N/A

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



Suitability has increased ..... 36%  
 Suitability has decreased..... 39%  
 No change..... 17%  
 Not applicable ..... 8%

2022 - 34% (+) • 52% (-)

ARE YOU LOOKING BEYOND IRELAND WHEN IT COMES TO RECRUITMENT AND SELECTION OF NEW STAFF?



Yes  
57%

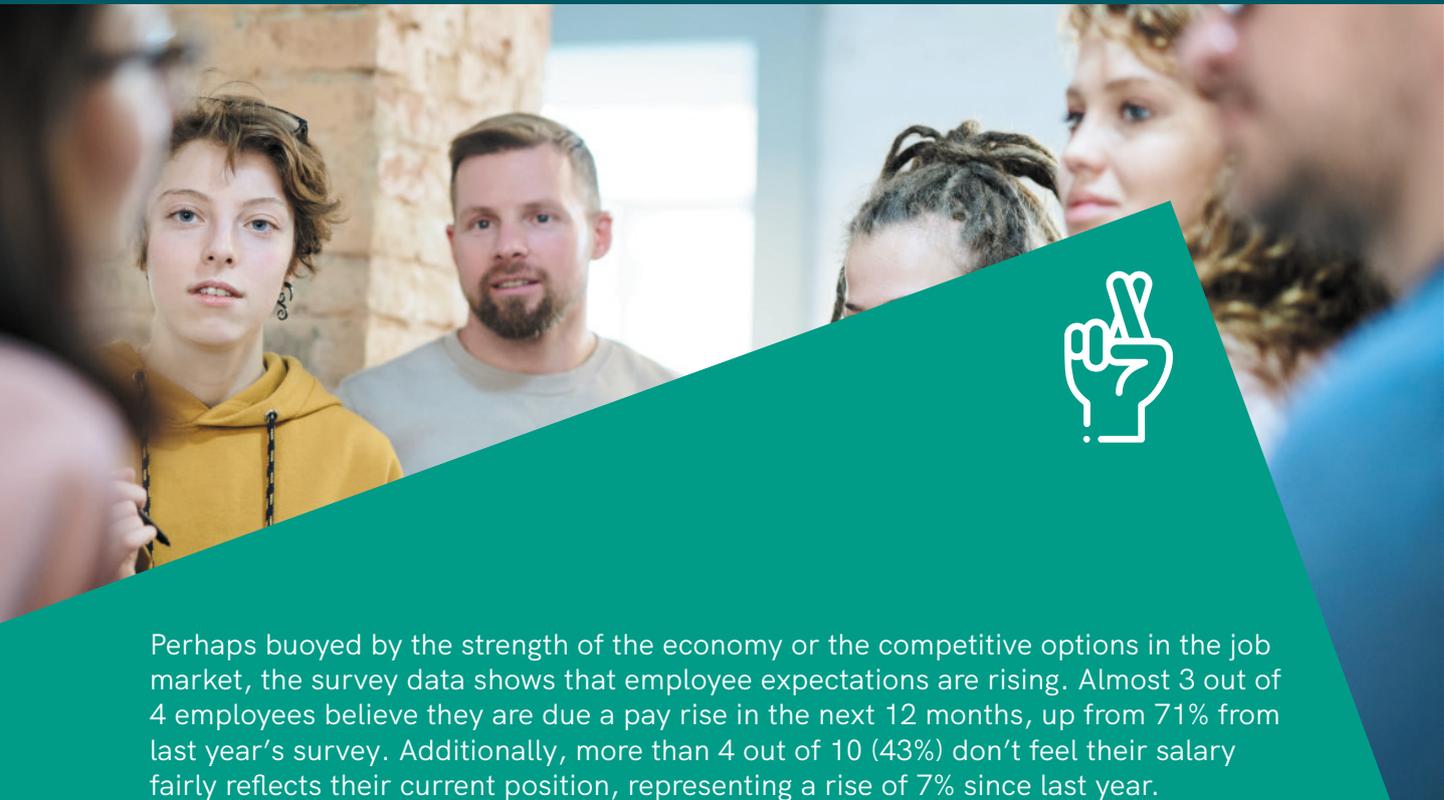


No  
30%



Not Applicable  
13%

# EMPLOYEE EXPECTATIONS



Perhaps buoyed by the strength of the economy or the competitive options in the job market, the survey data shows that employee expectations are rising. Almost 3 out of 4 employees believe they are due a pay rise in the next 12 months, up from 71% from last year's survey. Additionally, more than 4 out of 10 (43%) don't feel their salary fairly reflects their current position, representing a rise of 7% since last year.

What may be particularly eye opening for employers is that more than 6 out of 10 employees say they would change jobs for a salary increase of 25% or less. 54% of employees also say they are more likely to secure the wage they deserve by changing jobs and more than half are of the opinion that moving to a new role is the best way for them to progress in their career.

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

57% Yes

43% No

2022 - 64% Yes 36% No

2021 - 69% Yes 31% No

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

73% Yes

27% No

2022 - 71% Yes 29% No

2021 - 79% Yes 21% No

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



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



**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?**

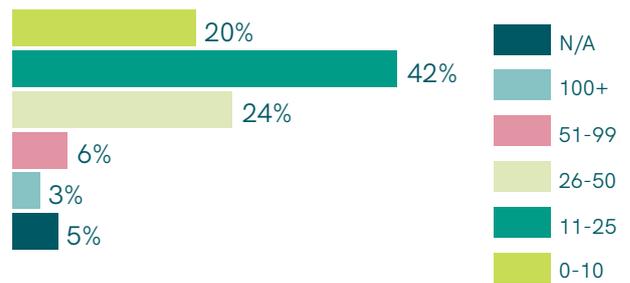


**WOULD YOU CONSIDER A PAY CUT IF YOUR JOB WAS AT RISK?**



2022 - 46% Yes	54% No
2021 - 60% Yes	40% No

**WHAT % OF A SALARY INCREASE WOULD YOU CHANGE JOBS FOR?**



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



2022 - 62% Yes	38% No
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**WOULD YOU CONSIDER A REDUCTION IN YOUR WORKING WEEK IF YOUR JOB WAS AT RISK?**



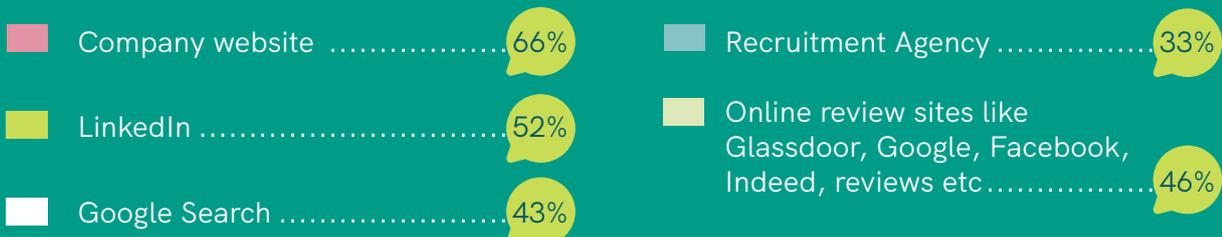
# EMPLOYEE PRIORITIES



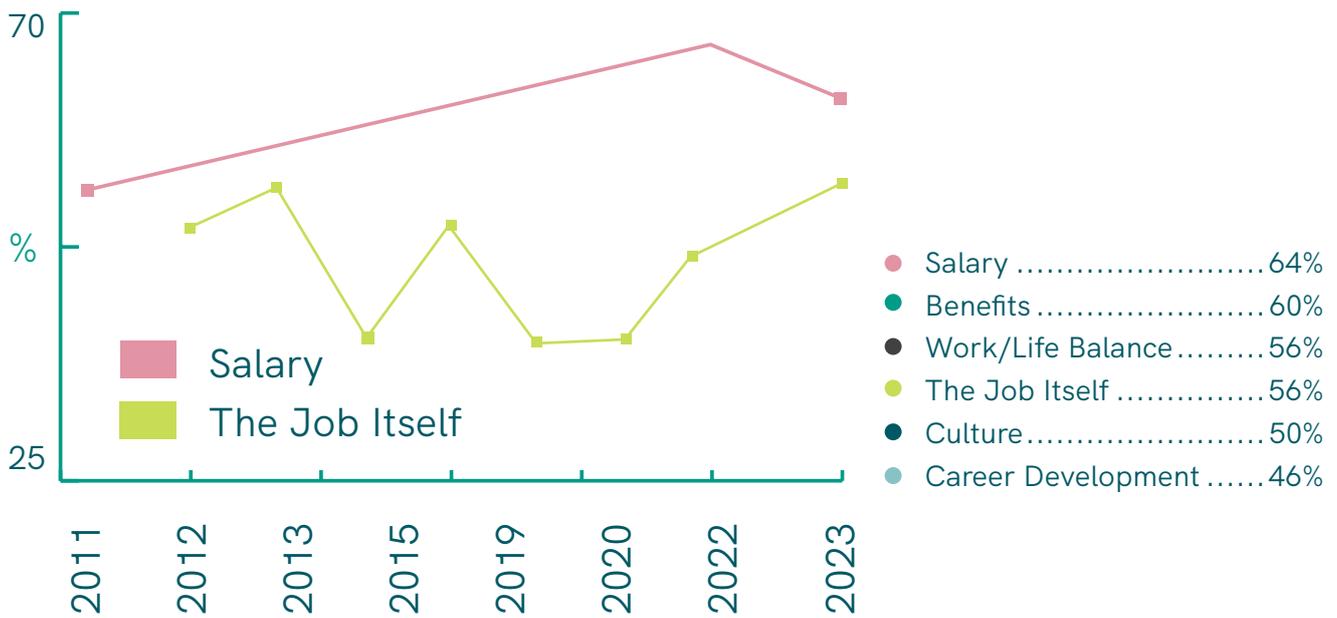
When it comes to targeting potential new hires, the data highlights that candidates have a simple message for employers – be upfront about the salary! Almost 3 out of 4 candidates say that a lack of information around salary has previously put them off applying for a job. Moreover, when asked how employers can improve their hiring process, the large majority of respondents indicate that salary information is what they want to see.

It is also notable that when it comes to considering a new role, salary is the strongest pull factor, being the main motivation for almost 2 out of every 3 candidates.

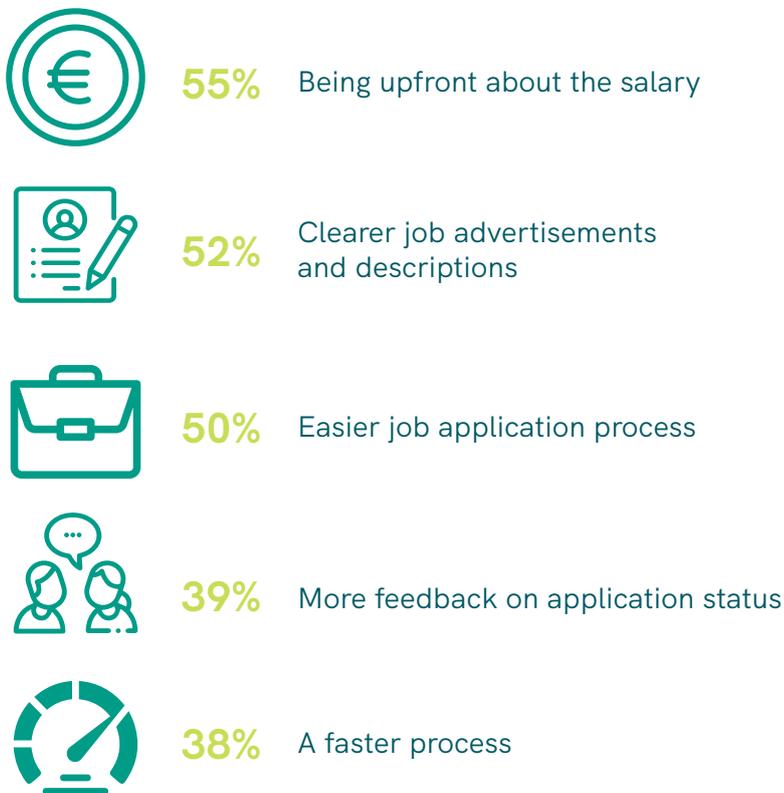
## WHEN APPLYING FOR A POSITION, HOW DO YOU RESEARCH A POTENTIAL COMPANY?



WHAT IS YOUR MOST IMPORTANT PRIORITY WHEN CONSIDERING A NEW JOB?



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

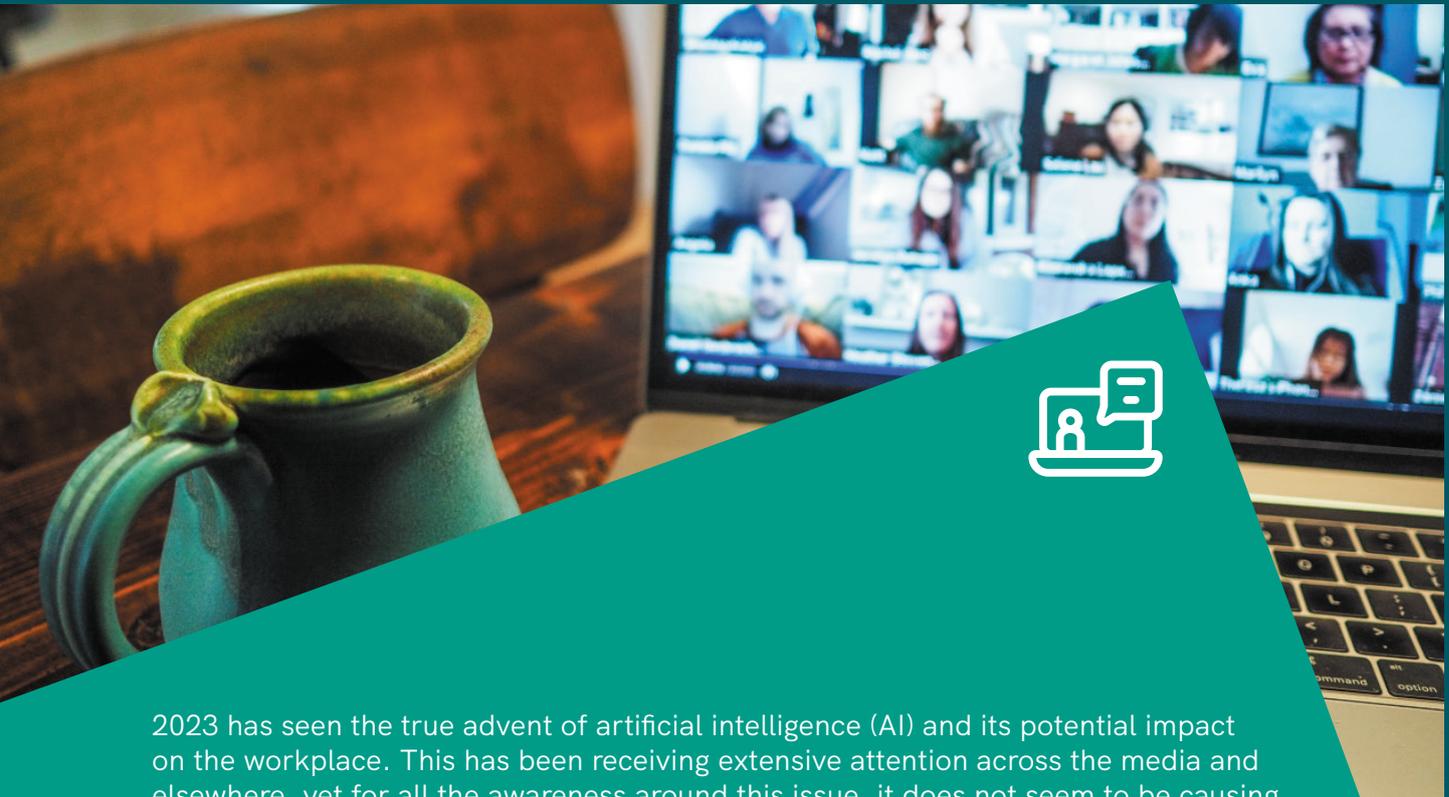


HAS A LACK OF SALARY INFORMATION ON A JOB AD PUT YOU OFF FROM APPLYING FOR A ROLE?



2022 - 70% Yes 30% No

# REMOTE WORKING & TECHNOLOGY



2023 has seen the true advent of artificial intelligence (AI) and its potential impact on the workplace. This has been receiving extensive attention across the media and elsewhere, yet for all the awareness around this issue, it does not seem to be causing too much of a concern within the Irish job market. Indeed, only 1 in 4 employees believe AI will impact or replace their jobs in the future.

Out of those responsible for hiring, however, 40% do have concerns, with the exact same number (40%) saying they don't believe AI would have an impact on their job. Interestingly, only 20% were "unsure" as to the potential impacts of AI.

From an industry perspective, respondents working in Arts & Entertainment (53%) accounted for those with the largest fears about AI impacting their job, followed by those working with Charities & Not for Profits (43%), and those in the Banking & Financial Services sector (38%).

Interestingly, Healthcare (60%) accounted for those with the least fears about AI impacting their job, followed by those working in Construction (56%), and Supply Chain, Transport and Logistics (55%). This suggests that AI is perhaps still a relative unknown across industries, with some indication, however, that employees in certain sectors are gradually becoming more aware about its potential impact in the future.

More than 9 out of 10 workers believe they are either more productive or just as productive when working from home. Interestingly, employers are also acknowledging the benefits of remote work, with more than 3 out of 4 saying their employees are either more productive or having a neutral view on their productivity.

However, despite this outlook from both employees and employers alike, it is also notable that approximately 4 out of 10 employers have been pressing their employees to spend more time 'on site' over the last year, a figure which matches the number of employees who say they have received such a request from their employer. This suggests a potential shift in attitudes towards fully remote and hybrid options.

# EMPLOYEE INSIGHTS

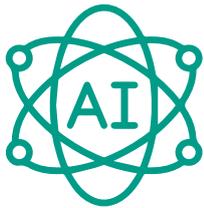
**PLEASE SELECT FROM THE FOLLOWING IN RELATION TO YOUR CURRENT WORKING STATUS?**

- 48%** Fully onsite/ in the office
- 13%** Hybrid 50/50 home and onsite
- 13%** Hybrid but mostly remote
- 13%** Hybrid but mostly onsite
- 12%** Remotely all the time
- 1%** Not currently working

**IF WORKING REMOTELY, PLEASE SELECT WHICH BEST APPLIES?**

-  I am more productive working from home than on site..... **42%**
-  I am equally as productive at home or on site..... **50%**
-  I am less productive from home than on site..... **8%**

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



**YES**  
26%



**NO**  
49%



**UNSURE**  
26%

**IF WORKING FROM HOME/ REMOTELY WHAT ARE THE BIGGEST BENEFITS FOR YOU PERSONALLY?**

- 59%** Less time travelling
- 55%** Better work life balance
- 48%** Commute cost savings
- 46%** More time with family / pets
- 41%** More time for fitness & wellbeing
- 35%** Less distractions

**IF WORKING FROM HOME/ REMOTELY, WHAT ARE YOUR BIGGEST CHALLENGES THAT IMPACT YOUR JOB PERFORMANCE?**

- 30%** Less colleague interaction
- 29%** Internet speed/ connection issues
- 28%** Difficulty switching off from work
- 23%** IT/ Technology issues
- 21%** Balancing family and work
- 19%** Less management support

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

 **Yes**  
38%

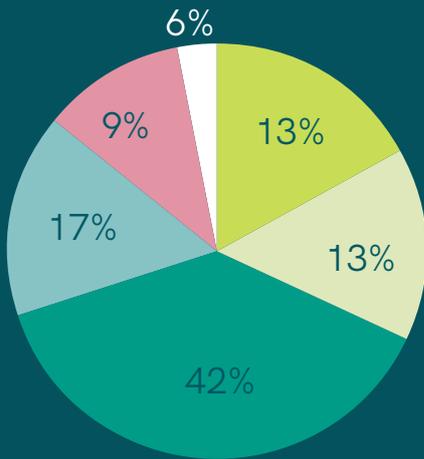
 **No**  
53%

 **N/A**  
9%

# REMOTE WORKING & TECHNOLOGY

## EMPLOYER INSIGHTS

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



Hybrid	17%
Fully remote	13%
Fully onsite/ in office	42%
Hybrid but mostly remote	9%
Hybrid but mostly onsite	13%
Employee's discretion	6%

HOW HAVE YOUR WORKING ARRANGEMENTS CHANGED IN TERMS OF REMOTE/ ON SITE REQUIREMENTS OVER THE LAST YEAR?

-  41% No change
-  35% More remote options
-  19% More in office
-  5% More employee discretion

WHICH OF THE FOLLOWING BEST DESCRIBES YOUR OPINION ON REMOTE WORKING?

-  Employees are more productive ..... 32%
-  Employees are less productive ..... 22%
-  Mixture of both ..... 46%

RATE THE FOLLOWING IN RELATION TO THE DIFFICULTIES OF MANAGING A REMOTE WORKFORCE?

	LESS	SAME	MORE
Managing team performance	14%	43%	43%
Technology	19%	45%	37%
Motivating staff	17%	39%	44%
Training & development	18%	40%	42%
Employee wellbeing	27%	35%	38%
Hiring new staff	21%	43%	36%
Inducting new staff	18%	37%	46%
Staff retention	24%	44%	32%
Trust	14%	45%	41%

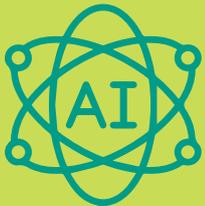
HAVE YOU BEEN PRESSING YOUR EMPLOYEES TO SPEND MORE TIME IN THE OFFICE OVER THE LAST YEAR?

-  Yes 41%
-  No 38%
-  N/A 21%

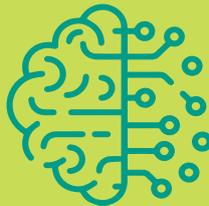
# AI

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

## EMPLOYER FOCUS



**YES**  
40%

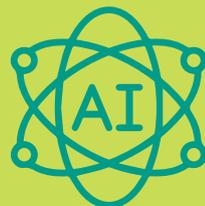


**NO**  
40%

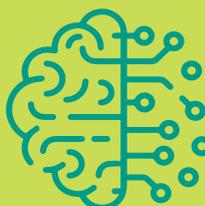


**UNSURE**  
20%

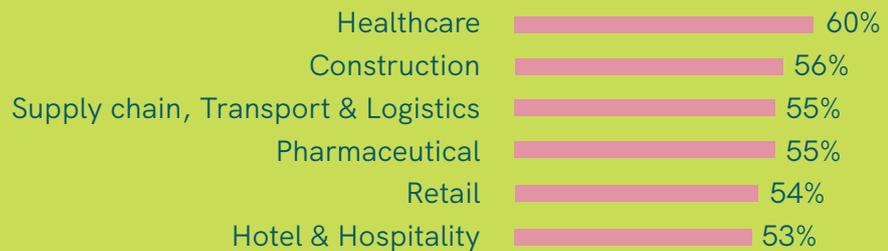
## INDUSTRY FOCUS



**YES**



**NO**



**UNSURE**



# COST OF LIVING



A rise in the cost of living has been an issue of increasing public attention in the last 12 months. It is no surprise that this has also had a direct impact on the employment market.

The most obvious result of these increased costs has been on the recruitment outlook, with almost 2 out of 3 employers saying it has impacted their hiring plans.

It is also impacting employees directly, with 56% admitting that rising costs have made them more likely to look for a new job. Additionally, 3 out of 10 employees also admit they are trying to work more from the office to keep heating and electricity costs down, while 1 in 4 are opting to undertake more remote work so as to reduce costs associated with travel.

The housing crisis is also having an impact on the job market, with almost 4 out of 10 saying the lack of accommodation is making them more likely to change jobs.

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## HAS INFLATION IMPACTED YOUR RECRUITMENT OUTLOOK?



Yes  
64%



No  
23%



N/A  
13%

**HOW HAS THE RISE IN ENERGY PRICES, HEATING AND COST OF LIVING IMPACTED ON YOUR DESIRE TO WORK FROM A SPECIFIC LOCATION (IE: FROM HOME, OR FROM AN OFFICE)?**



**HAS THE RISE IN THE COST OF LIVING MADE YOU MORE OR LESS LIKELY TO LOOK FOR A NEW JOB?**



**HOW HAS THE CURRENT HOUSING / ACCOMODATION SITUATION IMPACTED ON HOW YOU ARE MANAGING YOUR CAREER?**



# UNEMPLOYMENT TRENDS



Although the economy is at or near full employment, that does not mean that everybody is able to find work or the job they desire. Of the unemployed people who participated in our survey, the largest portion of those who answered (28%) have been unemployed for 1 year or more. While, encouragingly, this is down from 38% when the same question was asked last year, it does show there is a considerable cohort who have been unable to get a foothold in the jobs' market.

Almost 7 out of 10 unemployed people believe they will have to make a complete career change to get a new job, more than half are considering moving abroad to secure work and notably the number of people who would not consider a pay cut has also dropped this year. It was at 44% last year and now stands at 34%.

41% of unemployed respondents said they believed AI will impact or replace their job in the future, with a further 27% tentative about how AI might be of concern. Only 33% could definitively answer "no" to this question. Interestingly, when the same question was asked of people currently in work, only 25% agreed that AI would impact their job in the future, with almost half answering "no".

## ARE YOU CURRENTLY SEEKING EMPLOYMENT?

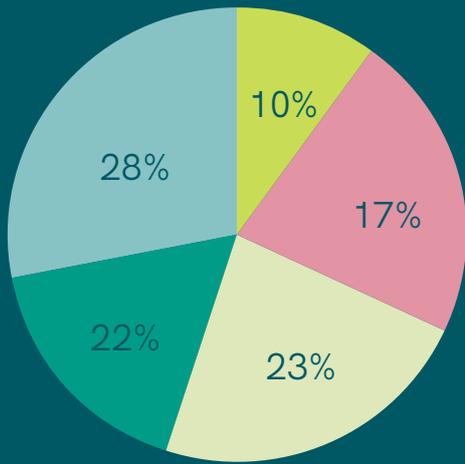


Yes  
86%



No  
14%

**HOW LONG HAVE YOU BEEN UNEMPLOYED?**

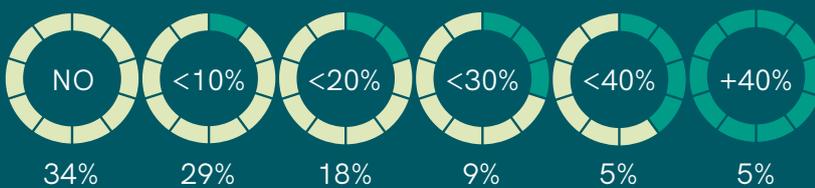


- Less than 1 month ..... 10%
- From 1 month to 3 months ..... 22%
- From 3 months to 6 months ..... 23%
- From 6 months to 1 year ..... 17%
- More than 1 years..... 28%

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?**



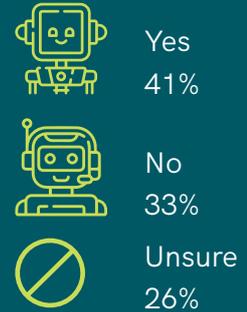
2022 - No 44%

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 THE NECESSARY SUPPORTS ARE IN PLACE TO HELP YOU FIND A NEW JOB?**



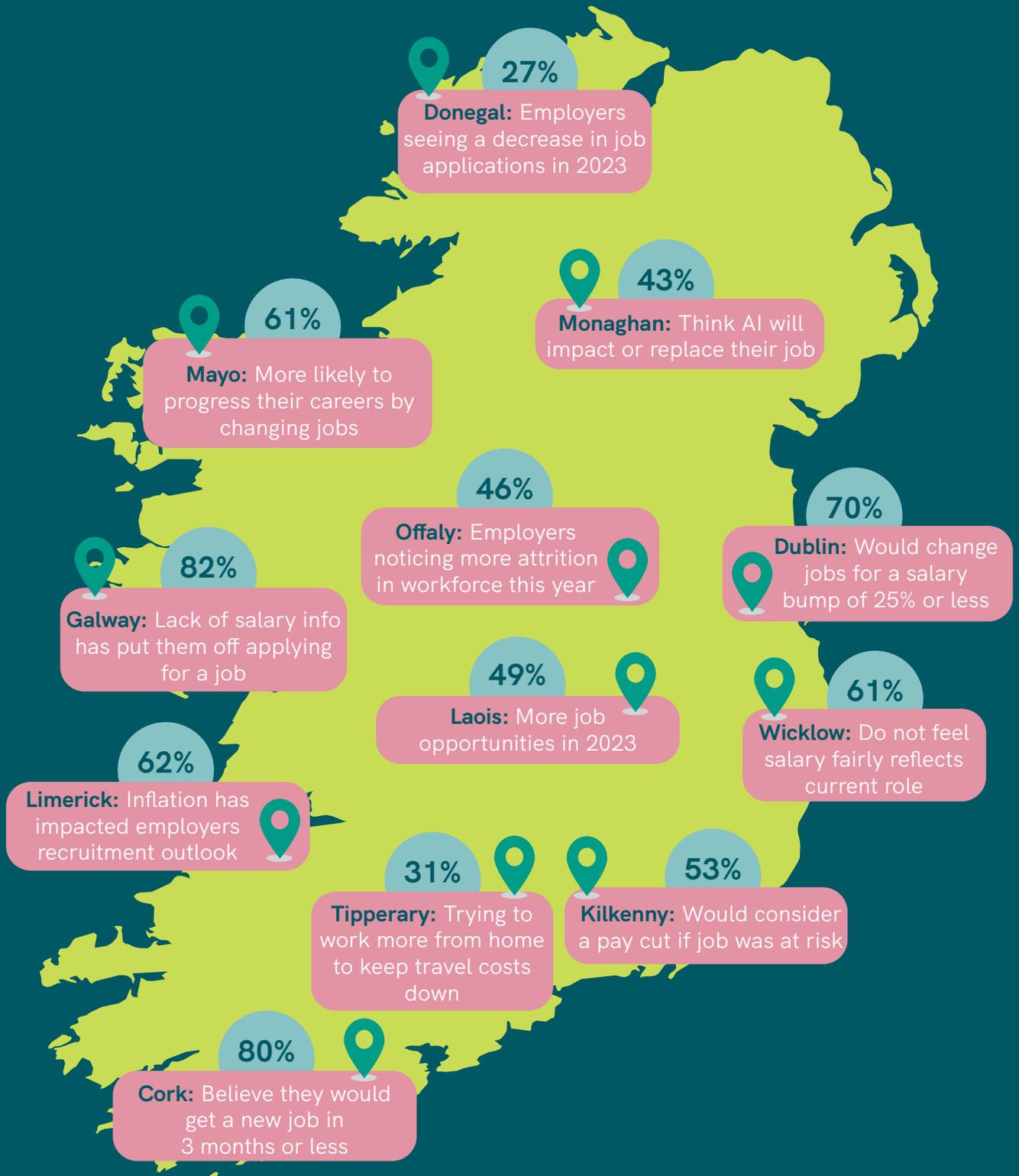
**DO YOU FEEL YOU MAY NEED TO MAKE A COMPLETE CAREER CHANGE TO FIND A NEW JOB?**



2022 - Yes 62%

2021 - Yes 74%

# REGIONAL BREAKDOWN



## Carlow



- 33% believe AI will impact or replace their job in the future
- 42% would change jobs for a salary increase of 25% or less
- 14% feel their salary does not fairly reflect their current position
- 81% expect to receive a pay rise in the next 12 months
- 25% think they are more likely to progress in their career by changing jobs than staying with their employer
- 62% feel there are more job opportunities in 2023
- 74% believe they would secure a new job in 3 months or less
- 54% fear for their job security
- 60% would consider a pay cut if their job was at risk
- 55% are trying to work more in the office to keep power/ heating costs down
- 90% say the lack of salary information on a job ad has put them off applying for a role
- 84% of employers say inflation has impacted their recruitment outlook
- 70% of employers have seen an increase in job applications this year
- 77% of employers have been pressing employees to spend more time in the office in the last year
- 82% of employers are noticing more attrition in their workforce this year
- 68% of employers say salary is the main driver of candidate attrition

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## Cavan



- 32% believe AI will impact or replace their job in the future
- 57% would change jobs for a salary increase of 25% or less
- 34% feel their salary does not fairly reflect their current position
- 69% expect to receive a pay rise in the next 12 months
- 46% think they are more likely to progress in their career by changing jobs than staying with their employer
- 39% feel there are more job opportunities in 2023
- 70% believe they would secure a new job in 3 months or less
- 45% fear for their job security
- 52% would consider a pay cut if their job was at risk
- 39% are trying to work more at home to keep travel costs down
- 72% say the lack of salary information on a job ad has put them off applying for a role
- 63% of employers say inflation has impacted their recruitment outlook
- 46% of employers have seen a decrease in job applications this year
- 54% of employers have been pressing employees to spend more time in the office in the last year
- 83% of employers are noticing more attrition in their workforce this year
- 13% of employers say salary is the main driver of candidate attrition

## Clare



- 33% believe AI will impact or replace their job in the future
  - 63% would change jobs for a salary increase of 25% or less
  - 38% feel their salary does not fairly reflect their current position
  - 80% expect to receive a pay rise in the next 12 months
  - 40% think they are more likely to progress in their career by changing jobs than staying with their employer
  - 47% feel there are more job opportunities in 2023
  - 80% believe they would secure a new job in 3 months or less
  - 39% fear for their job security
  - 59% would consider a pay cut if their job was at risk
  - 29% are trying to work more in the office to keep power/ heating costs down
  - 72% say the lack of salary information on a job ad has put them off applying for a role
  - 78% of employers say inflation has impacted their recruitment outlook
  - 30% of employers have seen a decrease in job applications this year
  - 38% of employers have been pressing employees to spend more time in the office in the last year
  - 73% of employers are noticing more attrition in their workforce this year
  - 48% of employers say salary is the main driver of candidate attrition
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## Cork



- 27% believe AI will impact or replace their job in the future
- 64% would change jobs for a salary increase of 25% or less
- 40% feel their salary does not fairly reflect their current position
- 72% expect to receive a pay rise in the next 12 months
- 52% think they are more likely to progress in their career by changing jobs than staying with their employer
- 51% feel there are more job opportunities in 2023
- 80% believe they would secure a new job in 3 months or less
- 30% fear for their job security
- 37% would consider a pay cut if their job was at risk
- 30% are trying to work more at home to keep travel costs down
- 79% say the lack of salary information on a job ad has put them off applying for a role
- 64% of employers say inflation has impacted their recruitment outlook
- 31% of employers have seen a decrease in job applications this year
- 34% of employers have been pressing employees to spend more time in the office in the last year
- 61% of employers are noticing more attrition in their workforce this year
- 42% of employers say salary is the main driver of candidate attrition

## Donegal



- 24% believe AI will impact or replace their job in the future
- 68% would change jobs for a salary increase of 25% or less
- 46% feel their salary does not fairly reflect their current position
- 50% expect to receive a pay rise in the next 12 months
- 46% think they are more likely to progress in their career by changing jobs than staying with their employer
- 41% feel there are more job opportunities in 2023
- 66% believe they would secure a new job in 3 months or less
- 41% fear for their job security
- 40% would consider a pay cut if their job was at risk
- 30% are trying to work more at home to keep travel costs down
- 70% say the lack of salary information on a job ad has put them off applying for a role
- 36% of employers say inflation has impacted their recruitment outlook
- 27% of employers have seen a decrease in job applications this year
- 18% of employers have been pressing employees to spend more time in the office in the last year
- 36% of employers are noticing more attrition in their workforce this year
- 45% of employers say salary is the main driver of candidate attrition

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## Dublin



- 19% believe AI will impact or replace their job in the future
- 70% would change jobs for a salary increase of 25% or less
- 50% feel their salary does not fairly reflect their current position
- 74% expect to receive a pay rise in the next 12 months
- 54% think they are more likely to progress in their career by changing jobs than staying with their employer
- 44% feel there are more job opportunities in 2023
- 82% believe they would secure a new job in 3 months or less
- 33% fear for their job security
- 31% would consider a pay cut if their job was at risk
- 26% are trying to work more in the office to keep power/ heating costs down
- 78% say the lack of salary information on a job ad has put them off applying for a role
- 63% of employers say inflation has impacted their recruitment outlook
- 47% of employers have seen an increase in job applications this year
- 29% of employers have been pressing employees to spend more time in the office in the last year
- 62% of employers are noticing more attrition in their workforce this year
- 46% of employers say salary is the main driver of candidate attrition

## Galway



- 23% believe AI will impact or replace their job in the future
- 66% would change jobs for a salary increase of 25% or less
- 41% feel their salary does not fairly reflect their current position
- 78% expect to receive a pay rise in the next 12 months
- 52% think they are more likely to progress in their career by changing jobs than staying with their employer
- 50% feel there are more job opportunities in 2023
- 78% believe they would secure a new job in 3 months or less
- 30% fear for their job security
- 34% would consider a pay cut if their job was at risk
- 28% are trying to work more at home to keep travel costs down
- 82% say the lack of salary information on a job ad has put them off applying for a role
- 73% of employers say inflation has impacted their recruitment outlook
- 45% of employers have seen a decrease in job applications this year
- 30% of employers have been pressing employees to spend more time in the office in the last year
- 70% of employers are noticing more attrition in their workforce this year
- 57% of employers say salary is the main driver of candidate attrition

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## Kerry



- 29% believe AI will impact or replace their job in the future
- 67% would change jobs for a salary increase of 25% or less
- 40% feel their salary does not fairly reflect their current position
- 70% expect to receive a pay rise in the next 12 months
- 49% think they are more likely to progress in their career by changing jobs than staying with their employer
- 50% feel there are more job opportunities in 2023
- 76% believe they would secure a new job in 3 months or less
- 37% fear for their job security
- 43% would consider a pay cut if their job was at risk
- 30% are trying to work more in the office to keep power/ heating costs down
- 74% say the lack of salary information on a job ad has put them off applying for a role
- 62% of employers say inflation has impacted their recruitment outlook
- 42% of employers have seen a decrease in job applications this year
- 42% of employers have been pressing employees to spend more time in the office in the last year
- 62% of employers are noticing more attrition in their workforce this year
- 42% of employers say salary is the main driver of candidate attrition

## Kildare



- 34% believe AI will impact or replace their job in the future
- 62% would change jobs for a salary increase of 25% or less
- 31% feel their salary does not fairly reflect their current position
- 77% expect to receive a pay rise in the next 12 months
- 49% think they are more likely to progress in their career by changing jobs than staying with their employer
- 43% feel there are more job opportunities in 2023
- 76% believe they would secure a new job in 3 months or less
- 39% fear for their job security
- 50% would consider a pay cut if their job was at risk
- 32% are trying to work more at home to keep travel costs down
- 77% say the lack of salary information on a job ad has put them off applying for a role
- 58% of employers say inflation has impacted their recruitment outlook
- 38% of employers have seen a decrease in job applications this year
- 47% of employers have been pressing employees to spend more time in the office in the last year
- 62% of employers are noticing more attrition in their workforce this year
- 42% of employers say salary is the main driver of candidate attrition

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## Kilkenny



- 32% believe AI will impact or replace their job in the future
- 60% would change jobs for a salary increase of 25% or less
- 33% feel their salary does not fairly reflect their current position
- 69% expect to receive a pay rise in the next 12 months
- 57% think they are more likely to progress in their career by changing jobs than staying with their employer
- 43% feel there are more job opportunities in 2023
- 70% believe they would secure a new job in 3 months or less
- 42% fear for their job security
- 53% would consider a pay cut if their job was at risk
- 35% are trying to work more in the office to keep power/ heating costs down
- 83% say the lack of salary information on a job ad has put them off applying for a role
- 76% of employers say inflation has impacted their recruitment outlook
- 52% of employers have seen a decrease in job applications this year
- 54% of employers have been pressing employees to spend more time in the office in the last year
- 76% of employers are noticing more attrition in their workforce this year
- 28% of employers say salary is the main driver of candidate attrition

## Laois



- 34% believe AI will impact or replace their job in the future
- 65% would change jobs for a salary increase of 25% or less
- 40% feel their salary does not fairly reflect their current position
- 71% expect to receive a pay rise in the next 12 months
- 50% think they are more likely to progress in their career by changing jobs than staying with their employer
- 49% feel there are more job opportunities in 2023
- 78% believe they would secure a new job in 3 months or less
- 47% fear for their job security
- 46% would consider a pay cut if their job was at risk
- 30% are trying to work more in the office to keep power/ heating costs down
- 77% say the lack of salary information on a job ad has put them off applying for a role
- 62% of employers say inflation has impacted their recruitment outlook
- 47% of employers have seen a decrease in job applications this year
- 44% of employers have been pressing employees to spend more time in the office in the last year
- 67% of employers are noticing more attrition in their workforce this year
- 24% of employers say salary is the main driver of candidate attrition

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## Leitrim



- 43% believe AI will impact or replace their job in the future
- 63% would change jobs for a salary increase of 25% or less
- 30% feel their salary does not fairly reflect their current position
- 75% expect to receive a pay rise in the next 12 months
- 45% think they are more likely to progress in their career by changing jobs than staying with their employer
- 63% feel there are more job opportunities in 2023
- 60% believe they would secure a new job in 3 months or less
- 55% fear for their job security
- 63% would consider a pay cut if their job was at risk
- 44% are trying to work more at home to keep travel costs down
- 79% say the lack of salary information on a job ad has put them off applying for a role
- 68% of employers say inflation has impacted their recruitment outlook
- 57% of employers have seen a decrease in job applications this year
- 71% of employers have been pressing employees to spend more time in the office in the last year
- 68% of employers are noticing more attrition in their workforce this year
- 21% of employers say salary is the main driver of candidate attrition

## Limerick



- 22% believe AI will impact or replace their job in the future
- 68% would change jobs for a salary increase of 25% or less
- 46% feel their salary does not fairly reflect their current position
- 72% expect to receive a pay rise in the next 12 months
- 48% think they are more likely to progress in their career by changing jobs than staying with their employer
- 53% feel there are more job opportunities in 2023
- 77% believe they would secure a new job in 3 months or less
- 38% fear for their job security
- 38% would consider a pay cut if their job was at risk
- 26% are trying to work more at home to keep travel costs down
- 77% say the lack of salary information on a job ad has put them off applying for a role
- 62% of employers say inflation has impacted their recruitment outlook
- 50% of employers have seen an increase in job applications this year
- 42% of employers have been pressing employees to spend more time in the office in the last year
- 68% of employers are noticing more attrition in their workforce this year
- 54% of employers say salary is the main driver of candidate attrition

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## Longford



- 31% believe AI will impact or replace their job in the future
- 61% would change jobs for a salary increase of 25% or less
- 46% feel their salary does not fairly reflect their current position
- 86% expect to receive a pay rise in the next 12 months
- 64% think they are more likely to progress in their career by changing jobs than staying with their employer
- 31% feel there are more job opportunities in 2023
- 86% believe they would secure a new job in 3 months or less
- 38% fear for their job security
- 41% would consider a pay cut if their job was at risk
- 39% are trying to work more at home to keep travel costs down
- 86% say the lack of salary information on a job ad has put them off applying for a role
- 80% of employers say inflation has impacted their recruitment outlook
- 50% of employers have seen a decrease in job applications this year
- 50% of employers have been pressing employees to spend more time in the office in the last year
- 60% of employers are noticing more attrition in their workforce this year
- 40% of employers say salary is the main driver of candidate attrition

## Louth



- 25% believe AI will impact or replace their job in the future
- 70% would change jobs for a salary increase of 25% or less
- 28% feel their salary does not fairly reflect their current position
- 61% expect to receive a pay rise in the next 12 months
- 36% think they are more likely to progress in their career by changing jobs than staying with their employer
- 39% feel there are more job opportunities in 2023
- 70% believe they would secure a new job in 3 months or less
- 31% fear for their job security
- 39% would consider a pay cut if their job was at risk
- 37% are trying to work more in the office to keep power/ heating costs down
- 71% say the lack of salary information on a job ad has put them off applying for a role
- 54% of employers say inflation has impacted their recruitment outlook
- 46% of employers have seen a decrease in job applications this year
- 38% of employers have been pressing employees to spend more time in the office in the last year
- 69% of employers are noticing more attrition in their workforce this year
- 31% of employers say salary is the main driver of candidate attrition

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## Mayo



- 23% believe AI will impact or replace their job in the future
- 71% would change jobs for a salary increase of 25% or less
- 58% feel their salary does not fairly reflect their current position
- 68% expect to receive a pay rise in the next 12 months
- 61% think they are more likely to progress in their career by changing jobs than staying with their employer
- 52% feel there are more job opportunities in 2023
- 87% believe they would secure a new job in 3 months or less
- 23% fear for their job security
- 35% would consider a pay cut if their job was at risk
- 31% are trying to work more in the office to keep power/ heating costs down
- 79% say the lack of salary information on a job ad has put them off applying for a role
- 50% of employers say inflation has impacted their recruitment outlook
- 50% of employers have seen a decrease in job applications this year
- 25% of employers have been pressing employees to spend more time in the office in the last year
- 50% of employers are noticing more attrition in their workforce this year
- 25% of employers say hybrid/ remote working is the main driver of candidate attrition

## Meath



- 10% believe AI will impact or replace their job in the future
- 61% would change jobs for a salary increase of 25% or less
- 56% feel their salary does not fairly reflect their current position
- 66% expect to receive a pay rise in the next 12 months
- 54% think they are more likely to progress in their career by changing jobs than staying with their employer
- 45% feel there are more job opportunities in 2023
- 77% believe they would secure a new job in 3 months or less
- 29% fear for their job security
- 26% would consider a pay cut if their job was at risk
- 29% are trying to work more at home to keep travel costs down
- 80% say the lack of salary information on a job ad has put them off applying for a role
- 69% of employers say inflation has impacted their recruitment outlook
- 38% of employers have seen a decrease in job applications this year
- 23% of employers have been pressing employees to spend more time in the office in the last year
- 69% of employers are noticing more attrition in their workforce this year
- 58% of employers say salary is the main driver of candidate attrition

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## Monaghan



- 43% believe AI will impact or replace their job in the future
- 59% would change jobs for a salary increase of 25% or less
- 22% feel their salary does not fairly reflect their current position
- 74% expect to receive a pay rise in the next 12 months
- 59% think they are more likely to progress in their career by changing jobs than staying with their employer
- 39% feel there are more job opportunities in 2023
- 68% believe they would secure a new job in 3 months or less
- 57% fear for their job security
- 61% would consider a pay cut if their job was at risk
- 48% are trying to work more in the office to keep power/ heating costs down
- 78% say the lack of salary information on a job ad has put them off applying for a role
- 75% of employers say inflation has impacted their recruitment outlook
- 55% of employers have seen a decrease in job applications this year
- 75% of employers have been pressing employees to spend more time in the office in the last year
- 80% of employers are noticing more attrition in their workforce this year
- 35% of employers say salary is the main driver of candidate attrition

## Offaly



- 16% believe AI will impact or replace their job in the future
  - 67% would change jobs for a salary increase of 25% or less
  - 48% feel their salary does not fairly reflect their current position
  - 70% expect to receive a pay rise in the next 12 months
  - 49% think they are more likely to progress in their career by changing jobs than staying with their employer
  - 44% feel there are more job opportunities in 2023
  - 79% believe they would secure a new job in 3 months or less
  - 25% fear for their job security
  - 36% would consider a pay cut if their job was at risk
  - 27% are trying to work more at home to keep travel costs down
  - 75% say the lack of salary information on a job ad has put them off applying for a role
  - 49% of employers say inflation has impacted their recruitment outlook
  - 31% of employers have seen a decrease in job applications this year
  - 31% of employers have been pressing employees to spend more time in the office in the last year
  - 46% of employers are noticing more attrition in their workforce this year
  - 56% of employers say salary is the main driver of candidate attrition
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## Roscommon



- 26% believe AI will impact or replace their job in the future
- 70% would change jobs for a salary increase of 25% or less
- 35% feel their salary does not fairly reflect their current position
- 68% expect to receive a pay rise in the next 12 months
- 59% think they are more likely to progress in their career by changing jobs than staying with their employer
- 62% feel there are more job opportunities in 2023
- 70% believe they would secure a new job in 3 months or less
- 53% fear for their job security
- 56% would consider a pay cut if their job was at risk
- 30% are trying to work more at home to keep travel costs down
- 76% say the lack of salary information on a job ad has put them off applying for a role
- 64% of employers say inflation has impacted their recruitment outlook
- 45% of employers have seen an increase in job applications this year
- 73% of employers have been pressing employees to spend more time in the office in the last year
- 82% of employers are noticing more attrition in their workforce this year
- 30% of employers say salary is the main driver of candidate attrition

## Sligo



- 37% believe AI will impact or replace their job in the future
- 46% would change jobs for a salary increase of 25% or less
- 35% feel their salary does not fairly reflect their current position
- 73% expect to receive a pay rise in the next 12 months
- 41% think they are more likely to progress in their career by changing jobs than staying with their employer
- 55% feel there are more job opportunities in 2023
- 76% believe they would secure a new job in 3 months or less
- 39% fear for their job security
- 47% would consider a pay cut if their job was at risk
- 33% are trying to work more at home to keep travel costs down
- 78% say the lack of salary information on a job ad has put them off applying for a role
- 58% of employers say inflation has impacted their recruitment outlook
- 58% of employers have seen an increase in job applications this year
- 47% of employers have been pressing employees to spend more time in the office in the last year
- 58% of employers are noticing more attrition in their workforce this year
- 26% of employers say salary is the main driver of candidate attrition

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## Tipperary



- 19% believe AI will impact or replace their job in the future
- 67% would change jobs for a salary increase of 25% or less
- 44% feel their salary does not fairly reflect their current position
- 64% expect to receive a pay rise in the next 12 months
- 50% think they are more likely to progress in their career by changing jobs than staying with their employer
- 40% feel there are more job opportunities in 2023
- 77% believe they would secure a new job in 3 months or less
- 19% fear for their job security
- 31% would consider a pay cut if their job was at risk
- 31% are trying to work more at home to keep travel costs down
- 83% say the lack of salary information on a job ad has put them off applying for a role
- 48% of employers say inflation has impacted their recruitment outlook
- 37% of employers have seen an increase in job applications this year
- 33% of employers have been pressing employees to spend more time in the office in the last year
- 59% of employers are noticing more attrition in their workforce this year
- 58% of employers say salary is the main driver of candidate attrition

## Waterford



- 23% believe AI will impact or replace their job in the future
  - 71% would change jobs for a salary increase of 25% or less
  - 43% feel their salary does not fairly reflect their current position
  - 88% expect to receive a pay rise in the next 12 months
  - 51% think they are more likely to progress in their career by changing jobs than staying with their employer
  - 49% feel there are more job opportunities in 2023
  - 72% believe they would secure a new job in 3 months or less
  - 37% fear for their job security
  - 33% would consider a pay cut if their job was at risk
  - 33% are trying to work more in the office to keep power/ heating costs down
  - 83% say the lack of salary information on a job ad has put them off applying for a role
  - 53% of employers say inflation has impacted their recruitment outlook
  - 40% of employers have seen an increase in job applications this year
  - 40% of employers have been pressing employees to spend more time in the office in the last year
  - 47% of employers are noticing more attrition in their workforce this year
  - 47% of employers say salary is the main driver of candidate attrition
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## Westmeath



- 16% believe AI will impact or replace their job in the future
- 67% would change jobs for a salary increase of 25% or less
- 51% feel their salary does not fairly reflect their current position
- 71% expect to receive a pay rise in the next 12 months
- 51% think they are more likely to progress in their career by changing jobs than staying with their employer
- 43% feel there are more job opportunities in 2023
- 87% believe they would secure a new job in 3 months or less
- 26% fear for their job security
- 39% would consider a pay cut if their job was at risk
- 27% are trying to work more at home to keep travel costs down
- 74% say the lack of salary information on a job ad has put them off applying for a role
- 50% of employers say inflation has impacted their recruitment outlook
- 32% of employers have seen an increase in job applications this year
- 27% of employers have been pressing employees to spend more time in the office in the last year
- 32% of employers are noticing more attrition in their workforce this year
- 57% of employers say salary is the main driver of candidate attrition

## Wexford



- 18% believe AI will impact or replace their job in the future
  - 74% would change jobs for a salary increase of 25% or less
  - 50% feel their salary does not fairly reflect their current position
  - 68% expect to receive a pay rise in the next 12 months
  - 56% think they are more likely to progress in their career by changing jobs than staying with their employer
  - 38% feel there are more job opportunities in 2023
  - 84% believe they would secure a new job in 3 months or less
  - 26% fear for their job security
  - 30% would consider a pay cut if their job was at risk
  - 30% are trying to work more in the office to keep power/ heating costs down
  - 74% say the lack of salary information on a job ad has put them off applying for a role
  - 38% of employers say inflation has impacted their recruitment outlook
  - 38% of employers have seen an increase in job applications this year
  - 25% of employers have been pressing employees to spend more time in the office in the last year
  - 50% of employers are noticing more attrition in their workforce this year
  - 43% of employers say salary is the main driver of candidate attrition
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## Wicklow



- 9% believe AI will impact or replace their job in the future
- 79% would change jobs for a salary increase of 25% or less
- 61% feel their salary does not fairly reflect their current position
- 67% expect to receive a pay rise in the next 12 months
- 61% think they are more likely to progress in their career by changing jobs than staying with their employer
- 30% feel there are more job opportunities in 2023
- 75% believe they would secure a new job in 3 months or less
- 30% fear for their job security
- 30% would consider a pay cut if their job was at risk
- 28% are trying to work more at home to keep travel costs down
- 86% say the lack of salary information on a job ad has put them off applying for a role
- 50% of employers say inflation has impacted their recruitment outlook
- 67% of employers have seen a decrease in job applications this year
- 50% of employers have been pressing employees to spend more time in the office in the last year
- 67% of employers are noticing more attrition in their workforce this year
- 25% of employers say salary is the main driver of candidate attrition

# We work for you.

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