

# Northern Ireland labour market summary

June 2023

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# 1 Population characteristics

3.3% of the working age population in Northern Ireland are from an ethnic minority – significantly below the UK average of 14.9%.

Belfast has the most ethnically diverse working age population (7.1%), while Causeway Coast and Glens has the least (1.4%).

- 1.1.3 4.7% of young people are from an ethnic minority group – significantly lower than the UK average of 19.3%.
- 1.1.4 24.3% of working age people have some form of disability – only slightly higher than the UK average of 23.2%.
- 1.1.5 Derry City and Strabane has the highest proportion of its working age population with a disability (27.1%), while Mid Ulster has the lowest (21.2%).
- 1.1.6 8.5% of working age people are non-UK nationals – lower than the UK average of 11.5%.
- 1.1.7 Belfast has the highest proportion of its working age population that are non-UK nationals (18.4%), while Torfaen has the lowest (1.7%).
- 1.1.8 Between 2023 and 2040, the population of the Northern Ireland area is expected to grow by an estimated 1.4%<sup>1</sup> - less than the UK average of 5.9%.

- 1.1.9 Lisburn and Castlereagh is expected to experience the largest percentage growth of its total population (12.4%), while Derry City and Strabane is expected to see the largest decline (-3.8%).
- 1.1.10 Four LGDs in Northern Ireland are expected to see a fall in their population levels - Mid and East Antrim, Belfast, Causeway Coast and Glens and Derry City and Strabane.
- 1.1.11 Between 2023 and 2040, the young people population of the Northern Ireland area is expected to grow by an estimated 0.5% - less than the UK average of 6.6%.
- 1.1.12 Lisburn and Castlereagh is expected to experience the largest percentage growth of its young people population (10.9%), while Causeway Coast and Glens is expected to see the largest decline (-7.7%).
- 1.1.13 Six LGDs in Northern Ireland’s resourcing area are expected to see a fall in their population levels - Antrim and Newtownabbey, Fermanagh and Omagh, Derry City and Strabane, Mid and East Antrim, Ards and North Down and Causeway Coast and Glens.

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<sup>1</sup> 2020-based Interim Population Projections for Northern Ireland, Northern Ireland Statistics and Research Agency.

## 2 Economic activity

- 2.1.1 Each of the 11 Local Government District (LGD) areas in Northern Ireland have been ranked from “worst” (ranking=1) to “best” (ranking=11) performing based on their relative performance against five measures of economic status.
- 2.1.2 There five economic activity measures are:
- Employment rate
  - Job density
  - Unemployment rates
  - Long-term unemployment
  - Economic inactivity
- 2.1.3 The table below shows each LGD’s average rank across these five economic activity measures.
- 2.1.4 Derry City and Strabane has the lowest average ranking – 3.6 out of 11.
- 2.1.5 Antrim and Newtownabbey has the highest average ranking – 10.0 out of 11.

Figure 1: Average ranking of all economic status measures

| Local Government District            | Average rank |
|--------------------------------------|--------------|
| Derry City and Strabane              | 3.6          |
| Belfast                              | 3.8          |
| Causeway Coast and Glens             | 4.6          |
| Newry, Mourne and Down               | 5.4          |
| Armagh City, Banbridge and Craigavon | 5.4          |
| Mid and East Antrim                  | 5.6          |
| Ards and North Down                  | 5.8          |
| Fermanagh and Omagh                  | 6.2          |
| Mid Ulster                           | 7.2          |
| Lisburn and Castlereagh              | 7.8          |
| Antrim and Newtownabbey              | 10.0         |

### 3 Educational attainment and progression

- 3.1.1 Each of the 11 Local Government District (LGD) areas in Northern Ireland have been ranked from “worst” (ranking=1) to “best” (ranking=11) performing based on their relative performance against five measures of educational attainment and progression.
- 3.1.2 The four educational attainment and progression measures are:
  - 18-24-year-olds in full-time education
  - Working age population with no qualifications
  - Working age population with at least a Degree qualification
  - Working age people receiving job related training in the last 13 weeks
- 3.1.3 The table below shows each LGD’s average rank across these five economic activity measures.
- 3.1.4 Fermanagh and Omagh has the lowest average ranking – 2.8 out of 11.
- 3.1.5 Lisburn and Castlereagh has the highest average ranking – 8.8 out of 11.

Figure 2: Average ranking of all educational attainment and progression measures

| Local Government District            | Average rank |
|--------------------------------------|--------------|
| Fermanagh and Omagh                  | 2.8          |
| Derry City and Strabane              | 4.0          |
| Newry, Mourne and Down               | 4.3          |
| Mid Ulster                           | 4.3          |
| Causeway Coast and Glens             | 5.5          |
| Belfast                              | 6.0          |
| Armagh City, Banbridge and Craigavon | 6.5          |
| Antrim and Newtownabbey              | 7.0          |
| Mid and East Antrim                  | 8.3          |
| Ards and North Down                  | 8.5          |
| Lisburn and Castlereagh              | 8.8          |

#### Higher education starts and outcomes

- 3.1.6 In 20120/21, there were 12,400 starts on first degree courses in Northern Ireland (up from 10,500 in 2010/11)<sup>2</sup>, primarily within Ulster University and Queen's University Belfast. Of these, 57% were female (up from 43% in 2010/11).
- 3.1.7 Of these, 4,300 were in subjects aligned to the industries covered in this research (up from 2,700 in 2010/22). Of these, just 35% were female (up from 30% in 2010/11).

<sup>2</sup> HESA Student Record 2020/21.

3.1.8 Of the 5,100 graduates with a pass from a First Degree course from an HE institution in Northern Ireland, 3,800 entered employment or self-employment – but just 115 of these did so in the green industries covered by this research.

Figure 3: Relevant outcomes of graduates from Northern Ireland institutions (2020/21)

| Graduate outcomes                               | Number of graduates | %    |
|---|---------------------|------|
| Graduates from first degree courses with a pass | 5,100               | 100% |
| ... entered employment or self-employment       | 3,800               | 75%  |
| ... working in the “green” industries           | 115                 | 3%   |

Source: HESA Student Record Graduate Outcomes Survey Results.

## 4 Levels of multiple deprivation

4.1.1 The Indices of Deprivation provide a set of relative measures of deprivation across England, Scotland Wales separately.

4.1.2 They are based on seven domains of deprivation:

- Barriers to Housing and Services
- Crime
- Education, Skills and Training Deprivation
- Employment Deprivation
- Health Deprivation and Disability
- Income Deprivation
- Living Environment Deprivation

4.1.3 Although not every person in a highly deprived area will themselves be experiencing high levels of deprivation, in general terms it is likely that the availability of skills in the more deprived areas will be less than in the less deprived areas.

4.1.4 The table below shows each LGD's overall ranking.

Figure 4: National ranking of multiple deprivation

| Local Government District            | Average rank |
|--------------------------------------|--------------|
| Belfast                              | 1.0          |
| Derry City and Strabane              | 2.0          |
| Newry, Mourne and Down               | 3.0          |
| Armagh City, Banbridge and Craigavon | 4.0          |
| Fermanagh and Omagh                  | 5.0          |
| Mid and East Antrim                  | 6.0          |
| Causeway Coast and Glens             | 7.0          |
| Ards and North Down                  | 8.0          |
| Mid Ulster                           | 9.0          |
| Antrim and Newtownabbey              | 10.0         |
| Lisburn and Castlereagh              | 11.0         |

Source: Northern Ireland Indices of Multiple Deprivation, 2020.

4.1.5 Belfast is Northern Ireland's most deprived, while Lisburn and Castlereagh is its least deprived.

## 5 Summary of labour market measures

- 5.1.1 The table below provides a summary of the rankings across the measures for economic status, educational attainment and progression and multiple deprivation.
- 5.1.2 Across all measures, Derry City and Strabane has the lowest overall ranking (3.2), while Lisburn and Castlereagh has the highest overall ranking (9.2).
- 5.1.3 In theory, in those LGDs which are ranked lower than the median (1-5), the more likely it is that attracting and retaining the right skills could prove to be a challenge.
- 5.1.4 Conversely, in those LGDs which are ranked higher than the median (7-11), the more likely it is that attracting and retaining the right skills could be easier.

Figure 5: Summary of rankings

| Local Government District            | Overall rank | Economic status | Educational attainment & progression | Multiple deprivation |
|--------------------------------------|--------------|-----------------|--------------------------------------|----------------------|
| Derry City and Strabane              | 3.2          | 3.6             | 4.0                                  | 2.0                  |
| Belfast                              | 3.6          | 3.8             | 6.0                                  | 1.0                  |
| Newry, Mourne and Down               | 4.2          | 5.4             | 4.3                                  | 3.0                  |
| Fermanagh and Omagh                  | 4.7          | 6.2             | 2.8                                  | 5.0                  |
| Armagh City, Banbridge and Craigavon | 5.3          | 5.4             | 6.5                                  | 4.0                  |
| Causeway Coast and Glens             | 5.7          | 4.6             | 5.5                                  | 7.0                  |
| Mid and East Antrim                  | 6.6          | 5.6             | 8.3                                  | 6.0                  |
| Mid Ulster                           | 6.8          | 7.2             | 4.3                                  | 9.0                  |
| Ards and North Down                  | 7.4          | 5.8             | 8.5                                  | 8.0                  |
| Antrim and Newtownabbey              | 9.0          | 10.0            | 7.0                                  | 10.0                 |
| Lisburn and Castlereagh              | 9.2          | 7.8             | 8.8                                  | 11.0                 |



## 6 Employment by industry and occupation

### 6.1 Employment by industry

Accurate and reliable estimates of employment within each of the green industries and circular economy in Northern Ireland are difficult to obtain.

By using a combination of the Northern Ireland Business Register and Employment Survey (2021)<sup>3</sup> and Agricultural Workforce in the United Kingdom at 1 June<sup>4</sup> published by the Office for National Statistics, we estimate that 105,000 people are employed in the industries most closely aligned to the green industries and circular economy (based on a “best fit” of Standard Industrial Classification codes into the eight industries).

Figure 6: Workforce estimates by industry

| Industry   | Standard Industry Classification  | People in employment |
|--|---|----------------------|
| Large-scale energy production                          | 35.11 Production of electricity   | 400                  |
|  | 35.12 Transmission of electricity   |                      |
|  | 35.13 Distribution of electricity   |                      |
|  | 35.14 Trade of electricity  |                      |
| Infrastructure   | 35.22 Distribution of gaseous fuels through mains   | 10,000               |
|  | 35.23 Trade of gas through mains  |                      |
|  | 36.00 Water collection, treatment and supply  |                      |
|  | 37.00 Sewerage  |                      |
|  | 42.2 Construction of utility projects   |                      |
|  | 42.9 Construction of other civil engineering projects   |                      |
| Domestic low carbon technologies and energy efficiency | 43.2 Electrical, plumbing and other construction installation activities  | 18,800               |
|  | 43.3 Building completion and finishing  |                      |
|  | 43.9 Other specialised construction activities  |                      |
| Industrial processes                                   | 20.1 Manufacture of basic chemicals, fertilisers and nitrogen compounds, plastics and synthetic rubber in primary forms | 200                  |
|  | 20.2 Manufacture of pesticides and other agrochemical products  |                      |
|  | 35.21 Manufacture of gas  |                      |
| Circular economy                                       | 38 Waste collection, treatment and disposal activities; materials recovery  | 5,900                |
|  | 39 Remediation activities and other waste management services   |                      |

<sup>3</sup> For more information see the [Northern Ireland Statistics and Research Agency's website](#) (external link opens a new window).

<sup>4</sup> For more information see [The Department for Environment, Food & Rural Affairs' website](#) (external link opens a new window).

| Industry                         | Standard Industry Classification                                      | People in employment |
|----------------------------------|---|----------------------|
| Transport                        | 29.1 Manufacture of motor vehicles                                    | 16,000               |
|                                  | 49 Land transport and transport via pipelines                         |                      |
|                                  | 52 Warehousing and support activities for transportation              |                      |
| Agriculture                      | 01 Crop and animal production, hunting and related service activities | 52,000               |
|                                  | 02 Forestry and logging   |                      |
|                                  | 81.3 Landscape service activities                                     |                      |
| Fisheries and marine environment | 03 Fishing and aquaculture  | 1,800                |
| <b>Total employment</b>          |   | <b>105,100</b>       |

Source: Northern Ireland Business Register and Employment Survey, 2021 and Agricultural Workforce in the United Kingdom at 1 June.

- 6.1.3 The next table shows the occupational split of this workforce, compared to that of Northern Ireland’s entire workforce.
- 6.1.4 The “green” workforce has a far higher proportion of the workforce in operational/technical roles than the Northern Ireland workforce as a whole – 78%, compared to 64%.
- 6.1.5 This is particularly driven by high proportions of the “green” workforce being in *Skilled Trades* (+18%) and *Process, Plant And Machine Operatives* (+6%) than the Northern Ireland workforce as a whole.

Figure 7: Number of people employed in each Standard Occupational Classification

| Relevant Standard Occupational Classification codes  | % of “green” workforce | % of all in employment | Variance   |
|--|------------------------|------------------------|------------|
| 1 'Managers, Directors And Senior Officials'         | 8%                     | 10%                    | -2%        |
| 2 'Professional Occupations'                         | 18%                    | 25%                    | -7%        |
| 3 'Associate Professional And Technical Occupations' | 13%                    | 15%                    | -2%        |
| 4 'Administrative And Secretarial Occupations'       | 9%                     | 11%                    | -2%        |
| 5 'Skilled Trades Occupations'                       | 27%                    | 9%                     | +18%       |
| 6 'Caring, Leisure And Other Service Occupations'    | 0%                     | 8%                     | -8%        |
| 7 'Sales And Customer Service Occupations'           | 4%                     | 7%                     | -3%        |
| 8 'Process, Plant And Machine Operatives'            | 12%                    | 6%                     | +6%        |
| 9 'Elementary Occupations'                           | 8%                     | 9%                     | -1%        |
| <b>% in operational/technical roles</b>              | <b>78%</b>             | <b>64%</b>             | <b>14%</b> |

Source: Annual Population Survey, Survey, 2021.

## 6.2 Employment by occupation

- 6.2.1 Looking at the Northern Ireland workforce through the lens of occupation rather than industry provides a sense of the number of people undertaking similar roles across all sectors of the economy – and, one would assume, having a broadly transferable skillset that might easily be transferred into green industries (if they are not already in those industries).
- 6.2.2 As the table below shows, almost 154,000 people are currently employed in occupations which may be in demand in varying across the eight green industries covered in this report. This is nearly 50% higher than the 105,000 people employed in the sectors detailed above.
- 6.2.3 Therefore, there is a potential labour pool of almost 50,000 people that could transfer into the green industries with relative ease.

Figure 8: Number of people employed in each Standard Occupational Classification

| Relevant Standard Occupational Classification codes                     | People in employment | % female |
|---|----------------------|----------|
| 1121 Production managers and directors in manufacturing                 | 6,600                | 32%      |
| 1122 Production managers and directors in construction                  | 2,800                | *        |
| 1123 Production managers and directors in mining and energy             | *                    | *        |
| 1161 Managers and directors in transport and distribution               | 700                  | *        |
| 1162 Managers and directors in storage and warehousing                  | 2,300                | 35%      |
| 1211 Managers and proprietors in agriculture and horticulture           | 1,100                | *        |
| 1213 Managers and proprietors in forestry, fishing and related services | *                    | *        |
| 1255 Waste disposal and environmental services managers                 | 900                  | *        |
| 2111 Chemical scientists  | 600                  | *        |
| 2112 Biological scientists and biochemists                              | 4,300                | 70%      |
| 2113 Physical scientists  | *                    | *        |
| 2119 Natural and social science professionals n.e.c.                    | 1,500                | 100%     |
| 2121 Civil engineers  | 3,200                | *        |
| 2122 Mechanical engineers   | 1,000                | *        |
| 2123 Electrical engineers   | 600                  | *        |
| 2124 Electronics engineers  | 600                  | *        |
| 2126 Design and development engineers                                   | 3,200                | 25%      |

| Relevant Standard Occupational Classification codes                     | People in employment | % female |
|---|----------------------|----------|
| 2127 Production and process engineers                                   | 1,200                | *        |
| 2129 Engineering professionals n.e.c.                                   | 4,400                | 14%      |
| 2133 IT specialist managers   | 2,400                | *        |
| 2134 IT project and programme managers                                  | 1,300                | 46%      |
| 2135 IT business analysts, architects and systems designers             | 7,600                | 33%      |
| 2136 Programmers and software development professionals                 | 8,800                | 10%      |
| 2137 Web design and development professionals                           | 1,000                | *        |
| 2139 Information technology and telecommunications professionals n.e.c. | 10,800               | 25%      |
| 2141 Conservation professionals   | *                    | *        |
| 2142 Environment professionals  | 1,000                | 50%      |
| 2150 Research and development managers                                  | 500                  | *        |
| 2216 Veterinarians  | 1,300                | *        |
| 2424 Business and financial project management professionals            | 6,500                | 54%      |
| 2433 Quantity surveyors   | 1,700                | 35%      |
| 2434 Chartered surveyors  | *                    | *        |
| 2436 Construction project managers and related professionals            | 1,900                | *        |
| 2461 Quality control and planning engineers                             | *                    | *        |
| 2462 Quality assurance and regulatory professionals                     | 1,800                | 50%      |
| 2463 Environmental health professionals                                 | 700                  | 71%      |
| 3111 Laboratory technicians   | 4,300                | 53%      |
| 3112 Electrical and electronics technicians                             | 700                  | *        |
| 3113 Engineering technicians  | 3,200                | *        |

| Relevant Standard Occupational Classification codes              | People in employment | % female |
|--|----------------------|----------|
| 3114 Building and civil engineering technicians                  | *                    | *        |
| 3115 Quality assurance technicians                               | 2,100                | 57%      |
| 3116 Planning, process and production technicians                | 800                  | *        |
| 3119 Science, engineering and production technicians n.e.c.      | 900                  | 78%      |
| 3131 IT operations technicians                                   | 1,800                | 33%      |
| 3531 Estimators, valuers and assessors                           | 1,600                | *        |
| 3550 Conservation and Environmental Associate Professionals      | 700                  | *        |
| 3563 Vocational and industrial trainers and instructors          | 4,100                | 61%      |
| 3565 Inspectors of standards and regulations                     | 1,600                | *        |
| 5111 Farmers   | 12,600               | 10%      |
| 5112 Horticultural trades  | *                    | *        |
| 5113 Gardeners and landscape gardeners                           | 1,600                | *        |
| 5119 Agricultural and fishing trades n.e.c.                      | 800                  | *        |
| 5215 Welding trades  | 3,100                | *        |
| 5231 Vehicle technicians, mechanics and electricians             | 4,200                | *        |
| 5241 Electricians and electrical fitters                         | 7,100                | *        |
| 5242 Telecommunications engineers                                | 900                  | *        |
| 5245 IT engineers  | *                    | *        |
| 5250 Skilled Metal, Electrical and Electronic Trades Supervisors | 600                  | *        |
| 5314 Plumbers and heating and ventilating engineers              | 7,800                | *        |
| 5319 Construction and building trades n.e.c.                     | 3,100                | *        |
| 8114 Chemical and related process operatives                     | 900                  | *        |
| 8124 Energy plant operatives                                     | 700                  | *        |
| 8126 Water and sewerage plant operatives                         | 700                  | *        |

| Relevant Standard Occupational Classification codes              | People in employment | % female   |
|--|----------------------|------------|
| 8131 Assemblers (electrical and electronic products)             | *                    | *          |
| 8141 Scaffolders, staggers and riggers                           | 500                  | *          |
| 8221 Crane drivers   | *                    | *          |
| 8223 Agricultural machinery drivers                              | *                    | *          |
| 9111 Farm workers  | 4,000                | *          |
| 9112 Forestry workers  | *                    | *          |
| 9119 Fishing and other elementary agriculture occupations n.e.c. | *                    | *          |
| 9232 Street cleaners   | *                    | *          |
| 9235 Refuse and salvage occupations                              | 1,000                | *          |
| <b>Grand total</b>   | <b>153,700</b>       | <b>44%</b> |

Source: Annual Population Survey, Survey, 2021.

## 7 Recent recruitment trends

7.1.1 Between March 2022 and February 2023, there were 141,000 online job postings across Northern Ireland (excluding staffing agencies), with an average salary of £26,600 per year<sup>5</sup>.

Figure 9: Top ten recruiting industries in Northern Ireland, March 2022 and February 2023

| Local Government District  | Number of total job postings |
|--|------------------------------|
| Retail Trade, Except of Motor Vehicles and Motorcycles             | 8,900                        |
| Human Health Activities  | 5,900                        |
| Public Administration and Defence; Compulsory Social Security      | 4,900                        |
| Food and Beverage Service Activities                               | 4,600                        |
| Computer Programming, Consultancy and Related Activities           | 4,500                        |
| Financial Service Activities, Except Insurance and Pension Funding | 4,500                        |
| Education  | 4,400                        |
| Legal and Accounting Activities                                    | 3,000                        |
| Activities of Head Offices; Management Consultancy Activities      | 3,000                        |
| Residential Care Activities  | 2,300                        |

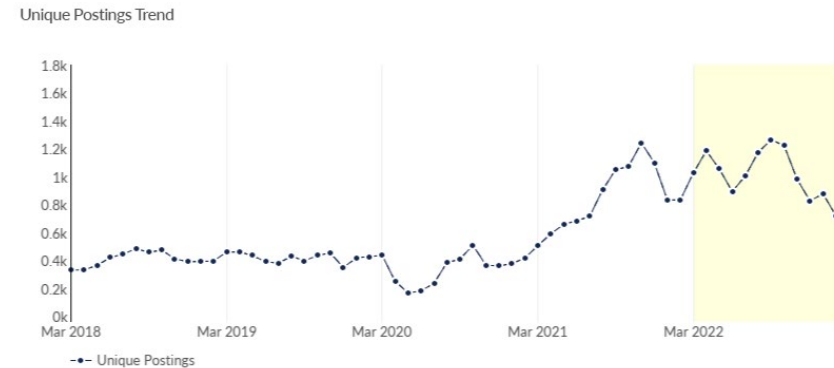
Source: Lightcast™, 2023.

<sup>5</sup> Lightcast™, 2023.

7.1.2 In the eight industries covered by this research, there were 4,800 unique job postings over the same period, with an average salary of £24,500 per year.

7.1.3 Following a strong bounce-back from the impact of the COVID-19 pandemic, the number of job postings per month appear to be returning to their pre-pandemic levels.

Figure 10: Online job postings in Northern Ireland per month



Source: Lightcast™, 2023.

7.1.4 The industries with the highest number of job postings were:

- Landscape Activities 1,600
- Specialised Construction Activities 1,400
- Land Transport 700
- Electricity and gas 300
- Manufacture of Motor Vehicles 300
- Waste Collection, Treatment and Disposal Activities; Materials Recovery 200

7.1.5 The skills most sought after were business, customer service and information technology.

7.1.6 Nearly half (42%) of all online job postings over the past year were located in Belfast.

Figure 11: Number of online job postings by Local Government District

| Local Government District       | Number of total job postings | % of all job postings |
|---------------------------------|------------------------------|-----------------------|
| Belfast                         | 1,900                        | 42.0%                 |
| Mid and East Antrim             | 560                          | 12.4%                 |
| Antrim and Newtownabbey         | 480                          | 10.6%                 |
| Armagh, Banbridge and Craigavon | 380                          | 8.4%                  |
| Newry, Mourne and Down          | 310                          | 6.9%                  |
| Mid Ulster                      | 220                          | 4.9%                  |
| North Down and Ards             | 200                          | 4.4%                  |
| Lisburn and Castlereagh         | 170                          | 3.8%                  |
| Derry and Strabane              | 120                          | 2.7%                  |
| Causeway Coast and Glens        | 110                          | 2.4%                  |
| Fermanagh and Omagh             | 70                           | 1.5%                  |

Source: Lightcast™, 2023.

## 8 Projections of future employment

The Northern Ireland Skills Barometer 2021 update reports that total employment could increase from 902,000 in 2020 to 975,000 by 2030 in a high growth scenario – at an average of 0.8% per year.

Within these projections, no industry within Northern Ireland is expected to lose jobs – albeit that agriculture and wholesale & retail are expected to grow at just 0.1% per year.

The industries expected to experience the highest growth rates are information & communications (3.1% per year) and professional scientific & technical (2.2% per year).

These estimates of future employment levels are supported by projections produced by NFER/ Warwick Institute for Employment Research/Cambridge Econometrics on behalf of the Department for Education in England and Wales.

Those projections report an increase in employment from 905,000 in 2020 to 986,000 in 2035.

- 8.1.6 Accommodation and food, Construction and Water and sewerage are projected to experience relatively high levels of growth.

Figure 12: Employment by industry group, 2020 to 2035 (000s)

| Industry                   | 2020       | 2025       | 2035       | 2020-2035<br>% change |
|----------------------------|------------|------------|------------|-----------------------|
| Accommodation and food     | 52         | 56         | 67         | 28.8%                 |
| Construction               | 60         | 66         | 74         | 22.3%                 |
| Water and sewerage         | 8          | 8          | 9          | 22.1%                 |
| Support services           | 55         | 59         | 65         | 17.4%                 |
| Education                  | 78         | 87         | 91         | 16.9%                 |
| Information technology     | 20         | 22         | 23         | 16.3%                 |
| Food drink and tobacco     | 16         | 17         | 18         | 15.9%                 |
| Health and social work     | 144        | 154        | 165        | 15.0%                 |
| Professional services      | 45         | 47         | 50         | 12.4%                 |
| Transport and storage      | 35         | 38         | 39         | 10.3%                 |
| Arts and entertainment     | 19         | 19         | 21         | 9.9%                  |
| <b>All industries</b>      | <b>905</b> | <b>942</b> | <b>986</b> | <b>8.9%</b>           |
| Other services             | 25         | 26         | 26         | 3.9%                  |
| Finance and insurance      | 22         | 22         | 23         | 3.6%                  |
| Wholesale and retail trade | 143        | 145        | 147        | 3.0%                  |
| Agriculture                | 35         | 35         | 36         | 1.3%                  |
| Public admin. and defence  | 49         | 51         | 50         | 0.9%                  |
| Media                      | 6          | 5          | 6          | -0.1%                 |
| Mining and quarrying       | 2          | 2          | 2          | -6.0%                 |
| Electricity and gas        | 2          | 2          | 2          | -8.8%                 |
| Rest of manufacturing      | 63         | 58         | 52         | -16.9%                |
| Real estate                | 12         | 10         | 10         | -18.7%                |
| Engineering                | 14         | 12         | 9          | -31.2%                |

Source: The Skills Imperative 2035: Occupational Outlook – Long-run employment prospects for the UK, NFER/ Warwick Institute for Employment Research/Cambridge Econometrics, 2023.



8.1.7 Conversely, Engineering, Real estate and Rest of manufacturing are projected to experience relatively high levels of decline – this potentially presents an opportunity to transfer any skills being lost in engineering and manufacturing into the green industries.

8.1.8 In addition to the 81,000 new jobs, there will also be a requirement to replace some 468,000 leavers from the existing workforce – meaning a net requirement of 549,000.

Figure 13: Employment change by occupation group, 2020 to 2035 (000s)

| Occupation                                    | Net change in jobs | Replacement demand | Total requirement |
|---|--------------------|--------------------|-------------------|
| Managers, directors and senior officials      | 5                  | 42                 | 48                |
| Professional occupations                      | 39                 | 106                | 145               |
| Associate professional occupations            | 25                 | 61                 | 87                |
| Administrative and secretarial occupations    | -1                 | 54                 | 52                |
| Skilled trades occupations                    | -2                 | 46                 | 44                |
| Caring, leisure and other service occupations | 8                  | 57                 | 66                |
| Sales and customer service occupations        | 2                  | 36                 | 39                |
| Process, plant and machine operatives         | 2                  | 23                 | 25                |
| Elementary occupations                        | 2                  | 42                 | 44                |
| <b>All industries</b>                         | <b>81</b>          | <b>468</b>         | <b>549</b>        |

Source: The Skills Imperative 2035: Occupational Outlook – Long-run employment prospects for the UK, NFER/ Warwick Institute for Employment Research/Cambridge Econometrics, 2023.

8.1.9 As detailed above, there is expected to be a net growth in jobs within Northern Ireland between 2020 and 2035 of 81,000. Of these, nearly half (48%) are expected in Professional occupations.

8.1.10 The total number of jobs in Administrative and secretarial and Skilled trades occupations is expected to fall slightly.

8.1.11 The vast majority of new jobs over this period will require qualifications at, or higher than, RQF4 (i.e. higher than an A level).

8.1.12 Almost all new jobs that require an A level qualification or lower will see negative growth by 2035.

8.1.13 There is a danger that around half of the NI working age population may lack the required qualification levels.

Figure 14: Employment by occupation group and qualification, 2020 to 2035 (000s)

| Occupation  | All qualifications | RQF8 Doctorate | RQF7 Other higher degree | RQF6 First degree | RQF5 Foundation degree | RQF4 HE below degree level | RQF3 A level & equivalent | RQF2 GCSE (A-C) & equivalent | RQF1 GCSE (below grade C) & equivalent | No qualification |
|---|--------------------|----------------|--------------------------|-------------------|------------------------|----------------------------|---------------------------|------------------------------|--|------------------|
| Managers, directors and senior officials                    | 5                  | 0              | 1                        | 13                | 3                      | 3                          | -3                        | -6                           | -4                                     | -3               |
| Professional occupations                                    | 39                 | 4              | 19                       | 29                | -4                     | 5                          | -3                        | -6                           | -4                                     | -2               |
| Associate professional occupations                          | 25                 | 1              | 6                        | 28                | 3                      | 4                          | -3                        | -6                           | -5                                     | -2               |
| Administrative and secretarial occupations                  | -1                 | 0              | 2                        | 18                | 4                      | 4                          | -6                        | -11                          | -9                                     | -3               |
| Skilled trades occupations                                  | -2                 | 0              | 1                        | 9                 | 4                      | 8                          | -1                        | -5                           | -6                                     | -12              |
| Caring, leisure and other service occupations               | 8                  | 0              | 3                        | 13                | 5                      | 5                          | -2                        | -10                          | -3                                     | -2               |
| Sales and customer service occupations                      | 2                  | 0              | 2                        | 13                | 4                      | 3                          | -1                        | -6                           | -7                                     | -7               |
| Process, plant and machine operatives                       | 2                  | 0              | 1                        | 5                 | 2                      | 3                          | 4                         | -1                           | -4                                     | -7               |
| Elementary occupations                                      | 2                  | 0              | 1                        | 10                | 5                      | 5                          | 1                         | -2                           | -8                                     | -9               |
| <b>All industries</b>                                       | <b>81</b>          | <b>5</b>       | <b>36</b>                | <b>137</b>        | <b>24</b>              | <b>41</b>                  | <b>-14</b>                | <b>-52</b>                   | <b>-50</b>                             | <b>-46</b>       |
| <b>% of 16-64-year-olds with these qualification levels</b> | <b>100%</b>        |                |                          | <b>42%</b>        |                        |                            | <b>18%</b>                | <b>16%</b>                   | <b>12%</b>                             | <b>12%</b>       |

Source: Annual Population Survey, 2021.

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