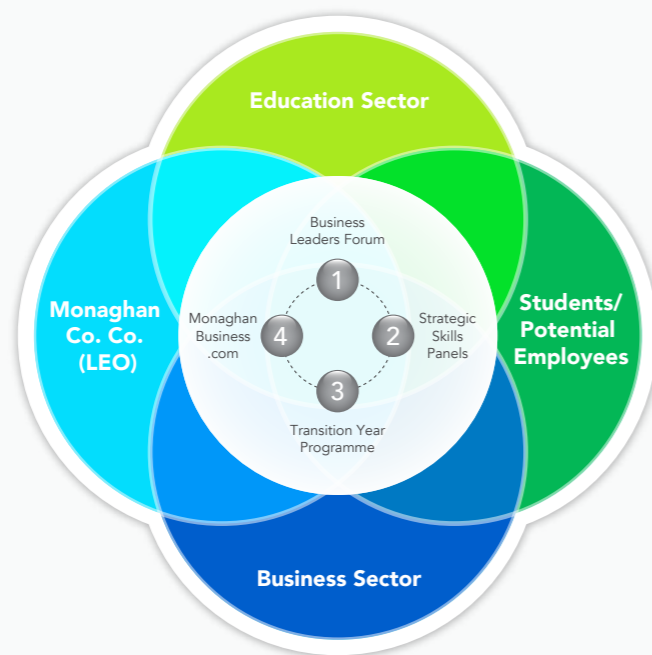


MAKING THE CHANGE → COLLABORATION

Developing links between third level education, the County Council and the business sectors:

- » Non-political Business Leaders Forum – Identify sector needs and advocate for same.
- » Establish Skills Panels – consisting of department managers working with LEO and third level ensuring business needs and opportunities or being met at course level
- » Develop communication plan including Monaghanbusiness.com for jobs, courses and other business opportunities.
- » LEO together with secondary schools and local enterprise develop the transition year programme.

THE SKILLS AUDIT MODEL



OCTOBER 2015 / This report was commissioned by Monaghan County Council through its Local Enterprise Office. The LEO has the primary objective of promoting economic and entrepreneurial activity in the county and to develop local enterprise potential in the business sector. The research will contribute to the development of courses provided by the educational sector and form part of the Monaghan Local Economic & Community Plan 2016.

Bridging the Skills Gap

Skills Audit 2015

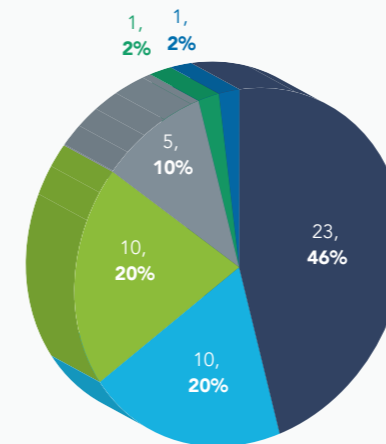
Based on 50 of the Largest Private Business Employers in Co. Monaghan

AGRI-FOOD | INDUSTRY | CONSTRUCTION | TRANSPORT

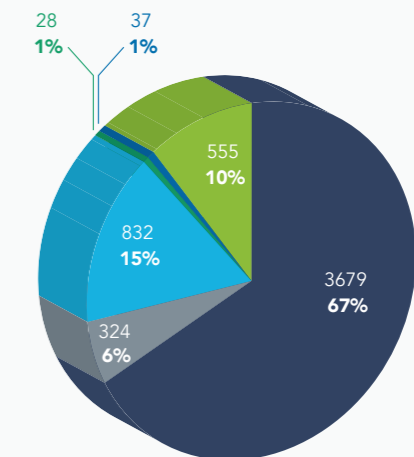
Report Summary

WHO?

- » **50 RESPONDENTS:** private businesses based or with a presence in the Co Monaghan
- » **SECTORS REPRESENTED:** Agri-food (23), Industry (10), Construction (10), Transport (5), IT & Communications (1) & Professional Services (1)
- » **RESPONDENT PROFILE:** <25 employees, average company size 109, 5455 employees with 98.8% employed in 4 main sectors. 88% are fulltime and 22.8% are based outside the county.



2.1.1. The 50 Respondents by Sector



3.1.1 Breakdown of the 5455 Employees by Sector

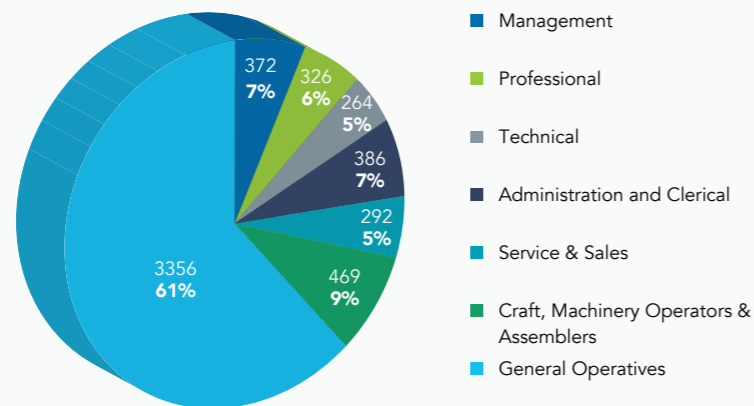
■ Agri food ■ Transport ■ Industry ■ IT & Comms ■ Professional Services ■ Construction

WHEN?

» Research was carried out in **OCTOBER 2015** and based on Jan – Sept 2015

WHAT WE FOUND

- » 96% of respondents recruited during this period
- » Employment increased by 5.86% with all sectors reporting a positive growth.
- » Agri-food will continue to be the largest employer with Construction (158%) and Industry (40%) projecting the strongest growth in employment by 2020.



3.3.1 Occupation Category Distribution

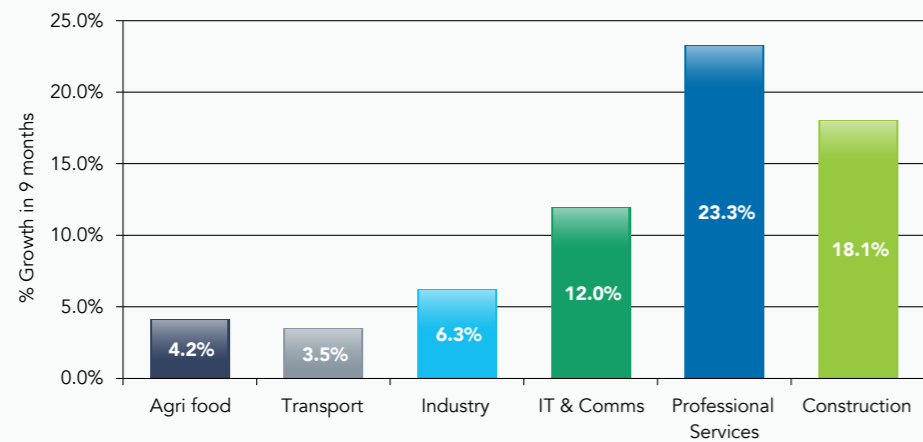


Figure 3.4.1 % Job growth per sector in 9 month period to 30/9/15

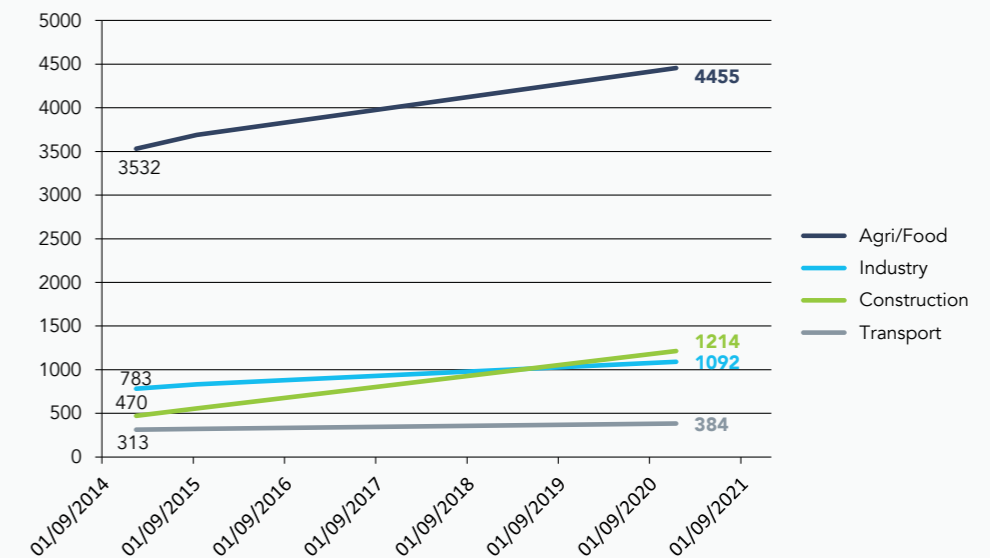
ECONOMIC OUTLOOK

Very positive with an average projected employment growth of 1690 new jobs - 31% growth by 2020.

WHERE THE SKILLS NEEDS ARE

Based on a sample of 194 recent positions available:

- » 66% of positions were for Management, Technical, Professional, Sales & Service, Administration & Skilled Operatives; 34% were for General Operatives.
- » Based on numbers employed, Technical, Professional & Sales & Service categories are in strongest demand
- » 16% of positions either had no applicants, or the successful applicants were not entirely suitable
- » **EMPLOYERS NEED:** A skilled, versatile and experienced workforce with the relevant qualifications.



6.4.2 Average of Predicted & Extrapolated Growth - Jan 2015 to Dec 2020

WHY → THE CONCERNS

- » The low use of external training courses due to course content, timing, relevance and a lack of interest from employees
- » Low level of up-skilling, however it's one of the most preferred options for filling new positions
- » Low level of recruitment directly from third level work experience and graduate programmes.