



Tourism Careers Research Autumn Update

Oct 2022



What the latest research is telling us...

1. **The number of vacancies across the industry has fallen – now estimated at 22,000 (see slide 6 for more information)**
2. **Overall, positions have become less difficult to fill (exceptions being drivers & tour guides)**
3. **Staff retention has also become less difficult**
4. **The hourly rate of pay has improved**
5. **Compensation for working unsocial hours is more common**
6. **Job security among workers has grown**
7. **Employees' acceptability around working hours has increased**
8. **Employers are reporting improvements in day-to-day operations**

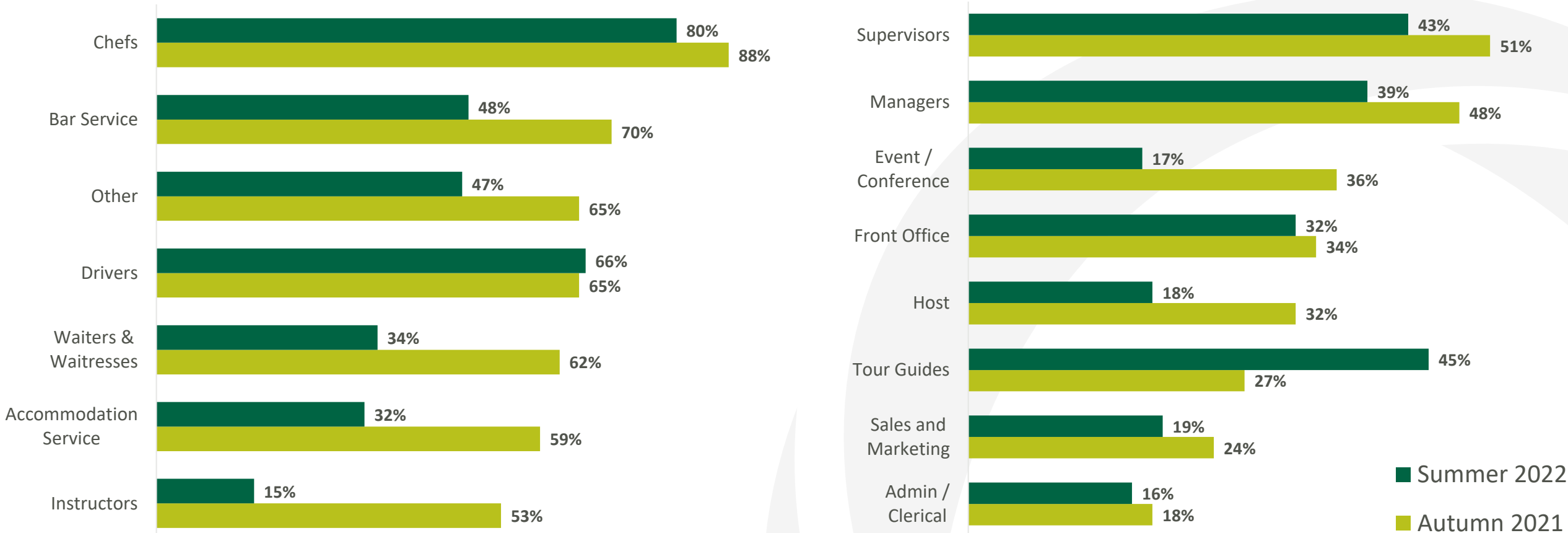


Difficult positions to recruit



Except for drivers and tour guides, the share of firms reporting 'considerable difficulty' recruiting has fallen (in some cases sharply)

Change in % Reporting 'Considerable Difficulty' Recruiting Staff



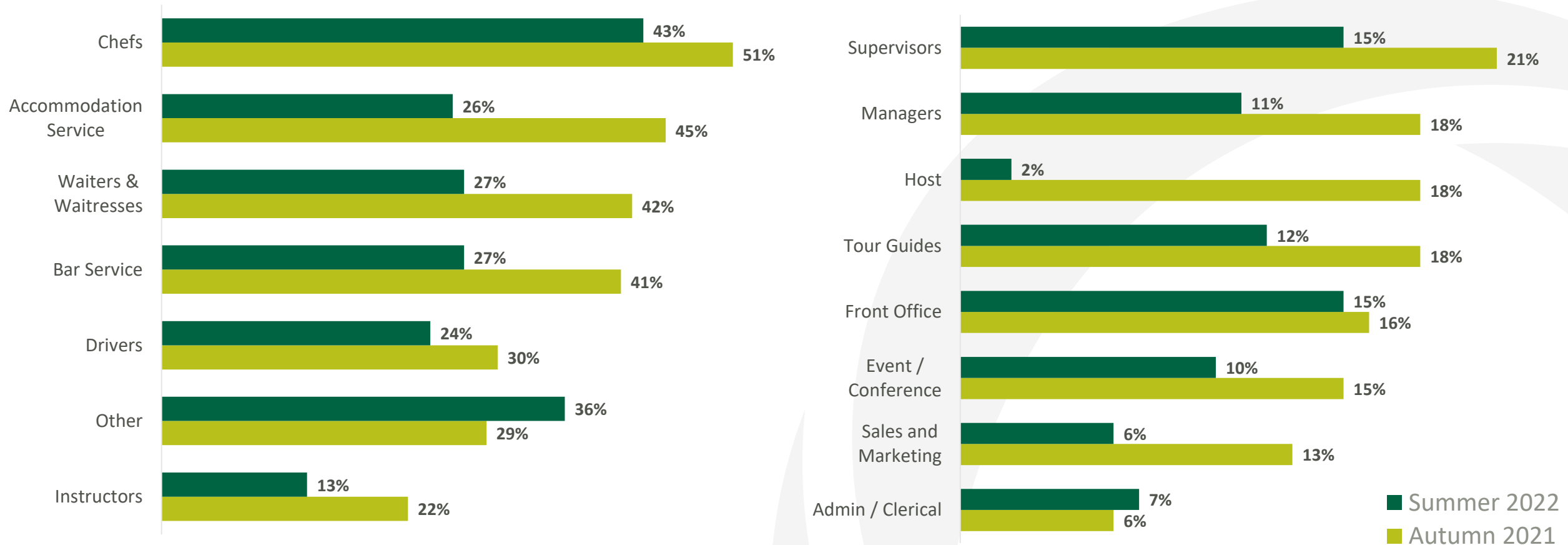


Retention Difficulties



The proportion of respondents citing 'considerable difficulty' retaining staff has fallen

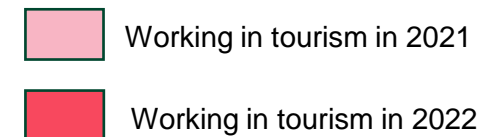
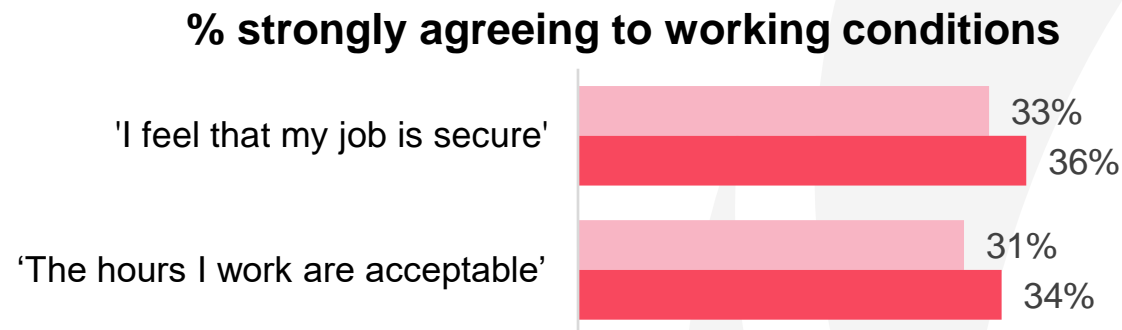
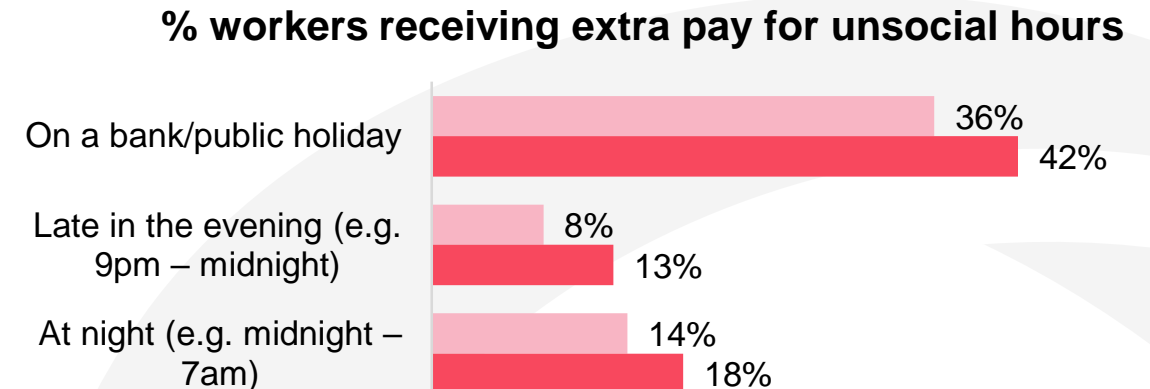
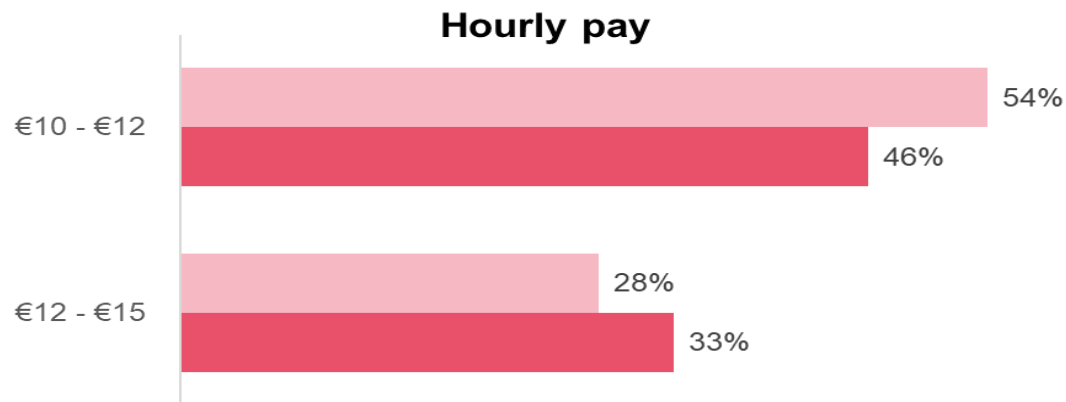
Change in % Reporting 'Considerable Difficulty' Retaining Staff



Notable Changes Cited by Workers



T&Cs and sentiment have improved across several aspects of the job since 2021, for those working in the sector at the time of survey



Updated Estimate of Vacancies

- While recruitment and retention of staff remain challenging, they have become less difficult. This suggests steps taken by employers, Fáilte Ireland and the Government do appear to be working.
- **40,000 vacancies falls to 22,000.**
- It doesn't necessarily mean that 18,000 vacancies were filled. It is likely that factors such as firms adapting their business models, building in staff efficiencies etc. have also contributed to the reduction in demand for workers.
- And with the return to normal trading, wage supports are no longer necessary.