

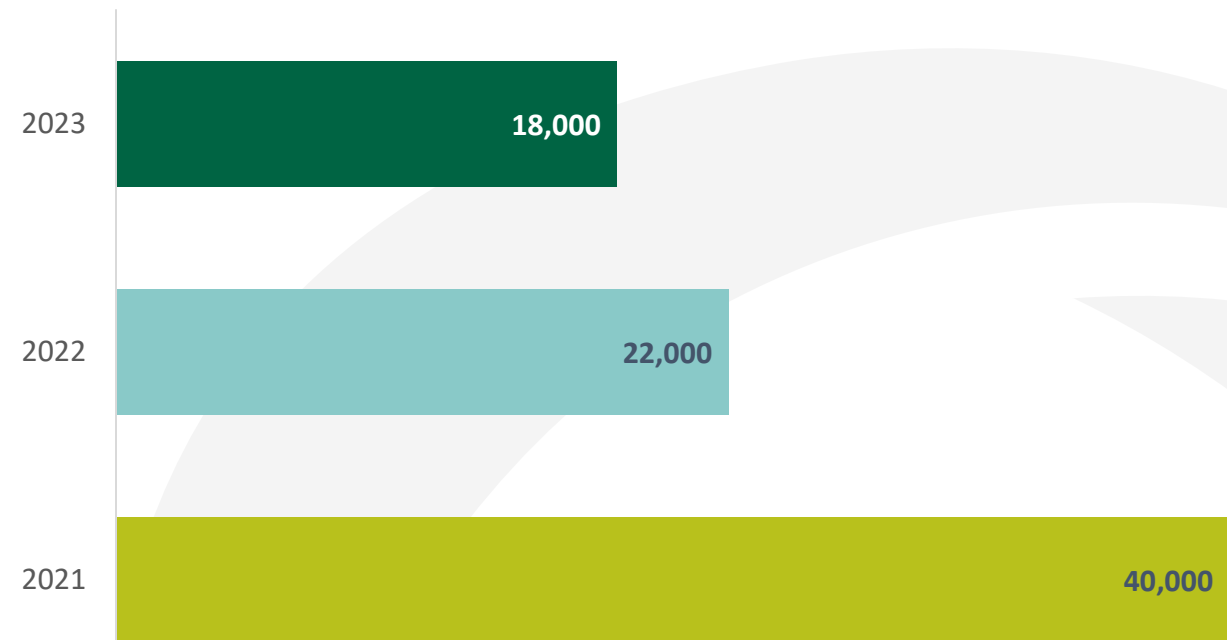
# Tourism Careers Research 2023 Update



# Job vacancies continue to fall

- In 2021, as the economy was emerging from Covid-19 vacancies were an estimated c.40,000.
- This reflected an outflow of qualified staff during the pandemic.
- In 2023 vacancies are estimated to have more than halved to c.18,000.

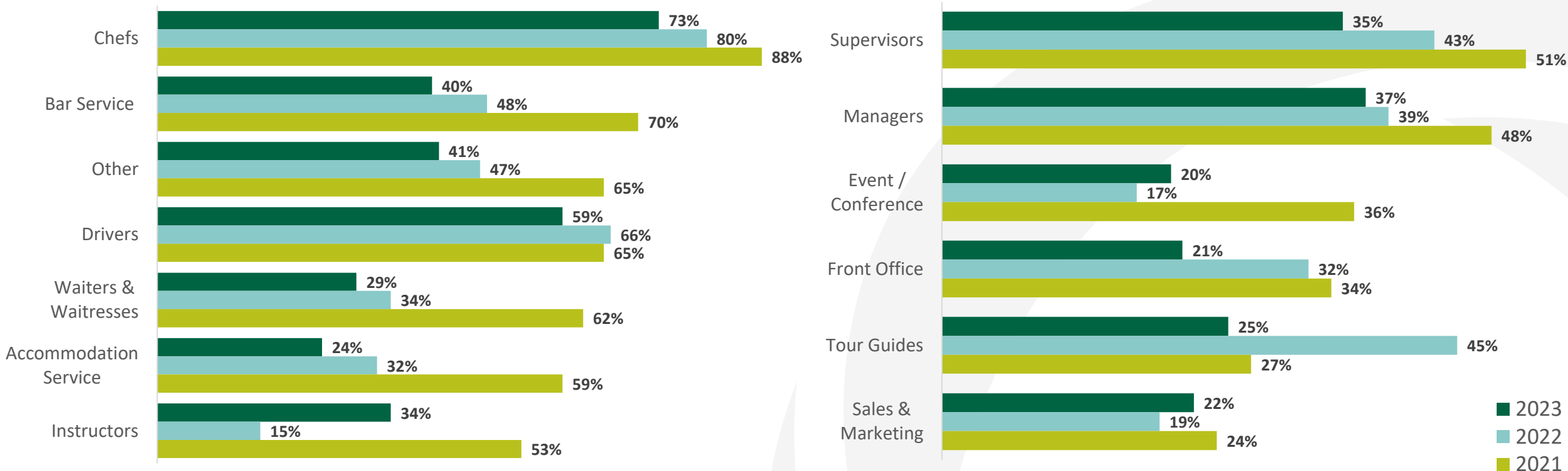
Estimated Number of Job Vacancies in T&H



# Difficult positions to recruit

- Almost all positions are said to be less difficult to recruit compared to previous years.
- The story is largely the same when it comes to staff retention.

Change in & Reporting 'Considerable Difficulty' Recruiting Staff



# Notable Changes Cited by Workers



- Improvements in T&Cs and sentiment towards the industry are broad based.
- The industry has become more appealing to job seekers

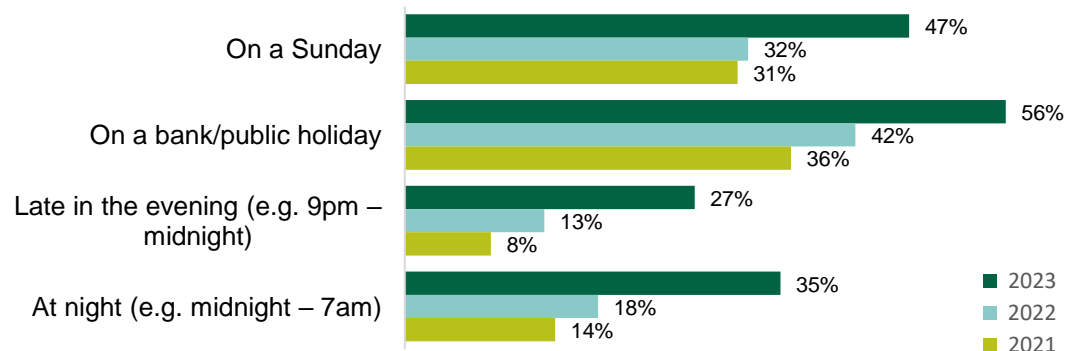
**Do / could you see yourself having a long-term career in tourism & hospitality?**



**Do you see opportunities for career progression?**



**% workers receiving extra pay for unsocial hours**



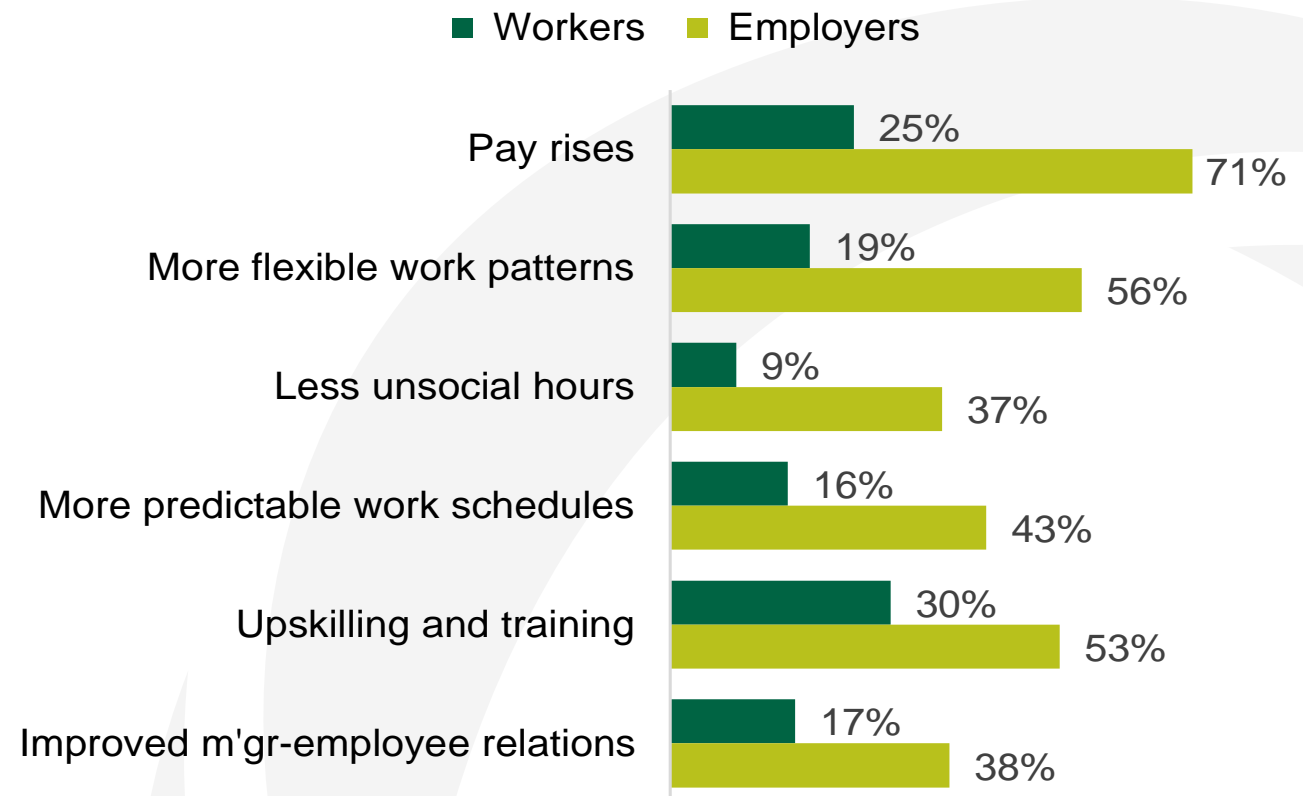
**On a scale of 1 to 10 ... how likely are you to look for a job in tourism and hospitality in the near future? (avg. score out of 10)**



# Some Changes 'Below the Radar'

- Workers may not always be aware of measures undertaken, or they may not feel a measure is effective, which could lead to them not giving credit to the employer for trying

Efforts to retain employees: answers by employers vs answers by workers  
(Top 6 differences shown)



# So, the latest research tells us...

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- **Vacancies continue to fall**
- **Recruitment and retention have become 'less difficult' but still not easy**
- **Evidence of positive changes in perceptions**
- **Measures taken by employers and Fáilte Ireland showing a positive effect.**
- **Employers need to**
  - **keep addressing key issues and**
  - **communicate effectively**
- **Fáilte Ireland's Tourism Careers team will continue working to reposition the industry**