

CPL EMPLOYMENT MARKET MONITOR REPORT

The information presented in the Cpl Employment Market Monitor is based on two main sources:

- Cpl's Employment Index – the number of new roles by category registered with Cpl month-on-month
- Cpl's Sentiment Survey – feedback from jobseekers registered with Cpl and employers nationwide

The sample size for the Q4 2013 report was based on responses from 508 employers and 830 jobseekers.



IT



Accountancy,
Finance & Banking



Sales, Marketing
& Retail



Science, Engineering
& Supply Chain



All

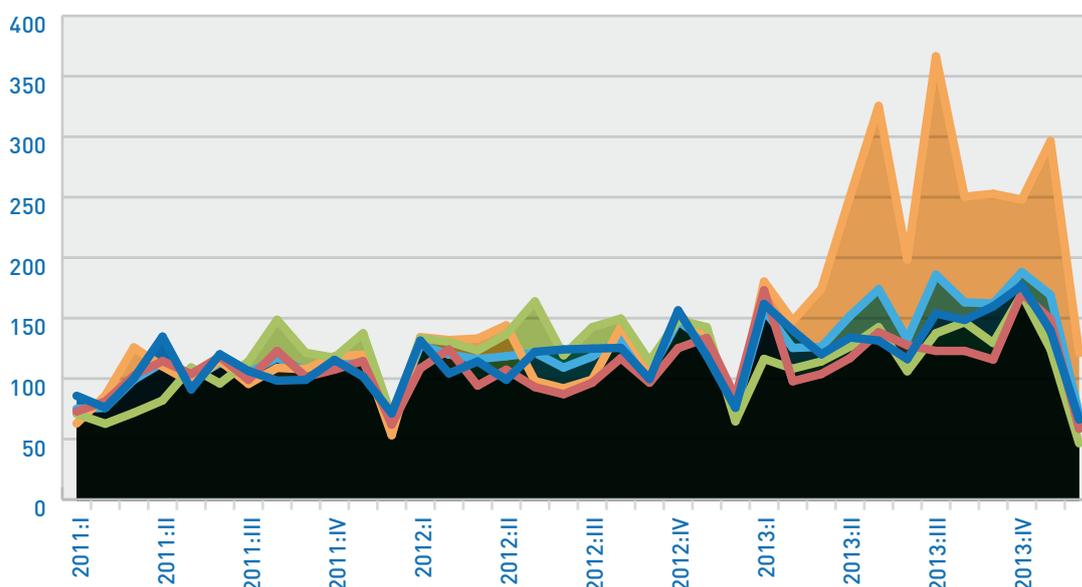
Commenting on the report, Ronan Lyons, Assistant Professor in Economics at Trinity College Dublin, said: "While there was a slowdown in jobs growth as the year came to an end, the eighth successive quarter of growth in jobs posted in the four sectors analysed points to recovery in the labour market. Nonetheless, it seems that jobseekers still view it as an employer's market, so the majority of workers expect no change in their salary in the year ahead".

NUMBER OF JOBS POSTED ROSE THROUGHOUT 2013

Figure 1 (below) presents the Cpl Jobs Index from January 2011 to December 2013. Taking 2011 as the base year, there has been a steady increase in the number of jobs posted since then. The average level of the Cpl Jobs Index during 2013 was 150.5 (the black line in Figure 1), compared to 118.4 in 2012. As in previous years, December was a quiet month, but for the November 2013 reading it was 169.1, suggesting almost 70% more jobs posted than two years previously.

Compared to 2012, the increase in jobs posted has been greatest in the Science, Engineering & Supply Chain segment (orange line), where the November reading was 296. In the Sales, Marketing & Retail segment (green line), there has been a fall in jobs posted, with the November reading at 124, compared to 143 in November 2012.

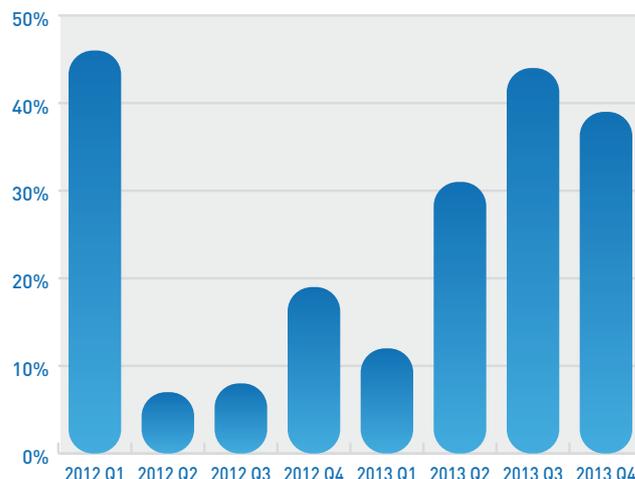
Jobs Index (2011=100)



NUMBER OF JOBS POSTED UP 21% YEAR-ON-YEAR

Figure 2 (opposite) outlines the annual growth in the number of jobs posted, by quarter. Growth was accelerating for the first three quarters of 2013 but slowed down from 44% to 21%, in year-on-year terms, in the final quarter of the year. Overall, there has been positive annual growth in jobs posted in each of the eight quarters since early 2012.

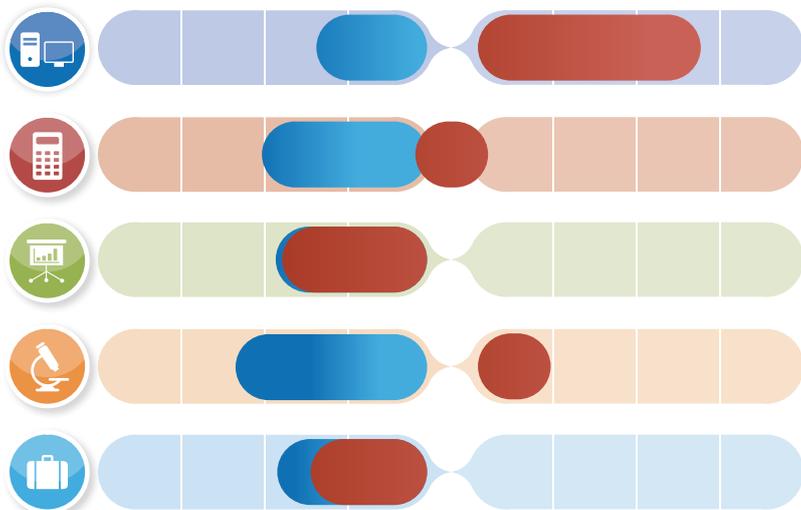
Annual growth is being driven by the Science, Engineering & Supply Chain segment, where there were almost twice (84% more) as many postings in Q4 2013 as a year previously. In Accountancy & Finance, Banking and in IT, annual growth in postings was 10% and 9% respectively. Having briefly posted annual growth of 2% in Q3, Q4 saw a small fall in postings in the Sales, Marketing & Retail sector of 4%, the third quarter of falls this in 2013.



Job Market Sentiment Monitor

Employers Market

Jobseekers Market



STILL AN EMPLOYER'S MARKET IN THE EYES OF JOBSEEKERS

Figure 3 (opposite) presents the Cpl Job Market Sentiment Monitor. The scale ranges from -2 to +2, with a value of -2 representing the belief that it is currently an employers' market, 0 a neutral market and a value of +2 a jobseekers' market. The blue figures represent the most recent quarter, while the red figures represent mid-year perceptions.

Despite a growth in jobs posted, workers in Science, Engineering & Supply Chain believe the market swung towards employers slightly during the second half of the year (from -0.9 to -1.2). The same trend is visible in the IT sector. Elsewhere, though, there has been a slight improvement in worker perceptions of market conditions, with the Sales, Marketing & Retail reading improving from -1.1 to -0.8.

SOME INDICATION OF MORE SALARY INCREASES IN 2014

Figure 4 (opposite) shows survey respondents' expectations about what will happen their core salary in 2014. Slightly more than one half (57%) believe there will be no change, while a further quarter (23%) will negotiate for an increase.

Almost one in five expect salary increases to be standard in their workplace. Figures for 2012 indicate that one in five workers enjoyed a salary increase that year. This suggests that, depending on what proportion of those negotiating for a raise are successful; salary increases will be more common in 2014 than in 2012, when three quarters saw no change in their core salary. Clearly in industries where there is a skills demand salary increases will be experienced.





47% OF JOBSEEKERS ARE LOOKING OVERSEAS FOR WORK

Emigration is still the avenue being followed by 47% of the jobseekers with over 10% saying they have no choice but to look abroad, with 37% having already started to actively look overseas.



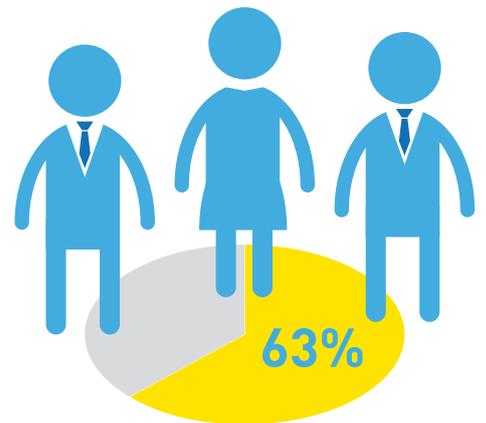
53% OF JOBSEEKERS HAVE A LACK OF AWARENESS OF THE GOVERNMENT'S PLANS TO CREATE 100K ADDITIONAL JOBS BY 2015

Jobseekers awareness of the program for government is dependent on their current sector and location with Jobseekers in Dublin (65%) being most positive and aware of the Governments action on job creation.



63% OF JOBSEEKERS BELIEVE EMPLOYERS WOULD HIRE SOMEONE IN EMPLOYMENT VS UNEMPLOYED

In Cpl's Q3 monitor we reported how over 71% of employers highlight that in reality they would hire someone currently in employment over someone unemployed – this is recognised amongst jobseekers too and 63% of those polled believed that employers would be biased when hiring.



62% OF JOBSEEKERS CHECK AN EMPLOYER'S SOCIAL FOOTPRINT

In our Q3 monitor we reported how candidate's social footprints are becoming increasingly more important in the current jobs market. Whether it is appropriate or not, over 60% of employers surveyed stated they check a candidate's social footprint prior to employment – However hiring managers/recruiters need to be aware that their corporate and personal footprints are also being reviewed by jobseekers.