

UL Graduate Outcomes Survey 2018

Kemmy Business School



Key Facts - All Faculties

96%

primary degree graduates are in employment or further study

93%

postgraduate diploma graduates are in employment or further study

87%

research masters graduates are in employment or further study

94%

taught masters graduates are in employment or further study

96%

PhD graduates are in employment or further study

Graduate Outcomes
Survey 2018
Faculty Spotlight

Cooperative Education & Careers Division

Kemmy Business School

UL Graduate Outcomes Survey

Graduates of 2018 - KBS

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Executive Summary

Introduction

The University of Limerick Graduate Outcomes Survey (GOS) is a detailed review of the employment outcomes of UL graduates conducted annually by the University and supported by the Higher Education Authority (HEA). The survey forms part of a nation-wide review of the employment outcomes of Irish University Graduates. This year 3,685 graduates were surveyed, with a response rate of 70%. Simultaneously, the HEA published its report, 'What Do Graduates Do?' Outcomes from this report facilitate the comparison of UL's statistics with those nationally. According to the Sunday Times 'Good University Guide', the University of Limerick is **University of the Year 2019**. UL's leading position in graduate employability, its Cooperative Education and internship programmes, its research in partnership with industry and the opening of the €31million new Glucksman Library were among the many reasons for the award. These outcomes reflect the success of the University's engagement with industry and graduate empowerment through employability, which are founding principles of the University. They are also reflected in the statistics below.

Graduate Outcomes Survey – 2018 Results

Primary Degrees

The GOS continues to reflect confidence in the graduate employment market with consistent employment levels overall. It is not possible to make comparisons with the national employment level of graduates as that data is not yet available, but the employment record of UL graduates has always been consistently higher than the national average. Key outcomes for Primary Degree graduates include:

- **Number of graduates and survey respondents** – 2,216 Primary Degree graduates surveyed with a response rate of 74%.
- **In postgraduate study or research** - 17% of graduates, a decrease of 1% on 2017.
- **Currently employed** - 79% of graduates, 67% in Ireland and 12% overseas.
- **Seeking employment** - 3% of graduates, an increase of 1% on 2017. This is less than the current national unemployment rate of 4.5%.
- **Not available for employment** - 1% of graduates. It is important to note that this category includes graduates who cannot pursue a career or further study due to domestic circumstances, illness or perhaps due to taking a year or more out to travel.
- **Average salary** - €30,277 with 46% of graduates achieving a salary in excess of €30,000. This is an increase of €489 on 2017.
- **Key sectors** - Employment of Primary Degree graduates in the Professional, Scientific and Technical sectors is at 12%. Human Health and Social Work at 18% has overtaken Financial, Insurance, and Real Estate at 17%. Graduate employment in the Industry sector has increased by 12% to 15%. Primary Degree graduate employment in Education remained significant at 11%. The overall employment rate for Education graduates is 90%, with 79% employed in Ireland and 11% teaching overseas, a decrease of 3% on the previous year. Of the 79% employed in Ireland, 84% of those were full-time positions.
- **Employed by region** – Of those employed, 70% of UL Primary Degree graduates have secured employment in the West (including the West, Mid-West, and the South West) and 22% have secured employment in the East. Growth of graduate opportunities in the Mid-West continued with an increase of 6% to 46%, and there was a 5% drop in the number of primary degree graduates in the East, to 22%. The most popular overseas location was North America at 50% —an increase of 10% on the previous year, and overtaking the UK at 35%. The trend in graduates travelling shows a marked switch from the UK to the US, which is possibly a reflection of Britain's plans to exit the European Union.

Executive Summary

Higher Degrees

PhDs

Results for PhD graduates for 2018 reveal that UL's doctoral students are very much in demand, particularly in Ireland. Key outcomes for PhD graduates include:

- **Number of graduates and survey respondents** – A total of 119 PhD graduates were surveyed, with a response rate of 61%.
- **Further study or research** – 0%.
- **Currently employed** – 96% of graduates, which is a 4% increase on the previous year. 81% of those graduates are employed in Ireland, an increase of 5% on the previous year and 15% are employed abroad, a decrease of 1% from the previous year.
- **Seeking employment** – 3%, a fall of 1% from the previous year.
- **Not available for employment** – 1%, same as the previous year.
- **Average salary** – €38,983.
- **Key sectors** – Education 54%, Professional, Scientific and Technical Activities 12%, Human Health and Social Work Activities 13%, and Industry 5%.
- **Employed by region** – Mid-West 67%, East 19%, and outside Ireland 15%.

Growth in PhD employment in the above key sectors reflects the growth being enjoyed by those particular sectors in Ireland.

Research Master's Degrees

Results for Research Master's degree graduates of 2018 also reveal that UL's Master's graduates are very much in demand. Key outcomes for Research Master's graduates include:

- **Number of graduates and survey respondents** – 15 Research Master's graduates surveyed with a response rate of 100%.
- **Further study** – 7% of graduates, that is a decrease of 3% from the previous year.
- **Currently employed** – 80% of graduates, which is a decrease of 10% from the previous year. 100% of those graduates are employed in Ireland.
- **Seeking employment** – 13%.
- **Not available for employment** – 0%.
- **Average salary** – €30,624.
- **Key sectors** – Industry at 33%, Professional, Scientific and Technical Activities at 17%, Education 25%, Human Health and Social Work Activities at 8%, and construction at 8%.
- **Employed by region** – Mid-West at 58%, East at 17%, South-West at 17%, and south-East 8%.

Executive Summary

Taught Master's Degrees

Results for Taught Master's degree graduates of 2018 reveal an average salary increase of €1,520 on 2018. Employer support for further study is demonstrated by this increase in starting salaries for graduates who have pursued further study.

Key outcomes for Taught Masters' graduates include:

- **Number of graduates and survey respondents** – 1,007 Taught Master's graduates surveyed with a response rate of 67%.
- **Further study** – 4%.
- **Currently employed** – 90% of graduates. 77% of those graduates are employed in Ireland, a decrease of 3% and 13% are employed abroad, that is a decrease of 3%.
- **Seeking employment** – 4%.
- **Not available for employment** – 2%.
- **Average salary** – €35,060.
- **Key sectors** – Human Health and Social Work Activities at 18%, Education at 15%, Industry and Financial, Insurance & Real Estate both at 13%, Professional, Scientific and Technical Activities at 12%, and Information and Communication at 9%.
- **Employed by region** – Mid-West 46%, East 27%, outside Ireland 13%, South-West 11% and West 8%.

Postgraduate Diplomas

Employer support continues for professional development, and in particular in the areas of Education, Nursing, Engineering, and Industry, which is consistent with the growth in those particular sectors. Key outcomes for Postgraduate Diploma holders include:

- **Number of graduates and survey respondents** – 62 Postgraduate Diploma graduates surveyed with a response rate of 85%.
- **Further study** – 4%.
- **Currently employed** – 89% of graduates, which is an increase of 11% on the previous year. 85% of those graduates are employed in Ireland, (a 15% increase on the previous year) and 4% are employed abroad, that is a decrease of 5% from the previous year.
- **Seeking employment** – 5%.
- **Not available for employment** – 2%.
- **Average salary** – €34,452.
- **Key sectors** – Human Health and Social Work Activities 36%, Industry 23%, Education 11%, Professional, Scientific and Technical Activities, and Information & Communication both at 6%.
- **Employed by region** – Mid-West 47%, East 13%, South-West 22%, outside Ireland at 4%.

Executive Summary - All Faculties

This is a primary degree summary only. Visit UL's Careers website at www3.ul.ie/careers for detailed faculty reports.

Faculty of Arts, Humanities and Social Sciences

2018 survey results for the Faculty of Arts, Humanities and Social Sciences (AHSS) reveal:

- **Number of graduates and survey respondents** – 512 AHSS graduates surveyed, with a response rate of 77%.
- **Currently employed in Ireland** – 50%.
- **Currently employed abroad** – 10%, which is a decrease of 5% from the previous year.
- **Further study** – 35%. This reflects an increase of 11% and it is consistent with the trend across the university sector due to the non-vocational nature of some programmes. Graduates specialise or look for opportunities to jump industries. Employers in business industries look for postgraduate AHSS students with niche skills such as, research and behaviour analysis from an M.Sc. in Sociology, or communication skills from a postgraduate in linguistics or international studies.
- **Seeking employment** – 3%.
- **Not available for employment** – 2%.
- **Average salary** – €27,482, an increase of €1148 on the previous year.
- **Gender** – The number of AHSS primary degree graduates who responded comprised 140 males and 252 females, with 1% more females than males in employment.

Faculty of Education & Health Sciences

2018 survey results for the Faculty of Education & Health Sciences (EHS) reveal:

- **Number of graduates and survey respondents** – 639 EHS graduates surveyed with a response rate of 67%.
- **Currently employed in Ireland** – 63%, a decrease of 11% from the previous year.
- **Currently employed abroad** – 21%, an increase of 9% on the previous year.
- **Further study** – 14%, an increase of 3% on the previous year.
- **Seeking employment** – 1%, a decrease of 1% from the previous year.
- **Not available for employment** – 1%.
- **Average salary** – €30,828, which is the second-highest average salary. This includes graduates employed in Public Sector where rates of pay are banded.
- **Gender** – The number of EHS primary degree graduates who responded comprised 176 males and 255 females. Of the 176 males who responded 87% were in employment, and of the 255 females who responded 83% were in employment.

Executive Summary - All Faculties

Kemmy Business School

2018 survey results for Kemmy Business School reveal that:

- **Number of graduates and survey respondents** – 480 Kemmy Business School graduates surveyed with a response rate of 83%.
- **Currently employed in Ireland** – 79%, an increase of 7% on the previous year.
- **Currently employed abroad** – 9%, a decrease of 2% from the previous year.
- **Further study** – 9%, a decrease of 6% from the previous year.
- **Seeking employment** – 1%.
- **Not available for employment** – 2%, an increase of 1% on the previous year.
- **Average salary** - €29,807, an increase of €951. This includes trainee accountants on training or part-qualified contracts, who go on to command much higher than average salaries on receipt of a professional qualification.
- **Gender** – The number of Kemmy Business School primary degree graduates who responded comprised 203 males and 194 females. Of the 203 males who responded 87% were in employment, and of the 194 females who responded 88% were in employment.

Faculty of Science & Engineering

2018 survey results for the Faculty of Science & Engineering reveal that:

- **Number of graduates and survey respondents** – 817 Science & Engineering Primary Degree graduates surveyed with a response rate of 69%.
- **Currently employed in Ireland** – 76%, an increase of 3% on the previous year.
- **Currently employed abroad** – 8%, a decrease of 3% from the previous year.
- **Further study** – 12%.
- **Seeking employment** - 4%, an increase of 1% on the previous year.
- **Not available for employment** -1%.
- **Average salary** - €31,270 is the highest average salary
- **Gender** – The number of Science & Engineering primary degree graduates who responded comprised 406 males and 154 females. Of the 406 males who responded 81% were in employment, and of the 154 females who responded 84% were in employment.

Note: Any discrepancy in total student numbers is due to inclusion of inter-faculty courses

Executive Summary - Conclusion

The **University of Limerick Graduate Outcomes Survey** results represent a snapshot in time, approximately one year after students' graduation. They reflect what for many graduates is the first step in their career journey and some graduates are still exploring their career choices. Economic recovery in particular sectors is also influencing graduate employment choices with a move to the West (West, Mid-West, South-West) signalling opportunities in industry in these locations.

UL's Cooperative Education & Careers Division would like to thank all those who assisted in any way with the Graduate Outcomes Survey 2018. This project is important not only for internal reporting purposes but also for providing key information for the various league tables and university ranking activities to which the University of Limerick contributes. More detailed information on the Graduate Outcomes Survey results for each faculty is available at www.ul.ie/careers.

I trust that you will find this publication a useful resource for future planning.



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September 2019
www.ul.ie/careers



Graduate Employment Trends

Primary Degrees: All Faculties

Overview

Nationally

Graduate employment trends in Ireland reflect the positive change and growth in the economy. There have been new company announcements, higher levels of output from biopharma and biotech sectors, and an increased flow of foreign direct investment. The national unemployment rate for 2019 is 4.5%, down 1.4% from last year. This figure is close to the full employment rate in Ireland.

Demand for graduates

Demand for third-level graduates is very positive particularly in the areas of Industry, Professional, Scientific and Technical Activities; with Human Health and Social Work Activities, Information and Communication and Construction up slightly. Employers are using graduate talent as a strategic instrument. They are actively seeking out the best talent and accordingly, the jobs marketplace is very competitive.

National challenges

However, challenges do exist in the labour market, challenges which drive graduate demand. They include uncertainties in the Global and the European arenas, and in particular Brexit. Developing a national talent pool that is resilient, skills-appropriate, and entrepreneurial in outlook is core to the UL mission. There has been a continued increase in the level of graduate recruitment activities on campus this year, including the UL Careers Fair, which is currently booked to capacity with many employers enquiring about an additional Spring Fair. In addition, the Cooperative Education programme confers significant advantage on UL graduates. Substantial research on the benefits of work-based learning ground this programme, and the high demand for UL graduates clearly demonstrates its success. In addition, work experience and internships continue to drive the graduate recruitment agenda, with employers viewing those aspects of the programme as key to a graduate's successful integration into professional roles.

	2014	2015	2016	2017	2018
Employed Ireland	56%	60%	63%	67%	67%
Employed Abroad	17%	12%	11%	12%	12%
Further Study/Training	19%	20%	20%	18%	17%
Not Available	1%	2%	1%	1%	1%
Seeking Employment	7%	6%	5%	2%	3%

98%

Education & Health
Science Graduates
Employed or in
further study

97%

Business Graduates
Employed or in
further study

95%

Science &
Engineering
Graduates Employed
or in further
study

95%

Arts, Law and Social
Sciences Graduates
Employed or in
further
study

Graduate Employment Trends

Employment by Faculty: All Primary Levels

UL Careers Fair: October 3rd, 2019

The annual UL Careers Fair offers recruiters the opportunity to attract, engage with, and retain highly skilled candidates early in the selection process. In addition to job-related qualifications, skills in demand include technical skills of analytical thinking, self-motivation, collaboration, and flexibility, and soft skills of being open to new ways of thinking, working effectively in diverse teams and demonstrating respect for others. (Graduate Market Survey, 2018).



Graduate Employment Trends

Employment by Award Level: All Faculties



A key result of the UL Graduate Outcomes Survey 2018 is the high value placed by employers on postgraduate qualifications including postgraduate diplomas. The differential between Levels 8 and 9 graduates going directly into employment reflects this value-based demand. The strong demand for UL Taught Master's degree graduates is reflective of this particular result.

Graduate Employment Trends

Employment by Gender: All Award Levels, Kemmy Business School



Honours Degree Graduate

achieving an average salary of €30,277

Postgraduate Diploma Graduate

achieving an average salary of €34,452

Master's Taught Graduate

achieving an average salary of €35,060

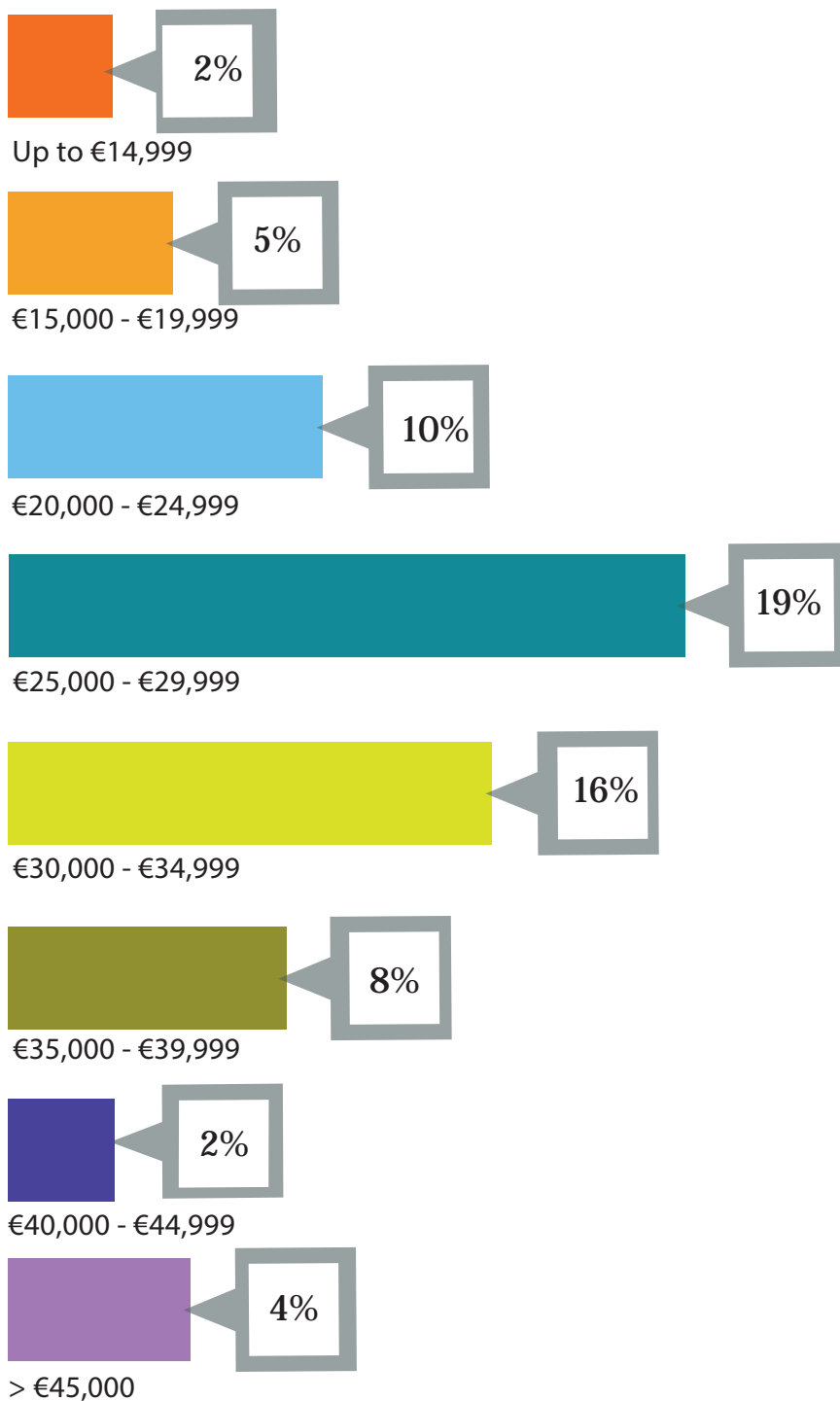
Master's Research Graduate

achieving an average salary of €30,624

PhD Graduate

achieving an average salary of €38,983

Employment Trends - Salaries: Primary Degree, All Faculties



The average starting salary for UL Primary Degree graduates in 2018 was €30,277—marginally higher than the previous year at €29,788. The increase in the last five years has been approximately €500 per year. This increase is in line with the national average, indicating that graduate starting salaries are continuing to rise, as well as graduate employment. Some key factors continue to influence salary levels of Primary Degree graduates. They include degree discipline, type of job, employment sector, and location of employment.

€30,828

Education & Health
Science Graduates
Average Salary

€27,482

Arts, Humanities
and Social Sciences
Graduates Average
Salary

€29,807

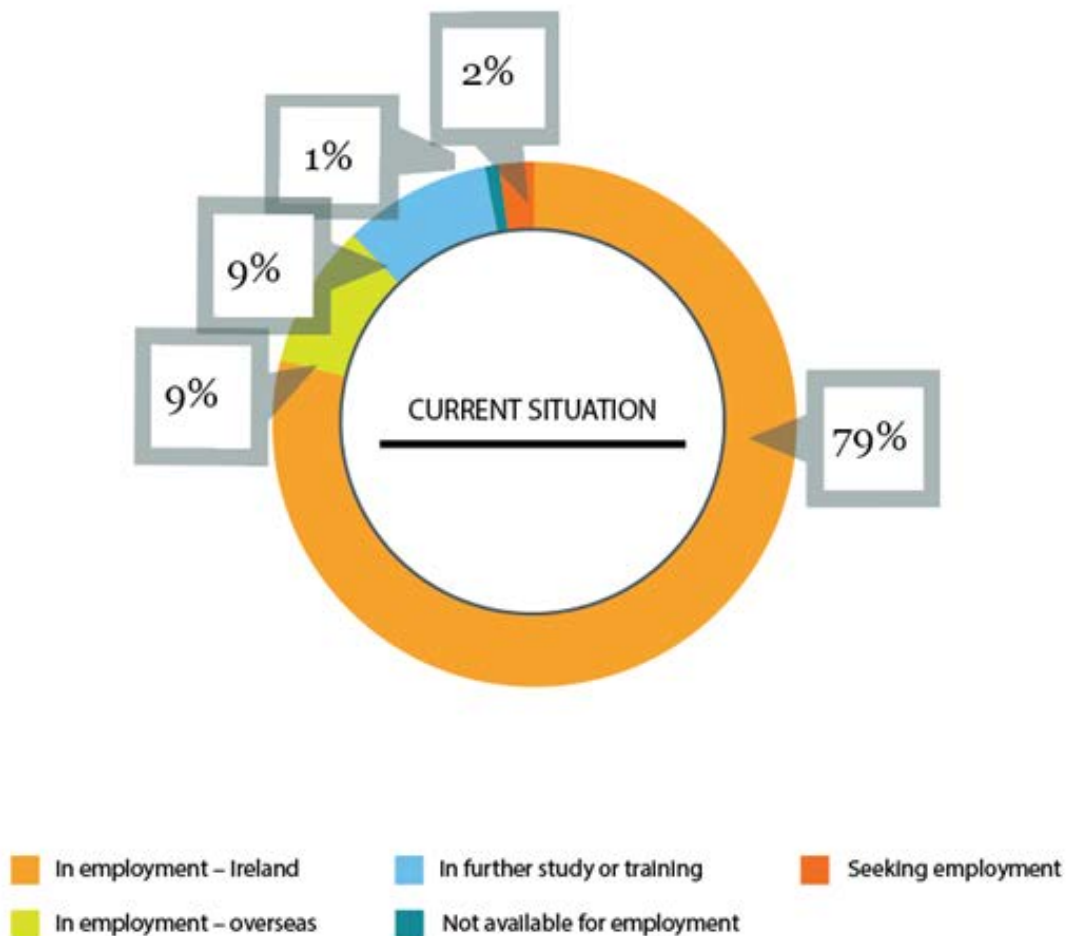
Kemmy Business
School Graduates
Average Salary

€31,270

Science &
Engineering
Graduates Average
Salary

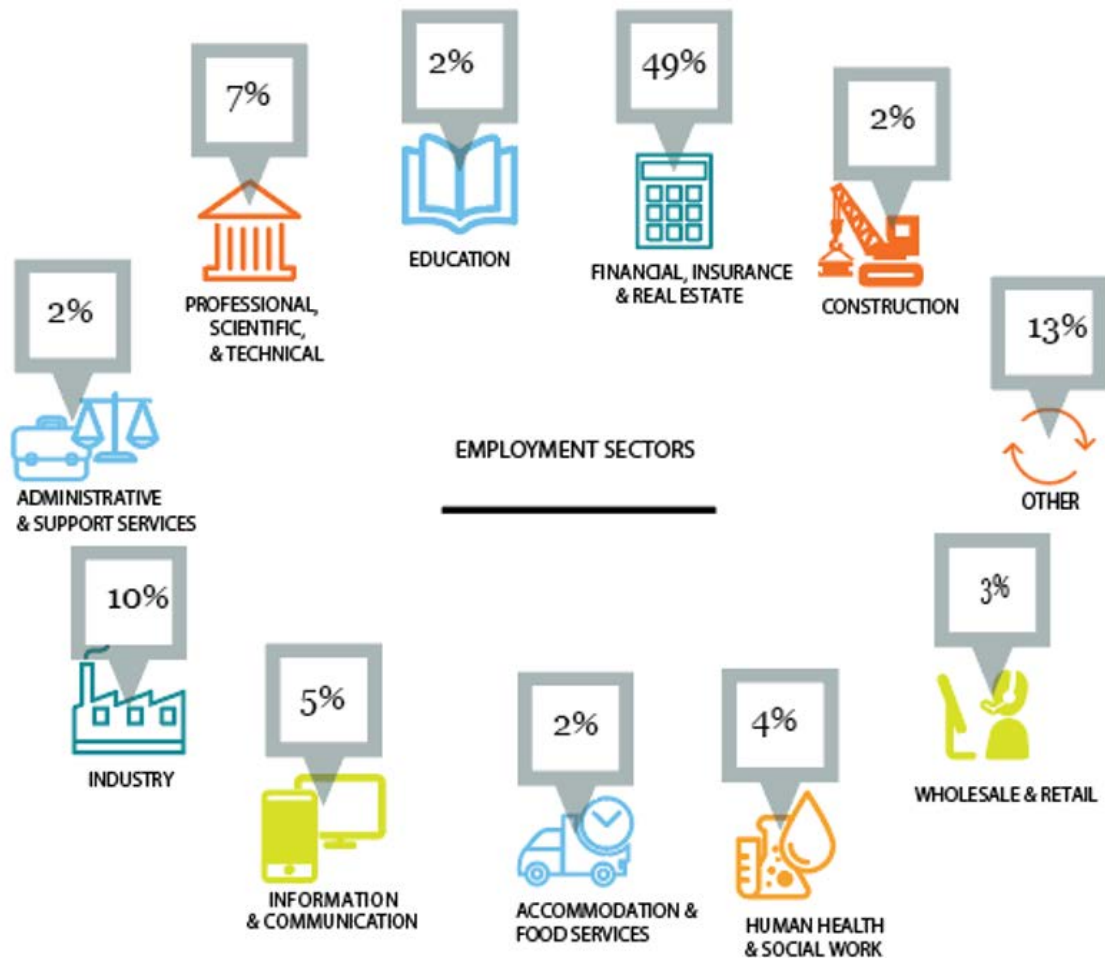
Overview of Survey Results

Primary Degree Graduates, Kemmy Business School



Employment Sectors

Primary Degree, Kemmy Business School



Sectoral trends in the employment of Primary Degree graduates for the Kemmy Business School include a large increase of 34% in the Financial, Insurance, & Real Estate sector. This is partially offset by a decrease of 14% in Human Health & Social Work, and a drop of 11% in the Professional Scientific & Technical sectors.

Human Health and Social Work Activities Graduates

- Human Health and Social Work Activities
- Residential Care Activities
- Social Work Activities without Accommodation

Industry

- Manufacture of Food & Beverages, Textiles & Clothing
- Manufacture of Computer, Electronic and Optical Products
- Manufacture of Chemicals, Pharmaceuticals, Rubber, Plastic and Mineral Products.
- Manufacture of Motor Vehicles, Trailers and other transport equipment

Financial, Insurance & Real Estate

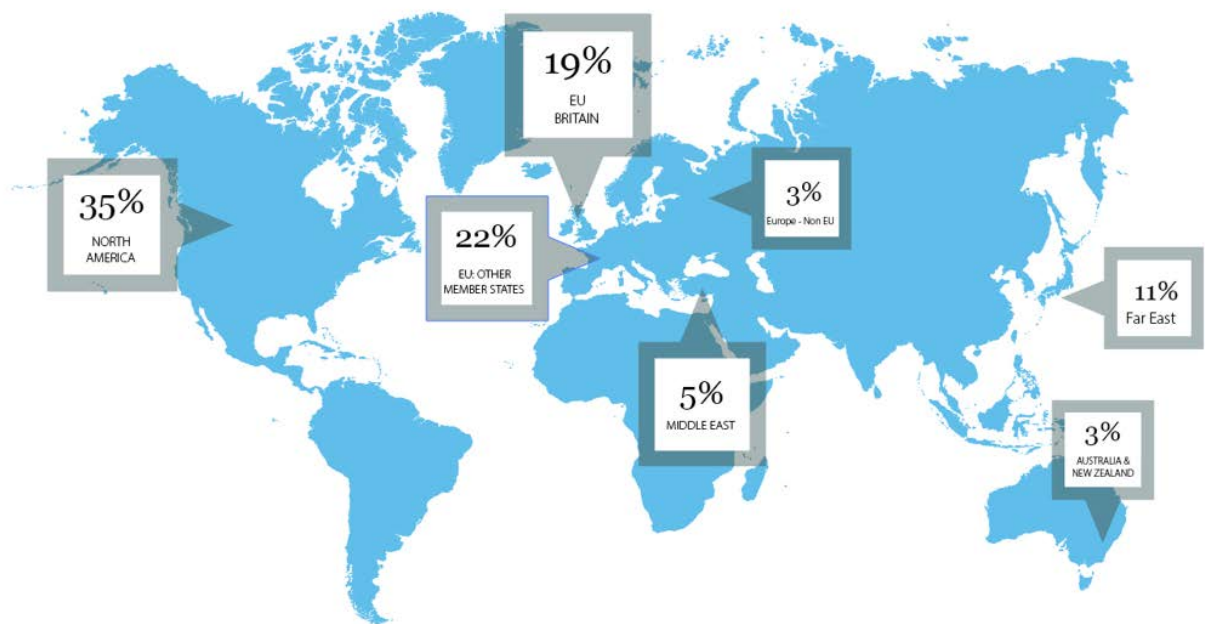
- Financial service activities, except insurance and pension funding
- Insurance, reinsurance and pension funding, except compulsory social security
- Activities auxiliary to financial services and insurance activities

Professional, Scientific, and Technical Activities Graduates

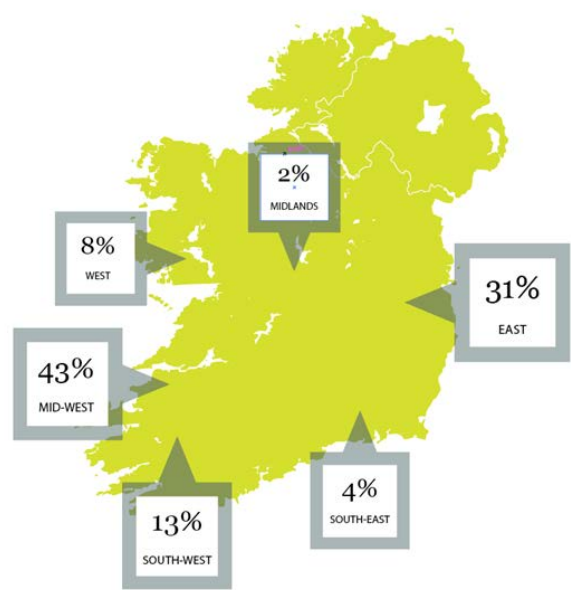
- Law and Accountancy
- Management Consultancy
- Architectural and Engineering: Technical Testing and Analysis
- Scientific Research and Development
- Advertising and Market Research

Regions of Employment

Global and Ireland: Primary Degree, Kemmy Business School



There is a significant change in the distribution of Primary Degree graduate employment in the last five years. UL graduates employed in the UK increased by 4% on the previous year. In earlier years the statistics showed a higher percentage of graduates going to the UK. Confusion surrounding the UK and Brexit is clearly a key factor in the UK's popularity as an employment destination. Graduate employment has decreased by 9% in the EU, and in the Middle East by 2%. This reflects the trend of teachers, nurses, and business remaining here and the overall growth in new opportunities in Ireland.



Ireland

Employment rates for Primary Degree graduates in the West (including the West, Mid-West and the South) continue to rise, with 70% of UL graduates working within these regions. This high concentration of graduates employed in the West and in the Mid-West in particular, across all faculties, is a significant factor in the attraction of foreign direct investment to the region, and is fundamental to the development of the strategic regional development plan.

The shortage of available rental property in the East is also driving employers to 'nearshore' some of their operations in regional offices.

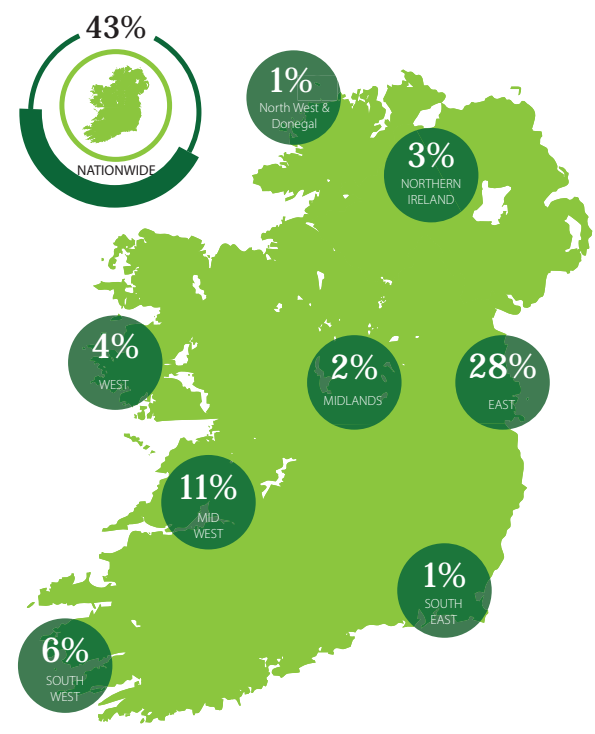


Jobs Analysis

The University Careers Service advertised 8,534 vacancies to graduates in the last academic year.

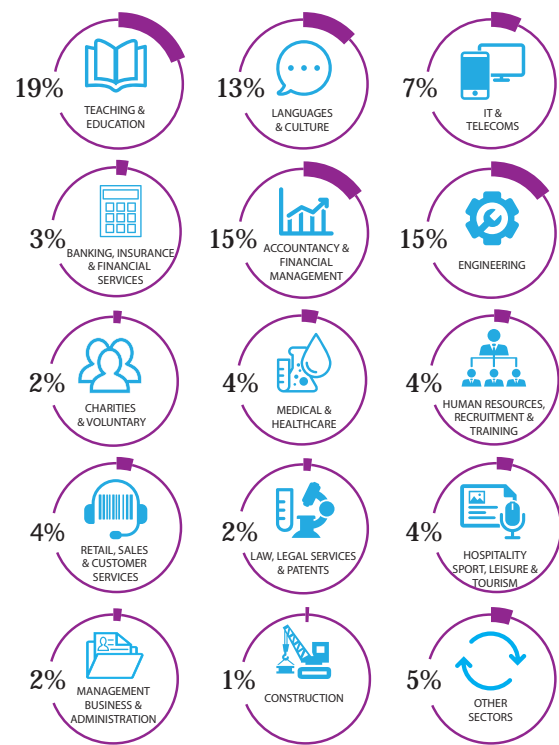
Jobs Analysis

Ireland



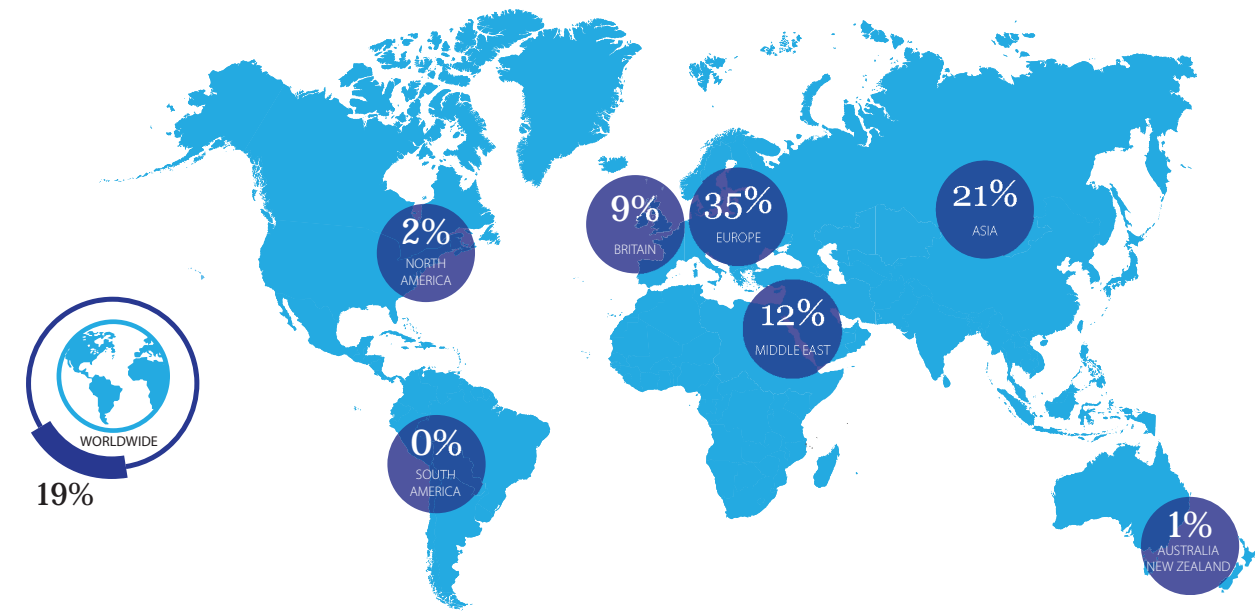
The % of job opportunities of specific regions around Ireland. It is split into nine different regions. The 'Nationwide' region consists of job opportunities that had more than 1 specific location in Ireland.

Sectors for job opportunities



The highest sector was Teaching and Education at 19%, the high demand was driven by the UK seeking Irish teachers.

Global



These figures indicate the job positions available outside of Ireland (from the UL Careers Connect website—careersconnect.ul.ie).



Career Sector Spotlight

Cooperative Education & Careers Division

Biopharma

Biopharma

Sector Overview

Pharma includes Biopharma—the chemical production of drugs, and Biologics, the production of medicines in living organisms such as plant or animal cells and medical technologies. Ireland is one of the leading locations for pharmaceutical and pharma-related industries in Europe. Irish companies contribute greatly to the discovery, development, production, and marketing of pharmaceutical drugs and medical devices. This sector is transitioning from a chemical processing model to a high-value biopharmaceutical investment in complex, cutting-edge science. A \$10 billion investment in new facilities in Ireland in the last 10 years is close to the biggest investment in new facilities anywhere in the world. These companies are making thirty-year investments in their futures. Ireland is attracting this type and level of investment because of the highly skilled talent available.

Location

There are 75 pharmaceutical companies in Ireland including all 10 of the top 10 world's pharmaceutical companies. There are 40 US Food and Drug Administration (FDA) approved pharma and biopharma plants. This sector directly employs 30,000 people.

Graduate Opportunities

The biopharma sector employs significantly more third-level graduates than other industry sectors. Almost 50% of employees in the sector have a third-level qualification, compared to a national average of 24%. Graduate opportunities exist in Science, Engineering, Technology, Business and Communication.

Skills

Health Science: process development analytical biochemistry; **Engineering:** bioprocessing with an emphasis on single use manufacturing systems;

product development and design; precision engineering toolmaking; systems installation including plant and equipment; **Technology:** biotechnology skills to support bioprocessing with an emphasis on analytical technology; data analytics and data savvy; **Business:** Supply chain management; regulatory affairs in biopharmaceutical manufacturing & release testing; **Communication:** public relations and marketing; technical communication including technical writing.

Related Sectors

MedTech (Medical Technologies) and Medical Devices.

Future Trends

Organic growth and strengthening innovation in order to capitalise on new opportunities are key priorities of Pharma CEOs. In addition, leadership, problem solving, creativity, and innovation are key soft skills for their employees. The trajectory for healthcare demand is a positive one with ageing populations in major markets and expanding affluence in emerging ones driving inputs and outputs. Ireland remains a world leader in the area of pharmaceutical manufacturing, the seventh largest exporter of medicines, and the largest net exporter of pharmaceuticals in the EU. Of the total goods exported from Ireland 50% are pharmaceutical products. Accordingly, diverse opportunities for graduates in this sector and related sectors will increase.

Sources

Future Skills Needs of the Biopharma Industry in Ireland, by the Expert Group on Future Skills Needs (EGFSN), August 2016;
IDA Ireland 2019 www.idaireland.com/doing-business-here/industry-sectors/bio-pharmaceuticals;
Life Science Consultants;
NIBRT (The National Institute for Bioprocessing and Research and Training);
PWC Twenty years inside the mind of Pharmaceuticals and Life Sciences CEOs (2017)

QUICK FACTS

Companies operating in Ireland

75 Biopharmaceutical companies in Ireland. All of the world's top ten have substantial operations in Ireland.

Research

Science Foundation Ireland (SFI) funds basic research in the biopharmaceutical sector, especially with regards to understanding cancer, autoimmune disease and Alzheimer's disease.

Graduate Opportunities

Science, Engineering, Technology, Business, and Communication.



Career Sector Spotlight

Cooperative Education & Careers Division

MedTech

MedTech

Sector Overview

Medical Technology or MedTech is any technology used to treat individuals suffering from a wide range of conditions, and to improve and extend their lives. It diagnoses, monitors, and treats most diseases that affect society today. Ireland produces a wide range of medical device products including at the low-tech end of the scale, everyday objects such as pregnancy tests, contact lenses, and ventilators. At the high tech end, production includes pacemakers, stents, orthopaedic hip, and knee joints. The European MedTech market represents 31% of the world market and is the second largest after the US. In 2015, Ireland secured one third of all Medtech investment in Europe, with €652 million invested by existing Medtech companies. In 2016, exports from this sector reached €12.6 billion. The sudden increase in potential for Internet of Things (IOT) businesses is set to reach €6.5 trillion by 2025, with healthcare the single greatest sector its driving force. Advanced manufacturing meets modern MedTech to create personalised medical devices. This is connected health. Ireland is uniquely placed to take a global lead in this area having not only a global MedTech hub but also nine of the top 10 biopharma companies and 10 of the top 10 ICT companies located here.

Location

450 medical technology companies currently operate in Ireland. Of the world's top 25, 18 have operations here. 60% of these companies are Irish-owned making important contributions to the medical devices sector and global exports. The sector employs 38,000 people; it is per capita the second largest employer in the EU.

Graduate Opportunities

The Expert group on Future Skills Needs (EGFSN) expects the medical technology and medical devices sector will create more than 4,000 jobs by 2020. Opportunities for graduates exist across

the disciplines of science, engineering, technology, business, and communication. The convergence of different technologies with medical device products means that there is a demand for graduates with expertise in the areas of informatics, maths, nanotechnology, software development, engineering, and statistics. The fastest growing sub-sectors are in-vitro diagnostics, connected health, and combination devices.

Skills

Science: biological sciences; chemical sciences; material sciences; pharmaceutical sciences.

Engineering: automation; bioprocessing; new product development; polymer; lean sigma; quality assurance; risk assessment; software validation technology; informatics; nano technology; software development; statistics; **Business:** finance; healthcare economics; human resources; purchasing and sales;

Communication: public relations and medical marketing; technical communication including technical writing; international and applied languages.

Related sectors

Biopharma, and ICT.

Future Trends

The trajectory for demand in medical devices is a positive one with ageing populations in major markets and expanding affluence in emerging ones driving inputs and outputs. Sector growth stands at 4.4% annually, and for nearly a decade in Europe. The available pool of talent is growing too with an increase in STEM graduates over the last five years. Level 8 engineering applications in particular, have increased by 23.9%, science applications by 17.2%. The Irish MedTech sector has grown, with exports quadrupling in the past ten years to €12.6 billion, which represents 10% of Irish exports.

QUICK FACTS

Companies operating in Ireland

450 including 18 of the world's top 25. The annual value of Irish MedTech export is €12.6 billion.

Graduate Opportunities

Informatics, Maths, Nano-technology, Software Development, Engineering and Statistics, Business Excellence, Supply Chain, Regulation and Quality.

Future Trends

A positive trajectory with sector growth standing at 4.4% annually, for a decade in Europe. R&D is the only sector for which a PhD is a required qualification.



Career Sector Spotlight

Cooperative Education & Careers Division

Financial Services

Financial Services

Sector Overview

Financial services involve the investment, lending, and management of money and assets. It includes a number of sub-sectors including: aircraft leasing and financing; asset management and investments; banking and payments; and insurance and reinsurance. Ireland is a leading location for financial services. The IFSC (International Financial Services Centre) situated in Dublin is the location for many foreign-owned multinationals as well as Irish-owned companies. Ireland is the fourth largest exporter of financial services in the EU. Emerging sub-sectors in this sector include: business process outsourcing; Islamic finance; sports betting; smart ageing; marine finance; green finance; and sustainability investment. Financial technology or FinTech is a rapidly growing related sector, which competes and collaborates with financial institutions, through innovations and technologies that are radically changing the traditional financial services sector.

Location

430 international financial services companies currently operate in Ireland. This figure includes half of the world's banks. 200 of these companies are Irish owned. 20 of the world's top 25 companies have operations here. Eight of the top 10 global aviation lessors are based in Ireland, and over 60% of the world's leased commercial aircraft is owned or managed from Ireland. It is also a significant location for payments technologies, with 25 payment companies operating here.

Graduate Opportunities

Brexit and additional regulatory and financial changes are now creating opportunities across all financial services. In addition to the long-established activities within this sector, there is a need for graduates with expertise in high-end ICT, and graduates who are commercially-minded, capable of

performing more traditional roles, and at the same time excelling in customer facing opportunities.

Skills

Business including: accountancy; actuarial; data analysis including big data, data visualisations; quantitative modelling; forecasting; evaluating; reporting and web analytics; insurance and re-insurance; management consulting including organisational change and performance; regulatory affairs and tax analysis; **Technology** including: financial technology with skills in specific software packages; **Communication** including: public relations and marketing, technical communication including technical writing; international and applied languages. **Soft skills** including a capacity for innovation and problem solving.

Related Sectors

FinTech; RegTech.

Future Trends

Global challenges shaping the financial services industry today include: disruptive changes driven by ICT; new breed technology-enabled competitors; big data; increased emphasis on risk; compliance; security; new business models, products and services. In addition, the intensified global competition for foreign direct investment and for talent requires a concerted response in terms of the supply of quality graduates; talent attraction; ongoing skills development, and the capacity for innovation and problem solving. Many financial roles have become unrecognisable due to rapid change in this sector. It is people with varied technical skills and multi-industry experience who will transition more easily between clients, countries, and assignments. Leveraging technology is key to achieving growth priorities.

Sources

"A New Take on Talent" - PWC Annual CEO Survey, 2015; IFS2020: A Strategy for Ireland's International Financial Services sector 2015-2020 Published March 2015; The National Skills Bulletin 2016 produced by (SLMRU) in SOLAS on behalf of the Expert Group on Future Skills Needs (EGFSN)

QUICK FACTS

Companies operating in Ireland

400+ financial services companies, 200 Irish-owned. 42,000 employed and contribute €2.3 billion each year in taxes.

Graduate Opportunities

8 out of 10 of those employed in the sector hold at least a bachelor's degree.

Future Trends

Finance leaders are hiring from non-traditional areas and investing in both conventional and non-conventional programmes to prepare digitally agile, well-rounded teams for the future.



Career Sector Spotlight

Cooperative Education & Careers Division

FinTech

FinTech

Sector Overview

FinTech is the use of technology to deliver financial services and products, which are accessible, convenient and tailored to 21st century consumers' needs. New technologies will transform and disrupt every aspect of the financial services sector from payments and transactions, to risk and compliance, to trading and commodities. This sector holds out the exciting prospect of achieving success through established foreign and indigenous firms, and indigenous dynamic start-up companies working together. Ireland has a very suitable mix of IFS and High Technology companies along with a good entrepreneurial culture and a highly qualified talent pool. In addition, Ireland has the support ecosystem, including graduates and workers, to ground many of the capabilities needed for success in this sector. Deloitte's Blockchain Lab and Citi's RIDL Centre are just two examples of multinationals recognising Ireland's potential as a geographically advantageous and knowledge-rich country driving financial innovation. The very rapid uptake of mobile technology in the developing world offers tremendous potential for Irish companies to achieve rapid growth in new markets.

Location There are 42,000 people employed in financial services, and a further 105,000 working in technology. The FinTech sector employs 8,800 people, up 20% since 2015. On May 1st, 2018 Enterprise Ireland launched the first Fintech Census which will provide a crucial fact-base for FinTech companies, investors, policymakers and other stakeholders on the scope, scale, and strategic positioning of the Fintech sector in Ireland and will chart its growth.

Graduate Opportunities

Brexit, additional regulatory and financial changes together with advances in technology are creating opportunities in this sector, which exist across the disciplines of technology, software engineering,

business, and communication. Demand exists in particular for graduates with expertise in all areas of financial services and high-end ICT.

Skills

Mathematical; Financial services including: peer-to-peer lending and crowdfunding; digital and crypto-currencies including bitcoin and digital wallets; robo advisory services; insurance; risk management; **Technology** including: AI; cybersecurity; programming; software engineering and development; and RegTech. **Communication** including: technical communication and technical writing.

Related Sectors

Financial services and RegTech.

Future Trends

Changes in the international and European environment will further disrupt this sector. Related regulatory and legislative changes will create challenges and opportunities across the entire professional services eco-system.

The prospect of achieving an EU wide market for financial technology that benefits SMEs looking for finance, consumers seeking faster and cheaper ways to do business, and savers and pensioners is both exciting and challenging. FinTech Ireland's vision is 'to support and foster a vibrant, globally-oriented FinTech hub that is synonymous with the development of cutting edge technology, the design of great products and solutions, and the growth of globally scalable FinTech firms. The Ireland Fintech Census 2018 provides for the first time, a comprehensive landscape of Irish FinTech. It draws attention to the importance of talent and investment to entrepreneurs, the two key ingredients to great companies and a healthy start-up ecosystem.

Sources

https://fpai.ie/downloads/FPAI_FinTech_Report.pdf;
<https://careersportal.ie/sectors/>;
<https://www.siliconrepublic.com/companies/>
PwC (2016) Report – Blurred lines: How FinTech is shaping financial services (A View from Ireland)
<https://www.enterprise-ireland.com/en/Publications>

QUICK FACTS

Employed in Ireland

The FinTech sector employs 8,800 people, up 20% since 2015.

Graduate opportunities

For graduates with expertise in all areas of financial services and high-end IT.

Future Trends

Meeting the challenge of a growing EU-wide market for financial technology that benefits the SMEs, consumers savers, and pensioners.



Career Sector Spotlight

Cooperative Education & Careers Division

Insurance

Insurance

Sector Overview

Insurance is a sub-sector of financial services and a key player in that sector. It is a means of protection from financial loss. It is a form of risk management, primarily used to hedge against the risk of a contingent or uncertain loss. An entity which provides insurance is known as an insurer, insurance company, insurance carrier or underwriter. Since the financial crisis of 2008 Ireland has become a global centre for insurance innovation by collaborating with the ICT sector. In 2018, a major survey of the Irish insurance sector found this sector's leaders focused on growth and innovation amidst changing market conditions, economic challenges, and international competition. More particularly, 77% of sector leaders said there were more opportunities for growth in their organisations now than there were three years ago. International competitiveness is a key priority for the insurance industry, enabling further development of Ireland as an international hub for insurance.

Location

More than half of the world's top 20 insurance companies have a base in Ireland. This sector employs 28,000 people with 1 in every 4 people employed directly or indirectly by the insurance sector.

Graduate Opportunities

The insurance sector is highly regulated by the Central Bank of Ireland and the Minimum Competency Code is in place to ensure that those advising insurance customers are fully qualified and keep their knowledge up to date through Continuing Professional Development (CPD) including:

- Accredited Product Adviser (APA) – through the Insurance Institute of Ireland (III) – entry-level qualification
- Professional Diploma in Insurance (CIP) through the III – full qualification
- Professional Diploma in Financial Advice (covers the broad spectrum of financial services products) leading to

the Qualified Financial Adviser (QFA) through the III – full qualification

- Actuary - Institute and Faculty of Actuaries, UK – full qualification

In addition, the following University of Limerick qualifications are highly recognised insurance-specific qualifications within the insurance sector which among others may provide exemptions from some of the professional insurance exams:

- Bachelor of Business Studies with Risk Management
 - Master of Science in Risk Management and Insurance
 - Bachelor of Financial Mathematics – provides exemptions from the professional actuarial exams.
- Financial services, Fintech, RegTech, Business, ICT, Communication.

Future Trends

The landscape of the insurance sector is undergoing very significant change including radical social, and technological change. Social trends are shaking up traditional business practices.

Increasingly, customers are demanding simplicity, transparency, and speed in their transactions. This change represents both a challenge and an opportunity for the sector. Information and communication technologies are impacting insurance as they are other sectors. Increased access to the internet through smart phones and tablets is fundamentally changing the market. Insurers need to process the vast quantities of information generated (big data). The next wave of competitive advantage will come from exploiting unstructured data such as social media information, to maintain competitive advantage.

Sources

"Creating the future for Insurance in Ireland" PWC Report, April 2014; "Insurance Ireland-PwC Pulse Survey", 2018; "www.careersportal.ie"

QUICK FACTS

Companies operating in Ireland

More than 50% of the world's top 20 insurance companies.

Graduate Opportunities

For fully professionally Qualified Financial Advisors QFAs.

Future Trends

Industry responding to radical social and technological change.



Career Sector Spotlight

Cooperative Education & Careers Division

Information and Communication Technology

Information and Communication Technology

Sector Overview

2018 was again a strong year for ICT professionals who up-skilled in sought-after technologies and methodologies. Ireland's ICT sector continues to experience rapid change covering many niche areas. Many start-ups and younger companies continue to expand their information and communication technology teams. Ireland is the 2nd largest exporter of computer and ICT services in the world. Both foreign-owned multinationals as well as home-grown start-ups continue to set up ICT shared services and competence centres in Ireland thereby requiring the addition of a second European language as well as ICT expertise. The 2018 Expert Group for Future Skills Needs predicts a shortfall in ICT skills of up to 146,000 people by 2022. Currently, the compound rate of growth in high level ICT skills in Ireland is 5% per annum.

Location

16 of the top 20 global technology companies have their EMEA headquarters or their significant operations in Ireland including 9 of the top 10 US companies. 105,000 are directly employed in this sector. Dublin in particular, is a hub for gaming companies.

Graduate Opportunities

Demand for cloud computing is expected to underpin market demand with industry analysts forecasting that cloud computing could experience annual growth of 40% in Ireland in the short-term. Strong growth markets for emerging technologies, such as cognitive systems and artificial intelligence (AI), robotics, the Internet of Things (IoT), 3D printing, augmented and virtual reality, and next generation security. Companies continue to favour Python for development projects, sustaining demand for graduates experienced in this language. There is increasing demand for experienced project managers who combine the necessary

ICT technical skills with stakeholder and client management. Competition for such experience is likely to sharpen further in 2018/2019. Coding, automation and software development .net specialists are key qualifications currently in demand. This has encouraged indigenous up-skilling in this area, and as a result has created interest from overseas.

Software development has seen a significant increase in demand for .net specialists. However, the local talent pool is insufficient, forcing some companies to seek international graduates. Although demand for Java-based developers remains, new companies are increasingly choosing other technologies. Web and mobile development continues to be a strong area of growth leading to a predominantly acute shortage of professionals with niche skills at commercial level.

Future skills and trends in IT sector include:

The Experts Group on future Skills Needs forecasts demand for high-level ICT skills over the period 2017-2022. The specific skills are: Computing skills including computing software engineering and computer programming as well as multimedia gaming and electronic and electrical engineering skills, communications and mechatronics, and electronic/computing engineering. The sector has seen exponential growth in the number of permanent professional vacancies in 2018 with a 21% year on year increase in the Dublin market alone, which is expected to continue rising into 2019. The market for AI/Machine Learning professionals will take centre-stage in 2019-2022 as more employers seek to fill specialised roles in this area of growing importance.

Sources

Morgan McKinley Market Review Technology Quarter 1, 2019.
Forecasting the Future Demand for High-Level ICT Skills in Ireland, 2017-2022, March 2019.

QUICK FACTS

Companies operating in Ireland

16 of the top 20 global technologies have their EMEA headquarters in Ireland including nine of the top 10 US companies.

Graduate Opportunities

Roles such as Project Manager, Business Analyst, Product Manager, Java and .Net developer, and Network Engineers will continue to be in high demand.

Future Trends

Industry meeting challenge to attract and retain graduates with high-level ICT skills.



Career Sector Spotlight

Cooperative Education & Careers Division

Education Sector

Education Sector

Sector Overview

The primary objective of the Department of Education and Skills, set out in the 'Statement of Strategy 2019-2021', is to provide a strong supply of talented graduates who combine knowledge, skills and employability. This strategy responds effectively to the needs of the enterprise, public service, and community sectors, nationally and regionally. At the same time, it maintains Irish leadership in Europe for skills availability.

In Ireland, one third of all public service employees work in the education and training sector. According to the Central Statistics Office (CSO), 179,000 people were employed in the 1st quarter of 2019 in the education sector—a 6.7% increase on the same period in 2018.

Graduate Opportunities

The Department of Education and Skills anticipates school enrolment will continue to grow over the next ten years with current enrolments among full-time learners at over one million across the system of first, second, further and higher education levels. Employment for these occupations is driven both by government funding and the demographic profile of the population. The fall in the number of children born in recent years will mean a lower demand for primary-school teachers. On the other hand, the second-level school population is expected to peak in 2024-2025; this will result in increased demand at second-level over the next ten years, and later at third level as this cohort moves up through the education system.

Future Trends

Teacher Training

Demand for places on teacher training programmes has fallen since 2012. This is attributed to the additional costs associated with the two year Master's in Education (PME) programme (introduced in 2013/2014) with no

parallel increase in resources made available to universities.

Teaching Posts

Certain skills shortages are being experienced at present due to factors such as the reduction in starting salaries for new entrants to the profession, (introduced in 2011).

Ongoing discussions as part of the Public Service Stability Agreement are examining how to address this. The National Skills Bulletin 2018 notes it is proving difficult to source qualified secondary teachers for certain subject areas such as languages and some science subjects.

Further Education and Training

The establishment of 16 Education and Training Boards (ETBs) to replace the existing 33 Vocational Education Committees will facilitate the delivery of co-ordinated education and training programmes at second and further education levels and aligns with nationally agreed priorities in education. New **apprenticeship** models have been introduced since 2016 leading to award levels from 5-10 on the National Framework of Qualifications (NFQ). These apprenticeships are industry-led by consortia of industry and education partners.

Higher Education

A major reform programme is being advanced in line with the National Strategy for Higher Education to 2030, to improve the quality of the experience of students while the Technological Universities Act provides the legal underpinning for the establishment of Technological Universities.

Sources: The Higher Education Authority, Expert Group on Future Skills Needs, National Skills Bulletin, Ireland's Education and Training Sector, Department of Education & Skills, Irish Times.

QUICK FACTS

Strategic direction 2019-2021

Over 4,000 schools in Ireland, between primary and secondary, employing over 59,000 teachers.

Graduate Opportunities

Issues with sourcing teachers with a high level of expertise in specific fields, such as Irish, Science, Mathematics and foreign languages.

Future Trends

Over €10 billion expenditure allocated in 2019 budget allocation for Education and Skills - highest ever and 18.6% higher than 2016.



Career Sector Spotlight

Cooperative Education & Careers Division

Law

Sector Overview

In 2012, four years before the EU referendum on Brexit, total output from the legal services sector in Ireland was €2.16 billion, more than property activities, engineering, and financial services such as accounting, tax consultancy, and audit. Currently it is €2.3 billion.

As a 'hard Brexit' is the current UK government's preferred outcome, the legal services sector in Ireland should become even stronger, bolstered by global law firms whose clients need to work within the framework of EU law, including GDPR. The number of UK lawyers registering in Ireland has increased by 275% following the triggering of Article 50. 806 lawyers from England and Wales have entered the Roll in Ireland. Lawyers who register in Ireland retain access to the European Court of Justice, EU tribunals and other EU legal institutions. The increased presence of leading global clients such as Google and Apple is also a draw. Other sectors including banking, potentially affected by Brexit, have also identified Ireland as an alternative to the UK. Banks in particular, have been vocal in naming Ireland as a potential post-Brexit location. Ancillary service providers such as eDiscovery, document review and computer forensics services also stand to benefit from this growth.

Combined with the impressive roster of global corporations such as Google and Apple who already call Ireland home, thanks in part to the region's attractive corporation tax regimes, many firms will follow where their major clients lead.

Location

Legal practitioners in Ireland include solicitors, barristers, judges, legal executives, and company secretaries. Currently, 2,000 law firms operate in Ireland. As of June 2017, there were 10,122 solicitors. In 2018, there were 2,300 barristers registered to practice. 20% of all solicitors work in-house or in the public sector, and 24% in the largest 20 firms in the country, all with

over 40 solicitors and some with many multiples of that. According to the Law Society, 2014 was the first time a female majority has existed in any legal profession anywhere in the world. There were 4,623 female practising solicitors, compared with 4,609 male practising solicitors. 52% of legal practitioners are women with 48% in private practice.

Graduate Opportunities

The supply from the education and training system appears to be sufficient to meet the current annual recruitment requirement, estimated at just over 1,000. There were over 1,500 law graduates from NFQ level 8 in 2015. EU Legal Services Directives allow legal practitioners qualified in one jurisdiction to practise in another EU jurisdiction, thus increasing labour mobility and international opportunity. Opportunities for graduates exist in Ireland and across Europe in the following areas: private professional practice as solicitors and barristers; corporate; company secretarial; commercial; banking; financial services; technology; property; legal and compliance; financial services; pharma; information and communication technology; EU institutions where a second EU working language is a requirement.

Future Trends

Demand for legal professionals outside Dublin is strong and increasing since 2016. Firms in regional areas particularly Cork, Limerick and Galway have increased their staffing levels. Key growth areas remain litigation and property. Regional salaries have increased but they still lag behind Dublin salaries. While traditionally financial services has been the market leader in recruiting legal professionals, 2016 saw a notable increase in roles within the pharmaceutical and technology industries with many companies expanding their Irish operations.

Sources

Legal Sector Report – FDR 2017; (careersportal); 2017 Legal Salary Guide - Morgan McKinley Ireland; <https://www.brightwater.ie/docs/default-source/surveys/salary> www.irishtechnews.ie

QUICK FACTS

Solicitor Firms operating in Ireland

2,000
private law firms
in Ireland
10,122 solicitors
on the
Roll of Solicitors.

Barristers in private practice

2,300
barristers
registered
to practice.

Future Trends

The number of UK lawyers registering in Ireland continues to increase - by 275% since the triggering of the UK's Article 50.



Career Sector Spotlight

Cooperative Education & Careers Division

Retail Sector

Retail Sector

Sector Overview

The retail sector is Ireland's largest private sector employer and its most geographically diverse. Sub-sectors include the wholesale and motor trade sectors. In 2016, total spending by households on goods and services was €95.7 billion. Retail contributes €7 billion in tax revenue to the national exchequer equating to 23% of total tax intake; more than twice that of Ireland's second largest sector, financial services, which contributes 11%. Currently half of Irish retailers believe overall employment in this sector may contract between 2018 and 2020, citing competitiveness, a more uncertain economic outlook, and the increasing use of automation and technology in the sector. 25% believe it will grow. As technology and consumer behaviour change, so retail changes, dramatically. In November 2017, more than 73% of Irish consumers surveyed by the European Consumer Centre (ECC) Ireland had shopped online in the previous 12 months, generating sales in the region of €5 billion. 60% of those sales went to online retailers overseas.

Location

There are 37,400 active wholesale and retail enterprises in Ireland. Of those enterprises 85% employ less than 10 people. Overall, the sector employs 280,000 employees. 72% of those jobs are based outside of Dublin, much higher than the ICT and financial services sectors, which, is less than 50%.

Graduate Opportunities

Ireland's retail sector comprises a broad mix of the very best in Irish and global retailing, including high profile department stores; pharmacy chains; DIY, home and electrical outlets; Irish and international fashion, footwear and luxury goods brands; major supermarket multiples; shopping centres; leading symbol groups and convenience stores; service stations; specialist outlets; and several local, independent operators.

Small indigenous companies continue to dominate Ireland's retail sector driving demand for Irish graduates. Many large, international, and indigenous retail chains compete for talent using their own international recruitment patterns. They seek graduates to join their yearly graduate programmes with opportunities to rotate across divisions, to gain experience. This change matches the mix of knowledge, skills, and abilities currently in demand in this sector. While retailers anticipate limited growth, in overall employment, they anticipate the quality of roles and positions in the sector will improve as the sector evolves. 85% of Irish retailers intend to grow investment in people and careers, mainly in technology and refurbishment. Sales are at the very heart of this sector, with every single business involved in selling either a product or a service. Employment opportunities exist across the disciplines of business, ICT, Sciences and Communication.

Future Trends

Brexit poses an ongoing threat to the retail sector. A hard Brexit could result in possible cost inflation and tariffs. However, Irish retailers remain optimistic about the future, with the majority having ambitions to develop, invest in, and expand their businesses in the next three years. Customers now shop online from a desktop, mobile device, or in-store. They want to combine the personal service of traditional retailing with the convenience of using technology. Organisations strive to provide a seamless shopping experience whether online, on mobile or face-to-face. Accordingly, there is a greater demand for digital and analytical skills in retail, including knowledge of 'big data' to analyse consumption patterns and target consumers.

Sources

https://www.pwc.ie/media-centre/assets/publications/surveys/Retail_Ireland_2020_Report.pdf; (Ibec 2025); (prospects uk)
<https://www.rec.uk.com/news-and-policy/corporate-blog/the-future-of-retail-and-what-this-means-for-recruitment>

QUICK FACTS

Companies operating in Ireland

37,400 active wholesale and retail enterprises in Ireland employing 280,000 with 85% employing less than 10.

Graduates Opportunities

Business, ICT, sciences, and communication.

Future Trends

Growing demand for graduates with digital and analytical skills specific to retail, to meet the challenge of customers shopping online.



Career Sector Spotlight

Cooperative Education & Careers Division

Traditional and Performing Arts

Traditional and Performing Arts

Overview

Traditional and performing arts are an intrinsic part of the cultural life of Ireland. In recent years the traditional and performing arts have become economically significant and performers including musicians, singers and dancers, have careers across the entire globe. In our fast paced global economy, these performers not only need excellent performance skills to have a successful career, but also a wide variety of vocational skills including education, technology, and business to be successful in these competitive fields.

Funding

Currently, traditional and performing arts are enjoying positive growth and support from the Arts Council of Ireland. The Arts Council is the government body which encourages artists to embark on challenging and innovative projects through a range of awards and traditional arts funding. Artists, arts organisations and groups working with the arts can apply for funding through the Arts Council. Examples of funding available which may be of interest to performing arts graduates include:

- Next Generation Bursary Award - this award supports promising artists across all disciplines at an early but pivotal stage in their career.
- Traditional Arts Bursary Award – this award supports professional artists to develop their art practice. It provides artists with the time and resources to think, research, reflect, and critically engage with their art.
- Deis - Deis encourages and facilitates the traditional arts community to seek funding from the Arts Council for a range of projects.
- Music Capital Scheme - this scheme funded by the Department of Arts, Heritage, Regional, Rural and Gaeltacht Affairs and managed by Music Network, provides support and funding for the purchase of musical instruments to both non-professional performing groups/ensembles, and professional

musicians. Detailed information on all traditional and performing arts initiatives is available from the Arts Council.

Scholarships

The Irish World Academy of Music and Dance in UL offers some interesting scholarships for undergraduate and postgraduate students.

Future Trends in Culture and Investment

The Irish government is aware that a vibrant cultural offering is vital to attracting foreign direct investment. In particular, local authorities identify cultural vibrancy as a key instrument in making their areas attractive for inward investment. Likewise, companies investing in Ireland now look for workers who demonstrate both technical and creative skills. Companies will invest in locations where well-educated and mobile workers want to live.

Sources

- Culture 2025: Éire Ildánach ; A Framework Policy to 2025; Department of Arts Heritage, Regional, Rural and Gaeltacht Affairs https://www.chg.gov.ie/app/uploads/2016/07/culture_2025_framework_policy_document.pdf
- Arts Council of Ireland <http://www.artscouncil.ie/funding/>
- Irish World Academy of Music and Dance: <https://www.irishworldacademy.ie/>

QUICK FACTS

Funding

Available from Arts Council of Ireland.

UL Irish World Academy of Music & Dance Scholarships

Undergraduate and postgraduate scholarships available.

International Presence

The Irish World Academy has a strong international presence, with students from over 40 countries studying there.



Career Sector Spotlight

Cooperative Education & Careers Division

Creative Arts Therapies

Creative Arts Therapies

Sector Overview

Creative Arts Therapist is an umbrella term for therapists trained in music, dance movement, art, or drama therapy and accredited by the Irish Association of Creative Arts Therapists (IACAT). Creative Arts Therapists receive training in clinical practice, theory, and research. This includes assessment, treatment, planning and delivery, and evaluation. Ongoing personal therapy and clinical supervision are an integral part of the training. The therapists work in a variety of areas from private practice to multi-disciplinary teams within hospitals, rehabilitation centres, hospices, residential care facilities, mental health, and social care services. They also work in early intervention, schools, and disability services. Types of Creative Arts Therapies include Music Therapy, Dance Movement Therapy (DMT), and Art Therapy. IACAT is actively campaigning for statutory recognition and registration of Creative Arts Therapies in Ireland. In the UK, since 1999, Creative Arts Therapists must register with the Health and Care Professionals Council.

Music Therapy

Music therapists work in a variety of settings including:

Educational care where the therapy facilitates many developmental skills in children and adolescents with learning and intellectual disabilities, sensory impairments, emotional and behavioural disorders, communication deficits, and developmental disabilities including autism.

Health care where the therapy is included in neo-natal settings, oncology, and in the treatment of burns, acquired brain injuries, and stroke centres.

Geriatric care where the therapy supports those living with dementia, promoting positive mood, cognitive function, communication, reminiscence, and managing behavioural and psychological symptoms of dementia.

Palliative care where the therapy supports individuals at their end-of-

life, by providing emotional support, inspiring life review, and alleviating symptoms.

Courses: Master of Arts in Music Therapy. **The Master of Arts in Music Therapy in UL is the only one of its kind available in Ireland.** It is a two-year full-time programme of study, which prepares graduates for professional practice as a music therapist. Further information is available at <https://www.ul.ie/graduate-school/course/music-therapy-ma>.

Graduate Opportunities

Opportunities exist for music therapy graduates with the HSE, charitable organisations, the ETBs, private healthcare providers, the Department of Education, and social services. Music Therapy has a growing evidence base, and is now an integral part of health, education, and social care systems in many countries. Many statutory services recognise it as a core therapeutic option. However, music therapists in Ireland await statutory recognition.

Professional Training

If you are thinking of training in any of the Creative Arts Therapies, you must ensure that your chosen course meets the following criteria:

- Master's Level Qualification
- Minimum 2 years full-time or 3 years part-time course
- Clinical placement hours
- Clinical Supervision of Placement
- Insured Placements
- Personal Therapy Requirement
- Garda Vetting

Sources

- Irish Association of Creative Arts Therapists
<http://www.iacat.ie/>
- Irish World Academy of Music and Dance
<https://www.irishworldacademy.ie/>

QUICK FACTS

Types of Creative Arts Therapies

Music Therapy, Dance Movement Therapy, Drama Therapy, and Art Therapy.

MA in Music Therapy

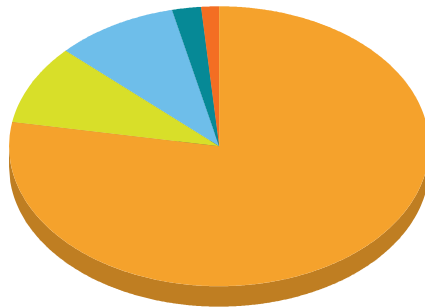
UL MA in Music Therapy is the only one of its kind available in Ireland.

Relevant Work Experience

Is a pre-requisite for training to be a creative arts therapist in Ireland.

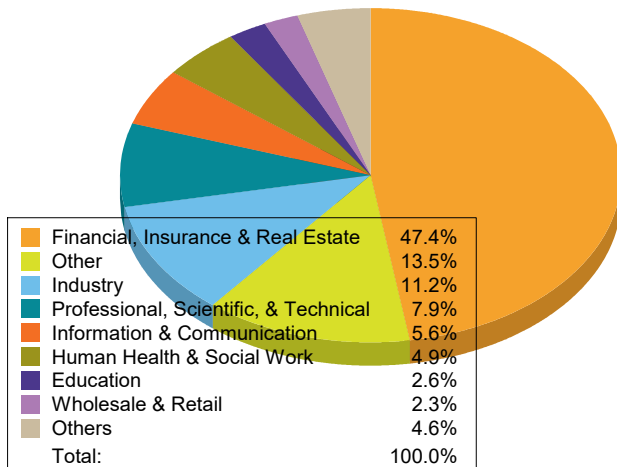
No. of Graduates	419
Total Respondents	351

Current Situation

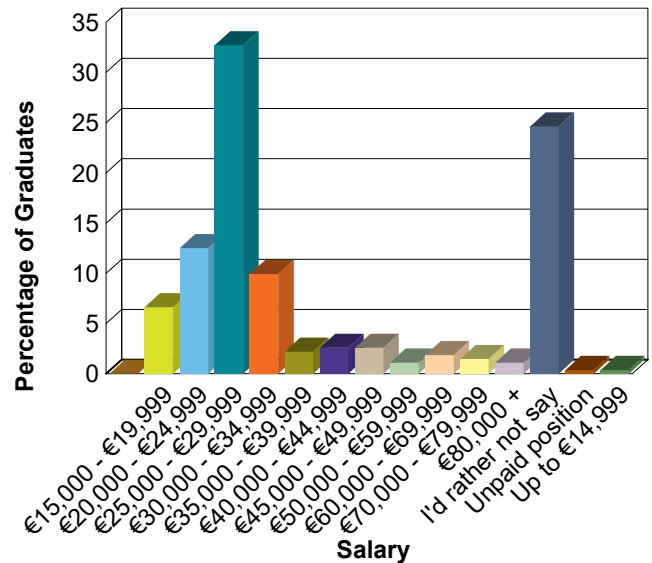


In Employment-Ireland	273	77.8%
In Employment-Overseas	32	9.1%
In Further Study	33	9.4%
Not Available for Employment	8	2.3%
Seeking Employment	5	1.4%
Total:	351	100.0%

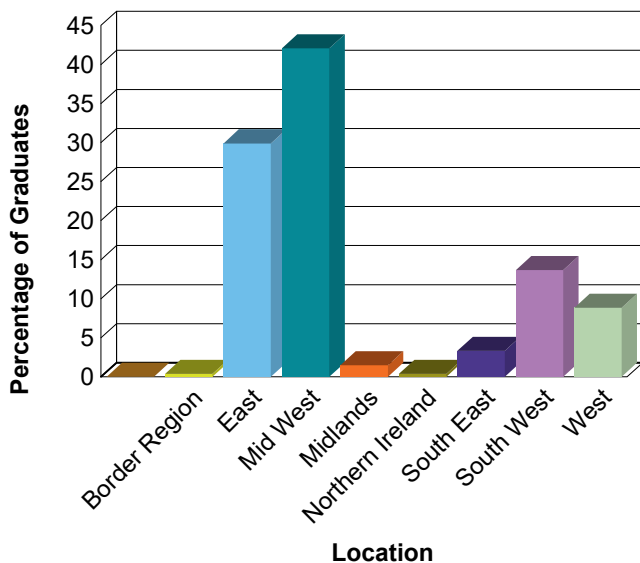
Sector of Employment



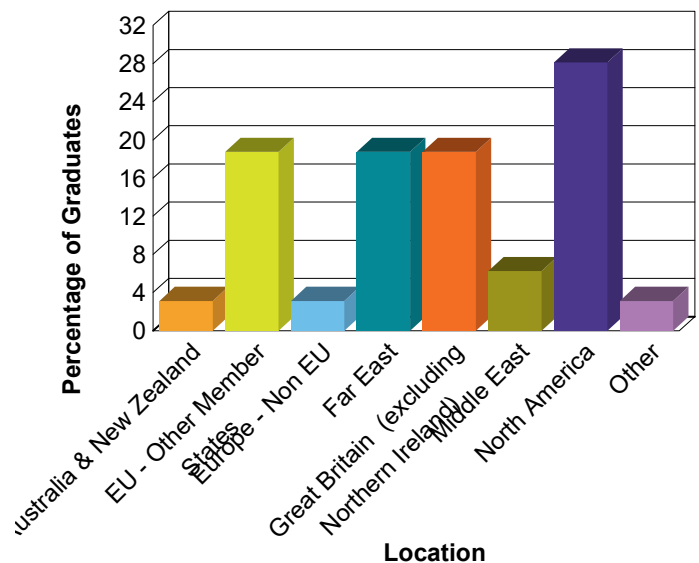
Salaries (Ireland)



Region of Employment (Ireland)

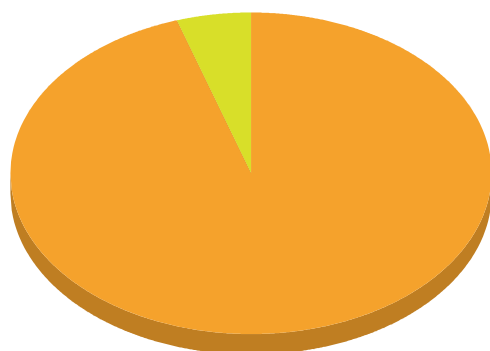


Region of Employment (Overseas)



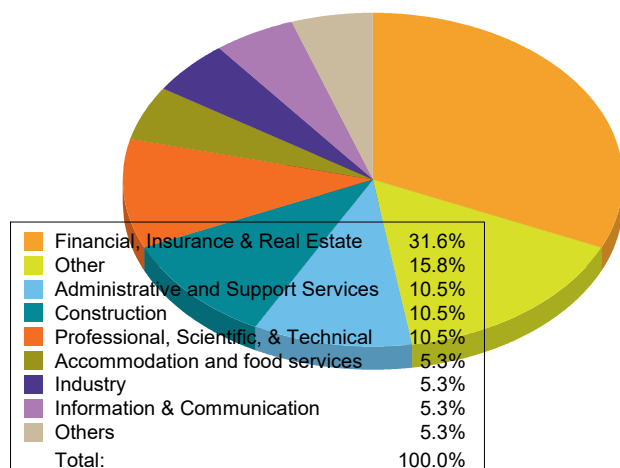
No. of Graduates	22
Total Respondents	20

Current Situation



In Employment-Ireland	19	95.0%
In Further Study	1	5.0%
Total:	20	100.0%

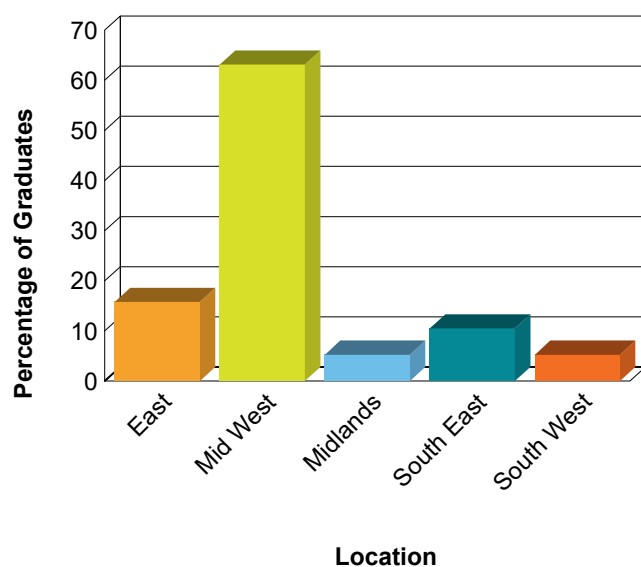
Sector of Employment



Salaries (Ireland)

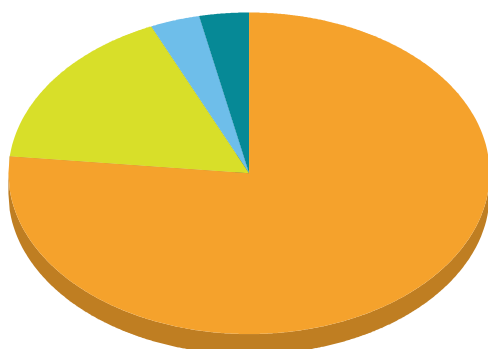


Region of Employment (Ireland)



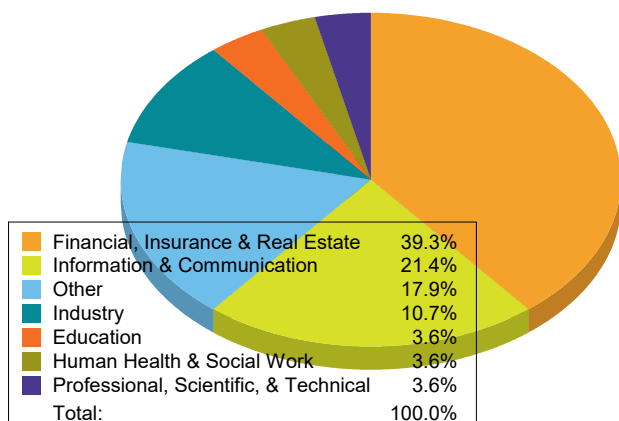
No. of Graduates	36
Total Respondents	30

Current Situation

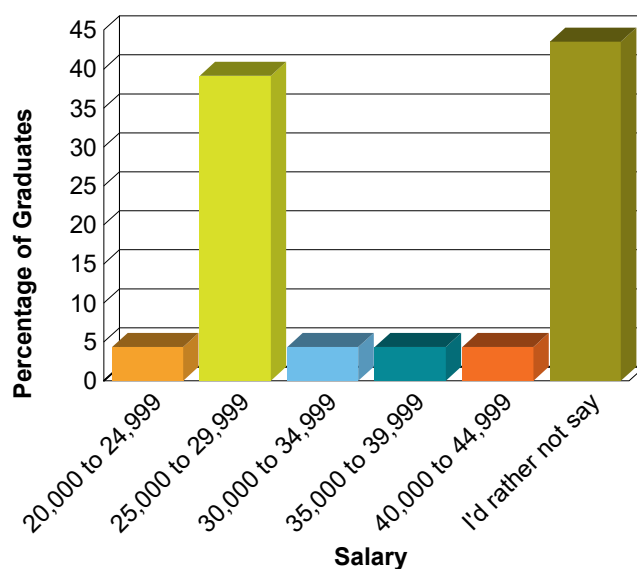


In Employment-Ireland	23	76.7%
In Employment-Overseas	5	16.7%
In Further Study	1	3.3%
Not Available for Employment	1	3.3%
Total:	30	100.0%

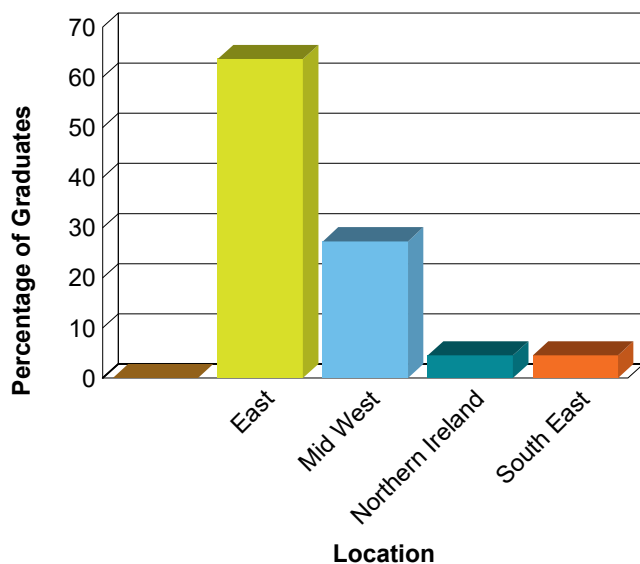
Sector of Employment



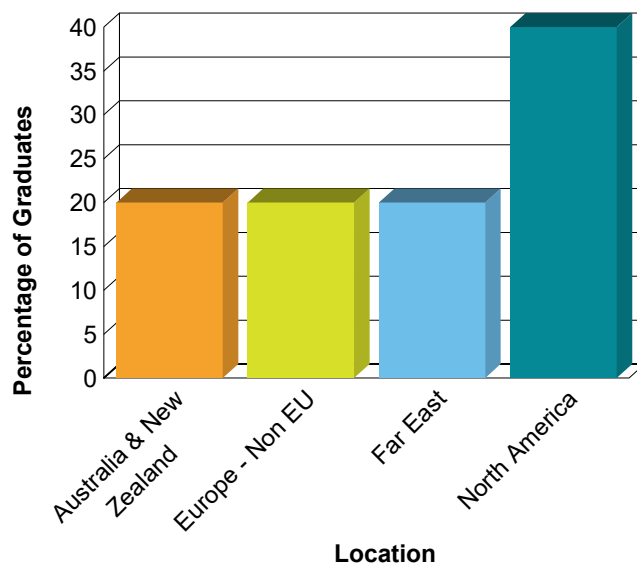
Salaries (Ireland)



Region of Employment (Ireland)

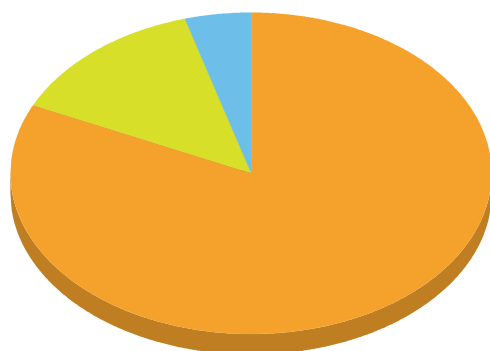


Region of Employment (Overseas)



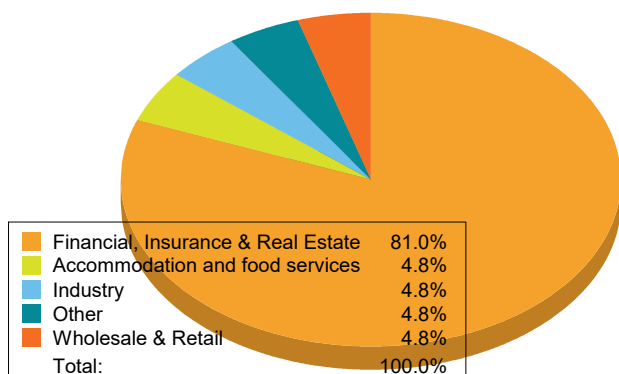
No. of Graduates	31
Total Respondents	22

Current Situation

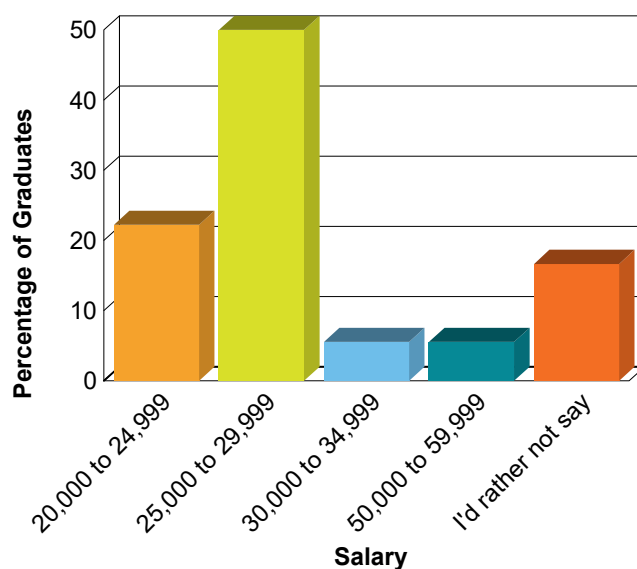


In Employment-Ireland	18	81.8%
In Employment-Overseas	3	13.6%
In Further Study	1	4.5%
Total:	22	100.0%

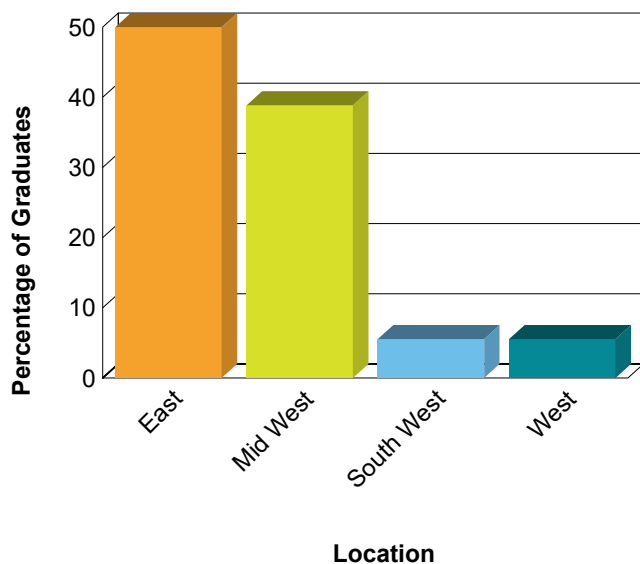
Sector of Employment



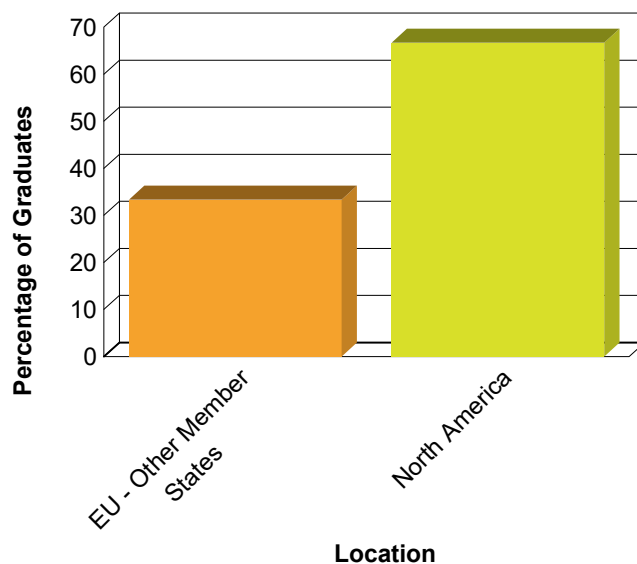
Salaries (Ireland)



Region of Employment (Ireland)

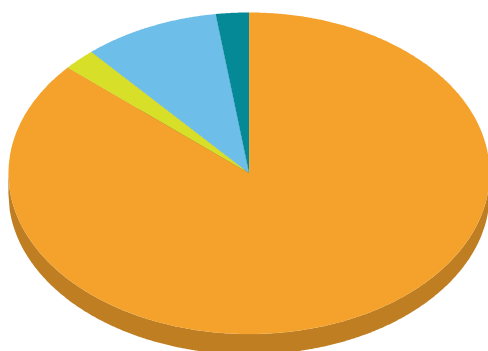


Region of Employment (Overseas)



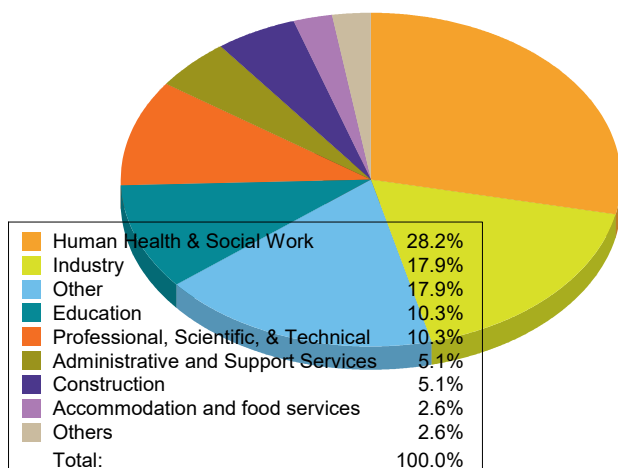
No. of Graduates	55
Total Respondents	44

Current Situation

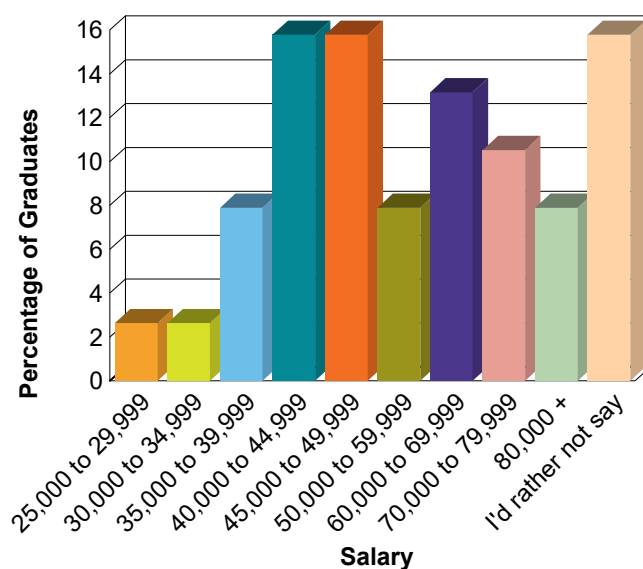


In Employment-Ireland	38	86.4%
In Employment-Overseas	1	2.3%
In Further Study	4	9.1%
Not Available for Employment	1	2.3%
Total:	44	100.0%

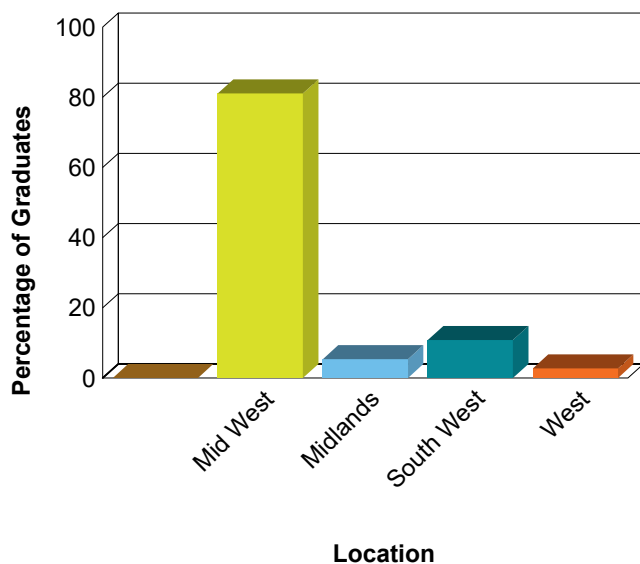
Sector of Employment



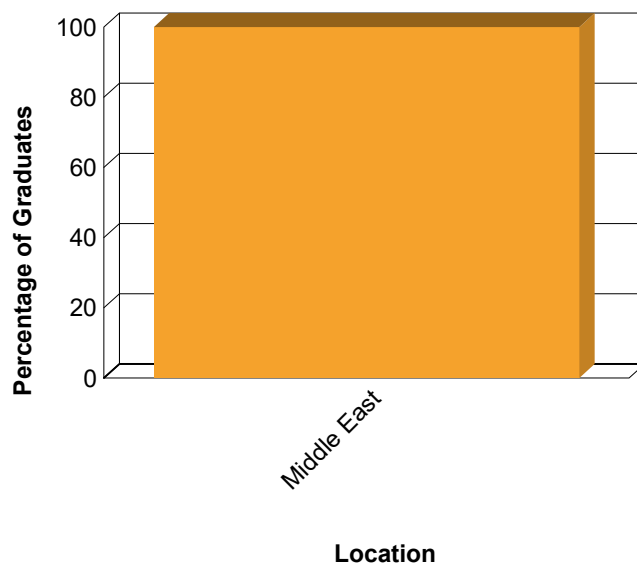
Salaries (Ireland)



Region of Employment (Ireland)

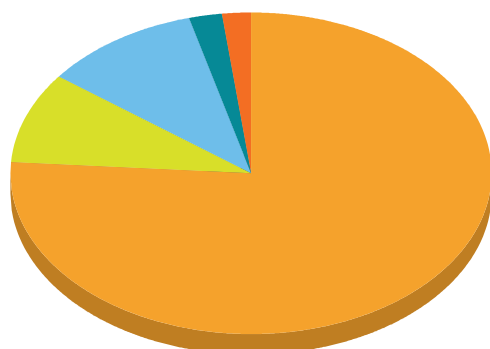


Region of Employment (Overseas)



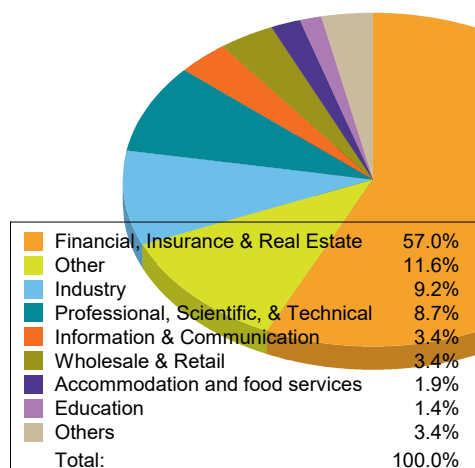
No. of Graduates	288
Total Respondents	244

Current Situation

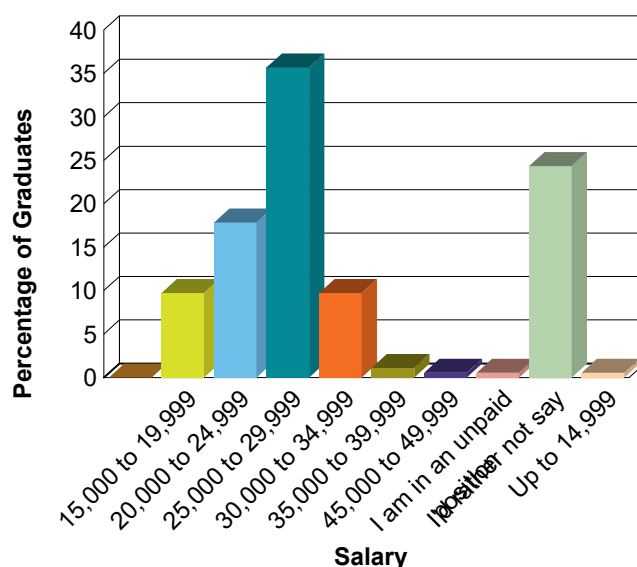


In Employment-Ireland	186	76.2%
In Employment-Overseas	22	9.0%
In Further Study	26	10.7%
Not Available for Employment	5	2.0%
Seeking Employment	5	2.0%
Total:	244	100.0%

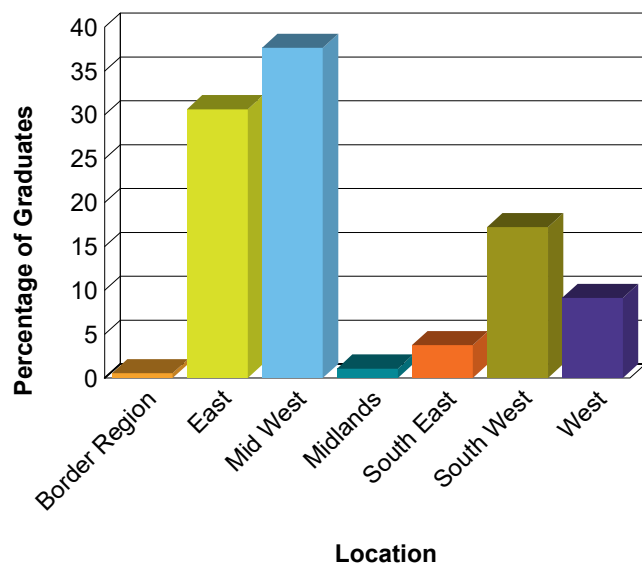
Sector of Employment



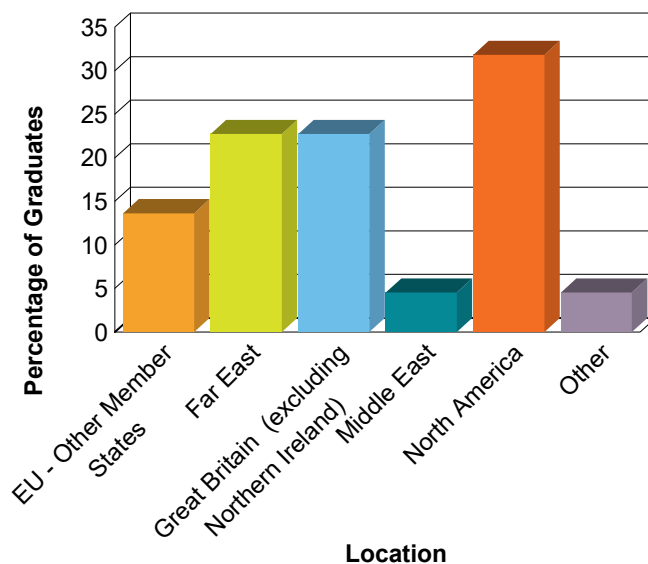
Salaries (Ireland)



Region of Employment (Ireland)

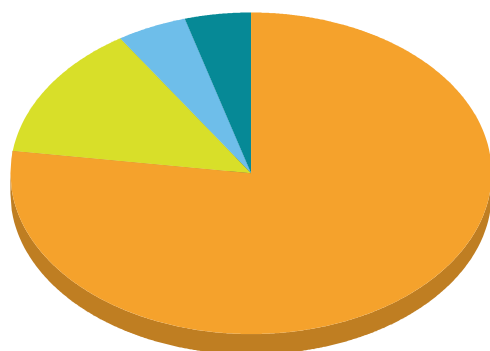


Region of Employment (Overseas)



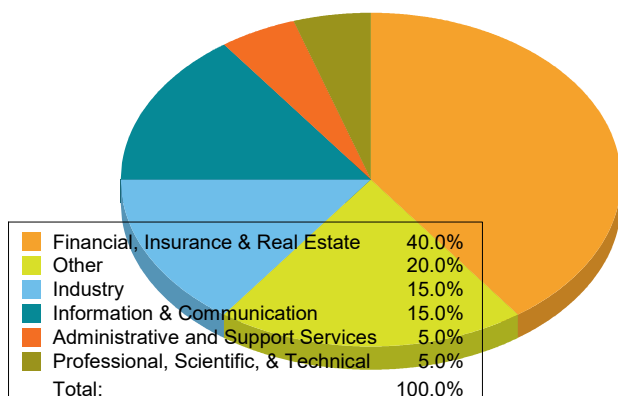
No. of Graduates	25
Total Respondents	22

Current Situation

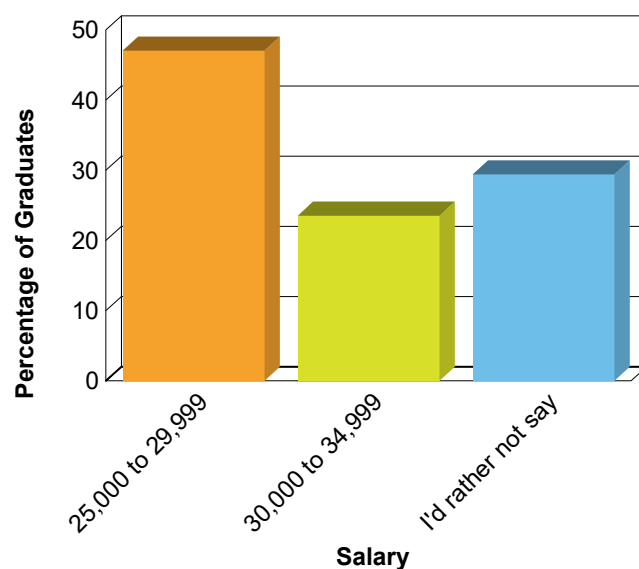


In Employment-Ireland	17	77.3%
In Employment-Overseas	3	13.6%
In Further Study	1	4.5%
Not Available for Employment	1	4.5%
Total:	22	100.0%

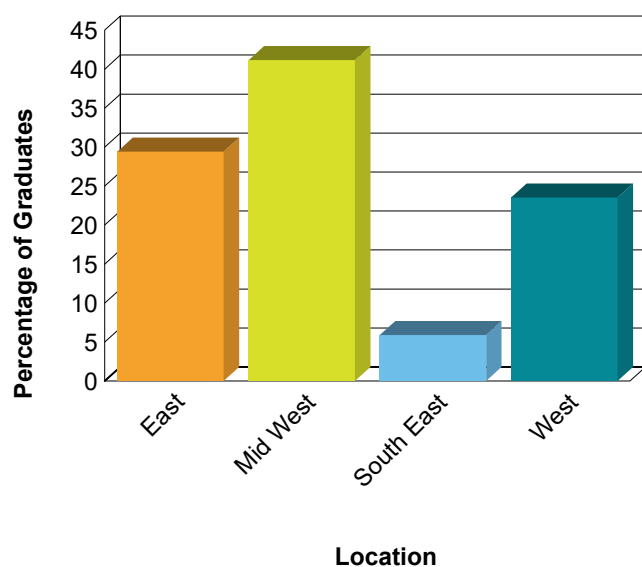
Sector of Employment



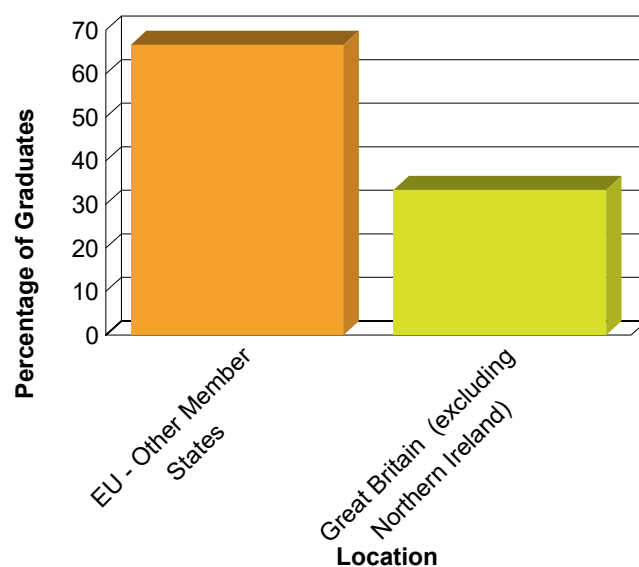
Salaries (Ireland)



Region of Employment (Ireland)

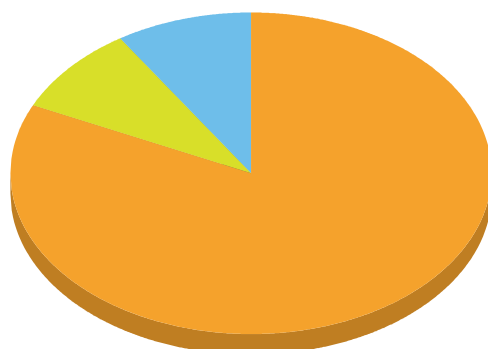


Region of Employment (Overseas)



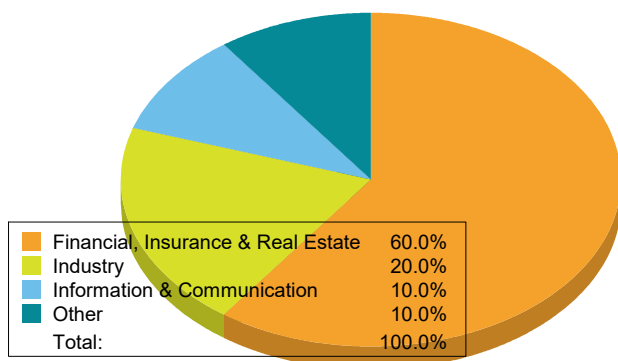
No. of Graduates	13
Total Respondents	11

Current Situation



In Employment-Ireland	9	81.8%
In Employment-Overseas	1	9.1%
In Further Study	1	9.1%
Total:	11	100.0%

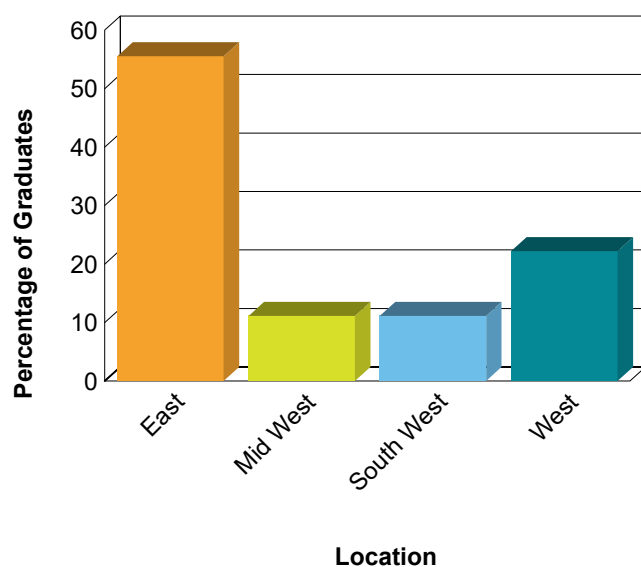
Sector of Employment



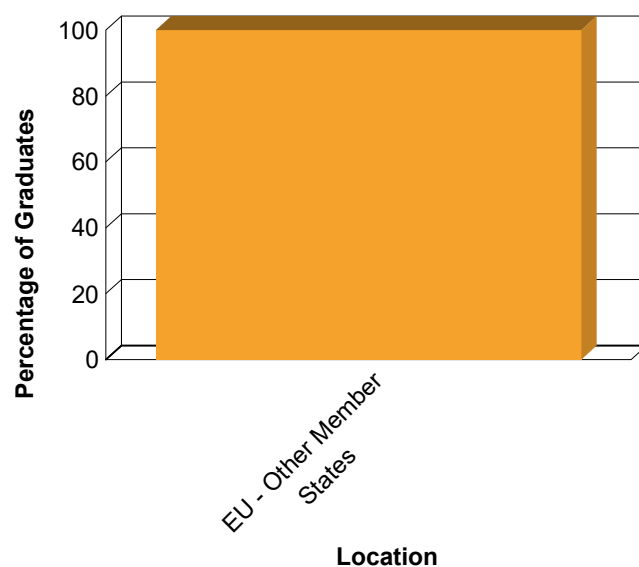
Salaries (Ireland)



Region of Employment (Ireland)

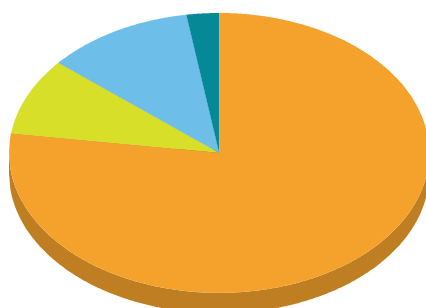


Region of Employment (Overseas)



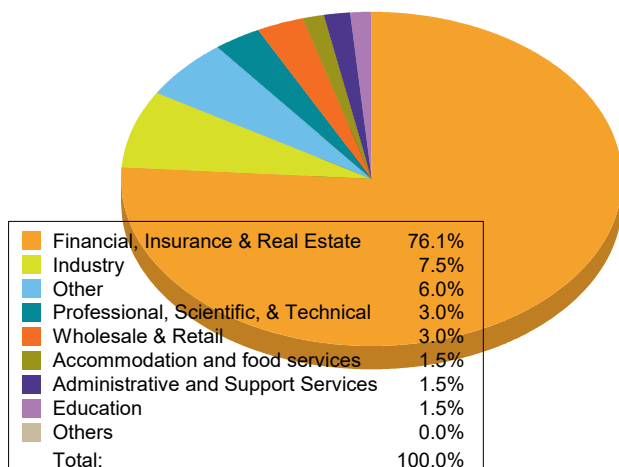
No. of Graduates	326
Total Respondents	277
# Major Option	79

Current Situation

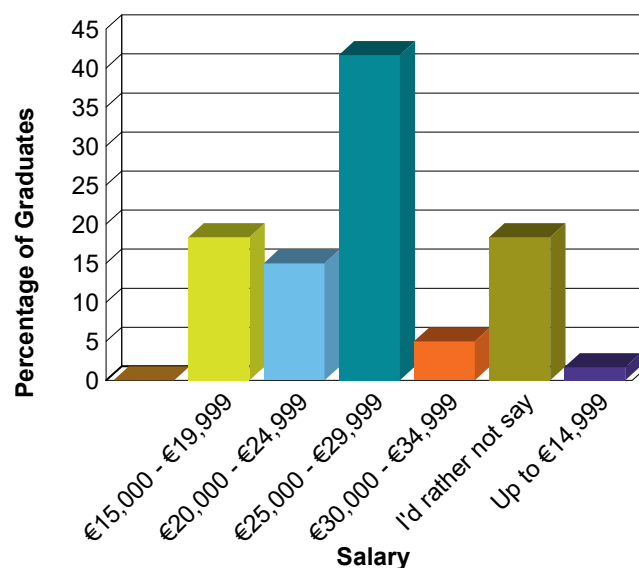


In Employment-Ireland	61	77.2%
In Employment-Overseas	7	8.9%
In Further Study	9	11.4%
Not Available for Employment	2	2.5%
Total:	79	100.0%

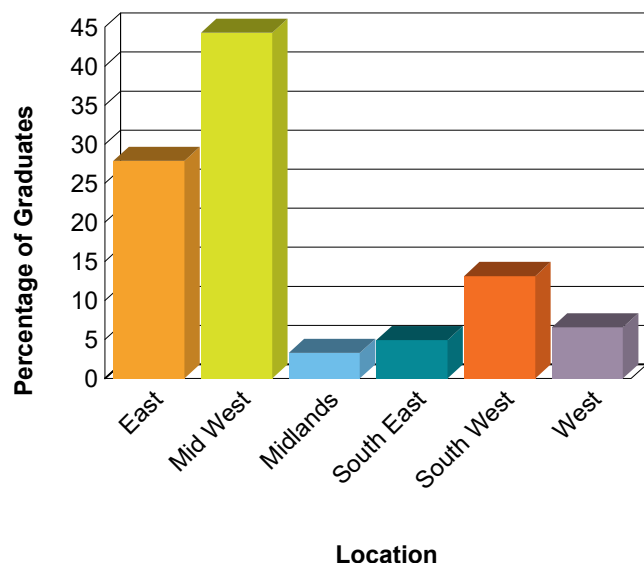
Sector of Employment



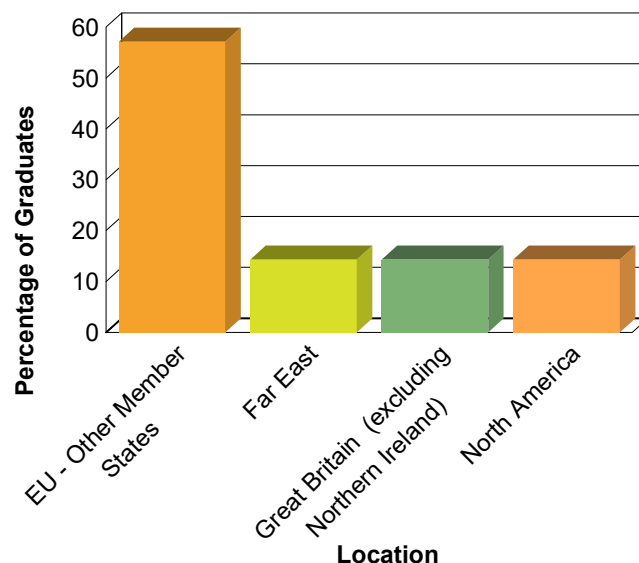
Salaries (Ireland)



Region of Employment (Ireland)

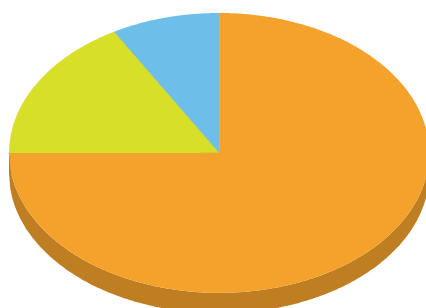


Region of Employment (Overseas)



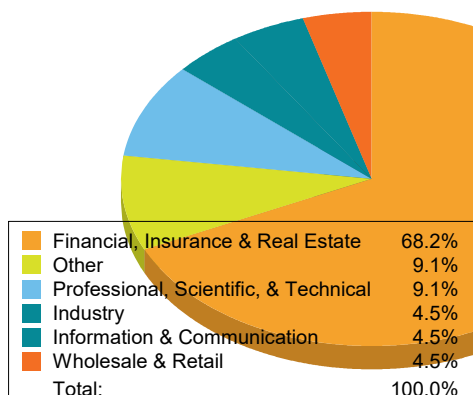
No. of Graduates	326
Total Respondents	277
# Major Option	24

Current Situation

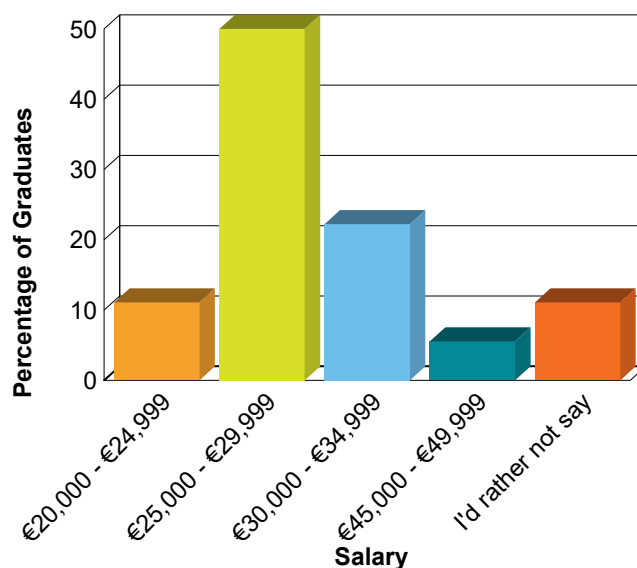


In Employment-Ireland	18	75.0%
In Employment-Overseas	4	16.7%
In Further Study	2	8.3%
Total:	24	100.0%

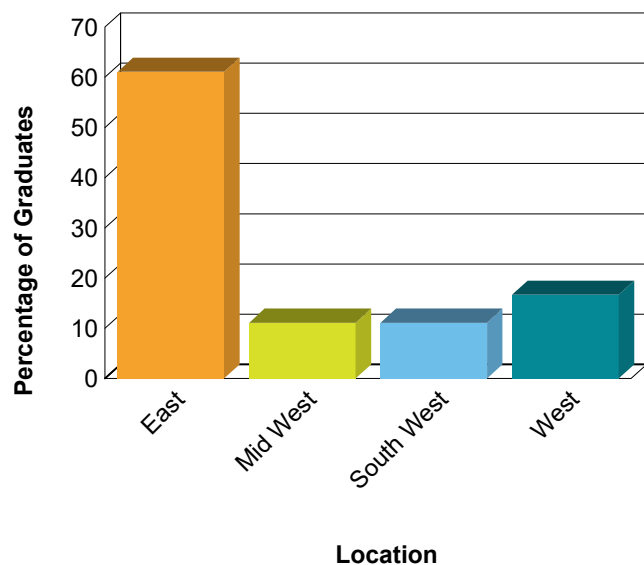
Sector of Employment



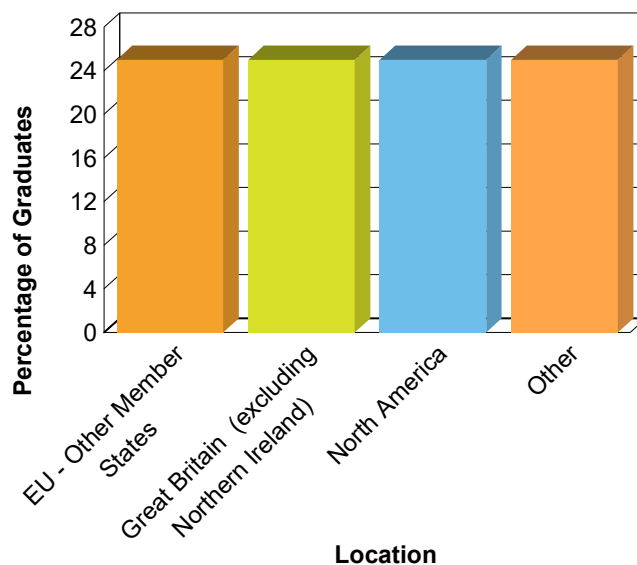
Salaries (Ireland)



Region of Employment (Ireland)

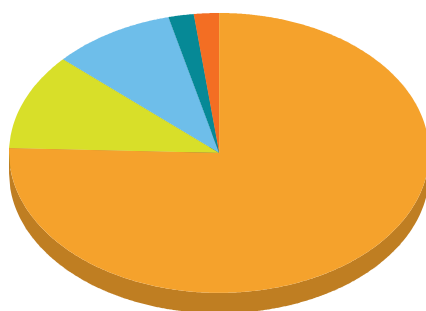


Region of Employment (Overseas)



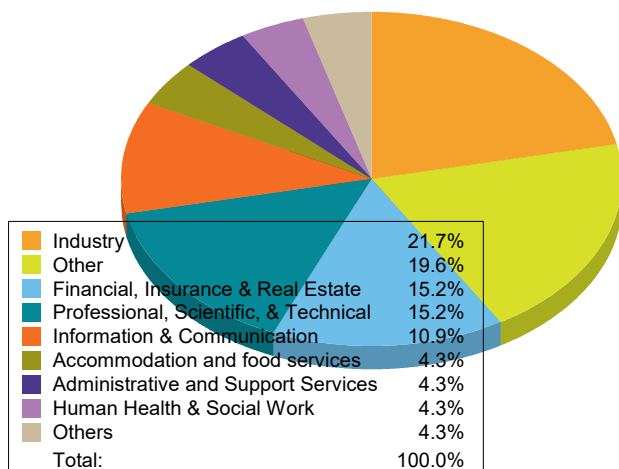
No. of Graduates	326
Total Respondents	277
# Major Option	53

Current Situation

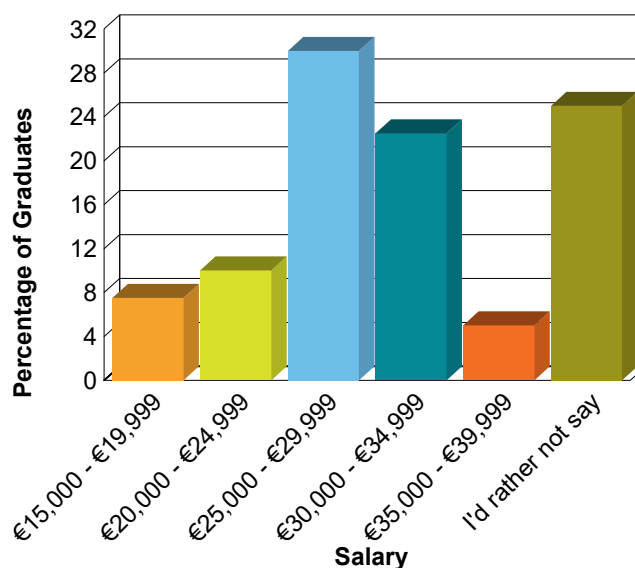


In Employment-Ireland	40	75.5%
In Employment-Overseas	6	11.3%
In Further Study	5	9.4%
Not Available for Employment	1	1.9%
Seeking Employment	1	1.9%
Total:	53	100.0%

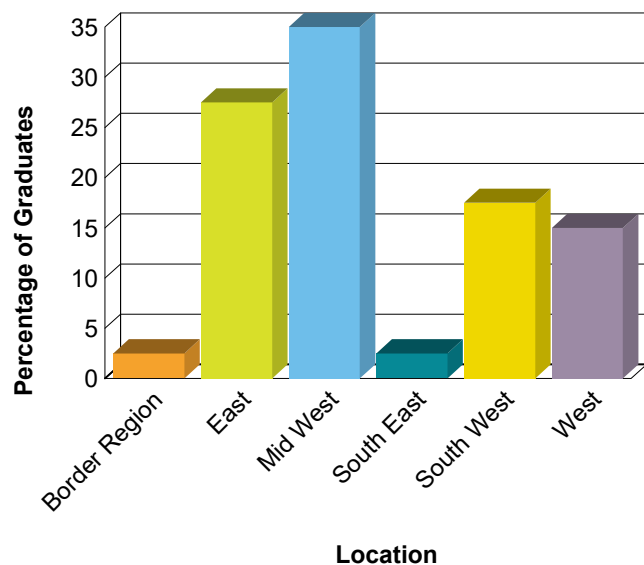
Sector of Employment



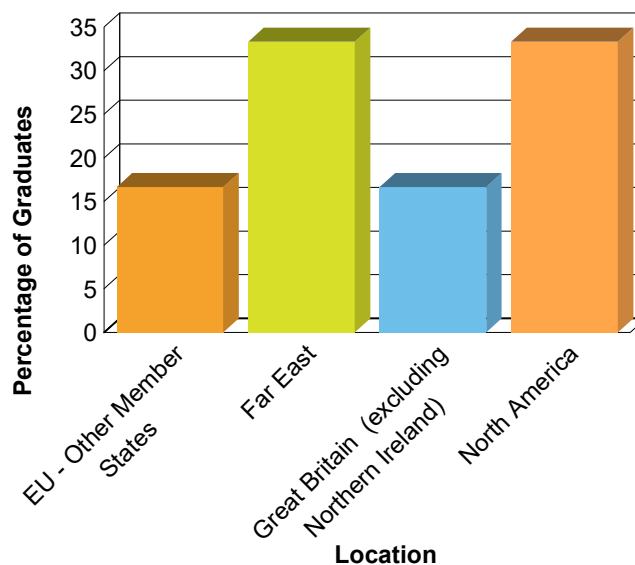
Salaries (Ireland)



Region of Employment (Ireland)

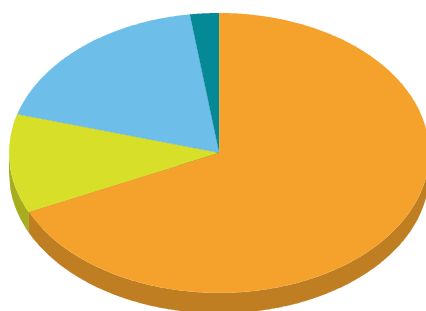


Region of Employment (Overseas)



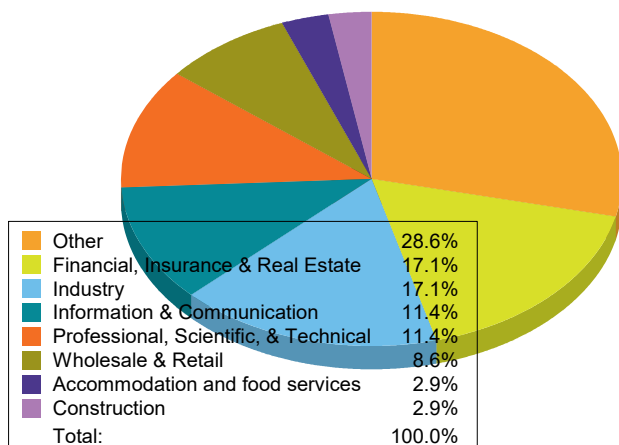
No. of Graduates	326
Total Respondents	277
# Major Option	44

Current Situation

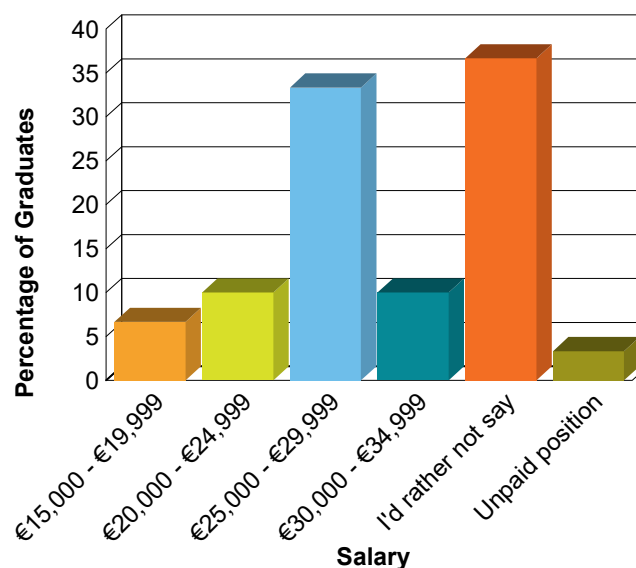


In Employment-Ireland	30	68.2%
In Employment-Overseas	5	11.4%
In Further Study	8	18.2%
Seeking Employment	1	2.3%
Total:	44	100.0%

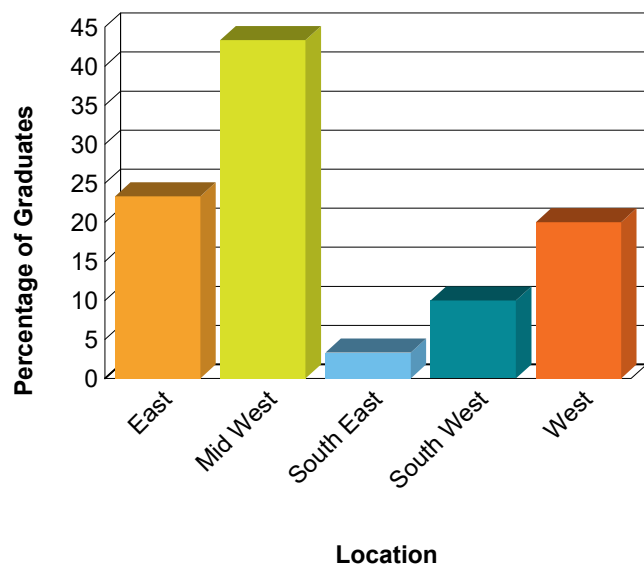
Sector of Employment



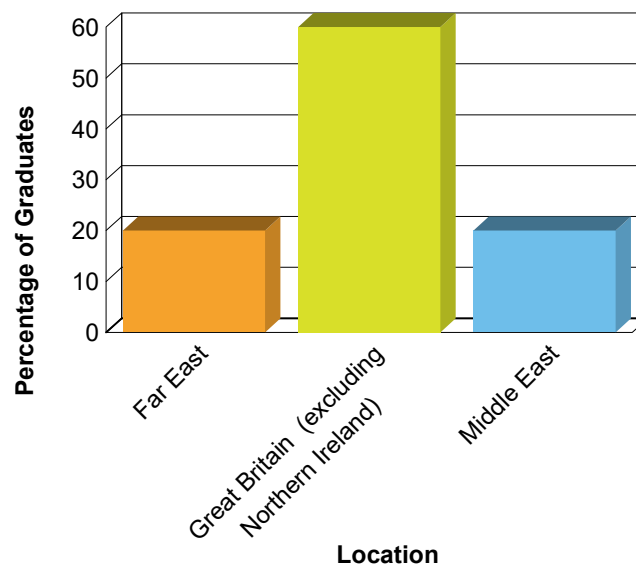
Salaries (Ireland)



Region of Employment (Ireland)

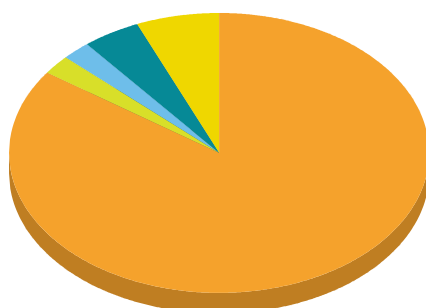


Region of Employment (Overseas)



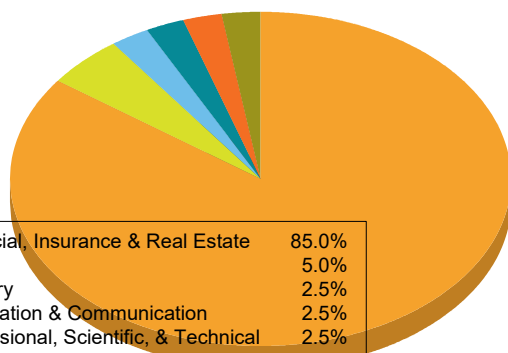
No. of Graduates	326
Total Respondents	277
# Major Option	46

Current Situation



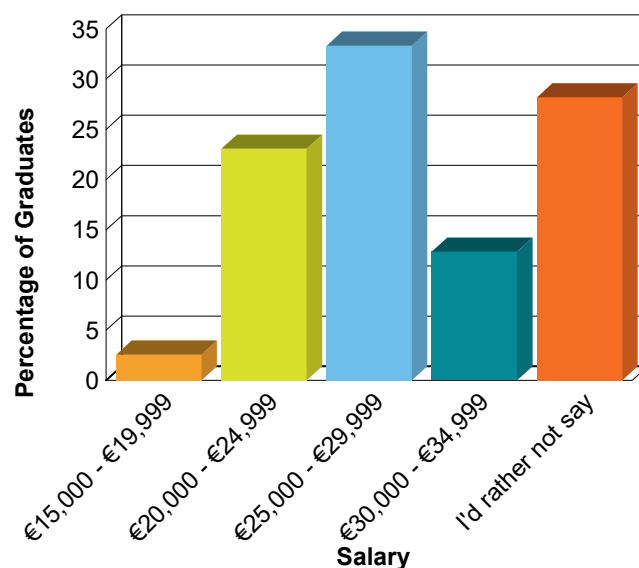
In Employment-Ireland	39	84.8%
In Employment-Overseas	1	2.2%
In Further Study	1	2.2%
Not Available for Employment	2	4.3%
Seeking Employment	3	6.5%
Total:	46	100.0%

Sector of Employment

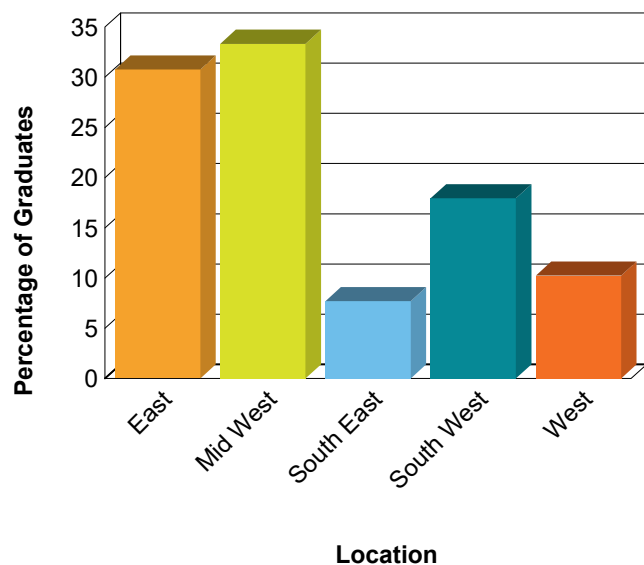


Financial, Insurance & Real Estate	85.0%
Other	5.0%
Industry	2.5%
Information & Communication	2.5%
Professional, Scientific, & Technical	2.5%
Wholesale & Retail	2.5%
Total:	100.0%

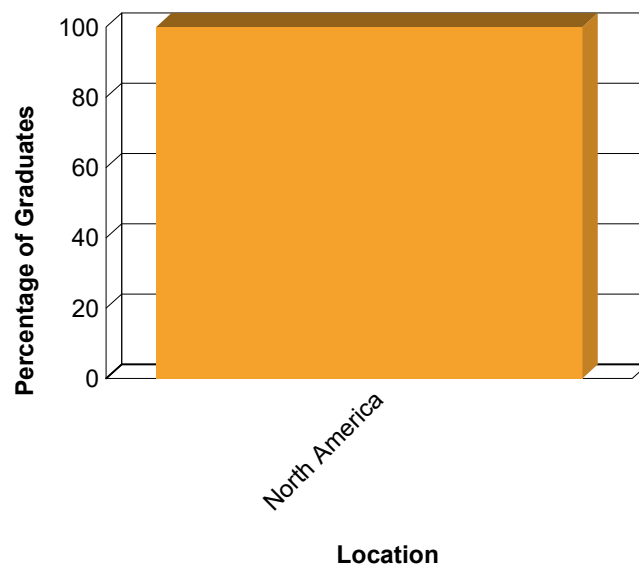
Salaries (Ireland)



Region of Employment (Ireland)

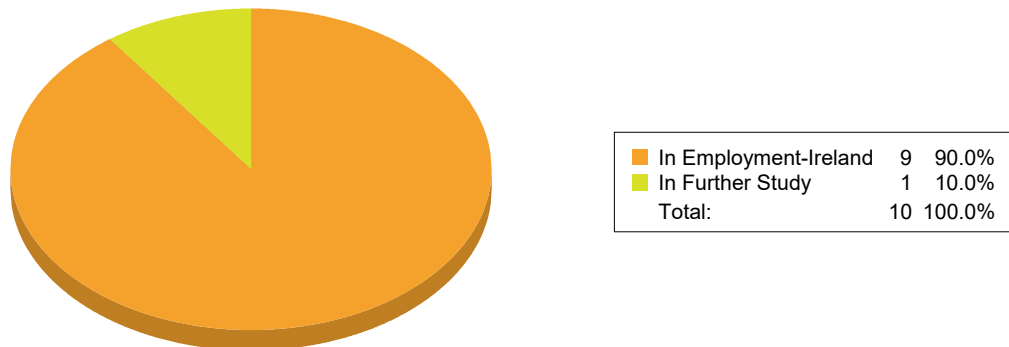


Region of Employment (Overseas)

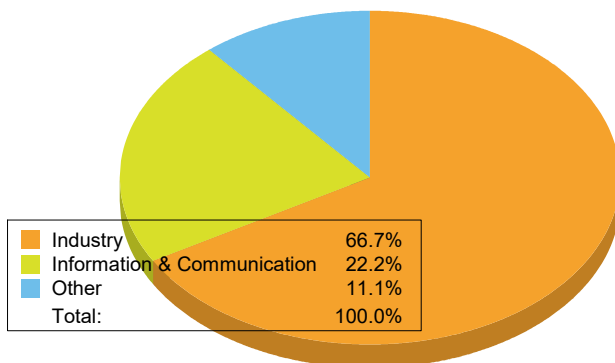


No. of Graduates	14
Total Respondents	10

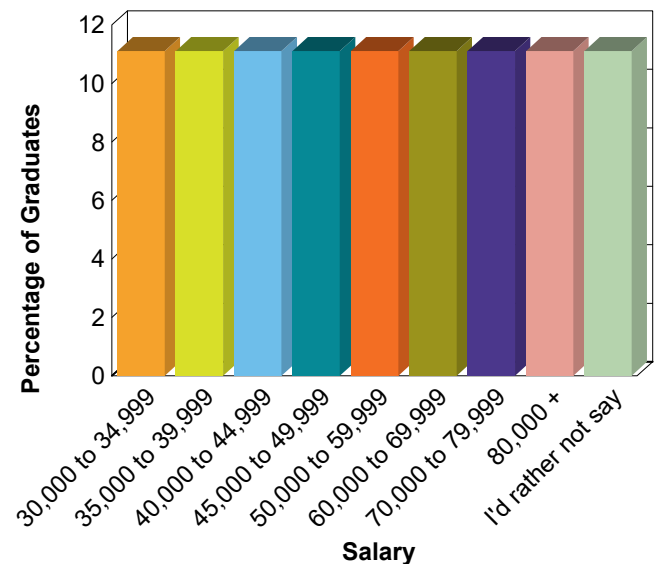
Current Situation



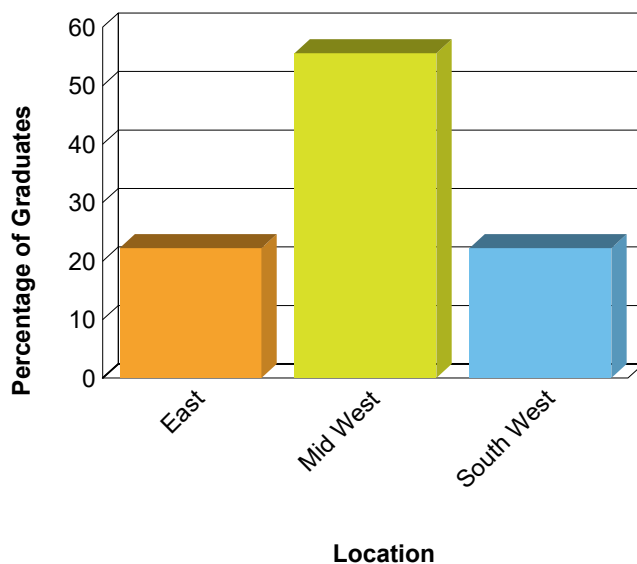
Sector of Employment



Salaries (Ireland)

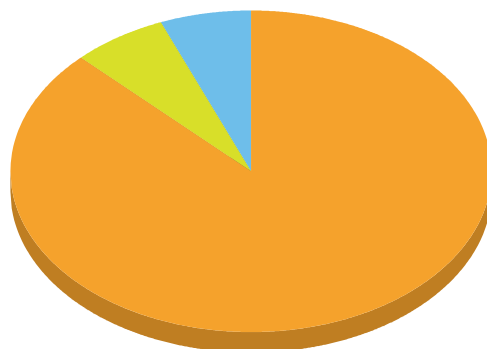


Region of Employment (Ireland)



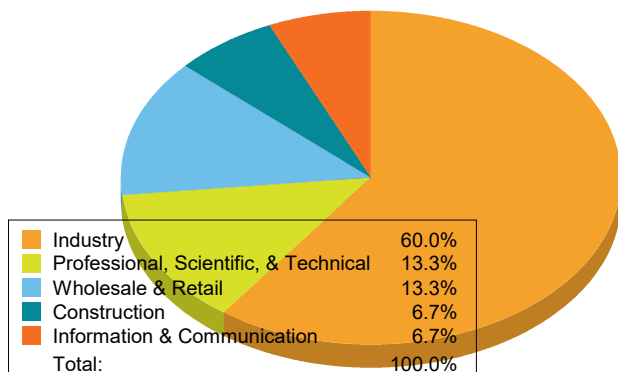
No. of Graduates	21
Total Respondents	16

Current Situation

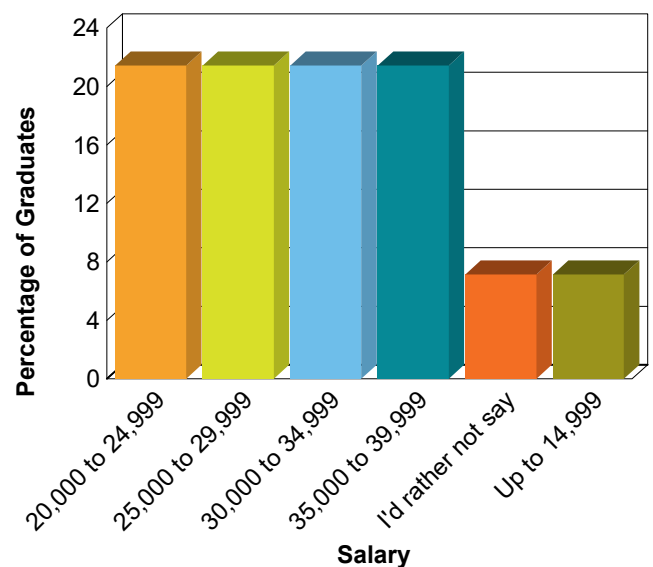


In Employment-Ireland	14	87.5%
In Employment-Overseas	1	6.3%
In Further Study	1	6.3%
Total:	16	100.0%

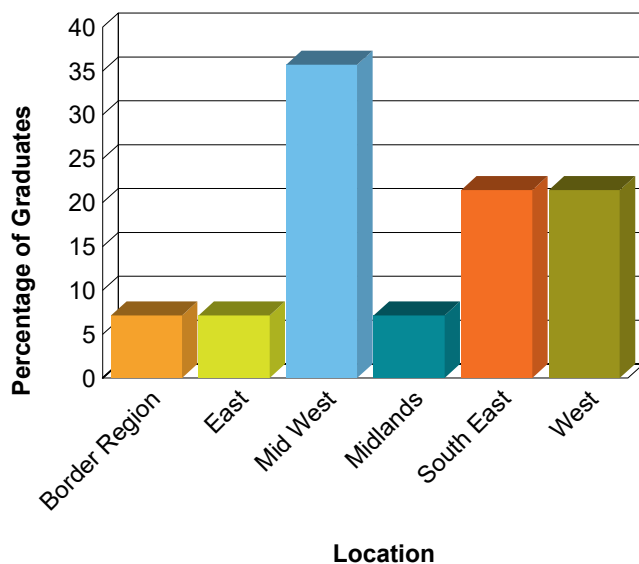
Sector of Employment



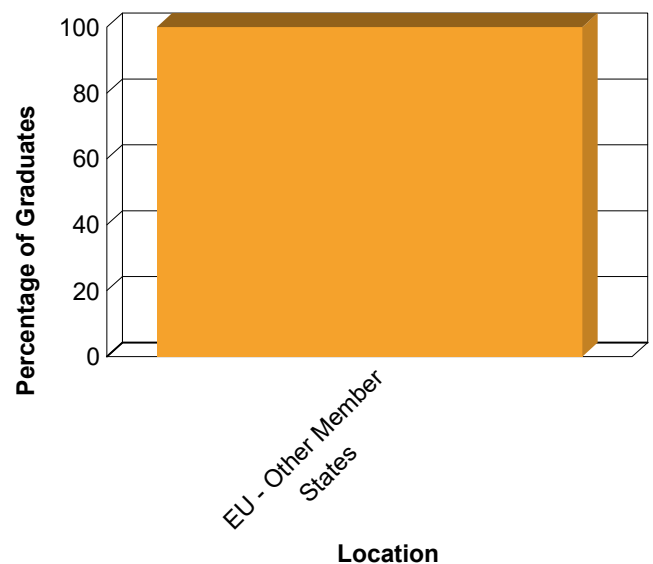
Salaries (Ireland)



Region of Employment (Ireland)



Region of Employment (Overseas)



Bachelor of Arts in International Insurance and European Studies

Current Situation	Employed in Ireland	Employed Abroad	Further Study	Not available	Seeking employment	No. of Responses	Total no. of Graduates
	3	0	0	0	0	3	3

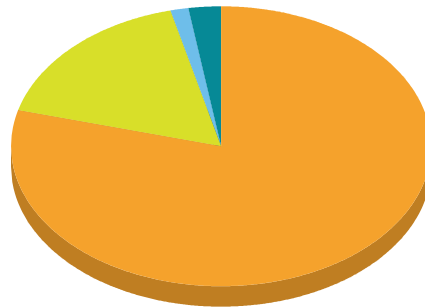
Bachelor of Science in Economics and Mathematical Sciences

Current Situation	Employed in Ireland	Employed Abroad	Further Study	Not available	Seeking employment	No. of Responses	Total no. of Graduates
	0	1	0	0	0	1	5

*Courses with 3 or fewer respondents

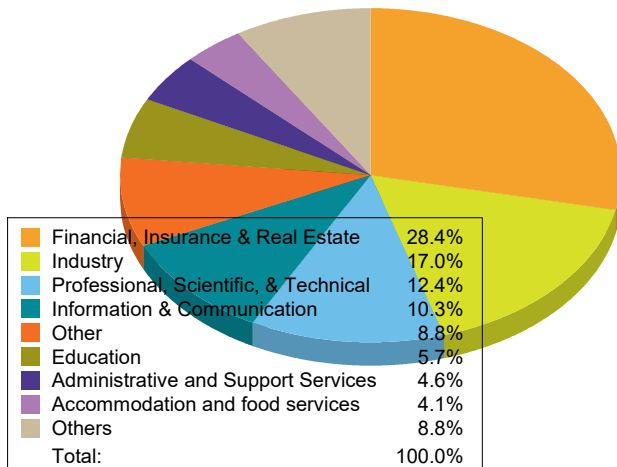
No. of Graduates	271
Total Respondents	202

Current Situation

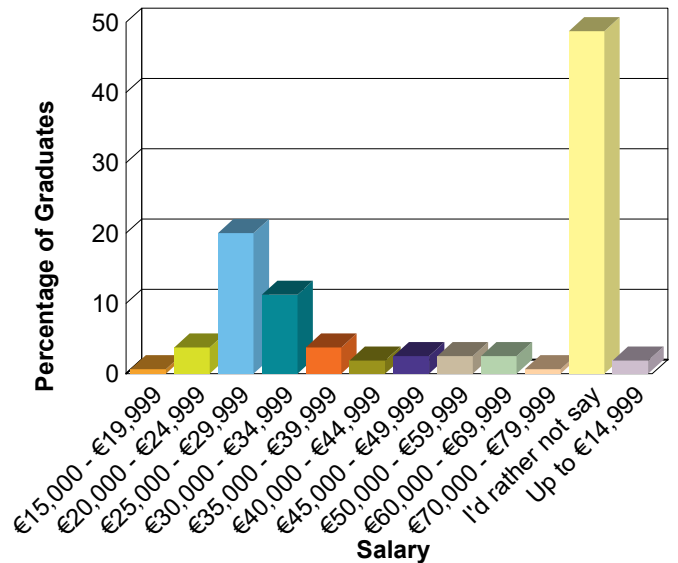


In Employment-Ireland	160	79.2%
In Employment-Overseas	34	16.8%
In Further Study	3	1.5%
Seeking Employment	5	2.5%
Total:	202	100.0%

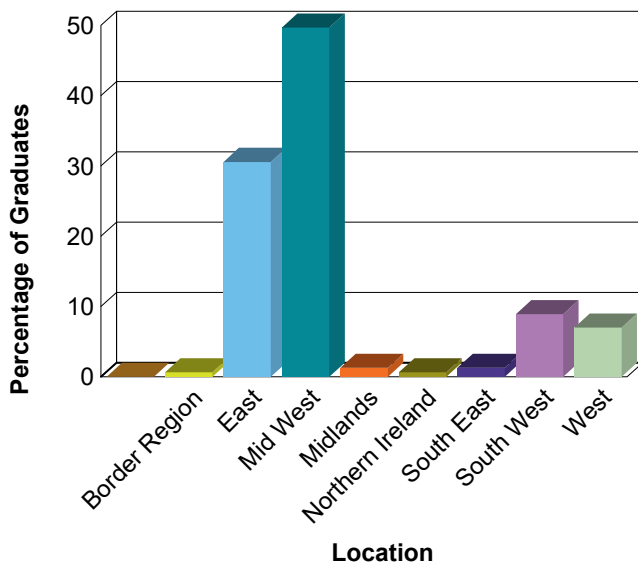
Sector of Employment



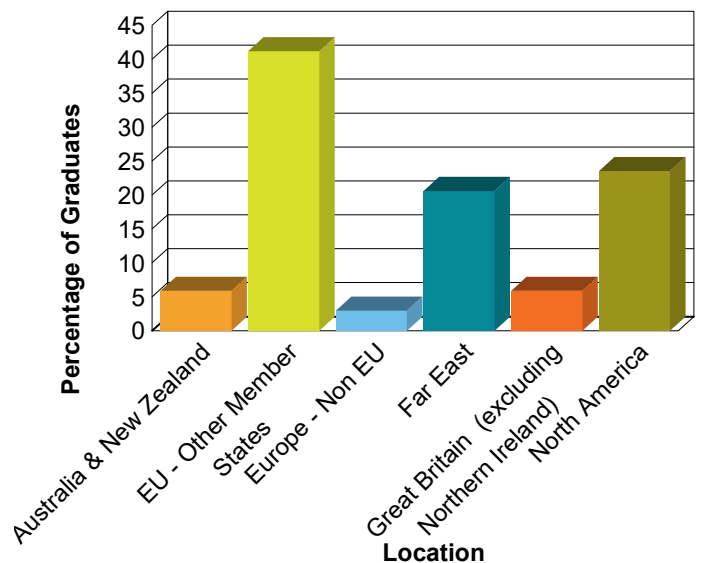
Salaries (Ireland)



Region of Employment (Ireland)

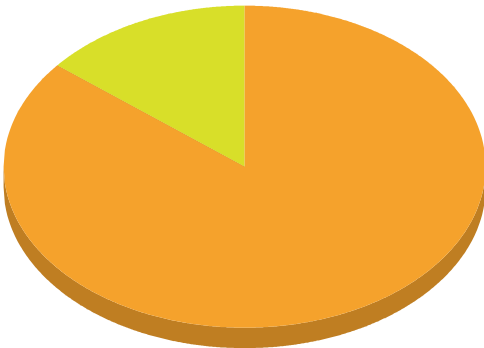


Region of Employment (Overseas)



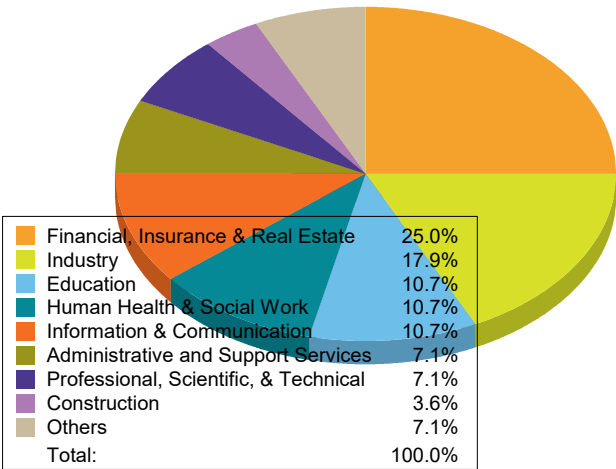
No. of Graduates	38
Total Respondents	28

Current Situation

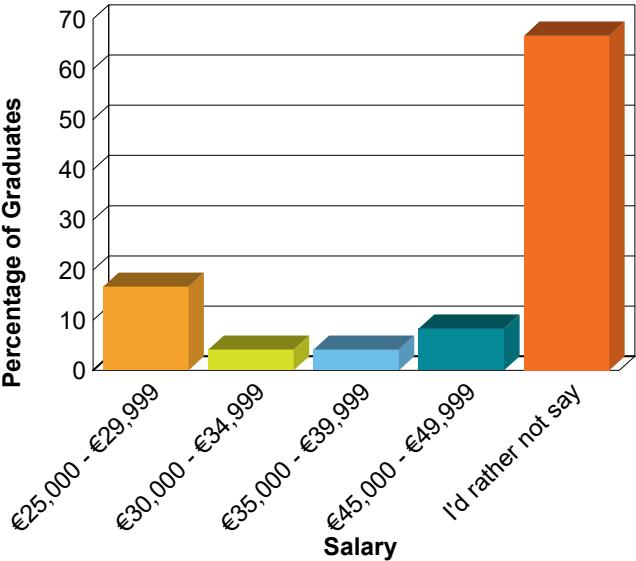


In Employment-Ireland	24	85.7%
In Employment-Overseas	4	14.3%
Total:	28	100.0%

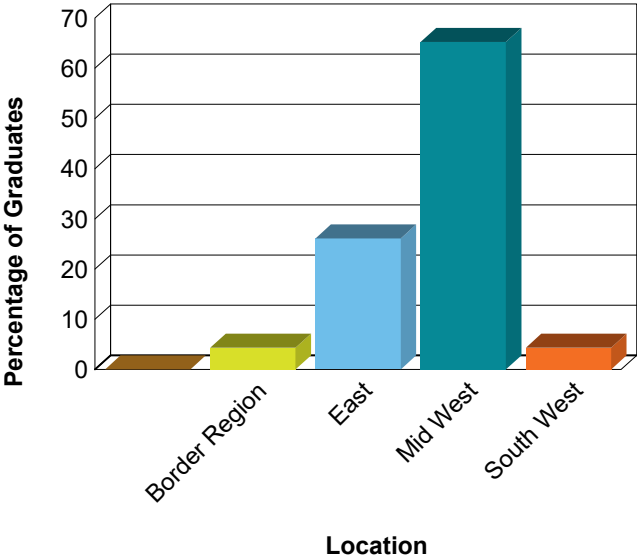
Sector of Employment



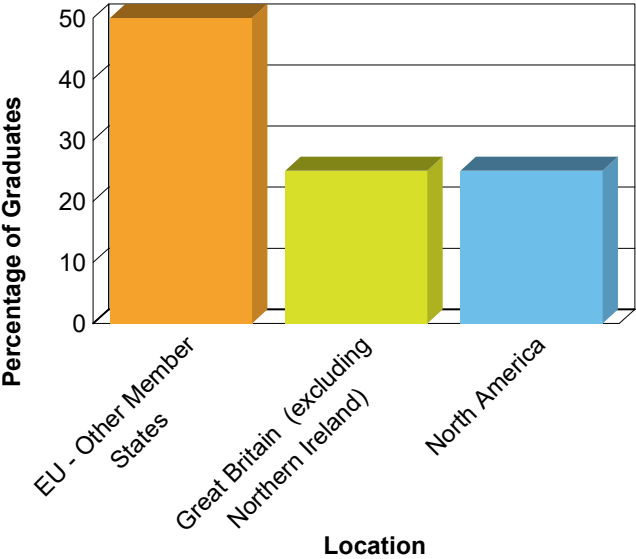
Salaries (Ireland)



Region of Employment (Ireland)

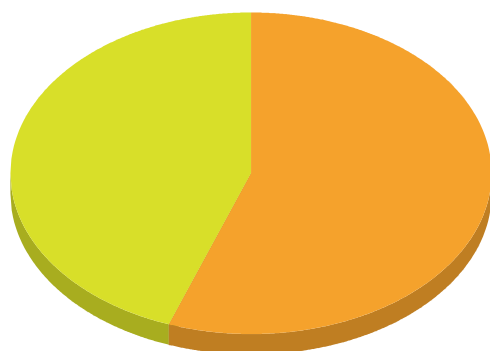


Region of Employment (Overseas)



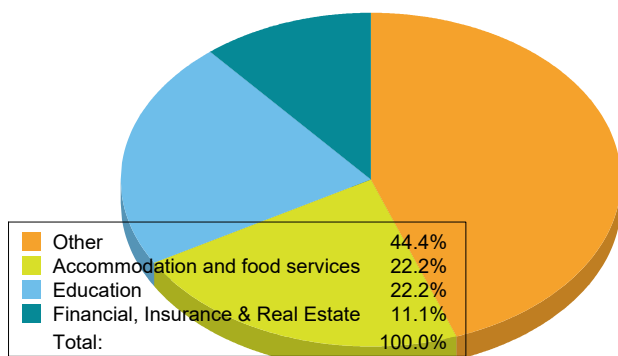
No. of Graduates	13
Total Respondents	9

Current Situation



In Employment-Ireland	5	55.6%
In Employment-Overseas	4	44.4%
Total:	9	100.0%

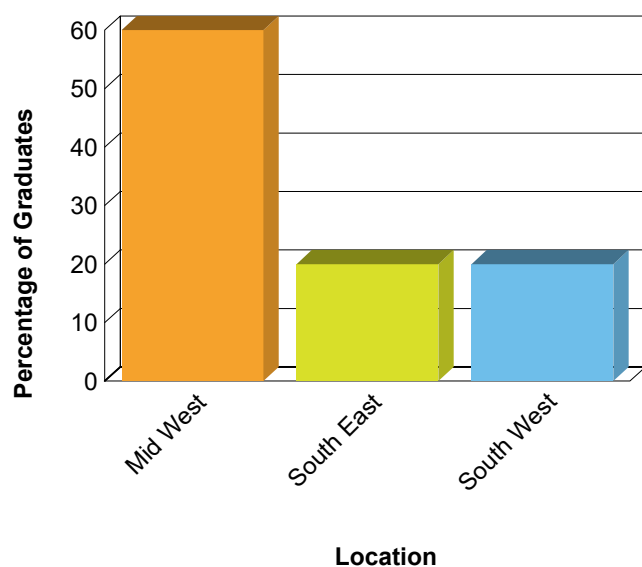
Sector of Employment



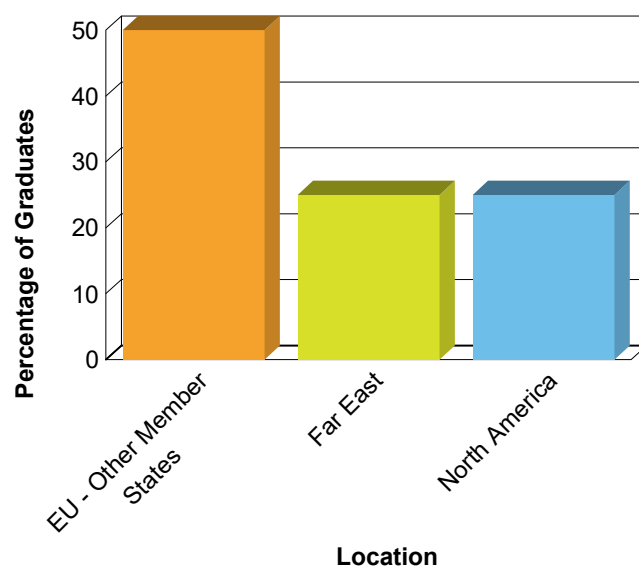
Salaries (Ireland)



Region of Employment (Ireland)

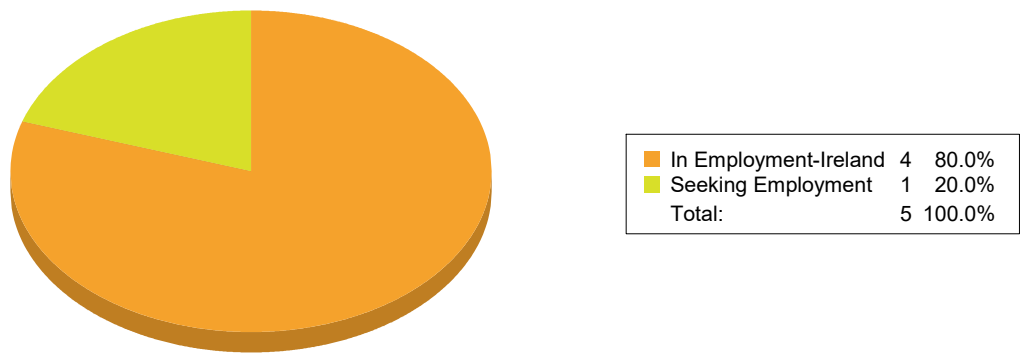


Region of Employment (Overseas)

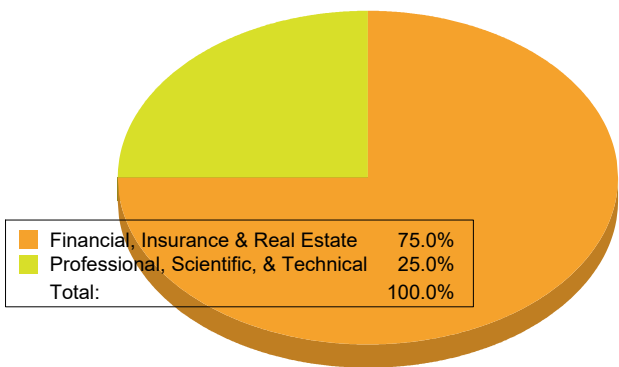


No. of Graduates	8
Total Respondents	5

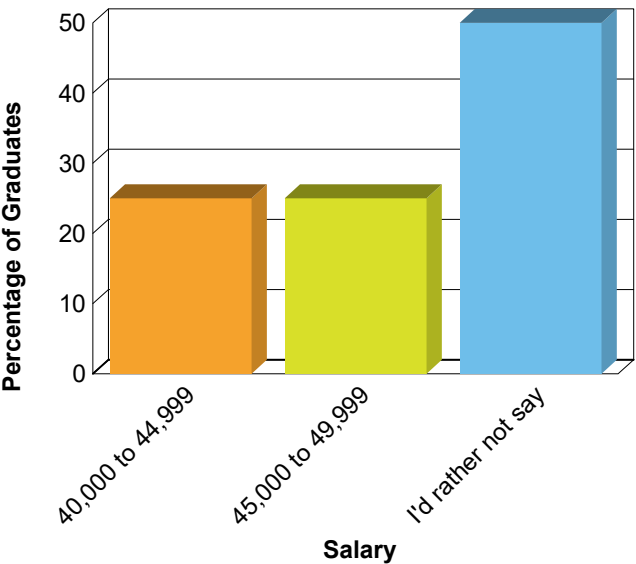
Current Situation



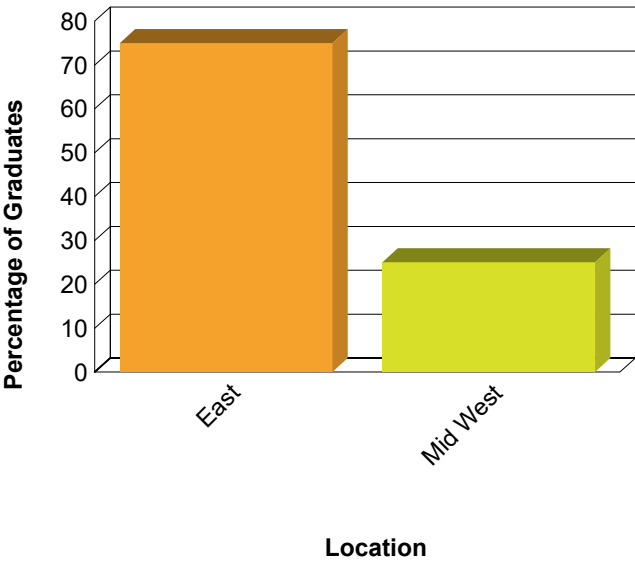
Sector of Employment



Salaries (Ireland)

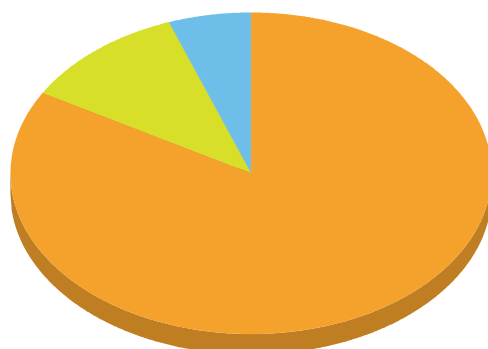


Region of Employment (Ireland)



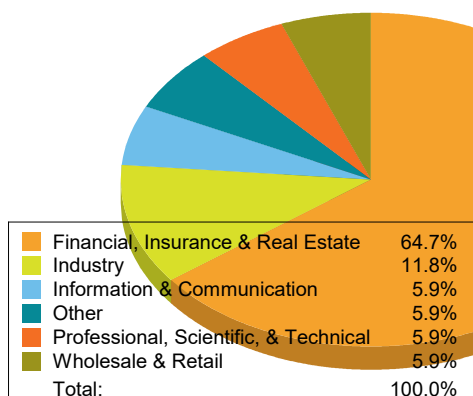
No. of Graduates	25
Total Respondents	18

Current Situation

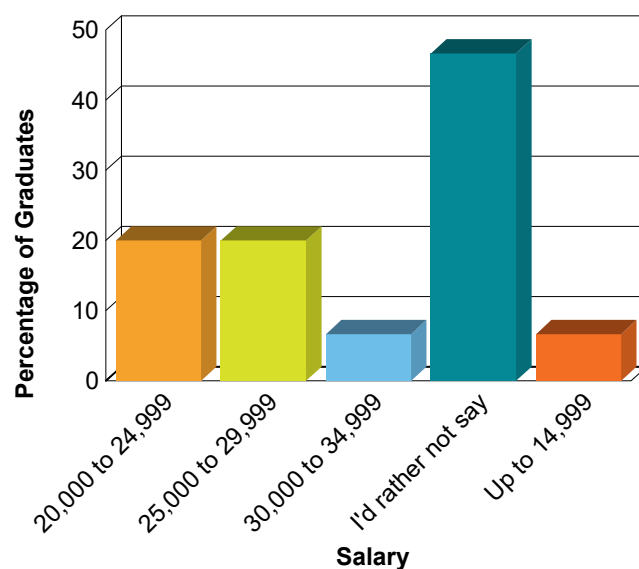


In Employment-Ireland	15	83.3%
In Employment-Overseas	2	11.1%
Seeking Employment	1	5.6%
Total:	18	100.0%

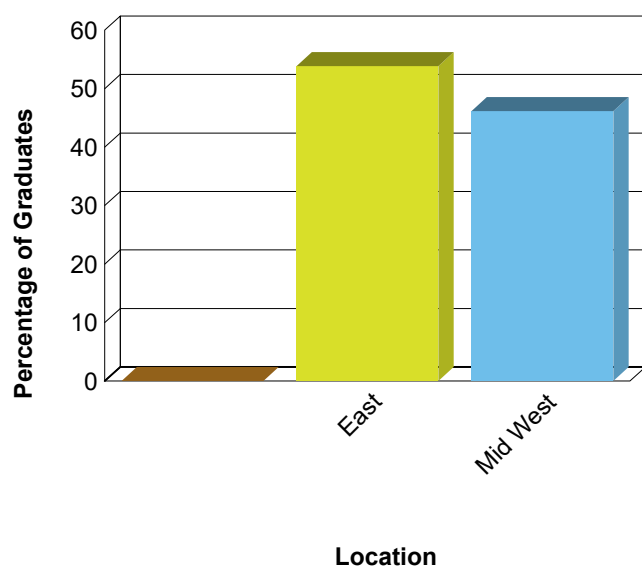
Sector of Employment



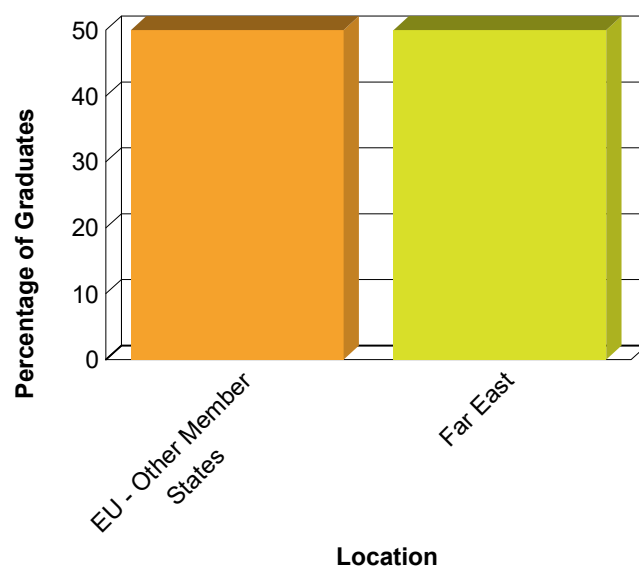
Salaries (Ireland)



Region of Employment (Ireland)

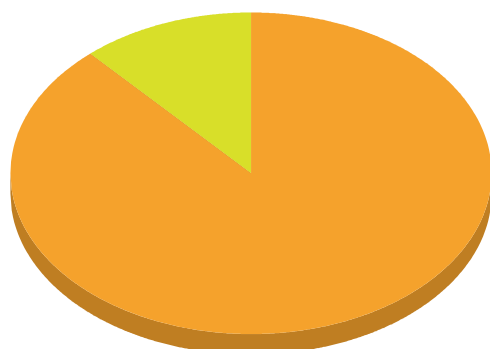


Region of Employment (Overseas)



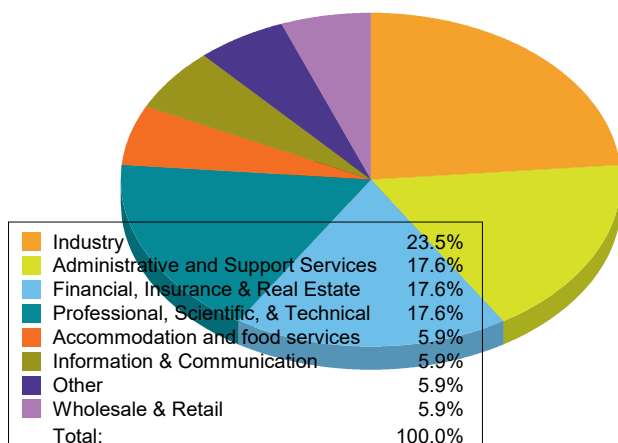
No. of Graduates	21
Total Respondents	17

Current Situation

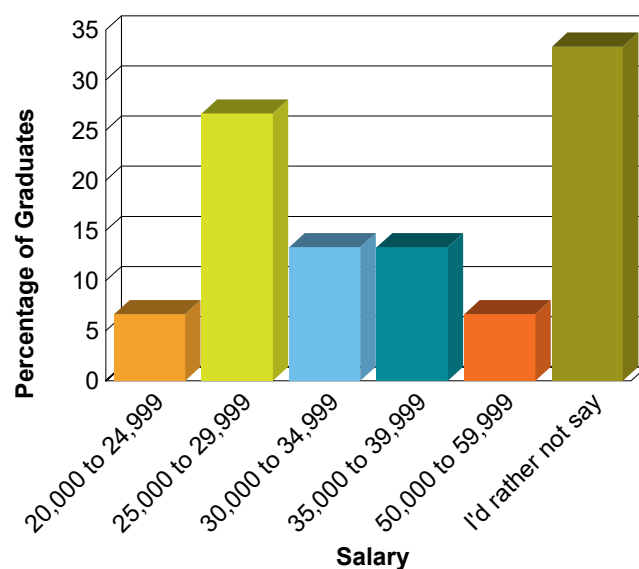


In Employment-Ireland	15	88.2%
In Employment-Overseas	2	11.8%
Total:	17	100.0%

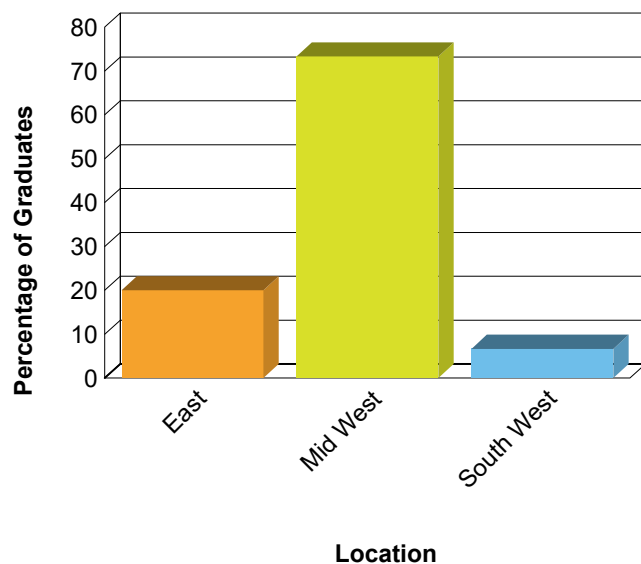
Sector of Employment



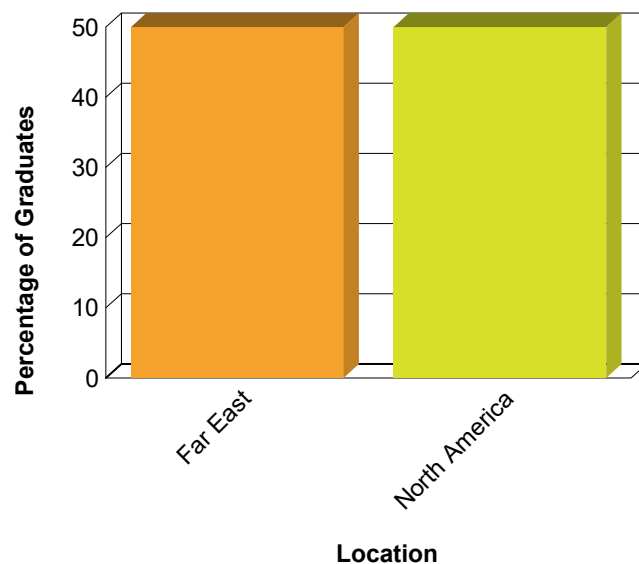
Salaries (Ireland)



Region of Employment (Ireland)

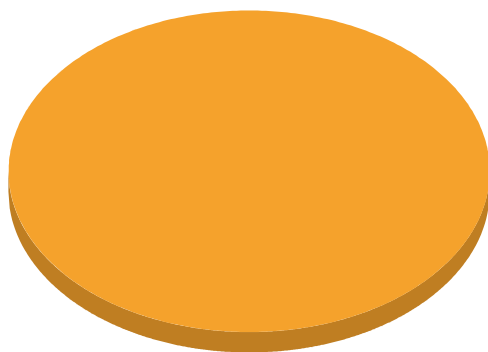


Region of Employment (Overseas)



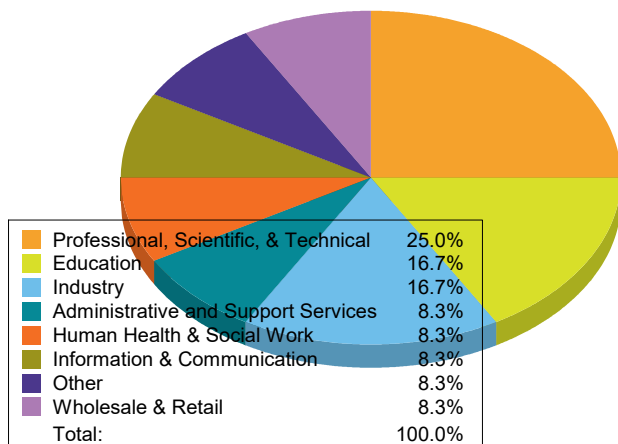
No. of Graduates	12
Total Respondents	12

Current Situation

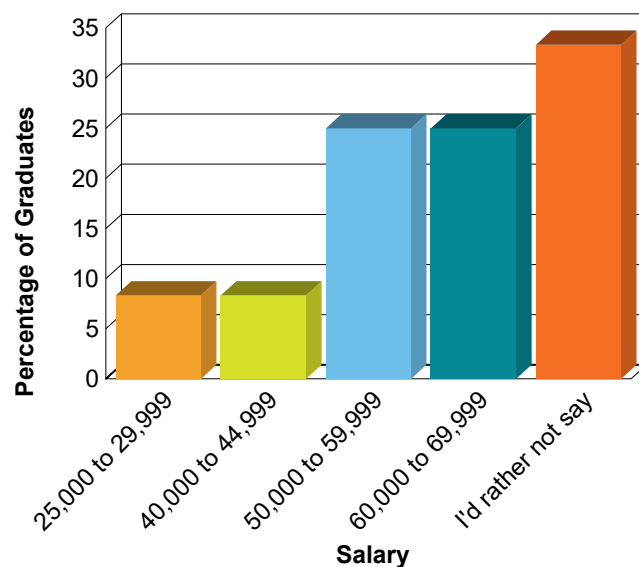


In Employment-Ireland	12	100.0%
Total:	12	100.0%

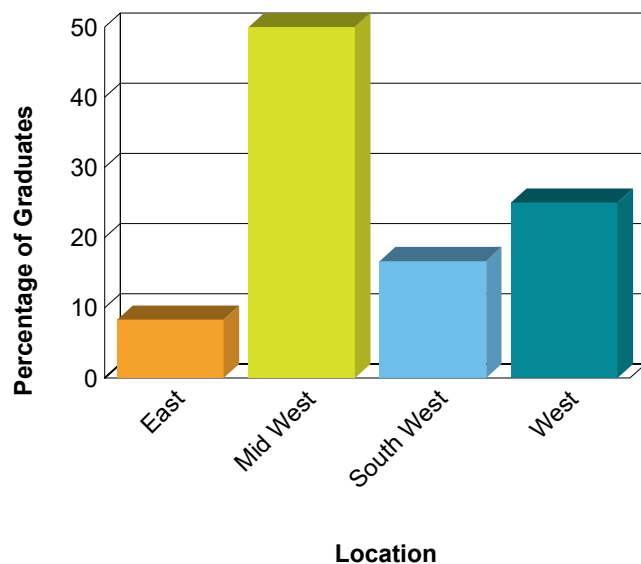
Sector of Employment



Salaries (Ireland)

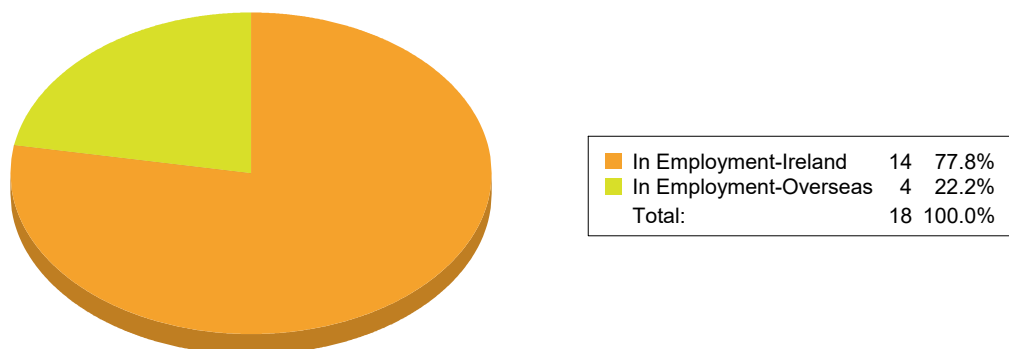


Region of Employment (Ireland)

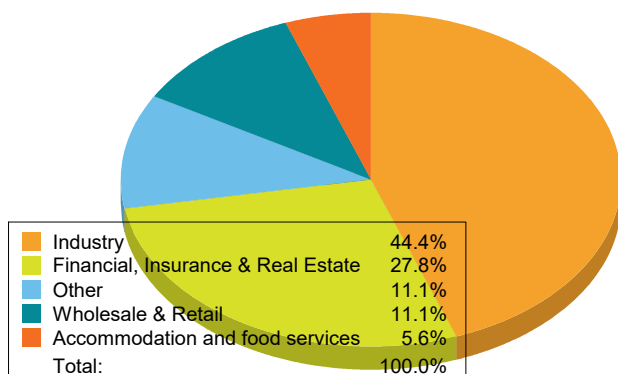


No. of Graduates	20
Total Respondents	18

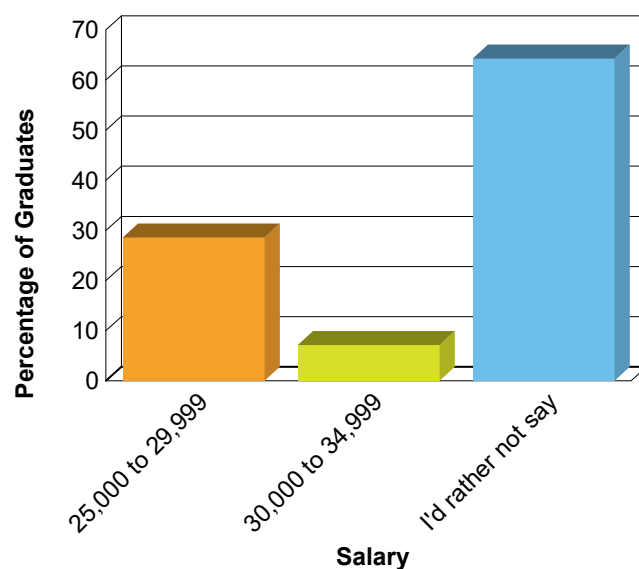
Current Situation



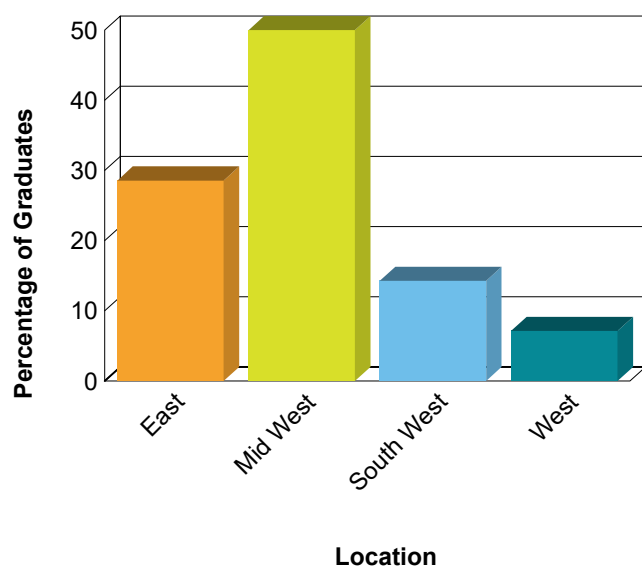
Sector of Employment



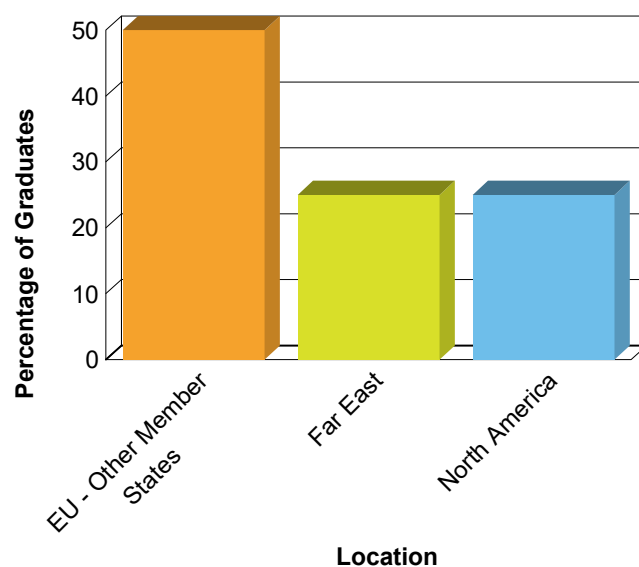
Salaries (Ireland)



Region of Employment (Ireland)

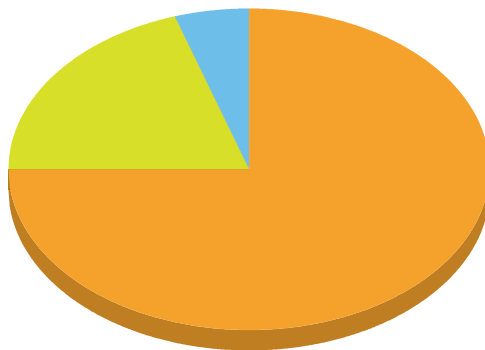


Region of Employment (Overseas)



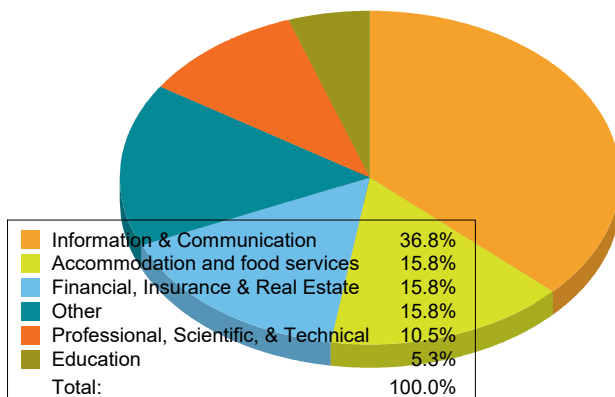
No. of Graduates	28
Total Respondents	20

Current Situation

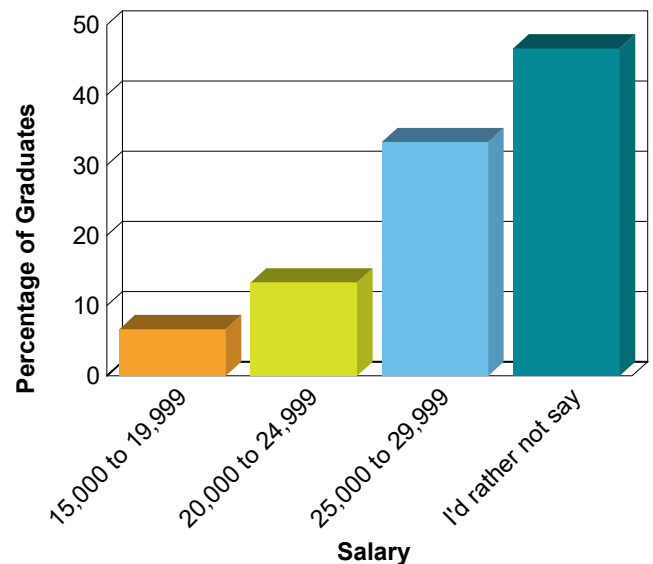


In Employment-Ireland	15	75.0%
In Employment-Overseas	4	20.0%
Seeking Employment	1	5.0%
Total:	20	100.0%

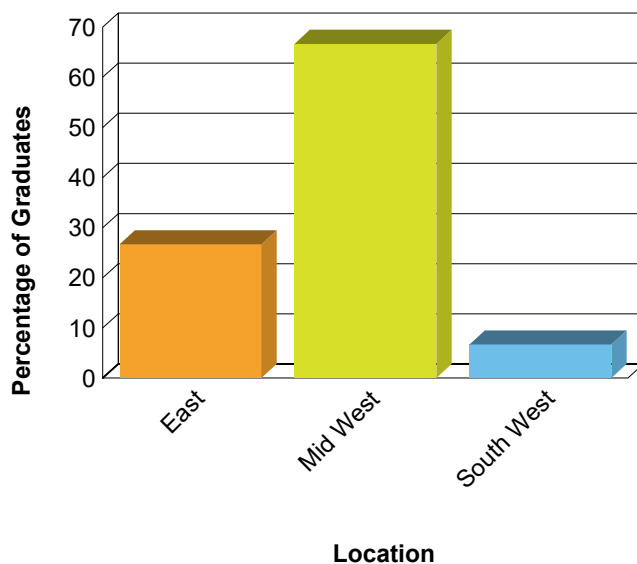
Sector of Employment



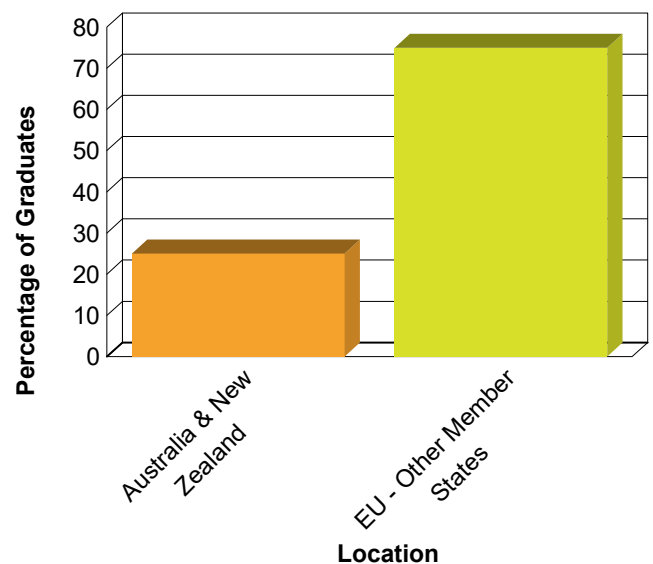
Salaries (Ireland)



Region of Employment (Ireland)

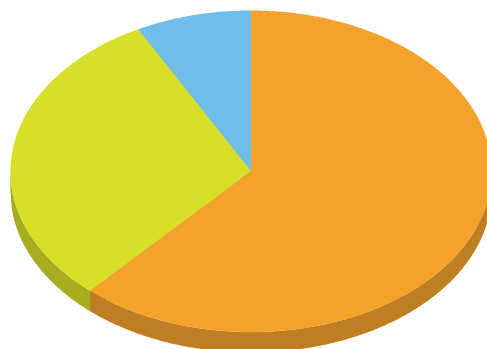


Region of Employment (Overseas)



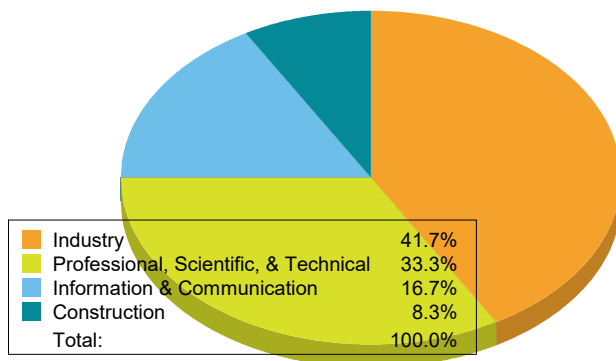
No. of Graduates	25
Total Respondents	13

Current Situation

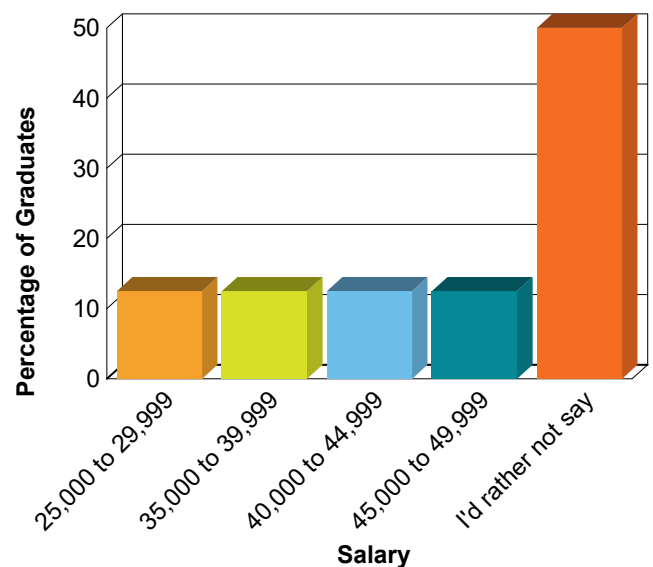


In Employment-Ireland	8	61.5%
In Employment-Overseas	4	30.8%
Seeking Employment	1	7.7%
Total:	13	100.0%

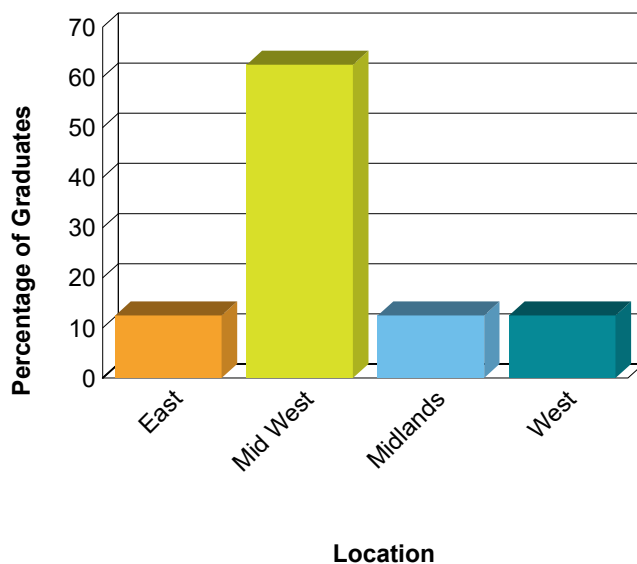
Sector of Employment



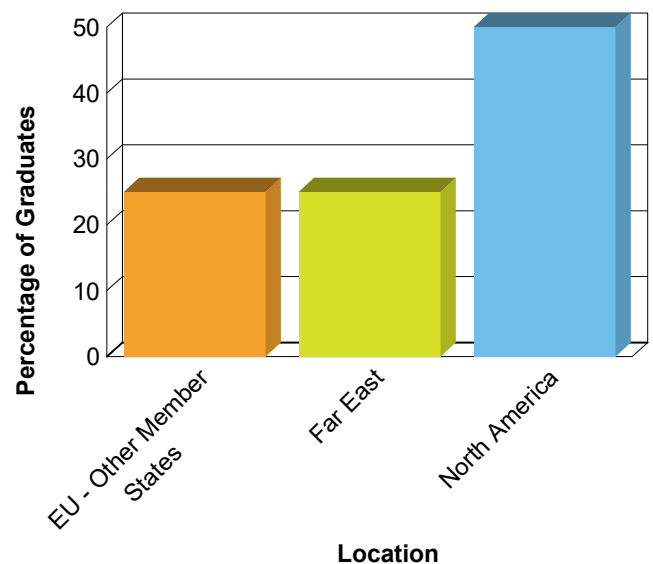
Salaries (Ireland)



Region of Employment (Ireland)

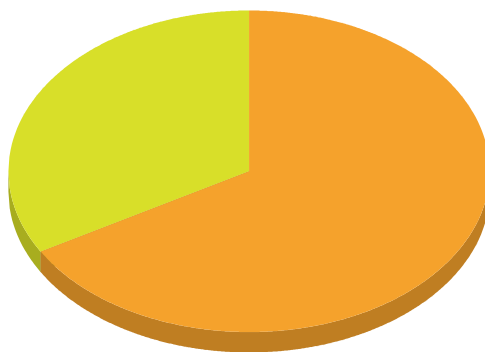


Region of Employment (Overseas)



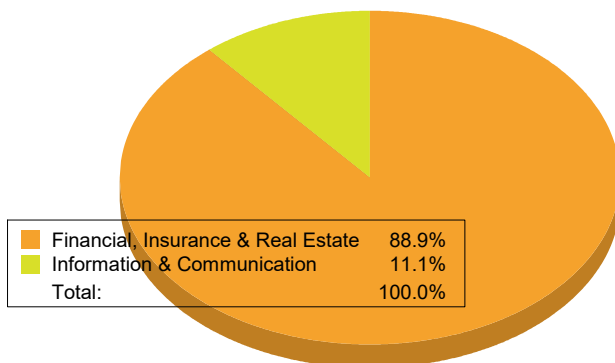
No. of Graduates	12
Total Respondents	9

Current Situation



In Employment-Ireland	6	66.7%
In Employment-Overseas	3	33.3%
Total:	9	100.0%

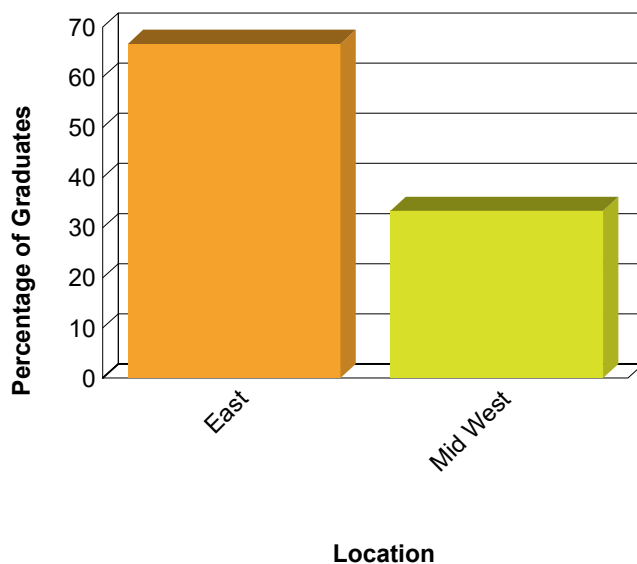
Sector of Employment



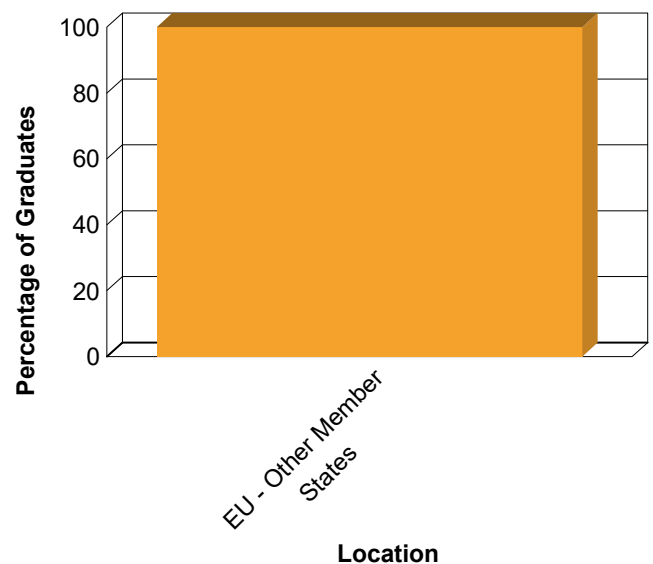
Salaries (Ireland)



Region of Employment (Ireland)

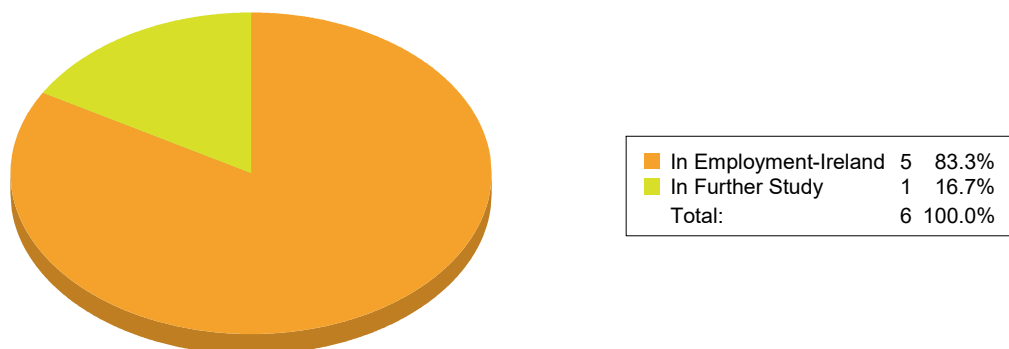


Region of Employment (Overseas)

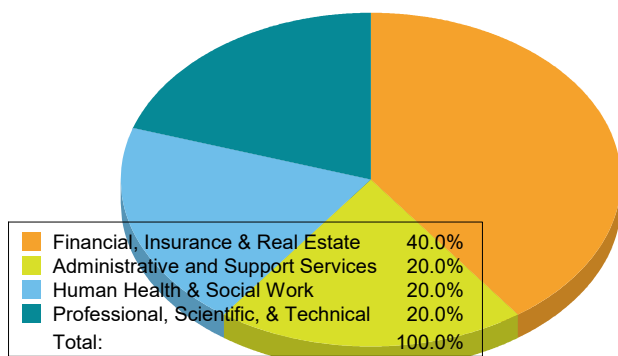


No. of Graduates	7
Total Respondents	6

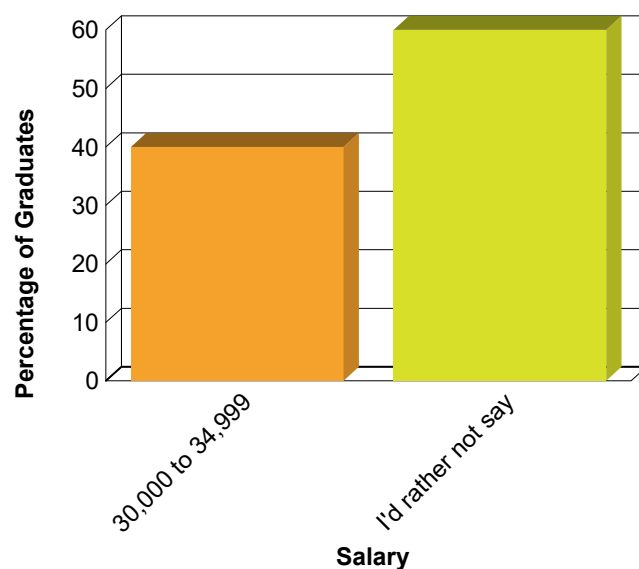
Current Situation



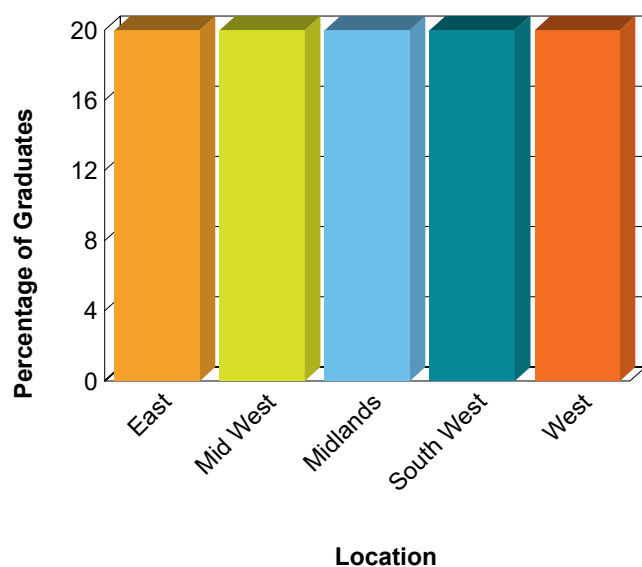
Sector of Employment



Salaries (Ireland)

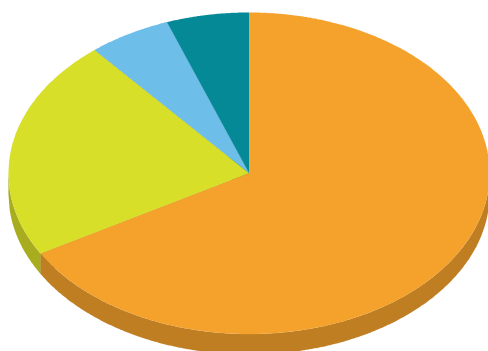


Region of Employment (Ireland)



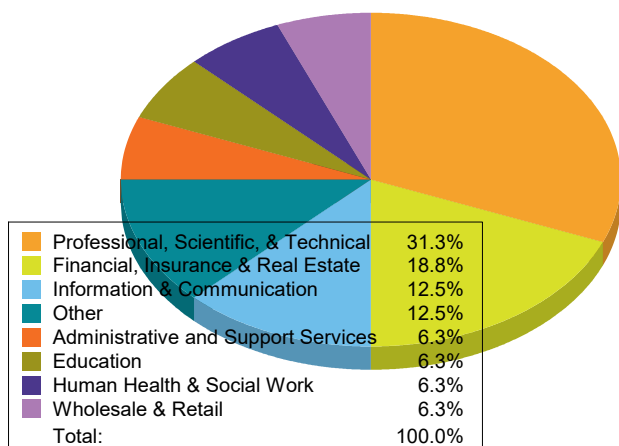
No. of Graduates	22
Total Respondents	18

Current Situation

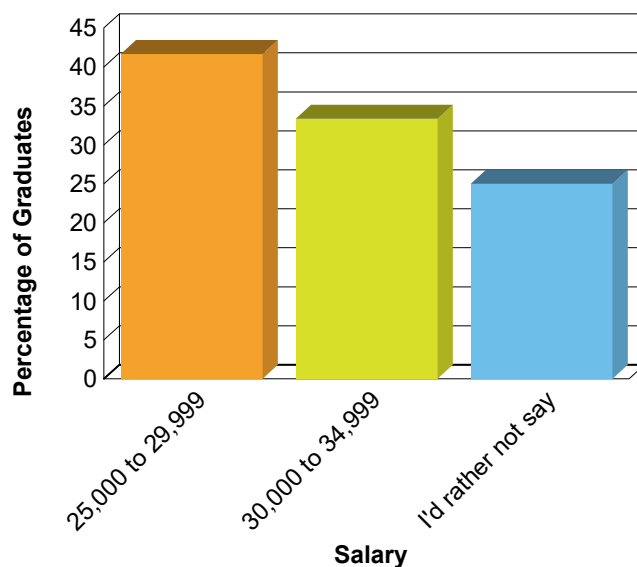


In Employment-Ireland	12	66.7%
In Employment-Overseas	4	22.2%
In Further Study	1	5.6%
Seeking Employment	1	5.6%
Total:	18	100.0%

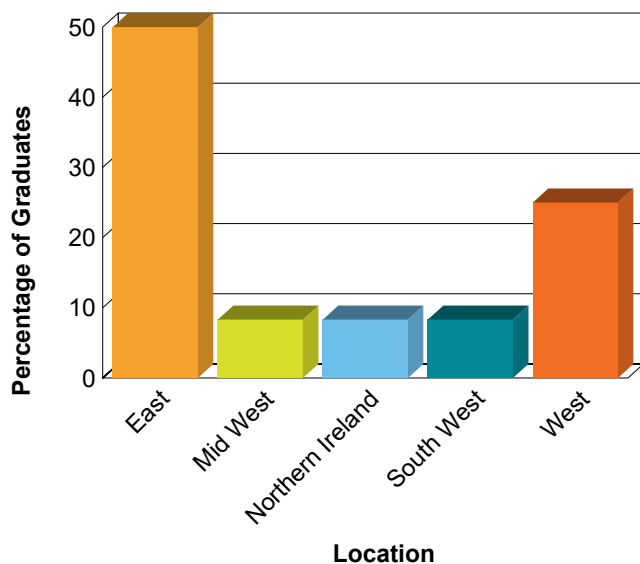
Sector of Employment



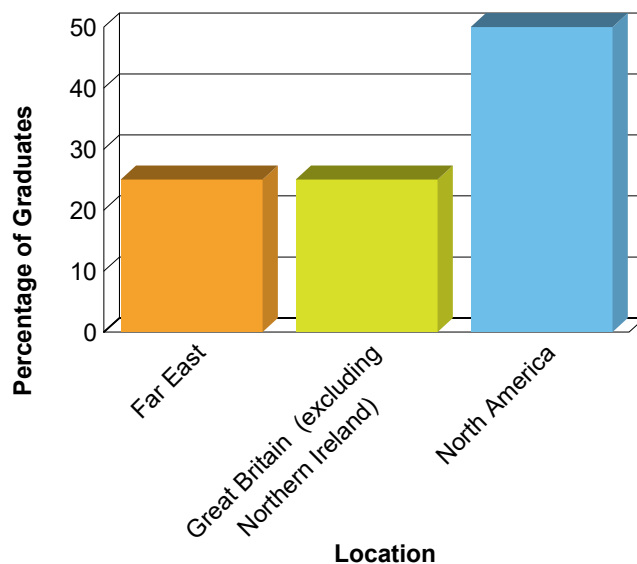
Salaries (Ireland)



Region of Employment (Ireland)

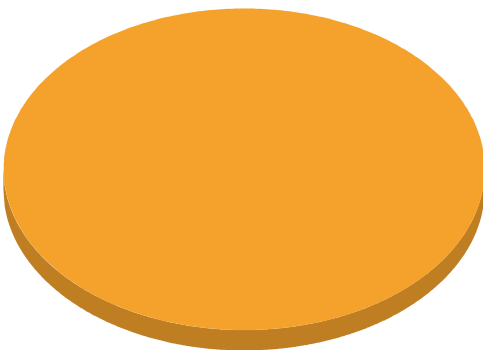


Region of Employment (Overseas)



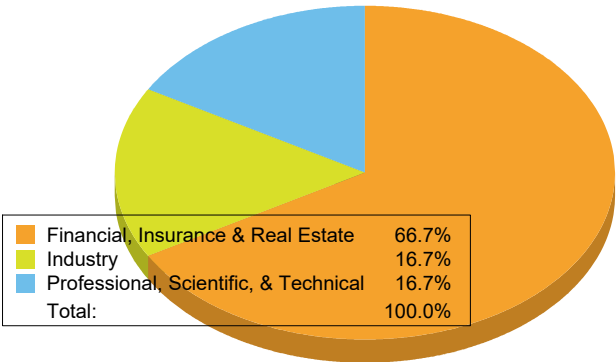
No. of Graduates	8
Total Respondents	6

Current Situation

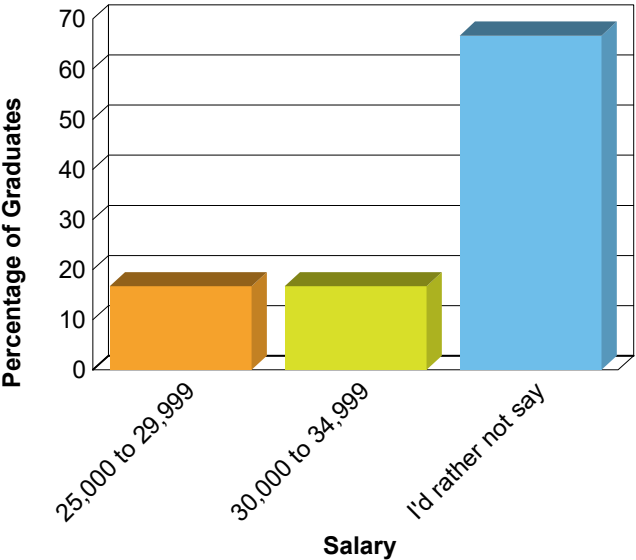


In Employment-Ireland	6	100.0%
Total:	6	100.0%

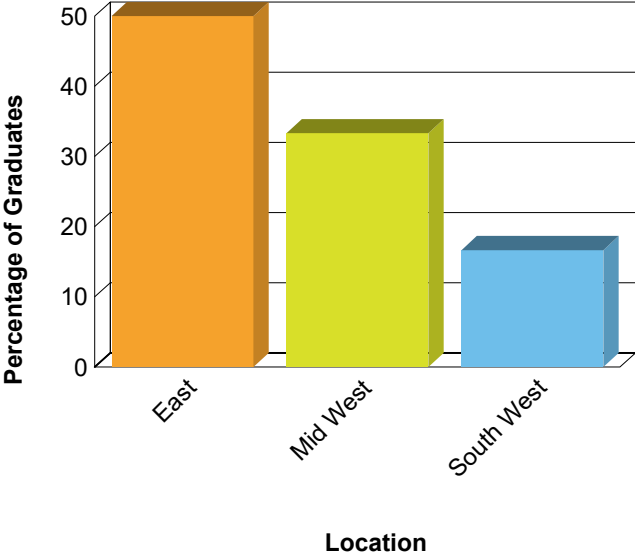
Sector of Employment



Salaries (Ireland)

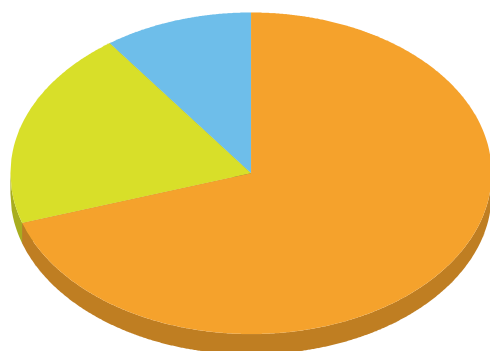


Region of Employment (Ireland)



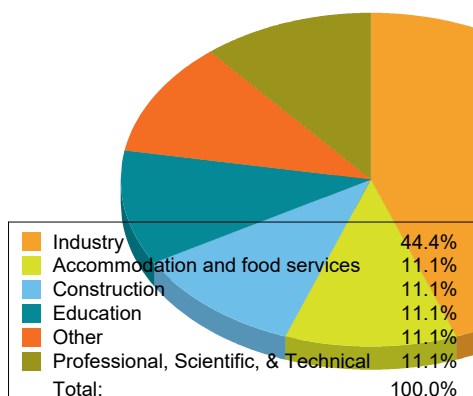
No. of Graduates	14
Total Respondents	10

Current Situation

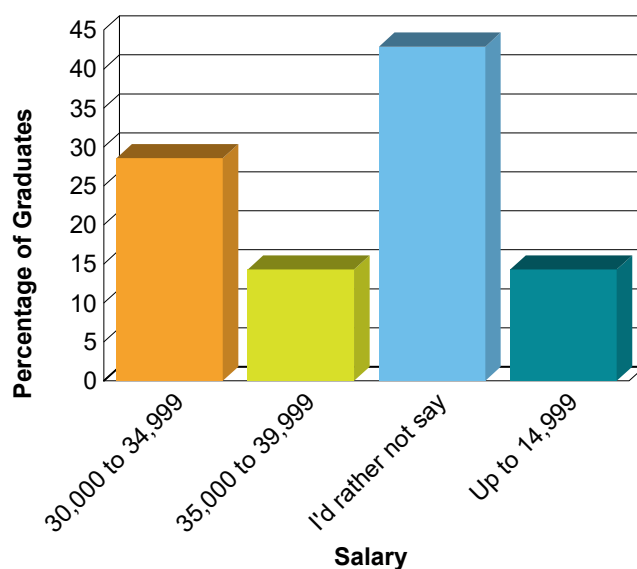


In Employment-Ireland	7	70.0%
In Employment-Overseas	2	20.0%
In Further Study	1	10.0%
Total:	10	100.0%

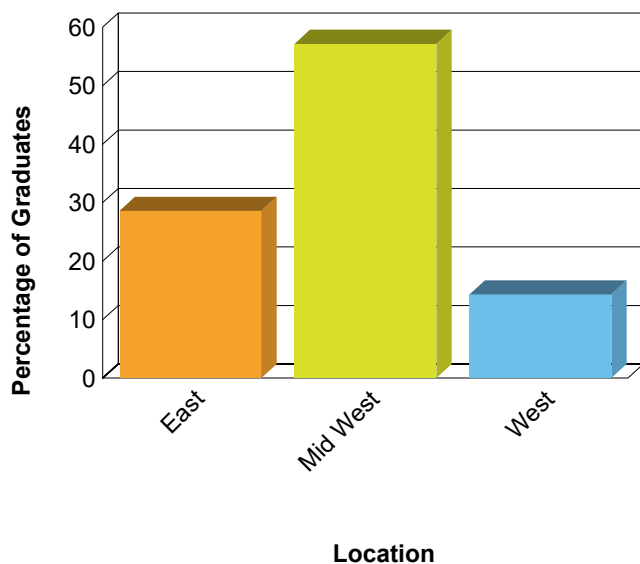
Sector of Employment



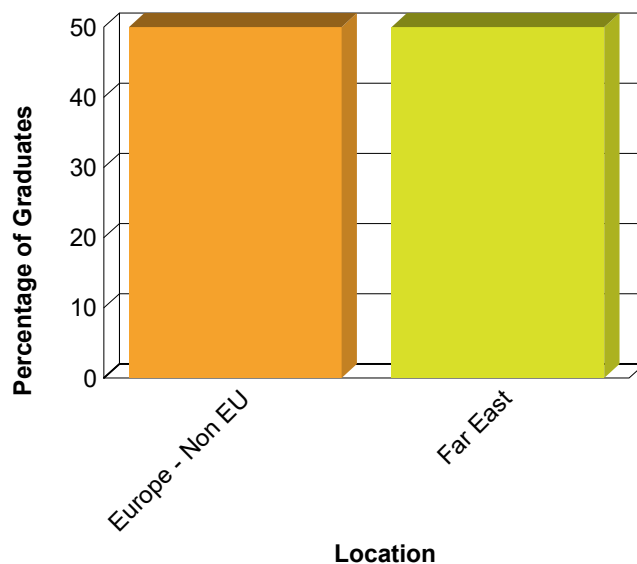
Salaries (Ireland)



Region of Employment (Ireland)

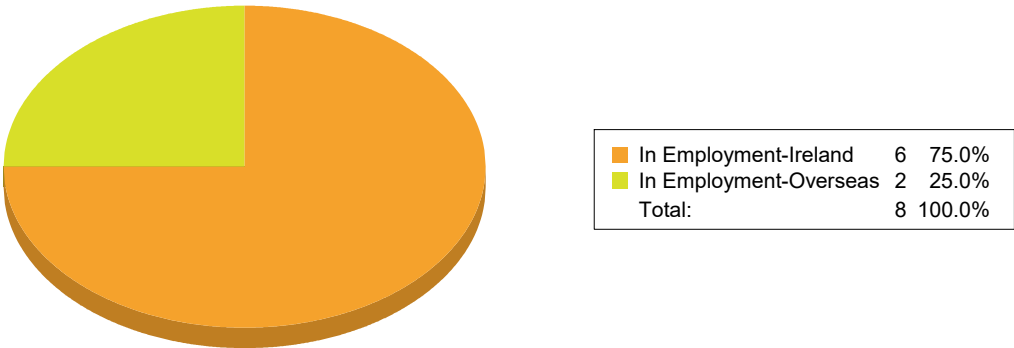


Region of Employment (Overseas)

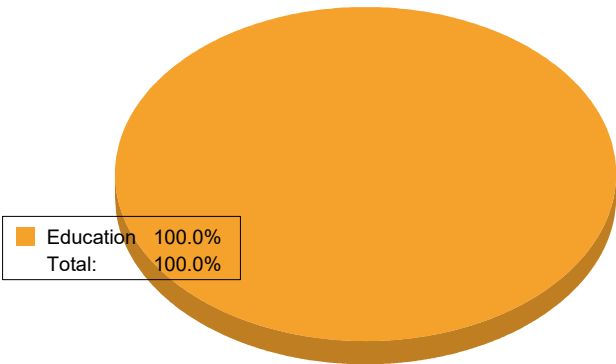


No. of Graduates	24
Total Respondents	8

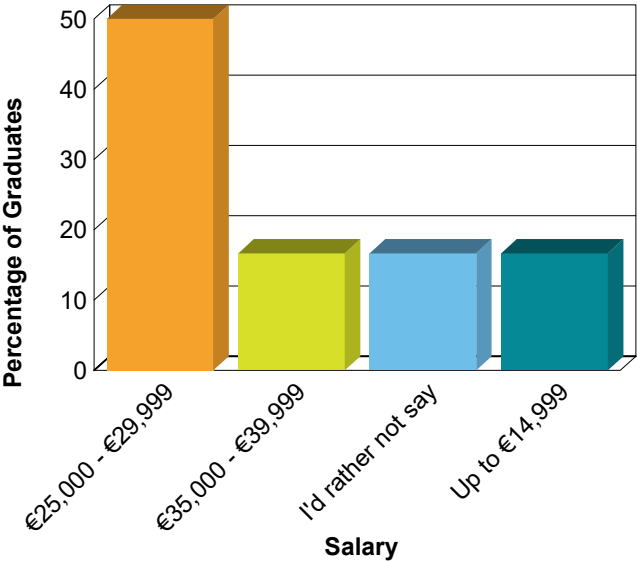
Current Situation



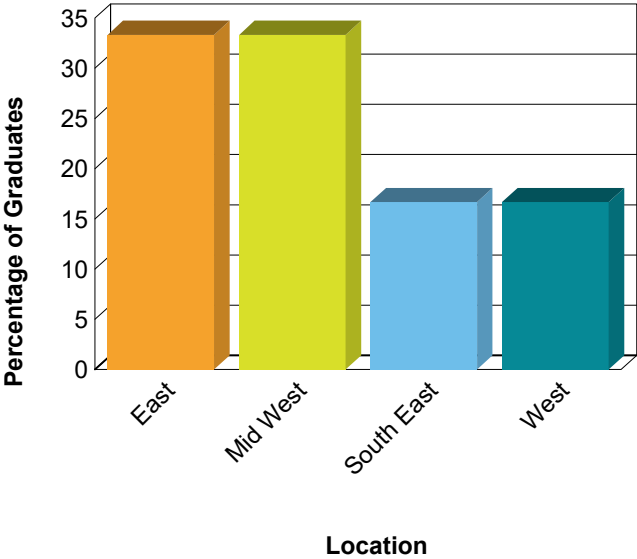
Sector of Employment



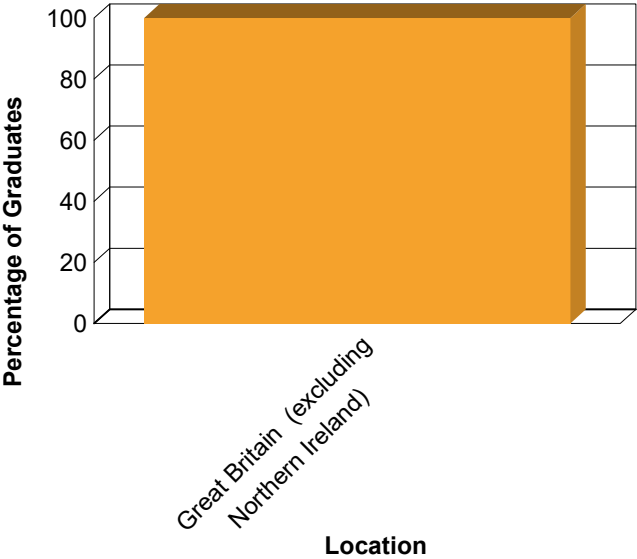
Salaries (Ireland)



Region of Employment (Ireland)



Region of Employment (Overseas)



Master of Arts in International Tourism Part-Time

Current Situation	Employed in Ireland	Employed Abroad	Further Study	Not available	Seeking employment	No. of Responses	Total no. of Graduates
	1	0	0	0	0	1	2

Master of Science in Economic Analysis (Part time)

Current Situation	Employed in Ireland	Employed Abroad	Further Study	Not available	Seeking employment	No. of Responses	Total no. of Graduates
	1	0	0	0	0	1	1

Master of Science in Work and Organisational Behaviour (PT)

Current Situation	Employed in Ireland	Employed Abroad	Further Study	Not available	Seeking employment	No. of Responses	Total no. of Graduates
	2	0	0	0	0	2	2

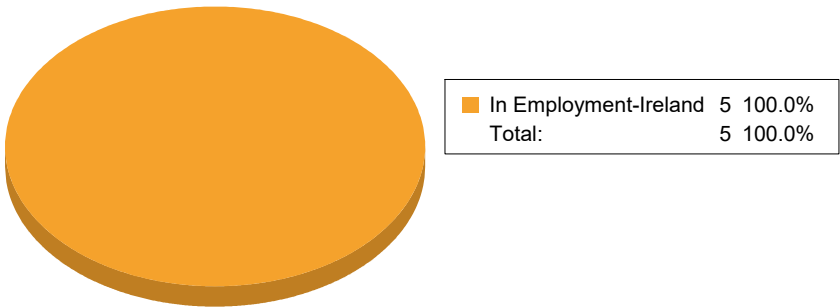
Master of Science in Work and Organisational Psychology

Current Situation	Employed in Ireland	Employed Abroad	Further Study	Not available	Seeking employment	No. of Responses	Total no. of Graduates
	2	1	0	0	0	3	4

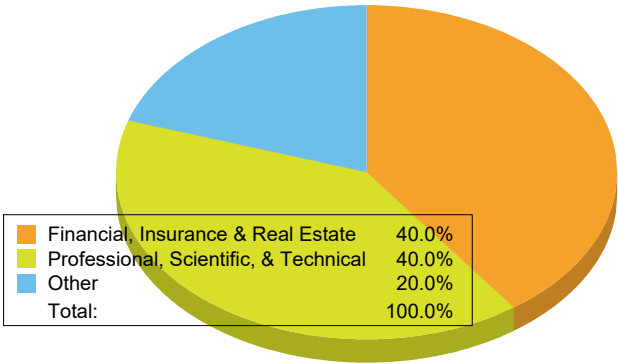
*Courses with 3 or fewer respondents

No. of Graduates	7
Total Respondents	5

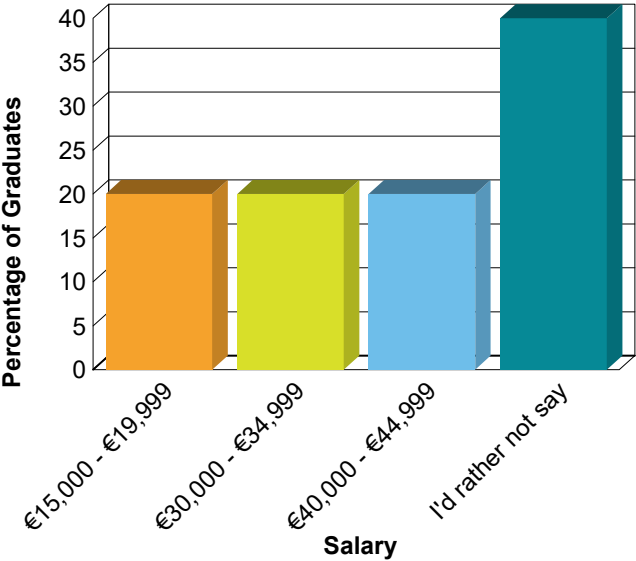
Current Situation



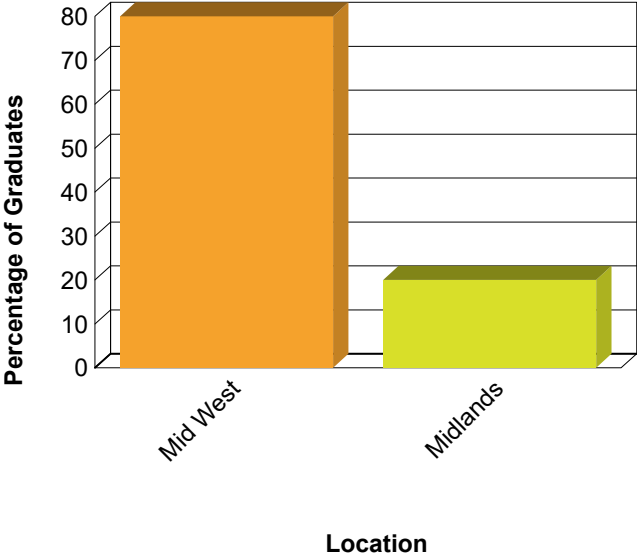
Sector of Employment



Salaries (Ireland)

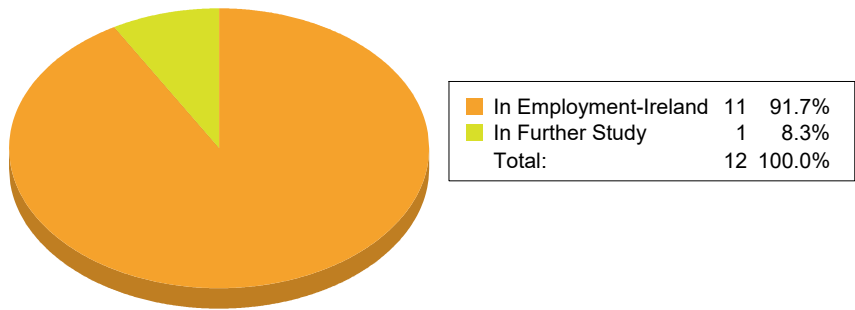


Region of Employment (Ireland)

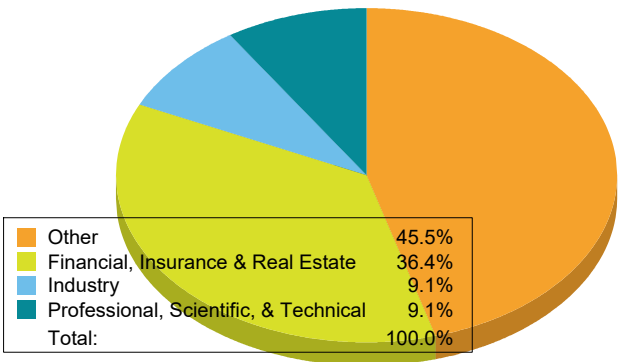


No. of Graduates	13
Total Respondents	12

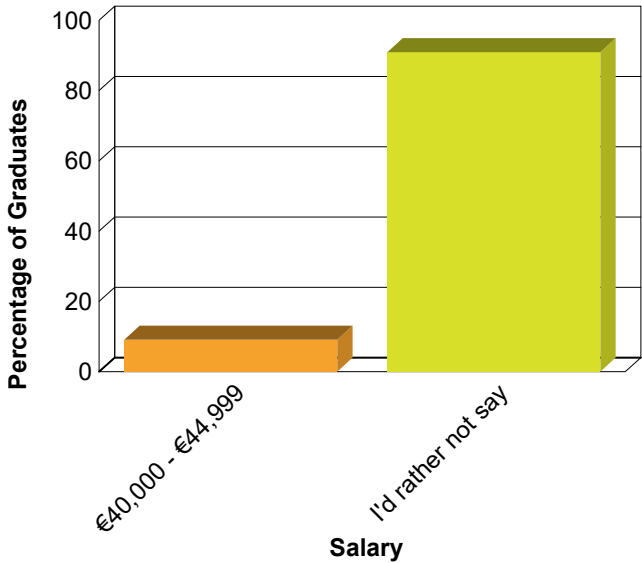
Current Situation



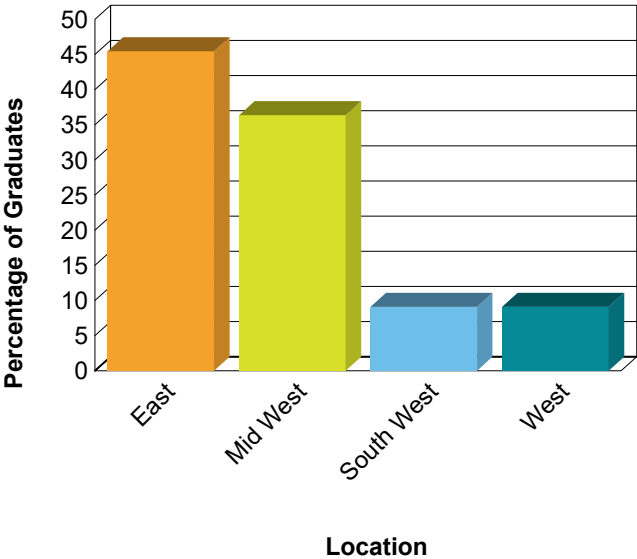
Sector of Employment



Salaries (Ireland)

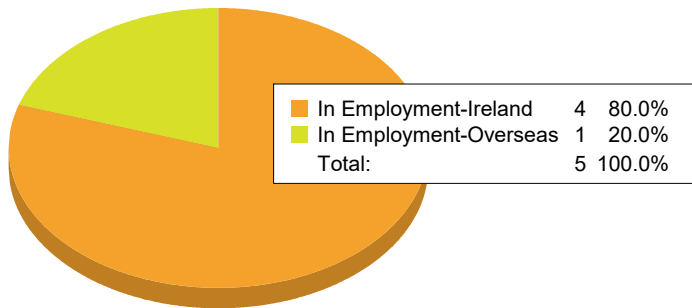


Region of Employment (Ireland)

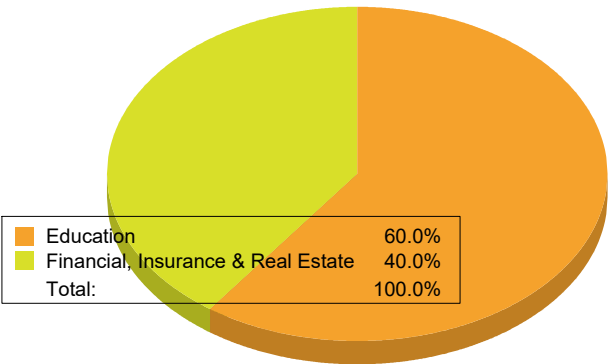


No. of Graduates	8
Total Respondents	5

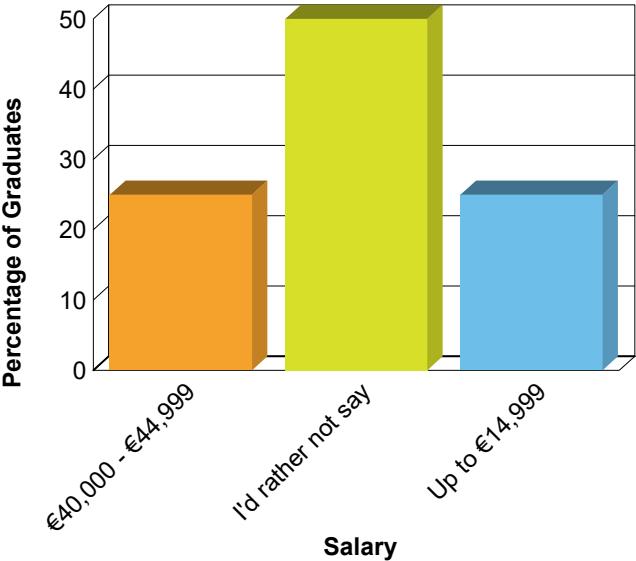
Current Situation



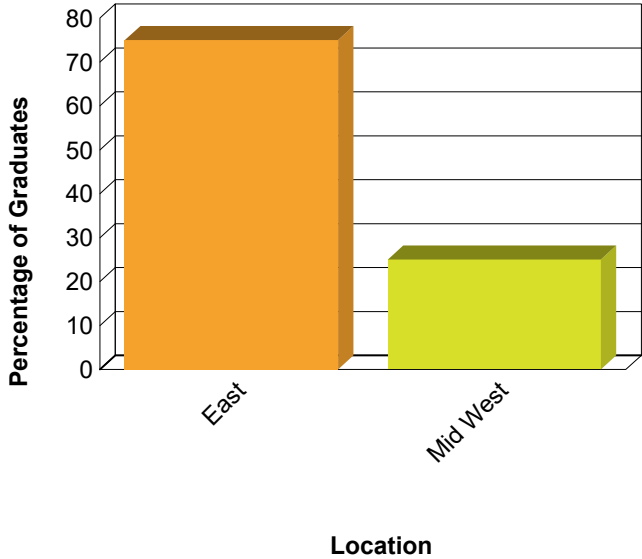
Sector of Employment



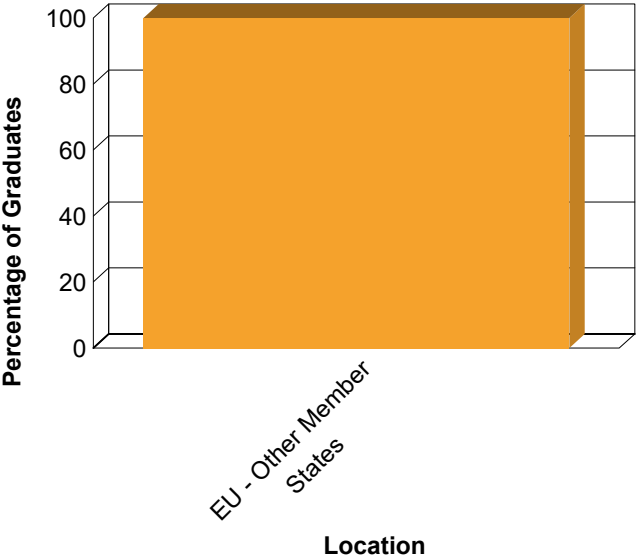
Salaries (Ireland)



Region of Employment (Ireland)

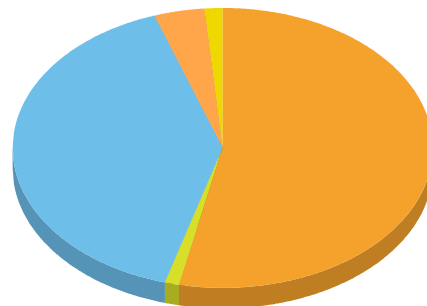


Region of Employment (Overseas)



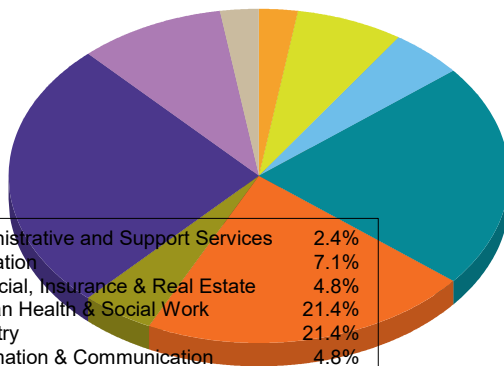
No. of Graduates	164
Total Respondents	77

Current Situation



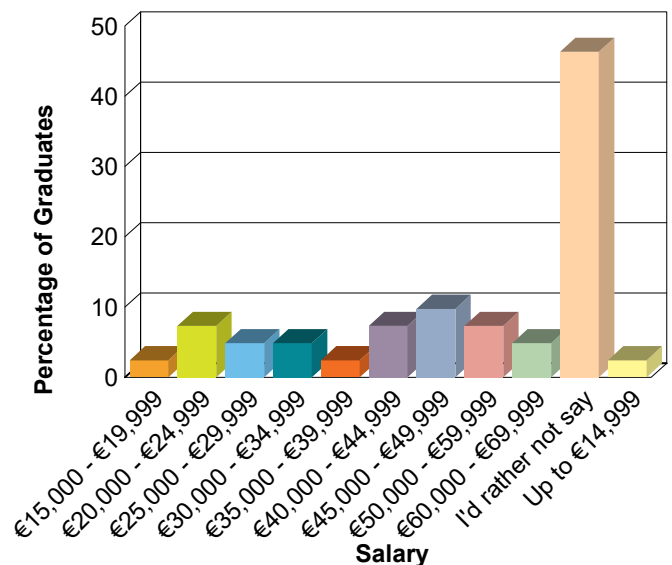
In Employment-Ireland	41	53.2%
In Employment-Overseas	1	1.3%
In Further Study	31	40.3%
Not Available for Employment	3	3.9%
Seeking Employment	1	1.3%
Total:	77	100.0%

Sector of Employment

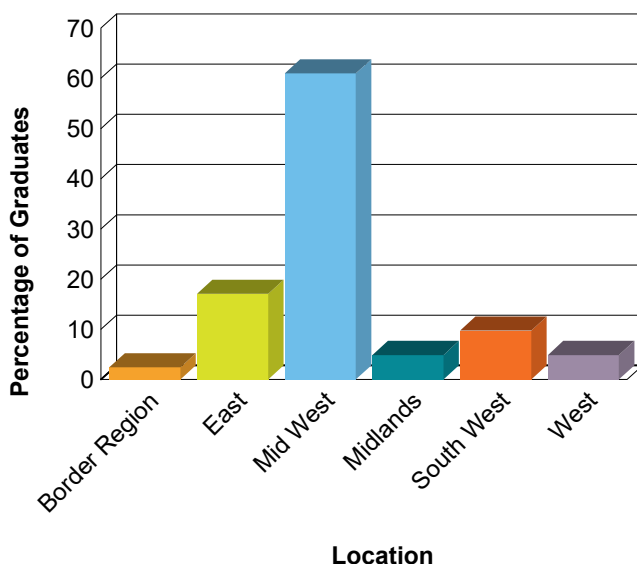


Administrative and Support Services	2.4%
Education	7.1%
Financial, Insurance & Real Estate	4.8%
Human Health & Social Work	21.4%
Industry	21.4%
Information & Communication	4.8%
Other	26.2%
Professional, Scientific, & Technical	9.5%
Wholesale & Retail	2.4%
Total:	100.0%

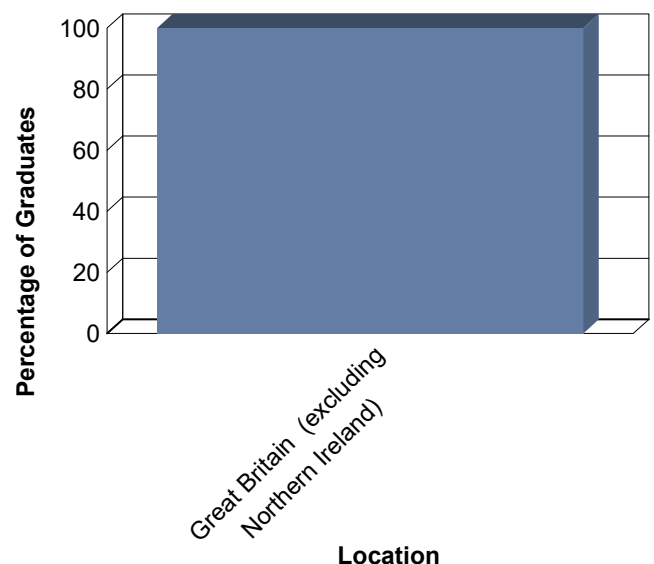
Salaries (Ireland)



Region of Employment (Ireland)

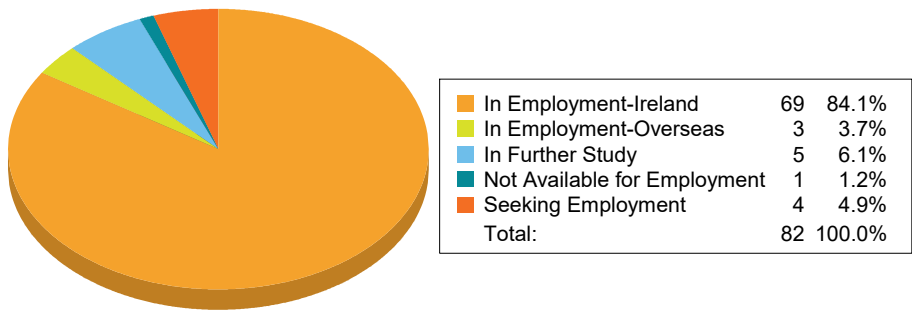


Region of Employment (Overseas)

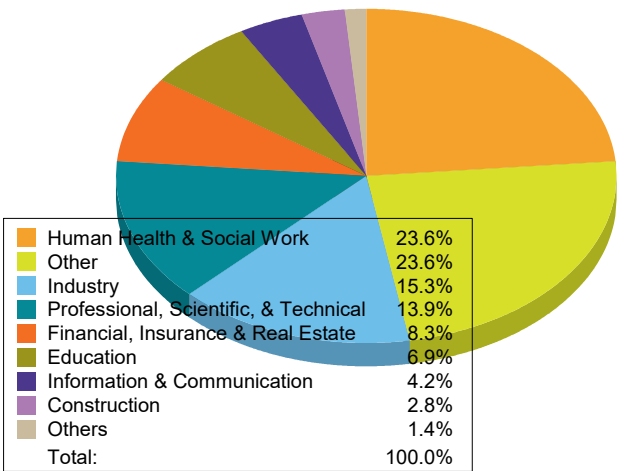


No. of Graduates	126
Total Respondents	53

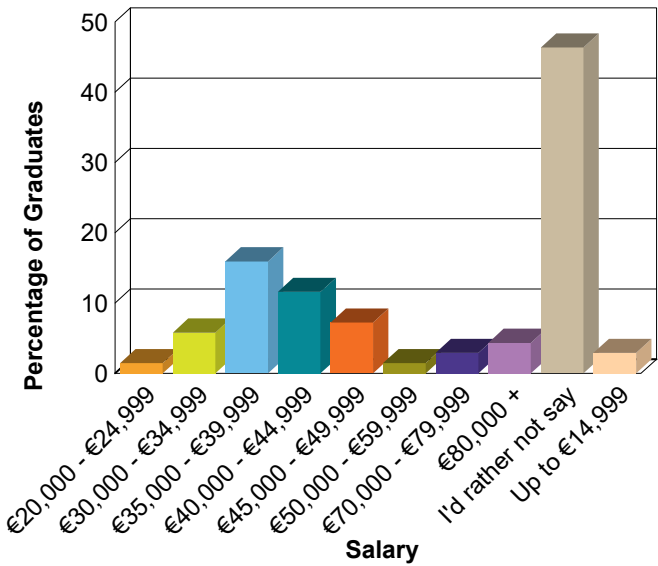
Current Situation



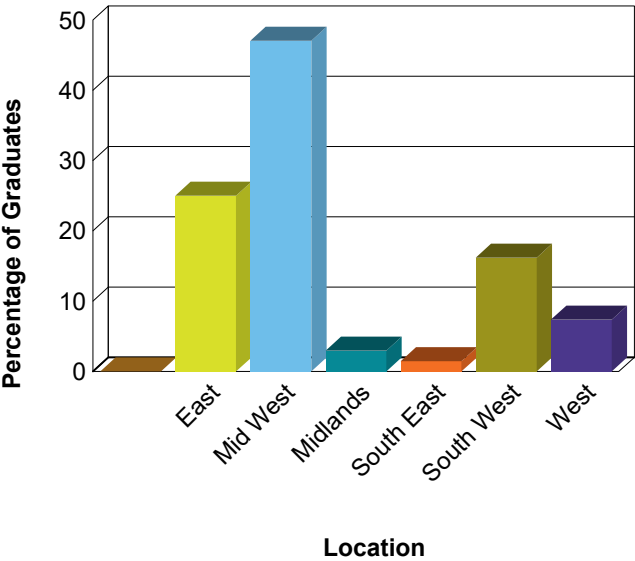
Sector of Employment



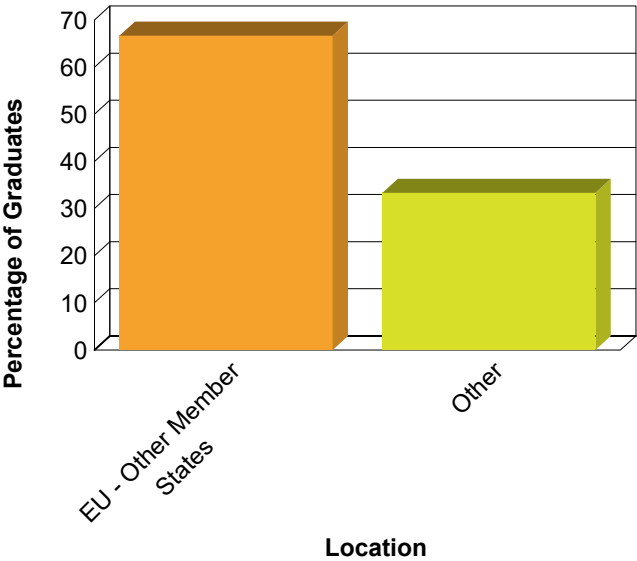
Salaries (Ireland)



Region of Employment (Ireland)

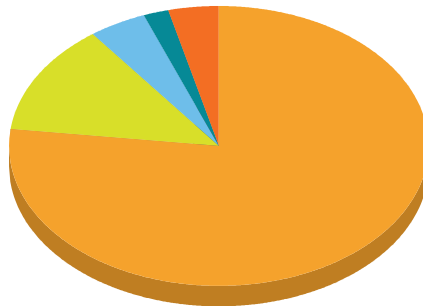


Region of Employment (Overseas)



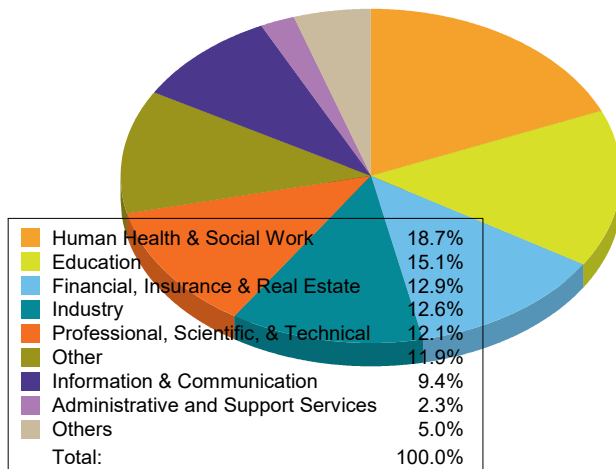
No. of Graduates	1006
Total Respondents	673

Current Situation

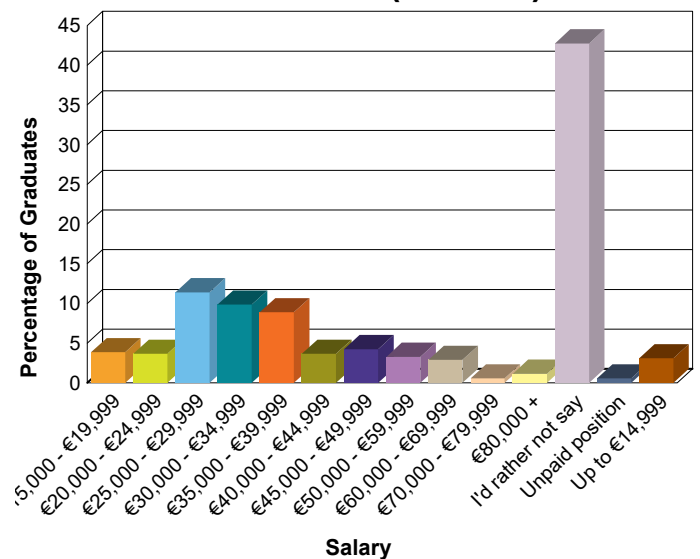


In Employment-Ireland	517	76.8%
In Employment-Overseas	87	12.9%
In Further Study	30	4.5%
Not Available for Employment	13	1.9%
Seeking Employment	26	3.9%
Total:	673	100.0%

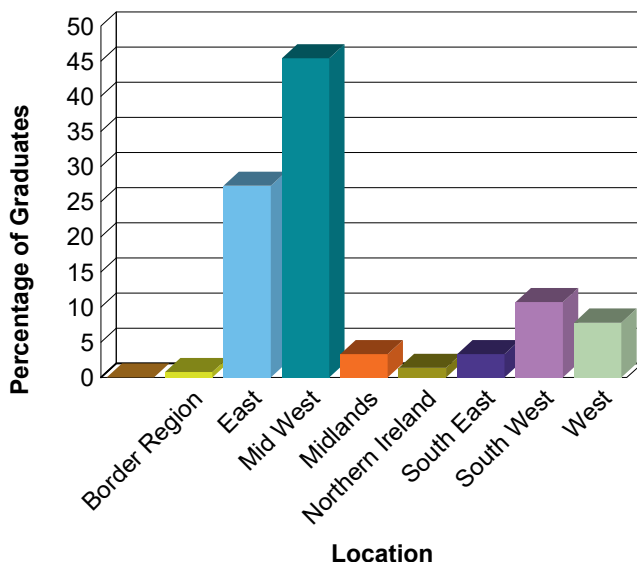
Sector of Employment



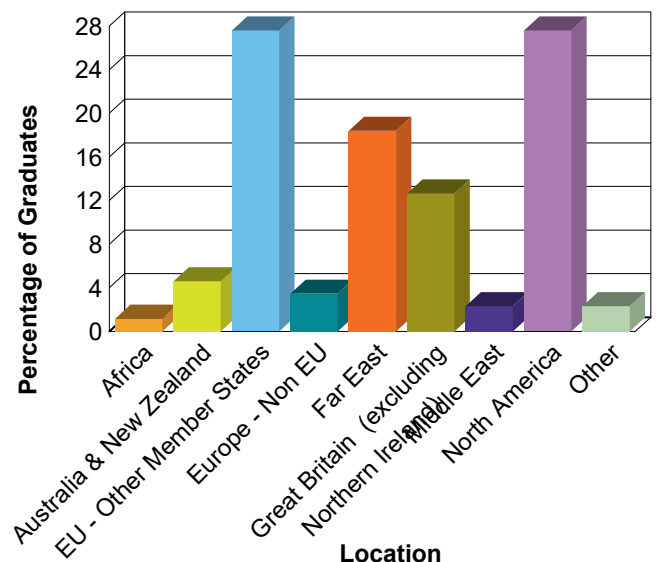
Salaries (Ireland)



Region of Employment (Ireland)

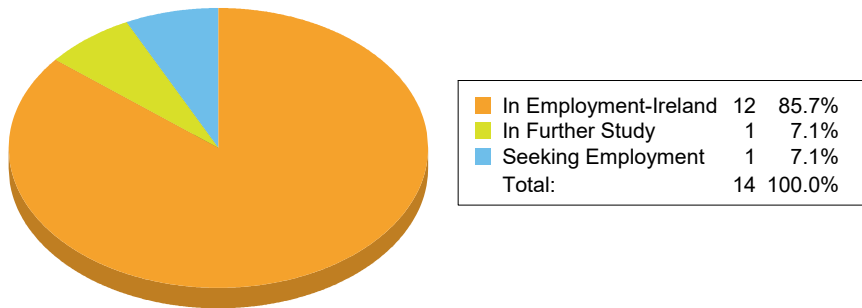


Region of Employment (Overseas)

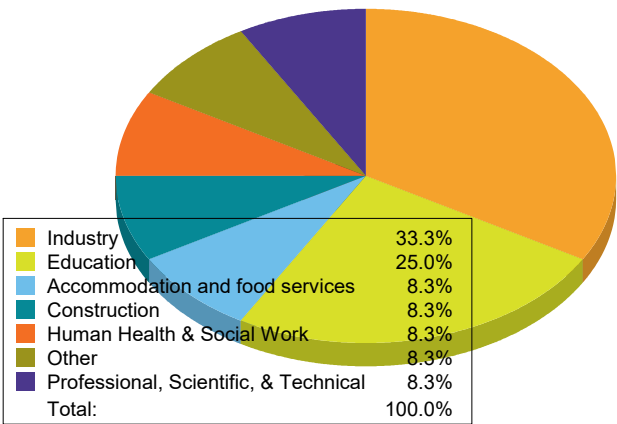


No. of Graduates	16
Total Respondents	14

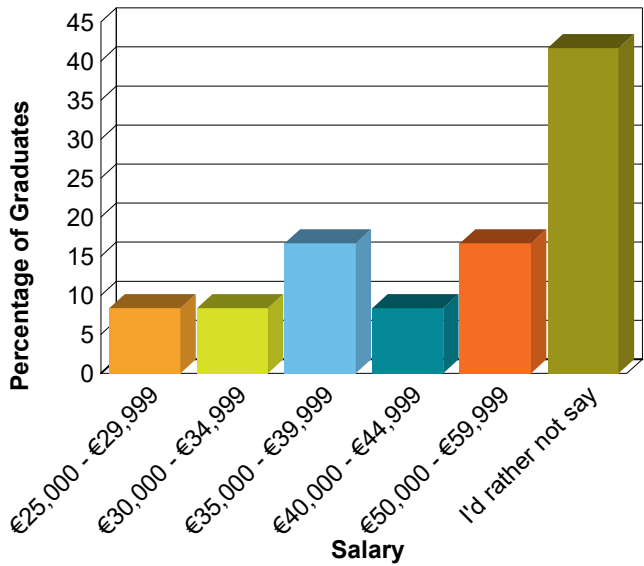
Current Situation



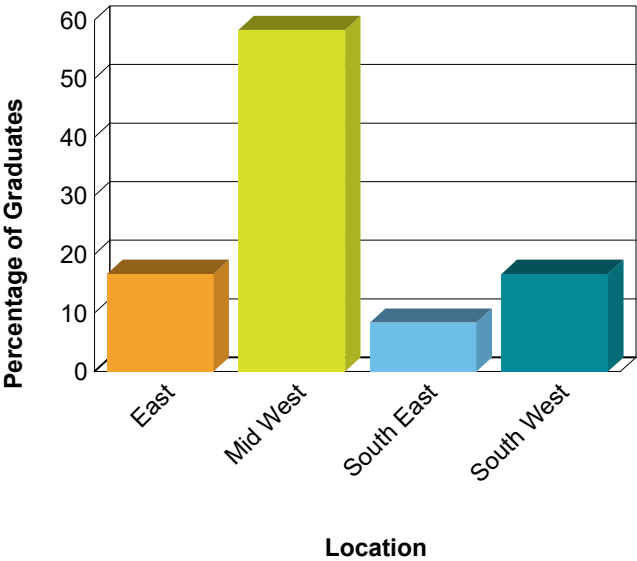
Sector of Employment



Salaries (Ireland)

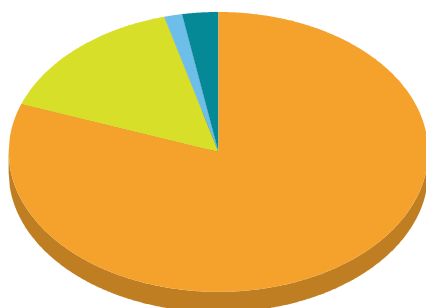


Region of Employment (Ireland)



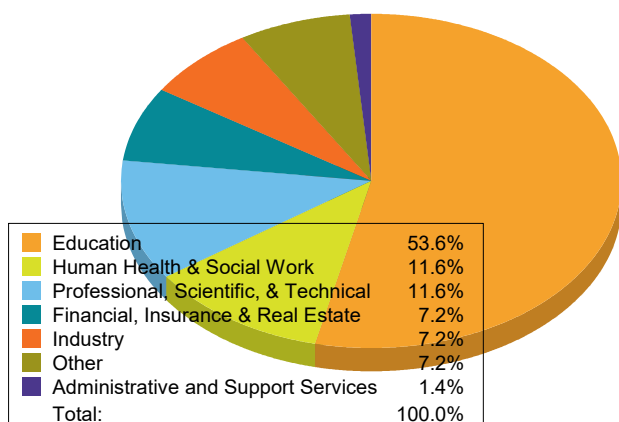
No. of Graduates	119
Total Respondents	72

Current Situation

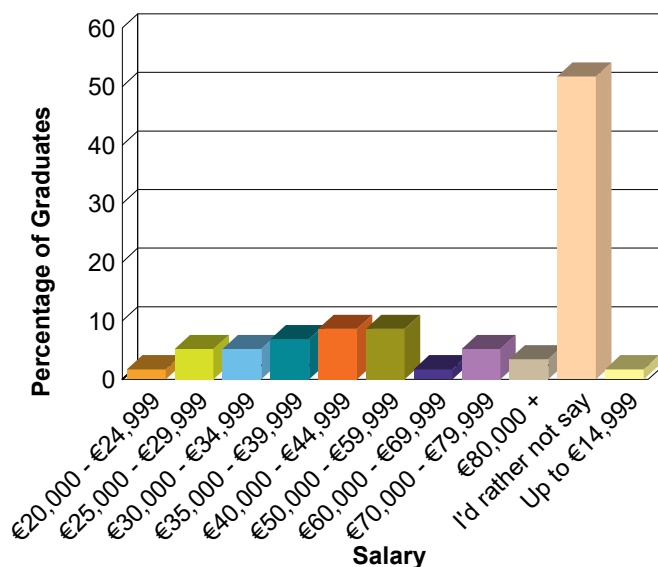


In Employment-Ireland	58	80.6%
In Employment-Overseas	11	15.3%
Not Available for Employment	1	1.4%
Seeking Employment	2	2.8%
Total:	72	100.0%

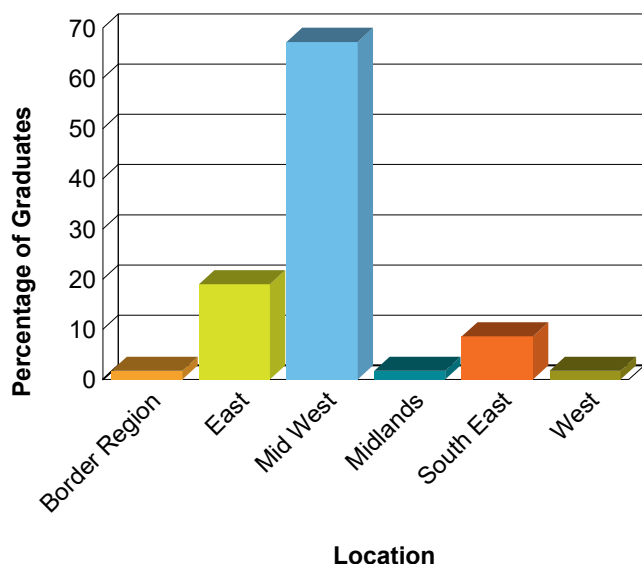
Sector of Employment



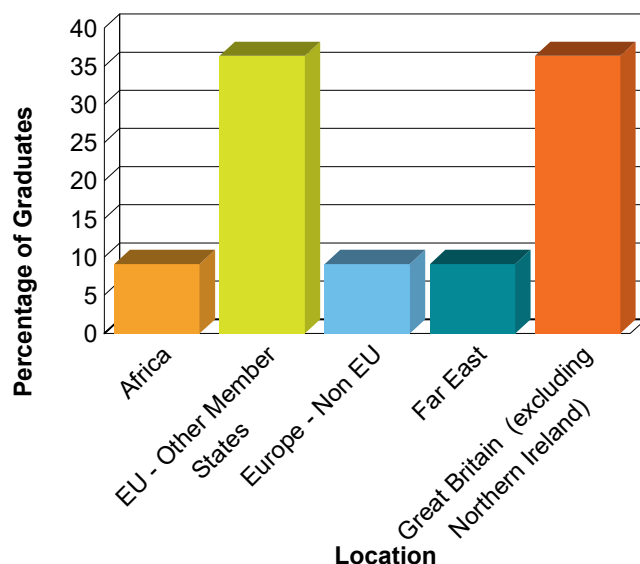
Salaries (Ireland)



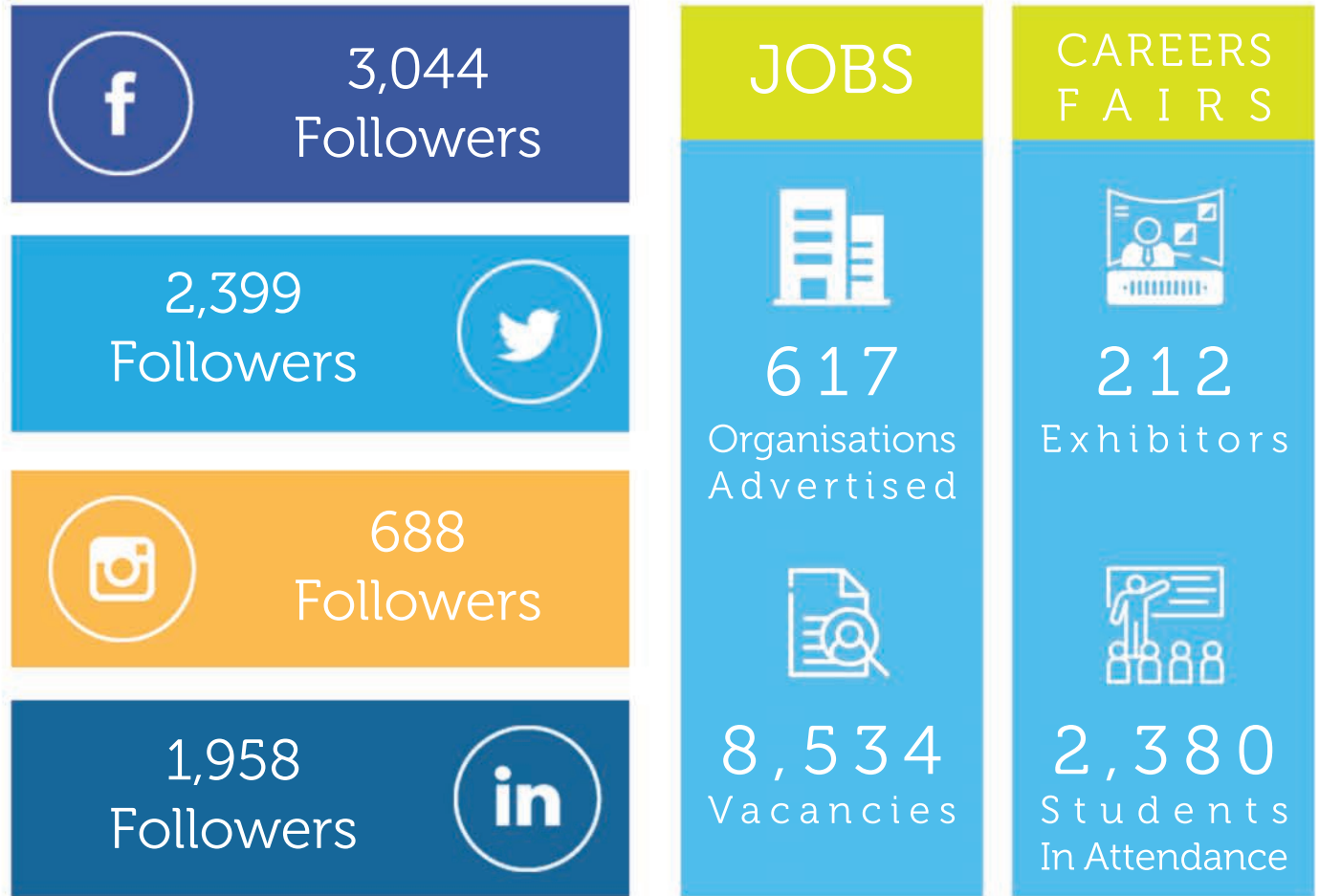
Region of Employment (Ireland)



Region of Employment (Overseas)



UL Careers Service - 2018-2019



Careers Activities

