



# Competing internationally for talent: economic migration policy in Ireland

Fiona Flood, Economic Migration Policy,  
Department of Jobs, Enterprise and Innovation



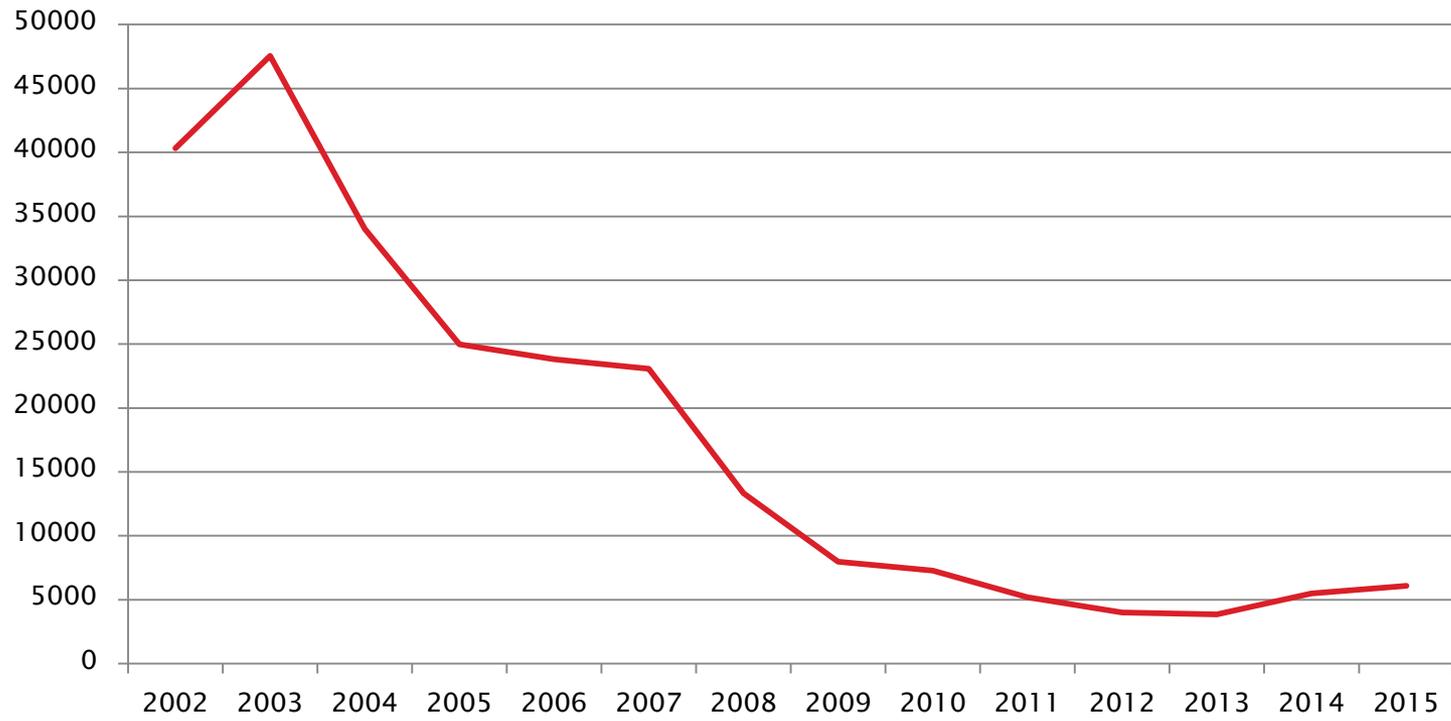
## Current context

- *Macro - level:* Recovery, Jobs growth, stabilisation in public finances, post-bailout “ordinary” EU economic surveillance
- *Micro - level:* New permits system in 2014
- 9 types of employment permit
- Regulations for Highly Skilled and Ineligible lists of occupations
- Evidence-base for identifying skills shortages, increasing demand for permits

## Employment permits issued 2002 -2015

- Pro-cyclical;
- vacancy driven without negatively impacting labour market
- At peak issued 47,000 in 2003,
- Down to 3,863 in 2013
- This year further increase in demand
- (almost double the 2013 level)

# Employment permits issued 2002 - 2015



## Main nationalities

- 2015:

India (1748), Pakistan (784), USA (615), Brazil (255), Sudan (219)

- 2014:

India (1657), USA (685), Pakistan (507), Israel (276), China (253)

- 2013:

India (1410), USA (583), Philippines (211), China (208), Pakistan (121)

A steady number of employment permits have also issued to nationals of Turkey, Canada, Russia and Malaysia in these years.

## Supply economies

Highly skilled (40% educated to degree level or higher)

As incomes rise in supply economies, they will absorb own talent

Many US permit holders connected to US corporate affiliates

Majority of Malaysian and Sudanese nationals in healthcare.

## What they come to do

- 33% of roles are Medical
- 33% ICT
- 6.5% Sales & Marketing
- 5.5% Engineering
- 5.5% Finance

## Skills sets in demand

- Medical
- ICT- Software development, Quality Assurance, Big Data and Business Intelligence experts
- Finance –Financial Accountants, Financial Analysts and Business Analysts
- Multilingual professionals – especially German speakers
- Dairy industry -Food technologists, Production Supervisors and Food Quality managers

Vacancies for professional positions up 6% in the year to October

## The competition for talent

- Other EU countries
- Other English speaking countries – Canada, New Zealand, Australia, USA
- Countries of origin; increasing development may reduce the number of nationals choosing emigration

## Our selling point: economic migration system

- Trusted Partner over 100
- Commitment to process improvements  
e.g. online application system
- Stakeholder engagement

## Change as the only constant

- New global business models (companies, suppliers, competitors, research institutes) crossing national boundaries
- Developing technologies
- EU context (BREXIT, pan-European migration policy)
- Shrinking Live Register, wage shifts

## Ireland's economic migration system

Ireland set regulations in place welcoming students and workers, especially those with skills that would keep Ireland's economy the fastest growing in Europe....Ireland ... [has] shown that competent governance, creating conditions that help industry and academe to work in tandem instead of merely distributing conditional cash transfers are effective solutions.

The Manila Times, 8 November 2015

The net effect of inward migration has been unambiguously positive...

One striking feature of the migrant population, both into and out of Ireland, is that they are highly educated. More than half of have post-secondary qualifications. So, it is neither a 'brain drain' nor a 'brain gain' - but a 'brains exchange'.

Introductory remarks by Angel Gurría,  
Secretary-General, OECD

Launch of the 2015 Economic Survey of Ireland  
Dublin, 15 September 2015