



Rialtas na hÉireann  
Government of Ireland

# Review of the Occupations Lists for Employment Permits

July 2021

Public Consultation Submission Form

Prepared by the Department of Enterprise, Trade and Employment

[gov.ie](https://www.gov.ie)

# 1. Review of the Critical Skills Occupations List and the Ineligible Occupations List, July 2021

The Economic Migration Policy Unit of the Department of Enterprise, Trade and Employment now invite submissions from representative bodies, Government Departments, Agencies, and other interested parties to a public consultation to review the eligibility of occupations appearing on the Critical Skills List and the Ineligible Occupations List for employment permits.

Submissions will only be accepted on the attached form and must be submitted by email to [empu@enterprise.gov.ie](mailto:empu@enterprise.gov.ie) by **5pm, Thursday 12<sup>th</sup> August 2021**.

You are invited to make a submission with your observations if you feel that there is a skills deficit or surplus of individuals holding such skills, or a shortage of labour or surplus of individuals available to fill those labour needs, in relation to occupations in your sector and the impact of which is adversely affecting your industry. We are interested in any factors that you consider are appropriate in order to have an occupation considered for adjustment on the lists, for example, data on skills or labour shortages, recruitment efforts undertaken, retention difficulties, relevant training incentives, impact on business, expansion plans etc., or other evidence or data such as industry surveys or reports and views within your sector.

The submission process is an opportunity for stakeholders to provide information and experiences and different perspectives on the nature and extent of skill and/or labour shortages. Stakeholder submissions are a vital source of information and views, helping inform the Department's final assessment of the status of occupations.

## 1.1 Observations of other Government Departments

Respondents are advised that copies of submissions received will be forwarded to the relevant lead Government Departments for their sector and their observations and input sought in respect of those submissions. This is to promote an integrated approach to addressing skills and labour shortages in the State. Economic Migration Policy Unit will also undertake any necessary follow up with submitters and consultation with Government Departments/State Bodies and industry groups. This review process will involve consultation with an Interdepartmental Group (IDG) on Economic Migration Policy chaired by the Department of Enterprise, Trade and Employment with membership drawn from senior officials of key Government Departments and offices. At the end of the consultation process the Department will make recommendations to the Minister for Enterprise, Trade and Employment. Changes to the lists approved by the Minister will then be given legal effect by way of a statutory instrument.

## 1.2 Publication of Submissions and Freedom of Information

Any personal information, which you volunteer to this Department, will be treated with the highest standards of security and confidentiality, strictly in accordance with the Data Protection Acts 1988 and 2003. However, please note the following:

- The information provided in the submission form will be shared with relevant Government Departments and State organisations during the review process.
- The Department will publish the outcome of the reviews and the submissions received under this consultation on its website, and

- as information received by the Department is subject to the Freedom of Information Act, such information may be considered for possible release under the FOI Act. The Department will consult with you regarding such information before making a decision should it be required to disclose it.
- If you wish to submit information that you consider commercially sensitive, please identify that information in your submission and give reasons for considering it commercially sensitive.

## 2. Economic Migration Policy

Ireland operates a managed employment permits system maximising the benefits of economic migration and minimising the risk of disrupting Ireland's labour market. The employment permits regime is designed to facilitate the entry of appropriately skilled non-EEA nationals to fill skills and/or labour shortages in the State, required to develop and support enterprise for the benefit of our economy. However, this objective must be balanced by the need to ensure that there are no suitably qualified Irish/EEA nationals available to undertake the work and that the shortage is a genuine one.

The system is, by design, vacancy led and driven by the changing needs of the labour market, expanding and contracting in tandem with its inherent fluctuations.

Under the Employment Permits Acts, in order to work in the State, all non-EEA nationals require a valid employment permit or relevant immigration permission from the Minister for Justice which allows them to reside and work in the State without the requirement for an employment permit. The legislation also sets out various criteria that must be met when considering an application for each of the permit types including establishing there is evidence of a lack of suitable labour within the domestic labour market, eligibility, minimum annual remuneration and duration of proposed employment.

The State's general policy is to promote the sourcing of labour and skills needs from within the workforce of Ireland, the European Union and other EEA states. Employment opportunities which arise in Ireland should, in the main, be offered to suitably skilled Irish and other EEA nationals, and should only be offered to non-EEA nationals who possess those skills and where no suitable candidate emerges from within the EEA to fill the vacancy. This policy also fulfils our obligations under the Community Preference principles of membership of the EU.

To implement this policy, Ireland currently operates an employment permits regime that:

- focuses on key sectors and skills shortages, especially in economically strategic enterprises with potential for jobs growth;
- adheres to the principle of community preference and avoids disrupting the labour market or reducing the employment opportunities for the resident population;
- ensures that employment permit holders are making a positive net contribution to the Irish economy;
- minimises the potential for abusing the employment rights of migrants, is clear and consistent and therefore attractive to migrants and employers;
- is administratively effective and efficient, has a clear legislative basis, and is sufficiently flexible to react quickly to changes in the labour market.

### 2.1 The Occupational Lists for Employment Permits

The system is managed through the operation of the Critical Skills Occupations List and the Ineligible Occupations List which determine employments that are either in high demand or are ineligible for consideration for an employment permit.

- Occupations included on the **Critical Skills Occupations List** are highly skilled occupations which are experiencing labour or skill shortages in respect of qualifications, experience or skills and which are required for the proper functioning of the Irish economy.
- Every other job in the labour market, where an employer cannot find a worker, may be eligible for an employment permit. The employer must do a Labour Market Needs Test to see if there is anyone in the State/EEA who could fill the vacancy. If no-one suitable applies for the job, the employer is free to apply for an employment permit.
- Occupations included on the **Ineligible Occupations List** are occupations in respect of which there is evidence that there are more than enough Irish/EEA workers available to fill such vacancies, and therefore an employment permit shall not be granted in Ireland.

For your information, a copy of the current Occupations Lists are attached at the Appendix below and can also be found on the following website page link [enterprise.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Highly-Skilled-Eligible-Occupations-List/](https://enterprise.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Highly-Skilled-Eligible-Occupations-List/)

### 2.1.1 The Standard Occupational Classification system (SOC 2010)

The Lists are *guided by* the Standard Occupational Classification system (SOC 2010), a system devised to classify roles into occupational categories. SOC2010 is structured in nine major groups and 25 sub-major groups followed by minor groups and unit groups. Within the structure of the classification, occupations fall broadly into four skill levels.

The Lists operate at Levels 3 and 4 of SOC-2010. When processing employment permits, the Department evaluates the occupation based on its own criteria and salary, title, qualifications, and specifications etc., are indicative of those criteria used by the Department in determining the relevant SOC code to be applied.

**A copy of the latest Occupations Lists can be found at page 11 below. Submitters are advised to review the SOC2010 listing and where possible identify the most appropriate SOC code for the occupation referred to in order to provide clarity to the specific role. Link to information on the SOC system is also available on the following webpage under 'Eligibility and Requirements'** [enterprise.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Classification-of-Employments/](https://enterprise.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Classification-of-Employments/)

## 2.2 The Review Process

In order to maintain the relevance of these lists of occupations to the needs of the economy and to ensure the employment permits system is aligned with current labour market intelligence, the lists are subject to twice-yearly evidence-based review which is guided by the research and labour market intelligence undertaken by the Expert Group of Future Skills Needs (EGFSN) and the Skills and Labour Market Research Unit in SOLAS. Account is taken of education outputs, sectoral upskilling and training initiatives and any known contextual factors (e.g., planned expansions in sectors, if known; Brexit; impact of Covid-19). The observations and input of relevant Government Departments are also incorporated in addition to the public consultation process. Submissions to the review process are also considered by the Interdepartmental Group on Economic Migration Policy chaired by the Department of Enterprise, Trade and Employment with membership drawn from senior officials of key Government Departments and Solas.

The Report on the Review of Economic Migration Policy, published in September 2018, included the recommendation that in order to make changes to the occupations lists, there would need to be a clear

demonstration that recruitment difficulties are solely due to shortages across the EEA and not to other factors such as salary and/or employment conditions.

An occupation may be considered for inclusion on the Critical Skills Occupations List or removal from the Ineligible Occupations List provided that:

- There are no suitable Irish/EEA nationals available to undertake the work;
- Development opportunities for Irish/EEA nationals are not undermined;
- Genuine skills shortage exists and that it is not a recruitment or retention problem;
- The Government's education, training, employment, and economic development policies are supported;
- The skill shortage exists across the occupation, despite attempts by industry to train and attract Irish/EEA nationals to available jobs.

Employment permit policy is part of the response to addressing skills deficits which exist and are likely to continue into the medium term, but it is not intended over the longer term to act as a substitute for meeting the challenge of up-skilling the State's resident workforce, with an emphasis on the process of lifelong learning, and on maximising the potential of EEA nationals to fill our skills deficits.

### **2.3 Applications for Employment Permits**

Parties considering making submissions to the review process should be aware that a range of criteria in addition to the eligibility of an occupation apply to the grant of employment permits. The criteria vary according to the type of employment permit application which is submitted. An elaboration of the policy underpinnings of the employment permits system is set out at: [enterprise.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Policy/](https://enterprise.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Policy/)

## A. Submitter Details

**1. Name of firm/organisation and contact details:  
(Please ensure you include a contact email address for queries)**

National Social Work Organisation of Ireland  
t/a Irish Association of Social Workers  
St. Andrews Resource Centre  
114 – 116 Pearse Street  
Dublin 2  
Tel. 086 0241055  
Website. [www.iasw.ie](http://www.iasw.ie)  
Email: [officemanager@iasw.ie](mailto:officemanager@iasw.ie) and [administrator@iasw.ie](mailto:administrator@iasw.ie)

**2. Please describe the main activity, sector and characteristics of the organisation making the submission [not required for Government Department/State Bodies]**

**Professional body representing over 1500 Social Workers in the Republic of Ireland.** IASW is the professional body for Social Work in Ireland. Social work is a **practice-based profession and an academic discipline** that promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. As a result, Social Workers engage in exceptionally difficult work that is intellectually demanding, stressful and emotionally draining with high risk of burn out.

**3. Please provide an overview of your sector, including importance to the economy; recent and projected growth of the sector; national or sectoral strategies/actions; employment numbers/types of occupations in the sector**

There are 4,680 Social Workers registered to work in Ireland. Social Work is almost exclusively a Public Service employment activity with Tusla and the HSE being the main employers.

In their Annual Report 2020 Tusla record 1669 WTE for Social Work for that year. While comparable figures are not available for the HSE, it is estimated that they have a similar number of Social Workers, spread across their direct services (including hospitals, community services, and other HSE projects), and the services they fund through their Section 36 and 39 schemes.

Additionally, there are Social Workers employed in the Department of Justice Probation Services. While previously the role of Probation Officer was open to applicants with a variety of professional backgrounds, employment in the Probation and Welfare Service is now limited to qualified Social Workers registered to practice in Ireland, increasing, albeit in a relatively small way, the demand on the available resource pool. Social Workers also work in local authorities, and other specialist agencies. There are also registered social workers employed in the Social Work education sector, and a small number in private practice (Guardians Ad Litem, consultants, etc).

Government Policy with regard to Health Care is based in Slainte Care where care in the community is the aim for all. The outcomes for persons living in residential care during the Corona Pandemic are well documented. This has focused the HSE on the roll out of Slainte Care as soon as possible, necessitating

the employment of more Social Workers in the community. There are currently just 70 Social Workers employed nationally in Primary Care. The increase in Primary Care will require additional social work posts.

**4. If you are not a representative body, please provide the name and contact details of your representative body for your sector if there is one.**

The IASW is the representative body for Social Workers in the Rep. of Ireland.

## B. The Occupation

**5. Please state the Occupation title**

Professionally Qualified Social Worker.

**6. The Standard Occupational Classification Code most appropriate to this role (link) (see 2.1.1 above )**

2442

**7. What status do you propose for this occupation?**

For inclusion on the Critical Skills List \_\_\_\_\_ X \_\_\_\_\_

For removal from the Critical Skills List \_\_\_\_\_

For inclusion on the Ineligible Occupations List \_\_\_\_\_

For removal from the Ineligible Occupations List \_\_\_\_\_ X \_\_\_\_\_

- For inclusion on the Critical Skills List
- For removal from the Ineligible Occupations List

**8. Please provide details of the occupation to include the following:**

**a. Brief overview of the role / job profile and tasks or responsibilities that may be of relevance:**

Social work is a profession that has its basis in the promotion of social justice. Social work empowers individuals, groups and communities to take charge of their own lives within their own environment and social context. It does this through its unique knowledge base which has developed from the integration of sociological, psychological, social policy, and other relevant theories and practice.

Social workers share a common aim of promoting equality. They play a crucial role in highlighting and addressing issues relating to discrimination and inequality in society. Social work practitioners are required to have a broad, generalist skill-base to equip them to work effectively with the complex, multi-faceted demands of the job, balancing service user experiences with employing agency mandate including government policy and legal responsibilities.

Social Workers are employed in many areas including the following:

- Academic
- Acquired Brain Injury
- Adoption
- Adult Safeguarding
- Advocacy Services
- Addiction
- Child and Adolescent mental health
- Child protection and welfare
- Children in care
- Community work and liaison
- Crisis intervention
- Out of Hours emergency services
- Designated Liaison for safeguarding children and adults
- Disability (Adult: Physical, sensory, intellectual, autism)
- Disability (Children: Physical, sensory, intellectual, autism)
- Domestic Violence services
- Employee Assistance Programmes
- Family support services
- Fostering
- Guardian Ad Litem
- Homelessness
- Housing
- Maternity and neo natal
- Medical (across the lifespan)
- Mental health
- Migrants
- Old Age (Psychiatry, Community, Statutory and non statutory sectors)
- Palliative care and support
- Primary Care
- Probation (adult and youth)
- Refugees and asylum seekers
- Rehabilitation
- Retrospective disclosure of abuse
- Separated children
- Sexual abuse assessment and therapy (adult and child)
- Therapy services
- Workforce training
- Travellers and ethnic minorities

**b. Current average remuneration this role attracts (basic salary not including bonuses, allowances etc.)**

Grade Description	Effective From	Pts	Euro 1	Euro 2	Euro 3	Euro 4	Euro 5	Euro 6	Euro 7	Euro 8	Euro 9	Euro 10	Euro 11	Euro 12	Euro 13	Euro 14	Euro 15	Euro 16	Euro 17	Euro 18	Euro 19	
SOCIAL WORK PRACTITIONER, SENIOR	1/09/19 PSPP	8	51,022	53,265	55,540	57,807	60,065	62,318	64,567	66,810	69,053	71,296	73,539	75,782	78,025	80,268	82,511	84,754	86,997	89,240	91,483	93,726
	1/10/18 PSPP		50,145	52,349	54,585	56,812	59,032	61,246	63,456	65,660	67,864	70,068	72,272	74,476	76,680	78,884	81,088	83,292	85,496	87,700	89,904	92,108
SOCIAL WORKER	1/09/19 PSPP	12	34,616	37,303	38,347	40,315	42,350	44,390	46,420	48,479	50,513	52,075	53,641	55,207	56,773	58,339	59,905	61,471	63,037	64,603	66,169	67,735
	1/10/18 PSPP		34,021	36,662	37,688	39,622	41,622	43,626	45,622	47,645	49,644	51,180	52,719	54,258	55,797	57,336	58,875	60,414	61,953	63,492	65,031	66,570
PROFESSIONALLY QUALIFIED SOCIAL WORKER	1/09/19 PSPP	10	41,330	44,286	45,807	47,997	50,186	52,377	54,565	56,752	58,944	60,086	61,230	62,374	63,518	64,662	65,806	66,950	68,094	69,238	70,382	71,526
	1/10/18 PSPP		40,619	43,525	45,019	47,172	49,323	51,476	53,626	55,776	57,930	59,053	60,176	61,300	62,423	63,546	64,669	65,792	66,915	68,038	69,161	70,284
MEDICAL SOCIAL WORKER	1/09/19 PSPP	10	41,330	44,286	45,807	47,997	50,186	52,377	54,565	56,752	58,944	60,086	61,230	62,374	63,518	64,662	65,806	66,950	68,094	69,238	70,382	71,526
	1/10/18 PSPP		40,619	43,525	45,019	47,172	49,323	51,476	53,626	55,776	57,930	59,053	60,176	61,300	62,423	63,546	64,669	65,792	66,915	68,038	69,161	70,284
PSYCHIATRIC SOCIAL WORKER	1/09/19 PSPP	10	41,330	44,286	45,807	47,997	50,186	52,377	54,565	56,752	58,944	60,086	61,230	62,374	63,518	64,662	65,806	66,950	68,094	69,238	70,382	71,526
	1/10/18 PSPP		40,619	43,525	45,019	47,172	49,323	51,476	53,626	55,776	57,930	59,053	60,176	61,300	62,423	63,546	64,669	65,792	66,915	68,038	69,161	70,284
SOCIAL WORKER SENIOR MEDICAL	1/09/19 PSPP	7	58,944	60,625	62,306	63,987	65,667	67,349	69,022	70,694	72,366	74,038	75,710	77,382	79,054	80,726	82,398	84,070	85,742	87,414	89,086	90,758
	1/10/18 PSPP		57,930	59,582	61,235	62,887	64,538	66,190	67,842	69,494	71,146	72,798	74,450	76,102	77,754	79,406	81,058	82,710	84,362	86,014	87,666	89,318
SOCIAL WORKER, PRINCIPAL (EX - SOCIAL WORKER, SENIOR / HEAD MEDICAL)	1/09/19 PSPP	6	67,349	69,288	72,217	75,146	78,076	81,009	83,938	86,867	89,796	92,725	95,654	98,583	101,512	104,441	107,370	110,299	113,228	116,157	119,086	122,015
	1/10/18 PSPP		66,190	68,096	70,975	73,854	76,733	79,612	82,491	85,370	88,249	91,128	94,007	96,886	99,765	102,644	105,523	108,402	111,281	114,160	117,039	120,918
SOCIAL WORKER, TEAM LEADER	1/09/19 PSPP	7	58,944	60,625	62,306	63,987	65,667	67,349	69,022	70,694	72,366	74,038	75,710	77,382	79,054	80,726	82,398	84,070	85,742	87,414	89,086	90,758
	1/10/18 PSPP		57,930	59,582	61,235	62,887	64,538	66,190	67,842	69,494	71,146	72,798	74,450	76,102	77,754	79,406	81,058	82,710	84,362	86,014	87,666	89,318

<https://healthservice.hse.ie/filelibrary/staff/january-2020-consolidated-pay-scales.pdf>

**c. Qualifications and/or level of experience required to fulfil the role**

The title of Social Worker is a legally protected title. In order to practice as a social worker in Ireland, an individual must hold a qualification that has been recognised by CORU (the regulatory body for Health and Social Care professionals in the Republic of Ireland) and must be registered as a Social Worker with CORU. Registration is a mandatory requirement.

The minimum requirement is a four-year degree.

<https://coru.ie/health-and-social-care-professionals/education/approved-qualifications/social-workers/social-workers-approved-qualifications.html>

**d. The number of employees in your organisation currently working in this role**

1 social worker employed by the Irish Association of Social Workers.

Over 4680 social workers registered with CORU, The Social Work Regulator

**e. What progression opportunities does the role allow**

All social workers are employed as Professionally Qualified Social Worker and they can progress to one of the following, (the title used depends on the area of the profession they work in.

Children and Families Sector: Senior Social Work Practitioner, Social Work Team Leader, Principal Social Worker.

Medical Social Work: Senior Medical Social Worker, Social Work Manager.

Social Work Education: Lecturer, Assistant lecturer, Professor, etc depending on qualifications. There are also roles in student tutoring linked to practice teaching and student placement support.

Social Workers are well qualified to pursue management roles in the public and voluntary sector with experience.

There are two Chief Social Workers employed, one is employed by Tusla, the Child & Family Agency and one employed by the Department of Children & Youth Affairs, with additional qualified social workers filling policy and operational management roles in agencies.

## C.Reasons for adjustment:

The Department must be satisfied that industry is committed to meeting its labour needs from the resident and EEA labour market, and that recourse to the recruitment of foreign nationals is only undertaken where a genuine skills shortage exists, rather than other factors relating to the conditions of the employment which should be addressed through means other than economic migration.

**9. Please provide an overview of the challenges faced by your business/sector, i.e., extent of labour and/or skills shortages; the impact and consequences for your business/sector if labour demands are not achieved**

Tusla and the HSE will make their own submissions, however it is evident to the IASW that the national pool of qualified social workers is insufficient to fill the employment numbers in the overall sector. There is a pattern of employment where most newly qualified social workers commence in the Children and Families Sector (Tusla) where the largest number of vacancies exist at graduation time each year and move to other services as soon as opportunities present. This amounts to an insufficient number of professionals to fill available employments causing stress and instability in the sector.

increasing, albeit in a relatively small way, the demand on the available resource pool. The quality of Social Work education in Ireland is such that pre-pandemic many young Social Workers were lost to emigration, with their skills in demand in all other English-speaking countries. Despite the current lull in emigration, there remains a significant challenge with maintaining full capacity across the various social work settings.

In the experience of the IASW, it is Tusla that struggle hardest to maintain staffing numbers in Social Work, indicating that there is an overall shortage in the profession. Therefore, inclusion on the Critical Skills Occupations List would be a mechanism for addressing this short fall. It is assumed that Tusla and the HSE will provide their own respective rationales for the situation and how to alleviate difficulties, including statistics relevant to their specific service sectors.

**10. Please provide any general information that you feel is pertinent in relation to your industry, e.g. wage ranges for occupations where shortages occur, whether the perceived shortage is general to the occupation or only occurs at specific levels of experience, or for very specific expertise.**

n/a

**11. Do you have any plans for expansion or development envisaged?**

IASW advocate for the expansion of social work education courses, however the work demands in the sector impinge on the third level sector to provide on the job practice education that is mandatory for qualification.

**12. Wider economic factors may have an influence on such occupational shortages. For example, are the labour/skills shortage or surplus impacting productivity, innovation or competitiveness? Please provide evidence.**

The demands on social workers are significant and it is imperative that the sector is supported with sufficient practitioners to provide quality services to the public in all sectors.

## D. Training, innovation and industry initiatives

The Department must be satisfied that the industry is committed to fully utilising the domestic/EEA labour market before industry considers employing non-EEA nationals.

**13. Please provide information on any demonstrated industry commitment to training and industry initiatives to enhance domestic/EEA recruitment that you are aware of, specifically:**

**a. What steps are being taken by industry and employers in the short term and long term to address this shortage?**

IASW engage with all stakeholders that train and employ social workers in Ireland.

**b. Describe global labour-saving innovations in your industry and how your company or sector is planning to adopt these**

Social Work is a personal social service that is not amenable to labour saving innovations.

**c. Are you aware of initiatives by the sector to upskill the resident population or plans by industry representatives to engage with education and training providers in ensuring that the sector's skills needs are met?**

IASW has contributed to discussions involving Tusla, Social Work Educators, led by the Department of Children, Equality, Disability, Integration and Youth.

IASW facilitated research regarding practice education needs that was conducted by the DCEDIY.

**d. Are there education and training initiatives and programmes? If yes, why is the graduate output not sufficient to meet your sector's needs, e.g. quality of graduates? quantity? geographic mobility?**

Yes. Issues are with quantity of graduates. The expansion and stabilising of the sector depends on development of the practice teaching element of social worker formation that would provide greater choice for the student and protected time for the practice teacher.

Agencies also need to provide better support and protection for inexperienced practitioners as they embark on their career.

**e. Does your business have an agreed skills plan? E.g. a plan for upskilling the current workforce and or potential workforce?**

**If yes**, describe the expected outcomes of the plan. **If no**, what plans are in place to develop one and within what timeframe?

IASW provides a full CPD programme for social workers based on needs within the sector

## E.Irish/EEA labour market resources

The State is committed to supporting Irish and EEA job seekers and the economic migration system is managed to contribute to this support. The Department of Social Protection can provide a range of supports to employers seeking to fill vacancies, and applicants for employment permits to fill general labour needs should avail of this support in the first instance. Changes to the eligibility of particular occupations in the context of the employment permits system will only be made where there is clear evidence of extensive engagement of sectoral actors in the Irish and European labour markets and where it is clear that the response to this engagement has proved inadequate to meet the relevant labour or skills requirement.

**14. Please provide information on the efforts made by your business/sector to recruit qualified Irish/EEA job seekers, i.e., campaign reach, duration, outcomes etc.**

IASW does not recruit social workers. However, we receive up to 4 requests weekly for Social Workers outside Ireland regarding employment here.

**15. Please provide information on the actions taken by your business/sector to avail of the Department of Social Protection's Employer Engagement Team services to source qualified job seekers**

NA

**16. Also please explain efforts made to recruit qualified EEA job seekers using for example Eures, Jobs Fairs, industry associations abroad, Jobs Ireland, etc.**

NA

**17. Have you used methods other than Jobs Ireland, Jobs Fairs, e.g., industry associations abroad, etc?**

NA

## F. Consultation

**18. If not a representative body, have you consulted with any industry representative body on this issue? If yes,** please provide some information on the aims and progress of the consultation?

We are the representative body for professionally qualified social workers in Ireland.

**19. Has your business/sector had any engagement with the lead policy Government Department for your sector on this issue? If yes,** please provide some details of the aim, progress, context of engagement and/or current status of such engagement and contact details for the Department official if possible

See 13 above.

Thank you for your participation.

**Please ensure any commercially sensitive information included in this submission has been indicated.**

## Appendix

### Schedule 3

*Employments in respect of which there is a shortage in respect of qualifications, experience or skills which are required for the proper functioning of the economy*

SOC-3	Employment category	SOC-4	Employments
112	Production Managers and Directors	1122	Site Manager
113	ICT Professionals	1136	Information technology and telecommunications directors
118	Health and Social Services Managers and Directors	1181	Senior health services and public health managers and directors
211	Natural and Social Science Professionals	2111	Chemical scientists in manufacturing (including food & beverages, medical devices), product development, analytical development, clinical co-vigilance, or biotechnology or related and relevant specialist skills, qualifications or experience
		2112	<ul style="list-style-type: none"> <li>• Medical laboratory scientists</li> <li>• Biological scientists and biochemists in manufacturing (including food &amp; beverages, medical devices), product development, analytical development, clinical co-vigilance, or biotechnology or related and relevant specialist skills, qualifications or experience</li> </ul>
		2113	Physical scientists in manufacturing (including food & beverages, medical devices), product development, analytical development, clinical co-vigilance, or biotechnology or related and relevant specialist skills, qualifications or experience
212	Engineering Professionals	2121	<ul style="list-style-type: none"> <li>• Civil Engineers</li> <li>• Structural Engineers and Site Engineers</li> </ul>
		2122	Mechanical engineers
		2123	Electrical engineers
		2124	Electronics engineers specialising in: <ul style="list-style-type: none"> <li>○ Chip design, test engineering, or application engineering, or</li> <li>○ Process automation engineering, or</li> <li>○ Power generation, transmission and distribution, or</li> <li>○ Related and relevant specialist skills, qualifications or experience</li> </ul>
		2126	Design and development engineers specialising in: <ul style="list-style-type: none"> <li>○ Quality control, or validation and regulation engineering (high tech industry; food and beverages), or</li> <li>○ Chip design, test engineering, or application engineering, or</li> <li>○ Process automation engineering, or</li> <li>○ Power generation, transmission and distribution, or</li> <li>○ Related and relevant specialist skills, qualifications or experience</li> </ul>
		2127	Production and process engineers specialising in: <ul style="list-style-type: none"> <li>○ Quality control, or validation and regulation engineering (high tech industry; food and beverages), or</li> <li>○ Chemical process engineering, or</li> <li>○ Process automation engineering, or</li> <li>○ Power generation, transmission and distribution, or</li> <li>○ Related and relevant specialist skills, qualifications or experience</li> </ul>
		2129	<ul style="list-style-type: none"> <li>• Material scientists</li> <li>• Setting Out Engineer</li> <li>• Façade Designer</li> </ul>
213	Information Technology and Telecommunications Professionals	2133	IT specialist managers
		2134	IT project and programme managers
		2135	IT business analysts, architects and systems designers
		2136	Programmers and software development professionals
		2137	Web design and development professionals

		2139	All other ICT professionals not elsewhere classified
221	Health Professionals	2211	Medical practitioners
		2213	Industrial Pharmacists
		2217	<ul style="list-style-type: none"> <li>• Radiographers</li> <li>• Radiation therapists</li> <li>• Vascular technologists/physiologists</li> <li>• Gastro Intestinal technologists/physiologists</li> </ul>
		2219	<ul style="list-style-type: none"> <li>• Audiologists</li> <li>• Perfusionists</li> <li>• Dietician</li> </ul>
222	Therapy Professionals	2229	Orthoptists
223	Nursing and Midwifery Professionals	2231	Registered Nurses
		2232	Registered Midwives
231	Teaching and Educational Professionals	2311	<p>Academics who hold a qualification equivalent to Level 10 of the National Framework of Qualification in a given discipline awarded no less than two calendar years prior to the date of application for an employment permit, with a minimum of one academic year of relevant teaching experience, and the employment concerned</p> <ul style="list-style-type: none"> <li>○ is in a third level institution governed by the Irish Universities Act 1997 (No. 24 of 1997), the Institutes of Technology Act 2006 (No. 25 of 2006) and the Technological Universities Act 2018 (No. 3 of 2018); or</li> <li>○ involves delivering a programme largely or wholly concerned with information and communications technology, which leads to a major award at QQI level 8 and/or level 9 as validated by Quality and Qualifications Ireland.</li> </ul>
242	Business, Research and Administrative Professionals	2421	<ul style="list-style-type: none"> <li>• Chartered and certified accountants, and taxation experts specialising in tax, compliance, regulation, solvency or financial management or related and relevant specialist skills, qualifications or experience.</li> <li>• Qualified accountants with at least three years' auditing experience, who are full members of the American Institute of Certified Public Accountants (AICPA), Philippine Institute of Certified Public Accountants (PICPA) and the Institute of Chartered Accountants of Pakistan (ICAP) and whom have relevant work experience in the areas of US GAAP reporting and Global Audit and Advisory Services and the employment concerned is in MNC Global Audit Services.</li> <li>• Tax consultant specialising in non-EEA tax consultancy and compliance with a professional tax qualification or legal qualification with tax specialism, and has a minimum of three years' experience of tax consultancy requirements and regulations in the relevant non-EEA market.</li> </ul>
		2423	Management consultants and business analysts specialising in big data analytics with skills in IT, data mining, modelling, and advanced maths or related and relevant specialist skills, qualifications or experience
		2424	Business and financial project management professionals specialising in finance & investment analytics, risk analytics, credit, fraud analytics or related and relevant specialist skills, qualifications or experience
		2425	Actuaries, economists and statisticians specialising in big data analytics with skills in IT, data mining, modelling, and advanced maths or related and relevant specialist skills, qualifications or experience
243	Architects, Town Planners and Surveyors	2431	Architect
		2433	Quantity surveyors
		2435	Architectural Technologist
		2436	Construction project managers
246	Quality and Regulatory Professionals	2461	Quality control and planning engineers
		2462	Quality assurance and regulatory professionals
		2463	Environmental health professionals

247	Media Professionals	2473	Art Director in 2D or 3D animation, with at least one year's experience in the role
321	Health Associate Professionals	3213	<ul style="list-style-type: none"> <li>• PHECC registered Paramedics</li> <li>• PHECC registered Advanced Paramedic Practitioners</li> </ul>
		3218	<ul style="list-style-type: none"> <li>• Prosthetists</li> <li>• Orthotists</li> <li>• Respiratory physiologist</li> </ul>
341	Artistic, Literary and Media Occupations	3411	Animation Background and Design Artist in 2D or 3D animation, with at least one year's experience in the role
342	Design Occupations	3421	<ul style="list-style-type: none"> <li>• Location Designer in 2D or 3D animation, with at least one year's experience in the role</li> <li>• Character Designer in 2D or 3D animation, with at least one year's experience in the role</li> <li>• Prop Designer in 2D or 3D animation, with at least one year's experience in the role</li> <li>• Animation Layout Artist in 2D or 3D animation, with at least one year's experience in the role</li> </ul>
344	Sports and Fitness Occupations	3442	High performance coaches and directors employed by <ul style="list-style-type: none"> <li>○ National sports organisations, or</li> <li>○ High profile sports organisations engaging in international competition</li> </ul>
354	Sales, Marketing and Related Associate Professionals	3542	Business sales executives specialising in International Sales Roles or ITB2B sales roles and with fluency in the official language, apart from English, of a state which is not a Member State of the EEA
		3543	International marketing experts with required domain knowledge specialising in product strategy development and management with technical and product/service knowledge (pharmaceutical, medical devices, Software B2B, SaaS products)

Note: 'SOC-3' and 'SOC-4' refer to applicable levels in the Standard Occupational Classification system (SOC 2010)."

## Schedule 4

*Employments in respect of which an employment permit shall not be granted*

<b>SOC-3</b>	<b>Categories of employment</b>	<b>SOC-4</b>	<b>Employment</b>
122	Managers in Hospitality and Leisure Services	1221	Hotel and accommodation managers
		1223	Restaurant and catering establishment managers
		1224	Publicans and managers of licensed premises
		1225	Leisure and sports facilities managers
		1226	Travel agency managers
124	Managers in Health and Care Services	1242	Residential, day and domiciliary care managers
125	Managers in Other Services	1251	Property, housing and estate managers
		1252	Garage managers
		1253	Hairdressing and beauty salon managers
		1254	Shopkeepers – wholesale and retail
		1255	Waste disposal and environmental services managers
		1259	Other managers in other services not elsewhere classified (includes Betting shop manager, Graphic design manager, Library manager, Plant hire manager, Production manager) (with the exception of Safety Manager)
222	Therapy Professionals	2229	Other therapy professionals not elsewhere classified (with the exception of orthoptists, and chiropractors who are members of the Chiropractic Association of Ireland)
244	Welfare Professionals	2443	Probation officers
		2449	Other welfare professionals not elsewhere classified
312	Draughtspersons and Related Architectural Technicians	3121	Town planning technicians
321	Health Associate Professionals	3216	Dispensing opticians
		3217	Pharmaceutical technicians
		3218	Dental technicians only
		3219	Other health associate professionals not elsewhere classified (includes Acupuncturists, Homeopaths, Hypnotherapists, Massage therapists, Reflexologists, Sports therapists)
323	Welfare and Housing Associate Professionals	3231	Youth and community workers
		3233	Child and early years officers
		3234	Housing officers
		3235	Counsellors
		3239	Other welfare and housing associate professionals not elsewhere classified
331	Protective Service Occupations	3311	NCOs and other ranks
		3312	Police officers (sergeant and below)

		3313	Fire service officers (watch manager and below)
		3314	Prison service officers (below principal officer)
		3315	Police community support officers
		3319	Other protective service associate professionals not elsewhere classified
344	Sports and Fitness Occupations	3443	Fitness instructors
352	Legal Associate Professionals	3520	Legal associate professionals (with the exception of employment of a person fluent in the official language, apart from English, of a State which is not a member of the EEA and who has market knowledge of that non-EEA state)
354	Sales, Marketing and Related Associate Professionals	3544	Estate agents and auctioneers
		3546	Conference and exhibition managers and organisers
356	Public Services and Other Associate Professionals	3561	Public services associate professionals
		3563	Vocational and industrial trainers and instructors (with the exception of mobility instructors for the visually impaired)
		3564	Careers advisers and vocational guidance specialists (with the exception of career guidance teachers in secondary schools)
		3565	Inspectors of standards and regulations
		3567	Health and safety officers (with the exception of Construction Safety Officers)
411	Administrative Occupations: Government and Related Organisations	4112	National government administrative occupations
		4113	Local government administrative occupations
412	Administrative Occupations: Finance	4121	Credit controllers (with the exception of employment of a person fluent in the official language, apart from English, of a state which is not a Member State of the EEA, in a role in credit control where the employment is supported by an enterprise development agency)
		4122	Book-keepers, payroll managers and wages clerks (with the exception of employment of a person fluent in the official language, apart from English, of a state which is not a Member State of the EEA in a role in accounts payable where the employment is supported by an enterprise development agency)
		4123	Bank and post office clerks
		4124	Finance officers
		4129	Other financial administrative occupations not elsewhere classified
413	Administrative Occupations: Records	4131	Records clerks and assistants
		4132	Pensions and insurance clerks and assistants
		4133	Stock control clerks and assistants
		4135	Library clerks and assistants
		4138	Human resources administrative occupations
415		4151	Sales administrators

	Other Administrative Occupations	4159	Other administrative occupations not elsewhere classified
416	Administrative Occupations: Office Managers and Supervisors	4161	Office managers
		4162	Office supervisors
421	Secretarial and Related Occupations	4211	Medical secretaries
		4212	Legal secretaries
		4213	School secretaries
		4214	Company secretaries
		4215	Personal assistants and other secretaries
		4216	Receptionists
		4217	Typists and related keyboard occupations
511	Agricultural and Related Trades	5111	Farmers
		5112	Horticultural trades
		5113	Gardeners and landscape gardeners
		5114	Groundsmen and greenkeepers
		5119	Other agricultural and fishing trades not elsewhere classified
521	Metal Forming, Welding and Related Trades	5211	Smiths and forge workers
		5212	Moulders, core makers and die casters
		5214	Metal plate workers, and riveters
523	Vehicle Trades	5231	Vehicle technicians, mechanics and electricians (with the exception of vehicle technicians and mechanics affiliated to a particular sporting organisation applying for a Sport and Cultural Employment Permit)
		5232	Vehicle body builders and repairers
		5234	Vehicle paint technicians
		5236	Boat and ship builders and repairers
		5237	Rail and rolling stock builders and repairers
524	Electrical and Electronic Trades	5241	Electricians and electrical fitters
		5244	TV, video and audio engineers
		5249	Other electrical and electronic trades not elsewhere classified
525	Skilled Metal, Electrical and Electronic Trades Supervisors	5250	Skilled metal, electrical and electronic trades supervisors
531	Construction and building trades	5312	Masons
		5313	Roofers, roof tilers and slaters
		5314	Plumbers and heating and ventilating engineers
		5315	Carpenters and joiners (with the exception of shuttering carpenters)
		5319	Other construction and building trades not elsewhere classified
532	Building Finishing Trades	5322	Floorers and wall tilers

		5323	Painters and decorators
533	Construction and Building Trades Supervisors	5330	Construction and building trades supervisors (with the exception of Foreman)
541	Textiles and Garments Trades	5411	Weavers and knitters
		5412	Upholsterers
		5413	Footwear and leather working trades
		5414	Tailors and dressmakers
		5419	Other textiles, garments and related trades not elsewhere classified
542	Printing Trades	5421	Pre-press technicians
		5422	Printers
		5423	Print finishing and binding workers
543	Food Preparation and Hospitality Trades	5431	Butchers (with the exception of boners (meat))
		5432	Bakers and flour confectioners
		5433	Fishmongers and poultry dressers
		5434	Chefs (with the exception of – <ul style="list-style-type: none"> <li>o Executive Chef with minimum of 5 years' experience</li> <li>o Head Chef with minimum of 5 years' experience</li> <li>o Sous Chef with minimum of 5 years' experience</li> <li>o Chef de Partie with minimum of 2 years' experience</li> <li>o Commis Chef with minimum of 2 years' experience</li> </ul> who will be employed in establishments other than fast food outlets)
		5435	Cooks
		5436	Catering and bar managers
544	Other Skilled Trades	5441	Glass and ceramics makers, decorators and finishers
		5442	Furniture makers and other craft woodworkers
		5443	Florists
		5449	All other skilled trades not elsewhere classified
612	Childcare and Related Personal Services	6121	Nursery nurses and assistants
		6122	Childminders and related occupations
		6125	Teaching assistants
		6126	Educational support assistants
613	Animal Care and Control Services	6131	Veterinary nurses
		6132	Pest control officers
		6139	Other animal care services occupations not elsewhere classified (includes work riders)
614	Caring Personal Services	6142	Ambulance staff (with the exception of paramedics)

		6143	Dental nurses
		6144	Houseparents and residential wardens
		6145	Care workers and home carers (with the exception of a carer in a private home)
		6146	Senior care workers
		6147	Care escorts
		6148	Undertakers, mortuary and crematorium assistants
621	Leisure and Travel Services	6211	Sports and leisure assistants
		6212	Travel agents
		6214	Air travel assistants
		6215	Rail travel assistants
		6219	Other leisure and travel service occupations not elsewhere classified (with the exception of tourist guides fluent in the official language, apart from English, of a state which is not a Member State of the EEA)
622	Hairdressers and Related Services	6221	Hairdressers, barbers, and related occupations
		6222	Beauticians and related occupations
623	Housekeeping and Related Services	6231	Housekeepers and related occupations
		6232	Caretakers
624	Cleaning and Housekeeping Managers and Supervisors	6240	Cleaning and housekeeping managers and supervisors
711	Sales Assistants and Retail Cashiers	7111	Sales and retail assistants
		7112	Retail cashiers and check-out operators
		7113	Telephone salespersons
		7114	Pharmacy and other dispensing assistants
		7115	Vehicle and parts salespersons and advisers
712	Sales Related Occupations	7121	Collector salespersons and credit agents
		7122	Debt, rent and other cash collectors
		7123	Roundspersons and van salespersons
		7124	Market and street traders and assistants
		7125	Merchandisers and window dressers
		7129	Other sales related occupations not elsewhere classified
713	Sales Supervisors	7130	Sales supervisors
721	Customer Service Occupations	7211	Call and contact centre occupations  (with the exception of employment of a person fluent in the official language, apart from English, of a state which is not a Member State of the EEA, where the employment is supported by an enterprise development agency and is in— <ul style="list-style-type: none"> <li>○ a customer service and sales role with relevant product knowledge,</li> <li>○ a specialist online digital marketing and sales role, or</li> <li>○ a specialist language support and technical sales support role)</li> </ul>

		7213	Telephonists
		7214	Communication operators
		7215	Market research interviewers
		7219	Other customer service occupations not elsewhere classified
722	Customer Service Managers and Supervisors	7220	Customer service managers and supervisors
811	Process Operatives	8111	Food, drink and tobacco process operatives (with the exception of Computer Numerical Control Operative and Meat processor operative)
		8112	Glass and ceramics process operatives (with the exception of Computer Numerical Control Operative)
		8113	Textile process operatives (with the exception of Computer Numerical Control Operative)
		8114	Chemical and related process operatives (with the exception of Computer Numerical Control Operative)
		8115	Rubber process operatives (with the exception of Computer Numerical Control Operative)
		8116	Plastics process operatives (with the exception of Computer Numerical Control Operative)
		8117	Metal making and treating process operatives (with the exception of Computer Numerical Control Operative)
		8118	Electroplaters (with the exception of Computer Numerical Control Operative)
		8119	Other process operatives not elsewhere classified (with the exception of Computer Numerical Control Operative)
812	Plant and Machine Operatives	8121	Paper and wood machine operatives (with the exception of Computer Numerical Control Operative)
		8122	Coal mine operatives (with the exception of Computer Numerical Control Operative)
		8123	Quarry workers and related operatives (with the exception of Computer Numerical Control Operative)
		8124	Energy plant operatives (with the exception of Computer Numerical Control Operative)
		8125	Metal working machine operatives (with the exception of Computer Numerical Control Operative)
		8126	Water and sewerage plant operatives (with the exception of Computer Numerical Control Operative)
		8127	Printing machine assistants (with the exception of Computer Numerical Control Operative)
		8129	Other plant and machine operatives not elsewhere classified

			(with the exception of Computer Numerical Control Operative)
813	Assemblers and Routine Operatives	8131	Assemblers (electrical and electronic products)
		8132	Assemblers (vehicles and metal goods)
		8133	Routine inspectors and testers
		8134	Weighers, graders and sorters
		8135	Tyre, exhaust and windscreen fitters
		8137	Sewing machinists
		8139	Other assemblers and routine operatives not elsewhere classified
814	Construction Operatives	8142	Road construction operatives
		8143	Rail construction and maintenance operatives
		8149	Other construction operatives not elsewhere classified
821	Road Transport Drivers	8211	Large goods vehicle drivers (with the exception of heavy goods vehicle drivers who have- <ul style="list-style-type: none"> <li>○ a category CE or C1E driving licence, or</li> <li>○ an equivalent category to a category CE or C1E driving licence identified through a mutual recognition agreement between the Road Safety Authority and the appropriate regulatory authority in another jurisdiction).</li> </ul>
		8212	Van drivers
		8213	Bus and coach drivers
		8214	Taxi and cab drivers and chauffeurs
		8215	Driving instructors
822	Mobile Machine Drivers and Operatives	8222	Fork-lift truck drivers
		8223	Agricultural machinery drivers
		8229	Other mobile machine drivers and operatives not elsewhere classified
823	Other Drivers and Transport Operatives	8231	Train and tram drivers
		8232	Marine and waterways transport operatives
		8233	Air transport operatives
		8234	Rail transport operatives
		8239	Other drivers and transport operatives not elsewhere classified
911	Elementary Agricultural Occupations	9111	Farm workers (with the exception of dairy farm assistants)
		9112	Forestry workers
		9119	Other fishing and other general agriculture occupations not elsewhere classified (with the exception of horticulture worker)
912	Elementary Construction Occupations	9120	Elementary construction occupations
913	Elementary Process Plant Occupations	9132	Industrial cleaning process occupations
		9134	Packers, bottlers, canners and fillers
		9139	Other elementary process plant occupations not elsewhere classified

921	Elementary Administration Occupations	9211	Postal workers, mail sorters, messengers and couriers
		9219	Other elementary administration occupations not elsewhere classified
923	Elementary Cleaning Occupations	9231	Window cleaners
		9232	Street cleaners
		9233	Cleaners and domestics
		9234	Launderers, dry cleaners and pressers
		9235	Refuse and salvage occupations
		9236	Vehicle valeters and cleaners
		9239	Other elementary cleaning occupations not elsewhere classified
924	Elementary Security Occupations	9241	Security guards and related occupations
		9242	Parking and civil enforcement occupations
		9244	School midday and crossing patrol occupations
		9249	Other elementary security occupations not elsewhere classified
925	Elementary Sales Occupations	9251	Shelf fillers
		9259	Other elementary sales occupations not elsewhere classified
926	Elementary Storage Occupations	9260	Elementary storage occupations
927	Other Elementary Services Occupations	9271	Hospital porters
		9272	Kitchen and catering assistants
		9273	Waiters and waitresses
		9274	Bar staff
		9275	Leisure and theme park attendants
		9279	Other elementary services occupations not elsewhere classified
All	Work in the private home	All	Domestic operatives

Note: ‘SOC-3’ and ‘SOC-4’ refer to applicable levels in the Standard Occupational Classification system (SOC 2010).”

*Economic Migration Policy Unit*

**An Roinn Fiontar, Trádála agus Fostaíochta**  
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