



FRS Recruitment

A proud part of the FRS Co-Op

Employment Report **2023-2026**

Four Years Tracking the Irish Labour Market



FRS co-op

We grow better together



Contents



Employment Report 2023-2026

- 04..... Who We Are
- 05..... Key Findings
- 07..... Executive Summary
- 11..... Recruitment to Retention
- 12..... Salary, Pay Transparency & Mobility
- 14..... Flexible Working
- 15..... Employee Confidence & Job Security
- 16..... Artificial Intelligence
- 17..... Cost of Living

Employment Insights Survey 2026

- 19..... Survey Explained
- 20..... Summary of Results
- 25..... Employee Insights
- 28..... Employer Insights
- 30..... AI in 2026
- 33..... Cost of Living in 2026
- 35..... Moving Abroad
- 37..... Salary
- 39..... Unemployment Trends in 2026
- 41..... Regional Breakdown





Whether you need to hire one person or build an entire workforce, FRS Recruitment provides tailored recruitment solutions to help you attract, recruit and retain the right talent. From permanent recruitment and temporary staffing to Recruitment Process Outsourcing (RPO), we partner with organisations across Ireland to solve their hiring challenges.

Healthcare ♦ Manufacturing ♦ Sales ♦ Agriculture ♦ Legal ♦ HR
IT ♦ Retail ♦ Finance ♦ Construction ♦ Supply Chain ♦ Marketing
Customer Service ♦ Pharmacy ♦ Engineering ♦ Medical Device
Nursing ♦ Industrial ♦ Warehouse ♦ Logistics ♦ Pharmaceutical

Contact Us

Visit www.frsrecruitment.com
or email us on info@frsrecruitment.com



Our specialist hybrid team works remotely and across office hubs in:

- Dublin
- Limerick
- Galway
- Cork
- Offaly
- Tipperary
- Kerry
- Kilkenny
- Cavan
- Portlaoise





Who We Are

At FRS Recruitment, we like to say we are made different. We started out as an agricultural co-operative in 1980, a heritage that is important to us as it guides the way we work today. We have since grown into a multifaceted, industrial, technological and highly specialised recruitment agency. We span a huge breadth of industries and employ specialised consultants with specific sector knowledge based across Ireland and connected to our ten offices nationwide

Our Purpose

Changing lives
together

Our purpose is all about the lives we change through our recruitment services. It's this purpose that sets us apart from the rest.

Our Values

Integrity
Fairness
Intelligent Innovation
Customer Champions
Diversity
Flexibility



Key Findings

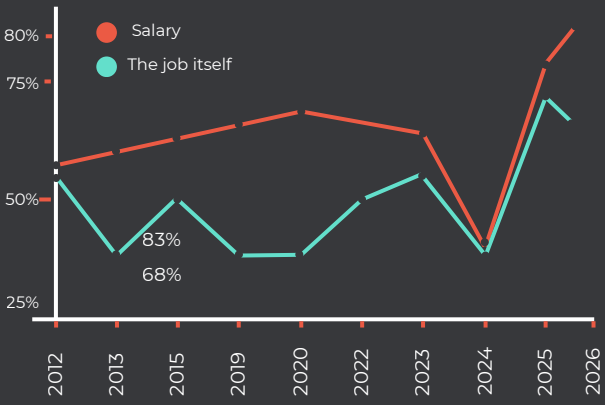
65%
of employers currently hiring in 2026, up from 49% in 2023

68%
of employers name staff retention their top priority in 2026

78%
of workers have skipped applying for a role with no salary listed

13%
of employees work fully remote in 2026, down from 28% in 2024

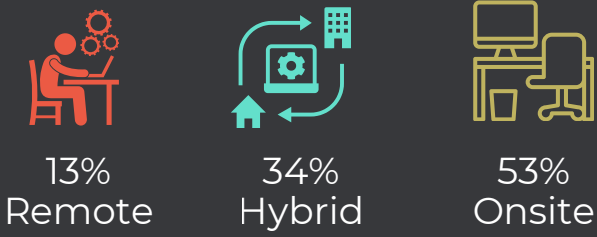
WHAT IS YOUR MOST IMPORTANT PRIORITY WHEN CONSIDERING A NEW JOB



83% OF EMPLOYEES RANK SALARY AS THEIR TOP PRIORITY

Pay transparency is becoming a competitive advantage.

FULLY REMOTE WORKING HAS HALVED



Hybrid has become the long-term norm.

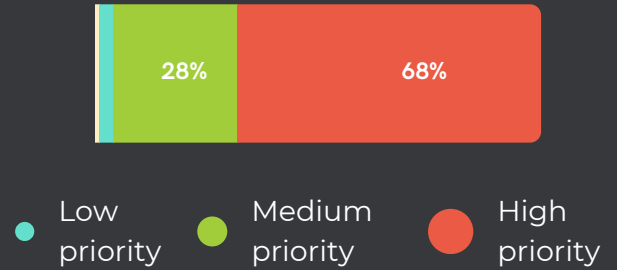
HIRING CONFIDENCE HAS RETURNED AFTER SLOWING IN 2025.



2025: 54% of employers were hiring

2024: 58% of employers were hiring

HOW IMPORTANT ARE THE FOLLOWING AREAS OF FOCUS FOR THE YEAR AHEAD?



Replacing experienced employees has become more difficult than hiring.

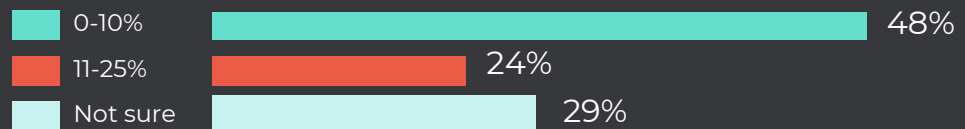
HAS AI REPLACED FULL JOB ROLES WITHIN YOUR ORGANISATION?



HAS AI REPLACED TASKS THAT YOUR STAFF COMPLETE?



WHAT PERCENTAGE OF EMPLOYEE TASKS HAVE BEEN AUTOMATED BY AI



The evidence suggests AI is augmenting jobs rather than replacing them, at least for now



Ireland's labour market has moved from a shortage economy to one shaped increasingly by retention, pay transparency and the early, uneven adoption of AI.



Executive Summary

At FRS Recruitment, our annual Employment Insights report is an important piece of market research that we conduct each year to take the pulse of Ireland's labour market. This year, however, we decided to analyse the key trends we've observed in the Irish labour market over the past four years, drawing together findings from four consecutive annual labour market surveys between 2023 and 2026.

The analysis reveals how employer priorities, employee expectations and recruitment practices have evolved as the market has transitioned from the post-pandemic labour shortages of 2022–23 to a more stable and mature phase.

Across the four-year period, several clear themes emerge:

- recruitment challenges have eased
- staff retention has become the dominant organisational priority
- salary has strengthened its position as the primary driver of employee mobility
- flexible working has reached a new equilibrium
- and artificial intelligence (AI) has begun reshaping workplaces faster than organisations have developed the governance structures to support it

The labour market has undergone a significant transition during the period under review. In 2023, organisations were operating in conditions of near full employment where attracting suitably qualified candidates represented the greatest challenge. By 2024, recruitment remained difficult, but employers increasingly expressed concern about wider economic issues including inflation, housing shortages, AI and overall economic uncertainty.



During 2025, hiring activity slowed considerably as organisations adopted a more cautious approach, delaying recruitment decisions while monitoring market conditions. By 2026, however, confidence had returned, with more than three-quarters of employers intending to recruit and almost two-thirds already actively hiring.

Rather than returning to the exceptionally competitive conditions experienced in 2022 and 2023, the evidence suggests the market has entered a healthier and more sustainable growth phase characterised by selective investment in talent rather than recruitment at any cost.

Employee Outlook

Employee confidence has followed a more nuanced path than employer sentiment. While concern about job security increased during 2024, confidence recovered steadily thereafter. By 2026, two-thirds of employees reported that they were not worried about losing their current job, representing the highest level recorded during the period examined.

However, confidence in personal job security has not translated into optimism about the wider employment market. Employees have become increasingly cautious regarding future employment opportunities, with fewer expecting the number of available jobs to increase and a growing proportion anticipating a more competitive labour market. This suggests that employees feel secure in their current positions while recognising that opportunities elsewhere may become less plentiful.

One of the strongest and most consistent findings throughout the four reports is the increasing importance of salary in attracting and retaining talent. Although remuneration has always been a major consideration for employees, its relative importance has strengthened significantly over time. By 2026, salary had become the dominant consideration when evaluating new employment opportunities, substantially outweighing factors such as hybrid or remote working arrangements.

At the same time, employers reported a marked decline in employees leaving organisations primarily because of remote working policies. The evidence indicates that financial reward has become the principal driver of labour mobility, replacing many of the workplace flexibility concerns that dominated discussions immediately after the pandemic.

Alongside this trend, employees increasingly believe that changing employer represents the most effective route to achieving higher earnings, reinforcing the importance of competitive remuneration strategies and transparent recruitment practices for employers seeking to attract high-quality candidates.

Employer priorities have also evolved considerably during the review period. While recruitment dominated organisational thinking in 2023, staff retention emerged as the defining strategic priority by 2025 and became the single highest organisational priority in 2026.

Employers increasingly recognise that replacing experienced employees has become both difficult and expensive, leading organisations to place greater emphasis on retaining existing talent rather than relying solely on external recruitment. This shift reflects a broader movement towards workforce stability, employee engagement and long-term capability development rather than short-term hiring activity.

Flexible working arrangements have likewise reached a more settled position. Employee-reported data shows that fully remote working declined consistently between 2024 and 2026, while fully onsite working increased and then stabilised at just over half of the workforce.

Rather than continuing the intense debate that characterised earlier post-pandemic years, the findings suggest that employers and employees have largely settled into sustainable hybrid and onsite working arrangements.



Artificial Intelligence

Unsurprisingly, AI represents the newest and fastest-evolving trend in the Irish labour market. While AI received little or no attention in the 2023 edition of FRS Recruitment's Employment Insights report, subsequent surveys reveal that employee concerns regarding automation are growing rapidly.

The Future of Ireland's Labour Market

By 2026, almost half of workers surveyed believe that AI will have a negative impact, or fully replace their current role within the coming years. And while very few businesses are currently using AI technology to replace entire jobs, many indicated that it was already replacing routine workplace tasks.

At the same time, almost half of employees stated that their organisation lacked a formal AI policy, while fewer than one-third reported receiving any AI-related training. These findings suggest that AI is currently augmenting rather than replacing human work, but that governance frameworks, employee guidance and workforce capability development are lagging behind technological adoption.

Taken together, the evidence portrays an Irish labour market that has matured considerably between 2023 and 2026. The period marks a transition away from emergency recruitment conditions towards a more balanced environment where employers are increasingly focused on retention, workforce development and sustainable growth.

Employees continue to prioritise competitive pay above all other employment factors, while expectations around salary transparency continue to rise. Flexible working has stabilised as organisations settle into long-term operating models, and AI has emerged as an important strategic issue requiring greater organisational attention to governance and skills development.

Overall, it's clear that Ireland's labour market is shifting to a new phase one where short-term recruitment pressures have eased but where companies will need to develop a more comprehensive people strategy that combines competitive remuneration, effective retention initiatives, transparent recruitment practices, workforce upskilling and responsible AI implementation.

Organisations that successfully align these priorities will be better positioned to attract, retain and develop talent within an increasingly competitive but more stable Irish labour market.





Recruitment to Retention

No trend better illustrates the changing labour market than the rise of staff retention as an employer priority. In 2023, retention was discussed mainly in the context of remote-work management rather than as a headline priority. By 2025, 77% of employers named it a high priority and in 2026, 68% called it their single highest priority, ahead of upskilling and training (36%).

The 2026 report links this directly to increasing difficulty replacing experienced staff and a belief among employers that employees are more willing than before to change jobs for higher pay a theme, explored further in this report.

The shift from recruitment to retention represents one of the most significant structural changes identified across the four-year study.

EMPLOYERS CITING STAFF RETENTION AS A HIGH/HIGHEST PRIORITY

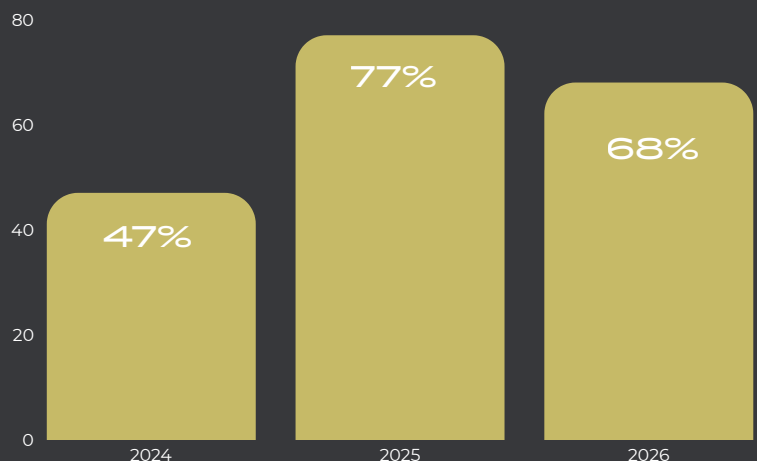


Fig. 1 - Employers citing staff retention as a high/highest priority.

Salary, Pay Transparency & Mobility

Salary is the most consistent theme in the entire four-year series, and its relative importance has grown. In 2023, 39% of employees cited salary as a reason for changing jobs, compared with 28% citing hybrid/remote working arrangements. By 2026, salary was cited as the top priority by 83% of respondents when considering a new role, while employers reported that only 12% of departing staff cited remote-working reasons, down 27 percentage points on 2025.

SALARY VS HYBRID/REMOTE WORKING CITED AS A REASON TO CHANGE JOBS

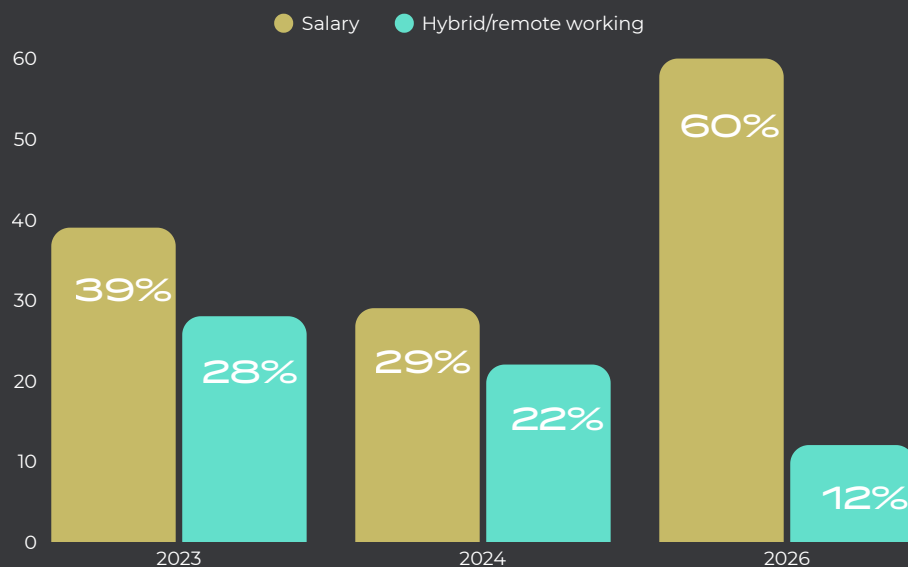


Fig. 2 - Salary vs. hybrid/remote working cited as a reason to change jobs (employee-reported).

What began as a response to inflation has evolved into a broader demand for financial security and transparency.

Pay Transparency

The proportion of workers who say they have avoided applying for a role because salary information wasn't advertised has risen across the series 70% (2023), 60% (2024), 72–73% (2025, employee and jobseeker populations respectively), and 78% (2026).

DETERRED FROM APPLYING BECAUSE SALARY WASN'T ADVERTISED

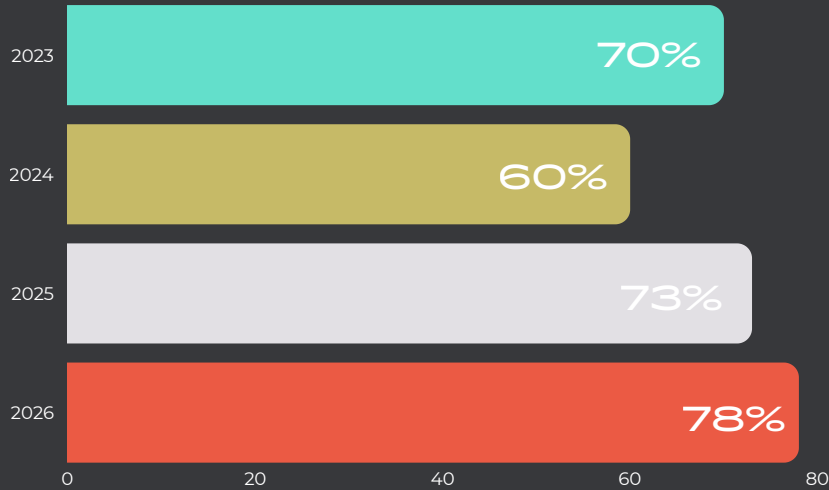


Fig. 3 - Deterred from applying due to lack of salary information

Changing Employer to Increase Pay

The belief that changing employer, rather than staying put, is the best way to secure a higher salary has also strengthened: 54% (2024), 53% (2025), and 66% (2026, described by FRS as “two-thirds”).

EMPLOYEES WHO SAY CHANGING EMPLOYERS IS THE BEST WAY TO INCREASE SALARY

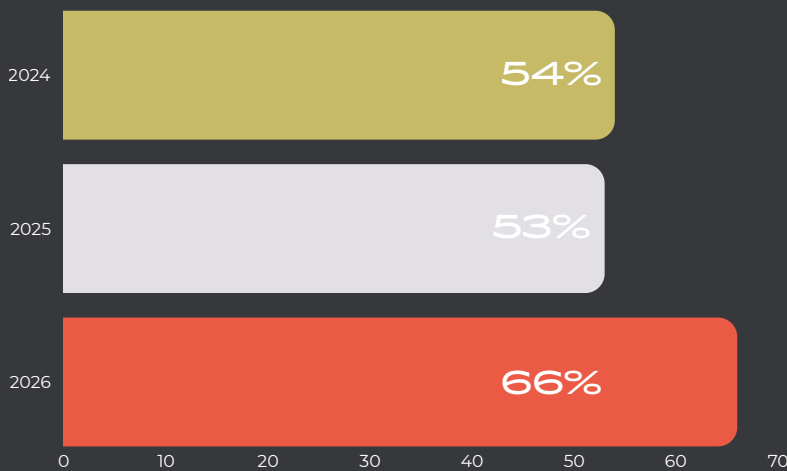


Fig. 4 - Employees who say changing employer is the best way to increase salary.

Financial security has overtaken workplace flexibility as the primary driver of employee mobility.

Flexible Working: From Debate to Equilibrium

The remote/hybrid/onsite debate has cooled markedly. Looking at employee-reported working patterns, the only lens with a directly comparable, three-year run of data, fully remote work has fallen every year: 28% (2024), 16% (2025), and 13% (2026). Fully onsite work has correspondingly risen to 53% in both 2025 and 2026.

The 2023 report asked employers to describe their overall workforce mix rather than asking employees about their own arrangements, so it is not directly comparable to the 2024–2026 employee-reported figures shown below and has been excluded from this chart rather than blended in.

HOW EMPLOYEES SAY THEY CURRENTLY WORK

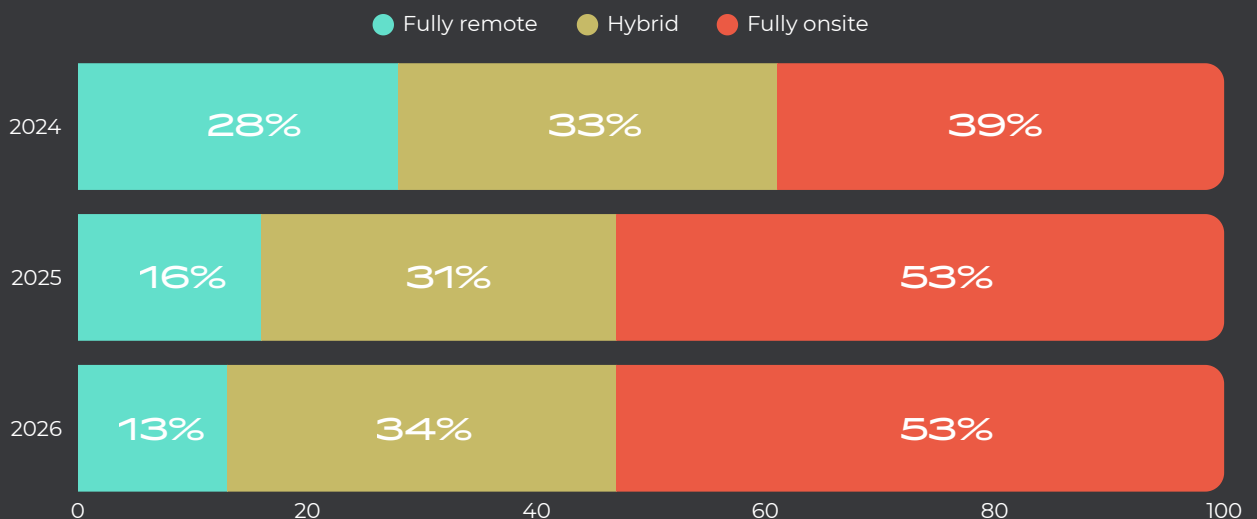


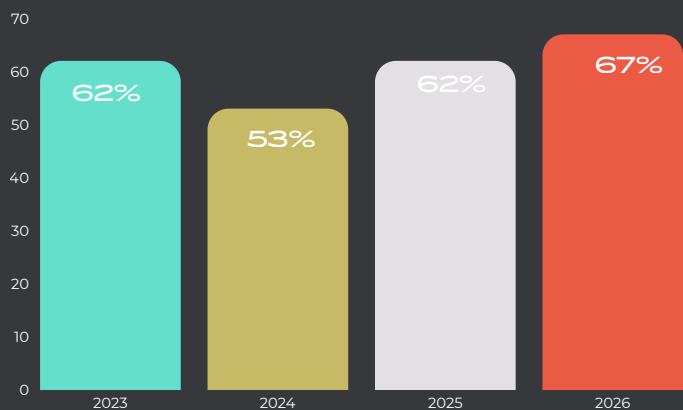
Fig. 5 - How employees say they currently work, 2024–2026 (employee-reported).

The evidence suggests that the debate around where people work has largely given way to a focus on how organisations support productivity and engagement.

Employee Confidence & Job Security

Employee sentiment has moved in a more complex pattern than employer confidence. The share of employees who say they are not worried about losing their current job has fluctuated: 62% (2023), falling to 53% (2024, the low point of the series), recovering to 62% (2025), and reaching 67% in 2026 described by FRS as a five-percentage-point improvement on the prior year.

EMPLOYEES NOT WORRIED ABOUT LOSING THEIR CURRENT JOB



2024 figure (53% not worried/47% worried) reflects the low point in employee confidence across the four years.

Fig. 6 - Employees not worried about losing their current job.

EMPLOYEES OUTLOOK ON FUTURE JOB OPPORTUNITIES

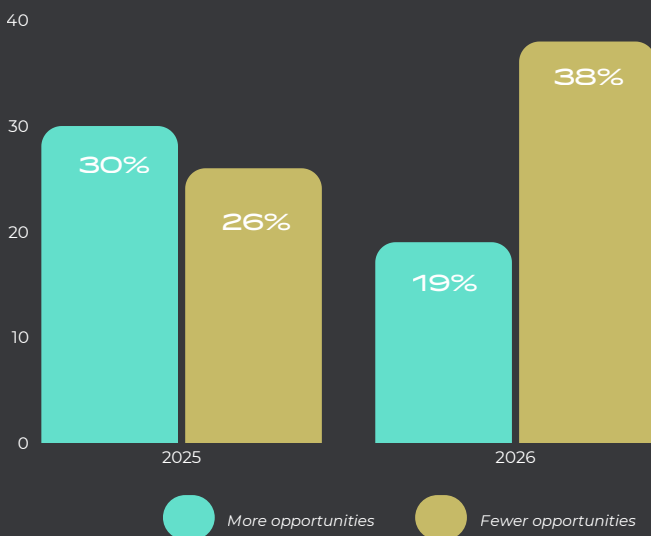


Fig. 7 - Employee outlook on future job opportunities, 2025 vs. 2026. 'Same' responses omitted for clarity; comparable data was not published for 2023/2024.

Optimism about the wider jobs market tells a different story. In 2026, only 19% of employees believe there will be more job opportunities available to them, down from 30% in 2025, while 38% now expect fewer opportunities, up from 26% in 2025.

“
Workers increasingly feel secure in their own job while growing more pessimistic about the wider market a pattern of caution rather than fear.”



Artificial Intelligence: Adoption Ahead of Governance



Artificial Intelligence has quickly evolved from an emerging workplace trend into one of the defining themes shaping Ireland's labour market. Between 2024 and 2026, employee awareness, adoption and concern have all increased significantly, reflecting AI's growing role in day-to-day working life.

The research shows that AI has moved beyond experimentation and is now becoming a mainstream workplace tool. In 2026, 27% of employees report using AI regularly in their role, while a further 40% use it occasionally. At the same time, concerns about AI have grown considerably, with 45% of employees now believing it will impact or replace their role in the future, up from 26% in 2025.

Despite these concerns, the findings suggest AI is currently transforming tasks rather than replacing jobs. Only 4% of employers say AI has replaced a full role within their organisation, while 43% report that AI is already replacing routine day-to-day tasks. This indicates that AI is primarily being used to improve productivity and automate repetitive work, rather than reduce headcount.

However, the research also highlights a clear gap between adoption and governance. While employees are increasingly using AI, many organisations have yet to establish the policies and training needed to support its responsible use. Almost half of employees say their employer has no formal AI policy in place, while only 29% report receiving AI training.

The findings suggest that the challenge facing organisations is no longer whether AI will influence work, but how effectively they prepare their workforce to use it. As AI continues to evolve, organisations that combine technological adoption with clear governance, employee training and workforce planning will be best positioned to realise its benefits while maintaining employee confidence.

AI READINESS IN IRISH WORKPLACES (2026)

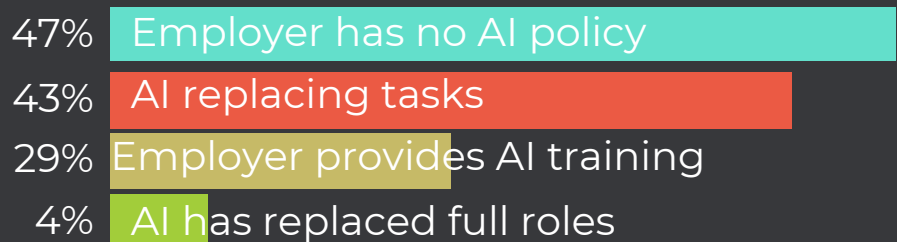


Fig. 8 - AI in the workplace, 2026 snapshot.

Cost of Living

Cost-of-living pressure is a recurring theme across all four reports, though it is measured differently each year, which limits direct year-on-year comparison. In 2026, 47% of employees say the higher cost of living has made them more likely to look for a new job. The same report details specific spending cutbacks: 66% have cut entertainment spending, 63% clothing, 44% groceries, 41% heating/electricity, 39% transport/fuel, and 27% medical/dental care.

HAVE YOU HAD TO CUT BACK YOUR SPEND ON THE FOLLOWING AS A RESULT OF THE COST OF LIVING CRISIS?

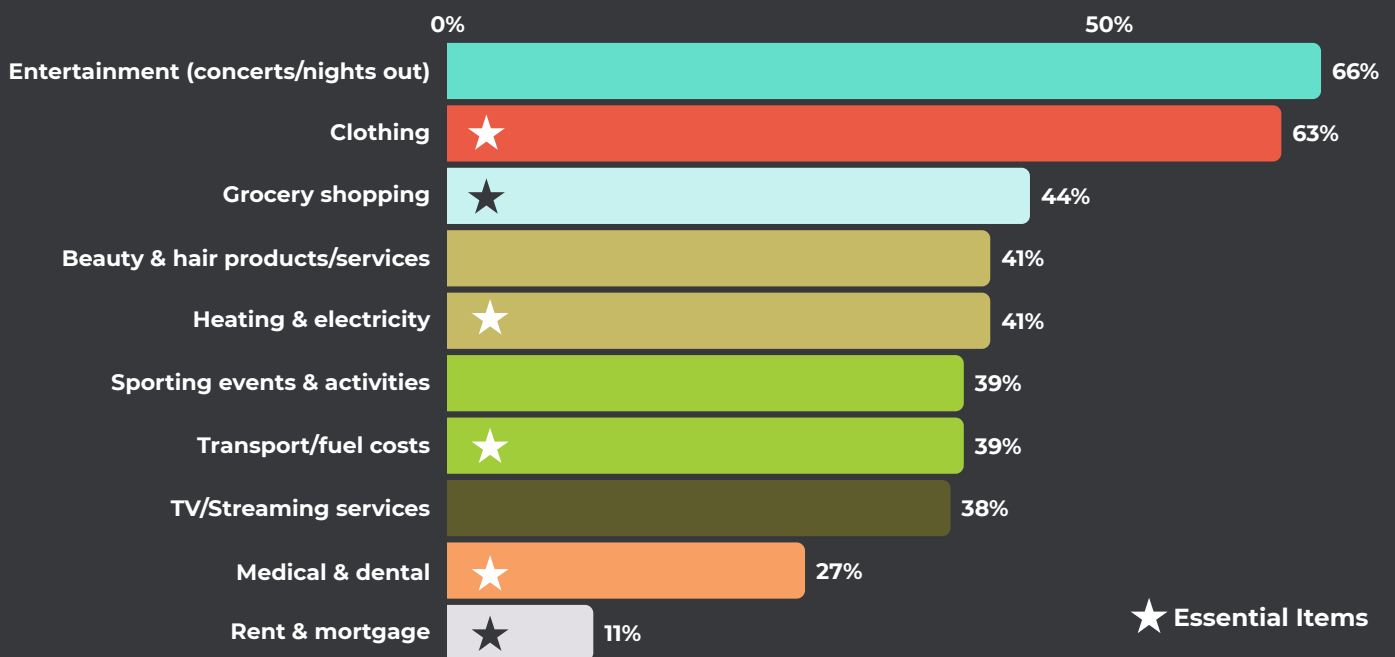


Fig. 9- Spending cut back due to cost of living, 2026.



FRS Recruitment

A proud part of the FRS Co-Op

Employment Insights Survey

2026

2026 Survey Explained

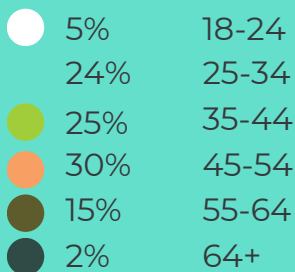
Since 2009, FRS Recruitment has been conducting annual surveys within the Irish jobs' market to gain an insight into the changing trends and patterns of Irish workers and employers.

Through this comprehensive research we have identified the ways in which priorities and motivations have changed over the years.

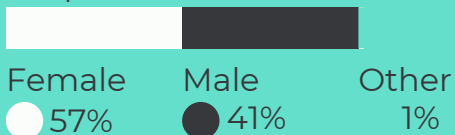
This year's survey was conducted in April and June 2026. Over 400 people participated in this year's research, made up of employers, employees, and candidates.

The percentages included in this report have been rounded to the nearest full point for ease of reference.

The age groups of those who participated were as follows:



Respondents were:





Summary of Results



The 2026 Employment Insights Report paints a picture of an Irish labour market that remains resilient despite ongoing economic uncertainty.

While employers are returning to hiring after a cautious 2025, both businesses and workers are

navigating a more complex employment landscape shaped by inflation, salary expectations, artificial intelligence (AI), geopolitical instability and evolving workforce priorities.

Employer confidence has improved significantly compared with the previous year. More than three-quarters of employers intend to recruit during 2026, with almost two-thirds already actively hiring. This marks a notable increase on last year and suggests that businesses are once again investing in growth despite persistent economic challenges. However, recruitment is no longer solely about attracting new talent.

Staff retention has become the main priority for most employers, reflecting growing concerns about employee mobility and the increasing difficulty of replacing experienced staff. Upskilling and training also remain key organisational priorities as employers seek to develop existing talent rather than relying exclusively on external recruitment.

Many businesses believe employees are increasingly willing to change jobs, driven primarily by the prospect of higher salaries. Interestingly, demand for hybrid and remote working appears to have become less influential in career decisions than in previous years, indicating that financial considerations are once again outweighing workplace flexibility for many workers.





Pay Transparency

Employers are also preparing for the implementation of the EU Pay Transparency Directive. While opinions are divided on its impact, many expect salary transparency to create additional recruitment challenges, although others believe it could improve candidate attraction by increasing openness and trust. It's a new development in the jobs market that we will be monitoring closely over the next 12 months.

Alongside these changes, employers are reporting a growing frustration with candidate quality, and claiming that the suitability of applicants has declined over the past year.

On the other side of the jobs market, employee confidence in their own job security is quite strong, with two-thirds believing their current role is secure. However, confidence in the wider labour market has weakened. Workers are less optimistic about the availability of future job opportunities than they were a year ago and fewer believe they could quickly secure alternative employment if they lost their current role.

This suggests that although individuals remain comfortable in their existing positions, they are becoming more cautious about broader economic conditions and future employment prospects.

Working arrangements have stabilised following several years of post-pandemic adjustment. Our 2026 Employment Insights Report shows that fully remote working continues to decline. Most employees have some element of hybrid working in their role, but staff are increasingly back on site or in the office for work. This indicates that the Irish workplace has largely settled into a long-term balance between office-based and flexible working models.

Salary

workers believe their current pay does not accurately reflect their responsibilities, while a majority expect to receive a salary increase over the coming year. Many anticipate substantial pay rises, reflecting continued optimism despite wider economic uncertainty.

Workers increasingly believe that changing employer offers the greatest opportunity to improve earnings, reinforcing the competitive nature of the current labour market. Salary transparency is becoming increasingly important, with a large majority saying they have decided not to apply for positions where pay information was absent. Despite this, relatively few employees have used competing job offers to negotiate improved salaries with their existing employer, suggesting many still prefer changing jobs over internal negotiation.

Ultimately, financial pressures continue to shape employee decisions. The higher cost-of-living has encouraged almost half of workers to consider seeking alternative employment, primarily in pursuit of higher earnings. Rising household costs have also altered consumer behaviour, with many reducing discretionary spending on entertainment, clothing and transport. More concerning is the growing proportion of workers who report they have cut spending on essential items such as groceries, utilities and healthcare.

These financial pressures are also being felt by Irish businesses, with the overwhelming majority of companies reporting that inflation, economic uncertainty and geopolitical developments are affecting operating costs and recruitment decisions.

Work-Life Balance

Employees continue to place significant value on broader employment conditions alongside salary. Benefits, work-life balance, meaningful work, location, flexible working hours and job security all rank highly when evaluating employment opportunities. At the same time, workers are investing heavily in their own professional development.

Almost eight in ten have undertaken training during their current employment, with leadership development and AI-related skills emerging as the most popular areas of learning. Online education remains the preferred method of acquiring new skills, demonstrating the growing importance employees place on maintaining long-term employability.





This year's report also highlights changing attitudes towards working abroad. While emigration remains part of Ireland's employment landscape, fewer people intend to move overseas for work compared with previous years. Australia has become a less popular destination, while Europe has become increasingly attractive. Geopolitical instability, particularly the conflict in the Middle East, has also reduced interest in destinations such as Dubai and Abu Dhabi. Those who still plan to emigrate continue to cite higher salaries, stronger career opportunities and improved work-life balance as their primary motivations.

Although the labour market remains relatively strong overall, unemployment concerns persist. The proportion of respondents identifying as unemployed has increased slightly, while long-term unemployment has also risen. Many unemployed individuals are now considering changing careers, often because opportunities in their preferred industries have become more limited.

Others cite personal preference, salary expectations, skills shortages and technological change as motivations for switching sectors. Encouragingly, many unemployed workers demonstrate flexibility regarding salary expectations in order to return to employment.

Artificial Intelligence

Unsurprisingly artificial intelligence emerges as one of the defining themes of this year's Employment Insights report. Both businesses and employees increasingly recognise AI's potential to reshape the workplace, although its current impact is more evolutionary than revolutionary.

Employers expect AI to affect more jobs in the future, yet very few organisations have actually replaced entire roles through automation. Instead, AI is primarily being used to automate routine tasks, improve efficiency and support employee productivity.

The report indicates that workers are growing increasingly concerned about AI's long-term impact, but many are already incorporating AI tools into their daily work and believe the technology will make their jobs easier rather than replace them entirely.

Despite growing AI adoption, organisational preparedness remains limited. Many employees report that their employer has yet to introduce formal AI policies or provide structured AI training. This suggests that while technology adoption is accelerating, governance and workforce development are struggling to keep pace.

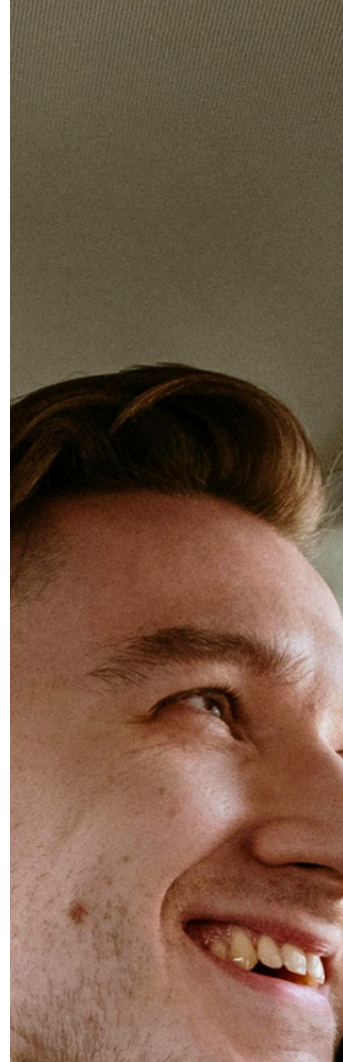
The findings reinforce the importance of investing in clear policies, employee education and responsible implementation to ensure organisations can maximise AI's benefits while managing associated risks.

Outlook

Overall, the 2026 Employment Insights Report shows the Irish labour market continues to show great resilience despite external economic headwinds. Business optimism has rebounded and the majority of companies are recruiting again while simultaneously placing greater emphasis on retaining and developing talent.

On the other side of the market, employees remain focused on salary, financial security and career progression amid continued cost-of-living pressures.

At the same time, AI, salary transparency and global economic uncertainty are reshaping both employer strategies and employee expectations. Success in the year ahead will depend on organisations' ability to balance competitive pay, workforce development, technological innovation and employee engagement in an increasingly competitive and rapidly evolving employment market.





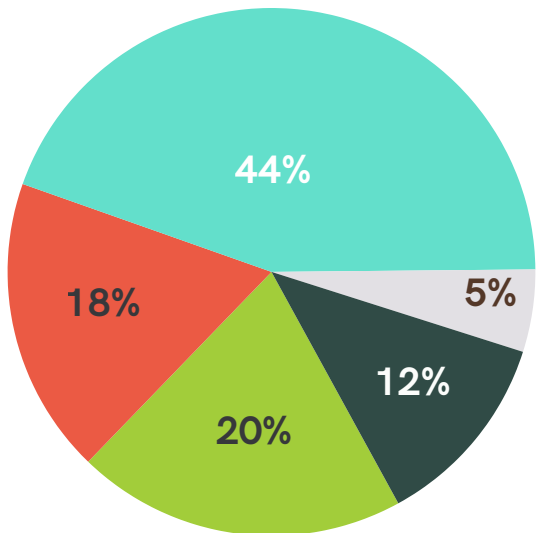
Employee Insights

Irish workers remain relatively confident about their job security with just over two-thirds (67%) saying they have no fears about losing their current role - an improvement of five percentage points compared to last year. However, confidence in the wider jobs market has weakened. Just 19% of respondents believe there will be more opportunities available to them in 2026, down from 30% in 2025, while almost four in ten (38%) expect there will be fewer opportunities in the jobs market.

Employee Insights

IF YOU LOST YOUR JOB NOW, HOW QUICKLY DO YOU FEEL YOU WOULD GAIN NEW EMPLOYMENT?

- 18% Within 1 month
- 44% 1-3 months
- 20% 3-6 months
- 12% 6 months to 1 year
- 5% more than 1 year



When asked what would happen if they were to lose their current role, almost two thirds (62%) believe they would secure a new job within three months, although this has declined from 70% last year. Meanwhile, the proportion of respondents who think it would take more than six months to find employment has risen to 17%, highlighting growing caution among workers.

Working patterns have remained relatively stable, with over half (53%) of respondents working fully onsite and a further 34% operating in hybrid arrangements. Fully remote working continues to decline, accounting for just 13% of workers - down three percentage points year-on-year.

Despite this uncertainty, employees continue to value their current earnings. Nearly two-thirds (63%) said they would not consider taking a pay cut if their job was at risk, although this has fallen slightly from 66% last year. More than half (53%) believe their current salary does not fairly reflect their role and responsibilities.

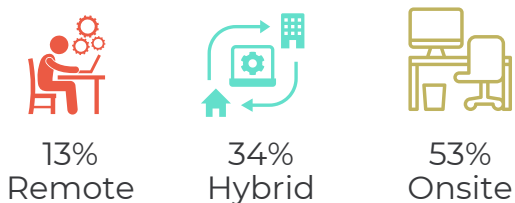
Nevertheless, there is optimism around future earnings, with 57% expecting to receive a pay rise in the next 12 months. Among those expecting an increase, one-third (33%) anticipate a rise of between 11% and 20%, while almost one in five (18%) expect their pay to increase by between 21% and 40%.

Workers increasingly believe that changing jobs is the best route to higher earnings. Two-thirds (66%) said moving to a new employer is more likely to help them achieve the salary they want, compared with staying in their current organisation. Salary transparency is also becoming increasingly important, with more than three-quarters (78%) saying they have decided against applying for a role because salary information was not included in the job advertisement. Despite this, only 22% have used an external job offer to negotiate better pay or conditions with their current employer.

Financial considerations remain the dominant factor when evaluating new opportunities. Salary was identified as the top priority by 83% of respondents, followed by benefits such as pensions and healthcare (72%), work-life balance (69%) and the nature of the role itself (68%). Location (63%), flexible working hours (57%) and job security (55%) also ranked highly, underlining the importance employees place on both financial reward and quality of life.

Additionally, employees continue to invest in their own skills and career development. Almost eight in ten (79%) respondents said they have undertaken training or upskilling during their current employment. Leadership and management training was the most sought-after area of development (66%), followed by Artificial Intelligence (AI) training (51%). Online learning was by far the most preferred format, with 75% opting for online courses, ahead of part-time courses (50%) and on-the-job training (49%). These findings suggest that workers are taking an increasingly proactive approach to enhancing their skills and future career prospects.

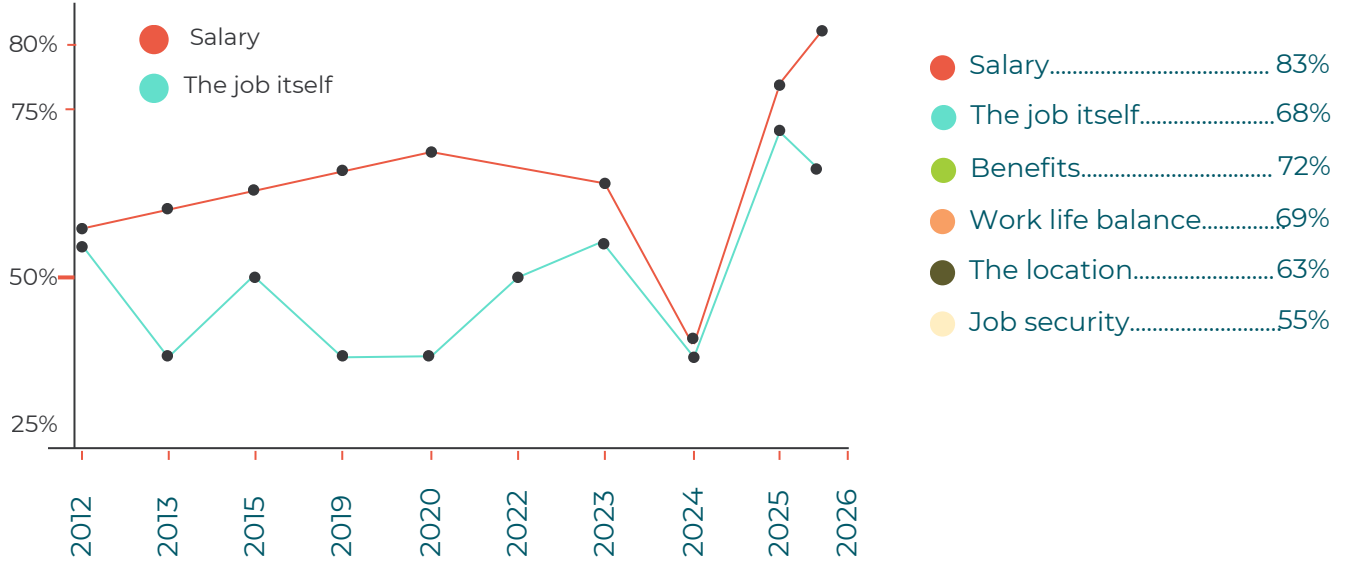
**PLEASE SELECT THE FOLLOWING IN
RELATION TO YOUR CURRENT
WORKING STATUS:**



**HAS YOUR ORGANISATION BEEN
ENCOURAGING STAFF TO RETURN TO
WORK ONSITE?**



WHAT IS YOUR MOST IMPORTANT PRIORITY WHEN CONSIDERING A NEW JOB



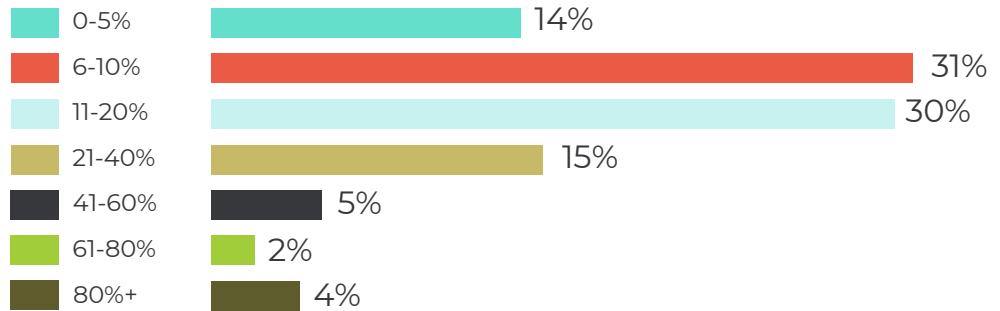
HAVE YOU EVER USED AN ATTRACTIVE JOB OFFER TO SECURE BETTER SALARY AND CONDITIONS FROM YOUR EXISTING EMPLOYER?



ARE YOU MORE LIKELY TO PROGRESS IN YOUR CAREER BY STAYING WITH AN EMPLOYER OR BY CHANGING JOBS?



WHAT PERCENTAGE OF SALARY INCREASE WOULD YOU CHANGE JOBS FOR?



WOULD YOU CONSIDER A PAY CUT IF YOUR JOB WAS AT RISK?



2025: Yes 34% No 66%

DO YOU CURRENTLY HAVE ANY FEARS FOR YOUR JOB SECURITY?



2025: Yes 38%; No 62%

Employer Insights

With all of the geopolitical uncertainty and disruption that that defined 2025, it was no surprise to see Irish firms take a cautious approach to hiring last year. But for 2026, the mood has shifted and companies are once more looking to hire.

Employer Insights

WHAT ARE YOUR ORGANISATION'S HIRING PLANS FOR 2026?



2025: 54% of employers were hiring

2024: 58% of employers were hiring

WHICH OF THE FOLLOWING APPLIES IN RELATION TO JOB APPLICATION VOLUMES THIS YEAR?



2025: +30%; -37%; =33%

2024: +45% -51% =32%

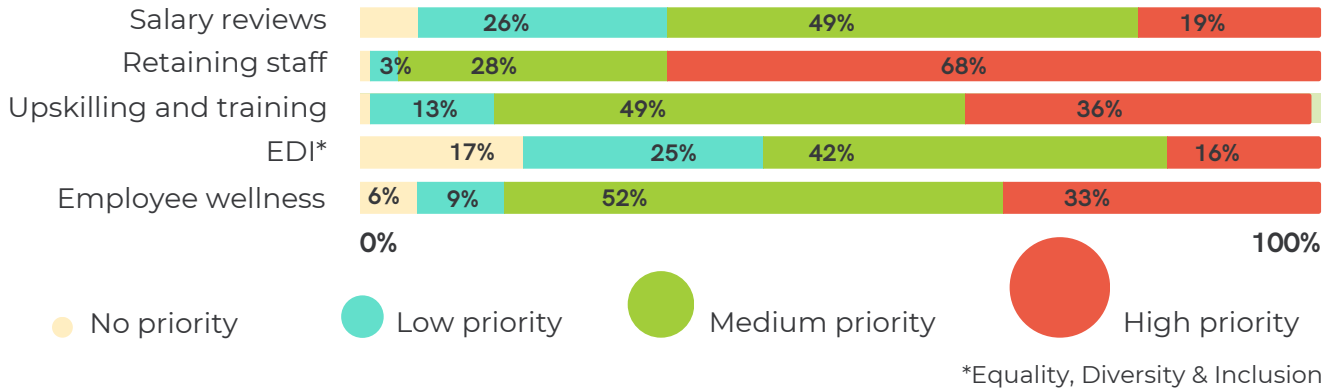
The results of the 2026 Employment Insight Report from FRS Recruitment show that more than three-quarters of companies are planning to hire new workers this year. Of these, 65% have already begun their hiring process – this represents an 11% rise compared to the same time last year.

Alongside hiring new staff, Irish employers are placing a lot of focus on staff retention this year. More than two-thirds (68%) of respondents said staff retention will be the highest priority in their company this year, while just over a third (36%) cited Upskilling and Training.

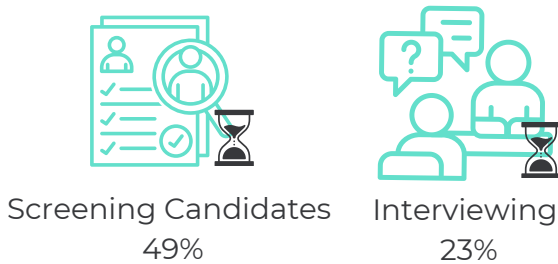
This is because firms say they have noticed a shift in the jobs market, with more employees seeking to change jobs. Almost half (41%) of employer respondents said they are seeing an uptick in employees seeking to move jobs, which they mostly attribute to better salary/pay levels elsewhere.

Interestingly, employers say demands for hybrid or remote working opportunities has become less of a priority for workers. Only 12% of company respondents said staff had moved jobs for reasons to do with remote working opportunities – down 27 percentage points compared to 2025.

HOW IMPORTANT ARE THE FOLLOWING AREAS OF FOCUS FOR THE YEAR AHEAD?



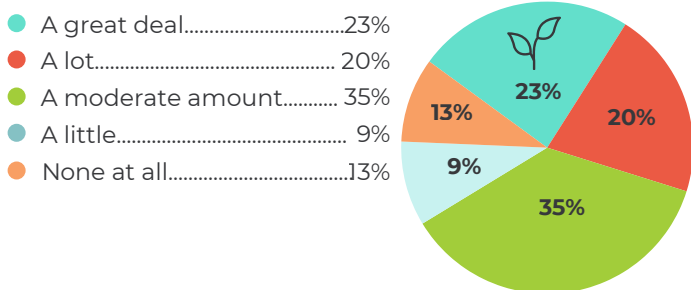
WHERE IS MOST OF YOUR TIME SPENT DURING THE HIRING PROCESS?



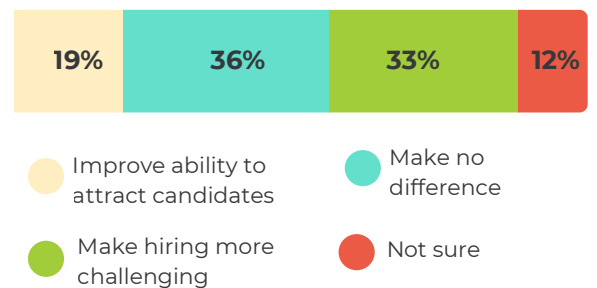
IN THE PAST YEAR, HAVE YOU NOTICED MORE EMPLOYEES SEEKING TO CHANGE JOBS?



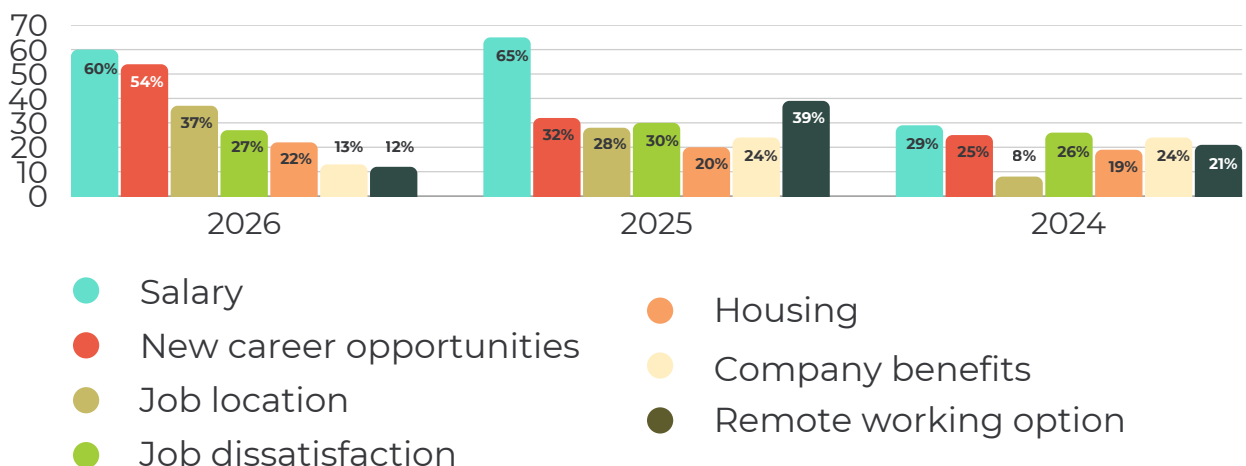
HOW MUCH DOES SUSTAINABILITY INFLUENCE YOUR ORGANISATION'S BUSINESS DECISIONS?



HOW DO YOU EXPECT SALARY TRANSPARENCY REQUIREMENTS TO IMPACT YOUR HIRING PRACTICES?



WHAT IS THE MAIN REASON(S) WHY CANDIDATES ARE LEAVING THEIR ROLES IN THE CURRENT EMPLOYMENT MARKET?



A futuristic graphic with a dark blue background. On the left, the text 'AI in 2026' is written in white. To the right, there are several glowing blue circular icons: a gear, a bar chart, a megaphone, a person with a checkmark, and a brain with circuitry. The letters 'AI' are prominently displayed in the center in a bright blue, glowing font.

AI in 2026

Artificial Intelligence (AI) continues to transform workplaces across Ireland, with both employers and employees increasingly recognising its potential to change how work is carried out. While concerns about job displacement remain, the findings of the 2026 Employment Insights survey by FRS Recruitment suggest that AI's impact is currently being felt more through task automation as opposed to the replacement of entire roles.

Among employers, awareness of AI's future impact has grown significantly. Nearly half (45%) believe that AI will impact or replace jobs within their organisation in the future, representing a substantial 19 percentage point increase compared to last year's results. This reflects a growing recognition that AI technologies are becoming more capable and accessible across a wide range of industries.

Despite these concerns, the reality of AI-driven job replacement remains limited. Just 3.6% of employers reported that AI has replaced a full job role within their organisation. This suggests that while businesses anticipate future disruption, large-scale workforce replacement has not yet materialised.

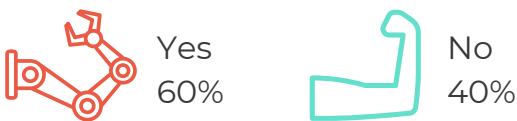
Instead, employers are experiencing AI's impact through the automation of individual tasks. More than four in ten employers (43%) reported that AI has already replaced tasks that employees would traditionally complete. Almost half (48%) indicated that between 1% and 10% of employee tasks have been automated, while a further 24% reported that AI now performs between 11% and 25% of routine tasks. These findings highlight how organisations are using AI to improve efficiency and productivity rather than eliminating positions altogether.

Employees share many of the same concerns about the future of work. Nearly three in ten workers (29%) believe their job could be impacted or replaced by AI in the future. More broadly, 60% expressed concern about the impact AI may have on jobs across Ireland, demonstrating that uncertainty around technological change remains a significant issue for the workforce.

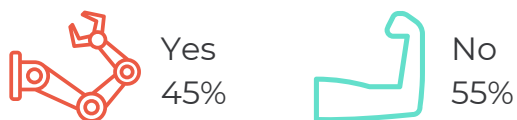
At the same time, employee adoption of AI is becoming increasingly common. More than a quarter of workers (27%) report using AI regularly in their role, while a further 40% use it occasionally. This indicates that AI tools are becoming embedded in day-to-day working practices and are increasingly viewed as productivity enhancers rather than emerging technologies.

Employee attitudes towards AI are generally positive. Almost half of respondents (47%) believe AI will make their job easier by reducing administrative burdens, streamlining processes and supporting decision-making. However, concerns remain, with 13% believing AI will make their role more difficult and 11% fearing it could ultimately make their job redundant.

ARE YOU CONCERNED ABOUT THE IMPACT OF AI ON JOBS IN IRELAND?



DO YOU THINK AI (ARTIFICIAL INTELLIGENCE) WILL IMPACT OR REPLACE YOUR JOB IN THE FUTURE?



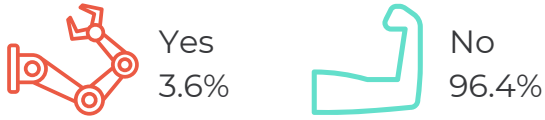
2025: Yes 26%

The findings also reveal a gap in organisational preparedness. Nearly half of employees (47%) stated that their employer does not yet have an AI policy in place, while only 32% reported that their organisation has established formal guidelines governing AI use. Similarly, just 29% of companies currently provide AI training to employees, raising questions about whether organisations are adequately equipping their workforce to adapt to rapidly evolving technologies.

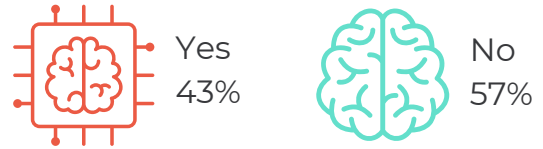
Overall, the survey suggests that AI is becoming an increasingly important feature of the Irish employment market. While fears of widespread job replacement have yet to be realised, the growing automation of tasks and increasing use of AI tools underline the need for clear policies, employee training and proactive workforce planning as organisations navigate the future of work.

Employer AI Insights

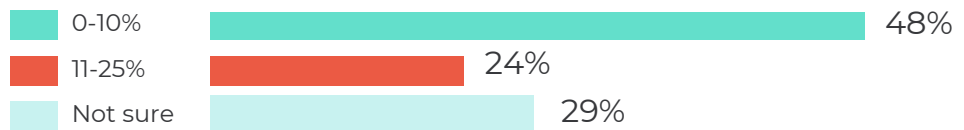
HAS AI REPLACED FULL JOB ROLES WITHIN YOUR ORGANISATION?



HAS AI REPLACED TASKS THAT YOUR STAFF COMPLETE?

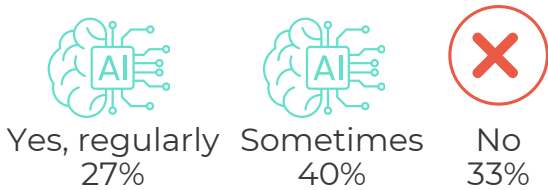


WHAT PERCENTAGE OF EMPLOYEE TASKS HAVE BEEN AUTOMATED BY AI



Employee AI Insights

DO YOU USE AI AT WORK?



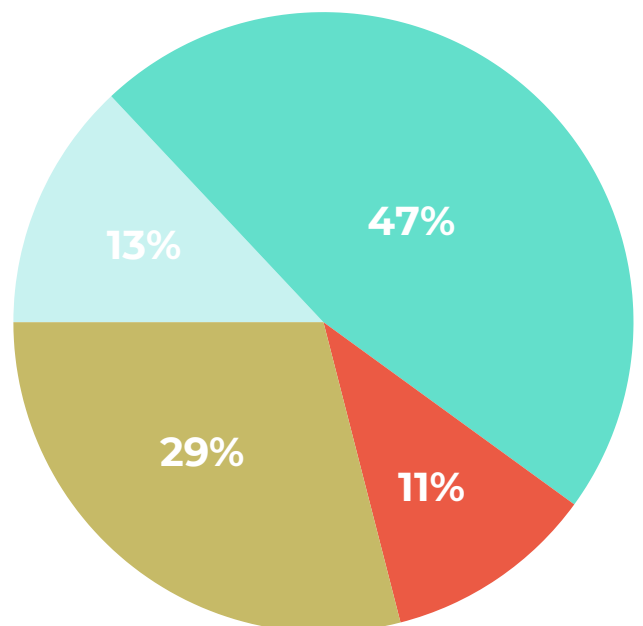
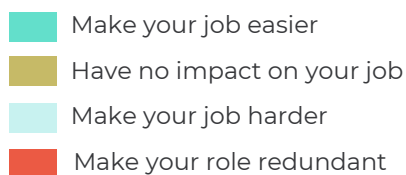
DOES YOUR COMPANY HAVE A FORMAL AI POLICY?



DOES YOUR COMPANY PROVIDE TRAINING IN HOW TO USE AI?



DO YOU THINK AI WILL?





Cost of Living in 2026

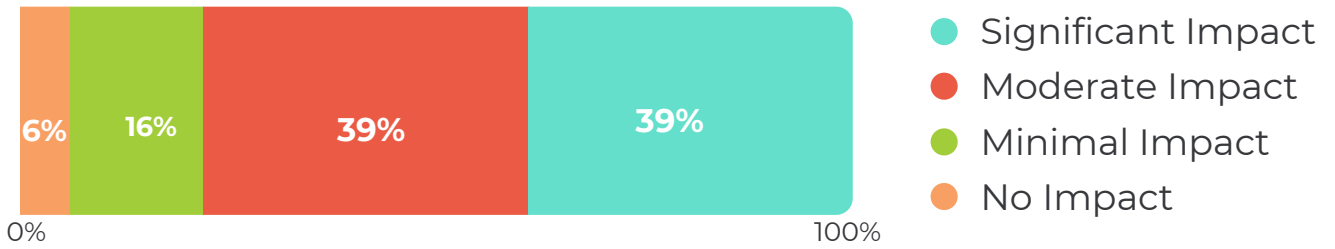
The rising cost of living continues to shape both employee behaviour and business decision-making. Almost half (47%) of respondents to the 2026 Employment Insights Report from FRS Recruitment said that the higher cost of living has made them more likely to look for a new job, while 38% said it has made no difference to their job search plans. Only 15% said they were less likely to consider moving roles.

The cost-of-living crisis is also affecting day-to-day spending habits. Two-thirds (66%) of respondents said they have cut back on entertainment spending, including concerts and nights out, while 63% have reduced spending on clothing. Importantly, workers are increasingly having to cut spending on essential items, with 44% spending less on groceries and 41% reducing spending on heating and electricity. Almost four in ten (39%) of those surveyed said that they have cut back on transport and fuel costs, while over a quarter (27%) have scaled back spending on medical and dental care.

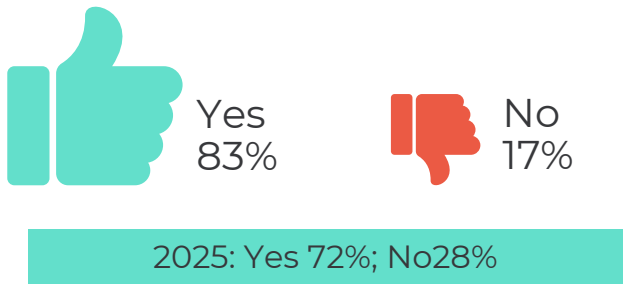
Economic pressures are also being felt by employers. More than eight in ten (83%) Irish companies warned that inflation and broader economic conditions are impacting their recruitment outlook – an increase from 72% last year. Meanwhile, almost all businesses (94%) said global economic and geopolitical factors have affected their operating costs and hiring plans, with 39% reporting a significant impact and a further 39% citing a moderate impact.

These findings underline the extent to which ongoing economic uncertainty is influencing both household finances and organisational decision-making.

TO WHAT EXTENT HAVE GLOBAL ECONOMIC AND GEOPOLITICAL FACTORS IMPACTED YOUR ORGANISATION'S OPERATING COSTS AND HIRING PLANS?



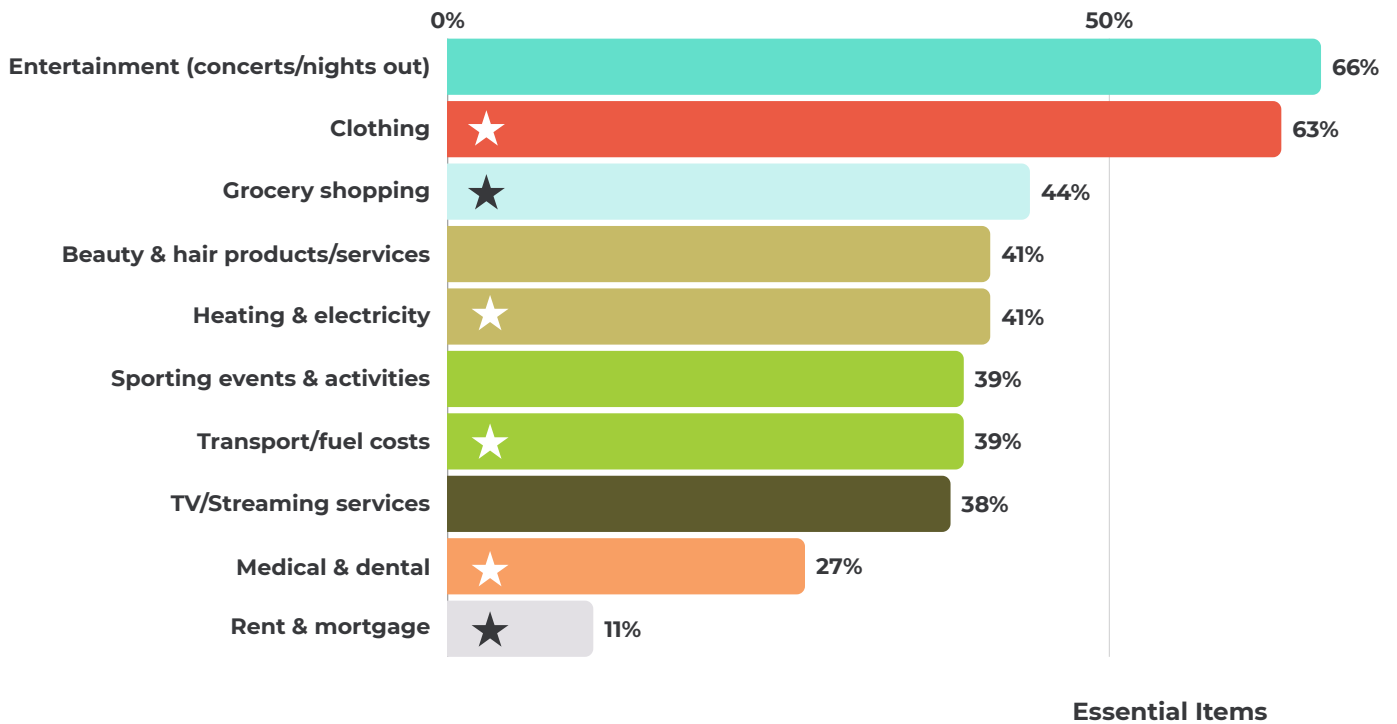
ARE ECONOMIC CONDITIONS, INCLUDING INFLATION, IMPACTING YOUR RECRUITMENT OUTLOOK?



HAS THE RISE IN THE COST OF LIVING MADE YOU MORE OR LESS LIKELY TO LOOK FOR A NEW JOB?



HAVE YOU HAD TO CUT BACK YOUR SPEND ON THE FOLLOWING AS A RESULT OF THE COST OF LIVING CRISIS?





Moving Abroad

Emigration for work has always been a common and persistent trend throughout Ireland's long history. However, recent global events, most notably the ongoing conflicts in the Middle East, would appear to have dampened the appetite among young people seeking to move abroad to certain destinations. In total, 11% of respondents to this year's survey are currently living abroad. Conversely, there was a 34% increase in the number of respondents currently living abroad but in Europe.

When asked if they intend to move abroad for employment this year, only 8% of people responded 'Yes' – down from 12% the previous year. Looking at the gender split, 14% of men said they were looking to emigrate compared to only 5% of women. Additionally, the outbreak of war in the Middle East, a region popular for young Irish workers, has made it a much less sought after destination. Almost half (43%) of respondents said that the war in Iran has made it less likely that they will move to locations such as Dubai or Abu Dhabi in the future.

Of the Irish people still planning to move abroad, much of the motivations remain the same. The main reasons that people are looking to emigrate are the potential for higher salaries (17%), greater career opportunities (16%) and a better work-life balance (15%).

And while emigrating is a major life choice, 39% of respondents said that they will move abroad without beginning a job hunt. This compares to just 11% who have already secured a job and 20% of people who plan to continuing their current job on a remote basis.

ARE YOU LOOKING TO MOVE ABROAD FOR EMPLOYMENT THIS YEAR?

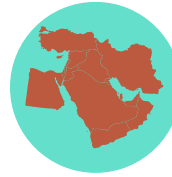


Yes
8%



No
92%

HAS THE OUTBREAK OF WAR IN THE MIDDLE EAST MADE YOU LESS LIKELY TO MOVE THERE FOR WORK?



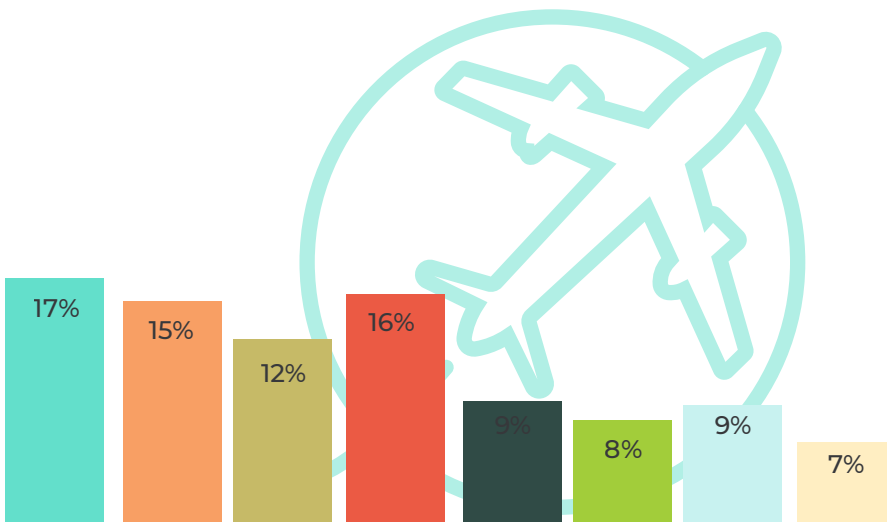
Yes
43%



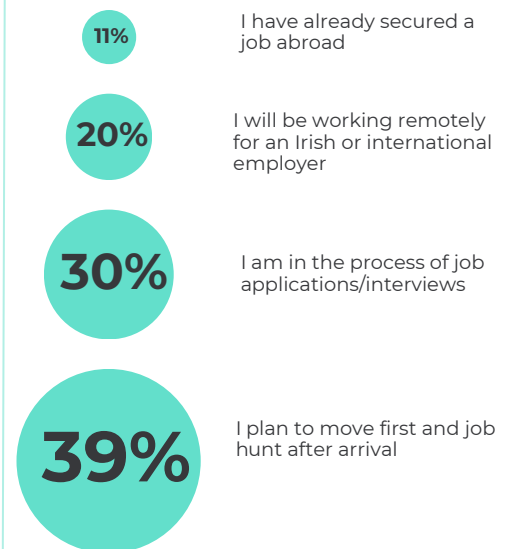
No
57%

WHAT IS THE MOST IMPORTANT FACTOR INFLUENCING YOUR DECISION TO EMIGRATE?

Higher salary potential.....	17%	More affordable or available housing.....	9%
Better work-life balance.....	15%	Lower tax rates.....	8%
Lower cost of living abroad.....	12%	Better employee benefits	9%
Greater career opportunities.....	16%	Political or economic concerns in Ireland.....	7%



DO YOU ALREADY HAVE A JOB SECURED ABROAD, OR ARE YOU PLANNING TO LOOK AFTER RELOCATING?





Salary

Irish employers have mixed views on what impact the incoming EU Pay Transparency Directive will have on their business and ability to recruit new staff. In response to the 2026 Employment Insights survey from FRS Recruitment, more than a third (36%) of employers believe the introduction of salary transparency requirements, which are due to come into effect in the next year, will make no difference to their hiring processes.

However, one-third (33%) of companies expect hiring to become more challenging as a result of the new EU Pay Transparency rule, while almost one in five (19%) believe greater transparency will improve their ability to attract candidates.

Among workers, changing jobs is still viewed as the most effective route to securing higher pay. Two-thirds (66%) of respondents said they believe changing jobs is more likely to help them achieve the salary they want, compared with 34% who believe remaining with their current employer offers the best opportunity for salary progression. Women were slightly more likely than men to view moving roles as the best path to higher earnings.

The absence of salary information on job advertisements continues to act as a barrier for many candidates. More than three-quarters (78%) of respondents said they have been discouraged from applying for a role because a salary was not disclosed. Only 22% said a lack of pay information had not influenced their decision to apply, highlighting the growing importance of transparency around pay in attracting talent.

DO YOU FEEL YOUR SALARY FAIRLY REFLECTS YOUR ROLE AND RESPONSIBILITIES?



Yes
47%

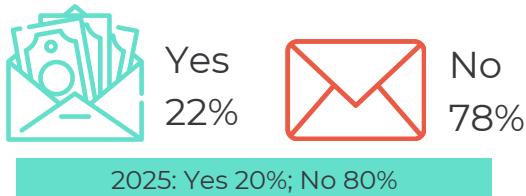


No
53%

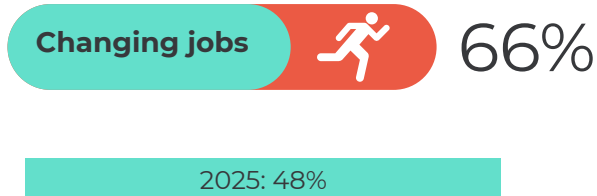
2025: Yes 51%; No 49%
2024: Yes 51%; No 49%
2023: Yes 57%; No 43%
2022: Yes 64%; No 36%

Despite employees seeking higher salaries, relatively few have leveraged external opportunities to improve their existing roles. Just over one in five respondents (22%) said they had used a job offer from another employer to negotiate better pay or conditions with their current employer, while the majority (78%) had never done so. This suggests that while changing jobs is widely viewed as the most effective way to increase earnings, many employees are still reluctant to use competing offers as a negotiating tool.

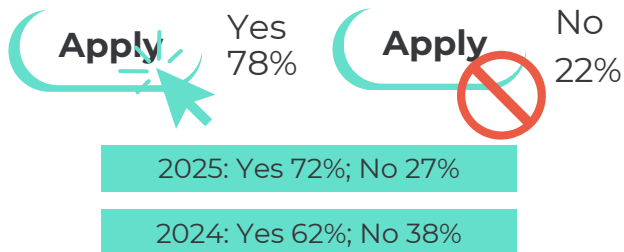
HAVE YOU EVER USED A JOB OFFER TO NEGOTIATE BETTER PAY OR CONDITIONS WITH YOUR CURRENT EMPLOYER?



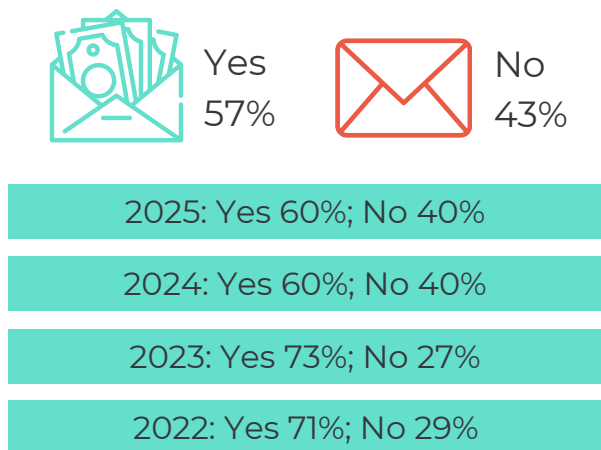
WHICH IS MORE LIKELY TO HELP YOU ACHIEVE THE SALARY YOU WANT?



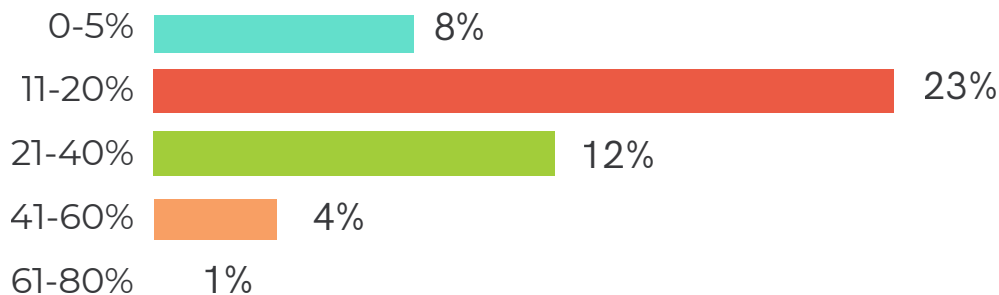
HAS A LACK OF SALARY INFORMATION ON A JOB AD PUT YOU OFF FROM APPLYING FOR A ROLE?



DO YOU EXPECT TO RECEIVE A PAY RISE IN THE NEXT TWELVE MONTHS?



WHAT PERCENTAGE OF A SALARY INCREASE WOULD YOU CHANGE JOBS FOR?





Unemployment Trends

Despite the buoyancy of the jobs market, there are still concerns among unemployed people about finding future work. Around one in seven (14%) respondents to this year's Employments Insights survey said they were unemployed – a rise of 3 percentage points from last year.

Additionally, the length of an individual person's unemployment has marginally increased this year. In total, over a quarter (26%) of unemployed respondents said that they have been without work for over a year.

With the aim of finding a new job, 62% of relevant respondents said they would look to change careers. This figure has increased by 7% since last year and women are the more likely gender to change careers with two-thirds saying they were open to switching. The main reason cited for changing careers is due to a lack of opportunities in their preferred industry (49%).

This is followed by personal preference (26%), and a lack of relevant skills, and salary constraints (both 23%). Just over 10% of relevant respondents said that the impact of AI or technological advancements has made them look to change careers also.

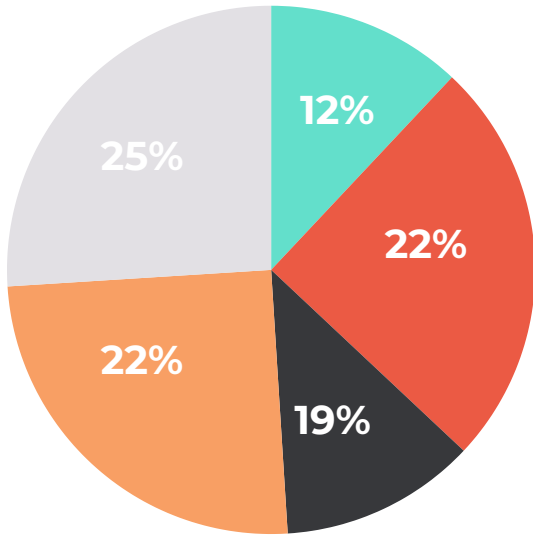
In general, Irish workers are looking to be part of the jobs market. In total, 30% of unemployed respondents said they would be willing to take a cut in salary of more than 10% from their last job to secure a new position. Meanwhile, 15% of respondents say they would be open to a 20% cut in salary.

**ARE YOU
CURRENTLY
SEEKING
EMPLOYMENT?**



Yes
16%

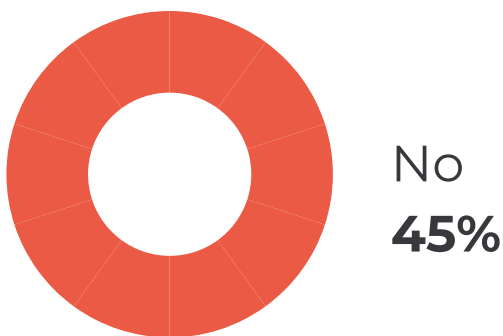
HOW LONG HAVE YOU BEEN UNEMPLOYED?



- Less than 1 month..... 12%
- From 1 month to 3 months..... 25%
- From 3 months to 6 months..... 12%
- From 6 months to 1 year..... 25%
- More than 1 year..... 26%

2025: Unemployed for more than 1 year- 26%
2024: Unemployed for more than 1 year- 12%
2023: Unemployed for more than 1 year- 28%

WOULD YOU CONSIDER A DROP IN THE SALARY YOU HAD IN YOUR LAST JOB TO GET A NEW JOB? IF SO, HOW MUCH?



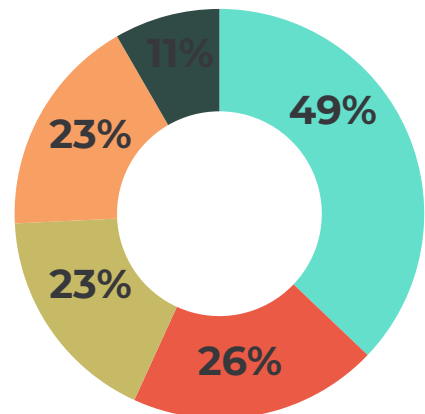
2025: No 45%	2024: No 42%	2023: No 34%
--------------	--------------	--------------

ARE YOU CONSIDERING MOVING ABROAD FOR NEW OPPORTUNITIES?

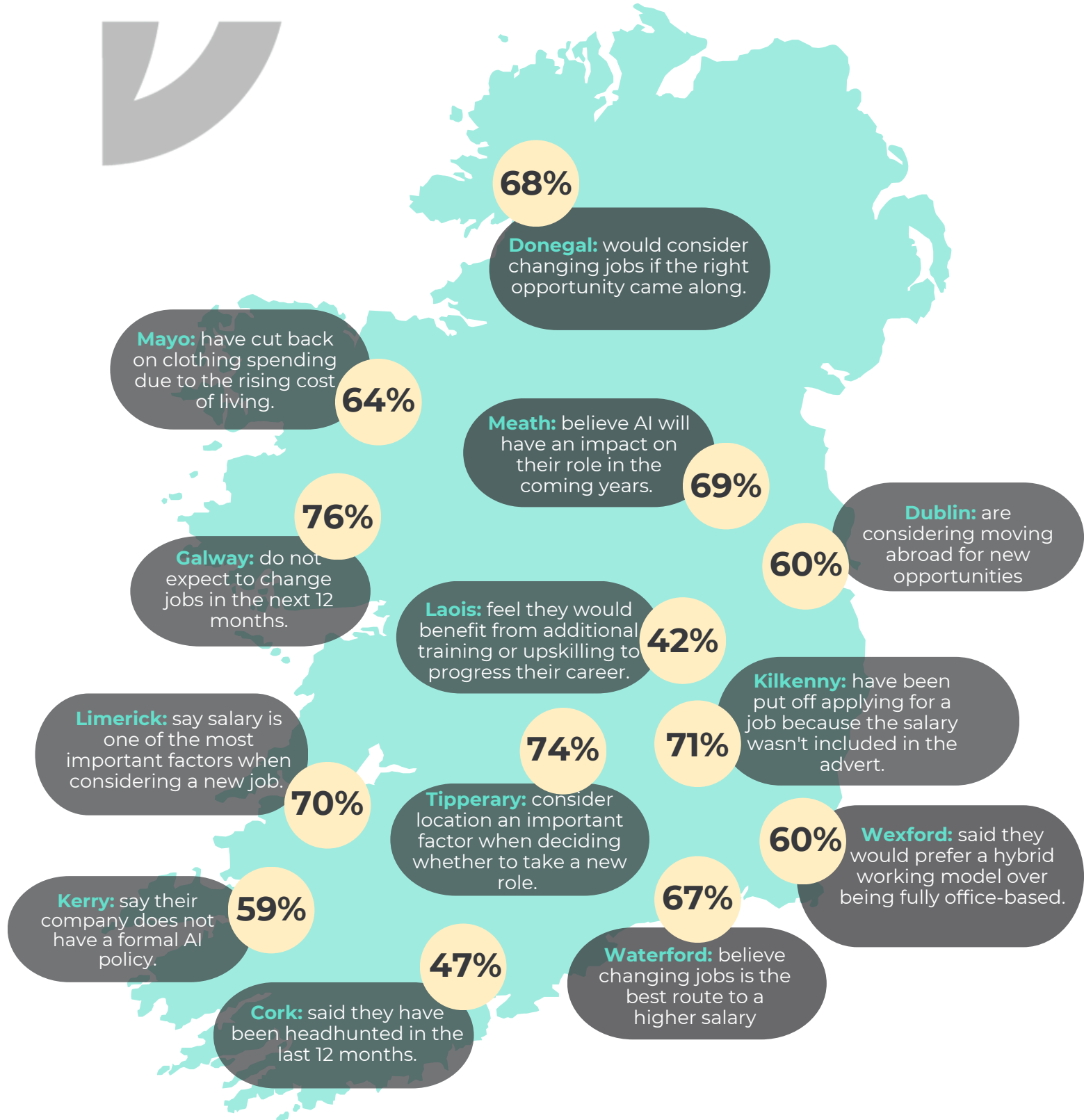


WHY DO YOU THINK YOU NEED TO CHANGE CAREERS TO FIND EMPLOYMENT?

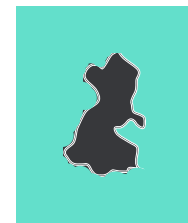
- Lack of opportunities in pr...
- Personal preference
- Lack of relevant skills
- Salary constraints in prefer...
- Impact of AI/technological...



Regional Breakdown



Dublin



- 73% of employees currently work onsite.
- 22% work in a hybrid arrangement.
- 5% work fully remotely.
- 53% of employers are currently hiring.
- 35% expect to begin hiring within the next three months.
- 47% of employers have seen an increase in job applications this year.
- 59% say candidate suitability has decreased compared with last year.
- 58% have not noticed an increase in employees looking to change jobs.
- 42% have noticed more employees looking to change jobs.
- 63% say salary and pay are the main reason candidates are leaving their roles.
- 58% say candidates are leaving to seek new career opportunities.
- 47% cite commuting and job location as a key reason people change jobs.
- 32% say job dissatisfaction is driving employee turnover.
- 26% believe housing costs and availability are influencing people to leave their jobs.
- 11% say the lack of hybrid or remote working is causing employees to leave.
- 79% rate employee retention as a high priority for the year ahead.
- 42% rate hiring as a high priority, while 47% rate it as a medium priority.
- 47% rate salary reviews as a medium priority.
- 53% rate upskilling and training as a medium priority.
- 42% rate employee wellbeing as a high priority, while 47% rate it as a medium priority.
- 42% rate ESG initiatives as a medium priority.
- 47% say screening candidates takes up the largest proportion of their hiring process.
- 58% say they are not seeing candidates return from the Middle East to seek work in Ireland.



- 82% of employers rate employee retention as a high priority for the year ahead.
- 74% of employees work fully onsite, while 19% work in a hybrid arrangement and 7% work fully remotely.
- 68% say salary and pay are the main reason candidates are leaving their roles.
- 63% believe candidate suitability has declined compared with last year.
- 58% of employers are currently hiring, with a further 32% expecting to recruit within the next three months.
- 55% say candidates are leaving to pursue new career opportunities.
- 53% of employers have experienced an increase in job applications over the past 12 months.
- 52% rate upskilling and training as a medium priority for their organisation.
- 51% say screening candidates takes up the largest proportion of their recruitment process.
- 48% rate hiring as a high priority, while a further 42% consider it a medium priority.
- 46% rate ESG (Environmental, Social & Governance) initiatives as a medium priority.
- 45% cite commuting and job location as a key factor influencing employees to move jobs.
- 44% rate employee wellbeing as a high priority.
- 39% have noticed an increase in employees looking to change jobs.
- 29% believe housing costs and availability are contributing to employees leaving their roles.
- 26% cite job dissatisfaction as a reason candidates move on.
- 13% say a lack of hybrid or remote working options is causing employees to leave.

Clare, Kerry, Limerick & Tipperary



- 57% expect to receive a pay rise in the next 12 months.
- 72% say their employer does not provide AI training.
- 66% are concerned about the impact AI will have on jobs in Ireland.
- 61% have cut back on spending on clothing due to the rising cost of living.
- 77% say changing jobs is the most likely way to achieve the salary they want.
- 75% have been put off applying for a job because the salary was not included in the job advert.
- 81% say salary is one of the most important factors when considering a new role.
- 71% say work-life balance is a top priority when choosing a new employer.
- 61% value employee benefits such as pensions and healthcare when considering a new job.
- 60% believe there will be fewer job opportunities in 2026 than in 2025.
- 53% feel their current salary fairly reflects their role and responsibilities.
- 61% would not accept a pay cut, even if their job was at risk.
- 68% already use AI at work either regularly or occasionally.
- 40% believe AI will make their job easier, while only 13.3% think it will make their role redundant.
- 56% would like training in Artificial Intelligence (AI), making it the most requested upskilling topic after leadership.

Laois, Offaly, Westmeath & Longford



- 50% of employers' time is spent on screening candidates
- 53% of employees expect salary transparency requirements will make hiring more challenging
- 75% of employers said that the outbreak of war in the Middle East is having a negative impact on their business
- AI has replaced 40% of tasks once completed by staff
- 77% of people in the midlands are back working onsite
- 42% of midlands people have fears about their job security
- 65% believe they would find a new job within 3 months or less.
- 62% would not consider taking a pay cut, even if their job was at risk.
- 58% believe there will be fewer job opportunities in 2026 than in 2025.
- 42% say the rising cost of living has not changed their likelihood of looking for a new job.
- 60% have cut back on spending on entertainment and clothing due to the rising cost of living.
- 65% are concerned about the impact of AI on jobs in Ireland.
- 65% use AI in the workplace, either regularly or occasionally.
- 73% believe AI will either make their job easier or have no impact on their role.
- 73% say their employer does not provide training on how to use AI
- 58% feel their salary fairly reflects their role and responsibilities, 69% expect to receive a salary increase within the next 12 months.
- 46% would change jobs for a salary increase of 11-20%
- 73% believe changing jobs is more likely to help them achieve the salary they want
- 73% say the lack of salary information on a job advert would put them off applying.
- 77% say work-life balance is a top priority when considering a new job.

Carlow, Kilkenny, Waterford, Wexford & Wicklow



- 68% of employees currently work onsite.
- 28% work in a hybrid arrangement.
- Just 4% work fully remotely.
- 56% of employers are currently hiring.
- A further 22% expect to begin hiring within the next three months.
- 44% of employers have seen an increase in job applications this year.
- 67% say candidate suitability has decreased compared with last year.
- 61% have not noticed an increase in employees seeking to change jobs.
- 39% have noticed more employees looking to change jobs.
- 61% say salary and pay are the main reasons candidates leave their jobs.
- 56% say candidates are leaving to seek new career opportunities.
- 44% cite commuting and job location as a key reason people move jobs.
- 33% say job dissatisfaction is driving employee turnover.
- 28% believe housing costs and availability are influencing employees to leave.
- 11% say the lack of hybrid or remote working is a key reason candidates are leaving.
- 78% rate employee retention as a high priority for the year ahead.
- 50% rate hiring as a medium priority, while 39% rate it as a high priority.
- 50% rate salary reviews as a medium priority.
- 50% rate upskilling and training as a medium priority.
- 39% rate employee wellbeing as a high priority.
- 44% rate employee wellbeing as a medium priority.
- 44% rate ESG initiatives as a medium priority.
- 50% of employers say the screening of candidates takes up the largest proportion of their hiring process.

Kildare & Meath



- 85% said the lack of salary information on a job advert has put them off applying for a role.
- 92% have undertaken upskilling or training during their current employment.
- 88% research a potential employer through the company's website before applying for a job.
- 84% would prefer to complete training through an online course.
- 76% say salary is one of their top priorities when considering a new employer.
- 76% use LinkedIn to research prospective employers before applying for a role.
- 72% say clearer job advertisements and being upfront about salary would improve the hiring process.
- 72% would support the introduction of a four-day working week, even if it impacted their salary.
- 71% would not consider taking a pay cut if their job was at risk.
- 68% are concerned about the impact of AI on jobs in Ireland.
- 67% believe changing jobs is the best way to achieve the salary they want.
- 64% say work-life balance is one of their top priorities when considering a new role.
- 64% believe AI will either make their job easier or have no negative impact on their role, with 54% specifically believing it will make their job easier.
- 63% expect to receive a pay rise within the next 12 months.
- 57% say their employer does not currently provide training on how to use AI.

Connaught & Donegal




- 69% expect to receive a pay rise in the next 12 months.
- 73% say changing jobs is the most likely way to achieve the salary they want.
- 73% have been put off applying for a job because the salary was not included in the advert.
- 77% say work-life balance is one of their top priorities when considering a new employer.
- 88% say salary is a top priority when considering a new job.
- 73% say the job itself is a key factor when choosing a new employer.
- 65% value employee benefits such as pensions and healthcare when considering a new role.
- 57% consider company culture and values a top priority.
- 57% feel their salary fairly reflects their role and responsibilities.
- 61% would not accept a pay cut, even if their job was at risk.
- 57% believe there will be fewer job opportunities in 2026 than in 2025.
- 65% are concerned about the impact AI will have on jobs in Ireland.
- 65% already use AI at work either regularly or occasionally.
- 42% believe AI will make their job easier, while only 15.4% think it will make their role redundant.
- 50% say their company does not have a formal AI policy.
- 73% say their employer does not provide AI training.
- 46% would need an 11–20% salary increase before changing jobs.
- 60% have cut back on spending on clothing.
- 60% have reduced spending on entertainment such as concerts and nights out.
- 44% have cut back on grocery shopping due to the rising cost of living.
- 35% say the rising cost of living has made them more likely to look for a new job, while 42% say it has made no difference.
- 42% say job security is a key consideration when looking for a new role.

Cavan, Monaghan & Louth



- 86% say salary is one of the most important factors when considering a new role.
- 71% say work-life balance is an important factor when choosing a new employer.
- 71% say a faster recruitment process would improve their job search experience.
- 57% have cut back on clothing spending due to the rising cost of living.
- 71% believe employers should be upfront about salary in job advertisements.
- 86% value flexible working hours when considering a new employer.
- 71% would choose an online course as their preferred method of upskilling.
- 57% value career development and progression opportunities when evaluating a new role.
- 71% say the location of a job is an important factor when deciding whether to accept a role.
- 86% say job security is an important consideration when choosing an employer.
- 71% say the company culture and values influence their decision to join an employer.
- 57% say clearer job advertisements and descriptions would improve the recruitment process.
- 71% say an easier job application process would improve their experience as a candidate.
- 57% would prefer on-the-job training as part of their professional development.
- 86% consider employee benefits, such as pensions and healthcare, an important factor when choosing a new employer.



 0818 890 890

 info@frsrecruitment.com

 www.frsrecruitment.com

