

HR Metrics - 2025

1) Average Time to Hire:

- Private Sector: ~30-40 days
- Public Sector: ~50-60 days
- Tech & Professional Services: ~25-35 days

Trend: Increasing use of AI in recruitment is helping reduce time-to-hire by automating tasks like interview scheduling and candidate tracking (1)

2) Attrition / Turnover Rates

- Average Turnover Rate: ~12.35% nationally in 2024, with higher rates in food & drink and lower in pharmachem sectors (2)

Trend: 57% of professionals plan to change jobs within the next 12 months, indicating continued high mobility (3)

3) Time to Induction / Onboarding

Average Time to Full Induction:

- Standard Roles: ~2-4 weeks
- Specialist Roles: ~6-8 weeks

Trend: Organisations are increasingly using digital onboarding platforms and AI to streamline induction (1)

4) Employee Engagement:

Engagement Practices:

- 55% of Irish organisations conduct annual engagement surveys
- Top valued benefits: flexible working (43%) and competitive pay (35%)

Trend: Hybrid working remains stable, with 67% of employers expecting no change in flexible work arrangements (4)

5) Absence Rates:

Average Sick Leave: ~6.2 days per employee per year (based on industry benchmarks)

Trend: Mental health-related absences are rising, prompting more investment in wellbeing programmes (2)

6) Graduate & Early Careers Hiring:

Graduate Hiring:

- Average expected starting salary: just over €40,000
- High demand in engineering, healthcare, finance, and construction

Trend: Employers are placing more emphasis on soft skills like communication and teamwork during recruitment (5)

References

1. <https://www.ibec.ie/connect-and-learn/insights/insights/2025/01/06/ibec-networks-top-five-recruitment-predictions-for-2025>
2. https://cdn.ibec.ie/-/media/documents/media-press-release/ibec_hrreport_2024.pdf?rev=b725f0c64ff44d4eb9faa98640ffc392
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4. <https://www.ibec.ie/connect-and-learn/insights/insights/2024/01/08/the-future-of-work--a-new-approach-to-talent-attraction-and-retention>
5. <https://www.ibec.ie/connect-and-learn/insights/insights/2025/05/28/ibec-networks-the-skills-gap-is-costing-your-business>