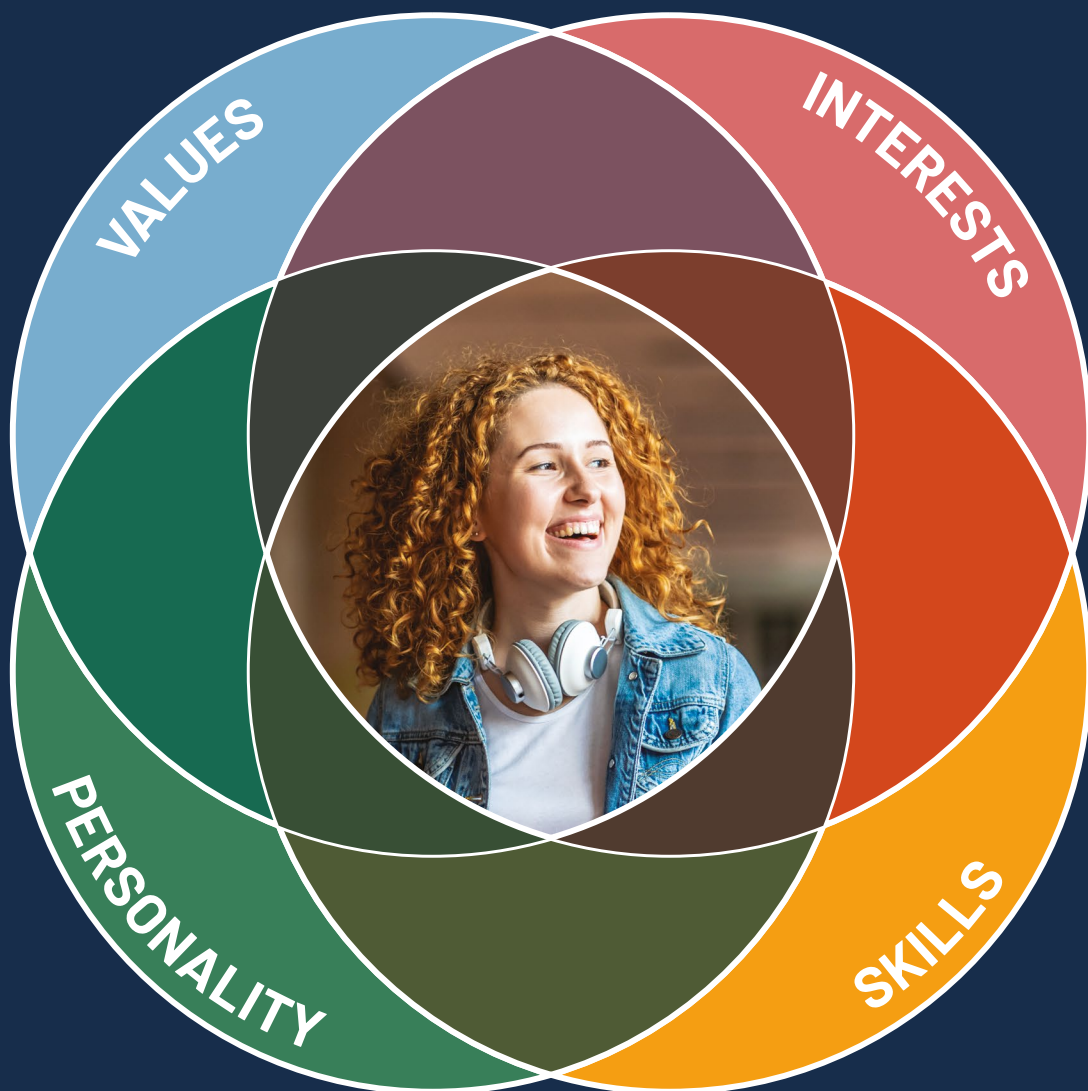


Your Future Pathways Report

**Discover Your Strengths.
Explore Careers. Plan Your Future.**



**A personalised guide to your strengths,
interests and future options.**

Find Your Future.

What's in this report.

- p3 Who You Are at a Glance
- p4 Your Values – What Matters Most to You
- p5 Your Interests – What You Are Naturally Drawn To
- p6 Your Personality – How You Approach Work
- p7 Your Skills – Thinking & Problem-Solving Ability
- p8 Environments Where You'll Thrive
- p8 Careers You May Enjoy Exploring
- p9 Subjects & Pathways That Could Suit You
- p10 Your Strengths & Areas for Growth
- p10 What This Means for Your Future
- p11 Your Next Steps – Turning Insight into Action

appendix 1. Your Top 3 Career Clusters
Including Subject Recommendations & Illustrative Pathways



Who You Are At A Glance

Suzanne, your results show that you are a **motivated, organised,** and **confident** person who enjoys working towards goals and achieving success.

Your **strong problem-solving ability** means you are likely to cope well as work becomes more demanding, especially when you need to think things through or make decisions.

How You Scored:

Values



Your Results:

| | |
|--------------------|------|
| Achievement | 100% |
| Support | 100% |
| Working Conditions | 93% |

Interests



Your Results:

| | |
|-------------------|-----|
| Conventional (C) | 77% |
| Enterprising (E) | 71% |
| Investigative (I) | 40% |

Personality



Your Results:

| | |
|-------------------|-----|
| Conscientiousness | 95% |
| Extraversion | 93% |
| Openness | 81% |
| Agreeableness | 76% |

Skills



Your Results:

76% (High Range)



Values



What motivates you:

- Achievement – wanting to succeed and reach high standards
- Support – being in encouraging, positive environments
- Working Conditions – having a well-run, comfortable environment

Interests



What you are drawn to:

- Organising, planning, and working towards clear goals
- Leading, influencing, and making decisions
- Thinking carefully and solving problems when needed

Personality



How you work with others:

- Highly organised and reliable
- Confident and comfortable with people
- Open to new ideas and learning
- Supportive and cooperative

Problem-Solving Skills



You are likely to:

- Understand complex ideas quickly
- Solve unfamiliar problems effectively
- Learn faster than average when challenged



Your Results At A Glance

Career **Areas** You May Enjoy Exploring

Career Family: Money, Markets & More

Careers that work with **money, data, and important decisions.**

Cluster: Financial Services

This cluster is about managing money and helping people and businesses make smart financial decisions.

Why this **suits you**:

- Matches your strong organisation and attention to detail
- Uses your analytical thinking and problem-solving ability
- Offers clear progression and opportunities to achieve

Example careers:

- Accountant
- Financial Analyst
- Auditor

Career Family: Lead, Market & Innovate

Careers that **lead teams, grow businesses, and create new opportunities.**

Cluster: Management & Entrepreneurship

This cluster focuses on leading and managing projects, and making decisions to help organisations succeed.

Why this **suits you**:

- Aligns with your confidence and leadership potential
- Allows you to take responsibility and make decisions
- Supports your drive to achieve and progress

Example careers:

- Business Manager
- Entrepreneur
- Project Manager

Career Family: Caring for the Community

Careers that **support, protect, and improve people's lives.**

Cluster: Healthcare & Human Services

This cluster is about caring, improving health, and supporting people to live healthy and fulfilling lives.

Why this **suits you**:

- Reflects your strong value for support and helping others
- Offers structured, high-responsibility environments
- Provides meaningful work with clear outcomes

Example careers:

- Doctor
- Pharmacist
- Healthcare Specialist

Subjects & Pathways That Could Suit You

Choosing subjects is important as it shapes your future options.

Analytical & Problem-Solving Subjects

Includes:

Mathematics, Applied Mathematics, Biology, Chemistry, Physics

Why this **suits you**:

- Builds on your strong thinking and problem-solving ability
- Supports structured, high-achievement pathways

Career pathways:

Financial Services, Healthcare, Data & Analytical Careers

Business, Finance & Decision-Making Subjects

Includes:

Business Studies, Accounting, Economics

Why this **suits you**:

- Matches your leadership and decision-making interests
- Supports your drive to achieve and progress

Career pathways:

Management & Entrepreneurship, Financial Services

Humanities

Includes:

Geography, History

Why this **suits you**:

- Develops thinking, communication, and decision-making
- Supports leadership and professional pathways

Career pathways:

Law, Government, Management & Leadership Careers



Your Values

What Matters Most to You



Your Results:

| | |
|--------------------|------|
| Achievement | 100% |
| Support | 100% |
| Working Conditions | 93% |
| Recognition | 90% |
| Independence | 85% |
| Relationships | 77% |

What This Means:

You have a strong and clearly defined set of values, with a clear focus on achievement, support, and structured environments.

You are most motivated by:

- **Achievement** – wanting to succeed and reach high standards
- **Support** – being in encouraging, positive environments
- **Working Conditions** – having a clear, well-organised environment



What This Means

For Suzanne

You are someone who:

- Sets high standards for your work
- Values support and clear guidance
- Values structured and supportive environments

You may become frustrated in situations where:

- Effort does not lead to progress
- Support or guidance is not available
- The environment lacks structure or organisation

Implications for Your Choices and Future

What suits you

You are most likely to do well in pathways where:

- You can work towards clear goals and progress
- You are supported but trusted to take responsibility
- The environment is structured and well organised

You are most likely to enjoy roles where:

- You can achieve and develop over time
- Your work has clear outcomes and purpose

Illustrative Careers & Pathways

This often aligns with areas such as:

Business & Management

(Business Manager, Entrepreneur)

Finance & Professional Services

(Accountant, Financial Analyst)

Healthcare & High-Responsibility Roles

(Doctor, Pharmacist)

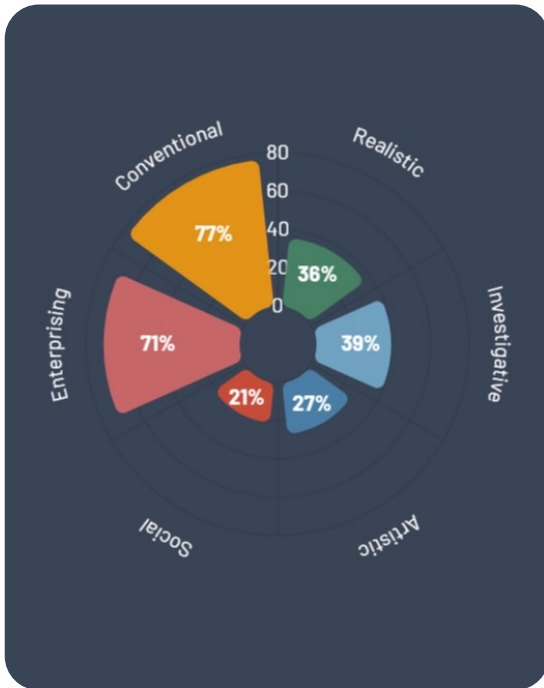
Law & Professional Careers

(Solicitor, Legal Advisor)



Your Interests

What You Are Naturally Drawn To



Your Results (RIASEC):

| | |
|---------------------|------------|
| ● Conventional (C) | 77% |
| ● Enterprising (E) | 71% |
| ● Investigative (I) | 40% |
| ● Realistic (R) | 36% |
| ● Artistic (A) | 27% |
| ● Social (S) | 20% |

What This Means:

You have a strong interest profile, with a clear focus on organisation, leadership and problem-solving.

You are most interested in activities that involve:

- **Conventional** – organising, planning and working towards clear goals
- **Enterprising** – leading, influencing and making decisions
- **Investigative** – thinking things through and solving problems when needed



What This Means For Suzanne

You are someone who:

- Enjoys organising tasks and working towards clear outcomes
- Likes taking responsibility and making decisions
- Uses thinking skills to solve problems and improve things

You may become frustrated in situations where:

- There is little structure or direction
- You have limited responsibility
- Tasks feel repetitive without purpose

Implications for Your Choices and Future

What suits you

You are most likely to do well in pathways where:

- You can organise, plan and manage tasks or projects
- You are trusted to make decisions and take responsibility
- You can use your thinking skills to improve or solve problems

You are most likely to enjoy roles where:

- You have clear responsibilities and goals
- You can progress and achieve over time

Illustrative Careers & Pathways

This often aligns with areas such as:

Business & Management

(Business Manager, Entrepreneur)

Finance & Operations

(Accountant, Financial Analyst)

Project & Organisational Roles

(Project Manager, Operations Manager)

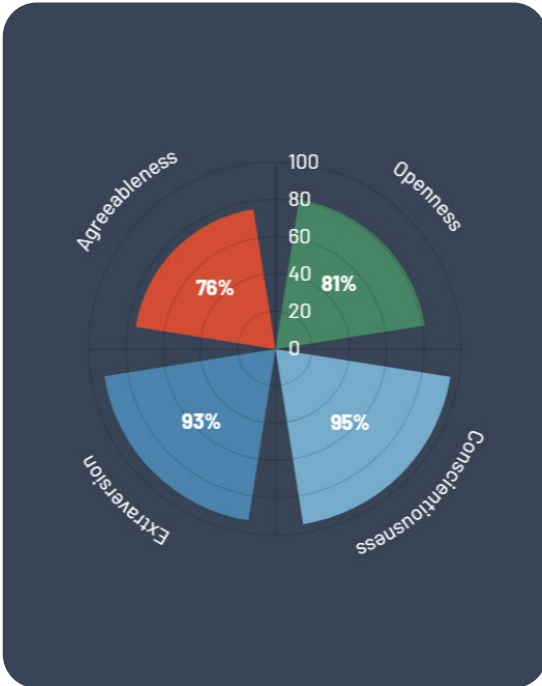
Leadership Pathways

(Team Leader, Department Manager)



Your Personality

How You Approach Work



Your Results (Big 4):

- **Conscientiousness** 95%
- **Extraversion** 93%
- **Openness** 81%
- **Agreeableness** 76%

What This Means:

You have a strong personality profile, with a clear focus on organisation, confidence, and working effectively with others.

You are most likely to:

- **Conscientiousness** – be organised, reliable, and focused on high standards
- **Extraversion** – be confident, comfortable with people, and willing to lead
- **Openness** – be open to new ideas and willing to learn
- **Agreeableness** – be supportive, cooperative, and work well with others



What This Means For Suzanne

You are someone who:

- Takes your work seriously and aims for high standards
- Feels confident contributing, speaking, and leading
- Works well with others and is seen as reliable

You may become frustrated in situations where:

- Expectations are unclear or standards are low
- You are not able to contribute or take responsibility
- There is little collaboration or teamwork

Implications for Your Choices and Future

What suits you

You are most likely to do well in pathways where:

- You can take responsibility and work towards high standards
- You can work with others and contribute ideas
- You are trusted to organise and manage your work

You are most likely to enjoy roles where:

- You can lead, contribute, and work with people
- You can take ownership of outcomes

Illustrative Careers & Pathways

This often aligns with areas such as:

Business & Leadership Roles
(Business Manager, Team Leader)

People-Focused Careers
(Teacher, HR Professional)

Professional & Structured Roles
(Accountant, Consultant)

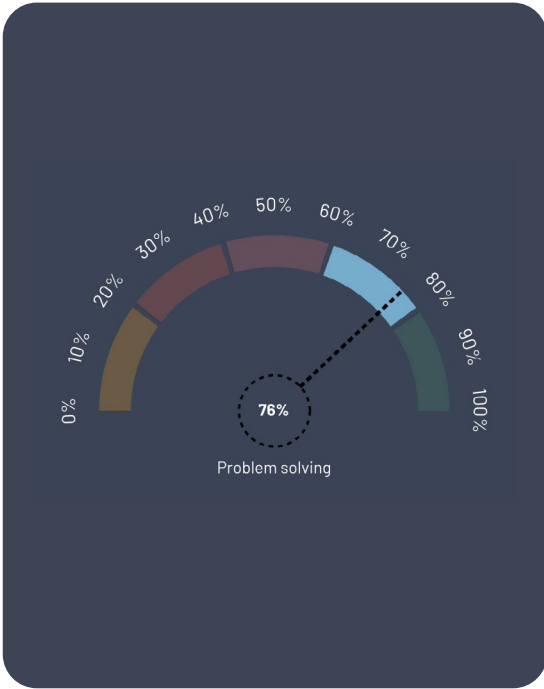
Leadership Pathways Across Industries
(Project Manager, Department Manager)

Get a deeper understanding of yourself. Take our Personality Test



Your Skills

Thinking & Problem-Solving Ability



Your Score

228 / 300
(High Range)



What This Means:

You have a very strong level of thinking and problem-solving ability, allowing you to understand complex ideas and handle challenging tasks effectively.

You are most likely to:

- Understand complex ideas quickly and accurately
- Solve unfamiliar problems with confidence
- Learn faster than average when challenged



What This Means For Suzanne

You are someone who:

- Can handle challenging tasks and new situations
- Thinks things through clearly before making decisions
- Adapts quickly when learning something new

You may become frustrated in situations where:

- Work is too easy or not challenging enough
- You are not given the opportunity to think or solve problems
- Tasks feel repetitive without requiring effort or focus

Implications for Your Choices and Future

What suits you

You are most likely to do well in pathways where:

- You are challenged and expected to think deeply
- You can solve problems and make decisions
- You are encouraged to learn and develop over time

You are most likely to enjoy roles where:

- You can apply your thinking to real problems
- You are given responsibility and variety

Illustrative Careers & Pathways

This often aligns with areas such as:

STEM & Analytical Careers
(Engineer, Data Analyst)

Healthcare & Scientific Careers
(Doctor, Pharmacist)

Business & Finance Roles
(Accountant, Financial Analyst)

Professional & Decision-Making Roles
(Consultant, Lawyer)

See how you perform under pressure. Take our Aptitude Test

Environments Where You'll **Thrive**

Your results suggest you will do best in environments that match your drive to achieve, think clearly, and take responsibility.

You are most likely to thrive in environments that:

- Are well **organised and clearly structured**, with defined expectations
- Focus on **high standards**, where effort leads to progress
- Are **supportive and well managed**, with clear guidance and direction
- Offer **responsibility and challenge**, allowing you to grow and lead

You may be less suited to environments that:

- Lack **structure or organisation**, with unclear expectations
- Do not **recognise effort or reward achievement**
- Offer **little challenge or opportunity to progress**
- Limit your ability to **take responsibility or make decisions**

Why this matters

Choosing the right environment is just as important as choosing the right career – when you are in the right setting, you are far more likely to succeed, grow, and enjoy what you do.

Career **Areas** You May Enjoy Exploring Your Top 3 Career Clusters



Career Family: Money, Markets & More

Careers that work with **money, data, and important decisions**.

Cluster: Financial Services

This cluster is about managing money and helping people and businesses make smart financial decisions.

Traditional Careers

- Accountant
- Financial Analyst
- Fund Manager

Emerging Careers

- Cryptocurrency Analyst
- Business Resilience Expert
- Digital Banking Manager



Career Family: Lead, Market & Innovate

Careers that **lead teams, grow businesses, and create new opportunities**.

Cluster: Management & Entrepreneurship

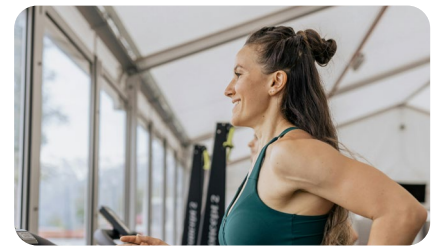
This cluster focuses on leading and managing projects, and making decisions to help organisations succeed.

Traditional Careers

- Management Consultant
- Project Manager
- Entrepreneur

Emerging Careers

- Social Entrepreneur
- Diversity & Inclusion Officer
- Start-up Founder



Career Family: Caring for the Community

Careers that **support, protect, and improve people's lives**.

Cluster: Healthcare & Human Services

This cluster is about caring, improving health, and supporting people to live healthy and fulfilling lives.

Traditional Careers

- Doctor
- Pharmacist
- Nurse

Emerging Careers

- Digital Health Specialist
- V Reality Therapy Designer
- Patent Experience Officer

Explore your Top 3 Clusters, Subjects & Pathways in Appendix 1

Subjects & Pathways That Could Suit You



Key Takeaway For Suzanne

You are best suited to a **balanced pathway** combining:

- Maths / analytical subjects
- Business / finance subjects
- Supported by communication and humanities

This keeps your options open while playing to your strengths.

Analytical & Problem-Solving Subjects

Why this **suits you**:

- Builds on your strong thinking and problem-solving ability
- Supports structured, high-achievement pathways

Recommended Subjects:

Mathematics, Applied Mathematics, Biology, Chemistry, Physics

Leads Towards Careers In:

Financial Services, Healthcare, Data & Analytical

Business, Finance & Decision-Making Subjects

Why this **suits you**:

- Matches your leadership and decision-making interests
- Supports your drive to achieve and progress

Recommended Subjects:

Business Studies, Accounting, Economics

Leads Towards Careers In:

Management & Entrepreneurship, Financial Services

Humanities

Why this **suits you**:

- Develops thinking, communication, and decision-making
- Supports leadership and professional pathways

Recommended Subjects:

Geography, History

Leads Towards Careers In:

Law, Government, Management & Leadership

Communication & Languages

Why this **suits you**:

- Builds confidence working with people
- Supports leadership and global opportunities

Recommended Subjects:

English, Irish, French / Spanish / German

Leads Towards Careers In:

Business, Law, International & People-Focused

Explore your Top 3 Clusters, Subjects & Pathways in Appendix 1

Your **Strengths** & Areas for Growth

You show strong potential across several key areas:

- Highly organised and reliable
- Strong leadership potential
- Excellent problem-solving ability



What This Means For **Suzanne**

Your Strengths

These strengths give you a **foundation** for success:

- Your organisation helps you stay on track, reach goals and meet high standards
- Your leadership potential allows you to take responsibility and guide others
- Your problem-solving ability helps you handle challenges and make decisions

Where This Can Lead

This combination is well suited to **pathways** where:

- You can take responsibility and work towards clear outcomes
- You are trusted to make decisions and manage your work
- You can apply your thinking to solve problems and improve results

Subjects That Suit You

These strengths align well with **subjects** where:

- You can develop analytical and problem-solving skills
- You can build business and decision-making knowledge
- You can strengthen communication and structured thinking

Areas to Develop

Focusing on these areas will help you perform better:

- Managing pressure will help you stay consistent when expectations are high
- Maintaining balance will support your wellbeing and long-term performance
- Adapting to change will help you succeed in different environments

How To Build On Your Strengths

You can grow by focusing on opportunities where:

- You take on leadership roles and increased responsibility
- You challenge yourself and push beyond your comfort zone
- You gain real-world experience and apply what you learn

Developing Yourself Further

As you explore your options, it will help to focus on:

- Your abilities and how you perform in different situations
- Developing the essential skills employers look for
- Strengthening your aptitudes and problem-solving ability

Final Thought For **Suzanne**

You don't need to have everything figured out yet.

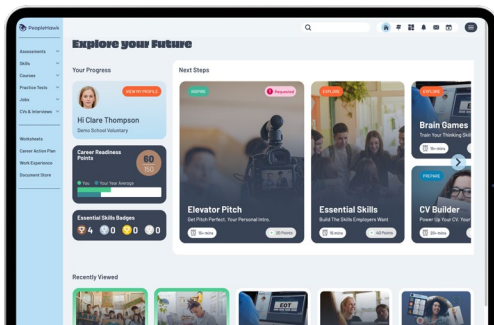
What matters is that you continue to understand your strengths, explore your options, and keep developing over time.

By building your skills, aptitudes, and experience, you will create strong opportunities for yourself across a wide range of future pathways.

Your Next Steps

Explore More. Go Further. Get Ahead.

CORE INSIGHT & PREMIUM TOOLS



Premium



Unlock the full PeopleHawk experience to explore careers, courses, and opportunities in depth.

- Discover careers and pathways matched to you
- Build your CV and Elevator Pitch
- Practise interviews and prepare for real opportunities



Personality Test

Understand how you work, lead, and perform in different situations.

- Discover your work style and strengths
- Learn how you behave under pressure
- Understand how you work with others



Aptitude Test

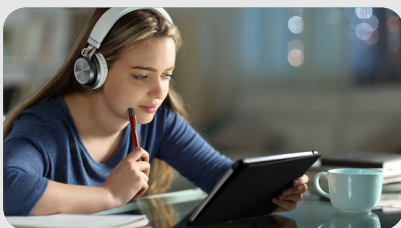
Measure your ability to think, solve problems, and perform under pressure.

- Used by employers and universities
- Tests real-world thinking ability
- Helps identify your potential across pathways

MEDICAL ADMISSIONS PATHWAY

Preparing for a Career in Medicine?

HPAT Readiness Test (Free)



Understand the HPAT format and assess your current performance level

- Get instant results and clear performance insights
- Identify your strengths and areas to improve
- See how you might perform in the real HPAT

HPAT Bootcamp & Mastery



Complete preparation to build accuracy, confidence, and exam performance

- Practise with weekly tests and full mock exams
- Get personalised feedback, insights, and time tracking
- Track your predicted score and improve weak areas

MSAT Exam Preparation



Focused preparation for medical admissions exams and entry success

- Practise with realistic MSAT-style questions
- Develop exam technique and timed performance
- Build confidence for competitive entry.

appendix 1.

Your Top Career Clusters



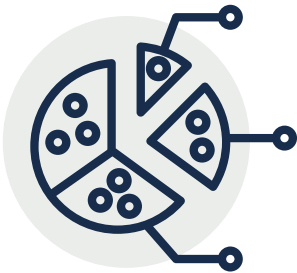
Take a closer look at the career areas that best match your strengths, interests, and potential.

Inside, you'll find:

- Real careers within each cluster
- Subject recommendations to guide your choices
- Clear pathways showing how to get there

Use these to explore your options and start **shaping your future.**

How Careers Are Organised at PeopleHawk



At PeopleHawk, careers are grouped into Career Families and Career Clusters.

- **Career Families** show the big themes that shape the world of work.
- **Career Clusters** group similar jobs together.

There are **6 Career Families**, organised into **14 Career Clusters**.

This framework shows how different careers connect and depend on each other, helping you explore paths that match who you are and what you enjoy.



Powering Your Planet
(Agriculture · Energy & Natural Resources)

Careers that help feed the world, power homes, and protect the environment.



Creativity, Culture & Experience
(Arts, Entertainment & Design · Hospitality, Events & Tourism)

Careers that focus on creativity, enjoyment, and memorable experiences.



Design, Build & Deliver
(Construction · Advanced Manufacturing · Supply Chain & Transportation)

Careers that design, build, make, and move the things we use every day.



Money, Markets & More
(Financial Services)

Careers that help manage money, support businesses, and plan for the future.



Lead, Market & Innovate
(Digital Technology · Marketing & Sales · Management & Entrepreneurship)

Careers that create ideas, use technology, lead teams, and grow businesses.



Caring for the Community
(Education · Healthcare & Human Services · Public Service & Safety)

Careers that teach, care for, protect, and support people.



PeopleHawk

An Eye On Talent

Career Cluster:

Financial Services

Career Family:

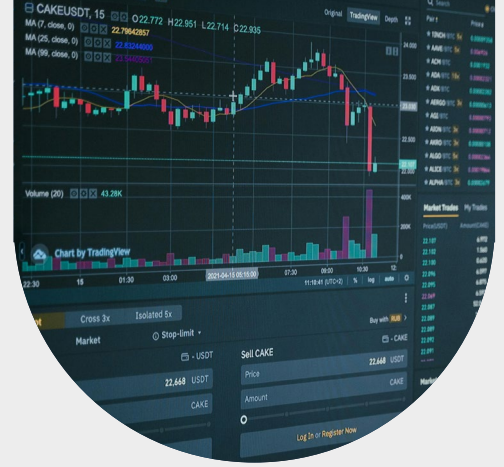
Money, Markets & More

Careers that help manage money, support businesses, and plan for the future.



Financial Services

The **Financial Services Career Cluster** is often described as the **backbone of the economy**. It focuses on how money is **earned, managed, protected, and planned for**, helping people, businesses, and organisations make safe and sensible financial decisions.



Careers in Financial Services are found across five main areas:

Banking & Credit

Providing bank accounts, managing payments, and issuing loans such as mortgages or business credit to individuals and businesses.

Accounting

Tracking income and spending, paying wages, and making sure individuals and companies pay the correct amount of tax.

Fin Strategy & Investments

Helping people and organisations plan for the future and grow their money over time through long-term financial planning.

Insurance

Assessing risk and providing protection so people and businesses are financially supported if something unexpected goes wrong.

Real Estate

Managing the buying, selling, renting, valuing, and financing of homes, buildings, and land.

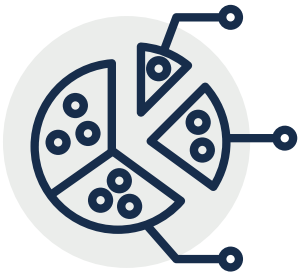


Financial Services careers exist in **every town and city** and support almost every other career cluster.



This career cluster is well suited to people who enjoy **problem-solving, organisation, working with numbers, and helping others make important decisions about their future.**

How Careers Are Organised at PeopleHawk



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Careers that help feed the world, power homes, and protect the environment.



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Careers that focus on creativity, enjoyment, and memorable experiences.



Design, Build & Deliver
(Construction · Advanced Manufacturing · Supply Chain & Transportation)

Careers that design, build, make, and move the things we use every day.



Money, Markets & More
(Financial Services)

Careers that help manage money, support businesses, and plan for the future.



Lead, Market & Innovate
(Digital Technology · Marketing & Sales · Management & Entrepreneurship)

Careers that create ideas, use technology, lead teams, and grow businesses.



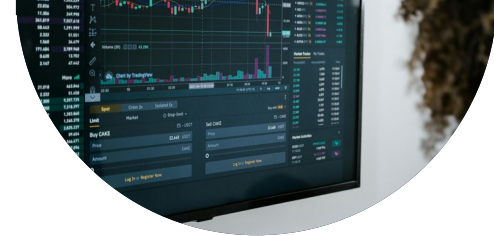
Caring for the Community
(Education · Healthcare & Human Services · Public Service & Safety)

Careers that teach, care for, protect, and support people.

Financial Services

Careers & Work Places

These tables list sample occupations, emerging occupations, and sample places of work based on quantitative industry data.



Traditional Careers

- Accountant
- Auditor
- Bank Branch Manager
- Bookkeeper
- Compliance Manager
- Credit Analyst
- Financial Advisor
- Financial Accountant
- Financial Manager
- Insurance Broker
- Investment Analyst
- Investment Fund Manager
- Loan Officer
- Mortgage Advisor
- Payroll Assistant
- Property Valuer
- Tax Advisor
- Wealth Advisor



Emerging Careers

- AI Risk Analyst
- Cryptocurrency Analyst
- Digital Banking Manager
- Digital Payments Specialist
- ESG Investment Analyst
- Financial Wellness Coach
- Fraud Prevention Specialist
- FinTech Product Specialist
- InsurTech Specialist
- Regulatory Compliance Analyst
- Sustainable Finance Consultant
- Cybersecurity Risk Analyst

Places of Work

- Accounting Firms
- Banks & Credit Unions
- Central Bank of Ireland
- Financial Technology Companies (FinTech)
- Insurance Companies
- Investment & Wealth Management Firms
- Irish Stockbrokers
- Lending & Mortgage Companies
- Property Services Firms
- Public Sector Finance Departments
- Revenue Commissioners
- Small Businesses
- The IFSC Dublin





Financial Services

How VIPS Align To This Career Cluster

This Career Cluster groups together lots of similar careers.

The summary below shows the **Values, Interests, Personality and Problem-Solving Skills** that are often seen in people who enjoy careers in this cluster. If you haven't taken the **PeopleHawk VIPS assessment** yet, take it to see how your own **Values, Interests, Personality, and Problem-Solving Skills** match different career clusters and careers. You don't need to match everything – use this to explore where your strengths may fit **within this cluster**.

Values



- **Achievement:**
meeting goals and working accurately
- **Independence:**
taking responsibility for decisions
- **Recognition:**
being trusted and respected
- **Working Conditions:**
organised, structured environments

Interests



- **Conventional:**
working with numbers and data
- **Enterprising:**
influencing decisions and outcomes
- **Investigative:**
analysing information and problems

Personality



- **Conscientiousness:**
careful, organised, dependable
- **Emotional Stability:**
calm under pressure
- **Agreeableness:**
fair and ethical
- **Emotional Intelligence:**
builds trust with others

Problem-Solving Skills




**Medium to high
problem-solving:**
careful, accurate decision-making

Highly Demanded Skills In This Career Cluster



High-Demand Technical Skills

- Accounting
- Auditing
- Budgeting
- Data Analysis
- Financial Analysis
- Financial Planning
- Financial Reporting
- Financial Services
- Investment Analysis
- Loans & Lending
- Problem-Solving
- Risk Management
- Taxation
- Wealth Management



High-Demand Software Skills

- Accounting Software
- Excel
- Power BI
- Python (optional)
- QuickBooks
- Salesforce
- SQL
- Tableau
- Xero



Financial Services

Featured Careers in Ireland

Below are some of the most **common and in-demand careers** within this Career Cluster **right now**. Career opportunities can change over time as **technology, AI, and industry needs** evolve, so this list is a snapshot of current roles rather than a fixed pathway.

1. Financial Accountant

They are the ultimate money detectives! They track every penny, ensuring all transactions are correct and preparing reports. They love details, keep business secrets, and are super organised. They are the essential financial backbone, helping companies know exactly how much they're earning and spending.

2. Investment Analyst

You analyse a company's financial health and future worth. You pore over data, predict market trends, and tell managers or investors where they should (or shouldn't) put their money. Essentially, you are the detective who uses numbers to recommend smart business strategy.

3. Actuary

You are a mathematical risk expert, mostly in the insurance industry. Using high-level stats and probability, you calculate how likely future events are (like car crashes or people living past 100). This helps companies set insurance prices and make sure they have enough money to pay claims.

4. Venture Capital Investor

Works with start-ups and growing businesses to assess investment opportunities and support companies as they grow. This career combines finance, strategy, entrepreneurship, and innovation.

5. Auditor

As an independent checker, you review a company's financial records and systems to ensure they are honest, legal, and correctly managed. You look for errors, fraud, or wasteful spending. This job provides assurance to investors and is crucial for public trust in large organisations.

6. Financial Adviser

You work directly with individuals and families to help them reach long-term money goals. You create plans for saving, investing for retirement, buying a house, and managing debt. This role requires excellent communication and trust to secure clients' financial futures.

7. Compliance Manager

You make sure a company follows all the rules and laws so it doesn't get into trouble. As a Compliance Manager, you're like the business's rule enforcer—spotting problems, fixing mistakes, and keeping everything fair and legal. It's like being the referee in a game, but for grown-up money stuff.

8. Business Analyst

A Business Analyst is the problem-solver and translator of the company. They figure out what a business needs to fix or improve, then translate those goals into clear instructions for the tech team. They are great listeners, ask smart questions, and love making things run way smoother!

9. Investment Fund Manager

You control vast pools of money (investment funds) on behalf of many clients. Your job is to decide exactly where to invest that money – stocks, property, or companies – to earn the biggest possible return. You need deep market knowledge and a competitive spirit.

10. Tax Adviser

You help people and businesses figure out how much tax they owe and how to pay less legally. As a Tax Adviser, you're like a money guide – making sure they follow tax rules while saving cash. It's kind of like being a cheat-code expert for grown-up finances, but totally by the book.

Irish Institutes, Associations, & Accrediting Bodies

Professional & Accrediting Bodies

- Chartered Accountants Ireland / ACCA / CPA Ireland
- The Institute of Banking (IOB) / LIA
- The Insurance Institute of Ireland / Irish Tax Institute

Industry Associations

- Banking & Payments Federation Ireland (BPF1)
- Irish Funds
- Property Services Regulatory Authority (PSRA)

Research & Training Centres

- Financial Services Ireland (FSI)
- IFS Skillnet
- Sustainable Finance Ireland

Irish Certifications

Banking & Credit

QFA (IOB); retail banking diplomas; lending, compliance & mortgage advisory training.

Accounting

Accounting Technicians Ireland (ATI/MIATI); ACA/ACCA/CPA pathways; bookkeeping & payroll certifications.

Fin Strategy & Investments

CFA pathway; QFA investment modules; AML & investment compliance certifications.

Insurance

APA/CIP (Insurance Institute); underwriting & claims certifications; regulated financial advice pathways.

Real Estate

PSRA licensing pathway; property valuation & sales training; lettings & property management certifications.



Financial Services

Recommended Subjects & Illustrative Pathways: Featured Irish Careers

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| Careers | School Subjects | PLC / FE (NFQ Level 5) | H Cert / P Qual (NFQ Level 6) | Degree (NFQ Level 7-8) | Postgraduate (NFQ Level 9+) |
|-----------------------------|--|---|---|--|---|
| Financial Accountant | <p>Core J Cert: Mathematics, Business Studies, English, Irish (optional)</p> <p>Core L Cert: Mathematics, Accounting, Business, Economics, English</p> <p>Useful: Applied Mathematics, Computer Science, Modern Languages</p> | <p>QQI Financial Services</p> <p>Introduces banking, finance, and customer service skills—foundation for careers in accounting and financial services.</p> | <p>QQI Advanced Certificate in Accounting</p> <p>Develops financial reporting, taxation basics, and bookkeeping—prepares for junior accounting roles.</p> | <p>Bachelor's Degree (Honours) Accounting</p> <p>Core pathway covering financial accounting, auditing, taxation, and management accounting – primary route into the profession.</p> | <p>Professional Accountancy Qualification (ACA) via Chartered Accountants Ireland</p> <p>Core professional qualification required to become a Chartered Accountant—includes exams and work experience.</p> <p>Professional Accountancy Qualification (ACCA) via Association of Chartered Certified Accountants</p> <p>Internationally recognised qualification covering financial reporting, audit, and taxation.</p> <p>MSc Accounting / Finance</p> <p>Advanced academic qualification – supports career progression and exam exemptions for professional bodies.</p> <p>Postgraduate Diploma in Accounting</p> <p>Conversion course for graduates from non-accounting backgrounds – pathway into professional exams.</p> |
| | | <p>QQI Accounting Technicians</p> <p>Introduces bookkeeping, financial records, and basic accounting principles—direct entry into accounting pathways.</p> | <p>Higher Certificate in Business / Accounting</p> <p>2-year programme covering accounting, finance, and business – progression to Level 7/8 degrees.</p> | <p>Bachelor's Degree Finance / Business (Accounting specialisation)</p> <p>Broader business degree with accounting focus – supports progression into accounting roles.</p> | |
| | | <p>QQI Mathematics / Statistics</p> <p>Develops numerical and analytical skills—essential for financial analysis.</p> | <p>Accounting Technician Qualification via Accounting Technicians Ireland</p> <p>Professional qualification focusing on practical accounting skills—can lead directly to technician roles.</p> | <p>Bachelor's Degree Commerce (BComm)</p> <p>Includes accounting, finance, and business modules—common pathway into professional accountancy.</p> | |
| | | <p>QQI Information Processing / IT Skills</p> <p>Builds Excel and data handling skills—critical for modern accounting roles.</p> | <p>Work Experience / Internships</p> <p>Entry into accounting firms or finance departments—critical for progression.</p> | <p>Trainee Accountant (Practice or Industry)</p> <p>Work while completing professional exams (ACA / ACCA)—standard route to becoming fully qualified.</p> | |
| | | | | | |
| | | | | | |
| Investment Analyst | <p>Core J Cert: Mathematics, Business Studies, English, Science</p> <p>Core L Cert: Mathematics, Economics, Business, English, Accounting</p> <p>Useful: Applied Mathematics, Computer Science, Politics & Society</p> | <p>QQI Business Studies</p> <p>Covers finance, economics, and communication—foundation for financial careers.</p> | <p>QQI Advanced Certificate in Business / Finance</p> <p>Covers financial management, economics, and business operations – prepares for degree-level study.</p> | <p>Bachelor's Degree (Honours) in Finance</p> <p>Core pathway covering investment analysis, financial markets, and portfolio management.</p> | <p>MSc in Finance / Investment Management</p> <p>Advanced study in portfolio management, financial markets, and investment strategy.</p> <p>MSc in Financial Analysis / Quantitative Finance</p> <p>Focuses on data modelling, risk analysis, and financial forecasting – highly valued in investment roles.</p> <p>Postgraduate Diploma in Finance / Investment</p> <p>Shorter conversion or upskilling course – pathway into finance roles.</p> <p>Chartered Financial Analyst (CFA) via CFA Institute</p> <p>Globally recognised professional qualification covering investment analysis, portfolio management, and ethics.</p> |
| | | <p>QQI Accounting Technicians</p> <p>Introduces financial records and basic accounting—useful for understanding company financials.</p> | <p>QQI Advanced Certificate in Accounting</p> <p>Builds financial reporting and analysis skills—supports investment analysis understanding.</p> | <p>Bachelor's Degree Economics</p> <p>Focuses on macro/ microeconomics, markets, and policy—key for investment decision-making.</p> | |
| | | <p>QQI Mathematics / Statistics</p> <p>Develops numerical and analytical skills—essential for investment analysis.</p> | <p>Higher Certificate in Business / Finance</p> <p>2-year programme covering finance, economics, and quantitative skills – progression to Level 7/8.</p> | <p>Bachelor's Degree Business (Finance specialisation)</p> <p>Broad business degree with focus on finance, investments, and markets.</p> | |
| | | <p>QQI Data Analytics</p> <p>Develops data handling and analytical skills—useful for financial modelling and investment analysis.</p> | | <p>Finance / Investment Apprenticeships (varies)</p> <p>Earn-while-you-learn programmes combining work in financial services with formal study.</p> | |
| | | | | <p>Internships (Investment Firms / Asset Managers)</p> <p>Critical for gaining experience in financial analysis, markets, and portfolio management.</p> | |
| | | | | | |



Financial Services

Recommended Subjects & Illustrative Pathways: Featured Irish Careers

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| Careers | School Subjects | PLC / FE (NFQ Level 5) | H Cert / P Qual (NFQ Level 6) | Degree (NFQ Level 7–8) | Postgraduate (NFQ Level 9+) |
|----------------|---|--|--|---|--|
| Actuary | <p>Core J Cert: Mathematics, Science, English, Irish (optional)</p> <p>Core L Cert: Mathematics, Applied Mathematics, Physics, English</p> <p>Useful: Computer Science, Economics, Chemistry</p> | <p>QQI Mathematics / Statistics Builds strong numerical and analytical skills—essential foundation for actuarial work.</p> <p>QQI Business Studies Introduces economics, finance, and business concepts—useful context for actuarial careers.</p> <p>QQI Applied Science Covers basic scientific and analytical thinking—supports progression into technical degrees.</p> <p>QQI Information Processing / IT Skills Develops Excel and data skills—important for modelling and analysis.</p> | <p>QQI Advanced Certificate in Mathematics / Statistics Builds deeper quantitative skills—prepares for degree-level study.</p> <p>QQI Advanced Certificate in Business / Finance Provides understanding of financial systems and economics—useful for actuarial applications.</p> <p>Higher Certificate in Mathematics / Data Analytics / Finance 2-year programme covering quantitative methods and analysis— progression to Level 7/8.</p> | <p>Bachelor's Degree Actuarial Science Direct pathway covering probability, statistics, financial mathematics, and risk modelling—best preparation for actuarial exams.</p> <p>Bachelor's Degree Mathematics / Statistics Strong quantitative route—commonly used to enter actuarial profession.</p> <p>Actuarial Trainee (Insurance / Financial Firms) / Professional Work while studying for actuarial exams— standard route into the profession.</p> <p>Internships (Actuarial / Risk / Insurance) Key entry route—provides experience in modelling, pricing, and risk analysis.</p> | <p>Professional Actuarial Qualification Core requirement involving a series of rigorous exams in mathematics, risk, insurance, and finance—completed while working.</p> <p>MSc Actuarial Science Advanced academic programme— often provides exemptions from some professional exams.</p> <p>MSc Data Analytics / Financial Mathematics Supports actuarial careers with advanced modelling and data skills.</p> |
| | Venture Capital Investor | <p>Core J Cert: Mathematics, Business Studies, English, CSPE</p> <p>Core L Cert: Business, Economics, Mathematics, English</p> <p>Useful: Accounting, Computer Science, Modern Languages</p> | <p>QQI Entrepreneurship Introduces enterprise, innovation, and business development— useful for startup and investment careers.</p> <p>QQI Accounting Technicians Introduces financial statements and analysis—useful for evaluating startups.</p> <p>QQI Mathematics / Statistics Develops analytical and numerical skills—important for financial modelling and valuation.</p> <p>QQI Information Processing / IT Skills Builds Excel and data skills— essential for analysis and reporting.</p> | <p>QQI Advanced Certificate in Business / Finance Covers finance, economics, and business operations—prepares for degree-level study.</p> <p>QQI Advanced Certificate in Accounting Builds financial analysis and reporting skills—useful for assessing company performance.</p> <p>Higher Certificate in Business / Finance 2-year programme covering finance, economics, and management— progression to Level 7/8.</p> | <p>Bachelor's Degree in Finance Core pathway covering financial markets, valuation, and investment analysis.</p> <p>Bachelor's Degree in Business / Commerce (BComm) Broad business degree covering strategy, finance, and entrepreneurship—common VC pathway</p> <p>Bachelor's Degree in Accounting & Finance Combines financial reporting with analysis— useful for evaluating startup financials.</p> <p>Investment Banking / Consulting / Corporate Finance Experience Most common entry route— develops valuation, deal-making, and financial analysis skills.</p> <p>VC Internships / Analyst Roles Direct entry into venture capital firms—highly competitive and experience-driven.</p> |



Financial Services

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| Careers | School Subjects | PLC / FE (NFQ Level 5) | H Cert / P Qual (NFQ Level 6) | Degree (NFQ Level 7–8) | Postgraduate (NFQ Level 9+) |
|----------------|---|---|--|---|---|
| Auditor | <p>Core J Cert: Mathematics, Business Studies - English, Irish (optional)</p> <p>Core L Cert: Accounting, Business, Mathematics, English</p> <p>Useful: Economics, Applied Mathematics, Computer Science</p> | <p>QQI Business Studies Covers finance, administration, and communication—foundation for accounting and auditing careers.</p> <p>QQI Accounting Technicians Introduces bookkeeping and financial records—key starting point for auditing pathways.</p> <p>QQI Mathematics / Statistics Develops numerical and analytical skills—important for financial analysis.</p> <p>QQI Information Processing / IT Skills Builds Excel and data-handling skills—essential for auditing and reporting.</p> | <p>QQI Advanced Certificate in Accounting Develops financial reporting, taxation basics, and accounting skills—prepares for junior roles.</p> <p>Higher Certificate in Business / Accounting 2-year programme covering accounting and business—progression to Level 7/8.</p> <p>Accounting Technician Qualification via Accounting Technicians Ireland Practical accounting qualification—can lead to entry-level roles supporting audit teams.</p> | <p>Bachelor's Degree in Accounting Core pathway covering financial reporting, auditing, taxation, and compliance—primary route into auditing.</p> <p>Bachelor's Degree in Accounting & Finance Combines accounting with financial analysis— supports audit and assurance roles.</p> <p>Trainee Auditor (Audit Firms / Practice) Work while studying for ACA/ ACCA—standard route into auditing.</p> <p>Accounting Apprenticeship / Earn & Learn Combine employment with study toward professional accounting qualifications.</p> <p>Internships (Audit / Accounting Firms) Key entry route—provides experience in audit testing, compliance, and financial review.</p> | <p>Professional Accountancy Qualification (ACA) via Chartered Accountants Ireland Core qualification for auditors in Ireland —includes auditing, financial reporting, and professional ethics.</p> <p>Professional Accountancy Qualification (ACCA) via Association of Chartered Certified Accountants Internationally recognised qualification covering audit, accounting, and taxation.</p> <p>MSc Accounting / Audit Advanced academic qualification— supports career progression and may provide exam exemptions.</p> <p>Postgraduate Diploma in Accounting Conversion course for graduates from non-accounting backgrounds— pathway into professional exams.</p> |

| | | | | | |
|--------------------------|---|---|---|--|---|
| Financial Adviser | <p>Core J Cert: Mathematics, Business Studies, English, Irish (optional)</p> <p>Core L Cert: Business, Mathematics, English, Economics</p> <p>Useful: Accounting, Modern Languages, Politics & Society</p> | <p>QQI Business Studies Covers communication, finance basics, and administration— foundation for financial services careers.</p> <p>QQI Accounting Technicians Introduces financial records and reporting—useful for understanding client finances.</p> <p>QQI Mathematics / Statistics Develops numerical and analytical skills—important for financial planning and advice.</p> <p>QQI Information Processing / IT Skills Builds Excel and data skills— essential for financial analysis and reporting.</p> <p>Customer Service / Banking Roles Adviser - Progression Non-NFQ / experience-based Many advisers start in banks or insurance companies and progress into advisory roles.</p> | <p>QQI Advanced Certificate in Business / Finance Covers financial services, economics, and customer service—prepares for entry roles.</p> <p>QQI Advanced Certificate in Accounting Builds financial knowledge and analysis skills—supports advisory roles.</p> <p>Higher Certificate in Business / Finance 2-year programme covering finance, economics, and business— progression to Level 7/8.</p> <p>Trainee Financial Adviser (Banks / Brokerages) Entry role where you gain experience while completing QFA qualification.</p> | <p>Bachelor's Degree Finance Core pathway covering investments, financial markets, and financial planning.</p> <p>Bachelor's Degree Business / Commerce (Finance specialisation) Broad business degree with focus on finance and client advisory skills.</p> <p>Bachelor's Degree Accounting & Finance Combines financial reporting with analysis— useful for advising clients on finances.</p> | <p>Certified Financial Planner (CFP) via Financial Planning Standards Board Ireland Advanced qualification in financial planning, investments, pensions, and wealth management.</p> <p>MSc Finance / Financial Planning Advanced academic qualification— supports progression into senior advisory roles.</p> <p>Postgraduate Diploma in Financial Planning / Wealth Management Shorter qualification for upskilling in advisory and planning roles.</p> |
|--------------------------|---|---|---|--|---|



Financial Services

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| Careers | School Subjects | PLC / FE (NFQ Level 5) | H Cert / P Qual (NFQ Level 6) | Degree (NFQ Level 7–8) | Postgraduate (NFQ Level 9+) |
|---------------------------|---|---|--|---|---|
| Compliance Manager | <p>Core J Cert: Business Studies, English, CSPE, Mathematics</p> <p>Core L Cert: Business, Politics & Society, English, Mathematics</p> <p>Useful: Economics, Computer Science, History</p> | <p>QQI Business Studies Covers administration, communication, and basic finance—foundation for compliance and financial services roles.</p> <p>QQI Legal Studies Introduces legal systems, contracts, and regulations—useful for understanding compliance frameworks.</p> <p>QQI Accounting Technicians Provides basic financial knowledge—helps in understanding financial compliance requirements.</p> <p>QQI Information Processing / IT Skills Builds data and Excel skills—important for reporting, monitoring, and compliance tracking.</p> | <p>QQI Advanced Certificate in Legal Studies Builds knowledge of law, contracts, and regulation—supports compliance careers.</p> <p>Higher Certificate in Business / Law 2-year programme covering legal and business principles—progression to Level 7/8.</p> <p>Certificate in Compliance / Regulatory Practice Introduces compliance frameworks, risk, and regulatory requirements—entry-level compliance qualification.</p> <p>Financial Services / Compliance Apprenticeships Earn-while-you-learn roles in regulated industries—entry into compliance functions.</p> | <p>Bachelor's Degree Business Broad business knowledge including governance and risk—common pathway into compliance roles.</p> <p>Bachelor's Degree Law Covers legal systems, regulation, and compliance—strong pathway into regulatory roles.</p> <p>Bachelor's Degree Finance / Accounting Provides understanding of financial regulations—useful in financial services compliance.</p> <p>Bachelor's Degree Risk Management / Governance Focuses on risk, compliance, and organisational control systems—directly relevant pathway.</p> <p>Internships (Compliance / Risk / Legal Departments) Provide experience in monitoring, reporting, and regulatory processes.</p> | <p>MSc Compliance / Risk Management / Financial Regulation Advanced study of regulatory frameworks, risk, and governance—supports senior roles.</p> <p>Postgraduate Diploma in Compliance / Governance Shorter qualification for upskilling or transitioning into compliance roles.</p> <p>Professional Compliance Qualification via Compliance Institute Industry-recognised certification covering regulatory compliance, risk, and ethics.</p> |
| Business Analyst | <p>Core J Cert: Mathematics, Business Studies, Science, English</p> <p>Core L Cert: Mathematics, Business, Computer Science, English</p> <p>Useful: Applied Mathematics, Accounting, Physics</p> | <p>QQI Business Studies Covers communication, administration, and business fundamentals—foundation for analyst roles.</p> <p>QQI Digital Technologies Develops digital systems and data skills—supports careers in business analysis and process improvement.</p> <p>QQI Mathematics / Statistics Develops analytical and numerical skills—important for interpreting data and trends.</p> <p>QQI Accounting Technicians Introduces financial concepts—useful for analysing business performance.</p> | <p>QQI Advanced Certificate in Business Covers operations, management, and analysis—prepares for business-related roles.</p> <p>QQI Advanced Certificate in Data Analytics / IT Introduces data analysis, databases, and reporting—key skills for analysts.</p> <p>Higher Certificate in Business Information Systems / Computing 2-year programme combining business and IT—strong pathway into business analysis.</p> <p>Higher Certificate in Business / Finance Covers business processes and financial analysis—progression to Level 7/8.</p> <p>ICT / Data Analytics Apprenticeships Earn-while-you-learn programmes combining IT/data skills with work experience.</p> | <p>Bachelor's Degree Business Information Systems Core pathway combining business processes with IT systems—direct route into business analysis.</p> <p>Bachelor's Degree Business / Management Broad business knowledge—supports analyst roles with additional technical skills.</p> <p>Bachelor's Degree Data Analytics / Data Science Focuses on data processing, modelling, and insights—highly relevant for analyst roles.</p> <p>Bachelor's Degree Computer Science / Software Development Technical route—supports systems and IT focused business analyst roles.</p> <p>Graduate Programmes (Business / IT / Consulting) Structured entry roles providing experience in analysis, systems, and business processes.</p> <p>Internships (Business Analysis / Data / IT) Key entry route—develops real-world experience in analysis and reporting.</p> | <p>MSc Business Analytics / Data Analytics Advanced study in data analysis, modelling, and decision-making—highly valued in industry.</p> <p>MSc Information Systems / Digital Transformation Focuses on business systems, technology, and organisational change—relevant for senior analyst roles.</p> <p>Postgraduate Diploma in Business Analytics Shorter qualification for upskilling or transitioning into analytics roles.</p> <p>Certified Business Analysis Professional (CBAP) via International Institute of Business Analysis – Industry-recognised certification demonstrating advanced business analysis expertise.</p> |



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| Careers | School Subjects | PLC / FE (NFQ Level 5) | H Cert / P Qual (NFQ Level 6) | Degree (NFQ Level 7–8) | Postgraduate (NFQ Level 9+) |
|--------------------------------|---|--|--|--|--|
| Investment Fund Manager | <p>Core J Cert: Mathematics, Business Studies, English, Science</p> <p>Core L Cert: Economics, Business, Mathematics, English</p> <p>Useful: Accounting, Applied Mathematics, Computer Science</p> | <p>QQI Financial Services Covers financial operations and investment services—foundation for careers in banking and fund management.</p> <p>QQI Accounting Technicians Introduces financial statements and bookkeeping—useful for understanding fund performance.</p> <p>QQI Mathematics / Statistics Develops analytical and numerical skills—important for investment and risk analysis.</p> <p>QQI Information Processing / IT Skills Builds Excel and data skills—essential for reporting and financial modelling.</p> | <p>QQI Advanced Certificate in Business / Finance Covers financial services, economics, and business operations—prepares for degree-level study.</p> <p>QQI Advanced Certificate in Accounting Builds financial reporting and analysis skills—relevant for fund operations.</p> <p>Higher Certificate in Business / Finance 2-year programme covering finance, economics, and management— progression to Level 7/8.</p> <p>Certificate in Investment Funds / Financial Services Introduces fund structures, regulations, and operations—entry-level qualification for fund roles.</p> <p>Investment Funds / Financial Services Apprenticeships Earn-while-you-learn programmes in fund administration and financial services.</p> | <p>Bachelor's Degree Finance Core pathway covering financial markets, investments, and portfolio management.</p> <p>Bachelor's Degree Business / Commerce (Finance specialisation) Broad business degree with focus on finance and investment.</p> <p>Bachelor's Degree Accounting & Finance Combines financial reporting with investment analysis—useful for fund management roles.</p> <p>Bachelor's Degree Economics Provides understanding of markets, trends, and macroeconomics—key for investment decisions.</p> <p>Graduate Programmes (Asset Management / Funds Industry) Structured entry roles providing training in fund operations, analysis, and portfolio management.</p> <p>Internships (Asset Management / Investment Firms) Key entry route—develops experience in markets, reporting, and investment processes.</p> | <p>MSc Finance / Investment Management Advanced study in portfolio management, asset allocation, and financial strategy.</p> <p>MSc Financial Services / Investment Funds Focuses on fund structures, regulation, and operations—highly relevant in Ireland's funds industry.</p> <p>Postgraduate Diploma in Investment Funds / Financial Services Shorter qualification for upskilling or transitioning into fund roles.</p> <p>Chartered Financial Analyst (CFA) via CFA Institute Globally recognised qualification in investment analysis and portfolio management—highly valued in fund management.</p> |
| | Tax Adviser | <p>Core J Cert: Mathematics, Business Studies, English, Irish (optional)</p> <p>Core L Cert: Accounting, Business, Mathematics, English</p> <p>Useful: Economics, Politics & Society, Applied Mathematics</p> | <p>QQI Business Studies Covers administration, communication, and basic finance—foundation for tax and accounting careers.</p> <p>QQI Accounting Technicians Introduces bookkeeping and financial records—key starting point for tax pathways.</p> <p>QQI Mathematics / Statistics Develops numerical skills—important for calculations and financial analysis.</p> <p>QQI Information Processing / IT Skills Builds Excel and data-handling skills—essential for tax reporting and analysis.</p> | <p>QQI Advanced Certificate in Accounting Develops financial reporting and basic taxation knowledge—prepares for junior roles.</p> <p>Higher Certificate in Business / Accounting 2-year programme covering accounting and business— progression to Level 7/8.</p> <p>Accounting Technician Qualification via Accounting Technicians Ireland Practical qualification—supports entry-level roles in accounting and tax support.</p> | <p>Bachelor's Degree Accounting Core pathway covering taxation, financial reporting, and audit—primary route into tax careers.</p> <p>Bachelor's Degree Law (with tax modules) Provides legal understanding of taxation— useful for complex advisory roles.</p> <p>Trainee Tax Adviser (Accounting Firms / Practice) / Professional Work while studying for CTA/ACA/ACCA— standard route into tax careers.</p> <p>Accounting Apprenticeship / Earn & Learn Combine employment with study toward professional qualifications.</p> <p>Graduate Programmes (Accounting / Tax Firms) Structured programmes offering training, exam support, and progression into tax roles.</p> |



Financial Services

A Broader Perspective – Careers In The US Market

You can use the data below to determine careers that are on the increase in terms of demand from employers.

| Careers Within This Cluster | 2024 Jobs | 2029 Jobs | 2023 Hires | Avg. Annual Openings | Typical Entry Level Education |
|--|-----------|-----------|------------|----------------------|-------------------------------|
| Bookkeeping, Accounting, and Auditing Clerks | 1,686,828 | 1,708,692 | No Data | 205,832 | Further Ed Qualification |
| Accountants and Auditors | 1,637,171 | 1,736,043 | 803,297 | 148,697 | Bachelor's degree |
| Insurance Sales Agents | 779,136 | 849,218 | 253,867 | 79,909 | Further Ed Qualification |
| Securities, Commodities, and Financial Services Sales Agents | 528,336 | 561,417 | 176,454 | 47,779 | Bachelor's degree |
| Real Estate Sales Agents | 526,333 | 563,308 | 112,201 | 52,584 | Further Ed Qualification |
| Billing and Posting Clerks | 453,822 | 472,942 | 263,288 | 51,541 | Further Ed Qualification |
| Compliance Officers | 406,515 | 431,463 | 162,868 | 36,953 | Bachelor's degree |
| Property, Real Estate, and Community Association Managers | 390,464 | 407,616 | 145,211 | 35,008 | Further Ed Qualification |
| Financial and Investment Analysts | 357,427 | 384,543 | 156,429 | 28,949 | Bachelor's degree |
| Personal Financial Advisors | 353,466 | 386,234 | 116,100 | 29,447 | Bachelor's degree |
| Tellers | 341,761 | 327,920 | 120,073 | 36,730 | Further Ed Qualification |
| Loan Officers | 330,025 | 341,695 | 90,739 | 26,573 | Bachelor's degree |
| Data Scientists | 210,406 | 252,257 | 96,477 | 21,865 | Bachelor's degree |
| Financial Specialists | 137,570 | 146,039 | 44,639 | 11,008 | Bachelor's degree |
| Insurance Underwriters | 123,688 | 126,964 | 35,182 | 10,321 | Bachelor's degree |
| Compensation, Benefits, and Job Analysis Specialists | 104,530 | 112,316 | 45,852 | 9,088 | Bachelor's degree |
| Property Appraisers and Assessors | 81,022 | 81,283 | 26,875 | 7,507 | Bachelor's degree |
| Credit Analysts | 74,871 | 75,914 | 22,027 | 5,866 | Bachelor's degree |
| Financial Examiners | 70,446 | 78,949 | 24,261 | 6,941 | Bachelor's degree |
| Financial Risk Specialists | 61,536 | 65,928 | 19,807 | 5,093 | Bachelor's degree |

Source: U.S. Bureau of Labor Statistics



PeopleHawk
An Eye On Talent

Career Cluster:

Management & Entrepreneurship

Career Family:

Lead, Market & Innovate

Careers that create ideas, use technology, lead teams, and grow businesses.



Management & Entrepreneurship

The **Management & Entrepreneurship Career Cluster** involves **leading teams, organising big projects, and starting new companies from scratch.** This sector focuses on making smart decisions, managing budgets, and finding creative solutions to business problems. Professionals use leadership skills and strategy to help organisations grow, stay profitable, and reach their future goals.



Careers in Management & Entrepreneurship are found across five main areas:

Leadership & Operations

These professionals manage teams and daily tasks to ensure a company runs smoothly and reaches its big future goals.

Project Management

Experts in this field plan and track specific jobs to make sure they finish on time and stay within budget.

Business Information Management

This area involves organising and protecting business data so managers can make informed decisions.

Entrepreneurship & Small Business

People in this area create and grow businesses by developing products, services, and new ideas.

Regulation Professionals

Professionals in this sector ensure businesses follow laws, regulations, and safety standards.

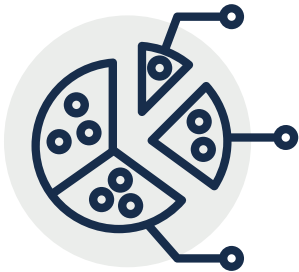


Marketing and Sales careers connect products and services with customers through communication and relationship-building.



This career cluster suits people who enjoy creativity, persuasion, problem-solving, and understanding different audiences.

How Careers Are Organised at PeopleHawk



At PeopleHawk, careers are grouped into Career Families and Career Clusters.

- **Career Families** show the big themes that shape the world of work.
- **Career Clusters** group similar jobs together.

There are **6 Career Families**, organised into **14 Career Clusters**.

This framework shows how different careers connect and depend on each other, helping you explore paths that match who you are and what you enjoy.



Powering Your Planet
(Agriculture · Energy & Natural Resources)

Careers that help feed the world, power homes, and protect the environment.



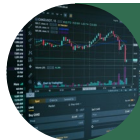
Creativity, Culture & Experience
(Arts, Entertainment & Design · Hospitality, Events & Tourism)

Careers that focus on creativity, enjoyment, and memorable experiences.



Design, Build & Deliver
(Construction · Advanced Manufacturing · Supply Chain & Transportation)

Careers that design, build, make, and move the things we use every day.



Money, Markets & More
(Financial Services)

Careers that help manage money, support businesses, and plan for the future.



Lead, Market & Innovate
(Digital Technology · Marketing & Sales · Management & Entrepreneurship)

Careers that create ideas, use technology, lead teams, and grow businesses.



Caring for the Community
(Education · Healthcare & Human Services · Public Service & Safety)

Careers that teach, care for, protect, and support people.



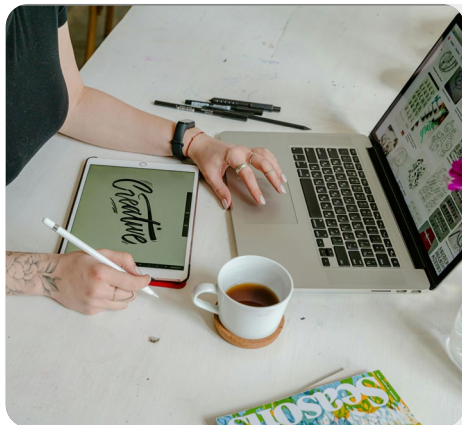
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Careers & Work Places

These tables list sample occupations, emerging occupations, and sample places of work based on quantitative industry data.

Traditional Careers

- Account Manager
- Administrative / Executive Assistant
- Brand Manager
- Business Analyst
- Business Consultant
- Business Development Manager
- Business Owner
- Change Manager
- Commercial Manager
- Digital Marketing Manager
- E-commerce Manager
- Entrepreneur
- Event Manager
- HR Manager
- Innovation Manager
- IT Manager
- Management Consultant
- Office Manager
- Operations Director
- Procurement Manager
- Product Manager
- Project Manager
- Recruiter
- Sales Manager



Emerging Careers

- AI Business Consultant
- Business Automation Specialist
- Chief Remote Officer
- Customer Experience Strategist
- Data Governance Manager
- Digital Transformation Specialist
- Diversity & Inclusion Officer
- Employee Engagement Manager
- ESG Strategy Consultant
- Growth Hacker
- Remote Work Facilitator
- Social Entrepreneur
- Start-up Founder
- Sustainability Manager

Places of Work

- Business Accelerators & Incubators
- Chambers of Commerce
- Civil Service & Government Departments
- Consulting Firms
- Corporate Headquarters
- Educational Institutions
- Enterprise Ireland
- E-commerce Companies
- Financial Services Firms
- Human Resources Consultancies
- Local Authorities (County Councils)
- Marketing Agencies
- Multinational Corporations (MNCs)
- Professional Services Firms
- Recruitment Agencies
- Retail Companies
- Small & Medium Enterprises (SMEs)
- Technology Companies





Management & Entrepreneurship

How VIPS Align To This Career Cluster

This Career Cluster groups together **lots of similar careers**.

The summary below shows the **Values, Interests, Personality and Problem-Solving Skills** that are **often seen in people who enjoy careers in this cluster**. If you haven't taken the **PeopleHawk VIPS assessment** yet, take it to see how your own **Values, Interests, Personality, and Problem-Solving Skills** match different career clusters and careers. You don't need to match everything – use this to explore where your strengths may fit **within this cluster**.

Values



- **Independence:**
making your own decisions
- **Achievement:**
building something successful
- **Recognition:**
leadership and responsibility

Interests



- **Enterprising:**
leading, planning, influencing
- **Investigative:**
solving business problems

Personality



- **Extraversion:**
leading and motivating others
- **Conscientiousness:**
organised and reliable
- **Emotional Intelligence:**
understanding and motivating people

Problem-Solving Skills



High problem-solving:
strategic thinking and decision-making

Highly Demanded Skills In This Career Cluster



High-Demand Technical Skills

- Accounting
- Administrative Support
- Business Communication
- Change Management
- Coaching & Mentoring
- Customer Relationship Management
- Data Analysis
- Ethical Decision-Making
- Financial Reporting
- Hiring & Recruitment
- Invoicing & Billing
- Key Performance Indicators (KPIs)
- Leadership Skills
- Marketing Strategy
- Negotiation Skills
- Process Improvement
- Project Management
- Risk & Compliance Awareness
- Sales & Relationship Building
- Strategic Planning
- Team Leadership
- Workflow Management

High-Demand Software Skills

- AI Tools & Automation Platforms
- Airtable
- Applicant Tracking Systems (ATS)
- Asana
- Customer Relationship Management (CRM) Systems
- Google Workspace
- Human Resources Information Systems (HRIS)
- LinkedIn Professional Networking
- Microsoft Project
- Power BI
- Project Management Software
- QuickBooks & Accounting Software
- Salesforce
- Slack
- Spreadsheets
- SQL & Data Management
- Tableau
- Trello
- Video Conferencing Tools
- Zoom



Management & Entrepreneurship

Featured Careers In Ireland

Below are some of the most **common and in-demand careers** within this Career Cluster **right now**. Career opportunities can change over time as **technology, AI, and industry needs** evolve, so this list is a snapshot of current roles rather than a fixed pathway.

1. Business Consultant

Business Consultants help companies solve problems and improve how they work. They advise on strategy, money, and teamwork. If you enjoy creative thinking, solving challenges, and helping others succeed, this role is all about smart, practical solutions that drive real results.

2. Operations Manager

Operations Managers ensure smooth operations, handling staff schedules, supplies, and solving problems. They excel at organisation and efficiency. If you enjoy leading, improving systems, and keeping things on track, this is for you. It's ideal for those who thrive on structure and making processes better.

3. Business Development Manager

Business Development Managers find new ways for companies to grow – like finding new customers or partnerships. They're great at networking and spotting opportunities. If you're outgoing and love building relationships, this job is all about growth!

4. Strategy Analyst

Strategy Analysts study data and trends to guide smart business decisions. They assess what's working, what's not, and what to do next. If you enjoy research, numbers, and planning ahead, this role is all about insight, foresight, and thinking big to shape the future.

5. Digital Transformation Manager

Digital Transformation Managers help businesses improve how they work using technology and digital tools. They lead projects that modernise systems, improve customer experiences, and make organisations more efficient. If you enjoy technology, problem-solving, and leading change, this role is all about innovation, strategy, and helping businesses adapt for the future.

6. Product Manager

Product Managers guide the creation of new products – like apps, gadgets, or services. They work with designers, developers, and customers to make sure everything is useful and awesome. If you like leading projects and solving problems, this role is exciting!

7. Innovation Manager

Innovation Managers help companies develop fresh ideas and better ways of working. They lead brainstorming sessions and test creative solutions. If you enjoy inventing and thinking outside the box, this role is all about driving change, sparking creativity, and making innovation part of everyday work.

8. Entrepreneur

Entrepreneurs turn bold ideas into real businesses. They build teams, create products, and take risks to launch something new. If you're creative, brave, and love inventing, this career is all about innovation, leadership, and the freedom to be your own boss.

9. Franchise Owner

Franchise Owners run their own business using a trusted brand – like a fast-food chain or gym. They follow proven systems while still being the boss. If you want to own a business with support, this path offers independence, guidance, and a great way to start your journey.

10. Project Manager

Project Managers keep teams focused to finish tasks on time and within budget. They plan, organise, and solve problems to keep everything running smoothly. If you're great at multitasking, leading others, and staying calm under pressure, this role is all about coordination, leadership, and results.

Irish Institutes, Associations, & Accrediting Bodies

Professional & Accrediting Bodies

- Irish Management Institute (IMI)
- The Institute of Management Consultants and Business Advisers (IMC)
- The Compliance Institute
- Chartered Institute of Personnel and Development (CIPD)

Industry Associations

- Small Firms Association (SFA)
- Local Enterprise Offices (LEOs)
- Scale Ireland
- Chambers Ireland

Research & Training Centres

- UCD Centre for Business Analytics
- Enterprise Ireland (Entrepreneurship Hubs)
- Skillnet Ireland
- DCU National Centre for Family Business

Irish Certifications

Business Information Management

Business systems/ERP; data & reporting; compliance basics.

Entrepreneurship & Small Business

LEO programmes; Lean Start-up training; basic finance/forecasting.

Leadership & Operations

CMI qualifications; operations/continuous improvement; people management.

Project Management

PRINCE2; AgilePM/Scrum; PMP (common in multinationals).

Regulation

Compliance frameworks; risk management; sector-specific regulatory training.



Management & Entrepreneurship

Recommended Subjects & Illustrative Pathways: Featured Irish Careers

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| Careers | School Subjects | PLC / FE (NFQ Level 5) | H Cert / P Qual (NFQ Level 6) | Degree (NFQ Level 7-8) | Postgraduate (NFQ Level 9+) |
|----------------------------|---|--|--|--|---|
| Business Consultant | <p>Core J Cert: English, Mathematics, Business Studies, Irish, Geography, Modern Foreign Languages</p> <p>Core L Cert: Business, Economics, Accounting, Mathematics, English, Irish</p> <p>Useful: Politics & Society, Geography, Computer Science</p> | <p>QQI Business Management Develops leadership, communication, and organisational skills—foundation for consulting and business advisory careers.</p> <p>QQI Logistics & Distribution or Manufacturing Operations Operations Managers ensure the company runs smoothly and profitably. Your Level 5 should focus on systems, logistics, and quality. Use this broad base to progress to a Level 8 Honours Degree in Commerce or Business.</p> | <p>Advanced Certificate in Business This is a one-year, full-time "Major Award." It is the most common path for those who want a comprehensive foundation before moving to a Level 8 degree or an entry-level junior consulting role.</p> <p>Training and Development Many consultants are essentially "trainers" who go into businesses to fix specific skill gaps. This is highly valued in the Irish consulting market.</p> <p>QQI Advanced Certificate in Computer Programming (FIT Curriculum) Apprenticeship 2 year apprenticeship for those aiming to be "Digital" or "IT" Consultants. Focuses on tech solutions for business problems.</p> | <p>Bachelor Degree - Business A 3 year degree - a practical application of business theory. Prepares you for "Junior Analyst" or "Business Adviser" roles.</p> <p>BA (Hons) Business / Finance / Law A 3-4 year degree which is the most common requirement for "Big Four" firms (PwC, Deloitte, etc.). Covers strategic thinking and data analytics.</p> <p>Recruitment Executive Apprenticeship This is a niche 3 year degree specifically for HR and Talent Acquisition consultancy. Includes a BA (Honours) degree.</p> | <p>MSc Management Consultancy This is a 1 year specialised masters (e.g., UCD Smurfit) that teaches specific consulting frameworks and includes industry projects.</p> <p>MBA (Master of Business Administration) Targeted at those with 3-5+ years of work experience looking to move into Senior Consultant or Principal roles.</p> <p>PhD / DBA (Doctor of Business Admin) Not strictly required for general business consulting but highly valued in Economic Consulting, Policy Advisory, or High-level Technical Research.</p> |
| Operations Manager | <p>Core J Cert: English, Mathematics, Business Studies, Science, Geography, Technology</p> <p>Core L Cert: Business, Accounting, Mathematics, English, Geography</p> <p>Useful: Economics, Engineering, Computer Science</p> | <p>PLC in Logistics and Distribution This is the "engine room" of operations. If you want to manage how goods move from a warehouse to a customer, this is your starting point.</p> <p>PLC in Business Studies - Operations Focus While this is a general business degree, it is the best choice if you want to be an Operations Manager in a professional services firm (like a law firm or a tech company).</p> <p>PLC in Life Sciences Manufacturing Operations Ireland is a global hub for Pharma and MedTech. This specific Level 5 is highly sought after in regions like Cork, Dublin, and Galway.</p> | <p>Certificate in Operations, Quality and Lean Management This is arguably the most valuable Level 6 qualification for a modern Operations Manager in Ireland (particularly in Pharma, Tech, or Food production).</p> <p>Logistics Associate Apprenticeship (LAA) If you want to earn a salary while you study, this is the premier "earn and learn" route for operations.</p> <p>Higher Certificate in Business This is a broader, 2-year academic program. It is the best choice if you want to be an Operations Manager in a Service Sector (like a bank, hotel, or tech office).</p> | <p>Supply Chain Associate (Apprenticeship) A 2-year Diploma. Focuses on production planning and inventory management.</p> <p>Supply Chain Specialist (Apprenticeship) A 2 year BSc (Hons) degree. Designed for those leading entire operations or procurement departments.</p> <p>Bachelor Degree - Business General business degree with a focus on management and operations. 3 years. For example a degree in Industrial Management or Business & Systems.</p> <p>BA (Hons) Business / Logistics or Operations & Systems Management A 4 Year degree and the standard university route for entry into graduate operations roles.</p> | <p>Supply Chain Manager (Apprenticeship) A full Masters (MSc) while working. Focuses on strategic leadership and global operations. 2 years.</p> <p>MSc Operations & Supply Chain Management Focuses on global logistics, strategic sourcing, and data analytics.</p> <p>Masters Lean Enterprise Excellence Highly valued in Ireland's manufacturing and med-tech sectors.</p> <p>MBA (Operations focus) Designed for moving into the C-suite as a Director of Operations, Chief Operating Officer (COO), or Plant Manager.</p> |



Management & Entrepreneurship

Recommended Subjects & Illustrative Pathways: Featured Irish Careers

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| Careers | School Subjects | PLC / FE (NFQ Level 5) | H Cert / P Qual (NFQ Level 6) | Degree (NFQ Level 7–8) | Postgraduate (NFQ Level 9+) |
|-------------------------------------|---|--|---|--|--|
| Business Development Manager | <p>Core J Cert: English, Mathematics, Business Studies, Irish, Geography, Modern Foreign Languages</p> <p>Core L Cert: Business, Economics, Mathematics, English, Modern Foreign Languages</p> <p>Useful: Politics & Society, Computer Science, Psychology</p> | <p>QQI Marketing This is widely considered the best foundation for a BDM. Business development is essentially "active marketing"—finding new gaps in the market and filling them.</p> <p>QQI Sales & Marketing Introduces customer engagement, sales, and marketing skills—foundation for business growth and relationship management careers.</p> <p>QQI Start Your Own Business Many people don't realise that a BDM is often like a "business owner" for a specific territory or product line. This course treats you like a founder.</p> <p>Gaining experience through sales or marketing roles and pursuing professional certifications such as CIM (Chartered Institute of Marketing) qualifications Practical route to develop skills and progress into business development management without formal university qualifications.</p> | <p>QQI Business Development & Sales Provides foundational business knowledge; Key account management, lead generation, and basic negotiation. Often used as a credit-builder to enter a full Business degree at Level 7 or 8.</p> <p>Advanced Certificate in Sales or Business This is a 2-year "earn and learn" program. You work for a company 4 days a week and study 1 day a week (usually online or at a local ETB/College). Often, upon completion, eligible for advanced entry into the second or third year of a Business Degree.</p> | <p>Degree in Business or Marketing including Bachelor of Business Administration (BBA) or Bachelor of Commerce (BComm) Offers comprehensive understanding of business development, marketing, and management; essential for managerial roles.</p> <p>Honours Degree in Global Business, Commerce or Business & Law The preferred qualification for multinational corporations (MNCs). Skills include Market analysis, financial acumen, and high-level pitching.</p> | <p>MSc International Business / Strategic Management Focuses on how to enter new foreign markets (critical for Irish companies looking at the EU or US).</p> <p>MSc Digital Marketing & Analytics Essential for BDMs in the tech sector to understand "growth hacking" and data-driven lead generation.</p> <p>Masters Business Administration (MBA) Often pursued by BDMs looking to transition into Director of Business Development roles.</p> |
| | Strategy Analyst | <p>Core J Cert: English, Mathematics, Business Studies, Geography, Science</p> <p>Core L Cert: Mathematics, Business, Economics, Accounting, English</p> <p>Useful: Politics & Society, Computer Science, History</p> | <p>Bachelor of Business Analytics Focuses on data analysis, business intelligence, and strategic decision-making—prepares graduates for analytical and strategy-focused business roles.</p> | <p>Business Analytics with Entrepreneurship One of the few dedicated Level 6 courses that teaches Business Data Analytics alongside management.</p> <p>Strategic Management Often taken as a standalone module by working professionals. It teaches you how to conduct SWOT and PEST analyses and understand "Mission vs. Vision."</p> <p>Accounting Technician This is a highly respected 2-year "earn and learn" model. The best foundation for a Strategy Analyst because it teaches Performance Management and Business Management at a professional level.</p> | <p>QQI Strategic Management Providers like CMIT offer modular awards in strategy creation, mission/vision development, and implementation techniques.</p> <p>Bachelor of Business These 3-year programs, available at most Technological Universities (TUs), focus on the operational application of business theories. Certificate in Strategic Operations Management.</p> <p>BSc (Hons) Business Analytics This course focuses heavily on the technical side of strategy, including predictive analytics, business intelligence, and "Strategy for IT Professionals".</p> <p>Bachelor of Business (Hons) Schools like NCI and CCT College Dublin offer broad business degrees with modules in strategic management, economics, and quantitative methods.</p> |



Management & Entrepreneurship

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| Careers | School Subjects | PLC / FE (NFQ Level 5) | H Cert / P Qual (NFQ Level 6) | Degree (NFQ Level 7–8) | Postgraduate (NFQ Level 9+) |
|---------------------------------------|---|--|--|---|---|
| Digital Transformation Manager | <p>Core J Cert: English, Mathematics, Business Studies, Science, Graphics</p> <p>Core L Cert: Mathematics, Business, Computer Science, Applied Mathematics</p> <p>Useful: Accounting, Engineering, Design & Communication Graphics</p> | <p>eBusiness Studies</p> <p>This is arguably the most relevant Level 5 for this career path. It focuses specifically on the intersection of traditional business and digital technology.</p> <p>Digital Marketing</p> <p>Transformation is often driven by the need to change how a company talks to its customers.</p> <p>Also look at these 'mini modules' through your local ETB:</p> <p>Digital Business Solutions</p> <p>Specifically focuses on enhancing the digital customer experience and improving internal workflows.</p> <p>Social Media for Digital Marketing</p> <p>Focuses on the communication tools used in a digital-first business.</p> | <p>Certificate in Digital Business Models</p> <p>Intro to digital innovation, business models and digital strategy basics; self-paced study.</p> <p>QQI Digital Marketing Strategy</p> <p>Teaches digital marketing fundamentals and simple analytics for digital growth strategies.</p> | <p>Certificate in Managing Digital Transformation</p> <p>Practical skills in analytics, strategy, project management and organisational change.</p> <p>Certificate in Emerging Digital Technologies</p> <p>Covers digital transformation frameworks and foundational technology trends.</p> <p>Bachelor Information Systems with Digital Transformation</p> <p>Four-year business-tech degree combining IT systems with digital transformation principles.</p> | <p>Postgraduate Certificate in Leadership, Communication & Digital Transformation</p> <p>One-year leadership skills plus digital change strategy and organisational communication.</p> <p>Professional Diploma in Digital Transformation (e.g., Financial Services)</p> <p>Strategic digital transformation planning and transformation leadership for financial business.</p> <p>MSc Digital Innovation / Digital Transformation</p> <p>Master's level study on strategic digital transformation, innovation and tech change leadership.</p> <p>Professional Diploma in Digital Leadership</p> <p>Leadership approaches and organisational strategies to deliver digital transformation.</p> |

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|------------------------|--|--|---|--|--|
| Product Manager | <p>Core J Cert: English, Mathematics, Business Studies, Technology, Art</p> <p>Core L Cert: Business, Economics, Mathematics, English, Design & Communication Graphics</p> <p>Useful: Computer Science, Art, Psychology</p> | <p>QQI Business Administration</p> <p>If you want to understand the "why" behind a product (revenue, costs, and market fit), this is the foundation.</p> <p>QQI Software Development</p> <p>If you want to manage digital products (apps, websites, software), you need to understand how they are built. This is the most "future-proof" start for an aspiring PM.</p> <p>QQI Digital Marketing</p> <p>If you want to focus on "Product-Led Growth"—getting users to find and love your product—choose this marketing-heavy route.</p> | <p>Advanced Certificate in Software Development</p> <p>If you started with Level 5 Coding, this is the natural next step. It moves from "writing lines of code" to "designing systems"—a core skill for a Technical Product Manager.</p> <p>Advanced Certificate in Business</p> <p>If you want to manage the "Business" side of the product, this course teaches you how to lead teams and analyse markets.</p> <p>Higher Certificate in Business</p> <p>This is a 2-year program (often called "Stage 2" of a degree). It is one of the most comprehensive ways to prepare for Product Management.</p> | <p>Certificate in Digital Sales Transformation</p> <p>Focuses on e-commerce, CRM (Salesforce/HubSpot), and digital marketing.</p> <p>Certificate in Emerging Digital Technologies (NCI)</p> <p>Focuses on AI, Cloud, and Blockchain for non-computing managers.</p> <p>Bachelor Business Studies / Business Information Systems</p> <p>Business fundamentals plus basics of IT systems and analytics.</p> <p>Bachelor Computing / Software Development</p> <p>Software fundamentals, coding, project work and product development basics.</p> <p>(Honours Degree) Computer Science or Engineering (the technical path) or Commerce or Management Information Systems (the business path).</p> | <p>MA Digital Innovation & Product Management</p> <p>Specialised postgraduate qualification focusing on digital product management, innovation strategies, and leadership skills.</p> <p>Postgraduate Diploma in Strategic Product Management</p> <p>Provides advanced knowledge in product strategy, lifecycle management, and market analysis for aspiring product managers</p> <p>MSc Product Leadership / Innovation</p> <p>Deep strategic product thinking, scaling, business models and leadership practice.</p> <p>Postgrad Certificate in Project Management</p> <p>Planning, execution and delivery skills widely used in product delivery.</p> |
|------------------------|--|--|---|--|--|



Management & Entrepreneurship

Recommended Subjects & Illustrative Pathways: Featured Irish Careers

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|---------------------------|--|--|--|--|--|
| Innovation Manager | <p>Core J Cert: English, Mathematics, Business Studies, Science, Art</p> <p>Core L Cert: Business, Economics, Mathematics, English, Design & Communication Graphics</p> <p>Useful: Computer Science, Physics, Art</p> | <p>QQI Creative Media Innovation is often driven by digital and visual communication. This course is a common starting point because it teaches you how to "prototype" ideas quickly. You learn Design Thinking—the core methodology used by Innovation Managers at companies like Google or Apple to solve problems creatively.</p> <p>QQI Start Your Own Business Even if you don't want to be an entrepreneur, this certificate is vital for "Intrapreneurship" (innovating inside a large company). It teaches you the "commercial filter."</p> <p>QQI Business Administration Innovation Managers need to be hyper-organised. This course provides the structural discipline needed to manage a "pipeline" of ideas.</p> | <p>Certificate in Innovation and New Enterprise Development Available at colleges like Galway Business School or BCFE. It teaches you how to take a "raw idea" and turn it into a viable business case.</p> <p>Higher Certificate in Creativity & Innovation Practices Teaches creative problem solving, idea generation and basic concept development skills.</p> <p>QQI Business Management Expanded business topics like management, marketing, teamwork and entrepreneurship foundations.</p> <p>QQI Digital Marketing Strategy Online brand engagement, analytics basics and strategy principles.</p> | <p>Certificate in Managing Digital Transformation Business change fundamentals and digital strategy in organisational contexts.</p> <p>Bachelor Business Studies / Innovation Broad business strategy with innovation thinking and organisational change skills.</p> <p>Bachelor Entrepreneurship or Enterprise Teaches startup thinking, business models and creative enterprise planning.</p> <p>Bachelor Business Information Systems Explores tech systems, data and digital innovation processes.</p> | <p>Postgrad Diploma in Innovation & Strategic Management Strategic innovation frameworks, design thinking and organisational change leadership.</p> <p>MSc Innovation / Innovation Management Deep innovation processes, business models, research and idea implementation strategies.</p> <p>MBA with Innovation Focus Leadership, strategy, organisational change and innovation in business contexts.</p> <p>Postgrad Certificate in Design Thinking & Creativity Human-centred creative process, innovation frameworks and solution development.</p> |

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|---------------------|--|---|---|---|--|
| Entrepreneur | <p>Core J Cert: English, Mathematics, Business Studies, Irish, Geography</p> <p>Core L Cert: Business, Economics, Accounting, Mathematics, English</p> <p>Useful: Computer Science, Art, Politics & Society</p> | <p>QQI Certificate in Business with Entrepreneurial Skills Focuses on "Start Your Own Business" modules, bookkeeping, and basic digital marketing.</p> <p>Starting a business independently with self-education and mentorship Entrepreneurship can be pursued through self-directed learning, attending workshops, networking events, and seeking mentorship from established entrepreneurs.</p> | <p>Advanced Certificate in Business with Entrepreneurship Many Colleges of Further Education (PLCs) offer this. It includes modules on Business Plan Development and Market Research.</p> <p>Higher Certificate in Business This is an "Exit Award." If you start a 3-year Level 7 degree but decide to leave after 2 years, you can often leave with this certificate. It is highly valued for entry-level management.</p> <p>Creative Entrepreneurship Often found in FET (Further Education and Training) centres like Cork College of FET, focusing on the commercial side of creative industries.</p> | <p>Bachelor of Innovation / Business & Technology / Business & Entrepreneurship This combines business strategy, innovation thinking and technology-enabled business development skills.</p> <p>Bachelor of Business (Honours) in Entrepreneurship, Business Management, or Commerce Offers comprehensive education in business principles, innovation, and enterprise development. Typically a 3-4 year programme.</p> | <p>Master's in Entrepreneurship or Business Administration (MBA) Advanced study focusing on strategic management, innovation, and scaling businesses. Duration is usually 1-2 years.</p> <p>Postgraduate Diploma in Entrepreneurship Advanced startup strategy, growth planning, funding and leadership skills are core priorities.</p> <p>MSc Entrepreneurship / Innovation Management A focus on strategic innovation, venture growth, research-driven business development and leadership.</p> |
|---------------------|--|---|---|---|--|



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|------------------------|--|---|---|---|---|
| Franchise Owner | <p>Core J Cert: English, Mathematics, Business Studies, Geography</p> <p>Core L Cert: Business, Accounting, Mathematics, Economics</p> <p>Useful: Computer Science, Politics & Society, Modern Foreign Languages</p> | <p>QQI Retail & Customer Service</p> <p>Develops customer service, communication, and operational skills—useful for franchise and business ownership pathways.</p> <p>Starting a business through self-education and industry experience</p> <p>Gaining hands-on experience and industry knowledge can lead to franchise ownership without formal qualifications, often supplemented by mentorship and networking.</p> | <p>(Advanced Certificate) National Sales Apprenticeship or Advanced Business Services Associate</p> <p>It includes "Action Entrepreneurship" modules. Many franchise models are essentially "sales and systems" machines; this level teaches you how to follow a proven sales manual.</p> | <p>Bachelor of Business Administration (BBA) or similar</p> <p>Provides comprehensive knowledge of business principles, entrepreneurship, and management, preparing students for franchise ownership.</p> <p>(Honours Degree) - BSc Retail Management or BComm (Commerce)</p> <p>This focuses on Commercial Law (essential for reading franchise agreements) and Strategic Management. Banks in Ireland are much more likely to lend you capital needed for a franchise fee if you hold a Level 8 Business Qualification.</p> | <p>Master's Business Administration (MBA) or Entrepreneurship</p> <p>Advanced study focusing on strategic management, leadership, and entrepreneurship, ideal for those seeking to expand their franchise business skills.</p> |
| Project Manager | <p>Core J Cert: English, Mathematics, Business Studies, Technology, Science</p> <p>Core L Cert: Mathematics, Business, Accounting, English, Design & Communication Graphics</p> <p>Useful: Economics, Computer Science, Design & Communication Graphics</p> | <p>Certificate - Courses in Business Administration or ICT Support.</p> <p>Learning to use the tools (Excel, MS Project, Trello).</p> <p>Construction Management Apprenticeship</p> <p>Offers practical training combined with work experience in construction or related industries, leading to a recognised qualification and potential progression into project management roles.</p> <p>Work-based experience combined with professional certifications such as PRINCE2 or PMP</p> <p>Practical route focusing on gaining experience and recognised certifications to qualify as a project manager without formal academic pathways.</p> <p>Agile/Scrum (CSM) is essential for anyone working in Software or Digital Transformation.</p> | <p>QQI Project Management</p> <p>This is a very popular 8–12 week module often taken by people already working who want to move into a "Lead" role.</p> <p>The Advanced Business Services Associate Apprenticeship</p> <p>This is a great entry point, as it includes project coordination modules.</p> | <p>Ordinary Degree in Industrial Management or Business or IT e.g. BSc in Business, Management, or Project Management</p> <p>Offers comprehensive education in management principles, leadership, and project planning, preparing graduates for project management careers.</p> <p>BSc (Hons) Project Management</p> <p>This is a general honours degree.</p> <p>BEng (Hons) Civil Engineering or BSc (Hons) Computer Science</p> <p>In these fields, you often become a PM after 2–3 years of technical work. This is a more sector-specific pathway.</p> | <p>Master's Project Management or Business Administration (MBA)</p> <p>Advanced qualification for those seeking senior project management roles or specialisation in project management disciplines.</p> <p>Postgraduate Diploma</p> <p>Often a 1-year part-time course for working PMs. UCD Professional Academy and UL (University of Limerick) have highly-regarded Level 9 diplomas.</p> <p>MSc Project Management</p> <p>A deeper dive into global project strategy and risk.</p> |



Management & Entrepreneurship

A Broader Perspective – Careers In The US Market

You can use the data below to determine careers that are on the increase in terms of demand from employers.

| Careers Within This Cluster | 2024 Jobs | 2029 Jobs | 2023 Hires | Avg. Annual Openings | Typical Entry Level Education |
|---|-----------|-----------|------------|----------------------|-----------------------------------|
| General and Operations Managers | 3,754,250 | 3,989,939 | 1,920,227 | 353,100 | Bachelor's Degree |
| Business Operations Specialists | 1,215,319 | 1,292,514 | 588,961 | 122,212 | Bachelor's Degree |
| Managers, All Other | 1,144,713 | 1,215,015 | 272,566 | 99,123 | Bachelor's Degree |
| Management Analysts | 1,084,395 | 1,178,922 | 445,564 | 109,353 | Bachelor's Degree |
| Project Management Specialists | 1,015,217 | 1,090,750 | 462,170 | 87,792 | Bachelor's Degree |
| Human Resources Specialists | 997,659 | 1,067,577 | 661,131 | 98,854 | Bachelor's Degree |
| Financial Managers | 862,623 | 957,797 | 370,585 | 79,734 | Bachelor's Degree |
| Construction Managers | 578,083 | 615,482 | 224,398 | 49,420 | Bachelor's Degree |
| Training and Development Specialists | 430,768 | 461,942 | 216,344 | 43,304 | Bachelor's Degree |
| Compliance Officers | 406,515 | 431,463 | 162,868 | 36,953 | Bachelor's Degree |
| Public Relations Specialists | 312,312 | 334,299 | 141,899 | 29,702 | Bachelor's Degree |
| Chief Executives | 308,461 | 313,348 | 86,096 | 22,812 | Bachelor's Degree |
| Administrative Services Managers | 258,936 | 276,063 | 110,736 | 23,799 | Bachelor's Degree |
| Industrial Production Managers | 233,166 | 245,129 | 72,476 | 18,651 | Bachelor's Degree |
| Human Resources Managers | 222,267 | 237,297 | 99,663 | 20,103 | Bachelor's Degree |
| Office and Administrative Support Workers | 221,648 | 221,055 | 116,220 | 24,349 | Leaving Certificate or equivalent |
| Office Clerks, General | 2,748,507 | 2,778,188 | 2,050,389 | 342,482 | Leaving Certificate or equivalent |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 2,042,574 | 2,013,908 | 1,357,853 | 231,617 | Leaving Certificate or equivalent |
| First-Line Supervisors of Office and Administrative Support Workers | 1,592,748 | 1,621,392 | 838,600 | 161,966 | Leaving Certificate or equivalent |
| Executive Secretaries and Executive Administrative Assistants | 511,302 | 483,320 | 309,301 | 51,904 | Leaving Certificate or equivalent |

Source: U.S. Bureau of Labor Statistics

Career Cluster:

Healthcare & Human Services

Career Family:

Caring for the Community

Careers that teach, care for, protect, and support people.



Healthcare & Human Services

The **Healthcare & Human Services Career Cluster** involves **protecting lives and supporting people** in our communities. This sector focuses on **diagnosing illnesses, providing medical treatments, and offering emotional or social support**. Professionals use advanced science and technology to cure diseases, help with recovery, and ensure everyone has access to vital care.



Careers in Healthcare & Human Services are found across six main areas:

Physical Health

These medical experts use science and technology to diagnose injuries, treat illnesses, and help patients recover their bodily strength.

Behavioural & Mental Health

Professionals in this field provide essential support and counselling to help people manage their emotions and improve their minds.

Community & Social Services

This area focuses on protecting vulnerable people by providing resources, advice, and practical help within local neighbourhoods and homes.

Personal Care Services

Workers here assist individuals with daily living tasks, such as washing and dressing, to ensure they live with dignity.

Health Data & Administration

This sector involves managing important medical records and organising how hospitals and clinics run their daily business and schedules.

Biotech Research & Development

Scientists in this field study cells and DNA to create new medicines and high-tech tools that save lives globally.

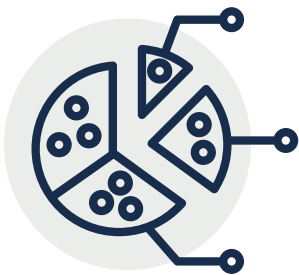


Health and Human Services careers support wellbeing by providing care and services for communities.



This career cluster suits people who enjoy empathy, communication, problem-solving, and supporting others during important moments in people's lives.

How Careers Are Organised at PeopleHawk



At PeopleHawk, careers are grouped into Career Families and Career Clusters.

- **Career Families** show the big themes that shape the world of work.
- **Career Clusters** group similar jobs together.

There are **6 Career Families**, organised into **14 Career Clusters**.

This framework shows how different careers connect and depend on each other, helping you explore paths that match who you are and what you enjoy.



Powering Your Planet
(Agriculture · Energy & Natural Resources)

Careers that help feed the world, power homes, and protect the environment.



Creativity, Culture & Experience
(Arts, Entertainment & Design · Hospitality, Events & Tourism)

Careers that focus on creativity, enjoyment, and memorable experiences.



Design, Build & Deliver
(Construction · Advanced Manufacturing · Supply Chain & Transportation)

Careers that design, build, make, and move the things we use every day.



Money, Markets & More
(Financial Services)

Careers that help manage money, support businesses, and plan for the future.



Lead, Market & Innovate
(Digital Technology · Marketing & Sales · Management & Entrepreneurship)

Careers that create ideas, use technology, lead teams, and grow businesses.



Caring for the Community
(Education · Healthcare & Human Services · Public Service & Safety)

Careers that teach, care for, protect, and support people.



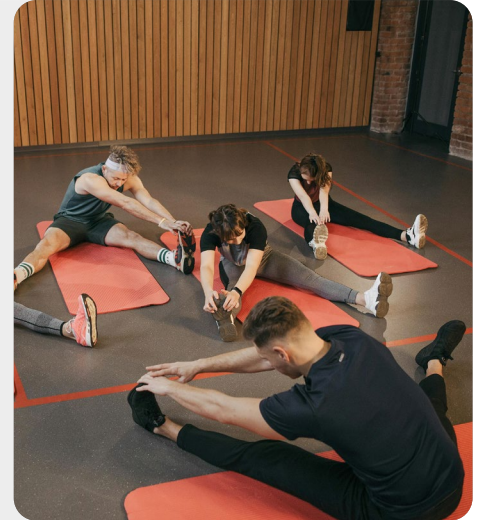
Healthcare & Human Services

Careers & Work Places

These tables list sample occupations, emerging occupations, and sample places of work based on quantitative industry data.

Traditional Careers

- Allied Health Professional
- Biotechnology Researcher
- Clinical Laboratory Technologist
- Emergency Medical Technician
- Fitness Instructor / Therapist
- Health Education Specialist
- Health Informatics Specialist
- Health Science Educator
- Health Scientist
- Home Health & Personal Care Assistant
- Medical Billing & Coding Specialist
- Medical Records Administrator
- Memory Care Coordinator
- Beauty Therapist
- Nutrition Programme Administrator
- Pharmacy Technician
- Phlebotomist
- Physical Therapist Assistant
- Radiation Therapist
- Radiologic Technician
- Registered Nurse
- Activities Coordinator
- Surgical Technologist
- Dietetic Assistant



Emerging Careers

- Aging-in-Place Specialist
- Clinical Ethicist
- Community Health Worker
- Digital Health Specialist
- Genetic Counsellor
- Geriatric Nurse
- Health Informatics Specialist
- Marriage and Family Therapist
- Patient Experience Officer
- Patient Navigator
- Peer Support Specialist
- Social Gerontologist
- Substance Abuse Counsellor
- Digital Therapeutics Specialist

Places of Work

- Alternative & Complementary Therapy Services
- Community Clinics & Health Centres
- Corporate Wellness Programmes
- Health Advocacy & Public Policy Organisations
- Health Service Executive (HSE) Facilities
- Independent Health Practices
- Long-Term Care Facilities
- Medical Device Companies
- Mental Health Clinics & Facilities
- Non-profit Organisations
- Pharmaceutical Companies
- Private Practices
- Public or Private Hospitals
- Rehabilitation Centres
- Research Institutions & Think Tanks
- Schools
- Self-Employed / Entrepreneur
- Social Service Agencies (Tusla / NGO)
- Telehealth Providers
- Wellness Resorts & Spas





Healthcare & Human Services

How VIPS Align To This Career Cluster

This Career Cluster groups together **lots of similar careers**.

The summary below shows the **Values, Interests, Personality and Problem-Solving Skills** that are **often seen in people who enjoy careers in this cluster**. If you haven't taken the **PeopleHawk VIPS assessment** yet, take it to see how your own **Values, Interests, Personality, and Problem-Solving Skills** match different career clusters and careers. You don't need to match everything – use this to explore where your strengths may fit **within this cluster**.

Values



- **Relationships:**
caring about people
- **Support:**
helping those in need
- **Achievement:**
making a real difference
- **Recognition:**
feeling valued for helping others

Interests



- **Social:**
caring, supporting, helping
- **Investigative:**
understanding problems and solutions
- **Realistic:**
practical, hands-on care

Personality



- **Agreeableness:**
kind and patient
- **Emotional Intelligence:**
sensitive to others' needs
- **Conscientiousness:**
responsible and careful
- **Emotional Stability:**
coping with emotional situations

Problem-Solving Skills



Medium to high problem-solving:
thoughtful, caring decisions

Highly Demanded Skills In This Career Cluster



High-Demand Technical Skills

- ACLS Certification
- Advocacy
- Assessment & Evaluation
- Basic Life Support (BLS) Certification
- Case Management
- Clinical Communication
- Community Outreach
- CPR Certification
- Crisis Intervention
- Cultural Competency
- De-escalation & Crisis Prevention
- Electronic Health Record (EHR) Documentation
- Evidence-Based Practice
- First Aid & AED
- GDPR & Data Protection
- Infection Prevention & Control
- Medication Administration
- Medical Terminology
- Patient Care Planning
- Quality Improvement
- Safeguarding
- Team-Based Care
- Teamwork

High-Demand Software Skills

- Clinic Management Systems
- Dashboard & Reporting Software
- Electronic Health Record (EHR) Systems
- Electronic Medical Record (EMR) Systems
- Laboratory Information Management Systems (LIMS)
- Learning Management Systems (LMS)
- Medical Administration Software
- Microsoft Office & Spreadsheets
- Patient Management Software
- Project Management Software
- Scheduling & Appointment Systems
- SQL & Data Management
- Telehealth Platforms
- Video Conferencing Tools
- Virtual Care System



Healthcare & Human Services

Featured Careers In Ireland

Below are some of the most **common and in-demand careers** within this Career Cluster **right now**. Career opportunities can change over time as **technology, AI, and industry needs** evolve, so this list is a snapshot of current roles rather than a fixed pathway.

1. Registered Nurse

You are the hero on the ward, providing direct patient care, administering medication, and assisting doctors. With an aging population and increasing demand, nursing is consistently one of the highest-demand and most essential jobs in the Health Service Executive (HSE), with good career progression.

2. Clinical Psychologist

You are the mental health detective and guide. You assess, diagnose and support people facing emotional or psychological challenges. Using therapy, research-based techniques and careful listening, you help individuals build coping skills and improve wellbeing. You turn insight into healing.

3. Health Services Administrator

You are the operations engine behind hospitals and health services. You manage budgets, staff coordination and service delivery so doctors and nurses can focus on patients. You keep systems efficient, compliant and patient-centred. You turn complex healthcare into organised, working reality.

4. Social Worker

You protect vulnerable people (children, families, or the elderly) and connect them with vital services like housing, financial aid, healthcare, and support groups. You are a crucial advocate and problem-solver who works to improve a client's safety, stability, and overall well-being.

5. Social Work Assistant

You are the steady support for vulnerable individuals and families. You work in residential homes or community settings, helping people build life skills, confidence and independence. You advocate, guide and protect when needed. You turn care into stability and opportunity.

6. Physiotherapist

You help people recover movement and strength after an injury, illness, or operation. You design personalised exercise plans to manage pain and improve mobility. This role is highly in-demand due to an aging population and the focus on rehabilitation.

7. Occupational Therapist

You help people regain the skills needed for daily life (their "occupation"), such as dressing, cooking, or returning to work. You adapt their environment and recommend tools to help them live as independently as possible. You collaborate with families and professionals to create personalised care plans.

8. Speech & Language Therapist

You are the coach of communication. You assess, support, and guide people with speech, language, or swallowing difficulties. Using personalised strategies, you turn challenges into confidence, helping patients express themselves clearly and improve daily life skills.

9. Pharmacist

You are the medicines expert at the heart of community health. You dispense prescriptions, advise patients and ensure treatments are safe and effective. You translate medical instructions into practical guidance. You turn science into safe, everyday care.

10. General Practitioner (GP)

You are the first port of call for health. You diagnose, treat, and advise patients on everyday and complex medical issues. Listening, examining, and guiding care, you turn uncertainty and illness into reassurance, treatment, and better health outcomes.

Irish Institutes, Associations, & Accrediting Bodies

Professional & Accrediting Bodies

- PHECC (Pre-Hospital Emergency Care Council)
- Pharmaceutical Society of Ireland (PSI)
- CORU
- NMBI (Nursing and Midwifery Board of Ireland)
- The Medical Council
- HIQA (Health Information and Quality Authority)

Industry Associations

- Irish Voluntary Healthcare Association (IVHA)
- HealthTech Ireland
- Children's Rights Alliance
- Age Action Ireland
- Irish Nurses and Midwives Organisation (INMO)

Research & Training Centres

- Health Research Board (HRB)
- RCSI (Royal College of Surgeons in Ireland)
- CÚRAM
- UCD Clinical Research Centre
- Tusla Research Centre
- NIBRT (National Institute for Bioprocessing Research and Training)

Irish Certifications

Behavioural & Mental Health

Counselling/therapy pathways; safeguarding; trauma-informed practice CPD.

Biotech Research & Development

GMP/GLP; lab safety; biotech/biopharma qualifications.

Community & Social Services

Social care qualifications; safeguarding; case management training.

Health Data & Administration

Medical admin; data protection training; health informatics modules.

Personal Care Services

Care skills awards; manual handling; infection control.

Physical Health

Specific accredited qualifications; CORU registration where applicable; patient safety training.



Healthcare & Human Services

Recommended Subjects & Illustrative Pathways: Featured Irish Careers

A Career Pathway is a plan that shows you some of the common steps people take to move from where they are now to where they want to be. It's not just a single step – it's the whole journey, from the subjects and qualifications you take in school, to the work experience, training, and different courses and jobs you may explore along the way. Below are subject recommendations and illustrative examples of pathways into some of the most popular Irish careers in this cluster.

| Careers | School Subjects | PLC / FE (NFQ Level 5) | H Cert / P Qual (NFQ Level 6) | Degree (NFQ Level 7–8) | Postgraduate (NFQ Level 9+) |
|--------------------------------------|--|---|--|--|---|
| Registered Nurse | <p>Core J Cert: English, Mathematics, Science, Home Economics</p> <p>Core L Cert: Biology, English, Mathematics, Home Economics</p> <p>Useful: Chemistry, Physics, Physical Education</p> | <p>QQI Nursing Studies</p> <p>If you don't meet the Leaving Cert points (usually 400-500+) or the science requirements, this is the most common entry point. This qualification allows you to apply for a reserved quota of places in Level 8 Nursing degrees through the CAO.</p> | <p>Higher Education Diploma in Healthcare Support or Care Skills or Nursing Assistant</p> <p>Typically a 1-2 year course offering foundational knowledge and skills for working in healthcare environments, often a stepping stone to further nursing education.</p> | <p>BSc Nursing (Adult, Child, Mental Health, Learning Disability)</p> <p>This is the only way to become a Registered Nurse. Typically a four-year university course; prepares students for registration as a nurse with the Nursing and Midwifery Council (NMC).</p> | <p>Postgraduate Diploma or MSc Speciality e.g. Adult Nursing, Mental Health, Learning Disability etc.)</p> <p>For qualified nurses seeking specialisation or advanced practice roles; involves specialised modules and clinical placements.</p> |
| Clinical Psychologist | <p>Core J Cert: English, Mathematics, Science, CSPE</p> <p>Core L Cert: Biology, English, Mathematics</p> <p>Useful: Psychology, Sociology, Modern Languages</p> | <p>You must reach NFQ Level 10 (Doctorate) to become a Clinical Psychologist. The pathway is strictly regulated by the Psychological Society of Ireland (PSI).</p> <p>If you did not get the high CAO points (often 500+) for a Psychology degree, you start here.</p> <p>Applied Psychology or Applied Social Studies with Psychology</p> <p>Then progress to Level 6.</p> | <p>Applied Psychology or Applied Social Studies with Psychology</p> <p>You must achieve Distinctions in all 8 modules to compete for one of the few reserved "QQI Quota" seats in Level 8 Psychology degrees at universities like DCU, Maynooth, or UCD.</p> <p>These levels allow you to work as a Healthcare Assistant or Social Care Assistant, which provides the vital "clinical hours" needed later for your Doctorate.</p> | <p>BA or BSc (Hons) Psychology</p> <p>Mandatory qualification to practise as a clinical psychologist in Ireland; involves supervised clinical training over several years.</p> <p>Conversion Option</p> <p>If you already have a degree in a different subject (e.g., Business or Arts), you can do a Level 8 Higher Diploma in Psychology (2 years) to get your "Graduate Basis for Registration."</p> | <p>MSc Applied Psychology, Clinical Psychology (Masters level), or Health Psychology</p> <p>This is a crucial "limbo" phase. Before the Doctorate, you usually spend 1-2 years working as an Assistant Psychologist in the HSE or private clinics to gain supervised clinical experience.</p> <p>D.Clin.Psych (Doctor of Clinical Psychology)</p> <p>This is the only qualification that allows you to use the title Clinical Psychologist.</p> |
| Health Services Administrator | <p>Core J Cert: English, Mathematics, Business Studies, Science</p> <p>Core L Cert: Business, Biology, English, Mathematics</p> <p>Useful: Economics, Computer Science, Geography</p> | <p>QQI Medical Administration or Health Service Skills</p> <p>Focussing on Medical terminology, GP management, and audio typing. A year long course - once you have it, you can apply for jobs in GP surgeries or hospitals.</p> <p>Once you are "inside" the system, you can then apply for the IPA Level 8 Degree (Institute of Public Administration) which is highly respected by the HSE.</p> <p>Relevant work experience combined with professional development courses in health management</p> <p>Progression into management roles through on-the-job experience and specialised training without formal qualifications.</p> | <p>QQI Medical Administration or Health Service Skills</p> <p>Focussing on Medical Terminology, Clinical Coding, GDPR, Patient Scheduling, and Office Software.</p> | <p>BSc Health Services Management / Healthcare Management/ Business with Healthcare</p> <p>Undergraduate degree offering comprehensive training in health systems, leadership, and management; often a prerequisite for senior roles.</p> <p>Bachelor of Arts (Hons) Healthcare Management</p> <p>4 Years, Part-time. Blended (Online + Weekend seminars).</p> <p>Bachelor of Business (Management)</p> <p>Often offers "Advanced Entry" if you have a Level 6 in Admin.</p> <p>BA Business (Management focus)</p> <p>Evening or online options available for working professionals.</p> | <p>Master's Health Services Management / Healthcare Administration</p> <p>Advanced qualification for those seeking senior management positions or specialisation in health policy and leadership.</p> |



Healthcare & Human Services

Recommended Subjects & Illustrative Pathways: Featured Irish Careers

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| Careers | School Subjects | PLC / FE (NFQ Level 5) | H Cert / P Qual (NFQ Level 6) | Degree (NFQ Level 7-8) | Postgraduate (NFQ Level 9+) |
|------------------------------|---|--|---|--|---|
| Social Worker | <p>Core J Cert: English, Mathematics, CSPE, Religious Education</p> <p>Core L Cert: Biology, English, Politics & Society</p> <p>Useful: Psychology, Sociology, Home Economics</p> | <p>QQI Applied Social Studies or Pre-University Social Science 1</p> <p>If you don't have the CAO points for a degree, this is your entry point. Earn 8 Distinctions to apply for the Level 8 degree via the QQI quota.</p> | <p>QQI Advanced Certificate in Social and Vocational Integration (or Applied Social Studies)</p> <p>This 1 year certificate moves away from basic care and into rehabilitation and analysis including mental health & disability awareness, Leadership and supervisory skills</p> <p>If you complete a Level 6 Major Award with high marks (Distinctions), many Technological Universities (like TU Dublin or TUS) may allow you to skip Year 1 and go straight into Year 2 of a Level 7 or 8. Social Care degree.</p> | <p>Bachelor of Social Work (BSW) or Bachelor of Social Studies</p> <p>A 4-year bachelor degree - These are only offered by a few universities (e.g., UCC, Trinity, or TUD). These are the only undergraduate degrees that let you register as a Social Worker immediately.</p> <p>Bachelor of Applied Social Care</p> <p>Many students do a degree in Applied Social Care first. This qualifies you as a Social Care Worker. To become a Social Worker from here, you must then do a Master's (Level 9).</p> | <p>Master of Social Work (MSW)</p> <p>Advanced qualification for qualified social workers seeking specialisation or career advancement; duration usually 1-2 years.</p> <p>The "Earn as You Learn" Apprenticeship</p> <p>Social Work Apprenticeship program. You are employed by a state agency (like the HSE) as an apprentice. They pay your salary and sponsor your Level 9 Master's degree fees at UCC or other hubs. It removes the high cost of the Master's degree while giving you immediate, paid clinical experience.</p> |
| Social Work Assistant | <p>Core J Cert: English, Mathematics, CSPE, Home Economics</p> <p>Core L Cert: Biology, English, Home Economics</p> <p>Useful: Politics & Society, Psychology, Religious Education</p> | <p>QQI Award Applied Social Studies</p> <p>Often used as a "Pre-University" year to gain entry into a degree if you don't get the required CAO points.</p> | <p>QQI Advanced Cert in Social Care</p> <p>Allows for "Advanced Entry" into Year 2 of some Level 7 or 8 degrees. At this level, you can work as a Social Care Assistant or Support Worker while you finish your degree.</p> | <p>BA Social Care (Ordinary)</p> <p>The minimum requirement to register with CORU. Typically 3 years of study.</p> <p>BA (Hons) Applied Social Care</p> <p>A 3 year or 4 year degree. Preferred by many employers for higher-level roles. You must complete 800 hours of supervised practice placement during the degree to qualify for registration.</p> | <p>MA Social Care Management or MA Child, Family and Community Studies</p> <p>For those moving into Social Care Management, policy-making, or specialised clinical roles.</p> |
| Physiotherapist | <p>Core J Cert: English, Mathematics, Science, Physical Education</p> <p>Core L Cert: Biology, Mathematics, Physical Education, Physics</p> <p>Useful: Chemistry, Home Economics, Psychology</p> | <p>Pre-University Science with Physiotherapy (or Health Service Skills / Laboratory Techniques / Health Service Skills)</p> <p>If you didn't get the high CAO points (typically 550+) or the specific science subjects in your Leaving Cert, you start here.</p> <p>Many students use this level to move to the UK (e.g., Ulster University or Coventry) where QQI entry is often more straightforward than in ROI.</p> | <p>Advanced Certificate in Physiotherapy Assistant (Inclusive Education & Training) or specialised Sport/Physio modules.</p> <p>At this level, you are qualified to work in a hospital under the supervision of a Physiotherapist, but you are not yet a "Physio" yourself. You assist with patient handling and exercise equipment. This is excellent "clinical experience" for your university application.</p> | <p>BSc (Hons) Physiotherapy</p> <p>This is the standard route to becoming a registered physiotherapist in Ireland. The degree is typically 3-4 years and includes clinical placements.</p> <p>Graduate Entry Programmes in Physiotherapy</p> <p>Some universities offer accelerated postgraduate programmes for graduates from related disciplines, enabling entry into physiotherapy practice.</p> | <p>Master of Science Physiotherapy</p> <p>This pathway is for those who already hold an undergraduate degree in a related field and wish to specialise or advance their career in physiotherapy like Sports Medicine, Neurology, or Paediatrics.</p> |



Healthcare & Human Services

Recommended Subjects & Illustrative Pathways: Featured Irish Careers

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| Careers | School Subjects | PLC / FE (NFQ Level 5) | H Cert / P Qual (NFQ Level 6) | Degree (NFQ Level 7–8) | Postgraduate (NFQ Level 9+) |
|--|---|--|--|--|---|
| Occupational Therapist | <p>Core J Cert: English, Mathematics, Science, Home Economics</p> <p>Core L Cert: Biology, English, Home Economics</p> <p>Useful: Art, Psychology, Physical Education</p> | <p>The OT title is legally protected, and you must hold a specific Level 8 or Level 9 qualification to practice.</p> <p>If you are starting out or didn't get the 540+ CAO points required, this is your entry point.</p> <p>QQI Award Occupational Therapy Assistant or Health Service Skills</p> <p>You usually need a full award with at least 5 Distinctions (including a Merit in Anatomy) to apply for a degree. Many students use this level to progress to universities in the UK or Northern Ireland (e.g., Ulster University).</p> | <p>Higher Certificate in Health Science with Occupational Therapy Studies</p> <p>Some Level 6 courses in Ireland (like at ATU) have unique agreements where you do 2 years in Ireland and then progress directly into Year 2 of a BSc in the UK (e.g., Coventry University).</p> | <p>BSc (Hons) Occupational Therapy</p> <p>The primary route into the profession; recognised by CORU (the regulatory body); typically a 4 year undergraduate programme.</p> | <p>MSc Occupational Therapy</p> <p>For graduates seeking to specialise or change careers; allows an accelerated postgraduate route for graduates from related disciplines (Psychology, Social Science or Health Science), leading to registration as an occupational therapist.</p> |
| Speech & Language Therapist | <p>Core J Cert: English, Mathematics, Science, Irish</p> <p>Core L Cert: Biology, English, Irish</p> <p>Useful: Drama, Music, Psychology</p> | <p>QQI Award (Health Service Skills) to be a Speech and Language Therapy Assistant (or Pre-University Speech & Language Therapy)</p> <p>If you are a school leaver who didn't get the points (typically 530+) or a mature student returning to study, this is your starting point. Qualifies you to work as an SLT Assistant in the HSE or private clinics.</p> <p>Or use your distinctions to apply for the Level 8 degree.</p> | <p>There is no specific "Level 6 SLT" major award, but students often take a Level 6 in Inclusive Education or Social Care to gain deeper experience with disability and communication before applying for a degree.</p> | <p>BSc (Hons) Speech and Language Therapy</p> <p>This is the standard route; the degree is accredited by CORU, the regulatory body for health and social care professionals in Ireland.</p> | <p>Master of Science (MSc) Speech and Language Therapy</p> <p>Post-graduate programmes are for graduates seeking to specialise or qualify in speech and language therapy; they are essential for registration and practice in Ireland.</p> <p>If you already hold a Level 8 degree (2.1 or higher) in a related field—such as Linguistics, Psychology, or Education—you can take an accelerated 2-year path.</p> |
| Pharmacist | <p>Core J Cert: English, Mathematics, Science, Irish</p> <p>Core L Cert: Chemistry, Biology, Mathematics, English</p> <p>Useful: Physics, Home Economics, Computer Science</p> | <p>QQI Award Pharmacy Assistant or Community Health Services</p> <p>Most Level 5 courses include the IPU (Irish Pharmacy Union) Medicines Counter Assistant certificate, allowing you to work behind the counter in a retail pharmacy immediately.</p> <p>Unlike many other healthcare roles where you can stop at a Bachelor's degree (Level 8), pharmacy requires a Master of Pharmacy (MPharm) at Level 9 to be eligible for professional registration.</p> | <p>Higher Certificate in Pharmacy Technician Studies</p> <p>This certificate prepares students for roles supporting pharmacists, often in retail or hospital settings. It is a stepping stone but does not qualify for independent pharmacy practice.</p> <p>If you have a Level 6 with a high GPA (usually 65%+) and 3 years of work experience, you can apply for the 5-year MPharm without needing the high Leaving Cert points.</p> | <p>Bachelor of Science Pharmacy</p> <p>This is the primary route to becoming a registered pharmacist in Ireland. The degree is typically 4 years and includes practical training. Graduates must register with the Pharmaceutical Society of Ireland (PSI).</p> <p>Graduate Entry Programmes</p> <p>Some universities offer accelerated or graduate entry programmes in pharmacy for students with prior degrees, providing a pathway to registration as a pharmacist.</p> | <p>Master of Pharmacy (MPharm)</p> <p>This pathway is for those who already hold an undergraduate degree in pharmacy or a related field and wish to specialise or advance their career. It is necessary for registration as a practising pharmacist.</p> |



Healthcare & Human Services

Recommended Subjects & Illustrative Pathways: Featured Irish Careers

A Career Pathway is a plan that shows you some of the common steps people take to move from where they are now to where they want to be. It's not just a single step – it's the whole journey, from the subjects and qualifications you take in school, to the work experience, training, and different courses and jobs you may explore along the way. Below are subject recommendations and illustrative examples of pathways into some of the most popular Irish careers in this

| Careers | School Subjects | PLC / FE (NFQ Level 5) | H Cert / P Qual (NFQ Level 6) | Degree (NFQ Level 7-8) | Postgraduate (NFQ Level 9+) |
|----------------------------------|--|---|--|--|---|
| General Practitioner (GP) | <p>Core J Cert: English, Mathematics, Science, Geography</p> <p>Core L Cert: Biology, Chemistry, Mathematics, English</p> <p>Useful: Physics, Geography, Psychology</p> | <p>QQI Award Laboratory Techniques / Health Service Skills</p> <p>If you don't get the CAO points for medicine, you can start with a Pre-University Science or Nursing Studies course.</p> <p>You need 8 Distinctions to apply for the "QQI Quota" in Irish medical schools. However, be aware that most Irish universities only reserve a tiny number of seats (if any) for QQI applicants in Medicine, so many students use this level to move to European medical schools (e.g., Poland or Hungary) or the UK.</p> | <p>Diploma in Healthcare or Medical Support Services</p> <p>Diplomas can lead to roles in healthcare support, but to become a GP, further medical qualifications are necessary.</p> | <p>Medicine (MB BCH BAD) at an Irish university</p> <p>Undergraduate medical degree typically takes 5-6 years, followed by a period of internship and specialty training to become a GP.</p> <p>Route A: Undergraduate (5-6 Years): Entry via CAO using Leaving Cert points + HPAT Exam. Points are high (usually 730+ combined).</p> <p>Route B: Graduate Entry (GEM) (4 Years): If you already have a 2.1 degree in any subject, you sit the GAMSAT Exam and enter an accelerated 4-year program (Level 8).</p> | <p>Certificate of Experience and move from "Intern" to "Full Registration" with the Irish Medical Council (IMC).</p> <p>This is one year of paid internship.</p> <p>Specialist GP Training Programmes</p> <p>Post-graduate training involves specialised GP training after medical degree, leading to qualification as a General Practitioner:</p> <p>Years 1 & 2 (Hospital Phase): You work as a Senior House Officer (SHO) rotating through Pediatrics, Psychiatry, Obstetrics, and Emergency Medicine.</p> <p>Years 3 & 4 (Practice Phase): You work as a GP Registrar inside a supervised family doctor's surgery.</p> <p>Exams: You must pass the MICGP (Membership of the Irish College of General Practitioners) exams, which include written papers and clinical assessments (OSCEs).</p> |



Healthcare & Human Services

A Broader Perspective – Careers In The US Market

You can use the data below to determine careers that are on the increase in terms of demand from employers.

| Careers Within This Cluster | 2024 Jobs | 2029 Jobs | 2023 Hires | Avg. Annual Openings | Typical Entry Level Education |
|--|-----------|-----------|------------|----------------------|-----------------------------------|
| Registered Nurses | 3,370,693 | 3,586,928 | 1,005,078 | 233,541 | Bachelor's Degree |
| Medical and Health Services Managers | 575,536 | 670,058 | 255,790 | 61,497 | Bachelor's Degree |
| Substance Abuse, Behavioural Disorder, and Mental Health Counsellors | 462,118 | 522,664 | 228,510 | 52,381 | Bachelor's Degree |
| Child, Family and School Social Workers | 370,004 | 393,207 | 150,792 | 33,830 | Bachelor's Degree |
| Clinical Laboratory Technologists and Technicians | 356,850 | 379,191 | 118,600 | 28,049 | Bachelor's Degree |
| Clergy | 255,144 | 264,468 | 102,932 | 23,881 | Bachelor's Degree |
| Radiologic Technologists and Technicians | 233,511 | 247,963 | 59,899 | 15,686 | Further Ed Qualification |
| Dental Hygienists | 223,623 | 239,869 | 82,975 | 18,515 | Further Ed Qualification |
| Computer User Support Specialists | 478,935 | 799,809 | 293,059 | 61,769 | Further Ed Qualification |
| Nursing Assistants | 1,459,205 | 1,530,902 | 1,371,295 | 228,737 | Further Ed Qualification |
| Medical Assistants | 819,098 | 902,982 | 575,680 | 125,829 | Further Ed Qualification |
| Licensed Practical and Licensed Vocational Nurses | 677,928 | 718,044 | 355,895 | 61,771 | Further Ed Qualification |
| Hairdressers, Hairstylists and Cosmetologists | 652,011 | 677,726 | 231,757 | 96,714 | Further Ed Qualification |
| Dental Assistants | 392,012 | 420,604 | 301,545 | 61,547 | Further Ed Qualification |
| Manicurists and Pedicurists | 235,834 | 256,621 | 94,473 | 32,802 | Further Ed Qualification |
| Home Health and Personal Care Aides | 4,461,019 | 5,103,771 | 3,414,871 | 829,547 | Leaving Certificate or equivalent |
| Medical Secretaries and Administrative Assistants | 786,578 | 842,525 | 444,295 | 96,001 | Leaving Certificate or equivalent |
| Pharmacy Technicians | 472,405 | 497,193 | 256,613 | 48,733 | Leaving Certificate or equivalent |
| Social and Human Services Assistants | 449,112 | 486,741 | 254,899 | 54,784 | Leaving Certificate or equivalent |
| Exercise Trainers and Group Fitness Instructors | 375,523 | 409,591 | 380,846 | 78,705 | Leaving Certificate or equivalent |

Source: U.S. Bureau of Labor Statistics

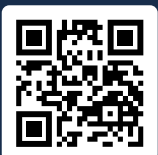


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