

Skills To Advance.

n/a

Policy Instrument

 Ireland

Description

Country

 **Ireland**

Focus area

KEY TRAINING POLICY
MEASURE

Skills to Advance is a national initiative that provides upskilling and reskilling opportunities to employees in jobs undergoing change and to those currently employed in vulnerable sectors. It equips employees with the skills they need to progress in their current role or to adapt to the changing job market. Working with employers - especially SMEs - skills needs are identified in the workforce and subsidised education and training to staff is provided. The scheme is potentially open to all but especially those: currently working in a lower-skilled job; aged 50 or over; or currently working in a job that is experiencing significant change.

Link

<https://www.solas.ie/programmes/skills-to-advance/>

Implementation level

NATIONAL

Legal base

The national legal basis is the National Training Fund Act 2000 and the enabling legislation of SOLAS and the Education and Training Boards (“the training and development agencies”) SOLAS: Further Education and Training Act, 2014 ETBs: Education and Training Boards Act, 2013

Starting period

2019 to the present

Perspective

n/a

Policy area

EDUCATION

TRAINING

EMPLOYMENT

SOCIAL INCLUSION

EQUALITY/EQUAL OPPORTUNITIES

Funding

FUNDED BY NATIONAL GOVERNMENT

●●● OTHER

Funding for the Skills to Advance scheme is provided by the Department of Education and Skills from the National Training Fund. Funding is determined through the annual estimates process and the final amounts made available to Skills to Advance as noted in the Estimates for Public Services as approved by Dáil Éireann

Skill mismatch

Skill mismatch target

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

Skills matching focus

By working with employers it will be possible to identify the skill needs of the priority groups and provide them with subsidised training. There is a process of working to identify the specific skill needs of particular groups.

UPSKILL OR RESKILL EMPLOYED ADULTS

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

ADDRESS MISMATCH BROADLY

Skills delivered

Potentially all skills are in scope of Skills to Advance.

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

MORE ADVANCED DIGITAL SKILLS

GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)

GREEN SKILLS

Methods

Methods

SKILLS FORECASTING

SOLAS hosts the Skills and Labour Market Research Market Research Unit, which produces the majority of Ireland's labour market intelligence and skills data.

Use of skills intelligence

INFORMING DECISIONS ON COURSE FUNDING/PROVISIC

ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

Stakeholders

Main responsible body

NATIONAL MINISTRY

Department of Education and Skills

Other involved organisations

NATIONAL AGENCY

SOLAS

REGIONAL AGENCY

Education and Training Boards

SOCIAL PARTNER: EMPLOYEE ORGANISATION

Small and medium sized enterprises and other organisations with limited capacity to identify and meet skills development needs of their employees in lower skilled work. Companies in industry sectors which are experiencing particular changes in work practices, technology and markets and require support to upskill and reskill employees in lower skilled work.

Beneficiaries

Potentially open to all but especially: those people working in SMEs, those currently working in a lower-skilled job; aged 50 or over; or currently working in a job / sector that is experiencing significant change.

ADULTS WITH LOW BASIC SKILLS

ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

EMPLOYED ADULTS AT RISK OF JOB DISPLACEMENT

Sustainability

Success factors

Employer engagement and process ensures commitment to the training

Barriers

Unknown at this time.

Monitoring and evaluation

An evaluation Report is expected in the future

Updates

NO

Effectiveness

Various case studies are available on the SOLAS website which provide success stories in the implementation of training activities which match employer aims with employee satisfaction in upskilling.

Sustainability

The policy instrument is well integrated nationally through its delivery with local education and training boards. Funding is the main obstacle to long term delivery.

Other instruments in Ireland

- Skillnet
n/a
- Skills to Compete
n/a
- The Springboard+
n/a