

Skills to Compete

n/a

POLICY INSTRUMENT

 Ireland

Description

Country

 **Ireland**

Focus area

KEY TRAINING POLICY MEASURE

An initiative to support those who have lost their jobs as a result of COVID-19, to re-enter the workforce. Skills to Compete offers free reskilling and retraining opportunities for people who may have lost their jobs or people seeking to upskill. These courses focus on improving employability and a person's ability to compete for job opportunities. In support of the Programme for Government and the post-COVID recovery plan, the Further Education and Training (FET) sector are prioritising the reskilling and retraining of those unable to return to their previous employment following the COVID19 crisis. Skills to Compete is a SOLAS initiative that will lead this reskilling and retraining response by combining and ramping-up three strands of FET provision, linked to tailored advice and support.

Link

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

Implementation level

NATIONAL

The programme is administered by SOLAS the government agency responsible for the FET sector

Legal base

n/a

Starting period

2020

Perspective

These upskilling opportunities would be supported by the Education and Training Board (ETB) Information and Guidance Service and INTREO Guidance and Activation. Each ETB - these are area based organisations that have a responsibility for the delivery of education and training services - will shape its own Skills to Compete provision to reflect the labour market characteristics of its region and the responses that will be most effective for their local community. There

are a wide range of data that can be drawn upon provided through SOLAS's labour market research, data analytics, and evaluation units.

Policy area

EDUCATION

TRAINING

EMPLOYMENT

INNOVATION

DIGITAL ECONOMY

SOCIAL INCLUSION

EQUALITY/EQUAL OPPORTUNITIES

Funding

FUNDED BY NATIONAL GOVERNMENT

Skill mismatch

Skill mismatch target

Skills to Compete identifies the skill needs of individuals to get them back into employment and then provides access to training that will deliver those skills. It is undertaken at the ETB level so that there is alignment with local labour market needs.

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

SKILL UNDERUTILISATION (INDIVIDUALS' SKILLS ARE NOT WELL USED IN THEIR JOBS)

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 matching focus

Through a combination and ramping up of the three strands of FET provision - transversal skills development to help employability, building the digital capabilities now required for almost every job; and specific Level 4-6 courses targeting growth sectors and

occupations - and linking this to tailored advice and support. Note the emphasis on identification of growth sectors and occupations - data which are available via SOLAS and the Expert Group on Future Skill Needs.

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

See above

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

See above

Skills delivered

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

MORE ADVANCED DIGITAL SKILLS

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

JOB SEARCH SKILLS

Methods

Methods

SKILLS FORECASTING

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

Use of skills intelligence

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

Training providers tender to be included on a register containing courses funded by the programme.

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

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: EMPLOYER ORGANISATION
Employers register their interest

Beneficiaries

YOUNG PEOPLE WITH LOW LEVELS OF BASIC SKILLS /EARLY LEAVERS FROM EDUCATION OR TRAINING

ADULTS WITH LOW BASIC SKILLS

ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

Sustainability

Success factors

It is interesting to note that both modular provision and a greater use of digital methods of delivery and micro and digital credentialing within the certification mix are key elements of the transformational agenda set out in the new draft strategy for FET provision. Indeed, they are an increasing hallmark of the focused, modular provision in the rollout of Skills to Advance since 2019 for employees and are currently being implemented at considerable pace in order to respond to the remote working and learning world which we now face.

Barriers

Unknown at this time.

Monitoring and evaluation

An evaluation Report is expected in the future

Updates

Under the Government's July Stimulus Package, it was announced that 35,000 additional places in FET and HE will be funded, including via Skills to Compete .Additionally, 12,500 places will be funded through the Training Support Grant for short term skills training, with the Apprenticeship Incentivisation Scheme providing a €2,000 payment to support employers to take on new apprenticeships in 2020.

YES

Effectiveness

Places have been successfully created with long term effects yet to be seen.

Sustainability

Specifically, in FET during 2020, 15,000 places will be refocused through Skills to Compete with and additional 4,000 fulltime places will be provided. The skill to Compete will continue in 2021 with plans in development for and additional 50,000 places over 2020 provision.

Other instruments in Ireland

- Skillnet
n/a
- Skills To Advance.
n/a
- The Springboard+
n/a