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European Centre for the Development
of Vocational Training

APPRENTICESHIPS adapting for a green economy

An Irish Perspective on Reskilling and
Upskilling for a green economy



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Connect Trade Union is the largest craft & engineering union in Ireland





The Challenges

1. Move to net carbon zero economy by 2050
2. Move from carbon fueled power generation renewable energy
3. Moving to low or zero carbon transport
4. Moving to more efficient lower energy manufacturing
5. Adapting education, engineering & craft training to suit
6. Reskilling/upskilling workers in traditional industries
7. Adapting existing apprenticeships or creating new apprenticeships





ESRI Report Skills for Green Economy

- 43000 heat pumps to be installed between 2024 & 2030
- Domestic retrofits 56215 by 2030
- Domestic Solar PV installations 29000 by 2030
- 900,000 new EV's by 2030
- Offshore wind energy increase of 6800 FTE by 2030
- Onshore wind energy increase of 4900 FTE by 2030
- Solar increase of 1800 FTE by 2030
- EV infrastructure increase of 90,000 FTE by 2030





1. 2018 - 26 craft apprenticeships categories by age



Table 3: Age Profile Apprenticeships Ireland, December 2018

Apprenticeships	Age 15 - 19	Age 20 - 24	Age 25 - 29	Age 30 +	Total
Construction	1,765	1,496	340	123	3,724
Electrical	2,778	2,656	696	293	6,423
Engineering	983	814	190	116	2,103
Motor	1,289	914	167	61	2,431
Print Media	-	5	3	-	8
Financial services	66	190	69	67	392
Hospitality	9	51	39	40	139
Other Programmes	14	45	26	68	153
Total	6,904	6,171	1,530	768	15,373

Source: Department of Education and Skills





Post 2020 apprenticeships (traditional craft plus new consortium based of which 14 are new engineering apprenticeships)

Age 16 to 20	Age 21 to 30	Age 31 to 40	Age 41 to 50	Age 51 to 60
6854	14455	1757	484	96

Pre- 2018	768 over 30 years of age
Post 2020	2337 over 30 years of age of which 393 are in the new engineering apprenticeships

Apprenticeship Development



Figure 1: 10-step critical path to apprenticeship development





Consortium Model

1. Employer and Industry led
2. National Apprenticeship Office (NAO)
3. National Apprenticeship Alliance - Unions, Education Providers, Government Departments, Employers (NAA)
4. National Apprenticeship Advisory Committee (NAAC)
5. Working towards increasing the number of apprenticeships on offer in Ireland
6. Acceptance that existing craft apprenticeships have to be adapted for green technology
7. Currently expanding capacity in Educational Training Boards and Technical Universities for predicted apprenticeship growth



Adult Apprenticeships

1. Currently no separate track for adult apprenticeships
2. Connect Trade Union have traditionally worked with employers to promote adult apprenticeships
3. Previous charts show the changing demographic of those entering apprenticeships (age increasing)
4. Traditional profile of apprentices slowly changing (older, more socially mobile, renters or homeowners and family)
5. Employer grants for employing new apprentices (double for female)



Apprenticeships Legal






1. Apprenticeships covered by a statutory instrument
2. Underpinned by the Industrial Training Act 1967 & Relations Act 1946
3. All apprentices must have a contract of employment
4. In some sectors of the economy apprentice pay rates are legally binding on the employer (as well as sick pay and pension)
5. Apprentice pay is excluded in the minimum wage legislation
6. Apprenticeships are for a number of modules with a minimum time frame e.g. craft apprenticeships 7 phases with a minimum of 4 years
7. Once completed the employer can release the apprentice from the employment without an obligation for redundancy. However apprentices are covered by the redundancy acts if the employer terminates the apprenticeship within the statutory term.



QQI Qualification Framework (note craft apprenticeships are at level 6)



CLASSES OF AWARD

-  **Major Awards:** named in the outer rings, are the principal class of awards made at a level
-  **Minor Awards:** are for partial completion of the outcomes for a Major Award
-  **Supplemental Awards:** are for learning that is additional to a Major Award
-  **Special Purpose Awards:** are for relatively narrow or purpose-specific achievement
-  **Professional Awards:** are for occupation-orientated qualifications including apprenticeships
*Please refer to NCCA website, ncca.ie/en/junior-cycle/

IRISH REGISTER OF QUALIFICATIONS

- For more information on
- Qualifications
 - Providers
 - Courses
- visit www.irq.ie



Proposed changes to existing craft apprenticeships

- New Wind Turbine Maintenance Technician Apprenticeship
- Work on amending existing craft apprenticeships as below
 1. Motor Mechanic to include EV maintenance
 2. Heavy Vehicle Mechanic to include Electric and hydrogen powered vehicles
 3. Electrical to include modules on heat pumps, solar, domestic wind turbines,
 4. Plumbing to include modules on heat pumps, and solar
 5. Carpentry to include modules on retrofitting
 6. Industrial insulation to include modules on domestic insulation



New or amended Tertiary, Upskilling courses

1. 13 Tertiary degrees courses (*either new or amended to include new green technologies*)
2. 12 Tertiary Part-time courses (*on new green technologies*)
3. 16 New FET & Skillnet upskilling courses (*for new green technologies*)



Thank you



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