

# Cedefop and the DE Presidency

Upskilling pathways: a vision for the future  
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**SOLAS**  
learning works

# Ireland - presentation outline

1. Strategic context
2. Vision of employee development
3. Target groups
4. Stakeholder collaboration
5. Access routes
6. Policy design
7. Implementation

Introductory Video - click image below

# Skills to Advance

A video player interface with a light blue background. The title "Skills to Advance" is centered in a large, bold, black font. At the bottom of the video frame, there is a bar chart with three vertical bars of increasing height from left to right. The bars are a light blue color. The video player has a thin black border.

Video can also be viewed online here - <https://youtu.be/vCU6rbIk94E>

# 1. SOLAS: The Further Education & Training Authority

Further Education and Training opportunities in Ireland are underpinned by the following

- FET Strategy 2020-2024
- Further Education and Training Employee Development Policy Framework 2018-2021

Overseen by Government (DFHERIS\*) and SOLAS and implemented by 16 Education and Training Boards across Ireland

\*Department of Further and Higher Education, Research, Innovation and Science



## 2. Vision of the Employee Development Policy 2018-2021

Upskilling during one's working life is considered normal practice

Indigenous and multinational firms systematically invest in the development of their staff and benefit through improved productivity and competitiveness

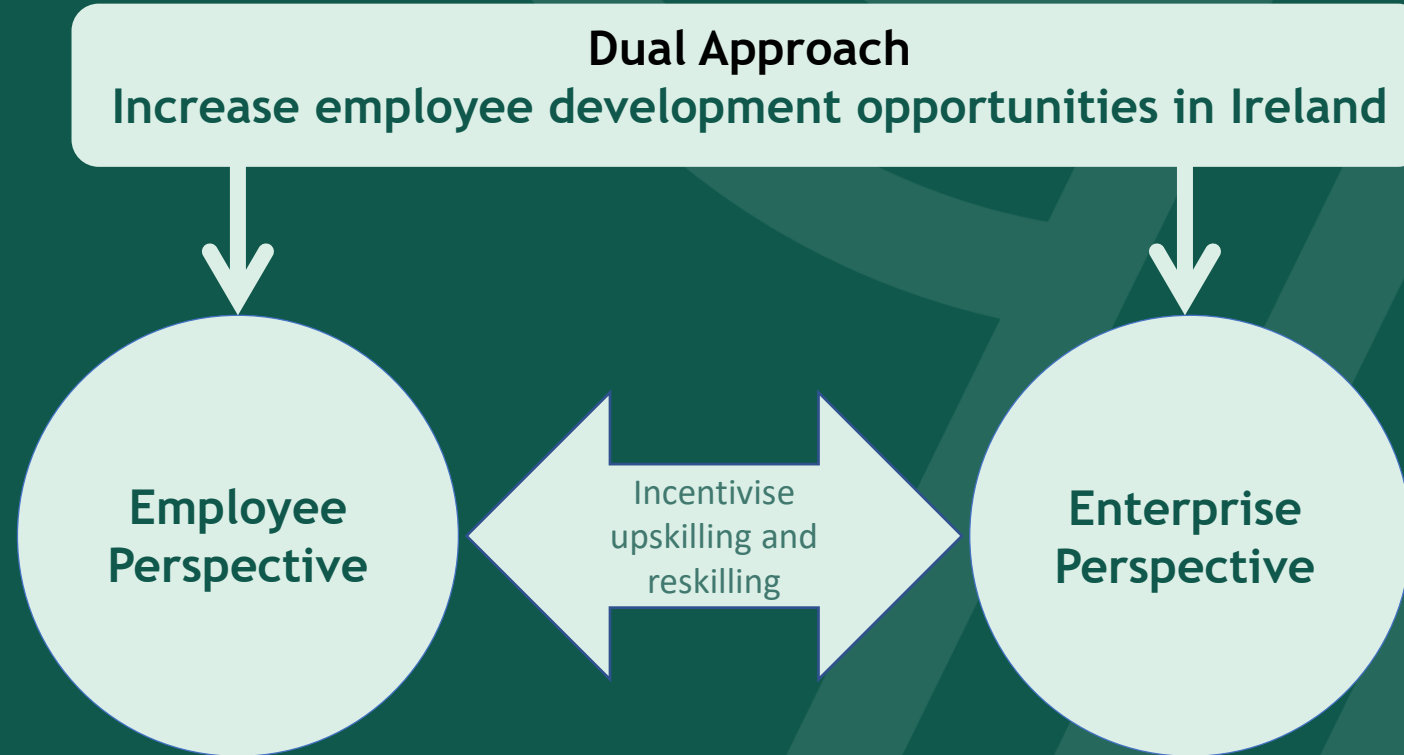
FET Provision which supports employee development is flexible, high quality, accessible and relevant

# Drivers: Why?

1. Responding to changing nature of jobs and skills requirements
2. Supporting development of soft skills
3. Meeting the skills needs of the target groups
4. Supporting and enhancing productivity in SMEs
5. Driving effective regional development



### 3. Policy objective: Targeted support - upskilling and reskilling for vulnerable groups in the Irish workplace



## Meeting the skills needs of Target Employees

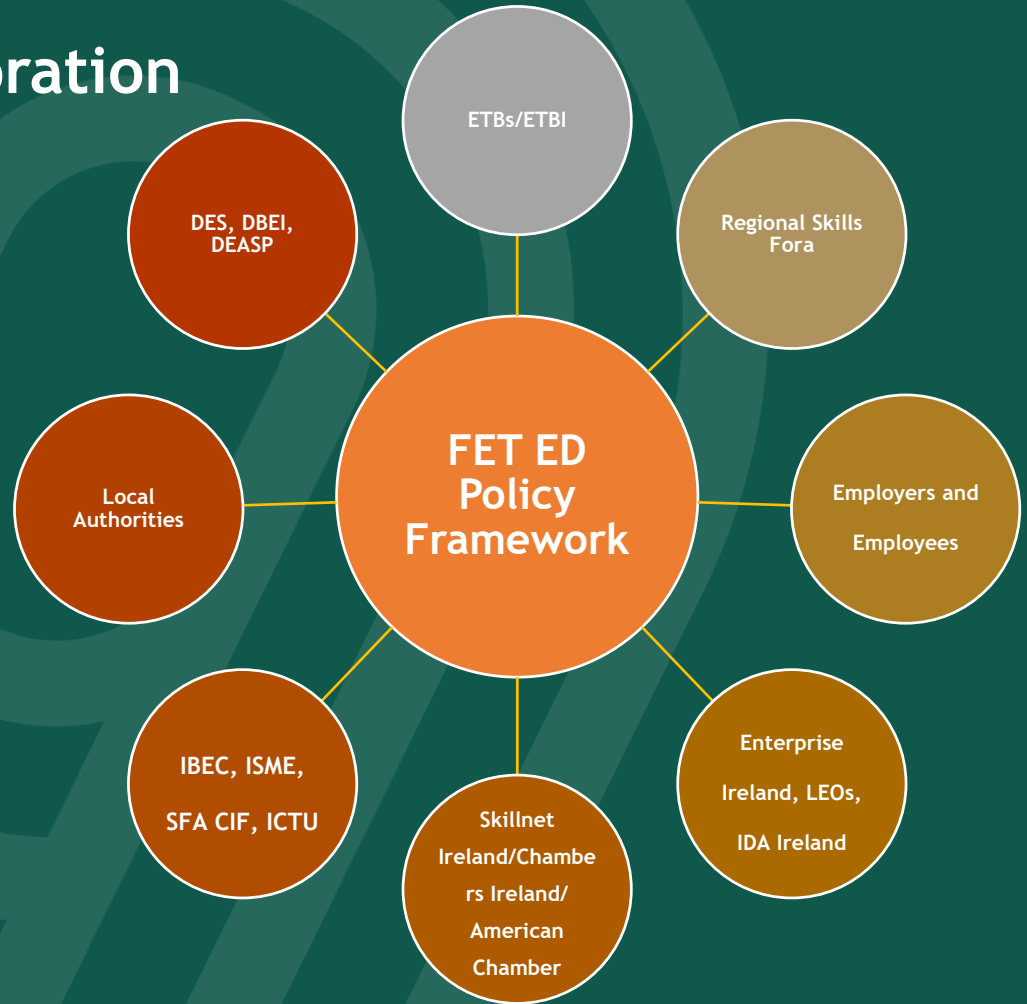
Ireland has the highest proportion of 30-34 year olds who are tertiary educated and one of the highest proportions of older workers who did not complete the senior cycle of secondary

Life long learning rates for employees in Ireland for 2019: (12.7 % vs 12% EU average)



**Skills to Advance targets employees least likely to engage in life long learning**

# 4. Stakeholder Collaboration



# Focus on upskilling and reskilling employees in low skilled work



Employees whose skills level are below Level 5 on the National Framework of Qualifications, in jobs with a low skill requirement, 50+ years, in sectors/occupations at risk of economic displacement



SMEs and other organisations with limited capacity to identify and meet skills development needs of their employees



Industry sectors with particular skills needs, arising from emerging opportunities or as a result of economic vulnerabilities

## 5. What are the Access Routes?

Employee

Direct  
Route

**Route 1**

Direct access to further  
education and training  
in ETBs

Enterprise  
Engagement

**Route 2**

Access through  
Employer/SME

Regional  
Initiatives

**Route 3**

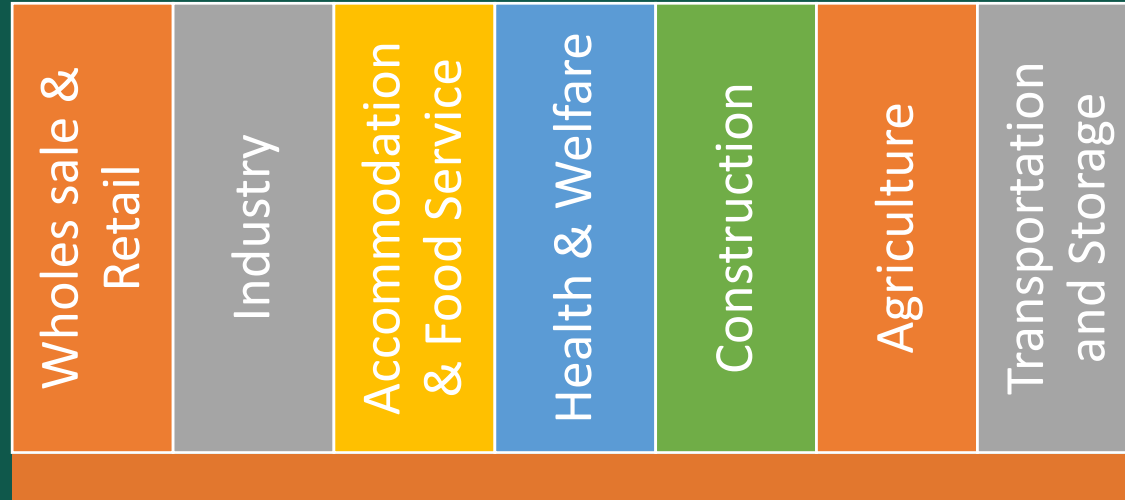
Through regional and  
sectoral skills  
development initiatives

Flexible FET Provision by Education & Training Boards

# Industry Sectors and Regions

Driven by regional needs

The highest numbers of lower skilled workers are in seven sectors



## Occupations

Lower skilled employees - elementary, operative, sales, administrative, caring and other service occupations.

High proportion of older workers

## 6. Policy Design - Overcoming Barriers to Participation

Measures:

Cost

Free up to  
Level 5

Time

Flexible  
delivery

Access

Outreach  
Information,  
guidance  
and Delivery

Relevance

Provision  
based on  
identified  
needs

Employers and Employees

# Policy Design - Awareness Raising

Promotional Campaign Skills to Advance

Radio

Digital  
Assets

Website

Video  
Snippets

Press

PR  
Campaign

Employers and Employees

# Policy Design - Enterprise Awareness

## Education & Training Providers



- Resourcing
- Training and development
- CRM system development
- Support documentation
- Moodle platform
- Helpdesk
- Ongoing information sessions

## Companies, Enterprise Agencies



- Integrate employee upskilling policy in key national strategies
- Enhance scale and impact via engagement with key stakeholders
- Develop strategic partnerships for targeted initiatives
  - Leadership & Management
  - Hospitality
  - Green
  - Digital etc.

# 7. Overarching Implementation Infrastructure



- Collaboration with ETBs on implementation
- Dissemination of Policy to Stakeholders
- Funding/Strategic Agreements/Planning
- Promotion through Campaigns and Employee And Enterprise Engagement
- Monitoring and Reporting Framework
- Collaboration across the ETB network, with relevant regional networks



# Skills to Advance participation 2019, 2020

In 2019, there were over **5,600** employees

To end of November 2020, there are over **8,264** employees

**Sectors with greatest uptake:** Health & Welfare, Business Administration and Law, Services, Information and Communications Technology and Engineering, Manufacturing and Construction

In addition, since 23 March 2020 there have been an estimate of over **7,246** employed learners of 33,600 enrolments on eCollege\* courses

eCollege is a fully online FET learning service funded by SOLAS.  
Opened up free of charge to respond to Covid-19 on March 22nd 2020 .

eCollege is a fully online learning service funded by SOLAS. It provides flexible online learning opportunities aligned to industry recognised certifications, coupled with online tutor support



**Online**

**eCollege is online 24/7**

**Learners can study at a time and place that suits them**



**eTutor supported**

**All courses have eTutor support Monday to Friday**

**Learners can also use practice labs, practice tests and ebooks to support course learning**



**Certified**

**All courses result in industry certification from Microsoft to Adobe and many more**

**Generally equivalent to Level 5 & 6 NFQ qualifications**

## Digital Improvement

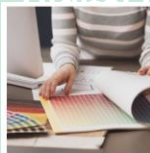
Suitable for those building on basic digital skills



International Computer  
Driving Licence (ICDL)  
Office Productivity

## Digital Command

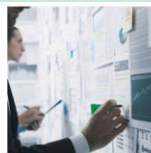
Suitable for those looking to gain in-depth skills for specific software packages or business skills



Graphic Design and  
Illustration using Adobe  
Illustrator  
Web and Graphic Design



Print and Digital Media  
Publication using Adobe  
InDesign  
Web and Graphic Design



Project Management  
Certified Associate  
Business



Microsoft Access  
Office Productivity



Microsoft Excel  
Office Productivity



Certified Digital  
Marketing Professional  
Web and Graphic Design



PRINCE2® Foundation  
Business

## Digital Specialisation

Suitable for those looking to gain specialist, professional skills



CompTIA Network+  
IT Professional



Introduction to  
Programming using  
JavaScript  
Computer Programming



Introduction to  
Programming using  
Python  
Computer Programming



Java Foundations Certified  
Junior Associate  
Computer Programming



Java SE 8 Programmer I  
Computer Programming



Java SE 8 Programmer II  
Computer Programming



Software Testing – ISTQB  
Certified Tester –  
Foundation Level  
Computer Programming



Windows Operating  
Systems Fundamentals  
IT Professional



Changing Career to the IT  
Sector  
IT Professional

# Digital Transformation



Technology will be a key enabler to ensure that #FutureFET meets our current and future learners needs and expectations

By leveraging technology we envisage a FET system that is:



**Accessible (ease of use) at a time and pace that suits learners**

**Proactive re. learner needs**

**Strategically funded to meet the learners needs**

**Efficiently leveraging technology to support delivery**

The background is a solid teal color with several large, overlapping, semi-transparent circular patterns in a lighter shade of teal, creating a sense of depth and movement.

**Thank You**  
Any questions?