

Upskilling Pathways

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Third Policy Learning Forum on upskilling pathways: a vision for the future

SOLAS
learning works

Cedefop and the European Economic and Social Committee (EESC)

Ireland – presentation outline

1. Strategic context (DM)
2. Vision for employee development (DM)
3. Stakeholder collaboration (DM)
4. Target groups (DM)
5. Access routes (S)
6. Supports designed (S & I)
7. Implementation (DM)

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



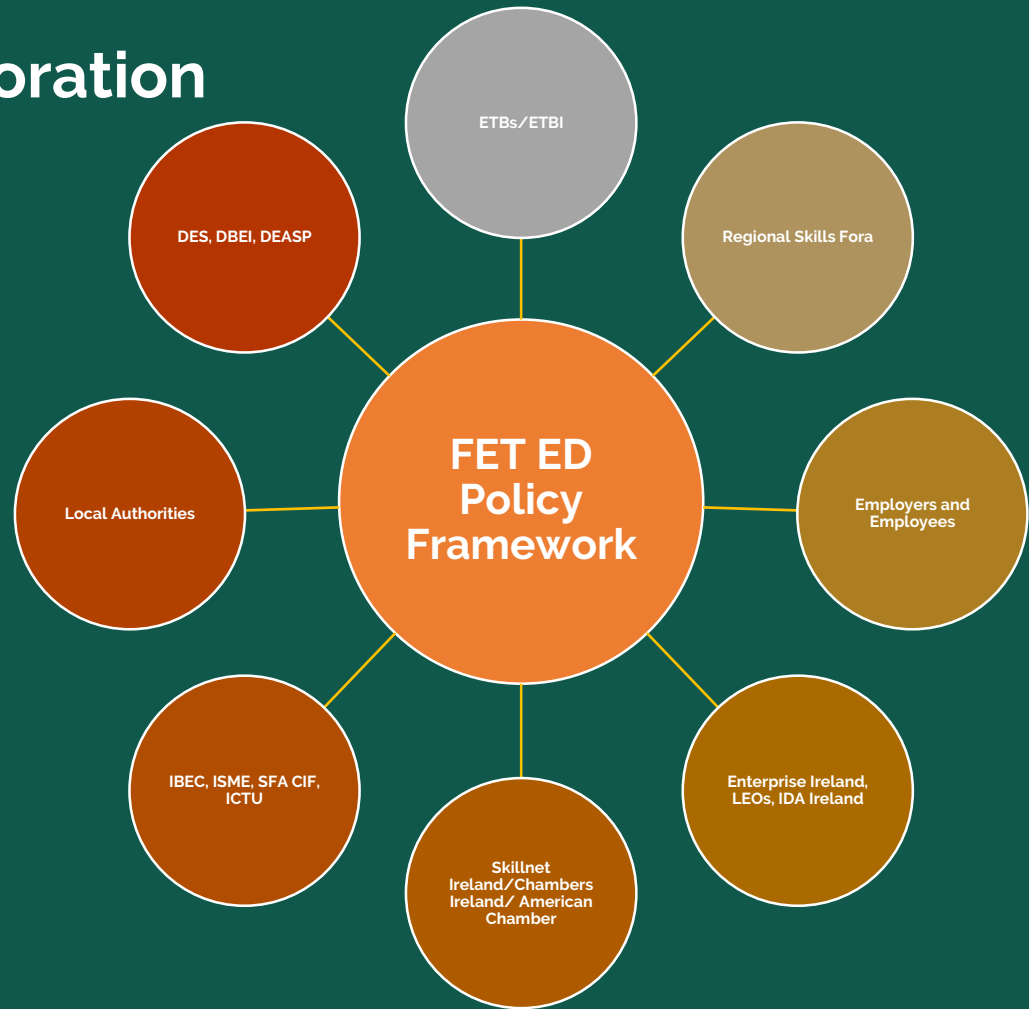
2. Vision of the Employee Development Policy 2018-2021

Upskilling during one's working life is considered normal practice

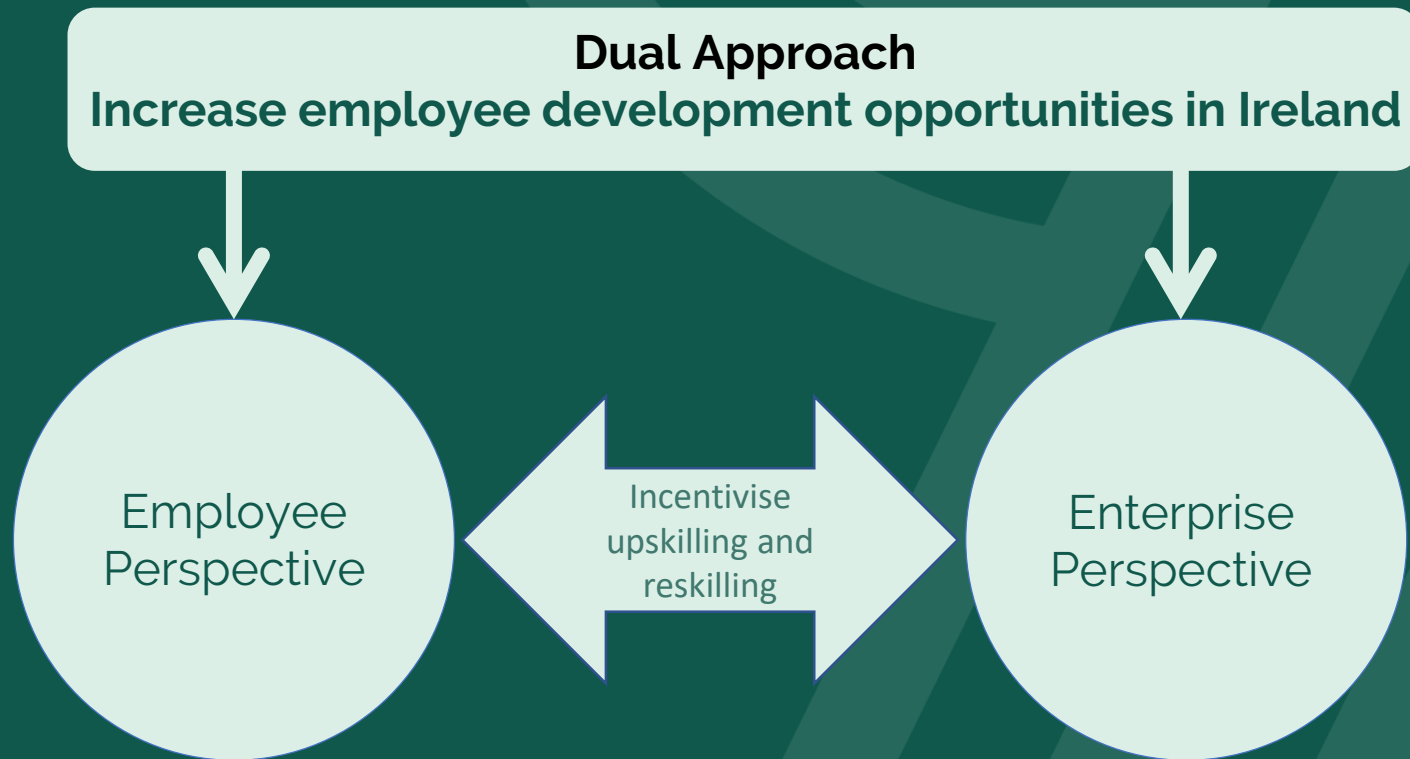
Indigenous and multinational firms systematically invest in the development of their staff and benefit through improved productivity and competitiveness

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

3. Stakeholder Collaboration



4. 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)

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

Focus on upskilling and reskilling employees in low skilled work from 2019



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

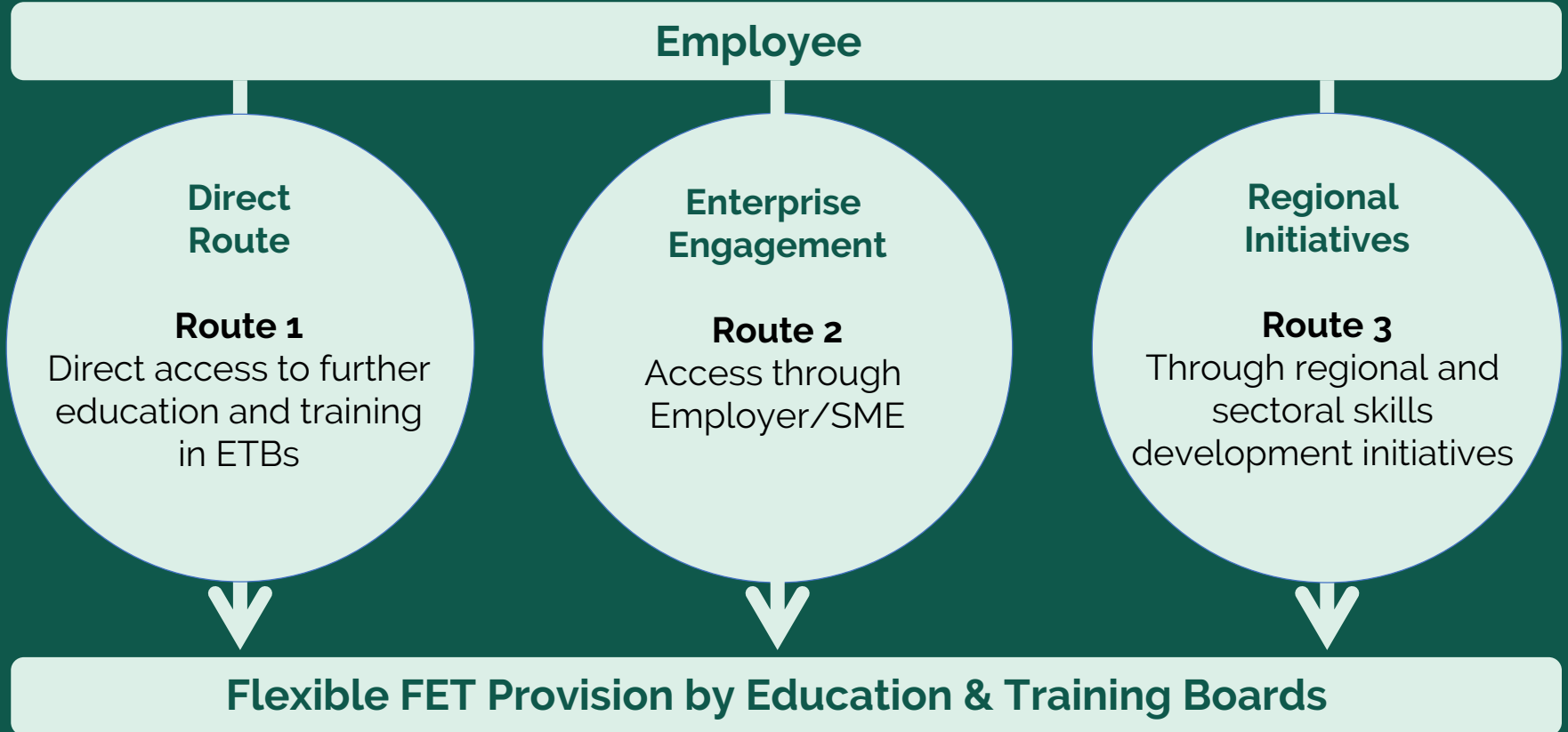


SMEs and other organisations with limited capacity to identify and meet skills development needs of their employees



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

5. What are the Access Routes?



Industry Sectors and Regions

Driven by regional needs

The highest numbers of lower skilled workers are in seven sectors

Wholes sale &
Retail

Industry

Accommodation
& Food Service

Health & Welfare

Construction

Agriculture

Transportation
and Storage



Occupations

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

High proportion of older workers

5. Supports designed

1. Overcoming barriers to participation

- Targeted financial support for companies and individuals
- Access – information and outreach
- Enterprise engagement supports e.g. Skills profiling

2. Awareness Raising

- National
- Local
- Employers
- Employees
- Key stakeholders

Policy Design: Overcoming Barriers to Participation

Cost

Time

Access

Relevance

Free up to
Level 5

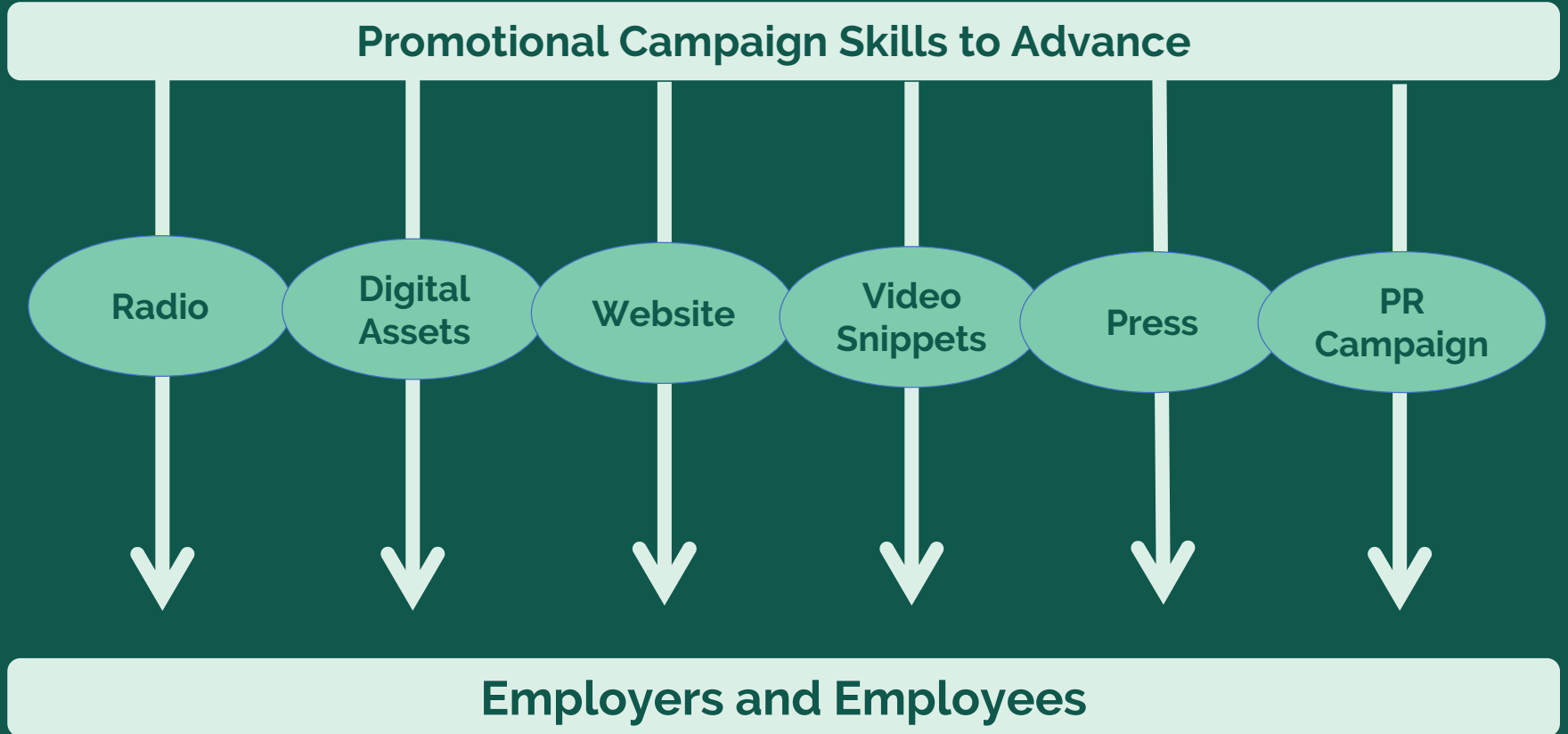
Flexible
delivery

Outreach
Information,
guidance
and Delivery

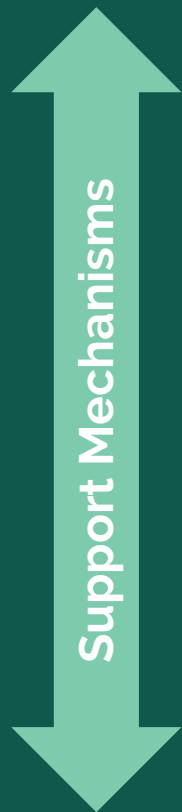
Provision
based on
identified
needs

Employers and Employees

Awareness Raising



Overarching Implementation Infrastructure



Collaboration with ETBs on implementation

Dissemination of Policy to Stakeholders

Funding/Strategic Agreements/Planning

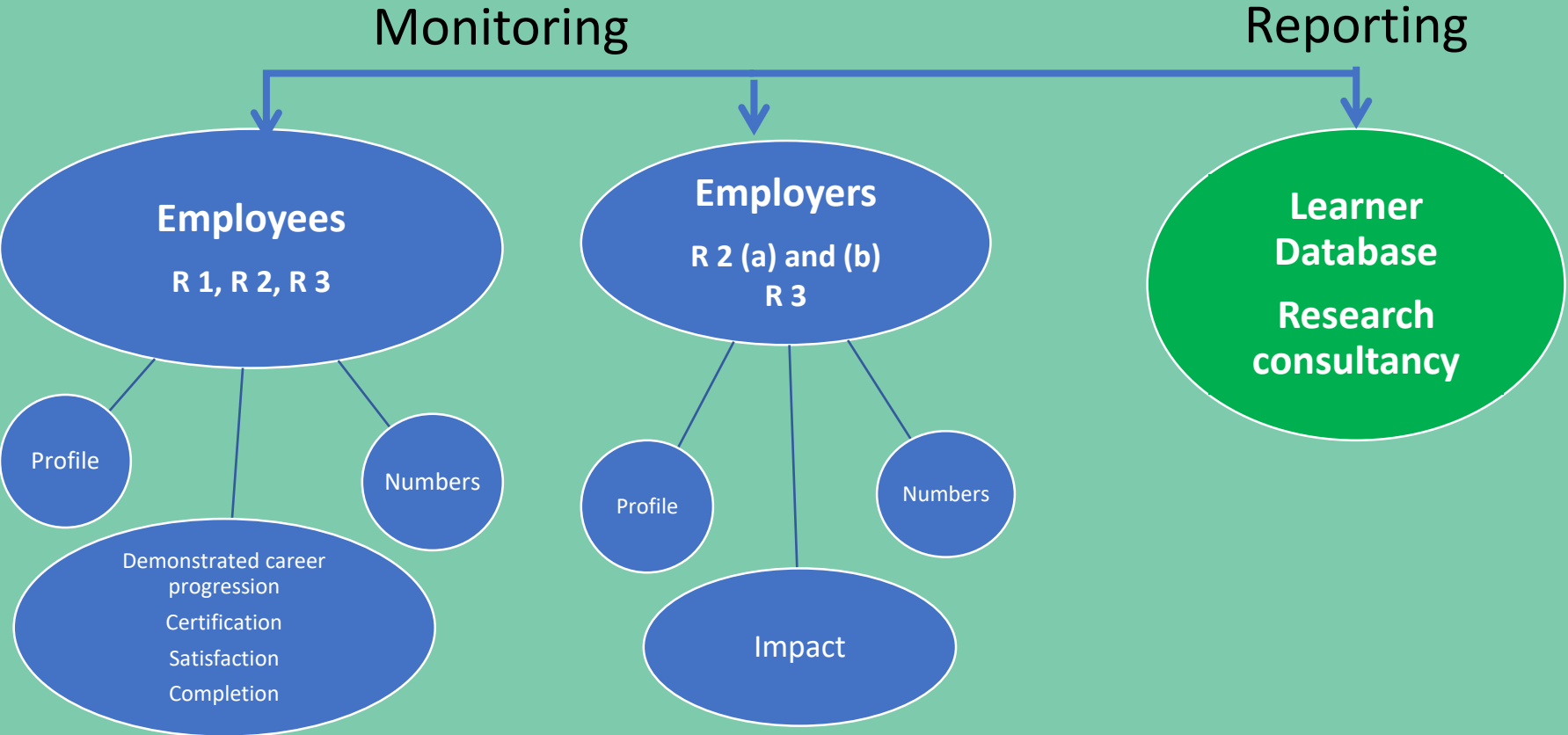
Promotion through Campaigns and Employee
And Enterprise Engagement

Monitoring and Reporting Framework

Collaboration across the ETB network, with
relevant regional networks



Monitoring and Reporting Framework



Skills to Advance participation 2019, 2020

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

To end of October 2020, there are over **6,600** 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 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 .



Thank You
Any questions?