

The Springboard+

n/a

Description

Focus area**KEY TRAINING POLICY MEASURE**

The Springboard+ upskilling initiative in higher education offers free and subsidised courses at certificate, degree and masters level leading to qualifications in areas where there are employment opportunities in the economy. Human Capital Initiative (HCI) Pillar 1 will extend the approach currently in place for ICT under Springboard+. It will offer incentivised places for graduates to reskill in areas of skills shortage and emerging technologies e.g. ICT, High End Manufacturing, Data Analytics, Robotics, Artificial Intelligence, via graduate conversion courses. The HCI Pillar 1 funding will provide funding for full-time graduate conversion courses. Courses at level 8 Higher Diploma and level 9 Postgraduate Diploma on the National Qualifications Framework will be funded under this Pillar.

Implementation level**NATIONAL****Legal base** Department of Education and Skills**Starting period** 2011**Perspective** n/a

Policy area**EDUCATION****TRAINING****EMPLOYMENT****INNOVATION****DIGITAL ECONOMY**

Funding**FUNDED BY NATIONAL GOVERNMENT****FUNDED BY THE EU****OTHER**

Springboard+ is co-funded by the Government of Ireland and the European Social Fund as part of the ESF programme for employability, inclusion and learning 2014-2020.

Skill mismatch

Skill mismatch target

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

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

Free and subsidised courses at certificate, degree and masters level leading to qualifications in areas where there are employment opportunities in the economy

Skills delivered

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

MORE ADVANCED DIGITAL SKILLS

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

JOB SEARCH SKILLS

CAREER MANAGEMENT SKILLS

Methods

Methods When training providers are tendering to deliver courses for the Springboard the publications/2016/springboard-2016-guidance-for-he-providers-web-final.pdf) and IDA Ireland). See: <http://skillsireland.ie/all-publications/2016/guidance%20for%20higher%20education%20providers%20on>

EXPERT PANELS

See above for details of the Expert Group on Future Skill Needs (EGFSN)

Use of skills intelligence

OTHER

Stakeholders

Main responsible body

NATIONAL MINISTRY

Springboard+ and HCI Pillar 1 courses are managed by the HEA on behalf of the Department of Education and Skills

Other involved organisations

NATIONAL AGENCY

Funding

REGIONAL AGENCY

Delivery

SOCIAL PARTNER: EMPLOYER ORGANISATION

Demand

Sustainability

Success factors All of the courses offered lead to either certificate, degree and post-graduate level certificates and the vast majority have been one-year or less in duration and part-time. All are aimed to reskill people in areas where there is evidence of job opportunities in the present and future.

Barriers Ensuring courses are completed in full, although improvement has been made in this area.

Monitoring and evaluation Springboard has been continuously monitored since its launch in 2011, with the latest report available on their website covering 2011-16.

Updates

YES

ICT courses began one year in to the programme in 2012, and became the most successful course by graduate employment.

Effectiveness By 2014/15 53% of participants 3-6 months after graduation, 53% were in employment, 19% further study, 28% looking for work. ICT skills conversion courses boasted the highest employment rates after graduation. 90% of respondents to a 2015 survey agreed that Springboard+ had a positive impact on their life. 69% of respondents said their career has developed or grown since completing a course, this rises to 77% for ICT course graduates.

Sustainability Non completion of courses successfully fell from 35% to 13% during 2011-2014, showing an increase in engagement with the courses on offer. The average cost per place by sector for 2011-2016 was 4,264EUR.

Skillnet

n/a

Description

Description of the initiative Skillnet Ireland is a business support agency of the Government of Ireland. Its mandate is to advance the competitiveness, productivity and innovation of Irish businesses through enterprise-led workforce development.

Focus area

KEY TRAINING POLICY MEASURE

It currently supports over 18,000 businesses nationwide and provides a wide range of valuable learning experiences to over 70,000 trainees. Its mission is to facilitate increased participation in enterprise training and workforce learning in Ireland. Through 70 Skillnet Business Networks, Skillnet Ireland allocates funding to groups of businesses in the same industry sector (or region) and with similar training needs, so they can deliver subsidised training for their teams. Skillnet Ireland also plays a key role in supporting and enabling Skillnet funded groups to reach their full potential.

Link

<https://www.skillnetireland.ie/about/>

Implementation level

NATIONAL

Legal base

Department of Further and Higher Education, Research, Innovation and Science.

Starting period Established in 1999

Perspective

n/a

Policy area

EDUCATION

TRAINING

EMPLOYMENT

INNOVATION

DIGITAL ECONOMY

Funding

FUNDED BY NATIONAL GOVERNMENT

Skillnet Ireland is funded from the National Training Fund through the Department of Further and Higher Education, Research, Innovation and Science.

OTHER

Part funded by enterprises

Skill mismatch

Skill mismatch target

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 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

The aim is to work with businesses (or groups of businesses in the same sector) to identify their current and future skill needs and support them to deliver training appropriate to their needs. There are a range of information sources that can be used to identify skill needs including statistics published by SOLAS and the report of the Expert Group on Future Skill Needs (which draws on various sources of skills anticipation).

UPSKILL OR RESKILL EMPLOYED ADULTS

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

As above

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

As above

Skills delivered	BASIC LITERACY AND NUMERACY SKILLS
	BASIC DIGITAL SKILLS
	MORE ADVANCED DIGITAL SKILLS
	GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)
	CAREER MANAGEMENT SKILLS

Methods

Methods	EMPLOYER SURVEYS
	<i>Skillnet encourages enterprises to lead the process for training, this helps ensure that programmes delivered through Skillnet Ireland and our nationwide Business Networks are highly relevant to industry needs.</i>

Use of skills intelligence	INFORMING DECISIONS ON COURSE FUNDING/PROVISION
	ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL <i>Companies enter industry skills networks through the scheme to ensure that their organisation's workforce is as skilled as possible to meet industry needs</i>

Stakeholders

Main responsible body

NATIONAL MINISTRY

Skillnet Ireland is governed by a Board representing key stakeholders from employer and employee representative bodies and the Department of Further and Higher Education, Research, Innovation and Science. Skillnet Ireland was established in 1999 and is funded from the National Training Fund through the Department of Further and Higher Education, Research, Innovation and Science

Other involved organisations

NATIONAL AGENCY

Funding and skills forecasting

SOCIAL PARTNER: EMPLOYER ORGANISATION

Funding and skills insight

Sustainability

Success factors Enterprise led nature of the programme ensures skills demand is accurately met.

Barriers Funding is a barrier, with potential resolution through EU funds. Another barrier is reach amongst SMEs which for now remains small at 5.2% of all such businesses.

Monitoring and evaluation Yearly annual reports, evaluation reports, as well as in house research and publications are available on the Skillnet website. The yearly evaluation reports are detailed pieces of work conducted by independent consultants.

Updates

NO

Effectiveness During 2018, Skillnet Ireland delivered a total of 441,846 training days to 56,182 learners, exceeding the overall annual targets set by the Department of Education and Skills. Skillnet Ireland also surpassed the training days targets for both in-employment and jobseeker training, by 26% and 46% respectively, during 2018. Skillnet Ireland worked with a total of 16,462 enterprises during 2018, representing a growth of 9.7% on the number of enterprises in 2017, and a 28% increase compared to the organisation's base in 2015. Businesses involved in the network have overwhelmingly positive reviews of the scheme in particular under the measure of future-proofing their organisation.

Sustainability There has been an upward movement in overall unit costs of Skillnet Ireland's training programme on a per trainee basis. Indecon's research found that 16% of Skillnet Ireland participating firms indicated that if Skillnet Ireland did not exist, they would have not arranged training at all; 12.8% would have organised training but at a later date; whilst 40.5% indicated that they would have arranged alternative training but to a lesser degree. The 2018 evaluation found continued positive feedback from both enterprises and learners on a range of aspects, including the impact on business productivity, turnover and long-term performance, as well as career and personal development benefits for Skillnet Ireland-supported learners.

Skills To Advance.

n/a

Description

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 majority of Ireland's labour market intelligence and skills data.

**Use of skills
intelligence**

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

**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: EMPLOYER 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.

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

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.

Skills to Compete

n/a

Description

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

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 paces will be provided. The skill to Compete will continue in 2021 with plans in development for and additional 50,000 places over 2020 provision.
