

# New Apprenticeships in Ireland

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# *Abstract: New Apprenticeships in Ireland*

- 25 Statutory Apprenticeships in Ireland and plans to develop over 100 New Apprenticeships
- The benefit to Industry and to Society of having a skilled work-force is evident, but the skills needs exist across a range of areas which are not typically the purview of Higher Education Establishments
- We need to challenge the thinking of all stakeholders including academics, students, parents, employers and state agencies
- This paper describes the steps being taken to develop New Apprenticeships and to encourage stakeholders to engage with Apprenticeship as a mode of education

# Disadvantage and Apprenticeships



# Some Economic Statistics



# Ireland, Size, Population and Economy

- The total area of the Republic of Ireland is approx. **32,000 sq. miles**
- Population **4.6 Million**
  - Roughly Equivalent to South Carolina in terms of both Population and in terms of Size
- The major centre of population is the Greater Dublin area, the other major cities are Cork, Galway and Limerick
- 2015 GDP **us\$287bn**
- 2015 GDP Per Capita, at **us\$51k** is between UK (**us\$44k**) and US (**us\$56k**)
- Among EU Member states, second only (2015) to Luxembourg (**us\$90k**)

# Population Statistics (April 2014)

- 22.0% of the population is less than 15 years old
- 12.7% aged 65 years or older.
- **Total Dependency Ratio** of  $34.7/65.3 = 53.1\%$
- **Old Age Dependency Ratio** of  $12.7/65.3 = 19.4\%$
- The Irish old age dependency ratio has been projected by Eurostat to rise sharply over the coming decades and reach **40%** by 2050

# Migration

- Outward migration has affected those aged 15-24 and those aged 25-44 far more than any other age group between 2009 and 2014
- The recession has slowed inward migration which has meant that it has remained at relatively low levels in recent years
- The large volumes of outward migration in the 15-24 year-old age cohort have decline in the population for this age group, which in turn is expected to impact on the numbers in the education and training system in the medium term, unless retention rates and future inward migration trends increase
- This is having an acute impact on the availability of skilled workers

# Labour Force

- Third level graduates accounted for the highest number of persons in the labour force, accounting for approximately 900k in Q2 2014
- By contrast those with post-secondary non-tertiary qualifications (which is where most VET qualifications are to be found) had the smallest number, at just under 300k in the same quarter
- Compared to Q2 2009, the number of third level graduates in the labour force grew, by almost 100k
- In contrast, the number with post-secondary non-tertiary has remained broadly stable, although comparatively few in number
- Stasis in terms of number of VET qualified workers



# Employment Stats

- Q4 2014, the largest numbers of persons are employed in wholesale and retail sales activities, with almost 270k persons employed, followed by health/welfare and industry.
- In Q2 2007 - just prior to the recession, the sectors with the largest numbers employed were: wholesale & retail sales (302k employed), industry (302k)
- As Ireland's VET system is strongly linked to the construction sector, the decline in construction activity at the onset of the depression (and the subsequent decline in the numbers employed) has meant the intake into VET in Ireland has also declined sharply

# Employment Stats

- Ireland's VET system is undergoing significant changes, including an expansion of the number of occupations designated as apprenticeship trades; this will mean that in future, VET will cover a broader range of economic sectors
- We need to ensure that as we embrace the Apprenticeship Mode of Education that this does not simply become a synonym for work-experience without adequate assurance of practical skills development

# History of Higher Education Institutes in Ireland

## 7 Universities

**Trinity College (TCD) 1592**

**NUI Maynooth (NUIM) 1795**

**NUI Cork (UCC) 1845**

**NUI Galway (UCG) 1845**

**NUI Dublin (UCD) 1854**

**Dublin City University (DCU)  
1980**

**University of Limerick (UL) 1972**

## 14 Institutes of Technology (IoTs)

**Dublin 1875**

**Athlone, Blanchardstown,  
Carlow, Cork, Dundalk, Dun  
Laoghaire Institute of Art Design  
and Technology, Galway-Mayo,  
Letterkenny, Limerick, Sligo,  
Tallaght, Tralee, Waterford  
All 1970**

# Purpose of IoTs

...to educate for trade and industry...ranging from craft to professional, notably in engineering and science but also in commercial, linguistic and other specialties.

...more immediately concerned with ... filling gaps in the industrial manpower structure, particularly in the technician area

If IoTs are to make their most effective contribution to society and to the economy, they must be capable of adaptation to social, economic and technological changes

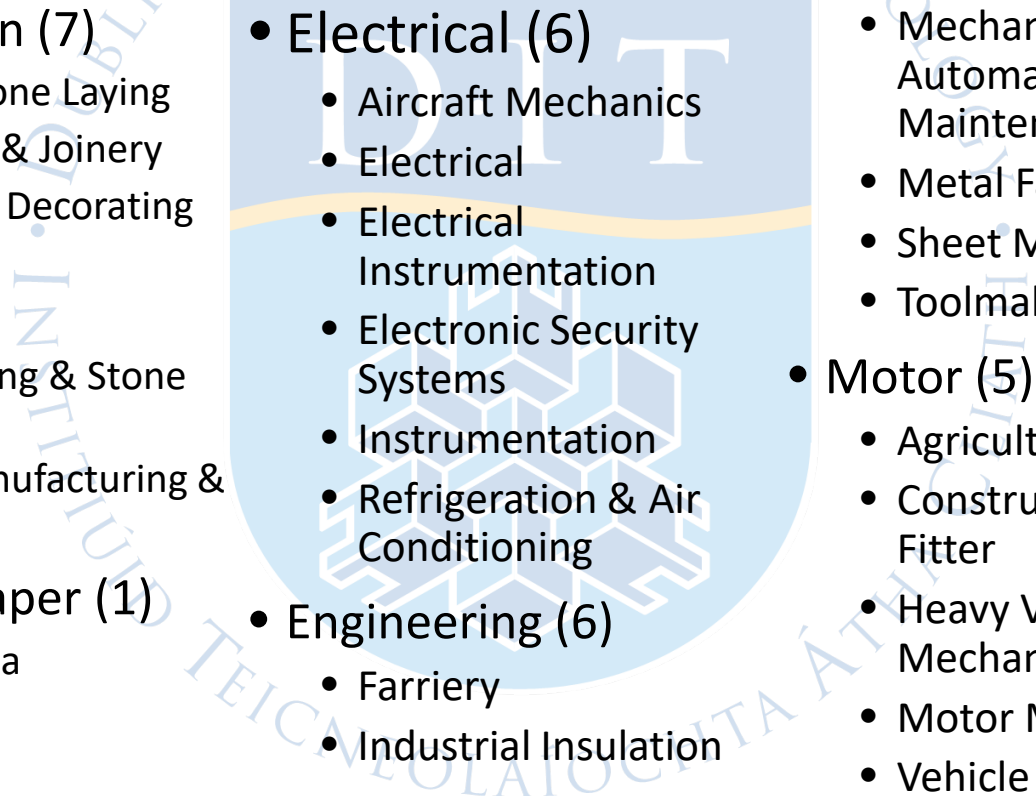
...the progress of these colleges should not be deterred by any artificial limitation of either the scope or the level of their educational achievements

*The Mulcahy Report (1967)*

# Post-Secondary Education Costs in Ireland

- Ireland provides free Primary, Secondary and Tertiary Education to all citizens of the EEA (EU + EFTA)
- EEA Citizens attending Universities and Institutes of Technology are subject to student service fees (of €3k p.a.) which students are required to pay on registration, to cover examinations, insurance and registration costs
- A national means-tested grant system (SUSI) is available to qualifying students to cover this cost
- Apprentice Students at IoTs are not entitled to apply for such grants

# 25 Statutory Apprenticeships in Ireland

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- **Construction (7)**
    - Brick & Stone Laying
    - Carpentry & Joinery
    - Painting & Decorating
    - Plastering
    - Plumbing
    - Stonecutting & Stone Masonry
    - Wood Manufacturing & Finishing
  - **Print and Paper (1)**
    - Print Media
  - **Electrical (6)**
    - Aircraft Mechanics
    - Electrical
    - Electrical Instrumentation
    - Electronic Security Systems
    - Instrumentation
    - Refrigeration & Air Conditioning
  - **Engineering (6)**
    - Farriery
    - Industrial Insulation
  - **Mechanical**
    - Automation and Maintenance Fitting
    - Metal Fabrication
    - Sheet Metalworking
    - Toolmaking
  - **Motor (5)**
    - Agricultural Mechanics
    - Construction Plant Fitter
    - Heavy Vehicle Mechanic
    - Motor Mechanic
    - Vehicle Body Repairs

# Apprentice Block-Release Structure

Historically, most of the Statutory Apprentice programmes in Ireland are structured on a Block Release basis

**Phase 1 – On-the-job. Min. 3 Months**

**Phase 2 – Off-the-job. Training College. 22 Weeks**

**Phase 3 – On-the-job. Min 6 Months**

**Phase 4 – Off-the-job. IoT, 11 Weeks**

**Phase 5 – On-the-job. Min 6 Months**

**Phase 4 – Off-the-job. IoT, 11 Weeks**

**Phase 7 – On-the-job. Min 3 Months (Total Min. 122 Weeks, can be up to 200 Weeks.)**

# Off-the-job Training

- While in off-the-job training at an IoT, Apprentices are paid a training allowance based on an agreed national scale
- This ranges from **€195** p.w. (€10k/us\$11/£9kp.a.) for a first-year Apprentice in the Motor Industry to **€678** p.w. (€35k/us\$40k/£30k p.a.) for a fourth-year Apprentice in the Electrical Trade.



# Economic Engagement and Understanding

- Apprentices engage immediately with the economy
- It is often an economic imperative for Apprentices to find Employment once they leave Secondary School
- Higher Education Students can defer that engagement by up to 5 years
- Higher Education Students are more insulated from the vagaries of the labour market

# New Apprenticeships in Ireland

In addition to the 25 Statutory Apprenticeships, there are also

+ 6 New Apprenticeships up and running or ready to run

+ 29 more In Development

+ New proposals emerging from the 2017 Call for New Apprenticeships



# New Apprenticeships Structures

- Students on New Apprenticeships are paid by the Employer throughout their training
- Proposals for New Apprenticeships are Industry Led
- The first requirement is for Industry to clearly identify a guaranteed skills demand over a period of at least 5 years
- Consortia from Industry Partners should include at least one Provider (University, IoT, other Public or Private Training Provider)
- State covers programme development costs and teaching costs
- Curriculum becomes a national resource
- Market demand may result in additional providers entering the market

# New Apprenticeships Design Requirements

- Min. 50% On-The-Job Learning
- Min. Duration 2 Years
- *Statutory Apprenticeships*
  - *Paid a nationally agreed wage while in training*
  - *Paid on-the-job by Employer*
  - *Paid off-the-job by the National Training Authority (SOLAS)*
- New Apprenticeships
  - Wage agreed between employer and employee
  - Employer pays while student is on-the-job and off-the-job

# 10 Steps in Developing a New National Apprenticeship

1. Proposal – Research and Skills Need
2. Assessment and Approval for Development
3. Project Plan Approved and Development Funding Allocated
4. Programme Development
5. Occupational Profile Approved
6. QA Approved and Programme Validated
7. Industrial Training Order Created
8. Implementation Plan and Budget Agreed
9. Approval of Employers and Registration of Apprentices
10. Apprenticeship Underway

# New Apprenticeships Up and Running (6)

- Engineering
  - Industrial Electrical Engineering
  - Manufacturing Engineering
  - Manufacturing Technology
  - Pipefitting
  - Polymer Processing Technology
- Finance
  - Insurance Practice



# New Apprenticeships In Development (12)

- Accounting Technician
- Baker
- Butcher
- Commis Chef
- HGV Driver
- ICT Associate Professional Network Engineer
- ICT Associate Professional Software Developer
- International Financial Services Associate
- International Financial Services Specialist
- International Financial Services Advanced Specialist
- OEM Engineer
- Telecommunications Field Engineer

# New Apprenticeships Approved for Development (10)

- Applied Accounting
- Automotive Electronic Control Systems Engineering
- Fintech Associate Professional
- Food and Drink Process Operator
- Maintenance Operations Engineering
- Manufacturing Technician
- Precision Turned Parts
- Science Aircraft Asset Management
- Transport Technology
- Wind Turbine Maintenance

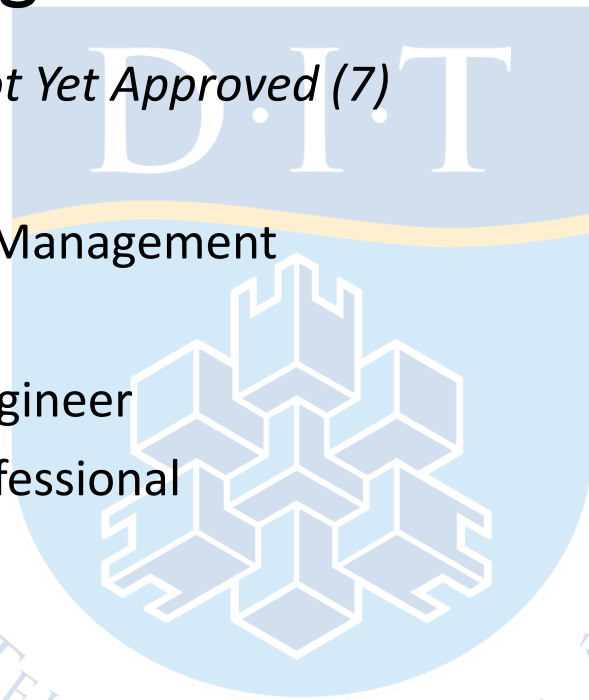




# New Apprenticeships At Proposal Stage

*Occupational Profile Not Yet Approved (7)*

- Chef de Partie
- Engineering Services Management
- Executive Chef
- Manufacturing ICT Engineer
- Property Services Professional
- Retail Practice
- Sous Chef



# Apprenticeship Dawning of a New Era?

- In recent decades the apprenticeship model has become a less attractive option for school-leavers and their parents
- There are many reasons for this decline including:
  - the growth in access to Higher Education from **Elite** to **Mass** to **Universal**;
  - the proliferation of degree programmes particularly at level 7;
  - poor and misinformed career guidance;
  - a misconception that the apprenticeship model was for the academically challenged i.e. “good with their hands” students.
- In many cases it is easier to get into college than it is to get an apprenticeship

# Disadvantage and Apprenticeships

