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**NATIONAL
APPRENTICESHIP
OFFICE** GENERATION
APPRENTICESHIP



CREATING AN INTEGRATED APPRENTICESHIP SYSTEM IN IRELAND

Commitment to collaboration and communication

Significant work is underway this year on creation of a single integrated apprenticeship system, led by the National Apprenticeship Office. This newsletter is being published on www.apprenticeship.ie and there will be regular updates on the homepage. A dedicated email address has been

set up and views and ideas are invited from all: integration@nao.ie. The national apprenticeship social media platforms on LinkedIn, Twitter, Instagram and Facebook will provide regular alerts on new developments.

The National Apprenticeship Alliance

is meeting regularly to advise on the integration work as it progresses. The Alliance includes nominated employer, apprentice, training provider and social partner representatives.

From September a schedule of

regional meetings and briefings on creation of the integrated system of apprenticeship programmes will get underway. Meeting dates and times will be published on www.apprenticeship.ie and will be both in person and online to enable as wide a participation as possible.

Inside this issue

Creating the single integrated model of apprenticeship programmes, introduction by Pat O'Doherty, Chairperson of the National Apprenticeship Alliance

Preparing for 10 new apprenticeship programmes in 2023

One More Job campaign resonates with small employers

Revving up for Autumn activity in the Facts, Faces, Futures campaign with girls schools

Emerging findings from the first national apprenticeship employer survey 2023

Record nominations for 2023 Apprentice of the Year and date for your diary

New €3000 bursary a further step in access & inclusion

Have you submitted your Workplace Champions nomination 2023?

 #GenerationApprenticeship  Apprenticeship  @apprenticesirl – Instagram  @Apprenticeship Ireland





WHY IRELAND NEEDS AN INTEGRATED MODEL FOR ALL APPRENTICESHIP PROGRAMMES

2023 is an especially exciting year for the national apprenticeship system in Ireland. We are nearing the midpoint of implementation of Government's *Action Plan for Apprenticeship 2021-2025* and the pace of work is accelerating. The National Apprenticeship Office is now well established and has just moved into its new home on the Enterprise Ireland campus, further enhancing the strength of the partnership between the enterprise and education communities. The National Apprenticeship Alliance which was set up in March 2022 will have met 10 times by the end of the summer, clearing a packed agenda at each meeting. 67 national apprenticeship programmes are now available with a further 9 programmes due to launch by the end of the year and a further 22 programmes in development. Almost 26,000 apprentices are training with 9,000 employers and registrations for 2023 are up over 12% on this time last year.

And equally exciting, work has just got underway on the project to create a single integrated model of apprenticeships, with implementation due to start in 2024. Why is this important? Currently we have a model of apprenticeships that is in two parts, with different funding approaches and

operational rigidities that don't always facilitate growth and expansion. And growth and expansion are what we want and need to support our society and economy into the future.

We want at least 10,000 annual registrations of apprentices by 2025 and at least 12,000 active apprenticeship employers. We want at least 2,000 of those annual apprentice registrations to be women. We want an apprenticeship model that enables access and inclusion for people of all ages and backgrounds. We want up to 100 apprenticeship programmes to be available across all industries in twenty-first century Ireland. And we want continued and increased investment in apprenticeship training and career opportunities by Government.

All of this ambition requires a coherent and integrated model to support and enable that growth. I am delighted to say that at the end of May the work on this project got underway in earnest. It is being coordinated by the National Apprenticeship Office, with expert support and advice from the National Apprenticeship Alliance of which I am proud to be Chairperson.

Strong stakeholder engagement and

collaboration is going to be essential for the success of this project, with unwavering attention to the needs and interests of apprentices and employers. Two initial information briefings were held in June by the NAO with almost 250 people attending these either in person or online. There will be a series of further meetings and briefings over the coming months. This newsletter is the first of several which we will publish with information updates and invitations for views and other contributions.

Below you can read an update on the integration project over the past 4-6 weeks, including on the core principles that will underpin the project and the seven workstreams that will structure progress over the coming months.

The NAO has set up a dedicated email address integration@nao.ie and invites views and ideas.

Looking forward to sharing more information as the project progresses.

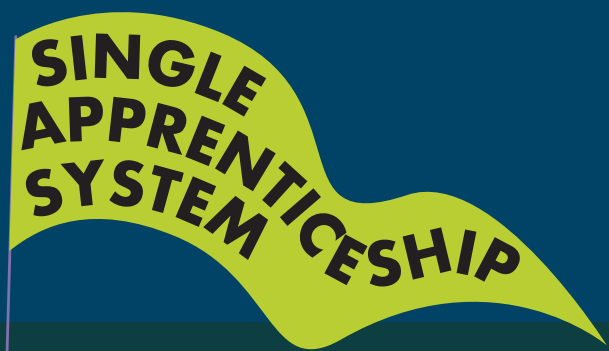
Pat O'Doherty, Chairman, National Apprenticeship Alliance, 01 July 2023

The National Apprenticeship Office (NAO) is a body set up jointly by SOLAS and the Higher Education Authority (HEA) in 2022. The NAO is governed by a management board which includes the chief executives of the HEA and SOLAS. The NAO also reports to the SOLAS and HEA boards.

National Apprenticeship Office Director, Mary-Liz Trant and Leo Clancy, CEO, Enterprise Ireland pictured at the NAO new HQ.



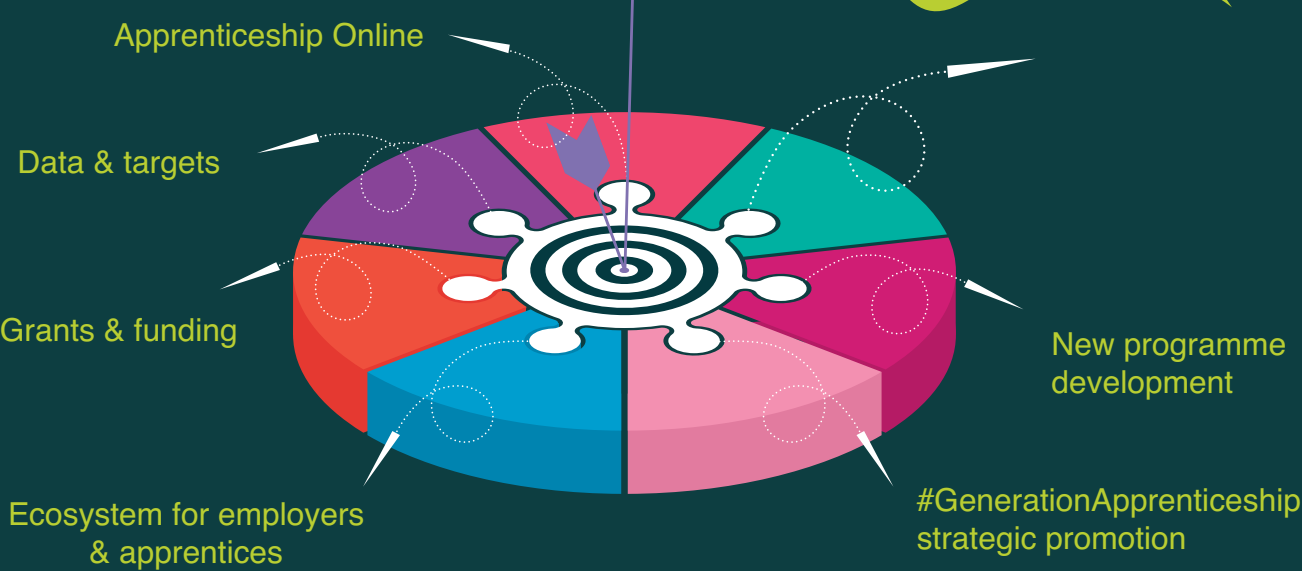
THE PROJECT TO CREATE AN INTEGRATED MODEL FOR ALL APPRENTICESHIP PROGRAMMES: PROGRESS DURING MAY-JUNE 2023



Following extensive discussion over recent months, the project to create an integrated model for all apprenticeship programmes got underway following a meeting of the National Apprenticeship Alliance on 24 May 2023.

A vision for the new integrated model to inform the project

- ✓ Up to 100 apprenticeship programmes in all industry areas
- ✓ 20,000+ employers active at any one time
- ✓ 40,000+ apprentices in training, of which 20% are women
- ✓ €300m+ investment annually
- ✓ Apprenticeship system agile & responsive
- ✓ Apprenticeships are highly regarded & valued by apprentices & graduates, enterprise community, second level system, wider society & economy



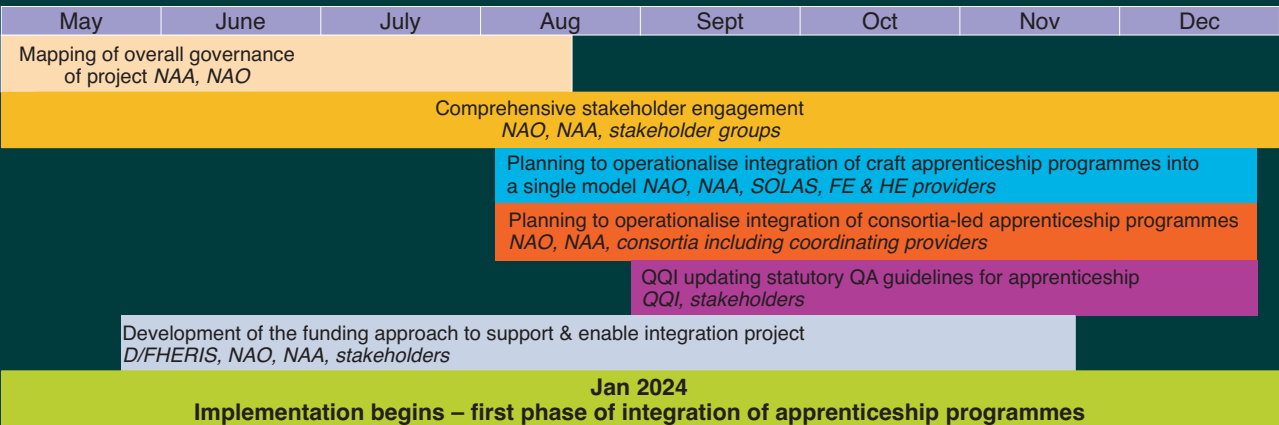
4 core principles to underpin the project

- 1 Apprenticeships are national programmes, each with a single curriculum & assessment structure, and are industry-led
- 2 The integration project will incorporate the best of both the craft and the consortia-led models
- 3 The project will be holistic, reflected in 7 project workstreams
- 4 A collaborative approach will underpin all stages of the project

Some initial information on what will evolve and what will stay the same	
STAY THE SAME	EVOLVE
SOLAS statutory role via the NAO Overall quality assurance role (QQI) National capacity planning & budgeting Strong stakeholder involvement in shaping the system	SOLAS' coordinating provider role since 2013 Roles & responsibilities of FE & HE providers Consortium arrangements Funding approach for apprenticeships



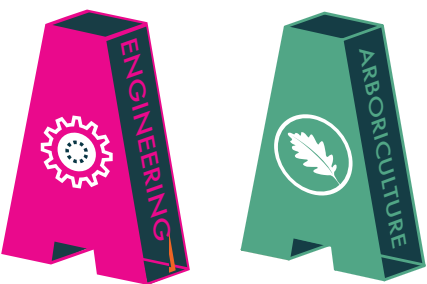
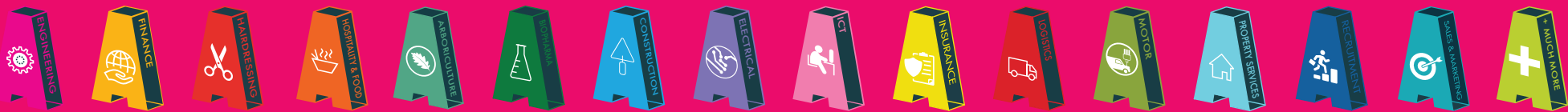
7 workstreams identified for completion May 2023-Jan 2024



FLOURISH AND THRIVE IN 2023

CONNECTION & COMMUNITY

10 NEW APPRENTICESHIP PROGRAMMES IN 2023



During May-June three new national apprenticeship programmes were launched. SportsTurf Management got underway on 24 May, it is coordinated by the national agriculture and food development authority Teagasc and is a 2-year programme leading to a Level 6 award on the National Framework of Qualifications. A Civil Engineer Technician Level 6 programme and a Civil Engineer Level 7 programme were launched on 30 June. They are led by the Civil Engineering Contractors Association (CECA) and CIF and coordinated by Atlantic Technological University. Dr Mary Liz Trant, Director of the National Apprenticeship Office noted: “We now have 69 national apprenticeship programmes available, providing great choice for both apprentices and employers. These new apprenticeships and others coming on stream later in 2023 are being welcomed by so many businesses up and down the country, many of them micro and small businesses which are the backbone of our economy and society.”

**A further 7
apprenticeship
programmes
are due to
launch over
the next
6 months**



■ Quantity
Surveyor L9



■ Precision
Machinist &
Quality Control
L6



■ Executive Chef
L9



■ Digital
Marketing &
Media L6



■ Farm Technician L6
■ Farm Manager L7
■ Horticulture L6



ONE MORE JOB CAMPAIGN RESONATES WITH SMALL EMPLOYERS

Thanks to everyone who has been spreading the word on the One More Job initiative!

Designed to connect with micro and small employers across the country, with tailored supports and financial support, One More Job was launched by Simon Harris TD, Minister for Further and Higher Education, Research, Innovation and Science in civil engineering firm Jennings and O’Donovan in Sligo on 24 April 2023. And already over 200 small employers have engaged and are interested in creating that all important ‘one more job’ via apprenticeship.

The National Apprenticeship Office has set a target of 500 more apprenticeship jobs through the initiative, so please assist us in getting the word out to small employers. All of the information about One More Job is available on www.apprenticeship.ie and there is a dedicated email address for queries **OMJ@nao.ie!**



REVVING UP FOR AUTUMN 2023 ACTIVITY IN THE FACTS, FACES, FUTURES CAMPAIGN WITH GIRLS SCHOOLS



Just 966 of the 8,286 apprentice registrations in 2022 were women. Feedback from events such as WorldSkills Ireland and Higher Options indicates that the word about apprenticeship opportunities is still not reaching many female students at second level. As part of International Women's Day this year the 'Facts, Faces, Futures' campaign with girls schools was launched, with the aim of connecting with all girls schools in the country by the end of the year. The National Apprenticeship Office has written to the principals of all girls schools to let them know about the campaign and tailored information materials have been published on www.apprenticeship.ie.

From September we are asking that the full apprenticeship community mobilises to connect with the girls schools in each region of the country and ensure awareness of all of the exciting opportunities available through #GenerationApprenticeship. During the Autumn months the NAO will liaise via the Generation Apprenticeship partners network to review and discuss progress on this campaign.



Emerging findings from the first national apprenticeship employer survey 2023

During March-April 2023 the first national survey of apprenticeship employers was conducted, with a strong response from over 2,500 employers who spanned the full range of the employer community. Using employer feedback is an essential tool for the NAO in shaping apprenticeship for growth.

A full report of the findings is being prepared and will be published over the summer. Here are 10 interesting findings we can share now:

- Most apprentice employers who responded to the survey are micro and small enterprises; just 7% are large employers with more than 250 employees.
- 94% of employers hire less than 10 apprentices, with 42% employing just 1 apprentice and the remaining 52% hiring between 2-9.
- Most employers of craft apprentices are in the construction sector with a broader range of industries engaged in consortia-led programmes.
- Passing on skills within the company and investing in the workforce are the two main reasons employers cite for hiring apprentices.
- Employers are satisfied with the contribution their apprentices make to their company and are most satisfied with the overall development of their apprentices and the relevance of skills acquired.
- The availability of online resources and scheduling of off the job training are two areas of dissatisfaction, particularly amongst those employing craft apprentices.
- Attracting apprentices with the sufficient prerequisite skills to carry out their role as well as salary expectations were identified as the main hiring challenges facing apprentice employers.
- Most employers indicated that they do not face challenges retaining apprentices during their training.
- More than 90% of employers plan to either employ more or maintain the same number of apprentices over the next 12 months.
- Additional financial supports are more important for small employers, while business growth and greater relevance of training is most important to larger employers.



RECORD NOMINATIONS FOR 2023 APPRENTICE OF THE YEAR & DATE FOR YOUR DIARY

Nominations for the 2023 Apprentice of the Year closed on 16 June and we are delighted to announce that with over 250 nominations received we are well beyond our Year 1 nomination total. The Mansion House is all set to be the hottest ticket in town on 19 October as we showcase our wonderful 26,000-strong community of apprentices.

THERE ARE SO MANY TALENTED & HIGHLY SKILLED APPRENTICES AMONG THE 26,000 CURRENTLY TRAINING IN IRELAND. NOW IS THE TIME TO CELEBRATE THEIR RESILIENCE, ADAPTABILITY AND CONTRIBUTION



The awards recognise and celebrate apprentices who are driving new careers across so many diverse industries. The 2023 nominees are from all regions of the country and span all industry areas. During July-October we will be seeking your support in showcasing the phenomenal 250 nominated apprentices this year. We will be using the national apprenticeship social media platforms extensively. If you or your organisation do not yet follow us on some of these platforms please join today!



See www.apprenticeship.ie for information, ideas and all things Generation Apprenticeship 2023

HAVE YOU SUBMITTED YOUR WORKPLACE CHAMPIONS NOMINATION 2023 YET?

Celebrating those individuals who bring apprenticeship training alive in the workplace, through their mentoring skills, their listening skills, the many different ways in which they support apprentices as they embark on their careers and brilliant on-the-job learning and development experiences.

- Workplace champions may be in leadership or supporting roles.
- They may be assessors, mentors, team leaders, shift supervisors or anyone involved in the day-to-day training of an apprentice.

The Workplace Champions 2023 awards build on four years from 2019-2022 of the Generation Apprenticeship Employer of the Year awards. The 2023 awards aim to recognise and celebrate all those apprenticeship champions in the workplace who show unwavering commitment to the development and success of apprentices and apprenticeships as a whole.

Do you know someone who goes that extra mile in supporting apprentices? An enabler, dedicated to facilitating apprentices through their journey? An enthusiastic individual who shares their passion and expertise generously to support apprentices who may need extra assistance? Someone who inspires and harnesses commitment to excellence in their profession? Or maybe someone who acts as an advocate for inclusion and promotes well-being within apprenticeship? Then, get nominating!

A nomination can be made by an employer, training provider, apprentice, consortium or other apprenticeship partner. Nominations are free and via a nomination form available [here](https://www.apprenticeship.ie) / on www.apprenticeship.ie. Nominations may be for an individual or for a team of individuals.

Closing date for nominations: Wednesday 06 September 2023 to awards@nao.ie



GENEROUS GRANTS

TAILORED SUPPORT



NEW €3000 BURSARY A FURTHER STEP IN ACCESS & INCLUSION

Following establishment of a national access and inclusion subcommittee in January of this year, a priority item for the group was to get a new bursary launched, to support learners from underrepresented groups who wish to access apprenticeships. The bursary is now up and running. Successful applicants on 'access to apprenticeship' courses in September in TU Dublin and TU Shannon will be eligible to receive up to €3000 each to help with travel, accommodation and other costs associated with participation in the course. It is expected that 30+ learners will benefit in this first year. Proposals being developed to increase the available funding and reach more learners around the country in 2024. For more information, [see www.apprenticeship.ie](https://www.apprenticeship.ie).



DATES TO NOTE: JULY-DECEMBER 2023

Date of issue: July 2023 (updates at the end of each quarter & see www.apprenticeship.ie)

JUL

- July R U OK? campaign 2023
- 28 July Generation Apprenticeship showcase, Dundrum Town Centre

SEP

- Generation Apprenticeship competition with second level schools and centres opens for entries
- 19–21 Sept National Ploughing Championships
- 20–22 Sept Ireland Skills Live & Higher Options, RDS
- 26 Sept National TY Show, National Sports Arena, Abbottstown
- 28 Sept Meeting of National Apprenticeship Alliance

NOV

- 03 November Graduation Mid-West region (LCETB)
- 8 Nov WWETB Generation Apprenticeship Employer Roadshow, SETU campus
- 9 Nov Generation Apprenticeship partners network meeting
- 10 Nov Graduation South region (Cork ETB)
- Graduation Dublin & East regions (CDETb, KWETB, DDLETB, LMETB) Date TBC
- 28 Nov Authorised Officers Network Meeting
- 30 Nov Meeting of National Apprenticeship Alliance

AUG

- August Generation Apprenticeship digital campaign Phase 2
- 31 August Meeting of National Apprenticeship Alliance

OCT

- 12 Oct Meeting of national Access & Inclusion subcommittee
- 19 October Apprentice of the Year awards 2023 Mansion House, Dublin 2
- 20 October Graduation South-East region (WWETB, KCETB and TETB)

DEC

- 7 December Generation Apprenticeship Workplace Champion Awards (venue tbc)
- 14 Dec Meeting of national Access & Inclusion subcommittee



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