

The Springboard+

n/a

POLICY INSTRUMENT

 Ireland

Description

Country

 **Ireland**

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 they are encouraged to draw on data from reports published by the EGFSN (e.g. <http://skillsireland.ie/all-publications/2016/springboard-2016-guidance-for-he-providers-web-final.pdf>) and consultations with industry bodies and the enterprise development agencies (Enterprise Ireland and IDA Ireland). See: <http://skillsireland.ie/all-publications/2016/guidance%20for%20higher%20education%20provi>

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

Beneficiaries

YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK

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.

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

Other instruments in Ireland

- Skillnet
n/a
- Skills To Advance.
n/a
- Skills to Compete

n/a