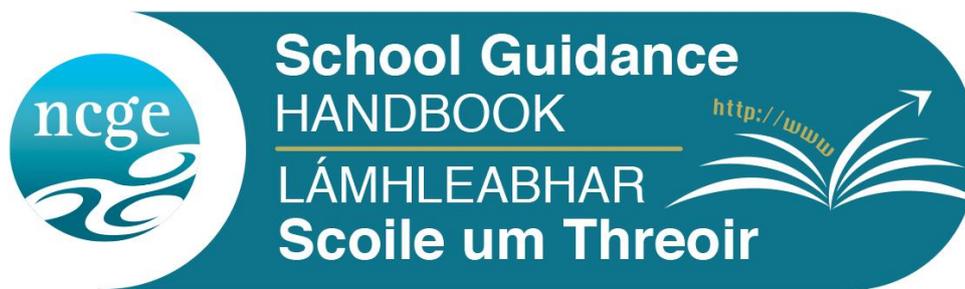


Generation Apprenticeship: Accelerating Real-Life Learning

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Table of Contents

| | |
|--|----|
| Summary | 3 |
| Key words | 3 |
| Introduction..... | 3 |
| Apprenticeship in Ireland..... | 4 |
| Why choose an apprenticeship?..... | 5 |
| Key features of national apprenticeships | 5 |
| Importance of Career Guidance | 6 |
| Apprenticeship Options | 6 |
| Becoming an apprentice..... | 10 |
| Conclusion | 11 |
| Further information..... | 12 |
| Biography..... | 14 |
| Acknowledgements..... | 14 |
| References..... | 15 |
| Abbreviations..... | 17 |

Summary

Apprenticeship in Ireland has traditionally been the path to skilled occupations in a range of sectors such as construction, engineering, motor and electrical. Generation Apprenticeship is a major expansion project to more than double the number of learners of all ages and backgrounds taking the apprenticeship route. Helping more people discover and develop their talents through apprenticeship training is at the heart of the national apprenticeship system. Since 2016 the range of apprenticeship options in Ireland has extended in areas such as Insurance Practice, Electrical Engineering, Polymer Processing, Manufacturing Engineering, International Financial Services, Hospitality and Accounting with many more on the way. Career guidance is an essential element in improving the attractiveness of apprenticeships and empowering people to make informed choices.

Key words

Generation Apprenticeship, skills development, career choices, real-life learning

Introduction

Apprenticeship in Ireland has traditionally been the path to skilled occupations in a range of industries and sectors such as construction, engineering, motor and electrical. However, most students and their families see the Central Applications Office (CAO) college route as the primary route into their chosen career. But things are changing with an expanded model of apprenticeship, in which a wider range of occupations are attracting more people into apprenticeships. The apprenticeship model is a time honoured way to acquire knowledge and skills. The word apprenticeship comes from the Old French *aprentiz* meaning "someone learning" and the Anglian suffix *-scip*, meaning "state, condition of being". An apprenticeship is when someone is in a state or condition of learning from a master in a field ("apprenticeship - Dictionary Definition : Vocabulary.com," n.d.).

A review of apprenticeship training in Ireland (Department of Education and Skills, 2013) made recommendations to expand the apprenticeship model, as is being done in other countries around the world, in order to meet both the needs of people and society's future skills needs, which are developing at an unprecedented pace. Generation Apprenticeship is a renewal guided by the Apprenticeship Council to meet these skills needs. Following a call for apprenticeship proposals in 2015 the first of these apprenticeships were launched in 2016 and will continue into 2018. A new call for apprenticeship proposals is underway with the closing date for proposals on the 1st Sept 2017. This call will further expand the options for Generation Apprenticeship with more occupations becoming available through the apprenticeship route.

The National Skills Strategy 2025 includes a target of 50,000 apprenticeship and traineeship places to be provided over the period 2016-2020. The benefits of apprenticeship training in matching skills formation to the specific needs of companies, the productivity of apprentices as well as recruitment and retention savings are all positive elements that companies and

people can benefit from. To reach the cumulative target by the end of 2020 a set of proposed annual target figures are presented in Table 1. These figures allow for some time to scale-up within the education and training system and to enhance engagement from employers, large and small, around the country.

Table 1 Target apprentice registrations and cumulative number of apprenticeship programmes by year (Dept. of Education & Skills, 2016)

| Craft-based apprenticeships | 2016 | 2017 | 2018 | 2019 | 2020 |
|--------------------------------------|-------------|-------------|-------------|-------------|-------------|
| Number of Apprenticeship Programmes | 27 | 27 | 27 | 27 | 27 |
| Forecast new registrations per annum | 3,390 | 4,147 | 4,697 | 5,087 | 5,587 |

| New apprenticeships | 2016 | 2017 | 2018 | 2019 | 2020 |
|--|-------------|-------------|-------------|-------------|-------------|
| Planned number of apprenticeship programmes (cumulative) | 2 | 15 | 25 | 35 | 40 |
| Planned new registrations per annum | 82 | 800 | 1,500 | 2,297 | 3,413 |

| Total target apprentices registrations per annum | 3,472 | 4,947 | 6,197 | 7,384 | 9,000 |
|---|--------------|--------------|--------------|--------------|--------------|
|---|--------------|--------------|--------------|--------------|--------------|

This paper presents the benefits of taking the apprenticeship route and with the expansion of Generation Apprenticeship in Ireland, aims to position apprenticeship as a first choice option for people starting out on a career, upskilling or changing careers. Providing relevant career guidance information is central to helping people make informed decisions and this paper provides information and advice to assist in this endeavour.

Apprenticeship in Ireland

In Ireland, statutory apprenticeships are programmes of structured education and training which formally combines and alternates learning in the workplace with learning in an education or training provider. Apprenticeship is a dual system, a blended combination of on-the-job employer-based training and off-the-job training and education. In order to become an apprentice a person must be an employee and have an employer and are paid for the duration of the apprenticeship. An apprentice spends between 50% and 80% of their time in the workplace, learning and developing skills on the job within their community of practice. The remainder of the time is spent with an education and training provider which can be either block or day release, online or a blended model depending on the apprenticeship. Training is typically in an ETB training centre and/or Higher Education Institute depending on the individual apprenticeship or stage of apprenticeship.

The national apprenticeship system is governed by legislation, principally the 1967 Industrial Training Act. The legislation sets out the overall structure of the national system and the protections for as well as the responsibilities of apprentices, employers, and education and training providers. Upon registration as an apprentice both the employer and apprentice agree to the terms and obligations contained within the Apprenticeship Code of Practice (SOLAS, 2016).

Why choose an apprenticeship?

Employers look at apprenticeships as an exciting and proven way to develop talent for their company or business, as apprenticeships are designed by industry-led groups in collaboration with education and training providers to meet current and future skill needs, supporting growth and competitiveness. For apprentices an apprenticeship means they can earn while they learn and build valuable work-ready skills in their chosen occupation with nationally recognised qualifications. Apprenticeships open up exciting and rewarding careers, with learning grounded in the practical experience of undertaking a real job.

Apprentices from Ireland compete nationally and internationally and have achieved prestigious awards in many occupations at World Skills Competitions (WorldSkills, 2011, 2013, 2015) demonstrating the quality of training and ability of participants. While apprenticeship has long been an accelerator for individual and corporate development in Ireland, Generation Apprenticeship is a major expansion project to more than double the number of learners of all ages and backgrounds taking the apprenticeship route. Helping more people discover and develop their talents through apprenticeship training is at the heart of the national apprenticeship system. Since 2016 the apprenticeship model has been expanded to include apprenticeships leading to occupations in new sectors such as Insurance, Hospitality and Manufacturing and extending the range of occupations in existing sectors such as Engineering with more options on the way.

Key features of national apprenticeships

Apprenticeships in Ireland have the following key features:

- Industry-led by consortia of industry and education partners
- Lead to an award at Levels 5 to 10 on the National Framework of Qualifications (NFQ)
- Between 2-4 years in duration
- Minimum 50% on-the-job learning
- Flexible delivery – online, blended, off-the-job learning in increments/blocks
- Apprentices are employed under a formal contract of apprenticeship
- The employer pays the apprentice for the duration of the apprenticeship¹

Apprenticeships are industry-led, that means that they are focused and designed to meet the current and evolving skills needs in those sectors with apprentices learning and applying the latest skills and technologies providing great career progression opportunities. Apprenticeship programmes lead to nationally recognised qualifications ranging now from Level 5 to Level 10 on the NFQ. While many apprenticeships are four years in duration and lead to Level 6 awards, two and three year apprenticeships are now available with a range of award levels.

¹ For apprenticeships in place prior to 2016 the State pays a training allowance to apprentices during off-the-job training phases

Importance of Career Guidance

A key pillar and one of the guiding principles for high performance apprenticeships and work-based learning is improved career guidance empowering people to make well-founded choices. Career guidance:

- improves the attractiveness of apprenticeships
- that is unbiased and of good quality can reduce the stereotypes and prejudices of apprenticeships among young people and their parents.
- helps young people make well-informed and sustainable educational choices that match their capabilities
- helps to ensure that young people complete their education and do not drop out.

(European Commission & ET2020 Working Group on Vocational Education and Training, 2015).

Generation Apprenticeship is expanding the apprenticeship model and is blurring the boundaries between further education and training and higher education with award outcomes on the NFQ from Levels 5 to 10 offering real choices to people looking for exciting careers.

A survey conducted in 2017 by the Industry Apprentice Council (IAC) in the UK found that apprenticeships are a really great career choice but schools and parents are out of date in their perceptions. In the report Ann Watson, Chief Executive, Semta Group responded to a question as to why so few people knew that apprenticeships are such a good career choice:

“The first thing is a lack of information. Teachers and parents don’t have enough information about apprenticeships and what they offer as a way to start a career...”

“I think the other barrier is too many people not understanding that apprenticeships have changed. Most people think of “trade” apprenticeships like joinery or plumbing and of course those still exist and can be a fantastic option. But there is now a wealth of new opportunities available as a result of emerging technologies”(Industry Apprentice Council, 2017, p. 6)

Apprenticeship Options

Providing up to date information on apprenticeship options and keeping pace to ongoing developments is critical to assist people in making informed career choices. The apprenticeship website with links to apprenticeship partner websites provides a central hub for information on current apprenticeships and apprenticeships in development. Apprenticeships are grouped into families and these families are growing and being extended with Finance added in August 2016 following the launch of the Insurance Practice Apprenticeship. This family expanded in 2017 with the recent launches of International Financial Services Associate and International Financial Services Specialist and the Accounting Technician apprenticeships. The Hospitality family was added in August 2017

with the launch of the Commis Chef apprenticeship. The apprenticeship families as of August 2017 are illustrated in Table 1 together with their associated national apprenticeships.

Table II Apprenticeship Families (August 2017) (SOLAS, 2017)

| | |
|--|---|
| <p>Construction</p> <ul style="list-style-type: none"> • Brick and Stone Laying • Carpentry and Joinery • Painting and Decorating • Plastering • Plumbing • Stonecutting and Stonemasonry • Wood Manufacturing and Finishing | <p>Electrical</p> <ul style="list-style-type: none"> • Aircraft Mechanics • Electrical • Electrical Instrumentation • Electronic Security Systems • Instrumentation • Refrigeration and Air Conditioning |
| <p>Engineering</p> <ul style="list-style-type: none"> • Fariery • Industrial Electrical Engineering • Industrial Insulation • Manufacturing Engineering • Manufacturing Technology • Mechanical Automation and Maintenance Fitting • Metal Fabrication • Pipefitting • Polymer Processing Technology • Sheet Metalworking • Toolmaking | <p>Finance</p> <ul style="list-style-type: none"> • Accounting Technician • IFS Associate • IFS Specialist • Insurance Practice |
| <p>Motor</p> <ul style="list-style-type: none"> • Agricultural Mechanics • Construction Plant Fitting • Heavy Vehicle Mechanics • Motor Mechanics • Vehicle Body Repairs | <p>Hospitality</p> <ul style="list-style-type: none"> • Commis Chef |

In 2016 with 3,821 apprentice registrations, the three most popular families were Electrical with 1,617, followed by Construction with 914 and Motor with 716 apprentices. Within the Electrical family the most popular occupation was that of Electrician. While the minimum age for many apprenticeships is 16, less than 1% of apprentice registrations in 2016 were 16 with age profiles ranging from 16 to 54, showing the appeal of apprenticeships to a wide cohort of people.

There are currently 34 national apprenticeships with more apprenticeships planned for later in 2017 and beyond. A number of these apprenticeships are described below, for full details and for further information please refer to <http://www.apprenticeship.ie> and contact the apprenticeship section in your local Educational and Training Board (ETB).

The Electrical apprenticeship is a very popular apprenticeship and leads to a QQI Level 6 Advanced Certificate Craft – Electrical where a person is qualified as an **Electrician**. This apprenticeship consists of four on-the-job phases with an approved employer and three off-the-job phases in an educational organisation. This is a four-year apprenticeship and applicants are required to undergo a SOLAS-approved colour vision test. The work of the Electrician involves the installation, commissioning, testing and maintenance of electrical wiring systems and services; electrical plant and control equipment; process monitoring and control systems.

The Industrial Electrical Engineering apprenticeship was launched in 2016 and on completion, the **Industrial Electrical Engineer** apprentice is awarded a Level 7 Bachelor of Engineering (B.Eng.) in Industrial Electrical Engineering (Apprenticeship). This apprenticeship is a two-year programme delivered by Limerick Institute of Technology. It involves two 15-week blocks of off-the-job training in Limerick Institute of Technology and the remaining 70% of time training on-the-job. This apprenticeship is designed as a progression route for qualified Electricians who wish to upskill and move into engineering roles in industry. The Industrial Electrical Engineer is required to design, plan, risk assess, program and commission a wide range of industrial electrical systems safely and in line with all relevant Irish and EU standards.

The Plumbing apprenticeship leads to a QQI Level 6 Advanced Certificate Craft – Plumbing where a person is qualified as a **Plumber**. This apprenticeship follows the same model as Electrical, four-year apprenticeship requiring applicants to undergo a colour vision test. Plumbers mainly serve the construction and engineering industries. Plumbing work involves the installation and maintenance of plumbing, heating and mechanical services on domestic, commercial and industrial projects, including houses, schools, hospitals, office blocks, apartment blocks, factories as well as pharmaceutical, chemical, food/drink processing facilities. These installations comprise of a wide range of services including pipefitting, welding, soldering on central heating systems, air handling systems, solar heating, hot and cold water supplies, sanitary appliances and sanitation systems, gas pipelines and appliances, compressed air, fire control, steam, chilled water systems and process pipework.

The Motor Mechanics apprenticeship leads to a QQI Level 6 Advanced Certificate Craft – Motor Mechanics where a person is qualified as a **Motor Mechanic**. This apprenticeship follows the same model as Electrical and Plumbing, four-year apprenticeship requiring applicants to undergo a colour vision test. The work of a Motor Mechanic involves the servicing, maintenance and fault diagnosis of automobile and light commercial vehicle mechanical and electrical systems, vehicle component removal, installation or repair according to original manufacturers' specification.

Another apprenticeship launched in 2016 is Insurance Practice; on completion the **Insurance Practitioner** apprentice is awarded a Level 8 BA (Hons.) in Insurance Practice. The lead industry partner is the Insurance Institute of Ireland and the apprenticeship is three-years in duration and delivered by IT Sligo. It involves four days per week on-the-job training, and

one day per week off-the-job and online. The Insurance Practitioner is concerned with three main disciplines identified as core competencies within the industry namely: Underwriting, Claims handling and Direct Client advice.

In 2017, a number of new apprenticeships have launched to date including apprenticeships in Polymer Processing Technology, Manufacturing, International Financial Services, Accounting and Hospitality. The **Polymer Processing Technologist** apprentice is awarded a Level 7 Bachelor of Science degree in Polymer Processing Technology. This apprenticeship is a three-year programme delivered by Athlone Institute of Technology and Institute of Technology Sligo. It involves two 15-week blocks of off-the-job training in the Institute of Technology and the remaining 70% of time training on-the-job. The Polymer Processing Technologist is responsible for the efficient set up and operation of polymer processing lines in the fields of Injection Moulding, Blow Moulding or Extrusion moulding for the production of plastic components relevant to industry standards.

There are two manufacturing apprenticeships; Manufacturing Technician and Manufacturing Engineer. The **Manufacturing Technician** apprentice is awarded a Higher Certificate Engineering (Level 6) Manufacturing Engineering. This apprenticeship is a two-year programme delivered by Galway-Mayo Institute of Technology and a number of other providers. It involves two 15-week blocks of off-the-job training in the allocated Institute of Technology and the remaining 70% of time training on-the-job. The Manufacturing Technician provides technical support function for manufacturing operations, including troubleshooting equipment and process issues, validation and qualification activities of the manufacturing site through the creation and support of necessary validation documentation for equipment, process and product release. The **Manufacturing Engineer** is awarded a Bachelor of Engineering (Level 7) Manufacturing Engineering. This apprenticeship is a three-year programme delivered by Galway-Mayo Institute of Technology and a number of other providers. It involves three 15-week blocks of off-the-job training in the allocated Institute of Technology and the remaining 70% of time training on-the-job. The Manufacturing Engineer facilitates efficient operations within the production area, to optimise existing processes, implement new processes and to ensure that production goals are met. Monitors performance of equipment, machines and tools and corrects equipment problems or process parameters that produce non-conforming products, low yields or product quality issues, all within a highly regulated and complex manufacturing environment.

Launched in 2017, there are two apprenticeships in International Financial Services (IFS); IFS Associate and IFS Specialist. The lead industry partner for this apprenticeship is Financial Services Ireland (FSI), which is a sectoral association within IBEC responsible for promoting the interests of financial services providers. The **IFS Associate** apprentice is awarded a Level 6 Higher Certificate in International Financial Services. The apprenticeship is a 2-year programme delivered by the National College of Ireland (NCI). It involves 4 days per week on-the-job training, and one day per week off-the-job at NCI. Off-the-job modules run over two 14-week semesters per academic year, while on-the-job modules are structured to run over the length of each academic year. The **IFS Specialist** apprentice is awarded a

Level 8 Higher Diploma in Financial Services Analytics. The apprenticeship is a 2-year programme delivered by NCI with the equivalent on and off the job structure as the IFS Associate. The IFS Specialist promotes Ireland as a location for International Financial Services and world class innovative products and services; drives continuous improvement in the operating environment and competitiveness of Ireland's IFS sector as well as driving research, innovation and entrepreneurship with a particular focus on financial technology and governance, risk and compliance.

The **Accounting Technician** apprentice is awarded a Level 6 Advanced Certificate. The lead partner for this apprenticeship is Accounting Technicians Ireland (ATI). The apprenticeship is a 2-year programme which involves 4 days per week on-the-job training, and 1 day per week off-the-job. The apprenticeship is coordinated by ATI and is delivered in a range of locations in Cavan & Monaghan ETB, City of Dublin ETB, Cork ETB, Dublin & Dun Laoghaire ETB, and Kildare & Wicklow ETB. An Accounting Technician supports all elements of accounts function, including income and expenditure, Balance sheet transactions, statutory returns and Payroll requirements. The Accounting Technician is concerned with book keeping, and processes all accounts payable and receivable in order to prepare, or support the preparation of, periodic accounts. They record and monitor income and expenditure including accrued and deferred income. The Accounting Technician completes regular bank reconciliations and accounts for/completes statutory returns. Regular analysis and reports are undertaken to contribute to producing accounts. The Accounting Technician produces management accounts and supplies vital financial information as to the running of a company.

The **Commis Chef** apprentice is awarded a Level 6 Advanced Certificate Culinary Arts. The lead industry partner for this apprenticeship is the Irish Hotels Federation. The apprenticeship is a 2-year programme which involves 3 or 4 days per week on-the-job training, and 1 or 2 days per week off-the-job, depending on the time of year. The apprenticeship is coordinated by Kerry Education and Training Board and is delivered in a range of locations in Cavan & Monaghan ETB, City of Dublin ETB, Cork ETB, Galway & Roscommon ETB, Kerry ETB, and Limerick & Clare ETB. The Commis chef is concerned with the core cooking tasks/responsibilities within the kitchen section (e.g. starters, vegetables, sweets, meats, sauces, etc.).

Becoming an apprentice

One of the most frequently asked question is how does someone become an apprentice? For a person to become an apprentice they must be an employee or find an employer willing to take them on as an employee. Currently there are over 4,500 employers nationally, with over 11,800 apprentices with those numbers growing each week. As part of the national apprenticeship system, there are formal requirements for approval of an employer's suitability to train apprentices and for registration of apprentices. SOLAS is responsible for delivering on these requirements and draws on a network of 'Authorised Officers' (AOs) located in each

of the sixteen ETBs around the country to do this. The ETB AOs engage with employers and conduct the employer suitability to train process and manage apprentice registrations within their region. The AOs provide advice on apprenticeship to schools and at promotion events within their regions.

For a number of apprenticeships expressions of interest can be registered such as in Insurance Practice (III, n.d.), International Financial Services and Accounting Technician. Further information and links to apprenticeship partner web sites and resources are available from <http://www.apprenticeship.ie>. The Construction Industry Federation provides a service to register interest in a range of apprenticeships (CIF, n.d.).

To begin an apprenticeship, an applicant must be employed by an approved employer. To be eligible, the applicant must meet certain criteria. In many apprenticeships applicants must be at least 16 years of age, for a number of other apprenticeships applicants must be at least 18 years of age. Applicants must also meet certain educational requirements, for many apprenticeships this means a minimum of grade D in any five subjects in the Junior Certificate or equivalent. Higher educational qualifications and other requirements may be required for other apprenticeships such as undergoing an approved colour vision test or English language proficiency test.

Apprentices attend education and training providers for their off-the-job stage of their apprenticeship. Apprentices pay a pro-rata registration fee when their off-the-job stage takes place within a Higher Education Institute. The registration fee will generally equate to the amount of time the apprentice spends in the Higher Education Institute. The payment of the pro-rata registration fee is made by the apprentice directly to the Higher Education Institute. The current rates of contribution for apprentices can be found on the apprenticeship website (<http://www.apprenticeship.ie/en/current/Pages/ApprenticeInfo.aspx?anchor=Contribution>).

For apprenticeships developed before 2016, the employer pays the apprentice while s/he is being trained on-the-job. A training allowance is paid by the local ETB while the apprentice is attending the off-the-job training. For apprenticeships developed in 2016 and after, the employer pays the apprentice for the duration of the apprenticeship. In all cases, the rate of pay is agreed between the employer and the apprentice. Further information on individual apprenticeships is available from <http://www.apprenticeship.ie>.

Conclusion

Apprenticeship in Ireland continues to be an attractive path to skilled occupations in a range of sectors such as construction, engineering, motor and electrical. Generation Apprenticeship is expanding the range of occupations with targets to more than double the number of learners of all ages and backgrounds taking the apprenticeship route. Communicating the apprenticeship model of learning as a desirable route to great career opportunities within vibrant communities of practice can only be achieved by engaging collaboratively with organisations and networks nationally. The National Skills Council, supported by the Regional Skills fora identifying industry needs and skills gaps that can benefit from work-

based learning models feeding into the Apprenticeship Council in guiding Generation Apprenticeship. Guidance is central to helping students to discover and develop their talents through the apprenticeship model of training by promoting the attractiveness of apprenticeships and empowering people to make well informed career choices.

Further information

For further information go to <http://www.apprenticeship.ie>, where descriptions of apprenticeship occupations, known as Occupational Profiles, brochures, guidance on finding an apprenticeship and contact details for local ETBs.

For certain occupations additional information is available from apprenticeship partner websites as shown in Table 3.

Table III Apprenticeship Partner Contact Details

| Apprenticeship | Contact Details |
|---|--|
| All apprenticeships | SOLAS AO Network Web: http://www.apprenticeship.ie/ |
| Accounting Technician | Accounting Technicians Ireland 47-49 Pearse Street Dublin 2 Tel: + 353 (0)1 649 8126 E mail: apprenticeship@accountingtechniciansireland.ie Web: http://www.accountingtechnicianapprenticeship.ie |
| Commis Chef | Kerry ETB Training Centre Monavalley Industrial Estate Tralee Co. Kerry Tel: + 353 (0) 66 714 9600 (0) 66 714 9638 (0) 66 714 9676 E mail: training@kerryetbtrainingcentre.ie Web: http://www.kerryetbtrainingcentre.ie |
| International Financial Services Associate International Financial Services Specialist | Carol Kenna Financial Services Ireland IBEC 84-86 Lower Baggot Street Dublin 2 Tel: + 353 (0)1 605 1631 E mail: carol.kenna@ibec.ie Web: http://www.ifsapprenticeships.ie |
| Insurance Practitioner | The Insurance Institute 5 Harbourmaster Place IFSC Dublin 1 Tel: + 353 (0)1 645 6600 E mail: apprenticeships@iii.ie Web: http://www.earnandlearn.ie |
| Industrial Electrical Engineer | Department of Electrical & Electronic Engineering |

| | |
|--|---|
| | <p>Limerick Institute of Technology</p> <p>Tel: + 353 (0)61 293262 - (0)61 293851</p> <p>E mail: electricalapprenticeship@lit.ie</p> |
| <p>Manufacturing Technician Manufacturing Engineer</p> | <p>Irish Medtech Association IBEC 84-86 Lower Baggot Street Dublin 2</p> <p>Tel: + 353 (0)1 605 1500</p> <p>E mail: imda@ibec.ie</p> <p>Website: http://www.imda.ie</p> |
| <p>Polymer Processing Technologist</p> | <p>Plastics Ireland IBEC 84-86 Lower Baggot Street Dublin 2</p> <p>Tel: + 353 (0)1 605 1727</p> <p>E mail: info@plasticsireland.ie</p> <p>Website: http://www.plasticsireland.ie</p> |

Biography

James Eustace is the Project Manager for Skills Development, Apprenticeship in SOLAS and began his career as an apprentice the Army Apprenticeship School, in Naas, as a Radio Mechanic. He joined Apprenticeship Services in 2007 and had responsibility for a number of apprenticeship programmes and apprenticeship IT systems over the last ten years and is currently leading the SOLAS apprenticeship team responsible for supporting the Generation Apprenticeship expansion.

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Abbreviations

| | |
|-------|---|
| AO | Authorised Officer |
| ETB | Education and Training Board |
| IAC | Industry Apprentice Council |
| SOLAS | An tSeirbhís Oideachais Leanúnaigh agus Scileanna |
| QQI | Quality and Qualifications Ireland |