

Human Capital Investment Operational Programme (2007- 2013)

Progress Report Template

FOR THE REPORTING PERIOD: January to December 2011

PRIORITY: No. 1 - INCREASING ACTIVATION OF THE LABOUR FORCE

ACTIVITY NAME: Skills Training for the Unemployed ESF 1.1

1. Activity description

The activity provides a range of vocational training courses to meet the needs of unemployed persons or other job seekers (including those who are socially disadvantaged). Training courses are provided at different levels and in a wide range of subjects. Some courses concentrate on generic, foundation skills whilst others provide skills specific to a particular occupation or set of tasks, as well as addressing new skills for new types of jobs including the green economy.

Within the overall FÁS suite of training programmes for unemployed/job-seekers, this activity focuses on particular types of programmes and client groups, to respond to particular needs within budget allocations. In 2011 the activity included the following FÁS programme groups: Specific Skills Training¹, Traineeships², Return to Work³, Bridging/Foundation⁴, Community Training Centres⁵ and Local Training Initiatives⁶. Specific skills training is the main category of training within the activity.

¹ Mainline courses which are employment-led and lead to qualifications that offer learners both generic and skills specific to particular jobs or occupations.

² Occupational-specific training courses that use a combination of off-the-job and structured on-the-job workplace training.

³ Courses for mature people who have been out of work for a considerable period of time.

⁴ Courses for people who have left school early or for other reasons need broader-based, generic skills training

⁵ Initial vocational skills training which is offered as an alternative to second level education with a view to re-engaging early school leavers in training and/or education.

⁶ The LTI programme is designed to provide opportunities for marginalised clients who are unable to access other FÁS training interventions for personal, social or geographical reasons. Target clients are primarily people under 35 years of age, with no formal qualifications or incomplete secondary-level qualifications.

2. Significant Changes in the Operating Environment

After experiencing some growth during the first half of the year, negative growth rates were recorded in the last two quarters of 2011 resulting in another difficult year for the economy and the labour market. The numbers in employment continued to fall in 2011 placing considerable demands on FÁS training services and by the end of the year there were over 300,000 people unemployed.

In response to the challenging economic and labour market background, the Government, through FÁS and other organisations, continued to improve its provision of training and related opportunities. Over 163,000 learners benefitted from training provision and employment support schemes during the year. With regard to jobsearch supports, the number of client referrals by the Department of Social Protection (DSP) under the National Employment Action Plan (NEAP), at just over 121,000, was up 2% over the level achieved in 2010. The numbers attending initial EAP interviews or Group Engagement Sessions during the year was almost 80,000. By the end of 2011, FÁS had delivered 577 group sessions to 13,246 EAP clients in 19 offices.

During the year the Government announced major policy and structural changes and outlined its vision for the future direction of Further Education and Training (FET). This will entail the establishment of SOLAS⁷ as the new body with responsibility for planning, coordinating and funding FET and will involve the dissolution of FÁS, and the reduction in the number of Vocational Education Committees from 33 to 16 and their transformation into Local Education and Training boards (LETBs) incorporating the training services function of FÁS. Alongside these developments, the final steps were taken to give effect to an earlier Government decision to transfer full operational responsibility for the guidance, advice and support functions of the FÁS Employment Services and Community Services functions from FÁS to the Department of social Protection. The full integration of these services was completed on the 1st January 2012

⁷ ‘An Seirbhísi Oideachais Leanúnaigh Agus Scileanna’

3. Commentary on Activity-related progress

In 2011 approximately 24,700 persons completed training under this Activity at a cost of €166.2 million (further details below).

Work commenced in 2011 on the development of a comprehensive new plan for FÁS training provision. Drawing on national and international labour market studies and on the results of our own longitudinal studies of the employment impact of FÁS training, the key salient characteristics which underpinned the most successful training interventions were identified and incorporated into the training plan. The result is a shift in the FÁS training portfolio from the short duration courses which were introduced in response to Government policy during the early stages of the current recession towards medium to high skills courses of relatively longer duration.

The existing course category framework was reclassified and regrouped into a career-themed approach to training - now called career training clusters. Each career training cluster is comprised of a collection of courses, which are aligned with the new FETAC Common Awards System, and provide occupation-specific training to meet current and future job requirements. A course within a cluster may be provided at any level, depending on labour market needs. The following career clusters were developed in 2011 and will be introduced during 2012⁸:

- **Cluster 1:** Information technology
- **Cluster 2:** Transportation, distribution and logistics
- **Cluster 3:** Sales and marketing
- **Cluster 4:** Health, care and social services
- **Cluster 5:** Built environment
- **Cluster 6:** Financial services
- **Cluster 7:** Business administration and management
- **Cluster 8:** Manufacturing
- **Cluster 9:** Natural resources
- **Cluster 10:** Skills sampling/Supported training (*training based in the community and provided via Community Training Centres (CTCs), Specialist Training Providers for persons with a disability (STPs) and Local Training Initiatives (LTIs).*)

The concept of primary driver is applied to the cluster framework. Four primary drivers apply to FÁS training as follows:

1. **Market-led** courses are primarily but not exclusively developed and offered to

⁸ Additional clusters may be added from time to time to take account of new occupations and emerging technologies, work practices etc.

meet identified employer demand e.g. traineeships and specific skills training;

2. **Client-led** courses are primarily developed and offered to meet what the client wants e.g. ECDL.
3. **Premarket-led** courses are primarily developed and offered to provide bridging or foundation type training⁹ coupled with some supports,
4. **Supported-training/skill** sampling courses are primarily developed and offered to learners who require significant additional supports to access and undertake training as part of their agreed pathway to work.

In 2011, 44% of FÁS training provision was market-led, 38% was client-led, 7% pre-market and 11% supported. It is planned to increase the share of market-led and premarket-led provision in 2012 to 52% and 14% respectively.

Training Activity in 2011.

While actively planning for the future, FÁS was conscious of the need to maintain business continuity during the year. Therefore FÁS delivered on the key targets for the year as determined by the government and addressed the needs of priority cohorts including persons who are long-term unemployed, those who are disadvantaged or have low standards of education or qualification and also those who have suffered job losses in sectors most impacted by the economic downturn. In 2011, FÁS provided a range of training opportunities within this Activity for :

- 14,458 people who completed Specific Skills Training Programmes
- 2,444 individuals who completed Traineeships
- 2,892 participants who completed Bridging-Foundation Programmes
- 2,914 individuals who completed Local Training Initiatives
- 1,635 early school leavers who completed Foundation progression in Community Training Centres
- 369 people who completed Return to Work courses

Certification¹⁰.

FÁS award data is supplied through the FETAC Business System (FBS), City and Guilds, Irish Computer Society (ICS) for European Driving License (ECDL) and the

⁹ Foundation courses provide the necessary basic technical and generic skills required to access market-led Specific Skills course or a Traineeship in one of the 9 career training clusters. Bridging courses provide the skills and knowledge to enable the individual transition from relatively long periods of inactivity to market-led courses or directly into a job by updating their technical and personal skills portfolio to ensure that they meet the course pre-requirements and/or can compete directly in a tight labour market.

¹⁰ Information on Certification is taken from the Service Plan for FÁS Training Provision 2012

Results Capture Certification Request System (RCCRS).

Preliminary analysis of certification statistics on the FBS and City and Guilds data shows that total certificates awarded for 2011 will be approximately 81,709. Of these; approximately 14,755 are City and Guilds awards, 3,370 are ICS (ECDL) awards and the remaining 63,584 are FETAC certificates. These results, without analysis of other certification data, exceed the 70% outcome committed within FÁS' Service Plan for Training for 2011.

Further analysis of FETAC data shows that:

- The majority of certificates awarded were minor (46,288) with the greatest number awarded at Levels 5 (25,124) and 3 (19,065).
- Major awards attained are close to the same number received for 2010 at 8,131.
- Estimates for Special Purpose awards equate to around 8,220.

Services (25%), Business and Administration (17%), are the highest fields of learning (domains) for which awards were given.

Developments in Specific Skills Training and Traineeship

During 2011, FÁS introduced a range of new SST courses and Traineeships across a broad range of industry sectors to add to its existing portfolio of courses. The majority of these courses are market-led courses and are offered at FETAC levels 4, 5 and 6. Additional new SST courses are in development or approved for development with a view to their introduction during 2012. The courses are detailed below.

Cluster	New Course Introduced	Courses in development (ID), piloted (P) or pilot approved (PA)
Information Technology		Programming for Cloud (ID) Mobile Android (ID) Mobile Windows (ID) 3D Apps & Platforms] (ID)

		Games developer (ID) IOS Apple (Mobile Technologies) (P) Microsoft Certified IT Professional (P) IT Technology Sales & Customer Care (P)
Sales and marketing	Retail Skills	Market Intelligence Agents (ID)
Health, Care, Social and Other Personal Services		Surf Instructor and Beach Lifeguard Training (P) Event Management/ Security (ID) Festival Management & Sound Production (ID)
Built environment	Passive House ("A" rated) Building Envelope. Passive House Construction Mechanical Systems. Rainwater Harvesting. Domestic Thermal Insulation. Intelligent Building Control Systems. Small Scale Wind Systems Implementation. Micro Solar Photo Voltaic Systems Implementation. Air-tightness Testing and Installation.	Large-scale Wind Turbine Technician (ID) Overhead Line Worker (ID)
Business Admins and managment..	Supervisory Management Skills	
Manufacturing/ Engineering	Manufacturing Operative - Medical Devices (Cleanroom). Aircraft Maintenance Technician course. Aircraft Sheetmetal Work. Textile Floor Covering. Parametric CAD 3D Architectural Modelling course.	Oil Access to Offshore Safety & Medical (P) Enterprise Skills Development for unemployed construction craft and skilled workers (P) Uileann Pipe Making in conjunction with the Na Piobairi Uileann (ID.) Bicycle Mechanic (ID) Butchery Skills- beef de-boning course

Source: Service Plan for FÁS Training Provision 2012

Developments in Bridging-Foundation Programmes

Foundation courses provide the necessary basic technical and generic skills required to access market-led Specific Skills course or a Traineeship in one of the 9 career training clusters. Bridging courses provide the skills and knowledge to enable the individual transition from relatively long periods of inactivity to market-led courses or directly into a job by updating their technical and personal skills portfolio to ensure that they meet the course pre-requirements and/or can compete directly in a tight labour market. The main developments in Bridging-Foundation in 2011 were the development and introduction of new FETAC Level 3 IT courses.

Cluster	New Level 3 Course Introduced	Award Type	Course Duration
Information Technology	Information and Communications Technology	Major	Long
Or skills Sampling???	Information Technology Applications	Major	Long
	Digital Media*	Minor	Short
	Internet Skills*	Minor	Short
	Computer Literacy*	Minor	Short
	Word Processing*	Minor	Short
	Databases*	Minor	Short
	Spreadsheets*	Minor	Short
	Desktop Publishing*	Minor	Short

*These courses are also available as evening courses

Developments in Community Based Training

Community Based Training is designed for unemployed early school leavers; people with disabilities; and unemployed people who are unable to access FÁS mainstream training. Community Based Training is accessed through 38 FÁS funded Community Training Centres (CTCs), Local Training Initiatives (LTIs) and Specialist Training Providers¹¹ (STPs). Learners are given the opportunity to take part in education and training ranging from FETAC levels 3 to level 5 on the National Framework of Qualifications (NFQ). All training programmes delivered through these interventions address both the generic and vocational skills requirements of participating learners.

In 2011, programmes leading to four FETAC approved major awards at Level 3 were introduced for individuals on community-based training programmes. These are supported by 57 training modules, associated assessments and learning resources. The courses are:

- Personal & Social Employment Skills
- Employability Skills
- Working with Computer Applications
- Science and Engineering Skills

Community Training Centres (CTCs)¹² are the vocational arm of the national Youthreach programme for early school leavers. They are independent, community–

¹¹ STPs do not attract ESF funding

¹² The National Skills Strategy (2007) predicts that early school leavers will find it difficult to access their first employment, and accordingly should be assisted to gain at least a level 4 or level 5 award before entering the labour market. The National Skills

based organisations catering for the training and employment needs of early school leavers, primarily aged between 16 –21. The training is certified leading to recognised awards on the NFQ. During 2011 an average of 2,290 early school leavers availed of training at any one time.

Through the **Innovation Strategy**, initiated with CTCs at both national and local level, new training resources were developed for trainers and learners to match new FETAC level 3 minor awards in the Application of Numbers, Digital Media, Media Awareness, Physics, Chemistry and Biology and level 4 Mathematics. Specifically designed training and relevant equipment for digital media were provided to learners and instructors to support the implementation and delivery of training and portfolio-based assessment of training using new technologies. Innovation Projects have been progressed by CTCs at local level in the following areas:

- Behaviour Management
- Green Energy and Mini Enterprise
- Literacy/Numeracy
- Development of an Employment Skills Resource Pack.

Priority was given to the literacy/numeracy needs of CTC learners in 2011. A specific Literacy/Numeracy Fund was established in the second half of the year to support CTCs who were experiencing difficulties in the provision of literacy/numeracy training. FÁS, in association with the NUI Maynooth and NALA, implemented six ‘Integrating Literacy’ programmes, offering a level 7 Award on the NFQ. The programmes were targeted at CTC managers and instructors across the national network. A total of 122 CTC staff participated in the programmes. The objective of the training is to enable CTCs integrate literacy and numeracy into the training they provide for learners.

An ‘Excellence in Corporate Governance’ initiative has been implemented through IACTO, the representative organisation of the CTC Voluntary Boards of Management, to provide the Boards of CTCs with the capacity to monitor and improve legal and contractual compliance. To date, the Excellence in Corporate Governance has been implemented in 16 CTCs and the process is underway in the majority of the remaining 22 CTCs. A new business planning and budget bidding process for 2011 was also

Strategy also highlights the increasing emphasis on generic skills including basic skills such as literacy, numeracy and using technology. The approach to training delivery in CTCs with its focus on vocational skills sampling, initial vocational training and general skills responds to these needs.

implemented for CTCs to ensure effective and efficient delivery of training in CTCs.

The Local Training Initiative programme is designed to provide opportunities for marginalised clients who are unable to access other FÁS training interventions for personal, social or geographical reasons. Some projects are targeted at specific groups experiencing disadvantage such as homeless people, recovering addicts, prisoners and travellers. Target clients are primarily people under 35 years of age, with no formal qualifications or incomplete secondary level qualifications. The LTI supports many organisations engaged in a wide variety of activities including genealogy, environment, heritage, tourism, theatre, sports and coaching.

In 2011, over 170 LTIs provided vocational training opportunities through project-based learning to assist participants achieve awards on the NFQ and to develop the capacity to progress to further training, education and work. A total of 2,914 participants completed training on LTIs during 2011.

A national review of LTIs will commence in 2012. The outcomes of the review will inform decisions regarding the viability or otherwise of each LTI.

4. Progress in relation to physical performance indicators and targets

A total of 24,712 people were trained under this activity in 2011. The numbers trained comprised 16,791 persons (68%) in the S&E region and 7,921 (32%) in the BMW region.

Of the 24,712 people trained in 2011, a total of 15,295 (62%) were male and 9,417 (38%) were female. Over the period as a whole, a total of 116,329 persons were trained and the gender breakdown is more evenly distributed with 61,793 (53%) of these male and 54,536 (47%) female.

???? (%) of the persons trained were recorded as having gained certification. Of the overall 116,329, ???? (%) were recorded as having attained certification.

PERFORMANCE INDICATORS:			
Annual and Cumulative Indicators			
A. OUTPUT			
	Region	Current period/Year:	Cumulative totals

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		(e.g.) Jan. – Dec. 11 as applicable			2007-2011		
		Male	Female	Total	Male	Female	Total
1. Number of Persons Trained	BMW	4,992	2,929	7,921	15,192	12,507	27,699
	SAE	10,303	6,488	16,791	46,601	42,029	88,630
	NAT	15,295	9,417	24,712	61,793	54,536	116,329
B. RESULT							
	Region	Male	Female	Total	Male	Female	Total
1. Number of Persons gaining Certification	BMW						
	SAE						
	NAT						
C. IMPACT							
	Region	Male	Female	Total	Male	Female	Total
1. % of Persons Trained in Employment or Further Education at time of follow-up Survey.	BMW						
	SAE						
	NAT						

NUTS III Activity Indicator Report for reporting period (Jan – Dec. 2011)

Activity: Number of persons trained			
Indicator Used: Throughput			
Region	Total	Gender break-down	
		Male	Female
Border Region	4,217	2,586	1,632
Midland Region	2,170	1,457	713
West Region	1,534	950	585
BMW Total	7,921	4,992	2,929
South East Region	3,197	1,688	1,509
Mid East Region	1,259	760	499
Dublin Region	6,965	4,322	2,643
South West Region	2,924	1,997	927
Mid West Region	2,445	1,535	910
SAE Total	16,791	10,303	6,488
National (BMW + SAE)	24,712	15,295	9,417

5. Progress with regard to expenditure

A total of €166 million was spent on this activity in 2011. This comprised €116 million in the S&E region and €50 million in the BMW region. EU funding support for this expenditure is projected at €12 million - all for the BMW region. The full amount of ESF relating to the S&E was drawn down prior to 2011.

For the OP period as a whole, expenditure is €808 million with an EU support of €125 million. Total programme forecast is €346 million and cumulative expenditure is 223% of forecast.

* See Financial Tables.

Table 1 – Expenditure for the Reporting Period Jan. to December 2011 (€m)

HCI OP €m	<i>Total Programme Forecast*</i>	<i>Total Programme Spend</i>	<i>Expenditure as % of forecast</i>	<i>Total co- financed spend</i>	<i>EU Structural Funds</i>	<i>National Public Co- financed</i>	<i>Private Co- financed</i>
<i>Source of information within financial tables</i>		<i>Column</i>		<i>Column</i>	<i>Column</i>	<i>Column</i>	<i>Column</i>
Region							
<i>Dublin</i>	58.402	45.917	79%	45.917	0.000	45.917	0
<i>South East</i>	25.024	27.523	110%	27.523	0.000	27.523	0
<i>Mid East</i>	5.675	4.598	81%	4.598	0.000	4.598	0
<i>Mid West</i>	22.540	17.231	76%	17.231	0.000	17.231	0
<i>South West</i>	20.629	20.807	101%	20.807	0.000	20.807	0
SAE Total	132.270	116.076	88%	116.076	0.000	116.076	0
<i>Border</i>	109.601	24.595	22%	24.595	5.167	19.428	0
<i>Midland</i>	58.264	15.263	26%	15.263	4.220	11.044	0
<i>West</i>	46.243	10.353	22%	10.353	2.584	7.769	0
BMW Total	214.108	50.211	23%	50.211	11.971	38.240	0
National (BMW + SAE)	346.378	166.287	48%	166.287	11.971	154.316	0

Table 2 – Cumulative Expenditure since January 2007 (€m)

HCI OP €m	<i>Total Programme Forecast*</i>	<i>Total Programme Spend</i>	<i>Expenditure as % of forecast</i>	<i>Total co- financed spend</i>	<i>EU Structural Funds</i>	<i>National Public Co- financed</i>	<i>Private Co- financed</i>
<i>Source of information within financial tables</i>	<i>Column</i>	<i>Column</i>	<i>Column</i>	<i>Column</i>	<i>Column</i>	<i>Column</i>	<i>Column</i>
Region							
<i>Dublin</i>	58.402	259.063	444%	259.063	40.477	218.586	0
<i>South East</i>	25.024	119.137	476%	119.137	13.586	105.551	0
<i>Mid East</i>	5.675	24.921	439%	24.921	5.095	19.826	0

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<i>Mid West</i>	22.540	98.950	439%	98.950	15.527	83.423	0
<i>South West</i>	20.629	95.311	462%	95.311	11.790	83.521	0
SAE Total	132.270	597.382	452%	597.382	86.475	510.907	0
<i>Border</i>	109.601	106.672	97%	106.672	17.092	89.580	0
<i>Midland</i>	58.264	58.895	101%	58.895	12.635	46.260	0
<i>West</i>	46.243	44.983	97%	44.983	8.979	36.003	0
BMW Total	214.108	210.550	98%	210.550	38.706	171.844	0
National (BMW + SAE)	346.378	807.932	233%	807.932	125.181	682.751	0.000

6. Data On Participants In Programme Activity Implementation Plan (Commission Implementing Regulation 1828/2006 - Annex XXIII)

COMPLETE ALL THESE SECTIONS

6.1 NUMBER OF PARTICIPANTS PER YEAR

(People entering, those leaving, carry-over from one year to the next)

	Male:	Female:	Total:
Entrants: (a)	16,904	10,848	27,752
Leaving: (b)	15,295	9,417	24,712
Carry-over to next year In Training Dec '11	6,316	5,988	12,304
Total:			

6.2 BREAKDOWN OF PARTICIPANTS BY GENDER

	Male:	Female:	Total:
Participants:	15,295	9,417	24,712

6.3 BREAKDOWN OF PARTICIPANTS ACCORDING TO STATUS IN THE LABOUR MARKET

Throughput	Male:	Female:	Total:
Employed (Total number of employed, including self-employed)			
Self-employed			
Unemployed (Total number of unemployed including long-term unemployed) (DSP Status: JA,JB,CR)	13,612	6,369	19,981
Long-term unemployed			

Inactive persons (Total number of inactive persons, including those in education, training or retirement, those having given up business, the permanently disabled, those fulfilling domestic tasks or other)	1,683	3,048	4,731
Inactive persons in education or training			
Note: Employed + Unemployed + Inactive = Total number of Participants (by Gender)	15,295	9,417	24,712

6.4 BREAKDOWN OF PARTICIPANTS BY AGE

	Male:	Female:	Total:
Young people (15-24)	5,882	3,820	9,702
Older workers (55-64)	813	489	1,302

6.5 BREAKDOWN OF PARTICIPANTS BY VULNERABLE GROUPS, IN ACCORDANCE WITH NATIONAL RULES

	Male:	Female:	Total:
Minorities:			
Migrants:			
Disabled:			
Other disadvantaged people:			

6.6 BREAKDOWN OF PARTICIPANTS BY EDUCATIONAL ATTAINMENT

	Male:	Female:	Total:
Primary or lower secondary education (ISCED 1 and 2)	5,982	2,731	8,713
Upper secondary education (ISCED 3)	7,995	5,723	13,718
Post-secondary non-tertiary education (ISCED 4)			
Tertiary education (ISCED 5 AND 6)			

7. Horizontal issues

See Separate Reports

8. Compliance with EU and National policy

This activity, as all FÁS activity, is processed within the framework of guidelines and procedures consistent with EU and national policy in areas such as procurement, competition and state aids and is monitored to ensure compliance.

9. Added Value of ESF Interventions

Building on extensive reforms of processes implemented in 2010, FÁS introduced further improvements during 2011 to systems for Quality Assurance, Certification, Contracted Training and Training Support. Examples of some of these reforms are listed below.

New Training Standards System (TSS)

The new FÁS Training Standards System (TSS)¹³ is now operational. Management and staff will continue to work closely together in 2012 to further consolidate and improve the system. To further strengthen its implementation, a number of I.T. system supports will be developed and include: test event notification and test results capture system; learner web based portal; introduction of certification audits; revised approach to the implementation of internal monitoring of the TSS.

New Contracted Training Framework

FÁS recognizes that there is a need to demonstrate that funds voted by the Oireachtas for its training provision are being managed in such a way as to satisfy official and public scrutiny; that funds are being used for the purposes intended and that FÁS' statutory duties and other legal requirements are being properly discharged. The Contracted Training Framework consists of revised contracted training procedures and a revised contracted training contract to ensure that the funding of trainers contracted by FÁS is beyond reproach. Both have been rolled out nationally. Sanctions invoked under the contracted training procedures are now more robust and more transparent. In 2012, the CTTL will be expanded to increase the volume of approved contractors with the necessary expertise in emerging skill areas such as cloud computing, manufacturing super-operative etc.

New IT-based Results Capture Certification Results System (RCCRS)

¹³ The TSS is a successful framework which enables FÁS to set standards within which to operate, to allow FÁS to exercise appropriate governance and to manage risks in relation to its range of training and services provided by the operational units and supported by the Training Policy Development and Support Unit.

The FÁS Results Capture Certification Request System (RCCRS) was developed to capture and record assessment results achieved by learners, and request certificates from awarding bodies for all FÁS training (with the exception of Apprenticeship). It is also used for generating reports on FÁS-delivered and funded assessments and certification activity. There are 127 users registered to use the system including 115 Staff. A Help Desk service is also available. It is expected that all second providers will input exam results directly onto the system in early 2012.

New Strategic Partnerships

FAS will develop stronger communication channels with employers at local, regional and national level focussing on key strategic partnerships¹⁴ to determine feasibility of (and develop) new training courses during 2012 to meet existing and emerging job opportunities

Feedback from FÁS Participants¹⁵

The views of past participants of FÁS programmes also indicate the level of added-value of such interventions.

The 2011 Follow-Up Survey of FÁS Participants was a sample survey of persons who completed or dropped out of FÁS training and employment programmes, undertaken between November and December 2011 in respect of persons who had left their FÁS programme in the period June to September 2010. A total of 1,425 participants responded to the survey, with a 35% response rate. These responses were ‘weighted-up’ to represent the 21,723 persons who, in fact, exited FÁS programmes between June and September 2010. The Table above indicates the main benefits the respondents said they derived from their training programme.

¹⁴ For example, FÁS and the Craft Council of Ireland exploring the feasibility of craft-related apprenticeships; FÁS and EI with regard to IT skills needs of indigenous companies, FÁS and Build Up Skills Ireland (BUSI) with regard to training, qualifications and employment pathways for craftworkers and construction operatives and systems installers in buildings. FÁS and IDA with regard to training for overseas contact centres locating to Ireland.

¹⁵The 2011 Follow-Up Survey of FÁS Participant. FÁS, 2012

The highest scoring benefit was '**new job skills**', which was scored positively by nine

Benefits of FÁS programmes (% Helped 'a little' or 'a lot')								
Programme	Improved Confidence	Identify Job Opportunities	Improved Interview Skills	Helped get a Job	Helped set up Own Business	New Job Skills	Literacy	Numerical Skills
Bridging/Foundation	89	85	81	61	30	91	50	59
Community Training Centres	90	72	85	70	45	88	70	69
Local Training Initiatives	92	78	86	69	44	90	56	48
Specific Skills Training (short)	88	71	66	51	32	90	24	45
Specific Skills Training	81	65	71	50	41	90	34	51
Traineeship	93	91	87	80	49	95	45	28
All full-time training	87	75	77	60	41	91	41	49

out of ten (91%) respondents on full-time training programmes. Particularly high ratings on this factor were given by Traineeship (95%).

The second highest ranking area was '**improved confidence**', which 87% of respondents rated positively. Participants on the Traineeship programme (93%) and Local Training Initiatives (92%) rated this aspect particularly highly.

Helping to **identify new job opportunities** was rated positively by 75% of respondents. Traineeship (91%), Bridging/Foundation courses (85%) and LTIs (78%) were rated positively by the highest proportion of participants for this aspect of training.

Three out of five training programme participants stated that their programme helped them to **get a job**. This is significantly higher than the percentage that obtained a job (44%) and, in some cases, may reflect the participant's view of the usefulness of the training in obtaining a job in the future. Highest scoring programmes were Traineeship (80%), Community Training Centres (70%) and Local Training Initiatives.

Eighty seven per cent of all training programme participants received certification.

10. Publicity

All FÁS training centres, employment services offices and FÁS-funded community projects exhibit signage that acknowledges NDP and/or NDP/ESF funding as appropriate. Promotional material for services under this activity acknowledges funding sources.

11. Proposals for re-profiling of expenditure (where applicable)

12. Proposals to amend Programme Activity Implementation Plans (where applicable)