



***Further Education
the
Changes & Challenges***

President Gerard Craughwell

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Green Isle Hotel



Further Education



Traditional Further Education

- VEC's operated independent of each other.
- Development was AEO/Teacher led.
- Development was organic in each VEC.
- PLC comprised of stand alone colleges & mixed provision Schools.
- Courses included business, vocational, high-tech IT, hobby and general interest courses.
- Adult and community education provision differed from VEC to VEC mix of teacher and tutors.
- Funding came through the VEC with a limited amount from other sources.



Further Education Courses, Funding & Certification

- One, Two & Three year courses.
- Some duplication between colleges or with FAS.
- Mainly NFQ FETAC Levels 5 & 6.
- Locally Agreed International Certification
 - City & Guilds, ICM, OU, LSE, ITEC, CIDESCO, BTEC, EDEXCEL, OCR etc.
 - Some local developed underwritten by external agency.
 - Funding based on October returns.



FE Post Leaving Cert Sector

- PLC FE has no formal recognition.
- McIver report 2003 never implemented.
- Academic year 2012/13 there were 35,524 students in the FE sector.
- 50% of entrants to FE are mature students.
- 70 % of the students in FE are female.
- Students are typically of lower socio economic status than HE learners.

FE - Post Leaving Cert Sector

- Over 40% of students come directly from Leaving Certificate
- 33% are in receipt of a means-tested PLC grant
- 66% are exempt from the €200 PLC charge
- FE has a impact on employment prospects – 74% employment rate (*OECD (2012)*)

Age Range	<20	21-24	25-29	30-39	40-49	50-59	65+
% FE-PLC	48	17	10	12	8	4	2



Why are we Here?



Why are we Here?

- FE is Changing:
 - Policy is moving to central authority.
 - Provision is moving to a 52 week model.
 - Funding sources are changing.
 - Location for provision is changing.
 - New Programs delivered by Teachers & Trainers/Instructors.
 - Student recruitment methods will change.
 - Private Sector gearing up to compete with traditional FE Providers.



What the research identified



Research has identified a need

- FE needs to:
 - Meet the needs of learners, including those who choose FET and also existing and **new priority groups identified by DSP**.
 - To improve the course matching process so that individuals receive meaningful interventions.
 - To build on existing good practice.
 - To continually develop staff within the FET sector – requirement for CPD.



Research has identified a need

- FE needs to:
 - To improve **evidence-based** decision-making for FET policy and practice.
 - To implement a co-ordinated and integrated planning and funding approach to FET based on the evidence.
 - To **continually evaluate programmes** at all levels using appropriate measures.
 - To strengthen **engagement with employers** both locally and nationally.



Compare FAS & FE

Education Vs Training

- There are differences within the vocational education and training sector with respect to how providers (VECs and FÁS) have operated in the delivery of education and training respectively.
- Competition between PLC colleges has led to much duplication within ETB's and between ETB's and FAS centres.



VEC

Academic year provision (167 days)

Places the challenge of skills acquisition in the broader context of educational formation

Relies largely on leadership at individual college and school level to develop links with employers & HE colleges

FÁS

Year round Tutor/Instructor led provision & on-line courses

Supports skills acquisition in short modular form

Endeavours to respond to specific employers' and workers' demands.

There have been elements of duplication and rivalry in how VECs and FÁS have developed their provision

Further Education and Training

VECs

FÁS Training

Full-time

Part-time

Market-driven

Client-driven

Pre-market

High supports

Post Leaving
Certificate (PLC)
Courses

Back to Education
Initiative (BTEI)

Apprenticeships

Evening

Bridging/
Foundation

Community
Training
Centres (CTCs)

Vocational Training
Opportunities
Scheme (VTOS)

Adult Literacy

Traineeships

Local Training
Initiatives
(LTIs)

Youthreach

Community
Education

Specific Skills
Training (SST)

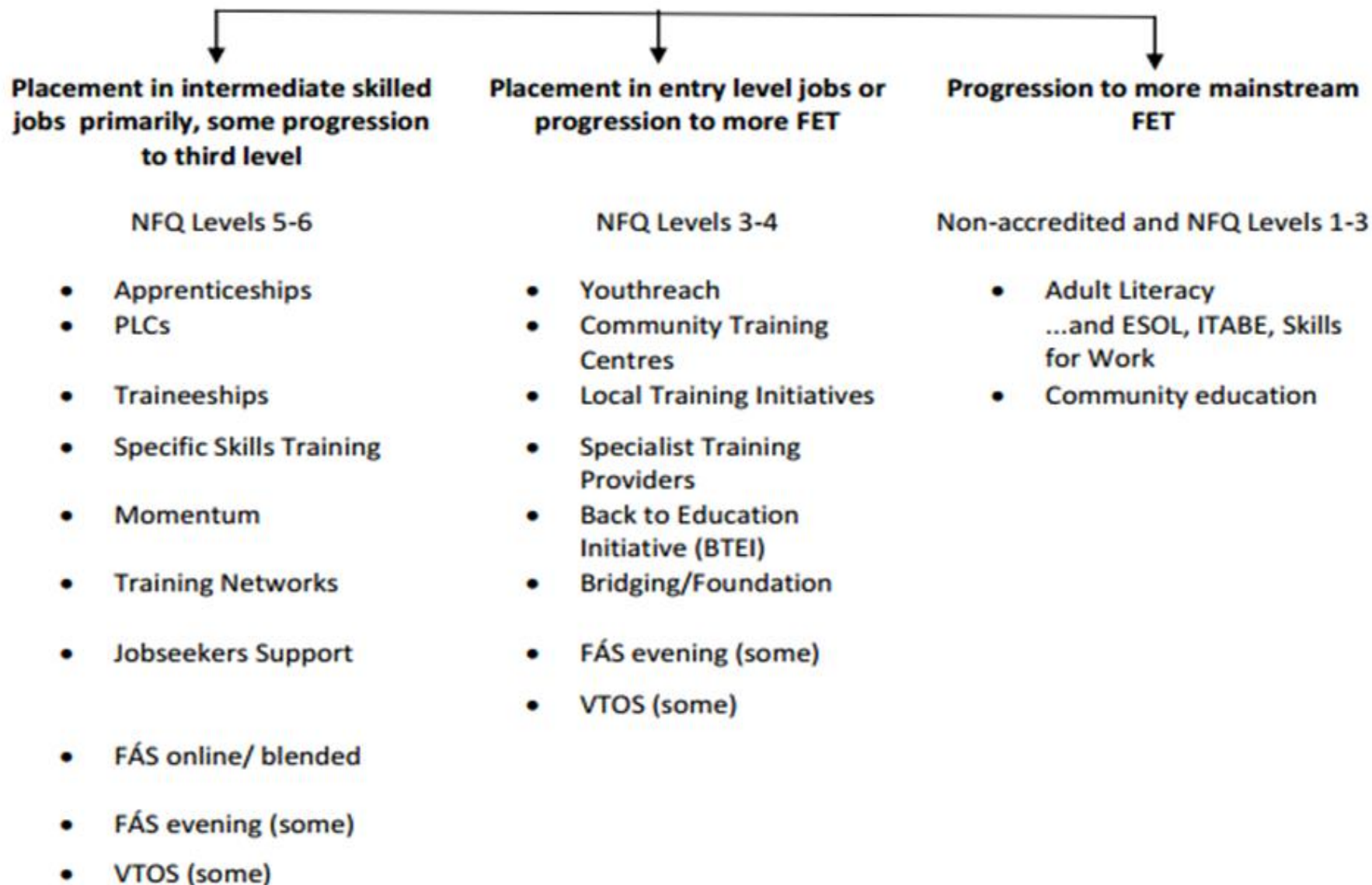
Some SST

Specialist
Training
Providers
(STPs)

Online/
blended

Classification to guide ETBs service of the unemployed.

Further Education and Training





SOLAS Vision (PLC)



“Vision” for Further Education

Changing role for FE PLC colleges, as ETB education hubs, delivering programmes on a year-round basis:

- Blended and distance/online programmes.
- HEP in partnership with Institutes of Technology.
- Short courses.
- Access programmes.
- Commercial training.
- Apprenticeships



SOLAS Policies & Functions

Functions of SOLAS

- Co-ordinating the change management process of *integrating* FET institutions and programmes.
- Monitoring delivery.
- Provide *funding* based on good data and **positive outcomes**.
- Ensuring the modernisation and *flexibility* of FET programmes so they are relevant to the needs of the labour market.



SOLAS Policies Will:

- Increase course provision to 52 a week model in all FE colleges.
- Allow for the use of tutors/instructors to deliver programs, possibly in all centres/colleges.
- Contract 3rd party private providers to deliver programs and plan to use ETB colleges resources when colleges are closed.
- Control what Courses FE Colleges offer.
- With DES/DSP will set policy for Student/Learner recruitment.



The Impact of Changes

- Funding to be based on outputs.
- Cutting-edge courses currently under development may be cancelled.
- Current courses regardless of success with enrolments may close.
- Programs may need Teachers to up-skill in order to be retained.

Quality Assurance

- Is the quality assurance argument going to prevent 3rd party contractors entering the sector?
- What actions can we take to prevent the use of colleges during holiday periods?
- Will cutting edge courses be lost?
- Will colleges be able to develop courses independent of SOLAS



Advantages FE colleges have?

- FE PLC would argue:
 - FE College's future as key providers within the context of SOLAS and the ETB network.
 - The college experience offers learners opportunities for positive personal achievement.
 - A positive college experience is a vital foundation in the confidence of those who are preparing for the world of work.



Challenges



FUTURE OF FE COLLEGES

- **Colleges as FET Hubs:**

- FE colleges need to be recognised as a specific institution type, with a valued and unique role = **Change and Flexibility**

- **Funding Model Reform**

- Funding based on inputs/outputs
- Colleges may have to seek a fit-for-purpose alternative, including opportunities to develop commercial funding streams.

- **Operational Reform**

- Need for operational flexibility to meet the requirements of education, training and skills policy as directed by SOLAS.



Some questions for consideration

Questions?

- What are the attrition rates in FE PLC and how will this affect funding?
- How many students/learners complete a major award and how will this affect funding and courses?
- How many students/learners progress to HE?
- How is progression to HE organised?
- How are staff up-skilled in your college/centre?
- Are there colleagues in your college who would like a more flexible contract?



ETB's - The Future

- What is our position on evening work?
- What is our position on field programme delivery?
- What is our position on mandatory CPD?
- What is our position on working with tutors/instructors?



ETB's - The Future

- The future:
 - How will PLC colleges be managed will the McIver recommendations be considered?
 - Who will liaise with employers locally ETB or College?
 - Will ETB's or colleges be providing in-service for people in the workforce?
 - Will ETB's or colleges have to compete for business against for profit providers?
 - How will colleges develop new courses?



What is the TUI Policy to be going forward?

Policy Makers – Further Education



SOLAS

An tSeirbhís Oideachais Leanúnaigh agus Scileanna
Further Education and Training Authority



QQI

Quality and Qualifications Ireland
Dearbhú Cáilíochta agus Cáilíochtaí Éireann



An Chomhairle Mhúinteoireachta
The Teaching Council



An Roinn Coimirce Sóisialaí
Department of Social Protection
Helping you build a better life

