



# **International Conference on Employer Engagement: Preparing Young People for the Future**

## **Futureproofing Enterprise Engagement in the FET sector in Ireland**

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# SOLAS: The Further Education & Training Authority

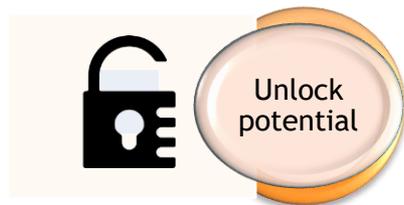
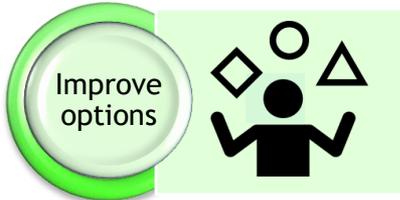
- SOLAS's mission is to plan, fund and co-ordinate further education and training in Ireland, as set out in the 'Further Education and Training Act' (2013)
- To strategically direct, influence and support the development of a Further Education and Training sector that is responsive to the needs of learners and employers

**€993 million funding per annum**

**200,000 unique learners annually**



# A Changing Labour Market



- ❑ 1 in 3 jobs in Ireland at high risk of being disrupted by digital technologies.
- ❑ Disruption causing changes to job roles and tasks performed by individuals.
- ❑ 43% of workers are in lower skilled jobs
- ❑ Impact of automation disproportionately felt by those with lower levels of educational attainment.
- ❑ Increasing emphasis on digital and socio-emotional capabilities
- ❑ Those in lower skilled work are least likely to be offered training
- ❑ Investment in upskilling the workforce is essential to enable businesses to adapt to changing technologies, markets and the economic environment

## Skills to Advance

2018-2021 further education and training policy framework for skills development of people in employment

<https://www.youtube.com/watch?v=vCU6rbIk94E>

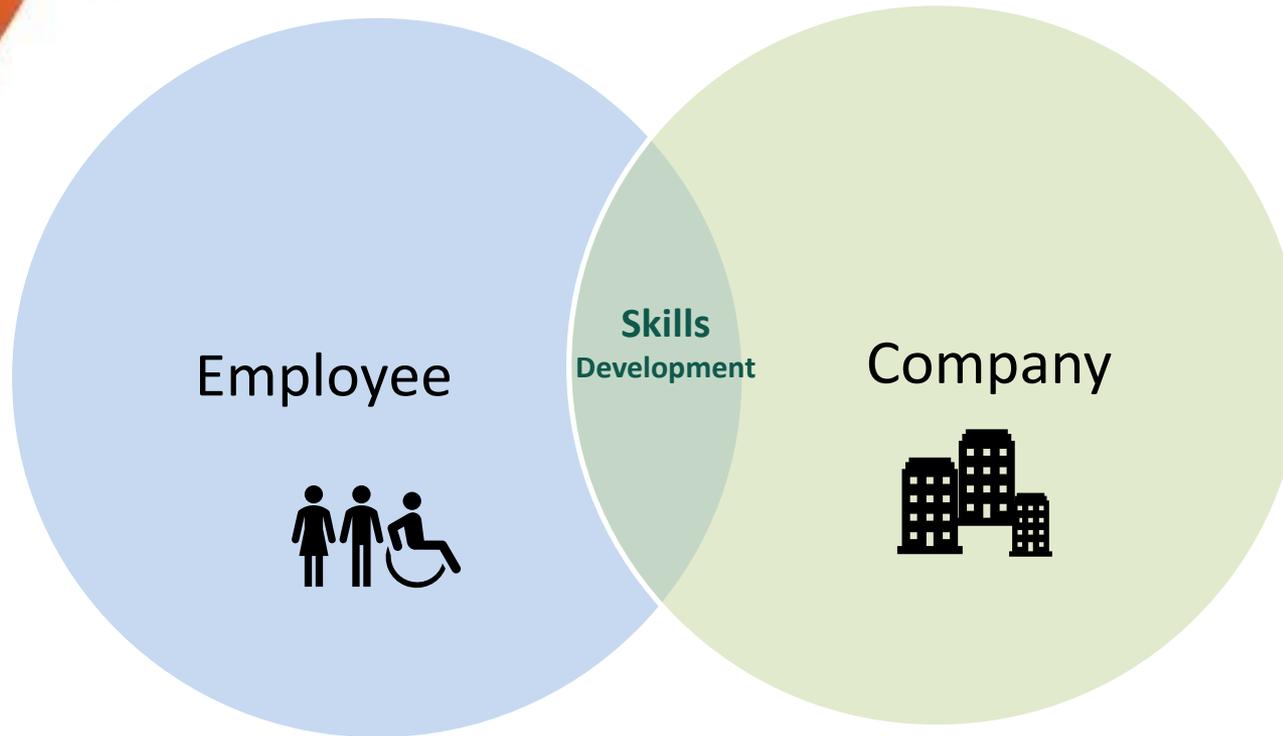
**SOLAS**  
learning works

# Policy Drivers



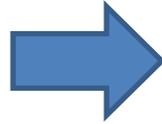
# Enterprise Engagement

Dual Approach

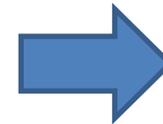
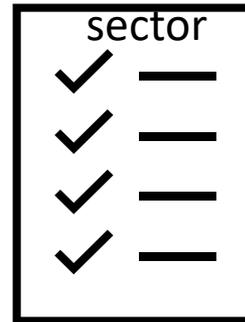


Enterprise Engagement embraces relationship building, partnership working and, ultimately, more systematic involvement of employers in the planning, design and delivery of relevant FET provision

# Approach to Enterprise Engagement



Skills Profile Survey of FET



As part of the FET Strategy 2014-2019 an extensive skills profile research exercise (2015) was conducted with staff in the FET sector. It captured the first detailed national picture of the training and experience of the FET workforce

An analysis of the data identified seven key strategic priority areas in the FET Professional Development Strategy 2017-2019

# Enterprise Engagement in FET

Skills Profile  
Research



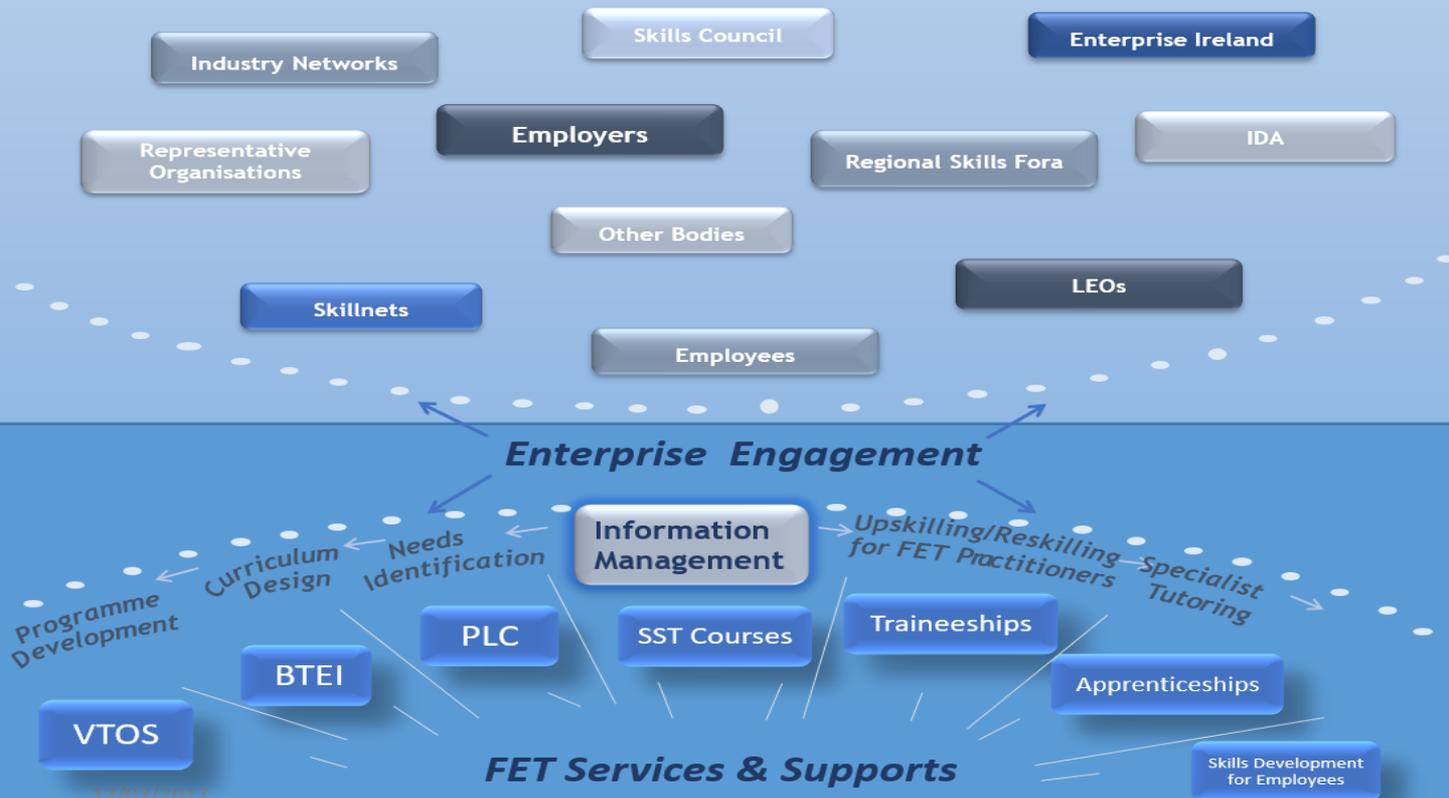
Senior Management  
Focus Groups



Working Group of  
FET Directors and  
SOLAS personnel



Enterprise Engagement Model



# Developing Enterprise Engagement Capability

The Working Group established with the ETBs identified professional development supports needed by EE staff. The following initiatives were piloted and mainstreamed:

## Action Planning Workshops

Assist ETBs to ensure a planned, structured and cohesive EE approach

## Stakeholder Relationship Management Workshops

Assist ETB staff to engage confidently with enterprise and build productive relationships

## Training Needs Analysis Workshops

Equip participants with expertise in training needs analysis

## Promoting Skills to Advance Workshops

Enable ETB staff to manage two way communication with businesses and enterprise stakeholders

# Achievements to Date



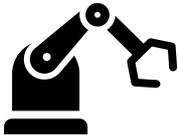
**A professional skillset in the FET workforce to engage with small, medium and large companies across Ireland**



**Enterprise engagement teams brokering strong links with enterprise, analysing data and linking with delivery teams to provide relevant upskilling and reskilling solutions for SMEs**



**Ability to engage confidently with enterprise and develop sustained relationships**

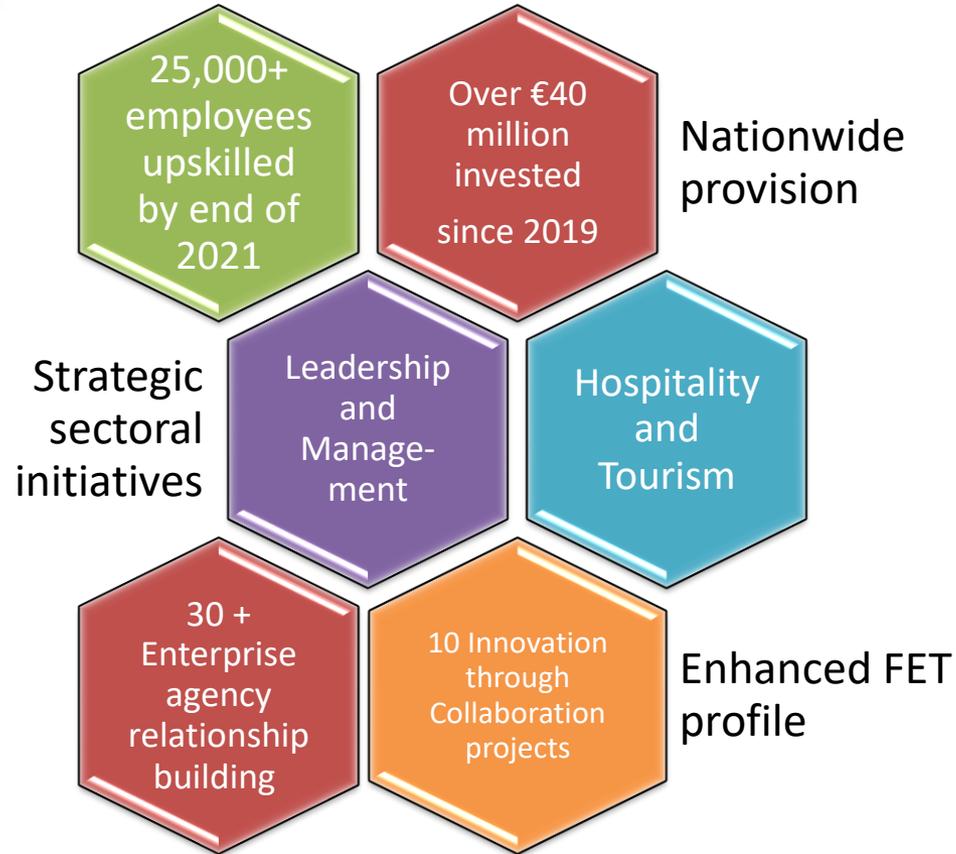


**FET as a key driver of enhanced productivity, technology adoption and diversified markets in Irish SMEs**



**Positioning the ETBs as a key resource for enterprise upskilling and reskilling to develop an agile workforce**

# National Impact





# From Research to Engagement

How has the Enterprise Engagement Process worked for employers?

