



Rialtas na hÉireann
Government of Ireland



**GENERATION
APPRENTICESHIP**

www.gacomp.ie

MOBILISING IN 2020

**SEEKING YOUR SUPPORT AS
PART OF THE GENERATION
APPRENTICESHIP COMMUNITY**

 #GenerationApprenticeship  Apprenticeship  @apprenticesirl – Instagram  SOLAS LinkedIn

SEE WWW.GACOMP.IE FOR INFORMATION, IDEAS AND ALL THINGS GENERATION APPRENTICESHIP 2020

INTRODUCTION



WE SEEK YOUR SUPPORT THIS YEAR, TO BUILD ON ACHIEVEMENTS TO-DATE AND TO EMBED APPRENTICESHIP AS A MAJOR ROUTE TO SKILLS DEVELOPMENT IN IRELAND.

As we start 2020, 54 national apprenticeship programmes are now operational in Ireland, with a further 23 programmes due to be launched this year. They span engineering; finance; construction; hospitality; biopharma; ICT; manufacturing; logistics; supply chain; and lead to awards from Certificate to Masters level on the National Framework of Qualifications. There are now over 17,000 apprentices completing training in Ireland, and over 6,500 apprenticeship employers. The forecast is for continued growth in 2020.

Expansion of national apprenticeships creates opportunities for these work-based programmes to

become embedded in all industries and company-types in the Irish economy. Apprenticeship employers are extremely positive about the benefits and impact of apprenticeship, and it is the ambition of the Apprenticeship Council to see apprenticeships meeting skills needs within micro, small, medium and large companies right around Ireland.

This can happen by extending the strides made in 2019 by the full community of Generation Apprenticeship partners – employers; apprentices; consortia; education and training providers; social partners; industry representative groups.

There is no shortage of people, young and older, who are interested in doing an apprenticeship. What we need in 2020, however, are many more employers to use apprenticeship as a key element of their recruitment, talent pipeline and retention strategy.

As we enter a new decade, I invite you to join with us in making Generation Apprenticeship core to Ireland's current and future prosperity. We are stronger together.

Pat O'Doherty, Chairperson Apprenticeship Council and Chief Executive of ESB



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FIVE WAYS IN WHICH YOU CAN HELP GROW GENERATION APPRENTICESHIP

Get in contact via apprenticeship@solas.ie or visit www.gacomp.ie

01

Become a supporter of the 2020 Generation Apprenticeship competition



02

Go to www.apprenticeship.ie to become an apprenticeship employer in 2020 and sign up to the Generation Apprenticeship Jobs Portal



03

Become a Generation Apprenticeship Employer Ambassador and spread the word to other employers



04

Sign up to participate in the in the Generation Apprenticeship 2020 recruitment day (September)



05

Nominate a company for the 2020 Generation Apprenticeship Employer of the Year awards

01

BECOME A SUPPORTER OF THE 2020 GENERATION APPRENTICESHIP COMPETITION



Rialtas na hÉireann
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Energy for generations



TEAMWORK



LEADERSHIP



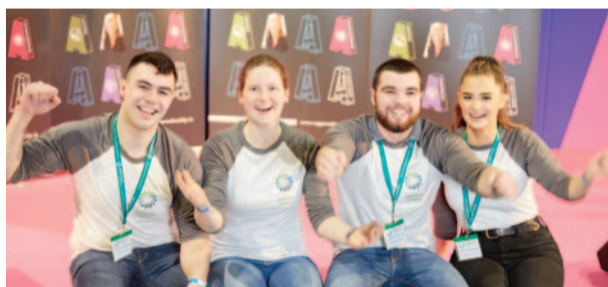
CREATIVITY



PROBLEM SOLVING

With sponsorship from the ESB, CIF and eight leading construction and engineering companies, the Generation Apprenticeship competition is creating a new national awareness of the skills and careers available through the apprenticeship route. Will you support the 2020 teams in your region? Media and other practical supports much appreciated, see www.gacomp.ie and get in contact: apprenticeship@solas.ie.

APPRENTICE TEAMS AND SECOND-LEVEL TEAMS AROUND THE COUNTRY ARE COMPETING TO WIN THE 2020 GENERATION APPRENTICESHIP COMPETITION, SHOWCASING APPRENTICESHIP AND THE TALENT OF OUR CURRENT AND NEXT GENERATION. **THE WINNING TEAMS WILL BE COMPETING DURING FEBRUARY-MARCH AND THE WINNERS ANNOUNCED IN APRIL 2020.**



Now in its third year, the competition shows prospective apprentices, their families, employers and others what it is to be a 21st century apprentice and how Irish companies are holding their own in terms of innovation and creativity on a global stage. Sustainability and tackling climate change features in 2020, seeking inspiration on how Irish industry can lead and support green skills and work practices.

AT SECOND LEVEL, 144 TEAMS ACROSS IRELAND AIM TO CHAMPION GREEN VALUES VIA APPRENTICESHIP

The careers available through apprenticeship are expanding rapidly and it can be challenging for learners, teachers and guidance counsellors to be aware of all that is on offer. We also know that Irish teenagers are setting a high bar for climate action and linking that to their future careers.

The Generation Apprenticeship competition is helping learners to visualise how they can combine future careers through apprenticeship with their commitment to green values and sustainable futures. The competition has attracted the interest of leading companies in Ireland who are keen to tap into and to understand the next generation of talent and who are creating career openings through apprenticeship.

02

BECOME AN APPRENTICESHIP EMPLOYER IN 2020 AND SIGN UP TO THE GENERATION APPRENTICESHIP JOBS PORTAL

Apply online for approval via www.apprenticeship.ie

As part of its statutory responsibility for the national apprenticeship system, during 2019-2020 SOLAS is overhauling the technology which supports apprenticeship. In its first phase, an online process now supports employers who are seeking approval to employ apprentices on one or more of the 54+ apprenticeship programmes currently on offer. Interested employers can complete a short Expression of Interest online and they are then guided

through the process by a team of over 40 'Authorised Officer' personnel based in Education and Training Boards (ETBs) around the country.

If you are not currently an apprenticeship employer and are interested in employing apprentices, why not submit an Expression of Interest via www.apprenticeship.ie or get in touch via apprenticeship@solas.ie.

JOBS PORTAL

GENERATION APPRENTICESHIP
www.apprenticeship.ie

A top priority in 2020 is to increase the number of employers using apprenticeship to meet their skills needs. The new apprenticeship jobs portal is free and enables employers to advertise vacancies and receive regular updates on the progress of their apprentices.

BIOPHARMA
CONSTRUCTION
ELECTRICAL
ENGINEERING
FINANCE
HAIR & BEAUTY
HOSPITALITY & FOOD
ICT
INSURANCE
LOGISTICS
MOTOR
SALES & MARKETING

The new apprenticeship jobs portal is free and enables employers to advertise vacancies and receive regular updates on the progress of their apprentices. The Portal was launched in 2019 with almost 500 employers registered by the end of the year. The target for 2020 is to have over 2,000 employers registered and using the site.

“Delighted to use the free Apprenticeship Jobs Portal to fill our apprenticeship vacancies. We recommend it to all apprenticeship employers.”

“The facility on Apprenticeship Jobs to get real-time information on our current apprentices saves so much time. A great innovation, thank you!”

“Apprenticeship Jobs is a great platform for getting talented apprentices. As an SME we have limited funds to advertise when we are recruiting. The portal is free, easy to use and we’ve got a great response from applicants.”

www.apprenticeship.ie

REGISTRATION IS EASY AND CAN BE DONE IN FOUR EASY STEPS, AS FOLLOWS:	1.	The employer emails info-apprenticeshipjobs@solas.ie or contacts the Apprenticeship Unit in their local Education and Training Board.	3.	The employer’s account is verified.
	2.	The employer gets a “Welcome email”.	4.	Success! The employer can now quickly and simply advertise apprenticeship job vacancies and access information on current apprentices.

03

BECOME A GENERATION APPRENTICESHIP EMPLOYER AMBASSADOR

25 employer ambassadors signed up in 2019 to promote apprenticeship opportunities with other employers in their industry and region. In 2020 we would like to ensure that there is an apprenticeship employer ambassador in every region of the country and in every industry served by national apprenticeship training.

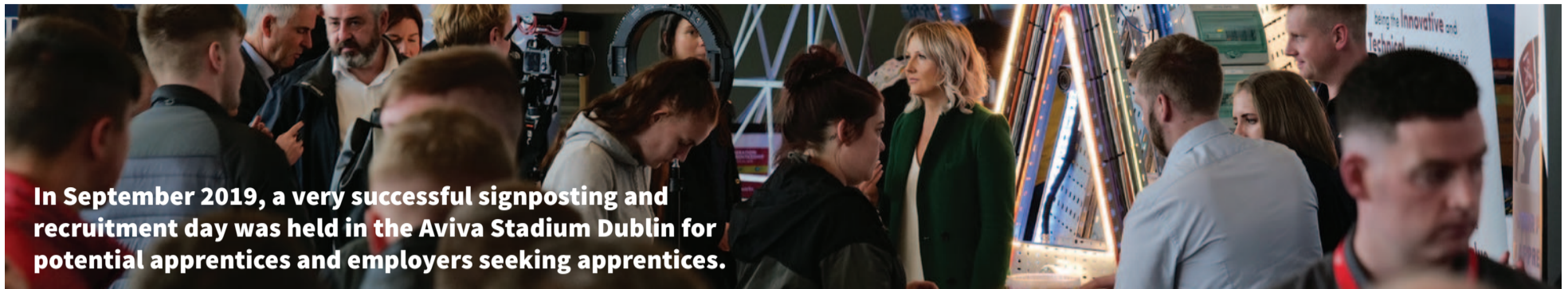
Employer ambassadors boost visibility and promote the 'skills solutions' and retention benefits of apprenticeship within companies of all types and sizes around the country.

We would be delighted to talk to you about joining the ambassadors group, get in contact via apprenticeship@solas.ie. You may also wish to attend a Generation Apprenticeship partners meeting, there are 3 of these held throughout the year. The next meeting is on Thursday 06 February in Dublin.

Construction	Jennifer Kelly MAZARS	Dave McGarry P.F.O. CONNOR, LEDDY AND HOLMES	Peter Hayden WILLIS TOWER WATSON
	Mary Leane NATIONAL GALLERY OF IRELAND	Aidan Fitzgerald AIDAN FITZGERALD HAIRDRESSING	Christopher Leonard ROMAQUIP LTD.
Hospitality & Food	Ann Clarkin WEST	Mary Bracken PRODIECO	Barry Comerford CAMBUS MEDICAL
	Martin Stapleton CDS METALWORK	Tommy Butler RADISSON BLU ROYAL HOTEL	Finance
	Brendan Mahon BMAHER PRECAST CONCRETE	Mai Lawlor POWERPOINT ENGINEERING	Celine Walsh SUIR ENGINEERING
	Hilary O'Meara ACCENTURE	Joanne Morrissey MICROSOFT	Liam Ryan SAP
	Mary O'Donohue DEPARTMENT OF PUBLIC EXPENDITURE & REFORM	Sarah Howard SANOFI	Carmel Mitchell FIDELITY INTERNATIONAL
Motor	Mark Crowe BWG FOODS	Logistics	Cathy Kearney BWG FOODS
Insurance	Siobhan McSharry WHOOPS INSURANCE	Denise Casey CARY AGRI TRACTORS & FARM MACHINERY	Greg Reddin J&J VISION CARE

04

PARTICIPATE IN THE 2020 GENERATION APPRENTICESHIP RECRUITMENT DAY (END SEPTEMBER)



In September 2019, a very successful signposting and recruitment day was held in the Aviva Stadium Dublin for potential apprentices and employers seeking apprentices.

The event was organised by SOLAS on behalf of the Apprenticeship Council and with the support of the ESB and the Construction Industry Federation. 30 apprenticeship employers hosted stands and over 500 attended on the day. The event was free to attend; invitations issued to over 7,000 people who had expressed an interest in becoming an apprentice in ESB, as well as learners at second level, further and higher education and training providers.

It is planned to hold the event again in September 2020. Employers, industry representatives; education and training providers, schools and other partners interested in participating are encouraged to get in contact via apprenticeship@solas.ie. Subject to demand, the event could be held in several locations around the country.



05

NOMINATE A COMPANY FOR THE 2020 GENERATION APPRENTICESHIP EMPLOYER OF THE YEAR AWARDS



54 COMPANIES WERE NOMINATED FOR THE 2019 AWARDS

CORRESPONDING TO A WORKFORCE OF OVER

26,000



Micro business award winner

Paula Hobson from the Insurance Institute accepting the award on behalf of **Aiken Insurances** with Pat O'Doherty. Based in Dublin, the company has 4 employees.



SME business award winner

Matthew Cahill, **C-Mac Electrical**. Based in Bailieboro, Co Cavan, the company has 46 employees.



SME business award winner

Ger Crowdle and Martin Stapleton, **CDS Architectural Metalwork**. Based in Ballyfoyle Kilkenny, the company has 22 employees.



Large business award winner

Anthony Collins, Technical Apprentice Lead at **J&J Vision Care**. The company is based in Limerick City and has 980 employees.



Large business award winner

Brendan Kearns, Training Director, **Designer Group**. The company is based in Dublin and has 1,100 employees.



A judging panel from the national Apprenticeship Council chose five winning employers from an extremely strong field. The winning companies spanned micro, small/medium and large companies in Dublin, Kilkenny, Cavan and Limerick.



In 2020 it is planned that these employer awards will be even bigger and brighter, with the objective to include all counties and regions in the awards process. Nomination forms will be available from the end of February 2020. For more information you may wish to get in contact via apprenticeship@solas.ie.

