



2016 Follow up Survey of FET Participants

Skills & Labour Market Research Unit

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Presentation outline

- Introduction and background
- Methodology
- Main findings and messages
 - Outcomes
- Context
 - Within wider LM
 - Within the organisation (Corporate Plan)

Follow Up - Background

- Carried out since 1990s
- Purpose:
 - To determine subsequent labour market situation & experiences of FET trainees
 - To obtain feedback from training / programme participants
 - To assist ETBs in their planning (incl. alignment of provision with labour market / enterprise needs)
 - Consistent with approaches by other agencies e.g. HEA (e.g. Follow up; Student engagement (forthcoming))

Follow Up - Methodology

- Survey undertaken by independent consultants
- Sampling:
 - From [CSS] DB; approx. 15,500 exited training in Q1 2016
 - Over 2,000 responses
 - Sample representative in terms of:
 - Gender
 - Age
 - Education
 - Location
 - Unemployment (LTUE)
 - Course (stratification)
- Fieldwork: Q2 2017 in respect of Q1 2016 leavers
- Compiled by Perceptive Insight; responsibility of the SLMRU (SOLAS)

Methodology - STP

- Survey of leavers from Specialist Training Programmes (for people with disabilities)
- Face-to-face interviews carried out by Perceptive Insight
- 147 responses

FET Programme Categories

Full-time Training	Other Programmes
Bridging/Foundation	Evening Courses
Local Training Initiatives	Online Learning
Community Training Centres	Specialist Training Programmes (STP)
Specific Skills Training (short)	
Specific Skills Training (long)	
Traineeship	

FET Programme Categories – main objectives

Progression to Employment	Social Inclusion	Other Programmes
Specific Skills Training (short)	Bridging/Foundation	Online / Blended Learning
Specific Skills Training (long)	Local Training Initiatives	Evening Courses
Traineeship	Community Training Centres	
	Specialist Training Programmes (STP)	

Follow up - within SOLAS & FET Strategy

10k
Learners
PA

SOLAS Goal 1 - FET Alignment

- Alignment with LM
- Enhancing Learners employability
- Supporting Lifelong Learning

10%
progression
(target groups)

SOLAS Goal 2 – Active Inclusion

- FET equitable & inclusive

Effectiveness;
stakeholders
satisfaction.

SOLAS Goal 3 – Quality Provision

- FET Provision
- Strategic
- Responsive
- Effective
- Efficient

Outcome-based
planning

SOLAS G 4- Integrated Planning & Funding

- FET Evidence based
- Aligned with FET Strategy



SOLAS Goal 5 – Standing of FET?

- A route to Employment
- Progression / LLL

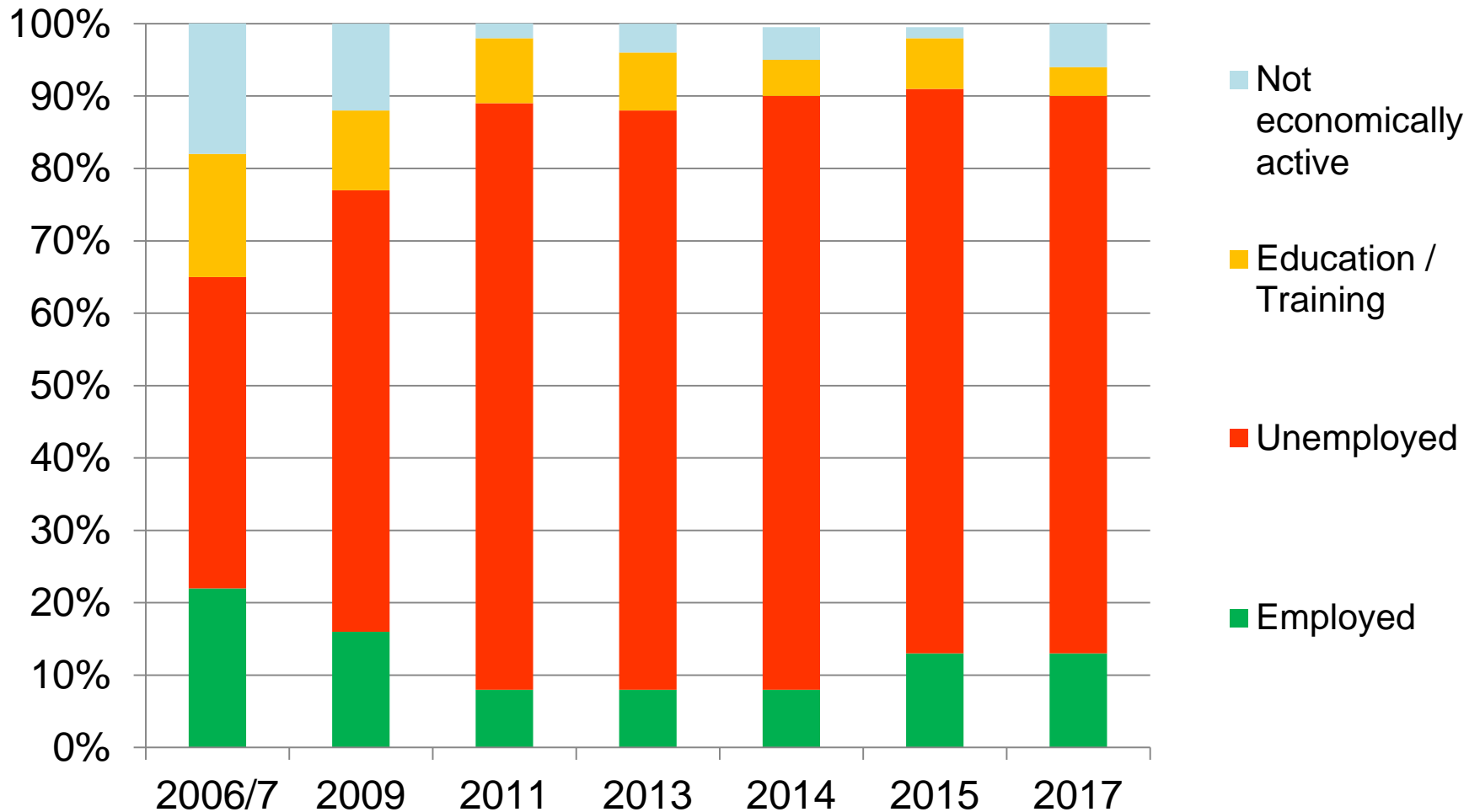
Main findings

- FET Participants' status prior to commencing training
- FET Training outcomes
 - Completion & certification
 - Employment, progression, unemployment
 - Employment status 'at present' (time of the Survey)
 - FET participants in the wider LM context
 - Trainees' feedback
- Characteristics of the job obtained by the trainees
- Conclusions and issues for future considerations

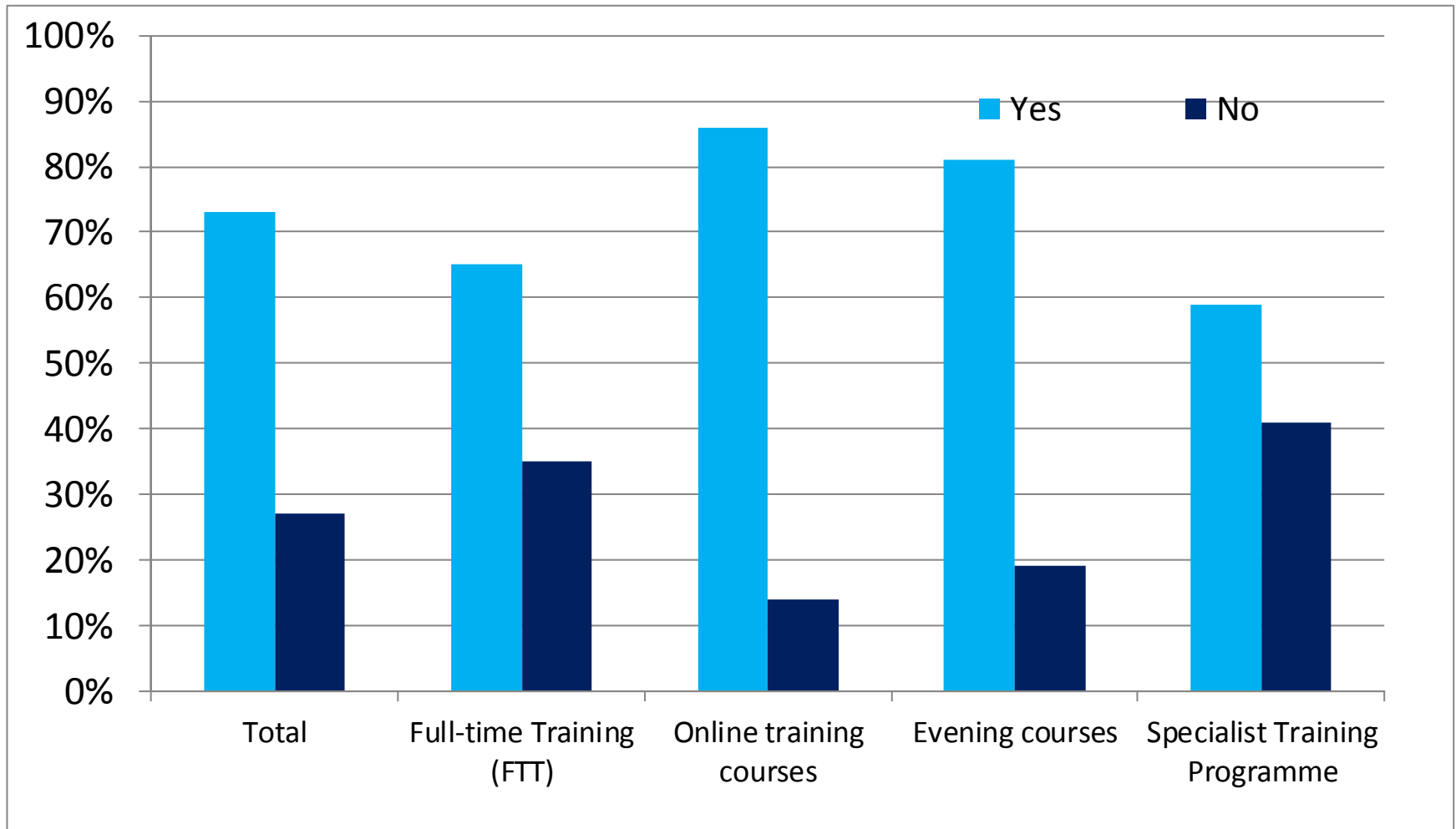
Prior Labour Market Status of Participants (by education)

Highest level of education attained	Total (Percentage)
Junior Cert and below	22%
Leaving Cert	36%
Post secondary non tertiary level inc. technical/vocational	20%
Third level	21%
DK/Ref/Other	1%
Total	100%

Prior Labour Market Status of FET Participants – Historical Comparison (FTT)



FET participants – Previous employment experience prior to training, by course type



Base: Respondents who were unemployed prior to FET course

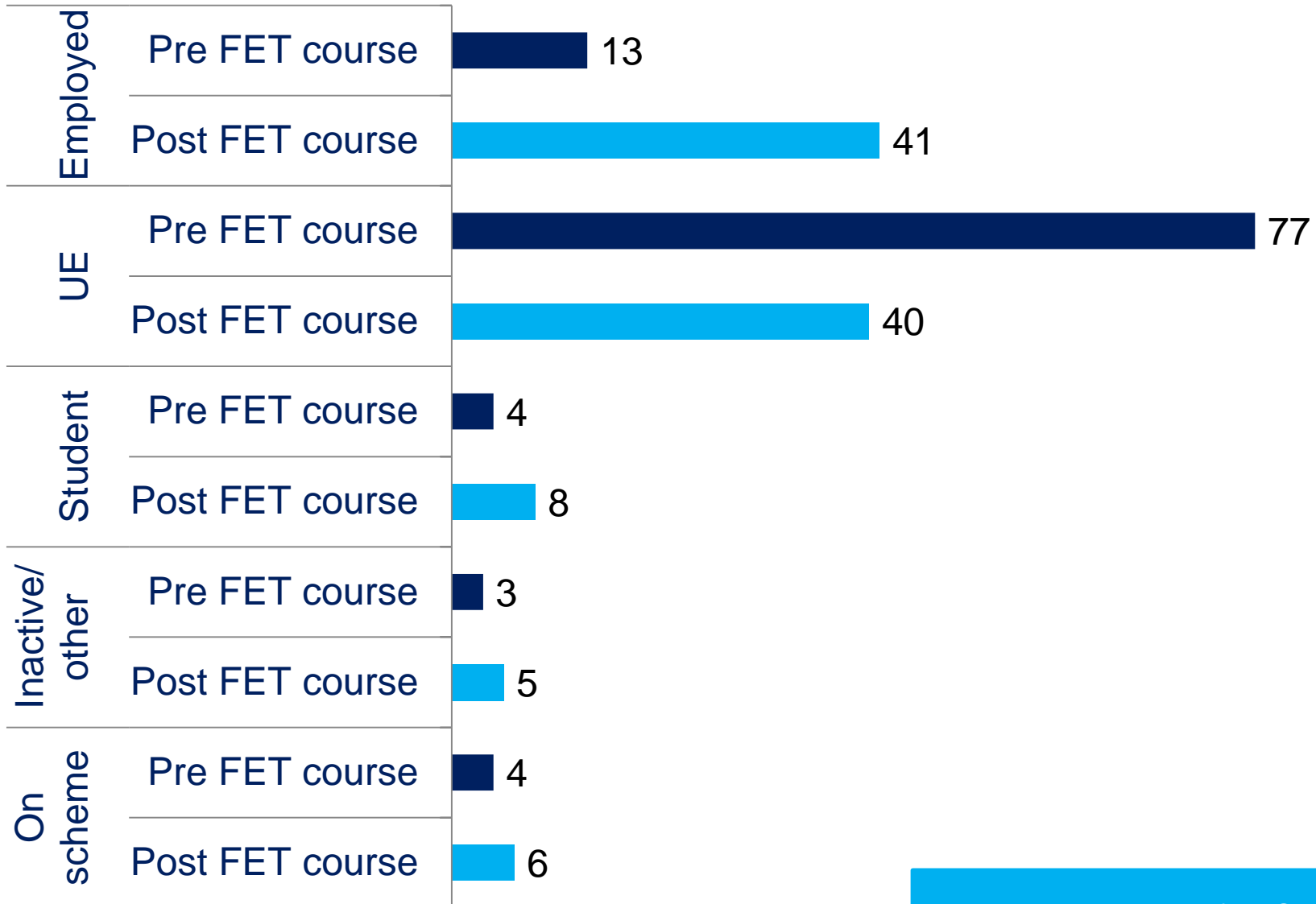
Prior Labour Market Status of Participants (by course type)

Previous Labour Market Status	Total (Percentage)	FET Programme (categories)			
		Full-time Training (FTT)	Online training courses	Evening courses	Specialist Training Programme
Employed	13%	13%	15%	13%	4%
Unemployed	77%	78%	75%	75%	79%
Studying	4%	6%	5%	2%	8%
Not economically active / other	3%	2%	3%	2%	8%
On a scheme	4%	1%	3%	8%	1%
Total	100%	100%	100%	100%	100%

Completion and Certification

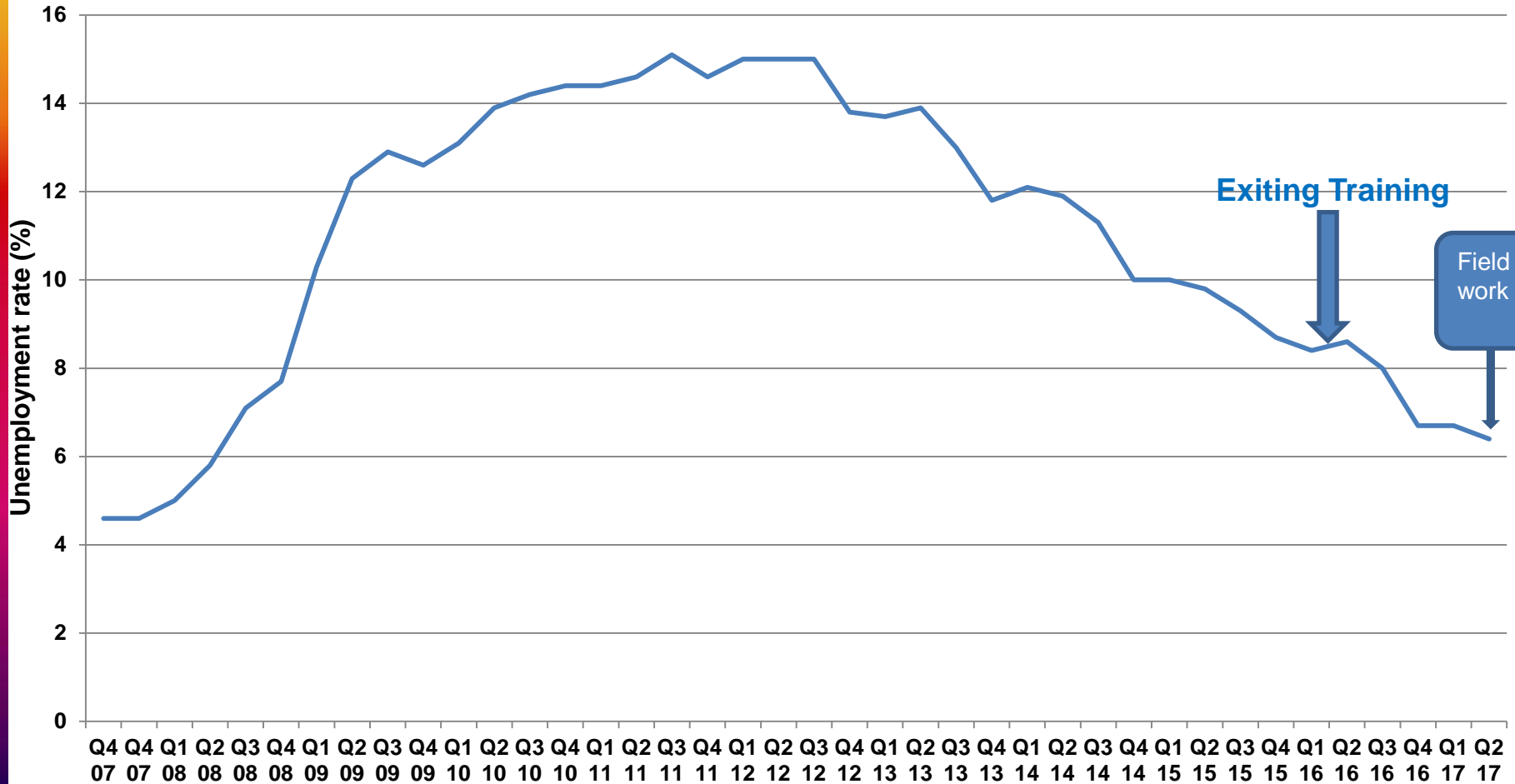
- 75% of training programme participants completed their course
- Main reasons behind non-completion:
 - 30% - personal issues (e.g. health, caring, etc.)
 - 32% - issues arising with the programme / delivery
 - 9% - support (lack of), [course] not appropriate level, etc.
 - 22% - took employment
 - 7% - still on the [same] course
- 84% of those that completed training received a certificate; for additional 4% pending; for 1% NA)

Economic status before and after FET course



LM status at the time of the Survey

Economic Context: unemployment rates Q4 '07 – Q2 '17 (%)



Labour Market Outcomes (by Primary Objective)

Current LM status	Total	Course Primary Objective		
		Progression to employment (STS, STL and TRN)	Social inclusion (STP, CTC, LTI and BRI)	Other (OLB and EVC)
Employed	41%	51%	28%	39%
Student	8%	7%	12%	7%
Unemployed or inactive but was employed post-FET course	3%	3%	4%	2%
Unemployed or inactive but was a student post-FET course	6%	4%	9%	6%
Unemployed or inactive at all times since the course	36%	31%	42%	37%
On a scheme	6%	3%	5%	9%
Total	100%	100%	100%	100%

Current LM status; all respondents

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17

*Please note that due to rounding percentages may not add to 100 % in all columns

Labour Market Outcome (by course broad type)

Current LM status	Total	Course Programme Type			
		Full time training (FTT)	Online training courses	Evening courses	Specialist training programme
Employed	41%	45%	46%	36%	26%
Student	8%	9%	8%	6%	15%
Unemployed or inactive but was employed post-FET course	3%	3%	0%	3%	1%
Unemployed or inactive but was a student post-FET course	6%	5%	7%	5%	15%
Unemployed or inactive at all times since the course	36%	35%	34%	39%	39%
On a scheme	6%	4%	4%	11%	4%
Total	100%	100%	100%	100%	100%

Current LM status; all respondents

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Labour Market Outcomes (by age and gender)

Current LM status	Total	Age				Gender	
		17 - 24	25 – 34	35 - 49	50 and above	Male	Female
Employed	41%	36%	47%	45%	35%	42%	39%
Unemployed	40%	43%	35%	37%	44%	40%	39%
Student	8%	13%	8%	7%	5%	8%	8%
Inactive/Other	5%	4%	4%	5%	6%	4%	7%
On a scheme	6%	3%	5%	7%	9%	6%	6%
Total	100%	100%	100%	100%	100%	100%	100%

Current LM status; all respondents

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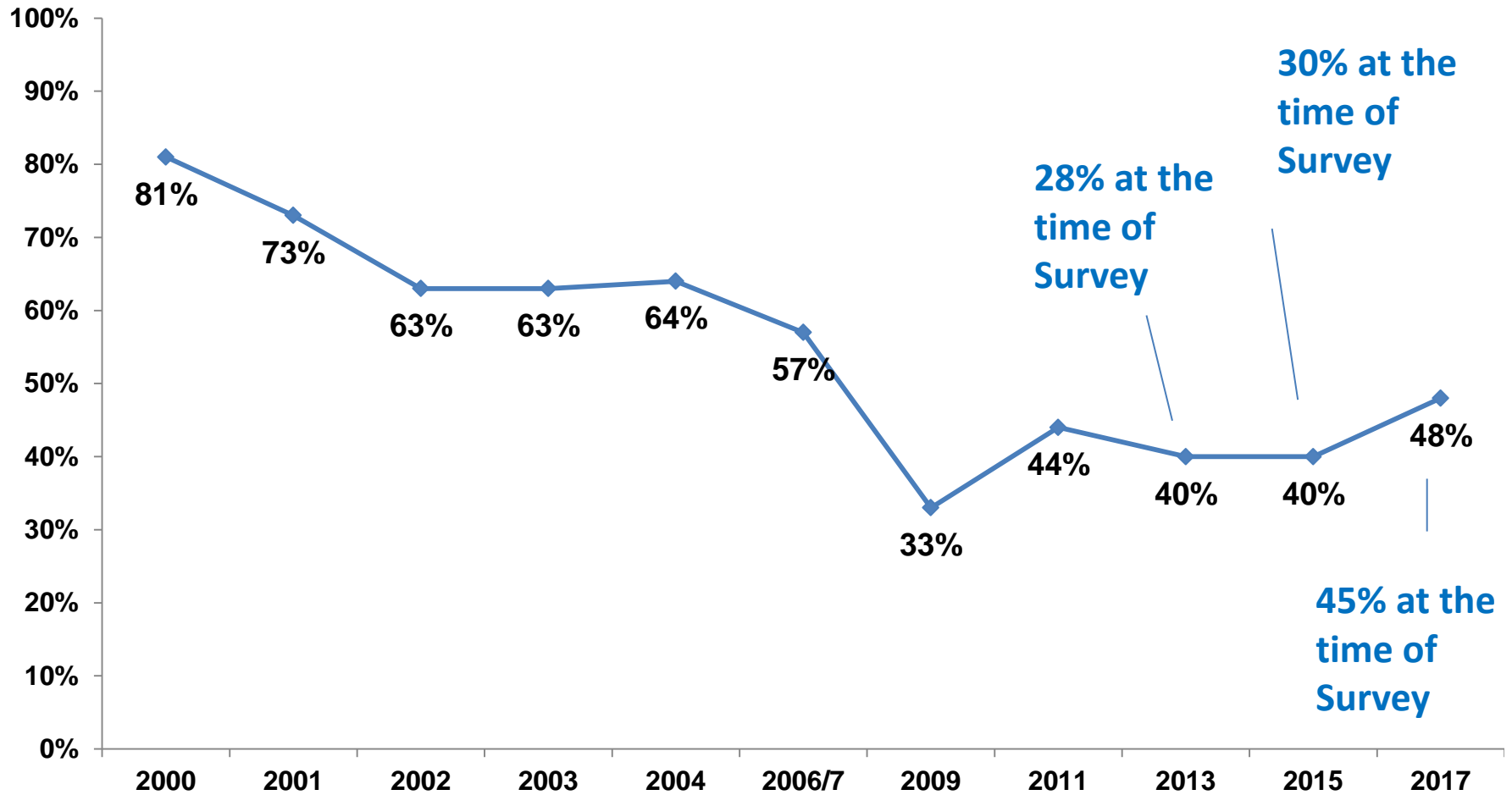
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Main Economic Status, (by course)

	All	Course type											
		STS	STL	TRN	Labour market orientated	BRI	CTC	LTI	STP	Social inclusion	OLB	EVC	All others
Employed	41%	48%	50%	61%	51%	31%	22%	33%	26%	28%	46%	36%	39%
Student	8%	12%	7%	2%	7%	12%	16%	8%	15%	13%	8%	6%	7%
Scheme	6%	2%	4%	2%	3%	3%	4%	6%	4%	5%	4%	11%	9%
Employment, education or a scheme	55%	62%	61%	65%	61%	46%	42%	47%	45%	45%	58%	53%	55%
Unemployed	40%	32%	36%	32%	34%	49%	55%	47%	31%	45%	35%	44%	42%
Inactive	5%	6%	3%	4%	4%	5%	2%	6%	24%	9%	6%	3%	4%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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% Gained a job (FTT), over time

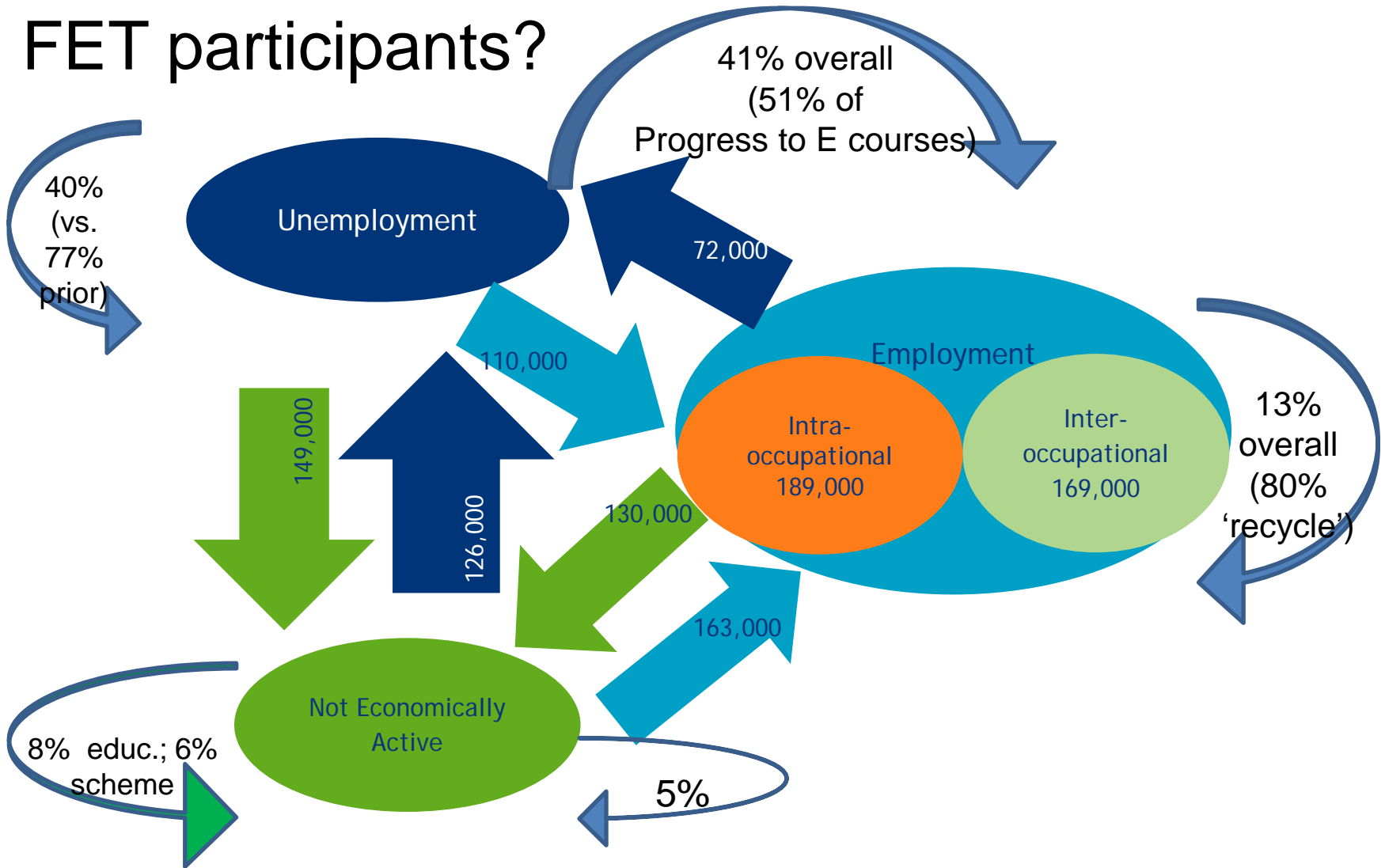


Wider Labour Market Context – LM Transitions

(2016, in NSB '17, forthcoming)

Do we make a difference?

FET participants?



Post FET remuneration

Hourly rate of pay	Total	FET Programme			
		Full-time Training (FTT)	Online training courses	Evening courses	Specialist Training Programme
Less than €7.40	2%	2%	2%	3%	5%
€7.40 per hour	1%	2%	0%	1%	2%
More than €7.40 but less than €9.25	6%	5%	4%	8%	7%
€9.25 per hour	10%	14%	9%	5%	27%
More than €9.25 but less than €11.50	26%	27%	19%	28%	27%
€11.50 per hour	8%	10%	2%	8%	7%
More than €11.50 per hour	40%	36%	57%	41%	17%
Not sure	6%	5%	8%	7%	7%
Total	100%	100%	100%	100%	100%

*Please note that due to rounding percentages may not add to 100 % in all columns

Remuneration

Hourly pay	Age					Gender	
	Total	17 - 24	25 - 34	35 - 49	50 plus	Male	Female
More	36%	49%	50%	30%	26%	40%	30%
Less	22%	11%	14%	24%	33%	20%	27%
About the same	39%	40%	34%	41%	40%	39%	39%
Not sure	2%	0%	1%	5%	1%	1%	5%
Total	100%	100%	100%	100%	100%	100%	100%

In terms of hourly rate of pay, more than one third (36%) of participants are being paid more in their current job when compared to what they received in previous employment prior to their course.

FET impact?

- 3-in-5 (of currently employed) got a job **within 3 months** post-FET course; rising to 4-in-5 for traineeship
- Long term unemployed: over 2-in-5 of all **LTUE** were in employment at the time of the Survey
- Sustainability of jobs increased – **less likely** to only have **episodic** employment
- **STP** participants (57%) were most likely to report that their course has helped a lot in gaining employment
- 36% reported being **paid more** in their current job in relation to previous employment; hourly rate for more vulnerable increased (young workers and relatively low skilled)
- almost ½ receive **living wage** and above in new jobs (post FET course)

FET impact?

- Over one quarter of trainees (27%) had never worked prior to a FET course; of that percentage, 44% are now students and a further one fifth are in employment (20%)
- 4-in-5 of currently unemployed sought jobs; effectively no discouraged
- Job tenure and emp. status - FT work prevalence relatively high - almost three quarters (73%) are full-time; 4-in-5 of the jobs secured since completing a FET course are permanent
- One third of participants (33%) who gained employment following their FET course believe the course helped them 'a lot' in gaining a job.

FET impact?

- Skills – those with Advanced / Higher Certificate (NFQ 6) have relatively better employment outcome
- The majority of course participants who worked post course (4-in-5) claim they use the skills learned at least some of the time in their job (compared with 57% of 2014/2015 participants)
- Almost one third (31%) of those who had experienced employment prior to completing a FET course, and who subsequently returned to employment, stated that their current occupation requires a higher level of skill; this rises to 40% of 25 to 34 year olds
- Overall views on FET courses are very positive with the vast majority of participants (88%) claiming they would probably or definitely recommend their course to a friend or family member if they found themselves in similar circumstances.

FET impact?

- **Course – job ‘matching’**
- By course cluster:
 - 4-in-5 of those who completed a course in health & related services are working in these roles
 - the corresponding figures for transport & logistics is 1-in-2; almost 3-in-5 for engineering & manufacturing; high prevalence of FT employment
- Analysis by the assigned SOC of the course
 - Those most likely to gain employment in their occupational area of study are those who took courses in caring, leisure and other services (46%), skilled trades (45%) and elementary occupations (42%)
 - those in the elementary occupations (53%), process, plant and machine occupations (46%) and caring, leisure and other services (40%) were more likely to gain a higher rate of pay on completion of the course.

Trainee feedback - satisfaction with the training

Trainees' perception – improved 'a lot' and 'to some extent'

Improving confidence	Identification of job opportunities	Job skills
79%	84%	80%

*Base: All respondents for confidence and skills;
Respondents who gained employment following FET course for job opportunities.*

CONCLUSIONS AND ISSUES FOR FUTURE CONSIDERATIONS

SOLAS

An tSeirbhís Oideachais Leanúnaigh agus Scileanna
Further Education and Training Authority

Conclusions

- **Course completion: 75%; (of which almost 9-in-10 attained / in the process of obtaining certification)**
- **Unemployment impact:**
 - Overall, 77% of participants were unemployed prior to training
 - 38% of them were in employment post course
 - Progression for additional 10%
 - Approx. 1/2 of them remain / were unemployed at time of survey
- **Employment impact:**
 - 41% of course participants in employment
 - 51% of those who attended LM oriented courses
 - Progression (employment / further study) high
- **Job relevance of training**
4-in-5 use their newly acquired skills; 1/3 'all of the time'

Conclusions

- Up-skilling
 - Almost a 1/3 stated that their current job was more skilled than the job held prior to training;
 - 50% stated that it was the same
- Relevance of training
 - SOC and Cluster 'matching'
- Social relevance of training
 - Improved employment and progression for relatively more disadvantaged

Conclusions

- Not a counterfactual evaluation
- However, some advantages of survey:
 - tailored
 - questions on remuneration
 - type of job gained
 - whether skills imparted are used
 - [limited] job to FET course type ‘matching’
 - faster than administrative data linking
- Difficult to compare with results from other studies because of methodological differences



Where to from here!

Future issues

- Expansion?
 - To include PLC? Any other?
- Procurement framework – initiation?
- Use for FET evaluation endeavour? (in conjunction with other approaches; complementary to National Employers Survey?)
- Follow-up Survey 2018?

Potential risks

- [Continued] Access to the Client Services [and/or equivalent] System – assumed?
- Availability of learner data for other FET – PLSS, JLD?
- Legal/ Data Protection issues re use of personal data

Questions & Answers



Questions, enquiries, comments to:

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