
Peer Learning Activity on ‘Graduate tracking to improve the quality of VET’

The case of Ireland

SOLAS

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November 11-12, 2021

S O L A S

An tSeirbhís Oideachais Leanúnaigh agus Scileanna
Further Education and Training Authority



What do we do?



The Data Revolution and what it means for demonstrating the effectiveness and impact of further education and training



SOLAS has responsibility for providing strategic leadership to the further education and training sector

- Supporting the development and implementation of the further education and training strategy
- Funding of the further education and training (FET) system to maximise the impact of state investment
- Overseeing the development and implementation of the Strategic Performance Agreements between SOLAS and each Education and Training Board (ETB) which set out 3 year plans to further embed a strategic and integrated FET system
- Statutory responsibility for the apprenticeship system
- Analysing the labour market and identifying and anticipating key skills needs, and
- Promoting the standing of Further Education and Training

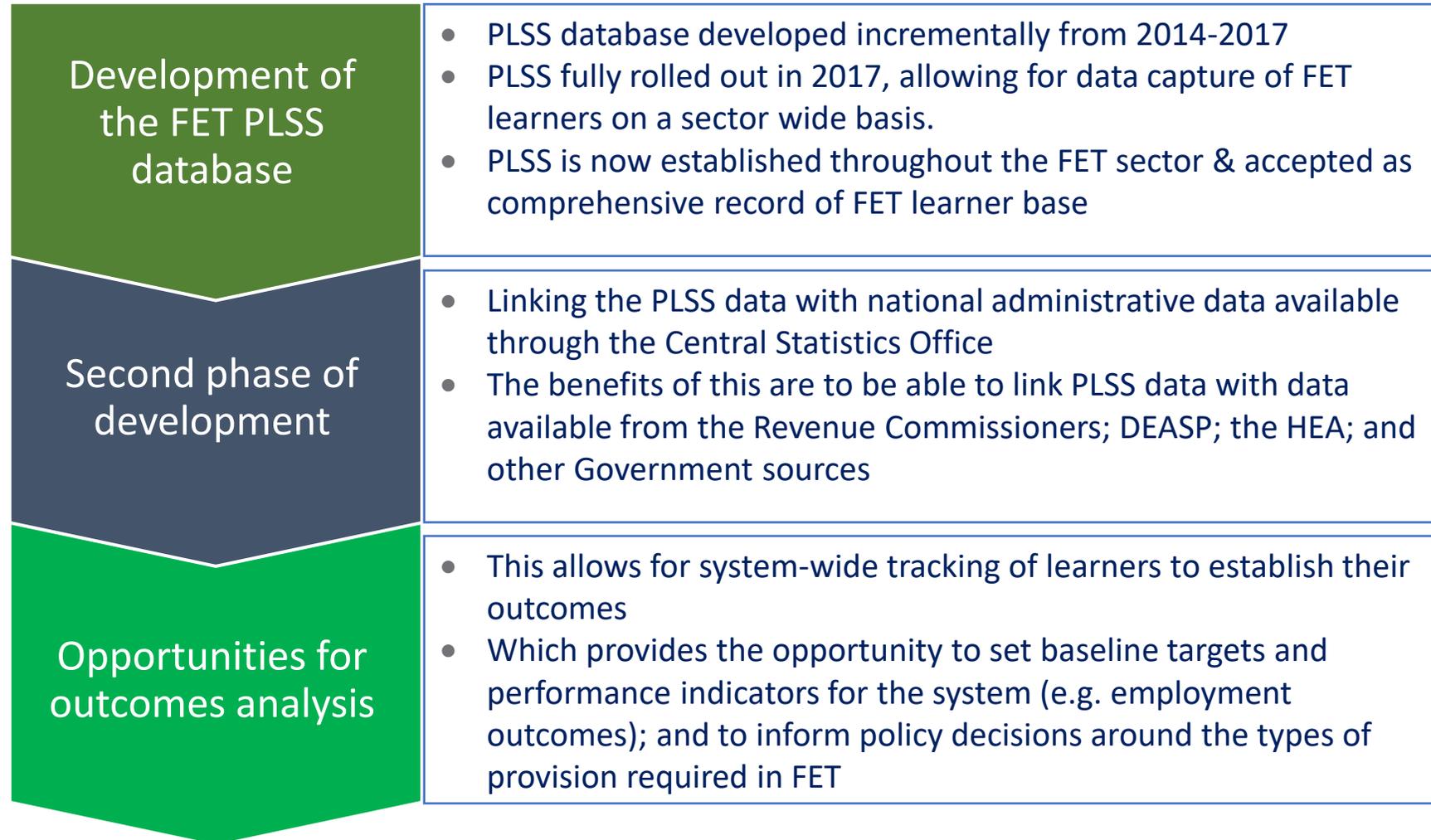
Setting the Baseline:

- **ETB Strategic Performance Agreements and Planning Framework**
 - It is statutory responsibility of SOLAS
 - fulfil its obligations under the Education and Training Act 2013:
 - *‘to assess whether or not training bodies, and other bodies engaged in the provision of further education and training programmes, to whom moneys have been advanced under section 21, perform their functions in an economic, efficient and **effective** manner’.*

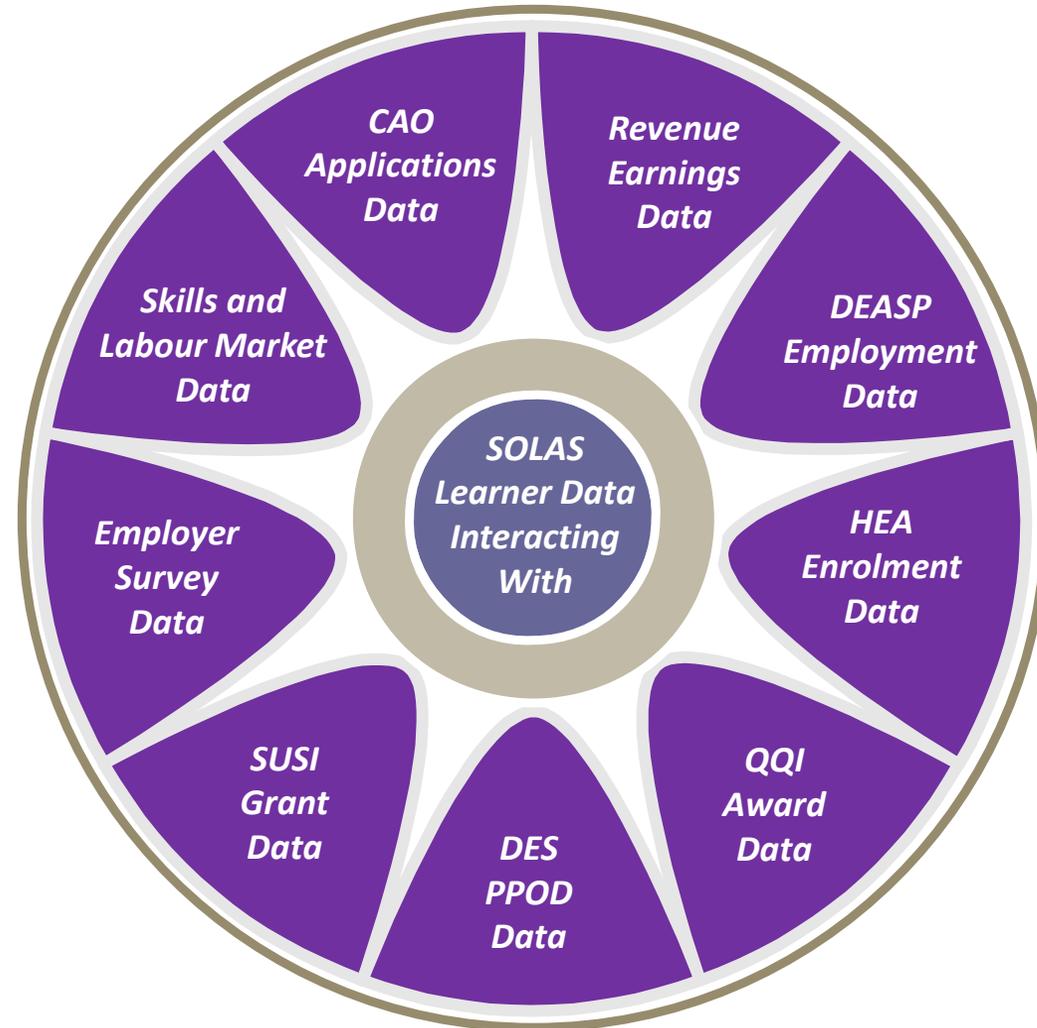
PLSS: The Rationale

- In this context, the FET data and statistics are needed to:
 - **support decision making** at all levels of FET (teacher/trainer, provider, ETB, SOLAS and DES)
 - **support learners** in their education and training choices
 - **support policy makers** (e.g. Department of Jobs, Enterprise and Innovation (DJEI) re immigration, Department of Social Protection (DSP) re labour market activation, Department of Education and Skills (DES) re education and training provision)
 - **support other interested parties** (e.g. Industrial Development Authority (IDA) re promoting Ireland for foreign direct investment (FDI), Enterprise Ireland (EI), employers)
 - align FET provision with skill needs of the economy.

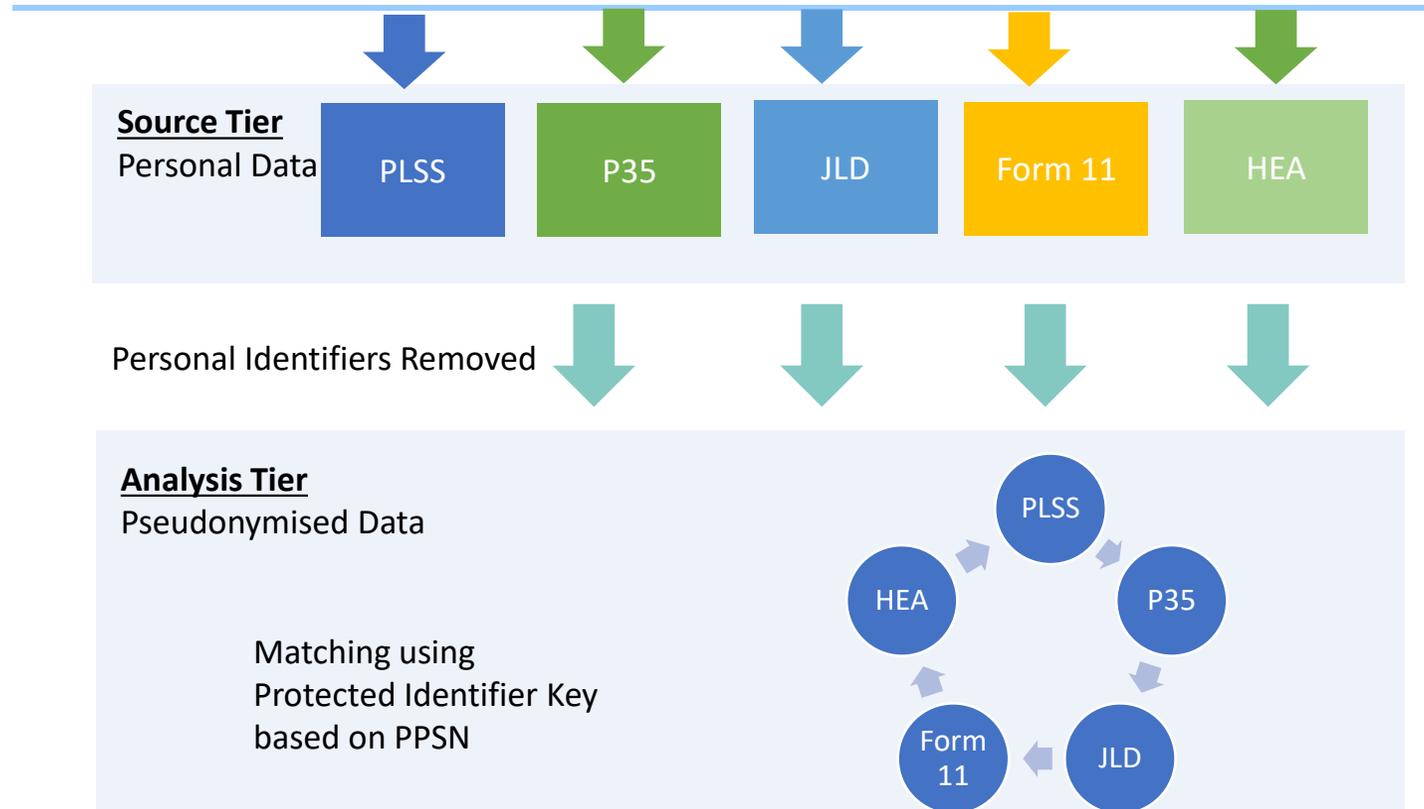
Developing a comprehensive FET learner database was essential to establish the data platform to understand and evaluate the system...



By building data analytics capability and strategic partnerships with other key agencies we are building evidence of the value of FET...

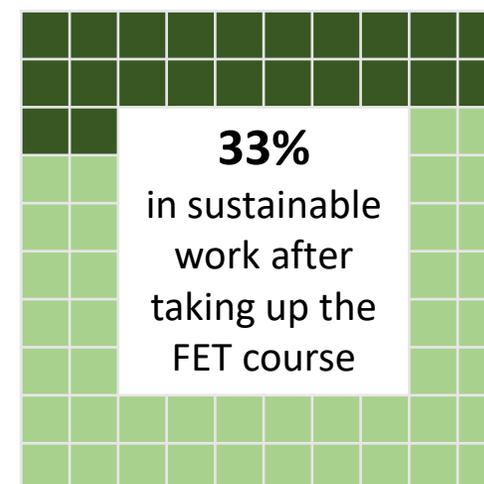
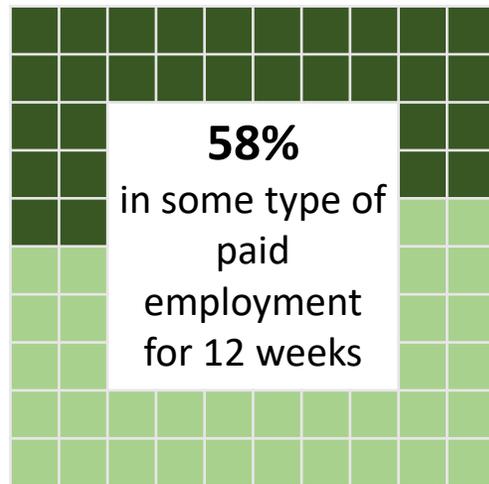


Construction of the new database



We can now track employment and earnings outcomes at system and programme level by linking PLSS to revenue databases...

For example, the Target 1 Programmes Defined in Strategic Performance Agreements produced these outcomes from 2017 provision



SPA Targets for Donegal ETB

Target 1 = 38% over 3 years, equating to 212 l..

Year	Number	Difference ..	Difference ..
2017	513		
2018	484	-5.65%	
2019	594	22.73%	15.79%

Target 2 = 10% over 3 years, equating to 422 l..

Year	Number	Difference ..	Difference ..
2018	300		
2019	465	55.00%	
2020	546	17.42%	82.00%

Target 3 = 14% over 3 years, equating to 704 completers certified in 2020

Year	Number	Difference ..	Difference ..
2017	620		
2018	652	5.16%	
2019	1,866	186.20%	
2020	448	-75.99%	-27.74%

Target 4 = 10% over 3 years, equating to 8,174 starting LLL relevant program..

Year	Number	Difference ..	Difference ..
2017	2,843		
2018	4,183	47.13%	
2019	4,660	11.40%	
2020	3,275	-29.72%	15.20%

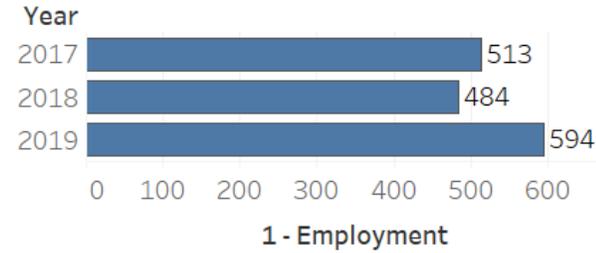
Target 5 = Average annual increase of 213 or a 40% increase in learne..

Year	Number	Difference ..	Difference ..
2017	635		
2018	734	15.59%	
2019	1,143	55.72%	
2020	882	-22.83%	38.90%

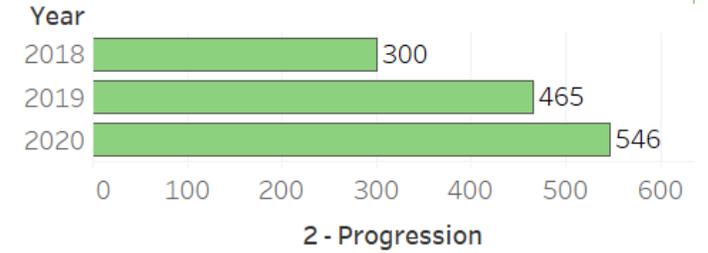
Target 6 = 800 over 3 years or a 78% increase

Year	Number	Difference ..	Difference ..
2017	157		
2018	232	47.77%	
2019	218	-6.03%	
2020	93	-57.34%	-40.76%

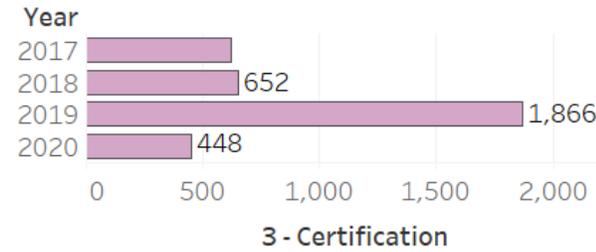
Employment - Target 1



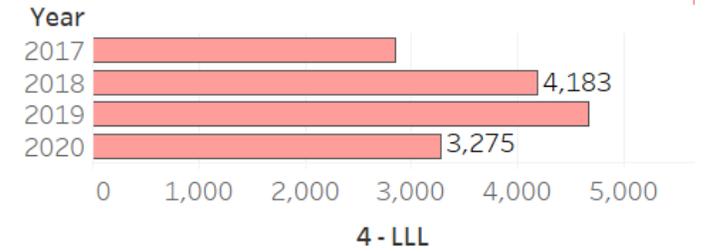
Progression - Target 2



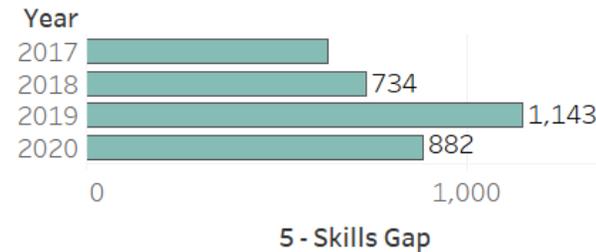
Certification - Target 3



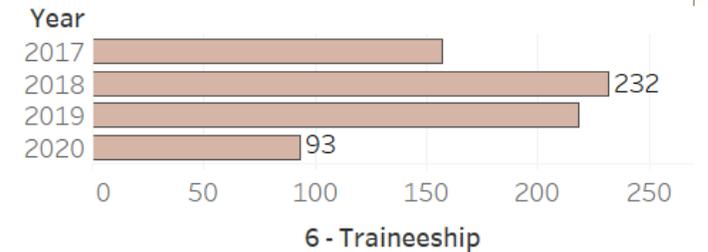
LLL - Target 4



Skills Gap - Target 5



Traineeship - Target 6



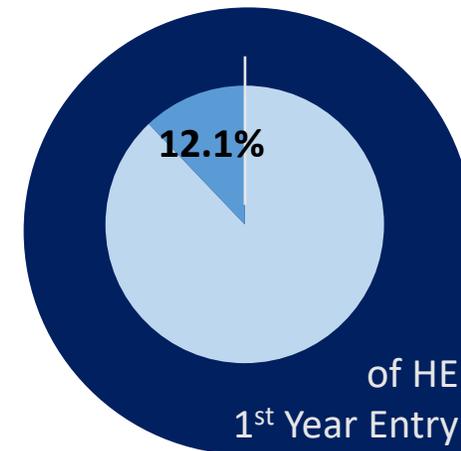
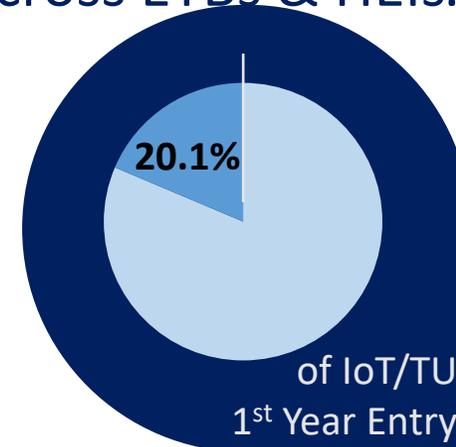
Pathways from FET to HE :

By linking PLSS to HEA enrolment databases we can see significant levels of FET-HE progression but inconsistency across ETBs & HEIs...

ETB	PLC to HE	Total PLC	%	Other FET-HE
CMETB	283	1728	16.4%	17
CDETB	949	7325	13.0%	16
Cork ETB	696	4338	16.0%	19
Don'l ETB	51	115	44.3%	29
DDLETB	411	2453	16.8%	26
GRETB	375	1277	29.4%	16
Kerry ETB	179	701	25.5%	12
KWETB	164	1084	15.1%	10
KCETB	171	886	19.3%	12
LOETB	86	399	21.6%	10
LCETB	304	1203	25.3%	35
LWETB	55	324	17.0%	9
LMETB	510	1803	28.3%	6
MSLETB	245	1226	20.0%	22
Tipp ETB	92	708	13.0%	15
VSCSS	283	1243	22.8%	-
WWETB	278	1292	21.5%	18
TOTAL	5,132	28,105	18.3%	272

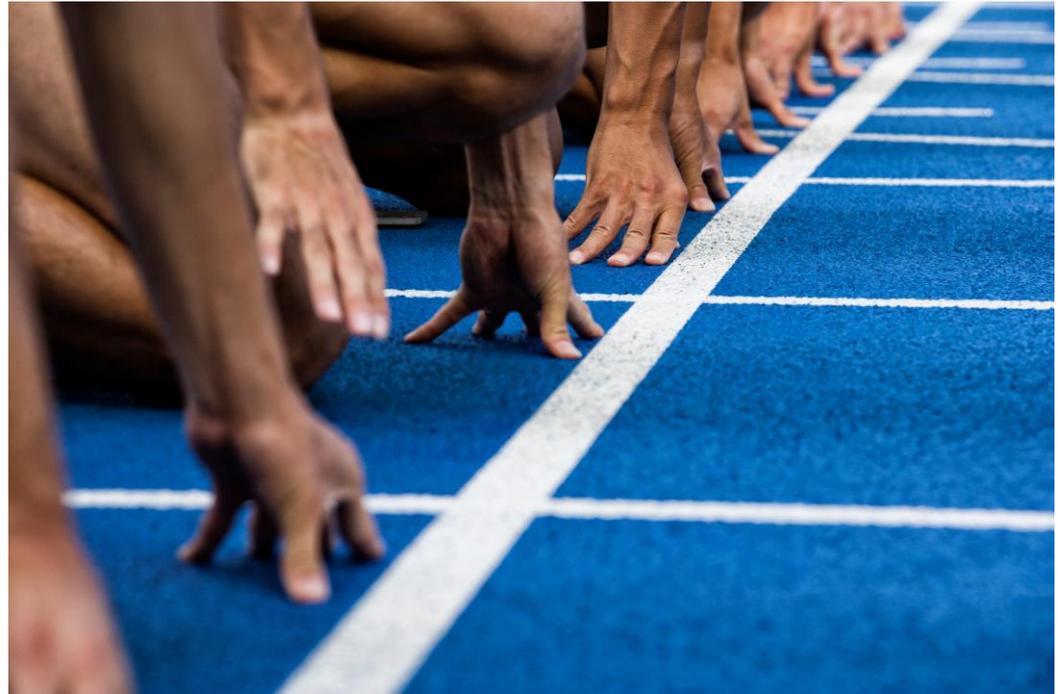


HEI	From PLC	UG Entry	%	Other FET
AIT	257	1043	24.6%	19
CIT	377	2072	18.2%	8
DCU	244	3420	7.1%	-
DIT	434	3557	12.2%	17
DLIADT	194	553	35.1%	5
DKIT	279	1194	23.4%	10
GMIT	328	1616	20.3%	11
ITB	184	727	25.3%	7
ITC	293	1181	24.8%	32
ITS	233	1041	22.4%	7
IT Tall	224	829	27.0%	-
IT Tral	179	725	24.7%	13
LYIT	106	932	11.4%	25
LIT	369	1529	24.1%	17
MIC	22	970	2.3%	6
MU	275	3167	8.7%	9
NCAD	122	267	45.7%	-
NUIG	130	3318	3.9%	5
STAC	24	190	12.6%	8
TCD	75	3027	2.5%	6
UCC	294	3573	8.2%	14
UCD	153	4387	3.5%	6
UL	148	2519	5.9%	24
WIT	352	1976	17.8%	14
Other	-	-	-	9
TOTAL	5,296	43,813	12.1%	272



Levels way in access of access plan measurements (based purely on those entering HE with FET score)

FET Graduate Outcomes



The Employment Rate 2019

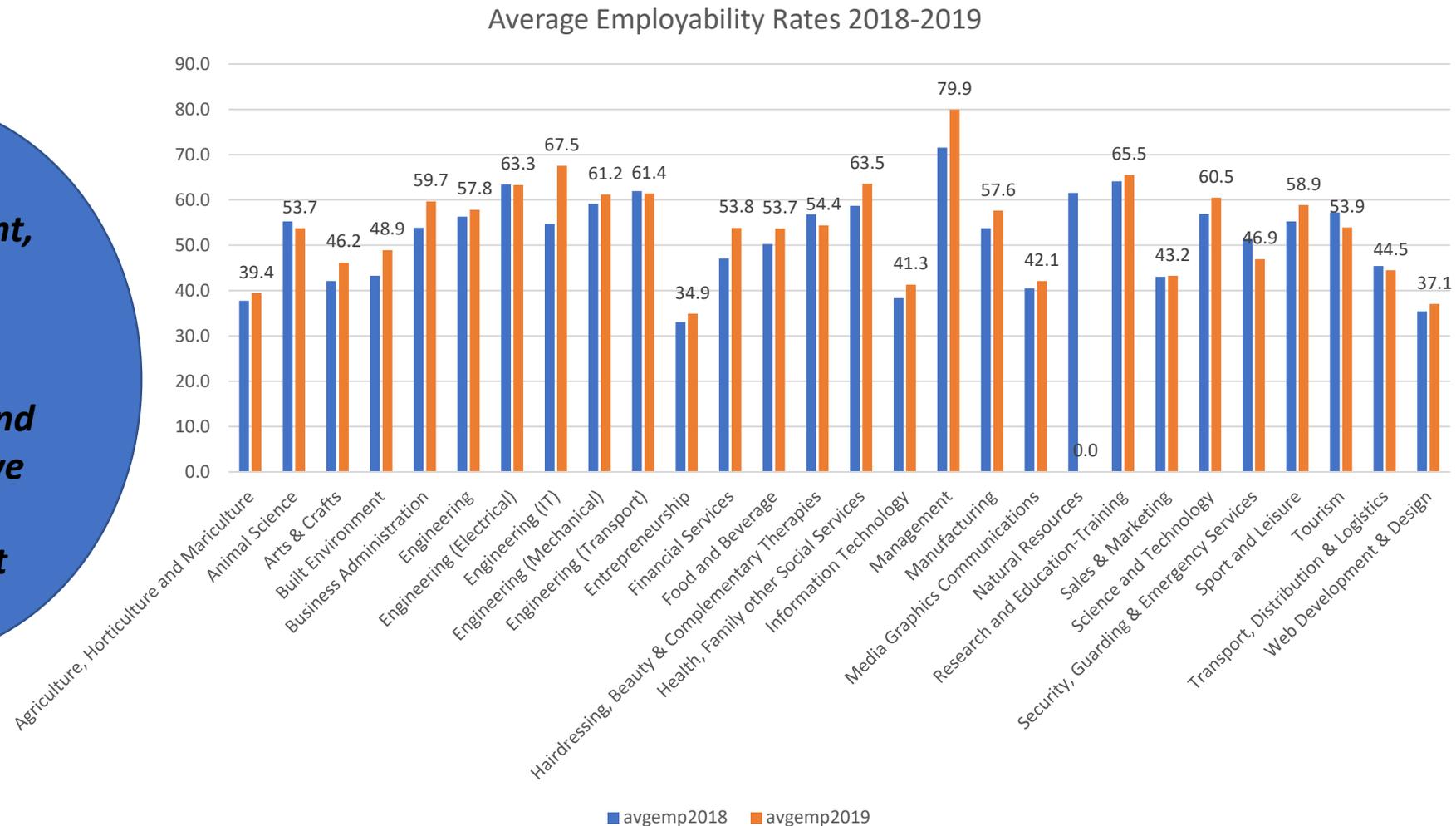
A decorative graphic on the right side of the page consists of a large, semi-circular arrangement of purple circles of varying sizes. Interspersed among these circles are several curved lines made of small purple dashes or segments, creating a dynamic, abstract pattern that frames the central text.

The employment rates are based on the total number of learners who were employed within the first 12 months of completing their education and training in labour-market focused programmes.

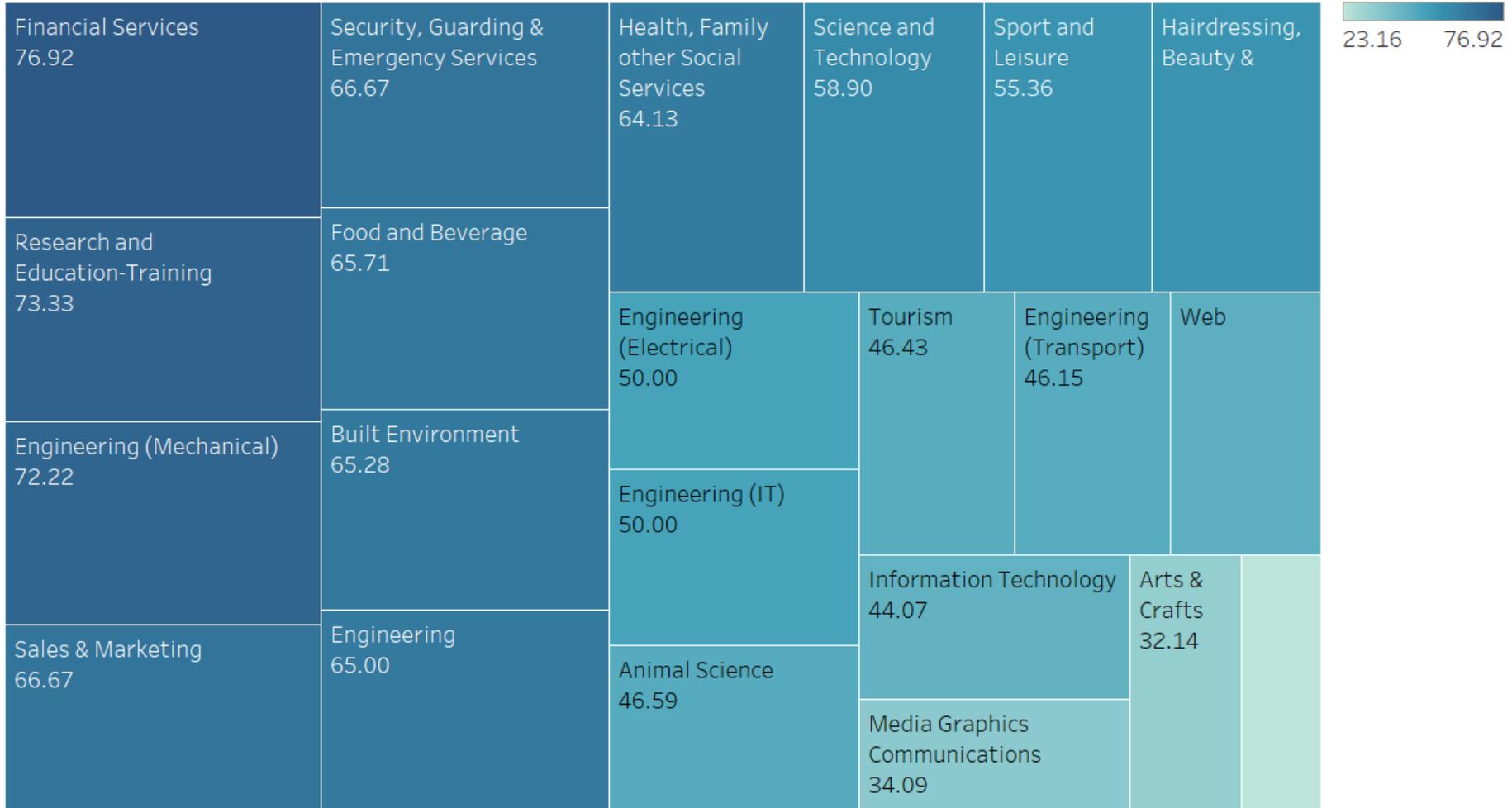
These outcomes evidence only learners in substantial employment, and are based on linking PLSS outcomes with Revenue data in collaboration with the CSO.

Employment rate is based on a national average

Courses in Management, Engineering (IT) and Research Education and Training have the highest employment rates.



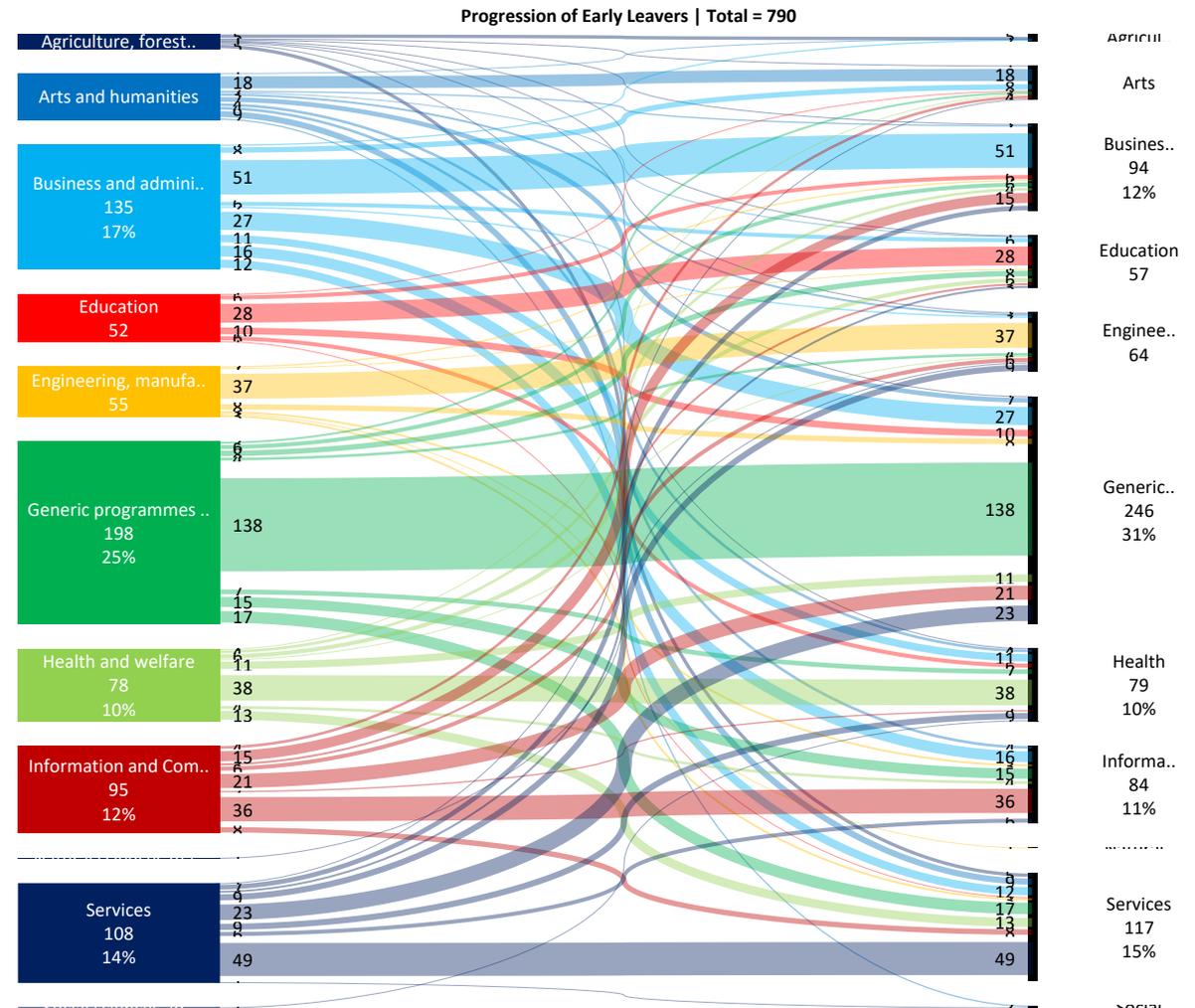
Employability Rate 2019



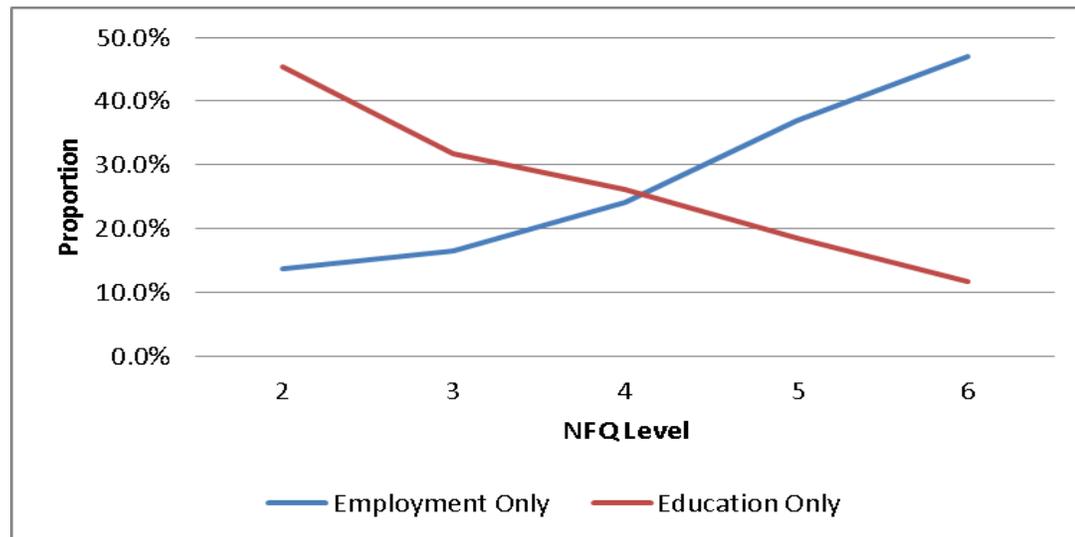
Cluster Description and sum of target1rate. Color shows sum of target1rate. Size shows sum of target1rate. The marks are labeled by Cluster Description and sum of target1rate. The data is filtered on Etb, which keeps Cavan and Monaghan ETB.

Early Leaver Transitions Within FET

- The outcomes of 790 early leavers who left their 1st FET course but completed their 2nd FET course: Some of these learners switched to another level and/or the area of their study and training



Early Leaver Outcomes



NFQ Level	Median Wage
Non-NFQ Aligned FET	€376
2	€266
3	€296
4	€315
5	€319
6	€353

PLC Outcomes Analysis

Year of PLC Graduation	HE Year 1	HE Year 2	HE Year 3
Class of 2017	100%	-	-
Class of 2016	100%	80.0%	-
Class of 2015	100%	81.6%	65.1%
Class of 2014	100%	84.6%	70.7%
Multi-annual Average Retention Rate	100%	83.1%	68.8%
IoTs Average Retention Rate 2013 & 2014 PLC Grads	100%	80.9%	64.3%
Universities Average Retention Rate 2013 & 2014 PLC Grads	100%	89.5%	78.5%

By using DES PPOD data and linking this to HEA databases we can track retention of FET graduates during HE degree programmes...

Year of PLC Enrolment	Previously Enrolled in HE	% of all PLC Enrolments
2012	2078	8.1%
2013	2095	8.3%
2014	1989	8.0%
2015	2450	9.9%

The number of PLC learners with HE qualifications is increasing....

.... showing that FET is well regarded and well positioned to meet the upskilling and lifelong learning objectives of people who are developing their careers

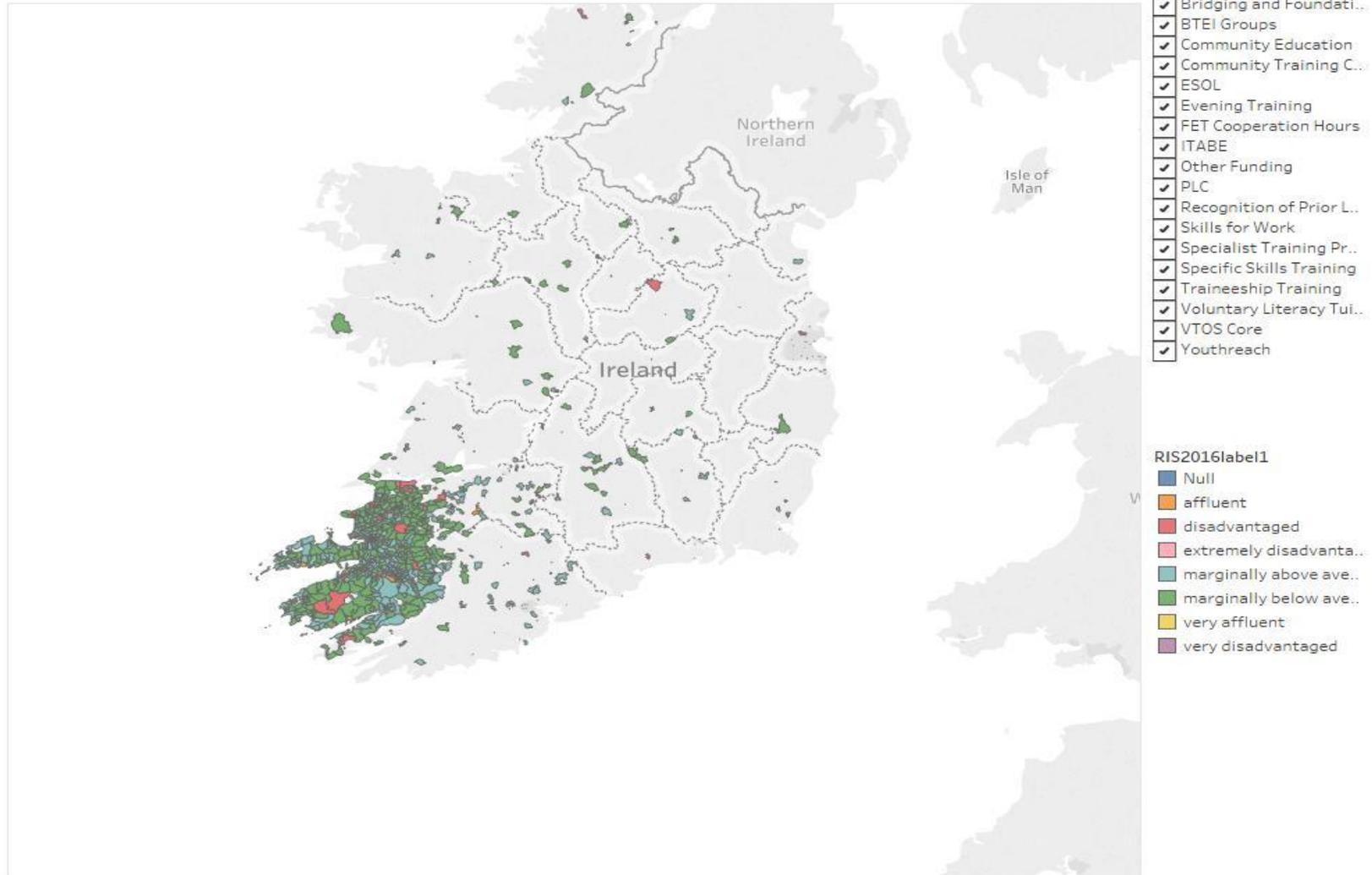
DEASP datasets also allow us to monitor employment status at key intervals post FET course completion and monitor ESF outcomes...

Labour Market Status	Number of Learners	Percent
Activation_and_Emp_Subs	885	10.25
Credits	156	1.81
Education_and_Training	887	10.27
Employment	2,165	25.08
Income_Subsidies	45	0.52
JST	24	0.28
One_Parent_Family	123	1.42
Part-Time	707	8.19
Unemp_Benefit_Assistance	3,642	42.18
Total	8,634	100

Last recorded employment status of SST 2015 completers

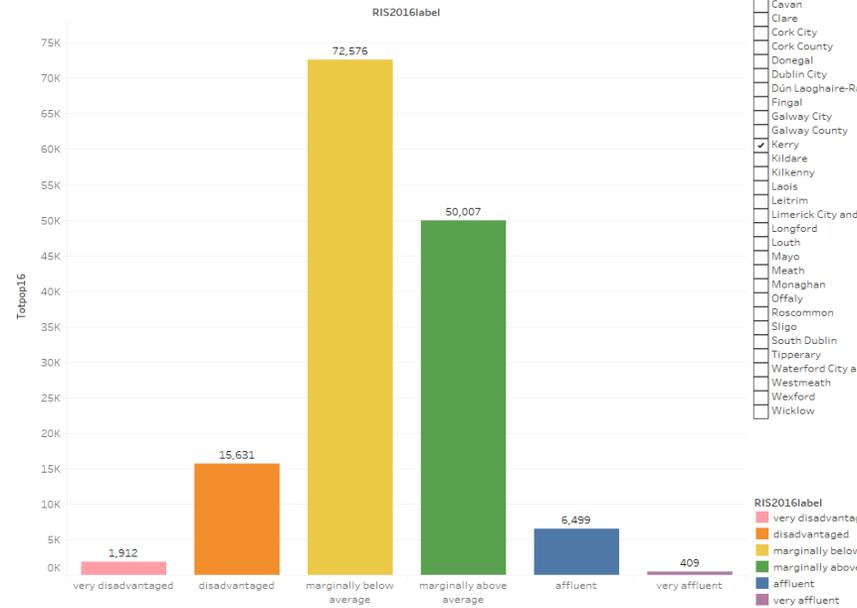
Linking PLSS with POBAL Deprivation Index

Kerry ETB Learners by Small Area (2016)

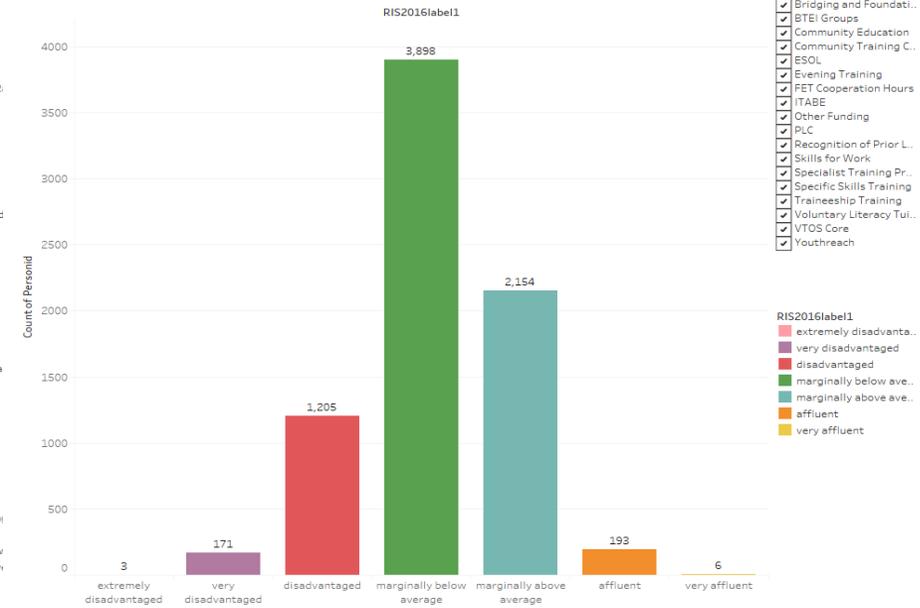


Linking PLSS with POBAL Deprivation Index

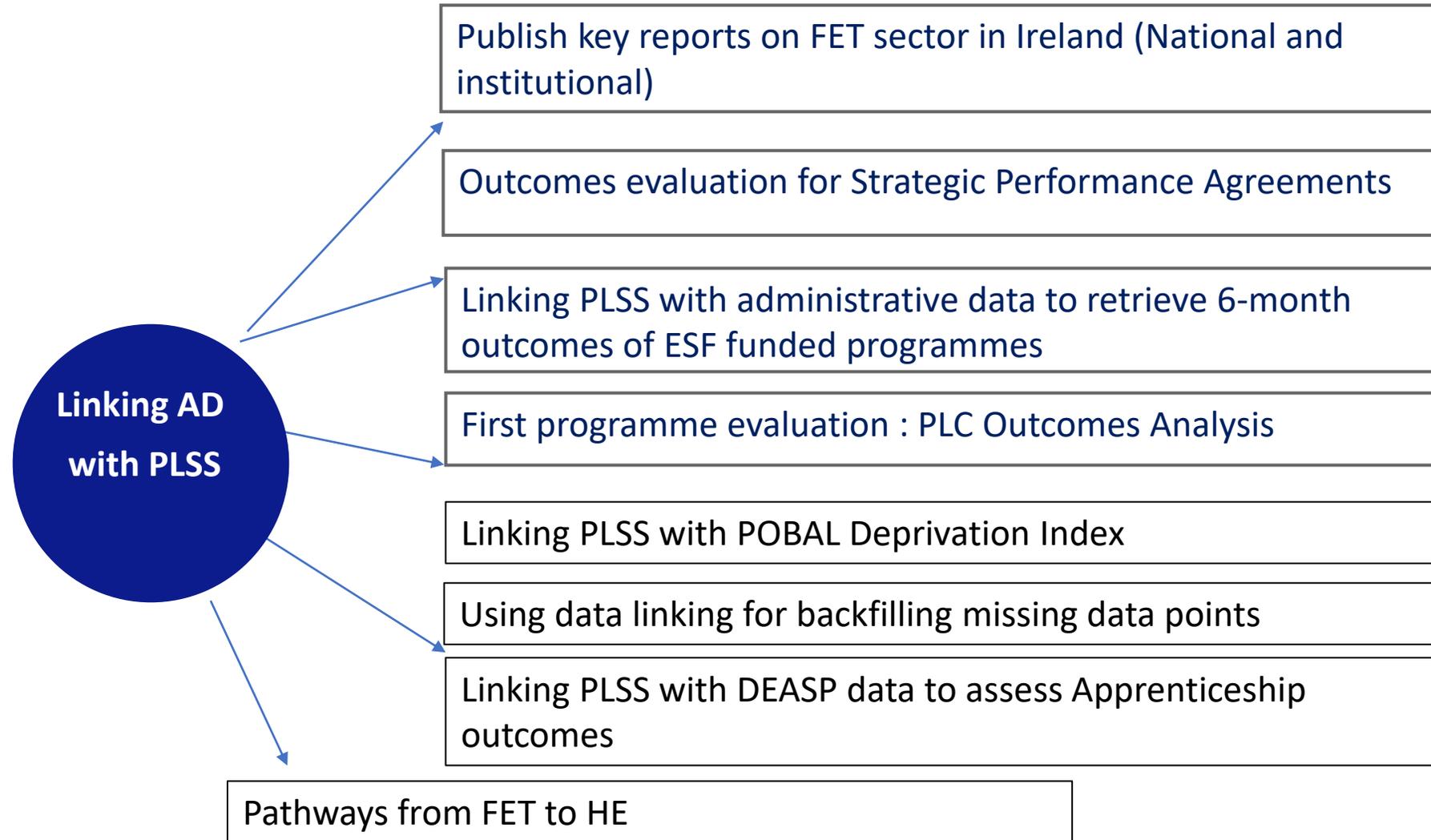
Total Kerry Population



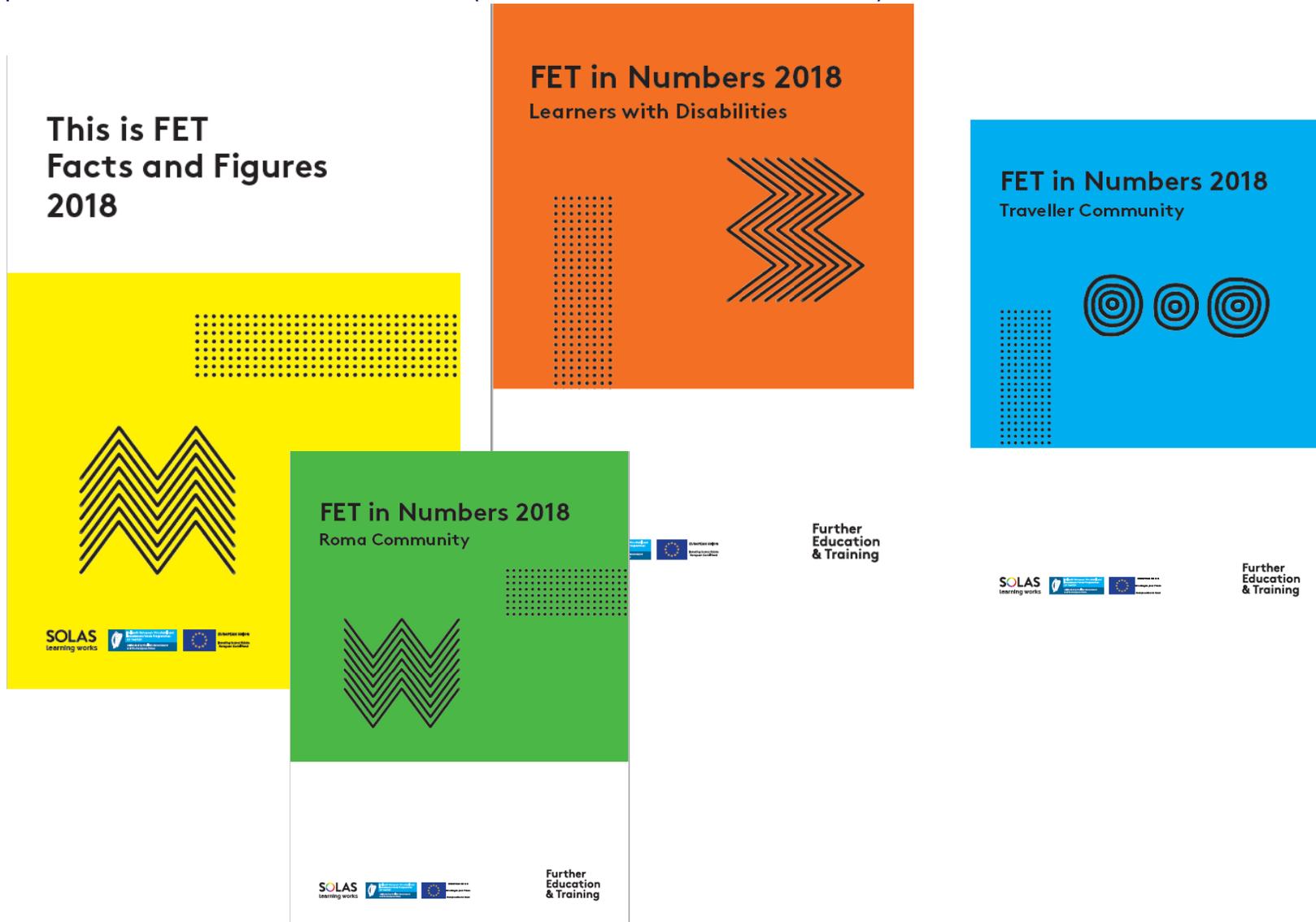
Kerry ETB Learner Profile



Plans are in place for publications and additional analysis to progress high level objectives for the sector....



Publish key reports on FET sector in Ireland (National and institutional)



What's Next....

