

## MINUTES OF MEETING OF NATIONAL SKILLS COUNCIL

5<sup>th</sup> November 2018



# National Skills Council

### Chair:

Sean Ó Foghlú, Secretary General, Department of Education and Skills.

### Council members present:

Prof. Philip Nolan MU; Ms. Nessa White, ETBI; Mr. Conor Dunne, SOLAS; Mr. William Beausang, DES; Mr. Martin McVicar, Combilift; Prof Brian Norton, DIT, Mr Liam Ryan, SAP; Dr. Orlaigh Quinn, DBEI

### In attendance:

Mr. Tony Donohue, EGFSN and IBEC; Mr. James Magill, Vodafone; Ms. Kathleen Gavin, DES; Mr. Philip Crosby, DES; Mr. Paul Keating, DES; Ms. Patricia Flannery, DES; Mr. Kevin Daly, DBEI; Ms. Keelin Fagan, EI; Mr. John Conlon, DEASP; Ms. Mary Clare O'Sullivan, Department of the Taoiseach; Mr. Ray Bowe, IDA; Dr. Vivienne Patterson, HEA; Mr. Alan McGrath, SOLAS; Ms. Joan McNaboe, SLMRU; Mr. Alan Gray, Indecon; Mr. Tom Collins, Chair of the Steering Group for the Career Guidance Review

### Apologies:

Minister Joe McHugh TD; Mr. John McKeon, DEASP; Dr. Pádraig Walsh, QQI; Mr Martin Shanahan, IDA, Mr Pat Rigney, Fastnet Brands, Ms. Julie Sinnamon, EI; Mr. David Moloney, DPER; Mark Ferguson, SFI

Agenda item	Key points discussed	Action
<b>1. Welcome and minutes of previous meeting.</b>	Seán Ó Foghlú, Chair welcomed Mr. Conor Dunne CEO, SOLAS to the Council	
<b>2. Update from William Beausang on the Human Capital Initiative (HCI)</b>	<ul style="list-style-type: none"> <li>• The HCI is an investment of €60m per annum over a 5 year period 2020 – 2025</li> <li>• The advisory group established to advise on NTF allocations will play an important role in decisions around allocation of HCI funding</li> <li>• HCI will focus on; regional growth; productivity in all sectors of the economy; future skills needs; flexible blended learning; future world of work; enterprise needs; upskilling and lifelong learning</li> <li>• Allocation of HCI funding will be based on competitive calls</li> <li>• HCI criteria will be in line with other Government priorities</li> <li>• Over the next few months DES will engage with key stakeholders to shape the HCI for introduction in 2020.</li> </ul> <p><b>Issues arising:</b></p> <ul style="list-style-type: none"> <li>• Council members welcomed the initiative</li> <li>• Request for clear project timelines so that HEIs/FET colleges are prepared for introduction of initiatives in early 2020</li> <li>• Vital that funds are allocated across HE and FET.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>DBEI welcomed the HCI and offered assistance to DES in rolling out the initiative.</b></li> </ul>

<p><b>3. Presentation by Joan McNaboe, SOLAS on the National Skills Bulletin</b></p>	<p><b>Key Labour Market 2017 statistics:</b></p> <ul style="list-style-type: none"> <li>• +61,900 persons employed</li> <li>• Unemployment rate of 6.3%</li> <li>• Positive net migration of 19,800</li> <li>• New statistics - Potential Additional Labour Force (PALF)</li> <li>• PALF accounts for 8% of all economically inactive.</li> </ul> <p><b>Issues arising:</b></p> <ul style="list-style-type: none"> <li>• The Council welcomed the report</li> <li>• It was noted that policy makers should address childcare issues and flexible working hours to support homemakers to return to employment</li> <li>• Shortages in lower ICT skills areas are in sales and technical support with languages</li> <li>• Shortages in higher ICT skills areas are in specific niche areas</li> <li>• There is a need to develop an ICT professional development framework to enhance CPD of ICT professionals</li> <li>• Shortages in the hospitality sector are due to low pay and unsociable working hours rather than a lack of graduates.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Chair requested that SLMRU share report with all key stakeholders.</b></li> <li>• <b>SLMRU asked council members to revert with feedback/comments on the report before Monday 12<sup>th</sup> November.</b></li> <li>• <b>Publication of the National Skills Bulletin 2018 was approved by Council.</b></li> </ul>
<p><b>4. Strategic Discussion: Work Ready Graduates and Career Pathways</b></p> <p><b>Presentation by Dr. Vivienne Patterson, HEA on outcome of the National Employers Survey 2018</b></p>	<p><b>Key outcomes from Survey:</b></p> <ul style="list-style-type: none"> <li>• The National Employers Survey 2018 is the third survey to be carried out</li> <li>• The survey was conducted by means of a CATI telephone survey and the responses came from 760 organisations, 535 of whom had</li> </ul>	

<p><b>Presentation by Mr. Alan Gray, Indecon on findings from the Career Guidance Review</b></p>	<p>recruited graduates within last 24 months from HE and FET</p> <ul style="list-style-type: none"> <li>• 86% indicated at they are happy with the quality of HE graduates</li> <li>• 84% indicated that they are happy with the quality of FET graduates</li> <li>• 80% of employers were satisfied with both HE and FET graduates in terms of workplace attributes</li> <li>• Low satisfaction rates for HE and FET graduates in foreign language capability, entrepreneurial skills and commercial awareness.</li> </ul> <p><b>Issues arising:</b></p> <ul style="list-style-type: none"> <li>• No surprises re outcomes of employers survey</li> <li>• Need for more employer engagement with HEIs in particular at 'open days'.</li> </ul> <p>Comments from Professor Tom Collins, Chair of the Steering Group for the Career Guidance Review.</p> <ul style="list-style-type: none"> <li>• Realisation that guidance is more than information dissemination</li> <li>• Democracy of access – standard of career guidance may depend on social background. Need for greater fairness of access</li> <li>• Ambitions and aspirations are socially constructed</li> <li>• Too much focus on HE options at second level, more focus needed on FET.</li> </ul> <p>Key findings from review:</p> <ul style="list-style-type: none"> <li>• 1:1 guidance has a significant impact on future course/career choices</li> </ul>	
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	<ul style="list-style-type: none"> <li>Existing career guidance tools and career information are very complex and too diverse</li> <li>Students from higher income backgrounds more likely to get career guidance from parents</li> <li>75% of career guidance practitioners view enterprise engagement as very important</li> <li>The review provides for policy recommendations such as enhanced enterprise engagement, social inclusion and organisational structures.</li> </ul> <p><b>Issues arising:</b></p> <ul style="list-style-type: none"> <li>The Council welcomed the review</li> <li>Career guidance practitioners should be encouraged to engage with CPD</li> <li>Need for a new career guidance portal</li> <li>Parents should be more involved in career guidance.</li> </ul>	<p><b>The report on the Career Guidance Review will be presented to the Minister shortly for approval prior to publication.</b></p>
<p><b>5. Outcomes from the NSC July Strategic Discussion - Productivity, Competitiveness and the Future World of Work</b></p>		<p><b>The follow up paper from the NSC July Strategic Discussion - Productivity, Competitiveness and the Future World of Work was noted by the Council.</b></p>
<p><b>6. Future Jobs Initiative: Presentation by Mary Clare O'Sullivan Department of the Taoiseach</b></p>	<p>Future Jobs Initiative will have 20 actions divided into the following 5 thematic areas:</p> <ul style="list-style-type: none"> <li>Increase Productivity – especially Irish SMEs</li> <li>Future talent and skills</li> <li>Increase labour market participation</li> <li>Increasing Innovation &amp; readiness for technological change</li> <li>Supporting transition to low carbon economy.</li> </ul>	

	<p><b>Issues arising:</b></p> <p>Timelines for Future Jobs Initiative:</p> <ul style="list-style-type: none"> <li>• National Summit on 22<sup>nd</sup> November 2018, in the Aviva</li> <li>• Report to Government end 2018</li> <li>• Future Jobs Initiative will be launch early 2019.</li> </ul>	
<p><b>7. Information Item: Updates via Dashboard November 2018</b></p>	<p>General updates were provided on the following:</p> <ul style="list-style-type: none"> <li>▪ Updates for November 2018 via Dashboard</li> <li>▪ Update on EGFSN Work plan 2018</li> <li>▪ Update on Implementation of EGFSN Report “Addressing the Skills Needs Arising from the Potential Trade Implications of Brexit”</li> <li>▪ Results from Regional Skills Fora Customer Satisfaction Survey</li> <li>▪ NTF Implementation Plan</li> <li>▪ ICT Action Plan.</li> </ul>	<p><b>Dashboard will be further updated for next meeting.</b></p>
<p><b>8. Publications for Approval</b></p>	<p>The Council was asked to approve publication of</p> <ul style="list-style-type: none"> <li>▪ Digital Transformation - Assessing the Impact of Digitalisation on Ireland’s Workforce, EGFSN report</li> <li>▪ National Skills Bulletin, SLMRU.</li> </ul>	<p><b>Publication of the reports were approved by the Council.</b></p>
<p><b>9. Agreement of Council Work Plan for 2019</b></p>	<p>A list of <i>strategic discussion items</i> to be included in the NSC Work Plan for 2019 was circulated to the NSC members.</p>	<ul style="list-style-type: none"> <li>• <b>The Chair requested council members to consider the suggested topics and to revert with the topics they deem to be most relevant to the Council.</b></li> <li>• <b>The Chair indicated that he would like to see topics in relation to enterprise</b></li> </ul>

		engagement and funding initiatives.
10. AOB and closing remarks		<ul style="list-style-type: none"> <li>• NSC Work Plan 2019 and dates for 2019 meetings to be confirmed with Council members early 2019.</li> </ul>