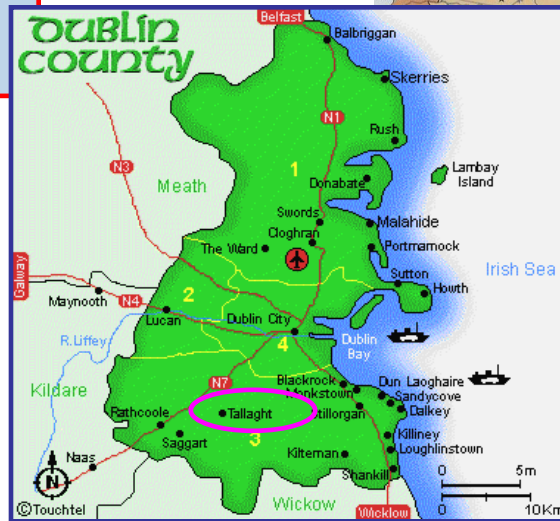


UPGRADING THE SKILLS OF THE CURRENT LABOUR FORCE

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TALLAGHT

- Population of 80,000
- 46% aged under 25 years
- 1 in 4 people aged over 15 years have no formal or primary education only (2002)
- 1 in 2 people aged over 15 years have lower secondary education only (2002)
- 59% of people aged 15 or over in work (2002)

TALLAGHT PARTNERSHIP

- Established 1991
- Local development company addressing poverty and social exclusion
- Annual budget €3.5m (approx)
- 5 strategic objectives
 - community development
 - families and children
 - young people and education
 - services to the unemployed
 - effective organisation

NATIONAL CONTEXT

- National level expert group on future skills needs
- Range of supports for workplace skills development and for retention in education
- Significant proportion of employees not receiving regular training; uneven access to work place training particularly for women, less skilled and older workers
- 82,000 people working in construction in 2006 had no formal or primary level education only

TALLAGHT ECONOMY

- Part of Dublin region
- Features of 'low skilled equilibrium economy'
- Skills shortages
- Labour shortages
- Unemployment rate above national unemployment rate and increasing
- Move to high wages and high skills economy requires that employees are enabled to make in work progressions

UPGRADING THE SKILLS OF THE CURRENT LABOUR FORCE: AN EXAMPLE

- Equal project targeting people working as care assistants
- Growing employment area at local and national level
- Currently low skills and low wages
- Move to minimum qualification requirement in public sector employment
- Excellent upgrading skills strategy in public employment not matched in private or 3rd sector.
- Objective to establish, and facilitate workers to access, minimum skill level and identify and secure in work / career progressions

UPGRADING THE SKILLS OF THE CURRENT LABOUR FORCE: CHALLENGES

- Recognition of the importance of minimum skills levels
- Supporting workers to progress to minimum standard
- Poor further progression opportunities despite skills shortages in related work areas
- Limited availability of skilled trainers and of flexible models of training provision
- Who pays?
- Recognition of qualifications systems

MATCHING THE FUTURE NEEDS OF THE LOCAL ECONOMY?

- Playing catch – up: need to get better at reading future needs
- Speed up ability of education and training systems to respond
- Sort out the money – and functional responsibilities
- Change vision of professions about in employment progression and match this with flexible education and training provision
- More and wider use of traineeships

GENERIC SKILLS?

Basic competencies required to get work:

- Literate and numerate
- Good level of written and spoken English
- Basic health and safety including manual handling
- Personal skills and attitudes
- Openness to learn

GENERIC SKILLS

Generic workforce skills:

- Literacy and numeracy
- Communications – written and verbal
- Personal and interpersonal skills
- IT skills
- Personal effectiveness
- Health and safety in the workplace
- Maths
- Customer service