



# Setting the Context: A Policy overview

Bríd O'Brien

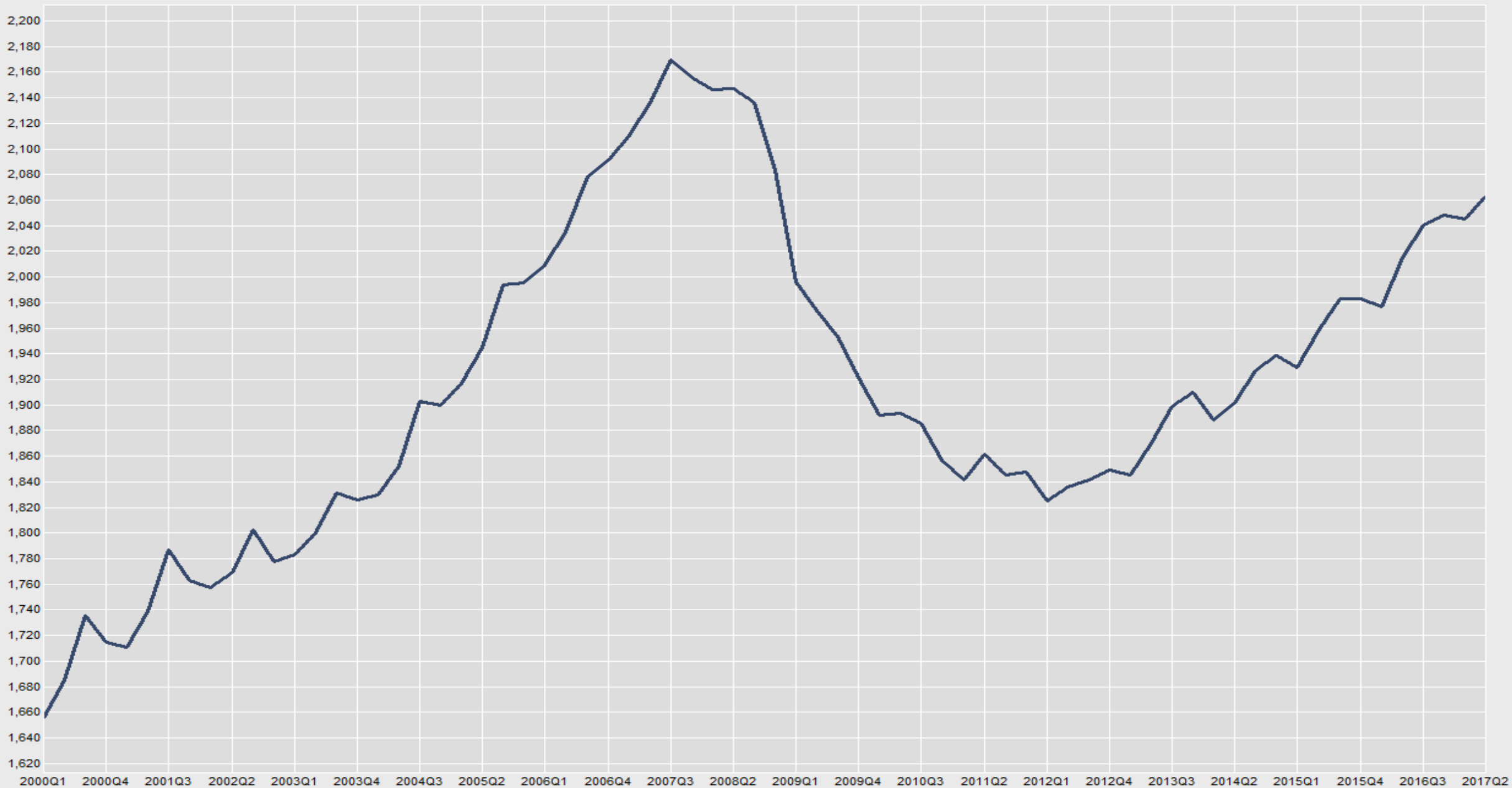
INOUE Head of Policy and Media



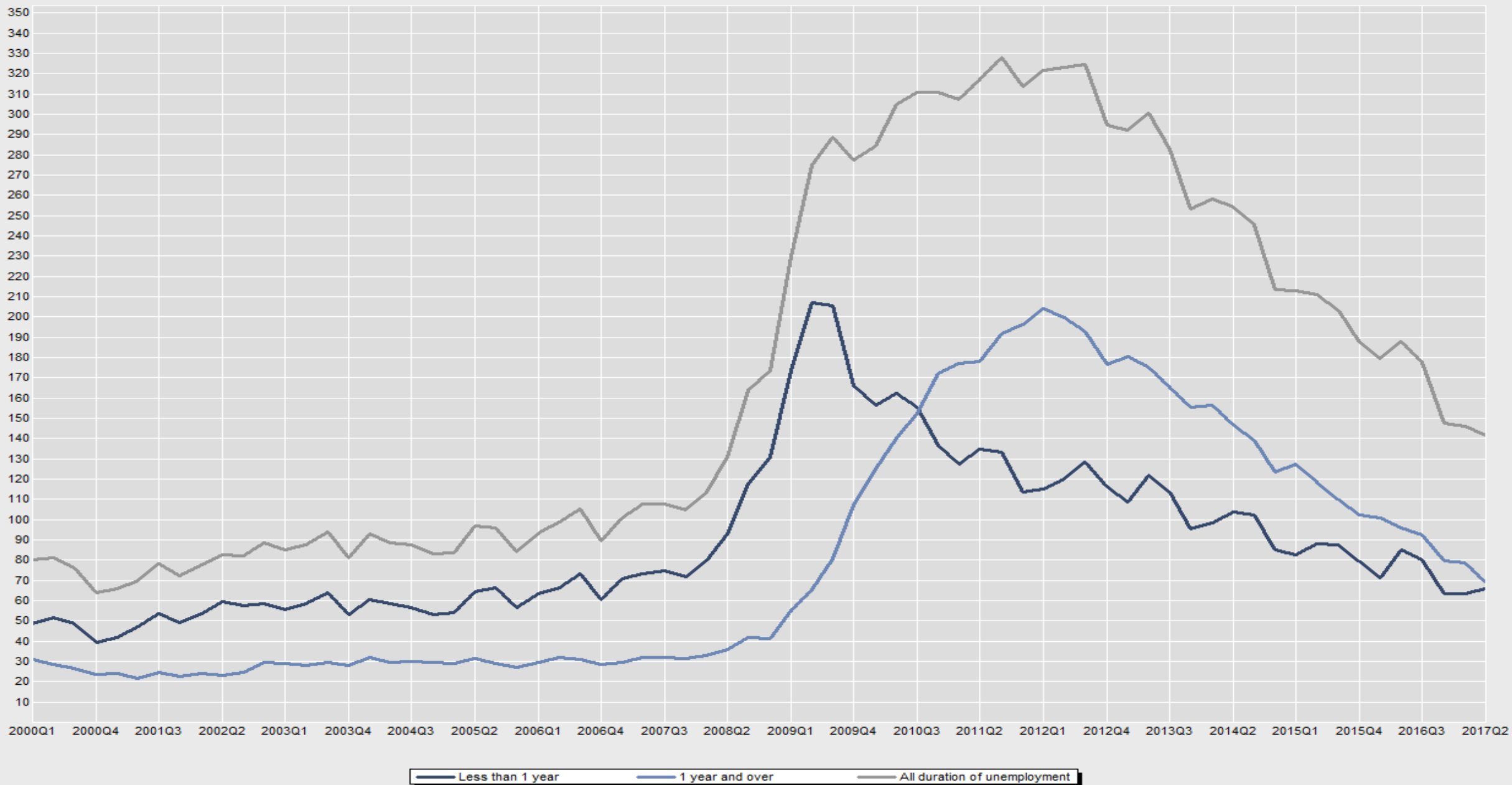
# Presentation Focus

- ▶ Changing Context:
  - ▶ Employment / Unemployment
  - ▶ Live Register and Activation Programmes
- ▶ Policy Context:
  - ▶ Pathways to Work 2016 - 2020
  - ▶ Action Plan for Jobs 2017
  - ▶ Further Education and Training Strategy
  - ▶ Action Plan for Education
  - ▶ Public Sector Equality and Human Rights Duty

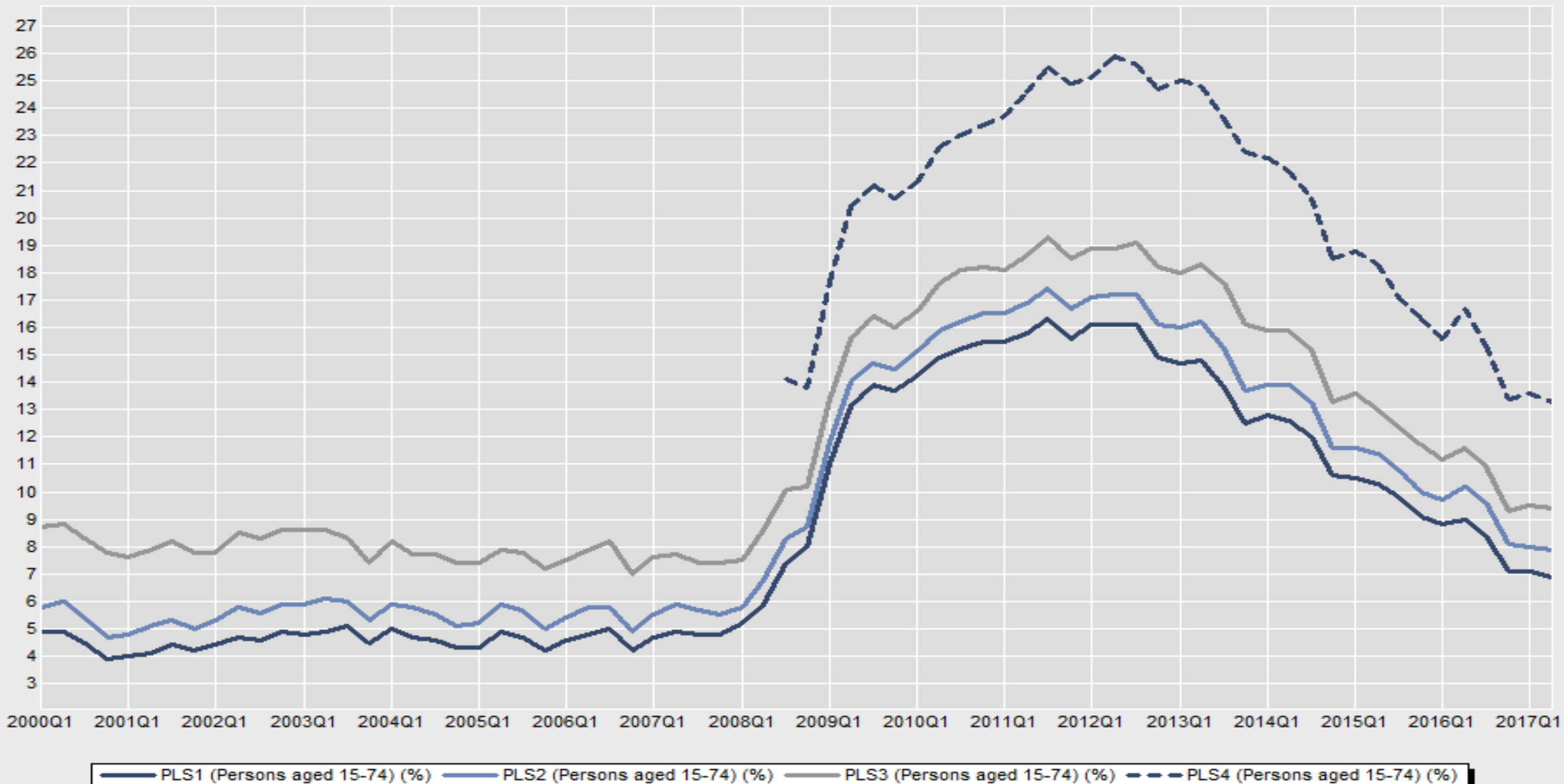
Person aged 15 years and over in Employment (Thousand)  
by Quarter  
All NACE economic sectors, Both sexes (Thousand)



Persons aged 15 years and over (Thousand)  
by Duration of Unemployment and Quarter  
Both sexes, 15 years and over (Thousand)



Indicators of Potential Labour Supply  
by statistical indicator and Quarter  
State (%)



Quarterly National Household Survey	Q2 2007	Q2 2012	Q2 2017
Labour Force	2,243,600	2,159,100	2,204,500
Employment	2,136,100	1,836,200	2,063,000
<i>Rate</i>	<i>69.1%</i>	<i>58.8%</i>	<i>65.7%</i>
Unemployment (unadjusted)	107,500	323,000	141,500
<i>Rate</i>	<i>4.8%</i>	<i>15%</i>	<i>6.4%</i>
Long-term Unemployment	32,000	199,600	68,900
<i>Rate</i>	<i>1.4%</i>	<i>9.3%</i>	<i>3.1%</i>
<i>Potential Labour Supply 3</i>	<i>7.7%</i>	<i>18.9%</i>	<i>9.4%</i>
Principle Economic Status	123,500	373,100	181,300

Live Register Activation Programmes	2007	2012	2017
Live Register: <i>October</i>	157,449	419,443	236,492
Over 25 years of age	125,618	349,625	210,059
Under 25 years of age	31,831	69,818	26,433
Men	97,124	268,123	135,968
Women	60,325	151,320	100,524
On LR > 1 year	46,774 ( <i>H2</i> )	187,917	101,590
Total Activation Programmes: <i>September</i>	52,911	73,449	57,919
Employment Programmes	31,449	42,899	39,694
Education and Training Programmes	21,462	30,550	18,225

# Pathways to Work 2016-2020

- ▶ Enhanced engagement with unemployed people of working age: DEASP
- ▶ Increase the employment focus of activation programmes and opportunities: DEASP
- ▶ Making work pay - incentivise the take-up of opportunities: DEASP
- ▶ Incentivising employers to offer jobs and opportunities to unemployed people: DEASP
- ▶ Build organisational capability to deliver enhanced services to people who are unemployed: DEASP
- ▶ Building Workforce Skills: DES; SOLAS



# Pathways to Work 2016-2020

- ▶ Changing from ‘activation in a time of recession’ to ‘activation for a recovery’
- ▶ Two main objectives:
  - ▶ Continue and consolidate the progress made to date with an initial focus on working with unemployed jobseekers, in particular people who are long-term unemployed; and
  - ▶ Extend the approach of labour market activation to other people who, although not classified as unemployed jobseekers, have the potential and the desire to play an active role in the labour force.

# Pathways to Work: National Employment Service

- ▶ National Employment Service has three strands:
  - ▶ Intreo with a strong focus on shorter-term unemployed
  - ▶ Local Employment Service with a strong focus on longer-term unemployed and referrals from Intreo
  - ▶ JobPath with a strong focus on longer-term unemployed with referrals from DSP.

# Labour Market Council

- ▶ Established in 2013.
- ▶ Monitoring implementation of Pathways to Work.
- ▶ Identify key issues arising and potential responses.
- ▶ Provide input to / feedback on:
  - ▶ strategies to increase employer & jobseeker awareness of & engagement in various initiatives.
  - ▶ Youth Guarantee.
  - ▶ JobPath contracting model.
  - ▶ Wider policy issues relevant to labour market developments.

# Pathways to Work: Inclusion

- ▶ Expanding Scope and Coverage - Active Inclusion
  - ▶ Accordingly this new strategy, Pathways to Work 2016-2020, includes specific actions to increase labour market participation and employment progression of people who are not currently active in the labour market and to apply the concept of active inclusion as a guiding principle - particularly in the period from 2018 - 2020. (p18)
- ▶ Under Strand 1
  - ▶ 2.6 Offer Intreo clients access to the Social Inclusion Community Activation Programme sponsored by the Department of the Environment, Community and Local Government and to the Programme for Employability, Inclusion and Learning.

# Action Plan for Jobs 2017

## Action 131

- ▶ Develop and reform the State's public employment services to help ensure that the number of people on the Live Register is reduced as the economy recovers and the labour market responds flexibly and efficiently to employment growth. Under *Pathways to Work 2016-2020*, this will include consolidation of previous reforms as well as continued prioritisation of long-term unemployed and young unemployed people; as well as expansion of services to currently inactive working age adults with a capacity and a desire to work, that will include lone parents, qualified adults and people with a disability.

# Action Plan for Jobs 2017

## Action 135

- ▶ Implement the Social Inclusion and Community Activation Programme (SICAP) which, as the primary social inclusion programme of Government, will have a strong focus on community activation, social inclusion and community development, while also focusing on those hardest to reach.

## FET Vision

A world class integrated FET system, highly valued by learners and employers, where a higher proportion of those who engage in FET including those with barriers to participation, such as persons with a disability as well as current priority cohorts identified by DSP such as long term unemployed persons, stay engaged, complete qualifications, transition successfully into employment or, where appropriate move into higher level qualifications in FET or HET

### FET MISSION

Enable individuals and communities to achieve their developmental, personal, social, career and employment aspirations

### CORE PRINCIPLES

- Learner and employer centred
- Evidence-based FET policy and practice
- Employment focussed and actively inclusive
- Responsive, flexible, innovative and high quality provision
- Consultative and collaborative
- Transparent and accountable
- Value for money

### BENEFITS OF FET

- Consistently high quality education and training
- Learner and employer centred
- High job placement, good progression options
- Flexible and cost effective
- Barrier free access
- Person centred supports

## How will we get there?

**Strategic Goal 1**  
Skills for the Economy

**Strategic Goal 2**  
Active Inclusion,  
Literacy and Numeracy  
Strategy

**Strategic Goal 3**  
Quality Provision

**Strategic Goal 4**  
Integrated Planning  
and Funding

**Strategic Goal 5**  
Standing of FET

## Implementation Plan

# Action Plan for Education 2016-2019

Five goals:

- ▶ Improve the learning experience and the success of learners
- ▶ Improve the progress of learners at risk of educational disadvantage or learners with special educational needs
- ▶ Help those delivering education services to continuously improve
- ▶ Build stronger bridges between education and the wider community
- ▶ Improve national planning and support services



# Action Plan for Education 2016-2019

*Action 45* ensure FET is meeting the specific needs of unemployed people and other groups impacted by disadvantage.

- ▶ ETBs working closely with Intreo Offices under new protocols expanding provision to DSP client groups in line with Pathways to Work 2016-2020
- ▶ Conduct research into barriers to participation in FET, with particular emphasis on unemployed people and other disadvantage group
- ▶ Research findings disseminated to providers to inform the annual service planning process.

*Action 105* oversee development and annual calls for Springboard+

- ▶ A review of Springboard 2011-2016 will inform any improvements to the programme
- ▶ Annual competitive calls for participants, with courses provided based on the most up-to-date analysis of skills gaps.

# Public Sector Equality and Human Rights Duty

- ▶ Introduced through the Irish Human Rights and Equality Commission Act 2014, Section 42.
- ▶ *A public body shall, in the performance of its functions, have regard to the need to: eliminate discrimination; promote equality of opportunity and treatment of its staff and the persons to whom it provides services, and protect the human rights of its members, staff and the persons to whom it provides services.*
- ▶ In its strategic plan provide an assessment of the relevant human rights and equality issues; the proposed policies, plans and actions to address those issues; and report annually on developments and achievements.