

# National Centre for Guidance in Education

Apprenticeships



Lárionad Náisiúnta um Threoir san Oideachas  
National Centre for Guidance in Education



An Roinn Oideachais  
Department of Education



# Welcome



An Roinn Oideachais  
Department of Education

Welcome to all Guidance practitioners and Guidance Counsellors who are working in post-primary, adult Guidance and FET.





# The Panel



An Roinn Oideachais  
Department of Education

- \* **Mary Stokes:** NCGE Guidance Programme Coordinator (Post-primary)
- \* **Mark Deegan:** Head of Apprenticeships, TU
- \* **Dr Carol Guildea:** NCGE Guidance Programme Coordinator (Post-primary)





# The role of NCGE:



An Roinn Oideachais  
Department of Education

**NCGE is an agency of the Department of Education.**

## Our role:

**Develop, support and influence **quality guidance provision** in post-primary schools and further education settings as part of lifelong learning, in accordance with national and international best practice.**



# Housekeeping



An Roinn Oideachais  
Department of Education

- \* Webinar today 2-3:30pm
- \* Certificate of attendance for those attending the live event.
- \* Discussion at the end: Please use Q and A (rather than the chat).



# Apprenticeships

Mark Deegan  
Head of Apprenticeships  
Technological University  
Dublin – City Campus

Tuesday, 29 March 2022



# Topics for Discussion

- Range of Apprenticeships
- Entry to Apprenticeships
- Learning and qualifications
- Pathways from apprenticeship?
- Funding
- Role of the employer
- How do our students find an Apprenticeship?

# Range of Apprenticeships?

## 61 Apprenticeships in 16 Business Sectors

Arboriculture (x1)

BioPharma (x2)

Construction (x8)

Electrical (x7)

Engineering (x14)

Finance (x3)

Hairdressing (x1)

Healthcare (x1)

Hospitality & Food (x4)

ICT (x5)

Insurance (x1)

Logistics (x5)

Motor (x5)

Property Services (x1)

Recruitment (x1)

Sales (x2)



# Entry to Apprenticeships?

- Via direct recruitment by a registered Employer
- Apprentices must be registered with SOLAS within 2 weeks of starting employment
- Employment must be subject to a written contract
- Min. 16 years old and Junior Cert\*

# Learning and Qualifications?

- Traditional Craft Apprenticeships (27 of them)
  - Typically 4 years, leading to a Level 6 National Craft Certificate
- Post-2016 Consortium-Led Apprenticeships
  - Duration and Qualification varies, depending on the structure chosen by the consortium

# Pathways from Apprenticeship

- Whatever you want
- Employers will hire for skills, experience and attitude before degrees
- Upon qualification, up to 10% progress immediately into further education upon qualification, often sponsored by their employers

# Funding?

- Apprentices are considered full-time employees at all stages of their Apprenticeship
- Fees for off-the-job training, about €2,000 over 4 years

# Role of the Employer?

- To employ a suitably qualified mentor who can train the Apprentice in specified on-the-job skills
- To register the Apprentice with SOLAS or the relevant consortium
- To release the Apprentice for off-the-job training as required

# How do our students find an Apprenticeship?

- Aye, there's the rub.

# Adrian Carrie

- Terrenure College
- Left school at age 16 to pursue a Motor Mechanic Apprenticeship
- Completed Leaving Cert part-time
- Switched to Heavy Vehicle Mechanic at age 18
- Qualified at age 20
- Studied Engineering at UCD

# Adrian Carrie

- Set up a business servicing Fork Trucks in Smithfield markets at age 22
- Sold that at age 26
- Worked in US for Caterpillar
- Learned to Fly, and qualified as a Commercial Pilot and Flight Instructor



# Adrian Carrie

- Returned to Ireland to fly with Ryanair
- Setup a Flying School at Weston
- Sold that bought a penthouse in IFSC
- Set up a Property Management Company in IFSC
- Sold that

# Adrian Carrie

- Left Ryanair to join Etihad, where he is chief-flying instructor on Boeing 777
- Ah, sure, he's good with his hands, and as long as he is happy, isn't that what's important.
- Has a handful of Porsches
- Didn't do too badly for himself

# Adrian Carrie

*Ah, sure, he's good with his hands,  
god bless him.*

*Lookit, as long as he is happy,  
isn't that what's important?*

# Apprenticeships

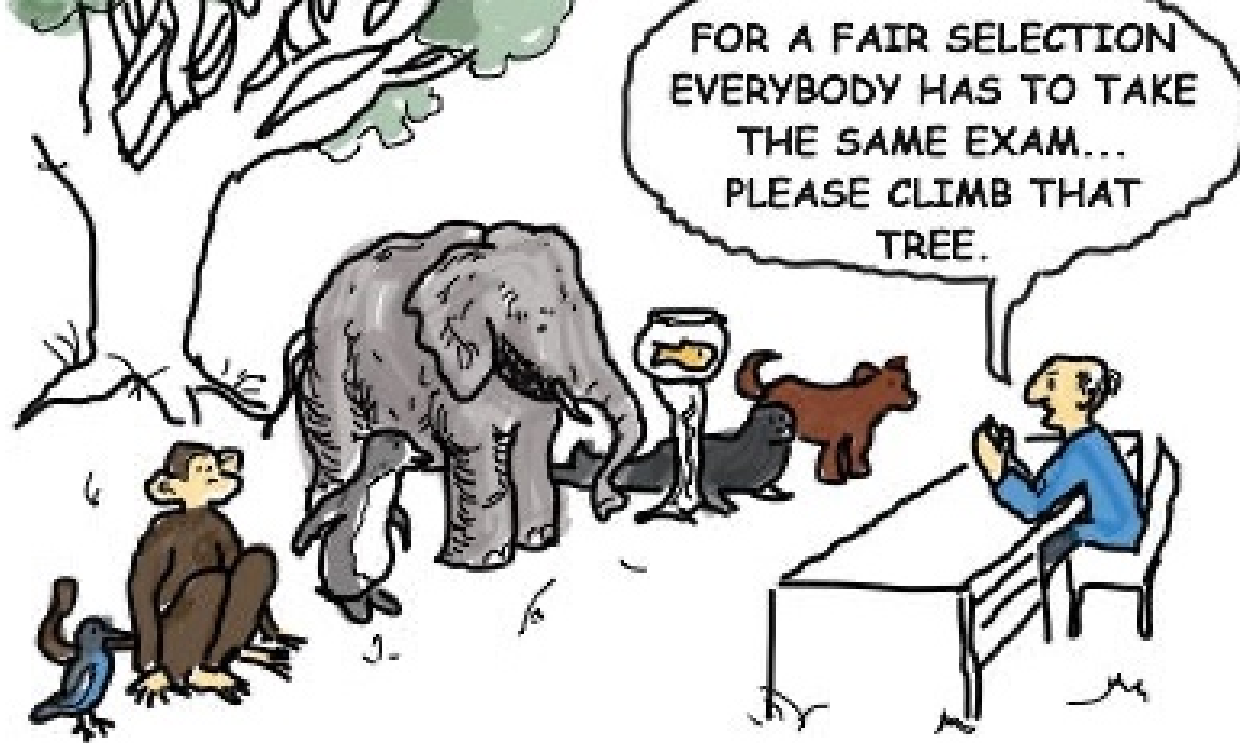
Mark Deegan  
Head of Apprenticeships  
Technological University  
Dublin – City Campus

Tuesday, 29 March 2022









Everybody is a Genius

But If You Judge a Fish by Its Ability to Climb a Tree,

It Will Live Its Whole Life Believing that It is Stupid

*Albert Einstein*

# There are Four Types of People here.



**You know what you  
want to do**

**You don't know what  
you want to do**

**You know where you  
want to go**

You're Grand  
Off you go!

They all want to go to  
Trinity , be close to  
Brown Thomas and to  
be with their friends.

**You don't know where  
you want to go**

*You're Grand!  
It doesn't matter  
where you go.*

***These are the  
students we most  
need to help***

# This is ***YOUR*** Choice, ***YOUR*** Future

I am **not** here to tell you **what to do**

I am **not** here to tell you **what not to do**

I would like to help you to **understand ALL career options** that are open to you

I would like to encourage ***YOU*** to ***OWN*** that journey

Not your *parents*,

Not your *teachers*,

Not your *mates*,

***YOU***

Tuesday, 29 March 2022



# Apprenticeships

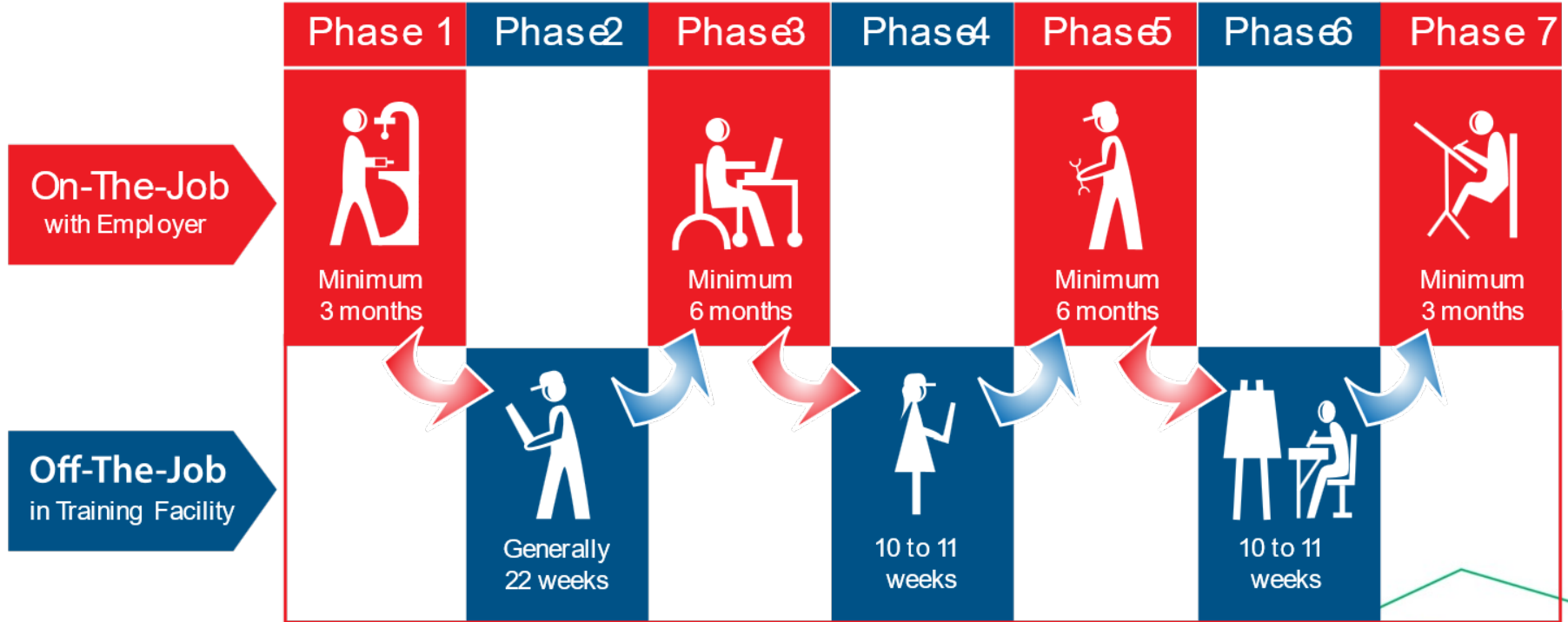
- The most ancient mode of learning
  - On-the-job learning
    - Student Teachers, Doctors, Barbers, Electricians, Plumbers, Lawyers, Pilots, Nurses.....
- Earn & Learn
  - Earn money from ***Day One***
    - While working for your Employer
      - and
    - While attending College

## How does it Work?

- Get a job in an area in which you are interested
  - You choose what you want
  - Not the CAO
  - Not your Teachers
  - Not your Parents
  - Not your Best Mates



# APPRENTICESHIP PHASES



# APPRENTICESHIP PHASES

Phase 1 Phase 2 Phase 3 Phase 4 Phase 5 Phase 6 Phase 7

On-The-Job  
with Employer

164 Weeks (78%) On-the-Job

Off-The-Job  
in Training Facility

44 Weeks (22%) Off-the-Job

# APPRENTICESHIP PHASES

Phase 1 Phase 2 Phase 3 Phase 4 Phase 5 Phase 6 Phase 7

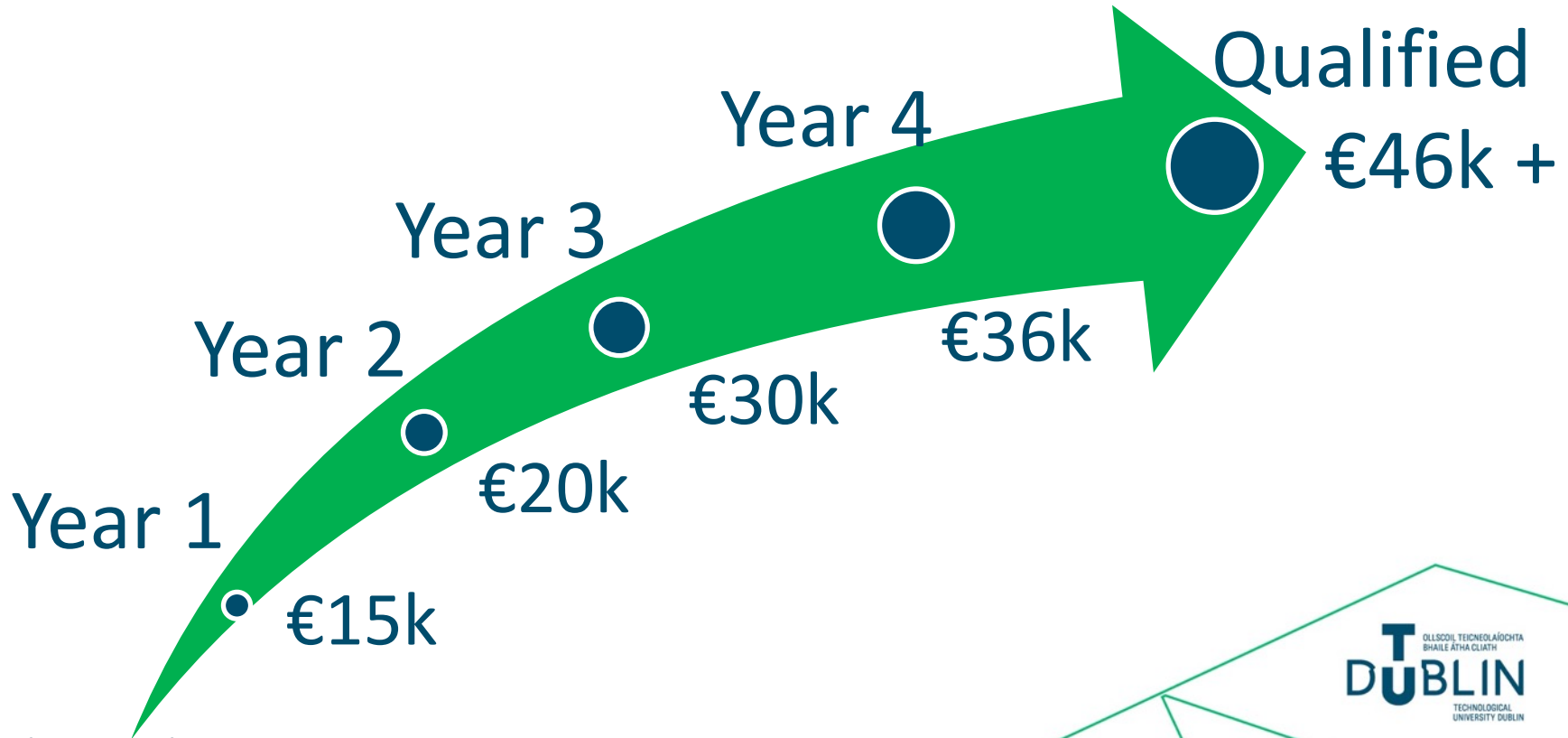
On-The-Job  
with Employer

164 Weeks (78%) On-the-Job  
Paid by Your Employer

Off-The-Job  
in Training Facility

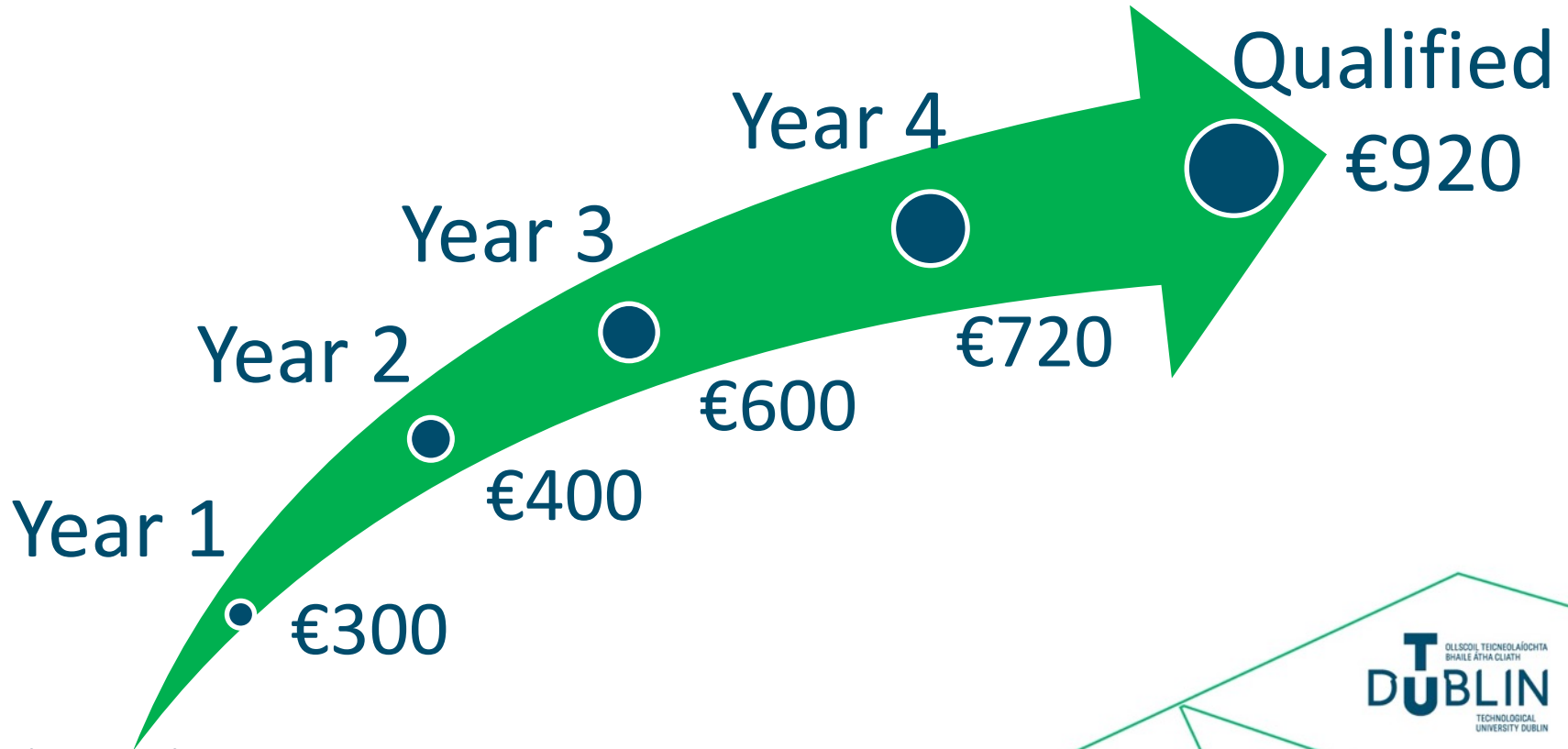
44 Weeks (22%) Off-the-Job  
Paid by State

# Apprentice Electrician Salary (yearly)



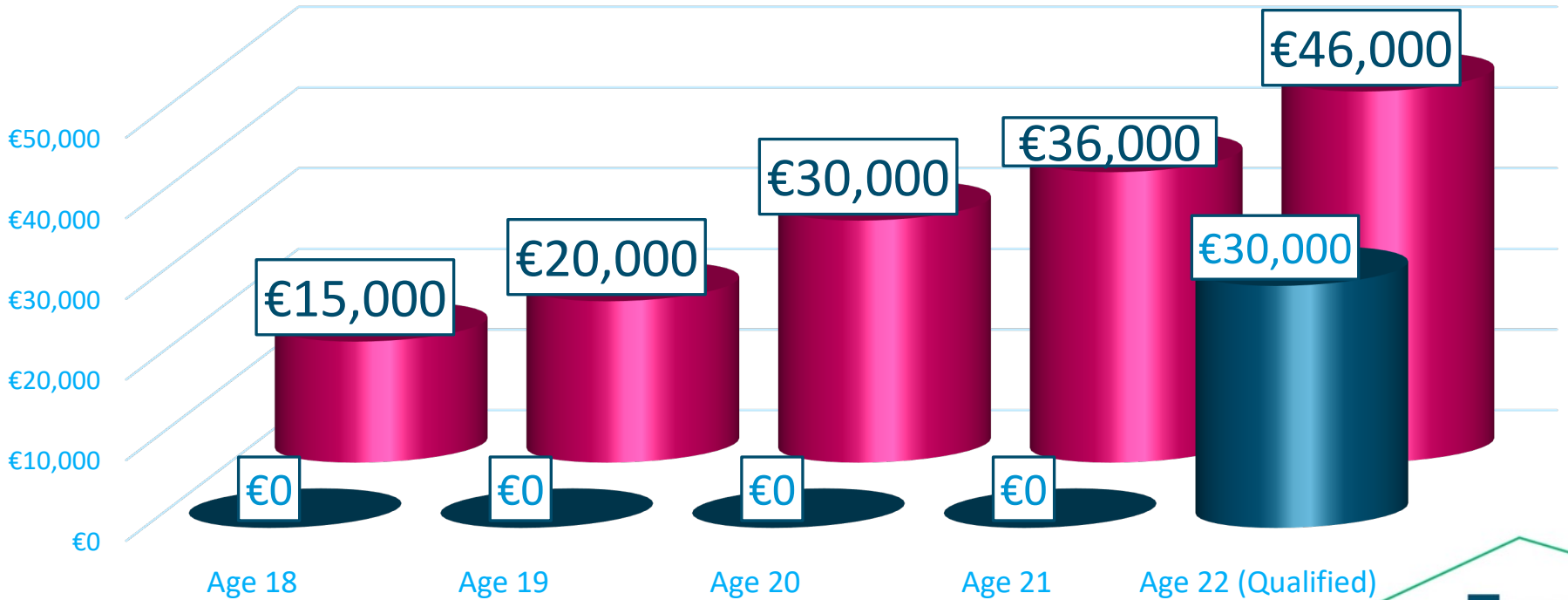
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# Apprentice Electrician Salary (per week)



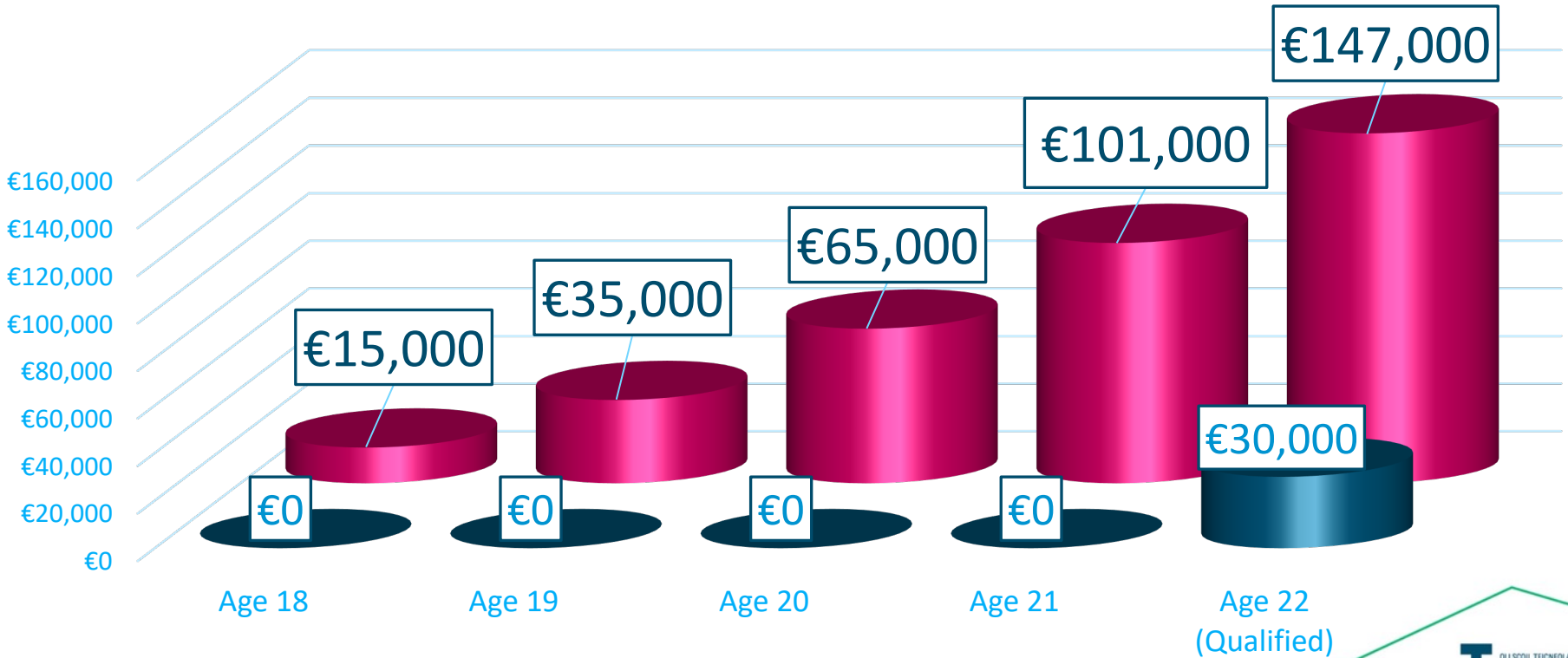
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# Annual Income by Year (age 18-23)





# Cumulative Income by Year (Age 18 - 23)





# 61 Apprenticeships in 16 Business Sectors

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BioPharma (x2)

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Hairdressing (x1)

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Logistics (x5)

Motor (x5)

Property Services (x1)

Recruitment (x1)

Sales (x2)

# 61 Apprenticeships in 16 Business Sectors

- Arboriculture (x1)
  - [Arboriculture L6](#)
- BioPharma (x2)
  - [Laboratory Analyst L7](#)
  - [Laboratory Technician L6](#)
- Construction (x8)
  - [Brick & Stonelaying L6](#)
  - [Carpentry & Joinery L6](#)
  - [Geo-Driller L6](#)
  - [Painting & Decorating L6](#)
  - [Plastering L6](#)
  - [Plumbing L6](#)
  - [Scaffolding L5](#)
  - [Stonecutting & Stonemasonry L6](#)
- Electrical (x7)
  - [Aircraft Mechanic L6](#)
  - [Electrical L6](#)
  - [Electrical Instrumentation L6](#)
  - [Electronic Security Systems L6](#)
  - [Industrial Electrical Engineer L7](#)
  - [Instrumentation L6](#)
  - [Refrigeration & Air Conditioning L6](#)

# 61 Apprenticeships in 16 Business Sectors

- Engineering (x14)
  - [Engineering Services Management L7](#)
  - [Equipment Systems Engineer L9](#)
  - [Fariery L6](#)
  - [Industrial Insulation L6](#)
  - [Manufacturing Engineering L7](#)
  - [Manufacturing Technology L6](#)
  - [Mechanical Automation and Maintenance Fitting \(Fitter\) L6](#)
  - [Metal Fabrication L6](#)
  - [OEM Engineer L6](#)
  - [Pipefitting L6](#)
  - [Polymer Processing Technology L7](#)
  - [Principal Engineer L10](#)
  - [Sheet Metalworking L6](#)
  - [Toolmaking L6](#)

# 61 Apprenticeships in 16 Business Sectors

- Finance (x3)
  - [Accounting Technician L6](#)
  - [International Financial Services Associate L6](#)
  - [International Financial Services Specialist L8](#)
- Hairdressing (x1)
  - [Hairdressing L6](#)
- Healthcare (x1)
  - [Advanced Healthcare Assistant Practitioner L6](#)
- Hospitality & Food (x4)
  - [Butcher L5](#)
  - [Chef De Partie L7](#)
  - [Commis Chef L6](#)
  - [Sous-Chef L8](#)



# Construction (x8)

Brick & Stonelaying L6

Carpentry & Joinery L6

Geo-Driller L6

Painting & Decorating L6

Plastering L6

Plumbing L6

Scaffolding L5

Stonecutting & Stonemasonry L6



# Electrical (x7)

[Aircraft Mechanic L6](#)

[Electrical L6](#)

[Electrical Instrumentation L6](#)

[Electronic Security Systems L6](#)

[Industrial Electrical Engineer L7](#)

[Instrumentation L6](#)

[Refrigeration & Air Conditioning L6](#)







# Engineering (x14)

[Engineering Services Management L7](#)

[Equipment Systems Engineer L9](#)

[Farrery L6](#)

[Industrial Insulation L6](#)

[Manufacturing Engineering L7](#)

[Manufacturing Technology L6](#)

[Mechanical Automation and Maintenance Fitting \(Fitter\) L6](#)

[Metal Fabrication L6](#)

[OEM Engineer L6](#)

[Pipe fitting L6](#)

[Polymer Processing Technology L7](#)

[Principal Engineer L10](#)

[Sheet Metalworking L6](#)

[Toolmaking L6](#)

# Hospitality

[Butcher L5](#)

[Chef De Partie L7](#)

[Commis Chef L6](#)

[Sous-Chef L8](#)





# ICT (x6)

[CGI Technical Artist L8](#)

[Cybersecurity L6](#)

[Network Engineer Associate L6](#)

[Software Developer Associate L6](#)

[Telecommunications & Data Network](#)

[Technician L6](#)

# Logistics (x5)

[Lean Sigma Manager L9](#)

[Logistics Associate L6](#)

[Supply Chain Associate L7](#)

[Supply Chain Manager L9](#)

[Supply Chain Specialist L8](#)



# Motor (x5)

[Agricultural Mechanics L6](#)

[Construction Plant Fitting L6](#)

[Heavy Vehicle Mechanics L6](#)

[Motor Mechanics L6](#)

[Vehicle Body Repairs L6](#)





# Finance

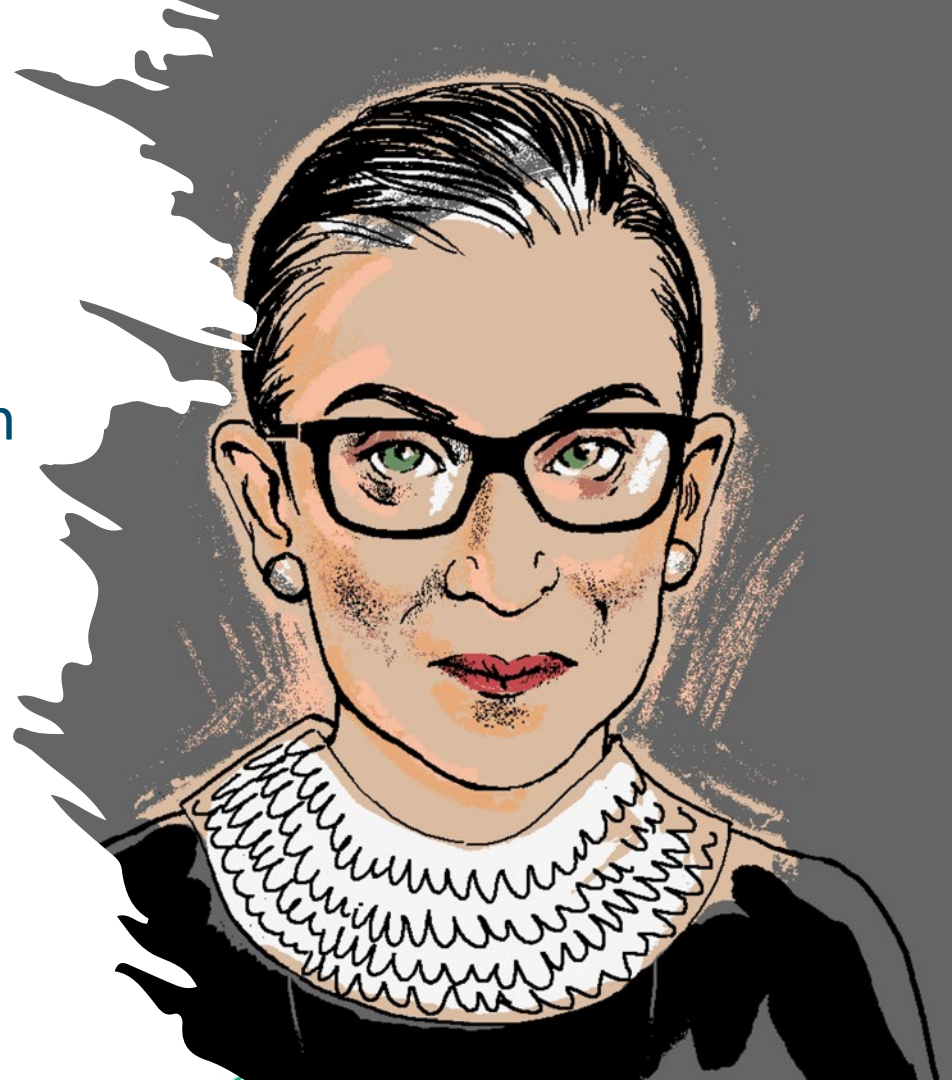
- Accounting Technician
- International Financial Services Associate
- International Financial Services Specialist





# Ruth Bader Ginsburg US Supreme Court Justice

“When I'm sometimes asked when will there be enough [women on the Supreme Court] and I say, 'When there are nine,' people are shocked. But there'd been nine men, and nobody's ever raised a question about that.”





# Apprenticeship vs College Course

- **Apprenticeship**

- 2 - 4 Years
- Earning from Day 1
- €2,000 College Fees
- No CAO Points
- 4 Years Experience

- **College Course**

- 4 Years
- No earnings for 4 years
- €12,000 College Fees
- CAO Points Race
- Zero Experience





# Discussion



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Department of Education

Please use the Q and A option (rather than 'the chat').

