Skills for the Next Step: Embedding Employability into Higher Education

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It started with a ....
Ibec’s vision is for Ireland to be:

- A balanced, growing and prosperous society
- The best place in the world to do business
Our strength lies in the number and diversity of our members.
Ibec’s Education Target

“A world class education and training system that equips people with the skills and attitudes that maximise their contribution to society and lead fulfilling and rewarding lives”
Priorities for 2017

- Investment in education
- More 3rd level options
- Developing relevant skills & employability
- Business – education engagement
- Junior and senior cycle reform
- Career Guidance
Context #1: Ireland’s people

**Population**
- 1m of our 4.6m population are under the age of 15
- Emigration of 81,000 and immigration of 69,000

**Employment**
- Of our 2.17m labour force, 1.98m are in work
- 323,000 self-employed
- 376,000 in public sector

**Unemployment**
- 8.3% at end 2016, reduced from 15.1% in 2008
- Youth unemployment rate of 18.9%
- 102,000 long-term unemployed

**Looking to the Future**
- 60% of those in the labour force will still be eligible workers in 2035.
- Those moving from working age into retirement will grow from 0.5m (2011) to 1.4m by 2046.
- Enterprise 2025: target of 2.18m in work by 2025
Context #2: Ireland’s education & training system

Lifelong Learning Participation low at 6.7% compared to EU average of 10.7%

1m + full-time learners in Ireland’s education and training system

916,000 enrolled in schools
173,000 FT & 38,000 PT enrolled in higher education
230,000 on FET programmes

Looking to the Future…

• 40,000 additional students in school system over 2015 – 2017 period. Peak enrolments at primary in 2018 and second level in 2025
• Demand for HE places to increase by 30% by 2030
• 50,000 apprenticeship & traineeship places by 2020
• Enterprise 2025: investment in-company training and upskilling to double
Context #3: Ireland’s enterprises

- 3 of the world's top infant formula manufacturers
- 9 of the top 10 global ICT companies
- 10 top 'Born on the Internet' companies
- More than 50% of the world's leading financial services firms
- 17 of the top 25 global medical devices companies
National Policy Response

- National Skills Strategy 2025
- Action Plan for Education
Employability....

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Knowing

What

We

Know!
Self Awareness

- Getting to the end of the next chapter, next essay, next exam
- Why are we here?
  - What sparked the interest in this language course?
    - What are we achieved?

- Progressive teaching practice is reflective

- Need to start talking about learning as a reflective practice
  - Becoming self aware to know what we know and why
Key Elements

• Self Management
• Team Working
• Problem Solving
• Communication
• Business and Customer Awareness
• Application of Numeracy and Literacy Skills
Developing skills for 21st Century

Policy recommendations to deliver future skills

- Critical and analytical thinking
- Self awareness
- Proactiveness
- Innovative
- Ability to deal with uncertainty
Entrepreneurial education: five key points

01 The what
Focus on creating value, whether it be economic, social or cultural by harnessing the potential of learner and the education system.

02 The how
Embedding entrepreneurial education across the education system to enrich the learning experience.

03 The who
Young people who are more resilient, and have the skills to manage and adapt to new situations.

04 The where
Go beyond the classroom to develop skills, attributes and competencies of learners that are closer aligned to the needs of a changing society and economy.

05 The wow
Involves engagement and alignment of Government policy with school and college activity with local businesses.
Employability....

Do language graduates understand their relevance?

Can language graduates present their academic trajectory?

Can language graduates tell employers “why me”?
Over to you …

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