



The Expert Group on Future Skills Needs Statement of Activity 2017

May 2018



Foreword

Ireland's ability to compete in international markets, as well as its ability to attract foreign direct investment and to improve the competitiveness of its regions will result in an increased demand for skilled labour. Providing the appropriate skillsets to the current and future workforce to support their employability and the sustainability of our enterprise base is also vital. Therefore, skills forecasting has never been more important in ensuring that Ireland is ready to meet the demands of a constantly changing business environment.

The Expert Group on Future Skills Needs (EGFSN) is an independent, non-statutory body, which includes representatives from the business community, education and training providers, trade unions, and a small number of Government Departments and agencies (DES, DJEI, EI, IDA, SOLAS, HEA). The EGFSN plays a key role in identifying current and future skills needs of enterprises, advising the Irish Government on these needs.

2017 marked the 20th anniversary of the establishment of the EGFSN. 2017 was also another milestone year for the Group. It was the year that saw the inaugural meeting of the National Skills Council (NSC). The EGFSN is a key component of the new skills architecture, carrying out strategic research into emerging skills needs and presenting its findings to the National Skills Council where priority areas can be identified and addressed.

It is an important time for Ireland to forecast the skills needs of the economy with the effects of Brexit still an unknown quantity. 2018 will bring many challenges but the EGFSN is already nearing the completion of skills demand research in a number of sectoral areas. The EGFSN's ICT Action Plan Demand Analysis will provide the evidence to inform the next ICT Action plan. And the Skills Impact Study examining the skills needs arising from the potential trade implications of Brexit will examine whether Irish based enterprise is adequately equipped from a skills perspective to address the potential trade implications of Brexit.

This Activity Report provides a summary of the work of the EGFSN in 2017, and outlines some of the main areas which the Group is addressing in 2018

Tony Donohoe

Chair of the Expert Group on Future Skills Needs



Introduction

The Expert Group on Future Skills Needs (EGFSN) has the task of advising Government on future skills requirements and associated labour market issues that impact on enterprise development and employment growth.

Specifically, the EGFSN:

- Carries out research, analysis and horizon scanning in relation to emerging skills requirements at thematic and sectoral levels. Steering Groups comprising of experts from relevant enterprise sectors and the education and training sector may oversee sectoral research studies to be undertaken or commissioned by the EGFSN. Drawing on statistical input and analysis from the SLMRU and consultation with the enterprise/education experts as part of the study, draft reports setting out the projected needs are prepared by the EGFSN.
- Engages with the HEA, SOLAS, QQI, the Regional Education Fora, education and training providers in the course of its research.
- Engage with DES, HEA, SOLAS and other relevant bodies to produce agreed action plans to address the skills needs identified.
- Submits the findings of its research and agreed Action Plans to the National Skills Council prior to publication.
- Disseminates its findings to the Regional Skills Fora and other relevant groups.

Research and Analysis Resources

The research, analysis and administration support to the EGFSN is provided by the Department of Business, Enterprise and Innovation.

EGFSN work undertaken by the Department of Business, Enterprise and Innovation is part-funded from the National Training Fund (NTF), through the Department of Education and Skills. In 2017, €342,502 was spent from the NTF towards the cost of this work.



Members of the Expert Group on Future Skills Needs

- Mr Tony Donohoe Chairperson - Head of Education, Social and Innovation Policy, IBEC appointed 2017
- Mr. Peter Baldwin Assistant Secretary, Department of Education and Skills - to end May 2017
- Mr. Ray Bowe, IDA Ireland
- Mr. Mark Christal Manager, Client Development, Mentoring and Skills, Enterprise Ireland
- Mr. Kevin Daly, Principal Officer, Skills and Education Unit, Department of Business, Enterprise and Innovation (also EGFSN Head of Secretariat)
- Dr. Bryan Fields, Director, Research and FET Strategy and Programme Evaluation, SOLAS
- Ms Kathleen Gavin, Principal Officer, Department of Education and Skills
- Mr. Declan Hughes, Assistant Secretary, Department of Business, Enterprise and Innovation - to September 2017
- Mr John McGrath, SOLAS, - to September 2017
- Dr. Vivienne Patterson, Higher Education Authority
- Dr. Peter Rigney, Industrial Officer, ICTU



1. EGFSN Research and Analysis in 2017

Delivering skills for a growing economy

The EGFSN is a key component of the Government's armoury to strategically plan for current and future labour market skills needs in modern Ireland. In its 21 years of existence, it has reported on findings following quantitative and qualitative analysis of sectoral needs and produced recommendations that have been implemented by policy makers. Its Secretariat is located in the Department of Business, Enterprise and Innovation. It fits into the overarching strategic goal of the Department to make Ireland the best place to succeed in business, delivering sustainable full employment and higher standards of living across all regions of the country. Much of the work of the EGFSN can be aligned with the priorities contained in the Action Plan for Jobs, the most recent one being in 2017. The Action Plan for Jobs look at new opportunities, for example new opportunities arising from the digitalisation of the economy. Having the right skills and talent base will be a key driver of growth in the economy and labour market. A well-educated, highly-skilled labour force will enable Ireland to compete in international markets, to attract foreign direct investment, to grow the number of better quality jobs and to be resilient in the face of global challenges. The EGFSN analyses the availability of the required skills and talent base arising from the opportunities, including those opportunities brought by the digitalisation of the economy.

Since 2017, the EGFSN works alongside the National Skills Council (NSC).¹ The NSC will oversee research and provide advice on the prioritisation of identified skills needs and how to secure the delivery of identified needs. The membership is drawn from a cross-section of employer, educator and government bodies. The new skills infrastructure will ensure that the key elements of the EGFSN model of analysis and horizon scanning with close engagement with enterprise will be maintained and further strengthened.

The EGFSN identifies the skills required by enterprises across occupations and sectors. Its provides information to education and training providers to support the alignment of programmes with employers' needs and underpins labour market activation programmes, and assists individuals to make informed decisions around employment opportunities and career choices. In recent years the Expert Group has published a number of sectoral reports on future skills needs.

¹ The National Skills Strategy 2025 published by Government in January 2016 and the Action Plan for Education 2016 to 2019 provided for the establishment of the National Skills Council (NSC) to look afresh at the issues surrounding labour market skills needs and to prioritise the delivery of the identified skills needs. The NSC had its first meeting in 2017.



Outlined below is a description of the work that the EGFSN carried out in 2017:

ICT Skills

In 2017 the EGFSN approved and initiated a refresh of the ICT Skills Demand Forecast previously undertaken in 2013, and which was a crucial input into the development of the current ICT Skills Action Plan, which runs from 2014 to 2018.

This demand forecast refresh, which is focused on establishing the level of demand for High Level ICT Skills at NQF Levels 6/7 and 8+ over the period 2017-2022, encompasses both the broad ICT sector and other sectors of the economy, and is scheduled for completion in Q1 2018. The evidence based forecast will again be a crucial input into the development of a new iteration of the ICT Skills Action Plan, which will seek to match the forecast demand with supply measures that ensure there is a requisite pool of High Level ICT skillsets in Ireland to continue growth in the Technology Sector, and, given the growing pervasiveness of ICT in other sectors, across the economy as a whole.

As well as inputting this demand forecast into the new iteration of the ICT Skills Action Plan, DBEI is also jointly responsible for the implementation of the current plan, and the development of the new one, as part of the Joint Secretariat to the High-Level ICT Skills Action Plan Steering Group with the Department of Education and Skills. The Assistant Secretary over Strategic Policy Division co-chairs this Steering Group, along with their counterpart on the Higher Education, Further Education and Training and Skills Planning and Enterprise Engagement side of the Department of Education and Skills.

Addressing the Skills Needs Arising from the Potential Trade Implications of Brexit

In 2017 the Expert Group on Future Skills Needs also approved and initiated a study examining the skills needs arising from the potential trade implications of Brexit. Part of the effort to establish the evidence base on Brexit, this study is focused on examining whether Irish based enterprise is adequately equipped from a skills perspective to address the potential trade implications of Brexit i.e. new tariff and non-tariff barriers and controls, and the onus on diversifying Irish trade into new markets to help offset Brexit's potential impact.

The study is focusing on two trade-related skillsets:



- Those related to breaking into new markets, or expanding trade in existing markets e.g. international management, sales, marketing, customer support, design and development, logistics/distribution, foreign languages and cultural awareness; and
- Those associated with the facilitation of trade e.g. logistics, supply chain management, customs clearance

The expected outcome of the study is an evidence-based Action Plan, which can help contribute to the development of the trade related skills base in Ireland, and its accessibility in Ireland, in a manner that helps Irish based enterprise navigate the potentially more complex and diverse trading environment post-Brexit, and which enhances the efficiency of trade flows, competitiveness and diversification into new markets. The study is scheduled for completion in Q1 2018.

Food and Drink Sector

In 2017, DBEI continued to engage with the Department of Agriculture and Food (DAFM) on the skills needs in the agri-food sector in particular. A study was undertaken by the EGFSN in collaboration with DAFM on an update of the progress of recommendations made in the 2009 EGFSN Report on Skills Needs in the Food and Drink Skills sector. The Report was published in 2017. Eleven recommendations have arisen from the study, under four headings: 1. Work-Based Learning; 2. Internships, Mentorships & Apprenticeships; 3. Languages and International Selling Skills; and 4. Coordination. Following publication, an implementation group was set up, comprising of the departments, agencies and organisations responsible for the twelve recommendations. This group considers how best to implement the recommendations in the report, discussing the actions needed to progress them, and the cooperation and coordination that would support the work. The group met in September 2017, and will meet again in Q2 2018, and possibly one more time before the end of 2018, to ensure that the recommendations are being progressed.

Skills Forecast for the Early Childhood Education and Care sector

In 2010, the Department of Education and Skills (DES) published a Workforce Development Plan for the Early Childhood Care and Education Sector in Ireland. At that time, since the desired profile for the workforce in terms of qualification levels was not defined, or underpinned by any regulatory requirements, a comprehensive skills forecasting exercise was not carried out, although there was some involvement by Solas. This has now changed since the introduction and expansion of ECCE and other funding schemes and the publication of the Pre-school Regulations (2016). The workforce now



stands at approximately 22,000 (Pobal 2016). It was decided that a comprehensive workforce planning exercise for the sector be conducted to ensure that the sector can meet the demands being placed on it towards 2030.

The EGFSN agreed to carry out a Skills Forecast for the Early Childhood Education and Care sector. Consultants were engaged in 2017 to construct the forecasting model, to be delivered in Q1 2018. The model will forecast supply of, and demand for, skilled staff in the sector out to 2030, providing an estimate of the likely skills gaps that will arise at the relevant NFQ levels. The Skills Forecast will feed into a Workforce Plan for the Early Childhood Education and Care Sector to be carried out by DES and DCYA in early 2018. This project will examine the impact of a rapidly changing policy and practice landscape in the Early Childhood Education and Care sector in Ireland on future skills requirements so that Government can ensure that a high-quality workforce is in place over the next decade. The expansion of state funding, the growth towards a model of universal provision, the regulatory and contractual qualification requirements and an increasing move towards professionalisation is impacting and will impact further on workforce development and profile in the coming years. Clear challenges are already emerging in relation to the recruitment, attraction and retention of qualified staff into the workforce.

Hospitality Skills

A Hospitality Skills Oversight Group, including the Department of Education and Skills, Failte Ireland, education and training providers and industry representatives was established in 2016 with a two-year timeframe to progress implementation of the recommendations in the 2015 EGFSN report on the skills needs of the Hospitality sector. In 2017, a mid-term progress report on the work of the Hospitality Group was published and it outlined significant progress made on implementing the recommendations contained in the 2015 Report. Significant progress has been reported on Hospitality Career promotion and development, a Hospitality Transition Year programme, development of new chef apprenticeships and Traineeships, two new Hospitality Skillnet Programmes - in December 2016 the Board of Skillnets approved the new Restaurant & Hospitality Skillnet, which is promoted by the RAI. The network was formally launched by Minister Bruton in March 2017 and in April 2017 a second hospitality-sector network was approved, the Tourism & Food Skillnet. Promoted by Ballyhoura Development CLG, this network was developed to address the skills needs of tourism and food businesses in a rural catchment area in the south-west region. Springboard + Hospitality Skills provision, Employer Hospitality Quality employer programme and audits underway of Higher Education and Further Education & Training (FET) hospitality course content and facilities to ensure relevance and optimised use. The final report on the outcomes arising from the work of the Oversight Group will be published in the second quarter of 2018.



Winning by Design

In November 2017, the EGFSN published 'Winning by Design', a new study on the design skill requirements for firms to be innovative and competitive in global markets. The objective of the study was to establish exactly what is meant by design and the extent to which it is pervasive in our society and economy. With the digital explosion of the 21st century design has moved hand in hand with technological advancement. New digital technologies are giving rise to new forms of products and services which in turn are putting new pressures on businesses and society. This is requiring the design of solutions to increasingly complex problems which are often global and diverse in nature. Design thinking is transforming the strategies of major organisations by combining processes, skills, cognitive steps and attitudes to infuse innovation in business.

As the definition of design has broadened so too has the design skillsets required by industry. Traditionally design roles have been associated with problem solving and creative ability. However nowadays firms have a clear and strategic requirement to recruit and train designers who possess wider skillsets, including but not limited to, multi-disciplinary learning, empathy, creativity, technical ability, business acumen and strategic thinking. The emerging hybrids of design mean that job roles no longer fall into neat categorisation. Designers are now being asked to work in ways which transcend disciplines as the lines between the disciplines are becoming increasingly blurred.

Design is a key component of Ireland's innovation ecosystem and can add value to enterprise. It has a crucial role to play in the broader concept of innovation and can act as a bridge between technological, service, user-centred and social innovation because at its core design is a human centred process.

The report puts forward several recommendations to enhance and develop design in Ireland in the areas of design education provision, design training for businesses and designer upskilling and funding of design. The transdisciplinary nature of design has made design's skills impact difficult to measure. The first recommendation of this report calls for a review of enterprise demand and the provision of higher and further education design courses across all education institutions to provide a deeper understanding in this area.

Skills for the Digital Economy

In 2017 the EGFSN began scoping a project on 'Skills for the Digital Economy'. This report was approved by the EGFSN and was progressed to the 2018 work programme. The new and emerging technologies of the 21st century have developed at unprecedented pace and have transformed the



way that we live and work. Digitalisation is a major driver of productivity growth through the improvement of process efficiency and the quality of products and services. The acquisition of new skills is vital to keep pace with advances in technology and the availability of the right skills is a key enabler of enterprise performance and growth. Jobs as we know them are undergoing a process of change with the skills required for many roles changing significantly. The aim of the study is to assess the impact of digitalisation on job roles and sectors across the economy in Ireland and to identify potential enterprise and skills policy actions that could address the effects on the workforce. The study will take a medium-term view of 5 years.

2. Other Activities & Policy Inputs by the EGFSN in 2017

Input into Review of Employment Permit Change Proposals

The EGFSN Secretariat inputted into proposals from stakeholders received by the Employment Permits Section, DBEI, for changes to be made to criteria both for High Skilled Occupation List and the General Employment Permits List.

Dissemination of information on Future Skills Needs

During 2017, the EGFSN continued to engage with stakeholders to ensure that information on the skills needs of the economy was disseminated to relevant parties. The Chairperson and Secretariat made presentations on skills needs at various conferences and fora throughout the year.

In addition, the Group's work continues to be disseminated to guidance counsellors, students (secondary level, further education and training, and higher education), parents and teachers, through targeted websites such as CareersPortal, Qualifax and the Institute of Guidance Counsellors' website.

All reports published by the EGFSN are available on the website www.skillsireland.ie. Brief presentations, which provide an overview of key findings, are available alongside reports on the website. Printed reports are circulated to mailing list subscribers and an e-alerts system is also in place to electronically distribute the group's reports.

The Expert Group will continue to deepen its level of engagement with stakeholders in 2018 to highlight the nature and extent of the emerging skills needs of the economy.



3. Implementation of Recommendations in previous EGFSN Reports

Ongoing monitoring of progress on implementation of recommendations, including a review of sectoral studies after completion, is undertaken by the EGFSN. Sectoral reports are widely disseminated to stakeholders. Those identified with the responsibility of implementing the recommendations are invited to inform the EGFSN of progress on implementation six months after publication of the relevant report.

2015 Hospitality Skills Report

The Hospitality Skills Oversight Group has made progress in implementing the recommendations of the 2015 EGFSN Hospitality Skills Report as follows:

1 Promoting Careers in Hospitality

The Transition Year Schools programme Tourism Insight was launched in Sept 2016, in collaboration with IHI Fáilte Ireland, IHF, Tralee and regional skills as main partners. Over 120 schools run the programme, representing 3,500 TY students. The Tourism Insight Programme was launched on 29 September 2016, in conjunction with the latest edition of Get a Life magazine and the IHF's career events listing for 2016/17. An inaugural regional roadshow for Tourism Insight and Get a Life was hosted in January 2017 in the Irish National Events Centre, Kerry. The roadshow was hosted collaboratively by the Irish Hotels Federation, Irish Hospitality Institute, IT Tralee, Regional Skills, Cork IT, Fáilte Ireland and industry businesses.

2 Culinary Apprenticeship Development

Work is well-advanced on a suite of new apprenticeship programmes for chefs. A Commis Chef apprenticeship was rolled out in 2017, with a Chef de Partie apprenticeship to follow soon after. A Sous Chef and Executive Chef apprenticeship will complete the suite of programmes. A range of partners are involved in apprenticeship development, including Fáilte Ireland, the Restaurants Association of Ireland, the Irish Hotels Federation, ETBs and IoTs. It is planned that over 100 apprentice commis chefs will be employed in the first year, around the country. Seven education and training providers and over 50 employers will support delivery of the programme.

3 New Hospitality Skillnet Programmes for Hospitality Sector



In December 2016 the Board of SkillNets approved the new Restaurant & Hospitality Skillnet, which is promoted by the RAI. The network was formally launched by Minister Bruton in March 2017 to help drive employment growth, talent attraction and retention in the hospitality sector, with a particular focus on career progression for those at lower skilled levels.

In April 2017 a second hospitality-sector network was approved, the Tourism & Food Skillnet. Promoted by Ballyhoura Development CLG, this network was developed to address the skills needs of tourism and food businesses in a rural catchment area in the south-west region. The training plan in year one comprises a mix of courses on digital marketing, business skills and sector -specific technical skills.

As Skillnets continues to seek to develop new networks to expand its reach, the Expression of Interest process remains open to interested parties including the hospitality sector, with the next application date being November 2017.

4 Traineeships

In 2015 a new Career Traineeship initiative was begun by SOLAS in collaboration with ETBs and enterprise to develop a more effective model of work-based learning, primarily at NQF levels 4 and 5, incorporating best national and international research and practice. Networks of Employers have been created to facilitate partnerships between ETBs and employers in identifying training needs, designing the training programmes, recruitment of learners and delivery of the training on and off the job. The Career Traineeship model of work-based learning is currently being piloted with the Hospitality and Engineering sectors, with the involvement of seven ETBs.

5 Springboard + Hospitality Skills Programmes

Over 70 places were provided on Hospitality related courses under Springboard+ 2015, in the areas of culinary skills and hospitality operations. The HEA confirmed that 150-170 places are to be made available on Hospitality related courses under Springboard commencing September 2016, mainly at Level 6. Additional Springboard+ hospitality places for the upskilling and reskilling of unemployed persons were allocated in early 2017 - following full uptake of those already agreed. Many of the culinary programmes on offer in Institutes of Technology involve college attendance and industry engagement. This not only enhances the programme but often provides for full-time employment after graduation. Institute of Technologies are planning to submit a national consortium application in response to the Springboard 2018 call. Proposed programmes including culinary arts, restaurant skills & hospitality operations.

6 New Junior Cycle Home Economics Programme



A draft of a new Junior Cycle Home Economics specification has been finalised. It was published on the NCCA website at the end of February 2017. There was a six -week consultation phase. The syllabus has a strong emphasis on culinary skills and will retain the cookery examination component. The new Home Economics curriculum is scheduled to commence in September 2018.

7 Audit of Hospitality Related courses and Facilities in Further and Higher Education

The 'Audit of Hospitality Courses in Further and Higher Education' report was commissioned by SOLAS and the HEA on behalf of the Hospitality Skills Oversight Group. It was published in late 2017. It provides a high level of analysis of the data available that shows the alignment of skills provision against identified gaps in the hospitality sector. The report examines how provision of Hospitality related courses addresses two growth scenarios outlined in the Assessment of Future Skills Requirements in the Hospitality Sector in Ireland, 2015-2020, one showing a 13.6% growth rate and the other showing growth at 6.3%.

Under both growth scenarios the projected skills demand contrasted with current course provision for the Academic Year 2015-2016 indicates that in some sectors there is an imbalance between current course enrolments and skills requirements. The analysis shows that there is a high enrolment level and an excess of provision in courses for the occupations of Chefs and Cooks and Hotel and Accommodation Managers. The report indicates that to achieve the projected skills demand requirements annually over the period 2015-2020 the average enrolment per course or the number of courses being offered needs to increase in the Bar Staff, Waiting Staff, Restaurant Managers and Kitchen and Catering Assistants sectors.

In the 2015-2016 Academic Year, the combined data shows that there were 6,166 enrolments on a total of 207 courses. The total number of awards across both FET and HET sectors for the Academic Period 2013-2015 shows that the highest number of awards is to graduates completing courses that are most readily associated with Chefs and Cooks and provision is concentrated on NFQ level 4, 5 and 6. The report highlights that the majority of skill provision in hospitality related areas in fulltime is at 69%, compared to part-time provision at 31%. Dublin has the highest level of provision in hospitality related courses followed by the South West. The report highlights lower levels of provision in the West, Mid-west, Mid-east and North West regions.

In 2017, the HEA began an audit of culinary kitchen facilities in their Higher Education Institutions. This audit can also include a condition and space survey.

A separate FET survey was developed (using the HE survey as a basis if suitable, with amendments to capture differing FET requirements). It was noted that a significant number of premises (hotels, restaurantsetc) around the country are closed for periods of time over the Winter months . There could be scope to lease /rent out these premises to education and training providers. The IHF will



consider a possible approach/scoping out of this opportunity and report back to the Group. At the end of 2017, data had been collected and it was expected that an analysis of the data would be completed in early 2018.

Food and Drink Sector

As highlighted in Chapter 1, an implementation group was established following the publication of the Report. This group considers how best to implement the recommendations in the report, discussing the actions needed to progress them, and the cooperation and coordination that would support the work. The group met in September 2017, and will meet again in Q2 2018, and possibly one more time before the end of 2018, to ensure that the recommendations are being progressed.

2012's Key Skills for Enterprise to Trade Internationally, and 2015's Addressing the Demand for Skills in the Freight Transport, Distribution and Logistics Sector in Ireland, 2015-2020

A study into skills needs arising from the potential trade implications of Brexit began in late 2017. It will seek to update elements of previous EGFSN reports, notably 2012's *Key Skills for Enterprise to Trade Internationally*, and 2015's *Addressing the Demand for Skills in the Freight Transport, Distribution and Logistics Sector in Ireland, 2015-2020*, for the new Brexit reality, and feed into the *Ireland Connected* trade strategy objectives of maintaining UK market share and facilitating export diversification, as well as minimising supply chain disruption. This work will begin in Q4 2017, with the timeline for completion early Q2 2018.



2017/18 Work Programme

The National Skills Council (NSC) was established in April 2017 and is chaired by the Minister for Education and Skills, Mr Richard Bruton T.D.. The NSC was established arising out of the National Skills Strategy which identified that the overall architecture for identifying, prioritising and responding to skills needs should be refreshed. The NSC oversees research and provides advice on the prioritisation of identified skills needs and how to secure the delivery of identified actions. The key elements of the EGFSN model of analysis and horizon scanning, with close engagement with enterprise continues and has been further strengthened. The EGFSN will continue to present the findings of its sectoral studies to the National Skills Council and will make strategic recommendations to assist the NSC and policy makers in addressing the emerging skills needs.

The NSC approved the Work Programme (2017 and 2018) for the EGFSN. The Work Programme is described in this chapter.

Assessing the Skills Needs for Ireland arising from the potential trade and regulatory implications of Brexit

This work is currently underway as described in Chapter 1.

As a contribution towards preparing the Irish economy for Brexit, the EGFSN is undertaking a piece of work examining the cross-sectoral skills needs arising from the potential trade and regulatory implications of the UK's departure from the EU. Based on a number of Brexit scenarios, and against the potential imposition of tariff barriers and regulatory divergence, this work will examine skills implications for the Irish economy in customs clearance, supply chain management, logistics, as well as expertise in trade law and tariffs.

It will seek to update elements of previous EGFSN reports, notably 2012's *Key Skills for Enterprise to Trade Internationally*, and 2015's *Addressing the Demand for Skills in the Freight Transport, Distribution and Logistics Sector in Ireland, 2015-2020*, for the new Brexit reality, and feed into the *Ireland Connected* trade strategy objectives of maintaining UK market share and facilitating export diversification, as well as minimising supply chain disruption.

Skills for Design



Further to DJEI's 'Policy Framework for Design in Enterprise in Ireland' (Jan 2016), the EGFSN undertook a review in 2016 of the educational provision of Design Courses to determine their relevance to the needs of Irish industry and the extent to which they reflect the career opportunities that now exist for graduates in new and emerging areas and to put forward recommendations to ensure that the education provision meets the need of the design economy

As described in Chapter 1, 'Winning by Design' was published in November 2017.

The first recommendation of this report calls for a review of enterprise demand and the provision of higher and further education design courses across all education institutions to provide a deeper understanding in this area.

Future Demand for ICT Practitioners in Ireland, 2017-2022

This work is currently underway as described in Chapter 1.

In the last two quarters of 2017 the EGFSN began work undertaking a forecast of the demand for ICT Practitioner skills over the period 2017 to 2022, both within the ICT sector and across other sectors of the economy. The forecast is a successor exercise to the Group's 2013 report, "Assessing Future Demand for High Level ICT Skills".

This report adopted a Central or likeliest Growth Scenario of nearly 5%, in terms of the annual growth of demand for ICT practitioners. This provided the basis for the ICT Skills Action Plan 2014-2018. Indications are that the demand for ICT Practitioners skills is now growing stronger. It is therefore essential that a revised forecast is undertaken, so that the necessary actions can be put in place to ensure the required supply. This will be an essential input into the planned update of the National ICT Skills Action Plan.

Workforce Plan for the Early Childhood Education and Care Sector

This project is currently underway as described in Chapter 1.

It will examine the impact of a rapidly changing policy and practice landscape in the Early Childhood Education and Care sector in Ireland on future skills requirements so that Government can ensure that a high- quality workforce is in place over the next decade. The expansion of state



funding, the growth towards a model of universal provision, the regulatory and contractual qualification requirements and an increasing move towards professionalisation is impacting and will impact further on workforce development and profile in the coming years. Clear challenges are already emerging in relation to the recruitment, attraction and retention of qualified staff into the workforce.

In 2010, the Department of Education and Skills (DES) published a Workforce Development Plan for the Early Childhood Care and Education Sector in Ireland². At that time, since the desired profile for the workforce in terms of qualification levels was not defined, or underpinned by any regulatory requirements, a comprehensive skills forecasting exercise was not carried out, although there was some involvement by Solas. This has now changed since the introduction and expansion of ECCE and other funding schemes and the publication of the Pre-school Regulations (2016). The workforce now stands at approximately 22,000 (Pobal 2016).

It is now considered timely that a comprehensive workforce planning exercise for the sector be conducted to ensure that the sector can meet the demands being placed on it towards 2030.

Skills for the Digital Economy

In 2017 the EGFSN began scoping a project on 'Skills for the Digital Economy'. This report was approved by the EGFSN and was progressed to the 2018 work programme.

The project is underway. The overarching aim of this study is to determine how businesses, government and individuals will need to respond to ensure the skills are available and avoid talent shortages, mass unemployment and growing inequality. The study will look at what sectors and roles in Ireland are most vulnerable to significant changes or redundancies and what sectors and roles are likely to grow as a result of digitalisation. It will look at what industry can do to upskill existing workforces in digital skills and identify whether there are other enterprise policy actions that can minimise any negative effects of digitalisation on the labour force.

The study will take a medium term view - 5 years.

² https://www.education.ie/en/Schools-Colleges/Information/Early-Years/eye_workforce_dev_plan.pdf



Appendix: Recent Publications by the Expert Group on Future Skills Needs (2013 - 2017)

Report	Publication Date
Winning by Design	November 2017
The Expert Group on Future Skills Needs Statement of Activity 2016	October 2017
Hospitality Skills Oversight Group Interim Report	June 2017
Update on Future Skills Needs in the Food and Drink Sector	April 2017
Monitoring Ireland's Skills Supply 2016	November 2016
Regional Labour Markets Bulletin	October 2016
National Skills Bulletin	September 2016
Future Skills Needs of the Biopharma Industry in Ireland	May 2016
Vacancy Overview 2015	May 2016
Guidance for Higher Education Providers on Current and Future Skills Needs of Enterprise: Springboard+ 2016	February 2016
Assessment of Future Skills Requirements in the Hospitality Sector in Ireland, 2015-2020	November 2015
Regional Labour Markets Bulletin 2015	October 2015
Monitoring Ireland's Skills Supply: Trends in Education and Training Outputs 2015	August 2015
National Skills Bulletin 2015	July 2015
Vacancy Overview 2014	May 2015
Lifelong Learning among Adults in Ireland, Quarter 4 2014	May 2015
A Study of the Current and Future Skills Requirements of the Marine/Maritime Economy to 2020	April 2015
The Expert Group on Future Skills Needs Statement of Activity 2014	April 2015
Addressing the Demand for Skills in the Freight Transport, Distribution and Logistics Sector in Ireland 2015 - 2020	February 2015
Regional Labour Markets Bulletin 2014	September 2014
Monitoring Ireland's Skills Supply - Trends in Education and Training Outputs 2014	August 2014
National Skills Bulletin 2014	July 2014
Vacancy Overview 2013	May 2014
Assessing the Demand for Big Data and Analytics Skills, 2013 - 2020	May 2014
The Expert Group on Future Skills Needs Statement of Activity 2013	April 2014
Regional Labour Markets Bulletin 2013	March 2014
Guidance for Higher Education Providers on Current and Future Skills Needs of Enterprise: Springboard 2014	February 2014
Addressing Future Demand for High-Level ICT Skills	November 2013



Monitoring Ireland's Skills Supply: Trends in Education and Training Outputs 2013	July 2013
National Skills Bulletin 2013	July 2013
Future Skills Requirements of the Manufacturing Sector to 2020	April 2013
The Expert Group on Future Skills Needs Statement of Activity 2012	April 2013
Guidance for Higher Education Providers on Current and Future Skills Needs of Enterprise: Springboard 2013	February 2013
Vacancy Overview 2012	February 2013