



Erasmus+



Latvian Delegation Study Visit

19th – 21st January 2021

Virtual meeting

Teachers' Union of Ireland (TUI) information

Registered in Ireland as a Trade Union (social partner).

- Membership 20,000, working as; teachers, lecturers, researchers, tutors, trainers, education professionals. Organised in the post-primary sectors (Secondary, VET, Tertiary, HE)
- Structure: Congress, Executive, Branches, Workplaces, employees; 9 Officials, 3 Officers, 13 administration.
- Services: provide advice & representation on work related matters, advocates for public funded education and training and engagement with European and international projects.
- Website link: [TUI, Teachers Union of Ireland, Teacher's Union, Representing Teachers & Lecturers, Education](#)



TUI agenda items for the union

- Pay and conditions
- Campaign against casualisation
- Campaign for new entrants pay equalisation
- Technological University Act
- Workload review
- Researcher grade
- Campaign to increase funding for education



TUI agrees terms and conditions for members

- Teacher

- Degree and Masters
- Teaching Council registration
- Work placement
- Vetting
- Salary €34K-€63K (25 points)
- Weekly teaching load 22 hours
- Additional hours 33
- <https://www.tui.ie/second-level-pay-and-pensions/salary-scales-second-level-.2098.html>

- Academic

- Degree, Masters, PhD
- Work experience
- Research experience
- Vetting
- Salary €38K-€53K (8 points)
- Weekly teaching 16-18 hours
- Additional hours 70
- <https://www.tui.ie/third-level-pay-pensions/third-level-salary-scales-.2167.html>

TUI and other national bodies

- The union actively engages with the following national bodies and associations to pursue education matters including policy, quality and strategy matters:
 - The Teaching Council
 - National Council for Curriculum and Assessment
 - National Council for Special Education
 - Quality Qualifications Ireland
 - Higher Education Authority
 - Education Training Boards Ireland
 - Technological Higher Education Association



Dispute resolution mechanisms

- **Workplace Relations Commission**

- Conciliation Service
- Mediation Service
- Facilitation Service
- Adjudication Service
- <https://www.workplacerelations.ie/en/>

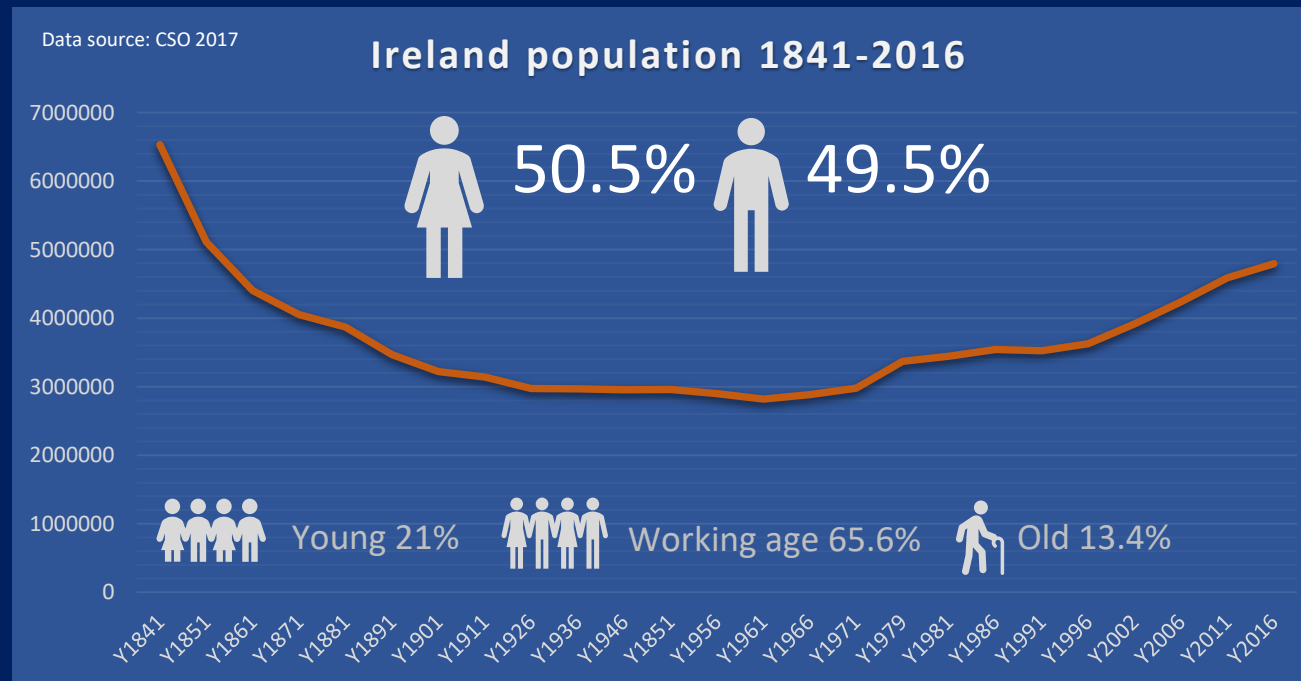
- **Labour Court**

- Industrial relations disputes
- Employment rights
- Equality
- Redundancies
- <https://labourcourt.ie/en/>



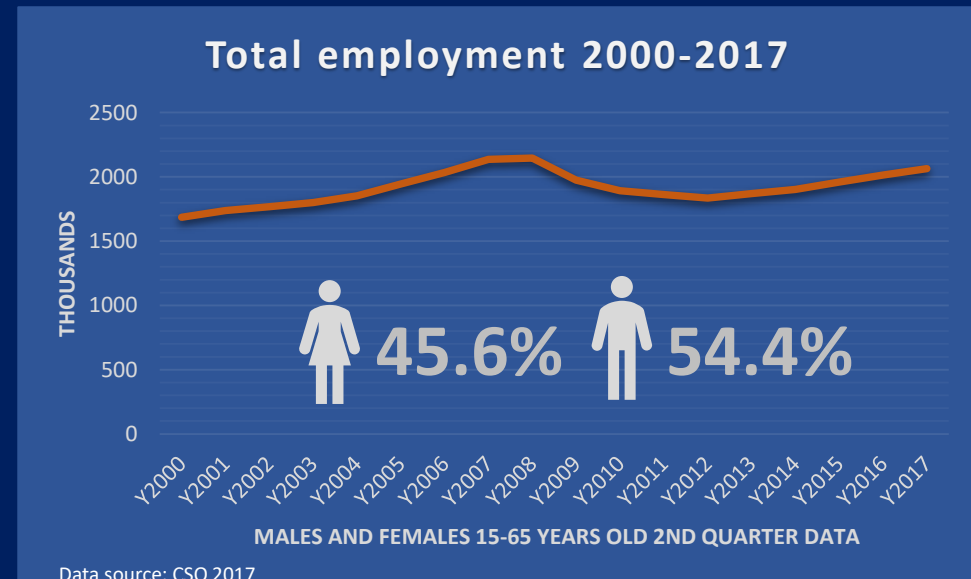
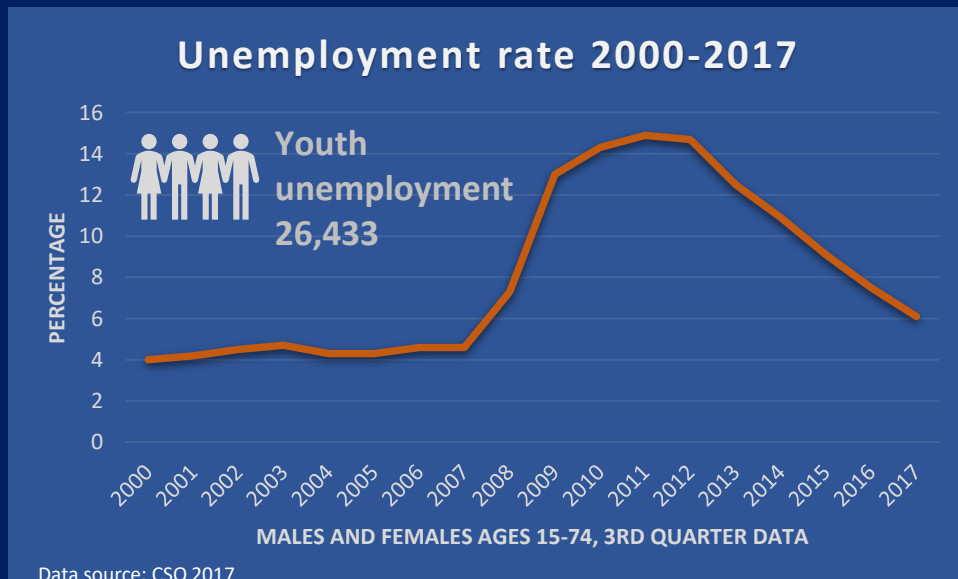
Ireland: Population key facts

- Population of Ireland 4.921 million (2019)
- New communities (non-Irish) consist of .5 million (2019)



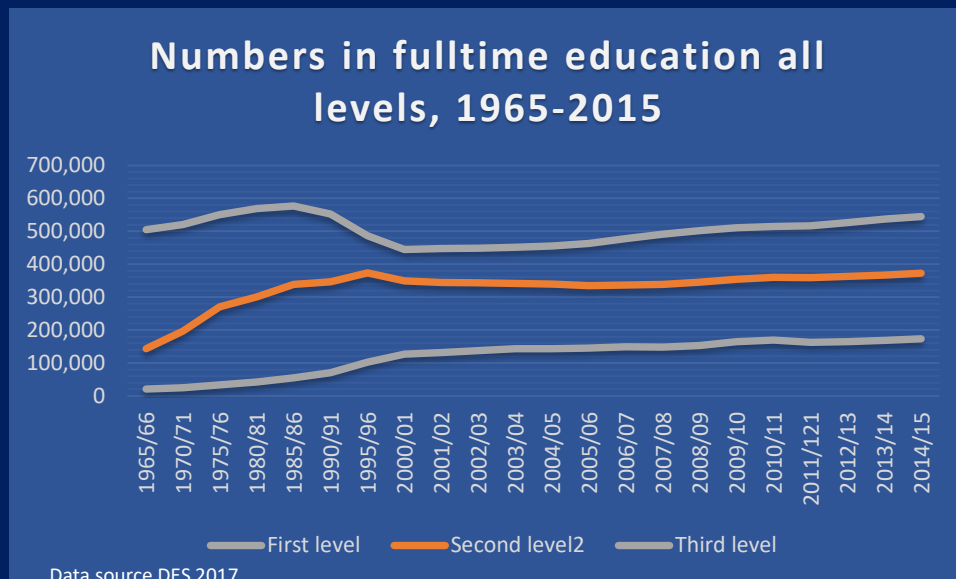
Ireland: Labour force key facts

- Labour force 2.5 million (15-65 years of age, including students and unemployed)
- Employment 2.045 million
- Unemployment 7.3% (180,500)



Ireland: Education participation

- The total number of students in education in 1.12 million.
- The approximate number of teachers/lecturers in 74,000.



First level 4-12 years
562,589 pupils

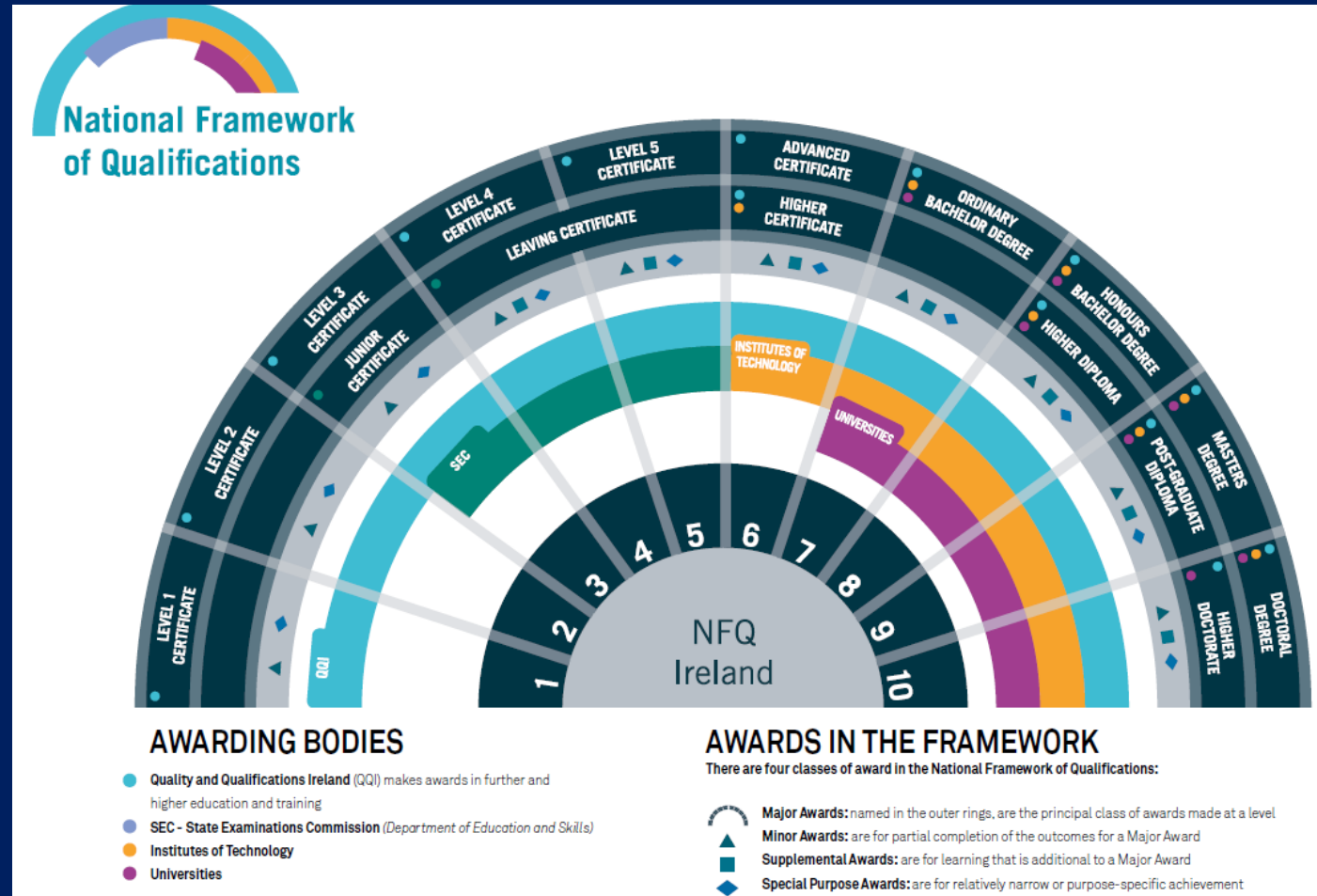


Second level 12-18 years
378,485 students



Third level 18+ years
188,178 students

Irish NFQ and EQF



Both the NFQ and EQF use learning outcomes to inform the level descriptors. VET awards are usually located at NFQ Levels 4,5 & 6 and EQF Levels 4 & 5. The new European debate is on IVET, HVET, CVET, PVET.

Irish NFQ Levels	EQF Levels	QF-EHEA
1	1	
2		
3	2	
4	3	
5	4	
6	5	Short cycle
7	6	First cycles
8		
9	7	Second cycle
10	8	Third cycle

Ireland: State agencies and organisations

- **New** Department of Further and Higher Education Research Innovation and Science (DFHERIS), National policy, budgets.
 - [gov.ie](http://www.gov.ie) - Department of Further and Higher Education, Research, Innovation and Science (www.gov.ie)
- SOLAS, FET Strategy, funding, regulation.
 - <https://www.solas.ie/>
- Higher Education Authority, HE strategy, funding, oversight.
 - <https://hea.ie/>
- Quality Qualifications Ireland, Awards, qualifications, regulation.
 - <https://www.qqi.ie/>
- Education and Training Boards (providers of VET and FET).
 - <https://www.etbi.ie/>
- Institutes of Technology and Technological University Dublin (providers of HE).
 - <http://www.thea.ie/>
- National Apprenticeship Council (advisory board).



Ireland in Europe

- Ireland voted to become a member of the European Economic Community (EEC) in 1972.
- Ireland has 13 MEPs (751 MEPs).
- Benefits economic:
 - Economic development (44.6 billion)
 - Education and training (6.5 billion)
 - Agriculture (10.2 billion)
 - Environment 3.1 billion)
 - Research (1 billion)
 - Structural fund (3.3 billion)
- Other benefits
 - Peace process
 - Free movement of people,
 - Free trade area,
 - Citizens rights,
 - Workers rights,
 - Consumer rights,
 - Justice (European Court of Justice)
 - Cultural, arts, sports



TUI involvement EU Erasmus+

- KA1 Project
 - I-VET-TP (2020) Innovations in vocational education training teaching practice
- KA2 Projects
 - Opposing Force (2014) education intervention rural communities
 - Optimal (2016) RPL for VET
 - VETMO4TL (2017) EQF Level 4 standard for transport and logistics RPL
 - VIVARPL (2018) RPL for upskilling adults
 - Know-Hub (2018) Knowledge Centres in rural areas
 - PACMAN (2018) Work based ICT projects for VET
 - Erasmobility (2019) Mobility platform for students
 - Sustainability (2020) Developing sustainability tools and guides for teachers
- Study visits in Ireland in 2017-2020
 - VET teachers from Germany
 - VET teachers from Basques region
 - VET teachers from Finland
 - VET teachers from France
 - VET/HE teachers Norway
 - VET/HE teachers Netherlands
- Member of the European Alliance for Apprenticeship



System reform

- Establishment Education and Training Boards
- Emergence Technological University sector
- Review Further Education and Training
- Consultation on Apprenticeship
- Review Level 6 (Advanced and Higher)
- Review of apprenticeship programmes
- New apprenticeship model



Trade unions involvement in apprenticeship



- Irish Congress of Trade Unions <https://www.ictu.ie/>
- Connect Trade Union <https://www.connectunion.ie/>
- SIPTU <https://www.siptu.ie/>
- OPASTI <http://www.opatsi.ie/>
- TUI <https://www.tui.ie/>
- BATU <http://batu.ie/>

What do we do?

- Advocate for apprentices
- Lobby government
- Work with employers
- Nominations to national agencies
- Subject specific curriculum advice
- National reviews
- Consultations relating to policy
- Promotions
- Conferences
- Training

We also engage with the;
European Trade Union Committee for Education
European Commission, European Alliance for Apprenticeship



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Standard based apprenticeship



- Characteristics

- Employment contact
- Registered as an apprentice (Solas)
- Protection under law
- Agreed rates of pay
- Duration 4 years
- Training & education (FET and HE)
- Off-the-job 3 blocks (total 40-45 weeks)
- National standard curriculum, national examinations
- NQF Level 6 (EQF 5)
- National Training Fund employers levy .07%



Generations Apprenticeship

Generation Apprenticeship seeks to promote the status and attractiveness of apprenticeship as a career path for youths and adults. Providing apprenticeship opportunities in a diverse range of work areas and at different levels. The initiative endeavours to develop work relevant skills for the 21st century.

Characteristics:

- Industry-led consortium (employers, social partners, education and training)
- Awards Level 5 to 10 on the National Framework of Qualifications (NFQ)
- Durations 2-4 years
- Minimum 50% on-the-job learning
- Flexible delivery – online, blended, off-the-job learning in increments/blocks
- Apprentices are employed under a formal contract of apprenticeship
- The employer pays the apprentice for the duration of the apprenticeship



Apprenticeship Pre/Post 2016

- Pre 2016 apprenticeship programmes 25 designated craft trades
- Post 2016 apprenticeship programmes 30 and 23 under consideration
- 17,000 apprentices in the system 2020
- 6,700 registration 2019, 50% increase from 2018.
- In 2019 estimated 700 registrations each month



European Alliance for Apprenticeship

- EAfA seeks cooperation between governments and key stakeholders (employers, social partners, education, training) with the aim of
 - strengthening the quality of apprenticeships,
 - enhance the supply of apprenticeships
 - improve the overall image of apprenticeships
 - promote the mobility of apprentices.
- These aims are promoted through national commitments and voluntary pledges from stakeholders.
- Activities include, conferences, seminars, study visits, support the EAN.



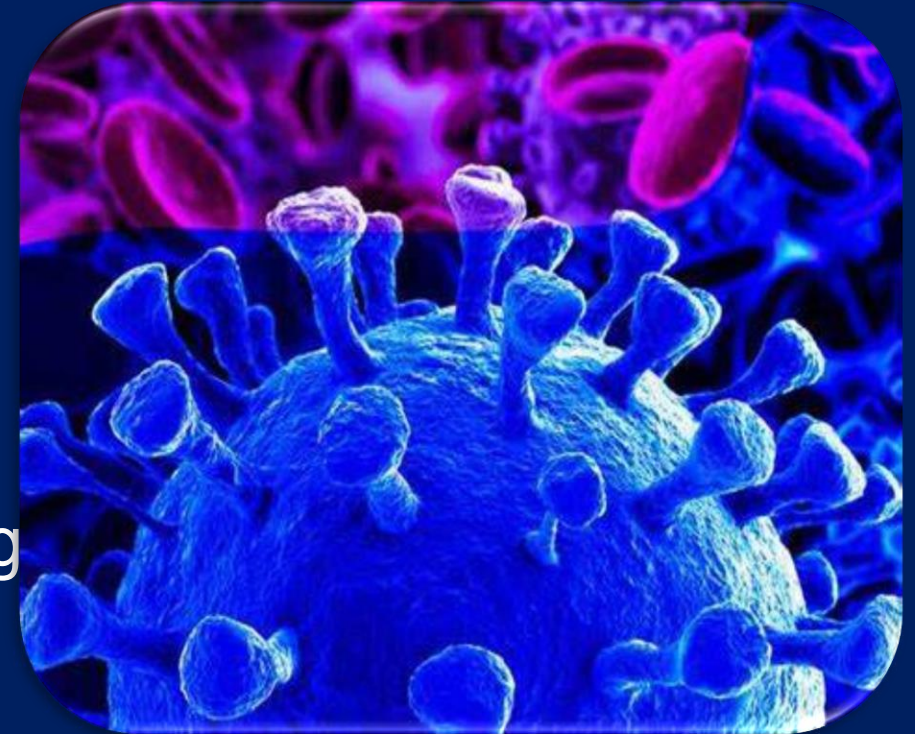
Apprenticeship pathways (LLL)

- Access
 - Employment,
 - 5 passes national second level examination
 - Recognition of Prior Learning (RPL)
- Transition
 - Vocational schools
 - Further Education and Training sector
 - Higher education sector
- Progression routes
 - Entry to FET Level 6 programmes
 - Entry to HE Level 7 and 8 programmes
 - Exception for some modules Level 7 and 8
- Mobility
 - Recognised awards
 - ErasmusPro



Covid-19 Disruptor (*Lockdown March 2020*)

- Remote working
- Emergency remote teaching
- Reduced class size practical work
- Required technology skills
- Increased online learning activities
- Review of assessment types
- Growing backlog apprenticeship progressing
- Resilience and Wellbeing
- Uncertain times



Opportunities for FET/HE growth

- European Union Green skills
- Global Sustainability Goals
- Just transition (low carbon economy)
- Upskill, reskill (WBL)
- Industry 4.0 (digital opportunities)
- Continuous learning and training (LLL)
- Diversity and inclusion
- European Area (recognition & mobility)





Thank you

Further details can be obtained from:

Michael Gillespie, General Secretary

Teachers' Union of Ireland (TUI)

73 Orwell Road, Rathgar, Dublin 6, Ireland

Email tui@tui.ie

Website <https://www.tui.ie/>

