

WHERE IS  
**SPRINGBOARD**  
TAKING  
**JOBSEEKERS?**

**EMPLOYMENT OUTCOMES 2011-2015**

TREND ANALYSIS PART 3  
EXTENDED EVALUATION REPORT  
JUNE 2015

**30,000**  
  
**PLACES**

**42**  
**COLLEGES**

**1000**  
**COURSES**

**€105M**  
**EXCHEQUER**  
**FUNDING**

# Acknowledgements

Our thanks to:

Springboard participants – students, course providers and employers who have responded to requests for feedback, returned key information, and who have helped to continuously improve the initiative each year.

The Department of Social Protection for their ongoing support on delivery and evaluation

Eustace Patterson Limited for their support on analysis and evaluation

Mitchell Kane Associates for their work on presentation, design and publication of Springboard evaluation reports.

Skills and Enterprise Engagement team  
Higher Education Authority

June 2015

# Contents

	Page
List of tables and figures	4
<b>1</b> Introduction	5
<b>2</b> Key trends 2011-2015	6
(i) Employment outcomes	8
(ii) Quality of employment	13
(iii) Self-employment outcomes	16
(iv) Trends in participant feedback	19
<b>3</b> Note on data sources for the trend analysis	21

# List of tables and figures

<b>Tables</b>	<b>Page</b>
Table 1: Springboard graduates in employment as a percentage of all graduates	8
Table 2: Springboard participants in employment as a percentage of all participants	8
Table 3: Employment outcomes for ICT Skills Conversion graduates six months after course completion	9
Table 4: Employment outcomes for ICT Skills Conversion participants six months after course completion	10
Table 5: Proportion of those who withdrew to a job as a percentage of all those who withdrew	10
Table 6: Percentage of graduates gaining employment or self-employment within 6 months by length of time unemployed	11
Table 7: Percentage of employment for graduates by NFQ level	12
Table 8: Percentage of graduates gaining employment within 6 months by NFQ level	12
Table 9: Number of employment outcomes by course type (skills area)	13
Table 10: Trend in full-time and part-time jobs for 2011-2012 group	13
Table 11: Trend in permanent and temporary jobs 2011-2012 group	14
Table 12: Full-time salaries for all Springboard groups	14
Table 13: Change in salaries for 2011-2012 group from 15 months to 24 months after their Springboard course	14
Table 14: Location of jobs - all participants	16
Table 15: Trend in self-employment over time	16
Table 16: Trend in self-employment by gender	17
Table 17: Company Start-Ups six weeks after completing Springboard	17
Table 18: Numbers employed by Springboard graduates who have set up companies	18
Table 19: Trend in self-employed earnings 2011-2012 group	18
Table 20: Response to question on how respondents felt about their career prospects	19
Table 21: Extent of access to job search supports after completing Springboard	20
Table 22: Trend in conversion of work placements into jobs	21
Table 23: Number of reported outcomes by colleges to the online Springboard database	21
Table 24: Total number of Springboard survey respondents	22

<b>Figures</b>	<b>Page</b>
Figure 1: Role in organisation - all participants	15
Figure 2: Role in organisation - graduates	15
Figure 3: Extent of agreement with the statement 'My career has developed and grown since completing Springboard'	19
Figure 4: Most useful contributors to participants' job search	20

# 1 Introduction

## Springboard 2011-2015

30,000 places  
42 colleges  
1,000 courses  
€105m Exchequer funding

The Government-funded Springboard initiative for jobseekers has been continuously monitored since its launch five years ago. This is the third trend analysis to be published, presenting inputs, outputs and outcomes 2011 - 2015.

This Part 3 report presents the most up-to-date employment-related outcomes for Springboard participants. It accompanies the summary evaluation report also published June 2015 and available via [www.springboardcourses.ie](http://www.springboardcourses.ie).

Springboard was designed to help reskill people who lost their jobs as a result of the recession which hit Ireland in 2008.

Free higher education courses are offered, leading to awards at certificate, degree and post-graduate level. All courses are one-year or less in duration and the majority of courses are part-time. All aim to reskill people in areas where there is evidence of job opportunities now and into the future – information and communications technology (ICT); high level manufacturing; international financial services; skills to trade internationally; and business start-up. In 2015, additional opportunities are being offered in the areas of entrepreneurship; creativity; and niche skills in the construction industry.

By the end of 2015 up to 30,000 free reskilling places will have been provided via Springboard+. Forty-two providers of higher education courses are involved.

Each year the outcomes of Springboard are reviewed in order to shape the initiative for the following year.

The extent to which Springboard is helping people back into sustainable employment is key and has become the primary criterion of success and ongoing funding.

## **2 Key trends 2011-2015**

### **(i) Employment outcomes**

- 60% of Springboard graduates report being in employment or self-employment within two years of completing their course, with progression to employment steadily increasing over time
- A scan by the Department of Social Protection indicates that 74% of all Springboard participants 2011-2014 are no longer on the Live Register
- 80% of ICT conversion graduates are in employment or self-employment within 6 months of finishing their course
- Of those who withdraw early from their course, almost half (46%) do so to take up employment
- Springboard graduates who were long-term unemployed at the start of their course find it harder to gain employment. But 45% of this group now achieve employment/self-employment within 6 months of completing their course.

### **(ii) Quality of employment**

- The quality of employment is trending upwards; 85% of survey respondents who are employed are in full-time jobs
- Salary scales are trending upwards with 24% of survey respondents in full-time jobs earning over €37,200 per annum
- 62% of respondents are in managerial or professional roles
- 95% of respondents' jobs are in Ireland and 49% are located outside Dublin.

### **(iii) Self-employment outcomes**

- Self-employment is a significant feature of Springboard. 740 participants between 2011-2014 report themselves as self-employed
- Retention in self-employment is high – 81% of those who were self-employed 12 months after finishing their course indicated 15 months later that they were still self-employed
- 30% of those in self-employment are women
- 26% started a company within 6 weeks of finishing their course and a further 31% said they planned to

- The self-employed are giving employment to others – 24% of 2012 graduate respondents who are self-employed are employing others in full-time positions, 14% of 2013 graduates are similarly employing others, with 19% of 2014 graduates employing others
- 18% of self-employed Springboard participants report earning more than €37,200 per annum within 2 years of completing their Springboard course.

**(iv) Trends in participant feedback**

- Participants' outlook on their career prospects shows steady improvement. A survey of participants six weeks after finishing their course showed 68% of 2012 graduates feeling their career prospects were better. This rose to 71% among 2013 graduates, and 73% among 2014 graduates
- 98% of 2014 graduates recommend Springboard to others wishing to reskill for employment
- Participants identified the most helpful aspects of Springboard for securing employment. These were work placement, the part-time and flexible delivery of courses; course content, the qualification received; and networking opportunities with employers
- Each year work placement is converting into greater numbers of jobs. In 2012, 12% of graduates reported that their work placement had converted into a job. This rose to 14% among 2013 graduates and 18% among 2014 graduates
- In 2011, 70% of Springboard courses included a work placement; this has risen to over 90% in 2015 (excluding entrepreneurship courses).

**(v) Springboard participant profile - Trends 2011-2015**

- 63% of Springboard participants are aged between 25-39 years
- Participants are mostly men but year-on-year there is an upward trend in women participants – 74% men 26% women in 2011; 64% men 36% women in 2014
- In 2011, 58% of participants had been unemployed for a year or more. This number rose to 61% during 2014-2015
- Each year there is an upward trend in participants with high levels of previous educational qualifications. 92% of survey respondents 2014-2015 reported already having a higher education qualification.

## 2 (i) Employment outcomes

### 60% of Springboard graduates are employed or self-employed within two years of completing their Springboard course

Progression to employment is based on survey responses as this provides trend data for each group.<sup>1</sup> Within two years of completing Springboard, 60% of graduates report being employed or self-employed.

**Table 1 Springboard graduates in employment as a percentage of all graduates**

	After 6 weeks	After 6 months	After 15 months	After 24 months
% employed 2011-2012	30%	40%	49%	60%
% employed 2012-2013	40%	52%	58%	
% employed 2013-2014	29%	46%		

(Source: Surveys 1.1, 1.2, 1.3, 1.4, 2.1, 2.2, 2.3, 3.1 and 3.2)

### Progression to employment is increasing over time

Across all years, the employment trend is increasing for all Springboard participants.

**Table 2 Springboard participants in employment as a percentage of all participants<sup>2</sup>**

	After 6 weeks	After 6 months	After 15 months	After 24 months
% employed 2011-2012	23%	33%	46%	56%
% employed 2012-2013	24%	42%	54%	
% employed 2013-2014	26%	41%		

(Source: Surveys 1.1, 1.2, 1.3, 1.4, 2.1, 2.2, 2.3, 3.1 and 3.2)

The online Springboard database gathers employment data from colleges four to six months after a Springboard programme is completed. The database corroborates the above trends for the 2011-2012 and 2012-2013 groups at the six-month interval. However, it indicates that progression to employment for the 2013-2014 group was somewhat better at 50% (compared to 46% based on the six-month survey responses above)<sup>3</sup>.

<sup>1</sup> The note on data sources for the trend analysis at the end of this report explains how the employment rate was calculated

<sup>2</sup> All those who completed Springboard who gained employment/self-employment as a percentage of all those who completed Springboard.

<sup>3</sup> Those who were on work placement/internships are excluded from the total and from the calculations.



## 74% of Springboard participants are no longer on the Live Register

The Department of Social Protection conducted a scan of the Live Register for all Springboard participants from 2011-2014 to determine what proportion are no longer on the Register as of the 31 January 2015.

74% were no longer recorded on the Live Register as at 31 January.<sup>4</sup> When participants who are in receipt of One Parent Family payments or payments from other activation schemes are taken into account, 61% of participants are no longer in receipt of a Live register or non-Live register payment.<sup>5</sup>

A similar exercise was conducted for the 2013-2014 group. 61% are no longer on the Live Register and 46% are no longer in receipt of a Live register or non-Live register payment.<sup>6</sup>

## 80% of ICT Skills Conversion graduates are in employment or self-employment within six months of finishing their course

Data recorded on the online Springboard database indicate strong employment outcomes for ICT conversion graduates. It should be noted, however, that participants on ICT Skills Conversion may already be in employment, and do not have to be unemployed in order to be eligible to take up a course place. This is likely to increase the employment figure.

For Phase 1 graduates who completed their course in 2013, 67% were in employment within six months. For those who graduated in 2014, 80% were recorded as in employment or self-employment.

**Table 3 Employment outcomes for ICT Skills Conversion graduates six months after course completion**

	ICT Skills Conversion graduates	
	Phase 1 2011-2013	Phase 2 2012-2014
In employment/self-employment	67%	80%

(Source: Springboard online database 2011-2014)

Looking at employment-related outcomes for all ICT conversion participants, 58% of the overall Phase 1 group were in employment within six months, with 62% of the overall Phase 2 group in employment within the same time period.

<sup>4</sup> Of the 17,670 participants accurate data was available for 15,443.

<sup>5</sup> Excludes illness, disability and state pension payments. 4,076 were recorded as being in receipt of a Live register payment and 1,967 were in receipt of One Parent Family payment or other activation related payments. People recorded as not on a Jobseekers or One Parent Family payment may be in receipt of illness payments or working or not working and getting no social welfare payment or may be out of the country.

<sup>6</sup> Records were available for 3,475 participants. 1,338 were still in receipt of a Live register payment and 531 are in receipt of One Parent Family or other activation related payments.

**Table 4 Employment outcomes for ICT Skills Conversion participants six months after course completion**

	ICT Skills Conversion all participants	
	Phase 1 2011-2013	Phase 2 2012-2014
In employment/self-employment	58%	62%

(Source: Springboard online database)

A survey of Phase 1 participants was conducted in January 2015, eighteen months after completion of their course. 87% of respondents to the survey indicated that they were in employment.

### Of those who withdraw early from their Springboard course, almost half do so in order to take up employment

People withdraw from Springboard for a number of reasons. One of the most positive is because they have got employment and are not in a position to continue their course. Survey data 2011-2014 indicates that since 2012, almost half – 46% – of those who withdrew did so because they got a job.

**Table 5 Proportion of those who withdrew to a job as a percentage of all those who withdrew**

	6 week survey	6 month survey
<b>2011-2012 group</b>		
Numbers withdrawing to employment/self-employment	41	47
Total numbers withdrawing	166	105
% withdrawing to employment/self-employment	25%	45%
<b>2012-2013 group</b>		
Numbers withdrawing to employment/self-employment	28	143
Total numbers withdrawing	139	208
% withdrawing to employment/self-employment	20%	69%
<b>2013-2014 group</b>		
Numbers withdrawing to employment/self-employment	75	84
Total numbers withdrawing	144	142
% withdrawing to employment/self-employment	52%	59%

(Source: Surveys 1.1, 2.1 and 3.1 (6 weeks) and 1.2, 2.2 and 3.2 (6 months). Note survey data presented in Parts 1 and 2 of the Trend Analysis was incomplete at the time of publication)

## Springboard graduates who were long-term unemployed at the start of their course find it harder to get work. But 45% of this group now achieve employment/self-employment within 6 months of completing a Springboard course

Springboard graduates who had been unemployed for less than a year at the start of their course are more likely to gain employment/self-employment within six months of finishing. Over the three year period of data analysis, 55% of Springboard graduates who had been unemployed for less than a year gained employment or self-employment within six months compared to 38% of graduates who had been unemployed for a year or more. However, in the past two years, employment rates for long-term unemployed graduates have been improving.

**Table 6 Percentage of graduates gaining employment or self-employment within 6 months by length of time unemployed<sup>7</sup>**

	Unemployed <1 year	Long term unemployed
Springboard 2011-2012	439 47%	322 29%
Springboard 2012-2013	671 55%	483 38%
Springboard 2013-2014	405 55%	395 45%
ICT Skills Conversion Phase 1 2011-2013	183 74%	105 61%
ICT Skills Conversion Phase 2 2012-2014	65 76%	43 58%
Total all years % gaining employment within 6 months all years combined	1,763 55%	1,348 38%

(Source: Online database for all Springboard and ICT Skills Conversion graduates 2011-2014)

## 65% of graduates gaining employment within 6 months achieved awards at Levels 8 and 9 on the National Framework of Qualifications (NFQ)

47% of all Springboard and ICT Skills Conversion graduates who secured employment or self-employment within six months graduated with awards at NFQ Level 8. Another 17% graduated with awards at NFQ Level 9.<sup>8</sup> 22% graduated with awards at Level 7 and 13% graduated with awards at Level 6.

<sup>7</sup> Excludes 'null' data. Graduates gaining employment/self-employment as a percentage of all graduates for each category of length of time unemployed.

<sup>8</sup> All ICT Skills Conversion graduates achieved Level 8 awards

**Table 7 Percentage of employment for graduates by NFQ level<sup>9</sup>**

	Level 9	Level 8	Level 7	Level 6	Total
Springboard 2011-2012	75 10%	371 49%	205 27%	113 15%	764 100%
Springboard 2012-2013	195 17%	542 45%	284 24%	160 14%	1,181 100%
Springboard 2013-2014	374 28%	386 28%	364 27%	231 17%	1,355 100%
ICT Skills Conversion Phase 1 2011-2013	-	347 100%	-	-	347 100%
ICT Skills Conversion Phase 2 2012-2014	-	155 100%	-	-	155 100%
Total all years	644 17%	1,801 47%	853 22%	504 13%	3,802 100%

(Source: Online database for all Springboard and ICT Skills Conversion graduates 2011-2014)

### **Employment outcomes are best for those who complete a course at NFQ Level 8 or Level 9. However, outcomes are improving for graduates at Level 6 and Level 7**

54% of graduates who achieve a Level 9 award and 53% of those achieving a Level 8 award are employed within 6 months. Improvements in employment rates for graduates with Level 6 and 7 awards are also evident, most notably for the 2013-2014 group when 57% of Level 7 and 46% of Level 6 awardees gained employment within six months.

**Table 8 Percentage of graduates gaining employment within 6 months by NFQ level<sup>10</sup>**

	Level 9	Level 8	Level 7	Level 6
Springboard 2011-2012	75 38%	371 50%	205 35%	113 21%
Springboard 2012-2013	195 58%	542 48%	284 48%	160 34%
Springboard 2013-2014	374 57%	386 49%	364 57%	231 46%
ICT Skills Conversion Phase 1 2011-2013	-	347 100%	-	-
ICT Skills Conversion Phase 2 2012-2014	-	155 100%	-	-
Total all years % gaining employment within 6 months all years combined	644 54%	1,801 53%	853 47%	504 33%

(Source: Online database for all Springboard and ICT Skills Conversion graduates 2011-2014)

### **ICT courses provide the largest number of positive employment outcomes**

Table 9 below shows that the largest number of positive employment outcomes were achieved by graduates from ICT courses (including ICT Skills Conversion). It should be

<sup>9</sup> Percentage gaining NFQ levels for those graduates who gained employment/self-employment within 6 months.

<sup>10</sup> Graduates gaining employment/self-employment as a percentage of all graduates for each NFQ category.

noted, however that largest number of courses and places were available in the area of ICT. Cross-enterprise or management and manufacturing courses provided the next largest number of positive employment outcomes.

**Table 9 Number of employment outcomes by course type (skills area)**

	ICT <sup>11</sup>	Cross-enter./mgt.	Man-fact. <sup>12</sup>	Fin. services	Green economy	Internat. trade skills	Other	Total
Springboard 2011-2012	171 22%	282 37%	168 22%	77 10%	66 9%	-	-	764 100%
Springboard 2012-2013	362 31%	365 31%	316 27%	91 8%	44 4%	-	3	1,181 100%
Springboard 2013-2014	325 24%	443 33%	388 29%	78 6%	-	90 7%	31 2%	1,355 100%
ICT Skills Conversion 2011-2013	347 100%	-	-	-	-	-	-	347 100%
ICT Skills Conversion 2012-2014	155 100%	-	-	-	-	-	-	155 100%
Total all years	1,360 36%	1,090 29%	872 23%	246 6%	110 3%	90 2%	34 1%	3,802 100%

(Source: Online database for all Springboard and ICT Skills Conversions graduates 2011-2014)

## 2 (ii) Quality of employment

### The quality of employment is trending upwards with 85% of employed survey respondents in full-time jobs

85% of the 2011-2012 group who gained employment were in full-time jobs two years after completing Springboard. This group was used because there is trend data for a full two-year period. Similar trends were observed for the 2012-2013 and 2013-2014 groups.

**Table 10 Trend in full-time and part-time jobs for 2011-2012 group**

	At 6 months	At 15 months	At 24 months
% all jobs full-time	81%	83%	85%
% all jobs part-time	19%	17%	15%
Total	355 100%	544 100%	338 100%

(Source: Surveys 1.2, 1.3 and 1.4)

There is also an upward trend in the permanency of jobs. Permanent positions as a percentage of all jobs rose from 52% six months after Springboard to 74% a further eighteen months later. Similar trends were observed in the 2012-2013 and 2013-2014 groups but at a faster pace.

<sup>11</sup> ICT Skills Conversion and Springboard ICT courses

<sup>12</sup> High level manufacturing, bio-pharma-pharma-chem, medical devices, food and beverages

**Table 11 Trend in permanent and temporary jobs 2011-2012 group**

	At 6 months	At 15 months	At 24 months
% all jobs permanent	52%	64%	74%
% all jobs temporary	48%	36%	26%
Total	355 100%	544 100%	338 100%

(Source: 1.2, 1.3, 1.4)

## Salary scales are trending upwards with 24% of survey respondents in full-time jobs earning over €37,200

Springboard respondents in full-time employment are generally earning over €25,000 per annum. A significant percentage (24%) are earning over €37,200.

**Table 12 Full-time salaries for all Springboard groups**

	2011-2012		2012-2013			2013-2014		Combined average
	15 mths	24 mths	6 wks	6 mths	12 mths	6 wks	6 mths	
Under €12k pa	3%	3%	9%	4%	4%	4%	5%	5%
€12k-19.19k pa	9%	10%	18%	17%	13%	16%	16%	14%
€19.2k-25.19k pa	23%	19%	24%	22%	21%	25%	25%	22%
€25.2k-31.19k pa	26%	24%	21%	22%	21%	18%	18%	22%
€31.2k-37.19k pa	16%	15%	9%	14%	14%	12%	12%	13%
€37.2k-43.19k pa	7%	10%	6%	7%	11%	7%	7%	8%
Over €43.19k pa	15%	20%	14%	13%	16%	17%	17%	16%
Total	100%	100%	100%	100%	100%	100%	100%	100%

(Source: Survey data for 2011-2012, 2012-2013 and 2013-2014)

Half of the 2011-2012 group experienced upward movement in their salaries between 15 months and 24 months after finishing Springboard.

**Table 13 Change in salaries for 2011-2012 group from 15 months to 24 months after their Springboard course**

Increase in salary	No change	Decrease in salary
50%	38%	12%

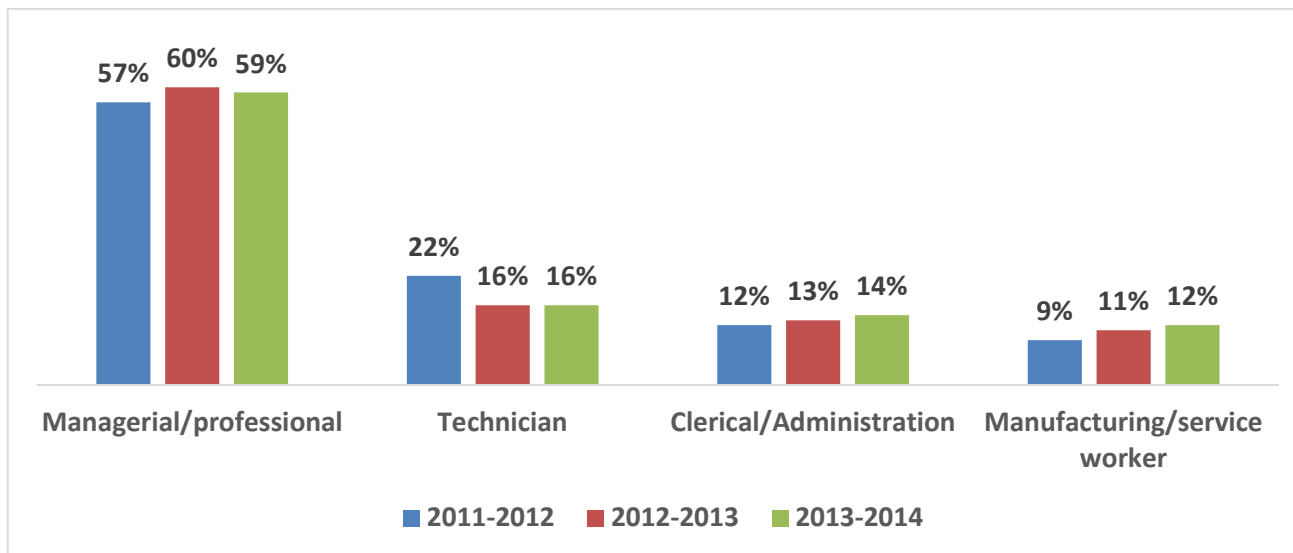
(Source: Surveys 1.3 and 1.4. Based on 141 respondents who supplied data on both survey dates)

## 62% of respondents are in managerial or professional roles

The salary scales reflect the job roles that participants have within their organisations. The majority are in managerial, professional or technical positions. Across the three years, 37%

of participants were in professional services (e.g. architecture, accountancy, etc.), 25% were in managerial positions, 17% were technicians (e.g. laboratory workers), 13% were in administration, 6% were service workers and 4% were manufacturing workers.

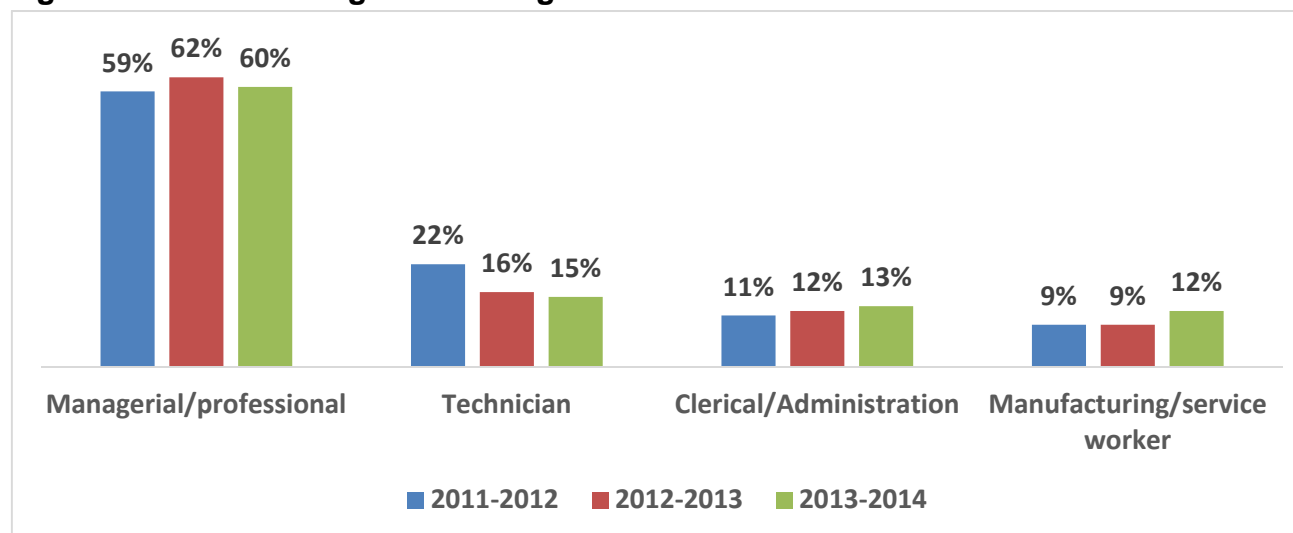
**Figure 1 Role in organisation – all participants**



(Source: Surveys 1.4, 2.3 and 3.2)

Similar trends were observed for graduates, with 61% in managerial/professional positions, 18% were at technician level, 11% were in clerical/administrative roles and 9% were manufacturing/service workers.

**Figure 2 Role in organisation - graduates<sup>13</sup>**



(Source: Surveys 1.4, 2.3 and 3.2)

**Ninety-five percent of respondents' jobs are located in Ireland and 49% are located outside Dublin**

<sup>13</sup> All graduates and all those with outcome pending.

There has been a consistent pattern in the location of jobs across years so all survey results are combined.

Ninety-five percent of jobs are located in Ireland.

There is a good regional spread with 49% located outside Dublin, 51% are in Dublin and 5% are outside Ireland. Outside of Dublin, Munster is the strongest region followed by the rest of Leinster then Connaught and then Ulster.

**Table 14 Location of jobs – all participants**

	2011-2012	2012-2013	2013-2014	Total all years
Dublin	56%	49%	49%	51%
Rest of Leinster	13%	14%	13%	14%
Munster	14%	22%	23%	20%
Connaught	7%	7%	9%	8%
Ulster	3%	3%	3%	3%
<i>Sub-total Ireland</i>	93%	96%	97%	95%
Outside Ireland	7%	4%	3%	5%
Total	100%	100%	100%	100%

(Source: Combined surveys for each year)

## 2 (iii) Self-employment outcomes

### Self-employment is a significant feature of Springboard

Since Springboard commenced in 2011-2012, 740 participants in employment 2011-2014 report being self-employed. There was a four-fold increase in the number of participants reporting themselves as self-employed between 2011 and 2014.

**Table 15 Trend in self-employment over time**

ICT Skills Conversion Phases 1 (2011-2013) and 2 (2012-2014)	Springboard 2011-2012	Springboard 2012-2013	Springboard 2013-2014	Total
22	125	264	329	740

(Source: Springboard online database)

### Retention in self-employment is high



81% of those who were self-employed 12 months after finishing Springboard indicated that they were still self-employed in a subsequent survey taken 15 months later.

### 30% of those in self-employment are women

The trend in total female participation on Springboard (growth from 26% in 2011-2012 to 34% in 2013-2014) is mirrored in the trend for females who become self-employed (growth from 24% in 2011-2012 to 31% in 2013-2014).

**Table 16 Trend in self-employment by gender**

	ICT Skills Conversion Phase 1 (2011-2013) & 2 (2012-2014)	Springboard			Total
		2011-2012	2012-2013	2013-2014	
Men	16 73%	95 76%	180 68%	227 69%	518 70%
Women	6 27%	30 24%	84 32%	102 31%	222 30%
Total	22 100%	125 100%	264 100%	329 100%	740 100%

(Source: Springboard online database for all years)

### 26% started a company within 6 weeks of finishing their course and a further 31% said they planned to

26% of those becoming self-employed in 2013-2014 indicated they had set up a company within six weeks of completing their course and another 31% said they planned to.

**Table 17 Company Start-Ups six weeks after completing Springboard**

Have set up a company	Plan to have a company	Plan to remain a sole trader
26%	31%	43%

(Source: Survey 3.1)

## The self-employed are giving employment to others

24% of the 2011-2012 group who are self-employed are now employing others in full-time positions, 14% of the 2012-2013 group are employing others, and 19% of the 2013-2014 group.

**Table 18 Numbers employed by Springboard graduates who have set up companies**

	2011-2012 (after 24 months)		2012-2013 (after 15 months)		2013-2014 (after 6 months)	
	No. Responses	%	No. responses	%	No. responses	%
No employees other than oneself	38	76%	91	87%	101	81%
Other full-time employees	12	24%	14	13%	24	19%
Total	50	100%	105	100%	125	100%

(Source: Surveys 1.4, 2.3 and 3.2)

## 18% of self-employed Springboard participants are earning more than €37,200

Fifteen months after their Springboard course, 14% of the 2011-2012 self-employed group were earning more than €37,200 per annum. This rose to 18% nine months later.

**Table 19 Trend in self-employed earnings 2011-2012 group**

	Under €12 p.a.	€12k-25k p.a.	€25k-37k p.a.	Over €37k	Total
At 15 months	50%	23%	12%	14%	100%
At 24 months	36%	36%	10%	18%	100%

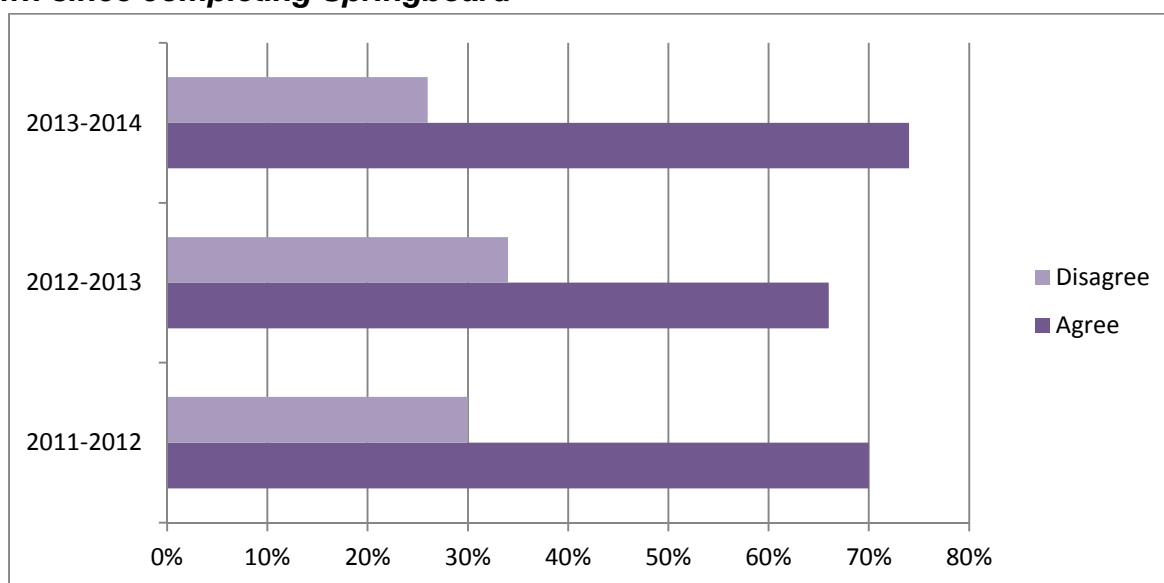
(Source: Surveys 1.3 and 1.4)

## 2 (iv) Trends in participant feedback

### Participants' outlook on their career prospects shows steady improvement

The majority of Springboard participants felt positively about how their careers were progressing: 70% of respondents from the 2011-2012 group, 66% of respondents from the 2012-2013 group and 74% of respondents from the 2013-2014 group.

**Figure 3** Extent of agreement with the statement 'My career has developed and grown since completing Springboard'



(Source: Surveys 1.4, 2.3 and 3.2)

Optimism about career prospects has also increased over time, with 72% describing themselves as feeling far better or quite a bit better about their career prospects in 2014 versus 67% in 2012.

**Table 20** Response to question on how respondents felt about their career prospects

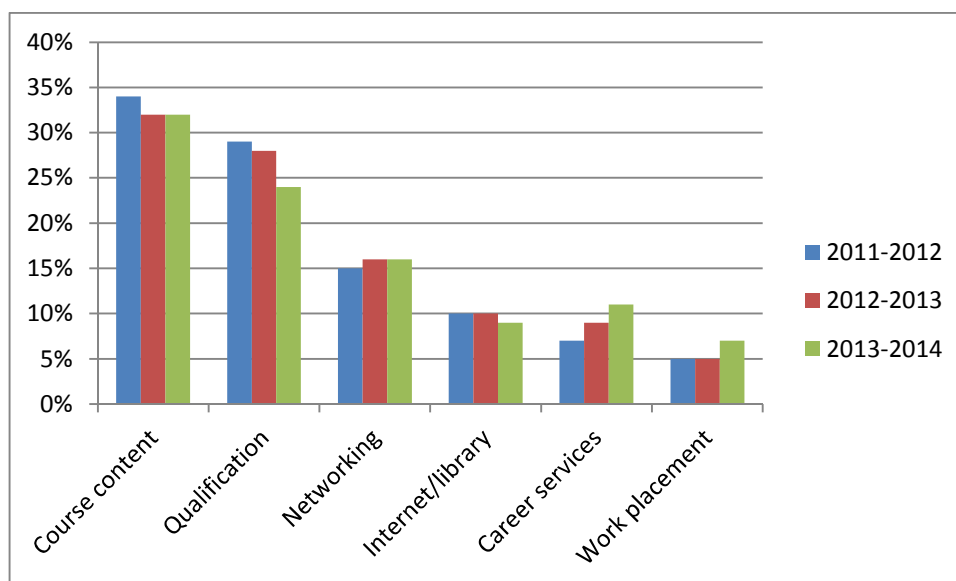
	2011-2012	2012-2013	2013-2014	Overall average
Far better	30%	33%	33%	32%
Quite a bit better	37%	36%	39%	37%
Same	25%	24%	21%	23%
Less optimistic	8%	8%	6%	7%
Total	100%	100%	100%	100%

(Source: Combined survey responses for all years)

## The most helpful aspects of Springboard for securing employment were the course content, the qualification received and networking opportunities

As summarised in Figure 4 below, the three most helpful aspects of the Springboard initiative as identified by participants were the content of the course, the qualification received and networking opportunities. Other contributory factors were access to the internet and college libraries, career services in colleges and work placement.

**Figure 4 Most useful contributors to participants' job search<sup>14</sup>**



(Source: Combined survey responses for all years)

There has also been growth in access to job search supports after participants complete their course, with 44% of survey respondents indicating that they had access to such supports in 2014 compared to 32% in 2012. Some of these supports are provided by the careers services of colleges, others are coming from external adult guidance services.

**Table 21 Extent of access to job search supports after completing Springboard<sup>15</sup>**

	2011-2012	2012-2013	2013-2014
Yes	32%	33%	44%
No	68%	67%	56%

(Source: Combined survey responses for all years)

## Growing importance of work placement, resulting in ever higher conversion of work placement to jobs

Work placement is growing in importance as a support in gaining employment. For the 2011-2012 group, 12% of participants obtained a job with an employer they had done work

<sup>14</sup> Based on combined survey responses for each cohort as survey data has been very stable within cohorts.

<sup>15</sup> Based on combined survey responses for each cohort as survey data has been very stable within cohorts.

experience with. For the 2012-2013 group it was 14% and for the 2013-2014 group it was 18%.

**Table 22 Trend in conversion of work placements into jobs**

	2011-2012	2012-2013	2013-2014
% of participants who reported getting a job from work placement	12%	14%	18%

(Source: Survey 1.4 (24 months as data earlier than this is not available) for 2011-2012, survey 2.2 (6 months as 6 week data is not available) for 2012-2013, survey 3.1 (6 weeks) for 2013-2014)

### 3 Note on data sources for this trend analysis

This Part 3 trend analysis focuses on the employment outcomes for participants for 2011-2014. It builds on Part 1 and Part 2 of the ‘Where is Springboard taking jobseekers?’ trend analysis series and includes data gathered from the 2013-2014 group of Springboard participants, as well as Springboard participants 2011-2012 and 2012-2013.

This trend analysis draws on data from three main sources. These sources are: (i) the online database supporting Springboard course provision; (ii) surveys of participants at regular intervals during and after their course; and (iii) a scan of the Department of Social Protection Live Register.

#### (i) The online database supporting Springboard course provision

The online database collects return on participants from each of the colleges running a Springboard or ICT Skills Conversion course. It includes profiles, academic outcomes and employment-related outcomes for Springboard participants up to 6 months after completion for each year of the Springboard initiative.

**Table 23 Number of reported outcomes by colleges to the online Springboard database**

Springboard			ICT Skills Conversion	
2011-2012	2012-2013	2013-2014	Phase 1 2011-2013	Phase 2 2012-2014
3,127	3,858	3,413	653	303

#### (ii) Surveys of Springboard participants

Surveys of Springboard participants are conducted by the HEA at regular intervals: six weeks after the majority of participants start their course; six weeks after the majority complete their course, 6 months after completion; 15 months after completion, and 24 months after completion.

**Table 24 Total number of Springboard survey respondents**

	2011-2012 group	2012-2013 group	2013-2014 group
6 weeks into course	2,945	2,651	2,546
6 weeks after course completion	1,420	1,679	1,997
6 months after course completion	1,238	1,683	1,435
15 months afterwards	1,271	832	
24 months afterwards	639		

(iii) Scan of the Live Register

The Department of Social Protection has carried out periodic scans of the Live Register to monitor the status of Springboard participants at a point in time, specifically whether they are still on or have left the Register.

The data from the three different sources corroborate the overall findings. The majority of the data presented in this report are taken from the surveys as they provide continuous trends since the start of the Springboard initiative.

The data was analysed by way of sub-sets as follows:

- All Springboard participants, i.e. all those who enrolled and commenced in a Springboard course in any given year
- Springboard graduates, i.e. those who completed Springboard and received an award in any given year. This sample includes all those who were classified as 'graduated' and all those classified as 'outcome pending', i.e. awaiting an academic outcome at the time data was gathered
- Springboard withdrawals, i.e. those who commenced Springboard but subsequently left the programme e.g. for personal, financial or employment reasons
- Springboard participants who obtained employment
- Springboard participants who became self-employed
- Springboard participants who were still seeking work

Employment outcomes for all participants were calculated by taking all participants who gained employment/self-employment as a percentage of all participants excluding those who were still on work placements. Employment outcomes for graduates were calculated by taking all those who completed and who gained employment/self-employment as a percentage of all those who completed a Springboard course.

Feedback from participants highlights the importance of word-of-mouth networks in hearing about Springboard+ opportunities in higher education and training.

Please share the positive findings in this document with others who may be interested in reskilling back into employment or self-employment.

Further information is available via [www.springboardcourses.ie](http://www.springboardcourses.ie)

FREEPHONE **1800 303523** 

or through your local DSP office.

**[www.springboardcourses.ie](http://www.springboardcourses.ie)**