

WHERE IS
SPRINGBOARD
TAKING
JOBSEEKERS?

EMPLOYMENT OUTCOMES 2011-2015

TREND ANALYSIS PART 3
SUMMARY EVALUATION REPORT
JUNE 2015

30,000

PLACES

42
COLLEGES

1000
COURSES

€105M
EXCHEQUER
FUNDING

A SURVEY OF ALL GRADUATES 2011-2014 INDICATES THAT WITHIN TWO YEARS OF COMPLETING A COURSE 60% ARE EMPLOYED OR SELF-EMPLOYED, 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.

The Government-funded Springboard initiative was designed to help reskill people who lost their jobs as a result of the recession.

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 are job opportunities now and in 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 people will have participated in a Springboard course. Forty-two providers of higher education courses are involved, offering over 1,000 courses.

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.

Springboard 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 a summary of the most up-to-date employment-related outcomes for Springboard participants. A more detailed report accompanies this publication and is available via www.springboardcourses.ie.

Skills and Enterprise Engagement team
Higher Education Authority

EMPLOYMENT OUTCOMES

60%



A survey of all graduates 2011-2014 indicates that within two years of completing a Springboard course 60% of respondents are employed or self-employed, 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.

74%



80%



The online database for ICT skills conversion participants records 80% of graduates in employment within six months of completing their course.



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

45%



46%



Of those who withdrew early from their course, almost half (46%) do so to take up employment.

QUALITY OF EMPLOYMENT

85%

THE QUALITY OF EMPLOYMENT IS TRENDING UPWARDS; 85% OF SURVEY RESPONDENTS WHO ARE EMPLOYED ARE IN FULL-TIME JOBS.



SALARY SCALES ARE TRENDING UPWARDS; 24% OF SURVEY RESPONDENTS WHO ARE IN FULL-TIME JOBS ARE EARNING OVER €37,200 PER ANNUM.



62%



62% of respondents are in managerial or professional roles.

95%



95% of respondents' jobs are in Ireland and 49% are located outside Dublin.

“

My main aim of doing a Springboard+ course was to get a job and I succeeded while I was still on the course. It was a great comfort to know that I was going straight into a job after just going back to college for nine months. If you want to invest in yourself and modernise your skills, why wouldn't you take a course with Springboard+. There are no fees. It's a really good opportunity, so you should do it.

Marguerite McEnergy

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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 in a further survey 15 months later that they were still self-employed.

81%



30%

30% of those in self-employment are women, which broadly reflects the overall number of women on the Live Register.



26% OF SELF-EMPLOYED PEOPLE REPORTED STARTING 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.

62%



18% of self-employed Springboard participants report earning more than €37,500 per annum within 2 years of completing their Springboard course.

PARTICIPANT FEEDBACK

PARTICIPANTS IDENTIFIED FIVE SPRINGBOARD+ STRENGTHS AS THE MOST HELPFUL FOR SECURING EMPLOYMENT

QUALITY
WORK
PLACEMENT

PART-TIME
& FLEXIBLE
COURSE
DELIVERY

THE
QUALIFICATION
RECEIVED

NETWORKING
WITH
EMPLOYERS

COURSE
CONTENT

Participants' outlook on their career prospects shows steady improvement. A survey of participants six weeks after finishing their course showed 68% of 2012 graduates believing their career prospects were better. This rose to 71% among 2013 graduates, and 73% among 2014 graduates.

73%

“



I work with Northern Trust based in our Limerick Office. One of the big things about Northern Trust is actually being part of the broader community within Limerick. It is something we are very passionate about. Traditionally, this is academia, that is industry. They were seen as two separate blocks where ne'er the twain shall meet and over the last number of years, but particularly in the last four or five, there has been a real engagement of academia and industry and a coming together of the two minds.

Noel Gavin

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.

18%

90%

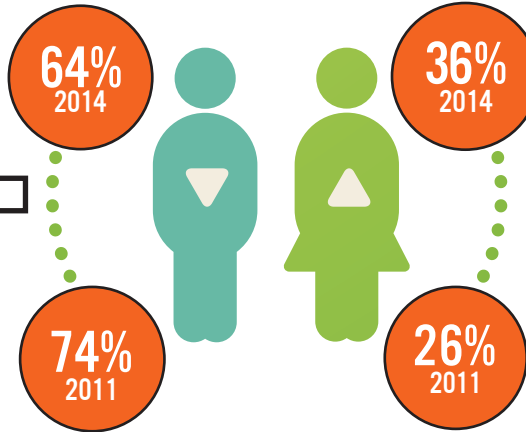
In 2011, 70% of Springboard courses included a work placement.

This has risen to over 90% in 2015 (excluding entrepreneurship courses).

PARTICIPANT PROFILE

63%

63% of Springboard participants are aged between 25-39 years.



61%

In 2011, 58% of participants had been unemployed for a year or more. This number rose to 61% during 2014-2015.

“

Springboard allows people to reset what they want to do, and it gives a very ambitious new platform to the education system. It's about everyone working together to optimise what we have.

Dave Griffin

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98%

98% OF 2014 GRADUATES RECOMMEND SPRINGBOARD TO OTHERS WISHING TO RESKILL FOR EMPLOYMENT.

“

Three months after finishing my Springboard+ course I gained employment. It has worked out really well for me. Without Springboard I am not sure I would have had the confidence to go into another position as quickly. The course gives you the opportunity to upskill, to meet new people and to meet new companies.

Sinead Finn

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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

FREEPHONE **1800 303523** 

or through your local DSP office.

www.springboardcourses.ie