

Féidearthachtaí as Cuimse  
Infinite Possibilities

# The development of the Logistics Associate Apprenticeship



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**DUBLIN**  
OLLSCOIL TEICNEOLAÍOCHTA  
BHAILE ÁTHA CLIATH  
TECHNOLOGICAL  
UNIVERSITY DUBLIN

# Agenda

- **History and Development of Apprenticeships**
- **Decline in Apprenticeships**
- **Generation Apprenticeship and Consortium Apprenticeships**
- **Logistics Associate Apprenticeship**



# History & Development of Apprenticeship

From a very noble beginnings in the Middle Ages Apprenticeships and were loosely related to the mediaeval crafts where a Master craftsman would train up to three apprentices in his particular craft or skill.



The duration of the apprentice apprenticeship ranged from between two and seven years. Not only did the Master Craftsman ensure the apprentice was trained in his particular craft he also looked after the welfare and in many cases provided accommodation.



The apprentice was basically a journey man learning by doing and on completion of his contractual time served he generally submitted a piece of his best work to the relevant craft guild if this 'masterpiece' was of the appropriate standard the apprentice become a Master craftsman and could open his own workshop and begin training his own apprentices



# Decline in Apprenticeship Numbers

In recent decades the apprenticeship model has to become a less attractive option to school-leavers and their parents. There are many reasons for this decline including;

- *the growth in access to Higher Education from Elite to Mass to Universal*
- *the proliferation of degree programmes*
- *poor and misinformed career guidance; a misconception that the apprenticeship model was for the academically challenged*
- *due to the economic downturn in many cases, it was easier to get into college than it was to get an apprenticeship*



# Generation Apprenticeship

The Government's first Call in January 2015 for Proposals for new apprenticeships produced the following new apprenticeships;

*Polymer Processing Technology; Accounting Technician; IFS Associate; IFS Specialist; Insurance Practice; Commis Chef; ICT Associate Professional Network Engineering; ICT Associate Professional Software*

All new apprenticeships must have the following criteria:

- Industry led
- Two years duration as a minimum
- Learning that alternates between a workplace and an educational or training institute
- A minimum of 50% on the job training
- Part of formal Education and Training
- Apprentices are employed and paid under a Contract of Apprenticeship
- Substantial in depth and duration, in order to prepare Apprentices to work autonomously and competently in a specific occupation



The 2017 Call for Apprenticeship Proposals was launched on the 4th May 2017 and closed on Friday 1st September had 73 proposals. Including the **Logistics Associate Apprenticeship**



# Logistics Associate Apprenticeship

## Lead proposer

Aidan Flynn, Chair of Logistics Associate Apprenticeship Consortium  
CEO, Freight Transport Association Ireland

## Co-ordinating education and training provider

Declan Allen  
School of Management, College of Business,  
Technological University Dublin

## Title

Logistics Associate Apprenticeship

## NFQ Level/Duration/ECTS/Delivery

Level 6/2 years/120ECTS/1 day in college & 4 days in work

## Award

Higher Certificate in Logistics



## Membership of Logistics Associate Apprenticeship Consortium

**Chair:** Aidan Flynn, General Manager, Freight Transport Association Ireland.  
Seamus Kavanagh, Executive Officer, Irish International Freight Association.  
William Davis, WPD Freight Management, IIFA Council Member  
Derek Dunne, Education Officer, Institute of Chartered Shipbrokers.  
Mick Curran, CEO, Chartered Institute of Logistics & Transport.  
Garry McCabe, Human Resources Director, Kuehne + Nagel Ireland Ltd.  
Mike Kelly, Arrowwood Consulting Ltd.,  
Cormac Durnin, Head of Distribution, PRL Logistics Solutions.  
Michael O'Callaghan, Secretary, IPCS The Supply Chain Institute.  
Jamie O'Reilly, Global Forwarding, Managing Director, XPO  
Elaine Boland, National Vehicle Deliveries,  
Trevor Murphy, Human Resource Management, Director DHL,  
Lorna Quinlan, Human Resource Management, Department DHL,  
Dermot Walsh, Head of Operational Excellence, DHL Global Forwarding Ltd.,  
Wayne Kavanagh, Associate Director-Regional Logistics Lead (EMEA) at Bristol-Myers Squibb,  
Sean McCabe, Operations Manager Europe, Eucon Shipping & Transport Ltd.  
Dr Teresa Hurley, Grangegorman Planning Office, DIT  
Paul O'Reilly, Head of School, School of Management, College of Business, DIT.  
Michael J O'Mahony, Head of Department, Process Energy & Transport Engineering, CIT.  
Dr Jane O'Keeffe, Lecturer National Maritime College, CIT.  
Declan Allen, Assistant Head, School of Management, College of Business, DIT.



# Professional Organisations on the Logistics Associate Apprenticeship Consortium



INSTITUTE *of*  
CHARTERED  
SHIPBROKERS  
IRELAND



Irish International  
Freight Association

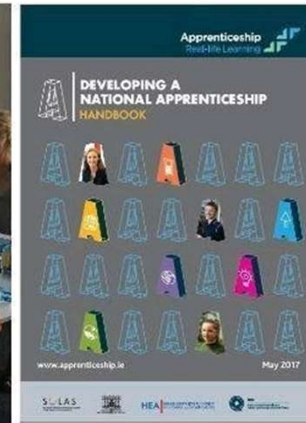
**IPICS**  
THE SUPPLY CHAIN MANAGEMENT INSTITUTE





12 months

- 4<sup>th</sup> May 2017, Government launched a call for new Apprenticeship Proposals from Levels 6 to 10 on National Qualification Framework
- That afternoon, DIT spearheaded and initiated the drafting of a **Logistics Associate Apprenticeship** proposal
- All proposals had to be industry led, establishment of **Logistics Associate Apprenticeship Consortium**
- Closing date for submission of proposals 1<sup>st</sup> September 2017
- 8<sup>th</sup> December 2017, Richard Bruton TD, announced the approval for the development of 26 new apprenticeships including the **Logistics Associate Apprenticeship**,
- 8<sup>th</sup> May 2018, Logistics Associate Apprenticeship (LAA) programme validated by Dublin Institute of Technology
- 26<sup>th</sup> September 2018 first cohort of Logistics Associate Apprentices commenced their studies
- September 2019 LAA launched in Munster Technological University
- 21-23 March 2019, 2 apprentices compete in Inaugural National Skills Competition in Logistics
- November 2020 Inaugural LAA Graduation
- To date, over 200 apprentices and over 80 employers



# Programme content

Off-the-Job					On-the-Job									
DT629/1														
Intro to Logistic & SCM	Comms. & Professional Development	Customer Service	Customs & International Trade	Logistics & SCM IT Systems		Reflective Diary	Teamwork	IT practical						
DT629/2					40ECTS					20ECTs				
Road Freight Logistics	Sea Fright Logistics	Air Freight Logistics	Warehousing & Distribution	Quantitative Analysis % Excel		Reflective Journal	Customer Service	Work-based Project						
					40ECTS					20ECTS				

	In College 1 day per week
	In Work 4 days per week



# Key Features

- Consortium-Led proposal and development process
- Appointment of Programme Manager, Anna Gorecka
- Broad range of Logistics modules **Off-the-Job**, (Day-release, 1 day in college)
- Work-based Learning **On-the-Job** (4 days in the workplace)
- Role of Work-Based Mentor
- Work-based modules (supported by BrightSpace)
- Reflective Diary/Journal
- Work-based project
- Clear Ladders of Progression, Transfer options
- <https://www.laa.ie/>



## Fees, Funding, Wages

- College fees of €800 per year payable by employer
- HEA Funding (National Training Fund)
  - €1,500 per apprentice payable to Consortium
  - €2,900 per apprentice payable to TU Dublin
- Wages not set by Government

## Role of Mentor

- 3 day Mentor Training Programme (Accredited by TU Dublin)
- CPD Certificate awarded on submission of Assignment
- Advise and guidance to apprentices
- Sign-off on work-based tasks



# Conclusion

- Remarkably short Development Lead-Time,
- Innovative and collaborative Industry-Led Development Process,
- Proactive and Engaged Consortium
- Addresses many of the issues raised in recent reports on Freight Transport, Distribution and Logistics Sector in Ireland,
- Welcomed and applauded by International Validation Panel,
- Winner of the Transport & Logistics Team of the Year Award 2019, Irish Logistics and Transport Awards 2019
- Winner of the Fleet Transport's Innovation Award 2019
- Graduates have progressed to further studies & higher qualifications

