

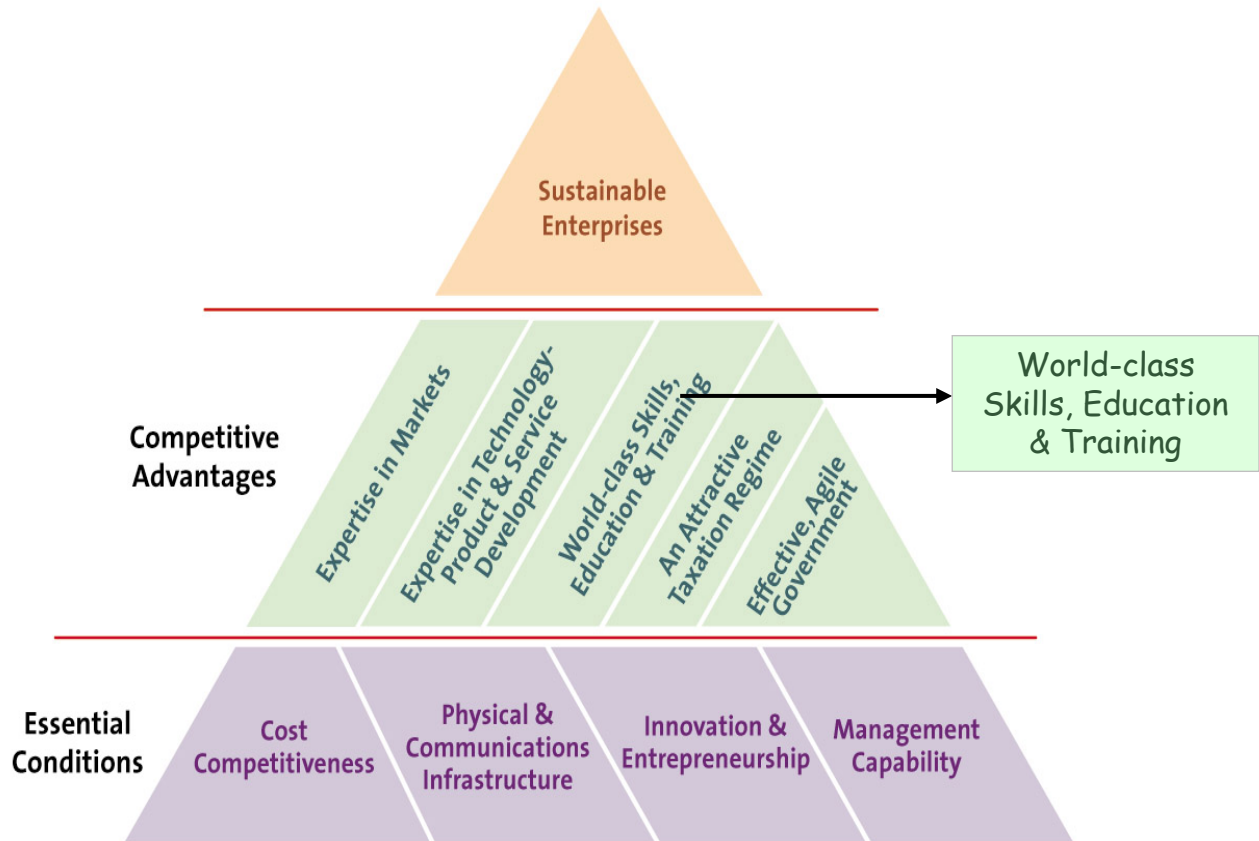


# Ireland's Future Skills Needs to 2020

*Martin Shanahan*



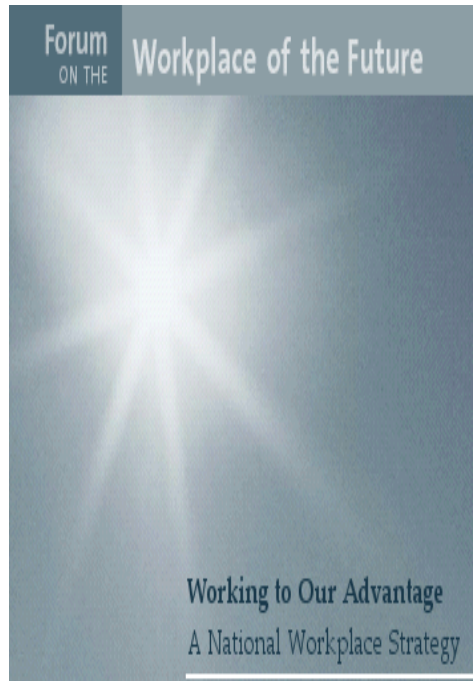
# Context



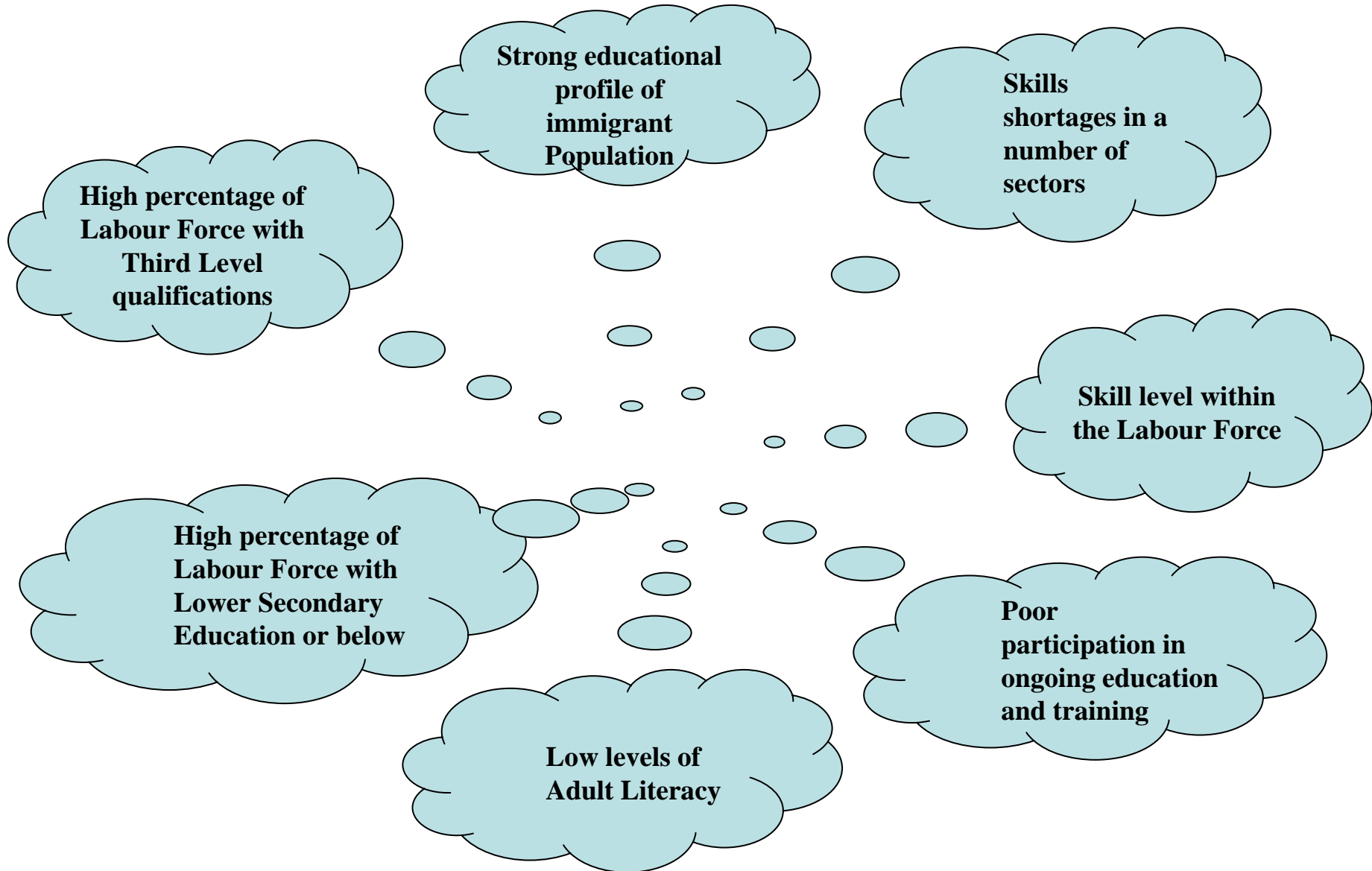
Source: Enterprise Strategy Group



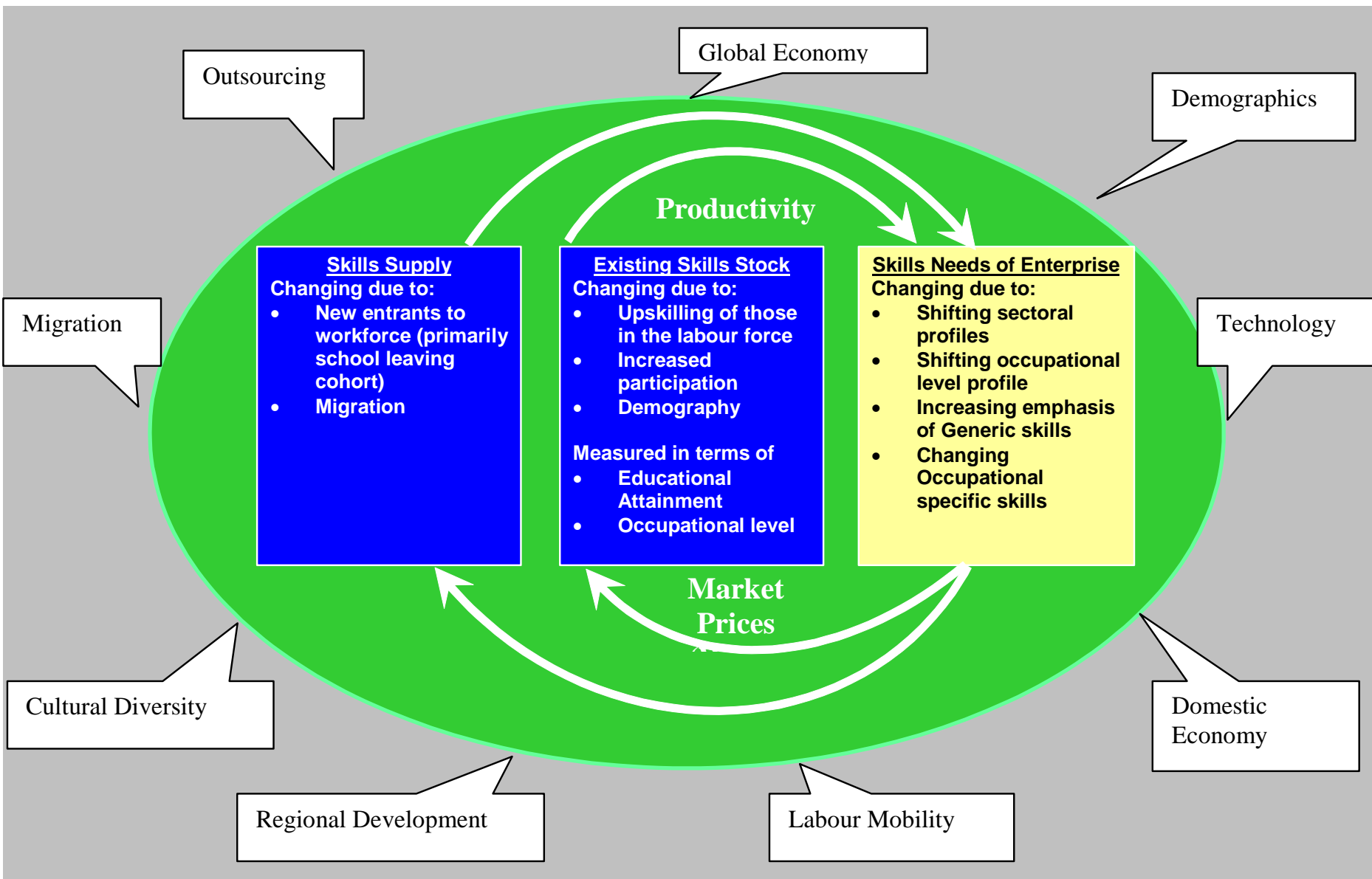
## Context



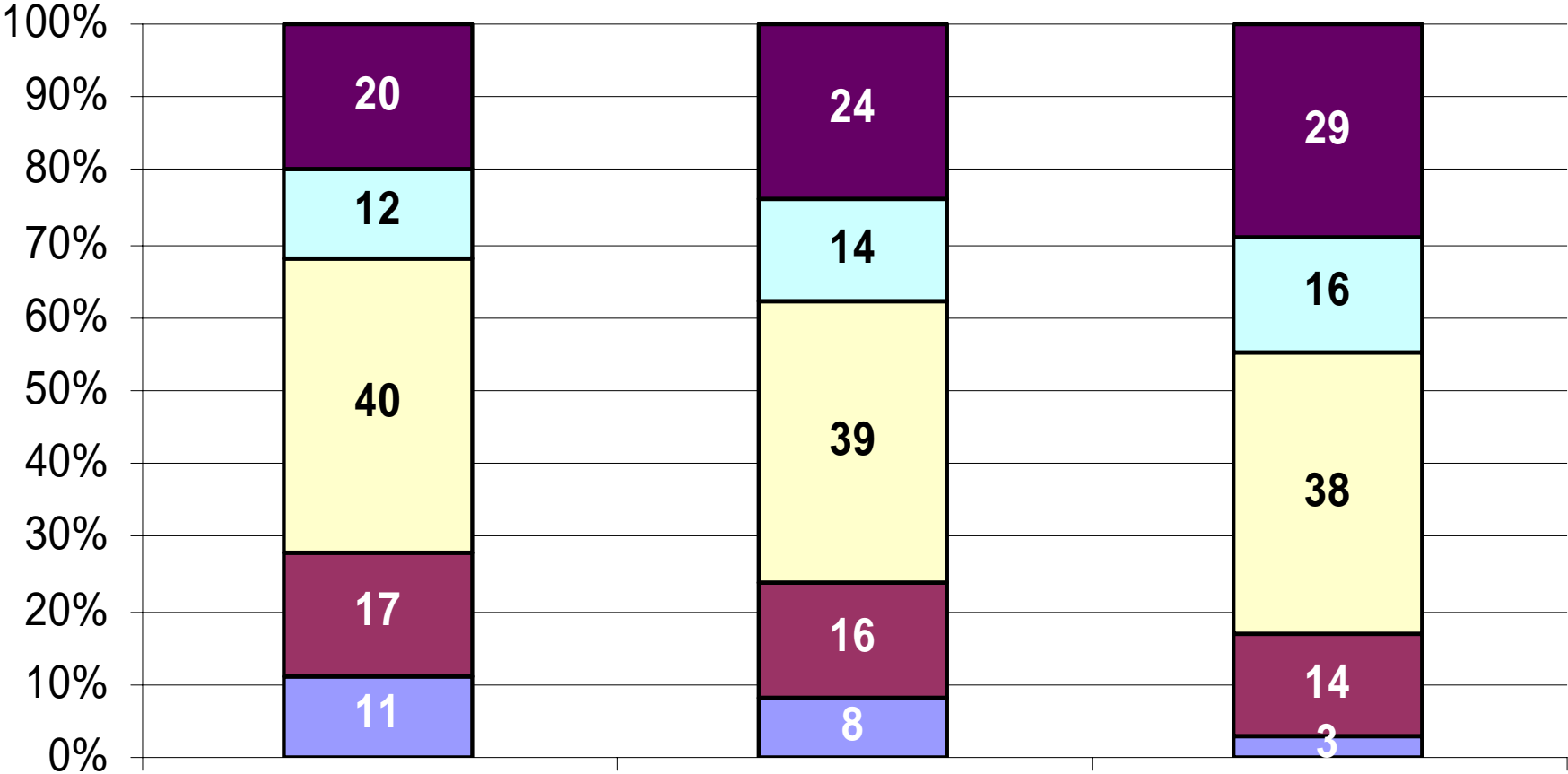
# ***Current Situation***



# A Dynamic Skills Framework

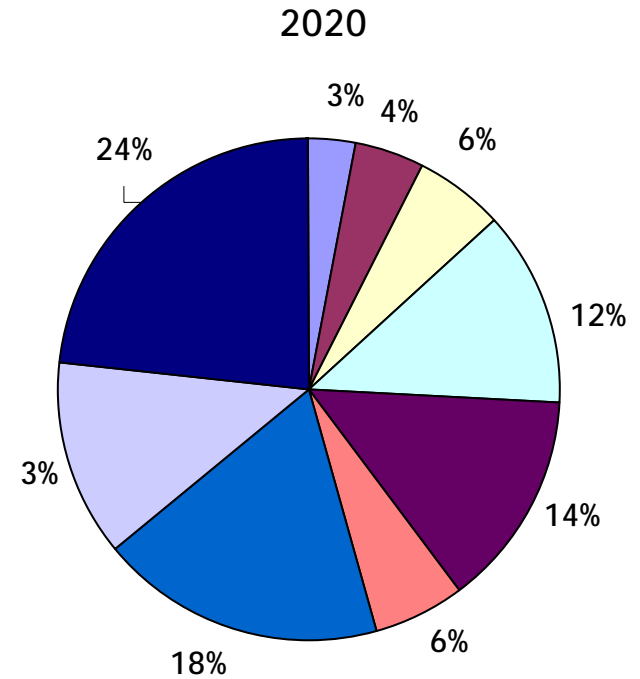
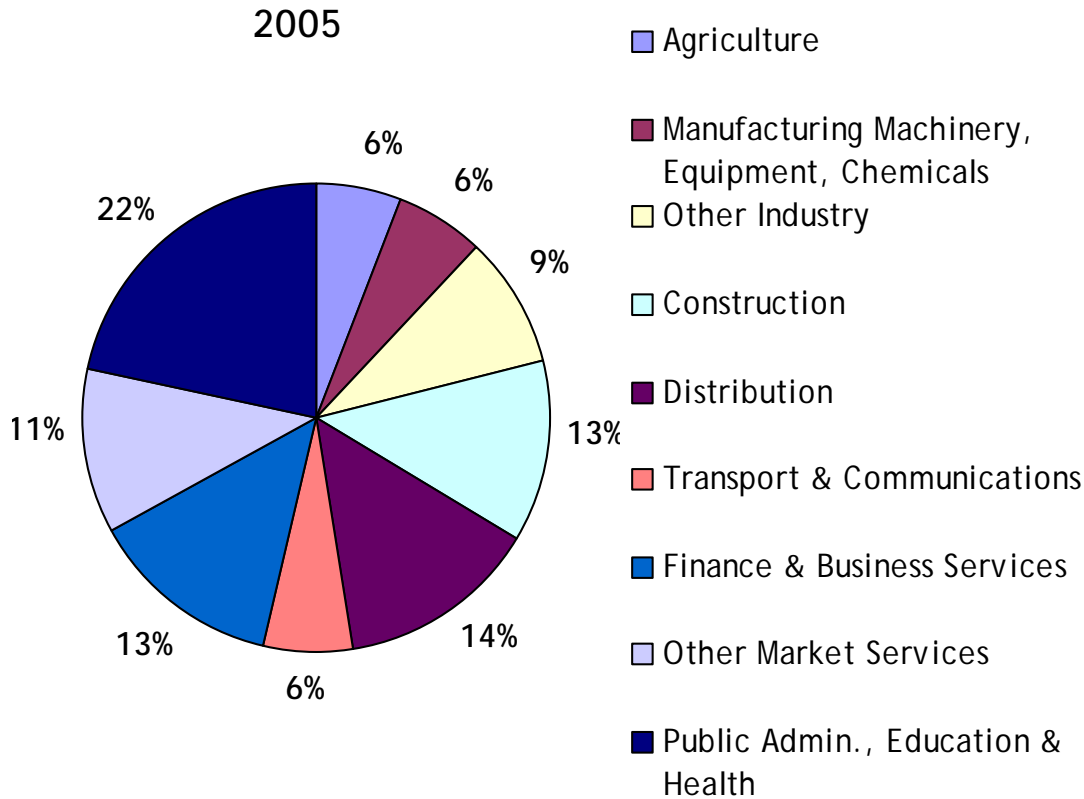


*Employment by Education Level based on Forecast Demand (%)*



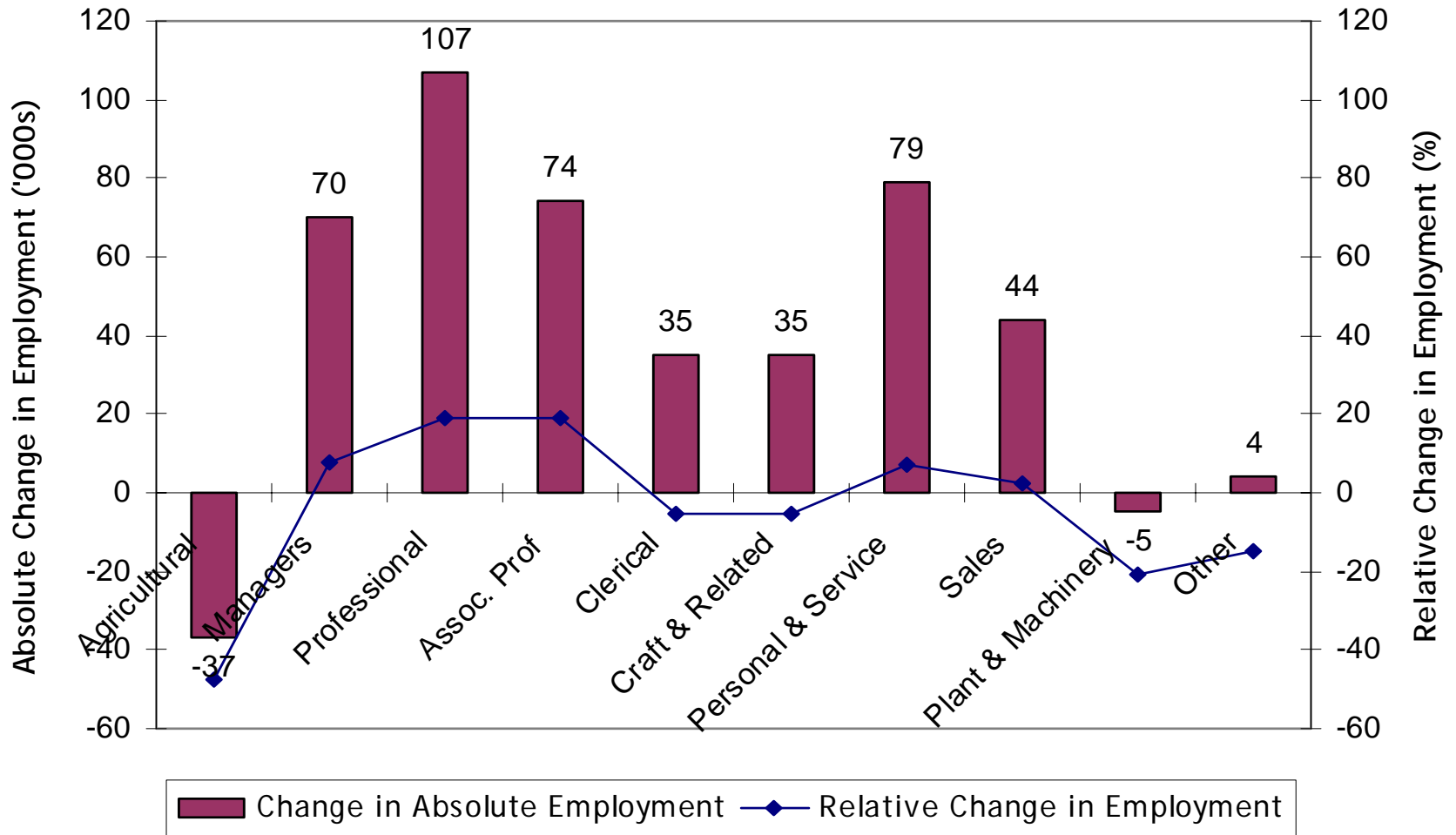
*Source: EGFSN, ESRI*

# Employment by Sector in Ireland



Source: EGFSN, ESRI

# Change in Absolute and Relative Employment by Occupation from 2005 to 2020



Source: EGFSN, ESRI





## ***Increasing emphasis on Generic Skills***

- **Basic or fundamental skills such as literacy, using numbers, using technology;**
- **People-related skills such as communication, interpersonal, team working, customer-service skills; and**
- **Conceptual skills such as collecting and organising information, problem-solving, planning and organising, learning-to-learn skills, innovation and creativity, systems thinking**



## ***Within Occupations***

There is likely to be demand for an:

- Increasing Breadth of Knowledge
- Increased Share of Knowledge Work / Reduced Share of Routine Work
- Rising Qualification and Technical Skill Requirements
- Importance of Continuing Learning
- Significance of Regulation
- Skills for Dealing with Others

## ***Enterprise Skills***

- Management Level Skills
- Sales and Marketing Skills
- Language Skills
- R&D



**2005**

**Current labour stock**  
**1.43m**

**2005 - 2020**

**New flow from education system**  
**640,000**

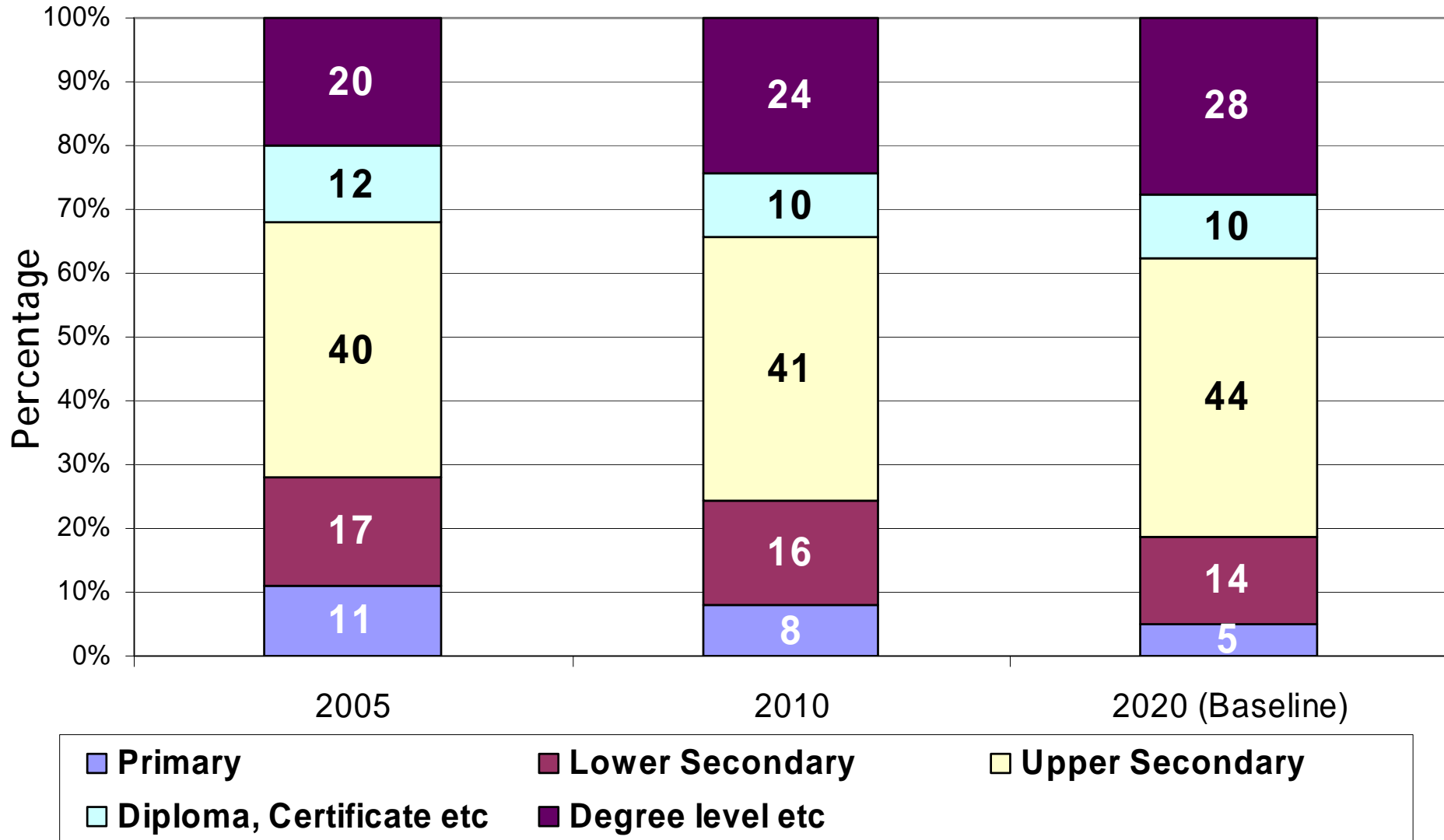
**Migrant labour/  
increased participation**  
**310,000**

**2020**

**Labour force 2020**  
**2.4m**

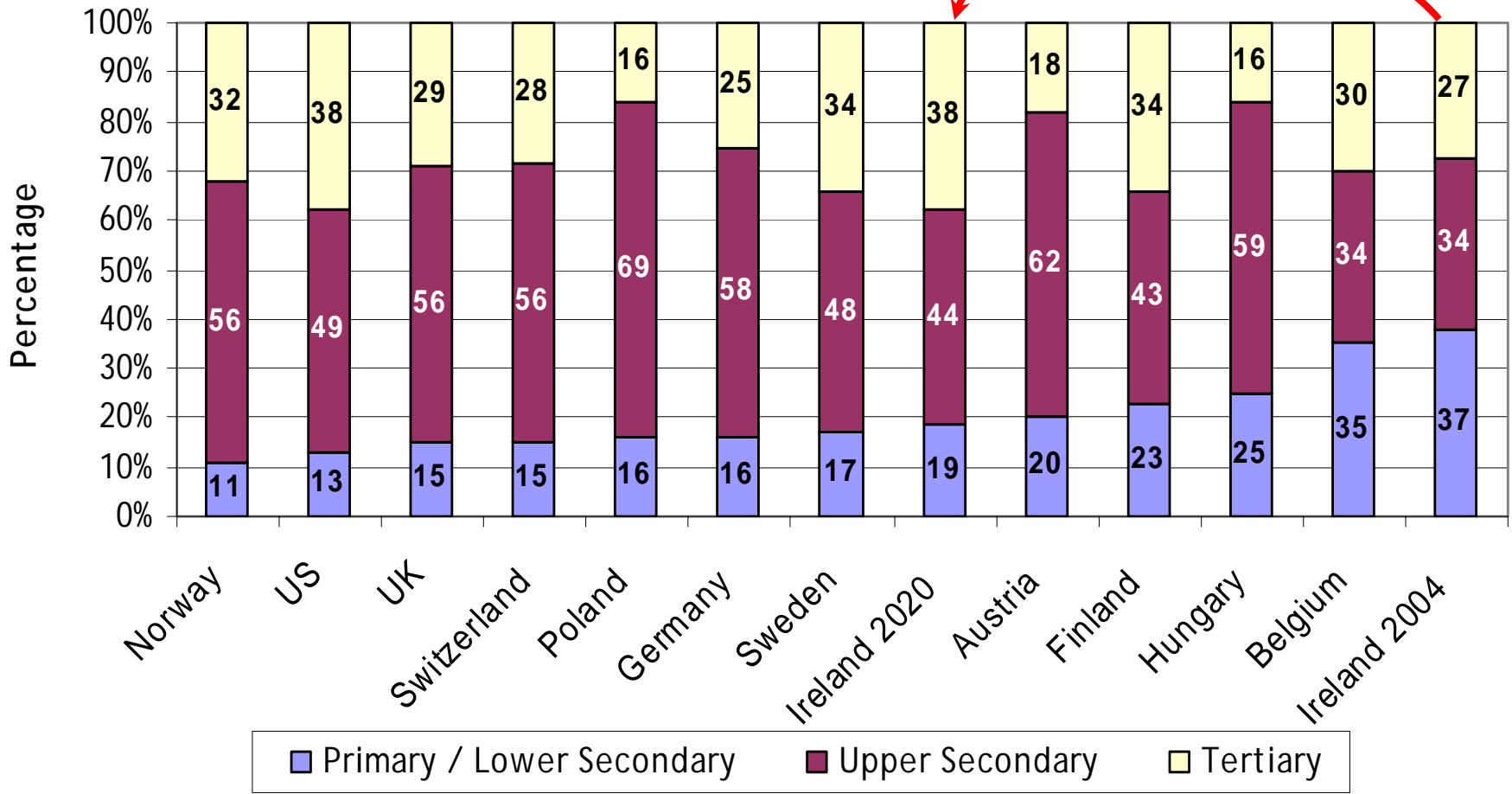


*Skills Stock by Education Level based on Supply Projections*



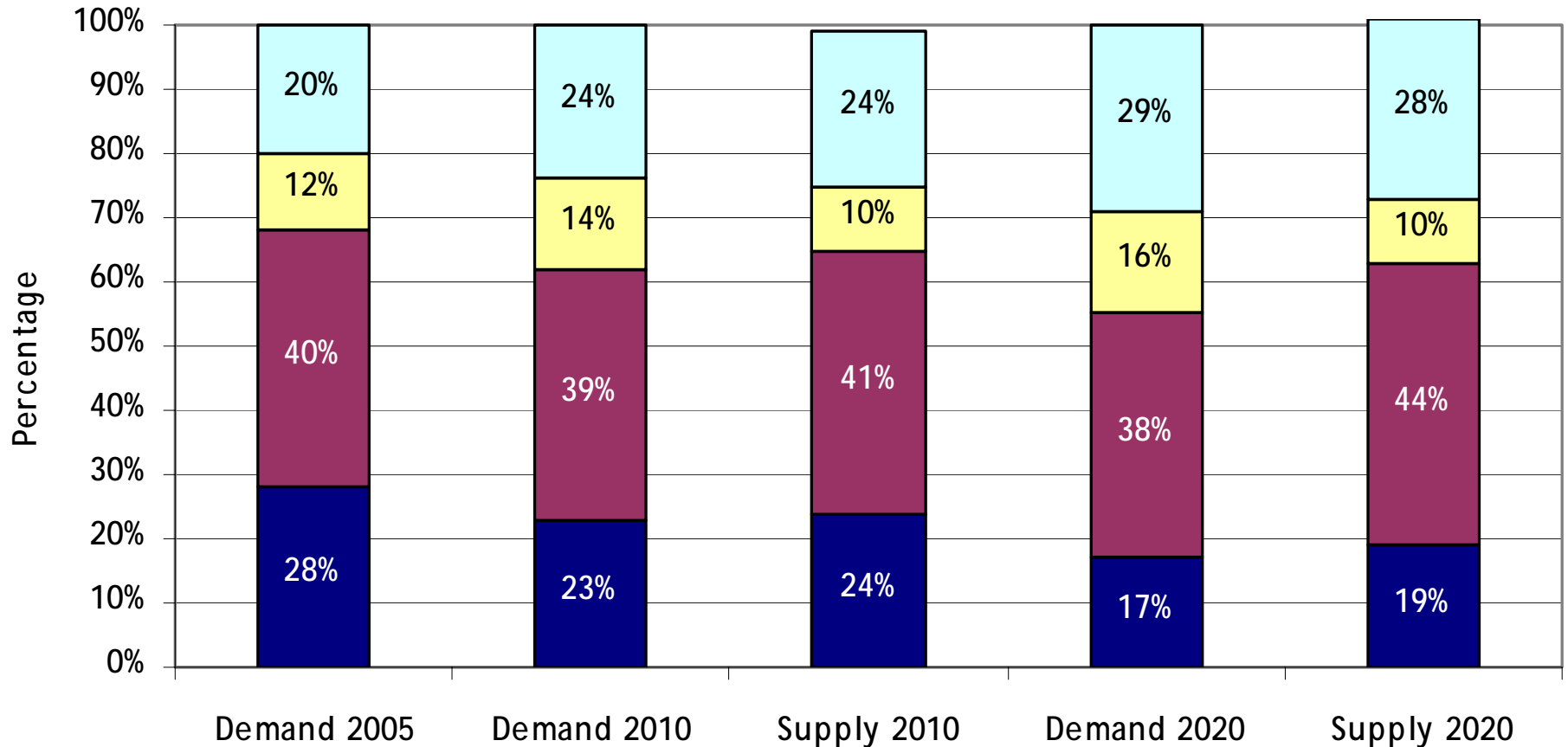
*Source: SLMRU*

*Comparison with other OECD Countries (2004)*  
*Labour Force (25-64) by Highest Level of Education Attained*



**Source: EGFSN, OECD**

## Supply & Demand Comparison



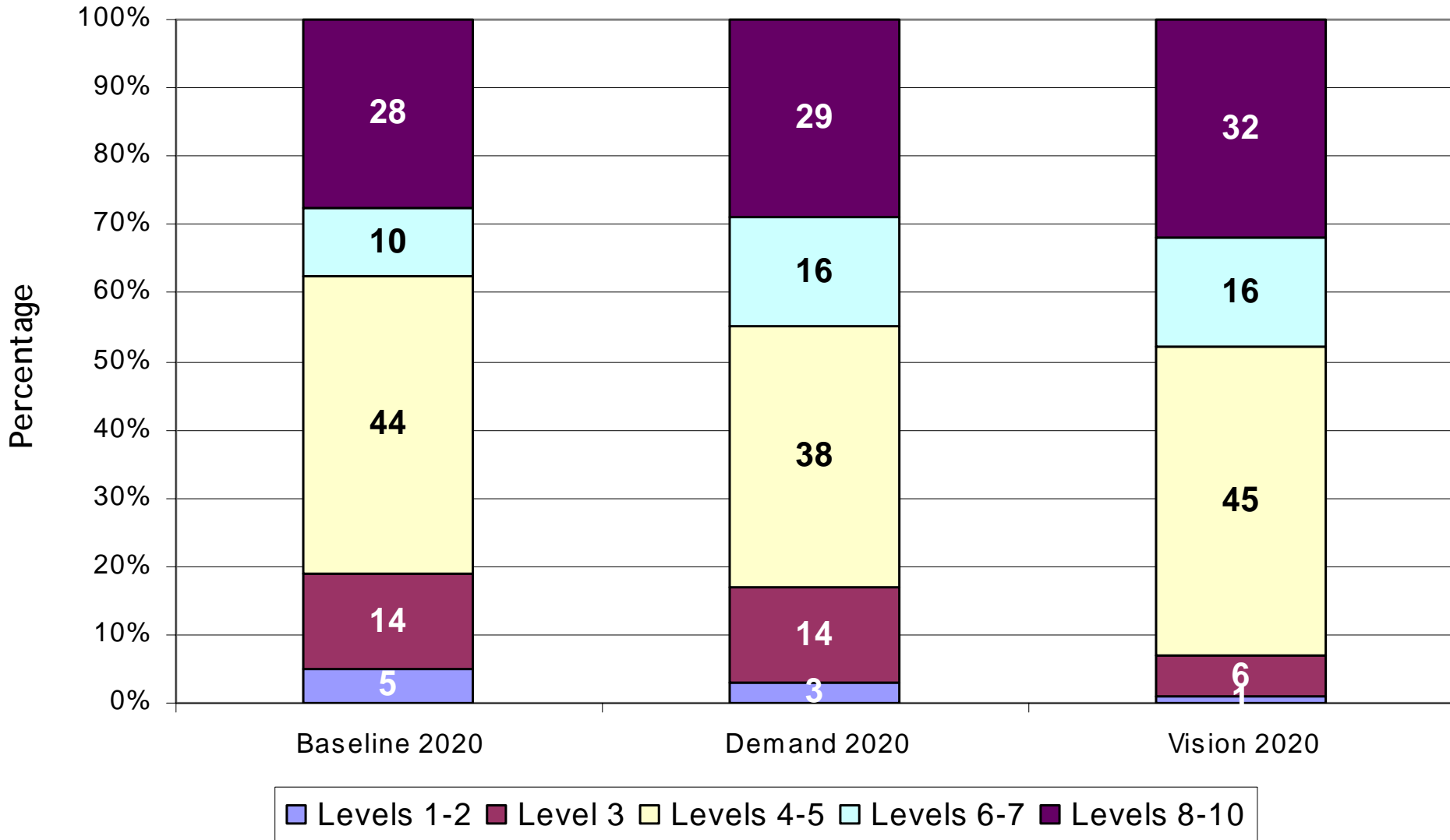
■ Lower Secondary or less
 ■ Upper Secondary/F.E.
 ■ Third level: Higher certificate / ordinary degree
 ■ Third level: Honours bachelor degree or above



## ***Vision 2020***

**The Expert Group proposes a vision of a competitive, innovation-driven, knowledge-based, participative and inclusive economy with a highly skilled labour force by 2020.**

# Vision for Skills Profile in 2020



**Source: EGFSN, ESRI, SLMRU**





## ***Achieving the Vision***

A number of strands have to be put into effect in parallel, if this vision is to be achieved.

- An additional 500,000 individuals in the workforce will need to progress by at least one level of educational attainment above their current highest level
- Second Level Completion Rate: The Leaving Certificate (Level 4 & 5) retention rate should reach 90% by 2020 (an average of 86% over the next 15 years)
- Ireland should aspire to have 94% percent of the Population aged 20 - 24 with Upper Secondary Education (at Level 4 & 5)
- The progression rate to third level to increase to 70% over the period to 2020.