

Leonardo partenariat : tutorat intergénérationnel
de l'alternance - "Janus"

L'alternance et le tutorat intergénérationnel en Irlande.

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Expliquez en quelques mots le système de l'alternance dans votre pays

L'alternance

- Quels sont les différents dispositifs de formation par alternance? A qui s'adressent-ils? (jeunes/adultes/niveau de qualification/formation initiale/formation continue)
- Quelles sont les écoles qui pratiquent ces formations professionnelles? (Privé/Public)
- Combien de temps durent les formations en alternance? quel en est le rythme pédagogique? durée en entreprise et durée de formation.



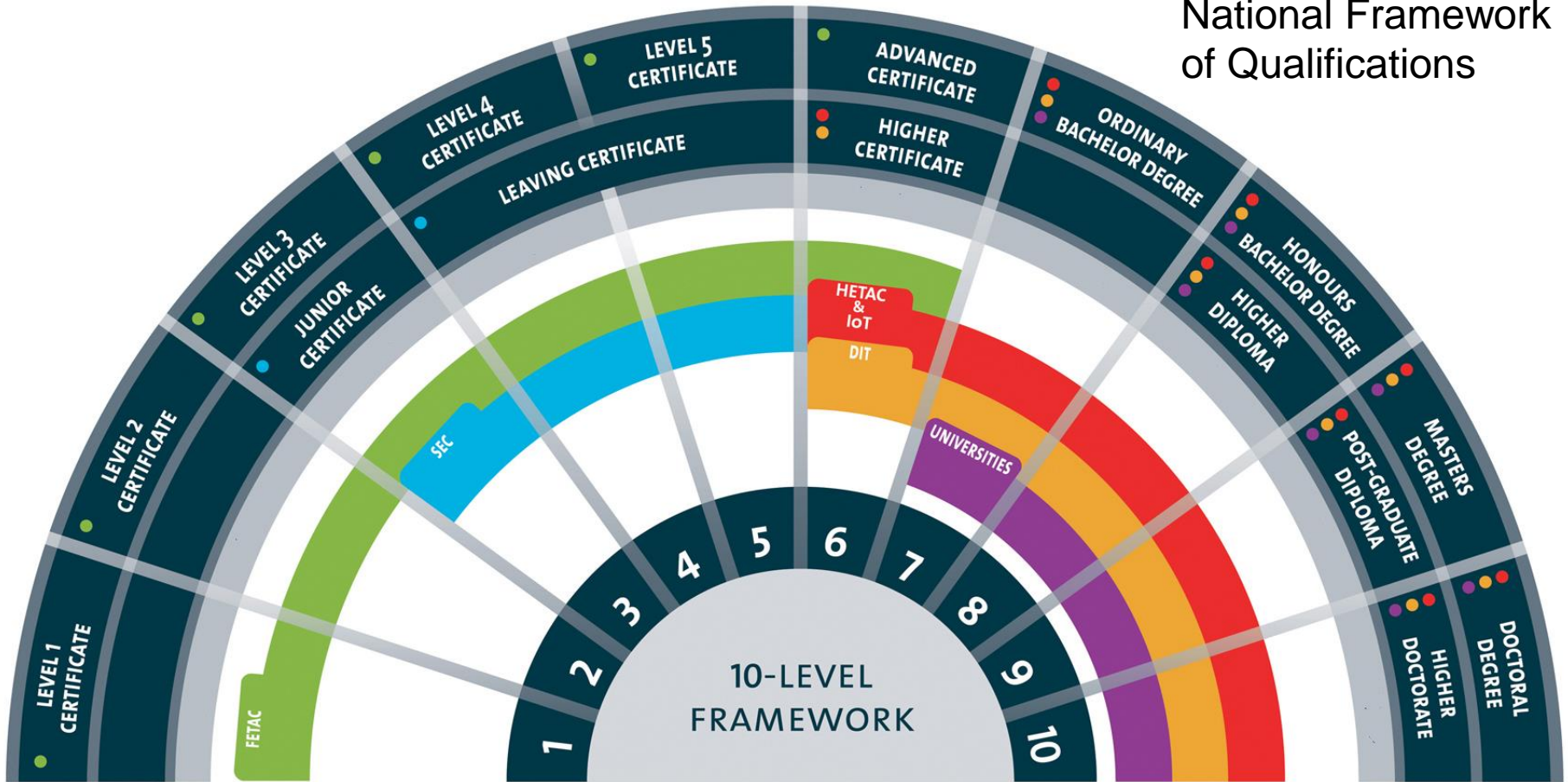
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National Framework of Qualifications



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CELEBRATING 20 YEARS
Institute of Technology Tallaght
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Pathways to Work: Government Policy Statement on Labour Market Activation

The Government formally launched *Pathways to Work* yesterday (23rd February 2012); a statement on how they will build in existing Government policies to find ways to ensure that job opportunities arise and are made accessible to those on the live register. The priority groups for these policies are long-term unemployed (more than 1 year), low-skilled and under 35 year olds, in particular those who worked previously in the construction and retail sectors. There are 5 policy strands as follows:

1. more regular and on-going engagement with people who are unemployed.
2. Greater targeting of activation places
3. Incentives to take up opportunities
4. incentives to employers to provide more jobs for people who are unemployed
5. reform of institutions that are delivering unemployment services (FAS/Solas, Department of Social Protection, Department of Education and Skills, Department of Jobs, Enterprise & Innovation, Department of Public Expenditure & Reform, Local Education and Training Boards, etc.)



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The Department of Social Protection support 85,650 job placements/work experiences through:

- Community Employment (LTU, PT Jobs, Community Based)
- Back to Work Enterprise Allowance (scheme encourages people getting certain social welfare payments to become self-employed)
- Back to Education Allowance Scheme (persons in receipt of certain social welfare payments and who wish to pursue an approved full-time second or third level course of education in an approved college leading to a recognised qualification)
- Supported Employment (employment and recruitment service to assist people with a disability to secure and maintain a job in the open labour market)
- Job Clubs (provide training to assist participants who are ready for work, to develop skills which they can use to find a job)
- Rural Social Scheme (provide income support for farmers and fisherpersons who are currently in receipt of specified Social Welfare payments, and to provide certain services of benefit to rural communities)
- TUS (community work placement scheme providing short-term working opportunities for unemployed people)
- JobBridge (National Internship Scheme that provides work experience placements for interns for a 6 or 9 month period.)



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The Department of Education and Skills support 457,400 training and education places through:

- FAS/SOLAS places
- Training Education Support Grant (TESG)
- Skillnets (Subsidised training for employees)
- Labour Market Education and Training Fund
- Further education places
- Third level places
- Springboard

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450,000 places in further education, higher education and training.

These include more than 75,000 FÁS training places in 2012.

180,000 Further Education places, many of them provided directly by VECs, and including Post-Leaving Certificate courses, Youthreach courses, and Vocational Training Opportunities Schemes.

162,000 full-time Higher Education places, through Universities and Institutes of Technology across the country.

Over 40,000 training places, including 8,000 for the unemployed, are provided in partnership with private employers.

Springboard and Momentum courses.

More than 10,000 unemployed people have been supported with free part-time higher education courses under the first two rounds of the Springboard programme.

The further expansion of Springboard in 2013, is expected to deliver at least another 5,000 higher education opportunities for unemployed people, in areas of emerging skills needs.

6,500 free further education and training courses are now available through Momentum



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These programmes are primarily designed to assist young people, jobseekers and unemployed people to enter or return to the workforce. They also assist those who are employed to reskill or upskill to sustain their employability, and contribute to the success of business. They enable a diverse range of individuals across the country to access programmes that help them improve both their lives and their communities

Springboard offers a choice of 204 free, part-time courses in higher education from certificate, to degree, to post-graduate level. All courses lead to qualifications in enterprise sectors which are growing and need skilled personnel, including information and communications technology (ICT); manufacturing; international financial services; and key skills for enterprise to trade internationally.

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Expliquez en quelques mots le rôle et la place du tuteur

Les tuteurs et leurs missions

- Citer les différents types de tuteurs (entreprise/centre de formation/externe)
- quel type de contrat lie l'alternant et le tuteur?
- Quelles sont ses missions en tant que tuteur ?
- Est-ce une action volontaire de leur part ?
- sont-ils impliqués dans le programme de formation théorique et / ou pratique ?
- Participent-ils à l'évaluation de l'alternant ? Leur évaluation compte-t-elle pour l'obtention de la certification ou du diplôme visés ?



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Name	Provider	Qualification	Type	Sandwich/Placement	Academic Mentor	Industrial Mentor	Comment
Springboard	IoT, Private, University	Professional Articulation, Cross skilling/ reskilling	Level 8 to 9	Variable	M&A	M	Competitive Process for Providers. Targeted at national professional skills shortages
Momentum	Solas, Private, IoT	Training, technical up skilling	Level 6/7	Variable	M&A	M&A	Competitive Process for Providers. Targeted at national technical skills shortages
Bespoke Programmes for Industry (In ITT – Workforce Development)	IoT, University, Private	Educational up skilling	Level 6 to 9	Yes (in most cases)	M&A	M	Commercial ventures by Providers in liaison with industry sectors.
Full time Higher Education Programmes	IoT, University, Private	Education	Level 6 to 9	Becoming increasingly prevalent in programmes	M&A	Depends on learning contract and Provider	Industrial placement could be part of a semester or a whole semester or two semesters
Vocational Training (CERT, Trades)	FAS, IoT	Education and Training	Level 6/7	Yes	M&A	M&A	This would be the standard method of applicants accessing the professional trades sector
Transition Year in Second Level	Post Primary Schools	Experience of Workforce	Level 4/5	1 month work experience during transition year	M&A	M&A	Most second level schools participate in TY

A: Assessment M: Monitoring



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Le tuteur : Les conditions de travail et les conditions réglementaires

Y-a-t-il des conditions pour être tuteur :

- un diplôme ? **In general, yes. If academic mentor then they have an n+1 qualification**
- un certain nombre d'années d'expérience professionnelle ? **Yes**
- des « aptitudes pédagogiques » reconnues ? **Not normally**
- ou toutes autres conditions ? **Membership of Professional Body/Current Licence to Practice/ Police Vetting**

- Est-ce que le niveau du tuteur doit être supérieur ou égal à celui de l'alternant ? **Generally Yes**
- Est-ce que le tuteur doit avoir un diplôme dans la spécialité de l'alternant ? **Either in the field or in a related discipline area**

- Comment le tuteur est-il rémunéré ou valorisé ? **Academic = Paid. Industrial Mentor = CV Promotional Opportunities**



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L'apprentissage intergénérationnel au travers du tutorat

- Comment le tuteur favorise-t-il le transfert intergénérationnel de compétences ? **No formal methods. In class three way participation. Teacher/Fulltime Student/Industrial Student**
- Y a t-il échange équilibré de compétences entre les générations ? (et pas seulement transfert de compétences des plus âgés vers les plus jeunes)
- Sur quelles compétences les transferts de compétences entre générations portent-ils plus particulièrement ? **The intergenerational knowledge transfer occurs as part of tutorial or study groups unless it is built into the programme of study. (as part of Induction). There are a number of voluntary schemes whereby the younger generation inform the older generation about ICT, multimedia and new technologies.**



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Merci !
Thank You
Go Raibh Míle Maith Agaibh