Access to Apprenticeship at DIT

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Student Centred Learning
20th November 2018
**Context**

- **Dublin Institute of Technology**
  - TU Dublin 1st January 2019
  - Continued strong support for apprentice education

- **Apprenticeship at DIT**
  - Largest provider: 30% national provision
  - 13 apprenticeships (sole provider of 6)
  - 2018: 1200+ apprentices
  - Benefitted from recent capital investment

- **Access at DIT**
  - Strong tradition of commitment to Access
  - 1,000 Access undergraduates
  - 100 students pre-entry Access Foundation Programme
Background to the Programme

• Necessity to align two key strategic areas Access and Apprenticeship

• Pilot programme supported by JP Morgan Chase Foundation & the ESB

• Leveraging significant internal expertise

• Grangegorman as a catalyst for change

• Successful pilot, funded again to meet demand

• New programme running in January 2019
The need

• 2016 - growing employer demand (Construction and related sectors)

• High youth unemployment - 18% of 15-24 year olds are NEETs

• DEIS school progression rates to HE are lower

• Poor awareness of apprenticeship careers

• Apprenticeship is a viable alternative
Outreach & Recruitment

• **Target Areas** – Disadvantaged areas in Dublin
• Schools, Youth Employment Schemes, Youth groups, Local area partnerships
• Online and Social Media
• Female specific open day
• Over 300 online enquiries for 48 places
The Pilot Programme

• Ran three 12 week programmes – 48 students
• Internal programme design team
• **Advisory Board:** – Grafton Merchanting, HEA, THEA, National Youth Council, IBEC, CIF, JP Morgan, ESB, Regional Skills Forum
• Key stakeholder involvement
• Strong industry support + two week placement
• **Programme mimics the apprenticeship learning paradigm, strong focus on student centred learning**
AtA - Student Centred Learning

• Requires students to be active, participants in their own learning
• Focuses on outcomes - what will students be able to do
• Key is demonstrating a capacity to succeed in an apprenticeship role
• Need to match students learning styles and student engagement
• Key attribute in AtA programme is immersion in personal daily and weekly reflections and activities
Portfolio Development

Skill Sampling Portfolio
- Introduced to a range of apprenticeships
- Practical experience
- Opportunity to reflect on their learning, daily and weekly

Work Placement Portfolio
- Two weeks work placement
- A weekly log/journal and a final report

Professional/Personal Development Portfolio
- Work place behaviour, CV Prep, interview skills
- Communications, team work, career motivation, job hunting
- Individual & group based activities industry visits, speed dating with employers

Access to Apprenticeship Portfolios

Students were given time and support each week to work on their portfolio’s
Skills Sampling- Learning by Doing

Focuses on learning by doing and on work place based learning
What did you like most about that trade?

1) Vehicle Body Repair (VBR): The thing I enjoyed most about vehicle body repair was getting to use a spray gun. I have been interested in cars from a young age and learning how to prep and apply certain layers to a panel. Fases such as ¾ coat, drop coat and lacquer were all new to me and I enjoyed the time spent in Beresford street.

2) Metal Fabrication: The thing I enjoyed most about Metal Fabrication in week 3 was we got to do some more welding. This time it was Tungsten inert gas (TIG) welding. It was not part of the plan that day for the class to weld, but I took it into my own hands to spend some time learning how to do this technique.

3) Industrial Insulation: The thing I enjoyed most about industrial insulation was that we linked it with sheet metal work by insulating the pieces we made in sheet metalwork. It gave me a perspective of how it is in the real world where a trade is just another piece to the puzzle.
Week Number: 2

List the activities in the order of which you enjoyed most.

1. In groups talked how to get apprenticeships.
2. We talked how communication helps.
3. We talked in a group where we would we see ourselves in ten years.

What was the most interesting thing you learned this week?

- I learned a lot about others in the class from working in a group and talking about where we would like to be in ten years time.

What energizes you in class today?

- The group I was in by talking and giving me ideas
## Social Capital - Outcome

### A2A Participants Outcomes Framework - Phase 1

<table>
<thead>
<tr>
<th>Area</th>
<th>First Phase</th>
<th>Three Phases</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independence</td>
<td>25%</td>
<td>38%</td>
</tr>
<tr>
<td>Personal Development</td>
<td>30%</td>
<td>39%</td>
</tr>
<tr>
<td>Health &amp; Well Being</td>
<td>30%</td>
<td>45%</td>
</tr>
<tr>
<td>Community Participation</td>
<td>33%</td>
<td>24%</td>
</tr>
<tr>
<td>Ambition</td>
<td>33%</td>
<td>42%</td>
</tr>
<tr>
<td>Improved quality of life (Positive Lifestyle &amp; good relationships)</td>
<td>23%</td>
<td>42%</td>
</tr>
</tbody>
</table>

Comparing of first phase and overall three phases
List the activities in the order of which you enjoyed most.

1. The activity I enjoyed the most is when I have to put two different trays or trunking together. This is done using a 10m bolt and nut. Then I have to put an earth tag on the bolt and mark where the other bolt is going to go. I then drill a hole through the tray or trunking so I can put my 10m bolt through.

2. Another activity I enjoyed was using the bandsaw. For me to use the bandsaw I had to unlock the site box and lay it on the bench. I then had to measure a length of rod at 150m so what it when it was being used to hang up brackets it would all be the same size.

Other comments

After completing this week in the workshop I understand how teamwork is very important to the trade as I was prepping the pipes and tacking them they were ready for the next person right away to fuse them and send them to site to be installed.

I also seen industrial plumbing up close and realised how different it is from domestic plumbing as I thought it would have been very similar. I am glad I found this out though as it has now opened my mind into both types rather than just domestic plumbing and I can see the difference and know which one I prefer.
Access to Apprenticeship Group 2
Thanks for listening
Q&A and Group Discussion

• How could the approach used be adapted to good effect in other areas of further and higher education?

• How could the AtA SCL experience be improved upon?

• How might the portfolio templates be adapted to other settings?

• Other insights?