



# Review of Consortia-led Apprenticeships in Ireland

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# Consortia-led Apprenticeship (CLA) Review Team

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# Research Questions

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- (1) Characterise the main variants of consortium-led apprenticeship models (in terms of quality assurance, governance arrangements and processes) that are currently in operation;
  - (2) Identify practices, arrangements, processes or infrastructure (in terms of quality assurance, governance arrangements and processes), that worked well, and explain why they have worked well and determine whether they might be translatable;
  - (3) Identify practices, arrangements, processes, or infrastructure (in terms of quality assurance, governance arrangements and processes) that did not work well or as intended and explain what can be learned from these to help enhance the quality of apprenticeships or the credibility of their qualifications;
  - (4) What enablers and obstacles impact on how different consortia have managed to roll out a full national apprenticeship programme across all the regions (including meeting targets for intended registrations).
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# Review Scope

“The review is high level and **is not expected to examine the detailed teaching, learning or assessment arrangements** for ... individual consortia-led programmes” (QQI RFT)

# Review Contributors:

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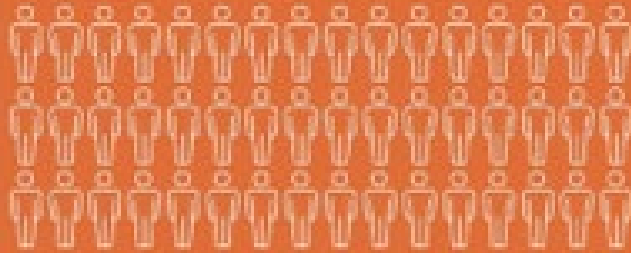
- Employers
- Apprentices
- Workplace Mentors
- Consortia Steering Group Representatives
- Coordinating Providers
- Collaborating Providers
- Authorised Officers
- Industry Representative Groups
- DFHERIS, QQI, SOLAS, HEA, NAO



# Review Methodology

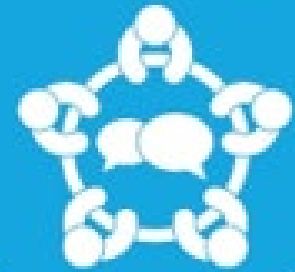
500

survey responses



26

focus groups



170+

documents



17

interviews

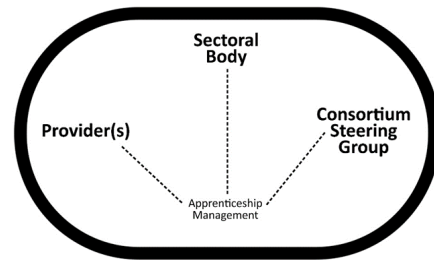
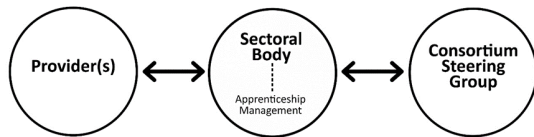
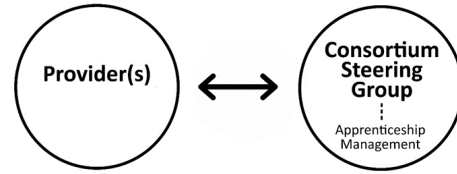
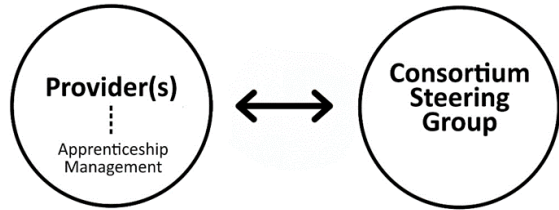


# Review Report

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- Executive Summary
- Introduction
- **How are consortia led apprenticeships created?**
- **What has been learned so far about the operation of consortia-led apprenticeships in Ireland?**
- **What helps (or hinders) the national roll out of a consortium-led apprenticeship programme?**
- Conclusion
- Appendices





# Multiple Models

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# Perceived Benefits to Industry

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*'the standard and status of our industry will improve'*



*'[the apprenticeship] will be a big help for future practitioners'*



*'[the apprenticeship] will help to drive the sector on'*



*'the programme is extremely good for our industry'*

# Successful Collaborations

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*'positive and regular working relationships between stakeholders'*

*'everyone's voice is heard'*

*'so little ego is involved'*

*'a collective will to make change happen'*



“A striking finding of this review is that **over 75% of consortium members** predict there will be **major changes** in the **next five years** to the core skills needed for the occupations that consortium-led apprenticeships serve”

Agility & Responsiveness



Tensions to Navigate

# Please Access the Full CLA Review Report

Published by QQI: (TBA)

