



QQI

Quality and Qualifications Ireland
Dearbhú Cáilíochta agus Cáilíochtaí Éireann

Working Paper 2013 – 1

Where do FETAC (QQI) award holders go?

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Executive Summary

In order to understand and interpret the value of Further education and training (FET) in Ireland, the outcomes for FETAC award holders need to be measured.

There is, however, a paucity of data available with regard to the outcomes for FETAC learners achieving major¹ awards, reflecting the wider situation across OECD countries. This in turn hampers effective policy making and limits, as one example, the responsiveness of the FET awards supply in meeting the economic and societal demands.

There is potential in ‘joining up’ data across government sources to fill the data gap. This paper explores how to fill the gap through exploiting existing statistical administrative data sources to glean information into the follow-on pathways taken by FETAC major award holders.

Note

Two reports (one on School Completers, and one on Early Leavers) were issued by the Department of Education and Skills (DES) in May 2013 which tracked school leavers a year after they leave school. The tracking was carried out using data matching and was also supplemented with estimations for other destinations for which individualised data was not available. These are intended to be the first in an annual series of reports.

¹ Major award-types are the principal class of awards made at each level and represent a substantial volume of learning and a range of outcomes in terms of knowledge, skill and competence.

Acknowledgements

This work makes use of data from the Central Statistics Office (CSO), which is CSO copyright. The use of CSO data in this work does not imply the endorsement of the CSO in relation to the interpretation or analysis of the data. Berni Dunne performed the data matching of the administrative records in adherence with strict CSO protocols. We thank John Dunne of the CSO for enabling this project and for his support. We thank Vivienne Patterson of the HEA for data provision and support. Finally, we thank Ewart Keep for reviewing the paper and his useful feedback.

Introduction

The data presented in this paper are based on the results of an exploratory data matching exercise.

The study was undertaken in line with the Statistics Act 1993 and the Central Statistics Office (CSO) data matching protocol (see <http://www.cso.ie/en/aboutus/csodataprotocol/>).

A protected identifier key was used to match across the datasets.

Reference Periods

HEA Student Record System	09/10 academic year
FETAC awards database	2010 calendar year
Department of Revenue Income data –P35 data	2010 calendar year
Department of Social Protection–client records –central records system	2010 calendar year
CSO Business Register	2010 calendar year
Income Tax returns to Revenue (Form 11)	2010 calendar year

QQI

Quality and Qualifications Ireland (QQI) was established in November 2012 by the amalgamation of the functions of the Further Education and Training Awards Council (FETAC), the Higher Education and Training Awards Council (HETAC), the Irish Universities Quality Board (IUQB) and the National Qualifications Authority of Ireland (NQAI).

QQI is the agency responsible for the National Framework of Qualifications (NFQ) and the quality assurance of further and higher education and training (including English language provision) in Ireland.

Further Education and Training in Ireland

The Further Education and Training Awards Council (FETAC) was the statutory awarding body for further education and training in Ireland. From June 2001 until the establishment of Quality and Qualifications Ireland (QQI) on 6 November 2012, FETAC made awards at levels 1 to 6 on the National Framework of Qualifications (NFQ). These awards are now made by QQI. The FET sector in Ireland is wider than the FETAC awards and includes a myriad of other awarding bodies, some of which are aligned to the NFQ. This exploratory paper concerns only those FETAC major awards made to learners in 2009.

Methodology

Data linking was enabled via a protected identifier key (PIK)² based on PPSN, whilst noting that not all data sources offered full coverage. The cohort selected for this pilot project was those learners who received a FETAC major award in 2009.

The cohort was matched to various administrative data sources to provide information about their employment and/or continued education status in 2010. The following criteria were adhered to:

- If an award recipient showed up in P35 2010 employment records, the main employment was selected and determined as the most weeks engaged in and/or the employment indicating highest remuneration paid;
- Social Protection client records were investigated to indicate receipt of jobseekers payments claimed in the year after award date, and the duration of live claims;
- HEA enrolments were examined to check the level of enrolments in the 2009-2010 academic year for records available (approximately 80% of learner records included PPSN).
- FETAC awards granted in the calendar year of 2010 were also examined.
- Form 11 returns were checked for 2010 records to ascertain the number of self-employed.

The data were cleaned for duplicate records within each source and duplicates were removed, however the categories of learner outcomes are not mutually exclusive across sources (i.e. a learner may exist in more than one data source/have more than one outcome). As an example, this means that a learner could be reported as 'Employed' and 'In Higher Education'.

2009 FETAC Major Award Recipients cohort

Table 1: FETAC major award recipients in 2009 by gender and award NFQ level.

NFQ Level	Sum of Female (%)	Sum of Male (%)	Total (%)
Level 1	29 (46%)	34 (54%)	63 (100%)
Level 2	81 (46%)	95 (54%)	176 (100%)
Level 3	1,321 (56%)	1,059 (44%)	2,380 (100%)
Level 4	834 (52%)	758 (48%)	1,592 (100%)
Level 5	12,365 (72%)	4,871 (28%)	17,236 (100%)
Level 6	1,325 (20%)	5,469 (80%)	6,794 (100%)
	15,995 (57%)	12,286 (44%)	28,241 (100%)

Table 1 and Chart 1 show:

- In 2009 there were over 28,000 FETAC major award recipients.

² PIK serves the purpose of hiding the original identifier while preserving the linking capabilities it is deployed on

- The distribution of major award recipients by National Framework of Qualifications (NFQ) level indicates a concentration of major awards at NFQ level 5, accounting for over 60% of all major award recipients. A further quarter of all major award recipients received awards at NFQ level 6, followed by 8% at NFQ level 3 and over 5% at NFQ level 4. The remaining 1% received major awards at NFQ levels 1 or 2.
- The percentage distribution by gender for each NFQ level shows an overall breakdown where 56% of award recipients were female and the corresponding 44% male. The percentage distributions by gender are even for NFQ level 1 through to NFQ level 4 at close to ratios of one is to one.
- NFQ level 5 saw a distribution of approximately three females receiving major awards for every one male, in direct contrast to NFQ level 6 where four males received major awards for every one female.

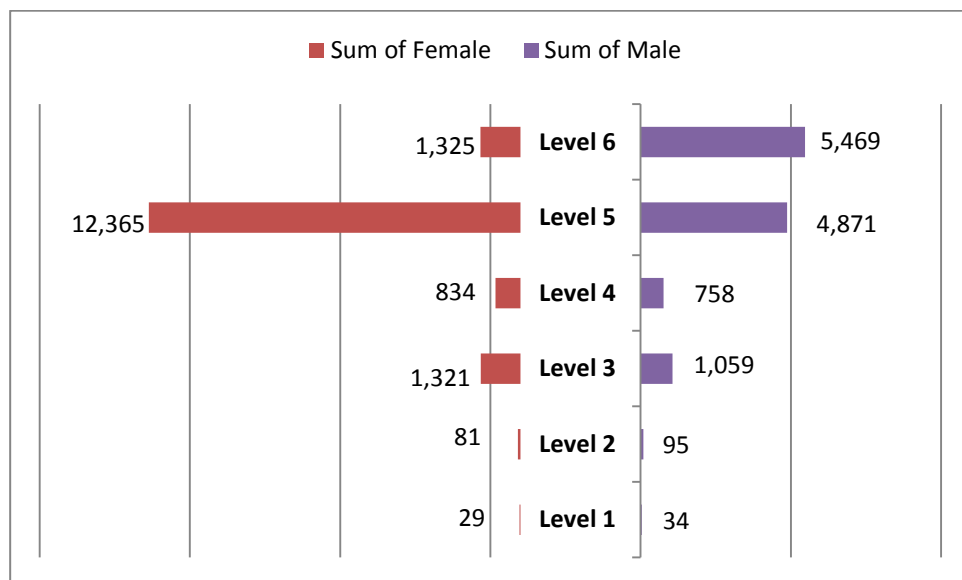


Chart 1: Distribution of FETAC major award recipients in 2009 by NFQ level (n=28,241).

Top 15 ranked awards

The top 15 FETAC awards in 2009 according to volume are displayed in Table 2 and Chart 2 which show:

- The top 15 major awards accounted for more than half, at 55%, of all major awards received in 2009.
- Females are driving the top 15 list and received two-thirds of all top 15 awards.
- The majority of females concentrated on a narrow range of awards. In fact, one-third of the entire female cohort opted for a major award in one of the top 3 awards, all at NFQ level 5, which included Childcare; Business Studies and Healthcare support awards.
- Males follow a very different pattern occupying one-third of the volume of top 15 awards. 43% of males who received a major award in 2009 opted for a major award in the top 15 displaying a wider distribution across the full suite of FETAC awards. One-

fifth of the male cohort opted for one of three award choices in the top 15 list, all at NFQ level 6, which included Craft-Electrical, Craft-Carpentry and Joinery and Craft-Plumbing.

Table 2: Top 15 major awards received in 2009, by NFQ level, volume and gender, ranked in order of total numbers and percentage share (Percentage values are rounded).

NFQ Level	Award	Total	% of all awards	% of all Female	% of all Male
Level 5	Childcare	2,948	10%	18%	0%
Level 5	Business Studies	2,115	7%	10%	4%
Level 5	Healthcare Support	1,429	5%	7%	2%
Level 6	Craft - Electrical	1,229	4%	0%	10%
Level 3	General Learning	963	3%	4%	3%
Level 5	Health Service Skills	921	3%	5%	1%
Level 5	Business and Secretarial Studies	848	3%	5%	1%
Level 5	Community and Health Services	844	3%	4%	1%
Level 6	Craft - Carpentry and Joinery	832	3%	0%	7%
Level 6	Craft - Plumbing	658	2%	0%	5%
Level 5	Nursing Studies	633	2%	3%	1%
Level 3	Starting with Computers	586	2%	2%	2%
Level 5	Hairdressing	501	2%	3%	0%
Level 3	Vocational Employment Skills	453	2%	1%	2%
Level 5	Sport and Recreation	450	2%	1%	2%
Top 15 Grand Total		15,410	55%	64%	43%

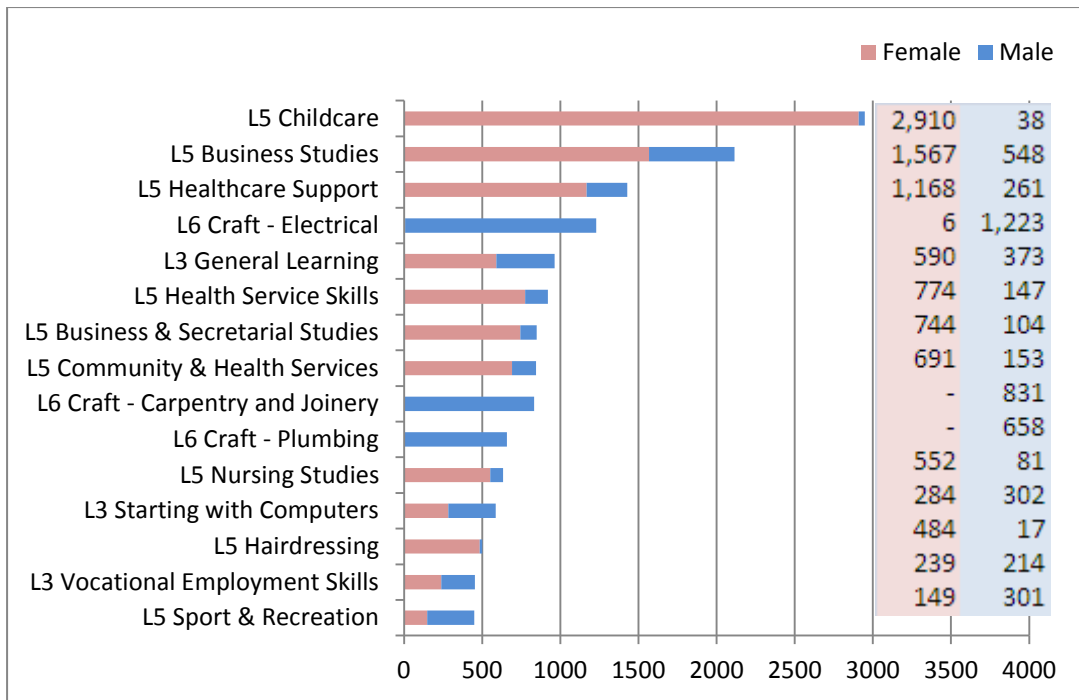


Chart 2: Distribution by gender for the top 15 major awards received in 2009 by NFQ level, volume and gender.

Focus on NFQ levels 5 and 6

NFQ levels 5 and 6 dominate in terms of the numbers of major awards received in 2009. Chart 3 indicates the age and gender profile for award holders at these levels.

Chart 3 (a and b) shows:

- At NFQ level 5 almost half (48%) of award recipients were under 25 and nearly 60% were under 30 years old. There were more male award recipients (66%) under 30 than female award recipients (56%). The age group 15-19 was the most popular category for NFQ level 5 with 29% overall falling into this group.
- At NFQ level 6 nearly two-thirds (64%) of award recipients were under 25, rising to 81% who were under 30 years old. Again, there were more male recipients (86%) under 30 compared to 59% of females. The age group 20-24 was the most popular category with 59% overall falling into this group.

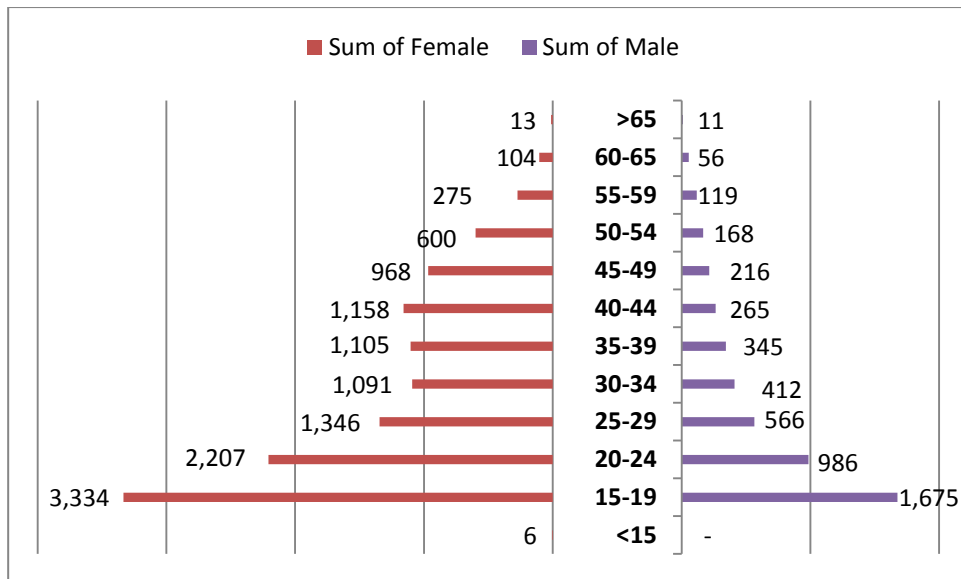


Chart 3a: Distribution by age and by gender for NFQ level 5 FETAC major award recipients in 2009

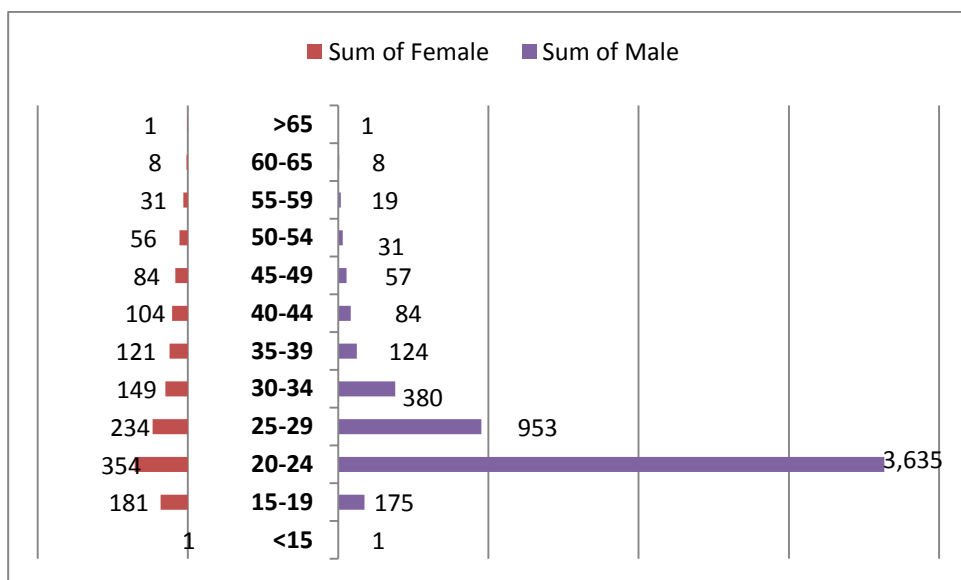


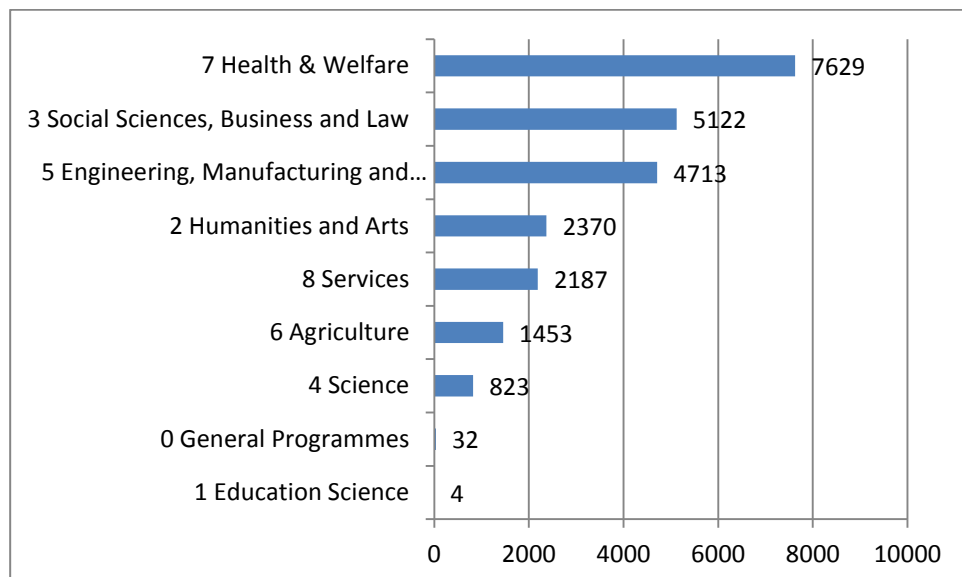
Chart 3b: Distribution by age and by gender for NFQ level 6 FETAC major award recipients in 2009

Chart 4 provides a breakdown of NFQ Levels 5 and 6 FETAC major awards by ISCED³ field. Chart 5 can be used as a baseline for comparison with data in Table 4. The breakdown illustrates:

³ ISCED (1997) - UNESCO developed the International Standard Classification of Education (ISCED) to facilitate comparisons of education statistics and indicators across countries on the basis of uniform and internationally agreed definitions. The latest version is ISCED 2011; however, this paper uses ISCED 1997 categorisation.

- Almost one-third of NFQ levels 5 and 6 major awards achieved in 2009 were categorised into ISCED 7 Health and Welfare field;
- This was followed by approximately a share of one-fifth each for awards categorised into ISCED 3 Social Sciences, Business and Law and ISCED 5 Engineering, Manufacturing and Construction, respectively;
- Approximately, one-tenth of awards fell into each of ISCED 2 Humanities and Arts and ISCED 8 Services fields.
- A further 6% of awards were categorised under ISCED 6 Agriculture, followed by 3% of awards classified as ISCED 4 Science.
- ISCED 0 General Programmes and ISCED 1 Education Science each recorded 0% (rounded) shares of awards.

Chart 4: Distribution of NFQ Level 5 and NFQ Level 6 FETAC major awards received in 2009, by ISCED (n=24,333).



Where did FETAC award holders go?

Overview

Of the c. 28,000 FETAC major award recipients in 2009:

-At least 5,000 (18%) were present in HEA enrolment figures for Higher Education Institutes (HEI's) for the academic year 2009-2010. This is at the lower limit for two reasons (1) 14,971 or 53% of the FETAC 2010 awards recipients achieved their award by July 2009 and it is likely only this cohort would be in time for 2009/2010 HE enrolments and (2) PPSN coverage within the HEA collated enrolments figures is partial, covering approximately 80% of the HEA funded HEI cohort.

-Almost 6,000 (21%) received a FETAC award (including all award types) in 2010.

-Close to 16,000 (56%) awardees were present in employment figures at some point in 2010. This represents over one-half of the total major award 2009 population evidenced as progressing into employment.

-Close to 7,000 (24%) received unemployment assistance/benefit/allowance at some point in 2010

-Almost 700 (2%) were recorded as self-employed in 2010.

-Almost 7,500 (26%) showed no recorded activity in the admin records evaluated. It is likely a proportion of this cohort emigrated.

Table 3: Overview of destinations for FETAC 2009 major award holders (note destinations are not mutually exclusive).

From FETAC 2009	To HEA 09/10	To FETAC 2010	To Employment 2010	To Unemployment 2010	To Self Employed 2010	Not recorded
28,241	5,079	5,852	15,918	6,780	683	7,457
100%	18%	21%	56%	24%	2%	26%

Analysis

Higher Education

At least 5,000 (18%) FETAC award holders were present in HEA enrolment figures for Higher Education Institutes (HEI's) for the academic year 2009-2010.

Table 4 shows the relationship between ISCED fields of all FETAC 2009 major awards of recipients progressing to ISCED fields of HEI's programmes. From Table 4:

-Overall, 18% progressed to Higher Education. Of the cohort who progressed:

-Circa 40% had a major award in ISCED 5 Engineering, Manufacturing and Construction; a further c. 20% came from ISCED 3 Social Sciences, Business and Law field followed by approximately 15% share each from ISCED 7 Health and Welfare and ISCED 2 Humanities and Arts. These four ISCED fields accounted for 86% of the cohort moving into HE.

Table 4a: FETAC 2009 major awards by ISCED fields for awardees progressing to HEI programmes in 2009/10 academic year.

FETAC award by ISCED	Numbers of Learners	% of those who progressed to HE 09/10
0 General Programmes	51	1%
1 Education Science	-	0%
2 Humanities and Arts	690	14%
3 Social Sciences, Business and Law	900	18%
4 Science	178	4%
5 Engineering, Manufacturing and Construction	1,998	39%
6 Agriculture	129	3%
7 Health and Welfare	786	15%
8 Services	347	7%
Total from FETAC	5,079	100%

Table 4b: FETAC 2009 major awards by ISCED fields for awardees progressing to HEI programmes in 2009/10 academic year.

HE programme classified by ISCED field										
0 Gen Prog	1 Educ Science	2 Hum. & Arts	3 Social Sci, Bus & Law	4 Science	5 Eng, Manu & Constr	6 Agri	7 Health & Welfare	8 Services	Unclas	Total from FETAC
87	49	510	815	332	2,056	97	702	348	83	5,079
2%	1%	1%	16%	7%	40%	2%	14%	7%	2%	100%

As seen in Table 4b circa 40% entered a HE programme classified in ISCED 5 Engineering, Manufacturing and Construction; a further c. 15% each enrolled in a programme classified under ISCED 3 Social Sciences, Business and Law field and ISCED 7 Health and Welfare. A further 7% each enrolled in ISCED 4 Science and ISCED 8 Services. These five ISCED fields accounted for 84% of the cohort moving into HE.

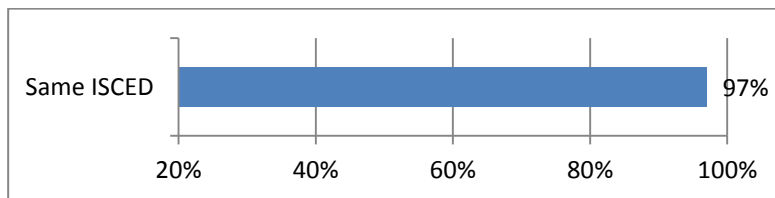
It is noteworthy that the progression pattern is not consistent with the breakdown of major awards achieved in 2009 by ISCED field. The ISCED 5 Engineering, Manufacturing and Construction field accounted for 40% of the awards held by those who progressed from FETAC compared to 20% of the numbers of FETAC major awards in 2009. This contrasts with the ISCED field of Health and Welfare which hosted awards for 15% of those progressing to HE, compared to 30% of the overall numbers of FETAC major awards in 2009. The award composition in ISCED 5 field hosted a considerable number of NFQ level 6 award recipients, who in turn were likely to be male learners who completed apprenticeship programmes.

There was generally a consistency in movement within the same ISCED field moving from FET to HE, for example of those who progressed from ISCED 5 Engineering, Manufacturing and

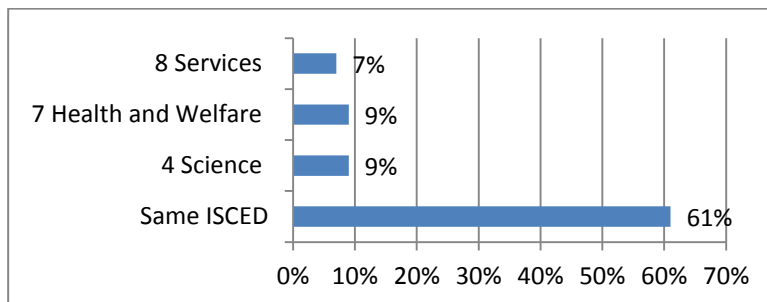
Construction the majority (97%) remained in a programme within the field of ISCED 5. This is shown in Chart 5 which also shows that for ISCED 3 Social Sciences, Business and Law 60% progressed to a programme in the same field with approximately 10% each moving into ISCED 4 Science and ISCED 7 Health and Welfare. In the field of ISCED 7 Health and Welfare nearly three-quarters progressed within the same ISCED field, although a sizable sub-cohort of 10% progressed to ISCED 3 Social Sciences, Business and Law. For ISCED 2 Humanities and Arts 60% remained in ISCED 2 field, followed by almost 10% progressing into each of ISCED 0 General Programmes and ISCED 3 Social Science, Business and Law field.

Chart 5: ISCED to ISCED pattern coming from FETAC to HEIs for the top 4 ISCED fields for FETAC award holders who progressed (only those data registering a share above 5% are charted).

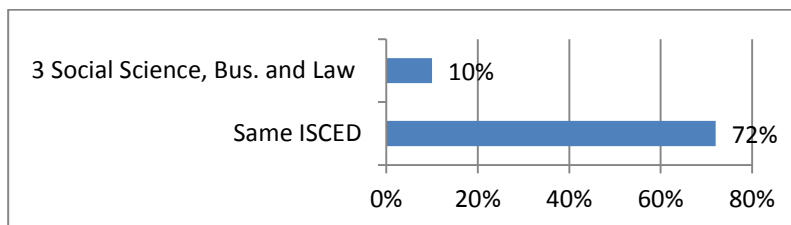
Major award in ISCED 5 Engineering, Manufacturing and Construction progressed to programme in ISCED 5:



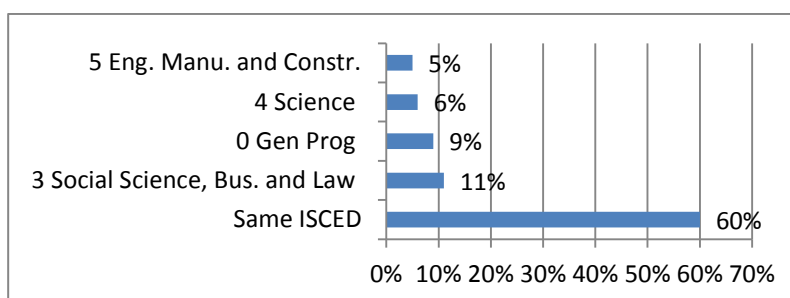
Major Award in ISCED 3 Social Sciences, Business and Law progressed to programme in ISCED:



Major Award in ISCED 7 Health and Welfare progressed to programme in ISCED:



Major Award in ISCED 2 Humanities and Arts progressed to programme in ISCED:



Progression to Employment

Of the 28,241 major award recipients in 2009, 15,918 awardees were present in employment figures at some point in 2010. As mentioned previously, these award holders may also be in education and/or received unemployment benefit/allowance in 2010, the categories are not mutually exclusive.

At 56%, over one-half of the total major awards 2009 population were evidenced as progressing into employment.

- The sectors dominating include NACE Q-Human health and Social Work Activity and NACE sector G-Wholesale/Retail/Repair of Motor vehicles which employed 25% and 20%, respectively, of the cohort who were employed;
- NACE sector I-Accommodation and Food Service employed 13% of the cohort, followed by NACE F-Construction employing 7%;
- Both NACE sectors O-Public Admin and Defence and N-Admin and Support Services had a share of 6% each, followed by NACE sector C-Manufacturing at 5% and NACE P-Education at 4%;
- Both NACE sector S-Other Services and R-Arts/Entertainment/Recreation received 3% share each of the cohort;
- The remaining sectors not indicated on the Chart include NACE sectors M-Professional, Scientific and Technical Activities; A-Agriculture, Forestry and Fishing, H-Transportation and Storage and J-Information and Communication which each employed 2% of the cohort, whereas NACE sector K-Financial and Insurance Activities registered a 1% share.

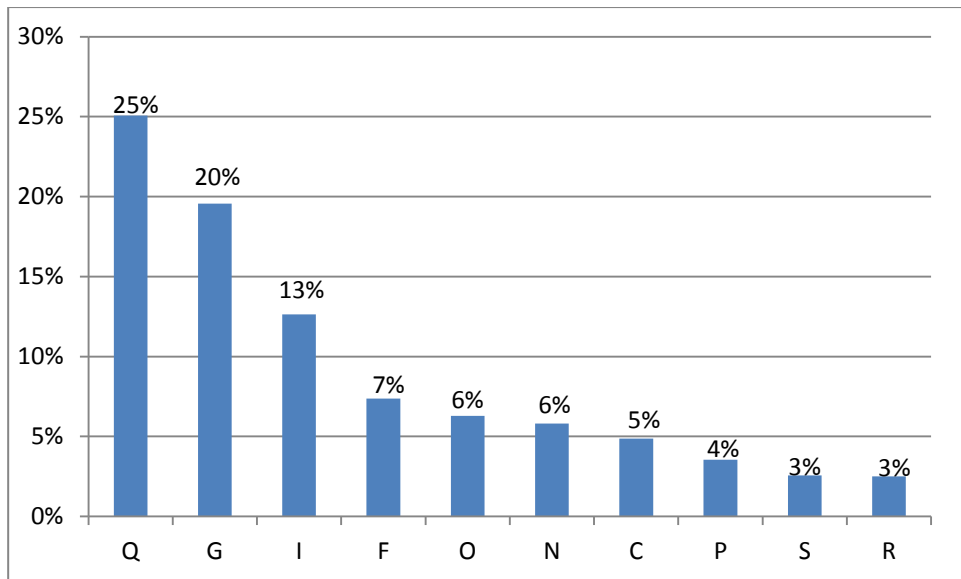


Chart 5a: Employment by NACE sector in 2010 of those FETAC major award recipients (2009) who were employed n=15,918 (or 56% of cohort). Only NACE sectors featuring 3% or over are plotted.

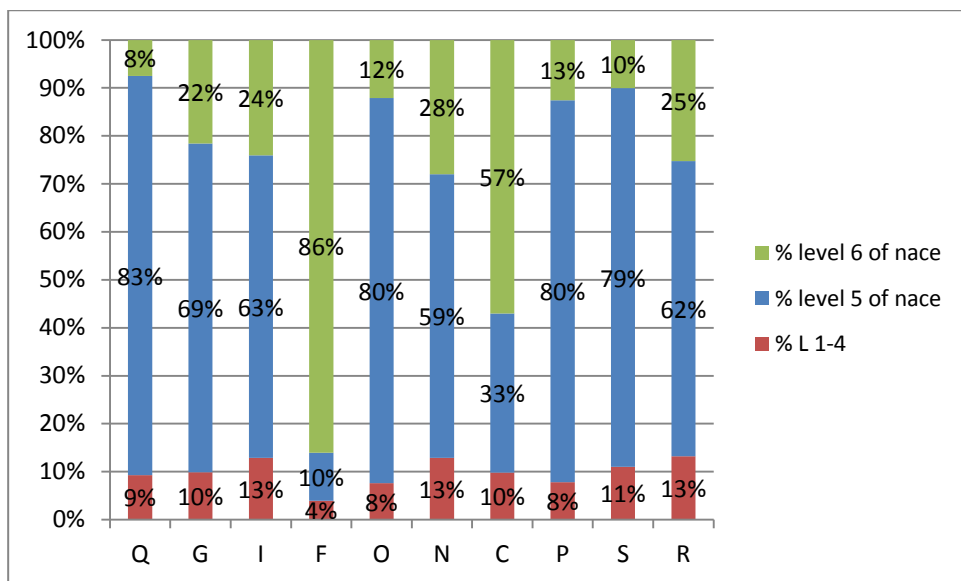


Chart 5b: Proportional breakdown by NFQ level within NACE sector

As indicated Chart 5a plots the distribution of those major award holders who were employed in 2010 according to respective NACE economic sector. Chart 5b indicates the breakdown for those employed within each NACE sector by award level. This chart also gives an impression of breakdown by gender given that NFQ level 5 award holders were more likely to be female, and NFQ level 6 award holders more likely to be male.

In terms of the predominant NACE sectors which hosted the FETAC award holders, it is of note that NACE Q Human health and social work workers from national general population figures

(CSO data, 2012) received slightly above the average weekly pay rate. This sector employed a share of 25% of those FETAC 2009 major award holders who were employed in 2010. It is likely that a significant number of the predominantly female award holders who received Level 5 major award in childcare and the recipients of Level 5 Health care support awards were employed in this sector.

National CSO figures for the general population indicate that workers employed in the NACE G sector of retail trade received one-quarter less than the average weekly salary in 2010 and this economic sector hosted 20% of those FETAC award holders who were employed.

National CSO figures further indicate that, of the general population, those workers employed in NACE I sector of Accommodation and food services received less than half the average weekly salary in 2010 and this sector hosted 13% of those FETAC award holders who were employed.

Finally, CSO figures for NACE sector F Construction workers received a premium of 10% over the average weekly salary in 2010 and 7% of employed FETAC major award holders (received in 2009) were employed in the sector. In all likelihood these included the male dominated FETAC awards: NFQ level 6 qualified electricians, carpenters and plumbers.

The actual salaries of FETAC award holders were examined, however it was difficult to decipher any discernible pattern and this is an area for further investigations. This is consistent with similar international studies (Keep, pers. comm.)

Table 5: Average weekly earnings by economic sector for quarter 4 in 2010 (based on figures in “CSO Earnings and Labour Costs Q3 2011 - Q4 2011 (Preliminary Estimates)” published March 2012)⁴

NACE Principal Activity		2010 Q4 € per week	2010 Q4 % variance from average
B-E	Industry	818	+17%
F	Construction	772	+10%
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	518	-26%
H	Transportation and storage	739	+6%
I	Accommodation and food services	324	-54%
J	Information and communication	952	+36%
K-L	Financial, insurance and real estate	1021	+46%
M	Professional, scientific and technical	745	+6%
N	Administrative and support services	474	-32%
O	Public administration and defence	946	+35%
P	Education	821	+17%
Q	Human health and social work	730	+4%
R-S	Arts, entertainment, recreation and other service activities	518	-26%
Total		700	0%

Progression to FETAC 2010 Award

Table 6: Overview of movement by NFQ level for those FETAC 2009 major awards recipients who went on to receive a FETAC 2010 award (major, minor, special purpose or supplemental).

2009 Award by NFQ Level	2010 Award by NFQ Level movement							Total
	Down 3	Down 2	Down 1	Same Level	Up 1	Up 2	Up 3	
Total	19	185	464	2,241	2,534	389	20	5,852
% of Total	0%	3%	8%	38%	43%	7%	0%	100%

Table 6 provides an overview of movement across the NFQ level by level for those FETAC 2009 major awards recipients who also received a FETAC 2010 award (major, minor, special purpose

⁴

http://www.cso.ie/en/media/csoie/releasespublications/documents/earnings/2011/earnlabcosts_q42011.pdf

or supplemental). One half of the cohort (2,903) moved up one or two levels; over one-third (2,241) remained at the same level and over 10% (479) moved down one or two levels.

Table 7: FETAC 2009 major awards recipients by NFQ level progressing to FETAC 2010 awards by NFQ level (includes major, minor, special purpose or supplemental) in 2010.

2009 Award by NFQ Level	2010 Award by NFQ Level						Total
	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	
Level 1	14 (35%)	14 (35%)	11 (28%)	<5	0	0	40 (100%)
Level 2	0	<5	46 (3%)	11 (71%)	6 (17%)	0	65 (100%)
Level 3	0	<5	202 (24%)	258 (31%)	350 (42%)	13 (2%)	825 (100%)
Level 4	0	<5	34 (10%)	59 (18%)	226 (67%)	17 (5%)	337 (100%)
Level 5	0	0	92 (2%)	170 (4%)	1,788 (44%)	1,990 (49%)	4,040 (100%)
Level 6	0	0	19 (3%)	92 (17%)	258 (47%)	176 (32%)	545 (100%)
Total	14 (0%)	19 (0%)	404 (7%)	591 (10%)	2,628 (45%)	2,196 (38%)	5,852 (100%)

Table 7 shows the relationship between recipients of FETAC 2009 major awards categorised by NFQ level progressing to receive a FETAC 2010 award (major, minor, special purpose and/or supplemental) also categorised by NFQ level. From Table 6, it is evident that:

- A total of 40 people who received a FETAC major award at NFQ level 1 in 2009 progressed to receive an additional FETAC award in 2010. Of this cohort, slightly over one-third received an award at the same level or at NFQ level 2. The remaining c. 30% received an award at NFQ level 3.
- The majority (70%) of the 65 learners who progressed from NFQ level 2 moved on to NFQ level 4 in 2010.
- NFQ level 3 awardees amounted to c. 800 learners who progressed with one-quarter remaining at NFQ level 3, almost one-third moving to NFQ level 4 and over 40% moving to NFQ level 5.
- The majority of the 300 learners who progressed within the FETAC system from NFQ level 4 in 2010 moved to NFQ level 5 at almost 70%. One fifth of learners remained at NFQ level 4.
- Of the 4,000 learners who achieved a FETAC award at NFQ level 5 in 2009 almost half progressed to an award at NFQ level 6 with a further 44% achieving a further award at NFQ level 5.

- A considerable number (over 500) of NFQ level 6 award holders remained in the FETAC system in 2010 with one-third continuing to pursue a further award at NFQ level 6; almost half attaining an award at NFQ level 5 and nearly one fifth undertaking an award in 2010 at NFQ level 4.

Unemployment

Chart 6 illustrates the proportions of unemployment detected for age and gender profiles of FETAC 2009 major award recipients. The mean percentage of female unemployment across all NFQ levels was recorded as 19%, whereas mean male unemployment was recorded as 32%, reflecting the collapse of the construction sector and the propensity of males to undertake major awards at level 6 in ISCED 5 (Engineering, Manufacturing and Construction). There are general downward trends associated as age increases for both males and females, with unemployment peaking at 22% and 40%, respectively for 20 to 24 year old females and males.

Chart 6: Unemployment percentages (those in receipt of unemployment benefit/allowance) in 2010 of FETAC 2009 major awards recipients, by gender.

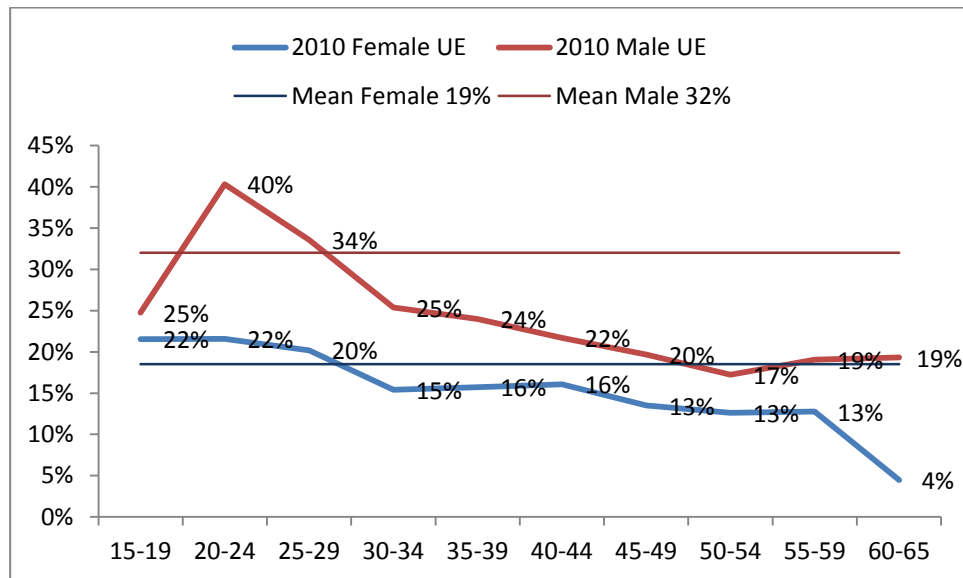


Table 8: Percentage of FETAC 2009 major awards holders who received at least one week's 'Unemployment Activity' in 2010 by respective NFQ award level.

NFQ Level(s)	Awardees 2009	Unemployed 2010	% recorded in Unemployment files 2010
3	2,619	604	23%
4	1,592	376	24%
5	17,236	3,250	19%
6	6,794	2,550	38%
Levels 3-6	28,241	6,780	24%

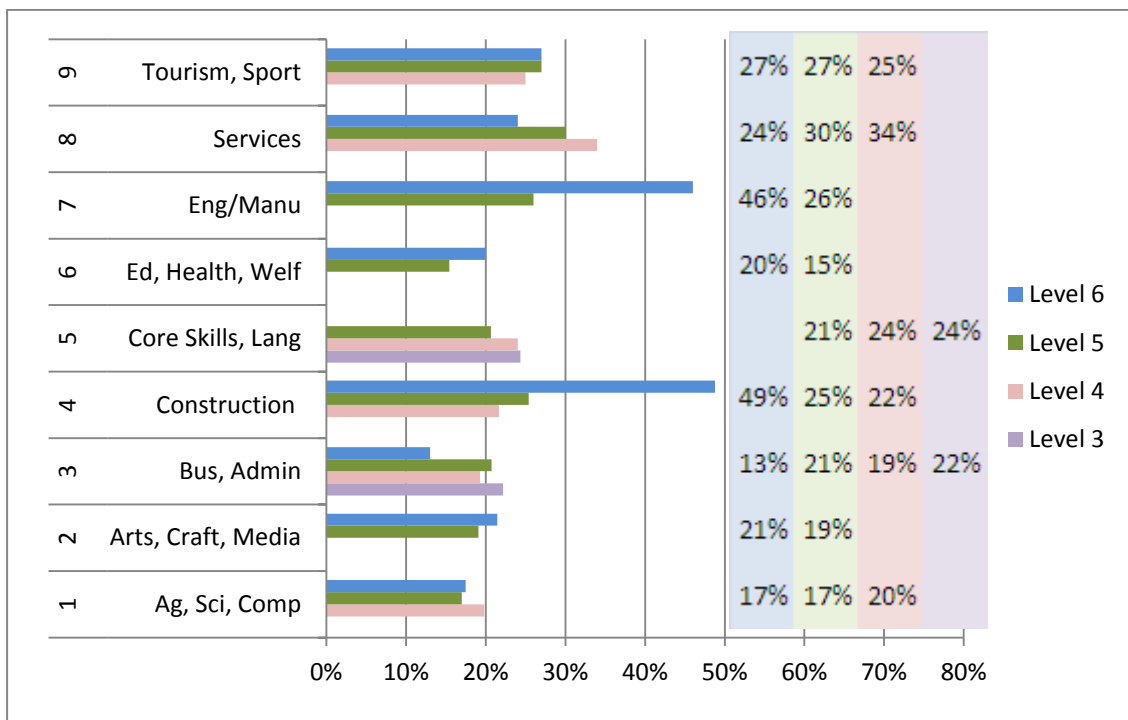
Table 8 illustrates the percentages of FETAC 2009 major awards recipients who received at least one week's unemployment benefit/allowance in 2010, by different NFQ levels. There is a decrease in unemployment moving up the framework from NFQ levels 3 and 4, where unemployment was recorded at 23% and 24%, respectively to NFQ level 5, which recorded unemployment at 19%. The unemployment evident at NFQ level 6 was 38% indicative of the collapse in the construction sector. The average across levels 3 to 6 was 24% received unemployment benefit/allowance.

Chart 7 indicates the unemployment percentages in 2010 for FETAC 2009 major award holders by FETAC-QQI field and NFQ level. The mean across all fields and levels shows almost one-quarter of award holders received unemployment benefit/allowance in 2010. The trends show little discernible pattern and it is difficult to draw general conclusions based on NFQ level. The following points emerge:

- The FETAC-QQI fields of Construction and Engineering/Manufacturing (FETAC 4 and 7, respectively) show strikingly high unemployment percentages for NFQ level 6 awardees registering 49% and 46%, respectively. The unemployment for Construction (FETAC 4) was recorded at 22% for NFQ level 4 awardees; rising to 25% for NFQ level 5 awardees and dramatically increasing to 49% for NFQ level 6 awardees. For Engineering/Manufacturing (FETAC 7) the unemployment percentage was 26% for NFQ level 5 awardees, dramatically increasing to 46% for NFQ level 6 awardees. This reflects the collapse in the construction sector and possibly indicates an over-supply of graduates at NFQ level 6 at this time;
- The FETAC-QQI fields of Business and Administration and Agriculture, Science and Computing (FETAC 3 and 1, respectively) recorded lower than average unemployment with a general improvement in prospects moving up the NFQ levels.
 - The unemployment for Business and Administration (FETAC 3) was recorded at 22% for NFQ level 3, reducing to 19% for NFQ level 4 awardees; rising slightly to 21% for NFQ level 5 awardees and decreasing to the lowest unemployment recorded across all fields and all levels to 13% for NFQ level 6 awardees.
 - For Agriculture, Science and Computing (FETAC 1) the unemployment was 20% for NFQ level 4 awardees; declining to 17% for both NFQ levels 5 and 6 awardees;
- The FETAC-QQI field of Services (FETAC 8) shows average unemployment for NFQ level 6 award holders; however the percentage for NFQ levels 4 and 5 show significantly higher than average unemployment at 34% for NFQ level 4 reducing to 30% for NFQ level 5 awardees.
- The FETAC-QQI field of Tourism and Sport (FETAC 9) show average unemployment for NFQ level 4 awardees; however NFQ levels 5 and 6 register slightly higher than average with unemployment of 27% evident for awardees at both levels.
- The FETAC-QQI field of Core skills, language and general studies (FETAC 5) show significantly below average unemployment of 16% for NFQ level 2 awardees; average unemployment of 24% for both NFQ levels 3 and 4 awardees, improving to a below average unemployment of 21% for NFQ levels 5 awardees.

- The FETAC-QQI field of Arts, Crafts and Media (FETAC 2) shows a below average unemployment of 19% for NFQ level 5 awardees, rising, but remaining below average, to an unemployment percentage of 21% for NFQ levels 6 awardees.
- The FETAC-QQI field of Education, Health and Welfare (FETAC 6) show below average unemployment of 15% for NFQ level 6 awardees, rising, but remaining below average, to unemployment of 20% for NFQ levels 6 awardees.

Chart 7: Unemployment benefit/allowance⁵ recipients in 2010 of FETAC 2009 major awards holders, by FETAC-QQI field and NFQ level.



⁵ in receipt of unemployment benefit/allowances for at least one week

Table 9: Numbers of FETAC 2009 major awardees and respective unemployment benefit/allowance⁶ recipients in 2010, by NFQ levels and FETAC field (1 digit codes). Numbers under 5 suppressed.

QQI FETAC Field Code	Field Name	Level(s)	Awardees 2009	Unemployed 2010	Unemployment Rate 2010
1	Agriculture, Science and Computing	4	111	22	20%
		5	1,512	257	17%
		6	653	114	17%
2	Arts, Craft and Media	4	Suppressed	Suppressed	
		5	1,808	345	19%
		6	238	51	21%
3	Business and Administration	3	212	47	22%
		4	384	74	19%
		5	4,610	956	21%
		6	476	62	13%
4	Construction and Built Environment	4	60	13	22%
		5	201	51	25%
		6	2,006	978	49%
5	Core Skills, Language and General Studies	1	63	Suppressed	Suppressed
		2	176	28	16%
		3	2,168	528	24%
		4	358	86	24%
		5	271	56	21%
6	Education, Health and Welfare	5	7,262	1,120	15%
		6	333	68	20%
7	Engineering/Manufacturing	4	Suppressed	Suppressed	
		5	185	49	26%
		6	2,270	1,043	46%
8	Services	4	58	20	34%
		5	510	151	30%
		6	104	25	24%
9	Tourism, Hospitality and Sport	4	593	150	25%
		5	825	219	27%
		6	678	182	27%
Total (Mean)			28,241	6,780	24%

⁶ In receipt of unemployment benefit/allowances for at least one week

Table 9 sets out the numbers of FETAC 2009 major awardees and respective unemployment recorded in 2010 by NFQ levels and FETAC field (1 digit codes). The trends have been elaborated on in describing Chart 7 previously. Appendix 1 provides detail for 3 digit FETAC field coding.

Self Employed

Overall, there were 2% of award holders registered as self-employed in 2010. Chart 8 a and b reveals the percentages of award holders registered as self-employed in 2010 by FETAC field. Learners who achieved awards in 'Meat Hygiene', 'Agriculture' or 'Craft-Electrical' commanded a share of 30% of the self-employed cohort. Each of 'Craft-Carpentry', 'Craft-Plumbing' and 'Childcare' accounted for approximately 5% each of the self-employed cohort.

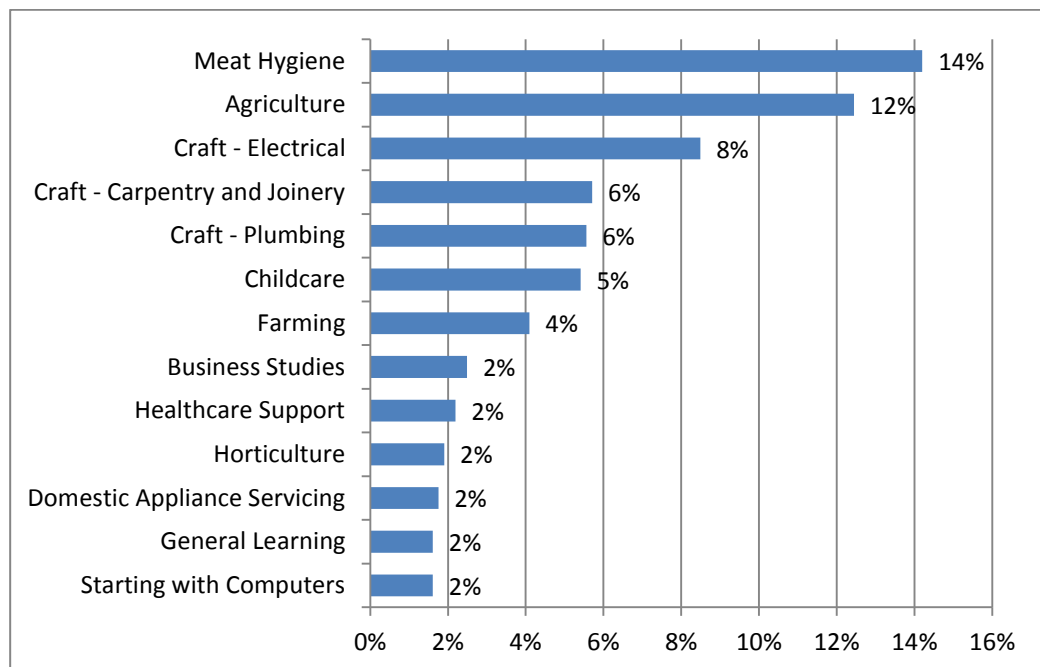


Chart 8a: Percentage breakdown by FETAC-QQI field of those award holders who were self-employed in 2010 (n=683).

Chart 8b shows the age profile for those self-employed and when compared to the age profile of major award holders the following emerges:

-The under 20 age group are under-represented in the self-employed cohort, registering 3% of the self-employed compared to a 23% share of major awards.

- The 20-24 age group accounted for a share of 22% of those self-employed compared to hosting a 28% share of major awards.
- The 25-29 years old category was generally consistent hosting a 14% share of self-employed and a 12% share of all awards.
- The 30-34 age group attracted a share of 17% of self-employed significantly over-represented compared to a share of 8% of all awards.
- Each of the age categories 35-39, 40-44 and 45-49 hosted similar shares of c. 7% of all awards and c. 10% each of the self-employed cohort
- The age group 50-54 were over-represented in the self-employed cohort at a share of 9% compared to a 4% share of awards.
- The 55-59 age group accounted for 4% of those self-employed compared to 2% of all awards.
- Finally, the 60-65 year olds accounted for 1% share for each of awards and those self-employed

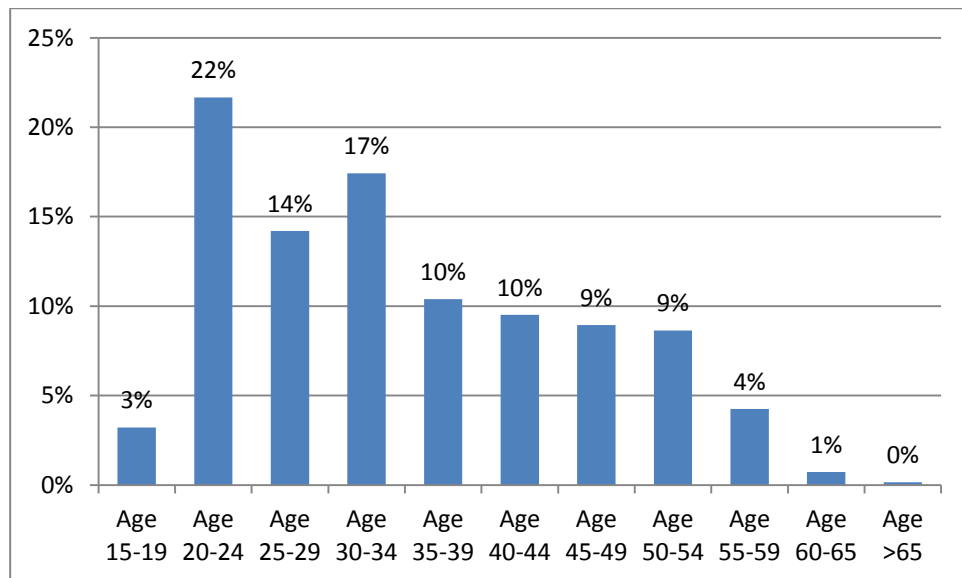


Chart 8b: Percentage breakdown by age of those award holders who were self-employed in 2010 (n=683).

Next Steps

In conclusion, this paper points to the potential offered through using administrative records to evaluate and analyse learner outcomes. On the downside, this is a restricted dataset and merely provides a starting point. For example, it is estimated that only slightly over half of the award holders are ready to commence 2009-2010 Higher Education, so the awards cohort should also be tracked to 2010-2011 HE records in order to provide a more complete picture of progression to Higher Education.

The quality of jobs could be evaluated in future work in terms of duration and using salary as a proxy. Salaries received by the FETAC award holders were examined, however, the limitations of the data rendered the information inconclusive and thus this is not presented herein.

The paper is limited to one year of awards data and would require developing a time series of data in order to appropriately analyse learner outcomes.

In addition to building on the time series further investigations should focus on arriving at exclusive categories of learner outcomes to more accurately interpret the level of unemployment by restricting to the cohort to those who are available for work (and have not gone into education).

In terms of optimising the statistical potential of administrative records efforts should continue across the public sector to coordinate and link data sets. Standard definitions and unique identifiers (in the case of learners this is PPSN) are key. Other rich analysis could occur across the education sector through a unique identifier for education and training providers and considering the introduction of a unique identifier for awards and for programmes compatible across education databases.

Definitions

Employment:

Employment for the purposes of this release includes any person appearing on the Revenue P35 files. The level of activity can vary from having worked one day in the year to working full-time throughout the year.

Unemployment/Unemployment Benefit/allowance:

Unemployment activity for the purposes of this release includes any person appearing in the jobseeker's benefit or assistance files within the Central Records System of the Department of Social Protection.

Higher Education Course (Higher Education Authority):

Refers to HEA Aided Institutions. These are the seven Universities and 14 Institutes of Technology, including Dublin Institute of Technology and also include Mary Immaculate College Ireland, Mater Dei Institute of Education, St Patrick's College Drumcondra, St Angela's College Sligo, the National College of Art and Design and the Royal College of Surgeons in Ireland.

The National College of Ireland and the National College of Art and Design are also included in this category, as they submit returns to the HEA via the HEA Student Record System, even though these are not HEA-aided Institutions.

Self-Employed

For the purposes of this paper, those featuring on the CSO business Register 2010 file are included as self-employed.

Appendix

Table A1: Numbers of FETAC awardees and their respective unemployment percentages in 2010 for FETAC 2009 major awards recipients by NFQ levels and FETAC domain (3 digit codes). Numbers under 3 suppressed.

Domain Code	Domain Name	Level(s)	Awardees 2009	Unemployed 2010	Percentage in receipt of Unemployment Benefit/allowances 2010
1.1.1	Agriculture	5	359	65	18%
		6	443	69	16%
1.1.2	Horticulture	4	80	17	21%
		5	208	42	20%
		6	77	27	35%
1.1.3	Floristry	5	34	Suppressed L5	Suppressed L5
1.1.4	Veterinary/Pets/non-Farm	5	182	52	29%
1.1.5	Poultry	--	0	0	--
1.1.6	Aquaculture	5	Suppressed L5	Suppressed L5	Suppressed L5
1.1.7	Equitation	4	31	5	16%
		5	71	23	32%
		6	Suppressed L6	Suppressed L6	Suppressed L6
1.1.8	Fisheries	--	0	0	-
1.1.9	Forestry	6	Suppressed L6	Suppressed L6	Suppressed L6
1.2.1	Natural Science/Food/Environment	--	0	0	-
1.2.2	Applied Science/Chem/Physics	5	240	Suppressed L5	0%
1.2.3	Laboratory Skills	5	69	13	19%
1.2.4	Statistics/Mathematics/Research	--	0	0	-
1.3.1	Hardware	--	0	0	-
1.3.2	Systems + Networks	5	45	13	29%
		6	77	16	21%
1.3.3	Web Design/Internet	--	0	0	-
1.3.4	Software Engineering/Design/Development	6	Suppressed L6	Suppressed L6	Suppressed L6
1.3.5	Programming	--	0	0	-
1.3.X	Computing-Multiple Domains	5	293	65	22%
		6	46	16	35%
2.1.1	Music	5	62	16	26%
2.1.2	Drama	6	21	8	38%

2.1.3	Theatre	5	110	29	26%
2.1.4	Dance	5	30	5	17%
2.1.X	Arts-Multiple Domains	--	0	0	-
2.2.1	Craft/Design	5	212	46	22%
		6	42	10	24%
2.2.2	Textiles (not manufacture)	6	22	Suppressed L6	Suppressed L6
2.2.3	Interior/Décor Design	5	128	32	25%
2.2.4	Fine Art	4	Suppressed L4	Suppressed L4	Suppressed L4
		5	270	39	14%
		6	37	Suppressed L6	Suppressed L6
2.2.X	Craft and Design - Multiple Domains	5	297	32	11%
2.3.1	Photography	5	45	13	29%
		6	Suppressed L6	Suppressed L6	Suppressed L6
2.3.2	Television/video/Film	5	64	18	28%
		6	31	13	42%
2.3.3	Radio/Broadcasting/Sound	5	27	8	30%
		6	Suppressed L6	Suppressed L6	Suppressed L6
2.3.4	Multimedia/animation (except web)	5	432	96	22%
		6	61	10	16%
2.3.5	Printing + Publishing/DTP	5	20	11	55%
		6	Suppressed L6	Suppressed L6	Suppressed L6
2.3.6	Graphic Design	5	111	19	17%
3.1.1	Legal	5	93	31	33%
3.1.2	Retail/Wholesale/Trade/Sales/Estate Agency/Purchasing/Applied Economics	4	233	39	17%
		5	105	24	23%
		6	38	Suppressed L6	Suppressed L6
3.1.3	Finance/Insurance/Tax/Accounting	5	29	8	28%
3.1.4	Enterprise/Business Development/SYOB	5	300	47	16%
		6	Suppressed L6	Suppressed L6	Suppressed L6
3.1.5	Marketing/PR	5	Suppressed L5	Suppressed L5	Suppressed L5
3.1.6	Human Resources/Organisational Dev.	3	72	20	28%
3.1.7	Advertising/Display/Merchandising	--	0	0	-
3.1.8	Management Skills/Principles/Project Mgmt	6	162	14	9%
3.1.9	Journalism	5	37	5	14%
3.1.10	Social and Behavioural Science	5	38	6	16%
3.1.11	Library	--	0	0	-
3.1.X	Business - Multiple Domains	5	2,118	399	19%
3.2.1	Secretarial/Admin	3	140	27	19%

Skills/TeleServices/Payroll

		4	151	35	23%
		5	1,540	350	23%
		6	261	43	16%
3.2.2	Office Work/filing/Telephone	5	120	36	30%
3.2.3	Admin-related ICT Applications/data entry	5	214	50	23%
3.X.X	Business – Unclassified	--	0	0	-
4.1.1	Architectural Assistant Skills	--	0	0	-
4.1.2	Draughting/CAD	5	74	16	22%
4.1.3	Planning Services, surveying	--	0	0	-
4.1.X	Planning and Design - Multiple Domains	6	Suppressed L6	Suppressed L6	Suppressed L6
4.2.1	Construction Trades	5	Suppressed L5	Suppressed L5	Suppressed L5
		6	1,990	978	49%
4.2.2	Technical Operatives/Scaffolding	--	0	0	-
4.2.3	Construction Site Activities/Building Work/General Maintenance	--	0	0	-
4.2.X	Construction - Multiple Domains	4	60	13	22%
		5	121	35	29%
4.3.1	Civil Works, e.g. Roads	--	0	0	-
4.3.2	Plant Operators	--	0	0	-
4.3.3	Engineering Technicians	--	0	0	-
4.4.1	Heritage Craft Skills (stone wall building)	--	0	0	-
4.4.2	Restoration Skills	--	0	0	-
5.1.1	Communication	1	63	Suppressed L1	Suppressed L1
		2	176	28	16%
5.1.2	Numeracy + Literacy + Visual Literacy	--	0	0	-
5.1.3	ICT Introduction (basic keyboard, computer literacy)	3	588	184	31%
5.1.4	Preparation for Work (CV, Interview)	3	579	133	23%
		4	358	86	24%
		5	23	7	30%
5.1.5	Lifeskills (culture/day-to-day living/the world around us)	3	965	199	21%
5.1.6	Personal Development (learning to learn, study skills)	--	0	0	-
5.1.X	Core Skills - Multiple Domains	3	36	12	33%
5.2.1	European Language	--	0	0	-
5.2.2	English (incl ESOL)	--	0	0	-
5.2.3	Irish	--	0	0	-
5.2.4	International Language (other than European)	--	0	0	-

5.2.X	Language-Multiple Domains	--	0	0	-
5.3.1	Irish Tradition + Culture	5	148	36	24%
5.3.2	EU Studies + Culture	5	23	Suppressed L5	Suppressed L5
5.3.3	History/Geography/Archaeology	--	0	0	-
5.3.4	Civics/Politics/Liberal Arts/Classics	5	77	12	16%
5.3.5	Philosophy	--	0	0	-
5.3.X	General Studies - Multiple Domains	--	0	0	-
6.1.1	Trainer/Train the Trainer/Mentor	--	0	0	-
6.1.2	Assessor/Evaluator	--	0	0	-
6.1.3	Prof. Development Studies	--	0	0	-
6.1.4	Supervisory Studies	--	0	0	-
6.1.5	Education Studies/Montessori	--	0	0	-
6.1.6	Classroom Assistant	5	Suppressed L5	Suppressed L5	Suppressed L5
6.1.7	Youthwork	5	47	15	32%
6.1.8	Childcare	5	2,967	620	21%
		6	310	67	22%
6.1.9	Community Care/Social Work	5	1,234	205	17%
		6	Suppressed L6	Suppressed L6	Suppressed L6
6.1.X	Education and Training - Multiple Domains	5	Suppressed L5	Suppressed L5	Suppressed L5
6.2.5	Complementary Therapies	--	0	0	-
6.2.6	Nursing - Allied Skills	5	646	88	14%
6.2.7	Health Care Support	5	2,349	190	8%
6.2.8	Dental Studies	--	0	0	-
6.2.9	Disability Studies	--	0	0	-
6.2.X	Health & Welfare - Multiple Domains	--	0	0	-
7.1.1	Electrical/Electronics/Electromechanical	5	63	17	27%
		6	1,331	707	53%
7.1.2	Mechanics/Mechanical/Tools	5	Suppressed L5	Suppressed L5	Suppressed L5
		6	502	152	30%
7.1.3	Refrigeration	6	54	23	43%
7.1.4	AirCraft/Naval/Boats/Navigation	--	0	0	-
7.1.5	Engineering Processes/Fitting/Turning/Metals/Tool-making	4	Suppressed L4	Suppressed L4	Suppressed L4
		5	Suppressed L5	Suppressed L5	Suppressed L5
		6	383	161	42%
7.1.7	TeleComms/Audio/TV Servicing	--	0	0	-
7.1.8	Environmental (Energy, Waste) Processes	--	0	0	-

7.1.9	Chemicals + Processing/Pharmaceuticals	5	29	10	34%
7.1.10	Building Security - Alarm Installation	--	0	0	-
7.1.X	Engineering - Multiple Domains	5	45	13	29%
7.2.1	Manufacturing Ops/Production Line/Factory	5	Suppressed L5	Suppressed L5	Suppressed L5
7.2.2	Food + Dairy Processing	5	Suppressed L5	Suppressed L5	Suppressed L5
7.2.3	Textiles + Footwear Manufacture	--	0	0	-
7.2.4	Materials (plastic, glass, paper, wood) Manufacture	5	Suppressed L5	Suppressed L5	Suppressed L5
7.2.5	Medical Devices/Instrumentation	--	0	0	-
8.1.1	Beauty	5	Suppressed L5	Suppressed L5	Suppressed L5
		6	75	21	28%
8.1.2	Hairdressing	5	500	149	30%
8.1.3	Domestic Services (commercial cleaning)/DIY	--	0	0	-
8.1.5	Funeral/Other Services	--	0	0	-
8.2.1	Warehouse/ForkLift/Storage	--	0	0	-
8.2.2	Transport/Logistics	6	29	4	14%
8.2.3	Driving (HGV e.g.)	--	0	0	-
8.2.4	Freight/Forwarding	5	Suppressed L5	Suppressed L5	Suppressed L5
8.3.1	Door Security (Bouncer)	--	0	0	-
8.3.2	Commercial Security	--	0	0	-
8.3.3	Military	--	0	0	-
8.3.4	Prison/Prisoner Security (Dept. Justice)	--	0	0	-
8.3.5	Emergency Service Personnel	--	0	0	-
8.3.X	Security - Multiple Domains	4	58	20	34%
8.4.1	Wastewater treatment/Water protection	6	Suppressed L6	Suppressed L6	Suppressed L6
8.4.X	Environ. Protection - Multiple Domains	--	0	0	-
9.1.1	Travel	--	0	0	-
9.1.2	Tourism (non Hospitality)/rural tourism/sports tourism	5	239	57	24%
		6	34	7	21%
9.1.3	Tour Guiding	6	28	8	29%
9.1.4	Visitor/Heritage Centre Operations/Skills	6	Suppressed L6	Suppressed L6	Suppressed L6
9.2.1	Hotels + Guesthouse	4	Suppressed L4	Suppressed L4	Suppressed L4
		5	Suppressed L5	Suppressed L5	Suppressed L5
		6	85	31	36%
9.2.2	Catering/kitchen	4	310	77	25%
		5	46	12	26%

		6	326	72	22%
9.2.3	Restaurant + Bar	4	271	73	27%
		5	36	14	39%
		6	Suppressed L6	Suppressed L6	Suppressed L6
9.2.4	Food Safety/Hygiene (HACCP)	--	0	0	-
9.2.5	Customer Care Hospitality	6	79	22	28%
9.3.1	Leisure Centre Activities/Leisure/ Recreation/Sports Safety/Lifeguard	5	488	136	28%
		6	111	35	32%
9.3.2	All Sports	--	0	0	-
9.3.3	Health + Fitness/health-related fitness/exercise	--	0	0	-
9.3.4	Coaching + Training/Sports Instructor	6	Suppressed L6	Suppressed L6	Suppressed L6
Total			28,241	6,780	24%

Table 1 sets out the numbers of FETAC awardees and respective unemployment percentages in 2010 for FETAC 2009 major awards recipients by NFQ levels and FETAC domain (3 digit codes). This breaks down the data further still, giving insights into the drivers of unemployment albeit for a limited dataset.

It is premature to draw any conclusions on these data; there are more factors at play than is evident in the table including the age profile and the respective progression to further education by domain. In addition the numbers within most domains are small. With this caveat some observations are:

- The FETAC-QQI fields of Construction (FETAC 4) show strikingly high percentages in receipt of unemployment benefit/allowance for NFQ level 6 awardees registering 49%. Within the domain of construction trades (FETAC 4.2.1) NFQ level 6 graduates account for an unemployment rate of 49% and the majority of awardees in this field, at nearly 2,000, thus this is driving the 49% unemployment. The domain of draughting/CAD (FETAC 4.1.2) saw a below average unemployment rate of 22% for NFQ level 5 awardees.
- Similarly, the FETAC-QQI fields of Engineering/Manufacturing (FETAC 7) also show strikingly high unemployment percentages for NFQ level 6 awardees registering 46%. Within the domain of Electrical/Electronics/Electromechanical (FETAC 7.1.1) NFQ level 6 awardees records over half of awardees for this field, at 1,300, and saw one of the highest unemployment percentage across all fields registering 53%.
- Award holders in the FETAC-QQI field of Business and Administration (FETAC 3) recorded lower than average unemployment percentages
 - In the domain Retail/Wholesale/Trade/Sales/Estate Agency/Purchasing/Applied Economics (FETAC 3.1.2) NFQ level 6 awardees recorded amongst the lowest unemployment percentages, standing at 8%.

- Awardees at NFQ level 5 in the domain Management Skills/Principles/Project Management (FETAC 3.1.8) also realised one of the lowest unemployment percentages across all fields at 9%.
- The FETAC-QQI field of Agriculture, Science and Computing (FETAC 1) recorded lower than average unemployment rates again generally showing an improvement in prospects moving up the NFQ levels. In fact, **the lowest unemployment across all fields was 0% evident for those 240 NFQ level 5 awardees in the domain of Applied Science/Chemistry/Physics (FETAC 1.2.2).**
- The FETAC-QQI field of Education, health and welfare (FETAC 6) generally show significantly lower than average unemployment. The popular domain of Childcare (FETAC 6.1.8) recorded below average unemployment of 21% and 22% for NFQ level 5 and NFQ level 6 awardees, respectively. The domain of Community Care/Social Work saw a relatively low unemployment percentage of 17% for NFQ level 5 awardees. In the domain of Nursing - Allied Skills (FETAC 6.2.6) the unemployment percentage for NFQ level 5 awardees was relatively low at 14%. Finally, the domain Health Care Support (FETAC 6.2.7) which attracted a large number of learners registered one of the lowest unemployment percentages across all domains of 8% for NFQ level 5 awardees.