

Appendix 7 - Triangulation of Results												
			Reseach Themes					Drivers, Barriers and Facilitors by Source				
Time Period	Change in Purpose	DBF	Purpose of FET	Active Labour Market Policy	Education & Training	Certification & Qualifications	Regionalisation & Rationalisation of Public Admin of FET	International	National-DES	National-not DES	Economy	ALMP
1973-1986	FET & HE Economic objective	Driver	Economic crisis, state finances, high unemployment esp. youth, increased use of ICT as basic office tool	Economic crisis, high unemployment, EU single market, rise of neo-liberalism	EEC (Janne Report), EU Movement of workers	EU single market - mobility of workers & comparability of quals	DES wanted intermediate tier, economic crises, state finances	EEC (Janne Report), EU Mobility of workers (2), EU Comparability of Quals, Rise of Neo-Liberalism	DES wanted intermediate tier	State finances (2), increased use of ICT as office tool	Economic crisis (3)	High unemployment, link between education and training and employment
	FET has social and activation objective	Barrier	System capacity, no FE policy, no certification, fragmented structure in DES, State finances	No certification, state finances	DES-DJEI divide, no certification	No policy in DES, no certification system, capacity of system, AnCO/FÁS using UK cert	Education interest groups esp Catholic Church		System capacity, no FE policy, no certification, fragmented structure in DES, state finances	Church opp, DES-DJEI divide, AnCO/FÁS using UK cert, state finances (2)		
		Facilitator	ESF funding, falling post-primary enrolments on some VECs, increased focus on training	ESF funding, OECD ALMP recommendations, ECJ Gravier case	ESF funding, ECJ Gravier case, OECD ALMP recommendations	Absence of policy and associated strictures facil VEC innovation		ESF funding (2), ECJ Gravier Case(2), OECD ALMP recommendations (2)	No FE policy	Falling enrolments in some VECs, increased focus on training		OECD ALMP Recommendations (2)
1987-1995	Slight change - FET purpose broadened	Driver	EU Single market, Maastricht Treaty, improving economy, increased link between the economy, employment and E&T	Maastricht Treaty, EU WPs, OECD Jobs Study, Culliton Report	Maastricht Treaty, EU WPs, Lifelong Learning, ALMP, DES officials	EU Single European Act, Maastricht, Culliton, Education GP, WP	DES wanted intermediate tier	EU Single Market/Maastricht Treaty (4), EU WPs, Lifelong Learning, OECD Jobs Study	DES wanted intermediate tier, DES officials	Culliton Report	Improving economy	Increased link between the economy, employment and E&T, OECD Jobs Study, EU Essen Guidelines
	FET increasingly social and reduced economic purpose, HE has an increasingly economic purpose	Barrier	No certification until 1993, System capacity, increasing HE enrolments, 4th in line for budget, FE low regard in DES	Conflict between actors, no certification	DES-DJEI divide, Conflict between actors	System capacity, fragmentation of system in DES, conflict between actors esp DES v DJEI turf war	Education interest groups esp Catholic Church, DES-VEC relations		No certification until 1993, DES-DJEI turf war, DES-VEC conflict, 4th in line for budget, FE low regard in DES	System Capacity (2), DES DJEI divide, Conflict between actors (3), Church opposition, increasing HE enrolments		
		Facilitator	ESF funding, OECD Jobs Study, EU WP & Essen Guidelines, Education GP, WP, DES-VEC Rel., fees for HE courses	Social Partnership, OECD Jobs Study, EU WP & Essen Guidelines, Culliton criticism of FÁS, Culliton link between education and training and unemployment, ESF Funding	ESF funding, NCVA certification, TEASTAS, Changing beliefs of DES officials	Changing beliefs of DES officials, Education GP, WP, OECD Jobs Study, increasing interest in access to HE esp from FE students, NCVA, TEASTAS	OECD 1991 Review, Education GP, WP, SMI, Social Partnership, improving economy, improving state finances	ESF funding (3), EU WP & Essen Guidelines (2), OECD Jobs Study (3), OECD 1991 Review	Education GP & WP (3), Changing beliefs of DES officials (2), NCVA, TEASTAS, DES-VEC Relations(2)	Social Partnership, Culliton criticism of FÁS, Culliton link between education and training and unemployment, increasing interest in access to HE esp from FE students	Improving economy	ESF funding, Maastricht, Essen Guidelines, OECD Jobs Study, Culliton criticism of FÁS, Culliton link between education and training and unemployment

1996-2007	Divergence increases	Driver	Strong economic growth	EU EES-NEAP/NRP, EU Lifelong Learning, strong economic growth, FDI, Skills shortages	1999 Act, Certification/Qualifications/NFQ, EU-ALMP, Lisbon-Bologna, Copenhagen	EU Lifelong Learning, EU Lisbon Strategy - Bologna, Copenhagen, 1999 Act, DES officials, increasing interest in access to HE esp from FE students, Education GP, National Convention, WP	DES wanted intermediate tier, GP, National Convention, WP	EU EES-NEAP/NRP, Lisbon - Bologna, Copenhagen, EU Lifelong Learning (2)	DES officials, 1999 Act, DES wanted intermediate tier, Education GP, National Convention, WP (2)	Increasing interest in access to HE esp from FE students	Strong economic growth (2), FDI	Skills shortages, EU Lifelong Learning
	FET increasingly social and reduced economic purpose, HE has an increasingly economic purpose	Barrier	No DES policy, Policy neglect, System capacity, end of ESF funding and governance, no national voice for FET, FÁS-DJEI relations, VEC-DES relations, VEC-Interest groups relations, DES-DJEI relations, no fees for HE	System capacity, EGFSN HE bias	DES-DJEI divide, conflict between actors, increased references to Skills	Weak FET policy structure in DES, conflict between interest groups wrt TEASTAS, FETAC-FÁS	Education interest groups esp Catholic Church		No DES policy, Policy neglect, System capacity, end of ESF funding and governance, no national voice for FET, VEC-DES relations, VEC-Interest groups relations, DES-DJEI relations, no fees for HE	FÁS-DJEI relations, System capacity, EGFSN HE bias, DES-DJEI divide, conflict between actors including education interest groups esp Catholic Church		EGFSN HE bias
		Facilitator	CnV pillar in Social Partnership, improved state finances, no fees for FE	OECD Jobs Study, Certification space facilitates collaboration, HRD WP, NAPS link between unemployment, poverty and educational disadvantage	EU/OECD Lifelong Learning, Lifelong Learning Taskforce, NFQ	Lifelong Learning, ALMP, increasing interest in access to HE esp from FE students, NFQ	Education GP, WP, SMI, Social Partnership, improving economy, improving state finances	OECD Jobs Study, EU/OECD Lifelong Learning	No fees for FE, Certification space facilitates collaboration, Education GP, WP	CnV pillar in Social Partnership, improved state finances, HRD WP, NAPS link between unemployment, poverty and educational disadvantage, Lifelong Learning Taskforce, SMI	Improving economy	OECD Jobs Study, HRD WP
2008-2014	Divergence of purpose between FET and HE almost total	Driver	Economic crisis, high unemployment, Troika	Economic crisis, high unemployment, 2010 decision, Troika	Economic crisis, 2010 decision	Economic crisis	Economic crisis, collapse of state finances, high unemployment, Troika	Troika (3)	2010 decision	Collapse of state finances	Economic crisis (5)	High Unemployment (3)
	Purpose of FET almost exclusively social inclusion and activation, purpose of HE almost exclusively economic. HE has an activation purpose through Springboard	Barrier	Collapse in state finances, only 2 policy options - EU treaties	System capacity, need to implement significant organisational and institutional amalgamations, collapse in state finances, EGFSN HE bias, need to develop and implement FET policy from low base	Collapse of state finances, system capacity	Collapse of state finances, system capacity	Collapse of state finances, system capacity, fragmentation of FET system across 4 depts., public perception of SOLAS as new FÁS, DSP-ETB relations	Only 2 policy options - EU treaties	System capacity (3), need to implement significant organisational and institutional amalgamations, EGFSN HE bias, need to develop and implement FET policy from low base	Fragmentation of FET system across 4 depts., public perception of SOLAS as new FÁS, Collapse of state finances (5)		Establish referral new process through INTREO, DSP-ETB relations, skills a subset of activation policy rather than activation part of skills policy
	FET re-engagement with economic objective in FET Strategy	Facilitator	2010 decision, Changing beliefs of DES officials	ESRI Review of NEAP, OECD review of activation, OECD review of public administration, Crisis facilitate swift implementation, Troika, No Social Partnership - reduced opposition of interest groups	Common Awards System, QQI, increased references to 'skills'	EU EQF, Common Awards System, QQI	OECD Review 2008, 2009 Review of Activation, No Social Partnership, 20 years of thinking, Troika	OECD review of activation (2), OECD review of public admin (2), Troika (2), EU EQF	2010 decision, Changing beliefs of DES officials, Common Awards System (2), QQI (2), increased references to 'skills'	No Social Partnership - reduced opposition of interest groups (2), ESRI Review of NEAP, 20 years of thinking		