

2009 Follow-Up Survey of FÁS Participants

**Shay Conway, Roger Fox
Planning & Research
FÁS
27-33 Upper Baggot Street
Dublin 4**

November 2010

2009 Follow-Up Survey of FÁS Participants

Contents	Page
Executive Summary.....	2
I Introduction	5
II Customer Satisfaction and Feedback	6
III Background Status of Participants	12
IV Post-Programme Outcomes	15
V Comparisons with Previous Surveys.....	28
VI People with Disabilities in Specialist Training	32

Executive Summary

This report presents the findings from two surveys carried out by Franklin Ltd. on behalf of FÁS. The first was a sample survey of persons who completed or dropped out of FÁS training and employment programmes, undertaken in November 2009 in respect of persons who had left their FÁS programme in the period June to September 2008. A total of 1,367 participants responded to the survey. These responses were ‘weighted-up’ to represent the 9,614 persons who, in fact, exited FÁS programmes between June and September 2008. The main results are presented in this report. The second survey is of participants who completed or dropped out of FÁS Specialist Training Programmes for people with disabilities. The fieldwork was carried out in December 2009 in respect of June to September 2008 leavers.

Some of the main findings from the first survey are:

Employment Outcomes: 31% of participants obtained employment after their programme. The placement rate into employment was 33% for training programme participants, and 26% for employment programme participants. Traineeship and Specific Skills Training had the highest placement rate into employment (54% and 37% respectively). Thirty-five percent of participants on Local Training Initiatives obtained a job after the programme.

Current Situation of Participants: At the time of the survey, 18% of persons were in employment, 24% were on a further FÁS programme or other education/training, 6% were engaged in home duties and 48% were unemployed. The employment rate (at the time of the survey) for training programme participants was 19%, and was 16% for employment programmes. The unemployment rate was 50% for training programmes participants and 43% for those who had participated in employment programmes. These figures exclude those who returned to FÁS employment programmes.

Live Register: Sixty one percent of participants were on the Live Register before entering their FÁS programme. In terms of outcomes, out of every hundred persons who were on the Live Register before entering their FÁS programme, 52 were unemployed at the time of the survey. Sixteen were employed at the time of the survey, 24 were on a FAS course or in education or other training, and 7 were on home duties/other.

Long-term Unemployed: Thirty seven percent of participants stated that they were long-term unemployed prior to commencing their programme.

Benefits of FAS Programmes: As in previous years, improving confidence, helping to identify job opportunities, and providing improved interview skills were all rated positively by more than four out of five participants.

Certification: Seventy one percent of all FÁS training programme participants received certification from their programme. When participants who did not complete their programme are excluded, the percentage receiving certification rose to 85%.

Non-Completion: Nearly one in seven participants (15%) did not complete their programme, which is a considerable reduction from the previous survey (where one in four did not complete).

Education Background: There was a wide spread of educational attainment on FÁS programmes. Forty percent of all participants had not obtained the Leaving Certificate. This was higher for employment programmes where 53% of participants had not completed second level. In contrast to this, some training programmes had a significant minority with third level qualifications.

Looked for Work: A quarter of all participants (27%) who had not obtained employment after their FÁS programme said that they had not looked for work. Of these, over a third (37%) said that they had not looked for work because they were on a further course / programme. Nineteen percent of all participants did not look for work after the course/programme.

Net Hourly Pay in First Job: The average hourly take-home pay of persons in their first job after a FÁS course/scheme was €11.31. This represents a 8% increase from the previous survey in 2006, and a 1.5% increase above inflation over the period. Men, on average, earned €11.20 compared to women at €11.42 , the hourly rate for females exceeding males.

Use of FÁS Skills: 64% of all job-obtainers stated that they used their FÁS-imparted skills either ‘a lot’ or ‘most of the time’ in their first job. This was higher for employment programme participants (72%) than training programme participants (60%). Over a half of all participants (53%) stated that they would not have got their job without FÁS. Again, this was higher for employment programme participants (65%) than training programme participants (49%).

Non-Irish Nationals: Nine percent of respondents were non-Irish nationals. Twenty-six percent were employed at the time of the survey, 10% were in education/training, 5% were on an employment programme and 13% were on home duties. Forty four percent were unemployed.

In terms of **Specialist Training Programmes** for people with disabilities, some of the main findings are:

Current Situation of Participants: 16% of people with disabilities in specialist training were employed at the time of the survey. Nineteen percent were in a FÁS programme, 19% were in other education/ training. Thirty-three percent of participants were unemployed and 13% were on home duties/other.

Satisfaction with Training: More than four-fifths of people with disabilities in specialist training were either ‘satisfied’ or ‘very satisfied’ with the content of their

course, their instructor, the availability of equipment, and access to and the general condition of the building in which the training took place.

Comparison with Mainline Training: The employment outcomes at the time of the survey are similar for Specialist Training Programmes compared to mainline training (16% employed compared to 19% in mainline training). In terms of satisfaction with the programme and the perceived benefits of the programme, the results for Specialist Training Programmes and mainline training are broadly similar.

I Introduction

This report presents the results of two surveys of FÁS participants. The first survey covered non-sponsored FÁS participants who completed or dropped-out of their programme in the period June – September 2008. The second survey covered participants on the Specialist Training Providers programme for people with disabilities. The methodology and findings of the second survey are presented separately in Section VI of this report. Sections I to V relate to the first survey.

The first survey was conducted by telephone by Franklin Research on behalf of FÁS in November 2009. The questionnaire used was broadly similar to the questionnaires used in previous surveys, with some additions and alterations. The total population of participants who exited during the June to September 2008 period was 9,614¹. Useable responses from the survey amounted to 1,367. The survey responses were re-weighted to provide estimates of the true population and all the results in this report are presented on a grossed-up basis. The population and response numbers for each programme are presented in Table 1.

It may be noted that for each programme a minimum of 80 responses were obtained. This is satisfactory for providing overall results by programme. However, care must be taken in considering cross-classifications of smaller programmes, as sampling errors could be significant.

Programme	Population	Respondents
Bridging/Foundation	1,554	298
Community Training Centres (CTC)	734	131
Local Training Initiatives (LTI)	1,243	218
Return to Work	387	80
Specific Skills Training (SST)	1,804	259
Traineeship	560	116
<i>Total Training</i>	6,282	1102
Community Employment (CE)	3,332	265
Total	9,614	1,367

¹ Roll-overs on CE were not included in the sample.

II Customer Satisfaction and Feedback

Benefits of FÁS Programme

Table 2 indicates the percentage of respondents who stated that their FÁS programme helped them ‘a lot’ or ‘a little’ in a number of different respects. The highest scoring benefit was ‘improved confidence’, which was scored positively by 90% of respondents. All programmes gave a high rating to this benefit.

The second highest ranking area was ‘new job skills’, which 88% of respondents rated positively. Participants on the Community Training Centres programme rated this aspect particularly highly (94%). Community Employment scored slightly less positively with 84%.

Helping to identify new job opportunities was rated positively by 82% of respondents. Traineeship (92%) was rated positively by the highest proportion of participants for this aspect of training. Community Employment programmes were rated slightly less positively than training programmes in this regard – 78% compared to 84%.

More than four out of five respondents (81%) said that they had improved their interview skills. The Return to Work (92%) programme was rated particularly positively in this respect. Training programmes were rated nearly the same as Community Employment programmes in this aspect – 82% rated positively compared to 80%.

Sixty-eight percent of participants stated that their programme helped them to get a job. (As shown later, a smaller proportion actually did get a job. So, respondents must have answered this question in terms of job prospects rather than actual jobs.) Highest scoring programmes were Traineeship (74%) and Community Employment (73%).

Fifty-six percent of respondents stated that their programme helped them with their literacy and numerical skills. The highest percentages scoring these aspects were in Community Training Centres, Bridging/Foundation and Community Employment.

Finally, nearly half of respondents stated that their programme helped them to set up their own business. (Again, clearly this is an aspiration rather than a reality.)

Table 2**Benefits of FÁS programmes (% Helped 'a little' or 'a lot')**

Programme	Improved Confidence	Identify Job Opportunities	Improved Interview Skills	Helped get a Job	Helped set up Own Business	New Job Skills	Literacy	Numerical Skills
Bridging	93	84	81	63	57	90	57	58
CTC	94	85	81	68	43	94	66	59
LTI	93	84	82	65	36	88	58	51
Return to Work	92	85	92	69	28	85	51	49
SST	89	83	80	61	54	90	49	60
Traineeship	94	92	84	74	34	94	49	49
<i>Total Training</i>	92	84	82	65	41	90	55	56
CE	86	78	80	73	59	84	59	56
Total	90	82	81	68	47	88	56	56

Satisfaction with FÁS Programmes

Table 3 presents the percentage of participants on FÁS courses who expressed satisfaction with the content of the programme/course, the equipment available on the programme/course and the instructor/trainer. All three dimensions were scored highly.

Satisfaction with the content of the programme/course was high, with 89% of respondents expressing satisfaction in this regard. Participants from all different programmes were satisfied.

Eighty-eight percent of participants were satisfied with the equipment available on their programme. This was an increase compared to the 2006/7 survey, but that had been a decrease over the previous one. Again, there were no differences in the ratings for different programmes.

Eighty-nine percent of participants were satisfied with the instructor or trainer on their programme. Satisfaction ratings were high for all programmes.

Programme	Content of course	Equipment	Instructor
Bridging	91	92	93
Community Training Centres	91	91	87
Local Training Initiative	90	93	90
Return to Work	93	91	91
Specific Skills Training	87	88	87
Traineeship	94	91	83
<i>Total Training</i>	<i>90</i>	<i>91</i>	<i>90</i>
Community Employment	87	91	87
Total	89	91	89

Feedback on FÁS Programmes

Table 4 below presents further information about the views of programme participants on their programme. Three areas of feedback were sought; duration, convenience of hours and whether the programme was their first choice.

As regards duration, 70% of respondent felt that the duration was about right. Of the remainder, two thirds felt that the programme was too short. These percentages varied across different programmes. In the case of Community Employment, while the overall percentage stating the duration was about right was similar at 69%, there was a greater percentage saying that the programme was too short. In the cases of Local Training Initiatives, Return to Work and Traineeships the balance of those not content with the duration was towards those saying the course was too short. However, Specific Skills Training and CTCs were more inclined to have a noticeable minority who found the course too long.

The results for 'hours convenient' were universally positive with over 90% agreeing with this for all programmes. Similarly, over 90% of respondents stated that the programme was their first choice.

Table 4					
Feedback on Programmes (%)					
Programme	Duration of Programme			Hours Convenient?	First Choice
	Too Long	About Right	Too Short	(% yes)	(% yes)
Bridging/Foundation	12	70	18	92	90
CTC	15	86	9	95	93
Local Training Initiatives	11	69	20	95	94
Return to Work	4	76	20	94	94
Specific Skills Training	16	67	17	94	95
Traineeship	5	80	15	97	95
Community Employment	7	69	23	93	95
Total	10	71	19	94	94

Completion of Programme

Most participants (85%) completed their programme (Table 5). Community Training Centres (CTCs) was the only programme with a significantly higher level of non-completion. Thirty percent of CTCs respondents stated that they had not completed their programme.

Table 5								
Participants who did not Complete their Programme								
Programme	Did not complete (%)	Reason (%)						
		To take Job	Health	Course was not Suitable	Caring Responsibilities	Other Training (not FÁS)	Other Training (FÁS)	Other
Bridging	10	17	17	10	7	3	3	47
CTC	30	10	5	13	15	3	8	51
LTI	15	6	25	25	13	3	3	31
Return to Work	10	0	12	0	0	0	12	75
SST	10	12	39	8	11	0	4	31
Traineeship	13	33	27	7	13	7	0	33
<i>Total Training</i>	<i>14</i>	<i>13</i>	<i>10</i>	<i>14</i>	<i>12</i>	<i>3</i>	<i>5</i>	<i>44</i>
CE	16	3	48	5	8	3	0	30
Total	15	10	23	11	11	3	3	40

Respondents were asked to give their reason for not completing their programme and a variety of reasons were given including 'to take a job' (10%), 'health' (23%), 'course not suitable' (11%) and 'caring responsibilities' (11%). There were a large number of other reasons given. In the case of Community Employment, almost half of the non-completions were because of health reasons. (It should be noted that all of the data about reasons in this section refer only to the minority of participants who did not complete their programme. The absolute numbers involved are very small in some cases and the results should be treated with caution.)

The non-completion rate in this survey of 15% can be compared with a rate of 24% in the previous (2006/7) survey. In that survey many more persons had dropped-out to take-up a job.

Certification

More than three-quarters (78%) of all training programme participants and 60% of all Community Employment programme participants received certification (Table 6). The training programme rate is the same as the previous survey, but the Community Employment rate has risen from 40% to 60%. One of the reasons for failing to obtain certification is programme non-completion. The certification rates are higher, therefore, when looking only at participants who completed their programme (the second column in the table) – 91% of training programme participants and 72% of Community Employment programme participants. The lowest proportion of trainees receiving certification was found on Community Training Centres (60%). This was largely because of the relatively high drop-out rate on this programme.

When asked whether the certification was useful in applying for jobs, 67% of participants who had received certification stated that it was useful. The proportion stating that it was useful was highest for Traineeship (76%) and Return to Work (75%). Those who had attended education or training after their FAS programme were also asked if their FAS certification had been useful in applying to their subsequent course. Seventy percent stated that it was (final column of Table 6).

Certification of FAS Programme Participants				
Programme	All Participants	Participants who completed programme	% of Cert. Recipients Stating Cert. Useful in Applying for Jobs	% of Cert. Recipients Stating Cert. Useful in Applying for Education/Training*
Bridging	85	95	58	71
CTC	60	86	68	75
LTI	77	91	71	75
Return to Work	70	81	75	71
SST	80	90	64	64
Traineeship	84	96	76	68
<i>Total Training</i>	78	91	66	70
CE	60	72	71	70
Total	71	85	67	70

* Note: refers to those who attended education/training after FAS programme.

FETAC Certification

All those who received certification were asked whether it was FETAC certification and, if so, the level of the certification. Table 7 presents the results. Overall, 87% of those who obtained certification stated that it was FETAC certified (the first column of Table 7). The rate was slightly higher (91%) for training courses than for Community Employment (79%). Of those receiving FETAC certification, one quarter

did not know the level. Sixteen percent were Level 1-3, 13% Level 4 and 40% Level 5. Just 5% were Level 6.

As would be expected, programmes such as Bridging/Foundation and CTCs had a higher proportion of lower-level certification. Traineeship and Specific Skills Training had relatively few lower-level certificates. However, SST had a high proportion of persons who did not know their level.

Programme	% FETAC certification	FETAC Level (%)				
		Level 1 - 3	Level 4	Level 5	Level 6	Don't know
Bridging	91	21	16	27	4	32
CTC	97	30	23	28	3	16
LTI	95	10	17	48	6	18
Return to Work	81	23	19	23	4	31
SST	86	8	6	38	6	41
Traineeship	97	5	8	67	7	13
<i>Total Training</i>	<i>91</i>	<i>14</i>	<i>14</i>	<i>39</i>	<i>5</i>	<i>28</i>
CE	79	20	11	42	5	21
Total	87	16	13	40	5	26

III Background Status of Participants

Education Background

Table 8 presents a profile of the highest level of education that the survey participants stated they had achieved before their FAS programme. Six categories are presented. Overall, 12% had completed Primary education only, 28% Junior Certificate (or equivalent), 40% Leaving Certificate, 8% Post-Leaving Certificate and 12% some form of third-level education. As would be expected, these percentages varied greatly between programmes. For instance, more than half (53%) of participants on Community Employment had Primary or Junior Cert. level education only, compared to one third (33%) of training programme participants.

The percentage of training programme participants with third-level education dropped by five percentage points from the previous survey. The programme with a relatively high proportion of third-level participants was Specific Skills Training (22%). However, Local Training Initiatives and Traineeship, which had had third-level rates of over one in five in the 2006/7 survey, were showing rates of half that in the latest survey.

Forty percent of participants had completed less than the Leaving Certificate level of education. Fifty-three percent of trainees stated that they had Leaving or Post-Leaving Cert. qualifications. This is a significant swing towards higher qualifications compared to the 2006/7 survey. Of all training programmes, Community Training Centres had the highest level of participants with less than Leaving Certificate level of education (70%), as would be expected given that the programme is aimed at early school leavers.

Programme	Primary	Junior Cert	Leaving Cert	Post Leaving Cert	Third Level non-degree	Third Level Degree or Higher
Bridging	8	24	48	9	6	6
CTC	5	36	51	6	2	1
LTI	13	27	45	7	6	4
Return to Work	15	38	28	11	6	2
SST	5	22	43	8	11	11
Traineeship	6	15	53	13	6	6
<i>Total Training</i>	8	25	45	8	6	6
CE	20	33	29	7	6	5
Total	12	28	40	8	6	6

It is perhaps surprising that 30% of Community Training Centre participants had Leaving Certificate level of education. Further investigation revealed two factors at play. Firstly, and most importantly, a proportion of respondents that were classified in FAS records as having below Leaving Cert. qualifications stated in the survey that they had attained Leaving Cert. prior to starting their programme. Secondly, the sample of respondents turned out to have more FAS-defined Leaving Cert. persons than the true population of respondents.

Prior Status of Participants

Table 9 shows the employment status of participants prior to starting their programme. The largest group (60%) were unemployed, with the remainder being either employed (13%), on home duties/other (12%), or in FÁS, education or training (15%). The proportion unemployed (60%) was much higher in this survey than the previous survey (45%).

Employment Status of All Participants Prior to starting Programme (%)		
Working-full-time	7	Employed – 13%
Working-part-time	6	
On CE/Job Scheme	7	Education and Training – 15%
Other FÁS course or scheme	2	
At School/College	6	
Unemployed	60	Unemployed – 60%
Home Duties	8	Other – 12%
Other	4	
Total	100	

Participants who were working prior to starting their FÁS programme were asked whether they left their job to take up the FÁS programme. Just under four in ten said that they did so.

Table 10 presents the same type of information as Table 9 but for each programme. A number of features arise from this table. Firstly, with regard to participants who were unemployed prior to starting their programme, the highest percentages of unemployed respondents were found in Bridging (68%). Specific Skills Training (22%) had the highest proportion of clients who were employed in the month prior to the programme, compared to 16% for all training programmes.

Community Training Centres had the highest percentage of clients who came from school or college (25%), followed by Local Training Initiatives (12%). Over a half of participants (59%) on Community Employment had been unemployed prior to commencing their programme, 8% had been employed and 17% on a FÁS CE/Job Scheme.

Employment situation before FÁS programme (%)							
Programme	Working	Unemployed	CE/Job Scheme	Other FÁS Course	At School/College	Home Duties	Other
Bridging	12	68	1	2	1	11	5
CTC	14	53	2	3	25	2	1
LTI	13	52	3	3	12	14	2
Return to Work	15	61	2	0	4	15	4
SST	22	62	2	3	3	8	1
Traineeship	20	66	1	0	9	5	0
<i>Total Training</i>	<i>16</i>	<i>61</i>	<i>2</i>	<i>2</i>	<i>7</i>	<i>9</i>	<i>3</i>
CE	8	59	17	2	3	5	7
Total	13	60	7	2	6	8	4

Table 11 presents more information about those who were unemployed prior to attending their FAS programme. All respondents were asked if there were ‘signing-on’ before attending the FAS programme. As shown in the first column of Table 11, 61% said that they were. This percentage reached 70% for Community Employment but was 56% for Training. The second column shows the percentages who said they were unemployed (as per Table 10) and the third column shows what percentage of the unemployed said that they were long-term unemployed (i.e. for one year or more). Most (85%) unemployed CE participants were long-term unemployed whereas only half of unemployed trainees were long-term unemployed. Finally, the last column combines the results of the previous two columns to show the percentage of all respondents who were long-term unemployed. Overall, 37% of the sample was long-term unemployed. Community Employment was higher at 50%, but training lower at 30%.

Table 11				
Live Register and Duration of Unemployment				
Programme	% Signing on	% Unemployed	% LTU of	% LTU of
Bridging/ Foundation	63	68	47	32
CTCs	43	53	56	30
Local Training Initiatives	49	52	55	29
Return to Work	61	61	72	44
Specific Skills Training	61	62	43	27
Traineeship	56	66	41	27
<i>Total Training</i>	<i>56</i>	<i>61</i>	<i>49</i>	<i>30</i>
Community Employment	70	59	85	50
Total	61	60	62	37

IV Post-Programme Outcomes

A major purpose of the follow-up survey was to find out what happens to persons after they leave their FÁS programme and, in particular, whether they gain employment. This section examines (a) the first job obtained afterwards (if any) (b) any subsequent education/training undertaken, and (c) employment status at the time of the survey.

A. First Job after Programme

Just under one third (31%) of participants obtained employment after leaving FÁS (Table 12). The rate was slightly higher for trainees (33%) and particularly high for Traineeship (54%). Lower rates were found for Bridging/Foundation (27%), CTCs (27%) and Community Employment (26%).

The influence of the economic downturn can be seen by comparing these rates to those in the previous survey. In that case, 45% of participants obtained employment and the rate for trainees was 57%.

Programme	% Job
Bridging/ Foundation	27
Community Training Centres	27
Local Training Initiatives	35
Return to Work	19
Specific Skills Training	37
Traineeship	54
<i>Total Training</i>	33
Community Employment	26
Total	31

Looked for Work

Participants who had not obtained a job since their FÁS programme were asked whether they had looked for work. The responses are shown in Table 13 below. Of the 69% of participants who had not obtained a job, only about a quarter said that they had not looked for work (19% in total).

Since FÁS, did not look for work (% of those who did not obtain employment)						
Programme	Did not look for job	Reason did not look for a job (%)				
		On further course/programme	Caring	Home Duties	Ill/Disabled	Other
Bridging	20	28	17	0	20	34
CTC	17	46	23	15	0	15
LTI	32	37	29	3	20	11
Return to Work	7	25	25	0	25	25
SST	19	55	10	0	14	21
Traineeship	14	40	20	0	40	0
<i>Total Training</i>	<i>20</i>	<i>40</i>	<i>21</i>	<i>3</i>	<i>17</i>	<i>20</i>
CE	40	34	5	0	40	20
Total	27	37	12	1	29	20

Respondents were asked why they had not looked for work. The largest proportion (37%) stated that they were on a further course/programme. This proportion was particularly high in relation to CTCs, SST and Traineeship; programmes where relatively few persons without jobs did not seek employment. In relation to Community Employment, 40% of those without employment who did not seek it stated that this was due to health reasons.

It should be emphasised that these results refer to a minority of FÁS participants – those who did not obtain employment and subsequently did not look for work i.e. 19% of all participants. Therefore, the absolute numbers involved for some programmes is quite small and the results should be treated with caution.

Use of Skills

Table 14 indicates to what extent participants who obtained work used the skills gained in FÁS in their first job. Overall, half of respondents used them ‘a lot’ and 14% ‘sometimes’. This leaves 12% who said ‘a little’ and 24% who said ‘never’. Participants on Community Employment were more likely than training programme participants to say that they used the skills gained at least sometimes (72% compared to 60%). The most positive ratings were given by Traineeship, Local Training Initiative and Community Training Centres, where 62%-66% of participants stated that they used the skills acquired in their FÁS programme ‘all the time’. The most negative rating was given by Bridging with a high ‘never’ scoring of 42%; this was followed by Specific Skills Training (34%).

The last column of Table 14 presents respondents’ answers to the question ‘do you think that you would have been able to get this job without your FÁS course/scheme?’ Overall, 53% of respondents did not feel that they could have got the job without the FÁS programme. This figure was highest for Traineeship (74%), followed by

Community Employment (65%). It was low for Bridging/Foundation programmes (37%) and Specific Skills Training (43%).

Programme	A Lot	Sometimes	A Little	Never	Job without FÁS % (No)
Bridging/Foundation	26	19	12	42	37
CTCs	62	23	8	8	50
Local Training Initiative	64	12	10	15	55
Specific Skills Training	36	11	19	34	43
Traineeship	66	13	5	16	74
<i>Total Training</i>	<i>46</i>	<i>14</i>	<i>13</i>	<i>26</i>	<i>49</i>
Community Employment	59	13	10	19	65
Total	50	14	12	24	53

Note: Return to Work data not shown as numbers too small to be reliable.

Comparison of Skill

For those who had a job both before and after their FÁS programme, a comparison of the skill level is given in Table 15. Nearly half (46%) of respondents noted an increase in skills, and most of the remainder stated it was the same. Twelve percent stated a decrease in skill. Thus, on balance, about one third of participants with jobs had higher skill jobs. This change was particularly strong for Traineeship. (It should be noted, however, that programme totals ('n' amounts) are small in some instances and this should be borne in mind when interpreting the findings.)

Programme	Greater	Same	Less	Balance
Bridging/Foundation	36	44	15	21
Community Training Centres	44	41	7	37
Local Training Initiative	49	39	11	38
Specific Skills Training	46	38	16	30
Traineeship	73	22	3	70
<i>Total Training</i>	<i>48</i>	<i>38</i>	<i>12</i>	<i>36</i>
Community Employment	42	46	12	30
Total	46	40	12	34

Note: Figures too small for Return to Work to be quoted.

Occupational Classification of First Job

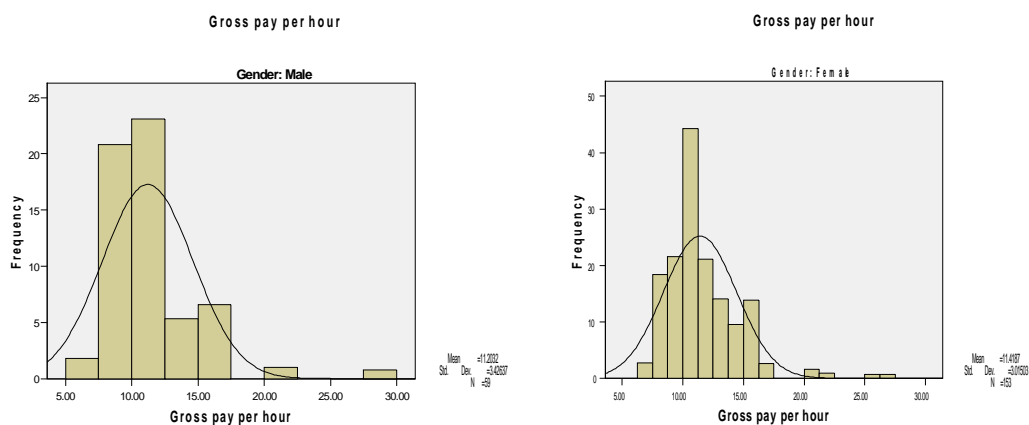
Table 16 presents the occupational classification of first job. (Because of small numbers this is only presented for total training and Community Employment.) The most common occupational category was Security & Personal Services (27%),

followed by Clerical (19%) and Sales (19%). A significant percentage of Community Employment participants found their first job in Professional/Managerial/Technical occupations (20%) while, at the other end of the scale, Labourers/Others amounted to 19%. As regards training course leavers, Technical occupations were more important (10%), as well as Security/Personal Services (24%), Sales (23%) and Clerical (19%).

Programme	Managers, Executives	Professional	Technical	Clerical	Skilled Workers	Security, Personal Services	Sales	Factory Operatives drivers	Labourers, Other
<i>Total Training</i>	2	3	10	19	5	24	23	5	10
Community Employment	4	11	5	21	0	31	10	0	19
Total	2	6	8	19	3	27	19	3	12

Pay

Respondents who had obtained employment were asked to indicate their gross pay and the average number of hours worked in the first job. From this, average hourly wage rates were calculated. The distribution of wages for males and females are presented in the Figures below. It will be immediately seen that most employees were earning about €10 per hour. The average earnings were €11.20 for males and €11.42 for females.



Participants who had been employed at some time since leaving FAS were asked whether they had previously worked with their employer before their FÁS programme or on work experience during their FÁS programme (Table 17). One in five (19%) participants stated that they had previously worked with their current employer. This was similar for both training (20%) and Community Employment (17%) programmes. Nearly one in five (23%) stated that they had worked for their current employer via work experience on their FÁS programme. In total 37% had either worked prior or during their FAS programme. This would seem to indicate the importance of previous contact with an employer in obtaining a job after FAS.

The programmes with the highest level of previous work with their employer were Local Training Initiatives (40%) and Traineeship (43%). In both of these programmes, the most common form of contact was through work experience. The lowest level of previous exposure to their current employer was found in Return to Work.

Currently Employed – Previously Worked with Same Employer (%)			
Programme	Before FÁS	Work Experience	Any One of These
Bridging/Foundation	33	12	38
CTC	7	7	14
Local Training Initiative	19	28	40
Return to Work	0	17	17
Specific Skills Training	26	19	38
Traineeship	7	38	43
<i>Total Training</i>	<i>20</i>	<i>21</i>	<i>36</i>
CE	17	28	37
Total	19	23	37

B Education/Training after FAS Programme

One third of participants had attended some education/training programme since finishing their FAS programme (Table 18). This rate was, coincidentally, practically the same for all programmes. It was also similar to the previous survey. Half of these participants stated that the education/training they attended was closely related to their FAS programme and another 19% stated that it was somewhat related. Perhaps surprisingly, 44% of CTC and 43% of SST participants said that their subsequent course was not at all related to their FAS programme. Community Employment, on the other hand, had a high level of relationship between the FAS programme and the subsequent one.

Fifty-seven percent of those who had attended education/training said that it was financially-supported by FAS. This rate was particularly high for Community Employment (69%).

Table 18					
Education/Training after FAS Programme					
	Education/ Training since FAS Programme	If so, how closely related to FAS programme (%)			Financially supported by FAS
Programme	% Yes	Closely related	Somewhat related	Not at all related	% Yes
Bridging/ Foundation	33	51	23	27	58
CTC	33	38	18	44	59
Local Training Initiatives	33	45	19	36	53
Return to Work	34	22	28	50	28
Specific Skills Training	35	40	17	43	45
Traineeship	27	57	29	14	48
Total Training	33	43	20	36	50
Community Employment	32	62	17	21	69
Total	32	50	19	31	57

Positive Post-Programme Outcomes

It is fair to characterise either obtaining employment or progressing to a FAS, education or training programme as a positive outcome. Table 19 presents the percentage of persons achieving such outcomes after FAS. (It should be noted that this table contains a small amount of double-counting. For example, total positive outcomes amounted to 61%, whereas adding the two columns in the table would amount to 63%.)

Table 19		
% Obtaining Positive Outcomes after Programme		
Programme	% Job	% FÁS, Education, Training
Bridging/ Foundation	27%	33%
Community Training Centres	27%	33%
Local Training Initiatives	35%	33%
Return to Work	19%	34%
Specific Skills Training	37%	35%
Traineeship	54%	27%
Total Training	33%	33%
Community Employment	26%	32%
Total	31%	32%

Current status

Table 20 summarises the employment status of respondents at the time of interview. Overall, the total employment rate was 18%, made up of 8% full-time and 10% part-time employment. The overall rate of employment was considerably less than the 39% in the previous survey taken at the height of the Celtic Tiger era. Employment from training programmes was a little better overall at 19%, compared to 16% from Community Employment.

Nearly a quarter (24%) of respondents were in FAS or an other education/training course. This comprised 10% on a FAS Employment Programme, 4% on another FAS training course, 8% attending school or college and 2% on some non-FAS training course.

Nearly half (48%) of those surveyed were unemployed – more than double the rate of the previous survey at 21%. Unemployment rates were higher for training programme participants (50%) than Community Employment programme participants (43%). On the other hand, more Community Employment participants were in the Home Duties/Other category (13%) than trainees were (10%).

Looking at the details in Table 20, by far the best employment performance was achieved by Traineeship (38%). It also had the lowest unemployment rate at 40%. Specific Skills Training participants had an employment rate of 21% and all other programmes had rates between 13% and 18%.

In relation to foundation-type training programmes, 16% of Bridging/Foundation programme participants were in employment at the time of the survey and 16% had moved into FAS, education or training. Overall, 32% of Bridging/Foundation clients experienced some form of positive outcome (i.e. employment, FAS, education, training), which made it the programme with the lowest level of positive outcomes.

Community Training Centres achieved 13% employment and 25% FAS, education, training giving a total positive outcome rate of 38%. It is probably welcome that 11% were in school or college.

As regards Local Training Initiatives, 18% were employed and 24% in FAS, education, training. A relatively high percentage (11%) was engaged in home duties. Consequently, unemployment was relatively low at 44%.

Community Employment achieved a 16% employment rate. A further 28% were on an employment scheme. Four percent were on home duties and 43% were unemployed.

The outcomes for Specific Skills Training were particularly disappointing. Only 21% of trainees were in employment although another 23% were in FAS, education, training. These included 11% who were in school/college. Nearly half (49%) were unemployed.

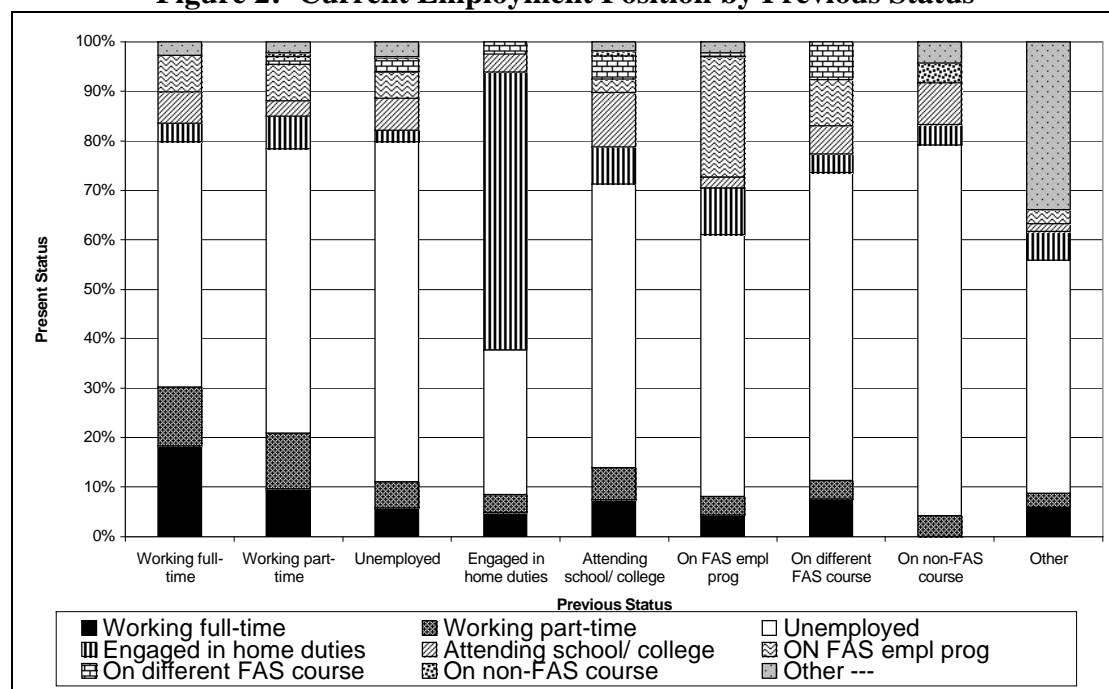
Table 20

Current Employment Status of Participants (%)

Programme	Total Employed	Working full-time	Working part-time	Total FAS Education Training	On CE	On different FAS course	Attending school/ college	On non-FAS course	Unemployed	Engaged in home duties	Other	Total Employed FAS Education
Bridging	16	5	11	16	4	4	6	2	57	8	4	32
CTC	13	11	3	25	6	9	11	0	57	3	2	38
LTI	18	10	8	24	6	6	11	1	44	11	3	42
Return to Work	13	7	5	27	9	5	9	4	47	11	2	40
SST	21	10	11	23	5	4	11	3	49	5	3	43
Traineeship	38	22	16	17	4	4	8	1	40	4	1	55
<i>Total Training</i>	<i>19</i>	<i>10</i>	<i>9</i>	<i>21</i>	<i>5</i>	<i>5</i>	<i>9</i>	<i>2</i>	<i>50</i>	<i>7</i>	<i>3</i>	<i>40</i>
CE	16	5	11	28	19	2	6	1	43	4	9	44
Total	18	8	10	24	10	4	8	2	48	6	5	42

The next tables present various additional analyses of the current employment status data. Figure 2 compares the current employment position in relation to the prior employment status of the participants. Perhaps of most interest are those who were unemployed prior to participation. Just over half of these (54%) were unemployed at the time of the survey. Sixteen percent of these were now employed, 23% were on a FAS, education or training programme and 7% were on home duties/other.

Figure 2: Current Employment Position by Previous Status



In relation to persons previously on home duties, 12% were in employment and a further 19% in FÁS/education/training. In terms of employment, much the best performance was by those who had been employed prior to going onto the FAS programme. About one third of these were employed at the time of the survey.

Previous Status Compared to Current Status				
Previous Status	Current Status			
	Employed	Unemployed	FAS, education, training	Home duties, Other
Employed	34%	40%	18%	7%
Unemployed	16%	54%	23%	7%
FAS, education, training	15%	46%	35%	4%
Home duties, Other	12%	22%	19%	47%
Total	18%	48%	24%	11%

It was noted above that 61% of respondents stated that they were on the Live Register before attending their FAS programme. It is interesting to highlight the current employment status of this group. Table 22 shows the employment status of Live registrants by programme. Fifteen percent of those previously on the Live Register were in employment, a further 24% were on a FÁS programme or in education/training. Just over half (52%) were unemployed and 9% on home duties/other. Thus, overall, out of every 100 Live Registrants that had started FÁS programmes, 52 were unemployed at the time of the survey.

Table 22						
Current Employment Status of Live Register Participants						
Course/programme	Current Employment Status (%)					
	Employed	FÁS/ Educ/ Training	On CE	Unemployed	Home duties /other	Total
Bridging	9	12	4	66	8	100
CTC	11	20	0	62	7	100
LTI	13	21	8	46	11	100
Return to Work	15	15	9	52	9	100
SST	16	19	4	55	6	100
Traineeship	33	9	2	49	7	100
<i>Total Training</i>	<i>15</i>	<i>16</i>	<i>5</i>	<i>57</i>	<i>8</i>	<i>100</i>
CE	16	10	19	44	12	100
Total	15	14	10	52	9	100

The data is split between males and females in Table 23. Overall, 13% of male participants were in employment compared to 21% of their female counterparts. Roughly the same proportion of males and females were in further FÁS/education/training programmes but fewer on home duties/other. Consequently, more males (57%) were unemployed compared to 42% of females. These gender differences were particularly pronounced in respect of CTCs.

Table 23								
Current Employment Status of Male and Female Participants								
Programme	Male				Female			
	Employed	FÁS/ Educ.	Unemp.	Home Duties/ Other	Employed	FÁS/ Educ.	Unemp.	Home Duties/ Other
Bridging	13	13	69	6	18	17	47	17
CTCs	6	22	72	0	21	26	43	9
LTI	13	26	57	4	20	24	39	18
Return to Work	17	22	61	0	11	28	42	19
SST	20	19	57	4	21	25	42	12
Traineeship	33	13	53	0	39	18	37	6
<i>Total Training</i>	<i>15</i>	<i>18</i>	<i>63</i>	<i>3</i>	<i>22</i>	<i>22</i>	<i>42</i>	<i>14</i>
CE	10	29	46	14	19	28	42	11
Total	13	22	57	7	21	24	42	13

Client groups

Table 24 displays the employment situation of early school leavers, and non-Irish nationals.

Table 24					
Current Employment Situation (%)					
	Employed	FÁS/Ed Training	CE	Unemployed	Home Duties and other
Early School Leavers	12	12	14	50	14
Non-Irish Nationals	26	10	5	44	13
All Respondents	15	14	10	52	9

The results for each of the client groups are discussed below. The main statistically significant differences in the responses to the survey for each of the client groups are also highlighted.

Early school leavers ¹

The employment rate for early school leavers was lower than the overall employment rate for all FÁS participants (15%). A significantly lower level of early school leavers were employed on a full-time basis – 4% compared to 10% of non-early school leavers. A lower proportion of early school leavers progressed to further education – 10% of early school leavers were in FÁS or other education/training compared to 16% of non-early school leaver participants. Interestingly, early school leavers were more likely to progress to further education/training that was related to their FÁS programme; the higher the level of educational attainment, the less likely that progression would be related to their FÁS course (Primary 65%, Junior Cert 52%, Leaving Cert 48%, Post Leaving 42% - started a “closely related “ course).

Twice as many early school leavers moved to employment programmes (14%) compared to 7% of non early school leavers. There was little difference between the level of unemployment for early school leavers and the overall unemployment rate.

In general, early school leavers were less satisfied with their FÁS programme than other participants. For the majority of the questions relating to the benefits of FÁS programmes (namely, improved confidence, helped to identify jobs, helped get a job, helped me to set up my own business, and gave new jobs skills), most early school leavers stated that their programme helped them “a little” rather than “a lot”. The only aspect that early school leavers rated significantly higher (as in the previous survey) was “helped me improve my reading and writing skills”, which 62% stated their programme did help them “a little” or “a lot” compared to 52% of others.

Unlike the previous survey early school leavers were as likely to complete their course as non early school leavers (84% completed compared to 86%)

Foreign nationals

¹ Early school leavers are defined as persons aged under 21 with below Leaving Certificate level education.

This year, respondents were asked what their nationality was, in order to determine whether there are significant differences in feedback and outcomes for non-Irish nationals. Nine percent of respondents were non-Irish nationals. Of these, a third were non-EU and twenty nine percent were from the UK.

In terms of the employment situation of foreign nationals at the time of the survey, 25% were in employment, which is higher than the Irish employment rate of 16%. Ten percent of foreign nationals were in FÁS or other education/training (compared to 12% of Irish nationals) and 5% were on an employment programme (compared to 10% of Irish nationals). The unemployment rate was higher for Irish Nationals – 48% compared to 44% Non Irish Nationals.

There were few significant differences in the responses to the other survey questions by foreign nationals. A higher proportion of foreign nationals received certification from their FÁS programme (94% compared to 89% of Irish nationals); however, this can be attributed to the greater levels of participation in training rather than employment programmes. Eighty six percent of the foreign nationals in the sample participated in training programmes compared to less than two thirds (63%) of the Irish nationals

Foreign nationals rated their programme significantly higher than Irish nationals in terms of helping to improve their reading and writing skills (50% said that it helped them “a lot” compared to 26% of Irish nationals). A breakdown of nationalities revealed that this was attributed to non-EU nationals from non-English speaking countries (i.e. excluding the U.S., Canada, Australia and South Africa) and nationals from the new EU-25 countries.

V Comparisons with Previous Surveys

This section presents some comparisons between the results from the current survey and those of earlier surveys. It should be noted that due to the change in when the fieldwork took place since 2002 care must be taken in making direct comparisons in some instances. Table 25 compares the results of the questions on the benefits received by participants from FAS programmes. The programmes that are compared are Specific Skills Training, Community Employment and then a summary of all the programmes together. It is important to emphasise that the summary of all programmes reflects a varied mix of programmes over the years, and is therefore not strictly comparable.

In relation to Specific Skills Training (SST), the results were very similar to the previous year across all four dimensions shown. In relation to Community Employment (CE) the results showed that high scores were maintained in the area of giving people new job skills (84%). The trend in CE outstripping SSTs in identifying job opportunities over the last few years did not continue, with positive ratings from 78% of participants this year. There was also a small fall in CE's benefits in 'improving confidence'. The remarkable result for CE that 73% stated that it helped them get a job must be treated with caution.

Overall the results of the later surveys show considerably more people reporting benefits than in the first few years of the survey.

	Year	Specific Skills Training	Community Employment	All Programmes
Improved Confidence	1990	85	60	74
	1992	89	72	81
	1994	83	57	76
	1997	87	75	78
	1998	86	86	86
	1999	86	86	86
	2001	90	89	89
	2002	87	90	89
	2003	89	92	91
	2004	89	94	92
	2006/7	87	91	90
	2009	89	86	88
Identify Job Opportunities	1990	79	52	67
	1992	80	54	72
	1994	81	41	65
	1997	85	62	67
	1998	86	71	74
	1999	90	77	79
	2001	80	79	80
	2002	78	82	81
	2003	76	82	81
	2004	82	84	83
	2006/7	81	84	83
	2009	83	78	82
Helped Get a Job	1990	61	17	40
	1992	56	19	44
	1994	52	17	38
	1997	78	34	45
	1998	75	44	50
	1999	78	47	54
	2001	71	51	60
	2002	54	48	51
	2003	51	56	54
	2004	58	49	52
	2006/7	64	60	59
	2009	61	73	68
New Job Skills	1990	87	35	58
	1992	92	50	79
	1994	89	37	68
	1997	93	63	70
	1998	89	76	78
	1999	96	75	79
	2001	91	82	84
	2002	92	82	84
	2003	91	83	85
	2004	94	82	86
	2006/7	88	86	86
	2009	90	84	88

Table 26 displays the employment status of the participants from similar follow-up surveys from 1996 to the current survey – whether they were working, unemployed, in FÁS/education/training or involved in home duties/other – in respect of four of the principal FÁS programmes (Specific Skills Training, Community Training Centres, Community Youth Training Programmes – now merged into Local Training Initiatives – and Community Employment).

Overall, the results from 1996 to 2000 were the most positive in terms of employment outcomes for all of the above programmes. Unemployment was the lowest in 2000 and 2001, and education/training/job scheme was at its highest in 2002. The downward trend in employment rates (and the corresponding increase in unemployment rates) that was evident in the survey results from 2000 to 2002 then halted. Rates stabilised between 2004 and 2006 but then worsened dramatically in the most recent survey.

Community Youth Training Programmes no longer exist, having merged into Local Training Initiatives; therefore, information on Local Training Initiatives has been presented in 2006 and 2009. Employment rates for Local Training initiatives fell significantly in 2009.

Employment outcomes across the other three programmes – Specific Skills Training, Community Training Centres and Community Employment – were all very much lower than in the previous surveys. The fall was particularly large for SST where rates consistently above 50% in previous surveys had fallen to 21% in 2009. Though not falling by such a large rate, the employment outcomes for CTCs and CE were at an all-time low in this survey.

Unemployment rates increased in the latest year for Specific Skills Training (up from 23% to 49%), for Community Training Centres (from 31% to 57%) and for Community Employment (from 20% to 43%).

In terms of participants moving into FÁS/education/training, SST experienced an increase to its highest level ever at 23% while CTCs were also high at 25%. The proportion of CE participants moving into FÁS/education/training increased this year to 36% (from 30% in the previous survey). This is a high level for CE.

Table 26
Employment Status - Comparisons with Previous Years' Surveys

	At Work (%)							Unemployed (%)							Education/Training/Job Scheme (%)						Home Duties/Other (%)							
	96	00	01	02	04	06	09	96	00	01	02	04	06	09	96	00	01	02	04	06	09	96	00	01	02	04	06	09
SST	75	75	64	54	59	58	21	15	8	17	19	19	23	49	7	8	7	15	16	10	23	3	8	11	10	6	9	8
CTC	37	56	43	45	40	41	13	45	21	25	20	24	31	57	10	15	17	27	25	18	25	7	8	14	9	11	11	5
CE	36	44	38	30	29	30	16	27	17	21	19	23	20	43	30	25	26	38	30	36	28	7	10	14	14	17	15	13
LTI* (formerly CYTP)	54	64	61	53	50	39	18	24	10	20	27	16	14	44	19	20	10	19	19	30	24	2	6	8	2	21	17	14

*Community Youth Training Programmes (CYTP) merged with Local Training Initiatives in 2005. The results presented are for CYTP until 2004. The 2006 and 2009 results are for Local Training Initiatives.

VI People with Disabilities in Specialist Training

This section examines the training outcomes for people with disabilities who left specialist training provision. The fieldwork for this follow-up survey of June-September 2008 leavers was carried out in December 2009 by Franklin Research. The survey was conducted by face-to-face personal interviews. Similar surveys which monitor training outcomes within specialist training have been conducted in previous years. Participants who dropped out of training prior to completion were included in the population frame. A total of 135 responses from an eligible population of 468 were obtained. In some instances, therefore, the base totals ('n' amounts) are very small – this should be borne in mind when interpreting the survey findings.

The questionnaire used for this survey was similar to the previous year's survey and many of the questions were in line with the main Follow-Up Survey, while retaining some questions that are specific to specialist training. The tables also present the results from mainline FÁS training programmes, where possible, in order to allow a comparison of results.

All respondents were asked whether they had a disability, long-term illness or health problem. Seven percent declined to answer, 77% said yes and 15% said no. The main types of disability disclosed were depression (15%), learning disability (12%), schizophrenia (7%) and mobility difficulties (7%).

Customer Satisfaction/Feedback

Non-completion

The percentage of participants who did not complete their specialist training was higher than for those on mainline FÁS training programmes – 21% compared to 14%. The reasons given for not completing were quite different, however, and are displayed in Table 27 below. Over a third (36%) of participants on specialist training programmes who did complete their programme did so because of health reasons, compared to one in ten participants on mainline programmes. Furthermore, 28% of STP participants who did not complete their training did so because of problems with the course.

Participants who did not Complete their Programme							
Programme	Did not Complete	Reason (%)					
		To take Job	Health	Course Problems	Other Training	Childcare, Personal	Other
STP	21	4	36	28	7	7	18
Mainline Training	14	13	10	14	8	12	44

Note: Small number of respondents in STP data.

Certification

Ninety-three percent of participants on specialist training received a certificate (Table 28) and this increased to 95% of those who completed their course. These rates are much better than for mainline training. Two thirds found the certificate useful.

Nearly all of the certificates were FETAC certificates. In terms of FETAC level, 40% gained a Level 1-3 certificate, 29% a Level 4 and 25% a Level 5 certificate. Six percent gained a Level 6 certificate.

% Receiving Certification				
Programme	All Participants	Participants who completed Programme	% of Cert. Recipients Stating Cert. Useful in Applying for Jobs	% of Cert. Recipients Stating Cert. Useful in Applying for Education/Training*
STP	93	95	65	67
Mainline Training	78	91	66	70

* Note: refers to those who attended education/training after FAS programme.

Benefits of FÁS Programme

Participants were asked whether participation in their specialist training programme helped them in a number of different areas. The results are shown in Table 29 below.

Benefits of Programme (% Helped 'a little' or 'a lot')								
Programme	Improved Confidence	Identify Job Opportunities	Improved Interview Skills	Helped get a Job	Helped set up Own Business	New Job Skills	Literacy	Numerical Skills
STP	95	81	89	56	14	87	55	44
Mainline Training	92	84	82	65	41	90	55	56

Over nine out of ten participants stated that participation helped to improve their confidence 'a little' or 'a lot'. Almost nine of ten participants (87%) stated that they learned new job skills. Eight out of ten participants (81%) stated that their programme helped them to identify job opportunities. Nearly ninety percent (89%) felt that the programme helped to improve their interview skills. Just over half (56%) stated that their programme helped them to get a job and one in ten said it helped them to set up their own business. Approximately a half said that their course helped them with their literacy or numerical skills. These are all very positive ratings.

Participants were asked to rate on a five point scale how satisfied they were with various aspects of their programme. Table 30 presents the percentage of respondents who were either 'satisfied' or 'very satisfied' with a particular aspect. Eighty-five percent of participants were satisfied with the content of their course and 87% were satisfied with the equipment available on their course. Eighty-eight percent were satisfied with their instructor and 85% with the Training Centre they attended. These results are very positive and similar to those for FAS mainline training.

Table 30				
Satisfaction with different aspects of training (% satisfied)				
Programme	Content of course	Equipment	Instructor	Training Centre
STP	85	87	88	85
Mainline Training	90	91	90	N/A

As regards other features of the course, most (71%) found the duration about right although 19% said that it was too short. Ninety-two percent found the hours convenient. Again, for nine of ten participants the course was their first choice.

Background Status of Participants

Education Background

Table 31 below displays the educational background of participants on specialist training programmes.

Table 31					
Education Background - Highest Level of Education Achieved (%)					
Programme	Primary	Junior Certificate	Leaving Certificate/PLC	Certificate/Diploma	Degree/Masters
STP	18	29	42	7	4
Mainline Training	8	25	53	6	6

Forty-two percent had completed the Leaving Certificate/PLC but nearly half (47%) had not obtained the Leaving Certificate. One in ten participants had some form of third level qualification. This represents a lower educational profile, on average, compared to FÁS mainline training.

Prior Status

Table 32 displays the background status of participants one month before commencing training. A half of participants were unemployed one month prior to starting at the training centre. Eight percent was on a FÁS course or employment programme. Nine percent were employed and 10% were in school or college.

Table 32							
Employment situation before FÁS programme (%)							
Programme	Working	FAS Empl. Prog.	FÁS Training	School, College	Other Non-FAS course	Unemployed	Home Duties/ Other
STP	9	2	6	10	2	50	21
Mainline	16	2	2	7	0	61	12

Post-Programme Outcomes

Current status

Table 33 presents the economic status of respondents at the time of interview. The proportion of leavers who were in a job at the time of the survey stood at 16%. Nineteen percent of respondents were in a FÁS training or employment programme and one in five had moved into non-FÁS training or education. Thirteen percent were on home duties/other. One third of participants were unemployed at the time of the survey.

The proportion in employment represents the lowest rate for Specialist Training Programmes in the past fifteen years but this is only marginally worse than for FAS mainline training. Progression to education/training is relatively high at 38% (compared to 21% for mainline training) so that unemployment rates are lower at one third rather than one half.

Employment Status at Time of Survey (%)							
Programme	Working	FAS Empl. Prog.	FÁS Training	School, College	Other Non-FAS course	Unemployed	Home Duties/ Other
STP	16	12	7	10	9	33	13
Mainline Training	19	5	5	9	2	50	10

Working Since Course

As well as those 16% of persons who were working at the time of the survey, another small percentage had worked after the course but were now not employed. Thus, in total, 19% of trainees had worked sometime since the course.

Of those who had not worked, 42% said that they had looked for work. The remaining 58% who had not looked for work mainly referred to having gone on to a further FAS, education or training programme (46% of answers) or because of their health/disability (32%).

The employment obtained by STP trainees spanned a wide range of types. One third was in personal services such as healthcare assistants, catering or security. Another quarter was in clerical/office work while smaller proportions were in sales and technical work.

One third of the jobs obtained were temporary and one third full-time. Four in ten who had gained employment had worked with their employer prior to the STP course and six in ten had undergone work experience with their employer during the course.

The average gross hourly pay was €10.54 and half of those in employment earned less than €10.00 per hour.

Use of Skills

Two-thirds of leavers in a job stated that they would not have their job without participating in the Specialist Training programme. This rate was higher for STP than for mainline training (where it was one half of those with a job).

In terms of whether the skills gained from the training course were used in their first job, 46% said that they used their skills ‘a lot’ and 21% said they used them at least ‘sometimes’. One third said that they used them ‘a little’ and no one said ‘never’ (unlike mainline training for which one quarter said ‘never’). The results are shown in Table 35 below.

Table 35					
Use of Skills Acquired in First Job (%)					
Programme	A Lot	Sometimes	A Little	Never	Job without FÁS % (No)
STP	46%	21%	33%	0%	65%
Mainline Training	46%	14%	13%	26%	49%

Benefits and Allowances

Respondents were asked what benefits, if any, there were in receipt of prior to starting their programme and what benefits they were in receipt of at the time of the survey. Seventeen percent were not on any benefits prior to the course. The majority were in receipt of some disability payment. The most common payment was Disability Benefit/Allowance (44%), followed by Invalidity Pension (14%). Eleven percent were on Job-Seeker Allowance/Benefit. The results are displayed in Table 36 below.

This table also shows the percentages at the time of the survey. In general, these are quite similar to the earlier percentages.

Table 36						
Receipt of Benefits Prior to the Course and at the Time of the Survey						
Programme	JA/JB	DB/DA	IB	IP	Other	None
Prior to Course	11	44	6	14	7	17
At Time of Survey	9	38	5	13	21	15

Employment Status by Gender

There were significant differences between the genders in terms of employment status outcomes (Table 37). The percentages employed and unemployed were broadly similar. But many more males went on to a FAS employment programme or further education/training (45% of males compared to 31% of females). Conversely, only 4% of males were on home duties/other (i.e. inactive on the labour market) compared to 22% of females.

Table 37					
Current Employment Status by Gender					
Gender	Current Employment Status (%)				
	Employed	FAS Employment Programme	Education/ Training	Unemployed	Home Duties/ Other
Male	19	15	30	32	4
Female	13	8	23	34	22

Further Education/Training

Nearly a half of respondents (46%) had participated in further training or education after their Specialist Training Provider programme. Of those who attended further education/training, nearly two thirds (63%) participated in a course related to their training. Over half (55%) of the subsequent education/training was financially supported by FAS.