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## TRADE UNION



**World  
Plumbing  
Council**

**Frankfurt  
15<sup>th</sup> March  
2023**

**Green Skills  
for a Just  
Transition**



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## TRADE UNION



Move to net carbon zero economy by 2050



Move from carbon fueled power generation renewable energy



Moving to low or zero carbon transport



Moving to more efficient lower energy manufacturing



Adapting education, engineering & craft training to suit



Reskilling/upskilling workers in traditional industries



Adapting existing apprenticeships or creating new apprenticeships



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## TRADE UNION



43000 heat pumps  
to be installed  
between 2024 &  
2030

Domestic Solar PV  
installations 29000  
by 2030

Offshore wind  
energy increase of  
6800 FTE by 2030

Solar increase of  
1800 FTE by 2030



Domestic retrofits  
56215 by 2030

900,000 new EV's by  
2030

Onshore wind  
energy increase of  
4900 FTE by 2030

EV infrastructure  
increase of 90,000  
FTE by 2030



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## TRADE UNION



Table 3: Age Profile Apprenticeships Ireland, December 2018

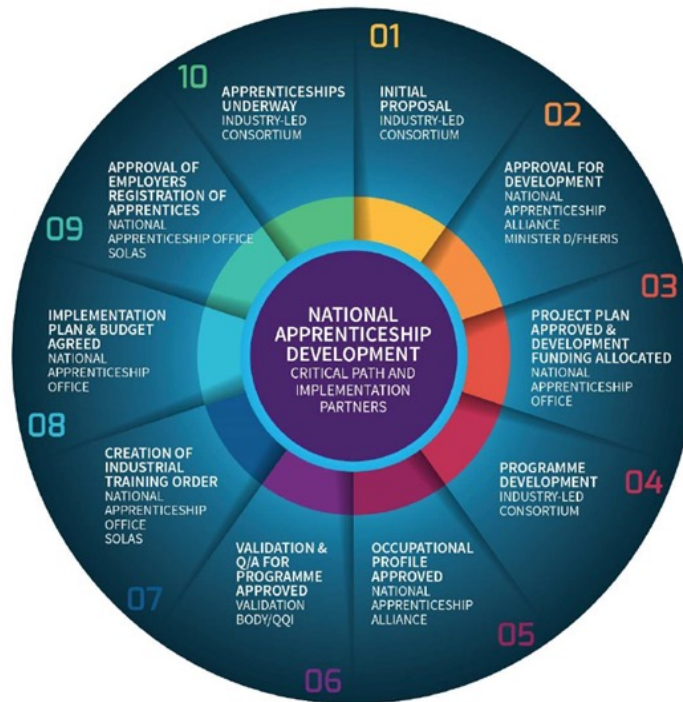
Apprenticeships	Age 15 - 19	Age 20 - 24	Age 25 - 29	Age 30 +	Total
Construction	1,765	1,496	340	123	3,724
Electrical	2,778	2,656	696	293	6,423
Engineering	983	814	190	116	2,103
Motor	1,289	914	167	61	2,431
Print Media	-	5	3	-	8
Financial services	66	190	69	67	392
Hospitality	9	51	39	40	139
Other Programmes	14	45	26	68	153
<b>Total</b>	<b>6,904</b>	<b>6,171</b>	<b>1,530</b>	<b>768</b>	<b>15,373</b>

Source: Department of Education and Skills

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Figure 1: 10-step critical path to apprenticeship development





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## TRADE UNION



Employer and Industry  
led

National Apprenticeship  
Office (NAO)

National Apprenticeship  
Alliance - Unions  
(Connect), Education  
Providers, Government  
Departments, Employers  
(NAA)

National Apprenticeship  
Advisory Committee  
(NAAC including  
Connect)

Working towards  
increasing the number of  
apprenticeships on offer  
in Ireland

Acceptance that existing  
craft apprenticeships  
have to be adapted for  
green technology

Currently expanding  
capacity in Educational  
Training Boards and  
Technical Universities for  
predicted apprenticeship  
growth



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## TRADE UNION



Currently no separate track for adult apprenticeships

Connect Trade Union have traditionally worked with employers to promote adult apprenticeships

Previous charts show the changing demographic of those entering apprenticeships (age increasing)

Traditional profile of apprentices slowly changing (older, more socially mobile, renters or homeowners and family)

Employer grants for employing new apprentices (double for female)

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## TRADE UNION



Apprenticeships covered by a statutory instrument

Underpinned by the Industrial Relations Act 1946

All apprentices must have a contract of employment

In some sectors of the economy apprentice pay rates are legally binding on the employer (as well as sick pay and pension)

Apprentice pay is excluded in the minimum wage legislation



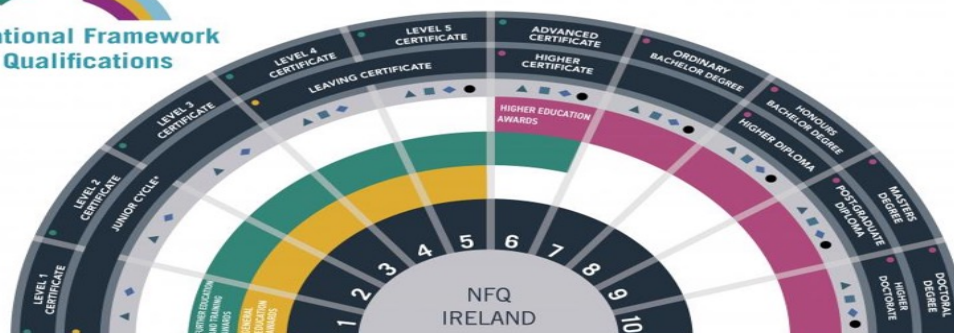
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## TRADE UNION



QQI Qualification Framework (note craft apprenticeships are at level 6)

National Framework of Qualifications



### CLASSES OF AWARD

- Major Awards:** named in the outer rings, are the principal class of awards made at a level
- Minor Awards:** are for partial completion of the outcomes for a Major Award
- Supplemental Awards:** are for learning that is additional to a Major Award
- Special Purpose Awards:** are for relatively narrow or purpose-specific achievement
- Professional Awards:** are for occupation-oriented qualifications including apprenticeships

\*Please refer to NQF website, [nqf.ie/level-cycle/](http://nqf.ie/level-cycle/)



Supported by the European Programme of the European Union

### IRISH REGISTER OF QUALIFICATIONS

For more information on:

- Qualifications
- Providers
- Courses

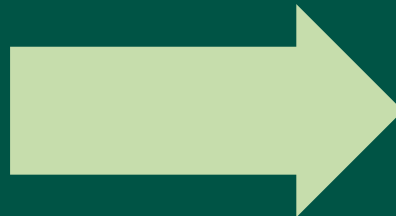
visit [www.iriq.ie](http://www.iriq.ie)

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## TRADE UNION



New Wind Turbine Maintenance  
Technician Apprenticeship

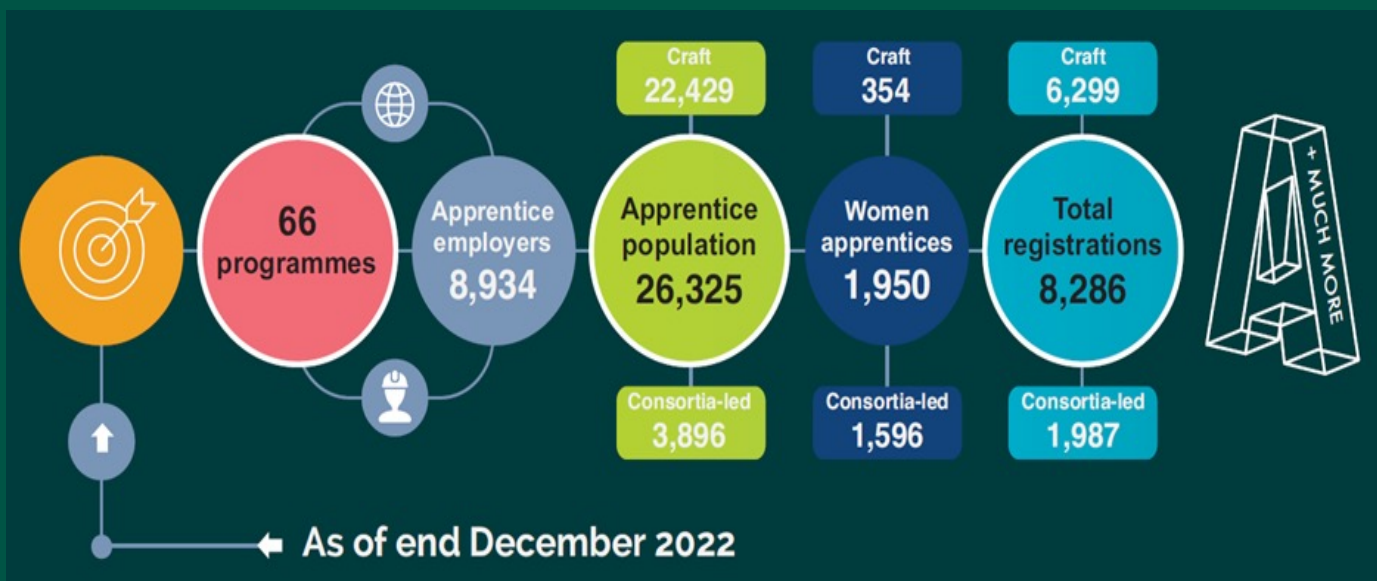
Work on amending existing craft  
apprenticeships as below

- Motor Mechanic to include EV maintenance
- Heavy Vehicle Mechanic to include Electric and hydrogen powered vehicles
- Electrical to include modules on heat pumps, solar, domestic wind turbines,
- Plumbing to include modules on heat pumps, and solar
- Carpentry to include modules on retrofitting
- Industrial insulation to include modules on domestic insulation



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CONSTRUCTION							
Brick & Stonelaying	80	56	148	72	95	-10%	-51%
Carpentry & Joinery	597	563	847	713	820	19%	-16%
Geo Driller	2	18	7	8	8	300%	14%
Painting & Decorating	31	24	43	23	45	-26%	-47%
Plastering	36	20	38	31	45	-14%	-18%
Plumbing	628	560	875	792	875	26%	-9%
Scaffolding	0	0	37	29	36	-	-22%
Stonecutting & Stonemasonry	3	3	9	8	12	167%	-11%
Wood Manufacturing & Finishing	102	75	155	144	160	41%	-7%
<b>Total</b>	<b>1479</b>	<b>1319</b>	<b>2159</b>	<b>1820</b>	<b>2096</b>	<b>23%</b>	<b>-16%</b>
ELECTRICAL							
Aircraft Mechanics	72	50	55	62	62	-14%	13%
Electrical	1949	1740	2748	2648	2600	36%	-4%
Electrical Instrumentation	125	62	103	120	120	-4%	17%
Electronic Security Systems	76	45	61	86	110	13%	41%
Industrial Electrical Engineer	28	30	20	42	39	50%	110%
Instrumentation	16	11	12	13	18	-19%	8%
Refrigeration & Air Conditioning	122	73	142	152	150	25%	7%
<b>Total</b>	<b>2388</b>	<b>2011</b>	<b>3141</b>	<b>3123</b>	<b>3099</b>	<b>31%</b>	<b>-1%</b>

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## TRADE UNION



13 Tertiary degrees  
courses either new  
amended to include  
new green  
technologies

12 Tertiary Part-  
time courses on  
new green  
technologies

16 New FET &  
Skillnet upskilling  
courses for new  
green technologies



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## TRADE UNION



Plumbing to  
grow by  
60%

Electrical  
to grow by  
50%

HVAC to  
grow by  
50%