Presentation on the MOMENTUM Programme

MOMENTUM Projects are supported by both the Irish Government and the European Social Fund

Ciarán Conlon, Director
FÁS National Programmes & Standards

Investing in your Future
Human Capital Investment Operational Programme 2007-2013

Investing in your future

2007-2013

THIS PROJECT IS CO-FUNDED BY THE IRISH GOVERNMENT AND THE EUROPEAN UNION UNDER THE EUROPEAN SOCIAL FUNDS
Employers

People who have been unemployed for a long-time

MOMENTUM Stakeholders

DES

DSP & DPER

ESF

FÁS

Momentum Projects
MOMENTUM is designed

- To ensure that we avoid the creation of lost generations of mid-career and young people.
- To help people who are disadvantaged, due to long-term unemployment, get back to work.

The MOMENTUM programme provides a real opportunity to 6,500 long term unemployed jobseekers to develop skills that employers are looking for and to assist them with their journey back to employment.
People
Long-term unemployment
Vacancies in the Labour Market
MOMENTUM Programme
MOMENTUM Model
MOMENTUM Projects
How are we doing & early learning

MOMENTUM Web site
www.momentumskills.ie
MOMENTUM is administered by FÁS and funded by the Department of Education & Skills through the Labour Market Education & Training Fund (LMETF).

MOMENTUM Projects are supported by the ESF.

Investing in your Future
MOMENTUM projects will assist with meeting the needs of people who have been unemployed for a long time and now want to re-engage with a rapidly changing Irish economy.

The projects will provide education and training opportunities for jobseekers to develop these competencies and support them in competing for current vacancies.
The MOMENTUM programme is informed by research and based on the current employment market. An essential aspect of all these projects is to provide the opportunity to develop the workplace skills required to obtain and retain employment.

Projects include on-the-job training in the form of:

- Work training & experience modules
- Relevant certification on or aligned to the NFQ
MOMENTUM will assist 6,500 jobseekers who have been unemployed for a long time to gain in-demand skills and access to work opportunities.

The aim is that they will have a better than average chance of getting a job in the sectors where there are vacancies because they partake in the programme.
44 Education and Training providers from the private, not for profit and public sector.

During 2013/14, will be offering 70 individual MOMENTUM Projects, totalling circa. 500 project instances in 80 locations across the country.

These projects will offer 6,500 places which will respond directly to the economic reality of the country.
People who have been unemployed for a long time (>1 year) are the clients for MOMENTUM.

People under 25 year old forms a particular cohort within this target.

Young people, in particular, are very susceptible to the damaging, scarring effects of unemployment.
MOMENTUM Projects are tailored to both the needs of the long-term job-seeker and to employers who have vacancies.

- There are full-time and part-time options.
- All further education and training projects delivered under MOMENTUM will be free to the clients.
- Eligible participants on programmes maintain their social protection supports.
MOMENTUM Projects, as part of the Irish Government Jobs Initiative, the projects are constructed to seek out viable training solutions from public, not for profit and private education and training providers, in response to identified Labour Market needs.
MOMENTUM funding is being utilised to provide education and training solutions nationwide to the needs of both individuals who are unemployed and employers. There are four Labour Market themes.
The first three themes are based on 'clusters of occupations'. These have been chosen because our research shows that these skills are linked with employment opportunities.
Theme 1

Occupations in;

- Information Communications Technology
- Digital Media
- Gaming
- Telecommunications.
Theme 2

Occupations in:

• Transportation
• Distribution and Logistics
• Sales and Marketing.
Theme 3

Occupations in:

• Health Care and Social Services
• Manufacturing - Process Technicians
• Natural Resources Energy Conservation
• Food Processing and Food and Beverage Services.
Theme 4

This theme is dedicated to projects for under 25s. Projects will provide a solid foundation for them to gain employment and/or continue in further education and training that will progress them into employment.
MOMENTUM is specifically designed to represent a significant departure from traditional models of funding for Training and Education.

The MOMENTUM model will:

• Transfer the financial risk from the state to the providers
• Provide funding for training where there are real opportunities based on specific research
• Continue the support for clients beyond the training programme
• Encourage the providers to break with traditional paradigms
MOMENTUM asked providers to come up with projects that they deem will deliver high levels of employability. It is an outcomes-based model of education and training that sees best international practice adapted to an Irish context.

The payment system to providers under MOMENTUM is weighted on deliverables at key stages of the programme.
Deliverables include employment outcomes, employment supports, certification and progression at the end of the programme.
MOMENTUM operated a two-stage application process for providers. This included:

- a pre-qualification process
- followed by a competition for the selection of proposals
  - Value for money and the quality of provision formed a major part of the evaluation process.
The MOMENTUM concept is as follows;

• FÁS sets out the problem (getting people into employment)
• FÁS sets out a framework for the problems to be considered
• The market consider the problems and develops their proposals within the framework
• FÁS evaluates the proposals
• FÁS award the contracts based on the competition
The MOMENTUM concept cont.;

- The providers deliver the projects
- Progress is monitored
- Outcomes are measured

Independent evaluation of the Programme

- Evaluation reports at 4 stages plus an overall composite report.
- Learning in real time for improving the MOMENTUM concept.
## Deliverable Based Outcome Model (DBOM)

Sample contract for a 20 week programme for 100 Learners @ €1,000 per learner total Contract cost €100,000.

<table>
<thead>
<tr>
<th>Deliverable</th>
<th>Sample Budget Figures €</th>
<th>Sample Actual Figures</th>
<th>Sample Actual Payment €</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contract start date. Date the Contract was executed on.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of Learners. Set competitively by the proposer.</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fee per Learner. Set competitively by the proposer.</td>
<td>€1,000.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Expected Fee. Set competitively by the proposer.</td>
<td>€100,000.00</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Phase 1

- **Programme for Recruitment initial advance payment.**
  - Set competitively by the proposer (maximum 5% of Learner fee).
  - 10% of Learner Fee
    - 5% of Learner Fee: €5,000.00
    - Actual: 100, 5% of €5,000.00 = €5,000.00

- **Programme for Recruitment Progress Report 1, the % of the fee for Phase 1b.**
  - Set competitively by the proposer (maximum 5% of Learner fee).
  - 5% of Learner Fee
    - 5% of Learner Fee: €5,000.00
    - Actual: 95, 5% of €5,000.00 = €4,500.00
<table>
<thead>
<tr>
<th>Phase</th>
<th>Programme of Delivery Progress Report</th>
<th>% of the fee for Phase</th>
<th>Set competitively by the proposer. Up to a maximum of 30%</th>
<th>% of Learner Fee</th>
<th>Fee 1</th>
<th>Learner Fee 1</th>
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</thead>
<tbody>
<tr>
<td>2.</td>
<td>1, the % of the fee for Phase 2a.</td>
<td></td>
<td></td>
<td></td>
<td>25%</td>
<td>€25,000</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>90</td>
<td>€22,500</td>
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<tr>
<td></td>
<td>2. Programme of Delivery, Progress</td>
<td>60 % of Learner Fee</td>
<td></td>
<td></td>
<td>15%</td>
<td>€15,000</td>
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<tr>
<td></td>
<td>Report 2, the % of the fee for Phase 2b.</td>
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<td></td>
<td></td>
<td>89</td>
<td>€13,350</td>
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<tr>
<td></td>
<td>3. Programme of Delivery, Progress</td>
<td>10%</td>
<td></td>
<td></td>
<td>10%</td>
<td>€10,000</td>
</tr>
<tr>
<td></td>
<td>Report 3, the % of the fee for Phase 2c.</td>
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<td></td>
<td></td>
<td>84</td>
<td>€8,400</td>
</tr>
<tr>
<td>3.</td>
<td>Phase 3 a. Programme for in company</td>
<td>10%</td>
<td></td>
<td></td>
<td>10%</td>
<td>€10,000</td>
</tr>
<tr>
<td></td>
<td>Training, Progress Report 4, the %</td>
<td></td>
<td></td>
<td></td>
<td>88</td>
<td>€8,800</td>
</tr>
<tr>
<td></td>
<td>of the fee for Phase 3a.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phase 3 b. Programme for Employment</td>
<td>5%</td>
<td></td>
<td></td>
<td>5%</td>
<td>€5,000</td>
</tr>
<tr>
<td></td>
<td>Support, Progress Report 3, the % of</td>
<td></td>
<td></td>
<td></td>
<td>84</td>
<td>€4,200</td>
</tr>
<tr>
<td></td>
<td>the fee for Phase 3b.</td>
<td></td>
<td></td>
<td></td>
<td></td>
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### Outcomes

<table>
<thead>
<tr>
<th>Phase 4a.</th>
<th>Outcomes Certification achieved, Self Evaluation Report 1, the % of the fee for Phase 4 a.</th>
<th>Phase 4 a, Set by FÁS @ 5%</th>
<th>5% of Learner Fee</th>
<th>5%</th>
<th>€5,000.00</th>
<th>78</th>
<th>€3,900.00</th>
</tr>
</thead>
<tbody>
<tr>
<td>Phase 4b.</td>
<td>Outcomes Progression achieved, Self Evaluation Report 2, the % of the fee for Phase 4 b.</td>
<td>* Phase 4 b, Set by FÁS @ 5%</td>
<td>5% of Learner Fee</td>
<td>5%</td>
<td>€5,000.00</td>
<td>21</td>
<td>€1,050.00</td>
</tr>
<tr>
<td>Phase 4c.</td>
<td>Outcomes full-time Employment achieved, 3rd and final Self Evaluation Report (SER) the % of the fee for Phase 4 c.</td>
<td>* Phase 4 c, Set by FÁS @ 20% where the achieved employment is full time.</td>
<td>20% of Learner Fee</td>
<td>20%</td>
<td>€20,000.00</td>
<td>40</td>
<td>€8,000.00</td>
</tr>
<tr>
<td>Phase 4d.</td>
<td>Outcomes part-time Employment achieved, 3rd and final Self Evaluation Report (SER) the % of the fee for Phase 4 d.</td>
<td>* Phase 4 d, Set by FÁS @ 10% where the employment achieved is Part-time.</td>
<td>10% of Learner Fee</td>
<td>10%</td>
<td>€10,000.00</td>
<td>26</td>
<td>€2,600.00</td>
</tr>
</tbody>
</table>

**Contract Total**

| 100% of Learner Fee | €100,000 | €82,300.00 |
## Projects Distribution

<table>
<thead>
<tr>
<th>Nominated Theme</th>
<th>Prospective Participants</th>
<th>Total Training Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Theme 1 - ICT, Digital Media, Gaming, Telecommunications.</td>
<td>2,095</td>
<td>€8,614,990</td>
</tr>
<tr>
<td>Theme 2 - Transport, Distribution and Logistics, Sales and Marketing.</td>
<td>1,180</td>
<td>€4,087,937</td>
</tr>
<tr>
<td>Theme 3 - Health Care, Social Services, Manufacturing, Natural Resource Energy Conservation, Food production and processing.</td>
<td>2,250</td>
<td>€8,497,853</td>
</tr>
<tr>
<td>Theme 4 - Under 25’s Individual needs, placement, progression and employment across the occupation themes.</td>
<td>996</td>
<td>€2,919,323</td>
</tr>
<tr>
<td>Region</td>
<td>Successful Proposals</td>
<td>Participants</td>
</tr>
<tr>
<td>---------------------------------------------</td>
<td>-----------------------</td>
<td>--------------</td>
</tr>
<tr>
<td>Carlow, Kilkenny, Tipperary South, Waterford, Wexford</td>
<td>13</td>
<td>770</td>
</tr>
<tr>
<td>Cavan, Louth, Monaghan</td>
<td>10</td>
<td>518</td>
</tr>
<tr>
<td>Clare, Limerick, Tipperary North</td>
<td>7</td>
<td>280</td>
</tr>
<tr>
<td>Cork, Kerry</td>
<td>9</td>
<td>535</td>
</tr>
<tr>
<td>Donegal, Leitrim, Sligo</td>
<td>9</td>
<td>530</td>
</tr>
<tr>
<td>Dublin North</td>
<td>16</td>
<td>921</td>
</tr>
<tr>
<td>Dublin South</td>
<td>29</td>
<td>1734</td>
</tr>
<tr>
<td>Galway, Mayo, Roscommon</td>
<td>9</td>
<td>375</td>
</tr>
<tr>
<td>Kildare, Meath &amp; Wicklow</td>
<td>12</td>
<td>458</td>
</tr>
<tr>
<td>Laois, Longford, Offaly, Westmeath</td>
<td>4</td>
<td>400</td>
</tr>
</tbody>
</table>
A key element within the MOMENTUM approach is the transfer of financial risk onto the training contractor and away from the public purse.

http://www.ecollege.ie

The combination of all these elements means that MOMENTUM represents a significant innovation in Irish competitive public funding of education and training projects.
The projects supported by this MOMENTUM FUND of €20M will be in the expanding employment areas of ICT, digital media, healthcare and social services, the green economy, food processing and sales and marketing.

The aim is that participants will have a better than average chance of getting a job in the sectors where there are vacancies.
MOMENTUM programmes provide for an industry-recognised or accredited awards on or aligned to the National Qualifications Framework.

This targeting of resources will allow people who are unemployed to access high quality and relevant education and training.
Pulse College  
Barrow  
Progressive Education  
Woodworks  
Broadband Careers  
FIT  
Local Heroes & Prism  

MOMENTUM  
Sample Projects
Progressive Education
FIT Students Testimonials
Early Learning

The reach/access to people who have been unemployed for a long time and the activation of this group has, in some cases, been difficult.

- Review of advanced planning to reach and activate this group would be very important for any future programmes.
- Early dropout rates (first 3 / 4 weeks) circa 8%.
- The lack of accommodation/travel allowances has been cited by participants and contractors as being a barrier to their participation.
Further marketing, review of marketing channels and brand awareness of the programme may be required.

Issues in Under 25 graduate programmes across all contractors.

Sales & Marketing under subscribed and slower than other Projects.

Learn from the examples of good recruiting practice.

Conversion from Project wait lists to starters is at a rate of 60% approx.
Recruitment has been a greater challenge than expected

- Review of the roles of the Dept. Social Protection and the providers to improve recruitment efficiency.
  - Clarity of purpose of programmes – assist clients to choose the appropriate intervention.
  - Supports for participants – Travel (particularly regionally) & food and accommodation may need to be reassessed and addressed.
Cost barriers to accessing work placement (tools and equipment etc.) need to be considered.

To a greater extent co-ordination of training provision across all state provision needs to be factored into future programmes (SOLAS).
44 Education and Training providers from the private, not for profit and public sector.

During 2013/14, will be offering 70 individual MOMENTUM Projects, totalling circa. 500 project instances in 80 locations across the country.

These projects will offer 6,500 places which will respond directly to the economic reality of the country.
Status of Project as of the 20th of May 2013.

- Target capacity = 6500 places
- Budget = €20,000,000
- Starters on the Programme (20th of May) = 4146
- Places that will commence in June & July = 1254
- Additional places (Second round funding available Aug/Sept 2013) = 1115
- Current waiting lists size = 2298
Mo bhuíochas daoibh as éisteacht liom inniu
(Thank you for listening)
Agus
Bígí slán ar bhur slí abhaile
(Take care on the way home)