

APPRENTICESHIP

WHAT IS APPRENTICESHIP?

It is a special system of employment for training in the skilled trades. While serving an apprenticeship the apprentice gains skills, knowledge and experience and becomes qualified in the chosen trade.

WHO MAY BECOME AN APPRENTICE?

Any person (male/female) at least 16 years of age who has obtained 5 Grade Ds (minimum qualifications) in any subjects in either Junior or Leaving Certificate is eligible for an apprenticeship. Persons who have studied subjects such as woodwork, metalwork, technical drawing, science or mathematics will normally find this an advantage when seeking an apprenticeship and during their training. There is no upper age limit for entry but it is normal for a person to commence an apprenticeship between the ages of 15 - 22.

HOW DO I BECOME AN APPRENTICE?

1. Find out as much as possible about the trade you are interested in, through the careers information leaflets, career teachers, library books or speak to someone already employed at the trade.
2. Contact employers and find out if they have vacancies for apprentices. If there are no vacancies at that particular time, enquire if they have someone coming out of their time and make a note of this, call back to the company within a month of the apprentice completing their apprenticeship.
 - Read the newspapers to identify companies advertising for apprentices e.g. CIE, ESB etc.
 - Visit your local FAS placement office and check the job vacancy board
 - Check out the Golden Pages
3. If an employer is willing to employ you as an apprentice, the company must get permission from FAS. This will be given if the company has adequate facilities to train you as an apprentice.
4. Finally, you should contact your local APPRENTICESHIP SERVICES OFFICE when you secure an apprenticeship and advise them of the name, address and telephone number of the company where you are employed. A Standards-Based Apprenticeship Registration Form will be issued and when the completed form is returned to FAS, you will be enlisted on the National Register of Apprentices. A registration number and training manual will be issued to you.

LIST OF DESIGNATED TRADES

FURNITURE

Cabinetmaker
Upholsterer
Wood Finisher
Wood Machinist

PRINTING

Printer
Compositor
Litho Printer/ Plate Maker
Carton Maker
Graphic Producer

ELECTRICAL

Installations
Industrial Maintenance
Electrician
Instrumentation
Power Supply
Rewinder
Lift Installation

MOTOR

Motor Mechanic
Agriculture Mechanic
Heavy Vehicle Mechanic
Vehicle Body Repair

ENGINEERING

Aircraft Mechanic
Coppersmith
Fitter
Metal Fabricator
Pattern Maker
Refrigeration

Sheet Metal Worker
Ship Builder
Toolmaker
Welder

CONSTRUCTION

Carpenter/ Joiner
Painter/ Deocrator
Plumber
Brick/ Stonelayer
Plasterer
Glazier
Stonecutter
Slater/ Rooftiler
Construction Plant
Fitter

DENTAL

Dental Craftperson

APPROPRIATE SUBJECTS RELEVANT TO TRADES

(which may also influence employers recruiting apprentices)

WOODWORK
MECHANICAL DRAWING
MATHS
PHYSICS

METALWORK
CONSTRUCTION STUDIES
SCIENCE
ENGLISH

THE NEW STANDARD BASED APPRENTICESHIP Requires:-

- a) A person to be at least **16** years of age
- b) Have obtained Grade D in any **5** subjects in the Junior Certificate
- c) Find a suitable employer who is willing to employ the person as an apprentice.

d) Register with the Apprenticeship Service Officer in Loughlinstown Training Centre.

e) Pass the 7 Phases of the Apprenticeship system.

COLOUR VISION TEST

REQUIRED FOR THE FOLLOWING CRAFTS:

Printing (all trades)

Painter/ Decorator

Electrician

Refrigeration Craftsperson

Instrumentation Craftsperson

Motor (all trades)

Fitter (maintenance)

Aircraft Mechanic

Construction Plant Fitter

PREPARATION BEFORE CALLING TO COMPANIES

- Speak to someone employed at the trade
- Seek information on the trade/s you wish to pursue
- Make a list of companies

FINDING YOURSELF AN EMPLOYER

- Call to companies
- Prepare yourself well
- Present yourself well
- Check out any vacancy in a company which may lead to any apprenticeship
- Check if there are apprentices completing their time
- Leave a Curriculum Vitae
- Call Back!

THE NEW STANDARD BASED APPRENTICESHIP

1. Phase 1 on-the-job will be an introduction to apprenticeship, safety, the world of work and some of the basic skills of the Trade.

2. Phases 3,5 and 7 are **ON-THE-JOB** with the Employer.

3. Phases 2,4 and 6 are **OFF-THE-JOB** at a Fas Training Centre and Educational College.

NOTE: The 6 Assessments/Examinations are achieved from:

Phases 3,5 and 7 when **on the job** with the Employer in addition to Phases 2,4 and 6 when **off the job** at Fas and an Educational College.

PHASE	WITH EMPLOYER	APPROX TIME(MONTHS)	FAS TR. CENTRE OR ED. COLLEGE
1	on the job	4	-
2	-	5	off the job
3	on the job	11	-
4	-	2 1/2	off the job
5	on the job	11	-
6	-	2 1/2	off the job
7	on the job	11	-

BURSARY FOR FEMALE APPRENTICESHIPS

PURPOSE: TO ENCOURAGE AND CREATE AN INCENTIVE FOR EMPLOYERS TO TRAIN AND EMPLOY FEMALE APPRENTICES

REMEMBER

This system is "**STANDARD BASED**" Therefore apprentices may only become qualified craftspersons when they have reached the standard required for each of the phases - 2 to 7.

An apprentice has three (3) attempts to reach the standard of each phase which is assessed through examination and on-the-job standards attained.

REGISTER WITH FAS AS AN APPRENTICE

Contact you local Apprenticeship Services Office and advise them of the name, address and phone number of the company where you are employed.

An Apprentice Registration Form will be issued.

When the employer returns the completed form to FAS: - A Registration Log Book and Training Manual will be issued.

Note: Unless an apprentice receives a Registration Log Book and Training Manual, he/she is not registration with FAS as an apprentice.

YOU ARE NOT REGISTERED AS AN APPRENTICE WITH FAS UNLESS YOU HAVE AN OFFICIAL APPRENTICE REGISTRATION NUMBER

(Sample Reg. No 49/6376/0987)

LOG BOOK and A TRAINING MANUAL

A QUALIFIED CRAFTSPERSON UNDER THE NEW STANDARDS-BASED APPRENTICESHIP SYSTEM WILL HAVE: -

1. BEEN REGISTERED WITH FAS AS AN APPRENTICE
2. BEEN EMPLOYED AS A REGISTERED APPRENTICE WITH FAS REGISTERED EMPLOYER(S)
3. ACHIEVED (REACHED) ALL THE REQUIRED STANDARDS BOTH ON AND OFF THE JOB (TOTAL - 6 ASSESSMENTS/EXAMINATIONS)

NEW STANDARDS-BASED APPRENTICESHIP

The New Standard-Based apprenticeship scheme is based on uniform, pre-specified and industry-agreed standards, derived from the current and future needs of Irish Industry. It will ensure the highest level of skills for individual firms and the Irish labour market generally.

To help apprentices achieve these standards the new scheme provides alternating phases of on-the-job and off-the-job training in conjunction with FAS Training Centres or Education Colleges.

On successful completion of the new Standards-Based Apprenticeship, apprentices will receive National Craft Certificate, recognised in Ireland as well as other EU and non-EU countries.

This nationally and internationally recognised certificate will be a compulsory requirements for craftperson status and will enhance the status of Irish companies employing craftpersons.

The structured ongoing assessment will give more comprehensive and valid evidence of attainment during apprenticeship.

A modular structure allows for flexibility and cross-skilling as required and helps to ease up-dating future technological or other developments.

A range of support services are provided by FAS including:

- Apprenticeship Training Packs for both employer and the apprentice.
- Training and development for in-company apprentice supervisors and assessors where necessary.
- On-the-job monitoring which will include advice and assistance to employers on all aspects apprenticeship.

The financial arrangements in the principle craft sectors of apprenticeship in each trade, which will be determined by the training/ education/ developmental requirements of each trade, is the subject of a review which should be completed this year. As an interim measure, the normal duration for apprenticeship which commenced under the new standards-based system is 4 years.

Apprentices must be at least 16 years of age and have a minimum grade D in 5 subjects in the Junior Certificate or equivalent. Educationally disadvantaged persons may qualify for entry by satisfactory completion of a pre-apprenticeship course and an assessment interview which meet the entry requirements and enables an employer to register the individual as an apprentice. Individuals over 25 years who do not meet the educational requirements may qualify if they have 3 years relevant work experience and are successful at an assessment interview. Individuals with disabilities may qualify on the successful completion of a FAS approved course and an assessment interview.