National Skills Agenda and the role of University - Enterprise Engagement

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Enterprise Ireland

Mission

Accelerate the development of world-class Irish companies to achieve leading positions in global markets.

Vision

Irish enterprises creating solutions for global challenges, delivering sustainable prosperity throughout Ireland.

Sustainability & Carbon Reduction

Excellence, Digital, Innovation & Skills.

Scaling Global Leaders from Ireland

Deepening Economic Impact

Enterprise Ireland

Enterprise Ireland Client Talent & Skills Issues

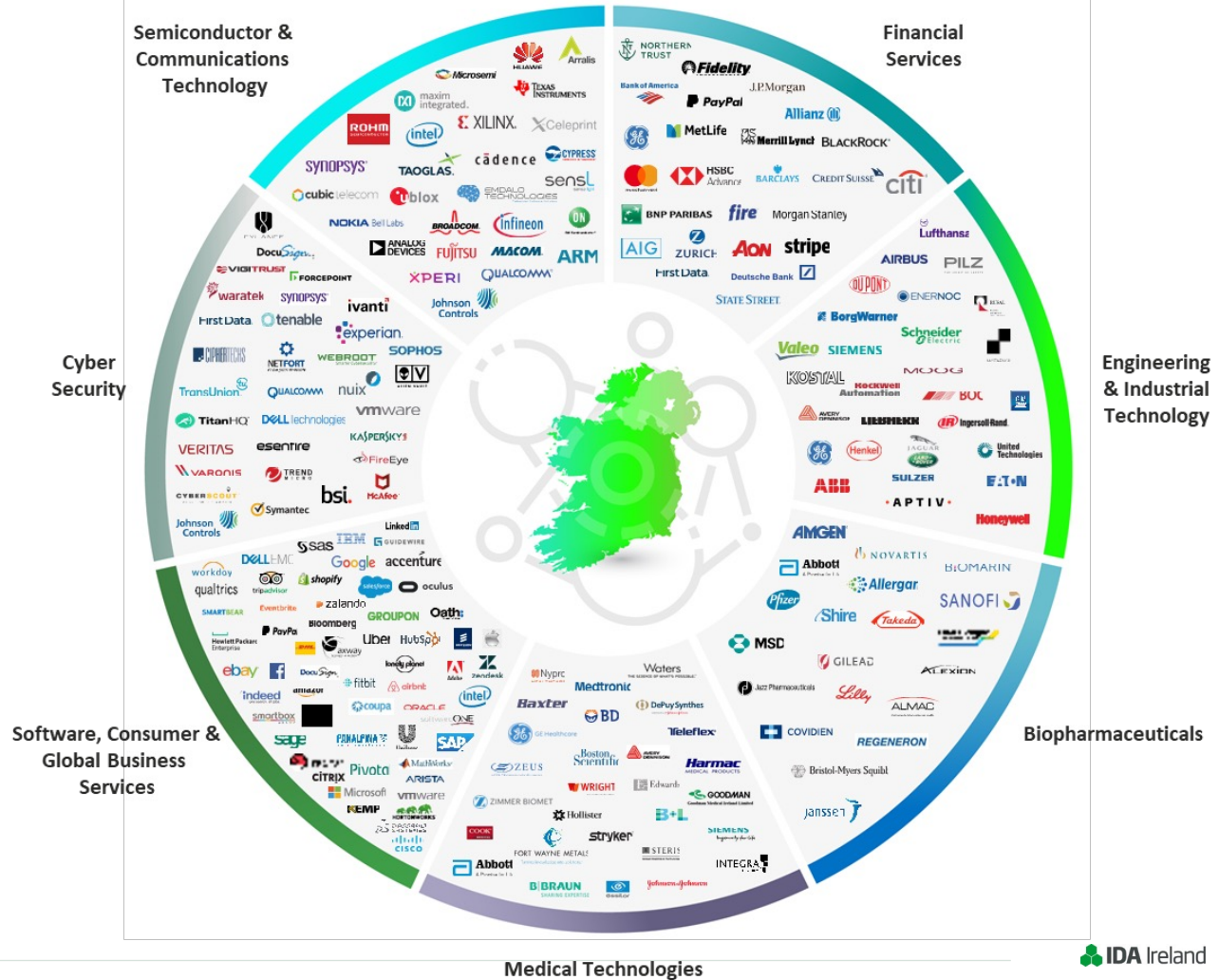| Lack of Workforce Planning / Strategic Talent Skills | Low employer capability to identify and address critical skills needs | Difficulty navigating the Complex Skills Eco-system | Targeted Skills Interventions required to Address Identified Skills Needs | Attracting & Retaining Talent |

Key interventions include –

- **Spotlight on Skills** – Partnership with DFHERIS, IMI, Regional Skills Forum Managers
- **Strategic Partnerships** – SOLAS/ ETBs,, Skillnet Ireland, IUA, HEA Higher Education Institutions, SLMRU, NAO, Technology Centres, Educate In Ireland, New Frontiers etc
- **EI Leadership & Scaling Supports**– Strategic programmes that create transformational business change to flexible short programmes.

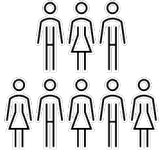Enterprise Ireland

IDA Ireland

Mission:

- Attract multinational companies to invest in Ireland
- To provide jobs for the economic and social benefit of Ireland

IDA client companies:
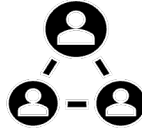
- 1,796 companies
- 301,475 employed
- Majority are 'SMEs'

IDA Ireland Client Talent & Skills Issues

Lack of Workforce Planning/Strategic Talent Skills	Low employer capability to identify and address critical skills needs	Difficulty navigating the Complex Skills Eco-system	Targeted Skills Interventions required to Address Identified Skills Needs	Attracting & Retaining Talent

Key interventions include –

- **Strategic Talent Development Programme**– Partnership with Skillnet Ireland
- **Strategic Partnerships** –Skillnet Ireland, IUA, IMI, Technology Centres
- **IDA Talent Development and Training Supports** – Strategic site wide training programmes; Strategic subsidiary [5] leaders; Innovation and Environmental capacity.

OECD National Skills Report, 2023

Key Priorities

- **Priority 1 -** Securing a balance in skills through a responsive and diversified supply of skills.

- **Priority 2 -** Fostering greater participation in lifelong learning in and outside the workplace.

- **Priority 3 -** Leveraging skills to drive innovation and strengthen firm performance.

- **Priority 4 -** Strengthening skills governance to build a joined- up skills ecosystem.

Engagement –

How can universities engage more effectively with enterprise?

Engagement

- **Enterprise Gateways:** Establishing key gateways for access to universities. Multiple entry points to universities – how can they be simplified?

- **Client Engagement Model/Toolkit for Engagement:** Develop an enterprise client engagement model by sector and company scaling journey, to support targeted engagement and a uniform approach across gateways to the university.

- **Key Questions for Engagement -** What problem is enterprises trying to solve? What are the outputs of the programme that address this need, what will the company be able to do once they have engaged with the University?

- **The University as the Learning & Development partner for enterprise,** co-creating learning pathways across the company lifecycle - Start up, Scale up, Expansion & Sustainability.

Engagement

- **Sector specialist knowledge** needs to be addressed, in addition to opportunities to learn **cross-sectorally/through multi-disciplinary** diverse teams.

- **Balanced engagement** across micro firms, SMEs, and large-scale enterprise (indigenous & FDI sectors).

- **Evidence based decision making and Industry Engagement**: It is essential that decisions related to Higher Education skills provision are aligned to national & regional priorities and informed by evidence-base skills data that address sectoral industry needs.

Communication –

Navigating the University-Enterprise ecosystem

Navigating the Wider Skills & Talent Eco-system (not an exhaustive list)

GOVERNMENT DEPARTMENTS

- An Roinn Fiontar, Trádála agus Fostaíochta — Department of Enterprise, Trade and Employment
- An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta — Department of Further and Higher Education, Research, Innovation and Science
- An Roinn Oideachais — Department of Education
- An Roinn Dlí agus Cirt — Department of Justice
- An Roinn Gnóthaí Eachtracha — Department of Foreign Affairs
- An Roinn Coimirce Sóisialaí — Department of Social Protection

AGENCIES

SOLAS — An tSeirbhís Oideachais Leanúnaigh agus Scileanna Further Education and Training Authority · Skillnet IRELAND · QQI · IDA Ireland · HEA HIGHER EDUCATION AUTHORITY · Science Foundation Ireland sfi For what's next · Enterprise Ireland

REPRESENTATIVE GROUPS

iua IRISH UNIVERSITIES ASSOCIATION · Ibec · SFA Small Firms Association · ISME Irish SME Association · Chambers Ireland Advancing business together · etbi Education & Training Boards Ireland Bord Oideachais & Oiliúna Éireann

HIGHER EDUCATION

- Technological University Dublin
- Atlantic Technological University
- Dublin City University
- Dun Laoghaire Institute of Art and Design & Technology
- Dundalk Institute of Technology
- Mary Immaculate College
- Maynooth University
- Munster Technological University
- RCSI University of Medicine and Health Sciences
- Royal Irish Academy
- South East Technological University
- St Angela's College
- Technological University Shannon: Midlands Midwest
- Trinity College Dublin
- University College Cork
- University College Dublin
- University of Galway
- University of Limerick
- National College of Art & Design

FURTHER EDUCATION

- Cavan Monaghan ETB
- Cork ETB
- City of Dublin ETB
- Donegal ETB
- Dublin & Dun Laoghaire ETB
- Galway & Roscommon ETB
- Kerry ETB
- Kildare & Wicklow ETB
- Kilkenny & Carlow ETB
- Laoise & Offaly ETB
- Limerick & Clare ETB
- Longford & Westmeath ETB
- Louth & Meath ETB
- Mayo, Sligo & Leitrim ETB
- Tipperary ETB
- Waterford & Wexford ETB

SKILLNET IRELAND

- Animation Skillnet
- Aviation Skillnet
- BioPharmaChem Skillnet
- Carlow Kilkenny Skillnet
- CILT Skillnet
- CitA Skillnet
- Cobotics Skillnet
- Connected Health Skillnet
- Construction Professionals
- Cork Chamber Skillnet
- Tipperary Skillnet
- CPA Ireland Skillnet
- Design Skillnet
- Design Print & Packaging
- Duhallow Skillnet
- Dundalk Chamber
- ERF Skillnet
- Engineering Skillnet
- Farm Business Skillnet
- Fingal Skillnet
- Food & Drink
- Immersive Technologies
- Industry 4.0
- Technolgy Ireland skillnet
- Etc. etc.
- 72 skillnets in total

Communication – Navigating the System

- **Skills Language:** Understanding a common language between universities and enterprise.

- **Clarity on Supports:** Companies need to know what is available to them in the system and what the constrictions are – for example MicroCreds level 6, Level 8 issue, the differentiation of Springboard +

- **Sector Champions in the University system-** connected High Level group that shares enterprise connections to avoid silos and find best solution.

Communication – Navigating the System

- **University USP:** University value proposition for workforce training.

- **Mapping of Supports:** Mapping university resources showcasing resources/strengths. Clarity on skills outcomes and costs, and how does it support addressing business needs

- **Managing Enterprise Expectations** – what universities can and can't do in areas of design time, delivery, responsiveness etc. It is also important not to overpromise.

- **Clear Enterprise Feedback and review process.** How to avoid overlapping supports? Consider programme fit as well as programme development

Co-creation of programme design for Enterprise Skills

Co-creation of Programme Design for Enterprise Skills

o **Skills Journey Map for Enterprise:** Partnering with enterprise across the lifecycle - Start up, Scale up, Expansion & sustainability.

o **Programme Design Industry working groups/consultation groups –** must include diverse companies at various stages of their growth journey.

o **Common terminology** for university, employer, and employee on programme outcomes i.e., the level of skills that will be developed.

o **Skills based approach to programme design** – opportunities to develop stackable modules to build bespoke employee learning paths .
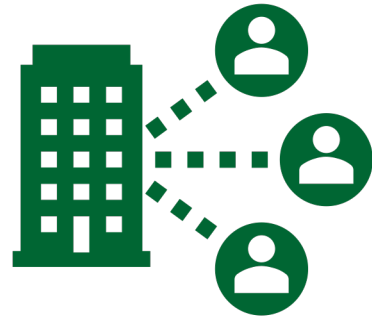
Co-creation of Programme Design for Enterprise Skills

- **Clarity on what delivery mechanism and level** would be most suitable to address targeted skills needs

- **RoI:** Design assessment strategies that deliver business value and align with enterprise needs.

- **Focus on centres of excellence for key sectors and industry needs/clusters –** for example MicroCred solutions with sectoral specialist knowledge

- **Workplace Learning:** Practical application of learning in the workplace learning linked to business value/need.

- **Clarity on what can be achieved through programme design/co-creation – don't over promise!**

In conclusion - Key Insights

- **Learning & Development partner for Enterprise**

- **Client Engagement Model - Toolkit for Engagement with companies at different stages of growth**

- **Clear Enterprise Engagement Pathway (Enterprise Academy)**

- **University USP - University value proposition for workforce development**

- **Balanced engagement across micro firms, SMEs, and large scale enterprise (indigenous & FDI sectors), aligned to their company scaling journey**

Thank You

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