

TRAINING NETWORKS PROGRAMME

2010-2011

Boosting
Skills and
Productivity

Fostering Skills Development & Innovation in Enterprises

Case Study:
Skillnets, Ireland

Presenter:
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Presentation Outline

- Background to Skillnets Ltd.
- The Training Network Model
- Barriers to Training Participation & Solutions
- Key Success Factors
- Fostering Innovation - Examples

Skillnets Ltd. – Who We Are?

- Formed in 1999
- Promote and facilitate workplace learning
- Independent body
- 100% state-funded by Irish Government
- Enterprise-led Board - Social Partners

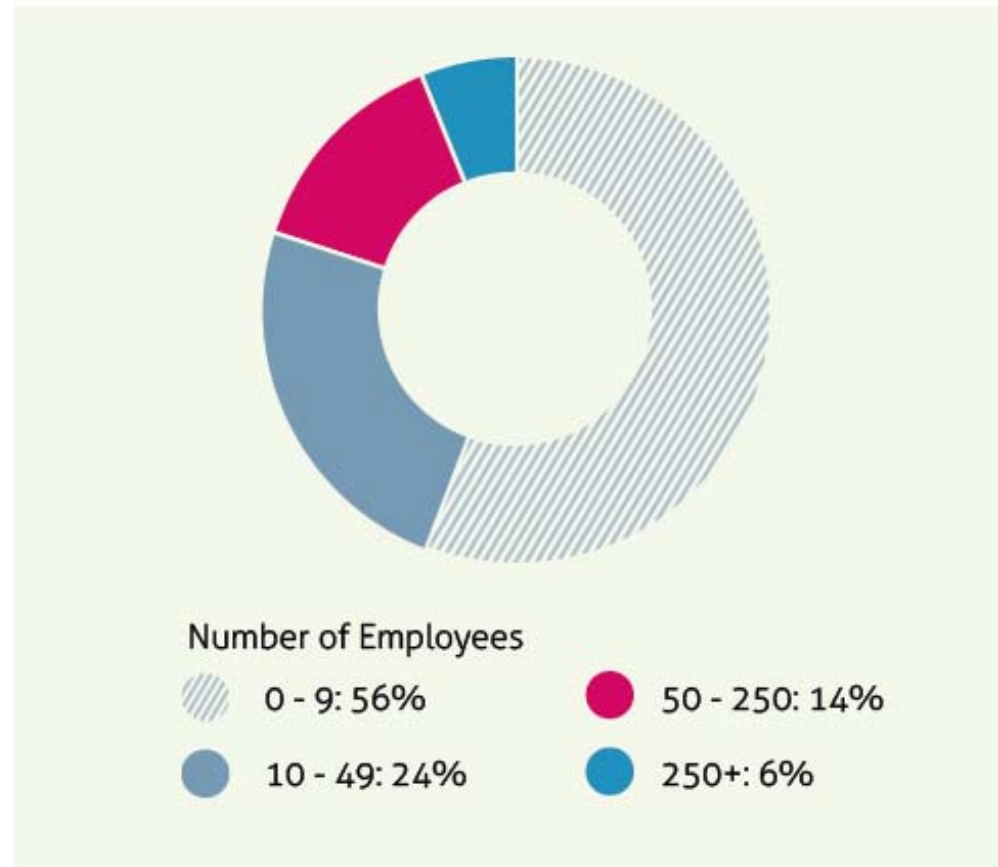
Skillnets Mandate

Supporting:

- People IN Employment
- Private sector firms
- Broad cross section of regions / sectors
- Mostly Small/Medium Enterprises
- Co-funding Strategy
- Supporting the Unemployed since 2010 (10%-30%)

Average Company Size

Figure 2: Breakdown of Companies by Size



Skillnets Outputs: 1999-Present

- Funded over 350 networks
- 60,000 Irish enterprises
- 275,000 trainees

Current Scale - 2011 Targets

- €14.5m. Budget
- 11,000 enterprises
- 40,000 trainees
 - 8,000 jobseekers
- 200,000 training days
 - 40,000 jobseekers

Skillnets Training Network Model

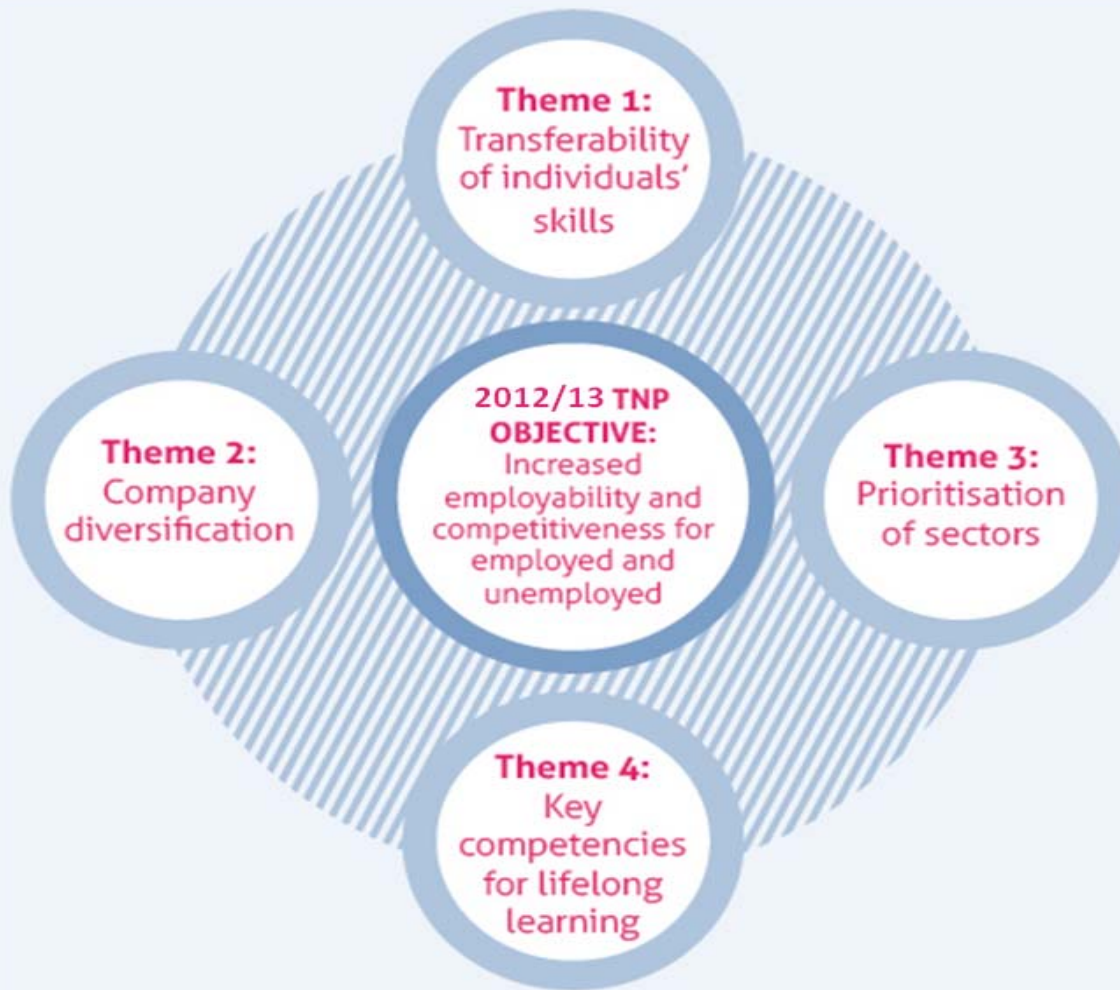
A TYPICAL SKILLNET



Key Features of Training Network Model

- Enterprise-led Steering Group
- Managed by professional Network Manager
- Co-Funding Strategy
- Creating Synergies – leveraging investment
- Promoting Learning & Innovation within SME's
- Creates Strategic Focus at micro level (TNA's)
- On-going Evaluation
- Supported & Monitored by Skillnets Ltd.
- Aligned to Skillnets Ltd. & National Strategy

Skillnets Strategy – 4 Themes



Why Our Model Works

Barriers to Training

- Lack of Time
- Cost
- Quality / Suitability
- Disruptive Effect
- Not Available Locally
- Fear of Losing Staff

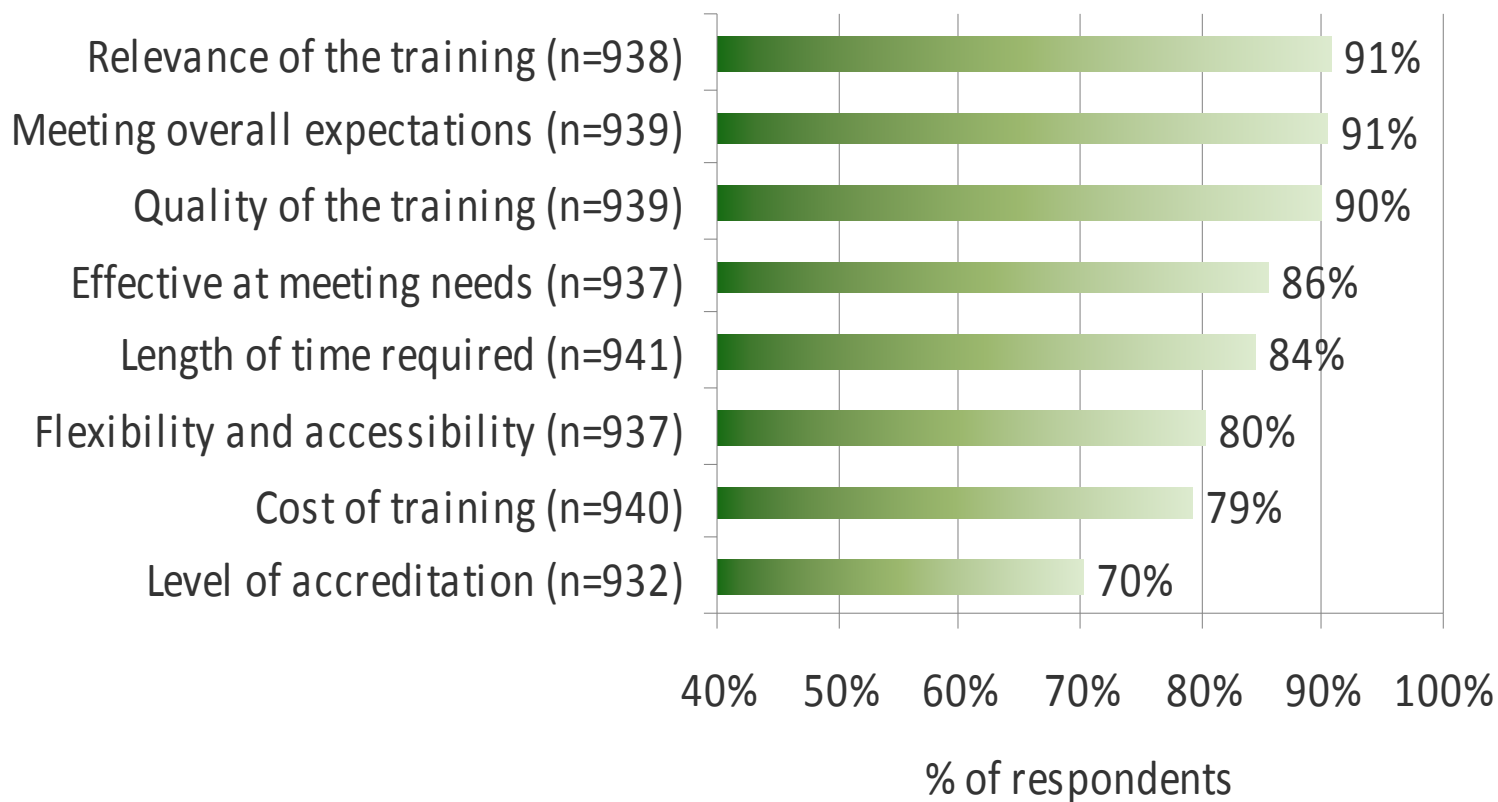
Network Solutions

- Make the Time
- Affordable
- Customised Programmes
- Minimal Disruption
- Accessible & Flexible
- Staff Retention & Morale

2010 Independent Evaluation Results

Figure 3.2: Satisfaction with Skillnets Training

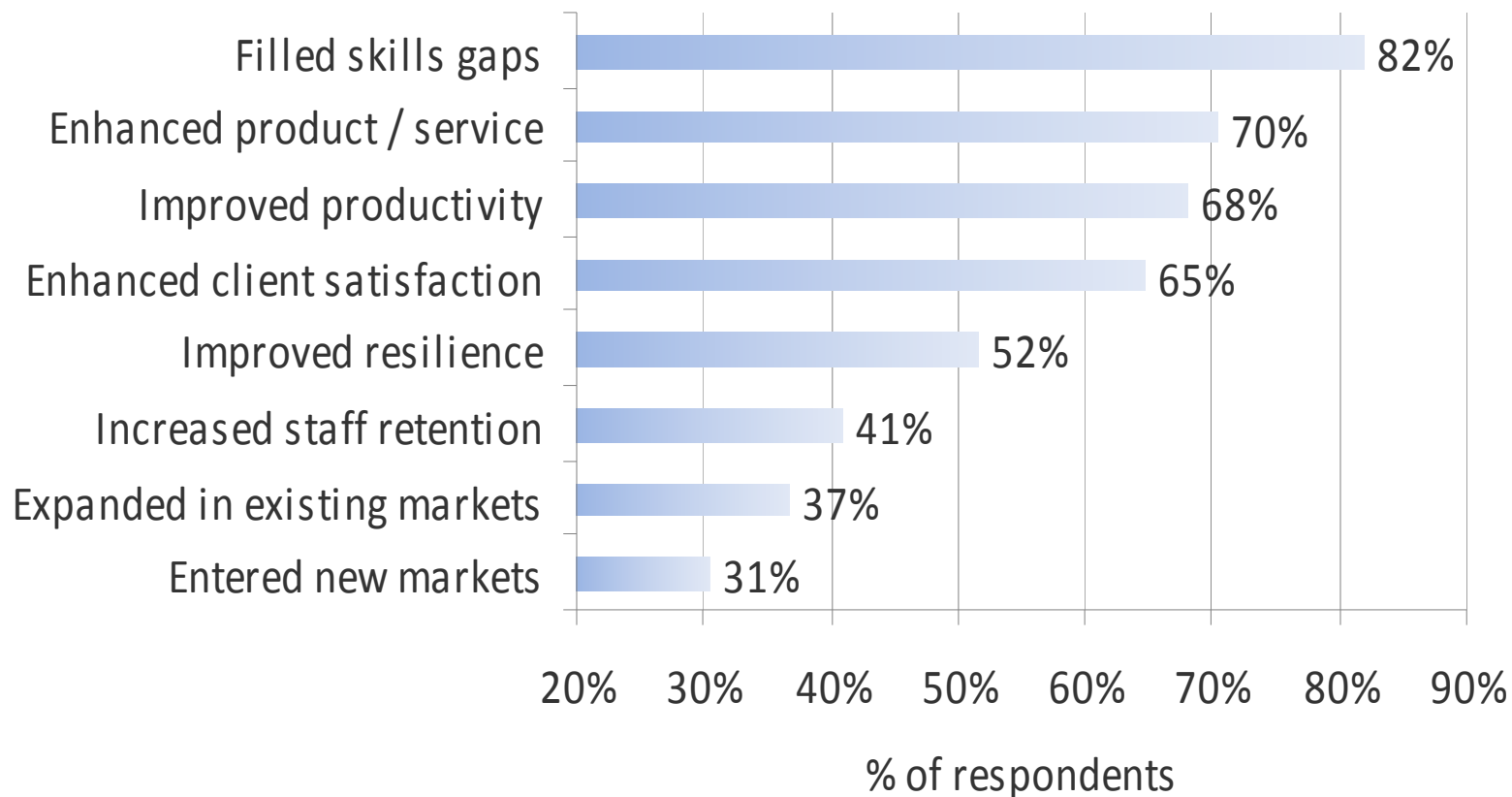
Source: MCES 2010, respondents could select multiple options



2010 Independent Evaluation Results

Figure 3.4: Business Benefits from Network Training

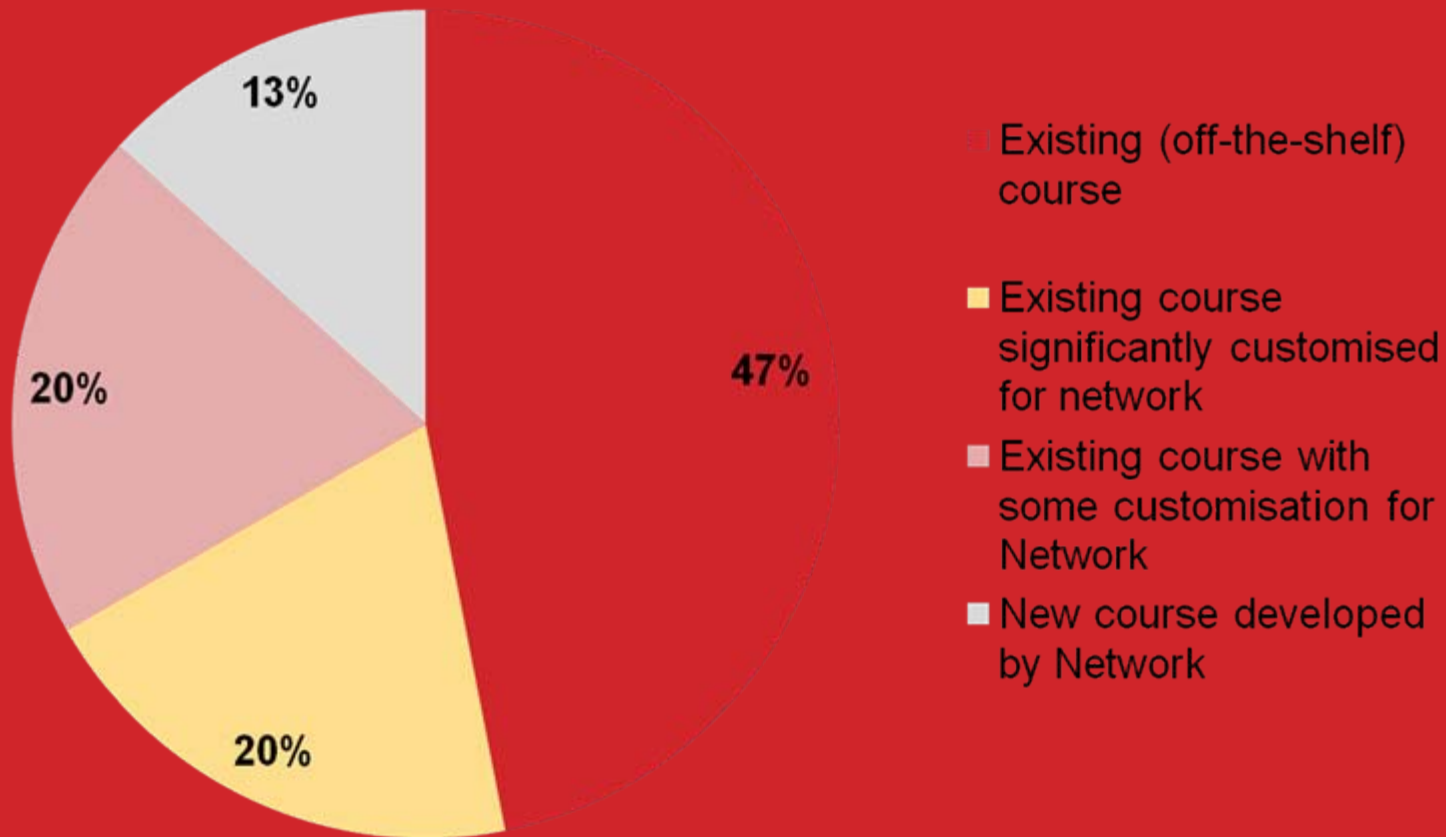
Source: MCES 2010 (n=865), respondents could select multiple options



Promoting & Incentivising Innovation

- Requirement to demonstrate innovative proposals
- Funding 3 'Innovation' Skillnets
- Promoting Innovative Delivery Models
- Sharing Best Practice through Informal Learning & Networking
- Promoting New Product Development
 - New Certified Programme Development
 - Future Skills Needs Programme
 - Jobseekers Support Programme (incl. Work Placement)

Innovative Training Programmes



Innovation in Practice – ‘Talk Talk’ Waterford

- Call centre operation announces closure Sept. 7 2011
- 575 workers laid off Oct. 7 2011
- Rapid reaction by Skillnets & 2 local networks
- Funding applications submitted mid-September
- €250K Skillnets investment approved late September
- Expansive training programme started Oct. 15 2011
- 2,000 training days for 270 workers
 - Technical Skills for Call Centres identified by sector
 - Work placements for 60 confirmed
 - Other Courses for Workers looking to change sector
 - Careers Expo Organised by local Chamber of Commerce