

Training & Upskilling Project

MRTT 134



Project Overview



Project Overview

- **Training & Up-skilling Project** to ensure BNM workers impacted by decarbonisation can begin to retrain and up-skill for future employment opportunities.
- The purpose of this project is to facilitate all impacted employees with the opportunities for training and up-skilling courses for their futures and to allow them to take control of their own Learning & Development needs for the future of their families, communities and the wider Midlands region.
- Aimed at providing a meaningful and real Just Transition for those most impacted.

Aims



What the project is seeking to achieve

- Upskill impacted Bord na Móna employees for future opportunities / employment.
- Enable government to meet their set out targets in Climate Action Plan.
- Prevent rural degeneration of Midland communities by enhancing the collective offering of the Midlands as a place to live, work, study and invest in.
- Creating a skilled workforce to encourage business and employment in the Midlands Region and to also develop entrepreneurial start-up business in the Midlands in a variety of different sectors including manufacturing.
- Ensuring the availability of skills and talent to realise the region's economic potential and address up-skilling requirements identified by the workers themselves.
- Ensuring those who are most impacted by decarbonization have upskilling opportunities, giving them a real Just Transition.

Project Delivery



Project Milestones

Sept 2021

- Is critical as a milestone as it is the beginning of new academic term for those wishing to pursue a 3rd level qualification and applications for courses need to be submitted in advance of this so any delay to funding means workers potentially miss these application deadlines.

2024

- By 2024 all employees will have been trained or up-skilled for internal and external employment opportunities as per their requests.

Project Delivery Stages – (Planning)

Stage 1 - Training Advice & Support Workshops

Stage 2 - Conduct a Skills Audit / TNA with individuals.

Stage 3 - Career Decision Making Programme:

(Career Decisions Ltd) Plan individual training responses with Adult Learning Principles in mind.

Execution

Stage 4 – Design, Procurement & Delivery of tailored training offerings suitable to the individual workers needs. Part-time and Full-time offerings needs to be a reality as people need flexible options to allow to continue to work where possible. (BNM & Public / Private training providers)

Stage 5 - Implement and fund the training (BNM to arrange and pay Public & Private Training providers for individuals course fees) many people have requested 3rd level or specialist industry qualifications

Stage 6 - One to One Career Preparation (ETB's / Career Decisions Ltd.)

Stage 7 - Jobs & Recruitment Fair (Enterprise Ireland / IDA / Local Authorities / Regional Skills)

Stage 8 - Repeat and complete (if necessary) on an annual basis between 2021 – 2024.

Timeline for Delivery of Upskilling Plan

Commence further **Skills Audits & Career Guidance** (as soon as JTF funding is confirmed)

Nov 2021 – Dec 2021
Review & Approve Applications as received

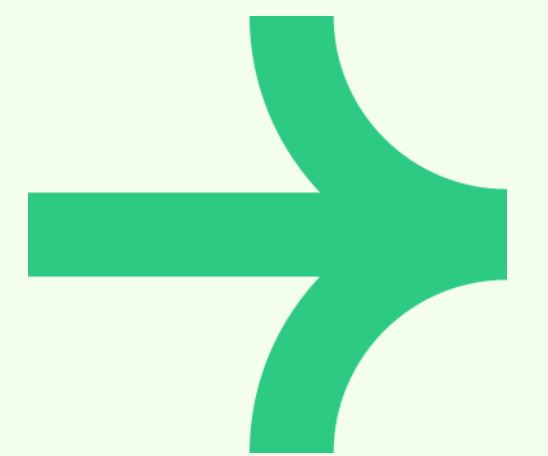
Aug / Sept 2021
Open JTF Employee Assistance Application Process

2021 - 2024
Impacted Employees Commence & Complete Courses

2024 & Beyond

Reskilled employees available with skills suitable for low carbon or alternative employment markets.

KPI's and Outcomes



How project success will be measured

KPI's

- Employee Engagement (numbers partaking in Skills Audits / Career Guidance)
- Training Completion Percentage Rates
- Course Evaluations & Feedback
- Qualifications / Certs obtained by staff.
- Employment Rates (post the upskilling project) i.e. how many people progress into employment.

Outcomes

- This project will deliver on giving impacted individuals from Bord na Móna the training and up-skilling that they have requested, providing them with a Just Transition supported by government and providing individuals, families and communities across the Midlands pathways for their futures.
- It will also deliver a highly up-skilled workforce for the Midlands region to meet emerging and developing employment needs in the low carbon economy.
- The project will meet many of the aims of existing EU, national, regional and local strategies as the objective is to support the deployment of a tailored, flexible and quality learning offerings for a diverse workforce which includes all levels of learners.

Thank you.

Bord na Móna

