Strategic Talent Development Programme



Skillnet IRELAND

To future-proof your business and operations, talent development is vital.

At the heart of every successful business are the people who help with the delivery of its product or service. Ensuring that you have the right people, at the right time, with the right skillset is a constant challenge for businesses. Recent events like the global pandemic, the growing digitalisation of work practices, the need for organisations to become more environmentally conscious, have brought the need for ensuring that the organisation is resourced with the right talent both short and long term into sharper focus.

A Strategic Talent Solution

Skillnet Ireland has developed a strategic talent development programme to help companies develop the talent solutions they need to meet their strategic business challenges.

The programme supports companies in identifying the core skills and competencies required to deliver on their business strategy and build a robust talent development plan. On completion of the programme the capabilities and methodologies acquired will enable companies to adopt a strategic approach to long term talent development.

Companies will also develop a strategic talent development plan as part of the programme.

How the Programme Works

The programme has been designed to help companies to address their top three strategic business challenges and identify the essential skills and competencies needed to deliver on those challenges.

Flexible in design, it will align with any existing resources, tools, processes or technologies already in place to build a strategic talent development plan. However, it can also support businesses looking for a toolkit to start building their talent assets.

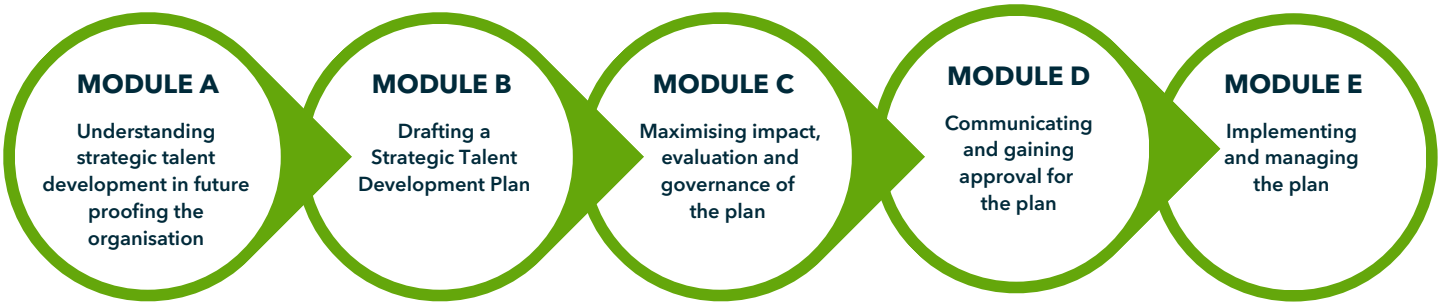
Expected duration:
3 months



Expected time to commit:
4-5 days + 6-8 hours of mentoring + approx. 30 hours* work on building a bespoke strategic talent development plan

*dependent upon the relevant company data and information available

Programme Structure



Combination of Workshops and 1:1 Mentoring

Delivery:

A blend of workshops and one-to-one mentoring with expert workforce development mentors. Tools and templates will be provided to support companies in the talent development planning process, including support to develop a project plan which will drive actions for the company in between mentoring session. Companies will need to invest time and resources in building their strategic talent development plan.

Programme Benefits

On completion of the programme, companies will be equipped to:

- Build and execute their talent development plan aligned with their business strategy (at site and global level)
- Increase employee engagement and overall company capabilities
- Tackle talent attraction and retention challenges
- Identify and select the best talent solutions to build capability
- Accreditation: Participants will be awarded 5 ECTS micro-credential at Level 9 on completion of Learner's Log (optional)

Entry Requirements

- Businesses must have a clearly defined, prioritised and agreed set of strategic business challenges endorsed by the site leadership team before commencing the programme
- Site leadership team/representative must be available for the first workshop as sponsor
- Companies must have committed suitable resources and time available to manage the project with access to internal stakeholders at a corporate level

Start Dates

- Q1 Annually
- Q3 Annually

Cost

The programme will be available free of charge to participating companies.

The Strategic Talent Development Programme is brought to you by Skillnet Ireland

For more information on Skillnet Ireland visit www.skillnetireland.ie

Skillnet Ireland is funded from the National Training Fund through the Department of Further and Higher Education, Research, Innovation and Science.

Rialtas na hÉireann
Government of Ireland

Co-funded by the European Union