Annual Report

2025

CONTENTS

OUR MISSION

Empowering Ireland's enterprises and workforce with the skills and capabilities to drive national competitiveness.

ABOUT US

Skillnet Ireland is the national agency responsible for workforce development for enterprise on behalf of the Government of Ireland.

Through deep collaboration with industry, Skillnet Ireland delivers enterprise-led upskilling solutions that are agile, innovative and responsive to evolving business needs, supporting productivity, competitiveness and sustainable economic growth across Ireland.

SKILLNET IRELAND
A YEAR IN REVIEW

In 2025, Skillnet Ireland partnered with 57 industry bodies across a broad range of sectors and regions to support workforce development and business competitiveness. Through our nationwide network of Skillnet Business Networks and National Initiatives, and in collaboration with enterprise, we delivered workforce development and upskilling programmes to the value of €74m to the Irish economy, supporting productivity, innovation and sustainable growth.

€26.5 million
Enterprise Contributions

23,142
Companies

84,515
People trained

9,208
Training programmes

715,488
Training days delivered

CHAIRPERSON AND CHIEF EXECUTIVE OVERVIEW

Foreword

We are pleased to present the Skillnet Ireland Annual Report for 2025, a year in which Ireland reached record levels of employment, highlighting the continued resilience of both domestic enterprise and the multinational sector. Geopolitical instability, technological disruption, rising cost pressures and the accelerating green and digital transitions are reshaping the operating environment in this era of uncertainty for enterprise. Talent shortages and skills gaps are compounded by the rapid adoption of digital technologies and artificial intelligence, which is fundamentally altering workforce requirements across sectors and regions. In this context, investment in upskilling and reskilling is central to enabling businesses to adapt, manage risk, and compete effectively. As an enterprise-led organisation, Skillnet Ireland is well positioned to support businesses, particularly SMEs, to meet these challenges.

Throughout 2025, the organisation continued to support enterprise through its agile network model, delivering practical, industry-led workforce development aligned to business needs and national priorities.

Statement of Strategy 2026-2028

During 2025, Skillnet Ireland undertook an extensive multi-stakeholder consultation to inform its new strategy, *Empowering Enterprise 2026–2028: A Strategy for Next Generation Capability*. Engagement with enterprise, government, and education partners provided valuable insights, shaping a forward-looking vision for a workforce that is skilled, adaptable, inclusive, and prepared for future challenges and opportunities. We extend our sincere thanks to all those who contributed their time, expertise and perspectives throughout the consultation process.

At the heart of this new strategy is a clear commitment to ensuring Irish businesses have the talent they need to succeed in a period of profound change. By deepening collaboration across industry, government and education, we aim to support a more agile, connected and resilient skills ecosystem that underpins regional growth, attracts investment, and enables enterprises across Ireland to thrive.

The new strategy seeks to expand Skillnet Ireland's services by supporting 100,000 businesses over the course of the coming three years to 2028. Skillnet Ireland will increase its engagement with 15,000 new Irish SMEs including 1,000 start-ups and scale-ups focusing on innovation capability, over the next three years.

2025 Performance Outputs

Driving business competitiveness remained central to Skillnet Ireland's activity in 2025. Through its enterprise-led network model, Skillnet Ireland delivered workforce development and upskilling aligned to business needs, with a particular focus on enhancing productivity, and building future-ready capability across the economy.

In 2025, Skillnet Ireland, supported 23,142 businesses and 84,515 trainees nationwide. Our Skillnet Business Networks, National Initiatives and EU Projects delivered 715,488 training days across 9,208 workforce development programmes, meeting the targets agreed with the Department of Further and Higher Education, Research, Innovation and Science.

91% of the businesses that Skillnet Ireland provided services to were micro, small and medium-sized enterprises, the backbone of the Irish economy and crucial to its successful progression. SMEs face similar challenges to larger organisations but with fewer resources. Targeted initiatives, such as MentorsWork, which celebrated its fifth anniversary in 2025, and the newly launched Pathways to Innovate initiative, provide practical, tailored supports for SMEs to adopt new technologies, embed innovation capability, and translate ambition into tangible productivity and business growth.

The cost-sharing approach with employers remains a cornerstone of the Skillnet Ireland model and demonstrates strong and sustained enterprise commitment to skills development. In 2025, companies contributed €26.5 million towards the cost of upskilling programmes. Skillnet Ireland invested a total of €74 million in workforce development during the year. A detailed summary of performance outputs is provided on page 8 of this report.

Supporting Government and EU Skills Policy

Through its industry-led workforce development programmes targeting the digital and green transitions, Skillnet Ireland continued to actively support the objectives of the EU Union of Skills strategy. In 2025, the organisation also continued to play a vital role in supporting the Government's enterprise and skills agenda, delivering a substantial programme of workforce development activities that responded to Ireland's evolving economic and labour market needs. Skillnet Ireland progressed a range of assigned actions across key national strategies, including the National Digital Strategy, the National Artificial Intelligence Strategy, the Climate Action Plan, Housing for All, Ireland for Finance, and Ireland's Offshore Wind Strategy. The organisation also maintained an active role across national advisory and governance structures, including the National Skills Council, the Expert Group on Future Skills Needs and sector-specific capability working groups, supporting evidence-based policy development and alignment between skills supply and demand.

Throughout the year, Skillnet Ireland delivered large-scale, enterprise-led workforce development initiatives in collaboration with government, industry, and higher education institutions. These initiatives included the official launch of Skillnet MMC Accelerate, and the expansion of accredited micro-credentials through the Skillnet Offshore Wind Academy. A wide range of new programmes were developed by Skillnet Business Networks including sustainable cloud computing, electric vehicle maintenance and biodiversity. These initiatives are directly addressing critical capability challenges, supporting productivity, innovation and competitiveness, while developing the specialist skills required to progress national priorities in construction, digitalisation, artificial intelligence and renewable energy.

Addressing Digital and Sustainability Transitions

In 2025, Skillnet Ireland delivered targeted upskilling in areas including AI, data analytics, cybersecurity and automation to strengthen enterprise capability, and support SMEs to adopt new technologies and innovate. In 2025, 12,655 workers and 2,412 companies benefited from digital skills programmes. AI capability development remained a strategic priority, with more than 50 AI programmes delivered by Skillnet Ireland, ranging from foundational training to advanced qualifications, alongside targeted initiatives such as the AI Capability Accelerator for senior leaders. Developing this digital and AI talent pipeline is essential to Ireland's long-term competitiveness and its position within an increasingly digital global economy.

Addressing the workforce implications of climate change and the transition to a low-carbon economy also remained a core focus of our industry partners. Skillnet Ireland supported 3,822 businesses and 6,974 workers across 50 Skillnet Business Networks and National Initiatives to develop the skills and workforce capabilities required to meet regulatory, sustainability and climate objectives, and to accelerate Ireland's clean energy ambitions.

Accelerating Competitiveness Through Skills

Looking ahead, Skillnet Ireland is progressing the development of key policy actions under its enhanced mandate for workforce development. This includes the planned introduction of an SME Upskilling Incentivisation Scheme to boost AI capability, a National AI Upskilling Initiative and an Offshore Wind Career Development platform, further reinforcing the organisation's role in delivering responsive, future-focused skills solutions at a national level.

Creating the environment for balanced regional development also remains a core organisational priority. Skillnet Business Networks and National Initiatives made a substantial impact across all regions and sectors in 2025. This was exemplified by Skillnet Ireland's inaugural Ireland's Talent Landscape Roadshow series which highlighted the reach and impact of enterprise-led workforce development initiatives across Ireland's Midlands, Mid-West, North-West, and North-East regions.

The provision of skills at the pace and scale required to sustain competitiveness, productivity and employment growth continues to be a challenge for the Irish economy. The capacity of businesses to adapt will depend increasingly on the strength and relevance of their skills base. This underscores the importance of sustained, targeted investment to build the workforce capabilities required for a low-carbon, digital and AI-driven economy. We welcome the Government's focus on workforce development, alongside the ongoing reform of the National Training Fund, which will be critical to ensure that investment in skills continues to be responsive to the evolving needs of enterprise and the economy.

Conclusion

Over the next three years our work will be underpinned by a focus on organisational agility and excellence, supported by strong governance, accountability, value for money, and evidence-based decision-making. In delivering our new strategy, Skillnet Ireland will enable enterprises to adapt, compete and realise new opportunities in an increasingly complex global landscape. Our partnerships with enterprise, higher education institutions, government and a wide range of national and regional stakeholders remain central to our capacity to deliver measurable impacts for businesses, workers, and the wider economy. We wish to acknowledge the continued support of An Taoiseach, Micheál Martin TD, Minister for Further and Higher Education, Research, Innovation and Science, James Lawless TD, Minister of State at the Department of Further and Higher Education, Research, Innovation and Science, Marian Harkin, TD, and our colleagues in the Department of Further and Higher Education, Research, Innovation and Science. We also wish to thank colleagues in the Department of Enterprise, Tourism and Employment, IDA Ireland, Enterprise Ireland, SOLAS, the Regional Skills Fora, the Higher Education Authority, and the Further and Higher Education Institutions and the many Government agencies and Departments that Skillnet Ireland collaborated with in 2025.

We would also like to acknowledge Brendan McGinty, our outgoing Board Chairperson, for his outstanding contribution to Skillnet Ireland over more than two decades. His leadership and commitment have played a significant role in shaping the organisation's growth, value and impact. We also acknowledge the valuable contribution of our outgoing Board members during their tenure, and we warmly welcome our new members. We look forward to their insight and guidance as we embark on the next phase of our strategy.

Finally, we extend our deep appreciation to our many Skillnet Business Network Managers and National Initiative Managers and their teams, our enterprise partners, Skillnet Steering Groups and the Board and staff of Skillnet Ireland for their immense dedication, hard work and achievements throughout 2025.

Brigid McManus Chairperson
Skillnet Ireland

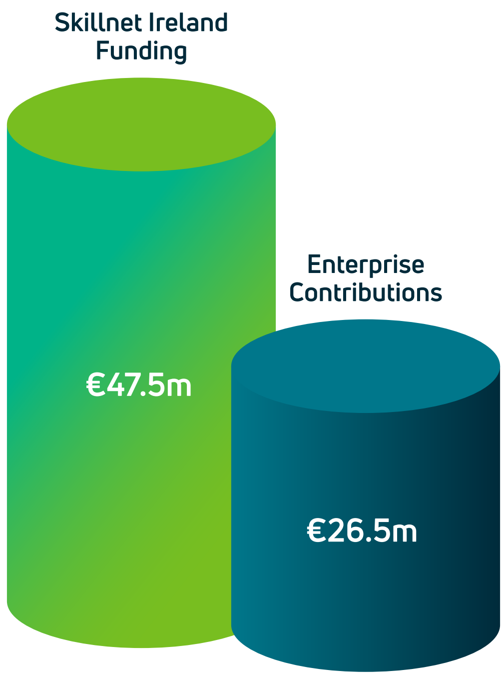
Mark Jordan Chief Executive
Skillnet Ireland

HIGH LEVEL OUTPUTS 2025

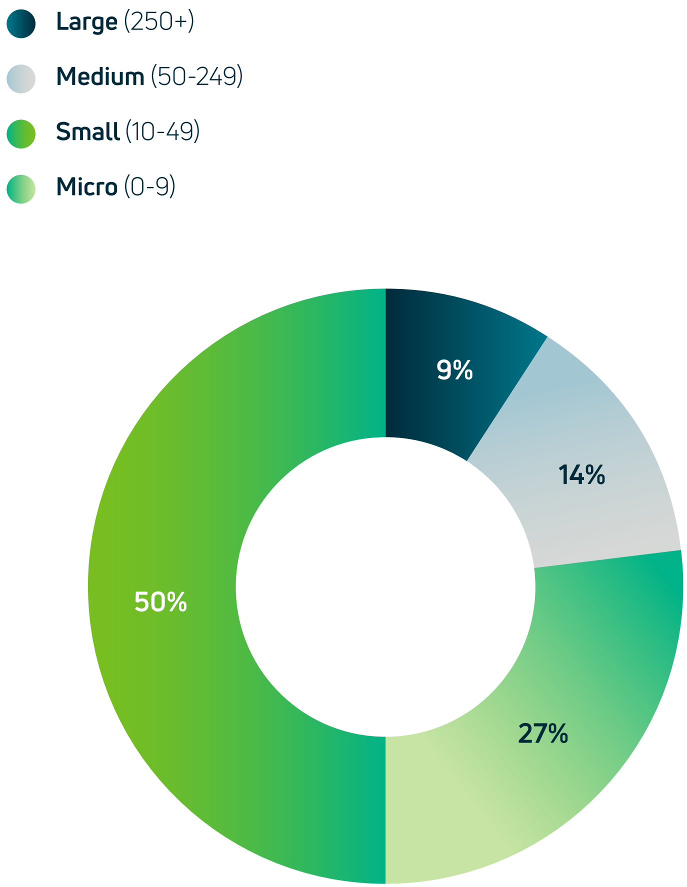
At Skillnet Ireland, we partner with industry to deliver enterprise-led workforce development that strengthens business capability, productivity and competitiveness. Through our nationwide Skillnet Business Network model and National Initiatives, we support businesses of all sizes to build the future-focused skills needed to innovate, adapt and succeed in an increasingly digital, AI-driven and globally competitive economy.

Companies	23,142
People trained	84,515
Total training days	715,488
Training programmes	9,208

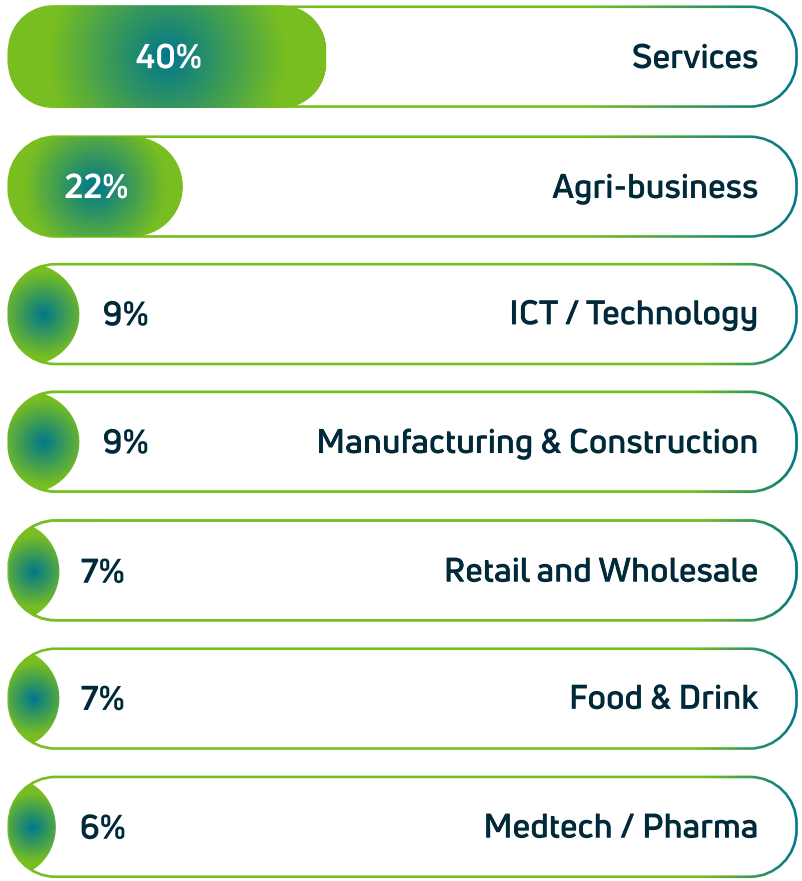
Total Investment €74m



COMPANIES BY SIZE

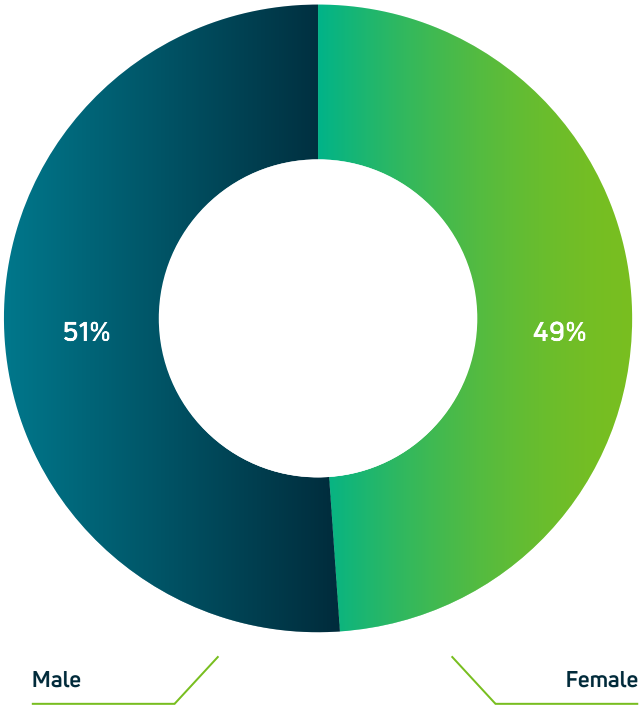


COMPANIES BY SECTOR

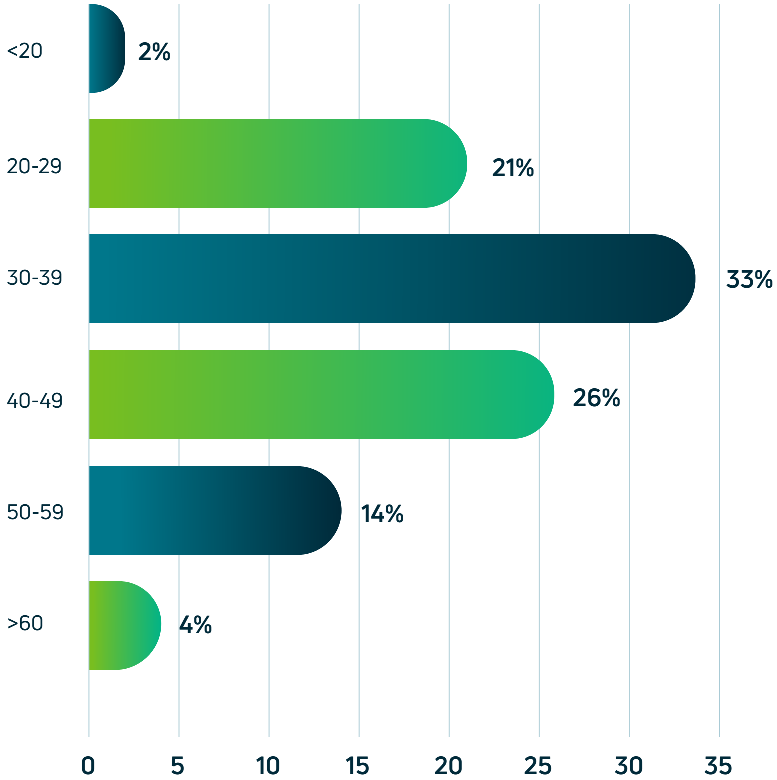


TRAINEES BY GENDER

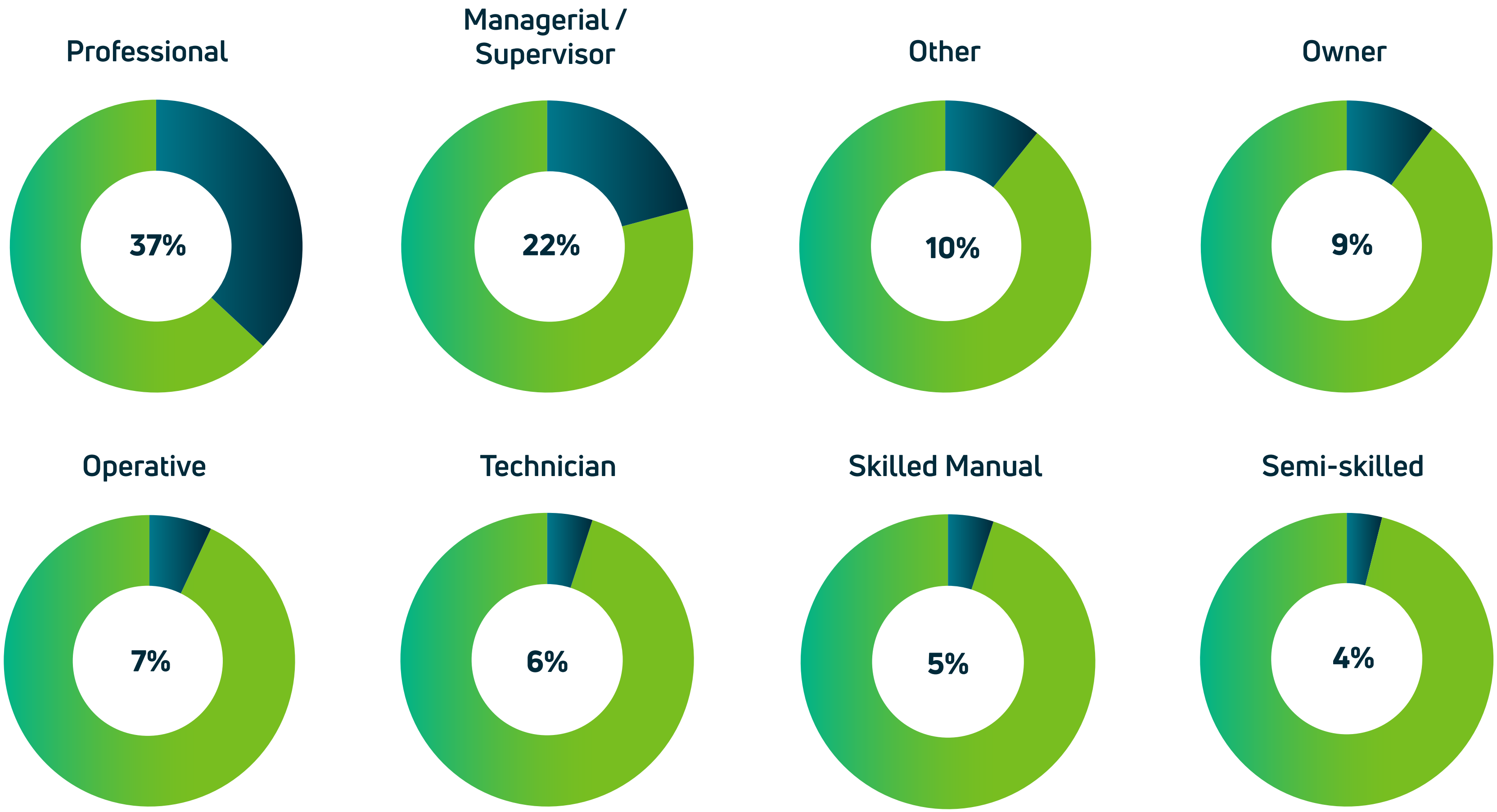
In 2025, **84,515** undertook training.
Of these trainees,



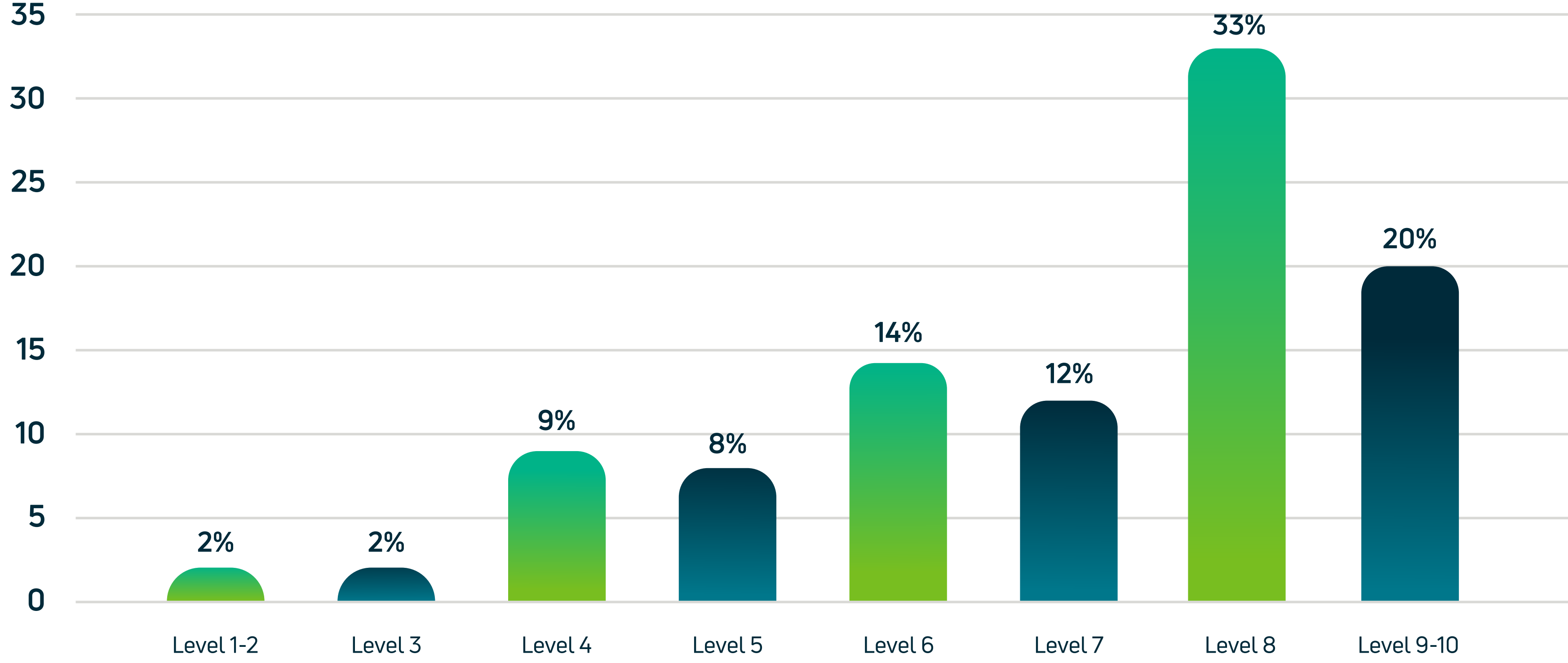
TRAINEES BY AGE



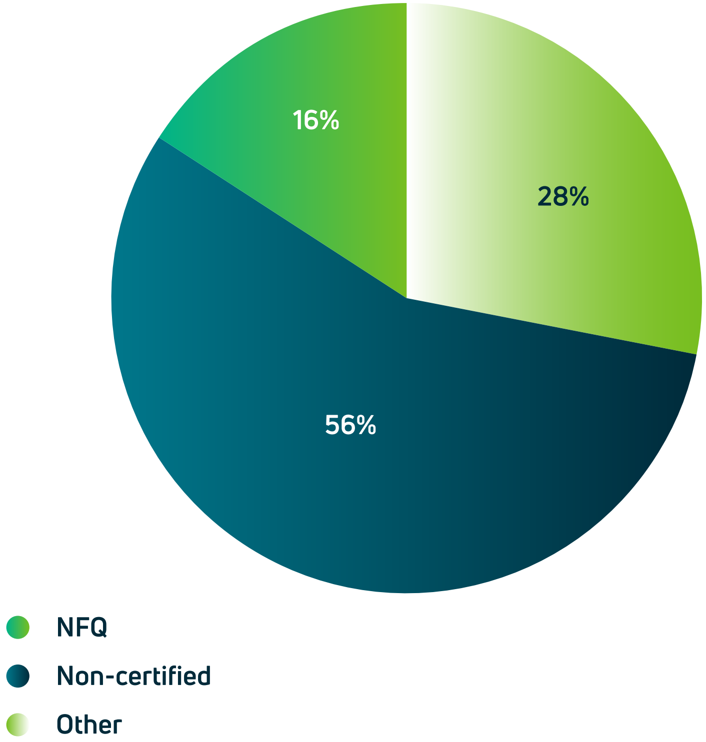
TRAINEES BY OCCUPATIONAL CATEGORY



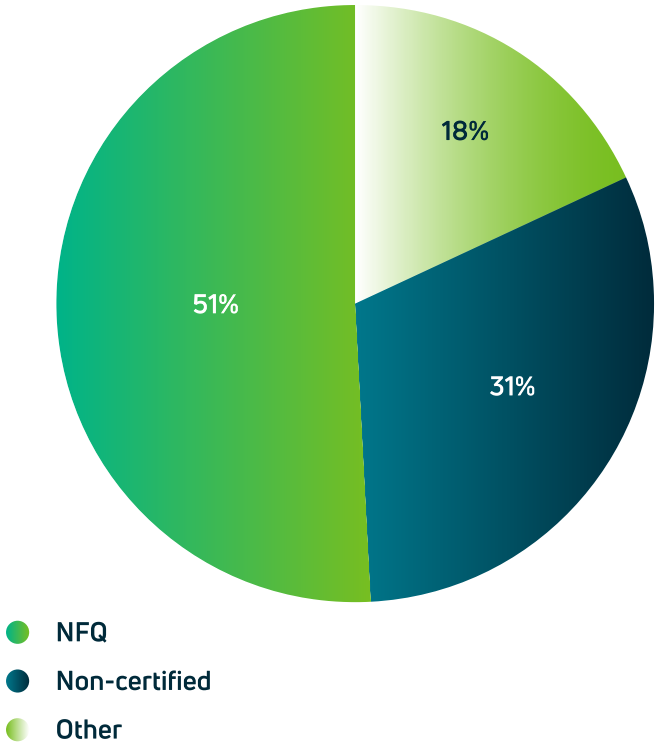
NATIONAL FRAMEWORK OF QUALIFICATIONS (NFQ) LEVEL



COURSES BY CERTIFICATION



TRAINING DAYS BY CERTIFICATION



Building Next Generation Capability

Skillnet Ireland's 2026–2028 Strategy sets out an ambitious response to a fast-evolving economic landscape, reinforcing the organisation's role as the national workforce development agency for enterprise. Central to the strategy is a strong emphasis on future skills and innovation to enhance productivity and support sustainable growth across all sectors. The strategy prioritises collaboration with enterprises and industry bodies to strengthen the competitiveness of Irish firms, and on connecting enterprise needs with labour market policy.

Aligned with national priorities, including the Programme for Government and the Action Plan on Competitiveness, the strategy supports job creation while highlighting the importance of attracting, developing and retaining world-class talent. It also recognises that addressing structural challenges such as housing, transport and energy infrastructure depends on a highly skilled workforce, making continued investment in talent critical.

Through targeted investment in future-ready upskilling, Skillnet Ireland aims to boost innovation, digital capability and business resilience, enabling companies to adapt and thrive in a rapidly changing global economy. Three enablers for business transformation - digitalisation, artificial intelligence and sustainability - are identified as key opportunity areas. The strategy recognises that addressing barriers to AI adoption, particularly skills gaps and implementation challenges, will require coordinated action across government, industry and education.

(L-R) Tracey Donnery, Director of Policy & Communications, Skillnet Ireland; Minister for Further and Higher Education, Research, Innovation and Science, James Lawless TD, and Mark Jordan, Chief Executive, Skillnet Ireland.

Skillnet Ireland's enterprise-led model remains central, supporting both foreign direct investment and indigenous enterprise, while fostering regional development and sectoral growth. A continued focus on lifelong learning underpins the strategy, with a commitment to building an agile and responsive learning ecosystem through enhanced collaboration with government, industry and the tertiary education sector.

Through its **'Empowering Enterprise: Next Generation Capability'** strategy, Skillnet Ireland aims to support 100,000 companies by 2028, including 15,000 new businesses and 1,000 start-ups and scale-ups focusing on innovation capability. Delivery will be driven by strong partnerships across government departments, enterprise agencies and industry networks, ensuring shared innovation and sustained impact.

(L-R) Mark Jordan, Chief Executive, Skillnet Ireland; Tracey Donnery, Director of Policy & Communications, Skillnet Ireland; Ken Finnegan, Chief Strategy Officer, Skillnet Ireland; and Dave Flynn, Director of Business Networks, Skillnet Ireland.

Throughout 2025, Skillnet Ireland supported 23,142 businesses and 84,515 learners nationwide through its industry-led model.

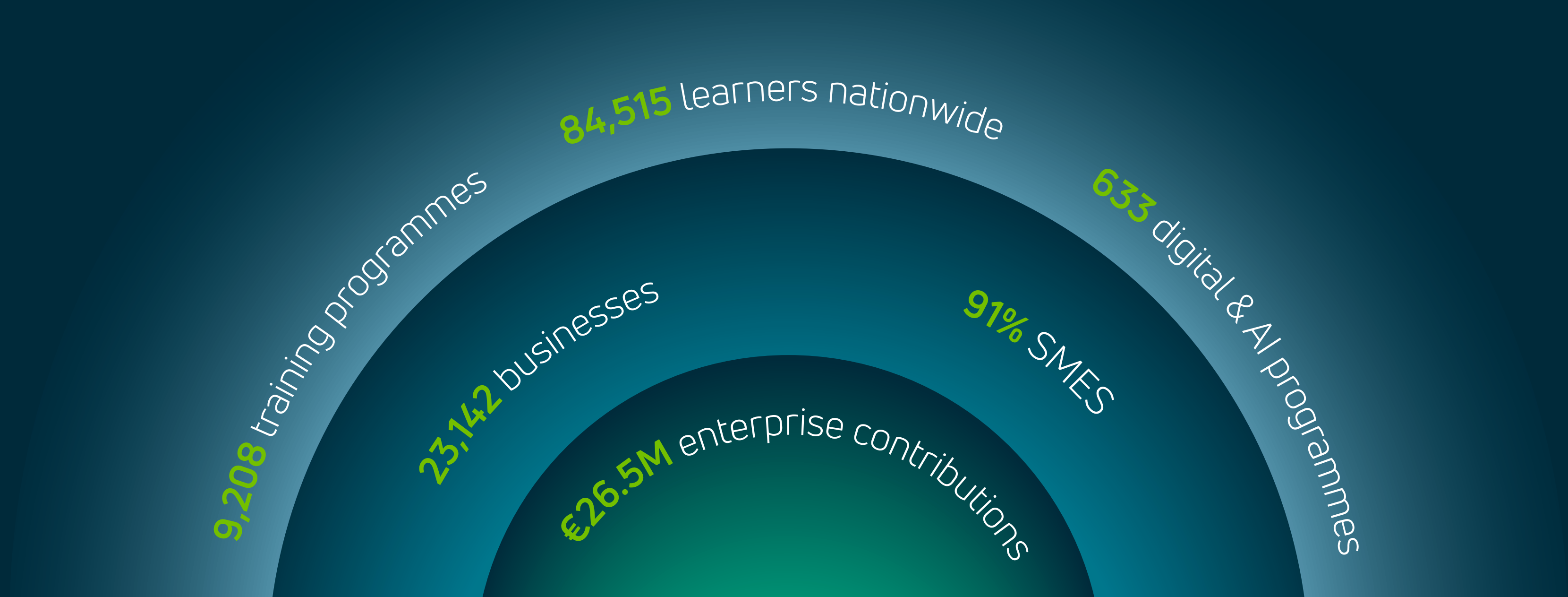
We deliver tangible results by enhancing productivity, strengthening resilience, and preparing business leaders and employees for a future shaped by AI, climate action, and innovation. Facilitating effective collaboration between industry, higher education, and training providers remains essential to addressing labour market needs and equipping companies and their teams with relevant, future-focused skills for sustained growth and success.

As the pace of change continues to accelerate, Skillnet Ireland's role is more important than ever. By developing a strong talent pipeline and championing enterprise-led innovation, we are contributing to a more digital, sustainable, and competitive Ireland, powered by exceptional talent.

Skillnet Ireland has a series of targeted initiatives to support the acceleration of digital transformation and sustainability practices across the economy. In 2025, 12,655 workers benefitted from Skillnet Ireland supported digital skills programmes, with 633 digital and AI-related upskilling programmes delivered across the network. These programmes have a two-pronged focus on developing specialised talent for new or emerging technologies such as AI, and in enabling digital transformation within the SME sector.

Additionally, 3,822 businesses and 6,974 employees engaged in climate and sustainability upskilling programmes. These covered critical areas such as energy management, offshore wind, water stewardship, biodiversity management, sustainable finance and ESG (Environmental, Social, and Governance) reporting. Each programme is designed to support businesses in their decarbonisation efforts.

Examples of our 2025 programmes and collaborative upskilling initiatives are outlined on the following pages.



Building Capability for a Digital and AI-Enabled Economy

CILT Mobility & Supply Chain Skillnet launched a cutting-edge new programme, the Postgraduate Certificate in Applied Artificial Intelligence in Supply Chain Management. The Level 9 NFQ qualification was co-designed in partnership with Atlantic Technological University in response to the growing demand for digitally skilled professionals across many sectors. The programme is tailored for supply chain and logistics professionals who want to lead in the era of AI-driven transformation. The course focuses on equipping participants with hands-on expertise in applying artificial intelligence to real-world challenges such as demand forecasting, risk mitigation, and the development of circular and sustainable supply chains.

Irish Medtech Skillnet rolled out a first-of-its-kind programme designed to equip Ireland's medtech and manufacturing sectors with the practical tools, expert insight, and strategic clarity needed to drive digital transformation for businesses in these sectors. The pioneering Digital Transformation Simplified programme brings together forward-looking organisations that are ready to take decisive steps toward digital innovation. The programme provides a structured, outcomes-focused journey, starting with a Digital Maturity Assessment and ending with a clear, actionable transformation plan. Over six months, participants will engage in monthly sessions at top-tier industry facilities, learning to assess digital maturity, plan strategically, and execute transformation plans that deliver measurable business value.

Technology Ireland DIGITAL Skillnet launched a Product Management Community of Excellence Initiative for product management experts working in the technology sector. The initiative has been established to centralise best practices, foster continuous learning, and equip professionals with the tools to thrive in a rapidly evolving industry. The community of excellence has been built on the success of Technology Ireland Digital Skillnet's postgraduate programmes in Product Management, which was co-developed with TU Dublin and delivered successfully over the past 15 years. Participants benefit from events, workshops, and networking opportunities to support ongoing professional development, while alumni from the postgraduate diploma programme are invited to share insights and contribute to a collaborative environment that drives innovation and measurable growth for organisations.

(L-R) John Haggerty, AI & Data Product Leader; Una Fitzpatrick, Network Promoter, Technology Ireland DIGITAL Skillnet, and Denise Tilles, CPO/Founder, Grocket.

Powering Ireland's Sustainable Future Through Skills Development

Skillnet Offshore Wind Academy, the national initiative developed by Skillnet Ireland in partnership with Wind Energy Ireland, delivered 12 new university accredited micro-credential courses in 2025. Skillnet Offshore Wind Academy's range of flexible micro-credential courses are targeted at mid-career professionals currently employed who have the potential to transition into offshore renewable energy. In 2025, the Academy targeted priority roles aligned with Ireland's development stages of offshore wind that include Offshore Project Managers, Ornithologists, Geophysicists, GIS Technicians, Resource Analysts, Offshore EIA Managers, Offshore HV Technicians, and Able Seafarers.

The 12 specialised micro-credential courses, developed in partnership with leading Irish universities, are designed to provide participants with practical skills and recognised qualifications. Each course is crafted to remove barriers to entry, offering accessible pathways into an industry set to transform Ireland's energy landscape, delivering clean, affordable electricity to homes and businesses while creating thousands of high-value jobs.

(L-R) Mark Jordan, Chief Executive, Skillnet Ireland; Minister for Further and Higher Education, Research, Innovation and Science, James Lawless TD; Minister of State at the Department of Further and Higher Education, Research, Innovation and Science, Marian Harkin TD; and Noel Cunniffe, CEO, Wind Energy Ireland.

Technology Ireland ICT Skillnet and TU Dublin launched Ireland's first Masters in Sustainable Cloud Computing, a pioneering programme that responds to growing industry demand for cloud professionals equipped to manage hybrid and multi-cloud environments, while addressing cost efficiency and carbon impact. The programme integrates cloud architecture, environmental sustainability, and financial operations to equip graduates to manage carbon-aware computing and strategic cloud governance. Aligned with Ireland's National Cloud Computing Strategy and Climate Action Plan, the programme offers advanced training in hybrid cloud architecture, cloud cost optimisation, sustainable IT practices, carbon-aware computing and circular economy practices in IT operations.

(L-R) Barry Feeney, Head of School of Enterprise Computing and Digital Transformation, TU Dublin; Susan Kelly, Operations Director, Technology Ireland ICT Skillnet; Professor Pramod Pathak, Dean, Faculty of Computing, Digital & Data, TU Dublin; Tracey Donnery, Director of Policy & Communications, Skillnet Ireland; David Kendellen, Senior Engineering Manager, Liberty IT; and Eimear Cox, Director of Engineering, Liberty IT.

Green Tech Skillnet in conjunction with University of Limerick delivered an accredited ESF+ micro-credential programme in Landscape Visual Impact Assessment (LVIA), designed to address a significant skills gap across Ireland's planning, environmental and renewable energy sectors. The first of its kind in Europe, the course equips professionals with the practical skills needed to deliver consistent, high-quality LVIA for infrastructure and renewable energy projects, particularly wind energy. The programme responds directly to industry challenges arising from the absence of national LVIA guidance in Ireland, where differing county-level approaches can lead to inconsistency, delays and added complexity in planning and environmental assessment.

(L-R) Jeanette Gill, Development Specialist, Green Tech Skillnet; Minister of State at the Department of Climate, Energy and the Environment, Timmy Dooley TD; Dave Flynn, Director of Business Networks, Skillnet Ireland; and Mark Ruane, Renewable Energy Skills Manager, Wind Energy Ireland.

Enhancing Leadership and Innovation Across Ireland's Regions

Regional development plays a critical role in sustaining strong economic growth across the country. Thriving regions are likely to succeed when bolstered by a workforce equipped with specialist skills. Aligning upskilling and training supports with sectoral demand and regional strengths helps build business capability across Ireland. By strengthening talent pipelines for SMEs and larger firms, Skillnet Ireland supports enterprise competitiveness and delivers tangible benefits for regional economies.

In 2025, Skillnet Ireland launched a Regional Spotlight series, which focused on the skills needs of regions across Ireland. Minister for Further and Higher Education, Research, Innovation and Science, James Lawless TD, and Minister of State at the Department of Further and Higher Education, Research, Innovation and Science, Marian Harkin TD launched the Regional Spotlight for the Midlands. The event included a panel discussion on the skills challenges affecting industries in the region, including the engineering, manufacturing and medtech sectors. Skillnet Ireland's *Ireland's Talent Landscape* report shows a strong appetite among businesses for upskilling related to the digital and green transitions. 96% of businesses surveyed in the Midlands regard their business as strong or very strong, while 62% expect a change in their core skills in the next two to three years.

(L-R) Aoife O'Sullivan, Head of Network Development & Innovation, Skillnet Ireland; Mark McAuley, Director, Polymer Technology Ireland; Catherine Collins, Network Manager, First Polymer Training Skillnet; Minister for Further and Higher Education, Research, Innovation and Science, James Lawless TD; Minister of State at the Department of Further and Higher Education, Research, Innovation and Science, Marian Harkin TD; Mark Jordan, Chief Executive, Skillnet Ireland; Dr Ann O'Connell, Network Manager, Irish Medtech Skillnet; Eoin Morton, Head of Policy & Public Affairs, Skillnet Ireland and Eoghan Ó Faoláin, Director, Irish Medtech Association.

An Taoiseach, Micheál Martin TD attended the official launch of **Waterford Chamber Skillnet's** 2025 Regional Leaders Programme. Aimed at leaders who wish to elevate their leadership competencies, the Regional Leaders Programme also benefits companies seeking to increase the leadership capacity of their internal talent pool. With a panel of business leaders from across a multitude of sectors, participants benefit from one-to-one mentoring, events including panel discussions, networking opportunities and inspiring guest speaker sessions.

Skillnet Innovation Exchange continued its regional expansion, establishing new partnerships in Cork and Cavan. Skillnet Innovation Exchange is Ireland's innovation marketplace, connecting large companies facing digital transformation challenges, with technology solution providers that can fast-track their solutions. The new partnerships will allow globally ambitious solution providers to pitch to, and engage with, large companies seeking innovative solutions. Since it was established in 2022, Skillnet Innovation Exchange has successfully partnered with regional hubs throughout the country, while over 2,000 scaling solution providers and corporates have engaged with the National Initiative.

(L-R) Mark Jordan, Chief Executive, Skillnet Ireland; Tommie Ryan, Network Manager, Waterford Chamber Skillnet; Minister of State at the Department of Health, Mary Butler TD; Gerald Hurley, Chief Executive, Waterford Chamber; An Taoiseach Micheál Martin TD; Kevin Doolin, Waterford Chamber President; Tracey Donnery, Director of Policy & Communications, Skillnet Ireland; Eoin Morton, Head of Public Affairs & Policy, Skillnet Ireland; Michael Dwyer, Policy Research Advisor, Skillnet Ireland; and Johnny Doris, Development Advisor, Skillnet Ireland.

Strategic Talent Development Through Enterprise Partnerships

Skillnet Ireland continues to work collaboratively with state enterprise agencies to support enterprise capability development and workforce transformation. By connecting businesses with industry and educational expertise, these partnerships support the delivery of targeted, enterprise-focused solutions aligned with national skills and competitiveness priorities.

Developed in collaboration with IDA Ireland, the Strategic Talent Development Programme supports businesses to develop talent strategies aligned to organisational growth and long-term workforce needs. Enterprise-led and practical in design, the programme provides companies with a structured framework to align workforce planning, capability development, and organisational design with business strategy. In 2025, the programme expanded to also include client companies of Enterprise Ireland and Fáilte Ireland.

This expansion reflects the strength and adaptability of the Strategic Talent Development model and its relevance to businesses across different sectors, stages of growth, and operating environments.

(L-R) Dr Claire McBride, Head of TU Dublin Enterprise Academy; Dr Eoin Langan, Dean, Faculty of Business, TU Dublin; Helen Burke, Head of Digitalisation, IDA Ireland; Mark Jordan, Chief Executive, Skillnet Ireland; and Dr Colin Hughes, Head of TU Dublin Graduate Business School.

Unlocking SME Innovation Potential

Pathway to Innovate is a national programme developed by Skillnet Ireland that supports scaling SMEs to take practical first steps towards innovation. The initiative targets growth-oriented businesses that are ready to scale, equipping senior leaders with the tools, frameworks and connections to embed innovation at the core of their strategy. It was successfully co-developed in partnership with five Skillnet Business Networks and National Initiatives, including **IRDG Innovation Skillnet, Irish Medtech Skillnet, ISME Skillnet, Taste4Succes Skillnet** and **Skillnet Innovation Exchange.**

This collaborative programme is designed to support SMEs by providing an expert-led entry point through structured engagement and diagnostic clinics, enabling businesses to better understand their innovation needs, opportunities, and readiness for future growth.

Pathway to Innovate links SMEs with relevant sectoral, regional, and national supports aligned to their stage of development. This collaborative approach creates an environment in which businesses can engage more effectively with programmes supporting areas such as research and development, digitalisation, sustainability, and business growth. Through regional delivery, sectoral expertise, and peer-led engagement, participating businesses benefit from practical guidance and strengthened connections across the wider innovation ecosystem.

Launched in 2025 as a pilot programme, Pathway to Innovate demonstrates the value of collaboration and of combining capability development with greater system coordination. The programme strengthens connections between local delivery and national innovation priorities, helping SMEs engage with greater clarity and confidence while supporting more effective outcomes from public investment in innovation supports.

(L-R) Meghan Daly-Tyrell, Business Development Manager, RDI Hub; Ken Finnegan, Chief Strategy Officer, Skillnet Ireland; Eoin McDonnell, Head of Strategic Programmes, Skillnet Ireland; Dr Paul Byrnes, Founder of Mavarick; Conor Carmody, Programme Director, Skillnet Innovation Exchange; Sinead O'Riordan Head of Partnerships Skillnet Innovation Exchange; Dermot Casey, Chief Executive Officer, IRDG; and Dennis Barry, Chief Executive Officer, Innovate Limerick.

Supporting Talent Development and Workforce Transition

Skills Connect supports businesses in addressing evolving workforce needs while enabling individuals to reskill, upskill and access new employment opportunities in a changing economy. Developed in collaboration with enterprise, the initiative focuses on sectors experiencing skills demand and promotes the development of transferable capabilities across multiple industries. In 2025, 84,515 learners engaged in training through Skillnet Ireland, including 1,669 jobseekers who participated in Skills Connect programmes delivered across 30 Skillnet Business Networks. Skills Connect has a diverse range of programmes in industries including media, creative industries, agri-food, and technology.

During 2025, **Gréasán na Meán Skillnet** delivered its Broadcasting Skills for Sports Coverage programme, supporting participants to develop specialist broadcasting capabilities for live sports production. The programme equips learners with practical skills across all aspects of sports broadcasting, including pitching ideas, production planning, scheduling, financial management and live content creation.

Cultural & Creative Industries Skillnet also continued to support access pathways into employment through its Graduate Traineeship Programme for the Creative Industries. The programme combines industry-focused training with paid work placements in creative sector companies, providing participants with practical experience and mentoring from industry professionals. Designed to support recent graduates and those returning to the workforce, the programme addresses key skills gaps while helping participants secure their first role in the creative industries.

Participants on Gréasán na Meán Skillnet's Broadcasting Skills for Sports Coverage Programme during hands-on practical training.

Enabling Workforce Development Through the European Social Fund Plus (ESF+)

Skillnet Ireland delivered a wide range of European Social Fund (ESF+) upskilling programmes, which support digital adoption and transformation, green acceleration, regional development and lifelong learning. These programmes also facilitate career transitions and promote professional mobility for workers across all sectors and regions in Ireland. These accredited programmes strengthen the career pathways and prospects of learners and provide businesses with access to impactful talent development programmes for their teams. In 2025, 5,071 learners participated in ESF+ funded programmes with Skillnet Business Networks and the **Skillnet Climate Ready Academy**. Skillnet Ireland's ESF+ activity is co-funded by the Government of Ireland and the European Union.

Dundalk Chamber Skillnet launched a suite of post-graduate Management and Leadership ESF+ programmes which were developed in collaboration with Dundalk Institute of Technology, which have been designed to culminate in a Masters Degree in Management and Leadership. These have been designed as a structured career development pathway for new, middle and senior SME business leaders, including the 400 new managers who have already undertaken this Network's Level 6 People Management initiative in recent years. Co-funded by the Government of Ireland and the European Union through the European Social Fund Plus, these innovative new postgraduate programmes will strengthen leadership capability for businesses across the Northeast.

(L-R, Back) Dr Teresa O'Rourke, Programme Director DkIT; Aidan Callan, Network Manager, Dundalk Chamber Skillnet; Anton Barrett, Head of Lifelong Learning, DkIT; and Johnny Doris, Development Advisor, Skillnet Ireland.

(L-R, Middle) Thomas McDonagh, Promoter, Dundalk Chamber Skillnet; Professor Collette Henry, Head of School of Business DkIT; and Michael Dwyer, Policy Research Advisor, Skillnet Ireland.

(L-R, Front) Aidan Browne, Head of Innovation, Regional Development Centre; Erin McGreehan, TD and Chair of the Oireachtas Committee on Further and Higher Education; and Ruth Baker, EU Programmes Manager, Skillnet Ireland.

Restaurant & Hospitality Skillnet, in partnership with the Irish Hospitality Institute and University College Cork, developed a new Hospitality Leadership ESF+ Micro-Credential (Level 9) designed to equip current and aspiring hospitality leaders with the tools to thrive in a rapidly evolving sector. The programme delivers clear benefits to both businesses and employees, including stronger strategic leadership, improved financial accountability, better conflict resolution, and enhanced team engagement. Businesses participating in this programme will also strengthen their leadership pipeline and improve talent retention. Through focused modules on strategic leadership essentials, people management, and finance for non-financial managers, learners will strengthen the core competencies required of today's hospitality leaders.

(L-R) Ruth Baker, EU Programme Manager, Skillnet Ireland; Nora Duggan, Commercial Lead, Irish Management Institute (IMI); Tina Maree, National Executive Officer, Irish Hospitality Institute (IHI); Shane O'Sullivan, Chief Executive, IMI; Ciara Drohan, President, IHI; Niamh O'Malley, Network Manager, Restaurant & Hospitality Skillnet; Adrian Cummins, Chief Executive, Restaurants Association of Ireland; Alan Smullen, People Manager, Doyle Collection; Patricia McGovern, Account Manager, IMI and Helen O'Leary, Programme Director, IMI.

Informing Future Skills and Workforce Development Through Research

Research plays an important role in strengthening understanding of the workforce challenges and skills needs facing businesses across Ireland. In 2025, the Skillnet Ireland Industry Insights Series published seven research reports examining emerging trends in areas including digitalisation, sustainability, workforce capability, and talent development. The reports provided practical insights into current and future skills requirements across key sectors of the Irish economy.

Skillnet Ireland launched its annual research report, *Ireland's Talent Landscape 2025*: Future Skills Challenges of Irish Business, which highlighted the growing importance of workforce development in supporting innovation and competitiveness. The research found that almost two-thirds of businesses view upskilling as a strategic priority, while 42% reported challenges sourcing employees with essential skills. The findings also highlighted increasing demand for digital and sustainability related skills, with almost 80% of businesses indicating employees will require digital upskilling in the coming years, and 66% identifying climate action and sustainability skills as an important future requirement.

The report also examined the growing role of AI within Irish businesses. Digital transformation, driven by AI, automation, and data analytics, are revolutionising how businesses operate, requiring significant re-skilling across all businesses for this new AI-driven economy. While over half of companies surveyed had not yet adopted AI technologies, 66% believed AI has the potential to support business growth within the next two years.

(L-R) Mark Jordan, Chief Executive, Skillnet Ireland; James Lawless TD, Minister for Further and Higher Education, Research, Innovation and Science; and Tracey Donnery, Director of Policy & Communications, Skillnet Ireland.

Food Drink Ireland Skillnet launched its *Digitalisation of the Food and Drink Industry in Ireland report*, examining the adoption of digital technologies across Ireland's food and drink sector. The report highlighted that, while many businesses are actively exploring digitalisation, a significant number remain at an early stage of implementation. The research emphasised the importance of workforce capability development in supporting successful digital transformation, identifying technical, business, and transversal skills, alongside a commitment to lifelong learning, as critical enablers for the sector.

IFS Skillnet published its *Learning and Development Preferences in the IFS Sector* research examining learning and development trends within Ireland's international financial services sector, which employs more than 50,000 people nationally. The study highlighted evolving employee preferences regarding learning delivery models, with digitally delivered and instructor-led virtual programmes emerging as the preferred format for many respondents. Findings highlighted the increasing importance of flexible, learner-centred approaches, including the use of case studies, simulations, and interactive learning methods. The report reinforced the importance of continuous skills development within the international financial services sector to support workforce adaptability and responsiveness in a rapidly evolving business environment.

(L-R) Mark Skinner, Network Manager, Food Drink Ireland Skillnet; Minister for Further and Higher Education, Research, Innovation and Science, James Lawless, TD; Tracey Donnery, Director of Policy & Communications, Skillnet Ireland; and Mark Jordan, Chief Executive, Skillnet Ireland.

(L-R) Donna Noonan, Network Manager, IFS Skillnet; Terri Dempsey, CEO and Country Head, State Street Ireland; Minister of State for Further and Higher Education, Research, Innovation and Science, Marian Harkin TD; Patricia Callan, Director of Financial Services Ireland and Promoter, IFS Skillnet, and Mark Jordan, Chief Executive, Skillnet Ireland.

Advancing Ireland's Skills Agenda through European Partnerships

In 2025, Skillnet Ireland continued to strengthen its role within Europe's skills and innovation ecosystem through the delivery of EU-funded partnership projects supporting enterprise transformation, workforce development, and competitiveness. Skillnet Ireland delivered seven European partnership projects funded under Erasmus+ and Digital Europe.

These initiatives were delivered in collaboration with 115 partner organisations across 25 countries, including 48 higher education institutions. This level of engagement reflects the strength of Ireland's skills expertise at European level and Skillnet Ireland's continued contribution to translating EU policy priorities into practical, enterprise-focused outcomes that support innovation, productivity, and long-term economic resilience.

Projects delivered during the year supported digital transformation within healthcare through SUSA; strengthened resilience and innovation capability within the retail sector through Skills4Retail; advanced workforce upskilling in manufacturing through Reboot Skills; enhanced SME leadership capability and digital readiness through EAGLE; addressed cybersecurity skills needs through Digital4Security; strengthened digital leadership and management capability through Digital4Business; and supported the development of clean energy skills through Green Skills for Hydrogen.

(L-R) Brian Cochrane, Senior Manager, Schuman Associates; Michelle Thompson, Strategic Partners Manager, Skillnet Ireland; Carmel Somers, Digital Technology Skills Limited; Gina Quinn, President, National College of Ireland; Laure Joachim, Head of Public Funding, The Adecco Group; Mark Jordan, Chief Executive, Skillnet Ireland; and Jeff Sheridan, Founder, Matrix.

2025 also marked a significant milestone with the successful completion of Skillnet Ireland's first two EU co-funded partnership projects, REBOOT Skills and EAGLE. In addition to achieving their programme objectives, both projects generated valuable insights to support future skills policy and programme development.

Through sustained collaboration at European level, Skillnet Ireland is well positioned to contribute to emerging skills and innovation priorities, while supporting Irish enterprises in responding to evolving technological, digital, and sustainability-related change. By connecting European insight with national priorities and enterprise needs, these partnerships will continue to support workforce resilience, productivity, and sustainable growth across the Irish economy.

(L-R) Florence Magee, EU Projects and Partnership Manager, Skillnet Ireland; Darran Diskin, National Cyber Security Centre; Dr Bruno Baruque Zanón, Universidad de Burgos and Project Coordinator, Project EAGLE; Joe Leddin, Mid-West Regional Skills Forum Manager, Regional Skills; Michael Hennessy, Professional Education Manager, Graduate & Professional Studies, University of Limerick; and Michael MacCurtain, Network Manager, Limerick Chamber Skillnet.

Advancing Equality, Inclusion and Workforce Capability

Embedding Equality, Diversity and Human Rights

Skillnet Ireland integrates its Public Sector Equality and Human Rights Duty (Section 42 of the Irish Human Rights and Equality Commission Act 2014) to eliminate discrimination, promote equality, and protect human rights, through its broader internal Equality, Diversity, and Inclusion frameworks and policies. Skillnet Ireland regularly assesses its progress in promoting equality, preventing discrimination, and protecting the human rights of its people, industry partners, and diverse range of companies and learners supported by Skillnet Ireland.

In 2025, Skillnet Ireland conducted an Equality and Human Rights Impact Assessment and reviewed and updated a number of Skillnet Ireland policies including the Customer Charter, Customer Action Plan, Quality of Service Statement and Employee Handbook. In addition, Skillnet Ireland undertook a review of the Skillnet Network Operating Guidelines and introduced a new Equality Policy which will be introduced across Skillnet Ireland's Networks and Initiatives. Skillnet Ireland was pleased to retain its Diversity Bronze accreditation awarded by the Centre for Diversity in 2025.

Skillnet Ireland is committed to fostering a diverse, inclusive and fulfilling working environment for all our people and for all those we provide services to. Skillnet Ireland plans to publish its public sector duty assessment and action plan in 2026.

Strengthening Gender Diversity in STEM

Irish Medtech's business networks, **First Polymer Training Skillnet, Irish Medtech Skillnet** and **Connected Health Skillnet** collaborated to examine female participation in technical and leadership roles in the health technology industry as well as key actions that industry, academia and the Networks can take to support companies in achieving better gender parity while also developing more diverse talent pipelines. By strengthening understanding of barriers and enablers, the Skillnet Business Networks can better support companies through targeted training and sharing of best practice across the health technology sector. This report highlights the need to strengthen and diversify Ireland's STEM talent pool, particularly within the rapidly evolving health technology sector, and emphasises the critical role of upskilling in addressing the gender imbalance across STEM sectors. It outlines how upskilling is key to ensuring a more inclusive and robust talent pipeline to meet the sector's needs and support its long-term competitiveness.

(L-R) Yvonne O'Byrne, Irish Medtech Skillnet; Eoghan Ó'Faoláin, Irish Medtech; Jackie Murphy, Alcon; Ann O'Connell, Irish Medtech Skillnet; Catherine Collins, First Polymer Training Skillnet; and Jennifer McCormack, Connected Health Skillnet.

SKILLNET IRELAND BOARD 2025

BUSINESS AND EMPLOYERS REPRESENTATIVES

Brendan McGinty (Chairperson)
Ibec

Carol Ann Casey
Ibec

Mairéad Divilly
Small Firms Association (SFA)

Áine Doyle
Ibec

Maeve Kearns
Construction Industry Federation

Ian Talbot
Chambers Ireland

EMPLOYEE REPRESENTATIVES

Eamon Devoy*
Irish Congress of Trade Unions (ICTU)

Tish Gibbons**
Irish Congress of Trade Unions (ICTU)

Paddy Kavanagh***
Irish Congress of Trade Unions (ICTU)

Brian McGann***
Irish Congress of Trade Unions (ICTU)

Fionnuala Ní Bhrógáin***
Irish Congress of Trade Unions (ICTU)

SECRETARY

Caitríona King
Skillnet Ireland

MINISTERIAL REPRESENTATIVES

Terry Landers

Yvonne McNulty****

Fiona Walsh****

John Mannion*****

Sue O'Neill*****

Notes

*	Eamon Devoy – resigned 30th May 2025
**	Tish Gibbons – resigned 30th April 2025
***	Paddy Kavanagh, Brian McGann and Fionnuala Ní Bhrógáin – appointed 30th June 2025
****	Yvonne McNulty and Fiona Walsh – resigned 6th September 2025
*****	John Mannion and Sue O'Neill – appointed 18th September 2025

CONTENTS

DIRECTORS AND OTHER INFORMATION

Directors

Brendan McGinty (Chairperson) (resigned 30th March 2026)
Brigid McManus (Chairperson) (appointed 30th March 2026)
Carol Ann Casey (resigned 30th March 2026)
Eamon Devoy (resigned 30th May 2025)
Mairéad Divilly (resigned 30th March 2026)
Áine Doyle
Tish Gibbons (resigned 30th April 2025)
Conor Healy (appointed 30th March 2026)
Paddy Kavanagh (appointed 30th June 2025)
Maeve Kearns
Terry Landers
John Mannion (appointed 18th September 2025)
Brian McGann (appointed 30th June 2025)
Yvonne McNulty (resigned 6th September 2025)
Fionnuala Ní Bhrógáin (appointed 30th June 2025)
AJ Noonan (appointed 30th March 2026)
Sue O'Neill (appointed 18th September 2025)
Ellen Roche (appointed 30th March 2026)
Joanne Somers (appointed 30th March 2026)
Ian Talbot (resigned 30th March 2026)
Fiona Walsh (resigned 6th September 2025)

Secretary

Caitríona King

Chief Executive

Mark Jordan

Registered Office

5th Floor, Q House,
76 Furze Road,
Sandyford, Dublin 18,
D18 E268.

Registered Number

298694

Auditors

Deloitte Ireland LLP,
Deloitte & Touche House,
29 Earlsfort Terrace, Dublin 2.

Solicitors

Philip Lee Solicitors,
Connaught House,
One Burlington Road,
Dublin 4.

Bankers

Bank of Ireland,
Lower Baggot Street,
Dublin 2.

DIRECTORS' REPORT

The Directors submit their annual report, together with the audited consolidated financial statements, for the financial year ended 31st December 2025.

Principal Activities

Skillnet Ireland ("the Company") was formed to provide grants for the promotion, formation, and successful operation of enterprise-led training networks under the Training Networks Programme. This is funded by the Department of Further and Higher Education, Research, Innovation and Science ("the Department") from the National Training Fund. In 2025, Skillnet Ireland was also allocated €10m for the ESF+ EIST Programme (2021-27). This is multi-annual Exchequer funding. Other activities during 2025 include Skillnet Ireland's participation in EU-led projects in the areas of green skills, digital skills, cyber security and digital healthcare.

Skillnet Ireland holds a 100% subsidiary Skillnets Services Designated Activity Company ("Skillnets Services") which currently does not carry out any activities. As at 31st December 2025, the balance repayable to Skillnet Ireland from Skillnets Services is €Nil. The Directors have agreed that Skillnets Services commence the process of Voluntary Strike Off (VSO) in 2026.

Going Concern

As per a Performance and Delivery Agreement between Skillnet Ireland and the Department of Further and Higher Education, Research, Innovation and Science, Skillnet Ireland is dependent on the ongoing support of the Department to provide adequate funding to enable it to provide grants for the provision of enterprise-led training under the Training Networks Programme. The Department has confirmed Skillnet Ireland's funding for 2026 as €54.198m (2025: €63.173m) and the Directors are of the opinion that it remains appropriate to present the Financial Statements on a going concern basis and that there is a reasonable expectation that Skillnet Ireland will continue to trade. The decrease in funding of €8.975m is largely due to a reduction in the Skills Package funded from the National Training Fund, the majority of which is in relation to the SME Upskilling Incentivisation Scheme and the balance in relation to other initiatives. A further €372,000 was received early in 2026 from the Housing for All 2026 Implementation Fund Allocation.

In assessing whether the Financial Statements should be prepared on a going concern basis, the Directors have given due consideration to the following:

- In 2026, total funding to Skillnet Ireland from the Department of Further and Higher Education, Research, Innovation and Science has been confirmed by means of a Letter of Allocation as €54.198m.
- An effective Business Continuity Plan has ensured that the Company has the capacity to indefinitely operate business systems as normal on a remote basis.
- There is no change in the key accounting estimates used by the Company that may affect the position of the Company as at 31st December 2025.

The Directors have a reasonable expectation that Skillnet Ireland has adequate resources to maintain operations. On this basis these Financial Statements have been prepared on the going concern basis.

Principal Risk and Uncertainties

In the normal course of business, the Company is exposed to strategic, operational, funding and reputational risks, all of which are managed in accordance with the policies approved by the Board. The Company maintains a comprehensive strategic and operational risk register which outlines principal risks and mitigating policies. The risk register is subject to review by the Board on an ongoing basis and the Board is at all times conscious that maintaining the reputation of the organisation is critical. The principal risks and uncertainties that the Company faces are:

Risk Description	Mitigation
Financial	The Company is dependent on the ongoing support of the Department. Ongoing funding at an appropriate level is fundamental to the Company's ability to continue as a going concern. The funding allocation to Skillnet Ireland has been confirmed for 2026 which mitigates any risk that may arise.
Regulatory	The Company is subject to stringent regulations and has appropriate processes in place to monitor and comply with all legislation impacting on its operations.
Governance	The risk or failure to adhere to agreed policies, procedures and processes due to a lack of financial controls, which may lead to a misstatement, fraudulent behaviour or a potential financial loss to the Company is mitigated via a Risk Control Framework and compliance with the Code of Practice for the Governance of State Bodies (2016). Within each contracted enterprise group, the risk or failure to adhere to agreed operating guidelines, which may lead to a potential financial loss to the Company, is mitigated via compliance activities. The compliance activities are a systematic, disciplined approach to evaluate and improve how each Skillnet Network will approach risk management, financial control, and governance.
Strategic	The Company assess external risks and changes to the environment in which we operate e.g. change in government policy which may impact the delivery and achievement of our strategic objectives.

Risk Description	Mitigation
Operational	The Company reviews its operational framework to avoid disruption to day-to-day activities due to systems or process failure resulting in a loss of productivity and a reduced quality of service delivery. Such risks may include: 1. Loss of records through inadequate IT systems 2. Breach of security due to failure to follow procedures resulting in potential theft and/or loss of assets. 3. Weather - Fire/Flood.
Reputational	The Company considers the actual and perceived impact of any significant risks likely to arise as a result of decisions taken.

Results for the Financial Year

The results for the financial year and the assets and liabilities of the Company are set out in the Consolidated Statement of Income and Retained Earnings and the Statement of Financial Position on pages 53 and 54 respectively.

	2025 (€)	2024 (€)
Loss for the financial year	(7,908)	(13,013)
Retained earnings brought forward at beginning of financial year	33,831	46,844
Retained earnings carried forward at end of financial year	25,923	33,831

Directors and Secretary

The Directors and Secretary, who served at any time during the financial year are set out below. Unless otherwise stated, all Directors served for the entire year. The Directors and Secretary listed below had no beneficial interest in the Company.

Directors:
Brendan McGinty (Chairperson) (resigned 30th March 2026)
Brigid McManus (Chairperson) (appointed 30th March 2026)
Carol Ann Casey (resigned 30th March 2026)
Eamon Devoy (resigned 30th May 2025)
Mairéad Divilly (resigned 30th March 2026)
Áine Doyle
Tish Gibbons (resigned 30th April 2025)
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Sue O'Neill (appointed 18th September 2025)
Ellen Roche (appointed 30th March 2026)
Joanne Somers (appointed 30th March 2026)
Ian Talbot (resigned 30th March 2026)
Fiona Walsh (resigned 6th September 2025)

Secretary:
Caitríona King

Corporate Governance

The Board has adopted the Code of Practice for the Governance of State Bodies (2016) and has put procedures in place to ensure compliance with the Code. Apart from one derogation sought from the Code and agreed with the Department of Further and Higher Education, Research, Innovation and Science, details of which are noted in the Statement on System of Internal Controls, the Board is of the view that the Company has throughout the accounting period, complied with all relevant provisions set out in the Code.

The Company structure of the Board of Skillnet Ireland is that all 13 Directors are nominees of specified organisations that have an interest in employee training, with a majority representing employers, as follows:

- Minister for Further and Higher Education, Research, Innovation and Science (three nominees)
- Ibec (four nominees)
- The Construction Industry Federation (one nominee)
- Chambers Ireland (one nominee)
- The Small Firms Association (one nominee)
- The Irish Congress of Trade Unions (three nominees)

As at 31st December 2025 there was one vacant position on the Board, for which a new director was appointed in March 2026.

Transition to a new Board/ Governance Structure

At the request of the Minister for Further and Higher Education, Research, Innovation and Science (the Minister), and following stakeholder consultation, the Board transitioned to a new governance structure in March 2026. A schedule of Designated Nominating Bodies, appended to the Oversight Agreement between Skillnet Ireland and the Department, specifies the following listing of five business/employer representatives:

- Ibec: representing the interests of employers generally (two nominees)
- SFA: representing the interests of small firms (one nominee)
- Construction Industry Federation (CIF) representing the interests of the construction industry (one nominee)
- Chambers Ireland: representing the geographic interests of commerce (one nominee)
- The Irish Congress of Trade Unions (ICTU), representing the interests of organisations representative of trade unions and their members (three nominees)

Under the new Board structure, the Chairperson and four other representatives are appointed directly by the Minister with the relevant skills and expertise to the work of Skillnet Ireland.

In addition, each Designated Nominating Body shall, in respect of each vacancy, nominate three persons as they determine for consideration for appointment by the Minister to the Board.

Board Committees

The Board has established three Committees; the duties and responsibilities of each Committee are set out clearly in written Terms of Reference which have been approved by the Board. The Committees of the Board are:

- Audit and Risk Committee (ARC)
- Finance and General-Purpose Committee (FGPC)
- Evaluation and Performance Monitoring Committee (EPMC)

The Board has delegated some of its responsibilities to Committees of the Board, which are referred to below.

Audit and Risk Committee (ARC)

Membership: Joanne Somers (Chair), Conor Healy, Paddy Kavanagh, AJ Noonan and Sue O'Neill.

The Audit and Risk Committee is chaired by Joanne Somers, who is considered by the Board to have sufficient financial experience and sufficient understanding of financial reporting and accounting principles.

The Audit and Risk Committee provides oversight of:

- Financial reporting
- Internal controls and risk management
- Internal and external audit functions.

Finance and General-Purpose Committee (FGPC)

Membership: Ellen Roche (Chair), Áine Doyle, Maeve Kearns, Brigid McManus and Joanne Somers.

The Finance and General-Purpose Committee provides oversight of:

- Operational effectiveness
- Human resources and remuneration matters
- Annual budget and application of funds in accordance with the Company's mandate and funding allocation letter.

Evaluation and Performance Monitoring Committee (EPMC)

Membership: John Mannion (Chair), Terry Landers, Brian McGann, Fionnuala Ní Bhrógáin and Dr. Ruth Pritchard (independent external member).

The Evaluation and Performance Monitoring Committee:

- Reviews applications for funding and awards for grants
- Oversees the application process followed by the Executive
- Defines and set performance measures and benchmarks for the Networks and related programmes.

Schedule of Meetings Attended and Fees Paid to Directors

Details of attendance of Directors at Board and Board Committee meetings in 2025 and fees paid during the year were as follows:

Notes

1. As disclosed in notes 5 and 17 to the Financial Statements, a number of Directors have waived their fee for Director services provided to Skillnet Ireland and instead opted to have that amount paid to their representative organisations.
2. Tish Gibbons did not receive a fee under the One Person One Salary (OPOS) principle. Her fee was paid to her employer, University of Limerick, she resigned from the Board in April 2025.

Director	Board		Audit & Risk Committee		Finance and General-Purpose Committee		Evaluation and Performance Monitoring Committee		Fees 2025	Fees 2024
	Total	Attended	Total	Attended	Total	Attended	Total	Attended	(€)	(€)
Brendan McGinty (Chairperson)	9	9	–	–	11	9	–	–	**11,970**	11,970
Carol Ann Casey	9	9	6	5	–	–	6	6	**7,695**	7,695
Eamon Devoy	5	4	4	3	–	–	1	1	**3,848**	7,695
Mairéad Divilly	9	9	6	6	11	11	1	1	**7,695**	7,695
Áine Doyle	9	7	–	–	11	7	–	–	**7,695**	7,695
Tish Gibbons (2)	4	3	–	–	–	–	2	1	**2,565**	7,695
Paddy Kavanagh	4	4	1	–	–	–	–	–	**–**	–
Maeve Kearns (1)	9	5	–	–	11	11	–	–	**7,695**	7,695
Terry Landers	9	8	–	–	–	–	6	5	**7,695**	7,054
John Mannion	3	2	–	–	–	–	2	2	**–**	–
Brian McGann	4	3	–	–	–	–	2	–	**–**	–
Yvonne McNulty	6	6	–	–	–	–	4	3	**5,278**	7,695
Anthony Murphy	–	–	–	–	–	–	–	–	**–**	7,695
Fionnuala Ní Bhrógáin	3	2	–	–	–	–	–	–	**–**	–
Sue O' Neill	3	3	1	1	–	–	–	–	**2,190**	–
Ian Talbot (1)	9	8	6	6	–	–	–	–	**7,695**	7,695
Fiona Walsh	6	3	4	3	–	–	–	–	**5,278**	7,695

Conflicts of Interest

The Board reviews potential conflicts of interest as a standing agenda item at each Board meeting. Directors have continuing obligations to update the Board on any changes to these conflicts.

Induction and Training

There is an established induction procedure in place for new Directors. Directors engage with the Executive on an ongoing basis to aid their understanding of the business. The Board considers on an ongoing basis the need for additional training in respect of any matters relevant to the development and operation of the Board or any of its Committees.

Gender Balance

The Board of Skillnet Ireland was in compliance with the Government's target of a minimum of 40% representation of each gender on the Board as at 31st December 2025 (M:50% F: 50%).

Board Performance and Evaluation

The Board recognises its obligations under Section 4.6 of the Code of Practice for the Governance of State Bodies (2016) in respect of external performance evaluation. An internal assessment of the Board will be conducted in 2026.

Protected Disclosures Act 2014

Pursuant to Section 22 of the Protected Disclosures Act 2014, Skillnet Ireland received Nil protected disclosures for the year ended 31st December 2025. One protected disclosure reported for the year ended 31st December 2023, which was investigated in accordance with the provisions of the Protected Disclosures Act 2014, has been concluded.

Resource Efficiency Reporting

The Government Decision S180/20/10/0434C of 3 January 2019, on the topic of Single Use Plastics, Prevention of Waste and Green Public Procurement, instructed that each public body must report to its respective Minister on the measures it is taking to minimise waste generation and to maximise recycling.

Skillnet Ireland is committed to minimising waste generation and maximising recycling and has implemented the following measures:

- Staff are encouraged to use 'double-sided' printing to minimise paper waste
- Provision of separate bins for recycling and general waste
- Discontinued the use of 'single-use' plastics and paper cups
- Paper waste is shredded and recycled (where applicable).

In addition to the above, Skillnet Ireland has adopted the Public Sector Climate Action Mandate and:

- Nominated the Chief Operating Officer as the Climate and Sustainability Champion
- Developed a Climate Action Roadmap
- Completed the Statement on compliance with the 2024 Climate Action Mandate
- Is in compliance with Circular 1/2020: Procedures for Offsetting the Emissions Associated with Official Air Travel

Management

The leadership team is made up of 5 members of staff (2024: 5).

Political Contributions

There were no political donations made during the financial year (2024: €Nil).

Subsidiary Undertaking

The information required by the Companies Act 2014 in relation to subsidiary undertakings is set out in note 9.

Post Balance Sheet Events

There have been no significant events affecting the Company since the financial year end.

Future Developments

In line with the findings of the OECD Skills Strategy Ireland Report and government priorities in housing and climate, a Skills package of €2.7m has been provided in 2026 by the Department. This amount also includes €1m to fund an SME Upskilling Incentivisation Scheme to incentivise SMEs to participate in lifelong learning in specific areas such as digital skills, climate skills and transversal skills.

Accounting Records

The measures that the Directors have taken to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The Company's accounting records are maintained at the Company's registered office at 5th Floor, Q House, 76 Furze Road, Sandyford, Dublin 18, D18 E268.

Disclosure of Information to Auditors

In the case of each of the persons who are Directors at the time the Directors' Report and financial statements are approved:

- So far as each Director is aware, there is no relevant audit information of which the Company's auditors are unaware; and
- Each Director has taken all steps that ought to have been taken by the Director in order to make himself/herself aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of Section 330 of the Companies Act 2014 (as amended).

Auditors

The auditors, Deloitte Ireland LLP, Chartered Accountants and Statutory audit firm was re-appointed following a tender process. The auditors have indicated their willingness to continue in office in accordance with Section 383(2) of the Companies Act 2014.

Approved by the Board and signed on its behalf by:

Brigid McManus Director

Joanne Somers Director

Date: 23rd April 2026

STATEMENT ON SYSTEM OF INTERNAL CONTROL

Governance and Financial Controls

On behalf of the Board of Skillnet Ireland I acknowledge our responsibility for good governance and for ensuring that an effective system of internal control is maintained and operated. The system of internal control can only provide reasonable and not absolute assurance that assets are safeguarded, transactions authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected in a timely period. The system requires that the executive team overseeing programmes, operations, finance, procurement and HR exercise stringent control and report any significant control failures to the Board.

Financial Control Framework

The Board has taken steps to ensure an appropriate financial control framework is in place by:

- clearly defining and documenting management responsibilities
- establishing formal Committees to monitor the activities and safeguard the assets of the organisation
- establishing procedures for reporting significant control failures and ensuring appropriate corrective action is taken
- adopting and adhering to the Code of Practice for the Governance of State Bodies (2016).

In addition to the above, the Board ensures that it has continued oversight of the control environment at each Board meeting through the following reports and updates from:

- The Audit and Risk Committee
- the Chief Executive's report
- a review of the risks reported on the Corporate Risk Register in conjunction with the Risk Appetite Statement
- the presentation to the Board of activity and financial results, current month and year to-date, on a monthly basis.

Risk

Skillnet Ireland, through its Risk Management Policy, is committed to the implementation of a coherent and effective framework for managing risk throughout the Company. It also provides a proactive approach to identifying, managing and reporting the risks faced by the Company.

The Board has overall responsibility for the Company's system of internal control and for monitoring its effectiveness. The system of internal control is designed to provide reasonable but not absolute assurance against the risk of material misstatement or loss. In order to discharge that responsibility in a manner which ensures compliance with legislation and regulations, the Board has established an organisational structure with clear operating and reporting procedures, lines of responsibility, authorisation limits, segregation of duties and delegated authority.

The Board has delegated authority to the Audit and Risk Committee regarding the ongoing oversight of risk. Significant risks to the organisation are documented in the Corporate Risk Register, which identifies key risks, their likelihood and impact, and the mitigating controls in place to manage them effectively. The Risk Register is assessed at each Audit and Risk Committee meeting and Risk is a standing agenda item at each Board meeting.

Key Financial Control Processes and Procedures

The system of internal control is based on a framework of regular management information, policies and procedures including segregation of duties, and a system of delegation and accountability. In particular it includes:

- a comprehensive budgeting system, with an annual budget which incorporates a detailed business planning process, and is reviewed and agreed on by the Board
- setting targets to measure financial and other performance
- reviews by the Board of monthly and annual financial reports which indicate activity and financial performance against budgets
- established procurement procedures under which goods and services are procured in accordance with EU and national procurement requirements.

As an entity in receipt of public funding, Skillnet Ireland is mandated by the Department of Further and Higher Education, Research, Innovation and Science to determine suitable monitoring and review activities. The compliance activities conducted by Skillnet Ireland aim to add value to our Networks by bringing a systematic, disciplined approach to evaluate and improve how we approach risk management, financial control, and governance processes. Skillnet Ireland operates a risk-based approach in its compliance monitoring activities, which provides an effective approach to identifying and responding to potential issues.

How Skillnet Ireland disburses Grant Funding

Each Skillnet Network, which is managed independently of Skillnet Ireland via contracted enterprise groups, must apply to Skillnet Ireland for funding. Applications are subject to formal assessment based on published criteria. The Evaluation and Performance Monitoring Committee (EPMC) is the designated Board Committee to:

- Define and set performance measures and benchmarks for Skillnet Networks and related programmes.
- Oversee the application process followed by the Executive to ensure that the Committee and the Board have confidence in its approach.
- Review third party inputs to the application process as appropriate.
- Review applications for funding and awards for grants.
- Make recommendations to the Board on any area within its remit.

The Board determines the criteria by which employer networks are selected and reserves the right to make or delegate decisions concerning the awards to be made to provide Company funding for Skillnet Networks.

Skillnet Networks that have been awarded grants are required to enter into legally binding funding agreements with Skillnet Ireland in advance of receiving those grants.

Internal Audit

The Skillnet Ireland Audit and Risk Committee (ARC) oversees the Internal Audit function on behalf of the Board. The Audit and Risk Committee has appointed Sumer NI (formerly known as ASM Chartered Accountants) to provide Internal Audit Services to Skillnet Ireland. The Internal Audit assignments identified by the Audit and Risk Committee considered a range of factors which influenced the selection of areas for inclusion within the 2025 Internal Audit Plan. These factors included previous internal audit reviews and their findings, Skillnet Ireland's current Risk Register and other topical issues.

Internal audit reports are closely monitored and actioned upon by the Skillnet Ireland Executive with tracking reports issued to the Audit and Risk Committee to coincide with each of their four scheduled meetings per year.

Satisfactory Assurance reports have been issued in respect of all internal audits conducted since the start of 2025. There were no material breaches of control in 2025 and no material losses or frauds.

The Statement on the System of Internal Control was reviewed by the Audit and Risk Committee and the Board to ensure that it accurately reflected the control system in operation during 2025.

Review of the System of Internal Control

The Board's monitoring and review of the effectiveness of the System of Internal Control is informed by the work of:

- the Skillnet Ireland Executive who have responsibility for the development and maintenance of the financial control framework
- the Internal Audit Reports that are issued during the year
- the Audit and Risk Committee, which oversees the work of Internal Audit and related compliance monitoring activities.

In addition, the Board considers comments made by the Company's statutory auditors in their management letter or other reports.

Additional Disclosures in relation to Certain Categories of Expenditure

The Board is responsible for ensuring that Skillnet Ireland has complied with the requirements of the Code of Practice for the Governance of State Bodies ("the Code"), as published by the Department of Public Expenditure and Reform in August 2016. The following disclosures are required by the Code:

Legal Costs and Settlements

The expenditure in the reporting period in relation to legal costs, settlements and conciliation and arbitration proceedings relating to contracts with third parties was €Nil (2024: €Nil). This does not include expenditure incurred in relation to general legal advice received by Skillnet Ireland which is disclosed in the following Consultancy costs.

Consultancy Costs

Consultancy costs include the cost of external advice to management and exclude outsourced 'business-as-usual' functions.

	2025 (€)	2024 (€)
Legal advice	**27,820**	40,378
New Programme Development	**120,386**	238,660
Professional Services	**154,957**	145,072
HR Consultancy	**115,641**	30,904
	418,804	455,014
Total Consultancy costs charged to the Income and Expenditure Account	**418,804**	455,014

Hospitality Expenditure

The Income and Expenditure Account includes the following hospitality expenditure:

	2025 (€)	2024 (€)
Staff Hospitality	**12,239**	13,865

Travel and Subsistence Expenditure

Travel and subsistence expenditure are categorised as follows:

	2025 (€)	2024 (€)
Domestic		
Board	**130**	–
Employees	**100,131**	64,203
International		
Board	**–**	–
Employees	**25,398**	21,287
	125,659	85,490

Statement of Compliance

The Board has adopted the Code of Practice for the Governance of State Bodies (2016) and has put procedures in place to ensure compliance with the Code.

The Board of Skillnet Ireland has agreed one derogation with the Department of Further and Higher Education, Research, Innovation and Science from the Code of Practice for the Governance of State Bodies (2016), namely Section 4.5 - Directors Terms of Appointment. This derogation shall expire in 2026 when the new corporate structure is in place.

The Board recognises its obligations under Section 4.6 of the Code of Practice for the Governance of State Bodies (2016) in respect of external performance evaluation. A limited-scope external assessment was conducted in 2024.

The Board is of the view that the Company has throughout the accounting period complied with all other sections of the Code of Practice for the Governance of State Bodies (2016).

On behalf of the Board of Skillnet Ireland:

Brigid McManus Chairperson

DIRECTORS' RESPONSIBILITIES STATEMENT

The Directors are responsible for preparing the Directors' Report and the financial statements in accordance with the Companies Act 2014.

Irish company law requires the Directors to prepare financial statements for each financial year. The Directors have elected to prepare the financial statements in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council ("relevant financial reporting framework"). Under company law, the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the Company as at the financial year end date and of the surplus or deficit of the group for the financial year and otherwise comply with the Companies Act 2014.

In preparing those financial statements, the Directors are required to:

- select suitable accounting policies for the parent company and the group financial statements and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with the applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Directors are responsible for ensuring that the Company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the Company, enable at any time the assets, liabilities, financial position and profit or loss of the Company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Legislation in Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the Company's website.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SKILLNET IRELAND

Report on the Audit of the Financial Statements

Opinion on the financial statements of Skillnet Ireland Company Limited by Guarantee ("the parent company").

In our opinion the group and parent company financial statements:

- give a true and fair view of the assets, liabilities and financial position of the group and parent company as at 31 December 2025 and of the loss of the group for the financial year then ended; and
- have been properly prepared in accordance with the relevant financial reporting framework and, in particular, with the requirements of the Companies Act 2014.

The financial statements we have audited comprise:

The group financial statements:

- the Consolidated Statement of Income and Retained Earnings;
- the Consolidated Statement of Financial Position;
- the Consolidated Statement of Cashflows; and
- the related notes 1 to 20, including a summary of significant accounting policies as set out in note 1.

The parent company financial statements:

- the Company Statement of Financial Position; and
- the related notes 1 to 20, including a summary of significant accounting policies as set out in note 1.

The relevant financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' issued by the Financial Reporting Council ("the relevant financial reporting framework").

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the "Auditor's responsibilities for the audit of the financial statements" section of our report.

We are independent of the group and parent company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions Relating to Going Concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Reports and Consolidated Financial Statements, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the Reports and Consolidated Financial Statements. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Responsibilities of Directors

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and otherwise comply with the Companies Act 2014, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the group and parent company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the group and parent company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on IAASA's website at:

https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements.

This description forms part of our auditor's report.

Report on other Legal and Regulatory Requirements

Opinion on other matters prescribed by the Companies Act 2014.

Based solely on the work undertaken in the course of the audit, we report that:

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion the accounting records of the parent company were sufficient to permit the financial statements to be readily and properly audited.
- The parent company balance sheet is in agreement with the accounting records.
- In our opinion the information given in the directors' report is consistent with the financial statements.
- In our opinion, those parts of the directors' report specified for our review, which does not include sustainability reporting when required by Part 28 of the Companies Act 2014, have been prepared in accordance with the Companies Act 2014.

Matters on which we are required to Report by Exception

Based on the knowledge and understanding of the group and parent company and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the provisions in the Companies Act 2014 which require us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by law are not made.

Use of Our Report

This report is made solely to the company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

For and on behalf of Deloitte Ireland LLP
Chartered Accountants and Statutory Audit Firm,
Deloitte & Touche House, 29 Earlsfort Terrace,
Dublin 2.

Kevin Sheehan

30th April 2026.

CONSOLIDATED STATEMENT OF INCOME & RETAINED EARNINGS

	Notes	2025 (€)	2024 (€)
INCOME	3	56,799,354	56,693,039
Programme costs		(49,743,172)	(50,417,000)
GROSS SURPLUS		7,056,182	6,276,039
Administration costs		(7,064,090)	(6,266,867)
SURPLUS ON ORDINARY ACTIVITIES BEFORE TAXATION	4	(7,908)	9,172
Taxation	7	(0)	(22,185)
(LOSS)/RESULT FOR THE FINANCIAL YEAR		(7,908)	(13,013)
Retained earnings at the beginning of the reporting period		33,831	46,844
Retained earnings at the end of the reporting period		25,923	33,831

CONSOLIDATED STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2025

	Notes	2025 (€)	2024 (€)
FIXED ASSETS			
Tangible assets	8	90,249	176,704
CURRENT ASSETS			
Debtors: Amounts falling due within one year	10	874,606	1,412,206
Cash at bank and in hand	11	1,255,223	1,303,614
		2,129,829	2,715,820
CURRENT LIABILITIES			
Creditors: Amounts falling due within one year	12	(2,103,906)	(2,681,989)
TOTAL ASSETS		116,172	210,535
Creditors: Amounts falling due after more than one year	12	(90,249)	(176,704)
TOTAL ASSETS LESS TOTAL LIABILITIES		25,923	33,831
CAPITAL AND RESERVES			
Retained earnings		25,923	33,831

The financial statements were approved and authorised for issue by the Board of Directors on the 23rd of April 2026 and signed on its behalf by:

Brigid McManus Director

Joanne Somers Director

COMPANY STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2025

	Notes	2025 (€)	2024 (€)
FIXED ASSETS			
Tangible assets	8	90,249	176,704
Financial assets	9	1	1
		90,250	176,705
CURRENT ASSETS			
Debtors: Amounts falling due within one year	10	874,606	1,412,206
Cash at bank and in hand	11	1,214,387	1,262,674
		2,088,993	2,674,880
CURRENT LIABILITIES			
Creditors: Amounts falling due within one year	12	(2,088,993)	(2,674,880)
NET CURRENT ASSETS / LIABILITIES			
Creditors: Amounts falling due after more than one year	12	(90,250)	(176,705)
NET ASSETS		–	–
CAPITAL AND RESERVES			
Retained earnings	14	–	–

The financial statements were approved and authorised for issue by the Board of Directors on the 23rd of April 2026 and signed on its behalf by:

Brigid McManus Director

Joanne Somers Director

CONSOLIDATED STATEMENT OF CASHFLOWS
AS AT 31 DECEMBER 2025

	Notes	2025 (€)	2024 (€)
Net cash flows from operating activities	15	(28,516)	(1,507,621)
Net cash flows from investing activities			
Purchase of tangible assets	8	(19,875)	(31,794)
Net decrease in cash and cash equivalents		(48,391)	(1,539,415)
Cash and cash equivalents at beginning of year		1,303,614	2,843,027
Cash and cash equivalents at end of year	11	1,255,223	1,303,614

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

1. ACCOUNTING POLICIES

The principal accounting policies are summarised below. The accounting policies and measurement bases have all been applied consistently throughout the financial year and to the preceding year.

General Information and Basis of Accounting

Skillnet Ireland is a company incorporated in the Republic of Ireland under the Companies Act 2014. The address of the registered office is provided on page 35. The nature of the Company's operations and its principal activities are set out in the Directors' Report on pages 36 to 44.

The financial statements have been prepared under the historical cost convention, and in accordance with the Companies Act 2014 and Financial Reporting Standard 102 (FRS102) issued by the Financial Reporting Council.

The functional currency of the Company is considered to be euro because that is the currency of the primary economic environment in which the Company operates.

Basis of Consolidation

The consolidated financial statements include the parent company, Skillnet Ireland and its wholly owned subsidiary, Skillnets Services DAC.

Going Concern

As per a Performance and Delivery Agreement between Skillnet Ireland and the Department of Further and Higher Education, Research, Innovation and Science, Skillnet Ireland is dependent on the ongoing support of the Department to provide adequate funding to enable it to provide grants for the provision of enterprise-led training under the Training Networks Programme. The Department has confirmed Skillnet Ireland's funding for 2026 as €54.198m and the Directors are of the opinion that it remains appropriate to present the Financial Statements on a going concern basis and that there is a reasonable expectation that Skillnet Ireland will continue to trade.

In assessing whether the Financial Statements should be prepared on a going concern basis, the Directors have given due consideration to the following:

- In 2026, total funding to Skillnet Ireland from the Department of Further and Higher Education, Research, Innovation and Science has been confirmed by means of a Letter of Allocation as €54.198m.
- The scope of the Performance and Delivery Agreement between Skillnet Ireland and the Department, positions Skillnet Ireland to contribute to measures supporting businesses with their talent, skills and workforce development needs.
- Recognition of Net Current Assets position of the group €25,923 (2024: €33,831) and the company of €Nil (2024: €Nil)

The Directors have a reasonable expectation that Skillnet Ireland has adequate resources to maintain operations. On this basis these Financial Statements have been prepared on the going concern basis.

The Directors have disclosed details in relation to the Going Concern of Skillnets Services in their Directors' Report (see page 36).

Revenue Recognition

Skillnet Ireland receives funding from the Department of Further and Higher Education, Research, Innovation and Science via the National Training Fund (see note 3 to the Financial Statements) to meet both revenue and minor capital expenditure. This is credited to deferred income on receipt and is transferred to the consolidated income statement to match expenditure as it is incurred.

EU funding is credited to deferred income on receipt and is transferred to the consolidated income statement to match expenditure as it is incurred.

Other sources of income are recognised on receipt.

Programme Costs

Programme costs represent programme support and grant payments made to enterprise-led networks and schemes.

Retirement Benefits

The Company and its subsidiary operate a defined contribution scheme. Retirement benefit contributions in respect of the scheme are charged to the consolidated statement of income and retained earnings as they become payable. The assets are held separately from those of the Company in an independently administered fund.

Taxation

It has been agreed with the Revenue Commissioners that Skillnet Ireland is not subject to corporation tax on its principal activities funded from the Department of Further and Higher Education, Research, Innovation and Science.

Skillnet Ireland made a submission to the Department of Finance to be included in Schedule 4 TCA 1997 (Exemption of Specified Non-Commercial State Sponsored Bodies from Certain Tax Provisions). Schedule 4 TCA 1997 provides an exemption from tax under Case III, Case IV and Case V under Section 227. Since the publication of the Finance Bill 2024, Skillnet Ireland is now on the list of bodies under Schedule 4 that qualify for exemption from certain tax provisions under section 227 of the TCA 1997. This, in effect, gives exemption to paying Corporation Tax on future income received from all sources.

Tangible Assets

Tangible fixed assets are stated at cost less depreciation. Tangible fixed asset additions with a value greater than €1,270 including VAT are capitalised. The charge to depreciation is calculated to write off the original cost of tangible fixed assets, less their estimated residual value which is estimated to be nil. Depreciation is charged for all fixed assets at a rate of 33% using the straight-line method.

Impairment of assets

Assets, other than those measured at fair value, are assessed for indicators of impairment at each balance sheet date. If there is objective evidence of impairment, an impairment loss is recognised in profit or loss as described below.

Non-financial assets

An asset is impaired where there is objective evidence that, as a result of one or more events that occurred after initial recognition, the estimated recoverable value of the asset has been reduced to below its carrying amount. The recoverable amount of an asset is the higher of its fair value less costs to sell and its value in use.

Where indicators exist for a decrease in impairment loss, the prior impairment loss is tested to determine reversal. An impairment loss is reversed on an individual impaired asset to the extent that the revised recoverable value does not lead to a revised carrying amount higher than the carrying value had no impairment been recognised.

Financial assets

If at the end of the reporting period, there is objective evidence of impairment (including observable data about loss events), the company recognises an impairment loss in profit or loss immediately. For financial assets carried at amortised cost, the amount of impairment is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the financial asset's original effective interest rate.

For financial assets carried at cost less impairment, the impairment loss is the difference between the asset's carrying amount and the best estimate of the amount that would be received for the asset if it were to be sold at the reporting date.

Where indicators exist for a decrease in impairment loss, and the decrease can be related objectively to an event occurring after the impairment was recognised, the prior impairment loss is tested to determine reversal. An impairment loss is reversed on an individual impaired financial asset to the extent that the revised recoverable value does not lead to a revised carrying amount higher than the carrying value had no impairment been recognised.

Financial instruments

Financial assets and financial liabilities are recognised when the Company becomes a party to the contractual provisions of the instrument. Financial liabilities are classified according to the substance of the contractual arrangements entered into.

(i) Financial assets and liabilities

All financial assets and liabilities are initially measured at transaction price (including transaction cost), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a finance transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the Company transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the Company, despite having retained some significant risks and rewards of ownership, has transferred control of the asset to another party and the other party has the practical ability to sell the asset in its entirety to an unrelated third party and is able to exercise that ability unilaterally and without needing to impose additional restrictions on the transfer.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires. Balances that are classified as payable or receivable within one year on initial recognition are measured at the undiscounted amount of the cash or other consideration expected to be paid or received, net of impairment.

Investments in subsidiaries are measured at cost less impairment.

Leases

Operating lease costs are charged to the income statement as incurred.

2. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the Company's accounting policies, which are described in note 1, the Directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

Critical judgements in applying the Company's accounting policies.

There were no significant judgements and estimates made by the Directors for the current financial period.

3. INCOME

	Notes	2025 (€)	2024 (€)
DFHERIS - NTF	13	54,129,648	54,241,689
EU Funded Projects	13	603,440	604,256
Department of Health	13	1,600,000	1,741,550
Department of Agriculture, Food and the Marine	13	150,000	–
Housing For All 2025 Implementation Fund	13	200,000	–
Entire Hub	13	116,266	20,569
Sponsorship	13	–	84,975
		56,799,354	56,693,039

Income recognised comprises all grants acquired from the Department of Further and Higher Education, Research, Innovation, and Science (DFHERIS) in the Republic of Ireland. Additionally, the company received grant funding from the EU, Department of Health, Department of Agriculture Food and the Marine, Housing For All 2025 Implementation Fund and Entire Hub.

4. SURPLUS ON ORDINARY ACTIVITIES BEFORE TAXATION

The surplus on ordinary activities before taxation has been arrived at after charging:

	Notes	2025 (€)	2024 (€)
Directors' remuneration	5	80,839	103,361
Operating lease payments - premises	18	211,147	211,147
Depreciation	8	107,190	124,712

5. DIRECTORS' REMUNERATION

	Notes	2025 (€)	2024 (€)
Aggregate emoluments paid to or receivable by Directors in respect of qualifying services		59,344	69,041
Amounts paid to representative organisations for Director services excluding VAT	17	17,955	23,085
Amounts charged to Skillnet Ireland for the provision of Director services excluding VAT	17	–	7,695
Total Directors' remuneration excluding VAT		77,299	99,821
Irrecoverable VAT on Director Services		3,540	3,540
		80,839	103,361

6. STAFF NUMBERS AND COSTS

The average monthly number of employees (including Directors) was:

2025 Number	59
2024 Number	55

The table below sets out the salary range for those earning a gross salary of more than €60,000 in 2025 along with the employer's pension contributions and other benefits.

Number of Staff		Gross Salary Range (€)	Employer's Pension Contribution (€)	Other Benefits (€)
2024	2025			
13	**14**	60,000 - 69,999	86,738	–
13	**13**	70,000 - 79,999	77,243	–
3	**5**	80,000 - 89,999	34,285	–
2	**3**	90,000 - 99,999	28,987	–
1	**1**	100,000 - 109,999	10,475	–
–	**–**	110,000 - 119,999	–	–
2	**–**	120,000 - 129,999	–	–
2	**4**	130,000 - 139,999	42,567	–
–	**–**	140,000 - 149,999	–	–
1	**–**	150,000 - 159,999	–	–
–	**1**	160,000 - 169,999	21,533	–
–	**–**	170,000 - 179,999	–	–

6. STAFF NUMBERS AND COSTS (CONTD)

The aggregate staff remuneration comprised:

	Notes	2025 (€)	2024 (€)
Wages and salaries (including Directors' fees)	–	4,215,951	3,874,308
Social welfare costs	–	464,156	416,894
Retirement benefit costs	19	399,870	359,096
		5,079,977	4,650,298
Analysed as follows:			
Expensed in financial year	–	5,079,977	4,650,298
		5,079,977	4,650,298

KEY MANAGEMENT COMPENSATION

Key management personnel in Skillnet Ireland consists of the Board, the Chief Executive and 4 Executive Director roles (2024: 4 Executive Director roles). The total remuneration for key management personnel (including the Board) for the financial year amounted to €883,642 (2024: €941,610).

Set out below is the breakdown of those amounts:

	Notes	2025 (€)	2024 (€)
Directors' Remuneration	5	80,839	103,362
Salaries and wages	–	657,757	685,739
Employers PRSI	–	73,514	75,945
Employer's pension contribution (Defined contribution scheme)	–	71,532	76,564
		883,642	941,610

In 2025, the total gross salary for the Chief Executive position was €170,535 (2024: €159,846).

The Chief Executive is a member of the Skillnet Ireland Group Retirement Plan. The Company contributed €25,014 to the scheme in 2025 on behalf of the Chief Executive position (2024: €23,977).

7. CORPORATION TAX

It has been agreed with the Revenue Commissioners that Skillnet Ireland is not subject to corporation tax on its principal activities funded from the Department of Further and Higher Education, Research, Innovation and Science. Since the publication of the Finance Bill 2024, Skillnet Ireland is now on the list of bodies under Schedule 4 that qualify for exemption from certain tax provisions under section 227 of the TCA 1997. This, in effect, gives exemption to paying Corporation Tax on future income received from all sources. A refund of tax paid in 2024 amounting to €18,803 was received back from Revenue at the end of 2025 and is included as other income in 2025.

	2025 (€)	2024 (€)
Case IV Foreign Income	–	498,452
Tax Paid on Ordinary Activities:		
Case IV Foreign Income	–	498,452
Case IV Attributable Expenditure	–	(423,242)
Net Case IV Surplus	–	75,210
Corporation tax at higher rate 25%	–	18,803
Prior Year Tax Payable	18,803	3,382
Tax Refund	**(18,803)**	**22,185**

8. TANGIBLE ASSETS GROUP & COMPANY

	Office Equipment (€)	Fixtures and Fittings (€)	Computers (€)	Total (€)
Cost:				
At 1 January 2025	2,205	185,798	1,071,847	1,259,850
Additions	–	–	19,875	19,875
Disposals	–	–	(19,771)	(19,771)
At 31 December 2025	**2,205**	**185,798**	**1,071,951**	**1,259,954**
Accumulated depreciation:				
At 1 January 2025	2,205	181,294	899,647	1,083,146
Charge for the financial year	–	4,504	102,686	107,190
Disposals	–	–	(20,631)	(20,631)
At 31 December 2025	**2,205**	**185,798**	**981,702**	**1,169,705**
Net book values:				
At 31 December 2025	**–**	**–**	**90,249**	**90,249**
Net book values:				
At 31 December 2024	–	**4,504**	**172,200**	**176,704**

9. FINANCIAL ASSETS

In respect of current and prior financial year:

Financial assets represent a 100% holding in its subsidiary Skillnets Services DAC which provides professional services. Skillnets Services is operated on a not-for-profit basis. Skillnets Services DAC has its registered office at Q House, 76 Furze Road, Sandyford, Dublin 18 and recorded a loss of €7,908 after taxation in 2025 (2024: €13,013). At 31st December 2025, it had net assets of €25,923 (2024: €33,831).

Investments

Subsidiary Undertaking	Country of Incorporation	Principal Activity	Holding %
Skillnets Services DAC	Republic of Ireland	Provide professional services	100%

Subsidiary Undertakings	2025 (€)	2024 (€)
Cost At 1 January and 31 December	1	1

10. DEBTORS

(Amounts due within one year)

Grant Debtors includes a bad debt provision of €19,811 (2024: €17,337).

	Group		Company	
	2025 (€)	2024 (€)	2025 (€)	2024 (€)
Grant Debtors	85,363	127,365	85,363	127,365
Prepayments	789,243	1,269,241	789,243	1,269,241
Other Debtors	–	15,600	–	15,600
	874,606	1,412,206	874,606	1,412,206

11. CASH AT HAND AND IN BANK

	Group		Company	
	2025 (€)	2024 (€)	2025 (€)	2024 (€)
Parent company bank accounts	1,213,910	1,262,454	1,213,910	1,262,454
Subsidiary bank accounts	40,836	40,940	–	–
Petty Cash	477	220	477	220
	1,255,223	1,303,614	1,214,387	1,262,674

12. CREDITORS

(Amounts falling due within one year)

		Group		Company	
	Notes	2025 (€)	2024 (€)	2025 (€)	2024 (€)
Deferred income	13	1,495,140	2,112,561	1,495,139	2,112,561
Accruals		247,440	142,366	232,528	135,258
PAYE / PRSI		131,269	128,099	131,269	128,099
Other creditors		192,815	247,969	192,815	247,969
Value Added Tax (VAT)		37,242	50,994	37,242	50,994
		2,103,906	2,681,989	2,088,993	2,674,881

12. CREDITORS (CONTD)

(Amounts falling due after more than one year)

		Group		Company	
	Notes	2025 (€)	2024 (€)	2025 (€)	2024 (€)
Capital related deferred income	13	90,249	176,704	90,250	176,705

The Balance of the Deferred Income in the Parent Company (note 13) €1,585,389 (2024: €2,289,265) comprises Creditors amounts falling due within one year - Deferred Income of €1,495,139 (2024: €2,112,561) and Creditors amounts falling due after more than one year - Capital related deferred income of €90,250 (2024: €176,705).

Reclassification of prior year comparatives

Certain comparative amounts have been reclassified to conform with the current year presentation. In the prior year financial statements, PAYE/PRSI costs were presented within accruals. During the current year, the Company has separately disclosed these in order to provide more relevant and reliable information to users of the financial statements. This reclassification has no impact on the Company's profit for the financial year or on net assets.

13. DEFERRED INCOME - PARENT COMPANY

	NTF (€)	EU (€)	Other (€)	Total (€)
Opening as at 01 January 2024	**4,626,863**	**405,965**	**119,164**	**5,151,992**
Received during the year	51,395,525	608,217	1,826,572	**53,830,314**
Income Recognised	(54,241,689)	(604,256)	(1,847,094)	**(56,693,039)**
At 01 January 2025	**1,780,697**	**409,926**	**98,642**	**2,289,265**
Received during the year	54,225,625	260,188	2,008,512	**56,494,325**
Income Recognised	(54,528,495)	(603,440)	(2,066,266)	**(57,198,201)**
At 31 December 2025	**1,477,828**	**66,673**	**40,888**	**1,585,389**

The company receives exchequer funding from the National Training Fund (NTF) and EU funding for 6 European Projects. Other income received includes funding from the Department of Health €1,600,000 (2024: €1,741,550), Department of Agriculture Food & the Marine €150,000 (2024: Nil), Housing for All 2025 Implementation Fund €200,000 (2024: Nil), and Entire Hub €58,512 (2024: €98,226).

14. RESULTS ATTRIBUTABLE TO SKILLNET IRELAND

Skillnet Ireland has availed of the exemption from preparing a separate statement of comprehensive income for the Company in accordance with section 304 of the Companies Act 2014. The net result for Skillnet Ireland for the year was €Nil (2024: €Nil).

15. RECONCILIATION OF OPERATING SURPLUS TO OPERATING CASH FLOW

	Notes	2025 (€)	2024 (€)
Loss before taxation		(7,908)	(13,013)
Depreciation	8	106,330	124,712
Loss on disposal of fixed assets		–	6,229
Decrease in debtors		537,600	1,185,485
Decrease in creditors		(664,538)	(2,833,219)
Tax Paid	7	–	22,185
Net cash Outflow from operating activities		(28,516)	(1,507,621)

16. MEMBERSHIP

The Company is a company limited by guarantee and not having a share capital. Every member is liable for the debts and liabilities of the Company in the event of a winding up, for such amount as may be required but not exceeding €1 each. The number of members at 31st December 2025 was 12 (2024: 11), being each of the Directors.

17. RELATED PARTY TRANSACTIONS

The Company has availed of the exemption contained in FRS 102 33.1A from disclosure of intra-group-related party transactions.

As disclosed in note 5, three Directors have waived their fee for Director services provided to Skillnet Ireland and instead opted to have a similar amount paid to their representative organisations as disclosed below.

Payment Details		2025 (€)	2024 (€)
Amounts paid to representative organisations/employers for Director services excluding VAT			
Ian Talbot	to Chambers Ireland	7,695	7,695
Maeve Kearns	to Construction Industry Federation	7,695	7,695
Tish Gibbons	to University of Limerick	2,565	7,695
		17,955	23,085
Amounts charged to Skillnet Ireland for the provision of Director services excluding VAT			
Anthony Murphy	to Anthony Murphy	–	7,695
		–	7,695
Irrecoverable VAT		3,540	3,540
		21,495	34,319

18. FINANCIAL COMMITMENTS

In December 2017, the Company entered into an agreement for the lease of its premises in Q House, Sandyford. The lease is for a ten-year term with a commencement date of 1 January 2018. A rent review under the terms of the lease was conducted and was concluded in February 2024. The current annual commitment on this occupational lease is €211,147. The actual charge in 2025 was €211,147 (2024: €211,147).

The total of future minimum lease payments under non-cancellable operating leases is as follows:

	2025 (€)	2024 (€)
Within one year	211,147	211,147
Between one and five years	211,147	422,294
After five years	–	–
	422,294	633,441

19. RETIREMENT BENEFITS

The Company operates a defined contribution retirement benefit scheme, the Skillnet Ireland Group Retirement Plan. The assets of the scheme are held separately from those of the Company in an independently administered fund.

Pension contributions in respect of the scheme are charged to the consolidated income statement as they become payable in accordance with the rules of the scheme. The charge for the financial year for the scheme was €399,870 (2024: €359,096). The amount owing at 31st December 2025 was €72,182 2024: €Nil).

20. SUBSEQUENT EVENTS

There were no other post balance sheet events of note since the financial year end.

RESOURCE EFFICIENCY ADDENDUM

Skillnet Ireland is addressing Green Public Procurement requirements through the following measures;

- Green Public Procurement forms part of Skillnet Ireland's policy and practice when procuring relevant goods and services.
- Skillnet Ireland uses centralised OGP Procurement Frameworks for relevant purchasing.
- Skillnet Ireland's Climate Action Roadmap includes training for employees on green public procurement requirements.
- Green public procurement forms part of the Skillnet Ireland Procurement Guidelines for Skillnet Networks and National Initiatives.
- Appointment of the Chief Operating Officer (COO) to sponsor climate initiatives as the designated Climate and Sustainability Champion.

SKILLNET BUSINESS NETWORKS AND NATIONAL INITIATIVES 2025

In 2025 our Industry Partners supported businesses in a wide range of sectors and regions across Ireland.

A

Aviation Skillnet

B

BioPharmaChem Skillnet

C

Carlow Kilkenny Skillnet
Chartered Accountants Ireland Skillnet
CILT Mobility & Supply Chain Skillnet
CitA Skillnet
Cobotics Skillnet
Connected Health Skillnet
Construction Professionals Skillnet
Cork Chamber Skillnet
County Tipperary Chamber Skillnet
County Wexford Chamber Skillnet
Cultural & Creative Industries Skillnet

D

Design Skillnet
Design, Print & Packaging Skillnet
Dundalk Chamber Skillnet

E

Employment & Recruitment Federation Skillnet
Engineering Skillnet

F

Farm Business Skillnet
Fingal Chamber Skillnet
First Polymer Training Skillnet
Food Drink Ireland Skillnet

G

Galway Executive Skillnet
Gréasán na Meán Skillnet
Green Tech Skillnet

I

ICBE Advanced Productivity Skillnet
ICBE Business Excellence Skillnet
ICOS Skillnet
IFS Skillnet
IMAGE Skillnet
Industry 4.0 Skillnet
IRD Duhallow Skillnet
IRDG Innovation Skillnet
Irish Hotels Federation Skillnet
Irish Medtech Skillnet
ISME Skillnet
itag Skillnet

L

L&D Skillnet
Law Society Skillnet
Leading Healthcare Providers Skillnet
Learning Waves Skillnet
Leisure, Health & Fitness Skillnet
Limerick Chamber Skillnet

M

M1 Drogheda Chamber Skillnet
Macra Agricultural Skillnet
MentorsWork
MIDAS Electronic Systems Skillnet
Midland Border East Skillnet

N

National Organic Training Skillnet
Next Level Skillnet

P

Positive2Work Skillnet

R

Restaurant & Hospitality Skillnet
Retail Ireland Skillnet
Rural Enterprise Skillnet
Rural Food Skillnet

S

Skillnet Climate Ready Academy
Skillnet Innovation Exchange
Skillnet MMC Accelerate
Skillnet Offshore Wind Academy
Shannon Chamber Skillnet
SIMI Skillnet
Sligo Chamber Skillnet
South Kerry Skillnet
South West Gnó Skillnet
Space Industry Skillnet
Sustainable Enterprise Skillnet
Sustainable HRM Skillnet

T

Taste 4 Success Skillnet
Tech Industry Alliance Skillnet
Tech Northwest Skillnet
Technology Ireland DIGITAL Skillnet
Technology Ireland ICT Skillnet

W

Waterford Chamber Skillnet

X

XL Vets Skillnet

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