



Ireland's Talent
Landscape 2024



Future Skills Challenges of Irish Business



**Research
Partner**

B&A

Behaviour & Attitudes (B&A)

Skillnet Ireland Foreword

Now more than ever workforce development is centre stage for Ireland. As the world of work continues to evolve, businesses need access to an agile, diverse, and talented workforce that is continuously acquiring and developing new skills so they can sustain their competitiveness. Businesses are facing challenges including inflation, supply chain issues, skills shortages, and global market uncertainty. Skillnet Ireland continues to respond to this changing environment by engaging directly with businesses to design talent and upskilling solutions to meet their needs.

At Skillnet Ireland, we work closely with industry to create upskilling programmes which are designed to develop the talent businesses need, particularly to address the 21st century skills demands of the new world of work. As a knowledge-based economy, our people are the key asset that will secure the future success of our businesses and national economic and social priorities. We must continue to cultivate a world class workforce that is technologically advanced and highly skilled to grasp the economic opportunities presented by hi-tech innovation, digitalisation and the green transition, as well as to secure a steady stream of international investment.

This report sets out to define both the current and emerging talent needs within Ireland's private enterprise sector that are required for an increasingly digital economy and to enable the transition to a net zero economy. The report demonstrates a strong commitment from enterprise to invest time and resources in people development, and a deep understanding of the importance of this for business competitiveness and future success. It also shows how critical business leaders are in providing strategic direction and in recognising the value of lifelong learning and workforce development. While there is strong commitment from enterprise to talent and skills development, the report also emphasises the need to increase awareness amongst SMEs, of the range of enterprise-driven supports that are available.

At Skillnet Ireland, our Skillnet Business Networks and dedicated talent initiatives are delivering the skills solutions companies need to compete and grow. We look forward to engaging more businesses in the upskilling of their teams, and to continue to advance the competitiveness, productivity and innovation of the Irish economy in new and exciting ways.

On behalf of Skillnet Ireland I would like to thank all of the contributors who have generously given their time and insights to this report. I would also like to express my thanks to our research partner B&A for their excellent work in bringing the report to a successful conclusion.



Chief Executive, Skillnet Ireland





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Executive Summary



Executive Summary

Ireland's Skilled and Highly Talented Workforce

Ireland, like the rest of the world, has experienced major changes in the macro-economic landscape which has had an enduring effect on businesses. Many of these challenges are reflective of changing socio-economic patterns, including accelerated digitalisation, artificial intelligence, climate change, increased regulation, and the wider changing nature of work, all of which have had a significant impact on how businesses operate and on their talent development strategies.

Ireland's international reputation and profile as an innovative, agile and high-performing economy, is critically dependent on the quality of its workforce. This demands a robust and durable supply of talent and highly skilled workers. Workforce development, as part of a broader focus on lifelong learning, is critical for Irish businesses to be equipped with skilled employees to sustain and grow their competitiveness. Talent development is also vital to foster leadership skills so that businesses can progress the opportunities, and resolve the challenges, presented by the digital and green transitions.

In Ireland we pride ourselves on our highly skilled and talented workforce. We are ranked second in Europe in terms of population under 35 with a primary degree. Our labour market productivity is right at the top globally. We are also towards the top of the European rankings for digital capabilities, all of which makes talent a cornerstone of our competitive advantage.

As the national agency responsible for spearheading workforce development for the enterprise sector on behalf of the Government of Ireland, Skillnet Ireland's mission is to enhance the productivity, competitiveness, and sustainability of the Irish economy. Our deep roots with enterprise allows us to respond to talent and skills challenges in a proactive and agile manner, and future-proof Ireland's businesses by equipping workforces with the essential skills, knowledge and capabilities, for the world of work.

Understanding Talent Challenges of Businesses

This report sets out to deepen our understanding of the challenges facing businesses of all sizes, sectors, and regions in Ireland, across five strategically important areas for the Irish economy and supported by Skillnet Ireland; Digitalisation, Climate Action, SME Leadership, FDI Talent, and broader future skills needs. Skillnet Ireland sought the views of 500 business leaders and the findings have revealed valuable insights as to the current and future skills needs of businesses.

According to this research almost half of business leaders hold a firm conviction in their business's economic strength, with over one third of businesses surveyed planning to expand their workforce in the coming year. Respondents outlined how the skills requirements of their businesses are constantly evolving, with over half seeing a shift in their core skills in the past two to three years, and six in 10 anticipating further changes over the coming three years.

The Ireland's Talent Landscape 2024 report surveyed 500 business leaders across Ireland assessing the skills, talent and workforce development needs of their business and industry. The research was conducted by Behaviour & Attitudes (B&A) through a random sample of 500 businesses, with the sample quota controlled by region and size of the company to reflect the business demography as defined by the CSO. This was supplemented by 10 in-depth interviews with industry stakeholders.

The purpose of the report is to develop a detailed evidence base for both the existing and future talent and workforce development needs, of Irish businesses. The report investigates several key issues including, core business challenges, future skills needs, workforce development, as well as the skills required for the digital and green transitions.

Executive Summary

Accelerating Competitiveness and Growth Through Talent

Overall, businesses are confident about the future with almost half of them viewing their economic outlook as very strong and over one third planning to increase their headcount over the coming 12 months. It is clear from this report that businesses in Ireland see talent and skills as intrinsically linked to their growth and success. Over 60% of business highlighted that the availability of qualified and highly skilled workers is going to be an increasingly critical factor for the future of their business success in the coming years. There is growing awareness of the need and value of businesses developing a talent strategy that aligns with the business strategy.

The demand for qualified, highly skilled workers is evident, however, over 41% of businesses surveyed are having difficulties recruiting employees with the necessary skillsets. These findings underscore the pressing need for businesses to remain proactive in addressing their current and future skills needs. Financial risk management (48%), technical and engineering (30%) and marketing (55%) were identified as some of the key skillsets that are vital for future competitiveness but challenging in terms of their availability.

For SMEs, essential skills such as Microsoft Office (68%) continue to be important, while larger enterprises express a greater demand for support in emerging fields such as Artificial Intelligence (42%) and big data analysis (45%). Against this backdrop of talent shortages, business leaders recognise the importance of upskilling their existing employees and recognise that the ongoing upskilling of these employees is intrinsically linked to the growth of their business. Over 70% of businesses have engaged in some form of upskilling or training programme, however, 27% have not upskilled their staff in the past twelve months, often due to time constraints and lack of awareness of the range of enterprise-driven supports available.

Nurturing our business leaders is also central to our national competitiveness. Business leaders play a critical role in any organisation's success, they are called upon to determine business strategy and to adapt to dynamic market conditions to shore up a company's long-term sustainability. Over the past year, half of business leaders and managers surveyed, have accessed or sought upskilling or mentoring supports themselves, indicating a clear level of buy-in from businesses across Ireland on the importance of workforce development. It is vital for business leaders to engage in their own career development so that they can lead successfully.



Executive Summary

Upskilling for Digital and Climate Transitions

The report also examines the skills challenges faced by business in addressing accelerated digitalisation and climate actions. Irish businesses recognise both the challenges and opportunities that digitalisation brings, and crucially, they recognise the importance of equipping their workforces with the necessary skillsets to navigate this landscape. Over one third of all businesses regard climate action and sustainability as a very important skills area for business growth in the next two to three years. Almost two thirds of businesses highlighted that their staff will require some form of upskilling in climate action and sustainability to safeguard their future success. Aligned to this recognition, however, is a clear skills shortage of green talent with businesses experiencing difficulty in sourcing climate action and sustainability skills.

Conclusion

The findings in this report have further informed Skillnet Ireland’s strategic commitment to meet the talent requirements of a digital future, to foster the growth of a low-carbon and sustainable economy, to enhance small and medium-sized enterprise leadership, and to bolster foreign direct investment through talent development. Skillnet Ireland will continue to work with our Skillnet Businesses Networks and industry bodies to integrate the findings of this report into industry driven solutions for businesses and the workforce. We encourage businesses, small and large, to utilise the supports available through Skillnet Ireland and its Business Networks to prepare their workforces for the future.



“We are a knowledge-based economy, our people are the key asset that can secure the future success of our enterprise sector. We must continue to nurture a workforce that is technologically advanced and highly skilled, with the confidence to seize the many opportunities of the digital and green transitions and winning further international investment.”

- Simon Harris T.D., Minister for Further and Higher Education, Research, Innovation and Science

Pictured L-R: Paul Healy, Chief Executive, Skillnet Ireland; Simon Harris TD, Minister for Further and Higher Education, Research, Innovation and Science; and Brendan McGinty, Chairperson, Skillnet Ireland



Future Skills & Talent Challenges





Future Skills & Talent Challenges

Businesses recognise how the ongoing development of our workforce is crucial for Ireland's competitiveness with the majority engaging in regular upskilling and talent development activities. According to these findings, almost half of business leaders (48%) hold a firm conviction in their business's economic strength, with 32% of businesses surveyed planning to expand their workforce in the coming year. The skills requirements of Irish businesses are constantly evolving with 56% of businesses experiencing a shift in their core skills in the past two to three years, while 61% anticipate further changes over the same period.

This research highlights that talent shortages are affecting various sectors, with 41% of businesses facing difficulties in finding employees with the necessary skillsets. Financial risk management (48%), technical and engineering (30%) and marketing (55%) were identified as skillsets that are vital for future competitiveness but business decision makers identified challenges in sourcing talent with these capabilities.

Against this backdrop of talent shortages, business leaders recognise the importance of upskilling existing employees with 41% stating that upskilling is intrinsically linked to business growth. Over 70% of the businesses have engaged in some form of upskilling or training programme, however, 27% of companies surveyed have not provided upskilling for staff in the past twelve months.



There are a number of potential barriers to upskilling. For 43% of businesses, time is a significant hurdle, followed closely by the cost of training, which hindered 29% of respondents. An additional 29% encountered the challenge of relevance, as they perceived the pool of available programmes as not fully meeting their needs. This indicates potential opportunities for more specific training programmes and the need for greater emphasis on increasing awareness among businesses of the range of enterprise-driven supports available.

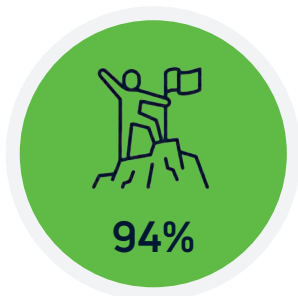
Over the past year, 49% of owner managers have accessed or sought upskilling or mentoring supports, with 41% regarding upskilling, reskilling, and talent development as key to maintaining the competitiveness of their business. This indicates a clear level of understanding from businesses across Ireland on the importance of workforce development.

“Nurturing our highly skilled workforce is central to our national competitiveness. Skillnet Ireland’s approach is based on flexibility, working with companies to respond to new industry trends in a fast and targeted way. We look forward to further growing our partnerships with industry, higher education and State agencies”

- Paul Healy, Skillnet Ireland Chief Executive

Pictured L-R: Brendan McGinty, Chairperson, Skillnet Ireland; Paul Healy, Chief Executive, Skillnet Ireland; Liz Thomas, Head of Strategic Projects, Skillnet Ireland; Simon Harris T.D., Minister for Further and Higher Education, Research, Innovation and Science

Future Skills & Talent Challenges **Key Findings**



of business leaders consider their economic strength as strong or very strong.



of business employees have engaged in some form of upskilling in the past twelve months.



of owner managers have accessed or sought upskilling or mentoring supports.



of businesses have seen a shift in their core skills within the last two to three years.



of businesses cite existing time commitments as the primary barrier to upskilling.

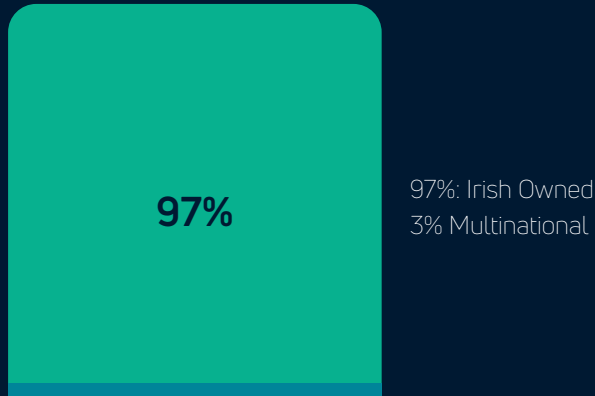


of businesses are facing difficulties in hiring employees with the required skills.

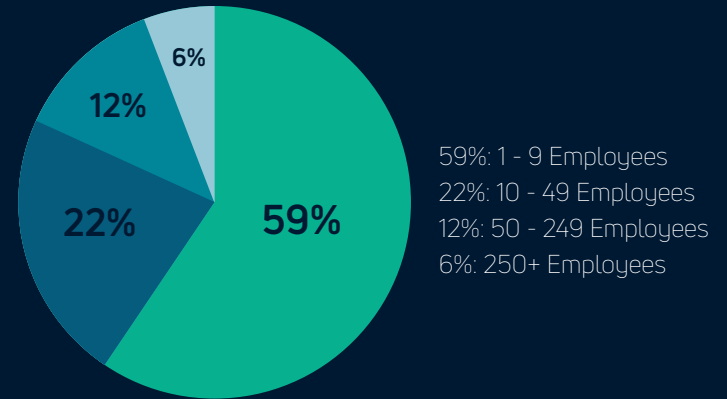


Future Skills & Talent Challenges **Business Demographics**

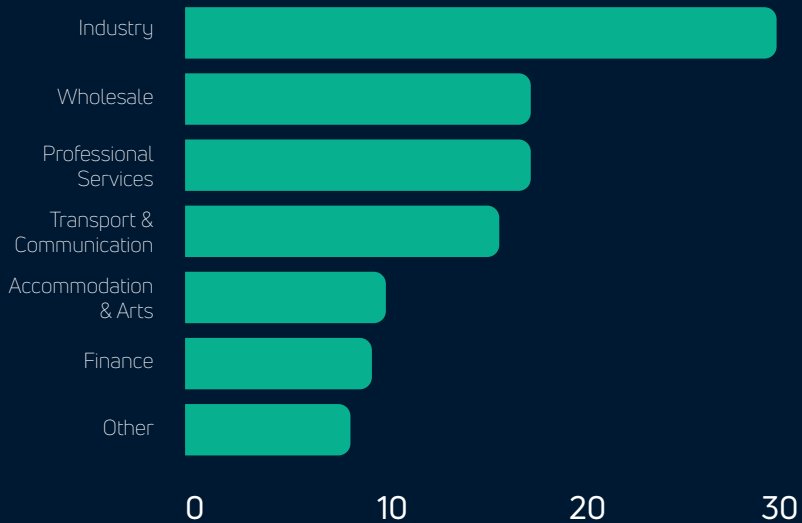
Ownership



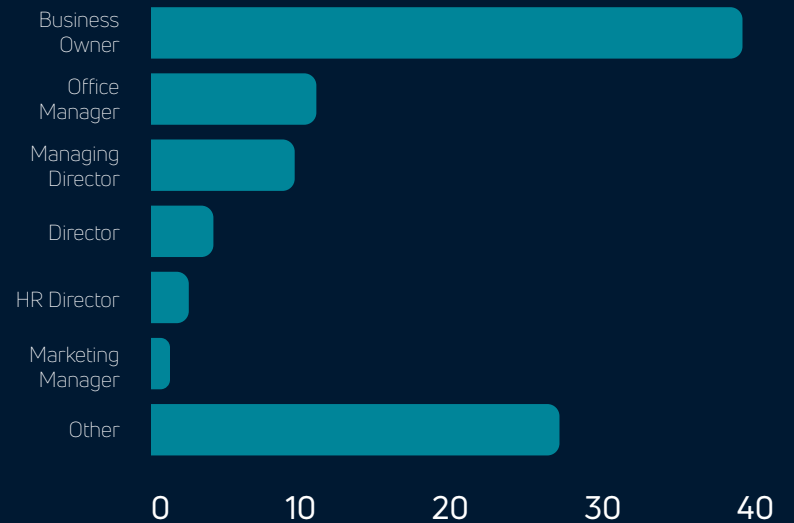
No. of Employees



Industry Profile

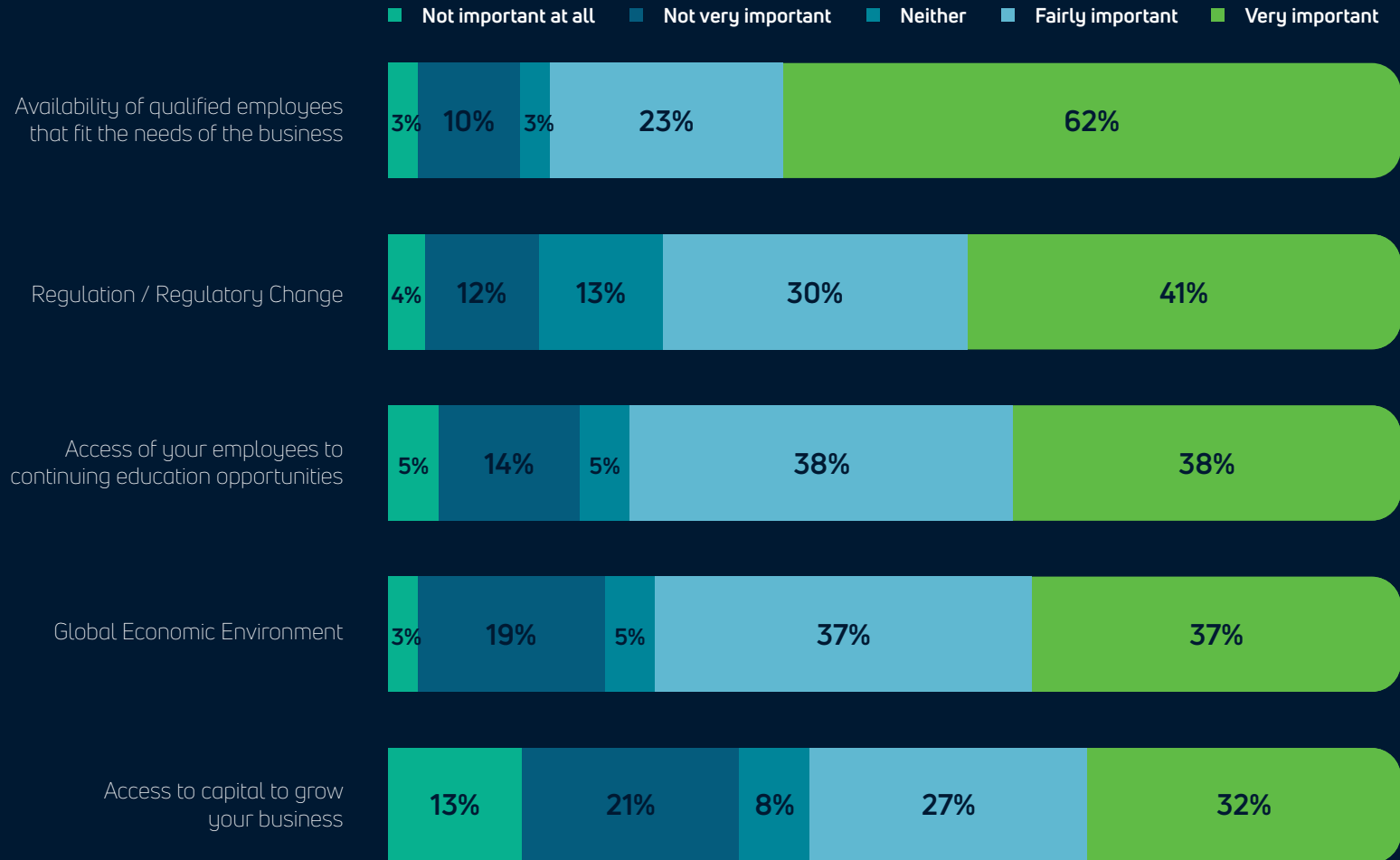


Respondents Position



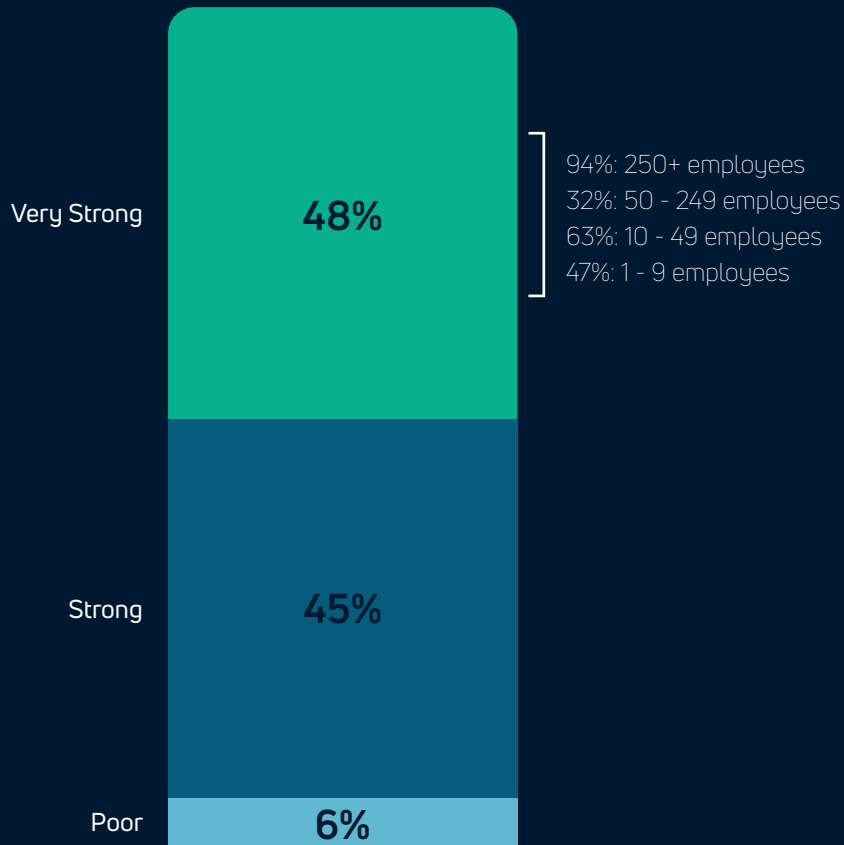
Future Skills & Talent Challenges **Business Growth Factors**

How important are the following factors for growing your business?

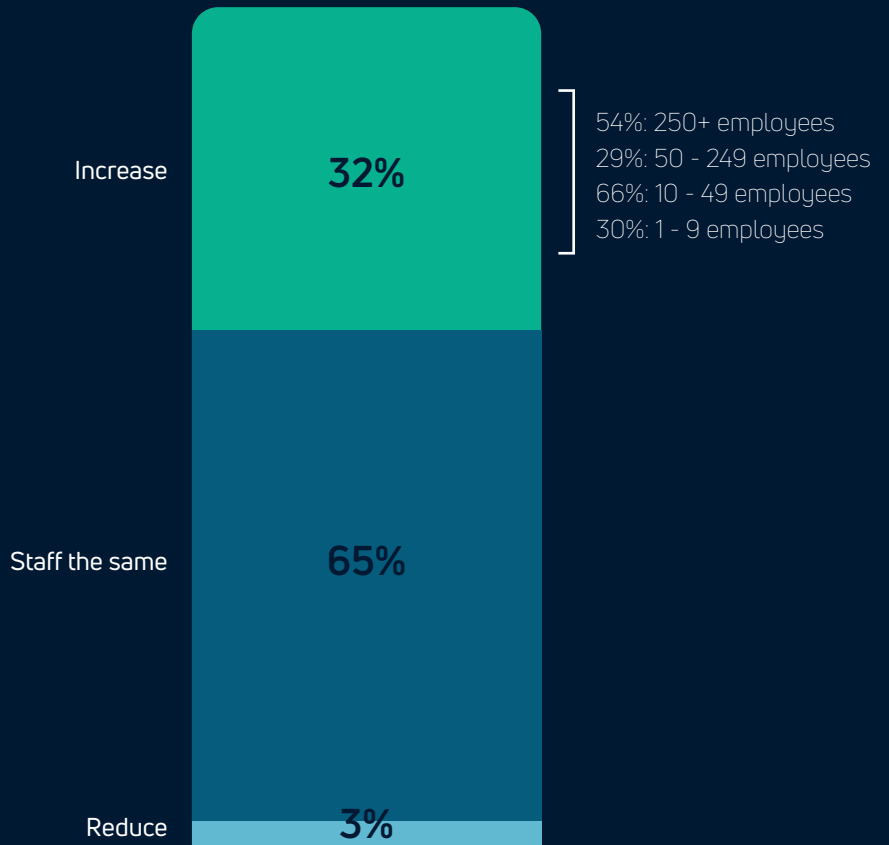


Future Skills & Talent Challenges **Business Strength & Staffing**

How would you rate the overall economic strength of your business?

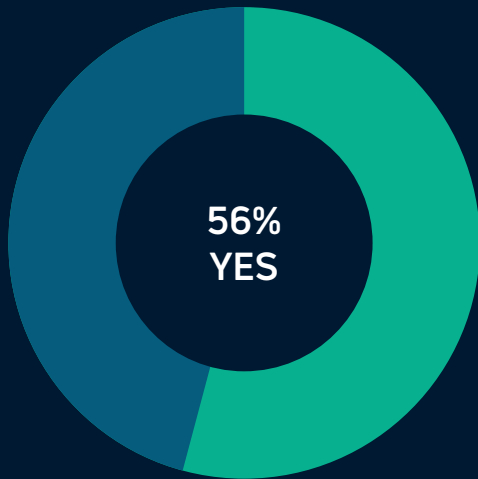


What are the plans of your business regarding staff numbers in the next twelve months?



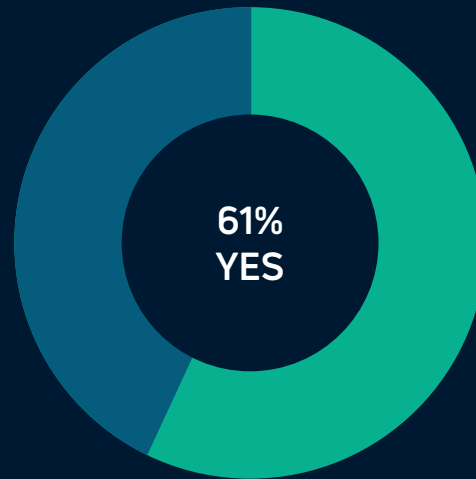
Future Skills & Talent Challenges **Core Business Skills**

Have your core business skills changed within the past 2 - 3 years?



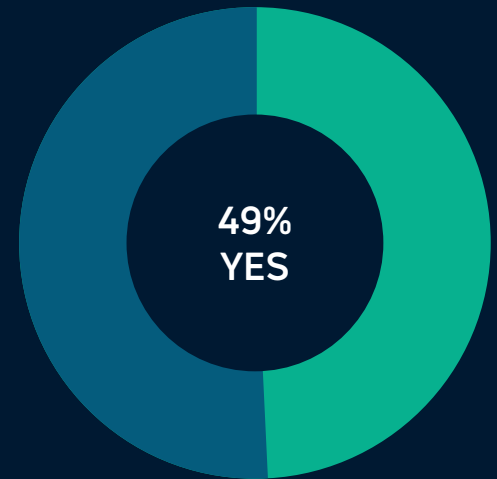
47%: 250+ employees
29%: 50 - 249 employees
62%: 10 - 49 employees
56%: 1 - 9 employees

Do you think your core business skills are likely to change in the next 2 - 3 years?



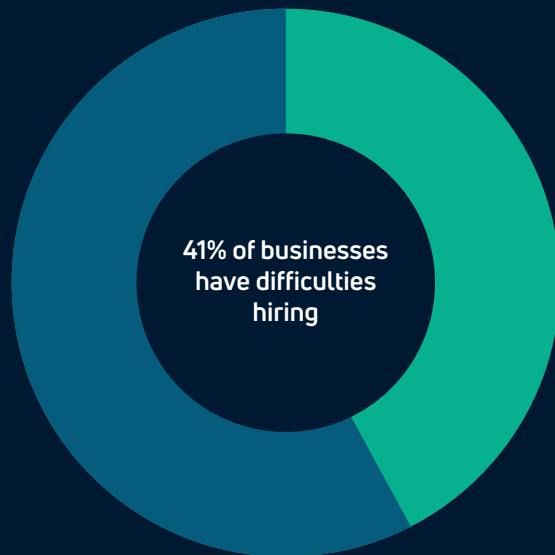
64%: 250+ employees
80%: 50 - 249 employees
70%: 10 - 49 employees
61%: 1 - 9 employees

Core business skills have changed and will likely change again.



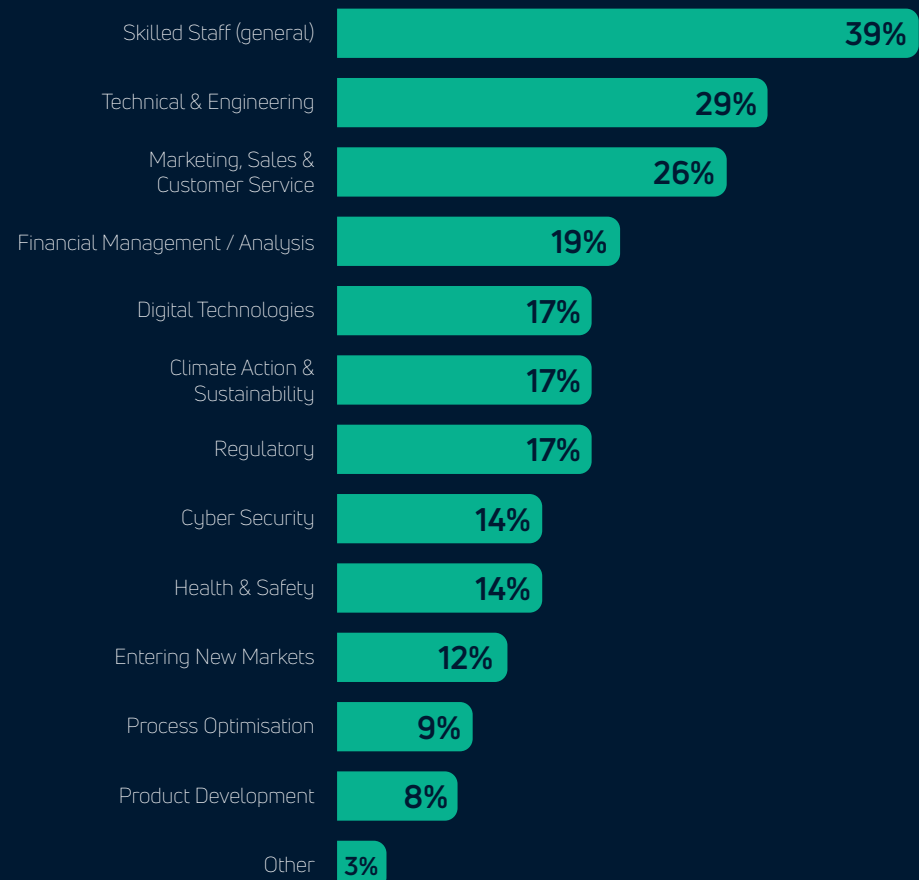
Future Skills & Talent Challenges **Recruitment**

Have you encountered problems hiring employees with the appropriate skillset?



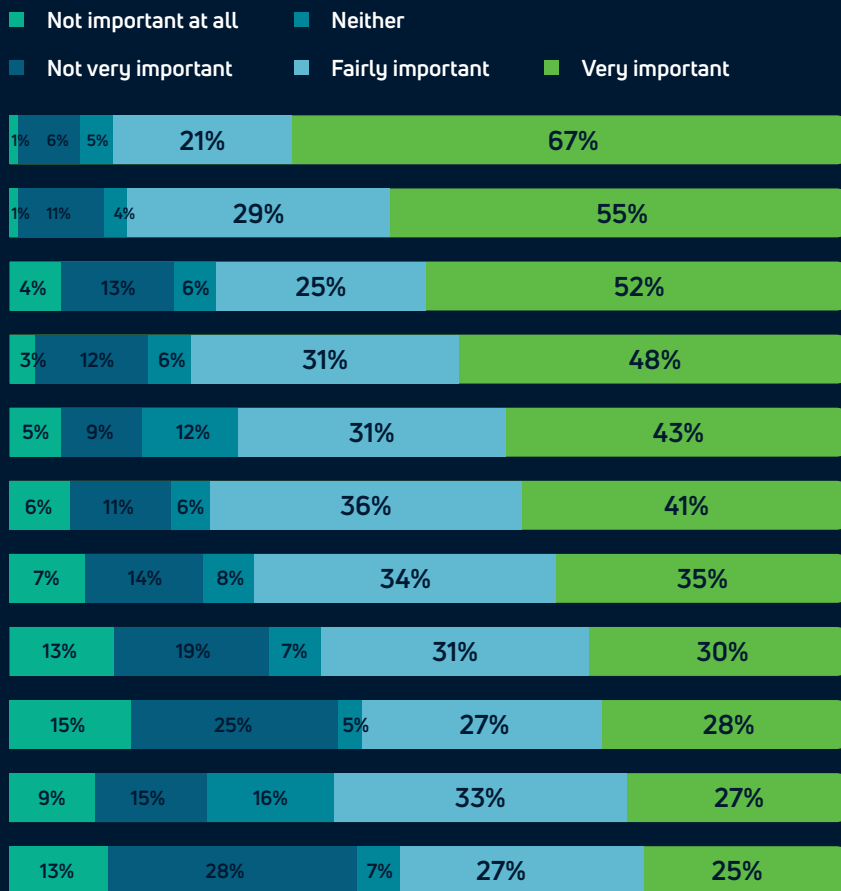
31%: 250+ employees
85%: 50 - 249 employees
64%: 10 - 49 employees
39%: 1 - 9 employees

What specialities are you struggling to hire?

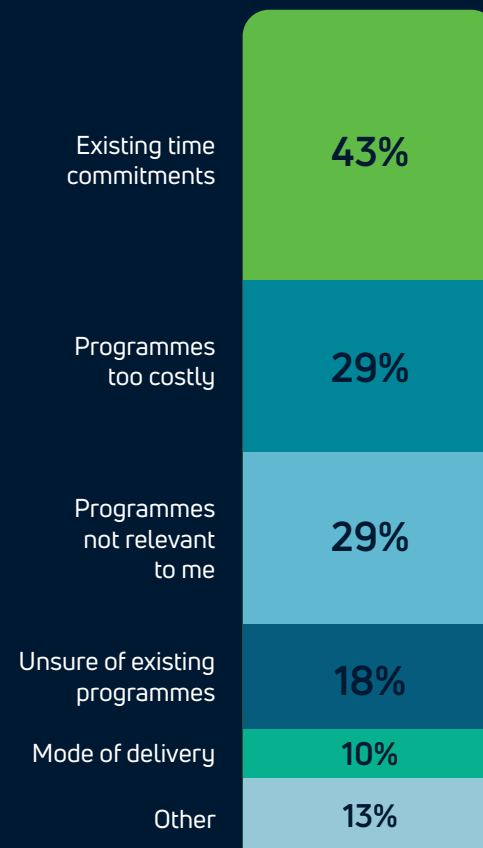


Future Skills & Talent Challenges Opportunities & Barriers

How critical are the following skillsets for growing your business in the coming years?

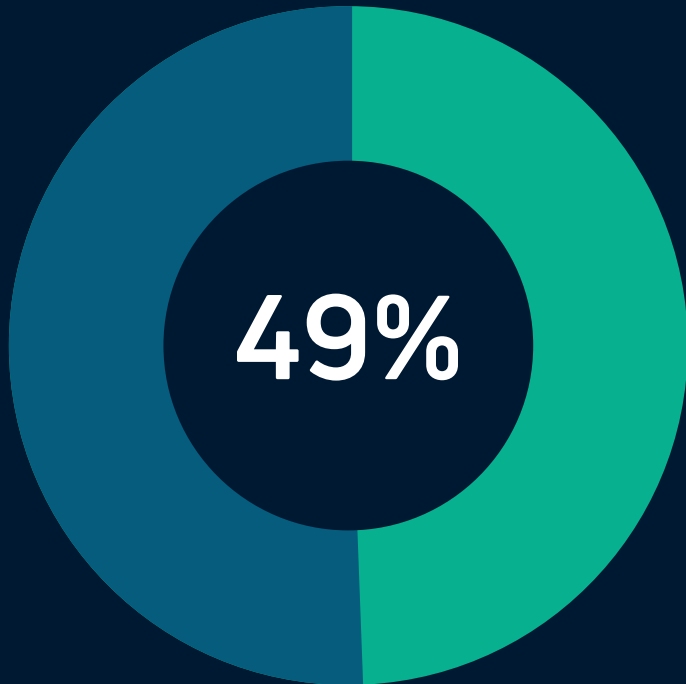


What are the main barriers preventing staff from upskilling?

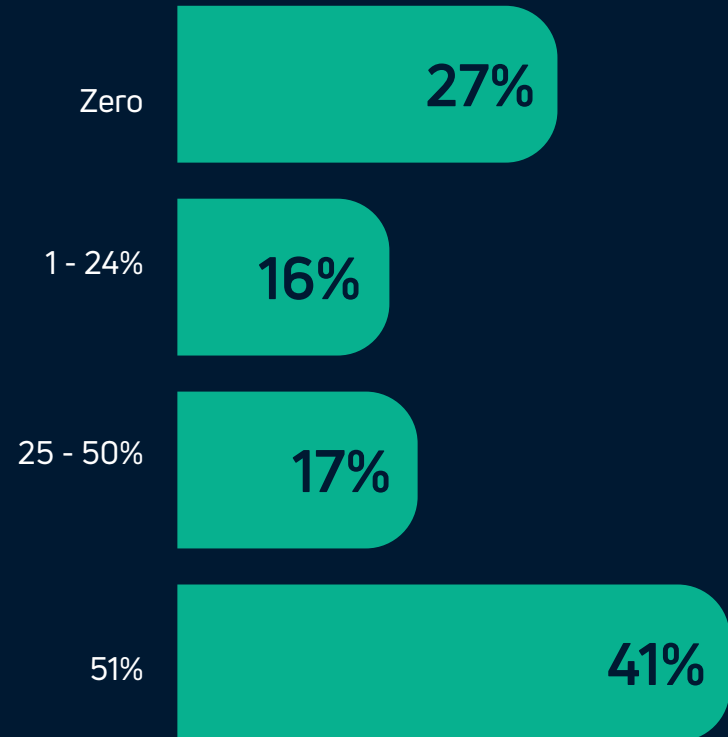


Future Skills & Talent Challenges **Upskilling & Lifelong Learning**

As a business leader have you taken any upskilling / mentoring supports in the past twelve months?

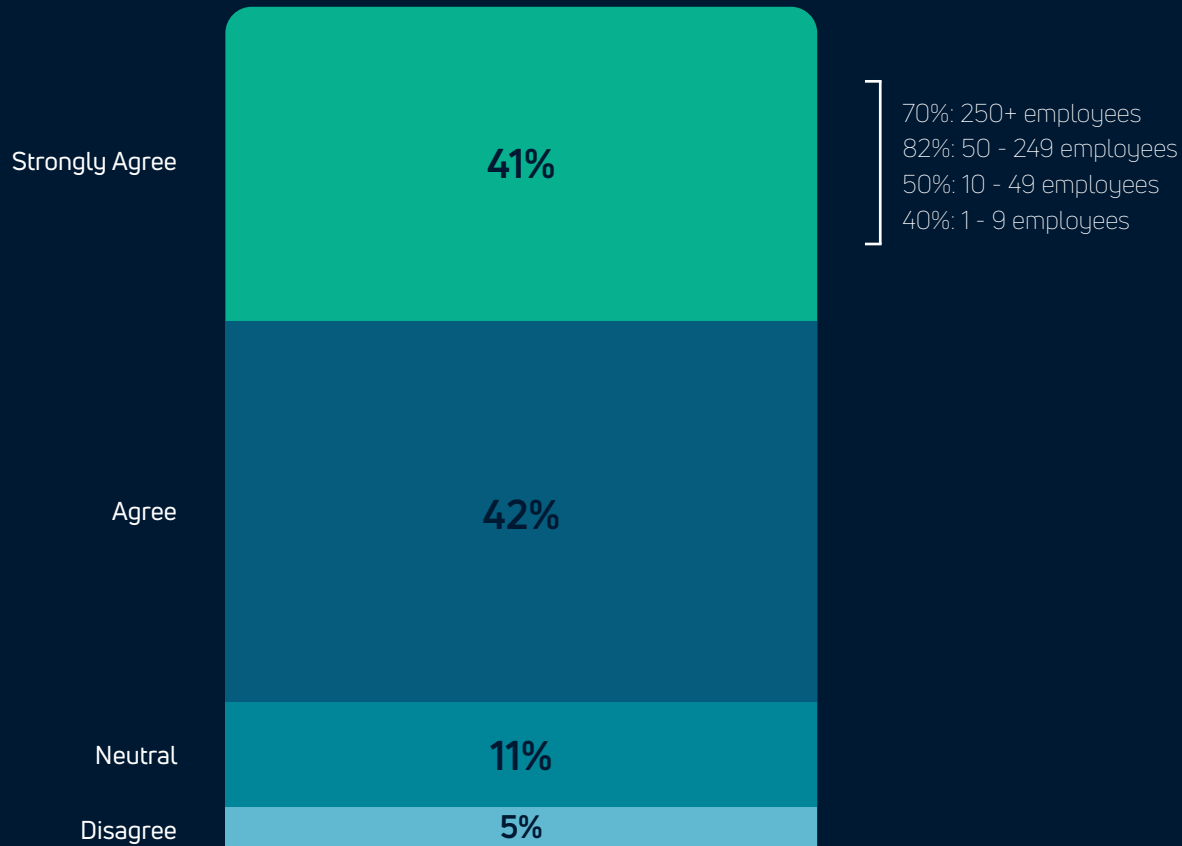


What percentage of your workforce have recently taken an upskilling programme?



Future Skills & Talent Challenges **Criticality of Skills**

For my business to be competitive, upskilling, reskilling, and talent development have become increasingly important.



Small & Medium Enterprises < 250 Employees

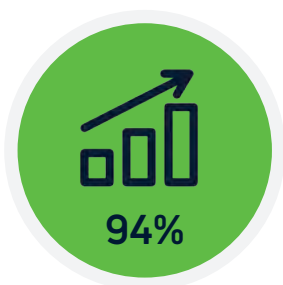


Small & Medium Enterprises **Key Findings**

SMEs account for 99.8% of the total number of enterprises operating in Ireland. Collectively, they generate over 40% of the total turnover in the economy and employ over 60% of the workforce¹. This reinforces the critical importance of SMEs to the overall Irish economy and highlights the need to continually support this cohort to prosper. This report has found that 49% of SMEs rate the economic strength of their businesses as 'very strong'.

SMEs recognise the importance of lifelong learning with the majority having upskilled their staff within the past 12 months. Despite this, 51% report they are experiencing difficulties in recruiting staff with the necessary skillset. Cyber security, financial management, and marketing and sales were identified as the much-needed skills for SME business growth.

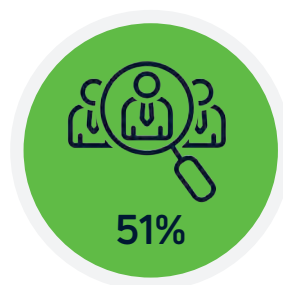
Continued support for SMEs is essential, particularly to ensure that the 21% of SMEs reporting no upskilling for their employees in the past 12 months, have the opportunity to avail of relevant supports in the future. 46% of SMEs said that time is the main barrier preventing upskilling of employees. 56% of SMEs do not have a talent development strategy in place and do not plan to implement one in the next 12 months. These findings demonstrate the necessity to develop upskilling programmes designed to meet the needs of SMEs and individual sectors so that more SME businesses can avail of lifelong learning opportunities for their employees.



of businesses leaders consider their economic strength as strong or very strong.



of SMEs have upskilled their staff within the past 12 months.



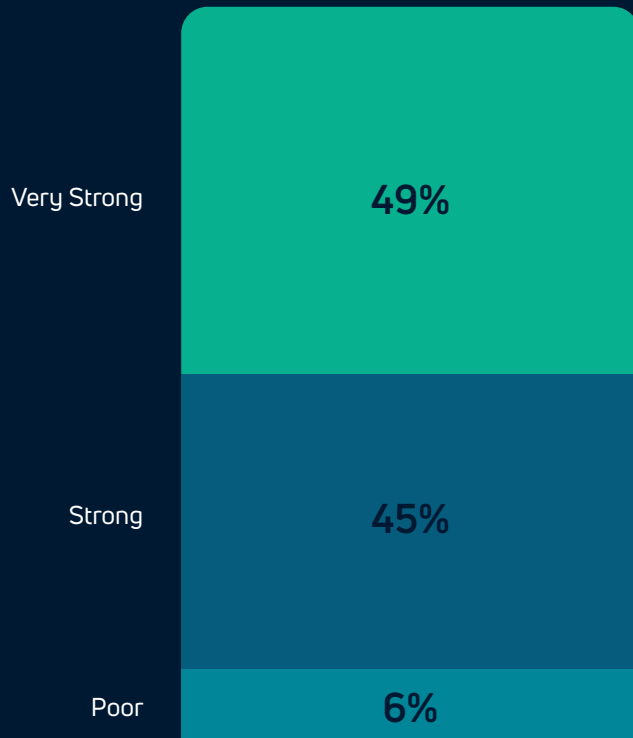
of SMEs are experiencing problems sourcing skills.



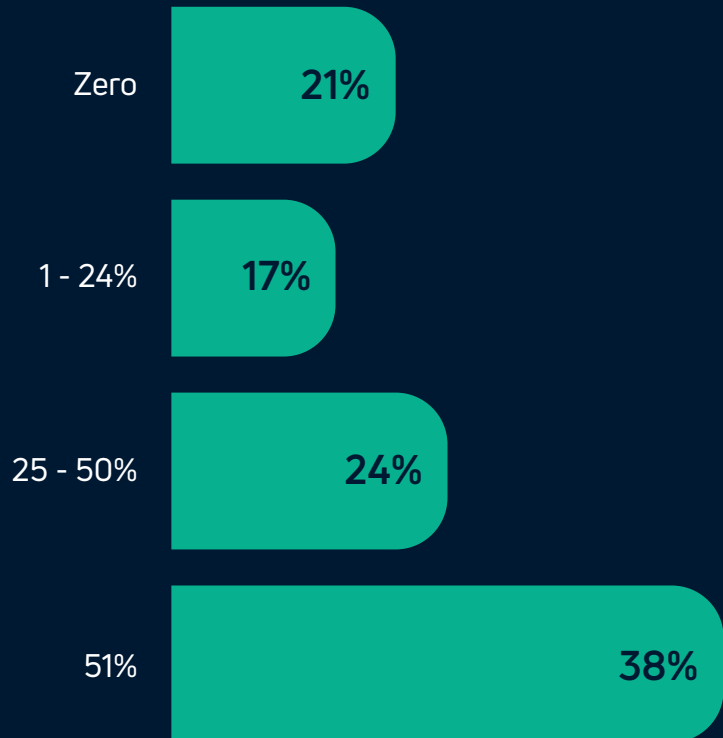
viewed cyber security as one of the most critical factors for business growth in the coming two to three years.

Small & Medium Enterprises **Economic Strength & Upskilling**

How would you rank the economic strength of your business?

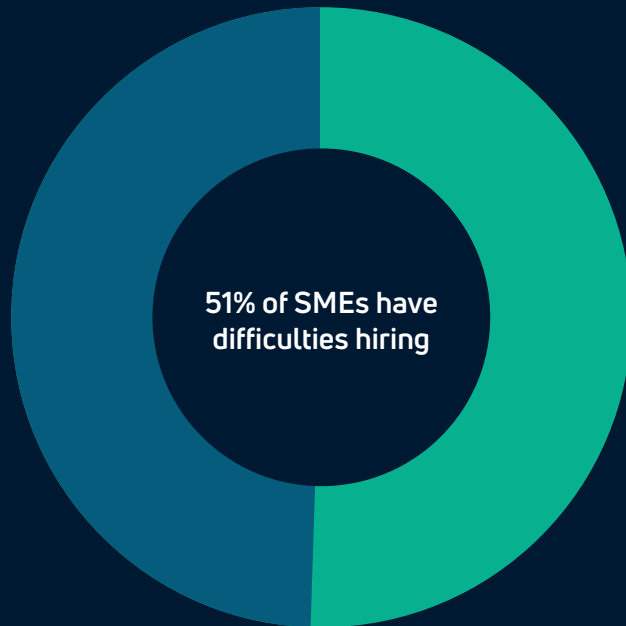


What percentage of your workforce have recently taken an upskilling programme?

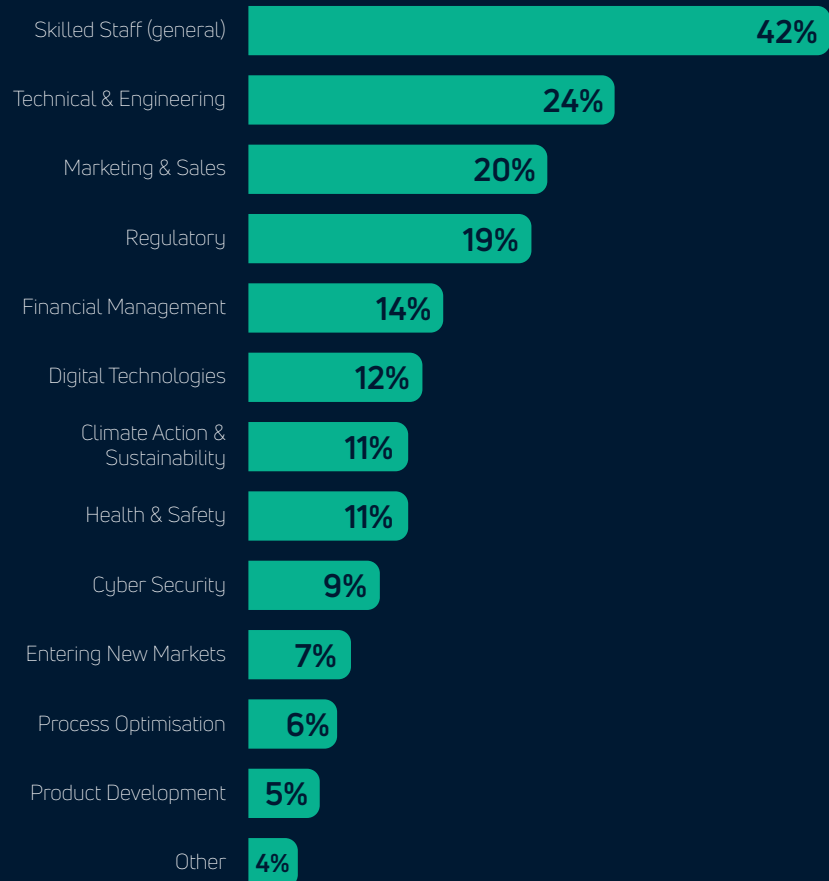


Small & Medium Enterprises Skills Challenges

Have you encountered problems hiring employees with the appropriate skillset?

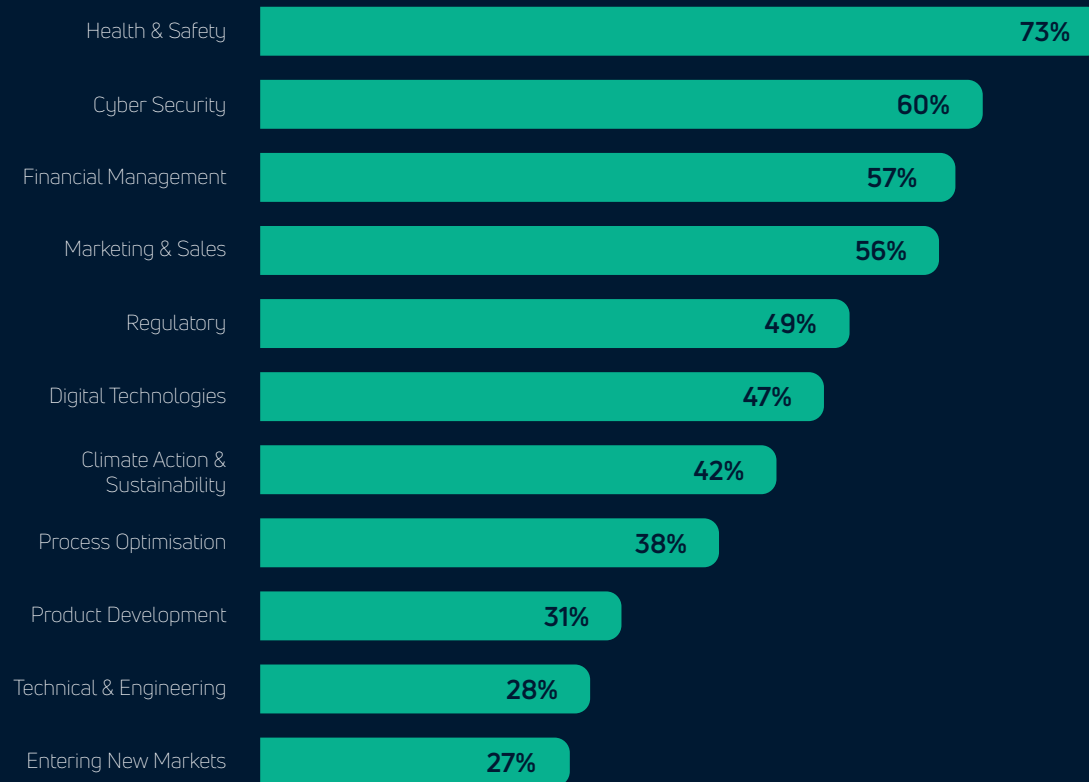


What specialities are you having difficulty hiring?

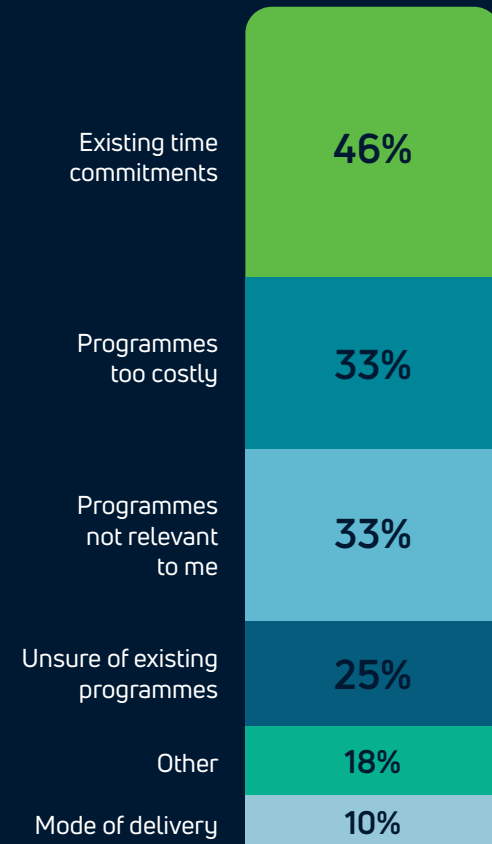


Small & Medium Enterprises **Critical Skillsets for Growth**

Which skillset do you consider "very important" for growing your business in the coming 2 - 3 years?

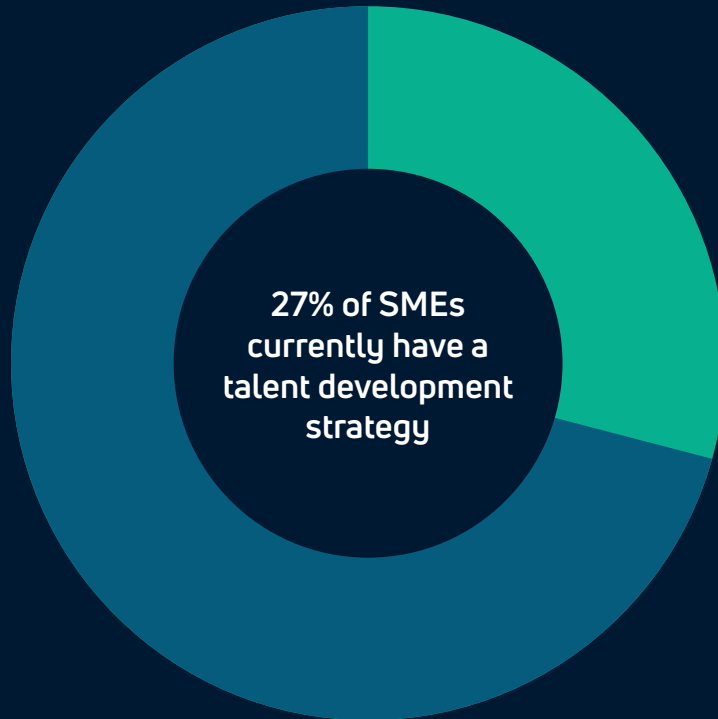


What are the main barriers preventing staff from upskilling?



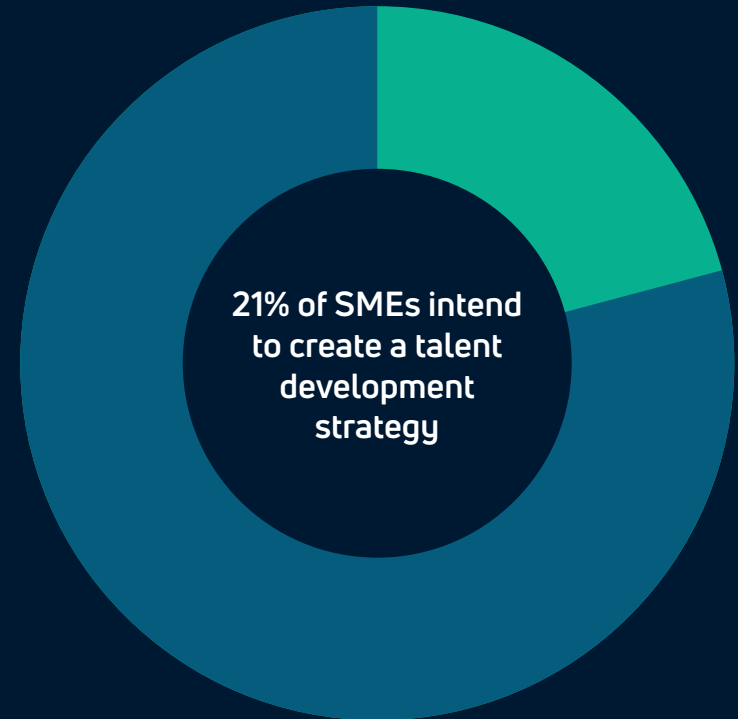
Small & Medium Enterprises Talent Development Strategies

Does your business currently have a talent development strategy in place?



72% of large businesses have a talent development strategy.

Does your business intend to create a talent development strategy in the coming twelve months?



Large Businesses 250+ Employees





Large Businesses

Ireland enjoys a rich ecosystem of multinational and Irish-owned large businesses. Accounting for 0.02% of the total number of enterprises operating in Ireland, collectively they generate approximately 60% of the total turnover in the economy and employ just under 40% of the total workforce².

Respondents from large companies viewed the economic strength of their businesses as 'very strong' (94%), with 54% indicating they will increase their headcount over the coming twelve months. There are clear shifts in the skills requirements of large companies and 70% recognise that upskilling, reskilling, and talent development are pivotal to maintaining their competitiveness in today's landscape. Over 72% of large businesses have developed a talent development strategy and adopted a strategic approach to aligning this to their business strategy. Almost half of large businesses (47%) indicated that their core business skills have changed within the past two to three years, and 64% anticipate more change over this period in the coming years.

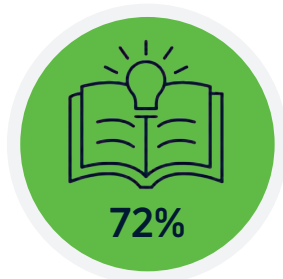
The key upskilling requirements highlighted by large businesses included robotic process automation (54%), cloud computing (47%), artificial intelligence (42%), marketing (70%) and sustainable supply chain management (69%). Large businesses are encountering persistent challenges when it comes to seeking out new talent, with 31% struggling to hire employees with the appropriate skillsets.

When it comes to barriers to upskilling and talent development 67% of large businesses cited "time" as a significant barrier to upskilling their existing workforce. However, for 19% of businesses the costs of upskilling were also a factor. Additionally, 35% of respondents also found that upskilling programmes available were not specific to their industry. Companies that engaged with the survey, indicated that they would be interested in additional information on the range of upskilling and talent development supports available to businesses.

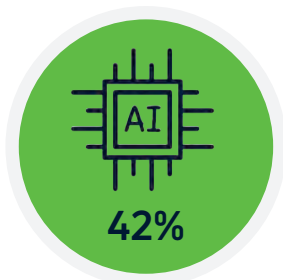
Large Businesses Key Findings



of large businesses rank the economic strength of their business as very strong.



have a talent development strategy in place or plan to introduce one.



see artificial intelligence (AI) as a critical growth area for businesses.

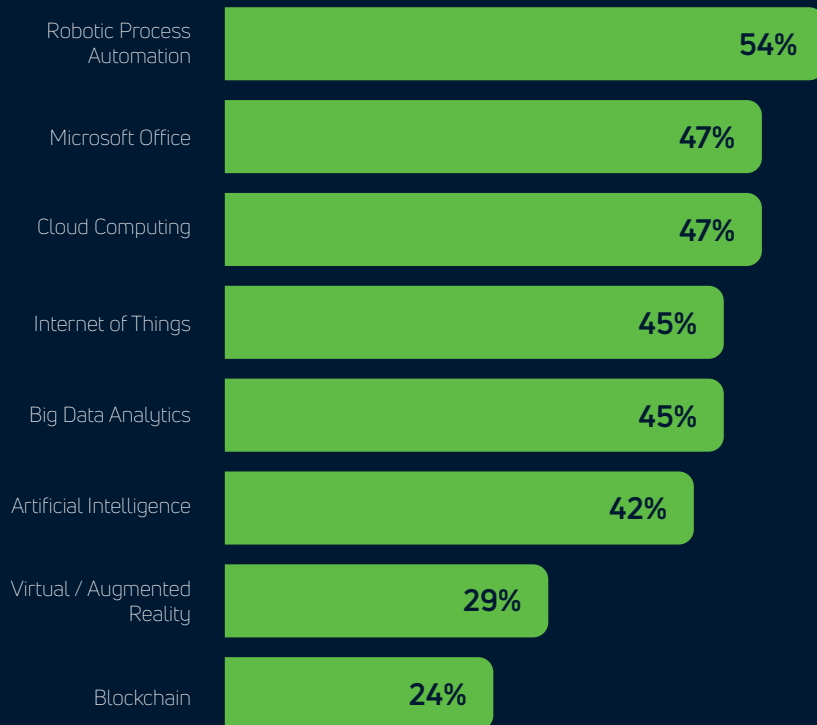


plan to increase their headcount in the coming twelve months.

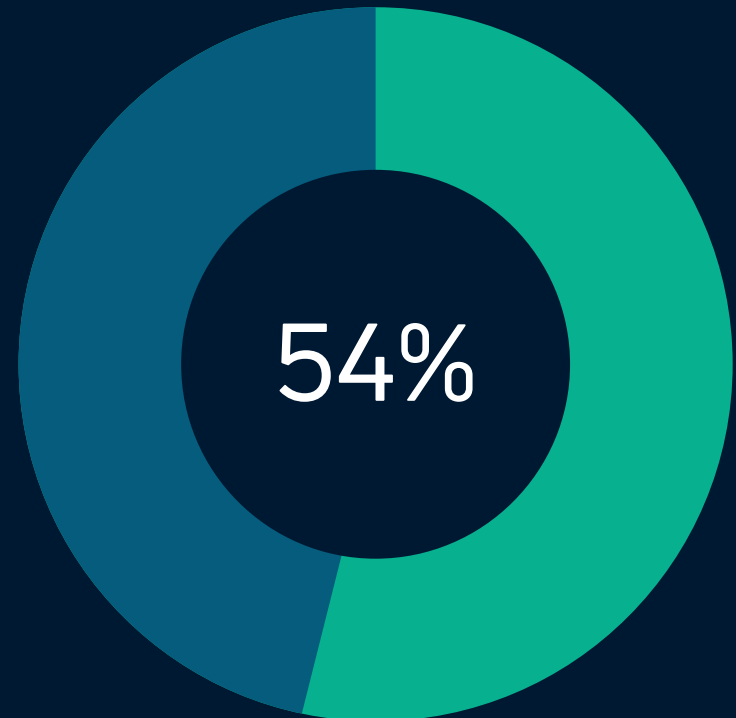


Large Businesses Digitalisation & Staffing

Which of these digital skillsets has the potential to grow your business in the coming 2 - 3 years?

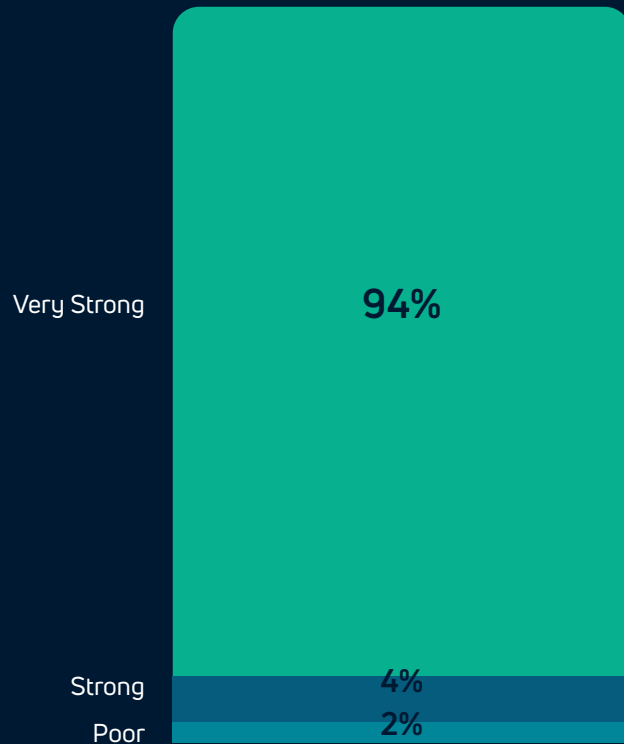


54% of large businesses plan to increase their staff numbers in the coming 12 months.

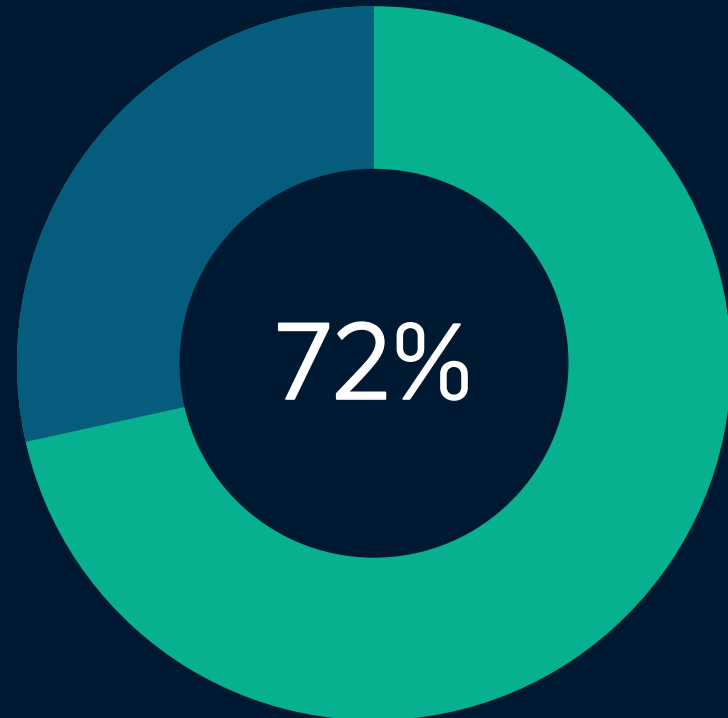


Large Businesses **Economic Strength**

How would you rank the economic strength of your business?

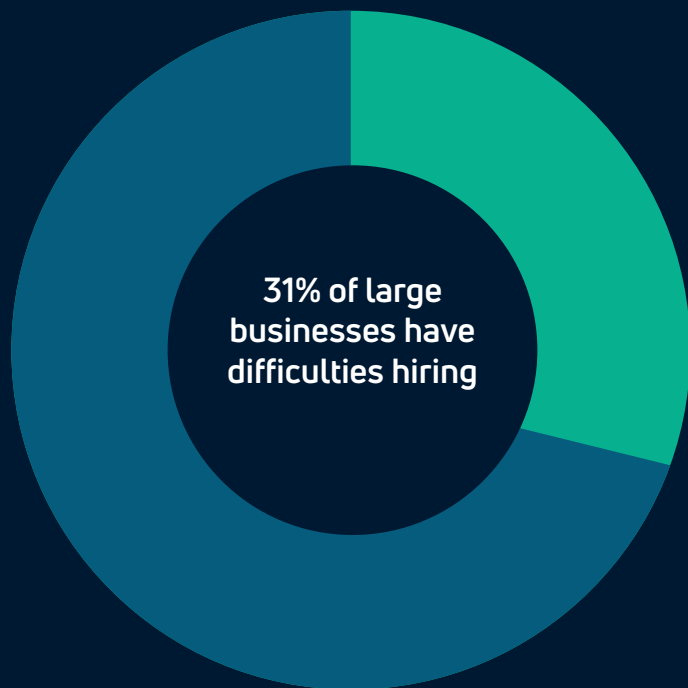


72% of large businesses have a talent development strategy in place.

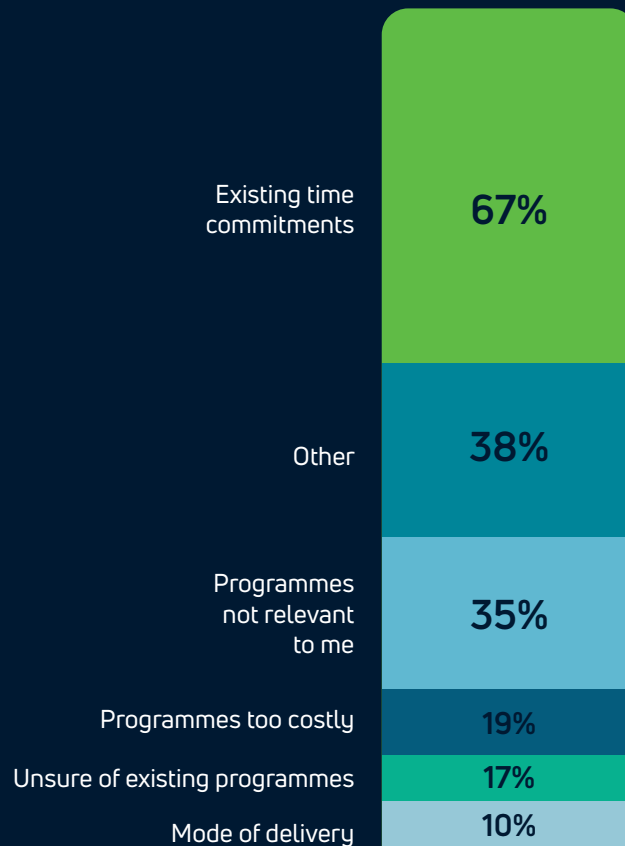


Large Businesses Skills Challenges

Have you encountered problems hiring employees with the appropriate skillset?



What are the main barriers preventing staff from upskilling?



Digitalisation: Talent & Upskilling





Digitalisation: Talent & Upskilling

The government's National Digital Strategy, published in February 2022, sets out a core ambition for Ireland to be a digital leader at the heart of European and global digital developments. The digital transition also forms a core element of Ireland's enterprise policy, with a commitment from government to support enterprise, and particularly SMEs, in accelerating the adoption of digital technologies.³ Ireland is considered a forerunner in the EU in terms of its overall performance and its integration of digital technologies⁴, yet needs continued focus on upskilling in digitalisation across the economy.

As evidenced in this report, Irish businesses recognise both the challenges and opportunities that accelerated digitalisation brings, and crucially, they recognise the importance of equipping their workforces with the necessary skillsets to navigate this landscape.

65% of businesses surveyed highlighted that their staff will require some form of upskilling to facilitate their digital transition, with over 30% indicating that over half of employees would need digital upskilling. Among the digital skills considered pivotal for future growth, businesses put a focus on Microsoft Office skills (68%), internet of things (52%) and cloud computing (47%). Businesses also fully appreciate the profound role that Artificial Intelligence is poised to play in shaping global competitiveness and productivity.

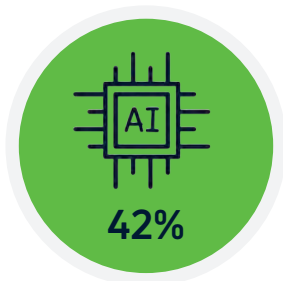
Digitalisation: Talent & Upskilling **Key Findings**



of all businesses highlighted that their staff would require some form of digital upskilling in the coming years.



of all businesses viewed cyber security skills as one of the key skills.



of large businesses consider AI to have the potential to facilitate their growth in the next two to three years.

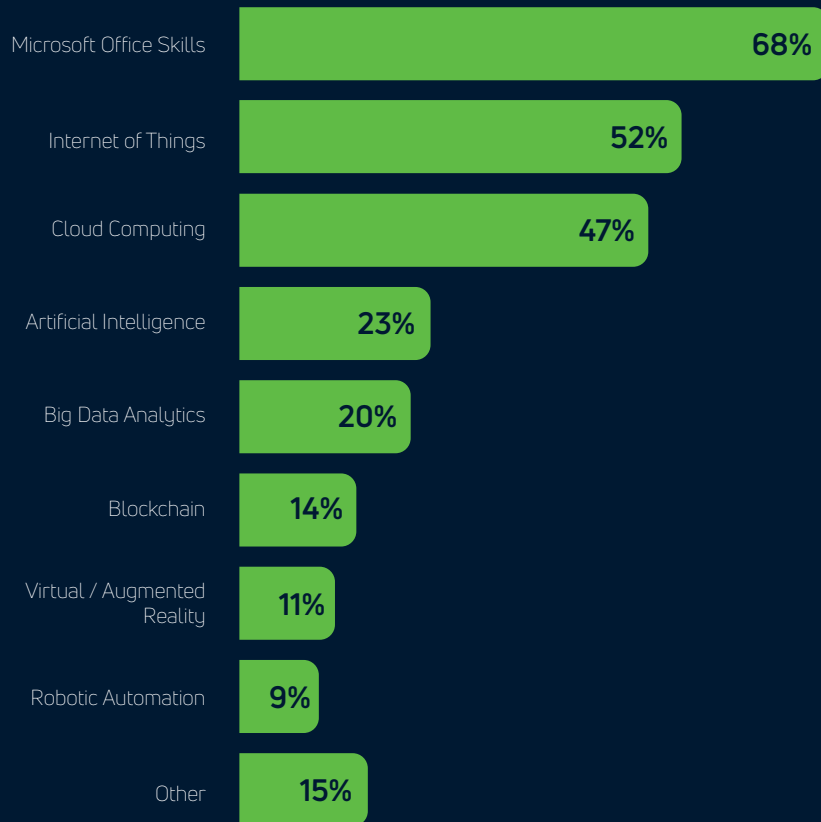


saw Microsoft Office Skills as one of the most critical factors for business growth.

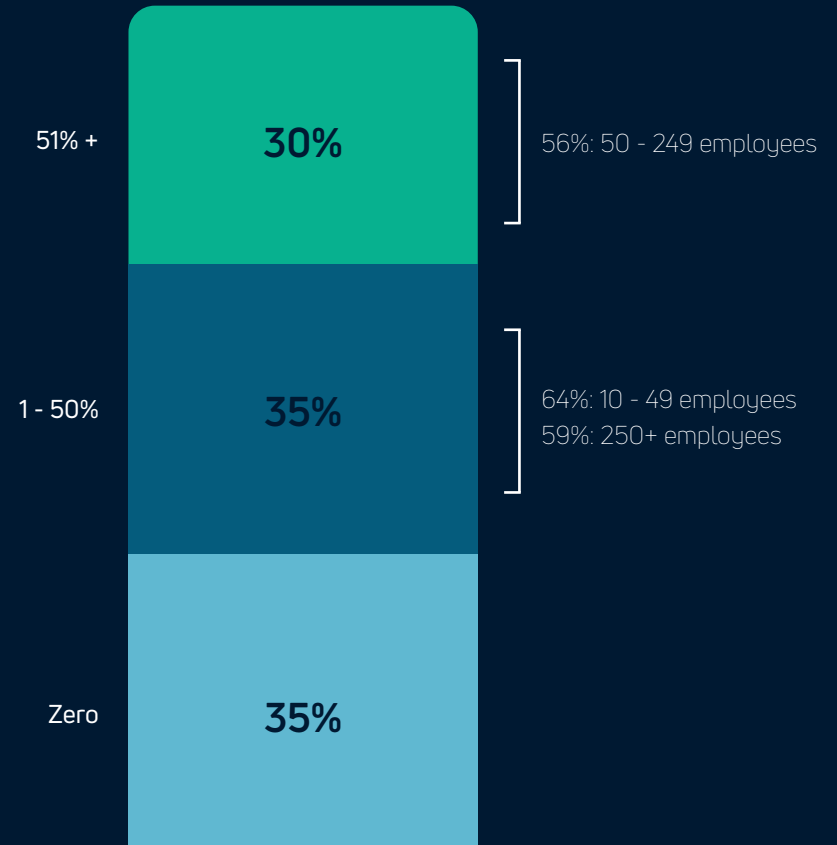
Building digital networks for future generations.

Digitalisation: Talent & Upskilling

Which of the following digital and data skills have the potential to grow your business in the coming years?



What percentage of your workforce are likely to require digitalisation and data skills supports in the coming years?



Climate Action: Talent & Upskilling



Climate Action: Talent & Upskilling

Ireland's Climate Action and Low Carbon Development Act and Climate Action Plan, aims to halve Ireland's emissions by 2030 and become carbon neutral by 2050⁵. Achieving these ambitions requires a coordinated effort across every economic sector. This reports findings show that this imperative is widely understood by the business community. 35% of all businesses regard climate action and sustainability as a very important skills area in terms of growing their business in the next two to three years.

Aligned to this recognition, however, is a clear skills shortage of green talent. 17% of businesses surveyed are experiencing difficulties in sourcing climate action and sustainability skills, with almost two thirds (59%) of businesses stating that their staff will require upskilling in climate action and sustainability for their future success.

Ireland adopted its first carbon budgets and sectoral emissions ceilings in 2022 which demand significant changes to the way we produce, consume, and design our goods and services. In addition, from 2024, large companies in Ireland (500+ employees) will come into scope under the EU's Corporate Sustainability Reporting Directive. This reporting requirement will extend to companies with 250+ employees in 2025, followed by listed SMEs in 2026. It is therefore unsurprising that 67% of SMEs regard skills development in the area of climate action as being very important for the growth of their business in the next two to three years.

The development of new workforce skills and competencies in this space is critical to ensure businesses remain competitive and resilient and can explore new opportunities for innovation and growth⁶. 64% of all business surveyed consider 'Energy Efficiency' to have the potential to facilitate growth in the next two to three years, with 69% of large businesses highlighting the increasing importance of sustainable supply chain management', and 41% of SMEs planning to focus on developing circular economy skills. These findings are consistent with the Skillnet Ireland **Talent for Ireland's Green Economy report** published last year in partnership with the Economic and Social Research Institute, in particular, the importance of green marketing, sustainability skills and regulation⁷.

These findings stress the importance of the availability of climate action upskilling supports to ensure all businesses can fully capitalise on climate transition opportunities.

.....

"We have set ambitious climate targets for 2030 and ensuring we have the right talent is vital in making those commitments a reality. Climate change is a reality for businesses too and it is essential we help businesses prepare for this radical change. Skillnet Ireland's Climate Ready programme supports our climate goals by providing every Irish business with the opportunity to build the skills they need to prepare for this challenge and capitalise on the many opportunities the green economy will offer."

- Simon Harris T.D., Minister for Further and Higher Education, Research, Innovation and Science

⁵ Department of the Environment, Climate and Communications (2021) Climate Action and Low Carbon Development (Amendment) Bill 2021. Available at: gov.ie - Climate Action and Low Carbon Development (Amendment) Bill 2021 (www.gov.ie).(Amendment) Bill 2021 (www.gov.ie).

⁷ Skillnet Ireland (2022) Talent for the Green Economy. Available at: Talent for Ireland's Green Economy 2022 - Skillnet Ireland.

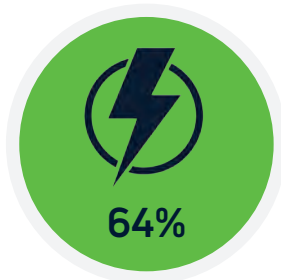
⁶ Department of Enterprise, Trade and Employment (2021) Skills for Zero Carbon: The Demand for Renewable Energy, Residential Retrofit and Electric Vehicle Deployment Skills to 2030. Available at: gov.ie - Skills for Zero Carbon (www.gov.ie).



Climate Action: Talent & Upskilling **Key Findings**



of businesses highlighted that their staff would require upskilling in climate action and sustainability skills.



of all businesses consider energy efficiency to have the potential to facilitate growth in the next two to three years.



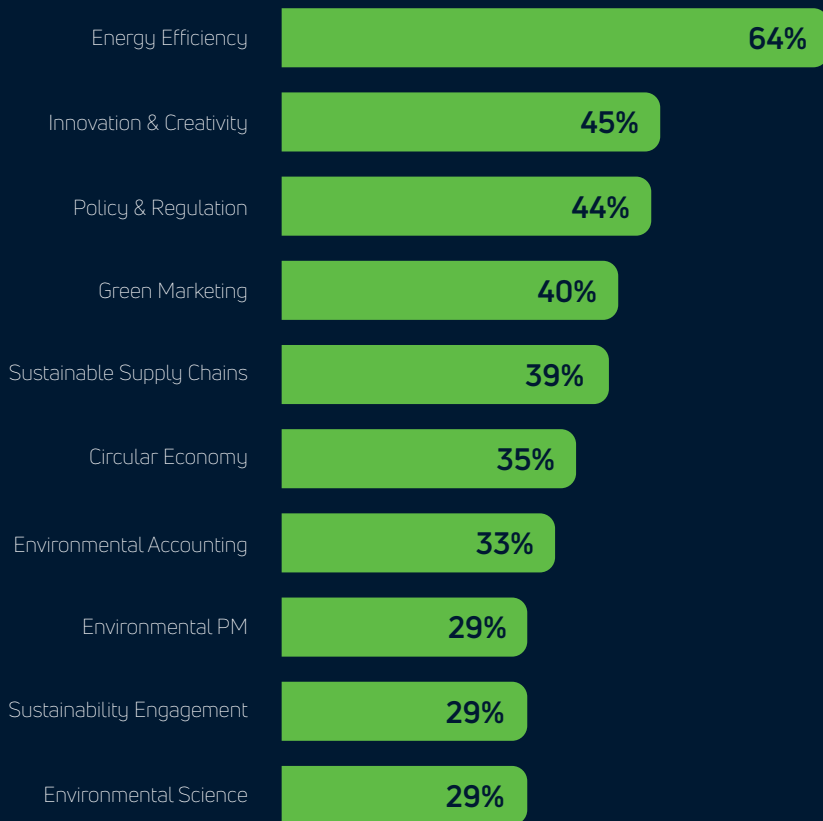
of SMEs regard climate action and sustainability as a very important skills area in terms of growing their business.



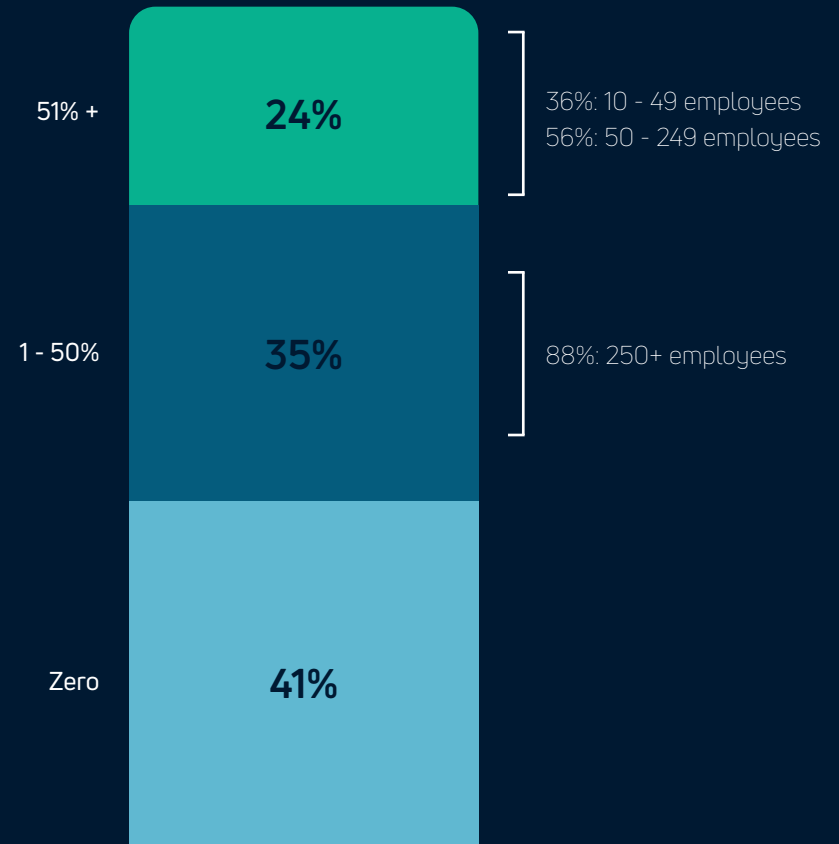
of large businesses see green marketing and sustainable supply chain skills as key.

Climate Action: Talent & Upskilling

Which of the following climate action and sustainability skills have the potential to grow your business in the coming years?



What percentage of your workforce are likely to require climate and sustainability supports in the coming years?



Conclusion



Conclusion

This comprehensive report is based on findings from a nationally representative survey of business leaders across 500 businesses of all sizes in Ireland. The results reveal valuable insights into the skills needs of businesses in Ireland, as well as the challenges they are facing in meeting those needs. The majority of businesses recognise that upskilling, reskilling and talent development are increasingly important for them to remain competitive.

Ireland's evolving economic landscape is undergoing rapid change and is also underpinned by the twin transitions of climate action and digitalisation. The impact of this disruption and changing landscape on the skills needs of Irish businesses is evident. Businesses are facing difficulties in hiring employees with the required skills and expect that the core skills of existing employees will need to evolve in the next two to three years.

Despite the recognition from businesses that upskilling will be required to enable digitalisation and climate action transformation, two thirds of Irish businesses indicate that they have neither a talent development strategy in place, nor a plan to implement one in 2024. This report highlights the clear impetus for a renewed and sustained focus on talent development and upskilling provision for Irish businesses, business leaders, and the workforce.

The findings in this report will inform Skillnet Ireland's strategic commitment to meet the talent requirements of an increasingly digital future, foster the growth of a low-carbon and sustainable economy, enhance small and medium-sized enterprise leadership, and bolster Foreign Direct Investment (FDI) through a focus on talent development.

Skillnet Ireland will continue to lead the talent and workforce development agenda in Ireland and will work with the Department of Further and Higher Education, Research, Innovation and Science, our industry partners, and the tertiary sector to design innovative upskilling solutions that meet the needs of businesses and the workforce.

.....

"In this the EU year of Skills we are making substantial progress in futureproofing Irish business through talent development so employers fully capitalise on the opportunities presented by technological innovation, digitalisation and the green transition."

- Brendan McGinty, Chairperson, Skillnet Ireland



Sectors We Support

ADVANCED MANUFACTURING

- Cobotics Skillnet
 - First Polymer Training Skillnet
 - ICBE Advanced Productivity Skillnet
 - ICBE Business Excellence Skillnet
 - Irish Medtech Skillnet
 - MIDAS Electronic Systems Skillnet
-

AGRI-FOOD

- Farm Business Skillnet
 - Food Drink Ireland Skillnet
 - ICOS Skillnet
 - Macra Agricultural Skillnet
 - National Organic Training Skillnet
 - Rural Food Skillnet
 - Taste4Success Skillnet
 - XL Vets Skillnet
-

BIO-PHARMACEUTICALS

- BioPharmaChem Skillnet
 - Irish Medtech Skillnet
-

CONSTRUCTION

- CitA Skillnet
- Construction Professionals Skillnet
- Industry 4.0 Skillnet

DIGITAL/TECHNOLOGY

- itag Skillnet
 - MIDAS Electronic Systems Skillnet
 - Tech Industry Alliance Skillnet
 - Technology Ireland ICT Skillnet
 - Technology Ireland DIGITAL Skillnet
 - The Innovation Exchange
-

ENGINEERING

- Aviation Skillnet
 - Engineering Skillnet
 - MIDAS Electronic Systems Skillnet
 - Space Industry Skillnet
-

FINANCIAL SERVICES

- Certified Public Accountants (CPA) Ireland Skillnet
 - International Financial Services (IFS) Skillnet
 - Law Society Skillnet
 - Sustainable Finance Skillnet
-

FOOD & DRINK

- Food Drink Ireland Skillnet
- National Organic Training Skillnet
- Rural Food Skillnet
- Taste4Success Skillnet

GLOBAL BUSINESS SERVICES

- Next level Skillnet
 - Technology Ireland ICT Skillnet
-

GREEN/ENERGY

- Climate Ready Academy
- Green Tech Skillnet
- Sustainable Enterprise Skillnet
- Sustainable Finance Skillnet



Sectors We Support

LOGISTICS & TRANSPORT

- CILT Mobility & Supply Chain Skillnet
 - SIMI Skillnet
-

MEDIA/CREATIVE

- Cultural & Creative Industries Skillnet
 - Design Skillnet
 - Design, Print & Packaging Skillnet
 - Gréasán na Meán Skillnet
 - Learning Waves Skillnet
-

MEDICAL TECHNOLOGY

- Connected Health Skillnet
 - Irish Medtech Skillnet
-

PROFESSIONAL SERVICES

- Certified Public Accountants (CPA) Ireland Skillnet
- Employment & Recruitment Federation (ERF) Skillnet
- IRDG Innovation Skillnet
- ISME Skillnet
- Law Society Skillnet
- L&D Skillnet
- MentorsWork
- Sustainable HRM Skillnet

RETAIL

- ISME Skillnet
 - Retail Ireland Skillnet
-

SERVICES

- IMAGE Skillnet
 - ISME Skillnet
 - Leading Healthcare Providers Skillnet
-

TOURISM, HOSPITALITY & LEISURE

- Irish Hotels Federation Skillnet
- Leisure, Health & Fitness Skillnet
- Restaurant & Hospitality Skillnet

MIXED SECTOR BUSINESS NETWORKS

- Carlow Kilkenny Skillnet
 - Cork Chamber Skillnet
 - County Tipperary Chamber Skillnet
 - County Wexford Chamber Skillnet
 - Duhallow Skillnet
 - Dundalk Chamber Skillnet
 - Fingal Chamber Skillnet
 - Galway Executive Skillnet
 - Limerick Chamber Skillnet
 - M1 Drogheda Chamber Skillnet
 - Midland Border East Skillnet
 - Next Level Skillnet
 - Positive2Work Skillnet
 - Rural Enterprise Skillnet
 - Shannon Chamber Skillnet
 - Sligo Chamber Skillnet
 - South Kerry Skillnet
 - South West Gnó Skillnet
 - Tech Northwest Skillnet
 - Waterford Chamber Skillnet
-

TALENT INITIATIVES

- MentorsWork
- Skillnet Climate Ready Academy
- Skillnet Innovation Exchange



Contacting Skillnet Ireland

Your business is our business.
We are here to help.

Contact the Skillnet Business Networks in your sector or region for details of our upskilling supports.

To learn more about the Skillnet Ireland model and business supports we offer visit:

www.skillnetireland.ie



Transforming Business Through Talent

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



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