

Please contact us on 087 6975008 or email donal@gaeltachtnetwork.com to discuss your training needs.

Gaeltachtaí na Mumhan Skillnet Meets All Targets and Exceeds Some More in First Year of Operation.

A mid-project independent evaluation report on the Gaeltachtaí na Mumhan Skillnet has shown that the network is in a wonderful starting position for the challenges that lie ahead in 2009. The membership of the network in its first year of operation (190 companies) exceeded the two year target and the majority of these companies have already engaged in at least one of the 65 training programmes undertaken in 2008.

The evaluation conducted highlights the commitment of the Gaeltachtaí na Mumhan Skillnet to the delivery of low basic skill training to employees across a broad cross section of companies in the five Gaeltacht areas in Munster. This training, which is a key focus of the network, has a high level of

certification. Overall, 54% of the programmes run by the Network have been certified in the region of FETAC level 1-5.

Network manager Dónal Mac an tSíthigh said "a total of 788 participants benefitted from the training and development courses

conducted in 2008 and while the maintenance of existing employment is obviously a key goal in the current environment, the focus of the training in the year ahead will, as always, be member driven".

The Gaeltachtaí na Mumhan Skillnet network is at present engaging with its members to discover how best they can meet the challenges presented on the economic front and how they might help indigenous industry meet their ongoing training and development requirements in the coming months.



John B. Sheehy President of the Dingle Chamber of Commerce, Dónal Mac an tSíthigh Network Manager, Brian O' Shaughnessy PSM Skillnets, Éamonn Ó Neachtain Údarás na Gaeltachta, Dómnall Mac Dómhnaill Chairman Skillnets Ltd., Gearóid Ó Brosnacháin Comharchumann Forbartha Chorca Dhuibhne, Michéal Ó Céadagáin Comharchumann Chléire, Michéal Ó Scannail Údarás na Gaeltachta, Bríd Ó' Liatháin Bainisteoir Cúnta, Siobhán Ní Mhathúna Iasc Uí Mhathúna/Meadowlands Hotel, Michael Lyne Kerry Group, Pádraig Ó Néill Gaeltreo Teo. attending a business networking event in the Dingle Business Park on the 5th December 2008.



Group Photo of members attending the Business Strategy event held in the Skellig Hotel. Guest Speaker on the night was Peter Quinn.



Some members attending an Internet Marketing Programme in Baile Bhúirne during January 2009.



Information day for SME'S in West Kerry. In attendance were from L-R Brian Cotter Cotter Refrigeration, John Moriarty Tralee IT, John Doherty, Fás, Fionnán Ó hÓgáin, Éamonn Ó Neachtain ÚnaG, Pádraig Mckenna Mckenna Construction, Dónal Mac an tSíthigh Skillnets, Gerry O Sullivan Southbound Properties, John B Sheehy Dingle Chamber of Commerce, Artie Clifford, Seafood soup company.

Training is an investment, not a cost

Training is often viewed as a cost and therefore something that should be kept to a minimum or even avoided. In times of recession and economic slowdown it is often one of the first overheads that gets cut from the budget. However it should be viewed as an investment in both the short and longer terms as there are a number of key benefits of formally training yourself and your staff, some are more measurable than others. Here are four important advantages of training:

1 - Increase in productivity: This is the most measurable and therefore to many the most important. For example formal software training can teach you and your staff how to use the product more efficiently, allowing you more time to spend on other activities. You can also learn about the advanced features of a product that you have not previously had the opportunity to use.

2 - Increase in confidence: No-one likes to feel that they are standing still. Learning something new is a good way to give you a boost in confidence, usually one that is also carried outside of the workplace.

3 - The out of the office factor: A change is as good as a rest or so they say. Especially if you're office based a break in the routine can only serve to refresh your mind and give you renewed energy.

4 - Networking: Of course! Gaeltachtaí na Mumhan Skillnet holds scheduled courses for up to 20 people at a time giving you up to 19 people to network with. (Maybe you could invite them to Gaeltachtaí na Mumhan Skillnet!)

Some of our members include:

Kerry Spring, Skellig Hotel, Benness Hotel, Murphy's Ice Cream, Southbound Properties, Fireblock, Firebird boilers, Folláin Teo, Mark Éire Powerflow Ltd, Nemeton Ltd., Coláiste na Rinne,, Sceilg Ola, Gael Teo Teo.

Comharchumann Forbartha Chorca Dhuibhne Teo.

www.cfcd.ie
Promoter of GnaM Skillnet

Comharchumann Forbartha Chorca Dhuibhne Teo won the second prize of Gradaim Pobail na Gaeltachta. The Comharchumann provides a wide range of community services and activities which draw mainly on the language and cultural resources of the area. The co-op, through its subsidiaries runs Irish summer colleges which are attended in excess of 2,500 students annually,

Gaeltachtaí na Mumhan Skillnet, the Éigse Chorca Dhuibhne festival, adult Irish language courses and special Irish language courses for primary and secondary school teachers, the Corca Dhuibhne Museum and a television production business. The CFCD Group in conjunction with Acadamh na hOllscolaíochta Gaeilge, NUI Galw, Údarás na Gaeltachta and the Department of the Community, Rural and Gaeltacht Affairs has been working for some time on a development plan for the establishment of an Acadamh facility for accredited courses in Baile an Fheirtéaraigh.

TRAINING MUST BE DRIVEN BY NEEDS OF FIRMS

The Irish Times Business This week
January 2009

The following is an extract from an article in the Irish Times, Managers on Management section.

Name: Alan Nuzum
Job: Chief Executive
Organisation: Skillnets Ltd.

Management Advice: Use targeted investment in training to enable your organisation to cope with adversity and be ready for recovery

TRAINING SHOULD be a key element in the competitiveness of any organisation. But the reality is that it's often undertaken without any clearly defined targets or hard-nosed idea of the impact it will have on a company's bottom line.

"Yes, some companies certainly take the view that training is just another item on their shopping list because managers feel it's the appropriate thing to do" says Alan Nuzum, chief executive of Skillnets, the State Agency responsible for enterprise-led training. But that's not enough, particularly in a difficult economic climate. Managers need investment in training to be targeted – and they need it to give them a competitive edge which will benefit their businesses, particularly in times of adversity."

That's where Skillnets comes in. Essentially its brief is to bring together and fund networks of

companies, advising them on how to define and access the training that best suits their needs. This year it will spend around €26 million.

"We don't deliver training but we set standards for best practice in terms of the approach the training companies need to take-and our key requirement is that the type of training is clearly driven by the needs of the businesses. The training has to work in two ways: it must contribute to the competitiveness of the company and it must contribute to the trainee's employability".

The success of training programmes has generally been measured over the years on the basis of the trainees' own reactions, by measuring what they've learned, how they apply what they've learned and its impact on the business. That's known as the Kirkpatrick model.

Skillnets takes that model one step further, using return-on-investment (ROI) measurement, essentially an extension of Kirkpatrick developed by Dr Jack Phillips of the ROI Institute.

"The aim of that additional step is to look at the impact of the training across a number of headings and then to quantify its benefit in financial terms," says Nuzum.

Please visit our website at www.gaeltachtnetwork.com to view the full article

A brief history of GnaM Skillnet

This training network was established in 2008 in response to a real need in the Gaeltacht community for upskilling and business / sectoral development. Comharchumann Forbartha Chorca Dhuibhne Teo. decided to make this a flagship project during 2007 and engaged in the development phase project.

The application to Skillnets was submitted along with letters of commitment from the potential members and funding was secured in late 2007 during a very competitive submissions process. The business of setting up the network proper started in early 2008 along with the establishment of a strong steering committee which represented the five Gaeltacht areas and the job of building awareness began in earnest in February / March.

The first training events were delivered in early April and a number of events

were delivered between April and July. Also at this time the official Network launch took place which was a great boost to the project as it was very well attended (90-100 people) and achieved great coverage in the media particularly Radio, local newspapers and TG4. In addition to this events like the 'Peter Quinn' networking event in early September, which was well attended by members, really raised the exposure levels of the Network thus encouraging members to actively engage in the project.

It is very clear that the Gaeltachtaí na Mumhan Skillnet network runs quite well since it began operations in March 2008. Initial challenges included building awareness in a geographically dispersed area. The steering group is regionally representative and contains a good mix of personalities and experience and they contribute actively to the network. The targets set out in the original application were very high in some instances and the latter half of 2008 saw great success for the network in hitting these targets.

Upcoming Programmes – 2009

We can fund other courses that your business would like to avail of, please contact us to discuss further.

Sample:

- Management Development – Dublin Institute of Technology 4 days
- Marketing Impact Programme – Dublin Institute of Technology 4 days
- Coaching & Mentoring, Internet Marketing
- Tax Planning, Basic Book Keeping, Business Strategy etc
- Information Technology – ECDL, Word, Excell, Computerised Accounts, Website Design etc
- Health & Safety - Occupational First Aid etc.

WHY TRAIN – For Employees

When companies invest in staff training they are sending their staff a message that:

- They have confidence in them to do the job
- The business values them and wants them to maximize the full potential for all their employees
- The business is committed to supporting future employability and progression
- The business is enabling its employees to fully engage in the development of the enterprise
- Research shows that employees' motivation is greatly enhanced and all staff respond positively to learning opportunities in terms of improved performance
- Companies which provide excellent training and development opportunities attract and retain staff and experience lower levels of absenteeism.



Going forward - 2009

There will be great challenges in 2009 especially on the economic front and the network will need to take this into consideration going forward. All industry now is under pressure to survive a severe cyclical downturn that will continue for an indeterminate period ahead.

The network will need to consider how best to adapt to this and explore how best to work with our members to alleviate this challenge.

As a first step we have recently circulated an email to all businesses that have availed of the benefits the network has to offer with a brief questionnaire attached to ascertain the types of training programmes businesses would hope to see being organised in their locality. Please visit our website (www.gaeltachtnetwork.com) in our news section to complete this questionnaire and to provide us with vital information.

The network survived the round of

skillnet budget cuts in 2008 and is a mark of how well the network is operating. However, it is also clear that training and upskilling measures for the employed and the increasing numbers losing their jobs are a critical component of any viable economic recovery programme.

The current membership of the network is 190. To date over 180 of these have engaged in at least one training programme, which is a great example of the membership's commitment to the project.

We would like to encourage all businesses to contact us and to join this unique training network and avail of the grant aid for training that has been allocated for local business.

Please contact Dónal Mac an tSíthigh for further information at 0876975008 or donal@gaelachtnetwork.com or Bríd O' Liatháin at brid@gaelachtnetwork.com