Introducing the: South West Regional Skills Forum (SWRSF)

Dr Siobhan Bradley, Forum Manager
Who We Are

A Department of Education & Skills regional skills initiative comprised of the following members:

**Education & Training Members**
- University College Cork (UCC)
- Cork Institute of Technology
- Mary Immaculate College
- Institute of Technology Tralee
- Cork City Council
- Cork County Council
- Kerry County Council
- CICE (Cork Institute of English)
- Cork Training Centre
- Skillnets

**Statutory Agencies/Orgs Members**
- Enterprise Ireland
- IDA Ireland
- Cork City Council
- Cork County Council
- Comhairle Contae Chiarrai
- An Roinn Coinmice Sosailta
- Department of Social Protection

**Industry Associations**
- IBEC
- Construction Industry Federation
- Irish Hotels Federation
- Cork Chamber of Commerce

**Forum & Industry Sector Group Chairs**
- SWRSF Chair: Denis. McCarthy, CEO, FEXCO
- SW Pharma/Biopharma Group Chair: Kyran. Johnson, VP/GM, Janssen Supply Chain Ireland
- SW Manufacturing/Engineering Group Chair: Patrick. Buckley, MD, EPS Group
- Hospitality Group Chair: Aron. Mansworth, Director, Trigon Hotels
- ICT Group: in development
What We Do

We work with local industry to identify priority skills needs for our region.

We sign-post companies to existing skills solutions across the full education & training spectrum.

We pro-actively identify skills gaps & and put in place collaborative industry/education action plans to close these gaps so local talent supply is as well aligned to needs as possible.

We focus across the full occupational spectrum from entry level positions to skilled trades, graduate roles & executive level.

Our work incorporates strategies to build optimum talent pipelines into the future & to upskill existing staff.
How We Do It

We build evidence-informed data on key skills needs & optimum solutions through:

INDUSTRY SECTOR-SPECIFIC ROUND-TABLES,

chaired by industry champions, where peer companies tease out regional skills priorities with School/Department Heads

1-1 COMPANY SKILLS NEEDS-AUDITS

Dedicated INDUSTRY/EDUCATION EXPERT TEAMS to build BEST IN CLASS SOLUTIONS aligned to priorities at our round-tables.
### Our Engagement

From Q1 2017 to Q2 2018:

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unique Companies, Employing</td>
<td>180+</td>
<td>3%</td>
</tr>
<tr>
<td>Directly Engaged</td>
<td>36,000+</td>
<td>25%</td>
</tr>
<tr>
<td>Micro-Enterprises (≤10)</td>
<td></td>
<td>48%</td>
</tr>
<tr>
<td>Small Companies (10–49)</td>
<td></td>
<td>24%</td>
</tr>
<tr>
<td>Medium Companies (50–249)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Large Companies (250+)</td>
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</table>
## Industry Sectors & Sample Collaborators

### Industry Sectors Under the Spotlight in the South-West

<table>
<thead>
<tr>
<th>Manufacturing &amp; Engineering</th>
<th>Pharma/Biopharma</th>
<th>ICT</th>
<th>Construction</th>
<th>Hospitality</th>
</tr>
</thead>
<tbody>
<tr>
<td>EPS Group; Stryker; Boston Scientific; Liebherr; Dairymaster; BCD Eng; Flex; Alps; Sanmina; Tricel Somex Automation; Firebird; Kostal; Borgwarner; MTD Precision Eng; Wright Medical; Alcon</td>
<td>Janssen; MSD; Lilly; Hovione; Pfizer; GE; Astellas; GSK Novartis; DPS Eng; PM Group; Biomarin; LSC;</td>
<td>FEXCO; Dell EMC; McAfee; Aspen Grove; PfH Technology; VMWare; Global Shares; Quest; Solarwinds IBM</td>
<td>Dornan’s Eng; BMD; Arup; RPS Group; PM Group; EDC; Jones Eng; Warde &amp; Burke; RCC Eng. Cahalane Bros; Sorenson Eng; PJ Hegarty’s;</td>
<td>Trigon Hotels; Imperial Hotel; Montenotte; Fota Resort; Rochestown Park; Vienna Woods Clayton Hotel</td>
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Sample Outputs to Date

New Skills Databases on Key Industry Trends & Needs

New Industry-Led Solutions to Close Identified Gaps including:

- **Level 6 Supervisory Management Programme**: [Tralee IT & CIT, 20 ECTs]
- **Level 6 CNC Operator Traineeships**: Cork ETB, F/T & P/T with CETB
- **Digital Explore Programme**: [Cork & Kerry ETB]
- **Level 7 Validation Modules**: [Undergrad & Upskillling, UCC, CIT & IT Tralee]
- **New 90% HEA funded upskilling Springboard programmes in:**
  - Validation (Level 7, CIT & Tralee IT)
  - Automation & Control (Level 7, CIT)
  - BIM (Level 6, Tralee IT)
  - Management Practice (Level 7, UCC)
  - Further in development for 2019/2020
Certificate in Validation Science  
(Special Purpose Award CIT, Level 7)

A part-time industry focused programme developed in collaboration with industry as a professional upskilling solution to employer demand across the lifesciences & engineering sectors in the South-West region. This unique two module programme delivered in CIT, from 19th September is structured around 2 key modules:

<table>
<thead>
<tr>
<th>Introduction to Validation (Semester 1: 95% online)</th>
<th>Validation Science (Semester 2: Monday evenings in CIT)</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Requirements of cGMP, QA, GMP &amp; Quality Control</td>
<td>• The Validation lifecycle</td>
</tr>
<tr>
<td>• Quality assurance aspects</td>
<td>• Process Validation</td>
</tr>
<tr>
<td>• Data integrity</td>
<td>• Risk management in validation</td>
</tr>
<tr>
<td>• Quality Audits</td>
<td>• Validation of pharm/biopharma &amp; medical devices</td>
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<tr>
<td>• Laboratory Mgt System</td>
<td>• Validation documentation</td>
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<tr>
<td>• Process Control &amp; Product Release Strategies</td>
<td>• Analytical Method Validation</td>
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<tr>
<td></td>
<td>• Computer &amp; automation validation</td>
</tr>
<tr>
<td></td>
<td>• Cleaning validation</td>
</tr>
</tbody>
</table>

Participants will develop a comprehensive knowledge & understanding of the principles of quality regulation as required by the principles of current Good Manufacturing Practice. The importance of the validation of equipment, plant, utilities, processes, and procedures in industry will be shown to be essential to consistently producing products of optimum quality.

Developed in collaboration with:

This programme has been collaboratively developed & will be delivered with input from key industries from across the sector and region including Alcon, Astellas, Boston Scientific, DPS Engineering, Eli Lilly, Hovione, Janssen, LSC, MSD Brinny, PM Group & Sanmina.
Certificate in Supervisory Management Programme
(Special Purpose Award, Level 6)

Professional Industry-Focused Training for Supervisory Management Roles

A six months part-time programme developed in collaboration with industry across the South-West as a professional upskilling solution to meet the needs of multiple industry sectors.

This unique programme, delivered in IT Tralee, from April 2018 is structured around 4 key modules:

- People Management incl. conflict & mediation
- Introduction to Operations Excellence: Lean Practitioner
- Introduction to Management: Management Practice
- Performance Management incl. influencing behaviour & improving retention

Participants will develop a toolbox of valuable, readily usable skills including advanced personal & interpersonal supervisory skills, enhanced operational excellence, leadership & improved team performance management.

For Further Details visit: ittralee.ie/certificateinsupervisorymanagement
or contact mary.stritch@staff.ittralee.ie

In Collaboration With:
Industry Action Teams

Thanks to the many companies who have input into the structure & content & delivery of our new skills development solutions including:

MSD  |  Alcon  |  Janssen  |  DePuy Synthes  |  Astellas  |  Lilly  |  Boston Scientific  |  Fexco

McAfee  |  Wright  |  TRICEL  |  BorgWarner  |  Reliance Precision Limited  |  EPS  |  Hovione  |  SolarWinds

LSC  |  MTD  |  Dextrumaster  |  Sanmina  |  Liebherr  |  Ward & Burke  |  Stryker  |  EDC

Dornan  |  flex  |  PM Group  |  DELL  |  Montenotte  |  Somex Automation  |  Rockestown Park  |  ARUP

Trigon Hotels  |  The Imperial Hotel  |  BCD  |  Vienna Woods  |  AMS Architectural & Work System  |  Kostal  |  DPS  |  GE

IBM  |  SOMEX  |  pfH  |  VMware

& many more...
Where next

Ongoing Reviews on Shifting Skills Requirements with Our Industry Sectoral Groups

Ongoing 1-1 Skills Needs Audits & Engagement with Companies Seeking Support

Targeted Actions Groups Currently Zoned In On:
- BIM Skills Requirements Across All Occupational Levels
- Smart Technologies/Smart Factories/Industry 4.0 Skills

ICT Regional Skills Sectoral Group in Development with Round-Table Planned to Tease out Regional Skills Priority Action Plan
Thank You