

EMFF Operational Programme 2014-2020 Seafood Processing Development Measure

BIM Skills Development Services

Seafood Training Scheme Work Programme Projects

Final Report 2020

BENEFICIARY: BORD IASCAIGH MHARA
PROJECT REFERENCE NUMBER: 20/STM/SDS002.1
NAME OF PROJECT: LEADERS – Leadership & Mid Management Programme
IMPLEMENTATION PERIOD: 1st January to 31st December 2020

Project Scope

Modern and effective Managers need to have the professional skillset to take responsibility for fulfilling their business strategy and vision. The aim of this project was to support Managers in developing the wider seafood industry, and their own businesses through advanced personal and professional development.

The project partnered with a third-party provider, Ibec, to offer a programme to develop Manager capabilities.

Ibec Management Training focuses on building participants knowledge, skills, competence and confidence, with a clear view on how learning can be applied in practice.

One of the most efficient ways for businesses to grow and retain key staff members is to provide training and personal and professional development opportunities.

The Irish seafood industry needs to enhance its internal structures to enable companies to grow organically and be in a position to attract talent into the industry.

Developing professional management structures and support increases the ability of progressive companies to recruit senior Managers to strengthen their senior management team.

Objectives

The Mid Management Programme was a development programme that enabled Managers from the catching, aquaculture and processing sectors to develop their capabilities by undertaking a series of professional and personal development programmes.

This was offered through both short course and longer, accredited course formats to key industry Managers identified as having potential within the seafood sector to build professional skills and businesses.

The course programme focused on developing skills in communications, strategy, interpersonal skills and leadership development programmes.

Budget: €88,000

Achievements/Spend

Following a tender process in March 2020, the Mid Management Programme was launched in July 2020. A comprehensive twelve course programme was developed with both short course and accredited courses in the areas of managing people, project management, innovation and change management.

All courses were delivered online where Mid Management Programme participants had the opportunity to interact and learn from the experiences of participants from other industries. Consultancy was also provided to industry Managers in project planning for their upskilling programmes. In 2020 the Mid Management Programme had twelve (12) participants from eight (8) client companies.

SUMMARY OF SPEND:

Total Approved	€88,000
Total Eligible Expenditure	€14,280
Total Drawdown	€14,280
EU – 50%	€7,140
Exchequer – 50%	€7,140

Report by: Pat O’Leary

Date: 5th March 2021

