



Bord Iascaigh Mhara

Elevate

Talent Integration Programme

About the programme

The Bord Iascaigh Mhara (BIM) *Elevate Programme* is a talent integration programme to equip seafood businesses with the skills, knowledge and tools needed to nurture talent within their organisations.

One of the key challenges facing employers today is attraction and retention of talent. A clear value proposition and positive reputation for people management is central to attracting talent.

Participants on the programme will benefit from expert training, coaching and support to help

them develop and use key talent management tools such as standardised recruitment processes, induction programmes and employee development plans. HR legal and compliance advice is also included to give businesses assurance in their approach.

The programme will support the development of talent processes required to develop optimal management structures, including support of live recruitment processes. The programme is being delivered with support from Grant Thornton and the European Maritime and Fisheries Fund.



In partnership with



How will my business benefit?

People are the most valuable asset in any organisation. A loss of talent creates disruption and requires investment. In a market where competition and innovation is essential to growth, having the right people in the right roles is crucial.

On completion of the programme, seafood businesses will have greater understanding of how to incorporate a talent management framework into their business model in the following ways:

- Identify business critical positions and develop optimal management structures
- Conduct best-practice, compliant recruitment processes
- Bring transparency to employee career paths
- Create growth opportunities for employees
- Engage and retain key employees

Participating companies will receive a talent management toolkit including:



What is a Talent Integration Programme?

It's not enough to simply to hire talented individuals. A Talent Integration Programme seeks to create a sustainable career path for talented individuals who are valuable to an organisation or industry. It works by applying a structured approach to the lifestyle of an employee by realising and nurturing their potential.

The programme focuses on the following five key areas of an employee's lifecycle:

1. Identify
2. Attract
3. Hire & Integrate
4. Develop
5. Retain



How long is the programme?

The maximum period of each engagement will be four months. Within that period, each participant will receive five days of support from our strategic partner, Grant Thornton, for advice and training on implementing the talent management tools and processes.

How much does it cost?

€2,750, covering five days of upskilling.

How to apply

Applicants from all sectors of the Irish seafood industry can avail of the Elevate Talent Integration Programme.

To apply to the programme please visit bim.ie/elevate and download the application form.

The application process is open from July 21st.

For more information:
Email: pat.oleary@bim.ie



