

Elevate – Talent Integration Programme

Project Outline:

A third-party provider is providing support and upskilling SME's in the recruitment process which has four stages:

- Stage 1 - Preparatory work involves outlining the key competencies of key roles, developing job descriptions, salary, target audience and how the company will approach the process.
- Stage 2 - Attraction and selection, advertising plan, interview process, screening and selection.
- Stage 3 - The offer, package details are discussed, legal process is concluded, unsuccessful candidates informed.
- Stage 4 - Induction or onboarding stage.

The process can be followed for roles from entry to senior management. Participating companies nominate an internal staff member for upskilling to build the HR function. A diagnostic session between the participant company, BIM and third party provider will take place before the upskilling element of the programme commences and an evaluation of the programme at the conclusion.

At this stage follow-on HR advisory and support services may be offered to industry participants on the programme to ensure best practice. Participants can apply through BIM for 50% grant for undertaking the programme.

Project Objectives:

The objective of this programme is to assist participating companies develop the skills and templates of how to recruit, develop and retain new and existing staff, enabling a more professional and stable workforce, to support company growth. By building the skillset of SMEs, the industry is better positioned to attract talent to enable their companies to develop structures to become more efficient and competitive.

Expected Benefits:

- Upskilling of SMEs in recruitment and retention.
- Access to expertise and resources of a third-party professional provider.
- Optimising industry capability to attract talent.
- Increase retention levels in the industry.
- Provide support and advice to industry.

Projected Cost: €35,000