

BIM EMFAF Work Programme Project Report 2022

BENEFICIARY:	Bord Iascaigh Mhara
PROJECT REFERENCE NUMBER:	22/STS/SDS-BG008-BR043
NAME OF PROJECT:	Elevate – Talent Integration Programme
IMPLEMENTATION PERIOD:	1st January to 31st December 2022

Project Scope

Within the seafood industry many businesses do not have a dedicated human resources function. Therefore, when companies are growing and there is a need to recruit additional human resources, it has been identified that the process of recruitment and staff development can lack the required planning and structure.

The BIM Talent Integration Programme offers industry the opportunity to develop their inhouse skills of recruitment, induction programme development, staff retention and skills development of new talent into their seafood businesses. Partnering with a third-party provider, industry clients build their capabilities and become more competitive in attracting and keeping talent in the seafood industry.

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, enable a more professional and stable workforce and support company growth.

By building the skillset of SME's, the seafood industry is better positioned to attract talent to enable their companies to develop structures to become more efficient and competitive. Developing a comprehensive induction programme leads to higher levels of retention and enhances the reputation of the seafood industry as an attractive career option for emerging talent.

Outcomes

Three seafood companies from the shellfish and processing sectors participated and completed the Talent Integration Programme in 2022. On conclusion of the programme, participants had clear processes and structures in place to identify and attract talent, hiring and integration, talent development and integration into their respective companies.



Summary of Project Spend

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Total Approved Costs	€13,530
Total Eligible Expenditure	€13,530
EMFAF Eligible Expenditure	€6,765
Exchequer	€6,765

Report by: Pat O'Leary

Date: January 2023



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Government of Ireland



Arna chomhchistiú ag
an Aontas Eorpach

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