



SKILLNETS CONFERENCE 2004

Learning Our Way to the Top

Acquiring new business skills and competencies for a leading edge economy

Royal Hospital Kilmainham, Dublin

Wednesday 29th September 2004

9.00 am - 1.15 pm

Concluding with Lunch

**Skillnets**

Arrow Skillnet • Associated Food Producers & Suppliers (AFPS) Skillnet • Bakers & Confectioners (FCBA) Skillnet • Bizwest Skillnet • Border Midlands East (BME) Skillnet • Blacksmiths Skillnet • Brewing Skillnet • Carlow Kilkenny Training Skillnet • CAT Net Skillnet • Ceramnet Skillnet • CIF West Skillnet • Consumer Food SME Skillnet • Craft Butchers Skillnet • CREST Skillnet • Designers Training Skillnet • Digital Forum Skillnet • Enterprise Partnership (SIPTU College) Skillnet • FICTA Skillnet • First Polymer Training Skillnet • Fresh Produce Skillnet • Galway Executive Skillnet • Gréasán na Mean Skillnet • Hospitality Management Skillnet • Hotbed Skillnet • HPI Skillnet • IASC Skillnet • IBEC Retail Skillnet • IFA Skillnet • Leisure & Amenity Skillnet • Institute of Packaging (IOP) Skillnet • Irish Fashion Industry Federation (IFIF) Skillnet • IIFANet Skillnet • Irish Software Association (ISA) Skillnet • ISME Owner Manager Skillnet • ITAG Skillnet • Learning Waves Skillnet • Mallow Chamber Skillnet • Medical Devices (IMDA) Skillnet • MIDAS Skillnet • National Partnership Training Skillnet • National Engineering Training (NETS) Skillnet • North Mayo Skillnet • North West Regional Food Skillnet • Northside Business Skillnet • Plato Ireland Skillnet • Refrigeration Technology Skillnet • Renewable Energy Skillnet • SLM Food & Beverage Skillnet • South East Micro Skillnet • Southern Corridor Skillnet • Southern Regional Management Development Skillnet • TsunaMat Skillnet • Waterford Chamber Skillnet • Western Credit Union Skillnet • Western Organic Network (WON) Skillnet • Westmeath Manufacturing Skillnet

Learning Our Way to the Top

Acquiring new business skills and competencies for a leading edge economy

The changing landscape of global business is bringing skills needs to the forefront of the Irish competitiveness agenda. Vulnerable sectors, emerging technologies, and the knowledge-based economy all lead to the need for upgrading skills, acquiring new skills, and expanding skills portfolios.

This gives rise to many challenging questions for enterprises and individuals. As an employer, what are the skill sets that will be key to my business in the future? What are the new skills? How does my business continue to be a learning organisation, constantly acquiring new knowledge and capability to stay ahead of the competition? As an employee, how can I remain valued by my employer and keep my skills relevant for today and tomorrow?

Over the last few years Skillnets has been working with over 4,000 enterprises within Training Networks across diverse sectors and at regional level. The enterprise-led solutions that have emerged are creating business impact by improving skills and competitiveness. In the context of the recently published Enterprise Strategy Group Report, the 2004 Skillnets conference will explore the key competencies of today and tomorrow, illustrate the way that enterprises are addressing the issues, share ideas and best practice and hear from leading thinkers in the field.

Who Can Attend?

The conference is open to companies, managers, staff, network promoters, HR practitioners, business associations, trade unions, enterprise agencies, policy-makers, educationalists, training and development advisors and all those interested in this area.

The conference will also provide examples of a range of innovative programmes and approaches being developed across 56 Skillnet Training Networks.

Our honoured guest and keynote speaker at this year's conference is:

Mary McAleese
President of Ireland



Conference Programme

8.30	Registration
9.00 sharp	Welcome Domhnall Mac Domhnaill, <i>Chairman - Skillnets Ltd. and Managing Director - True Temper</i>
9.05	Realising Potential through Business Networks <i>Maire Hunt, CEO - Skillnets Ltd.</i>
9.20	Shaping Irish Policy on Skills & Competitiveness <i>Eoin O'Driscoll, Chairman - FORFAS & Chairman - Enterprise Strategy Group</i>
9.40	Gaining A Competitive Edge through Learning <i>Terry Hughes, HR Manager, Pat the Baker</i>
10.00	New Skills: New Opportunities <i>Evelyn O'Toole, MD, Complete Laboratory Solutions</i>
10.20	Questions & Answers
10.30	Break
11.00 sharp	Keynote Speech <i>Mary McAleese, President of Ireland</i>
11.15	Response <i>Domhnall Mac Domhnaill, Chairman - Skillnets Ltd.</i>

11.20	Parallel Sessions Session 1: Upskilling: Basics & Beyond Getting the foundations right Session 2: Cross-Skilling: Broadening Your Range Keeping pace with changing times Session 3: Creating Capable Leaders Providing effective management and leadership
12.20	Panel Discussion <i>Questions & Answers Session</i> Chair: David McWilliams, <i>Economist & Broadcaster</i> <i>Anne Heraty, Chief Executive, CPL Resources & Chairperson, Expert Group on Future Skills Needs</i> <i>Brendan McGinty, Director, Industrial Relations and Human Resources, IBEC</i> <i>Peter McCabe, Director of Safety, Business & Manpower Development, Construction Industry Federation</i> <i>Lucy Fallon-Byrne, Director, National Centre for Partnership & Performance</i> <i>Seán Ó Foghlú, Chief Executive, National Qualifications Authority of Ireland</i>
13.00	Closing Address <i>Frank Fahey TD, Minister for Labour Affairs</i>
13.15	Lunch

Registration Form Fax Back 01 2079631

To book your place at the Conference, please return this form by post or fax before **Friday 24th September**.
Or alternatively you can book on-line at www.skillnets.com

Name	<input type="text"/>	Title	<input type="text"/>
Company/Organisation	<input type="text"/>	Network Name (if applicable)	<input type="text"/>
Address	<input type="text"/>		
	<input type="text"/>		
Tel No	<input type="text"/>	Fax No	<input type="text"/>
E-Mail	<input type="text"/>		

Please tick just one box to indicate which parallel session you will attend:

- Upskilling: Basics & Beyond
 Cross-skilling: Broadening Your Range
 Creating Capable Leaders
 I will take Lunch
 I will not take Lunch (please tick one box, lunch served 1.15-2p.m.)

EARLY BOOKING IS ADVISED AS PLACES ARE LIMITED

Parallel Sessions

Session 1:

Upskilling: Basics & Beyond Getting the foundations right

Chair: Peter Rigney, Industrial Liaison Officer, Irish Congress of Trade Unions

To achieve maximum productivity in business, employers must ensure that learning is both accessible and applied across all levels of the organisation. This session focuses on how enterprises can develop a deep-rooted learning culture by putting solid foundations in place from the start. It features three case studies from current Skillnets Training Networks who are each employing a bottom-up approach to upskilling by prioritising basic skills. It not only examines how practical solutions can be implemented, but also considers the wider benefits of upskilling such as the development of new career paths.

Case Studies:

Northside Business Skillnet

www.nbsl.ie
(small business)

SLM Skillnet

www.slmskillnet.com
(food & beverage)

IASC Skillnet

www.iasc.ie
(seafood sector)

Session 2:

Cross-Skilling: Broadening Your Range

Keeping pace with changing times

Chair: Henry Murdoch, Director, Skillnets Ltd.

The rapidly changing global business environment and the emergence of the knowledge economy demands that enterprises must constantly think ahead to remain competitive. New markets, changing consumer patterns, new technologies and legislation are all having a major impact on Irish business. This session focuses on three case studies from current Skillnets Training Networks across different regions and sectors, who are adapting to the changing environment by moving up the value chain and expanding the skills portfolios of individuals and teams. It explores how in-house expertise can be developed and how the creation of a more flexible and responsive workforce is improving overall competitiveness.

Case Studies:

National Engineering Training Skillnet

www.netskillnet.com
(manufacturing)

Fresh Produce Skillnet

(horticulture)

Refrigeration Technology Skillnet

www.refrigerationskillnet.ie
(engineering services)

Session 3:

Creating Capable Leaders

Providing effective management and leadership

Chair: John Dunne, Chief Executive, Chambers of Commerce of Ireland

With the emergence of the knowledge economy, managers must ensure that their organisations are pro-active and ready to seize new opportunities. This provides many challenges, including the anticipation of future skills needs, keeping employees motivated to improve and learn, and arranging the flexible delivery of learning programmes with minimum disruption. This session focuses on three case studies from current Skillnets Training Networks who are concentrating on developing modern management techniques and leadership styles in-company. It looks at examples of how managers are being re-skilled and empowered to get the best out of their staff through a process of continuous development.

Case Studies:

Hotbed Skillnet

www.hotbedskillnet.com
(micro-enterprise)

IFA Skillnet

www.ifaskillnet.ie
(agriculture)

ITAG Skillnet

www.itag.ie
(software / technology)

Skillnets Stakeholders



an roinn fiontar, trádála agus fostaíochta
department of enterprise, trade and employment



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Book on-line @ www.skillnets.com

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