Enterprise Ireland

#GlobalAmbition

Attracting & Retaining Talent Workshop

CONSCIA



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Why attend this workshop?

Recruiting and retaining talent in Ireland is becoming increasingly difficult. In a recent survey, **80%** of respondents reported having experienced skills shortages in the last year. In addition, **two out of every five** SMEs believe one of the biggest obstacles to growth was their lack of resources and training in how to attract the right staff. Enterprise Ireland has developed the Attracting & Retaining Talent workshops to support client companies in response to these challenges. We understand that, in order to become more innovative and flexible, companies must develop robust and sustainable recruitment and retention programmes.

Survey Sources:

CIPD (2017) HR Practices in Ireland & ISME (2016) SME Sector Recruitment Report

Who should apply?

The workshop is targeted at CEOs, HR Managers and other senior managers responsible for recruitment, employee development and engagement.

- SMEs and large companies can apply.

What will you learn?

The workshop will help you to develop a bespoke Employee Value Proposition (EVP) for your company. This will enable you to:

- Build a structured and robust talent management process to attract the right talent for your business.
- Identify, implement and manage an appropriate recruitment strategy.
- Engage the right talent and compete effectively for skills.
- Retain key talent in your business.

Workshop Overview

The workshop will run throughout the year, and **will take place in person**



Workshop Outcomes

At the end of the workshop and follow-up session **you will be able to:**

- Develop an Employee Value Proposition for your business.
- Use a variety of communication methods and tools to reach prospective candidates.
- Develop clear job descriptions with key role responsibilities, deliverables and competencies.
- Screen and assess candidate fit for role.
- Put in place appropriate initiatives to engage employees across the business.

Our Partner

CONSCIA

The workshop will be delivered by Conscia – a specialist recruitment and talent management agency focused on supporting companies to attract, retain and engage the best talent. The Conscia team led by Ryan Williams and Graham Morris combine over 50 years' experience helping companies understand, build and deploy winning Employer Value Propositions across Irish, European and Global markets.

Fees – €300 per company

The programme fee has been grant-aided by Enterprise Ireland. Up to three participants per company may attend for this programme fee. Please note that participation in each workshop is limited to 12 companies.

How to Apply

The workshop will run throughout the year, and will be run online. If you are interested, please visit www.enterprise-ireland.com/Talent for dates. Alternatively, please contact your Client Advisor for further details.

Programme Team

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