

'EXPLORE'

Business

Employee

Resilience

- Improved Productivity
 - Skills Development
 - Improved LifeLong Learning participation
 - More innovation
- More confidence in learning
 - Improved digital skills
 - Improved morale
 - Coping with change



If you are interested Please contact:

The initiative has a number of components, namely:

1. Assessment of Individual skills and development of individual learning plans
2. Skills development – using digital technologies
3. Exposure to new ideas through study visits
4. Addressing individual health & wellbeing.
5. Developing a Company Specific project that will add value to the Workplace

Benefits:

The benefits to participants will include:

1. Receive 4 days tuition
2. Receive one to one coaching and mentoring as well as a personal development plan
3. Have engaged in two projects that aim to enhance their skills at work including digital skills
4. Benefit from professional health & wellbeing advice
5. Be provided with learning materials
6. Experience site visits to other employers or to centres of excellence
7. Have enhanced access to the range of relevant training available from their local ETB
8. Receive a certificate of completion.

**Education & Training Boards
In conjunction with**



The 'EXPLORE' Initiative Supporting employees in industry

The EXPLORE Initiative will assist persons who have been in employment for some time and wish to pursue further training in digital skills.



Programme Aim is to address

- The low level of Life Long Learning in the Irish workforce especially amongst persons over 35 years in manufacturing employment
- Technological advancements that are changing the world of work
- The risk of employees' current skills becoming obsolete
- A need for workplace innovation and increased productivity

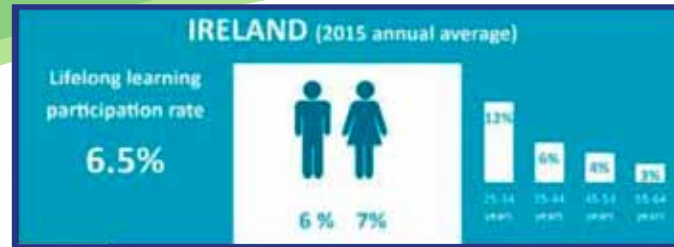
Programme Outline

- Six week part time (mix of onsite & offsite engagement).
- Voluntary participation. 2- 4 employees per company.
- External facilitator from ETB will work with participants.
- Exploring individual skillset and developing a personal development plan.
- Tuition on digital skills, digital tablet provided
- Company Project & Persona Project
- Module on health & wellbeing
- External site visit(s) relevant to employment

COST

The initiative is 100% funded by the Department of Education & Skills.

Employers will commit to allowing employees time to participate on the initiative during working hours. Three days onsite (spread over a number of weeks) and three days offsite



Benefits to the Company

On successful completion, the project will:

- Demonstrate an improvement in digital skills for participants that will impact on the number of mature learners in the Irish workforce, at operative level in Manufacturing who engage in lifelong learning.
- Demonstrate that the EXPLORE initiative has effectively engaged with the target audience, where other programmes have not
- Be rated by employers as having significantly reduced the risk for participating employees of skills obsolescence
- Provide an insight to participants to technological advancements that will change the world of work
- Deliver a project that will have a measurable benefit
- Have a positive impact upon individual health & wellbeing according to participants and have a positive impact on the company's approach to health & wellbeing according to the employers

Method of Delivery/Format of Delivery

WEEK 1

1 – 2 days workshops covering:

- Introductory digital skills using digital tablets
- Identification of individual projects. A personal project to improve a skill or a hobby
- Mapping of individual skills sets.

Week 2/3

Individual coaching session 1-2 hours on site in companies with each participant in order to:

- Follow-on from initial workshop
- Assist with individual project
- Explore potential work based / company project.
- Facilitator will deliver an individual (confidential) report to employees on opportunities to develop skills.

Week 3/4

Each Programme will include flexible modules in the EXPLORE initiative during weeks three and four. A selection of these flexible modules will be offered to participants at the one-one coaching sessions and may include:

- External visits
- University / IoT / Centre of Excellence site visit
- Health and Wellbeing.

Week 5/6

Second 1 – 2 day workshop:

- Further develop digital skills
- Expand on work /company based projects
- Presentation skills
- Discussion / presentation to employers on work based / company projects.

On completion of the EXPLORE initiative successful participants will be awarded with a certificate of completion.