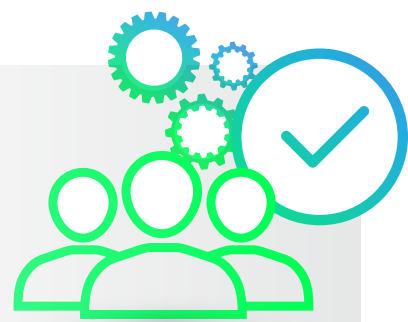


TRAINING GRANT CLIENT GUIDE



IDA Ireland sees investment in talent through employee training and development by client companies as central to their ability to grow and future proof their business.

It is envisaged that companies availing of training grants will implement plans that:

- ✓ Uplift the skills capability across the entire organisation.
- ✓ Increase the company's productivity, resilience and innovative capacity.
- ✓ Provide the company with the talent to take advantage of emerging technologies and business models.
- ✓ Enhance the company's competitiveness and enable them to win new investment and/or functions for the Irish site.
- ✓ Increase the national pool of highly skilled, high value talent and prepare employees for the future of work.

IDA Ireland identifies four priority areas of focus for building skills and capability



Digitisation

Data analytics, IoT, Robotics, AI, Cloud Computing skills, Machine Learning or Modelling Skills, Big Data Management.



Innovation

Management skills for leadership and for identifying insights and opportunities, creation of ideas, developing and validating concepts and new solutions to realise value.



Sustainability & Climate Action

Understanding environmental risks and opportunities, reducing carbon emissions, enhancing resource efficiency and management, pollution prevention, control and legislation.



Organisational Agility & Resilience

Skills to lead with digital, remote and distributed team building, change management, developing future leaders, high performing teams, team resilience and performance embedding cultural change; transversal skills.

Applying for Training Grant Support

- ✓ Discuss the strategic challenges of the site with your IDA Ireland Project Executive (PE).
- ✓ Undertake the Innovation Scorecard - your IDA Ireland Project Executive (PE) will provide access. Discuss Scorecard results and strategic challenges with PE. They will then advise if training grant support is the appropriate response.
- ✓ PE issues training grant application to client. Client completes Part I Business Plan and returns to PE.
- ✓ The PE and IDA team then assess eligibility for grant support of up to 50% with a maximum grant of €2m and the client completes Part II of the training application. A third party Skills Needs Assessment is available to support clients identify training needs.
- ✓ External training assessor reviews the plan for scale, scope, ambition and impact including the four IDA Ireland priority areas listed earlier.
- ✓ PE brings the training plan proposal to IDA Investment Committee for approval (meetings occur on a monthly basis).

Eligibility for Training Grant Support

- ✓ Training support is provided for existing employees.
- ✓ Training for newly recruited staff is eligible but must be specific up-skilling required that could not be recruited in the market place.
- ✓ Training grants cannot be awarded for training required to comply with national mandatory standards.

Eligible costs

- ✓ Trainees' salaries and overheads.
- ✓ Trainer's salary and indirect costs for training hours.
- ✓ Cost directly related to the training delivered such as traveling expenses, supplies for example.

The Assessment of a Training Grant submission considers the following:



Level of scale, scope, improvement and uplift in capability that is likely to occur.



How rigorous the client performance output is.



How clearly the company can outline the expected business outcomes resulting from the investment.



A Company's ability to change and grow in key areas such as strategy, people, performance, processes, technology, innovation and environment.

For further information contact your Project Executive or a member of the IDA Team.

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