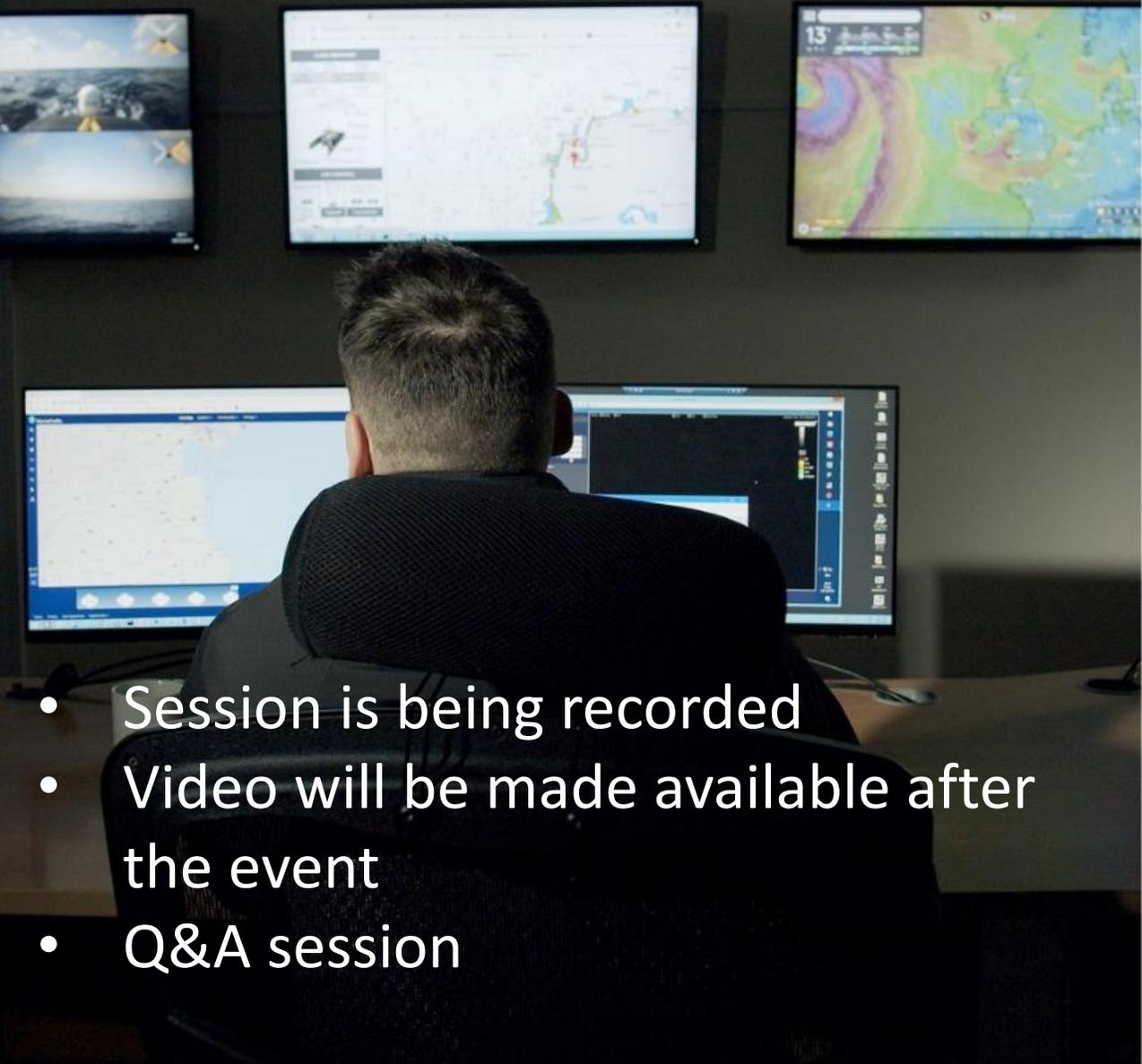


# IRELAND'S BLUE EDGE.



- Session is being recorded
- Video will be made available after the event
- Q&A session



## BLUE SKILLS AND TRAINING IN IRELAND'S MARINE & MARITIME INDUSTRY

### Agenda

**12:00**

#### Welcome & MIIN Progress

Liam Curran - Enterprise Ireland

**12:05 - 12:50**

#### Marine Industry Recruitment - Engaging Early

Rory McGuire - Flagship Management

#### Green Skills for Offshore Wind

Mark Ruane - Green Tech Skillnet

#### Marine Traineeships in the Donegal Region

Karl Bonner - Killybegs Marine Cluster/ATU

#### Questions & Answers

**12:50 - 13:00**

#### MIIN Training Providers & Wrap-Up

Liam Curran - Enterprise Ireland

#MIINEvent

# Our next MIIN in person event



**Save the Date:**  
**23<sup>rd</sup> November**

**Location:**  
Rosslare Ferry Terminal, Wexford

**Topic:**  
Marine industry in South East  
region  
Offshore Wind developments





**Send us your news items** - We are happy to promote your marine news, events, etc.



We can also feature your **marine job vacancies** on our news section. Filter by 'marine jobs'



Do you want to feature in our **Social Media Spotlight Series**? Get in touch.



[miin@bluewisemarine.ie](mailto:miin@bluewisemarine.ie)



Marine Ireland Industry Network (MIIN)

810 followers

2mo • 🔒

On our final installment of this month's [#MIINMemberSpotlight](#) we hear what Ennis Safety wear has to offer, and how it's quickly becoming the one stop shop for PPE and workwear in Ireland.

Click [👉](#) to read more about Ennis Safety Wear and how you can get in touch

<https://lnkd.in/gKnCN-i2>

[#MIINMemberSpotlight](#) [#MIINMember](#) [#MIIN](#)



FLAGSHIP MARITIME CONSULTANTS LTD

# MARINE RECRUITMENT- ENGAGING EARLY

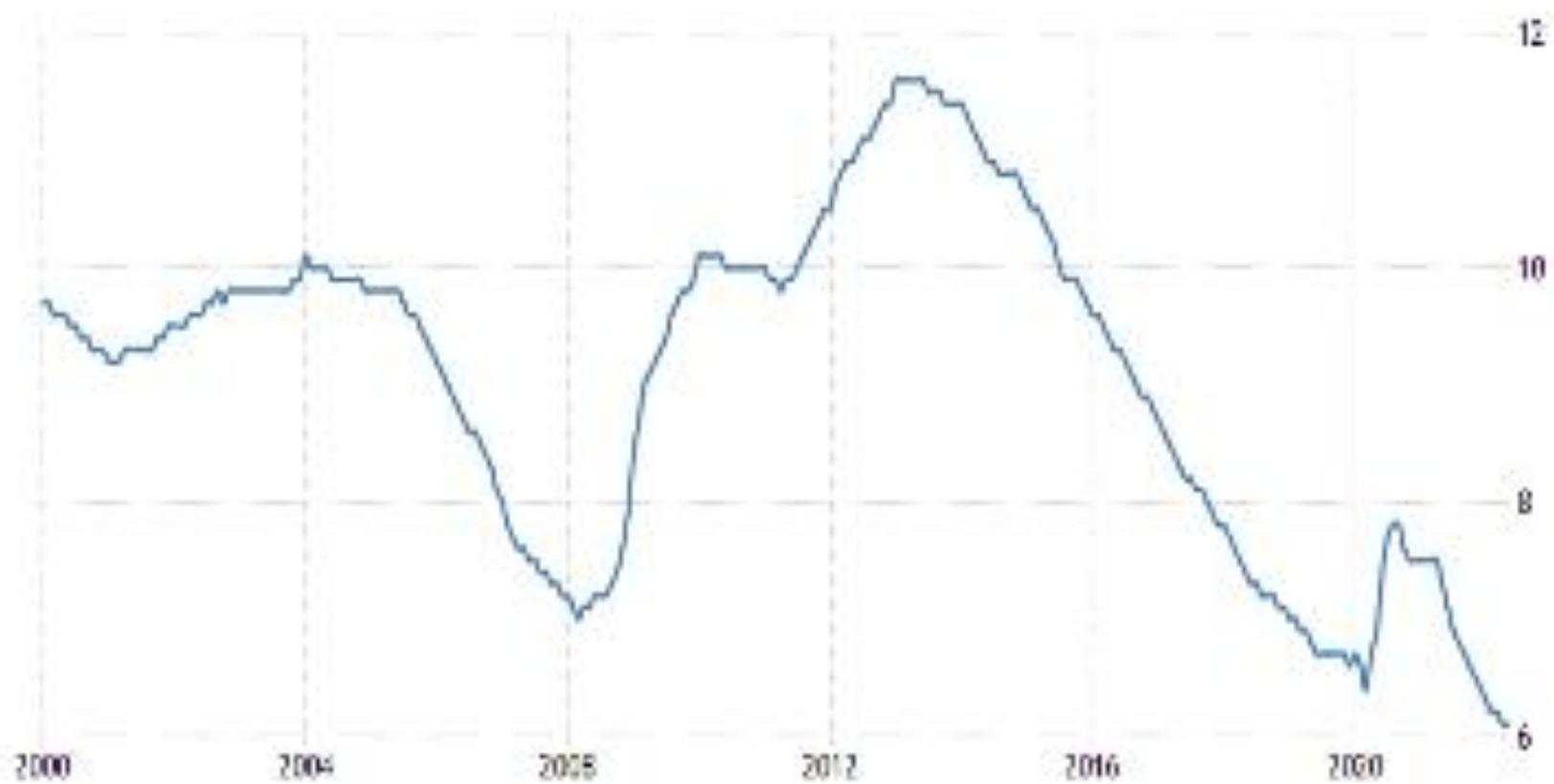
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August 30th, 2022

# Context

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- Unprecedented economic and political uncertainty and rapidly changing conditions.
- Profile of the marine industry

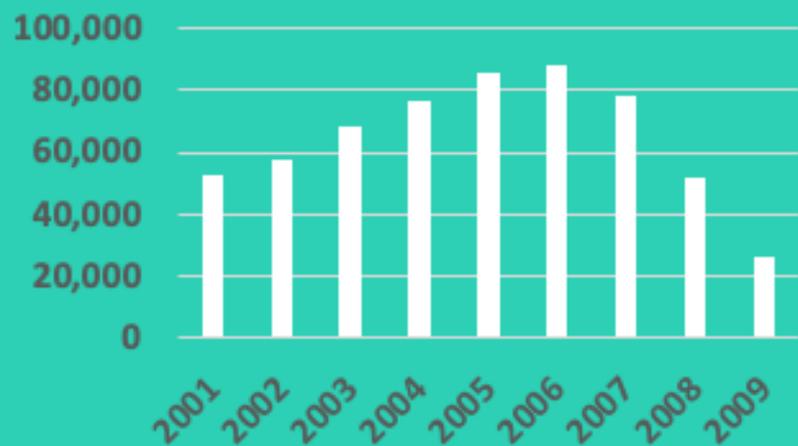


# Context

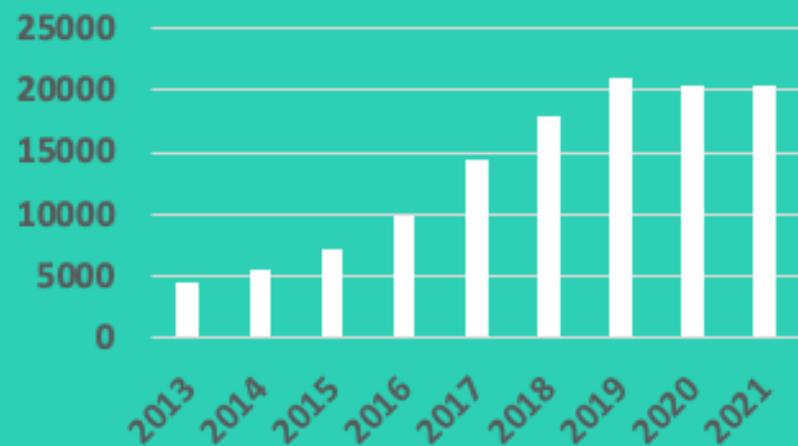
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- Consolidation new Technical Universities.
- Constraints on the mobility of students.
- Demands of MIIN members for appropriate skills hitherto underserved in Ireland.
- Competition between multinationals versus Irish SMEs.
- Profile of the marine industry- HEI offices

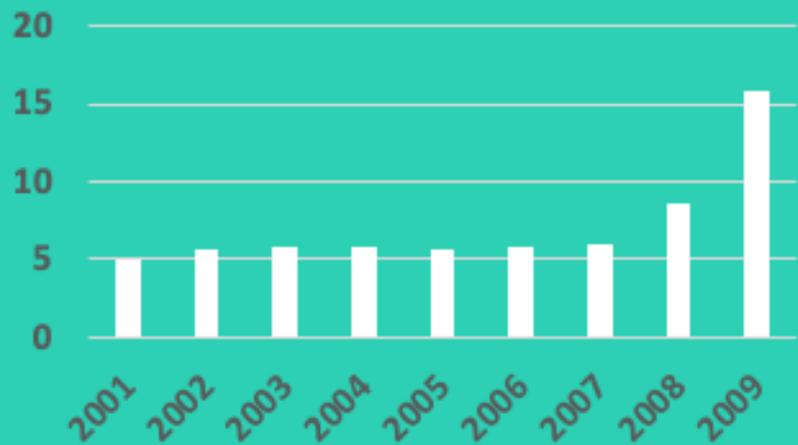
### Number of New Dwellings 2001-2009



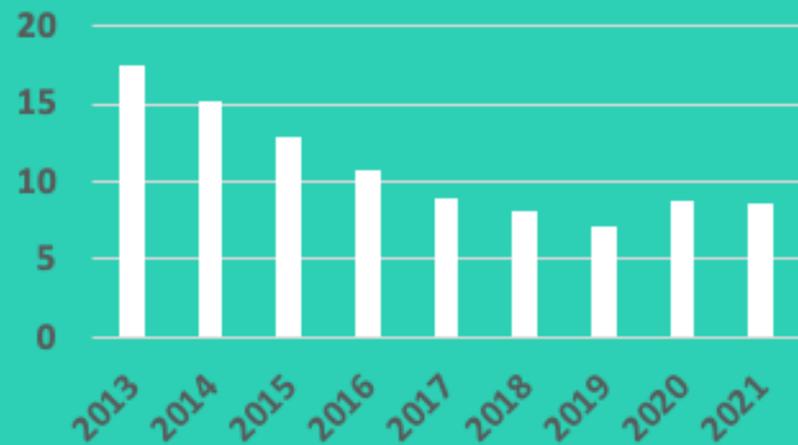
### Number of New Dwellings 2013-2021



### Rate of Unemployment 2001-2009



### Rate of Unemployment 2013-2021



# Consultations

---

- HEIs are always willing to engage with prospective employers.
- Employer demand is greater than supply at almost all HEIs.
- STEM subjects and business courses are in exceptionally high demand.
- Minimum wage is now a minimum expectation.
- Multinationals have an advantage.
- Students choose on the basis of interest & conditions.
- 60% of MIIN members are either micro-enterprises or SMEs.
- Many already engaged in WP and paying minimum wage.



# Potential actions

---

- MIIN membership engaging directly with HEIs placement offices.
- MIIN members engaging with the student population at all levels either directly or by supporting private educational firms.
- Wider engagement opportunities by MIIN as an organisation.

Green  
Tech

Skillnet

# Skills for Offshore Wind

Green Tech Skillnet

30/08/2022



# Green Tech Skillnet Objectives

- Skills Research
  - Workforce Design: New Skill Development
  - Workforce Development:
    - Impactful Training
    - Unemployed Development Programmes
  - Industry Events & Networking Events
  - Promotional/Educational Materials
  - Green Tech Skills Advocacy
  - Strategic Partnerships to increase reach and influence
-

Representing all aspects of onshore and offshore wind and other clean, green technologies.

- Wind farm developers
- Turbine manufacturers
- Construction companies
- Planning consultancies
- Supply companies
- Accountants
- Insurance
- Consultancy
- Legal firms
- Banks
- Small local businesses



# Bespoke Courses

- Offshore Consenting & Development - GDG
  - Maritime Area Planning Bill (Act), 2021 – An Overview
  - Project Management in the Energy Sector
  - Introduction to Green Hydrogen
  - Overview of Wind (Intro to Wind)
  - Asset Management in the Wind Sector - A foundation course
  - Review of International Grid Connection approaches and best practices for Ireland
  - I-SEM Redispatch And Compensation: Constraints And Curtailment
  - Clean Energy Package Article 13 EU/2019/943: Treatment and Compensation of Renewables for Constraint and Curtailment
  - Shaping our Electricity Future
  - ECP-2 Connection Process in Ireland
  - Webinar on Access to Information on the Environment (AIE) Requests
-

# Sustainability Courses

- Sustainability strategies Intermediate
  - Carbon Footprinting
  - Circular Economy
  - Sustainability and ESG Reporting
  - Design Thinking applied to Sustainability
  - Sustainability Masterclass
-

# Other Green Technology Courses

- Electrification of Heat series
  - Introduction to Energy Storage
  - Energy Storage Safety Training
  - QQI Level 6 Micro Solar Photovoltaic Systems Implementation
  - Electrical Installation and Commissioning of Micro Generators
  - District Heating: Energy Efficiency for Urban Areas
  - Domestic BER Course
  - Heat Pump Installer
  - Data Centres In Ireland
-

# Health and Safety Courses

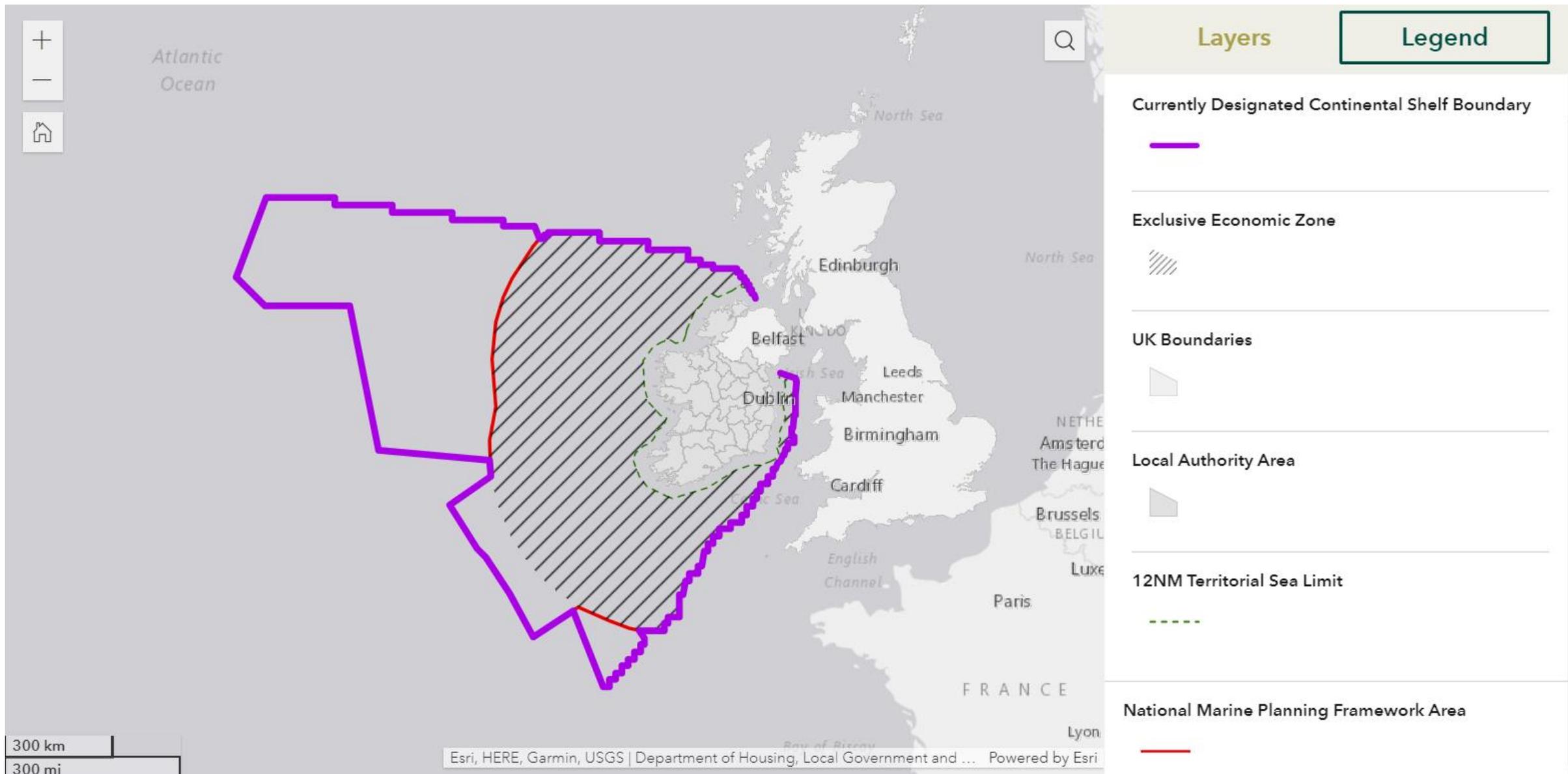
- 4x4 Off-Road Training
  - GWO Suite
  - Health & Safety Webinar
  - LV Isolation/LOTO
  - Managing Health and Safety in Construction PSCS
  - Permit to Work Training
  - Wind Turbine Safety Rules
  - IOSH Managing Safely for Wind Power
  - IOSH Managing Safely for Wind Power - Refresher
  - IOSH Project Supervisor Design Process (PSDP)
-

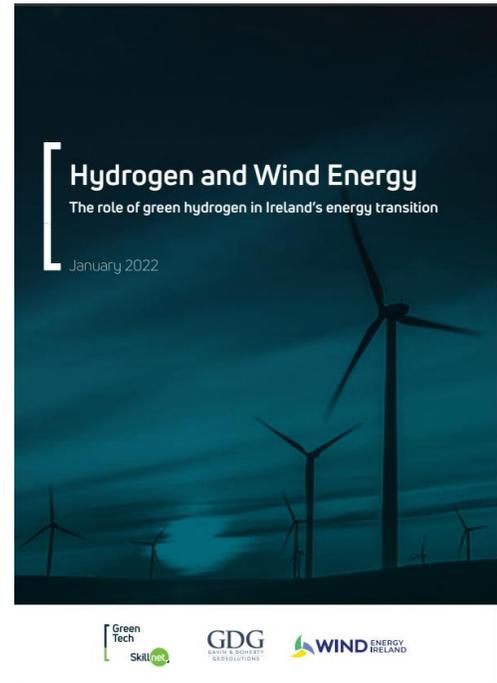
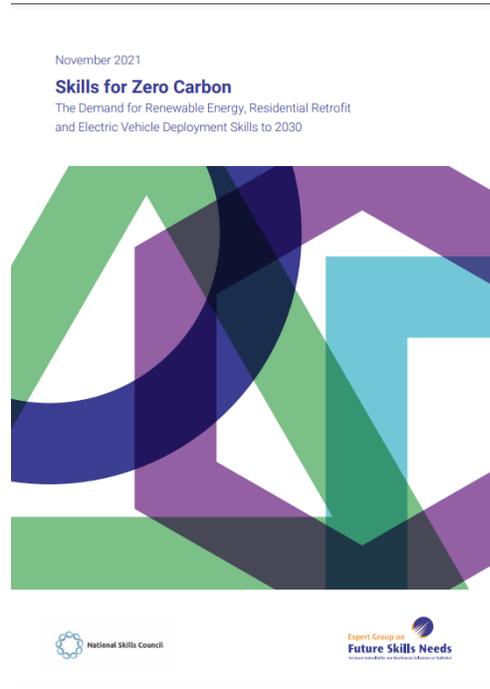
# Research support and launch seminars

- Achieving Zero: A Plan for Zero Carbon Electricity in Northern Ireland
  - Clean Energy Package - Review and Risk Assessment
  - Future Market Design Options For High RES-E
  - Improving revenue certainty for RESS
  - Negative Pricing and Energy Balancing for RESS Workshop
  - Zero-Carbon Electricity Plan for Ireland
  - Energy Storage Use Cases
-

# General Courses

- Social Media Training
  - Revenue Storm Training
  - MS Excel (Intermediate) and Word
  - Time Management Training
  - Mental Health Champion Training
  - Mental Health Training
  - Resilience and Wellbeing Workshop
  - Cyber Security Training Fundamentals
  - Finance for Non-Financial Managers
-





March 2020

March 2021

November 2021

January 2022

# Identifying the jobs/skills needed from 0 to? Offshore

## Decommissioning

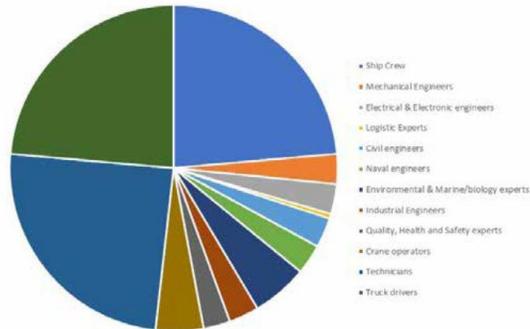


Figure 24: Skills breakdown within Decommissioning<sup>62</sup>

## Procurement & Manufacturing

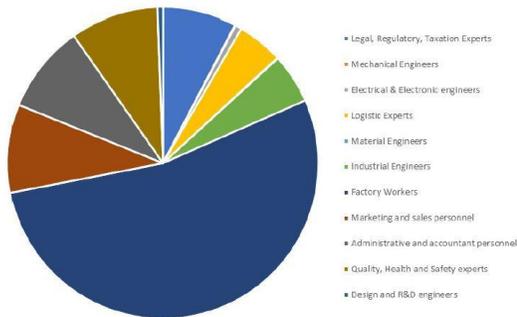


Figure 21: Skills breakdown within Procurement and Manufacturing<sup>60</sup>

## Development and Consent

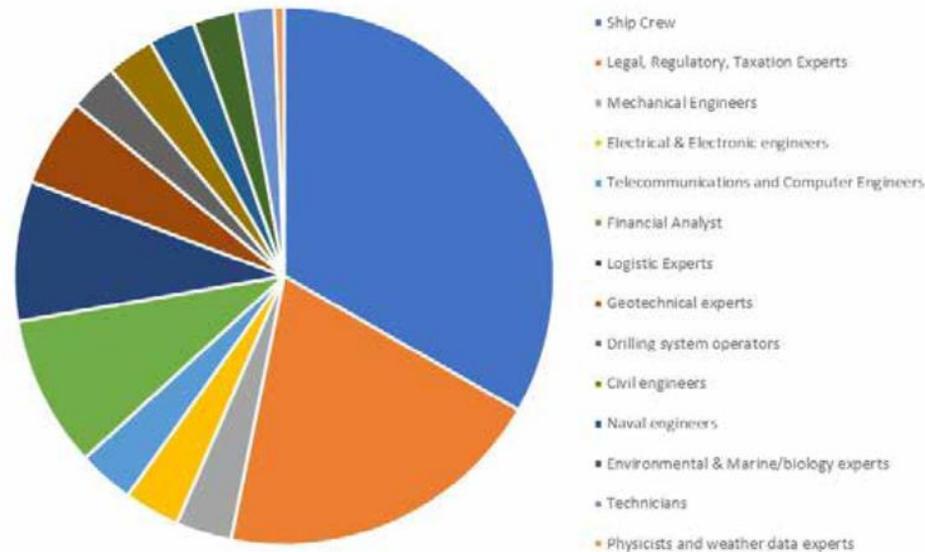


Figure 20: Skills breakdown within Development and Consent<sup>59</sup>

## Installation and Commissioning

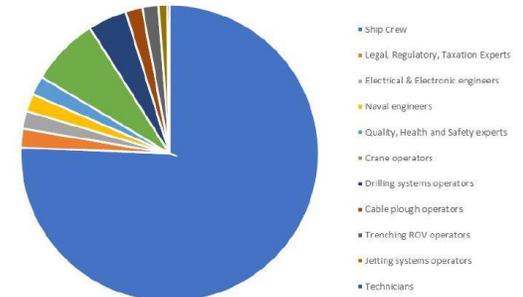


Figure 22: Skills breakdown within Installation and Commissioning<sup>61</sup>

## Operation and Maintenance

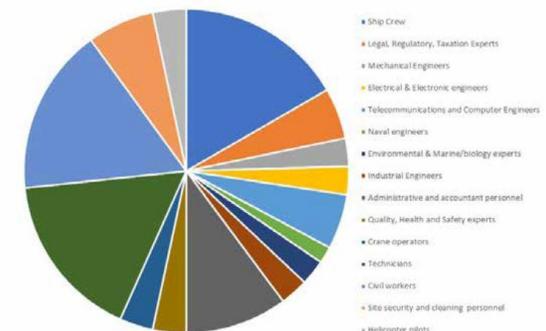


Figure 23: Skills breakdown within Operation and Maintenance<sup>62</sup>

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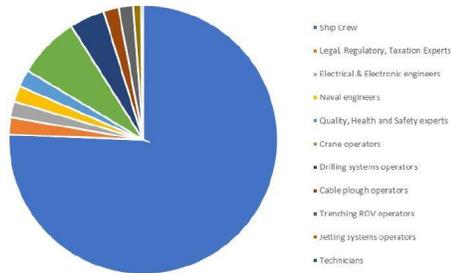


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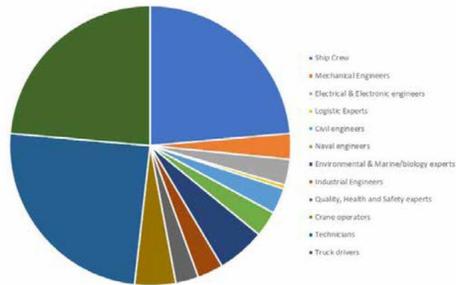


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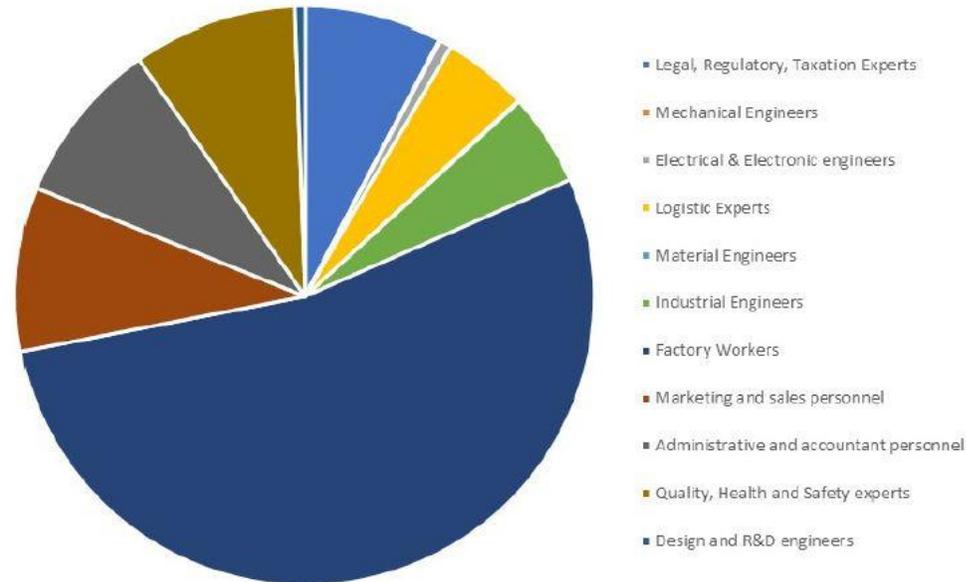


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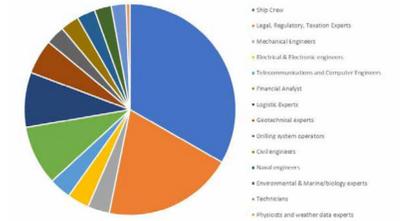


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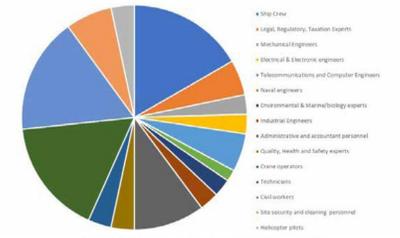


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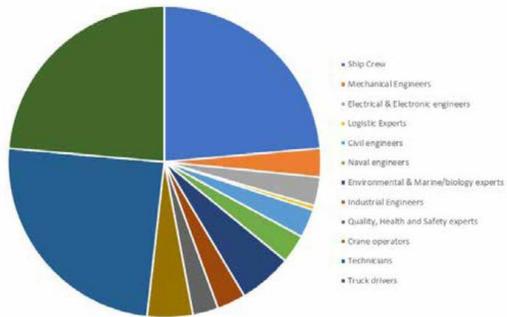


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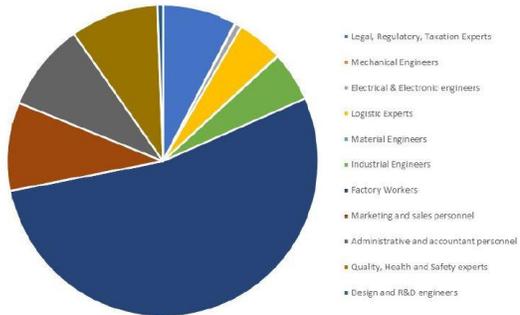


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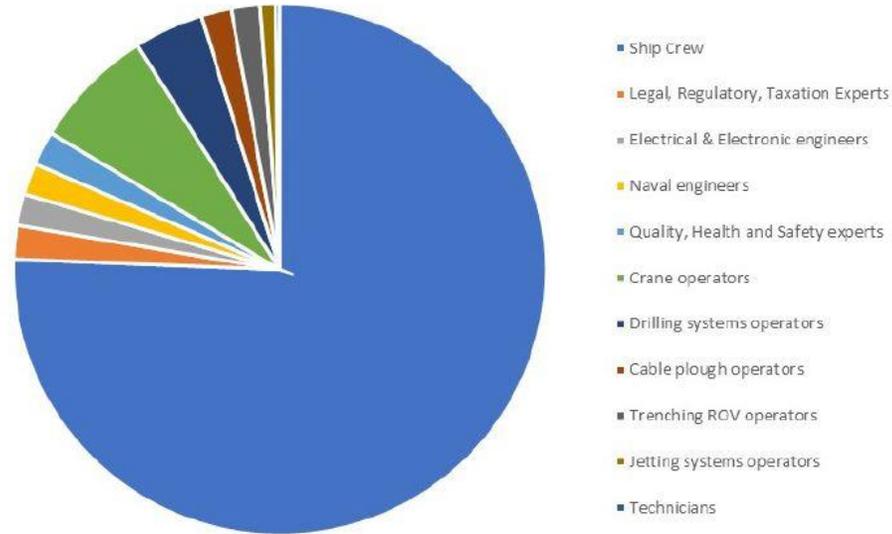


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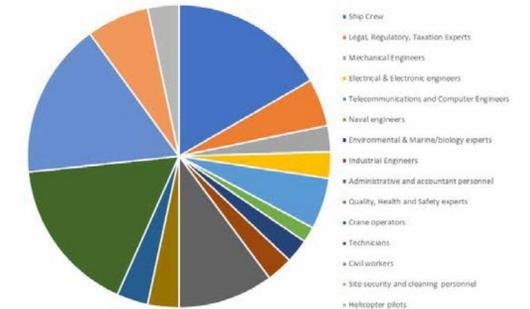


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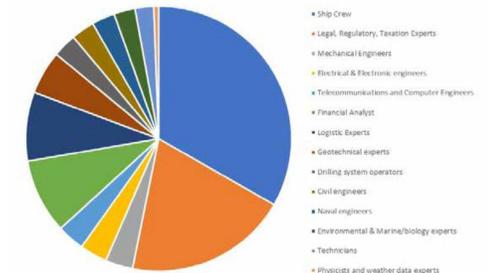


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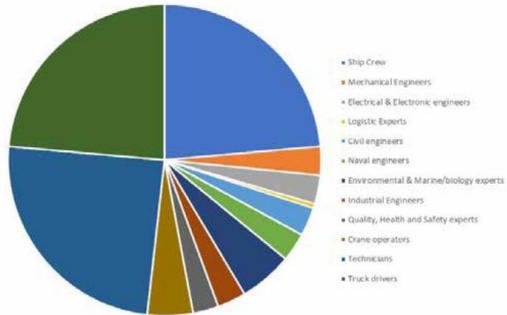


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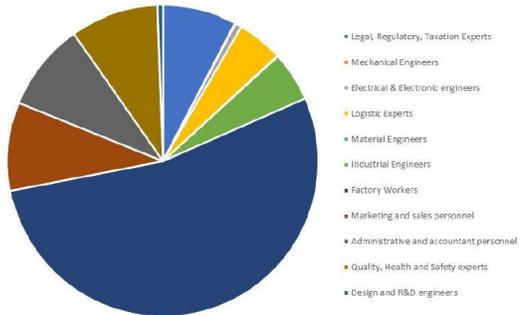


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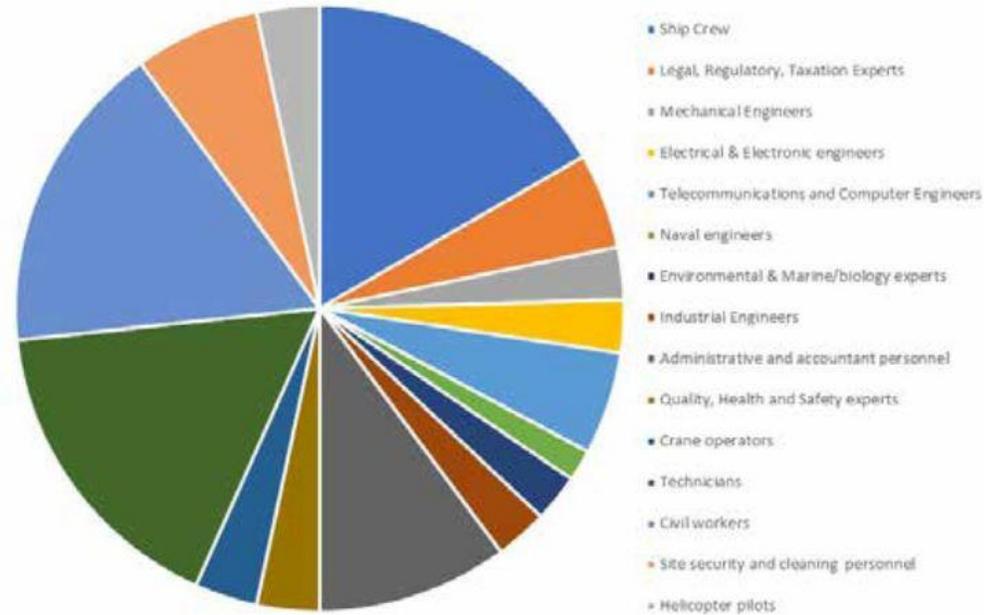


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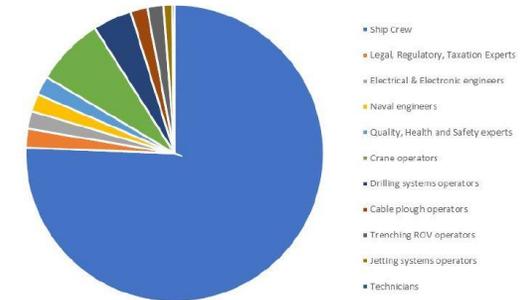


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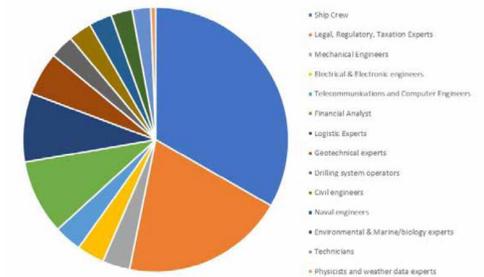


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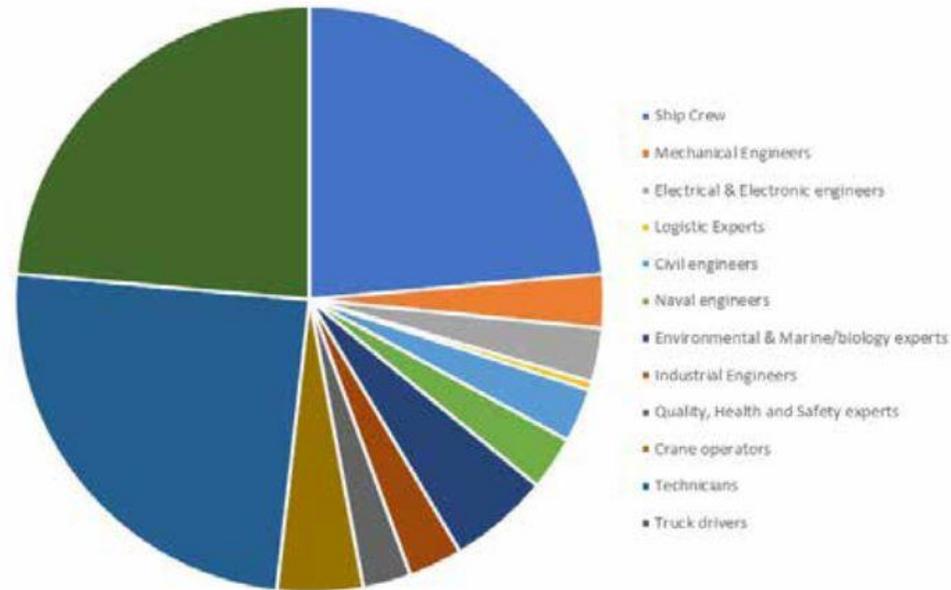


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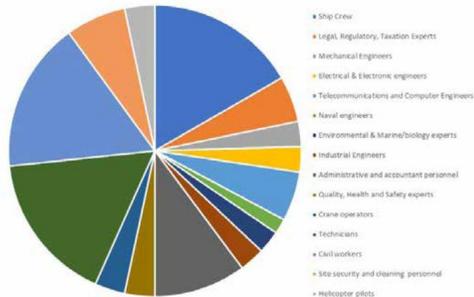


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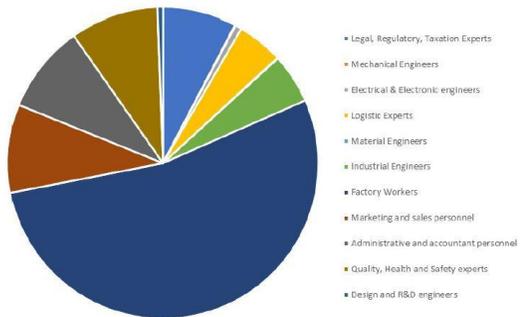


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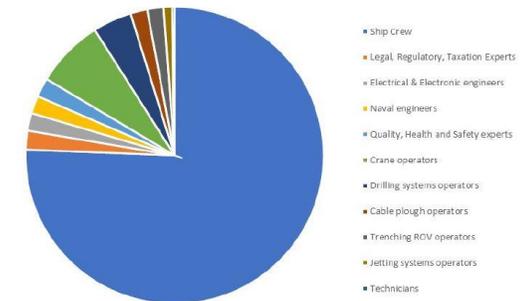


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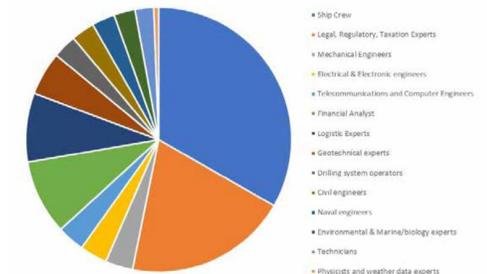


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**Table 6.5: Occupational entry requirements for Niche and Emerging Occupations**

	Occupation	Baseline Demand	Additional Labour Demand (by mid-decade)	Additional Labour Demand (by end-decade)	Total New Entrant Requirements (by mid-decade)	Total New Entrant Requirements (by end-decade)	Annual New Entrant Requirements (2021-2025)	Annual New Entrant Requirements (2026-2030)
ENERGY	Project Manager	75	6	0	12	13	2	0
	Marine Engineer	1	34	42	34	42	7	2
	Wind Turbine Technicians	378	207	486	235	552	47	63
	Solar Technicians	0	108	211	108	211	22	21
	Marine Equipment and ROV Operators	7	185	153	186	155	37	-6
	Ship Crew and Officers	32	1,314	1,195	1,390	1,372	278	-4
EVs	EV Technicians	48	445	2,400	449	2,408	90	392
RETROFIT	Retrofit Advisor/Salesperson	12	230	230	231	233	46	0
	Retrofit Engineer	84	1,576	1,576	1,582	1,591	316	2
	Heat Pump Installer	424	1,416	1,739	1,448	1,813	290	73
	Domestic Solar PV Installer	24	289	289	291	294	58	0
	Insulation Operatives	131	2,547	2,547	2,556	2,570	511	3

# Skills Connect Work In Wind



## Personal Development Coaching

CV Development & Competency Interviews

Workplace Resilience

Communication & Interpersonal Effectiveness

TTI Success Insights Engagement Assessment & Report which identifies Behavioural Preferences (DISC)

## Introduction to terminology and foundational understanding

Industry introduction to onshore and offshore wind

Lifecycle of a Wind Farm

Asset Management In the Wind Sector A Foundation Course

Seminar with industry experts

## Bespoke and in depth industry modules

Overview of electricity grid policy in Ireland

Overview of electricity market policy in Ireland

Overview of community engagement / public affairs in Ireland

Overview of Biodiversity and Environmental Management

Overview of planning systems for onshore and offshore in Ireland

## Work placement

Work placement with industry companies

# Skills Connect Wind Turbine Technician



## Personal Development Coaching

CV and Interview Skills

Resilience in the Workplace

Effective Communication

## Introduction to terminology and foundational understanding

Induction

Turbine Awareness Training

Lifecycle of a Wind Farm

Workshop with technicians working in the industry and industry experts

## Globally Recognised Certified Health & Safety Training

GWO Basic Safety Training (BST)

GWO Advanced Rescue, Hub, Spinner and Inside Blade Rescue (ART-H)

Wind Turbine Safety Rules (WTSR)

## Globally Recognised Certified Technician Training

GWO Basic Technical Training (BTT)

## Work placement

Work placement with industry companies



# Skills CONNECT

Reskilling Through Enterprise



Green Tech Skillnet is co-funded by Skillnet Ireland and network companies. Skillnet Ireland is funded from the National Training Fund through the Department of Further and Higher Education, Research, Innovation and Science.



An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta  
Department of Further and Higher Education, Research, Innovation and Science



# Green Tech Skillnet - Areas of activity

- Training
    - Up to 30% grant funded discount on course costs for member companies.
      - E.g. Technical Training course is run publicly.
      - It cost €1,000 per person to book
      - Green Tech Skillnet pay the trainer full price and invoice the member company €700; 70% of the cost.
    - 70% public vs 30% in-company (single company)
  - Future Training Skills
    - Grant funded research to develop courses to meet current or future skill gaps (up to 80% grant funding)
  - Research
    - Industry research with an reference to employment. (up to 100% grant funding)
    - Company Consultancy: 50% matched funding for skills analysis in company
  - Skills Connect - Training and Work placement for the unemployed
-



# Contact us

## Training Available

- Training Courses
    - [All Course \(greentechskillnet.com\)](http://greentechskillnet.com)
  - Programme for upskilling the unemployed
    - [Home \(gtsskillsconnect.ie\)](http://gtsskillsconnect.ie)
  - Contact Mark Ruane
    - [mark@windenergyireland.com](mailto:mark@windenergyireland.com)
    - +353 87 194 2261
-



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an Atlantaigh

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**KILLYBEGS**  
MARINE CLUSTER



An Roinn Talmhaíochta,  
Bia agus Mara  
Department of Agriculture,  
Food and the Marine



**Comhairle Contae  
Dhún na nGall**  
Donegal County Council

Difig Fiontair Áitiúil  
Local Enterprise Office

**Donegal**



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University

# About Killybegs Marine Cluster

- Killybegs Marine Cluster, is one of twelve clusters on the Island of Ireland and part of Enterprise Ireland's National Cluster Programme
- In collaboration with the Atlantic Technological University the Killybegs Marine Cluster is currently 100% funded under the Regional Technology Cluster Fund ([RTCF](#))
- Cluster Objectives



New Business  
Development &  
Internationalisation



Foster  
Talent &  
Skills



Research, Development  
& Innovation



Developing  
The Cluster  
Ecosystem



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Department of Agriculture,  
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**Donegal**



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## About Killybegs Marine Cluster

- The Killybegs blue economy currently comprises of seven blue economy marine sectors including Commercial Fishing (Base Industry), Fish Processing, Marine Engineering, Aquaculture, Renewable Energies, Offshore Marine Services and Marine Tourism
- The Killybegs Marine Cluster currently has 20 members across these sectors. Together, they have a combined annual turnover in excess of €300 million, while providing employment for more than 1,000 people within these blue economy industries
- Internationally focused with 95% of turnover generated from export markets



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Donegal County Council

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**Donegal**



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## Donegal ETB

- Killybegs Marine Cluster are working collaboratively with Industry and Donegal ETB to co-create Ireland's first bespoke Marine Engineering Traineeship
- Pilot programme targeting individuals who seek to work in a marine engineering environment and will role out in Q'4 2022
- Adopting a blend of Accredited & Non-Accredited Modules
- City & Guilds 2850-26 L2 Diploma in Engineering – Fabrication and Welding Technology (600/0881/7)
- ILM 8600-21 L3 Certificate in Leadership & Management
- ICS Skills – ICDL Spreadsheets, Documents, Online Essentials & Computer Essentials



**etb**  
**donegal**



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Bia agus Mara  
Department of Agriculture,  
Food and the Marine



**Comhairle Contae**  
**Dhún na nGall**  
Donegal County Council



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THANK YOU





**Marine Ireland  
Industry Network**



# **The Seamanship Centre**

Navigation & Seamanship Training



Killybegs, Co. Donegal



info@seamanship.ie



www.seamanship.ie



Richard Timony



marine-ireland.ie/node/843



**The Seamanship Centre**  
Navigation & Seamanship Training



Over 15 years of training for the maritime professional - based in Killybegs, Co. Donegal

Flag State approved  
STCW Courses including:

- Able Seafarer Deck
- Medical Training (All Levels)
- Security Training (All Levels)
- Sea Survival
- Maritime Leadership & Resource Management

Additional Training:

- Engine Courses
- SAR Training
- RIB Capsize & Rescue
- Stability
- Confined Spaces Training
- Deck Crane
- Safe Lifting
- Slinger Banksman
- Powerboat Training



Killybegs, Co. Donegal



info@seamanship.ie



www.seamanship.ie



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# BIM

Ireland's  
Seafood  
Development  
Agency



Dun Laoghaire, Co. Dublin



Castletownbere, Co. Cork



Greencastle, Co. Donegal



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Ian Mannix



  
**BIM** Ireland's  
Seafood  
Development  
Agency

  
Marine Ireland  
Industry Network



 Dun Laoghaire, Co. Dublin

 Castletownbere, Co. Cork

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**Marine Ireland  
Industry Network**



Established in May 2021, Errigal Training Centre currently offer the following suite of courses;

- GWO Sea Survival
- GWO Working at Height
- GWO First Aid
- GWO Fire Awareness
- GWO Manual Handling

- Complete as a package for either Offshore or Onshore
- Complete individually
- Courses running weekly to support the industry

- OGUK/RUK, Chester Step & Seafarers (ENG11) Medical appointments available weekly. Complete as part of your training package or arrange a walk-in appointment.
- Further courses pending to support the Renewables, Marine & Offshore sectors across the island of Ireland.

## Additional Offerings...



Providing internationally certified:

- Training - GWO, STCW, SOLAS, MARINE AND ALL LAND BASED TOO!
- Consulting - SAFETY, ENVIRONMENT
- Small Boat Charter/Training - 5-15 METRE
- Plant & Machinery Inspection & Certification - ON & OFFSHORE

All services available on or offsite subject to the clients needs.

# Who We Are, What We Do!



An Roinn Iompair  
Department of Transport



Arklow, Co.Wicklow  
/Dublin/Newcastle Aerodrome



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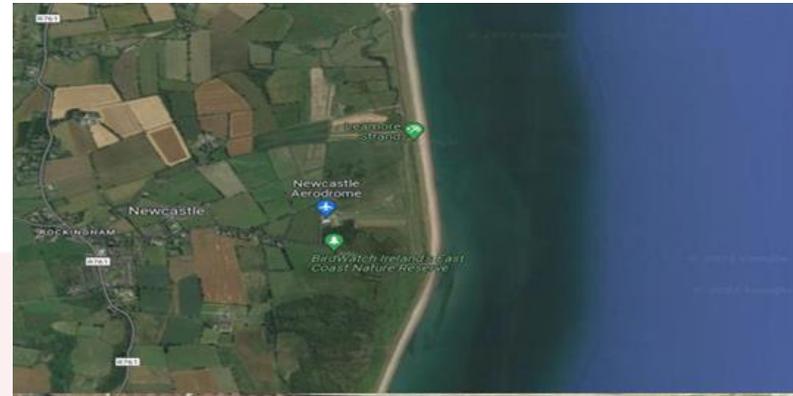
Dublin

# Based currently at:

Newcastle Aerodrome



Arklow



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**Marine Ireland  
Industry Network**



**NMCI**

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Cormac Gebruers



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## NMCI Services is the commercial division of the National Maritime College.

### Degree Programmes available in:

- Nautical Science
- Marine
- Engineering
- Marine Electrotechnology

### Maritime Training Specialists in:

- STCW
- STCW Refresher
- OPITO
- GWO
- Simulation
- Port
- Bespoke Courses

### Specialist Spaces include:

- Survival Facilities
- Seamanship and Shipwrights' Workshops
- Bridge Simulators
- Fire-fighting/Damage Control
- Jetty & Lifeboat Facilities
- Engine Room





# Marine Ireland Industry Network



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