



# Hi-tech skills Ireland

## Background

Since 2009 InnoGlobal's leadership team together with its partner company Innopharma Education has been at the forefront of designing and delivering upskilling and reskilling programmes across Europe. Focused initially on the (Bio)Pharma, MedTech, ICT and Agri-FoodTech sectors, InnoGlobal has consistently aligned training with real industry needs—supporting workers through economic shifts, industrial transitions, and the green and digital revolutions.

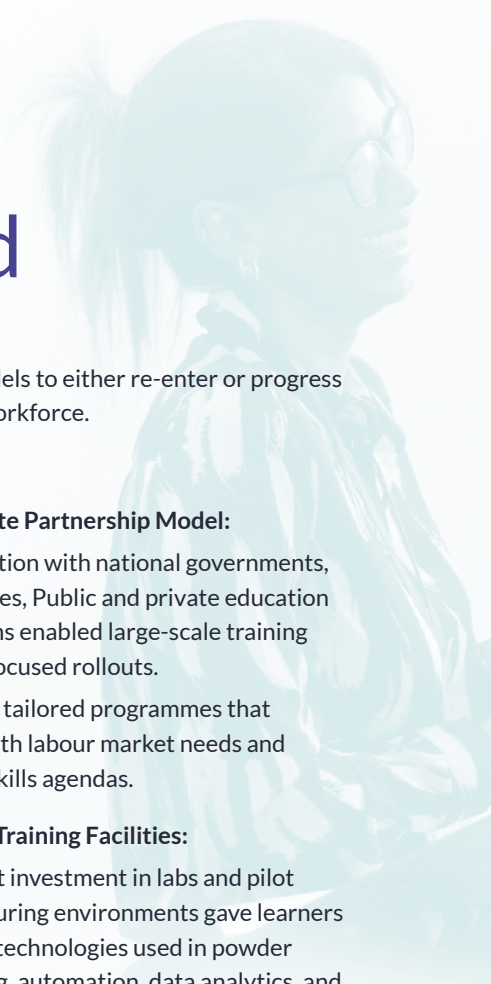
InnoGlobal's Leaders with partner company InnoPharma Education were the first to deliver industry-led training for Ireland's Pharmaceutical and Medical Device sectors under the Labour Market Activation Fund, helping professionals affected by the post-2008 downturn to transition into sustainable, future-proof employment.

## The Challenges

- **Skills Transformation:** Many professionals, particularly from sectors hit by recession (e.g. construction), lacked the training required for emerging roles in high-tech industries.
- **Industry Readiness:** Education systems often struggled to keep pace with the speed of innovation in (Bio)Pharma, FoodTech and MedTech.
- **Access to Practical Learning:** There was a lack of facilities offering hands-on experience with real-world manufacturing technologies—critical for building job-ready skills.
- **Demographic and Career Gaps:** A broad age group (25–55) required flexible, accessible learning models to either re-enter or progress within the workforce.

## Solution

- **Public-Private Partnership Model:**
  - Collaboration with national governments, EU agencies, Public and private education institutions enabled large-scale training solution focused rollouts.
  - Delivered tailored programmes that aligned with labour market needs and national skills agendas.
- **Real-World Training Facilities:**
  - Significant investment in labs and pilot manufacturing environments gave learners access to technologies used in powder processing, automation, data analytics, and more eg SmartLabs
- **Learner-Centred Approach:**
  - Courses designed to support a wide learner base, including unemployed, career changers, returners to the workforce, and lifelong learners.
  - Focus on equal access and balanced gender participation.
- **Proven Track Record in Funding & Delivery:**
  - Successfully led multiple pan-European consortia accessing ESF, FP7, and H2020 funding.
  - The programme delivers flexible learning through online synchronous, asynchronous, and face-to-face options, enabling impact at scale.





Increasing productivity is critical to holding our place in the world. We intend to help develop highly productive and skilled people. That means using all the talent available to us, including those not yet fully, or only partially in the workforce. It is a complete, joined-up sequence of more participation by more productive people leading to more creativity and innovation in order to build a more competitive and more prosperous country. The critical up-skilling work done has had a significant impact in delivering this goal.

Former Minister for Higher Education, Mary Mitchell O'Connor



From the very beginning we were confident that with the right approach we could transition supervisors, project managers and engineers from the recession-decimated construction sector into the thriving sectors of Pharma, MedTech and Agri-FoodTech.

Kevin Delaney, Former Head of Public-Private Partnerships and Industry Engagement



## Results

- **Tens of Thousands Upskilled:**
  - Across Europe, thousands of EU citizens have transitioned into high-value roles in pharma, medtech, ICT and food manufacturing.
- **22 Countries Reached:**
  - InnoGlobal's advanced manufacturing technologies have been embedded in facilities across 22 countries, supporting both research and production.
- **Ireland as a Skills Innovation Hub:**
  - The original ESF-funded programme demonstrated how targeted training can revitalise a workforce, serving as a model for wider EU replication.

## Conclusion & Next Steps

InnoGlobal's long term focus on learner-centric industry-aligned training will shape high-tech workforces across Europe and globally. The organisation continues to adapt and scale its model to meet future demands in the Advanced Manufacturing sectors—particularly around the green and digital transitions.

### Next Steps:

- Expand strategic partnerships across EU Member States and globally.
- Scale up training infrastructure to support digital and green transition goals under upcoming EU, national and international programmes.
- Extend proven models of public-private skills development to new regions and emerging industries.
- Expand, Develop, and Accelerate Teaching and Learning Delivery Methodologies.



**60,000**

places funded



**88%**

average participation rate



**72%**

graduation rate



**63%**

participants were between ages 30 and 49



**53%**

in employment across all skill sectors



**90%**

respondents strongly agree that the up-skilling programme had a positive impact on their life



**31%**

female participation in up-skilling programmes



**€300m**

investment over 10 years

\*Total government Skills Investment