

Skills to Advance

Make skills work for you



Leadership and Management - Level 6



Leading Through Change

A Skills to Advance training initiative for enterprise

Now, more than ever, companies need to ensure that they have strong people management skills. In response to the ongoing critical challenges that businesses are facing, a new **Supervisory Management** training initiative is now available. Providing highly subsidised* training to upskill supervisory staff, this programme will maximise a company's ability to deal with the new business environment, its challenges and opportunities.

* Subsidies vary depending on factors relating to the individual company

Who is the programme for?



Employees of companies who are:

- currently performing a team leader or frontline management role
- new to a supervisory role

Aim: to equip these employees with enhanced skills to lead and manage their teams effectively.

Benefits for employers

- Upskill staff to manage change
- Equip staff to lead teams
- Choose content to close skills gaps

Benefits for employees

- Lead teams effectively
- Manage and motivate teams
- Enhance digital skills

Does the programme lead to a qualification?

There are two qualification levels available:

- Certificate in Leadership and Management
- Diploma in Leadership and Management



Both are accredited by the **Institute of Leadership and Management (ILM)** and lead to a level 6 qualification on the National Framework of Qualifications (NFQ)

What areas are covered?



Certificate in Leadership & Management:

- o motivating staff
- o managing change
- o effective decision making
- o writing for business
- o problem solving
- o managing remote workers

Additional modules available:

- o digital skills
- o lean principles
- o stress management

Diploma in Leadership & Management

The diploma programme encompasses the modules delivered at certificate level and covers additional areas such as leadership skills, performance management and project management.

Which to do - certificate or diploma?

Employees can choose the certificate or diploma option, depending on their training needs, and can progress from certificate to diploma level. Local ETBs can help companies decide which level is most suitable to the employee's needs.

How is the programme delivered?

- o by Education and Training Boards (ETBs) in your region
- o online with tutor support, or when feasible, a blend of online and in-person training
- o flexible scheduling to suit both business and employee requirements

Duration depends on the delivery schedule agreed between the employer and the ETB providing the training. The certificate could be completed over 3-4 months with the diploma typically taking 9-12 months.

What is the cost of the programme?



Companies can receive a subsidy of up to 70% of the course fee. The level of subsidy is in the form of state aid and depends on various factors relating to the individual company. The company's local ETB will calculate/advise on the company contribution. There is no cost to the employee.

How was the programme developed?

This programme is part of the Skills to Advance initiative being rolled out by Education and Training Boards (ETBs) around the country. Skills to Advance supports businesses to develop their workforce through highly subsidised upskilling and reskilling opportunities.

Based on the key business needs of companies, the programme was developed by SOLAS and ETBs working in collaboration with employers and enterprise agencies.



"The people management focus of the course really appeals to me"

"The course is tailored to the needs of our business"

Contact your local ETB to find out more or visit skillstoadvance.ie



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