



Country:	Ireland
Member/Company	Ibec
Initiative	TYTalks21

Overview

Our secondary schools run Transition Year (TY) Programmes, designed to give teens a year to mature, learn new skills, explore career paths and gain both work and life experience. The TY year also helps pupils develop an awareness of the value of education and training in preparing them for the ever-changing demands of the adult world of work and relationships.

Since its introduction in 1974, the programme has experienced unprecedented growth now being offered in over 80% of schools on the island.

Unfortunately, the pandemic has put a halt to much of this learning. We now have a generation of young people who have missed out on work experience placements and have not gained the insights into the skills and experience needed for the working world and the direction with careers decisions that work experience brings.

In response to this, Ibec, Ireland's largest and most influential business representative organisation, has partnered with the National Association of Principals and Deputy Principles (NAPD) to create a very special event for all of Ireland's 45,000 TY students.

Sixteen thousand students attended the event, titled 'TYTalks21' on 5 May. The virtual, interactive event had the goal of inspiring and informing all our TY students on the world of work and showcasing the different industries, required skillsets and potential career paths open to them.

They will be exposed to futurists, educators, young leaders, experienced leaders and entrepreneurs of all types during the live conference.

The event platform also hosted an interactive and immersive virtual exhibition area, split into 3 zones:

Learning and Skills zone, Industries and partners. Here students downloaded Factsheets, video testimonies, and other insights.

The event was fully supported by Ireland's state and skills agencies.

Key Messages

- Employers need an education system that gives young people the skills to be successful both in work and in life.
- We have for a long time recognized the importance of bridging the gap between education and industry to boost our talent pipeline and build stronger businesses
- For many companies, their future success and ability to compete is critically dependent on access to skills and talent. At a time of a global war for talent and rapid changes in technology and consumer behavior skills, availability is a key issue.



Country:	Ireland
Member/Company	Ibec
Initiative	<i>Ibec Global Building the Future – International Future Leaders Program</i>

Overview

Young people (our future leaders) want to have a say in matters that affect them and their futures and as digital natives, they have mastered the power of social media like no other generation before them to ensure they are heard and have proven themselves to be effective disruptors and agents of change often with just a smart phone. These younger generations are also driven by purpose and values and are making purchasing, employment and voting decisions accordingly.

Topical to today's Covid environment, new graduates and young professionals starting their careers and in the early years of their jobs are significantly and in some ways disproportionately impacted by Covid - whether it's the university experience, the limited opportunities for work integrated learning, trying to cope in a virtual work environment when learning and coaching and social connections happen in person at the office etc. So, they are also missing out on developing critical workplace skills, navigating mental health issues, creating vital professional networks, and being exposed to career path opportunities.

Business and political leaders recognize the importance of the next generations (as voters, employees, consumers etc.) and continue to look for ways to understand, engage, support and harness the power and potential of young people in order to develop enlightened policies, programs and business models to strengthen and sustain businesses, economies and societies.

Ibec believes we need to find a way to channel that desire to engage our future leaders on matters that affect them and bring them to the table to inform problem solving. Under its new International Business Division – Ibec Global – we are in the final stages of developing and rolling out a formal young leaders program that will establish an international platform for skills and professional development, and reverse mentorship and engagement for youth/young professionals to meaningfully interact with, and inform business leaders and government decision makers in the development enlightened, forward-thinking policies and business models.

More details to follow.



Key Messages

- Young people are the catalyst for the future and there is an opportunity to proactively engage those who will actually be the future leaders of government, business and society in informing the decisions being made now to shape the future.
- New graduates and young professionals starting their careers and in the early years of their jobs are significantly and disproportionately impacted by the Covid-19 pandemic, and many are missing out on developing critical workplace skills, navigating mental health issues, creating vital professional networks, and being exposed to career path opportunities.
- Business and political leaders recognize the importance of the next generations (as voters, employees, consumers etc.) and continue to look for ways to understand, engage, support and harness the power and potential of young people in order to develop enlightened policies, programs and business models to strengthen and sustain businesses, economies and societies.
- *Ibec Global's Building the Future: Future Leaders Program* provides an international platform for skills, professional development and networking, and reverse mentorship and engagement for youth/young professionals to meaningfully interact with, and inform business leaders and government decision makers in the development enlightened, forward-thinking policies and business models.