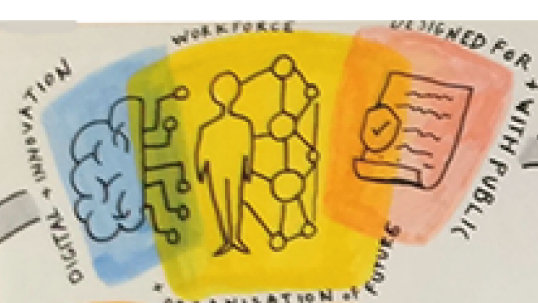
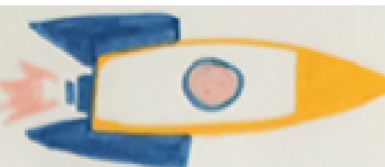




BETTER PUBLIC SERVICES



"PILOT, PILOT, PILOT!"
Learn as you go...
DR. MARIANNE ROUX

WELCOME



MC: SINÉAD BURKE
CEO: TILTING THE LENS

current mandate 3%
future mandate 6%
2026
THE PUBLIC SERVICE is the ONLY EMPLOYER MANDATED to RECRUIT PEOPLE with DISABILITIES

WE ARE MISSING OUT by not HAVING THESE FOLKS WORKING

16%
OF OUR SOCIETY LIVE WITH DISABILITIES

FIRESIDE CHAT

HOW DO WE CREATE a WORKFORCE WHERE EVERYBODY THRIVES?

DO NOT UNDERESTIMATE the POWER of KINDNESS

I'VE NEVER SEEN an AGENDA like the ONE YOU HAVE TODAY!



MINISTER PASCHAL DONOHUE

THE PUBLIC SERVICE: the EMPLOYER EVERYONE WANTS to WORK FOR!

DO NOT UNDERESTIMATE the POWER of KINDNESS

SEE MYSELF BACK REFLECTED

OUR PUBLIC SERVICE should MIRROR the DIVERSITY of OUR SOCIETY.

CREATING A BOND of LEGITIMACY between those who serve and those that need services

DEPT. PUBLIC EXPENDITURE NDP DELIVERY & REFORM

KEYNOTE



DR. MARIANNE ROUX
FUTURE WORK STRATEGIST

LET'S GET EXCITED ABOUT DISCOMFORT!

WHAT IS SHAPING the WORKFORCE of the FUTURE?

IF YOU ARE COMFORTABLE YOU ARE NOT growing

I SAY to GOVERNMENTS: CHOOSE to INVEST in

- LEARNING
- SPEED
- ACCURACY

20% TARGET

MY SKILLS ARE OUTDATED 2.5 YEARS LATER!

AI

COULD IT FREE our HUMAN CAPACITIES?

WHAT IS YOUR PURPOSE?

GEN Z WANTS TO KNOW!



GEN. Z are asking: "WHY A 5-DAY WEEK?"

FLEXIBILITY



BEING PROVIDED WITH AN ALTERNATIVE ROUTE to EMPLOYMENT?



VIBEKE CARROLL
WAM GRADUATE

HAS ENHANCED MY LIFE!

INNOVATIONS TOURS OF DUTY

WIRED DIFFERENTLY

NEURO-DIVERSITY and the CHANGING WORKPLACE

PERSON CENTRED AND FOSTERING AN ENVIRONMENT of PSYCHOLOGICAL SAFETY

CAN YOU PROVE YOU ARE DISABLED PLEASE?

PUBLIC SERVICE

IT IS NOT JUST the ENTRY BARRIERS... BARRIERS are CONSTANT



SIOBHÁN McKENNA
PUBLIC APPOINTMENTS SERVICE

STRENGTHS BASED INDIVIDUAL Contracts of 5 hrs a week? AUTONOMY

AS I AM'S RESEARCH SHOWS 6 in 10 PEOPLE with ASD are AFRAID to TELL

WHAT WORKS? RELATIONSHIPS OF TRUST and SUPPORT

OUR MEMBERS TELL US THAT EMPLOYERS LACK KNOWLEDGE



ADAM HARRIS
AS I AM

WE NEED to EQUIP our PEOPLE MANAGERS with the KNOWLEDGE and SKILLS



SANDRA HEALY
INCLUSIO

WORKFORCE of the FUTURE!

PARTNERING for PROFESSIONALISATION

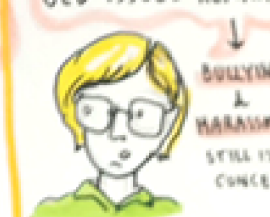
CIPD

HR PROFESSIONALS as LEADERS INFLUENCERS

AI: WE DON'T NEED to BE EXPERTS!

BUT WE DO NEED to ASK ETHICAL QUESTIONS!

AS WELL AS the MANY NEW PRACTICES - SOME OLD ISSUES REMAIN



MARY CONNAUGHTON
CIPD

WE WANTED A 100% TAKE UP!



HENRY WATSON
CABINET OFFICE, UK

THIS HAS BEEN A 5-YEAR JOURNEY for USB



ORLA MAHER
ESB

WATCH OUT for our PEOPLE impact TOOL!

CONCERNS ETHICS VALUES

HR AS THE mirror of your PEOPLE

YES! STRONG CORRELATION!

WE NEED to MAKE TIME for SLT to REFLECT (while we're ready)

HOW DO WE ROCK THE SYSTEM... WITH & FOR EVERYONE?

SINEAD BURKE

SHAPING the WORKFORCE of the FUTURE

BREAKING

TACKLING INEQUALITY in WORK and SOCIETY

LOOK in the MIRROR and ASK YOURSELF: DO YOU THINK WOMEN are the PROBLEM?

WHAT IS A SKILL? APPLY A GENDER LENS

THE DOOR IS OPENING

WE MUST ALL critically INTERROGATE CULTURE

IN THE CIVIL SERVICE: AMAZING CHANGE has HAPPENED! IN SOME CASES...



PROF. PAT O'CONNOR
GEARY INSTITUTE, UCD



PROF. ALMA MCCARTHY
J.E. CAIRNES SCHOOL OF
BUSINESS & ECONOMICS



PATRICK MORAN
DEPT. PUBLIC EXPENDITURE
NDP



LINDA ALLEN
BUS ÉIREANN

BARRIERS

PLEASE INVOLVE my MALE COLLEAGUES



DATA-DRIVEN DECISIONS ARE CRUCIAL - LET'S LOOK UNDER THE HOOD

LINKED & PERFORMANCE MANAGEMENT



TARGETS

METRICS

EQUALITY BUDGETING

IMPACT BAKED IN

balance HYBRID is HERE to STAY

UPSKILLING and RESKILLING for the FUTURE of WORK VIA

APPRENTICESHIPS

MOULDING the WORKFORCE of the FUTURE

WE HAVE 73 PROGRAMMES

WE NEED A LIFELONG SKILLS SYSTEM



ANDREW BROWNLEE
SOLAS

PUBLIC SERVICE VALUES

learn while you learn

GET ENGAGED: DEVELOP an APPRENTICESHIP FOR YOUR SERVICE!

WE MEET OUR TALENT NEEDS

COMPANIES REPORT THAT WITHIN 6 MONTHS APPRENTICES ARE PRODUCTIVE



PETER DAVITT
FIT



ORLA DOHERTY



MARY O'DONOGHUE
OGCIO

WE KNEW WE NEEDED AN INNOVATIVE APPROACH

ASK US FOR OUR ADVICE

NÍ NEART GO CUR LE CHÉILE

AN PLEA WISUNTA SHEIKHRSI POIBT

IS MAITH LINN FEABHAS A CHUR OR EISPÉIREAS CUSTAMÉIRÍ GAELGE



DR. AODHÁN MAC CORMAIC
DEPT. TOURISM, CULTURE, GAELTACHT
SPORT & MEDIA

BEATHA TCANGA T A LABHAIR A LIVING language



DAITHÍ de BUITLÉIR
GAELGE 365, DUBLIN
CITY COUNCIL

COSC AR RANGANNA CÍOMHRA CIRCLES of CONVERSATION

WE NEED SMOINTEOIREACHT NUA

TÁ UALLMHIAN AGAINN!

AR MHAITH LEAT CAINT LIOM? IS MAITH LIOM!

BEIDH SCÉIM PRINTÍSEACHTA do SPESIALTÓIRI GAELGE

2030 20% PROFICIENT

EARCAITHE NUA

TOMORROW'S TALENTS

NAVIGATING the LANDSCAPE of FUTURE SKILLS

CAREER PATHWAY HUMAN-CENTRED Leadership IS THE KEY

TECH EVOLVES: WE STILL NEED VALUE PEOPLE

SOMETIMES THESE ARE THE HARDEST TO LEARN

PLACE COST RESULTS * RIGHT * SKILLS

BEST PLACE to WORK NASA

WE ARE A CENTRE of EXCELLENCE

AI FREES STAFF to WORK on MORE COMPLEX ISSUES

NOT ALL JOBS are EQUALLY EXPOSED to GAI

AI DOES THINGS FOR ME - THAT I DON'T NEED TO DO.



APPROPRIATE LEARNING INTERVENTION

JUST-IN-TIME LEARNING

CIVIL SERVICE

HOW ARE YOU GOING to DISPLAY YOUR SKILLS to FUTURE EMPLOYERS

"I AM A CHAT GPT CRAFTER"

"SUMMARISE THE REPORT PLEASE CHATGPT"

OR DISRUPT

AI?

THE PEOPLE IN THE PUBLIC 400,000 PEOPLE!

HELEN BROPHY
IPA

KAREN GILLIAM
NASA

SEAMUS CLANCY
LINKEDIN

graphics: eimear mc nally . com