



Taking Ownership:
Helping Irish vets understand,
begin, and maintain their
sustainability journey

JUNE 2023



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Executive Summary

The pace of climate change has picked up significantly in recent years and is threatening the welfare of our natural and agricultural environment, and by extension our lives, businesses, and futures. As a community, Irish veterinary practices are steeped in rural life through agriculture, and have a finger on the pulse of everyday life in towns and cities too. **This unique position enables vets to recognise the role sustainable thinking and action can play in their businesses in the face of this major challenge.**

New research in the **form of a survey and qualitative study from XLVets paints a picture of a profession that understands the high-stakes nature of our situation** and is willing and prepared to act. Irish vets know that continued inaction on their part and society at large will only further increase global temperatures, creating more of the extreme weather events that are already becoming more common place. Over three-quarters of respondents polled believed climate change to be extremely important or very important to them personally.

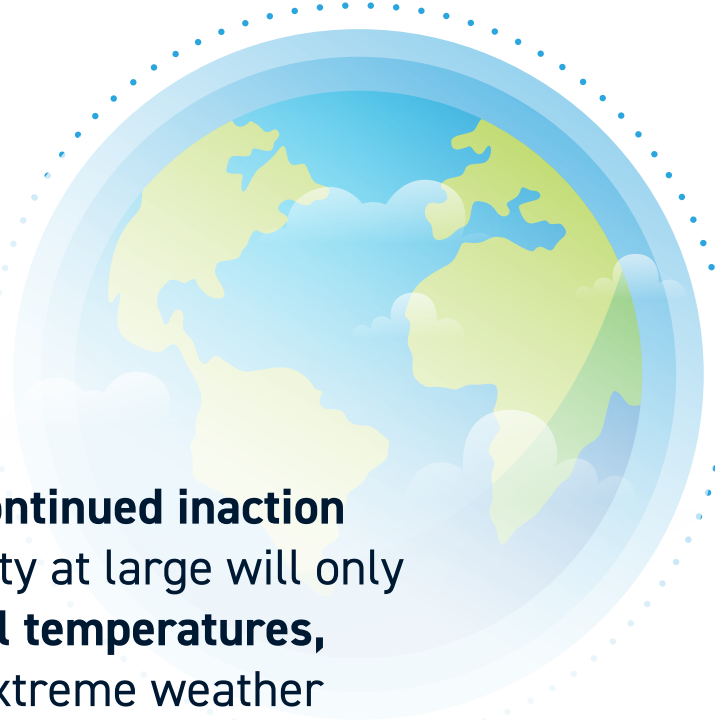
The survey found that while commitment to sustainability is not in doubt, little or no measurement processes were in place, recognising the early stage of most veterinary sustainability journeys. In addition, our community is ready to play our part but a shortage of vets in Ireland is compounding the situation. In fact, we currently have **only 88% of the veterinary professionals we need to service the market.** So it is no surprise that many cite the lack of time and resources as preventing them focusing on sustainability within their practices on a daily basis. Other sustainability-barriers exist including deficits in training and available information. Supports to deal with these are very much required and once these shortfalls can be addressed, vets agree that there is considerable scope for action.

A more in-depth qualitative element of the study calculated the carbon footprint of a selection of veterinary practices and presented some stark realities in detail.

Transportation and energy usage accounted for a huge majority of the carbon used, showing that any sustainability policy and action within individual businesses would need to recognise and react to this reality. Survey responses also backed up this realisation with respondents acknowledging the need for action across the three key sustainability areas of energy, recycling, and reusables – and cited various actions they can take to address these aspects.

But in order to adopt a sustainability mindset, benefits must be clearly identifiable. And in this regard, respondents recognised a range of advantages. Whether reducing costs or enhancing reputation in the eyes of both customers and prospective staff, some clear drivers-to-action emerged. Notably, **the number one advantage seen by Irish veterinary practices was the need to have an environmental impact, delivering a certain level of peace-of-mind to the practitioner in the process.** This chimes well with an overall theme that shows Irish vets are ready and willing to act sustainably.

Each sustainability drive will be unique to each and every business. Having gone on our own journey here at XLVets, **we identified a range of issues particular to how we work and came up with policies and practices to meet the sustainability needs of the business.** Veterinary practices are advised to take a moment to assess where they stand in sustainability terms and choose the best path forward through a combination of the right tasks, policies, and decisions.



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XLVets *Our road to sustainability*

Over the last 12 months, XLVets has taken steps to address the issue of sustainability within our own organisation.

In the interests of both ourselves and in order to understand the challenges faced by our members and the wider veterinary community, we set out to comprehensively identify what sustainability is within a practice property, and what approaches, strategies, and policies are available for vets in Ireland to follow. A core element saw us undertake an independent sustainability audit with EcoMerit, the market-leading environmental consultancy practice in Ireland, resulting in being successfully awarded an EcoMerit certificate. **This commits us to an annual independent audit every year for five years in order to ensure sustainability targets are met in-house as outlined.**

With a focus on demonstrating good governance, surety, and meeting the needs of our members, we believe that these are the steps we have to take to truly live and breathe sustainability in our own environment. As we gained a greater insight into its importance, **we set out to develop our own research programme which focused on understanding what was happening at ground level in practices all over the country.** We expect this will lay the groundwork for future research on sustainability in veterinary practices in the years to come and also help us develop training and measurement tools to help vets at every stage of their sustainability journey.

Research focus and methodology *How we did it*

Applying a combined approach of qualitative and quantitative methods, we undertook an analysis of current sustainability activities and challenges faced in Irish Veterinary practices. Within this, **we investigated key barriers and benefits to engagement and the nature of and explanation for any gaps with current best practice.** Our first step was to poll a sample size of 55 XLVets members on a range of issues surrounding sustainability while additional desk research and analysis of secondary data sources was also completed.

Part of the qualitative research phase focused on analysing the sustainability performance of five sites in detail as they underwent the EcoMerit certification process, and we expect to add more in the future – ensuring more data to work with. In addition, analysis of available literature, both national and international, provided further context and understanding.



Taking Stock

Climate change is threatening the welfare of animals in Ireland and beyond. For the veterinarians who work with and care for these animals every day, alarm bells are already sounding.

Global temperatures have now increased by 1C° since pre-industrial times. This global warming is in turn creating a climate where heat waves, floods, droughts and other extreme weather events are becoming more common every year. When we talk about climate change, it means these continuous and increasingly very disruptive events impacting our climate on a daily basis.

In Ireland, veterinary practices are in a unique position to see this change unfold on a daily basis. **No other profession connects urban and rural communities so completely**, with the work of vets underpinning the agricultural sector while also providing care for the growing population of companion animals in cities, towns, and villages across the country. And their everyday experiences are backed up by continuously emerging research that shows climate change has arrived in our country and is already making its presence felt.

What is already happening

- Cost of climate change to Irish agriculture could reach up to **€2.2 billion** per year by 2050.¹
- 2022 is the **12th consecutive year** above normal temperature in Ireland, with 21 of the 22 years this century all being above normal.²
- **42%** of Irish society is currently feeling the impact of climate change.³

1 Ireland's Climate: The Road Ahead - 2018" and it was published by the Irish Environmental Protection Agency (EPA).

2 <https://www.met.ie/2022-provisionally-irelands-warmest-year-on-record>

3 2021 AIB Sustainability index

Global picture tells a bigger story

Our temperate climate has in some ways given us a false sense of security but when we look across the world, there is no doubt the planet is undergoing unprecedented change. Mass waves of people are crossing the globe, escaping hostile environments while drought conditions are worsening in already devastated landscapes.

- Today, more than **1 million species** already face extinction.⁴
- Every year since 2008, **21.5 million people** have already been forcibly displaced by weather-related events – such as floods, storms, wildfires, and extreme temperatures.⁵
- Climate change has reduced global agricultural productivity by about **21%** since 1961.

What happens next is up to us. With the backing of governments, industry, and communities, climate change can be tackled and its impact reduced, with everybody playing their own part and working together to save our planet. If not, the consequences of inaction may be irreversible, impacting us all in so many ways.⁶

4 <https://www.reuters.com/lifestyle/science/extinction-crisis-puts-1-million-species-brink-2022-12-23/#:~:text=As%20species%20vanish%20at%20a,protect%20nature%20agreed%20on%20Dec.>

5 <https://www.unhcr.org/en-ie/news/latest/2016/11/581f52dc4/frequently-asked-questions-climate-change-disaster-displacement.html>

6 <https://www.sciencedaily.com/releases/2021/04/210401112554.html>

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The Time to Act is now

When we are faced with huge problems, it's tempting to wonder what one person can do. It is easy to think about what others are doing or not doing. Unfortunately, this mindset is leading to a situation where the climate crisis is getting more and more serious. As it stands, Ireland's Climate Action Plan states: *'global average temperatures have now increased by more than 1°C since pre-Industrial times. Scientists warn that without urgent action, global warming is likely to be more than 2°C above pre-industrial levels by 2060, and could even be as much as 5°C above pre-industrial levels by the end of the century'*

What happens at 2°C



Vegetation

16% of plants will lose half their habitable area



Temperature

37% of the world population will be exposed to extreme heat every one in five years



Melting Glaciers

At least one **sea-ice-free summer in the Arctic** will happen every ten years



What happens at 5°C



Rainforests

Rainforests will have dried up and many will become deserts



Sea Ice

Sea ice vanishes completely from both north and south poles



Sea Rises

Rising seas reach deep into continents, **driving human migration on an unforeseen scale**

For animals & agriculture in Ireland, the impact of these gradual increases at 2°C and 5°C will be hugely significant

- **Drought conditions will become more common**, with decreasing water availability resulting in reduced crop and livestock production. Soil erosion will also be more evident, impacting soil health and fertility.
- **Livestock will be less productive** with fertility, growth rate and milk production in dairy cows all being impacted. Long-term and extreme heat stress will prove detrimental to animal health and welfare.
- Changing environmental conditions will also see **the arrival of previously uncommon pests and diseases** in crops and animal populations.

Businesses who do not
prioritise sustainability
are much less likely
to survive and thrive in
the coming decades



Not meeting climate targets will have immediate consequences for Ireland

A crucial part of addressing the sustainability challenge concerns the reduction of greenhouse gas (GHG) emissions. Ireland's Programme for Government commits us to achieving a 51% reduction in Ireland's overall GHG emissions from 2021 to 2030, and to achieving net-zero emissions no later than 2050.

For a country steeped in agriculture and with a tourism reputation dependent on a lush, green image, **failure to recognise the impact of climate change** by not meeting targets **would impact our reputation as both a food producer and destination.**

Individual consequences for the veterinary community

In the future, in an effort to put sustainability front-and-centre in the minds of citizens and businesses, it is feasible that stricter environmental compliance will become common place. And **for vets who do not embrace sustainability within their practices, other consequences are likely to impact their business.** From having difficulty holding on to staff and attracting new clients to dealing with rising costs, businesses who do not prioritise sustainability are much less likely to survive and thrive in the coming decades.

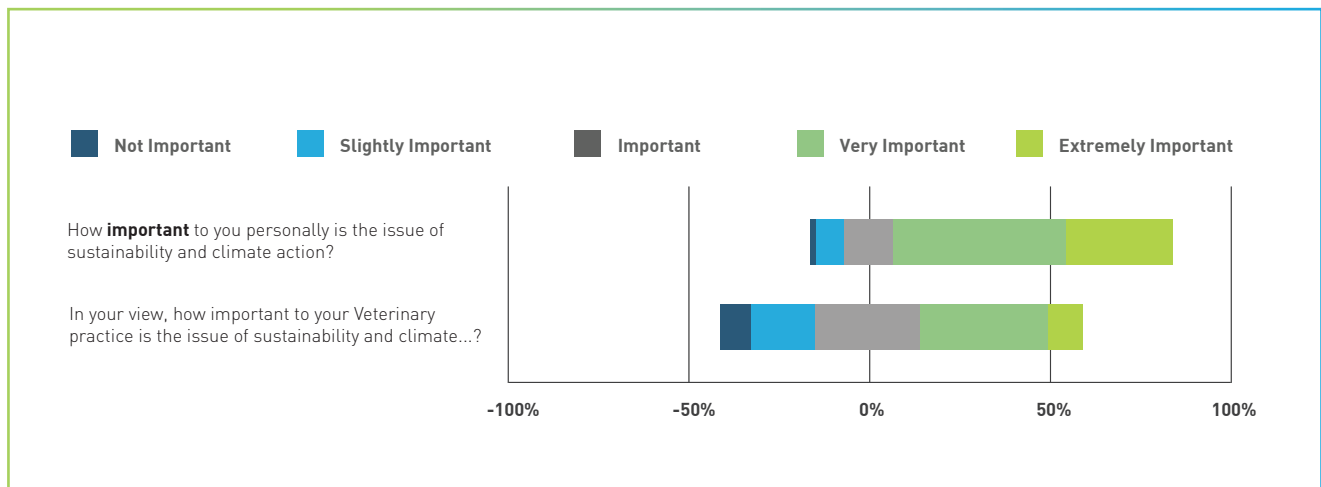
Research⁷ already shows that Irish consumers are also increasingly looking to make purchases from sustainable brands, with **70% more likely to purchase from a brand if it marketed itself as eco-friendly.** It stands to reason those consumers are probably already favouring sustainable service-providers too in areas like veterinary services.

The message is getting through and vets are listening

Our research shows that the scale of the problem is not lost on Irish vets. In the graph below, you can see that 77% believe that the issue of sustainability and climate change is either extremely important or very important to them personally.

While the importance to their individual practice is not quite as high yet, it shows that the seeds for real sustainable action have been well and truly sown. This in turn indicates that our veterinary community is ready and willing to tackle sustainability in their practices sooner rather than later.

⁷ <https://businessplus.ie/news/consumers-dont-trust-business-on-sustainability-want-more-help/#:~:text=Irish%20consumers%20are%20also%20increasingly,marketed%20itself%20as%20eco%2Dfriendly.>



Irish Vets are Committed to Sustainability

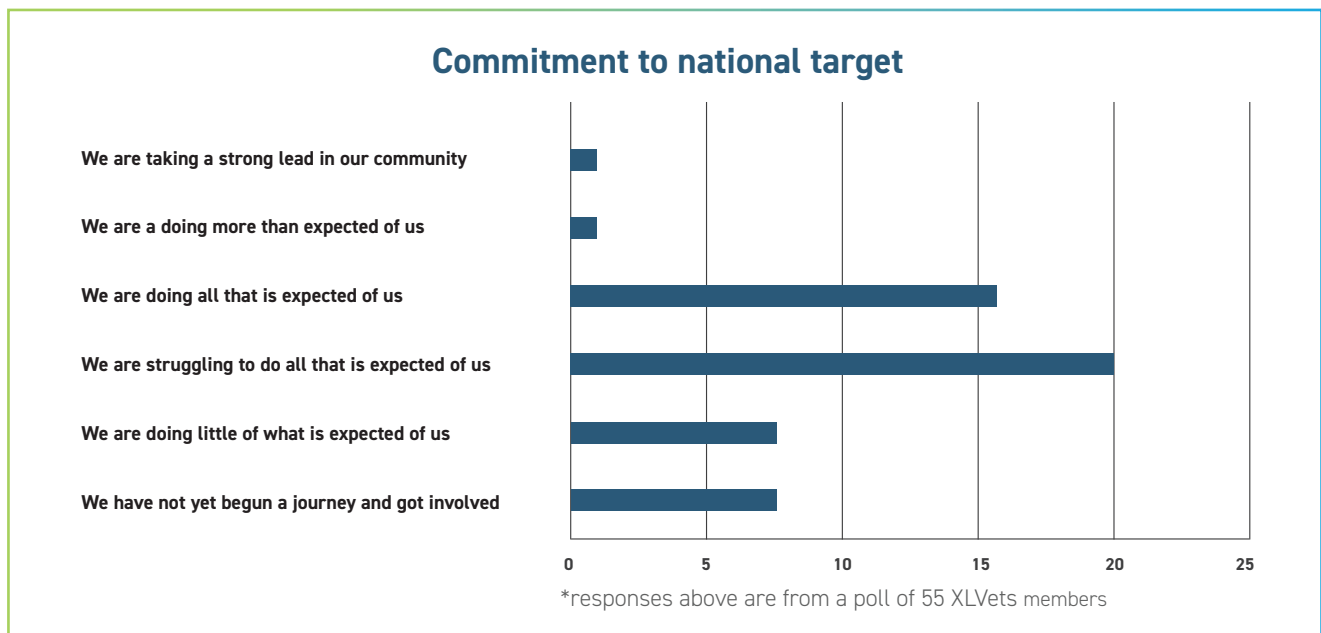
To address these challenges, **as a society we need to take urgent and meaningful action**. At European level, the **Green Deal** frames our response ‘to protect, conserve and enhance the EU’s natural capital, and to protect the health and well-being of citizens from environment-related risks and impacts’. As a professional community, veterinary practices need to think about our responsibilities in this context and what role we need to play.

Sustainability Commitment

In light of GHG emissions, we asked how committed practices were to meeting that national target. Our research shows that

respondents in general felt they were at the start of their sustainability journey with 36% admitting that they are struggling to do all that is expected of them.

Right now, it appears that confidence is low among practitioners with just 2% reporting that they are taking a strong lead in their immediate community. At the beginning of every journey is a period of self-assessment and what the graph below tells us is that Irish vets know that action needs to be taken and are aware of the challenges that lie ahead.

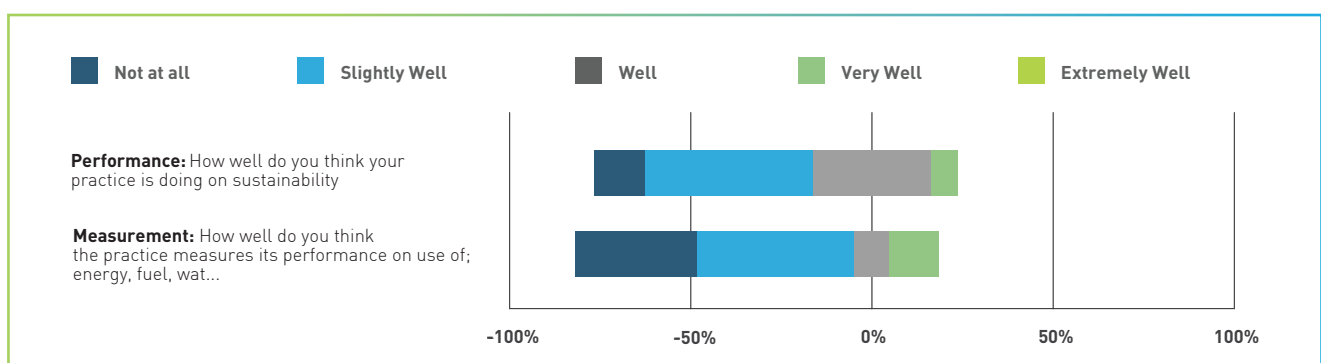


Question: Ireland is legally committed to reducing its greenhouse gases by 51% before 2030. What are your thoughts on the commitment of your veterinary practice?

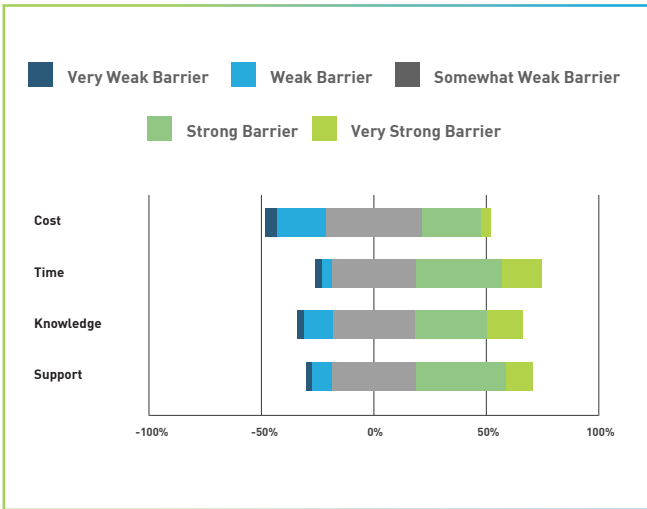
Sustainability Performance and Measurement

When surveyed on the sustainability performance of their own practice, the results were revealing with the graph below showing that **Irish vets know there is a requirement for change**. Alongside this, when it comes to measurement,

once again our respondents reported little or no measurement operations were in place. It is fair to assume that the veterinary community is going through a self-assessment phase on the issue of sustainability, which is always seen as a precursor to taking action.



Sustainability Barriers

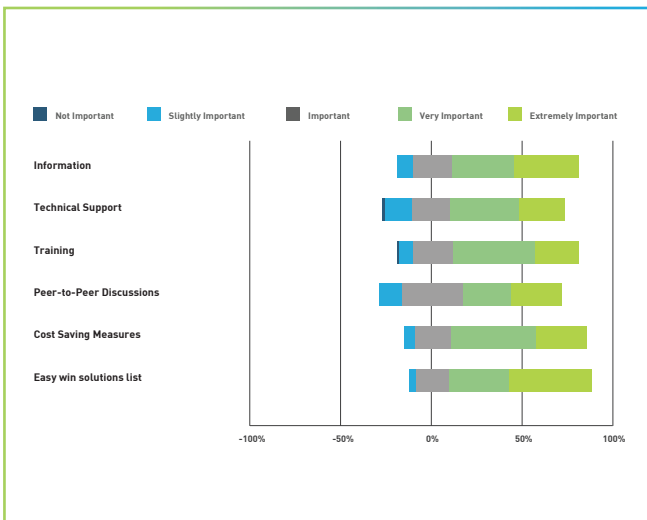


When we asked our respondents what was hindering their sustainability efforts, it was not surprising to see **'time'** at the top of the list. Directly attributing to this, in a growth market, the shortage of vets in Ireland, is well known and most practices are already stretched beyond capacity.

What was a surprise was that **'cost'** was the lowest barrier. Interestingly, **'knowledge'** and **'support'** came second and third respectively. And this backs up our overall findings that our community wants to act and is in need of the resources to do so.

For vets in rural areas, it was found that a poor selection of sustainable transport options are seen as a barrier and overall, the lack of structures and systems in place means that sustainability is not yet part of everyday life in many practices.

Sustainability Supports required



Our respondents know there is a lot they can do if they have the right resources and insights to get started - and our survey asked what supports might help their everyday sustainability.

In a time-constrained working environment, top of the list came the choice of an 'easy-win solution list' which was seen by 78% as being an 'extremely important' or 'important' resource to have.

Completing the top three supports, 'Information' and 'Training' were seen as the next most important options showing once more that the will is there and if supports are provided, action will follow.

As a community, the role of veterinary practices is becoming clearer. For the first time, this targeted research shows that the desire is there to increase sustainability efforts within Irish veterinary clinics.



Before we do anything, **identifying what needs to be addressed** is a key first step.



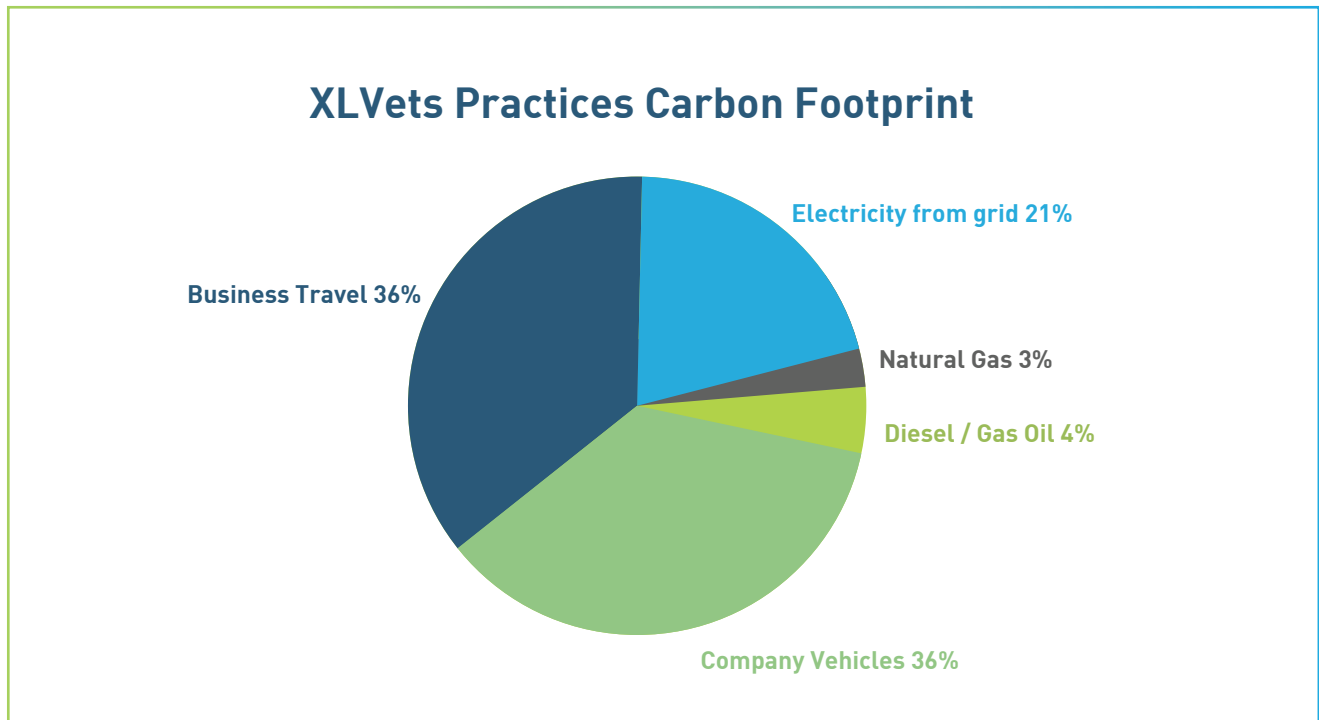
Identifying the Causes for Concern

Alongside our survey research, we conducted in-depth qualitative analysis into the carbon footprint of five sites, measuring carbon in various aspects across the day-to-day running of these practices over the course of one year.

From the diagram below, we can see how **travel alone is taking up a huge percentage (72%) of the combined carbon footprint, while electricity from the grid is responsible for almost a quarter at 21%.**

From discussions and interviews with many respondents, we are satisfied that this data is representative of mixed veterinary practice-life of XLVets members.

Note: if we looked at companion-animal-only practices they would not have travel/vehicles to same extent as generally patients come to them directly.



Note:

Business Travel

refers to travel undertaken for business purposes in private vehicle, bus, train, plane with only vehicle travel recorded, for this report.

Company Vehicles

refers to the use of company vehicle for business purposes, which may also include personal mileage, typically if it is a fully expensed company car.

Individual practices may decide to separate out business mileage for reporting purposes.

Travel footprint, a key

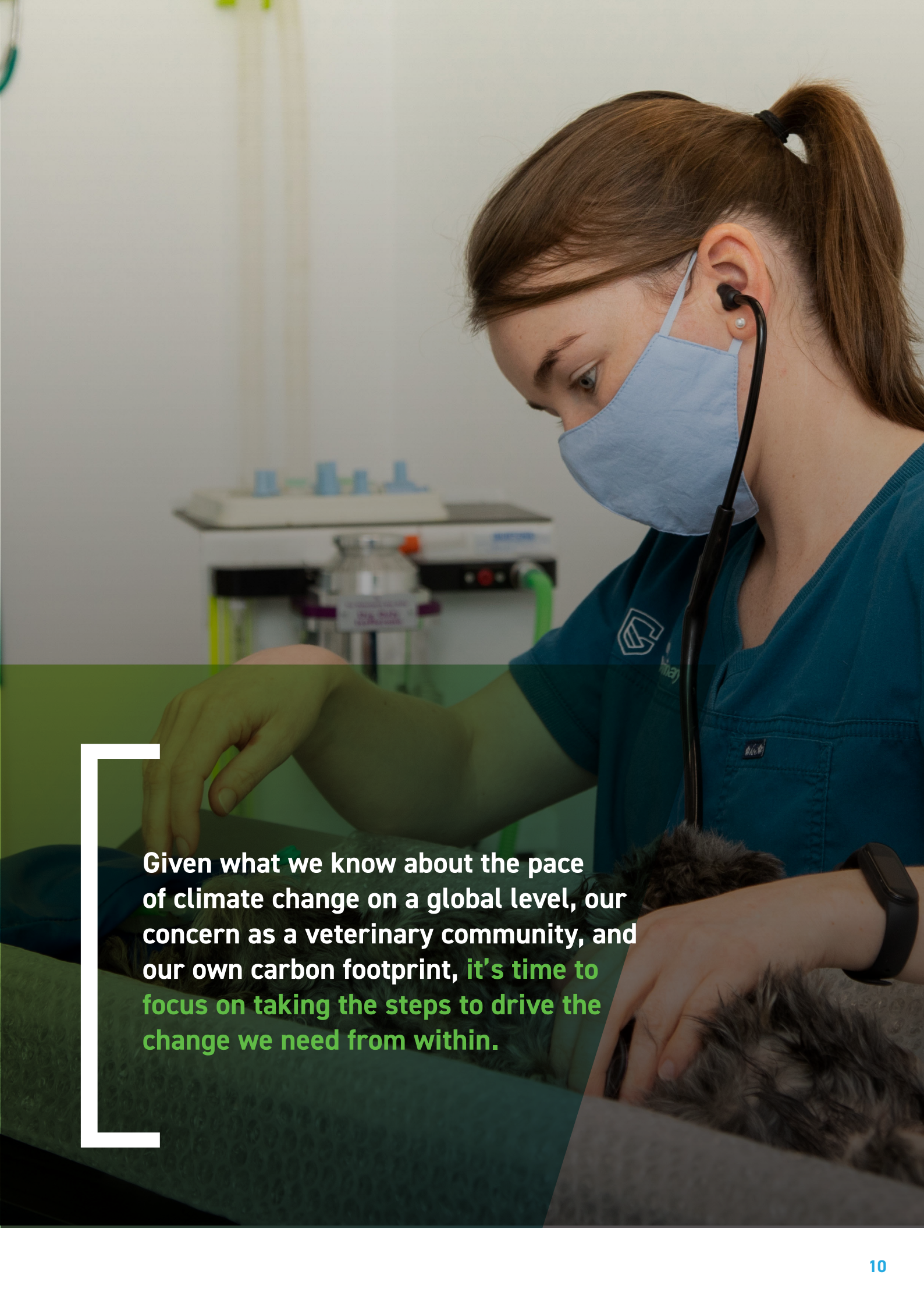
Globally, **travel and transport are some of the biggest offenders in terms of carbon emissions, accounting for around one-fifth of global carbon dioxide (CO²) emissions** [24% if we only consider CO² emissions from energy]⁸

The carbon footprint of travel is measured in grams of carbon dioxide-equivalents per passenger kilometer. In specific terms, **petrol (192g) and diesel (171g) have some of the biggest carbon footprint of travel per kilometre. By contrast, electric vehicles weigh in at just 53g per kilometre travelled.**

Given what we know about the pace of climate change on a global level, our concern as a veterinary community, and our own carbon footprint, **it's time to focus on taking the steps to drive the change we need from within.**

Irish vets know there is **a lot that can be done and those initial changes, big and small**, can play a huge role in mobilising an entire community to scale up their sustainability.

⁸ ourworldindata.org/travel-carbon-footprint



Given what we know about the pace of climate change on a global level, our concern as a veterinary community, and our own carbon footprint, **it's time to focus on taking the steps to drive the change we need from within.**

Everyday Sustainability will Drive Real Change

Survey question: How much more does the practice want to do?

To help identify what this 'scope for action' might look like, we asked respondents what actions can be taken and found that their responses can be grouped into three clear categories;



1 Review Energy Usage and Adjust

When it comes to energy awareness and usage, our respondents mentioned a whole host of solutions and actions they planned to take in the immediate future. For rural vets, transport remains a major concern and **switching to electric or hybrid vehicles** over diesel and petrol is an option some practitioners are planning. Others felt that there was a lot of electricity being

potentially wasted, in particular after-hours, and **putting a monitoring system in place** would be a relatively easy first step to take. Renewable energy is an option that must be explored fully while on-premise solar panels and energy storage systems are seen by many as a good place to start.

2 Recycle More

Recycling was a very popular choice for our respondents with many suggesting that a **full overhaul of their existing recycling activities would be a solid first step**. Others acknowledged that while it was ambitious to recycle all waste, a targeted recycling policy could make a major difference. In more specific terms, it was mentioned that **paper dispensing bags for example would help greatly but they can be hard to source**. Additional specific comments included the need to put in place a **colour-coordinated bin system**.

Some sources of these can be found with the following companies; <https://www.mywaste.ie/business/>
<https://www.midland-environmental.ie/>
<https://www.paragonproducts.ie/>
<https://www.officesupplies.ie/recycling-bins/acorn-green-cardboard-recycling-bin-60-litre-pack-of-5-402565--5>
<https://www.ecostore.ie/c/office-bins/56?gtagrefurl=https%3a%2f%2fwww.google.com%2f>

3 Reduce and Reuse where possible

Our respondents also noted that a simple act of reducing waste where possible would be an important initial step to take. **Paperless invoicing, consent forms and hospital forms** would eliminate a lot of paper straight away. An **in-house review of all plastics** used was another popular suggestion while others spoke about how they would like to tackle the issue of single use plastics in the practice as it would reduce waste significantly.

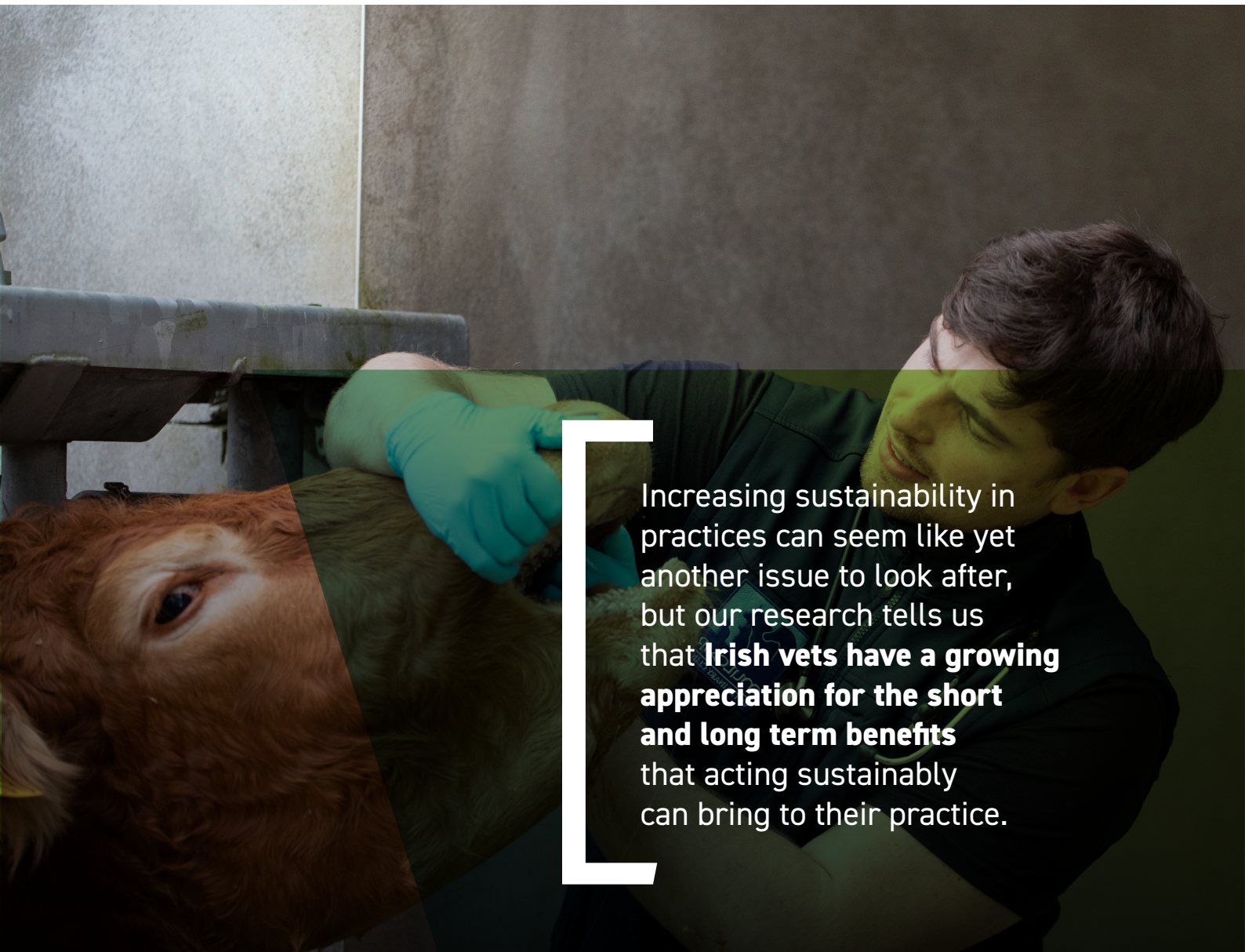
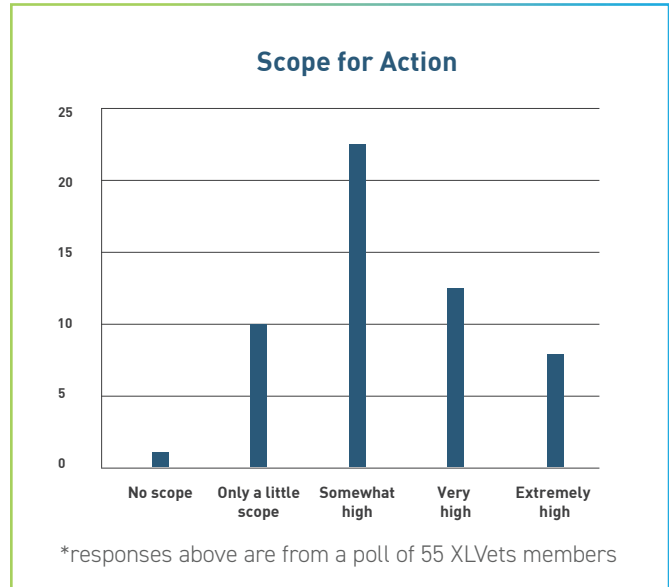
to start **putting pressure on their suppliers to reduce waste and packaging** while others said they planned to also **decrease the amount of packaging** going out to customers.

In clinical environments, reusables are not always appropriate as there is always a risk of passing on infection or bacteria. However, respondents noted that there may be potential to **adopt more reusable measures** including **dogbeds** and other washable equipment.

While many practices are working hard to increase sustainability, there are many within the **veterinary product supply chain** that need to change their approaches too. Respondents noted that they intend

While feeling powerless in the face of such a challenge is understandable, there is so much every veterinary practice can start doing today. Throughout the course of the research, all respondents mentioned the need to engage more with customers, suppliers, and indeed their own teams about taking a more comprehensive approach to sustainability.

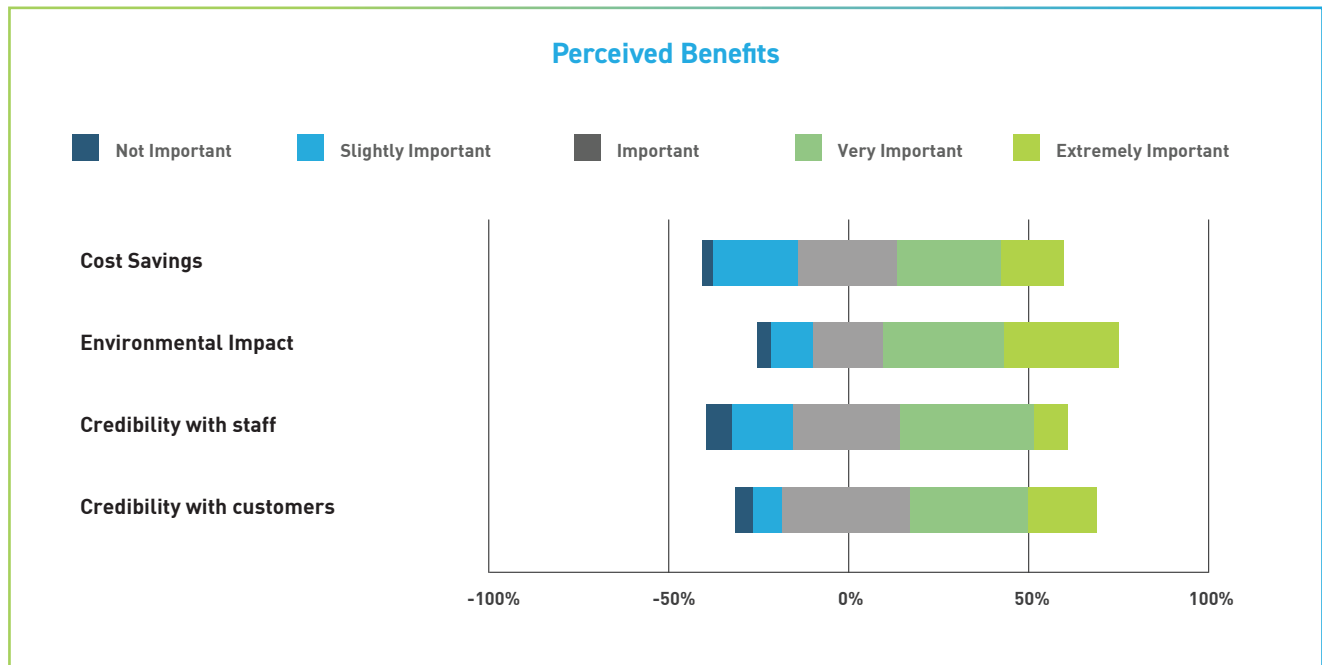
What happens in practices everyday will go a long way to informing defined strategies within the sector that will drive real sustainability. From the graph adjacent, it can be clearly seen they feel there is significant scope for action.



Increasing sustainability in practices can seem like yet another issue to look after, but our research tells us that **Irish vets have a growing appreciation for the short and long term benefits** that acting sustainably can bring to their practice.

The Greater the Responsibility, the Greater the Reward

If achieving more sustainable veterinary practices is our overall goal, knowing what motivates our community to act more sustainably is crucial. In order to understand this in greater detail, we asked our sample what they felt was the most important benefit for their practice in taking action.



Survey Question: What do you see as the most important benefit for the practice in taking action?

Get environmental peace of mind

Unlike costs, staffing, and customers, perhaps **the most unquantifiable benefit of acting sustainably is the peace-of-mind gained from taking the right measures when they are needed most.** Our graphic above shows that it was this benefit alone that was seen as significantly more important than the others. In many ways, it sums up the findings of our overall research project very well as it is this sense of understanding the bigger picture that shows the key reason why our Irish veterinary community is ready to tackle sustainability with conviction and purpose.

Attracting and retaining the best people

Recruitment is an ongoing challenge in Irish veterinary with a shortage of qualified vets in the country, and is known to be a costly and time-consuming requirement in all sectors at the best of times. Our respondents acknowledged that **credibility with current and future staff would be a key benefit resulting from taking a more sustainable approach.** It would make existing staff feel they were working with a practice taking the required steps and would appear as an attractive option to younger vets who we know tend to be more aware of sustainability issues.

Reduce costs and utility bills

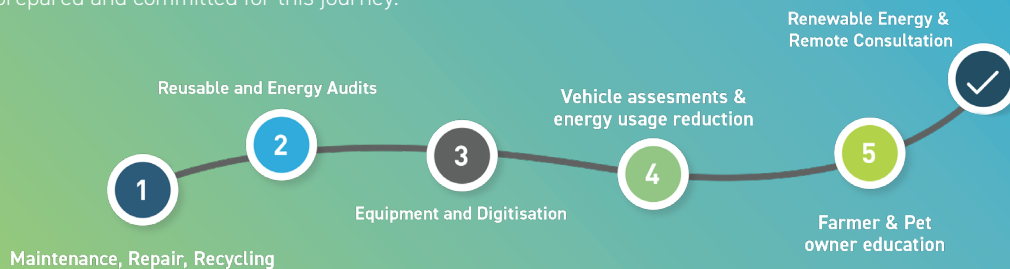
47% of respondents felt that cost savings was an important or extremely important benefit from taking sustainable actions in their practice. **When challenges seem enormous, taking small actions can play a key role in driving change.** And from spending less on kerosene, petrol, and diesel to cutting costs on admin and paper, saving money is a benefit that can be clearly seen and can act as a catalyst for bigger changes in sustainable practices.

Enhance reputation in the market

Like every other business, maintaining a close connection with your client is very important for Irish vets. Understanding what is important to customers and reflecting that in how you work and care for their animals is crucial. 51% of our respondents believe that maintaining credibility with customers is either important or extremely important.

Next steps

Having been on this journey ourselves at XLVets, we understand it can be a challenge simply deciding where to begin. In the diagram below, you'll see how a representative sustainability journey can be split into six stages. And for each level, we outline a number of recommended actions that can be taken. Note that we must first educate ourselves and our team to be fully prepared and committed for this journey.



A Sustainability Journey

Stage	Stage Title			
Stage 1	Maintenance, Repair, Recycling			
	Check loft insulation and ensure 300mm matting with good overall coverage including loft access hatches.	Review window and wall insulation and assess if cost-effective improvements can be made.	Check for draughts from damaged or ill-fitting doors, windows, damaged seals, gaps and any excessive ventilation.	Ensure Recycle Bins policy is present with ease-of recycling in place in practice for staff and clients.
Stage 2	Reusables and Energy Audits			
	Assess current rate of reusables and single use plastics in the practice.	Investigate supplier and wholesale shipping in reusable shipping containers over cardboard outers and packaging.	Review uniform / Clothing requirements review when sourcing and at end-of-life.	Complete regular maintenance, waste, energy audits to assess areas where improvements are required.
Stage 3	Equipment and Digitisation			
	Source products and tools that have a lower carbon footprint, to produce and ship.	Investigate options for onsite solar, wind and water energy & collection options.	Move to a paper-free practice, digitising where possible; clients forms, signature requirements etc.	Audit practice gas requirements, storage and usage, e.g. anaesthetics.
Stage 4	Vehicle Assessments and Energy Usage Reduction			
	Review transport requirements and possibilities to move away from fossil fuels, building a practice travel policy.	Take regular meter readings and log fuel usage.	Check lighting and change to LEDs throughout, with timers or sensors to minimise use.	Introduce water saving measures, flow, volume and assess usage.
Stage 5	Farmer and Pet Owner Education			
	Create your own sustainability statement and hang up in waiting room.	Develop a very short presentation and notes for sustainability and target x number of farmers / customers per month to engage with on the topic.	Hold onsite / offsite information & solution sessions.	Involve the community and local businesses in joint effort projects.
Stage 6	Renewable Energy and Remote Consultation			
	Explore potential for renewables: solar panels, heat pumps, biomass heating.	Use medicines responsibly and moving towards preventative rather than reactive behaviours.	Increase on site visits, more diagnostics to build herd health plans, reducing emissions, increasing productivity.	Investigate on-farm data connectivity, alert parameters and remote consult options.

Implementation is the Key

In understanding the journey that needs to be started and a selection of suggested works, it is recommended to adopt an environmental management system, a set of steps that enable a business to reduce its environmental impacts in a measured manner. These steps would include the measure of existing energy & water use, waste production and carbon footprint. Setting a reduction target for a defined period, on the way to a 50% reduction by 2030. Identify improvement works, measure and monitor progress (if you don't measure it, you can't manage it...). Regularly review effectiveness, plan new actions and consider engaging outside help, including certification. Once started then move to a continuous improvement plan of site review, identify opportunities, create improvement plan, implement improvements and measure effectiveness.

Getting Started

We recommend that veterinary practices begin at Stage 1 (see the previous page) and tackle three tasks in the first 30 days.

Ensuring Results

Tackle three tasks at Stage 2 - we need to begin to live breath, and normalise sustainability as part of our practices.

Managing for Success





Practices will have kick-started their own sustainability drive, creating solid and expandable sustainability habits and practices.


This research specifically focuses on the veterinary practice itself, a starting point to help individual practices begin to live and breathe their own sustainability journey. Key to this is education and understanding of change management with a solid buy-in from the team. What is obvious is that there are more than just the internal workings of the practice to consider. There is also the impact a veterinarian has on emissions in their community, with the greatest effect being in herd emissions.

Future research

In the coming years, we expect to build on this initial research, allowing us to create a bank of data and insights that we can compare over time. This will help us track evolving attitudes to sustainability within the Irish veterinary community and also inform on how we build relevant supportive training courses.

Specific research modules will focus on key areas including...

-  **Examining the carbon footprint of individual practices,** identifying optimised approaches to recycling and more.
-  **Investigating** the sustainability concerns and specific requirements of **companion animal practices.**
-  **Exploring** the concept of herd health and other key sustainability issues in **farm animal practices.**
-  **Surveying** the relationship between veterinary **practices and their communities** in the context of sustainability.



This report was **funded** by **Skillnet Ireland**, through the **Future Dynamics Programme** and commissioned by **XLVets Skillnet** and **XLVets**, as part of their work and commitment to ensure Irish businesses have the skills needed to thrive in the context of climate change. By helping to identify key training and support gaps in the area of sustainability, this report can enable XLVets Skillnet to put in place initiatives and policies to meet those **needs** in the **Irish veterinary sector**. Based on report findings, it is clear that both the opportunity and motivation is now there to undertake more in-depth research while also developing and providing the specific training and supportive tools required.

Visit <https://www.skillnetireland.ie/climate-ready-cluster/#> and find out how Skillnet Ireland empowers Irish businesses so that our society, economy, and climate can prosper in what are very challenging times for our planet.

XLVets Ireland

XLVets Ireland is a network of independently owned veterinary practices. Our membership model is built by members, for members. We focus on delivering strong commercial benefits, sound organisational processes, and practical support to members. Our members are part of a successful global community of veterinary networks in the UK, New Zealand and Canada. By providing a model that supports collaborative working, members have the opportunity to share ideas and learn new skills beyond their regional and country boundaries.

XLVets Skillnet

Established in 2011, our objective is to deliver quality, practical and relevant training tailored to the specific needs of our members in veterinary and to the farming community. We deliver training to over 2,000 members annually, with events that are designed to promote first-class knowledge exchange, best-practice sharing and networking opportunities for our members. Our members understand that training and development is a critical success factor for the future growth and sustainability of both sectors. XLVets Skillnet is co-funded by Skillnet Ireland and our member companies. Skillnet Ireland is funded from the National Training Fund through the Department of Further and Higher Education, Research, Innovation and Science.

Skillnet Ireland

Skillnet Ireland is a business support agency of the Government of Ireland, responsible for advancing the competitiveness, productivity and innovation of businesses operating in Ireland through enterprise-led workforce development. They are Ireland's only business support agency dedicated to workforce development. Skillnet Ireland partner with over 57 industry bodies and support over 22,500 business each year, through its 72 Skillnet Business Networks across most sectors and all regions in Ireland. Skillnet Ireland is funded from the National Training Fund through the Department of Further and Higher Education, Research, Innovation and Science.



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Taighde, Nuálaíochta agus Eolaíochta
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