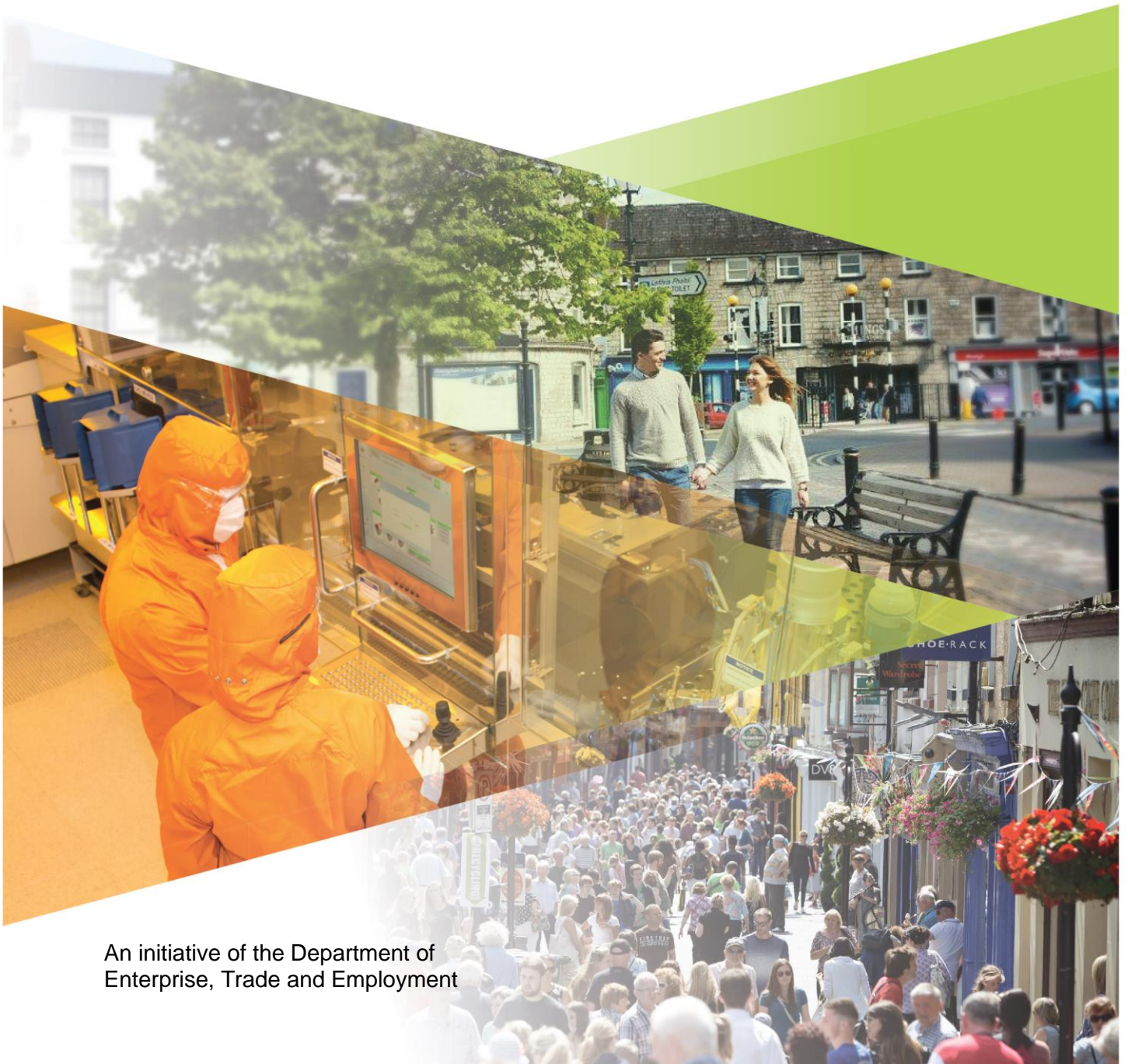




Rialtas na hÉireann
Government of Ireland

Mid-Term Progress Report

Mid-West Regional Enterprise Plan to 2024



An initiative of the Department of
Enterprise, Trade and Employment

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Minister's Foreword

I am pleased to present this progress report on the implementation of the Mid-West Regional Enterprise Plan, a roadmap for enterprise development launched in 2022 to drive economic development, innovation, and sustainable growth across the diverse and dynamic communities of the Mid-West region of Ireland.

The Mid-West, encompassing counties Clare, Limerick, and Tipperary, is known for its rich cultural heritage, strong industrial base, and a spirit of resilience that defines its people. Since the Plan's inception, efforts have been focused on unleashing the untapped potential of this region, ensuring that it not only thrives economically but also plays a role in the overall prosperity of the country.

The Plan's focus on fostering a diverse and dynamic economy tailored to the unique strengths of the Mid-West has been a central theme of collective endeavours. Sectors such as advanced manufacturing, aerospace, creative industries, bioeconomy and renewable energy have received strategic attention from key regional stakeholders. This approach has strengthened the competitiveness of these sectors, driving innovation and facilitating job creation.

Innovation is a driving force behind the Mid-West Regional Enterprise Plan. By seeking to foster a culture of creativity and entrepreneurship, the Plan aims at cultivating an environment that supports research and development, promotes emerging industries, and positions the region as a leader in technological advancements.

Collaboration has been a lynchpin of the Plan's success to date. The partnership between government agencies, local authorities, businesses, educational institutions, and others has been instrumental in navigating challenges and seizing opportunities. Stakeholders in the Mid-West have embraced a collective approach, harnessing collective knowledge, insight and resources to address regional challenges holistically and so ensure that economic progress is sustainable and inclusive.

To assist with the implementation of the Regional Enterprise Plans, my department has secured up to €145 million in funding for the Smart Regions Enterprise Innovation Scheme, co-funded under the European Regional Development Fund, which will support projects aligned to the Regional Enterprise Plans. The first call of €35 million was announced in October 2023 with subsequent calls in the coming years.

As we reflect on the achievements outlined in this report, it is clear that the Mid-West is on a trajectory of sustained growth and prosperity. Challenges remain, but the progress made thus far is a testament to the resilience and determination of stakeholders in the Mid-West.

Finally, I extend my heartfelt appreciation to Chair Prof. Eamonn Murphy, Programme Manager Paraic Rattigan, and all the regional stakeholders who have played a crucial role in progressing the implementation of the Mid-West Regional Enterprise Plan so far. Your dedication and expertise have been pivotal in shaping the successes highlighted in this Progress Report.

Simon Coveney TD

Minister for Enterprise, Trade and Employment

Chair's Introduction

As we reach the midway point of this iteration of the Mid-West Regional Enterprise Plan it is important to review the economic landscape of the region. Recent data indicates that the regional economy continues to go from strength to strength with record high employment, over 240,000 employed, historically low unemployment at just 4%, and the highest disposable income outside of Dublin.

The credit for this recent success must be shared between the pro-business efforts of the national government and the efforts of many stakeholders who combine to make the Mid-West an attractive investment location. In particular, we acknowledge the excellent work done by our three local authorities, IDA Ireland, Enterprise Ireland, the Local Enterprise Offices, the many education and training providers in the region, and the combined business community who continue to promote the considerable economic potential of our region.

The Mid-West Regional Enterprise Plan to 2024 includes collaborative projects and initiatives from right across the three Mid-West counties of Clare, Limerick and Tipperary. The region has identified unique emerging strengths in advanced manufacturing, future mobility, film, bioeconomy, social enterprise and technology that will shape our regional economy going forward. The depth of activity ongoing in these sectors and many others is truly admirable and a credit to those who drive these projects and initiatives forward on a daily basis. This report provides just a flavour of the depth of enterprise development activity that is ongoing.

The Shannon Estuary Economic Taskforce Report highlights the importance of renewable energy, both offshore and onshore, for the region's future. Offshore renewable energy can create enormous direct and indirect employment. Immediate efforts to grow onshore renewables are also needed to support existing businesses to meet their decarbonisation objectives and to continue to compete for inward investment.

Despite continued success, the region is not without its challenges. We acknowledge here the extra efforts being made by our local authorities and others to target specific areas of severe social disadvantage, with a number of transformative projects and initiatives already underway.

In addition, parts of the region continue to remain poorly served with infrastructure, which limits economic development and negatively impacts on quality of life. In recent years the region has seen several billion euro of private investment to create record job numbers but has seen little investment in public infrastructure in that time. Investment in housing, utilities, healthcare, transportation, ports, airports and other public infrastructure remains a priority and a fundamental ask from our stakeholders to government.

At this milestone we acknowledge the progress made, and we reaffirm our commitment to continue supporting the growth and resilience of our economy. We look forward to the continued engagement and support from Minister Coveney and the team at the Department of Enterprise, Trade and Employment.

Dr Eamonn Murphy

Chair of the Mid-West Regional Enterprise Plan Steering Committee

Mid-West Highlights

<ul style="list-style-type: none">• IDA Ireland's new €40 million Digital Manufacturing Ireland, the national centre of excellence to aid digital transformation of manufacturing, was officially opened in Limerick in March 2023.
<ul style="list-style-type: none">• Future Mobility Campus Ireland won the Proving Ground of the Year award at the Automotive Testing Technology International Awards 2022.
<ul style="list-style-type: none">• The Technological University of the Shannon was awarded €1 million in funding from the Department of Agriculture, Food and the Marine to develop a bioeconomy demonstrator site in Lisheen, Co. Tipperary.
<ul style="list-style-type: none">• The Shannon Estuary Economic Taskforce Report was launched in Ardnacrusha, Co. Clare, on 8 July 2023, by Taoiseach Leo Varadkar; the report focuses on offshore wind, onshore energy, infrastructure and tourism opportunities for the Shannon Estuary Region.
<ul style="list-style-type: none">• The Mid-West film sector continues to grow with six high end TV drama series/features, and 12 short films supported, as well as 'Film in Limerick' being awarded the runner-up prize for Emerging Location at the Global Production Awards at the 2023 Cannes Film Festival.
<ul style="list-style-type: none">• €3.5 million from the Rural Regeneration Development Fund has been allocated to redevelop a vacant building at the Kilrush Marina, Co. Clare, as a Maritime Training Centre and research base for the offshore renewable energy sector.
<ul style="list-style-type: none">• The University of Limerick was awarded €2.3 million by Science Foundation Ireland, which was matched by industry partners and Limerick City and County Council, for a new programme to look at low-code and no-code approaches in software engineering, to allow developers design applications with minimum knowledge in coding.

Smart Specialisation

The Department of Enterprise, Trade and Employment published Ireland's *National Smart Specialisation Strategy for Innovation 2022-2027 (S3)* in July 2022, which embraces a regional approach to addressing Ireland's Research, Development and Innovation (RD&I) challenges. It provides a bridge between regional and national innovation strategy building and decision making, bringing coherence to RD&I planning for the benefit of enterprise, and advancing the RD&I agenda regionally and nationally.

Smart Specialisation is a key component of the economic element of each of the three Regional Spatial and Economic Strategies for delivering balanced regional development in Ireland aligned with the objectives of Project Ireland 2040. S3 is also fundamental to developing smarter more competitive regions, one of the key strategic outcomes under Ireland's European Regional Development Fund (ERDF) Programmes 2021-2027.

The Smart Regions Enterprise Innovation Scheme has a very particular focus on supporting the Regional Enterprise Plans. It aims to accelerate economic growth in all regions by working with regional stakeholders to deliver on their potential regional enterprise strengths and opportunities, and by strengthening the regional enterprise innovation system. The scheme opened for applications on 12 October 2023.

Each of the Regional Assemblies sit on the National S3 Implementation Group which has overall responsibility for the delivery of S3 national and regional strategic priorities. In ensuring delivery of regional priorities, the Regional Assemblies also sit on the Steering Committees for the REPs. Working with the REPs is an important vehicle in translating S3 into regional and local impact.

Smart Specialisation in the Mid-West Region

At NUTS 2 level, the Mid-West Region is part of Ireland's Southern Region along with the South-West and South-East Regions. Recent progress and ongoing efforts across the Mid-West have seen a number of key highlights that support the region's S3 priorities, notably:

- Advanced manufacturing – the opening of Digital Manufacturing Ireland in Limerick will grow the region's standing as a leader in advanced manufacturing.
- Audiovisual and creative – the regional film sector continues to grow with six high-end TV drama and features and 12 shorts supported, and the awarding of the Runner-up Prize for the Emerging Location award at the 2023 Cannes Film Festival.
- Automotive and aerospace – continued success in attracting national and European project funding at Future Mobility Campus Ireland in Shannon will support the region's establishment as a centre of excellence for advanced on-road and in-air mobility solutions.

- Bioeconomy – the award of €1 million in funding to the Technological University of the Shannon (TUS) towards the development of a bioeconomy demonstration site at the Irish Bioeconomy Foundation campus in Tipperary. In addition, the University of Limerick (UL) is coordinating a €5 million pan-European BIOFIN (Biodiversity Restoration Using Large-Scale Finance) project to identify the barriers to mobilising mainstream finance to protect and restore biodiversity.
- Renewable energy – the recently-launched Shannon Estuary Economic Taskforce (SEET) Report outlines a pathway for the Mid-West to become net carbon neutral by 2035 leveraging offshore wind energy and onshore renewables.

This progress report documents implementation to end of Q3 2023 and has been prepared and signed off by the Mid-West Regional Enterprise Plan Steering Committee.

Action Status Key

Action complete: The Steering Committee has deemed that these actions have been fully completed.

Action on target: The Steering Committee has deemed that these actions are on target for completion by the deadline.

Action not on target: The Steering Committee notes that delivery of these actions has been delayed but is still being progressed.

Action discontinued: The Steering Committee has agreed that these actions are no longer being pursued.

New /Amended action: The Steering Committee has agreed to create a new action or revise an existing action.

Strategic Objective 1: Enable innovation to make the Mid-West a leading digital region

Action 1.1: Strengthen the position of the Mid-West as a national centre for advanced manufacturing

Action Leader: IDA Ireland, Enterprise Ireland, Confirm Centre and the Irish Digital Engineering and Advanced Manufacturing (IDEAM) Cluster

Timeframe for delivery: Q4 2023

Status: Action on target

Action Update:

Manufacturing is the single largest employer in the Mid-West, supporting close to 30,000 direct jobs. The regional manufacturing ecosystem is comprehensive, with world-leading education and research programmes and infrastructure to support a diverse industry base of both SMEs and major MNCs. Some recent major activities to continue strengthening the sector include:

- In August 2022, IDEAM Cluster delivered the Digi Manufacturing 2.0 project in collaboration with Manufacturing NI and InterTrade Ireland to establish collaborations between members to drive the digital and green transitions. To date, IDEAM has supported over 40 industry collaborative projects with a combined value of over €8 million.
- In March 2023, Digital Manufacturing Ireland (DMI), the new national centre of excellence to aid digital transformation, was officially opened by Minister for Enterprise, Trade and Employment, Simon Coveney, at the IDA Ireland National Technology Park. Backed by €40 million in state investment, DMI aims to support Irish-based manufacturers to accelerate their adoption of digital technologies and drive economic competitiveness.
- In June 2023, the Technological University of the Shannon (TUS) hosted Manufacturing Solutions Ireland 2023, the largest Irish-UK collaborative manufacturing event, with more than 1,600 exhibitors, delegates, manufacturers and visitors from across Ireland, the UK and Europe attending.

Action 1.2: Development and expansion of advanced mobility technology capabilities at Future Mobility Campus Ireland

Action Leader: Future Mobility Campus Ireland (FMCI)

Timeframe for delivery: Q4 2024

***Original timeframe extended**

Status: Action on target

Action Update:

FMCI, located in the Shannon Free Zone, is a not-for-profit testbed supported by the Regional Enterprise Development Fund (REDF) to stimulate RD&I in advanced mobility technologies (both on-road and in-air). Major recent updates for this action include:

- In June 2022, the FMCI-coordinated EU project Éalú-Aer was awarded €7 million in funding to develop a digital sky demonstrator, for aerial unmanned traffic management systems, with partners including Shannon Group, the Irish Aviation Authority, Collins Aerospace, Avtrain, Manna and Deepblue.
- In July 2022, FMCI secured Regional Enterprise Innovation Scoping Scheme (REISS) priming funding to develop an advanced air mobility hub, which will enable large scale electric vertical take-off and landing services.
- In March 2023, FMCI won the Proving Ground of the Year award at the Automotive Testing Technology International Awards 2022.
- In May 2023, FMCI, in conjunction with Lero, hosted a workshop on routes to funding research in connected autonomous vehicles (CAV) and battery technologies.
- In May 2023, Clare County Council secured funding under Interreg Europe to participate in a four-year, €1.9 million European project called Moving Towards Aerospace to help policy makers and stakeholders co-build ecosystems for the transition of SMEs to the evolving aerospace economy.
- In September 2023, the Motion by Electronomous event returned to Shannon. The annual event brings together the global players within the mobility, automotive and aviation ecosystem for a day of workshops, demos, tours, test drives, and panel debates.

Action 1.3: Create a sustainable Regional Film Industry in the Mid-West

Action Leader: Regional Film Manager

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

Recent years have seen the regional film sector go from strength to strength, with a number of significant productions undertaken across the Mid-West. Ongoing efforts by Film in Limerick and others to promote the film sector across the Mid-West Region have yielded the following positive outcomes:

- Six high-end TV drama and features were filmed in the region with six funded work placements and approximately 120 local crew across these productions.
- 157 people were trained on courses with the Crew Academy.
- 12 short films made and entered into festivals, which supported 130 jobs. One film won best short at the Belfast Film Festival, with another winning best documentary short at Catalyst International Film Festival.
- A number of studio executive visits were hosted in the region, including Amazon, NBCUniversal and HBO.
- Film in Limerick was awarded the Runner-up Prize for the Emerging Location award at the 2023 Cannes Film Festival.
- The Accredited Creative Producing Programme was set up and 24 new producers were trained over two courses.
- The Writers Factory, Intro to Screenwriting course was set up and 60 screenwriters graduated.
- Innovate Limerick commissioned a study on the region's production capacity and opportunities for growth. The report is expected to be launched in early 2024.

Action 1.4: Collaborations to solve healthcare problems and challenges using digital solutions

Action Leader: Engine Collaboration Centre

Timeframe for delivery: Q4 2023

Status: Action on target

Action Update:

Technological advancements in healthcare can create significant benefits across society as well as creating new enterprise opportunities across technology, science and engineering. Some relevant regional activity in healthcare innovation includes:

- In July 2022, REISS funding was awarded for a feasibility study into a Life Sciences Hub for Limerick. The study has been completed and the project is progressing to the next stage.

- In March 2023, three Healthcare innovation projects from the region were selected to receive Public Sector Innovation Fund support, with Limerick City and County Council and Innovate Limerick successful in applications to deliver their Healthcare Drone Delivery project and their Healthcare Bed Management Solution project; University Hospital Limerick was also successful in its application for the development of 3D printed bespoke breast prostheses for post-mastectomy patients.
- In August 2023, University Limerick (UL) hosted the Limerick Digital Cancer Research Centre Technology Showcase, bringing together industry experts to explore the future of technology in digital cancer.

Action 1.5: Establish the region as a national leader in the sports-tech and eSports sectors

Action Leader: SportsTech Ireland

Timeframe for delivery: Q4 2024

***Original timeframe extended**

Status: Action on target

Action Update:

SportsTech is an emerging sector both nationally and in the Mid-West Region. Some recent activity in the sector includes:

- In March 2023, day three of the One Zero SportsTech conference was held in the ENGINE collaboration centre in Limerick, hosting SportsTech start-ups and international investors.
- In March 2023, EY Limerick's Data in Sport event was held at Thomond Park. It explored how the application of data is changing the game of tomorrow by powering performance and participation, both on and off the field.
- In May 2023, the *International Rugby Experience* opened in Limerick City. This is a €30 million fully-immersive, hands-on, multi-sensory experience designed to engage and inspire. It is expected this location could attract up to 100,000 visitors annually.

Action 1.6: Progress regional data centre projects with an emphasis on innovation and sustainability

Action Leader: Clare County Council, Limerick City and County Council and Shannon Foynes Port Company

Timeframe for delivery: Q4 2023

Status: Action not on target

Action Update:

The Mid-West Region has the renewable energy resources, grid infrastructure, and land availability, along with dark fibre connectivity to support a more sustainable data centre industry. Some recent activity in this space includes:

- In August 2022, planning permission was granted for a data centre campus in Ennis, Co. Clare. The development is currently being appealed to An Bord Pleanála.
- The new Clare County Development Plan 2023-2029 includes a development plan objective to facilitate and support the development of a data centre on the enterprise zoned lands (ENT 3) at Toureen Ennis, subject to normal planning considerations, the implementation of the findings of the Strategic Environmental Assessment (SEA) and Appropriate Assessment (AA), and an analysis of the impacts from Green House Gas (GHG) Emissions associated with the development.

Action 1.7: Innovation in education – inclusive, immersive, enterprise-focused education programmes

Action Leader: Regional Skills Forum, University of Limerick (U and TUS: Midlands Mid-West

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

The Mid-West has a proud record of industry-focused innovation in education. A number of new undertakings will continue to bolster this reputation for innovation in the education sector:

- September 2022 saw the first intake of students to UL's Immersive Software Engineering (ISE) course. ISE has reimaged software engineering education, blending studies with real-world, hands-on experience, and it is backed by many of the country's foremost tech employers.

- In October 2022, Skillnet Ireland, in partnership with UL, launched the first enterprise-led micro credential programmes dedicated to climate action in Ireland.
- In December 2022, the Coding for Women Programme by Limerick and Clare Education and Training Board (LCETB) / Mid-West Regional Skills Forum celebrated its first graduates. The initiative is backed by the Limerick for IT industry cluster and caters for up to 40 participants annually.
- In April 2023, the R@ISE project was awarded €2.3 million from Science Foundation Ireland, with match funding from industry partners and Limerick City and County Council, to look at low-code and no-code approaches in software engineering, where developers can design applications with minimum knowledge in coding.
- In May 2023, UL launched the Master of Professional Practice, where learners can build a master's degree by stacking professional diplomas across artificial intelligence (AI) and technology, people and performance, and quality.
- The Technological University of the Shannon (TUS) is coordinating the Horizon 2020 funded RUN-EU PLUS project to deliver an integrated long-term strategy for research and innovation within the RUN-EU European University network.

Strategic Objective 2: Make the Mid-West Ireland's leading sustainability/low carbon region

Action 2.1: The Atlantic Green Digital Basin – decarbonising industry by developing the Shannon Estuary as a renewable energy hub

Action Leader: Mid-West Regional Enterprise Plan, Shannon Foynes Port Company, Limerick City and County Council, Clare County Council and Tipperary County Council

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

Ireland's Atlantic coastline can be at the forefront of the global energy revolution. Recent studies indicate that the Shannon Estuary can deliver up to 70GW of floating offshore wind in the coming decades. The Estuary has strategic advantages as a renewable energy hub with existing grid infrastructure at Moneypoint and Tarbert in North Kerry, vast deep-water port conditions, and plentiful land for development. Some recent activity to support this ambition includes:

- In November 2022, Minister for the Environment, Climate and Communications Eamon Ryan launched the Shannon Foynes Port Company's Vision 2041 Strategic Review.
- In December 2022 the Shannon Estuary Economic Taskforce (SEET) Interim Report was published.
- In February 2023, Limerick Chamber launched their Energy on The Estuary event series, featuring panel discussions and industry networking to promote and grow the sector.
- In March 2023, the Department of the Environment, Climate and Communications' (DECC) Offshore Renewable Energy Development Plan II (OREDP II) public consultation event was held in Foynes, to discuss the national strategy for offshore energy development.
- In June 2023, the Marine Ireland Industry Network event was held in Foynes and showcased the ongoing developments by Shannon Foynes Port Company, local companies, and offshore wind developers.
- In July 2023, the SEET Final Report was launched at Ardnacrusha by Taoiseach Leo Varadkar alongside Minister for Enterprise, Trade and Employment Simon Coveney, Minister for Education Norma Foley and Minister for the Environment, Climate and Communications Eamonn Ryan. The report sets out a roadmap to deliver up to 30GW of Atlantic Offshore Wind by 2050.

Action 2.2: Build regional research, education and training capacity for emerging renewable energy opportunities

Action Leader: Mid-West Regional Enterprise Plan, Shannon Foynes Port Company, Limerick City and County Council, Clare County Council, Tipperary County Council, Council, Fingal County Council and South Dublin County Council

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

A number of activities are underway to promote the current and future job opportunities in renewable energy within the region. These include:

- In August 2022, the Mid-West REP and Limerick and Clare Education and Training Board (LCETB) collaborated with partners in the West and North-West Regions on the ImTechSkills project, to research and develop immersive technology training and resources for offshore wind.
- In October 2022, a Regional Enterprise Transition Scheme- (RETS) funded report on the Growth of Onshore to Offshore Wind was launched and highlighted the unprecedented jobs opportunity for the Atlantic Region. The study was commissioned by the Mid-West, North-West and West REPs.
- In January 2023, education and training providers from the region discussed collaboration in education with the Norwegian Ambassador.
- In February 2023, the National Maritime College of Ireland (NMCI) Seafarers Conference 2023 was held in Limerick.
- In June 2023, the OCEANS 23 international research conference was held at the University of Limerick (UL), attracting over 1,000 international delegates. Bilateral meetings were also held between the Mid-West education and training providers and Canadian marine skills providers as part of the OCEANS 23 delegation.
- In June 2023, a Memorandum of Understanding was signed between UL and ESB to collaborate in areas including education and training, research and development and commercial development.
- In July 2023, UL, ESB, Shannon Foynes Port Company and Clare County Council agreed to participate in the Dutch Irish research project HybridLabs, to accelerate the deployment of offshore renewable technologies.

- The Mid-West Education and Training Group continues to meet and has mapped relevant course offerings currently available across providers in the region to be used to progress the development of new course offerings.

Action 2.3: Grow circular bioeconomy capacity, leveraging the National Bioeconomy Campus

Action Leader: Irish Bioeconomy Foundation (IBF)

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

The development of the National Bioeconomy Campus (NBC) at Lisheen in Tipperary will be a lynchpin that provides piloting and innovation facilities for the burgeoning Irish bioeconomy ecosystem. Recent activities include:

- IBF, based at the National Bioeconomy Campus, has extended its network nationally and now internationally to include EU and US project partners.
- IBF has collaborated with InterTrade Ireland to develop a map of bioeconomy stakeholders, to date identifying 600 relevant stakeholders.
- IBF is active in growing national capacity and awareness and has secured funding for a number of EU projects namely: Bioeconomy Ventures, MPowerBio, Biobec, AGREFINE, ABCeconomy and Rural Bio Up.
- In August 2022, Trifol Resources, with support from IBF, was awarded €3 million in EU funding to scale its PLASTIC2WAXLIFE project in Littleton, Co. Tipperary. The Department of the Environment, Climate and Communications has also approved €1.5 million under the Climate Action Fund for the project. The project aims to scale processing of up to 24,000 tonnes of plastic waste into sustainable wax annually.
- In February 2023, TUS was awarded €1 million in funding from the Department of Agriculture, Food and the Marine (DAFM) to develop a bioeconomy demonstrator in Lisheen, Co. Tipperary.
- In July 2023, UL coordinated the €4.9 million pan-European BIOFIN project to identify the barriers to mobilising mainstream finance to protect and restore biodiversity.
- Located within the Just Transition Fund (JTF) territory, the National Bioeconomy Campus will be well placed to respond to the upcoming JTF calls for the bioeconomy.

- Significant investment by Tipperary County Council will help propel the Lisheen Campus to National, European and international standards of process capability to the food and biotechnology sectors.

Action 2.4: Develop a centre of excellence for sustainable energy

Action Leader: Tipperary County Council

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

Delivery of a new Centre of Excellence for Sustainable Energy in Nenagh, Co. Tipperary, is progressing. The Centre will host public agencies, training and development, research activity, and low-carbon enterprise incubation. The project is a key component of the Martyr's Road Regeneration Quarter in Nenagh Town Centre and aims to deliver a carbon-neutral and energy-positive building and public realm. Stages of approval include:

- Funding of €9.5 million was approved in March 2021 under the Urban Regeneration Development Fund (URDF).
- Approval in principle was issued by the Department of Housing, Local Government and Heritage (DHLGH) in November 2022.
- A stage 2 application to engage a design team is being prepared with appointment expected in Q4, 2023.

Action 2.5: Deliver initiatives and projects to promote sustainability in the built environment

Action Leader: TUS: Midlands Mid-West, Tipperary County Council, Limerick City and County Council (LCCC), LCETB

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

The region is continuing to lead the way in efforts to promote sustainability in the built environment. Examples of recent activities include:

- In June 2022, LCETB's new Nearly Zero Energy Building (NZEB) and retrofitting centre of excellence in Roxboro was launched, with space to provide training to approximately 1,500 learners a year.
- In June 2022, Tipperary Education and Training Board (ETB) launched its new Construction and Retrofit Skills Training Centre in Tipperary Town.
- The +CityxChange project (EU Horizon2020 funded) is nearing completion. LCCC and UL submitted final deliverables in relation to the Limerick Citizens' Observatory, community participation events and the establishment of a Positive Energy Champions Network.
- The TUS-led Digital Academy for the Sustainable Built Environment (DASBE) project has introduced 14 new courses, including Level 8 Certificate in Energy Renovation of Traditional Buildings, Level 8 Higher Diploma in Residential Energy Retrofit Management, Level 7 Certificate in Green Procurement in Construction, and Level 6 Certificate in Residential Retrofit Site Coordination and NZEB.

Action 2.6: Upskilling of small businesses for the transition to a low carbon, sustainable economy

Action Leader: Mid-West Regional Skills Forum and Clare, Limerick and Tipperary Local Enterprise Offices (LEOs)

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

Delivering initiatives to increase the sustainability of small businesses in the region is a crucial part of local and national enterprise strategy. Some notable recent activity includes:

- In May 2023, the Department of Enterprise, Trade and Employment (DETE) hosted the Mid-West Building Better Business event at the Kemmy Business School in UL. The event included discussions on the low-carbon economy and digital transformation, along with expert information on available government supports.
- LEOs across the region continue to support green transition for small and micro enterprises through programmes such as Green for Business and Green Start. Across the region, over 50 small firms have taken advantage of these schemes to date.

Strategic Objective 3: Enable Enterprise growth in regional towns and rural areas

Action 3.1: Create an efficient and sustainable regional network of enterprise centres and remote working eHubs

Action Leader: Clare County Council, Innovate Limerick, Tipperary County Council and Limerick City and County Council

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

The development of a network of enterprise hubs in regional towns will play an integral role in revitalising towns and villages and supporting growth across the region's rurally-based population. Some recent updates from across the region include:

- In June 2022, over 20 hubs shared over €850,000 in funding under the Connected Hubs scheme, including hubs in Tipperary (Carrick-on-Suir, Thurles, Cashel, Roscrea, Ballina, Nenagh, Ballylooby, Newport), Limerick (Hartnett Centre, Limerick City, Croom, Adare, Roxboro Road, Newcastlewest and Bruree) and Clare (Ennistymon, Cross, Kilrush, Corofin and Flagmount).
- In April 2023, the ENGINE Hubs participated in the national Connected Hubs showcase event. ENGINE Hubs network now includes 19 hubs throughout Limerick, Tipperary and north Kerry.
- DigiClare has grown to 11 locations, with hubs at Flagmount and Inagh recently added. The Kilrush hub has been relocated due to high demand. DigiClare is also collaborating with the Technological University of the Shannon (TUS) and the Western Development Commission (WDC) to deliver academic courses in its hubs through the 'Learning in the Hubs' initiative.
- Under the Regional Enterprise Development Fund (REDF, the Tipperary Town Engine renovation has been completed providing a fully serviced 4,000 square feet office facility. A new anchor tenant, Nephin Renewable Gas, has recently been announced.

Action 3.2: Undertake a skills mapping exercise to identify employment trends and needs across the region

Action Leader: Clare County Council

Timeframe for delivery: Q4 2024

Status: Action complete

Action Update:

Skills mapping can show the relative scarcity or abundance of various skills within the region and provide a degree of insight to help attract businesses. A skills mapping pilot project was completed by Clare County Council in 2022, with the results being disseminated to relevant regional stakeholders. Other counties are not considering undertaking similar studies at this time.

Action 3.3: Support the regional agrifood sector through the development of food hubs

Action Leader: Innovate Limerick

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

The agrifood sector makes a large contribution to the economy of the Mid-West Region. Easy-to-access food grade facilities will be an enabler for the establishment and growth potential of artisan food producers who struggle with the capital requirements of setting up their own suitable production facility that meets the rigorous health and safety standards required. To deliver this action, a number of projects are underway including:

- A regional food mapping project was funded by the Regional Enterprise Innovation Scoping Scheme (REISS) and undertaken by an independent consultancy firm. This project has identified potential locations that are lacking in food infrastructure, as well as providing a number of valuable recommendations to support food enterprises across the region.
- A REISS feasibility study has been completed and the next stages of the project, particularly around sourcing a suitable location for the food centre, are being evaluated.

Action 3.4: Increase through digitalisation the visibility of the region's tourism offerings

Action Leader: Fáilte Ireland

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

Tourism is an important sector in the regional economy. Increasing the visibility of the Mid-West's tourism offerings is vital to further grow and develop the sector. To support this action, a number of digital initiatives are ongoing, including:

- Fáilte Ireland has launched the [Digital that Delivers](#) strategic programme to power digital transformation for visitor attractions, activity providers and day tours. The programme connects digital expert teams with businesses to assess digital needs, increase capability, and deliver key projects to grow online sales.
- A dedicated new tourism website for County Clare is now live at [VisitClare.ie](#).
- Tipperary tourism has refreshed its online brand and website at [Time for Tipperary](#).
- The [Discover Limerick](#) digital pass was launched, which allows convenient access to top attractions throughout the county.

Action 3.5: Build on the region's equine heritage to develop equine tourism and enterprise products

Action Leader: Tipperary County Council

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

The Mid-West has an international reputation for equine excellence. Recent activity in Tipperary in particular aims to establish this as a consideration for all visitors to the region. Steps taken to achieve this include:

- The creation of [Thoroughbred Country](#), a collaborative effort between members of the tourism and thoroughbred industries, dedicated to enhancing tourism in counties Kildare and Tipperary. Visitor attractions and experiences were launched in July 2023 and will continue to be released throughout 2023. This programme connects counties Tipperary and Kildare as Thoroughbred Country – two counties, one tourism destination.

Strategic Objective 4: Initiatives to support SME, Start-ups and Microbusiness

Action 4.1: Develop existing and new industry clusters in strategic sectors

Action Leader: Mid-West Regional Enterprise Plan (REP)

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

The Mid-West is home to a number of industry clusters across a range of diverse and regionally important business sectors. Some recent cluster development activities throughout the region include:

- In June 2023, a delegation from the Emerald Aero cluster exhibited at Aircraft Interiors Expo in Hamburg and the Paris Air Show as part of the Enterprise Ireland delegation. As referenced at action 1.2, Clare County Council secured EU Interreg funding to participate in the Moving Towards Aerospace project, which aims to support the transition of SMEs in the aerospace sector.
- IDEAM Cluster is delivering the Digi Manufacturing 2.0 project in collaboration with Manufacturing NI and InterTrade Ireland with the aim to establish collaborative projects between members to drive the digital and green transition. To date, IDEAM has supported 40+ industry collaborative projects with a combined value of over €8 million.
- The Irish Bioeconomy Foundation (IBF) continues to expand its network and are actively partnering in a number of strategic EU projects to promote the bioeconomy.
- LINC Engineering Network has grown to over 50 member companies across North Cork and East and West Limerick and is the only rural cluster in Ireland with a focus on engineering.
- Social Impact Ireland has supported the establishment of a new accreditation, the 'Social Enterprise Mark', and hosted the Social Enterprise Regional Stakeholder Consultation event on behalf of the Department of Rural and Community Development for the Mid-West and South-West regions.

Action 4.2: Increase the numbers of apprenticeships and traineeships

Action Leader: Mid-West Regional Skills Forum, Limerick Clare Education and Training Board (LCETB), Tipperary Education and Training Board (ETB and Regional Skillnets

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

The Government aims to significantly increase the footprint of apprenticeships within the education landscape, ensuring that apprenticeships are open and accessible and are seen as a viable and exciting path to skills and a qualification. At a regional level, a number of targeted activities are underway, including:

- In November 2022, the Mid-West Apprenticeship and Traineeship Showcase 2022 attracted over 2,500 people.
- The Technological University of the Shannon (TUS) piloted the Access to Apprenticeship programme to prepare young people (16-24 years) from underrepresented communities, to progress into craft apprenticeships. The pilot results show 24 people completed the programme, with 13 progressing to an internship or apprenticeship.
- Tipperary ETB has developed a new hairdressing apprenticeship, a commis chef apprenticeship and a sales apprenticeship. Four traineeships are currently running with a combined total of 32 students, and four more traineeships are planned for Q4 2023. Apprenticeships include medical administration, hospitality, national tour guiding and information and communication technology (ICT) support.
- LCETB is running apprenticeships in baking and confectionery and in software testing, as well as traineeships in Heavy Goods Vehicle (HGV) driving, HGV mechanics and electronic manufacturing.
- A cybersecurity apprenticeship developed with the Mid-West Regional Skills Forum and the University of Limerick (UL) opened for first enrolments in Q3 2022 and again in Q3 2023.

Action 4.3: Expand the Explore Engineering Alliance

Action Leader: Limerick and Clare Education and Training Board (LCETB), TUS: Midlands Mid-West and UL.

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

Explore Engineering is an industry led initiative that has support of the education and training providers in the region. The primary goal of Explore Engineering is to increase the quality and quantity of engineering talent (apprentices, technicians and engineers) available in the region. Some recent activity includes:

- In December 2022, the INSPIRE Women in Engineering event was held in TUS, with over 350 students attending.
- In March 2023, the annual Explore Engineering Showcase was held in Shannon Airport.
- Over 60 companies were showcased, with approximately 1,700 in attendance, including students, teachers and parents from across Clare, Limerick, Tipperary, Galway, and Kerry.
- Explore Engineering is in the process of relaunching its strategy and action plan in consultation with industry leaders.

Action 4.4: Deliver management and financial training and upskilling Initiatives

Action Leader: Public Sector Education and Training Providers.

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

- The Local Enterprise Offices (LEOs) continue to offer multiple programmes to support business management and upskilling including Lean for Business and Digitalisation for Business. Since January 2022, over 120 firms across the region have taken completed these programmes: Lean for Business (90) and Digitalisation for Business (34). In addition, almost 300 companies have participated in the various management development programmes delivered through the LEOs.
- UL has increased its promotion of micro credentials as a flexible means to upskill and reskill, with a number of short, flexible, accredited business and management courses now offered covering topics including procurement, project management, supply chain and finance and accounting.

Action 4.5: Build an ecosystem for start-ups and entrepreneurs

Action Leader: Local Enterprise Offices (LEOs and Enterprise Ireland)

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

Entrepreneurship is a uniquely powerful mechanism for economic and social development, generating incomes and jobs while enabling and enriching individuals and communities. The region continues to support emerging start-ups and entrepreneurs in a number of ways, with some recent activities listed below:

- In December 2022, Innovate Limerick's REDF-funded Digital Collaboration Centre was completed. Plans are progressing for an accelerator building with initial funding secured through the URDF.
- In December 2022, UL's Nexus Innovation Centre and the Kemmy Business School were awarded €125,000 by the Higher Educational Authority (HEA) for entrepreneurship education initiatives.
- In February 2023, the 2022 LEO results showed that 676 new jobs were created in the region, with 808 companies employing 4,696 staff now being supported across the three LEOs.
- In June 2023, the entrepreneurship programme offered by the Kemmy Business School at UL was selected as a finalist for the Triple-E Awards on Entrepreneurship and Engagement Excellence in Higher Education under the category 'EDI Community Engagement Initiative of the Year'.
- LEO Clare created a pilot programme with 10 female entrepreneurs with the aim to enhance the growth potential of female-led enterprises and entrepreneurship.
- Other activities supporting start-ups and entrepreneurship referenced earlier in this report include REISS funding for a Life Sciences Hub study for Limerick (Action 1.4) and the DETE Mid-West Building Better Business Event held in UL, which was a free business event with discussions on low-carbon economy and digital transformation, along with information on Government supports (Action 2.6).

Action 4.6: Deliver R&D, competitiveness and internationalisation initiatives to support export sales growth in SMEs

Action Leader: Enterprise Ireland

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

- In 2022, Enterprise Ireland provided €14.7 million in grants and RD&I funding to Mid-West client companies, which is an increase of 13% and the third-highest allocation to a region nationally. Enterprise Ireland supports 461 companies employing a total of over 24,000 across the region.
- Enterprise Ireland ran webinars throughout 2023 focusing on competitiveness, with topics including supply chain management, raising finance and digital adoption being covered.
- Enterprise Ireland continues to support regional initiatives such as the IDEAM Cluster, New Frontiers Programme, Dairy Processing Technology Centre, Pharmaceutical Manufacturing Technology Centre and Shannon ABC Technology Gateway, to develop growth and competitive advantage in the region.

New Action 4.7: Supporting growth in the Creative Economy Sector

Action Leader: Mid-West REP, WDC and Limerick LEO

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

The Mid-West REP is collaborating with the WDC, the North-West and West REPs, and other stakeholders to support growth in the creative economy in the Atlantic region. Projects underway include:

- In March 2022, the Atlantic TIDE project was awarded funding under the Creative Communities Economic Action Fund (CCEAF) 2022. The project aims to address how key stakeholders in the design industry can better collaborate. The final report was published in December 2022.
- In March 2023, Phase 2 of the Atlantic TIDE project was awarded funding under CCEAF 2023

- The IMMERSE Project was also awarded funding in March 2023 under CCEAF 2023 to review immersive technology opportunities for creative SMEs.
- In July 2023, FORGE Design Factory, with TUS and UL, launched a Design Futures CULTIVATOR programme in partnership with Limerick LEO. The programme is designed to aid early-stage creative entrepreneurs in developing both their products and business strategies.

Strategic Objective 5: Develop Social Enterprises and Job Creation Initiatives for areas of high unemployment

Action 5.1: Develop, support and scale social enterprise

Action Leader: Social Impact Ireland

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

The Mid-West is a national leader in the development and delivery of social enterprise supports, with enterprise incubator Social Impact Ireland working nationally to support social enterprises and individuals on their journey. Some recent updates include:

- In July 2022, the Regional Enterprise Innovation Scoping Scheme (REISS funded Social Impact Ireland to bridge the impact space between traditional commercial businesses and social enterprises.
- Social Impact Ireland has partnered with Social Enterprise Mark CIC, a recognised international accreditation body, to pioneer the Social Enterprise (SE) Mark in Ireland, an externally assessed mark that provides an independent guarantee that an organisation is operating as a genuine social enterprise. Ireland's first recipients of the SE Mark were awarded in November 2022.
- In December 2022, Social Impact Ireland hosted the Social Enterprise Regional Stakeholder Consultation event on behalf of the Department of Rural and Community Development (DRCD) for the Mid-West and South-West regions.

Action 5.2: A connected jobs strategy for Limerick's unemployment blackspots

Action Leader: Limerick City and County Council

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

The Jobs Fair for Limerick's regeneration areas, introduced in 2022, puts residents in direct contact with companies and provides information on education, training and employment supports.

- Recent Jobs Fairs have been held at St Mary's Park in September 2023, Moyross in April 2023 and Ballinacurra Weston in May 2023, with Southill planned for October 2023.

- Over 20 employers and agencies are now engaged with the Jobs Fairs initiative, including Johnson & Johnson, EI Electronics, Virgin Media, the Defence Forces, LCETB and Limerick City and County Council.
- A peer mentoring programme has been funded through Limerick City Regeneration's Economic and Social Intervention Fund (ESIF) 2023, with additional funding being pursued.

Action 5.3: Community Based Organisations creating employment pathways for the economically marginalised and socially excluded

Action Leader: Limerick City Build and Moyross Youth Academy

Timeframe for delivery: Q4 2023

Status: Action on target

Action Update:

The overarching aim of the Limerick City Regeneration Economic and Social Intervention Fund (ESIF) is to improve access to opportunities for residents of the regeneration areas and the surrounding communities, as well as enhancing service provision across the statutory and voluntary/community sector.

- In January 2023, ESIF funding was awarded to 14 projects for regeneration areas under the employability and work theme, totalling over €500,000. Successful applicants included Limerick City Build and Moyross Youth Academy, as well as Limerick Island Community Partners and others.

Action 5.4: Establish a multi-functional Creative and Innovative Industries Centre of scale at LEDP

Action Leader: Limerick Enterprise Development Partnership (LEDP)

Timeframe for delivery: Q4 2024

***Original timeframe extended**

Status: Action not on target

Action Update:

The region is hoping to develop Ireland's first virtual production studio to facilitate and encourage indigenous SME sub suppliers to the film industry to grow and to complement the region's existing film production facilities. Some recent project updates include:

- A Regional Enterprise Transition Scheme (RETS) -funded feasibility study for a Creative and Innovative Industries Centre at the LEDP has been completed.
- REISS priming funding was secured to continue to explore development of the Creative and Innovative Industries Centre in more detail. However, priming has been discontinued as the LEDP is no longer pursuing this project due to misalignment with core activities.
- Regional stakeholders, including Film in Limerick, are currently exploring alternative locations and partners to deliver the project.

Action 5.5: Establish a world class Marine, Renewable, Science and Climate Change Centre in Kilrush

Action Leader: Clare Maritime Economic Zone DAC led by Clare County Council

Timeframe for delivery: Q4 2024

***Original timeframe extended**

Status: Action on target

Action Update:

A world-class marine, renewable, science and climate change centre is proposed for development in Kilrush. The vision for the facility is to create a vibrant, publicly accessible, world-class educational, training, cultural and tourism centre specialising in marine, renewable, science and climate change. Some recent project updates include:

- In November 2022, €3.5 million from the Rural Regeneration and Development Fund (RRDF) was allocated to develop a Maritime Training and Research Centre in Kilrush. The project was previously allocated €1.8 million from the Regional Enterprise Development Fund (REDF, with Clare County Council committing cofunding).
- The project has been included as an objective in the Clare County Development Plan 2023–2029 and in the final report from the Shannon Estuary Economic Taskforce.
- There are ongoing discussions with LCETB, the National Maritime College of Ireland/NMCI and others in relation to the services and programmes to be provided.
- A Project Delivery Team and project advisory board have been established.

Action 5.6: Task force-led regeneration of regional towns – Pilot Scheme at Tipperary Town

Action Leader: Tipperary Town Task Force

Timeframe for delivery: Q4 2024

Status: Action on target

Action Update:

The objective of the Tipperary Town Task Force initiative is to address social exclusion and other socioeconomic issues in Tipperary Town. The learnings from this task force-led regeneration approach will help to provide an indication as to what might work well for similar types of towns across the region.

- The REDF-funded Tipperary Town Innovation Engine renovation has been completed, providing a fully serviced 4,000-square-foot office facility. The new facility will serve as a multiservice centre for enterprise within the catchment of Tipperary town. A lease has been signed with a new anchor tenant, Nephin Renewable Gas, and the centre is now near capacity.
- A second phase of the refurbishment and modernisation of the Tipperary Town Engine is now being planned in partnership with Tipperary Town Task Force.
- One of the key actions in terms of economic development and job creation is the development of a food hub to support the development of the food sector in the town and region, enabling innovation and job creation and building on a local and regional strength. A REISS-funded food hub feasibility study for Tipperary Town was completed in Q2, 2023.
- Tipperary Town Task Force has been successful in an application under the Reimagine Hometown Architect initiative, a programme that focuses on the revitalisation of Ireland's towns and villages.

Action Status Table by Strategic Objectives

*Updated timeline agreed by Steering Committee

Strategic Objective 1: Enable innovation to make the Mid-West a leading digital region.	Status	For completion by
Action 1.1: Strengthen the position of the Mid-West as a national centre for advanced manufacturing.	Action on target	Q4 2023
Action 1.2: Development and expansion of advanced mobility technology capabilities at Future Mobility Campus Ireland.	Action on target	Q4 2024*
Action 1.3: Create a sustainable Regional Film Industry in the Mid-West.	Action on target	Q4 2024
Action 1.4: Collaborations to solve healthcare problems and challenges using digital solutions.	Action on target	Q4 2023
Action 1.5: Establish the region as a national leader in the sports-tech and eSports sectors.	Action on target	Q4 2024*
Action 1.6: Progress regional data centre projects with an emphasis on innovation and sustainability.	Action not on target	Q4 2023
Action 1.7: Innovation in education - inclusive, immersive, enterprise focused education programs.	Action on target	Q4 2024

Strategic Objective 2: Make the Mid-West Ireland's leading sustainability and low-carbon region.	Status	For completion by
Action 2.1: The Atlantic Green Digital Basin – decarbonising industry by developing the Shannon Estuary as a renewable energy hub.	Action on target	Q4 2024

Action 2.2: Build regional research, education, and training capacity for emerging renewable energy opportunities.	Action on target	Q4 2024
Action 2.3: Grow circular bioeconomy capacity, leveraging the National Bioeconomy Campus.	Action on target	Q4 2024
Action 2.4: Develop a centre of excellence for sustainable energy.	Action on target	Q4 2024
Action 2.5: Deliver initiatives and projects to promote sustainability in the built environment.	Action on target	Q4 2024
Action 2.6: Upskilling of small businesses for the transition to a low carbon, sustainable economy.	Action on target	Q4 2024

Strategic Objective 3: Enable Enterprise growth in regional towns and rural areas.	Status	For completion by
Action 3.1: Create an efficient and sustainable regional network of enterprise centres and remote working eHubs.	Action on target	Q4 2024
Action 3.2: Undertake a skills mapping exercise to identify employment trends and needs across the region.	Complete	Q4 2024
Action 3.3: Facilitate the regional agrifood sector through the development of food hubs.	Action on target	Q4 2024
Action 3.4: Increase through digitalisation the visibility of the region's tourism offerings.	Action on target	Q4 2024
Action 3.5: Build on the region's equine heritage to develop equine tourism and enterprise products.	Action on target	Q4 2024

Strategic Objective 4: Initiatives to provide for SMEs, Start-ups, and Microbusiness.	Status	For completion by
Action 4.1: Develop existing and new industry clusters in strategic sectors.	Action on target	Q4 2024
Action 4.2: Increase the numbers of apprenticeships and traineeships.	Action on target	Q4 2024
Action 4.3: Expand the Explore Engineering Alliance.	Action on target	Q4 2024
Action 4.4: Deliver management and financial training and upskilling Initiatives.	Action on target	Q4 2024
Action 4.5: Build an ecosystem for start-ups and entrepreneurs.	Action on target	Q4 2024
Action 4.6: Deliver R&D, competitiveness, and internationalisation initiatives to encourage export sales growth in SMEs.	Action on target	Q4 2024
Action 4.7: Supporting growth in the creative economy sector [New Action]	Action on target	Q4 2024

Strategic Objective 5: Develop Social Enterprises and Job Creation Initiatives for areas of high unemployment.	Status	For completion by
Action 5.1: Develop, encourage, and scale social enterprise	Action on target	Q4 2024
Action 5.2: A connected jobs strategy for Limerick's unemployment blackspots	Action on target	Q4 2024
Action 5.3: Limerick City Build - creating employment pathways for the economically marginalised and socially excluded	Action on target	Q4 2023
Action 5.4: Establish a multi-functional creative and innovative industries centre of	Action not on target	Q4 2023

scale at Limerick Enterprise Development Partnership		
Action 5.5: Establish a world class Marine, Renewable, Science and Climate Change Centre in Kilrush	Action on target	Q4 2024*
Action 5.6: Task force-led regeneration of regional towns – pilot scheme at Tipperary Town	Action on target	Q4 2024