



Supporting



Access to Apprenticeship in TU Dublin



EMPLOYER GUIDE

**ACCESS TO APPRENTICESHIP
PROGRAMME**

Access to Apprenticeship Programme

*Supporting Access, Diversity and
Inclusion in craft apprenticeship*

Dear Employer,

Our mission is to promote access, diversity and inclusion in craft apprenticeship through supporting young people into careers in skilled employment. Since 2018, together with our network of more than 30 companies from across the construction, engineering, electrical, motor and aviation industries, we have supported more than 60 talented young people from socio-economically disadvantage backgrounds into craft apprenticeships, including eight women. Collaboration and engagement with industry is at the heart of the success of the TU Dublin Access to Apprenticeship programme.

We work with some of the largest apprenticeship employers in the country, as well as with small to medium companies. We offer a range of engagement opportunities for companies which are detailed below. If your company would like to get involved please contact us at bobby.maher@tudublin.ie or accesstoapprenticeship@tudublin.ie.

About the programme

The Access to Apprenticeship Programme is a fulltime, 12 week programme, which runs three times a year (September, January and April) Students are given a full emersion into craft apprenticeship through three main modules:

- Skill Sampling:** Students undertake skills workshops across 14 different trade disciplines with TU Dublin's apprenticeship lecturers including Electrical, Plumbing, Metal Fabrication, Sheet Metal Work, MAMF (Fitting), Industrial Insulation, Refrigeration & Air Conditioning, Motor Mechanics, Heavy Vehicle Mechanics, Vehicle Body Repair, Aircraft Mechanics, Wood Manufacturing, Brick and Stone Laying, Painting and Decorating, ICT.
- Personal and Professional Development:** This focuses on improving students' employability skills through developing their interview skills, C.V and cover letters practice, and practical job hunting and networking skills. The module also focuses on developing self-motivation, self-awareness and self-reflection, communication and team work skills.
- Employer Engagement and Work Placement:** Students participate in employer engagement events in advance of, and as part of their preparation for, successfully undertaking the two week work placement component of the programme. The aim of this module is to develop students understanding of commercial and industrial workplaces, their practices, procedures and expectations; to offer students networking opportunities; to develop confidence in engaging with employers and the workplace more generally.



Employer Engagement Activities

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Employer Engagement Activities

We work with companies to provide a range of diverse industry engagement activities for students. Companies can get involved in the activities that work best for them. We endeavor to make engagement with the programme as simple and straight forward as as possible for you.

- **Employer Speed Dating:** This is a networking event where students get to sit down with a range of different employers for a short informal chat. It is an opportunity for them to meet apprentices employers, find more about your company, what doing an apprenticeship in your companies is like, and generally build their confidence, communication skills and interview skills.



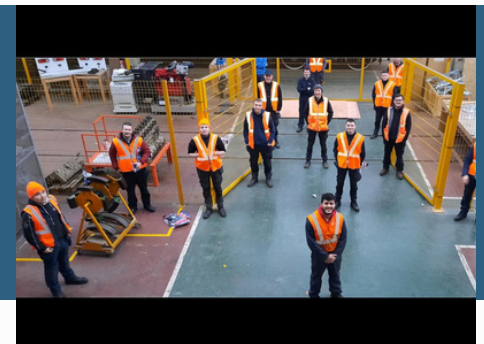
- **Skills Development workshops in company training facilities:** Students participate in hands-on skills workshops at company training academies, fabrication facilities or joinery's. These have included Carpentry Skills with Sisk, Mechanical & Electrical workshops with Designer Group, Metal Fabrication workshops with BBSF, Power Tools workshop with HILTI.



- **Site Visits:** students deepen their understanding of the workplace through visiting companies at their construction sites, garages, and other workplaces.



- **Work Placement:** Students undertake a two week work placement in their preferred trade discipline. 60% of students who have progressed into an apprenticeship from the programme have done so with the company where they did their work placement.





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Employer Engagement Activities

- **Women in Apprenticeship Open Day and Webinars:** These events are part of our work diversity and inclusion work promoting craft apprenticeship as a career path for women.



- **'Women Building the Future':** We run a women in apprenticeship networking lunch group. This is designed to support female craft apprentices and our female Access to Apprenticeship students to meet other women working in craft apprenticeship and to build their professional network.



How to get involved

If your company would like to get involved in the Access to Apprenticeship programme, we are very happy to meet with you and discuss the programme and the engagement options in more detail. The extent of the engagement from individual companies varies depending what suits that particular company. Some companies engage across multiple activities, while others may only be in a position to offer work placement or attend networking events. Each engagement is valuable to us and to our students and to helping us meet our goal of preparing young men and women for careers in craft apprenticeship.

If you would like to get involved or learn more about the programme please contact us at:

Bobby Maher, Programme Manager
bobby.maher@tudublin.ie / accesstoapprenticeship@tudublin.ie
 0876807723

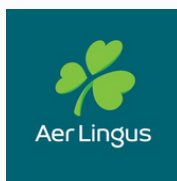
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ACCESS TO APPRENTICESHIP DIGITAL BADGE

The TU Dublin Access to Apprenticeship programme was proud to launch its Employer Digital Badge in March 2021. The Digital Badge was awarded to these companies in recognition of their contribution and support for the programme, its students and its diversity and inclusion mission.

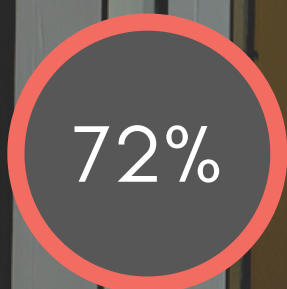




PROGRESSION INTO APPRENTICESHIP

'The programme enables us to assess the potential apprentices in the workplace and to identify candidates who want to work, want to train and who really want to be an apprentice.'

*Brendan Kearns, Director, Designer Group
Construction Industry Federation Magazine
March 2020*



GRADUATES ENTERING THE LABOUR MARKET IN 2020 SECURED AN APPRENTICESHIP



YOUNG PEOPLE FROM SOCIO-ECONOMICALLY DISADVANTAGED BACKGROUNDS IN APPRENTICESHIP SINCE 2018



FEMALE STUDENTS PROGRESSED INTO APPRENTICESHIP



WHERE STUDENTS HAVE PROGRESSED TO:



*Site visit with Winthrop Engineering