Pre-Apprenticeship Programme at Dublin Institute of Technology

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Abstract: Access to Apprenticeship Programme at Dublin Institute of Technology (DIT)

• The Access to Apprenticeship Programme aims to support the transition of students (16-24 years old) into an apprenticeship scheme.

• This skills sampling programme will run in three terms of twelve weeks starting in September 2017, January 2018 and April 2018.

• Each of the three groups will comprise sixteen students, who will be recruited from areas of socio-economic disadvantage in Dublin and who will spend ten weeks at Dublin Institute of Technology and two weeks on work experience.

• Sixteen to match the standard class size of Apprenticeships in Ireland.
Abstract: Access to Apprenticeship Programme at Dublin Institute of Technology (DIT)

• The programme aims to attract students who, for various reasons, might not otherwise have considered a career in a semi-skilled or skilled area
  • They may be from a group referred to as NEETS (Not in Education, Employment, Training or School).
  • The initial catchment is Dublin’s north inner city, which encompasses some of the areas of greatest disadvantage in Ireland. DIT, based in the heart of this area has a social and historical imperative to assist our community

• The programme is being developed on a pilot basis by DIT’s College of Engineering and Built Environment with support from the J.P Morgan Foundation and the Electricity Supply Board (ESB) in Ireland
Access to Apprenticeship

- Designed for Young People (16-24 Years Old) from Socio-Economic Disadvantaged Areas of Dublin Inner City to Start an Apprenticeship
Programme Introduction

• Sponsored by JP Morgan and ESB
• Skills Sampling 14 Craft-Based Apprenticeships
• Introduction to Statutory Apprenticeships
• Introduction to New Apprenticeships
• Offer an Insight into Apprenticeship as a career step
• Enhance the Student’s Employability
• Broaden their perspective of IoTs and Universities as being a part of their community
What Are DIT Delivering?

• 3 Programme Intakes
  • September 2017
  • January 2018
  • April 2018

• 16 Students in Each Programme 48 Young People in Total

• Each Term - 12 weeks in Duration
  • 10 weeks in DIT
  • 2 weeks in Work Placement with Industry Partners
Timeline

• Week 1 – Induction and Health and Safety Training
  • Manual Handling and Emergency Response Training
  • Safe Pass Training Course and Certification Provided

• Weeks 2 through 10
  • Skills Sampling, Portfolio Development and Career Preparation

• Weeks 11 and 12 – Work Placement
  • Engineering, Construction or Transport Apprenticeship Employer
  • Last Friday of Programme - Awards Day – CPD for Student
Skills Sampling

- School of Architecture
  - Brickwork and Stonelaying
  - Painting and Decorating
  - Wood Manufacture & Finishing

- School of Mechanical & Design Engineering
  - Industrial Insulation
  - Metal Fabrication
  - Sheet Metal Work
  - MAMF(Fitter)
  - Plumbing
  - Refrigeration & Air Conditioning

- School of Transport Engineering, Environment and Planning
  - Aircraft Mechanic
  - Heavy Vehicle Mechanic
  - Motor Mechanic
  - Vehicle Body Repair

- School of Electrical & Electronic Engineering
  - Electrical
  - ICT Technologies
Career Development Skills

Wednesdays - DIT Careers Service

- CV and Cover Letter Preparation
- Interview Techniques
- Mock Interviews
- Communication
- Team Work Development
- Career Motivation and Decision Making
- Practical Skills for Job Hunting and Job Applications
Where are the Applicants From

- Dublin 1: 39.5%
- Dublin 2: 20.2%
- Dublin 3: 10.5%
- Dublin 4: 7.9%
- Dublin 7: 6.1%
- Dublin 8: 5.3%
- Other: 10.5%
# Apprenticeship Areas of Interest

<table>
<thead>
<tr>
<th>Area</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aircraft Mechanics</td>
<td>38</td>
<td>33.3%</td>
</tr>
<tr>
<td>Brick and Stonework</td>
<td>36</td>
<td>31.6%</td>
</tr>
<tr>
<td>Electrical</td>
<td>29</td>
<td>25.4%</td>
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<tr>
<td>Heavy Vehicle</td>
<td>13</td>
<td>11.4%</td>
</tr>
<tr>
<td>Industrial Insulation</td>
<td>21</td>
<td>18.4%</td>
</tr>
<tr>
<td>Mechanical Automation</td>
<td>15</td>
<td>13.2%</td>
</tr>
<tr>
<td>Metal Fabrication</td>
<td>48</td>
<td>42.1%</td>
</tr>
<tr>
<td>Motor Mechanics</td>
<td>30</td>
<td>26.3%</td>
</tr>
<tr>
<td>Painting and Decorative Work</td>
<td>55</td>
<td>48.2%</td>
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<tr>
<td>Plumbing</td>
<td>17</td>
<td>14.9%</td>
</tr>
<tr>
<td>Refrigeration and Heating</td>
<td>8</td>
<td>7%</td>
</tr>
<tr>
<td>Sheet Metalwork</td>
<td>34</td>
<td>29.8%</td>
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<tr>
<td>Vehicle Body Repair</td>
<td>32</td>
<td>28.1%</td>
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<tr>
<td>Wood Manufacturing</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>11</td>
<td>9.6%</td>
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</tbody>
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DIT Commitment

• Selection Criteria – Based on the DIT Access Guidelines
• Student Competency Based Interview
• Aptitude Testing
• Colour Vision Check
• Safety Clothing and Safety Training
• Skills Sampling and Career Preparation
• Arrange Interviews with Employers
• Support Employer Speed Dating Events
• DIT Students are Insured by DIT for Work Placements
• Employer Included in Promotional Material
Employer Commitment

- Planning to Employ Apprentices
- Provide a Meaningful Work Placement
- Employer’s Public Liability Insurance Must Cover Work Placements
- Can the Employer(s) Sustain this over Three Programmes
- Possibility to Offer the Student a Stipend?
  - e.g. Lunch and/or Travel Expenses
- **Career Wednesdays** – Employer Engagement
  - Employers Deliver Presentations with their own existing Apprentices
Purdue Polytechnic Seminar, 3rd June 2017, 15:30

Mark Deegan, Head of Apprenticeship and Engagement, Dublin Institute of Technology