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: 7.9%
- Dublin 4: 10.5%
- Dublin 7: 10.5%
- Dublin 8: 5.3%
- Other: 6.1%
Apprenticeship Areas of Interest

![Bar Chart]

- **Aircraft Mechanics**: 38 (33.3%)
- **Brick and Stonework**: 36 (31.6%)
- **Electrical**: 29 (25.4%)
- **Heavy Vehicle Engineering**: 13 (11.4%)
- **Industrial Insulation**: -21 (18.4%)
- **Mechanical Automation**: -15 (13.2%)
- **Metal Fabrication**: 48 (42.1%)
- **Motor Mechanics**: -30 (26.3%)
- **Painting and Decorating**: -55 (48.2%)
- **Plumbing**: -17 (14.9%)
- **Refrigeration and Air Conditioning**: -8 (7%)
- **Sheet Metalworking**: -34 (29.8%)
- **Vehicle Body Repair**: -32 (28.1%)
- **Wood Manufacturing**: -11 (9.6%)
- **Other**: 78 (68.4%)
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

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