Why choose FIT ICT AP as a talent pipeline?

FIT ICT AP enables employers achieve a motivated, skilled and committed workforce in a timely and cost efficient manner. Employers in Ireland are playing catch-up as companies in the UK and across Europe already benefit from the skills, productivity and cost competitiveness derived from similar tech apprenticeship-type programmes. 96% of UK employers say apprentices are beneficial to their business.

Top 5 reasons to hire:
- Grow a tech-savvy team efficiently.
- Access highly motivated tech enthusiasts with bespoke skills.
- Bring value-add, fresh thinking and energy to new technologies / product development.
- Free up more experienced staff to do what they do best.
- Fastrack access to emerging tech skills.

Growth of the FIT ICT AP Programme:

2015 — 200 pa
2020 — 3,000 pa

What are the associated costs?

- Participating employers incur no costs in the first 6 months of the programme
- Training cost is funded by the Education and Training Board and free to participants
- Employers pay weekly rates for the remaining 18 months as follows:
  Year 1 *(from 7th month)*: €260 - €290
  Year 2: €340 - €385

Industry Endorsement

"Alternative routes into the sector are also needed, such as the proposed FIT Associate Professional Programme which modernises the apprenticeship model for the digital age. This is a very exciting new initiative with serious potential to secure Ireland's reputation in the tech space."
Paul Sweetman, Director, ICT Ireland & the ISA, Ibec & FIT Board Member

"The industry-led Board of FIT has developed and is introducing the FIT ICT Associate Professional programme - an innovative 2 year dual education route into the ICT industry through which participants acquire academic knowledge aligned to a Level 6 qualification along with critical applied learning in the workplace. FIT is implementing this new initiative over with the collaboration and support of industry, government, SOLAS, Education and Training Boards, ETBI and ICT Ireland. SAP is delighted to be a 'champion' – and an inaugural sponsor of candidates on this ground-breaking initiative."
Liam Ryan, Managing Director – SAP SSC (Ireland) Ltd & FIT Board Member

"The traditional path of going from the Leaving Certificate into four or more years of university, and then looking for a job, does not suit everyone. We must create multiple pathways to ICT careers that are attractive to a broader range of people. I'm delighted that IBM is one of several companies hosting participants in the pilot of the new FIT ICT Associate Professional programme."
Peter O'Neill, Managing Director IBM Ireland

How do I get involved?

To tap into this valuable ICT Talent Pipeline, contact FIT at **ICTAP@fit.ie**
Or call us on **01 8825570** or access our website on **www.fit.ie**

fit
The ICT Talent Pipeline

EUROPEAN UNION
Investing in your future
European Social Fund

Ireland's EU Structural and Investment Funds Programmes 2014 - 2020
Co-funded by the Irish Government and the European Union

Building a skilled, motivated and cost-effective workforce for your business.

FIT ICT ASSOCIATE PROFESSIONAL
*Information for Employers
– on how to avail of this pathway to success*

SOLAS
An tSeirbhís Oideachais Leanúnaigh agus Scileanna
Further Education and Training Authority

etbi
Education and Training Boards Ireland
Boird Oideachais agus Oiliúna Éireann

fit
The ICT Talent Pipeline

Companies such as Accenture, Cork Internet Exchange, Fujitsu, IBM, Microsoft, SAP and Version 1 have already embraced the initiative, viewing it as a practical pathway to acquiring in-demand tech skills and more companies are coming on board daily.

International experience indicate that hiring ICT apprentices can help businesses build a skilled and motivated workforce in a cost effective manner. Equally important, employers of all sizes get access to highly motivated tech enthusiasts who attain bespoke skills which enable them to be highly productive and to 'hit the ground running' in a relatively short period.

Ready Access to Tech Talent

FIT ICT AP is a 'learning by doing' format of ICT skills development which has been endorsed by the industry and government. This model of provision is a two year programme during which candidates who are competent tech enthusiasts attain a Level 6 ICT and Professional Development Award and are bestowed the title of FIT ICT Associate Professional by the industry on effectively demonstrating the application of skill in the working environment. The first 6 months are college-based where candidates will acquire the technical acumen. The remaining 18 months are a combination of work-place application and college-based learning where candidates will further their training and apply their skills and learning to live projects and tasks within their sponsoring company.

All formal training costs of the candidates are covered by the State. FIT will manage all aspects of the programme and coordinate employer input. Participating companies sponsor and support applied learning in the workplace, ensuring the candidates bring added-value and enthusiasm while supporting new technologies / products and fresh thinking. FIT ICT AP will enable companies to nurture and mould rounded employees who are technically proficient and can contribute to higher levels of productivity in a cost efficient manner. On completion of the 6 month college-based training period, candidates will recieve from their sponsoring company a weekly allowance of €260 – €290 per week for the remainder of the first year. In the second year, candidates will recieve €340 – €385 per week. On completion of the programme and having attained the FIT ICTAP Award, it is envisaged that candidates will take up full-time positions with the sponsoring company.

What is a FIT ICT Associate Professional?

FIT ICT Associate Professional aims to provide the ICT sector with employees with in-demand tech skills. A FIT ICT AP works for you, while learning the skills they need to become a valuable team member. Their training typically lasts 2 years.

Your New Recruit will attain:

Work-based / Applied Learning In the work-place.

Bespoke Technical skills tailored to the technologies and practices in use.

College-based acquiring technical understanding in the latest technologies.

Business and interpersonal skills such as team working, customer facing skills and project management.

What can FIT ICT AP contribute?

FIT ICT AP attain high-level in-demand tech skills in disciplines specific to your requirements and in a manner that ensure standards of excellence that contribute to performance and productivity to meet your business needs. The overarching pillars of FIT ICT AP are Software Development and Systems & Networks.
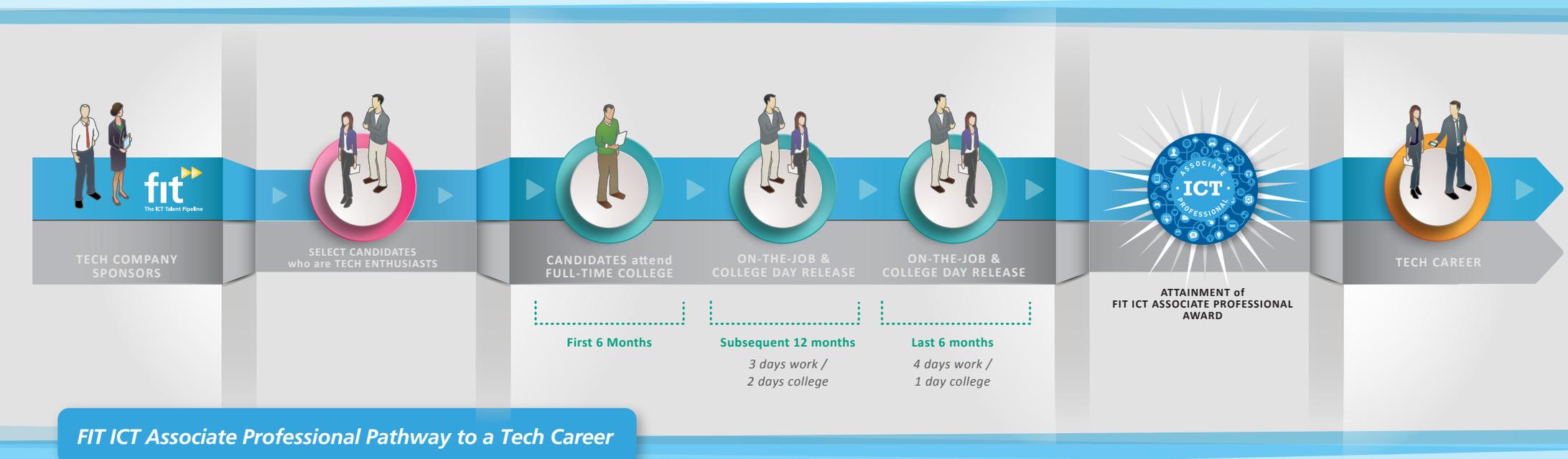
Age: generally 18 – 25 years but can be any age.

Qualifications: a minimum of Leaving Cert or equivalent – all candidates have to satisfy Aptitudes Assessments administered by FIT.

Attitude: all candidates are energetic tech enthusiasts with a determination to work in the ICT sector – screened by FIT.

Recruit Profile

Fresh Thinking in Addressing the Skills Needs of the Tech Sector

Skills demand in technology companies is a global issue. With the phenomenal growth in the sector, all jurisdictions are competing for tech talent. Yet, Ireland has turned this global demand for skills into a competitive advantage.

The recently published FIT ICT Skills Audit 2014 identified in excess of 7,000 current vacancies in the tech sector in Ireland, of which 75% are at competent and entry levels and which can be satisfied by training programmes at Levels 5/6 on the National Framework of Qualifications. The tech companies who participated in the survey ranged from major multi-nationals to indigenous SMEs representing in excess of 30% of those employed in the sector. All of the companies who participated stressed the importance of ready access to a tech talent pipeline to grow their business and productivity as the economy grows. 84% of those surveyed welcome the introduction of FIT ICT Associate Professional as a complementary stream for growing tech talent required by industry.

FIT ICT Associate Professional Pathway to a Tech Career

TECH COMPANY SPONSORS

SELECT CANDIDATES who are TECH ENTHUSIASTS

CANDIDATES attend FULL-TIME COLLEGE

ON-THE-JOB & COLLEGE DAY RELEASE

ON-THE-JOB & COLLEGE DAY RELEASE

ATTAINMENT of FIT ICT ASSOCIATE PROFESSIONAL AWARD

TECH CAREER

First 6 Months

Subsequent 12 months
3 days work / 2 days college

Last 6 months
4 days work / 1 day college