ICT AP A New Tech 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.

Growth of the FIT ICT AP Programme:

Top 5 reasons to avail of FIT ICT AP:

- 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.

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 Boards, and are free to participants
- Employers pay weekly rates for the remaining 18 months as follows:
  Year 1 *(month 7 to month 12)*:
  €260 - €290
  Year 2 *(month 13 to month 24)*:
  €340 - €385

Reaping the benefits, what employers say

"Accenture has been working with the 'FIT ICT Associate Professional' programme since its inception in 2014. This demand led skilling programme focuses on providing ICT training opportunities for young people and has been hugely positive for participants and Accenture alike. The associates joining us through the programme have made a great impression on both Accenture & our clients."
Accenture Ireland

"I have found the FIT ICT AP initiative to be one of the most beneficial endeavours in the development of engineers to date. We benefit from the combination of practical classroom instruction with on the job learning. The outcome is well rounded engineers, with development in our culture and knowledge of our systems with relevant certifications applicable to the industry. Apprenticeships are common in Europe and it is great to see these reintroduced, developed and promoted in Ireland, especially in ICT. It is win win all around."
PFH

"Opening an avenue into IT that does not require several years in third level education is making a career in IT an option for more and more people. It is also helping to broaden IT companies' employee base and providing access to well-trained, practically minded people. The modules studied by the candidates reflect IT today and the flexibility shown by the FIT ICT AP Programme makes it an easy choice."
Version One

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 ICT ASSOCIATE PROFESSIONAL

Increasing Productivity Through A Dynamic Talent Pipeline

The ICT Talent Pipeline

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

etbi
Education and Training Boards Ireland
Bord Oideachais agus Oiliúna Éireann

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

www.fit.ie

The ICT Talent Pipeline

Building your Talent Pipeline

International experience indicates that ICT apprentices can help businesses build a skilled and motivated workforce in a cost effective manner. 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.

Since commencement in May 2015 over 100 companies comprising large multi-national and indigenous enterprises have chosen to sponsor over 200 candidates on the ICT Associate Professional (ICT AP) programme which facilitates two pillars of training throughout the country:

- **Software Development**
- **Systems & Networks**

Ready Access to Tech Talent

FIT ICT AP is a 'learning by doing' format of ICT skills development which has been championed by the industry and endorsed by 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. They are bestowed the title of FIT ICT Associate Professional by the industry on effectively demonstrating the application of skills 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 on-the-job experience and college-based learning where participants will further their knowledge through the application of learning in real time on live projects and tasks within their sponsoring company.

All training costs of the candidates are covered by the State. FIT manages all aspects of the programme and coordinates employer input. On completion of the 6 month college-based training period, candidates will receive 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 receive €340 – €385 per week.

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 enables 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 successful completion of the programme and having attained the FIT ICT AP Award, it is envisaged that candidates will take up full-time positions with the sponsoring company.

Many of the companies who have engaged with the programme have incorporated FIT ICT AP as an integral part of their hiring strategy supporting future growth and prosperity.

FIT ICT Associate Professional, part of the solution!

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

FIT ICT Associate Professionals attain high-level in-demand tech skills in disciplines specific to your requirements and in a manner that ensures standards of excellence in application that contribute to productivity and performance to meet your business needs.

Your New Recruit will attain:

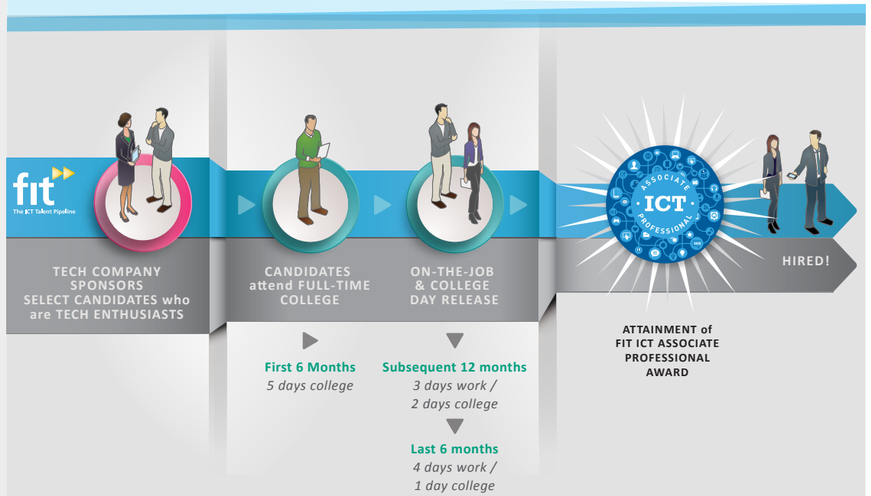
- Work-based / Applied Learning In the work-place.
- Bespoke Technical skills tailored to the technologies and practices in use.
- College-based acquiring technical understanding in the latest technologies.
- Business and interpersonal skills such as team working, customer facing skills and project management.

Age: generally 18 – 25 years but can be any age.

Qualifications: a minimum of Leaving Cert or equivalent – all candidates have to satisfy Aptitude 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



FIT ICT Associate Professional - delivering Software Developers and Systems Engineers

Meeting the ever changing 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 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. Liam Ryan Managing Director of SAP Ireland states that "*The gap between those qualifying with relevant skills and the number of opportunities available in technology continues to grow - demanding a new and innovative response in tech.*

We believe that this new approach to education will play a critical part in providing access to a new pool of people with the right skills that are in demand by industry now".

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 welcomed the introduction of FIT ICT Associate Professional as an urgent requirement for developing tech talent required by industry.

FIT ICT Associate Professional Company Sponsors