



Tech Apprenticeships: Future FIT your Talent Pipeline



Are you looking to hire tech talent?

Tech Apprenticeships lead to Quality and Qualification's Ireland-accredited Advanced Certificate Awards at Level 6



We help companies of all sizes build their talent pipeline in the following discipline areas:

Computer Networking Associate Apprenticeship

Software Development Associate Apprenticeship

Cybersecurity Apprenticeship

Data Analytics Associate Apprenticeship*



Why choose FIT Tech Apprenticeships?

Tech Apprenticeships are an easy, cost-effective way to build a team of future-ready tech talent. FIT's Tech Apprenticeship training model creates an accessible entry into technology careers, attracting a diverse range of quality talent from those who have just finished their Leaving Certs to career returners and experienced professionals reskilling into the tech industry. We are proud to have a vast network of employers already participating in our Tech Apprenticeships, from SMEs to large enterprise leaders such as **Salesforce, Google, AWS, Mastercard, Fidelity**, and many more.

Who we are

FIT is the Coordinating Provider of a suite of innovative Tech Apprenticeship programmes supporting **900 apprentices and 260 employers** since the programme roll-out in 2018. Established in 1999, FIT continually addresses the skills gap in Ireland by creating varied and accessible pathways to quality employment through industry-relevant training and wider industry initiatives.

There can be up to 15,000 open tech sectors roles available at any one time in Ireland.

15,000

We are industry-led by an esteemed Board of Directors:



*Subject to QQI validation in Q3 2025.

How it works:

EMPLOYERS ONBOARDING STEPS:

- Complete Expression of Interest (SOLAS)
- Provide mentor details & return signed Memorandum of Understanding (FIT)
- Workplace visit (SOLAS)
- Receive approval and Registration Number

APPLICANTS FIT take the hassle out of recruitment, vetting suitable candidates

Pre-vetting

FIT organises apprentice applications including eligibility, CV, interview and aptitude assessment.



Interviews

FIT sends you CVs from suitable applicants – you choose whom to interview.



Employ apprentice

Hire your chosen applicant, assign a mentor and gain continued support from FIT.



What training do Tech Apprentices receive?

Apprentices complete approximately **30% college training** and **70% hands-on workplace training**, fully contributing to your business needs. You employ the Tech Apprentice over the full course of the two-year programme, including time spent completing off-the-job training.

What are the costs?

Apprentice employers are eligible to apply for at least **€4000 in state grants** over the entire programme. An additional gender bursary is available for Computer Networking and Cybersecurity. The employer sets an appropriate pay rate as the recruited apprentice will be an employee and is paid from day one like a normal employee. FIT recommend a minimum weekly rate of **€312 for year 1** and **€408 for Year 2**.

How are the Tech Apprentices recruited?

You are free to find your own Tech Apprentice or FIT can provide a shortlist of candidates with a passion and curiosity for technology **for free**. Our diverse pool of candidates go through eligibility checks, CV application, an interview and an aptitude assessment before interviewing with you.

Can Tech Apprenticeships be used for upskilling an existing employee?

Absolutely! You can nominate internal staff to complete any one of the FIT Tech Apprenticeships and enjoy all the same benefits including state grants.

What are next steps?

Begin by contacting the FIT team and they will help get you registered as a SOLAS Apprenticeship Employer. While you move through the induction process, you can begin recruiting your Tech Apprentice.

TIMETABLE	Year 1 (Semester 1 & 2)			Year 2* (Semester 3 & 4)		
Will they have some knowledge of the schedule in advance?	Week	Location	Days	Week	Location	Days
This timetable outlines a typical weekly delivery schedule	1-3	Workplace	Mon-Fri	53-62	College	Mon
	4-17	College	Mon-Fri	53-62	Workplace	Tue-Fri
	18-33	Workplace	Mon-Fri	63-78	Workplace	Mon-Fri
	34-43	College	Mon-Fri	79-93	College	Mon
	44-52	Workplace	Mon-Fri	79-93	Workplace	Tue-Fri
				94-104	Workplace	Mon-Fri

* Please note: Year 2 of the Cybersecurity Apprenticeship has a different schedule.

The programme allows us to gain access to individuals who are engaged in current, up-to-date and relevant continuous training and development, which are imperative to our business objectives and contribute to our successful business outputs.

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