



## Report to the Finance Strategic Policy Committee

### Apprenticeship Programme Dublin City Council

#### Overview

Dublin City Council has a very successful and active Apprenticeship Programme with 26 apprenticeships, at various stages of completion, across the following disciplines:

- I. Brick & Stone laying
- II. Carpentry
- III. Electrical
- IV. Plumbing.

Apprentices are placed in our Housing and Community and Environment and Transport Services. All of the above apprenticeship programmes are run in association with SOLAS.

The appointment of a further three Apprentices in Carpentry and Plumbing is in progress. The City Council will be recruiting additional Apprentices in 2021.

#### Background

In 2018, the Human Resources Department ran an open recruitment campaign for Junior Apprentices for the following four trades: Brick & Stone laying, Carpentry, and Electrical & Plumbing. As a result Junior Apprentices were recruited in 2018 and 2019 and appointed to the following Departments:

- Housing Maintenance Section, Housing & Community Services is overseeing 18 Apprentices undertaking Carpentry & Plumbing Apprenticeships;
- Road Maintenance & Electrical Services Section, Environment & Transportation Department are overseeing 8 Apprentices undertaking Brick & Stone laying & Electrical Apprenticeships

Apprenticeships are for four years and over the course of the programme apprentices engage in active period of study and work development. The role of mentors, skilled DCC crafts people, with respect to providing assistance, oversight and mentoring to apprentices is to a large part determined by the stage the apprenticeship trainee is at. This requirement, as well as the availability of appropriate work and learning opportunities, places a natural ceiling on the number and type of apprentices that the City Council can take on at any given time

#### Expanding the Programme

DCC has recently concluded a recruitment process for new apprenticeships through the Technological University Dublin's Access to Apprenticeship Programme.

Separately the City Council has participated in the Technological University Dublin's Access to Apprenticeship Programme since 2018. This Programme aims to assist young people aged 16-24 years who may be at risk of social or economic disadvantage and who might be considering starting an apprenticeship. The City Council has successfully facilitated 8 programme participants and has also offered a number of 3 month trade internships to people who have completed the programme, with some progressing to full apprenticeships.

Based on available resources (Training and Budget) Dublin City Council intends to recruit additional apprentices in the areas of Carpentry and Plumbing and is currently exploring ways of expanding the programme in a manageable and sustainable way.

### **Budget Requirements**

Based on current wages and associated costs the funding of an apprentice role is circa €95,000 over the course of their four year programme.

Note:

As part of the 2020 July Job Stimulus Programme, the Government announced an Apprenticeship Incentive Scheme. This incentive scheme allows eligible employers, who register new apprentices between 1<sup>st</sup> March 2020 and 31<sup>st</sup> December 2020, to apply for a €3,000 incentive per apprentice.

Dublin City Council may be eligible to avail of the Apprenticeship Incentive Scheme.

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14<sup>th</sup> January 2021