



SPÓRT ÉIREANN  
SPORT IRELAND



# ASPIRE

Graduate  
Employment  
Programme 2022



Sport Ireland is aware that a significant amount of graduates enter the jobs market every year having successfully completed a range of sport related qualifications. Unfortunately, many of these individuals are unsuccessful in their attempts to secure employment. Due to the ongoing challenges with funding in the sector and the reliance on volunteers for many aspects of its successful functioning, it is often the case that many sports organisations operate with extremely small staffing complements, if they exist at all. Through funding secured under the Dormant Accounts Scheme, the ASPIRE programme represents an opportunity to address this challenge.



## What is ASPIRE?

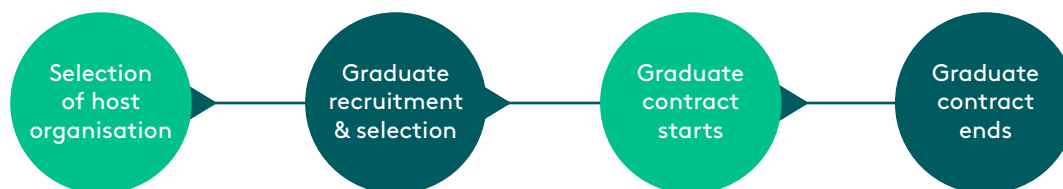
ASPIRE is Sport Ireland's graduate employment programme for the sports sector. It has a number of aims -

- To enable a number of recently qualified sport and physical activity graduates to gain relevant employment experience in sector based organisations.
- To develop the graduates' skills and build their knowledge during the programme, in order to increase the likelihood of them securing ongoing employment in the sector.
- To assist host organisations with their ongoing operational workload and commitments.

## Programme Information

- Following a competitive application process, fifteen sports organisations will receive funding to employ fifteen full-time graduates in 2022.
- The graduates will be employed directly by the host organisation on 11 month fixed term contracts. The host organisation will be responsible for recruitment and selection.
- Funding will be provided to employ the graduates on a salary of circa €25,000 euro per annum (pro rata) over the course of the placement.
- Eligible applicants to the programme will be limited to individuals who have graduated in 2021 or 2022 with a Master's or Primary Degree in the area of Sport or Physical Activity and are currently job-seeking (i.e. not in current employment).
- As well as working with a designated mentor within the host organisation, Sport Ireland will support the graduates during the placement with career coaching and skills based training.
- In advance of recruitment, the programme facilitator & mentor of the successful host organisations will attend a workshop which will give an overview of the process.

### ASPIRE Programme Timeline



Further information on the nature and structure of coaching and training support for the graduates will be confirmed to the selected host organisations at a later date.

# The ASPIRE Graduate

- The graduate must have graduated with a Master's or Primary Degree in the area of Sport or Physical Activity in 2021 or 2022
- The graduate must be currently job-seeking i.e. not in current employment
- No previous experience in a similar role is necessary

The role of the ASPIRE Graduate will involve supporting and coordinating programmes and projects in liaison with the organisations internal units, stakeholders and/or volunteer network. The ASPIRE Graduate will perform a wide range of administrative duties to support the organisation. This placement offers the successful candidate a significant opportunity to gain experience and to advance their career in the sports sector.

## Criteria for organisations wishing to apply as hosts

In order to be eligible to apply, your organisation **must**:

- Be funded by Sport Ireland.
- Have an appropriate physical office space where the graduate can be accommodated (if required, however, hybrid and remote working will be allowable.)
- Be able to identify a suitable employee in your organisation to act as a Mentor for the graduate for the duration of the programme.
- Be available to meet with Sport Ireland representatives if required throughout the 11 month placement.
- Be able to administer an efficient payroll facility to ensure the graduate receives their salary in a timely manner.
- Be capable of employing the graduate in a manner which adheres to all necessary requirements under employment and health and safety legislation.
- Be capable of providing a safe, supportive working environment for the graduate which is conducive to their wellbeing and ongoing development.
- Be able to engage the graduate in a mutually beneficial manner which ensures they get exposure to projects and programmes that will build relevant experience for their potential future career in the sector.
- Be capable of ensuring that the graduate is enabled to avail of all the CPD support available from Sport Ireland and the host organisation throughout the duration of the programme.

## Criteria for application assessment

Your host organisation's application will be assessed on the following criteria:

- Access to People (15 marks)
- Access to Additional CPD offerings (Training, Coaching, etc.) (15 marks)
- Diversity of Experience (15 marks)
- Prior Experience in successfully managing similar programmes (10 marks)
- Quality of detail pertaining to the role (30 marks)
- Experience of Mentor (15 marks)

### Questions

Should you have any questions in relation to the programme and the application process, please contact Kesiena Ebenade at [odc@sportireland.ie](mailto:odc@sportireland.ie)

## ASPIRE Application Form

SECTION 1	
Name of the organisation	
Number of full-time staff currently employed	
Name and contact details of the person responsible for facilitating the programme inside the organisation	

SECTION 2: Criteria for Application Assessment
<i>Please complete the following sections to apply for the programme for an ASPIRE graduate.</i>
<p><b>Access to People:</b> The ability to access a wide range of colleagues across the business units for informal face-to-face support and guidance (max 250 words).</p>
<p><b>Access to Additional CPD Offerings:</b> Training, coaching, mentoring, etc. (max 250 words).</p>

**Diversity of Experience:** Exposure to a wide range of planned rotations across different programme areas/business units of the organisation (max 250 words).

**Evidence of prior experience in successfully managing similar programmes** (internship and graduate programmes) (max 250 words).

**Quality of detail pertaining to the role:** Describe the projects, tasks and other duties the graduate will perform and indicate how they will benefit both the graduate and the organisation (max 500 words).

### SECTION 3: Mentorship

#### Assigned Mentor

Name	
Job title	
Contact details	
Summary of relevant personal and professional experience	

### SECTION 4: Organisational Requirements

As CEO (or Equivalent) of the organisation, I confirm that we can provide the following **(please tick)**:

An appropriate physical office space where the graduate can be accommodated (if required, however, hybrid and remote working will be allowable)

All required set up costs e.g. Laptop/PC, Microsoft licence, desk or any other associated costs

An efficient payroll facility to ensure the graduate is paid in a timely manner

A work environment that adheres to all necessary requirements under employment and health & safety legislation

**Please note any additional comments:**

### SECTION 5: Signature and approval

I accept the terms and conditions as outlined above and in the Brochure.

\_\_\_\_\_  
CEO (or Equivalent) Signature

\_\_\_\_\_  
Date







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