



SPÓRT ÉIREANN
SPORT IRELAND



ASPIRE

Graduate
Employment
Programme 2020



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 new 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, nine sports organisations will receive funding to employ nine full-time graduates in 2020.
- The graduates will be employed directly by the host organisation on 11 month fixed term contracts between February 2020 and January 2021. 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 recently graduated between January-November 2019 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.

NOVEMBER 2019



DECEMBER 2019



24 FEBRUARY 2020



JANUARY 2021



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 between January and November 2019
- The graduate must be currently job-seeking i.e. not in current employment
- No previous experience in a similar role is required

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 (home offices or personal dwellings will not be suitable).
- 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 on a regular basis 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.

Questions

Should you have any questions in relation to the programme and the application process, please contact Kesiena Ebenade at 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: Mentorship (Please attach a CV of the Mentor with this application)	
Assigned Mentor	
Name	
Job title	
Contact details	

SECTION 3: Personal Statement
<p>Please use the space below to complete a statement indicating why you believe your organisation should be accepted to the programme for an ASPIRE graduate. Please indicate what work the graduate would be involved with i.e. projects, specific tasks.</p>

SECTION 4: Organisational Requirements

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

- An appropriate physical office space where the graduate can be accommodated (home offices or personal dwellings are not suitable)
- 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 Signature

Date





SPÓRT ÉIREANN
SPORT IRELAND

Contact Us

Sport Ireland
The Courtyard
Sport Ireland Campus
Snugborough Road, Blanchardstown
Dublin 15, D15 PN0N
018608800

odc@sportireland.ie

www.sportireland.ie