

## What are the employment options after completing my degree?

*“The more willing you are to take control of your future, the more employable you will be and the more likely that you will get a job you really want.”*

A degree is a passport that enables you to build and grow a fruitful career. You have many options.

Once you have a degree, you are in a strong position to avail of a wide range of job and career opportunities. When you have a level 8 honours degree, you have additional choices.

If you choose to graduate with a level 7 degree, you are most likely to do best by getting a graduate entry level job in a field that is specific and relevant to your course. As you gain direct relevant experience in the workplace over the first two or three years, you are then in a strong position to progress and gain promotion.

Equipped with workplace experience, if you wish, you can now acquire additional professional qualifications through work based learning or even postgraduate diplomas and Masters degrees.

***Don't panic! It is OK not to know what you want to do, most of us don't. A survey asked 1500 of recent graduates and found that only 24 per cent of them knew exactly what they wanted to do.***

### **There are many steps you can take towards a career.**

- **A Graduate Programme**

Most large companies and organisations employing graduates have graduate training programmes in place.

A graduate programme with a big organisation is a structured work and training programme with a variety of different experiences, leading to a management position. They tend to last either one or two years and many offer you experience in several different areas of business before you choose your career path within the company.

Graduate training programmes are available in many sectors including: Finance and Accounting, Marketing, Business Management, HR, Retail, Engineering and Technology, Logistics and Supply Chain and a few others.

Graduate programmes give you a good level of support when starting your career, with excellent training and development opportunities. . These are seen as an investment in potential high flyers and tend to be competitive

**It would suit you if...**

- **you're a high flyer aiming for a management career**
- **you want to study for a professional qualification**
- **you are comfortable in a corporate environment**

**Job hunting tips**

Start your search early as programmes can attract thousands of graduates annually. Having previous experience – such as work experience or an internship – can give your application the edge.

[www.gradireland.com](http://www.gradireland.com)

<http://ie.indeed.com/Management-Graduate-Programme-jobs>

<https://ie.linkedin.com/title/graduate-programme/ireland>

Do a google search “Graduate Programmes 2016/17” to identify the wide selection of opportunities available.

Make sure to attend our Careers and Employability Fair at the end of September. You can meet with a vast range of employers who offer Graduate Programmes.

- **A job**

Many employers, particularly smaller organisations, recruit graduates directly, you learn on the job. What can start out as a temporary job (a six or 12 month contract) can give you an ideal start on the career ladder. See working for SMEs (**small and medium-sized enterprises**) below.

All of these links connect you to potential job opportunities and advice.

[www.jobtome.ie](http://www.jobtome.ie)

[www.tempjobs.ie](http://www.tempjobs.ie)

<http://www.adminjobs.ie/>

<http://www.salesjobs.ie/>

<http://www.jobisjob.ie/cork/temporary/jobs>

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<http://www.jobsmart.ie/jobs?ts=go&q=new+graduates+jobs>

<http://www.michaelpage.ie/career-centre/job-search-advice/temporary-contract-and-interim-jobs>

<https://www.linkedin.com/job/graduate-jobs-ireland/?country=ie>

<https://www.linkedin.com/in/graduatejobsireland>

<http://www.independent.co.uk/student/no-grad-scheme-no-worries-8741448.html>

- **Smaller businesses**

### **SMEs (small and medium-sized enterprises)**

A huge percentage of businesses in both the Republic of Ireland and Northern Ireland are SMEs – organisations with up to 250 employees. SMEs can offer many benefits to new graduates.

In SMEs, roles can be more flexible within a smaller company, so if you're keen, you'll learn a lot. The approach is **more hands-on, giving you more exposure and responsibilities**. This offers graduates more opportunities to gain in a broad range of roles which you might not be able to do in bigger companies. As a result, you will **broaden your skill set**, making you more employable. Training and promotional opportunities may be less structured than in larger organisations, and starting salaries possibly less attractive, but financial reward and promotion are very much performance based so you may be well rewarded once you have shown what you can do.

Everybody knows your name... the smaller workforce in SMEs means that the culture is more personable and is often more informal and friendly. There's often less emphasis on hierarchy, which can create an open work environment – even as a graduate you are encouraged to interact frequently with the management, giving you opportunity to share your thoughts and ideas and give feedback on company matters.

**Graduates who started working for SMEs often realise that they make more of a contribution to the company than their peers in large organisations.**

**Enterprise Ireland's SME clients are a key component of the Irish economy and crucial to economic recovery. They are drivers of entrepreneurial activity; innovation; export market growth; competitiveness and employment.**

<http://gradhub.ie/gradhub-business-growth-initiative/5-reasons/>

<http://gradhub.ie/mentoring/>

**Working in SMEs offer hands-on experience, greater responsibility, the chance to work with senior members of staff, quick career progression, not to mention your individual efforts contributing directly to the success of the business.**

Internships are a great opportunity to 'test-drive' a potential job or sector whilst gaining valuable work experience in a variety of sectors as well. SMEs offer the perfect entry point for internship opportunities.

**It would suit you if...**

- **you have a flexible approach to working life**
- **you're creative and entrepreneurial**
- **you learn quickly**

**Job hunting tip**

This is a hidden job market and you will have to be more proactive in finding vacancies. Job-hunting strategies based around personal contact, networking and good intelligence about what's happening in a particular sector are essential.

**Unlike big corporate firms, SMEs tend not to hire months in advance, but only when need new employees** they. So vacancies occur at any time of the year. Check out graduate recruitment agencies who can help accessing opportunities at SMEs in a variety of sectors.

The most important thing to remember is: be proactive! You never know where a job opportunity will come from.

[www.jobtome.ie](http://www.jobtome.ie)

[www.tempjobs.ie](http://www.tempjobs.ie)

<http://www.adminjobs.ie/>

<http://www.salesjobs.ie/>

<http://www.jobisjob.ie/cork/temporary/jobs>

<http://www.jobsmart.ie/jobs?ts=go&q=new+graduates+jobs>

<http://www.michaelpage.ie/career-centre/job-search-advice/temporary-contract-and-interim-jobs>

<https://www.linkedin.com/job/graduate-jobs-ireland/?country=ie>

<https://www.linkedin.com/in/graduatejobsireland>

<http://www.independent.co.uk/student/no-grad-scheme-no-worries-8741448.html>

- **Public sector**

Public Sector employers include: local government, semi-state bodies, government agencies and all Government Departments. You could find yourself working in a Government Department, headed by a minister or an agency devising a specific national policy headed a senior civil servant.

The type of the work can focus on anything from Education, to Health to Foreign Affairs. All Government Departments need graduates in administrative, junior management, policy analyst and specialist type roles.

Each area in the public and civil service concentrates on a specific area of policy or service, such as education, transport, pensions or fraud investigation, and employs people for their specialist knowledge.

A **Civil Service Graduate Development Programme** was launched in May 2015 aims to provide new-entrants with learning and development opportunities in varied roles across the Civil Service and to help them to further and enhance their professional careers. Entrants will have the opportunity to obtain a wide range of experience and secure valuable professional learning. The overall aim of the programme will be to provide **ongoing support** to ensure the new intake feel equipped to manage the challenges of their new environment and role.

*“We are looking for top quality people, who are bright, enthusiastic and who have, through their studies and early career experiences, developed valuable skills that can be applied and enhanced further in the public service. “*

*“A key feature of our campaigns and intakes is the diversity of the people we tend to attract, which typically results in a rich variety of qualifications, experiences and perspectives that people bring to the table on joining the public service.”*

### **Public Jobs 2015**

#### **Find out more**

Take a look at the main Government website and its vast list of links, you can browse through departments and gain an insight into what they do.

[www.irlgov.ie](http://www.irlgov.ie)

All public jobs and recruitment advice is listed on both; [www.gradpublicjobs.ie](http://www.gradpublicjobs.ie) and [www.publicjobs.ie](http://www.publicjobs.ie)

Not all roles will be advertised as graduate positions, but that doesn't mean they're not suitable for graduates.

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### **It would suit you if...**

- **you value a good work/life balance**
- **You value public service and want to contribute to it**
- **you are looking for formal career progression**

### **Job hunting tip**

There is a lot of helpful advice on the Public Jobs website. Look at the key competencies that are required.

Seek out experiences that enable you to develop and strengthen them. **Key competencies include**

Analysis & Decision Making - Delivery of Results - Specialist Knowledge - Expertise and Self Development - Drive and commitment to Public Service Values.

### **• European Union – EU Careers**

Over 50,000 people work in European Union institutions, there are over 505 million people living in the 28 Member States. The scope of their work is wide, with great opportunities for career progression.

Irish graduates have an excellent reputation in the EU: we have fluent English (a premium) and are known for our strong interpersonal skills, networking and flexible, positive attitude.

Applications are strongly encouraged.

Graduates with an honours degree and a high level of fluency in a second language which must be one of the main EU languages: English French and German can apply. (Note\* Native Irish speakers can apply, citing Irish as their first language and English as their second.)

Whether your background is in business, languages, science, engineering, administration or social sciences, the EU offers opportunities to have an interesting career where you can make a real and lasting difference.

Most graduates will be eligible to apply for an Administrator Generalist positions level 5. Graduates apply for positions through open competitions, which are advertised regularly. For new graduates, these are highly competitive. However, there are several alternative ways to get started on a Career within EU institutions, these include:

#### **Trainees/Internships**

#### **Parliamentary Assistants**

#### **Temporary and contract Positions**

#### **Assistants (Ast)**

**Check out the EU Jobs page on the Department of An Taoiseach's website.**

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[http://www.taoiseach.gov.ie/eng/Work\\_Of\\_The\\_Department/European\\_Affairs/EUjobs/](http://www.taoiseach.gov.ie/eng/Work_Of_The_Department/European_Affairs/EUjobs/)

## Trainees

There are approximately 1200 internships available in the EU each year, this presents one of the best opportunities to gain EU knowledge. It is the most common starting point to “get a foot in the door”. Traineeships lasting 3- 5 months are available in:

The European Parliament - the Council - the Commission - the External Action Service - Court of Justice, Court of Auditors - the Economic and Social Committee- the Committee of the Regions and the European Ombudsman.

[http://europa.eu/epso/apply/how\\_apply/trainees/index\\_en.htm](http://europa.eu/epso/apply/how_apply/trainees/index_en.htm)

**Contract staff** can provide administrative support—and are employed for a fixed maximum period, often with a shorter initial contract of 6-12 months, depending on the type of the job. In some cases it can be possible for the contract to be extended for an indefinite duration.

Contract staff positions are available for a wide range of jobs, requiring different levels of qualifications. They are divided into four function groups:

- Manual and administrative** support-service tasks
- Clerical or secretarial** tasks, office management and other equivalent tasks
- Executive tasks**, drafting, accountancy and other equivalent technical tasks
- Administrative, advisory, linguistic** and equivalent technical tasks.

[http://europa.eu/epso/apply/how\\_apply/temporary/index\\_en.htm](http://europa.eu/epso/apply/how_apply/temporary/index_en.htm)

[http://europa.eu/epso/apply/how\\_apply/temporary/temping\\_agencies/index\\_en.htm](http://europa.eu/epso/apply/how_apply/temporary/temping_agencies/index_en.htm)

[http://europa.eu/epso/apply/how\\_apply/fixed/index\\_en.htm](http://europa.eu/epso/apply/how_apply/fixed/index_en.htm)

**Assistants** work in executive and technical roles (administrative, financial affairs, communication, research, policy development and implementation financial affairs, personnel work, computing, document management and scientific laboratory work.

Officially, assistants do not need to be graduates. This route may be a more accessible way in for many. Assistant positions have 11 grades, new staff usually start at grades 1- 3.

- AST 1 candidates must have completed secondary education and have previous relevant experience, or have a relevant vocational qualification.
- AST 3 candidates should have completed secondary education, a relevant vocational qualification and/or several years' relevant experience.

### **Basic Eligibility to work in the EU:**

- EU citizenship;
- A thorough knowledge of an official EU language (C1) \*
- A satisfactory knowledge of English, French or German (B2)\* Common **European Framework** of Reference for **Languages** ( CEFR)

### **General Information on Careers and Jobs in the EU**

[http://ec.europa.eu//ireland/press\\_office/index\\_en.htm](http://ec.europa.eu//ireland/press_office/index_en.htm)

<https://blogs.ec.europa.eu/eu-careers.info/>

[http://europa.eu/epso/index\\_en.htm](http://europa.eu/epso/index_en.htm)

### **Find out what working life is like in the EU**

[http://europa.eu/epso/ambassadors/staff/index\\_en.htm](http://europa.eu/epso/ambassadors/staff/index_en.htm)

<http://www.eurobrussels.com/>

### **Many other employment and internship opportunities are available in Europe.**

[www.europeanmovement.ie](http://www.europeanmovement.ie)

<https://europass.cedefop.europa.eu/en/learning-and-working-in-europe/working>

<http://jobs.euractiv.com/>

[www.euractive.com](http://www.euractive.com)

<https://europass.cedefop.europa.eu/en/documents/curriculum-vitae>

### **It would suit you if**

- You have a motivation to work for Europe and support the concept of a common European Community.
- You have strong analytical, organisational and communication skills and enjoy both using and improving them.
- You would like to work in a multicultural, international environment where you can use and develop additional language skills.
- You set high standards for yourself in all that you do and enjoy committing and delivering on tasks and projects.
- You are eager to learn and develop your knowledge and skills.

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- **Entrepreneurship -Self-employment**

An entrepreneur is someone who identifies a need for a product or service in the market and provides a product or service to meet that need. Now has never been a better time to develop a business idea. There is a lot of support available for graduates, both locally and nationally to get started.

**National Policy on Entrepreneurship in Ireland 2014** outlines three clear objectives and aims:

- 1. Building the pipeline - Increase the numbers of entrepreneurs**, who will actively engage in creating high quality business start-ups and jobs across the country.
- 2. Building entrepreneurial capability** - Develop entrepreneurial skills among the general population and nurture entrepreneurial thinking and talent, and;
- 3. Building the right conditions** - Ensure survival and growth of entrepreneurial start-ups.

<http://studententrepreneurawards.com/>

**There are several other additional Entrepreneurial Initiatives and Supports**

<http://www.up.co/communities/ireland/cork/>

<http://startupireland.ie/cork/>

<http://www.corkbic.com/>

<http://www.digitaltimes.ie/irelands-top-start-up-funds-and-how-to-get-money/>

**CIT Support for Entrepreneurship and Start Up projects**

<http://www.cit.ie/industryliason/business-start-up-support/>

The Rubicon facilitates four entrepreneurial programmes

**The Rubicon Centre, CIT.**

Ireland's leading business innovation hub **The Rubicon Centre** is located on campus in Cork Institute of Technology. It currently has 57 knowledge based start-up companies and is jointly financed by CIT & Enterprise Ireland. The Rubicon offers supports to Entrepreneurs and investors using a combination of CIT Research and Development, Training Programmes and on-site development work. New start-up companies can find their feet as they launch into the business world. Entrepreneurs have the opportunity to avail of onsite research and academic expertise from top class graduates in all disciplines.

1. **New Frontiers** is Ireland's **national entrepreneur development programme**, designed to help people, who have an innovative business idea, to establish and run their own companies.

New Frontiers provides Training and Support in all areas of business including financial management, market research, product development, patenting and much more. Mentoring is given from experienced business advisers.

- Office space
- €15,000 scholarship to cover participation over a six month period.
- Networking Introductions
- Access to Entrepreneurship best practice
- Peer group learning
- Access to expertise in Enterprise Ireland

<http://www.rubiconcentre.ie/new-frontiers-programme/>

## 2. Rubicon Exxcel Programme

**Exxcel** is a part time programme designed for females who have a business idea with high growth and export potential. Ideas can include ventures that are Science, Technology, Engineering & Math's (STEM) related.

Previous Exxcel participant's ideas include:

- ICT (software and training) Mechanical Engineering (Agricultural sector) Medical (Biology / Medical (Biology / Medicinal / Natural products), Health, Food Science.

<http://www.rubiconcentre.ie/female-entrepreneurship/>

## 3. Erasmus for Young Entrepreneurs

'Erasmus for Young Entrepreneurs' is a European exchange programme which seeks to give an opportunity to new or aspiring entrepreneurs to get a first-hand, practical coaching from experienced entrepreneurs running a small and medium sized business (SMEs) in Europe.

[www.erasmus.entrepreneurs.eu](http://www.erasmus.entrepreneurs.eu)

4. **PINC** is an eight week part-time programme for female entrepreneurs who want to take their business ideas to the next stage. Few graduates go directly into self-employment, but this can be a good option for the right people.

[www.cit.ie/studentinc.ie](http://www.cit.ie/studentinc.ie)

Innovation Enterprise see CIT Innovation Week. [www.cit.ie/innovationweek](http://www.cit.ie/innovationweek)

Training, mentoring and funding for CIT students.

<http://www.rubiconcentre.ie/pinc-programme/>

### **It would suit you if...**

- You have creative and innovative approaches to problem solving.
- An ability to persevere in challenging environments to achieve goals.
- Have an ability to seek out and identify opportunities to act on them while considering risk factors.
- You have a marketable skill / idea.
- Initiative and independent responsibility for managing projects and seeing them through
- Enjoy using your social skills to build trust, relationships and networks and to communicate ideas.
- You are self-motivated and well organised.
- You value independence.

<http://www.bothsidesofthetable.com/entrepreneur-dna/>

- **A temporary job**

Many graduates don't know what to do when they finish college. They haven't taken the time to think about the direction they want to take and develop a Career Plan while in final year.

A temporary job can fill the gap while enabling you to get valuable Workplace skills.

Your first job may only be a short-term stepping stone but even in a 'stop-gap' job the contacts you make and the experience you gain can be a very effective way of getting started and progressing your career. All work experience is valuable.

### **It would suit you if...**

- you are not sure what you want to do next
- you want something to fill the gap before you find your ideal job
- you want to gain experience in a particular area