

Ready for your next challenge?



The Ibec Employer Relations Graduate Programme



www.ibec.ie/ergrads

The Ibec Employer Relations Graduate Programme*



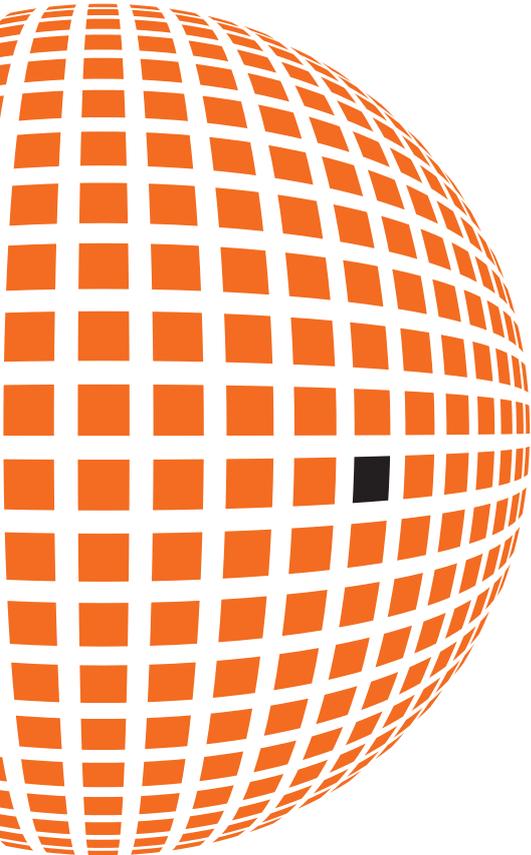
The Ibec IR/HR Graduate Programme gave me a tremendous platform to start my career in HR. The immediate exposure to a variety of people issues and industries, combined with a supportive development environment provide a unique learning experience.

Joe ffrench, HR Director, Microsoft
EMEA Services Business
1993-94

The Ibec programme is over 30 years in existence. It aims to produce accomplished employer relations specialists who will be able to advise and represent employers on industrial relations and employment law issues and disputes.

It is an ideal paid training programme for those who want to pursue a career in industrial relations, employment law, human resources or consultancy. On completion of the programme our graduates have successfully secured excellent career opportunities within Ibec or with Ibec member companies.

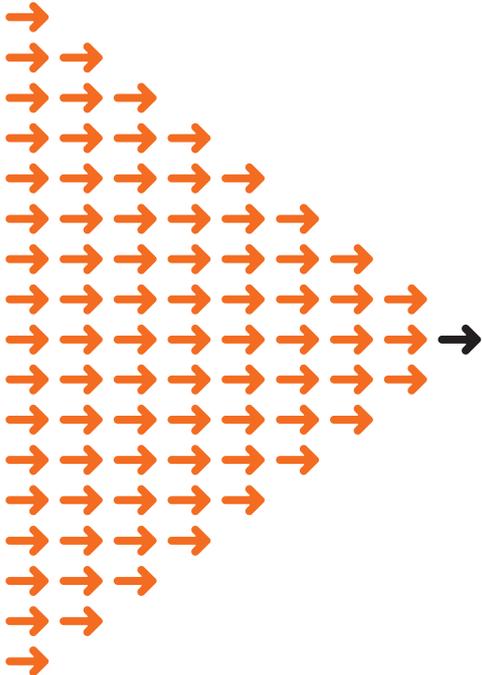
*Formerly known as the Ibec IR/HR Graduate Programme



5 reasons to join:

Ibec's graduate programme is unique. It is highly regarded and considered an excellent step to a successful industrial relations, employment law, human resources or consultancy career. On completion of the programme participants will have:

- 1. Qualifications**
A Technological University of Dublin accredited Certificate in Employment Law (Level 6 NFQ)
- 2. Learning**
Experienced a fast-paced learning environment developing writing, advisory, consultancy and representation skills
- 3. Experience of employment law and industrial relations in practice**
A comprehensive knowledge of the industrial relations and employment rights third party institutions (Workplace Relations Commission and Labour Court)
- 4. Industry insight**
A unique insight into industrial relations and human resource issues in a broad range of industries and employments including a one month company placement in an Ibec member company HR department
- 5. Experience in a 'Great Place to Work'® accredited employment**
Benefitted from the unique collaborative environment in Ibec where mentoring and guidance from experienced colleagues is the key to our investment in your development and where our high performance environment is enhanced by a dynamic sports and social agenda



How is the programme structured?

The programme runs annually from September to July. Participants are based in Ibec's head office in Lower Baggot Street, Dublin for most of the programme, gaining broad experience of the work we carry out for member companies. Each graduate spends a month in one of Ibec's regional offices in Cork, Limerick, Galway, Donegal or Waterford.

Following completion of the certificate, ongoing specialist training and application of learnings is supported by weekly tutorials. At these sessions, experienced executives review relevant legislation and caselaw and their application to real scenarios facing industrial relations and human resources practitioners.

Who should apply?

The programme is open to all graduates from all disciplines who have a keen interest in a career in industrial relations, employment law, human resources or consultancy.

The main criteria for selection include knowledge of the subject, an interest in industrial relations, good general knowledge of business and economic issues and excellent analytical and interpersonal skills. Candidates should be articulate, with excellent writing skills, and have an interest in people and business.

Ibec will only consider online applications. The online application process requires the completion of both the application form and competency questionnaire.

The online application process will open from 9th September 2019. Closing date for applications is 22nd November 2019 at 5pm.

Please log onto www.ibec.ie/ergrads to apply.

What our past graduates say . . .



“ The Ibec IR/HR Graduate Programme provided me with a unique training in employment law and industrial relations practice and was my springboard to working as an employment law specialist.

Loughlin Deegan, Partner, Employment and Equality Law Department, ByrneWallace
1998-1999

“ It is a challenging programme but the skills developed set you up for your career. From assisting member companies with HR queries, to supporting colleagues in preparing industrial relations and employment law cases at the Workplace Relations Commission and Labour Court, no two days are the same.

Aaron O'Sullivan, Administrative Officer, Department of Justice and Equality
2017-2018

“ I would recommend the Ibec Graduate Programme to anyone. It is completely unique not just in terms of the responsibility, knowledge and exposure you receive but also in its fantastic people and culture.

Kathryn McLoughlin, Recruitment Specialist (via Coyle Consulting) at Google
2016-2017

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Ibec is also proud to offer the opportunity for graduates to work in a 2019 'Great Place to Work'[®] accredited employment.

About Ibec

Ibec represents Irish business - home grown, multinational, big and small, spanning every sector of the economy. Ibec and its sector associations work with government and policy makers nationally and internationally, to shape business conditions and drive economic growth. Ibec provides a wide range of professional services to our member companies, including in the realm of industrial relations and human resources.

About our Employer Relations Services

We provide services to all Ibec member companies, from our Dublin and five regional offices. Member companies have access to an Employer Relations Executive who advises and works closely with the member company on a whole range of people management issues. This includes representation before employment rights bodies and in negotiations with trade unions.

