

# Summer Work Placement Programme



## Impact Report 2023 – 2024

**BUSINESS  
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# Programme Objectives









The programme's annual aim is to connect 20 students from schools in Dublin's Northeast Inner-City, with companies located in the adjacent IFSC (Irish Financial Services Centre). The companies offer a paid work placement for six – eight weeks during the summer after students complete the Leaving Certificate Exam. Students must be 18 years or over to participate.

The Summer Work Placement Programme (SWPP) is a post-Leaving Certificate work placement initiative designed for students from Northeast Inner-City (NEIC) Schools. The programme is generously funded by IPUT Real Estate Dublin through basis.point, the charity of the Irish Funds Industry and its wider network. Founded in 2014, basis.point aims to give children across Ireland equal access to a brighter future through educational support and collaborative giving. basis.point has supported the SWPP for the past two years, providing students with valuable work placement opportunities in the funds industry.

Thank you to our supporting funders and to the companies who participated in the programme in the summer of 2024, where 18 students were offered placements.

## Top Line Data Outcomes

-  **100%** of company respondents said they would like to participate again in 2025 (subject to internal approvals).
-  **100%** of company respondents said they would recommend SWPP to other companies.
-  **100%** of students said the programme overall was beneficial.
-  **100%** of students said they improved their interview skills.
-  **94%** of students said they improved their self-confidence and communication skills.
-  **94%** of students set up a LinkedIn account and connected with work colleagues.

# Schools



The six North East Inner City (NEIC) Schools that participated in SWPP 2024 were:



**Larkin Community College**, Champions Ave, North City, Dublin



**Marino College**, Marino Mart, Dublin 3



**Mount Carmel Secondary School**, Kings Inn St, Rotunda, Dublin 1



**O'Connell Secondary School**, Richmond St North, Drumcondra, Dublin 9



**St. Joseph's CBS Secondary School**, Merville Ave., Fairview, Dublin 3

Applicants were completing Leaving Certificate in summer 2024 and had to be 18+ years to participate.

## Student Applications

All students listed below who applied for SWPP got CV and interview guidance and each student got interview experience through a formal interview with the BITCI work experience coordinator.

School name	M	F	Total
Marino College	4	7	11
O'Connell School	10		10
Larkin Community College	2	6	8
Mount Carmel		8	8
St Joseph's CBS	6		6
	<b>22</b>	<b>21</b>	<b>43</b>

# Student Evaluation Job Readiness Workshop



The 18 successful students were invited to BITCI offices in June to participate in a Job Readiness Workshop. This was an opportunity for all students to meet in person. Most of the students had never worked in an office environment before.

## During the workshop the following topics were covered:

- Office etiquette and dress code
- Health & safety / rest breaks
- Absences / sick leave
- Tax and PRSI
- Company property
- Guidelines on email etiquette
- LinkedIn and networking.

## Students completed survey questions after attending the job readiness workshop.

88% of company interviews were in person. 13% were virtual interviews.



**Q** Was the content of the job readiness workshop relevant and useful prior to my placement?

**A** 100% YES

**Q** Would you feel more confident attending your next interview following your interview experience on the SWPP?

**A** 100% YES

**Q** Were you well prepared by BITCI prior to your interview?

**A** 100% YES

**Q** How did BITCI support students with their applications?

**A** 94% EXCELLENT 16% VERY GOOD

**Q** How are you feeling prior to starting your work placement? (multiple answers allowed)

**A** 100% Excited, 37% Nervous, 21% Do not know what to expect, 5% Stress

# Placement Details



Eighteen student placements were offered across thirteen companies, eight of the companies had participated previously in 2023. There were five first time company participants in 2024.

Company Name	Count	M/F	School
IPUT Real Estate Dublin	1	M	Marino College
Mediolanum	1	M	O'Connell Secondary School
Mediolanum	1	M	St Joseph's CBS
Amundi	1	F	Mount Carmel Secondary School
Amundi	2	F	Marino College
A&L Goodbody	1	M	Larkin Community College
CACEIS Ireland Ltd	1	M	Larkin Community College
KBI Global Investors	1	M	St Joseph's CBS
Waystone	2	F	Mount Carmel Secondary School
B-Flexion	1	M	St Joseph's CBS
Deloitte	2	M	O'Connell Secondary School
Kennedy Wilson	1	F	Larkin Community College
Davy	1	F	Larkin Community College
BITCI	1	F	Larkin Community College
ffh Management Services	1	M	St Joseph's CBS

18

School Name	M	F	Total
Marino College	1	2	3
St Joseph's CBS	4	0	4
O'Connell School	3	0	3
Mount Carmel	0	3	3
Larkin Community College	2	3	5

## Gender Split

Male - x10. 56%

Female - x8. 44%

# Student Evaluation After Completing Placement



17 of the 18 students who started the SWPP completed their placements (one student left a couple of weeks early as he was offered an apprenticeship).

## Student Working Days

Some companies were not able to offer a five-day working week to interns, (this was due to companies' hybrid working environment with limited staff in the office on certain days) so some of the 18 placements attended less than five days.

<u>Question</u>	5 days	4 days	3 days
<b>Number of days you worked each week</b>	11	5	2

Most students worked in the office each day. A limited number of students were allowed to work from home on certain days (17% of respondents).

# Student Evaluation Survey

## End of SWPP



Below are some comments from students demonstrating what they gained from participating in the programme.

The Programme was incredibly beneficial, providing me with valuable work experience in a professional setting. It allowed me to apply my academic knowledge in real-world scenarios, enhance my skills, and gain insights into the consulting industry. This experience has significantly prepared me for future career opportunities and challenges. -  
**Student, Deloitte**

It was overall very beneficial and helpful as I learned various things such as teamwork, communication and about the work environment.  
**Student, Mediolanum**

It was very beneficial due to it giving me a true experience of the working world, meeting new people, gaining new skills and valuable experience. It has also helped me develop as a person and a grow in maturity.  
**Student, A&L Goodbody**



# Company Evaluation



When students had completed their work placement, a survey was sent out to companies and the company coordinator provided feedback on the SWPP programme.

- **100%** of company respondents said they would like to participate again in 2025 (subject to internal approvals)
- **100%** of company respondents said they would recommend SWPP to other companies
- **10 out of 11** respondents said that **YES**, the programme was as they expected it would be (one company said **NO** as their student left the placement early as he was offered an apprenticeship).

Company feedback on programme	Excellent	Very good
Initial debrief on programme by BITCI	6	5
Programme roll out by BITC	7	4
Quality of applicant CV's	3	8
Interviews	6	5
Ease of on-boarding students	7	4

(reported data based on 11 returned surveys from 13 of the company participants)

**Question. From the list below, the 11 companies selected their main benefit of having a Leaving Cert student from the NEIC take up a placement in their company.**

Supports the local community	4
Contributed to our overall CSR strategy	2
Student was a real asset to assigned team	2
Student added a new dynamic to team	3

# Company Feedback



Yes, it's a great opportunity to support your local community. The students are eager to learn and add value to your team. Nickolas was a fantastic ambassador for the programme. professional, diligent, and eager to learn.

**A&L Goodbody Company Coordinator**

It is a great initiative and happy to support the programme. Contributed to our overall CSR strategy by supporting a local initiative.

**KBI Global Investors Company Coordinator**

The SWPP was a real success, both Abbas and Nikodem were a pleasure to deal with and we received positive feedback from both of their managers. Both showed initiative during their placement and were eager to learn.

**Mediolanum Company Coordinator**

The quality of the candidates made it hard to pick just one, our intern was well prepared and well briefed which meant he understood the requirements on him in a professional setting, and he was extremely easy to work with and manage.

**B-Flexion Fund Management Company Coordinator**

An excellent programme that was promoted and supported in a highly professional manner by the organisations and personnel involved in both basis.point and Business in the Community Ireland.

**ffh Management Services Company Coordinator**

Paula (BITCI) was amazing to deal with and we had very positive feedback from the teams the students joined.

**Davy Company Coordinator**



# Thank you



2024 was another positive year for the Summer Work Placement Programme. The survey feedback from both students and companies was overwhelmingly positive. Thank you to all the stakeholders involved who helped to make this project happen:

- Our funders **IPUT Real Estate Dublin** who funded this programme through **basis.point**.
- **Irish Funds** and **basis.point** for help and support in promoting this programme to member companies. I appreciate the call outs for company participation.
- **School Community** - school principals and coordinators for helping to promote this programme and encouraging students to apply.
- **Participating Companies** who stepped up and gave of their time and shared their skills and expertise. A sincere thanks to all the staff in the companies involved in training and mentoring the students with kindness and patience. The companies involved have made an active contribution towards greater inclusion and opportunity for local young people.
- The **SWPP students** who participated. Well done to you all. You were an amazing group of students to work with. The students actively challenged themselves by stepping outside their comfort zones. They have grown as individuals having gained skills and experience throughout the programme. Students surveyed said that their confidence levels have increased during this positive experience.

These work experience opportunities have raised student's aspirations to aim for careers within the industry. This programme can be mutually beneficial for both student and employer.

Thank you to these companies for enhancing community engagement, sowing the seeds for potential local employment, and contributing to the Corporate Social Responsibility (CSR) agenda.

## Connect with us

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