ENTERPRISE IRELAND

GRADSTART
SUPPORTING IRISH BUSINESSES
TO ATTRACT TOP GRADUATE TALENT

eiLearn.ie

GRADSTART

Developing your talent pipeline

GradStart offers Enterprise Ireland's client companies financial support to hire top graduate talent and develop a talent pipeline. Adding such graduates helps businesses develop new products and services, enhance processes and improve supply chain management.

Up to three Irish or international graduates can be hired at any one time for a two-year period by companies operating in any discipline or sector. During the placement, the company must define a project aligned to its growth plan for each graduate to complete. Graduates are also assigned an in-company mentor to support their development.

Key points to note:

- Graduates can be based in either Irish or overseas offices provided the graduate's salary is paid by the Irish company.

- Applications for GradStart can be made throughout the year.

- Roles in any discipline are eligible for support, except for direct sales and direct marketing positions.

Key benefits of GradStart

Attract
top graduate talent

Build
company capability

Stimulate
innovative thinking

HPSU* / LEO Clients

(1 graduate at any one time)

SME Companies

(3 graduates at any one time)

LARGE Companies

(3 graduates at any one time)

(Company must not have an inhouse graduate programme)

Údarás na Gaeltachta clients can also avail of GradStart but support will vary depending on company size.

Grants are not transferrable or interchangeable.

Financial support

GRADSTART SUPPORT

- **€30,000**
  (€15,000 per year) or 50% of individual graduate salary costs (whichever is the lesser).

GRADSTART LANGUAGE SUPPORT

- **€42,000**
  (€21,000 per year on a maximum allowable salary of €30,000 per year) or 70% of individual graduate salary costs (whichever is the lesser).
  The graduate role must have a clear requirement for language proficiency.
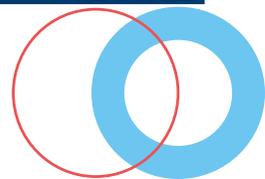
What clients say about GradStart

"The Enterprise Ireland GradStart programme has not only enabled IMS Labels to rapidly develop our expertise through highly skilled graduates, it gave us an instant advantage in our international target markets through multilanguage capability."
Steven Burke, Commercial Director, IMS Labels

"The SoftTrace suite of dairy manufacturing software modules is currently installed in 33 sites in Ireland, UK and US. Our graduate employees are integral members of the QA and Development teams focused on delivering sophisticated, high quality software modules to our target industry. The GradStart programme has enabled us to recruit and train new members of our Development and Test teams to meet our very specific technical needs. This has enhanced our capability to deliver quality assured, large scale customised implementations in export markets going forward."
Anthony Connolly, CEO, SoftTrace

"Finding and nurturing talent is a key goal for Spanish Point. Enterprise Ireland and GradStart supports us in this goal and gives us the confidence to grow our graduate team and hire great software engineers."
John Corley, CTO, Spanish Point Technologies

Openmind Networks have been taking part in the Enterprise Ireland Graduate Programme for several years, through this programme we have recruited and retained top talent who now work in the business on a permanent basis.
Colm McCarthy, Interim HR Manager, Open Mind Networks

How to apply

Applications for GradStart can be made throughout the year. All application and eligibility details are listed at **www.gradhub.ie**

For more information, please contact Helen McMahon, GradStart Programme Manager.

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Rialtas na hÉireann
Government of Ireland