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CONNECT

Issue 7.0 May 2019

Welcome to the May edition of Connect...

The Summer months are now upon us and we can relish in the warmer weather. This month has witnessed the beginning of an exciting training course in ‘Professional Coach Training’ organised by the Career Professional Development (CPD) task group and if the first session is anything to go by, this course will prove to be incredibly beneficial for all attendees! This month is also host to the Challenges of Careers work in Higher Education (Irish Version) which is a bespoke version of the AGCAS/Warwick module entitled ‘Challenges of Careers Work in Higher Education’. Many thanks to Dr David Foster and the CPD committee for bringing this to AHECS members.

We would like to officially welcome our two new member institutes the Royal College of Surgeons in Ireland (RCSI) and Carlow College, St Patricks, to AHECS. A special welcome to Fionnuala Rahilly Career Development Manager in RCSI and Eleanor Kehoe Careers Officer in Carlow College, St. Patricks.

We look forward to seeing you all at the upcoming events, information of which you will find below.

Best wishes

Trevor Johnston & Gavin Connell



06 June: Irish CareersConnect Usergroup.

UL will host the annual Irish CareersConnect User Group on Thursday 6th June 2019 covering the following topics:

1. Irish CareersConnect User Group (Chris Masters GTI) 10.30am - 12pm
2. User Group Presentations (All HEI's) 12pm-1pm
3. Breakout sessions with Chris Masters - 2 pm onwards

Please indicate which events you will be attending by Friday 24th May 2019.

To register please click the link: <https://www.surveymonkey.com/r/Q7WYVGK>

06 June: Supporting Students with Disabilities through the placement process and into the graduate market.

The University of Limerick Careers Service, Dundalk Institute of Technology Careers Service and Ahead will deliver this workshop on Thursday 6th June from 02.00pm to 04.00pm. This interactive workshop will provide advice and guidance on the support of disabled students to those working in work placement and careers roles. As well as encouraging dialogue and discussion amongst delegates.

To register please click the link: <https://www.surveymonkey.com/r/5SFQTR2>

10 October: IT Sligo Careers Fair.

This will take place between 11am-3pm along the main concourse of the Institute.



The University of Limerick - The growth of 'try before you buy' in the Irish Graduate Market

While many graduate opportunities across Ireland are permanent, the landscape is changing, with more employers using a 'try before you buy' approach when it comes to identifying talent, and this trend is only growing.

More and more employers are offering graduates a fixed term contract as a stand-alone opportunity or as part of a graduate programme. Doing a cursory search for graduate roles on websites like gradireland.com gives some indication of the practice.

Subscribe	Past Issues			Translate ▼
Fixed Term	Internship / work experience	6		
Fixed Term	Placement	1		
		62		
Permanent	Immediate job	100	Likely to include some fixed term roles in this figure also.	

Deciding between Fixed term or Permanent

What is the better option? You might think that the obvious choice would be to apply for the permanent role rather than a temporary or fixed contract, right? It depends; every situation is different. A key aspect is to find out if a permanent job is even possible; if not, maybe the graduate may want to pass and keep looking. However, if the employer of the graduates dreams only recruits graduate talent on fixed-term contracts, what then? The option to apply is up to the graduate, depending on how much they want this opportunity and how much they want to have a career with this particular company.

The key consideration for most graduates will be - what are the chances of a permanent job when this contract is complete. Employers will usually be up front early on during the hiring process. They are likely to tell the graduate that the key factor regarding any opportunity for permanency will be their performance during your time with the company. Very often, a high number of graduates are recruited initially, but a smaller number of the top performers are kept on and offered permanent contracts. It may sound like all the cards are stacked firmly on the employer's side. Maybe, but a fixed-term contract can also help the graduate to decide if this job is the right fit for them.

What can influence an offer of a permanent contract at the end of a fixed term graduate contract?

A lot is written about the first hundred days in a new job. The goal as a graduate is to transition as quickly as possible and lose that 'grad tag' and add value to the team quickly. When it comes to work the graduate has been assigned, they should take ownership of it and finish the job to the highest possible standard. They should Avoid the trap of their comfort zone, and statements such as 'I am doing what I'm asked to do so I'm fine'. Well, others are doing that and more! The graduate needs the work they are doing to surpass what is deemed standard for a graduate. Investigate outside of your job responsibilities and look to secure some early wins. Know exactly where that expectation bar is but beware of setting unrealistic goals. They may perform well but fail to achieve what they said you would.

need to learn the culture inside the organisation. They should network and make their intentions known. Diversify their coffee break partners as much as possible. They need to build support at all levels and not just manage up but also horizontally across your team. Joining company sports and social clubs is a good way to do this. Keep looking for feedback from different stakeholders, be brave and ask them for honest and frank assessments.

Brendan Lally
Cooperative Education and Careers Division,
University of Limerick.



Job Opportunities

If you have job opportunities to advertise in the next Connect, please email admin@ahecs.ie



Article Submissions

We are keen to receive your suggestions for content for the next edition.

Please email admin@ahecs.ie with your content and items for next edition by 17th June 2019.

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