

MEDIA RELEASE

eircom to create 375 jobs over next five years

New Apprentice and Graduate Programmes Launched; Applications Open Today

Company investing €18 million in programmes aimed at future-proofing eircom's skill base

New initiative welcomed by the Minister for Communications, Energy and Natural Resources

Dublin, Wednesday 4 February 2015: eircom Group has today launched new apprentice and graduate programmes which will create 375 new jobs in the company over the next five years. The initiative is part of a €18 million investment by eircom aimed at enhancing the company's skills' base and building an innovative, national communications network across Ireland. This is the first large scale sustained recruitment programme by the company in almost 30 years.

Commenting on today's announcement, Richard Moat, CEO eircom Group, said: "We are the only company in the telecommunications sector investing in people at scale, providing excellent sustainable employment. This is a key element in the ongoing transformation of the Group, and one we feel passionately about. These programmes are an integral part of our growth strategy. All of the 375 apprentices and graduates who come into the company over the next five years will be working as part of our team either on the frontline building Ireland's communications network or providing innovative new products and services to our growing customer base. We are committed to investing in our future, both in the new technology we are rolling out and also in our people. As such, these programmes also represent a major investment by eircom in the future of the Irish economy."

Welcoming the announcement, Minister Alex White said: "Earlier this month, the Cabinet agreed a range of measures to deliver 40,000 additional jobs this year, which will see us exceed the Government's original target of 100,000 new jobs by 2016. The apprentice and graduate schemes being announced by eircom today are examples of quality job creation, and the kind of skills development that will drive our recovering economy. Technology is at the heart of the Government's Action Plan for Jobs, and these jobs arise from eircom's ambitious investment programme in infrastructure and services, including the roll-out of high-speed broadband to 1.6 million homes by the middle of next year which, in itself will help create the conditions for further job creation in local economies."

Apprentice Programme – 300 jobs

This programme will run over five years, recruiting 60 apprentices per year. It is open to candidates who have passed their Leaving Certificate. This year's programme will commence in September and run for two years.

Applicants will have the opportunity to work as Customer Service and Assurance Technicians where the primary focus will be on the maintenance and repair of equipment in eircom's network to provide the highest levels of service to our customers.

The structured two-year programme will provide on-the-job learning, one-to-one coaching and formal classroom training. Successful applicants will also receive a Level 6 FETAC Telecommunications Access Networks Technology Major Award. Following the successful completion of each two year programme, top performers will be offered full-time roles with eircom.

This programme builds on the success of a pilot apprentice programme that ran in 2011. Of the 75 apprentices who entered that programme, 55 remain in full time positions with the company.

Graduate Programme – 75 jobs

This programme will also run over five years, recruiting 15 honours graduates per year who will be divided into eircom's general graduate programme and its specialised finance graduate programme. This year's programme will commence in September and run for two years.

Successful applicants to the general graduate programme will have the opportunity to work on up to four different rotations, each one supported by a dedicated eircom mentor. During each rotation the graduates will work as a team on a business improvement project for eircom - sponsored by a senior executive within eircom.

A number of the graduates will also participate in a national project with graduates from different industry sectors, for example, financial services, FMCG and transportation sectors.

Graduates with finance qualifications will remain within the finance shared service function and will work on a number of different and interesting projects over the two years, all the while being supported in their studies towards their accounting qualification.

Following the successful completion of the training programmes, top performers in both programmes will be offered full-time roles with eircom. Further information about eircom's apprenticeship and graduate programmes is available on eircom's early talent careers page <http://earlytalent.eircom.net>, as is the online application form. Applications for both of this year's programmes are open from today, 4 February 2015, and close on 6 March 2015.

Ends.

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