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Construction & Property

Graduate
careers in
construction &
property



2017

Information on career paths in
property and construction PLUS

- how to get a job or apprenticeship
- working in construction management, BIM, architecture, structural engineering, property, surveying and more...
- profiles and tips on what employers want

New!
Comprehensive
section on
apprenticeships
and what's
involved



Building Ireland's future

The Construction Industry Federation (CIF) is the voice of the Irish Construction Industry. Right now, our sector is the joint highest provider of jobs in Ireland, hiring at a rate of 1,000 jobs a month.

Irish construction companies are building specialist buildings, infrastructure and homes here and across the globe. CIF members build the infrastructure that allows the Irish economy to flourish, and is central to attracting foreign direct investment to the country. As the Irish economic recovery continues, it goes hand in hand with a demand for dynamic

construction projects including high-end residential units, commercial offices, and healthcare labs.

Our companies are seeking people in managerial, communications, finance and operations positions. The skills you gain while working in a trade in Ireland are globally transferable across the EU, Africa and the Far East.

If you've got what it takes to work in a fast paced, global sector, then visit our website – www.cif.ie or follow us on twitter / facebook and visit www.apprentices.ie

CIF members stand for quality and high standards in all areas of business including health and safety.





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Editor Ruairi Kavanagh

Design Maya Little

Proofreader Eric Hillis

Production Katie Burns, Ciarán Hall

Series designer Maya Little

Publisher Mark Mitchell

Marketing and distribution Edel Prendergast

Events manager Aisling Ni Mhuiri

Production director Jane Anderson

Consultant editors Angela Collins (WIT),

Carol Kelehan (DIT), Dermot Carey (CIF)

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GTI Ireland, 14–16 Lord Edward Street,

Dublin D02 YC63, Ireland

Tel +353 (0)1 645 1500

Email gradireland@groupgti.com

Web groupgti.com

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Job openings grow as construction sector rebounds

Now is a very good time to be considering a career in construction. The sector is on the rise again in Ireland.

There are now 116,700 people working in construction in Ireland. What's more, that number will rise over the coming years. The Government is targeting the creation of an extra 60,000 construction jobs by 2020. That will create a lot of opportunities for people looking to begin their career. What other sector will provide so many possibilities for those who are completing their education?

A growing industry always creates more jobs and no sector will grow as quickly in Ireland as construction will over the next few years.

What could I earn?

All salaries are approximate and are based on average starting salaries. Pay in the construction sector increases dependent on experience.

- Construction Economist/Quantity Surveyor: €34,000
- Construction Manager: €41,000
- Civil Engineer: €34,000
- Structural Engineer: €32,000
- Building Services Engineer: €35,000
- Building Information Modeller (Coordinator): €48,000
- Architect: €36,000
- Health & Safety Officer: €32,000
- Facilities Manager: €40,000
- Site Manager: €40,000

No sector will grow
as quickly in Ireland
as construction will over the
next few years.

Top careers in construction

Quantity Surveyors

Quantity Surveyors with varying levels of experience are in demand. Main Contractors are also actively enticing candidates back from overseas. This has led to salaries increasing at a higher rate than almost any other sector in the construction industry. See page 6.

Civil Engineers

Civil engineers are in demand to design and construct essential infrastructure projects, such as bridges, motorways and water and waste water projects. See page 9 for more information.

Building Services Engineers

The lack of graduates in this area has impacted the industry significantly. Building Services Engineers fill a number of roles among Mechanical and Engineering (M&E) Contractors and Design firms. See page 11.

Building Information Modelling (BIM) Technicians

With many projects moving over to 3D modelling, BIM technicians with Revit are finding opportunities in various different organisations in the construction industry. Candidates can find opportunities in architectural, civil/structural, building services firms, main contractors, etc. Due to the shortage of experienced technicians, many organisations are training existing staff on Revit software. See page 12.

Architects

2015 was a welcome growth year for the architectural sector. Increased activity in the commercial and residential sector has driven demand for architects, especially in the capital. While salaries are growing, it is at a slower pace than other areas in the industry. See page 13.

Health and Safety Officers

Health and Safety is paramount on each building site. With the increased activity across the country, each contractor has seen an increase in the demand for safety officers.

Structural Engineers

Engineering consultancies have been increasing staff numbers and the growth in the number of new builds across the country has led to a demand for degree qualified structural engineering staff. See page 10.

Construction Manager

Construction management covers a number of roles including; site manager, contracts manager, construction estimator, building project manager and building surveyor. See more on pages 7 and 8.



The Government is targeting the creation of an extra **60,000** by **2020**.

Your path to a construction career

Search for courses on
gradireland.com or qualifax.ie

Institutions that support Level 8 (Honours Degree) Construction Courses:

Dublin Institute of Technology (DIT), Galway Mayo Institute of Technology (GMIT), Limerick IT, University of Limerick, Waterford IT, Letterkenny IT, Dundalk IT, Athlone IT, NUI Galway, Carlow IT, IT Sligo.

Institutions that support Levels 6 and 7 Construction Courses:

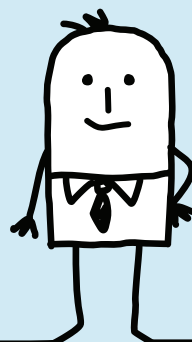
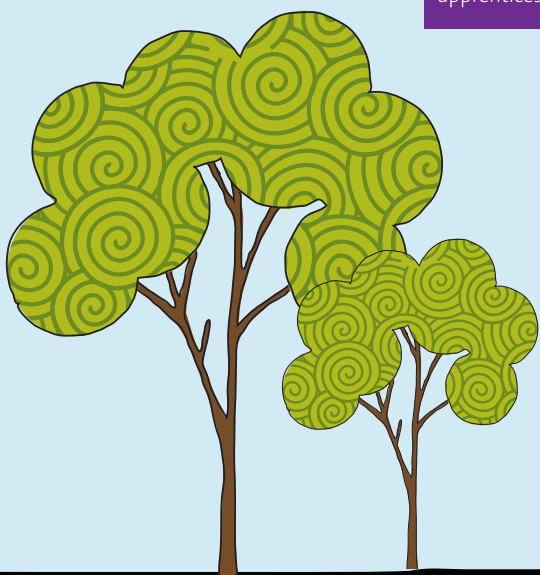
Cork IT, IT Tralee, Limerick IT, Carlow IT, DIT, Dundalk IT, Athlone IT, Waterford IT, Sligo IT.

Level 8 qualification in one of the following: construction management, construction management & engineering, civil engineering, sustainable civil engineering.

Level 6 or 7 qualification in one of the following: construction, construction management, civil engineering, civil and environmental engineering, construction management, construction site management, construction project management, construction technology, sustainable construction, apprenticeship.

Graduate level entry roles across a wide range of organisations and career paths.

Get your career



Apprenticeship in one of the following construction areas: brick and stone laying, carpentry and joinery, floor and wall tiling, painting and decorating, plastering, plumbing, wood manufacturing and finishing, stonecutting and masonry, construction plant fitting.

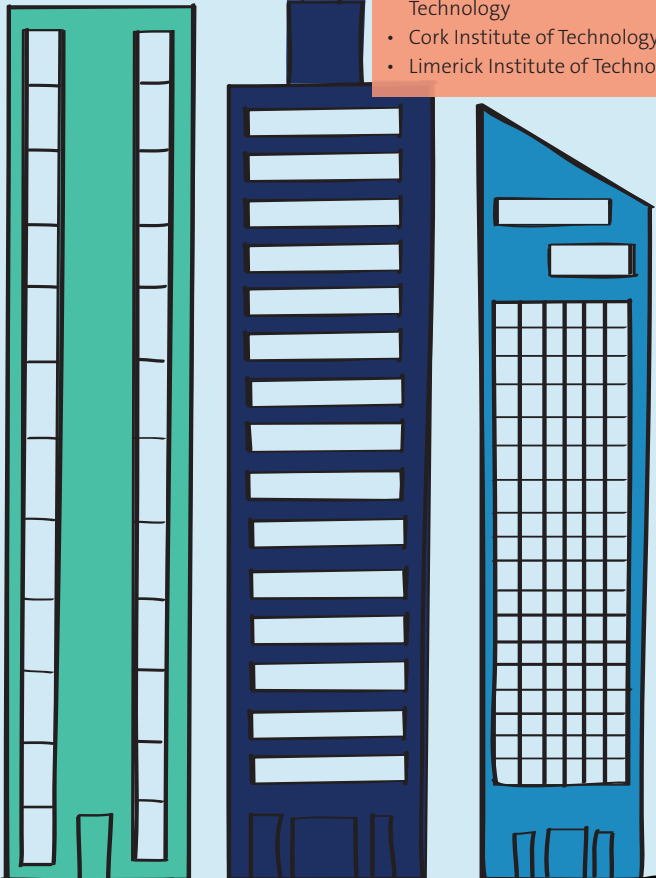


Institutes of Technology that support construction/building apprenticeships:

- Dublin Institute of Technology
- Waterford Institute of Technology
- Cork Institute of Technology
- Limerick Institute of Technology

Complete the 7 phase apprenticeship programme (four with employer, three in college/ training) over 28 month period. Complete assessments to ensure you have reached approved industry standard and the required Level 6 qualification.

started



CONSTRUCTION ECONOMIST/QUANTITY SURVEYOR

Manages all aspects of the contractual and financial side of construction projects. Likely projects in Ireland include the development and construction of major projects, such as residential and retail development, office buildings, schools, hospitals, bridges, roads and sewerage.

Quantity surveyors and construction economists, sometimes known as construction cost consultants, work for either the client or contractor and can be based in an office or on site. Their role is to manage all costs relating to construction projects from initial design calculations to the final account, seeking to minimise costs and enhance value for money, while achieving the required standards and quality.

These roles are fundamental to the success of any construction related project, all the way through from project initiation to completion of the job. All aspects of the project need to be correctly costed and financially sustainable. If the costings are too restrictive, the project's overall quality could suffer, if they are too generous, funds could be exhausted before the project is completed, so it's a question of balance and being realistic about what can be achieved by analysing the timeframe in which it is expected that the project be completed and the available funding for the project.

Typical tasks for a quantity surveyor or construction economist include:

- Researching and preparing construction budgets for a range of construction and construction related projects
- Planning the costs of each phase of the project to ensure value for

money and also sustainability in terms of the overall project

- Advising both contractors and state agencies on costing related matters for various construction projects
- Advising on choosing contractors and procurement processes
- Administering the costs during the project for both contractor and other related parties, such as the client
- Negotiation and dispute resolution
- Taxation and funding advice

Throughout Ireland and indeed the EU, proper accountability for construction projects is imperative, particularly in the aftermath of the financial crisis, which precipitated a massive crisis within the

construction industry. By properly advising clients and contractors, quantity surveyors and construction economists can help ensure on time, and in budget, completion of projects.

Upon completion of accredited diploma and degree courses, graduates are eligible to commence the process leading to qualification as a chartered surveyor and full membership of both the Society of Chartered Surveyors (SCS) and the Royal Institution of Chartered Surveyors (RICS). See the career section of the SCS website (www.scsi.ie) and the RICS website (www.rics.org) for accredited courses and for information regarding the Assessment of Professional Competence (APC).

So it's a question of balance and being realistic about what can be achieved by analysing the timeframe in which it is expected that the project be completed and the available funding for the project.



CONSTRUCTION MANAGEMENT

A construction manager transforms the ideas shown on design drawings into real buildings, roads or bridges and organises the people, materials and equipment needed to get the job done.

Some job roles include:

Construction manager/site manager

This is the person in charge of a building contract and as such they must be aware of, and in control of, all aspects of site operations. They have responsibility both for the profitability of operations and for adhering to the construction and cost plans once agreed. Construction managers or site managers supervise and direct operations on a construction project to ensure it is completed safely, on time and within budget. On smaller sites, managers may carry sole responsibility for the whole project; on larger sites, they may be in charge of a particular section, reporting to the senior site manager. Senior construction managers may oversee several construction projects at the same time. Construction managers work closely with other professionals including architects, engineers, technicians and surveyors, and also act as a point of contact for the public. They have frequent meetings with subcontractors and daily contact with the site workforce.

Contracts manager

This is a similar role to that of site manager, ensuring that all works are completed to the required standards and supported by the relevant documentation. They need to ensure

that strict quality control and health and safety measures are adhered to, as well as operational and maintenance procedures. They also have to check that licences are up to date and correct.

Construction estimator

This is similar to the work of a quantity surveyor and involves preparing tenders based on architects' drawings and client requirements. While this is predominantly an office-based position, it is not necessarily a nine-to-five job. The role includes analysis of subcontractors' quotations and working with the planning engineer to predict the likely progress rate and completion date of the project. A third-level qualification in a building-related subject will improve your employment chances.

Building project manager

Their responsibility is to see that the clients' wishes are adhered to and that the project is completed on time and within the agreed budget. A building project manager is often involved from the initial concept and design of a project through to its construction and completion. They keep track of progress, building control regulations and quality standards and resolve any technical difficulties that arise. They are likely

to work on more than one project at a time.

(continued overleaf)

To research job disciplines, watch videos on what jobs involve, or for more information, visit the following: gradireland.com/careers-sectors or gradireland.com/careers-advice/job-descriptions



CONSTRUCTION MANAGEMENT continued

Building surveyor

They offer a specialist service on all matters relating to construction, including the restoration of old buildings and the construction of new ones. Among the services offered are building surveys of residential, industrial and commercial property for intending purchasers. They need to interpret building regulations and use professional skill and judgement to offer advice on acceptable solutions to meet statutory requirements. Building surveyors also deal with fire precautions and insurance claims. It's a route open to any graduate.

Facilities manager

This involves managing retail centres and offices blocks to meet the needs of the organisation, the management and the occupants. Property and estate management companies may have facilities management sections that manage these facilities on behalf of clients. Large organisations and corporations may have facilities management departments of their own. The facilities manager may employ specialist building services personnel such as building services engineers and trades as either an employee or a sub-contractor.

Graduates from construction management courses have found careers in large and small companies and across a range of occupations in both the public and private sectors.

Technical sales adviser

Their work involves the preparation of estimates and tenders; preparation of drawings and specifications for technical elements; management; quality assurance; and technical sales. There can also be opportunities for self-employment, in terms of project management, building estimation etc.

Managers. Construction management can create opportunities for high level management positions in a wide range of areas.

Qualifications

Graduates from construction management courses have found careers in large and small companies and across a range of occupations in both the public and private sectors, including working in sustainability, conservation, information technology, project management, and with building contractors or sub-contracting firms as Estimators, Quantity Surveyors, Programmers, Planners, Contract Managers and Site



CIVIL ENGINEERING

Civil engineering is all about creating, improving and protecting the environment in which we live. It provides the facilities for day-to-day life such as transport, and the infrastructure allowing industry to prosper.

Generally speaking, the work of civil and structural engineers will combine site and design work. However, consulting engineers tend to focus more on design whilst contracting engineers will spend more time on site work, which involves supervising the setting out and levelling of the site, surveying and site management. Civil engineers work on projects that involve multi-disciplinary teams including architects, quantity surveyors and building services engineers.

Consulting engineers are responsible for working with clients to design, plan, manage and supervise the construction of projects. Their work involves carrying out site investigations and feasibility studies; developing detailed designs; liaising with other professionals such as architects, building services engineers and quantity surveyors; and ensuring the smooth running of projects and completion within budget and on time. Contracting civil engineers turn the plans of designers into reality. They liaise with the design team and oversee the actual construction on site. Their work involves organising manpower and materials, observing safety standards, negotiating modifications with the designers, scheduling work, and

supervising construction, including the work of subcontractors. They use specialist equipment to survey sites to ensure that the construction work is being carried out in the right place and that the structure is safe; for example, that steel reinforcement is correctly in place. Civil engineering offers graduates a high-tech career with the chance to travel and work outdoors. Due to current demand in this field, graduate starting salaries are often above average.

Qualifications

This career area is open to any engineering graduate, although a civil or structural background is advantageous. You will need to demonstrate strong technical competence and a creative approach to problem solving. Numeracy is essential for keeping financial records and managing budgets. Civil engineers also need excellent communication skills in order to liaise with other designers, contractors and subcontractors, other professionals and members of the public who may have objections to building work taking place. Report-writing skills, team-working, strong organisational skills and the ability to manage resources and people are also required.

Civil engineering offers graduates a high-tech career with the chance to travel and work outdoors. Due to current demand in this field, graduate starting salaries are often above average.

Further information

Graduates considering a career in civil engineering should keep abreast of developments via Engineers Ireland (www.engineersireland.ie) and the Institutions of Civil Engineers (www.ice.org.uk) and Structural Engineers (www.istructe.org.uk) in the UK. Student membership of Engineers Ireland is free. Useful information about the sector is also available from the Construction Industry Federation (www.cif.ie). Graduate vacancies in civil engineering are advertised in university and college jobs bulletins, on gradireland.com and on the jobs area of www.engineersireland.ie as well as on company websites.

STRUCTURAL ENGINEERING

Structural engineering is a specialism of civil engineering. It is the science and art of designing civil engineering facilities so that they can safely resist the forces to which they may be subjected.

Structural engineers are key creative members of every design team; around the world they are committed to sustainably developing a safer built environment.

Structural engineers combine expertise with innovation to meet any building challenge and are concerned with the design and construction of buildings, bridges and special structures. They aim to design these structures with safety, economy and elegance. They form part of the team of professionals involved with construction projects and therefore work closely with architects, quantity surveyors and building services engineers.

Work activities

- Undertaking technical and feasibility studies including site investigations.
- Using a range of computer packages for developing detailed designs.

- Undertaking complex and repetitive calculations.
- Liaising with clients and a variety of professionals including architects and subcontractors.
- Compiling job specs and supervising tendering procedures.
- Resolving design and development problems.
- Managing budgets and project resources.
- Scheduling material and equipment purchases and delivery.
- Ensuring the project runs smoothly and the structure is completed within budget and on time.
- Estimating the cost and quantities of materials, equipment and labour.
- Computing load and grade requirements, water flow rates and material stress factors to determine design specifications.
- Inspecting project sites to monitor progress and ensure the project is being constructed according to design specifications.
- Conducting studies of traffic patterns or environmental conditions to identify potential problems and assess how they will affect the project.

Structural engineers often work alongside civil engineers and architects as part of a construction team; “if a structure was a human body, then the architect would be concerned with the body shape and appearance, and the structural engineer would be concerned with

the skeleton and sinews”, is how the Institution of Structural Engineers described the role of structural engineers.

Critical skills that a person needs in structural engineering include an in-depth understanding of physics and mathematics. A structural engineer must also know the properties of various materials, such as their density, hardness, tensile strength, bulk modulus and bending strength. They need to be able to calculate how different materials will perform under stresses such as compression, tension, bending and twisting, as well as under various environmental conditions of temperature, pressure, corrosive gases and liquids, and even radiation. They also need to be able to predict how these materials will perform over an extended period of time.

Qualifications

Since 2012, Engineers Ireland require graduates to have an accredited Level 9 (Masters) qualification, or equivalent, to meet the educational standards required of a Chartered Engineer. In recent times significant employment opportunities for structural engineers in Ireland were filled by international graduates with Masters level qualifications. Graduates will have skills, competences and a higher qualification to enhance their employment credentials in the national and international market.

Structural engineers combine expertise with innovation to meet any building challenge.

BUILDING SERVICES

Building services engineers design and implement essential systems and play a key role in ensuring projects are energy efficient.

Building services engineers are responsible for the services that make a building function: the lighting, power, ventilation, heating, cooling, water services and so on. Their input begins before construction starts and extends well into the operational life of a building.

Building services engineers work with the client, architects and structural engineers to develop and agree a brief for the building, which is then turned into a design to be installed by a contractor. Once construction begins, building services engineers monitor the performance of the installers to ensure the services are completed according to the design.

Building services engineers play a key role in ensuring that projects are energy efficient and sustainable. There's a lot of research being done into new types of technology and building services engineers look at how these can be applied to make energy savings. The emphasis on sustainability does not just extend to new-build projects. Since regulation has become more stringent, building services engineers are increasingly concerned with how existing buildings can incorporate sustainable development appropriately, for example by using wind and solar power. This is a particular challenge on historic buildings.

Qualifications

The good news is that you don't necessarily need a building services engineering degree to work in this

sector: a mechanical or electrical engineering degree is also usually accepted and some employers accept other engineering degrees if you have taken relevant modules.

There are two main aspects of building services engineering: mechanical and electrical. Mechanical covers things such as air conditioning systems, ventilation and heating; electrical is concerned with aspects such as power, lighting, fire alarms and security. It is also possible to specialise in a particular area, such as lighting. There are also a number of 'bolt-on' specialisms for building services engineers, including sustainability, IT, acoustics and fire consultancy. Larger organisations are able to offer these services to clients in house, while smaller employers buy them in.

The type of job you do will depend on the type of employer you join: consultants tend to have more input into a project's pre-construction stages, while contractors usually get involved on site, installing the services. When you start, your managers will concentrate on making sure that your technical skills are up to scratch and, if you work for a consultant, you'll probably begin by doing simple calculations under supervision and turning the designs into installation drawings using a CAD package. You should also begin to work towards your professional qualification. The traditional career route for a graduate is to start out as a graduate engineer and progress into management, but increasingly there is scope to progress

within a technical position or to specialise in research and development. Graduates hoping to pursue a career in building services engineering should keep up with developments via the Chartered Institution of Building Services Engineers (www.cibseireland.org in ROI, www.cibse.org in the UK) and Engineers Ireland (www.engineersireland.ie).

Skills required by graduate recruiters in this area include:

- Interpretational skills (the ability to turn computer outputs into practical solutions)
- Numeracy
- Strong communication skills
- Teamworking
- Once you are chartered you can work anywhere in the world and the salary is generous too.

There's a lot of research being done into new types of technology and building services engineers look at how these can be applied to make energy savings.

BUILDING INFORMATION MODELLING/ARCHITECTURAL TECHNOLOGY

Building Information Modelling (BIM) is an innovative new approach to building design, construction, and management. Architectural Technology involves working as part of an architectural or construction team, providing specific documents or technological requirements for the project.

BUILDING INFORMATION MODELLING

First introduced around 2002, BIM has changed the way industry professionals worldwide think about how technology can be applied to building design, construction, and management. Software underpins the BIM process but it's wider than that, so working in the area will mean dealing with colleagues who are not involved in the design process. People will have different needs for BIM within the company in which you work.

Skills

Your career in BIM will depend on strong technical skills. Packages like Revit are industry standard and there are free download versions which you can make yourself familiar with. A typical job description for working in this area could include:

- Responsible for production of Revit Models
- Experience with Point Cloud Data or Laser Scanning experience
- Working with Topographical Surveys in Revit
- Production of 2D CAD (Computer Aided Design) Drawings from Survey Data
- Assistance in the overall development of the BIM protocols and systems
- A suitable qualification in a construction related discipline, primarily, but not restricted to, architectural technology

- Commercial experience using Autodesk Revit and AutoCAD software
- An understanding of construction techniques and surveying systems and methods
- Competent use of modelling software including Rhino, 3DS Max, Sketchup would be desirable but not essential.
- A good team player with excellent communications skills.

ARCHITECTURAL TECHNOLOGIST

The architectural technologist usually works as part of the architect's team, with particular responsibility for the preparation of production information such as working drawings, schedules and specifications. They also work on site surveys, administrative procedures to do with building regulations, fire safety certificates, planning applications, the building contract, etc. Some technologists develop specialisations in particular areas, such as specification writing, technology, materials, regulations, or CAD management, for example.

Job opportunities

Most architectural technologists work for private architectural practices or in the architectural departments of Government Departments, Local Authorities or Semi-State Agencies. But there are also job opportunities with building contractors, manufacturers or suppliers of building products and materials, in private

architectural technology practice, architectural graphics and model-making. As with architecture, career possibilities are very much dependent on the state of the economy.

What skills are required

You need to have mechanical aptitude, and the ability to think in three dimensions and how projects can be realised via software and communicated in presentations and by other collaborative means. You also need to be able to work to tight deadlines and to work in a team.

Above all, you need to have an interest in buildings, how they are built, how they work and how they are used.

Other tips on getting started on a career as an architectural technologist:

- Get in contact with people through LinkedIn who are past students at your institution and work in the industry.
- Try to join a firm that uses Revit as it will benefit you in terms of your overall career, and also your earning power.
- If you prefer construction detailing rather than architectural concept design, consider joining a construction company rather than an architectural firm. Architectural firms can be demanding with long hours but if you like the work it can be manageable.

Set up an online portfolio. Weebly is a useful option and it's better to send a potential employer a link to your website rather than a big PDF file.

ARCHITECTURE

The role of an architect encompasses many aspects of construction projects, and is a unique and rewarding role requiring both exceptional creativity and accuracy.

Architects fundamentally design structures that need to be built, modified or restored, but that is just part of the broader role which they normally fulfil within the design team; which often comprises at least one architect, project managers, architectural technicians/technologists, structural engineers, building services engineers, facilities managers and planners. They are usually hired once the initial concept has been decided upon and stay involved right through to completion. They may liaise with the client's representatives or those of future tenants and will maintain close contact with the contractors once construction begins.

Architectural technicians and architectural technologists give

technical support to the architect and the design team. Architectural technicians play an important role in the design process through researching and organising technical information such as user needs, surveys and building regulations; preparing design proposals and specifications for construction work; and sometimes contributing to contract management.

Unlike technicians, qualified architectural technologists are recognised within the construction industry as being able to manage all aspects of the project from the initial designs to contract management and the post-completion phases.

Qualifications required to work in architecture

Degree courses in architecture take five years of full-time study, usually including a year working in the profession. This is followed by two years of approved practical experience, and an examination in professional practice. To qualify as an architectural technician/technologist, you need an accredited recognised degree course (generally taking three years of full-time study), followed by two years of approved practical experience. See the RIAI website (www.riai.ie) and the Chartered Institute of Architectural Technologists website (www.ciat.org.uk) for information on professional qualifications and membership.

Skills and specialist areas

Architects, technicians and technologists can specialise in a certain type of building such as commercial or residential developments or choose to focus on a specific aspect of architecture such as conservation, project management, technology or design. There are also some academic positions available. Some general skills needed include:

- Strong communication, teamworking and negotiating skills
- Spatial sense and dexterity
- Numeracy and IT skills, especially the ability to use computer-aided design systems
- Creativity
- Problem-solving skills
- Attention to detail.

Graduate opportunities in architecture

Many graduates find work in architectural practices; there are also some opportunities in big industry corporations (such as the property departments of retailers) and large construction employers. The public sector also has architecture-related vacancies, though these are harder to find. Although largely office-based, architects, technicians and technologists spend considerable time on site viewing progress and working with the contractors to solve any design-related problems that arise.



Apprenticeships: a proven route to success

When it comes to deciding on a career path to follow, the route that traditionally comes to mind is full time study in college or university. While many will take this route to their chosen career, it might not be for everyone.

So is there another way of getting a qualification that will help you find employment in your chosen career? Apprenticeships are a respected alternative to full time college or university courses. These programmes alternate phases of on-the-job and off-the-job training and development, and provide an opportunity to get a recognised qualification while at the same time gaining practical experience relevant to your chosen career and being paid.

How does it work?

Generally, the duration of an apprenticeship is a minimum of four years consisting of alternating phases of training – three off-the-job phases and four on-the-job phases. The ability to apply the knowledge gained and skills learnt during off-the-job phases spent in a training centre, Institute of Technology or another approved training provider, to the day-to-day operations of a business, is a key benefit of apprenticeship and one which appeals to many. This coupled with the benefit of earning a salary while training further enhances the appeal of apprenticeship.

Apprentices are assessed on a structured on-going basis throughout their apprenticeship. Modular assessments incorporating course work, standardised practical assessments and theoretical

assessments are carried out during the off-the-job training phases. During the on-the-job training phases of apprenticeship the apprentice's competence is assessed to specified standards by the employer.

On successful completion of an apprenticeship a Level 6 Advanced Certificate Craft is awarded. Recognised both nationally and internationally, this qualification opens up further opportunities in career development or progression to study further. Those awarded the Level 6 Advanced Certificate Craft are also eligible for consideration for entry into related degree programmes in the Institutes of Technology provided other special entry requirements are met.

There are currently 27 crafts available under the apprenticeship programme in Ireland. However, the number and range of apprenticeships available is expected to increase with the expansion of apprenticeship into new sectors of the economy. The recently established Apprenticeship Council has been tasked with mapping out the sectors where apprenticeships can make a real difference to both employers and employees.

Craft occupations under the apprenticeship programme have been designated by SOLAS and come within the scope of the statutory apprenticeship system, which is organised in Ireland by SOLAS in

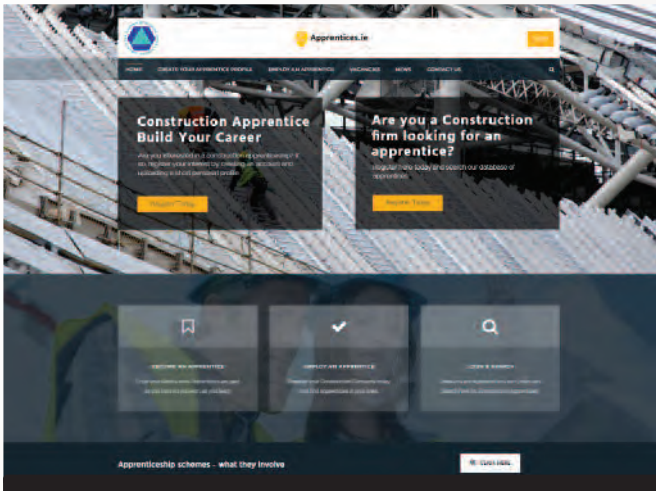
co-operation with the Department of Education and Skills, the Higher Education Authority, employers and unions.

How do you become an apprentice?

There are some minimum educational qualifications necessary to become an apprentice. You must be at least 16 years of age and have achieved a minimum 5 D grades in the Junior Certificate examination or equivalent, or successfully complete an approved pre-apprenticeship course. However, in many instances employers specify higher educational qualifications. If you are over 16 years of age and have at least three years' relevant work experience approved by SOLAS, an apprenticeship might be an option for you also. For some apprenticeships passing a colourvision test is a mandatory requirement. However be warned. While this is the minimum entry requirement, most employers



Get all the information you need on apprenticeships from www.apprentices.ie



require a leaving certificate, especially if you are interested in an electrical or plumbing apprenticeship.

To start an apprenticeship you must obtain employment as an apprentice in your chosen apprenticeship by an employer who is approved by SOLAS to train apprentices. You may have a relative, neighbour or friend who works in a craft occupation or you may know a company operating in the trade in your area that might consider recruiting you as an apprentice. Staff in your local Department of Social Protection Employment Services office and senior training advisors in your local education and training board offices may

also be able to help with matching job vacancies to registered individuals where possible. Also, the CIF have recently launched a new website, **www.apprentices.ie** to assist young people who are seeking an apprenticeship in the construction sector.

Employers too can reap the benefits of apprenticeship. Apprenticeship courses are based on uniform, pre-specified and industry agreed standards and comply with current and future needs of the occupation. Through the systematic development and

***www.apprentices.ie** is the recently launched official website for apprenticeships in the construction industry.*

assessment of skills, knowledge and competencies, apprentices become more productive and reach efficient worker standards more quickly.

The demand for apprentices is growing with the recovery of the economy. There is a wide range of construction related apprenticeships currently available including trades such as brick & stonelaying, carpentry & joinery, construction plant fitting, and electrical to name but a few. As activity in the construction industry continues to grow the demand for skilled employees in these trades will increase. A full list of trades covered by the standards based apprenticeship is available on **www.solas.ie** and remember to check out **www.apprentices.ie** for all you need to know about apprenticeships.

(© Construction Magazine)



Apprentices are assessed on a structured on-going basis throughout their apprenticeship. Modular assessments incorporating course work, standardised practical assessments and theoretical assessments are carried out during the off-the-job training phases.

Demand for construction professionals and apprentices growing

As students contemplate where their future lies, the demand for skilled craftspeople makes the construction sector an attractive choice, whether you choose to follow the apprenticeship or third-level route, writes Antoinette Rourke, lecturer with the Department of Construction & Surveying at Dundalk Institute of Technology.



Recent studies (Chartered Institute of Building, Society of Chartered Surveyors Ireland and government reports) highlight that not only is there now a considerable increase in demand for construction and property related skills, but that there is also a significant shortage of graduates needed to meet this growing demand. This shortfall is predicted to continue for some time and it is now an excellent time to consider a career in the construction industry.

Construction trades such as carpentry & joinery, or plumbing and electrical, provide graduates with excellent job opportunities in the construction and property industry, irrespective of economic conditions.

Any student who successfully gains an apprenticeship, and qualifies in a construction trade, or completes a programme of study in a construction/

property related area finds themselves prepared to take up an increasing number of jobs in the traditional sectors of the construction industry. Not only this but these students are also qualified for jobs and careers in emerging areas such as passive building design and construction, energy efficiency and management, sustainable (green) construction, lean construction and modern methods of construction (MMC's), and building information modelling (BIM).

Another graduate survey carried by the Department of Construction & Surveying at DKIT in 2014, showed that 68% of graduates from the department were employed at home in Ireland in construction, property or related fields, with the remaining respondents employed in the UK and internationally. © Construction Magazine

Construction/building apprenticeships

In 2015, there were 2,956 registered apprenticeship applications, 700 of these were in the construction/building field.

Apprenticeships in Construction include:

- Brick and Stone Laying
- Carpentry and joinery
- Floor and wall tiling
- Painting and decorating
- Plastering
- Plumbing
- Wood manufacturing and finishing
- Stonecutting and stonemasonry
- Wood Manufacturing and finishing
- Construction plant fitting

Structure of apprenticeships

SOLAS is the agency with responsibility for apprenticeship programmes, an area that is undergoing considerable growth. You can also check out the CIF website, www.apprentices.ie.

An apprenticeship is a standard based education and training programme. During your apprenticeship you will be required to follow a specific course of training and undergo a series of assessments to confirm that you've reached the required industry standard.

Apprenticeships generally comprise of seven phases, three off-the-job and four on-the-job. There are exceptions to the above, such as Aircraft Mechanics, Floor/Wall Tiling and Industrial Insulation.

Off-the-job training

- Phase 2: Training Centre
- Phase 4: Institute of Technology or College of Further Education



Apprenticeship generally comprises of seven phases, three off-the-job and four on the job.

- Phase 6: Institute of Technology or College of Further Education.

At present the general duration of apprenticeship is a minimum of four years provided that the following is complied with:

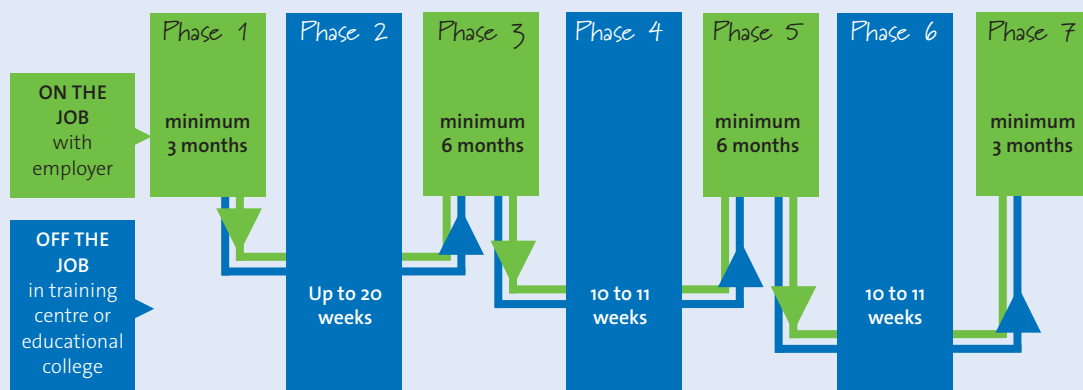
- Attend all off-the-job training phases when scheduled
- Pass all the on-the-job assessments at the first attempt

- Pass all the on-the-job assessments and ensure results are returned to your local Training Advisor.

On-the-job training

Employers have responsibility for providing on the job training as outlined in the below graphic. For further information. Please visit www.solas.ie.

Apprenticeship phases



Education & Training Boards

For more information please contact your local Education and Training Board Training Centre, who can help you with any information regarding becoming an apprentice.
Further information via www.solas.ie.

Cavan & Monaghan Education & Training Board

Monaghan Office: 047 30888
Cavan Office: 049 4331044
HQ: Monaghan (sub-office in Cavan Town)
www.cmetb.ie

Cork Education & Training Board

Cork Office: 021 4907 100
HQ: Cork (greater city area)
www.corktrainingcentre.ie

City of Dublin Education & Training Board

01 668 0614
HQ: Ballsbridge, Dublin 4
www.cityofdublin.etb.ie

Donegal Education & Training Board

074 916 1600
HQ: Letterkenny
www.donegaletb.ie

Dublin & Dun Laoghaire Education & Training Board

Dublin Office: 01 452 9600
HQ: Tallaght, Dublin 24

Galway & Roscommon Education & Training Board

City of Galway Office: 091 549 400
County Galway Office: 091 874 500
Roscommon Office: 090 662 6151
HQ: Athenry (sub-office in Roscommon Town)
www.grebtbtrainingcentre.ie

Kerry Education & Training Board

066 712 1488
HQ: Tralee
www.kerryetbtrainingcentre.ie

Kildare & Wicklow Education & Training Board

Kildare Office: 045 988 000
Wicklow Office: 0404 60 500
HQ: Naas (sub-office in Wicklow)
www.kwetb.ie

Kilkenny & Carlow Education & Training Board

Kilkenny Office - 056 777 0966
Carlow Office - 059 913 8560
HQ: Carlow Town
www.kilkennycarlow.etb.ie

Laois & Offaly Education & Training Board

Laois Office: 057 862 1352
Offaly Office: 057 934 9400
HQ: Portlaoise
www.laoisoffalyetb.ie

Limerick & Clare Education & Training Board

Limerick Office: 061 442 100
Clare Office: 065 682 8107
HQ: Limerick (greater city area)
www.limericktrainingcentre.ie

Longford & Westmeath Education & Training Board

Longford Office: 043 333 4000/
043 334 6493
Westmeath Office: 044 934 8389
HQ: Mullingar
www.athlonetrainingcentre.ie

Louth & Meath Education & Training Board

Louth Office: 042 933 4047
Meath Office: 046 906 8200
HQ: Navan
www.rstc.ie

Mayo, Sligo & Leitrim Education & Training Board

Mayo Office: 094 902 4188
Sligo Office: 071 914 5025
Leitrim Office: 071 962 0024
HQ: Castlebar (sub-offices in Sligo & Carrick-on-Shannon)
www.sligotrainingcentre.ie

Tipperary Education & Training Board

Tipperary North Riding Office:
067 31250
Tipperary South Riding Office:
052 612 1067
HQ: Nenagh (sub-office in Clonmel)
www.tipperary.etb.ie

Waterford & Wexford Education & Training Board

City of Waterford Office: 051 874 007
County Waterford Office: 058 41780
Wexford Office: 053 912 3799
HQ: Wexford (sub-offices in Waterford City & Dungarvan)
www.wwetbtraining.ie

Further information

Construction Industry Federation
Construction House, Canal Road,
Dublin 6
01 406 6000
contact@cif.ie
www.cif.ie

People at work



Aidan Maher, Site Manager, Clancy Construction

My father was involved in the construction industry with heavy machinery when I was younger. I suppose that would have given me an interest at an early age. I also learned a lot from my uncle and did a lot of building work and also worked part-time in a plumbing and heating shop.

After school I went to the University of Limerick where I studied Construction Management and Engineering – a four year degree course.

I went to an external careers guidance person when I was doing my CAO and he told me about the course in UL. It was fairly new and I decided to go for it. In secondary school, I didn't really have construction subjects but I found the course very interesting right from the beginning.

As part of the course we went out and did work experience and I went to Clancy's to do this. Then I finished the course and, straight afterwards in summer 2010, I started with Clancy's full-time.

Clancy's have been very, very good and they have really supported me after they took me on following my work experience. As regards my work for them I started at Phoenix House in Dublin – at Trinity College. That was just off Nassau Street. There was a lot of traffic management and other challenges to be met.

I started out on a good footing with the people I worked with there and learned a lot from them and really enjoyed it. Now I am a site manager. I have also worked at Waterford Regional Hospital on another very big project. It is a tough job. You put in a lot more hours than you might expect but when you complete a project on time and everyone is happy – including the

client – you feel a great sense of satisfaction. This is also a career where you can gain more qualifications as you go forward. There are huge Continuous Professional Development (CPD) options there. And Clancy's have been extremely supportive. Over the past two years I finished my masters in WIT – again in project management.



© Construction Magazine

You put in a lot more hours than you might expect but when you complete a project on time and everyone is happy – and the client is happy – you feel a great sense of satisfaction.



Siobhan O'Shea, Engineer, Clifton Scannell Emerson Associates

I have been working in the industry for just over three years. I graduated in September 2012 and started work in CSEA, a multidisciplinary engineering consulting firm, immediately afterwards. I spent a three-month placement in CSEA during the summer prior to my final year in college. After I graduated I was lucky enough to be offered a graduate position within the company.

There is a great amount of variety that comes with working as part of a multidisciplinary consultancy. One day you can be designing a drainage system using computer software and the next day you can be on-site lifting manholes. As to what attracted me to work in this profession: I wasn't sure of what I wanted to do when filling out my CAO form but I had always had an interest in maths, science and

the business subjects in school. As I wasn't sure what I wanted to do in college a course that would offer me variety was appealing. Engineering was the perfect choice. I studied omnibus engineering in UCD Dublin. This is a common first year which allows students to get a taste of the variety of the engineering courses available. After my first year I chose to specialise in civil engineering which is concerned with the design, construction and maintenance of the physical and natural built environment. It is not just bridges and road design. Other options available were mechanical, chemical, electrical or engineering. Since I graduated new courses have been made available including energy systems and biosystems engineering. A number of friends from college have gone on to pursue careers in IT, accounting and business as well as a number who stayed within the industry after graduating. I enjoy the variety of the work. No two days are the same and every project is different. Engineering is a field which is constantly changing and so you have to be able to adapt to new ways of thinking. It is great to get to work as part of a team and see projects develop from paper to reality.

I would highly recommend this career choice. The variety of opportunities and employers looking to hire engineers is vast. Even if you are not sure that you want to pursue a career within the field, an engineering degree is a great first stepping stone.



After my first year I chose to specialise in civil engineering which is concerned with the design, construction and maintenance of the physical and natural built environment. It is not just bridges and road design.

© Construction Magazine



Joseph Moran, Phase 3 Plumbing Apprentice

I am in my second year now and on my third phase, having just finished phase two. Overall, this apprenticeship should take me just under four years from start to finish.

I tried out a few jobs before I started here. I did sports and leisure management in college but tore ligaments in my knee twice so I couldn't do the practical work and had to think of something else to do.

Next I did culinary arts in DIT which I completed. I was working at that but couldn't deal with the hours.

My dad said that it was not too late to do an apprenticeship. When I was in secondary school I had worked

on sites as a labourer and I just think that I found my calling here.

I am meticulous about everything I do and so it suits me down to the ground. I also like working with the different materials and the different techniques involved. I enjoy coming in to work now while I hear some of my friends complaining about their days dragging in their office jobs.

When I finish, my plan is to go to either Australia or Canada and work there but I don't know for how long yet. This qualification is something you can travel with.

At the moment I am getting a wide variety of experience and I really

enjoy the welding aspects of the job in particular.

I hope to be finished in two and a half years and it looks like a good time to qualify with the economy improving.

As for taking up this career, I'd encourage anyone to go for it – if they are hands-on people.

In school I had the mentality that I had to go to college and get a degree. I thought an apprenticeship wouldn't be as good – but it's sometimes nearly better.

So if you don't like the idea of an office job and you are a hands-on person I'd say just go for it.

'There is a wealth of knowledge out there'



Jimmy Byrne, who recently completed a placement as an assistant Engineer with John Sisk & Sons Ltd in the UK, talks about his studies and his hopes for his career in the construction industry.

What did you study in college?

Currently in my final year studies of an add-on course, BEng (Hons) in Sustainable Civil Engineering in Waterford IT. I have also previously completed a BEng in Civil Engineering at Waterford IT which I completed in May 2014.

Why did you choose a career in Civil Engineering?

A career in the built environment has always appealed to me, but one of the main reasons which I have such a great interest in construction and the built environment is the fact that from a very young age I was infatuated with building Lego models and Lego cities. I chose to pursue a career in civil engineering because I was always fascinated with buildings and infrastructure and how they were constructed, my career choice has probably stemmed from my curiosity and interest in all types of structures in the built environment. I suppose you could say I didn't choose my career in some ways, it chose me.

What did your work placement involve and the best things about it?

As part of my studies at Waterford Institute of Technology we were required to undertake a six month industrial placement. I was lucky enough to get the opportunity to work with one of the leading building contractors in Ireland and the UK, John Sisk & Sons. I was based on the construction of a large residential development in Wembley, London, overlooking the iconic Wembley stadium. I was fortunate to be placed with such an experienced team of engineers and managers on site, who I have gained invaluable knowledge and experience from. Some of the roles and responsibilities which I had on my industrial placement were setting out prefabricated bathroom pods, dimension control and keeping detailed records and as-built surveys in conjunction with ensuring a high standard of quality. It was great to work on a construction site which was using innovative ideas such as



I chose to pursue a career in civil engineering because I was always fascinated with buildings and infrastructure and how they were constructed.



I found it very beneficial to be able to apply the theory to practice on a live construction site.



prefabricated bathroom pods and other innovative construction processes. I thoroughly enjoy the challenge of working in a fast paced environment and meeting deadlines as it gave me the opportunity to prove myself. I found it very beneficial to be able to apply the theory to practice on a live construction site, and to have the ability to draw on the knowledge I have ascertained throughout my third level education. I feel that the experience and knowledge that I have gained from my industrial placement and the

education which I have received in Waterford IT over the past five years has put me in an excellent position to start from and has given me a great deal of self-confidence to pursue a successful career in the construction industry.

How do you hope to see your career developing and what advice would you have for students?

I hope that my career will develop to enable me to work on some of the most challenging and largest

construction and infrastructure projects around the world and to be able to say I contributed to the construction of those projects. Advice which I would have for students who are thinking of pursuing a career in civil engineering is to ask questions, as there is a wealth of knowledge out there, talk to those who are working in engineering, go to your classes you will only get out as much as you put in, and don't be nervous or hesitate, jump in, everyone has to start from somewhere.

'Take every opportunity available to develop your skills further'



Lorcan Hickey, who is completing a BSc (Hons) programme in Construction Management & Engineering at Waterford Institute of Technology, talks about his experience working with Laing O'Rourke in the UK.

I chose this career path as I wanted to build on my existing experience and knowledge base, obtained initially through an Advanced Craft Certificate (Carpentry & Joinery). This BSc programme gave me the opportunity to complete a four-year honours degree and to study in Denmark, as well as completing an industrial work placement in the UK.

Industrial placement

In 2015 I did a seven-month industrial placement with Laing O'Rourke at the new Crossrail Liverpool Street Station in Central London. Crossrail is a new 118 km railway connecting 40 stations, Liverpool Street being one of the new stations on the route. I worked at one of the two new ticket halls under construction, on a confined worksite with live train tunnels in operation beneath.

During this time, I gained invaluable experience as part of a multi-disciplinary team, delivering part of this massive project in London's Square Mile while ensuring minimal disruption to the public. It

was an excellent opportunity to observe and practise the teachings of the previous three years of my course in areas such as project management, tunnelling and setting out.

My roles and responsibilities

My roles during this time mainly involved managing subcontractor packages. I was responsible for co-ordinating document approvals, managing site works, and eventually helping to close out final accounts. This gave me continuous exposure to the ongoing activities in the design, planning and commercial teams. I also co-ordinated with the quality team in developing and approving benchmarks to ensure that a consistently high standard was delivered to the client.

Challenges and benefits

A continuous challenge for our team was ensuring that the Tube service at Moorgate Station remained uninterrupted while the old ticket hall was demolished and a new Crossrail and Tube integrated ticket hall was

constructed. The fast-paced work environment placed a large significance on the planning and preparation stages, especially during night work.

This was really beneficial, as I gained fantastic experience executing the work while interfacing with other contractors and various client representatives. There was also constant interaction with members of the public who were curious about the project – and regardless of the busy schedule, it was always important for us to make time and address their queries in a professional manner.

Every day was very different on this project, presenting new and interesting challenges to overcome, and I enjoyed the added responsibility to deliver on tight deadlines.

My advice

Take every opportunity available to develop your skills further. At times, this may seem daunting, but I have found that the opportunities outside my comfort zone were the ones which delivered the greatest rewards.

Professional bodies



Some industry professional bodies and organisations that you might find useful while looking for work, or working in, the property or construction sector.

Construction Industry Federation

The Construction Industry Federation (CIF) is the Irish construction industry's representative body, focused on lobbying and improving services and systems for the construction industry at all levels. CIF is member-led organisation through its 34 member Executive Committee. All members of this committee and other policy-groups are appointed from and by the CIF's branches and associations. The executive committee directs a team of executives, subject matter experts and support staff in pursuing the objectives of the CIF's committees, associations and branches.

Construction House
Canal Road, Dublin,
D06 C6T2
+353 (0) 1 406 6000
www.cif.ie

Society of Chartered Surveyors Ireland

The Society of Chartered Surveyors Ireland is the independent professional body for Chartered Surveyors working and practicing in Ireland. Working in partnership with RICS, the pre-eminent Chartered professional body for the construction, land and property sectors around the world, the Society acts in the public interest: setting and maintaining the highest standards of competence and integrity among the profession; and providing impartial, authoritative advice on key issues for business, society and governments worldwide.

38 Merrion Square
Dublin, D02 EV61
+353 (0) 1 644 5500
www.scsi.ie

Chartered Institute of Building

The Chartered Institute of Building (CIOB) is the organisation representing those working within construction management. The CIOB in Ireland 5 centres, representing approximately 2500 members, from students to senior management. The Institute runs a broad range of events throughout the year, from site visits to workshops and industry seminars.
(postal address:HQ)
1, Arlington Square,
Downshire Way,
Bracknell,
RG121WA
+353 (0)1 236 9851
www.ciob.ie

The Royal Institute of Architects of Ireland

The Royal Institute of Architects of Ireland (RIAI) engages with government, the professions, industry, clients and the public to promote quality in architecture; to deliver quality and sustainability in the built environment; to enrich Ireland's distinctive culture and heritage; to contribute to the competitiveness of the country's economy; and to improve quality of life for citizens through the built environment. The RIAI also provide support services to Architects and Architectural Technologists.
8 Merrion Square
Dublin D02 YE68
+353 (0)1 676 1703
www.riai.ie

Institute of Professional Auctioneers and Valuers

The Institute of Professional Auctioneers and Valuers (IPAV) promotes the public interest and professional competence of its members, and promotes professional standards within the auctioneering and valuation sector of the property industry.
129 Lower
Baggot Street,
Dublin, D02 HC84
+353 (0)1 678 5685
www.ipav.ie

Successful and sustainable: a career in property

While the construction and property sector is seen as an example of all that went wrong in the run-up to the financial crisis and recession of 2008–2013, the reality is that Ireland needs a vibrant construction and property sector in order to maintain a healthy economic recovery. However, there is no doubt that the landscape has changed in the property sector as a result of what has occurred, both in terms of regulation and the professional approach to doing business.

Liz Buckley is Senior HR Business Partner with Savills, one of the largest graduate recruiters in the property sector.

The property sector, like the construction sector, has received disproportionate analysis in relation to performance, its recovery seen rightly or wrongly as a barometer of the general recovery of the economy. Liz is positive about the nature of the recovery in the property sector and the careers that are on offer for those seeking to work in this area.

“I think there is still a lot of caution in the industry, but there has definitely been a real improvement over the last few years and I think the market is now in a much more sustainable place. It has rebounded in a strong but healthy way and I think there have definitely been lessons learned. The Property Services Regulatory Authority ensures that there is a greater degree of positive regulation of practises within the industry. For those entering the property industry, Savills are looking for candidates who are passionate about property, have excellent verbal and numerical reasoning and are well rounded. In the past, the primary focus was just on sales

ability but now we actively source candidates who can fulfil roles within valuation, measurement and management; skill sets which are more reflective of the wider property sector.” Although most large companies have defined paths for graduates who do not have a property qualification; Savills offer property scholarships to attract graduates from other disciplines and support their continued development. There are also programmes such as their Insight & Summer schemes and internships available for first, second and third year property students. “It feels a bit superficial to be talking to graduates for the first time when they are in their final year”, adds Liz. “Internships give a great opportunity for students to find out exactly what it’s like within a property company and what the different departments do. On our graduate programme, we organise three placements as structured rotations throughout all property departments, so the graduate can see exactly what is involved day to day and how each and every aspect of the property business works.”

An industry on the rise

Residential property values increase by **8.8%** in 2015



Since 2014, residential property prices in Dublin have increased by over **30%**.

What you can do in property

If you choose property as a career, there are several different paths you can take. Property graduates work in professional roles relating to all aspects of property consulting, with particular emphasis on financial appraisal and evaluation of property in both investment and development teams. Most graduates work as valuation surveyors, property development surveyors and property managers. The obvious choice for graduates may be to join a property firm that can offer a well established training programme and career path. Alternatively, you could choose to work in the public sector, for example in the Valuation Office, or in the property management departments of large organisations such as banks, semi-state or large commercial companies. If you have a strong interest in

finance or business, working for a financial institution in asset or investment management or for a property developer could be the right choice for you. Property firms are normally structured to provide services in two main sectors: the residential sector and the commercial sector. Opportunities for property graduates are mainly in the commercial sector, which includes retail, offices, industrial real estate and development land. There is a variety of work areas including agency, surveying, valuations, professional consultancy services, asset management, property development and property management. Employers look for ambitious people and competition is high for places on structured graduate trainee programmes leading to chartered status.

I think the market is now in a much more sustainable place. It has rebounded in a strong but healthy way and I think there have definitely been lessons learned.

Liz Buckley, Savills

Commercial rents on the rise, up **17.4%** since 2014

Source of statistics: SCSi Residential & Commercial Property Review & Outlook 2016.

2015 saw **46,372** residential transactions, worth **€10.3 billion.**

RESIDENTIAL NEGOTIATOR

Whether its working in residential or commercial sales, negotiators (sometimes known as residential agents) have a demanding but diverse job with plenty of scope for career progression.

Agency teams are responsible for acquiring or disposing of property for clients – either those looking to buy/rent a property or those looking to sell/let it. It is the job of Agents to advise clients and then act on instructions. The work includes providing marketing strategies, valuations and negotiating to get the best deal for clients.

It's a varied area that will bring you into contact with a wide range of people and organisations: you could work with both landlords (developers and investors) and tenants (occupiers), and with a number of colleagues in your firm.

The work may involve anything from producing marketing reports to negotiating deals and managing your own projects. You'll spend plenty of

You'll spend plenty of time out of the office, measuring properties, producing marketing information, speaking to agents and negotiating deals.

time out of the office, measuring properties, producing marketing information, speaking to agents and negotiating deals. You'll also be working closely with other departments (such as valuation, rent review and investment) so that you can provide detailed information to your client.

Qualifications and skills

Property graduates with SCSi/RICS-accredited degrees are normally recruited to work in the commercial side of the business, where employers offer a well-established structured training programme and a broad range of work experience to help you to achieve chartered status. Entrants with ordinary (level 7) property degrees (in ROI) and HNCs and HNDs (in NI) usually start at the residential end, alongside graduates with non-cognate degrees in subjects such as business studies, construction studies, engineering and legal studies. Entry without a degree is also commonly possible in the

residential sector. Once in the workplace there are many opportunities to pursue your property qualifications and employers encourage and support this. Irrespective of where you start, you need to get a breadth of experience and explore as many areas of the business as you can to be successful in the long run. There is good scope for progression to senior levels within the larger agencies, particularly for those who achieve chartered status. In residential and in smaller urban and rural agencies you can gain experience of selling different types of properties and land, all of which will increase your promotion prospects from junior to senior sales negotiator.

This discipline is especially suited to outgoing, personable people with entrepreneurial and organisational skills. As with roles throughout the industry, you will need strong negotiating skills and keen commercial awareness.



CHARTERED SURVEYOR

The job of surveyors is to advise owners and clients about relevant issues relating to property and land and to complete surveys and calculate property valuations.

For a new entrant into the property market, they are typically given exposure to various aspects of the business before specialising in one particular area, which could be for example, residential or commercial. The role of a surveyor is broad and involves liaising with a wide range of people and performing a wide range of tasks.

Some of the tasks which surveyors commonly perform include:

- Meeting and updating on developments with negotiators and other property professionals

To become a Chartered Surveyor, you must have an accredited qualification and undertake the Assessment of Professional Competence (APC), a structured period of on-the-job training and assessment.

The role of a surveyor is broad and involves liaising with a wide range of people and performing a wide range of tasks.

- Dealing with land owners and clients and advising and negotiating on various issues relating to the sale, rent or development of land or buildings.
- Compiling detailed, and technical, reports on property and buildings
- Monitoring and overseeing development and construction work

Surveyors are required by all businesses working within the property area, from large commercial organisations to private practices and all other, including:

- Property developers
- Financial institutions
- Housing associations
- Utility providers
- Public sector
- Charities and housing associations

Qualifications and skills

In order to practise in this area, you must be a recognised Chartered Surveyor via the Society of Chartered Surveyors of Ireland. To become a Chartered Surveyor, you must have an accredited qualification and undertake the Assessment of Professional Competence (APC), a structured period of on-the-job training and assessment. There is more information on the routes available at www.scsi.ie/education/home.

Key skills for surveyors

- Excellent attention to detail
- Methodical organisational skills and record-keeping
- Strong mathematical and analytical skills.

VALUATION SURVEYOR

Accurate valuation is at the heart of the property business and is a core competence for property professionals.

Whether working on behalf of the owner-occupier, investor or lender, knowing the market value of a property at any given time requires extensive knowledge of local markets, backed by experience, first-class research and expert valuation skills. The skill lies not just in being able to value a property, or group of properties, in their current condition and usage, but also in assessing their potential if redeveloped. Asset valuations are needed for loan security, company accounts, rating appeals, compulsory purchase and legal disputes. You could be providing these services to a range of private, syndicated and corporate clients and pension funds. Valuation starts with property inspection, which means that you will be getting out and about.

After inspecting the property and its location, valuers analyse and make comparisons across the local market to arrive at a valuation. This can be compiled into a report or used for further negotiation.

Valuation involves working with other disciplines such as planning and development, investment, and landlord and tenant, so it's a good place to start to understand the industry as a whole. Many valuation consultants enjoy coming up with answers and being part of a larger transaction.

Consultancies provide a comprehensive property valuation service for all types of property and development land. You could be working for a variety of clients including corporate, public and private companies, semi-state bodies, local authorities, pension funds and religious orders. Property professionals in this field, usually chartered surveyors, undertake instructions ranging from valuations of single properties to entire portfolios, covering all industry sectors.

Skills and qualifications

Mathematical ability is helpful but it's just as important to have good communication skills: you will need to be able to work with colleagues from other departments and communicate effectively with clients and external organisations. Numeracy is important in this role, along with problem-solving, analytical and interpersonal skills. With a solid background and experience in valuations you could progress to providing professional and consultancy services. DIT Bolton Street offer a Level 8 degree in Property Economics (BSc), while Limerick Institute of Technology also offer a Level 8 qualification via their

BSc in Property Valuation and Management. More information on routes into the industry can be obtained via the Society of Chartered Surveyors Ireland (www.scsi.ie). Once in the workplace there are many opportunities to pursue your property qualifications and employers encourage and support this. Irrespective of where you start, you need to get a breadth of experience and explore as many areas of the business as you can to be successful in the long run.

Valuation involves working with other disciplines such as planning and development, investment, and landlord and tenant, so it's a good place to start to understand the industry as a whole.

PROPERTY MANAGER

Property management is the day to day management of a property or properties on behalf of a client who can be one of a range of different key stakeholders.

The physical condition, maintenance, leasing and rent collection are just some of the many aspects of any property that must be coordinated through the property manager. The decisions made concerning these aspects can have an impact affect the property's present and future investment value, although this value is predominately driven by the market.

New graduates often have lots of responsibility early on, such as meetings with clients and preparing reports. Familiarity with different types of leases, as well as current property legislation, will be crucial. You should also expect long-term contractual relationships with clients and be able to stand firm when faced

You need good administrative, organisational, interpersonal and communication skills. You also need to be able to deal with the difficult situations that may arise with tenants and clients.

with difficult tenants, owners or contractors.

The variety of work which you do will of course be determined by the scale, and operations of the company you work for. Some larger firms will have specialist teams in different types of property, eg retail.

Skills and qualifications

Property management suits those who can think quickly and creatively and who are adept at problem solving and communicating with many groups of people. Careful attention to detail, along with strategic and critical thinking, is also essential. You'll need commercial awareness to give your client value for money and/or a return on investment. Working in property management will allow you to learn the fundamentals of the entire industry in addition to providing great variety in your roles, projects and clients. You need good administrative, organisational, interpersonal and communication skills. You also need to be able to deal

with the difficult situations that may arise with tenants and clients.

your next step is to obtain employment and attain experience and learning for the Society of Chartered Surveyors Ireland (www.scsi.ie) assessment, through ongoing recording of your professional experience. The Society incorporates what was previously the Irish Auctioneers and Valuers Institute.



PROPERTY AND THE PUBLIC SECTOR

There are opportunities for property graduates in government bodies and in local authorities. In the wake of the financial crisis which crippled the property and construction sector in 2008/2009, the amount of opportunities in this area has risen as the economy continues to recover and there are a larger number of state and semi-state owned properties returning to the marketplace.

Valuation offices

The Valuation Office is the state property valuation agency in the Republic of Ireland and values approximately 12,000 properties each year. It provides accurate, up-to-date valuations of commercial and industrial properties to ratepayers and rating authorities as laid down by statute. It also provides a property valuation consultancy service to government departments and public bodies. The Valuation Office offers opportunities for graduates to work as part of a team valuing the entire spectrum of property types. Training is provided on the job and there is an approved structured training framework in place for graduates working towards chartered status. Details of all positions on offer can be viewed on the website www.valoff.ie and on the Public Appointments Service website (www.publicjobs.ie)

Graduates may also be involved in the appraisal and acquisition of development land, for example, purchasing greenfield sites for the development of social housing

As part of the Government's programme of rationalisation of State bodies, the Valuation Office is in the course of merging with the Property Registration Authority and Ordnance Survey Ireland. When the new organisation is established, it will be known as Tailte Éireann.

Local authorities

Local authorities provide valuation and estate management services in relation to social and affordable housing and community services and parks development. A key area of opportunity for graduates is estate management, which includes including assessment of title deeds, property development and management, compulsory purchase and associated administrative work. Graduates may also be involved in the appraisal and acquisition of development land, for example, purchasing greenfield sites for the development of social housing. From time to time, the City Valuers Office at Dublin City Council takes on graduate valuers on three-year contracts. Graduates are encouraged to undergo the APC process and there are opportunities to progress within the office. Housing associations such as Clúid work in partnership with local housing authorities to implement their housing strategies. They undertake developments in consultation with the authorities, providing

accommodation for applicants who are nominated by the housing authority.

Land & Property Services is an executive agency within the Department of Finance and Personnel for Northern Ireland, providing ratings, valuations and advice to public sector clients including the Northern Ireland Housing Executive and government departments.

Graduates usually start as graduate trainee assistant valuers, working as part of a team undertaking rate assessments on both domestic and non-domestic properties. Entry requirements and training are similar to the ROI.

Office of Public Works

The Office of Public Works (OPW) manages the largest property portfolio in the ROI consisting of more than a million square metres. It ranges from prestige buildings such as Dublin Castle and Leinster House to specialist building and standard office accommodation. Sixty per cent of the portfolio is state owned and the remainder is rented. Services include management of the state's property portfolio, procurement of office accommodation for government departments, valuation services and school site acquisition. In effect, the OPW acts as the agent for government departments and public sector agencies seeking accommodation.

'Do your research and protect your reputation'



Paul Murphy, Facilities Manager with Dunnes Stores gives some advice for students seeking a career within the property sector.

Know the scale of the industry

It is important to remember that the Property Industry extends much further than 'Agency' work and that medium to large scale companies all over Ireland and elsewhere have a property function even if property is nothing to do with their core business. Think Paddy Power, Lidl, Aldi, Tesco, Dunnes Stores, ESB, Google, Facebook etc. All of these companies have a property department in some shape or form and graduates should bear this in mind when deciding where to apply for work. It is also important to consider the growing role and importance of facilities management within the property industry. This segment of the industry is also somewhat insulated from the peaks and troughs and general cyclical nature of the property market in general which is an important consideration. Many of these

companies also have graduate programs so that is also an avenue for entry. Also, get a full driving licence – this is basic but it never ceases to amaze me the number of intelligent and highly qualified graduates who have not bothered to sit their full driving test and obtain a full licence.

Do your research before you apply

Research and know the basics about the company who you have applied for a job with. Applicants would be expected to know information like how many employees work for the company, what locations the company operates out of, when was the company established, the company's primary clients etc? Market research and knowledge in terms of rental yields, rental rates, knowledge of recent notable transactions should also form a fundamental part of interview preparation.

Take care of your social media profile

Make sure you are on LinkedIn – complete and update your profile on and network with as many property professionals as possible. A general tip on social media – keep your settings on Facebook and similar social media outlets to private. Do not post irresponsible comments on Twitter, Facebook etc as just about everything is accessible or retrievable nowadays.

Get accredited

Join the SCSI, or RICS (only for UK) as soon as possible as it adds additional credibility to your qualifications and also provides another networking opportunity to meet potential employers, future colleagues etc.

Getting a job in construction

Ireland's construction industry is rebounding strongly both north and south, so competition is strong for positions within the sector. Demand for workers and graduates in the civil and structural engineering, construction, quantity surveying and building surveying areas is strong, but you will need to demonstrate your skills and put together a strong application.

Application forms for construction jobs can take two to three hours to write if done well, possibly longer if you need to do specific research on top. They usually start by asking for biographical, educational and work experience details. These are typically followed by a set of questions. Some forms include aptitude and psychometric tests.

Most employers will ask you to upload a CV and covering letter or supporting statement; however, it is now common practice for the application form to ask an additional set of questions, which allow you to show how your skills and values match those of the firm.

Typical graduate application form questions

The questions you'll be asked aim to find out:

- Why you want the job
- Why you want to work for this employer
- Whether you have the skills (including self-awareness) for the job

For example you could be asked:

- Which modules of your degree best reflect your strengths and interests and why? How is this relevant to the role that you are applying for?
- Please describe any designs that interest you. If applicable, give examples of any design projects

that you have worked on during your studies or work experience.

- What are your career aspirations?

Demonstrate your ability

Back up statements with examples or extra details to prove your point. If you just provide unsubstantiated one-liners, recruiters can't assess you and so won't invite you to interview. Don't just say 'I gained commercial awareness through my part-time job,' say which job and how you gained this knowledge, using a specific example for illustration.

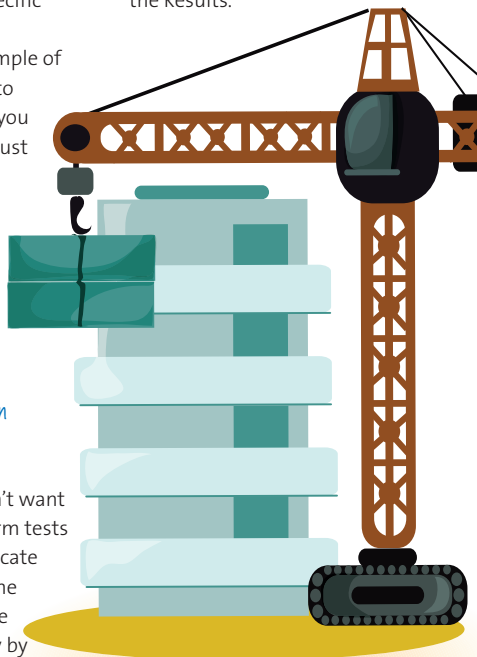
When asked for an example of teamwork, you don't have to choose an example where you led a team: employers are just as interested in when you followed instructions and contributed to the whole. Being a team player in construction is just as important as being a team leader.

Structure your application answers

At the same time, though, construction recruiters don't want essays; your application form tests whether you can communicate the right level of detail in the right way. You can judge the amount of detail necessary by looking at the word count. If a

word count is not specified, it is good practice to give several reasons for any question asking either why you should be in the role, or what attracts you to the role.

The STAR (Situation, Task, Actions, Results) technique is a great way of keeping your answers free of unnecessary waffle, especially when asked for an example of when you used a particular skill. Describe the Situation, the Tasks you needed to complete, the Actions you took and the Results.





Do your research

You can't perform well in your applications for construction industry jobs unless you've researched the companies you are applying to. Employers like you to show that you've done your homework – it proves that you're interested in working for them in particular, and that you are the conscientious type of employee they want. To enhance your application and have a chance of progressing to the next recruitment stage, you should at a minimum find out:

- Is it a contractor or consultant?
- Within which market and service areas does it operate?
- What will you be doing in that particular job role?
- What are the organisation's core values?
- What are some of its recent projects?

Demonstrate your enthusiasm

When construction recruiters are faced with two candidates with similar academic results and work experience histories, the deciding factor is usually the level of enthusiasm shown. Construction recruiters look for evidence that you are enthused about construction, surveying or engineering in general, and are interested in working for their firm in particular.

Using the research you have done is essential when answering their questions. You need to demonstrate that you have considered what working in this role will involve, and have found that your skills, interests and values are in line with those of the firm.

In answer to a question about why you want the job, by all means avoid 'I've always wanted to be a...'. Recruiters have heard this before. Instead, talk about the aspects of the job that particularly appeal to you or any construction-related work experience you've done. It's also a good idea to talk about your career aspirations, especially if you can use your research to highlight how this particular employer will help you to achieve them, as it shows you are serious about the job on offer.

Don't waste the employers' time with a generic application

Recruiters have seen plenty of sloppy, hastily assembled applications, and quickly discarded them. They can spot the 'copy and paste' answer that's vaguely related to the question from another application, leaving in a reference to another company by mistake. A serious applicant prepares their application from scratch, answering the actual question and referring to the correct company's name. And, whatever you do, don't copy and paste information directly from the employer's website – they will know and it will look bad.

Attention to detail can make the difference

Many applications are let down by simple errors. Not all forms allow you to save your responses so that you can go back and check them, so always draft your form in a word-processing program beforehand.

It is common for employers, particularly civil engineering firms, to

request details of your module transcripts. Saving this as a word document beforehand and then copy and pasting it in when requested will save you time, and will ensure you haven't overlooked something. Note that this is the only time when you should copy and paste in applications.

Before you finally press submit, check that there are no spelling or grammatical mistakes and that you have filled in every field. If the application form has uploaded details from your CV or LinkedIn profile, double check the details have auto-filled into the correct boxes.

Get it reviewed by a careers adviser

You can also draft your form, print it out and take it to your careers service. Careers advisers are more than happy to help you to improve your answers, but you do need to have made a start before you see them.

Beware the dreaded 'minimum criteria'

Online applications are filtered by algorithms to make sure you reach the minimum criteria. This means that, if a job description specifies a minimum of a 2.1 and you have a 2.2, you might be rejected automatically. If special circumstances mean that you don't meet the requirements, it's wise to call and speak to a recruiter directly. They'll be able to advise you about the best way to proceed. Most construction recruiters do take pains to ensure that all serious applications are seen by a person – you just need to show that you're a credible applicant. Good luck!

Getting a job in property

With a resurgent property market, there is once again a lot of competition for places on graduate schemes with major employers in the property sector.

Display commercial awareness

Property candidates must come across as driven, enthusiastic, entrepreneurial and having a real passion for the sector.

So recruiters want applicants who:

- can spot unexploited business opportunities
- can see which parts of a business could be more efficient
- can think in an original way to fill a gap in the market or improve the efficiency of the business
- have sound business sense, commercial awareness and strong communication skills.

Initiative and an entrepreneurial spirit is important in property because clients come and go depending on the needs in their sectors, so firms always need to be on the look out for new business opportunities. A successful candidate will show in their application an example or two of when they've been enterprising. It doesn't have to be

from a work setting, it could be when you took a position of responsibility when at university, with a club or society.

Have done an internship or gained some work experience

Make sure you keep a record of what you've done while on work experience, even if you think you'll remember what you've done, so that towards the end you can look over them and reflect on what you've learned – focusing on the aspects that employers would value.

If you haven't kept a record on your internship, now is the time to spend a good hour recalling what you did and learned, and making notes on it. Look at any documents you've kept from your placement and bring to mind the people you met or worked with in order to jog your memory of what you did.

Emphasise these points in your application and be prepared to expand on them at interview. Other tips for displaying your ability during an interview include:

Be confident and display strong 'people' skills

The property business is about building and maintaining relationships with clients. They're looking for people they can put in front of clients. You can go a long way with a firm handshake, a smile and confident, polite talk – it's worth making an extra effort to do this,

even if you're very nervous. Make sure you show an interest in what the recruiters are saying by maintaining eye contact and asking a few intelligent questions.

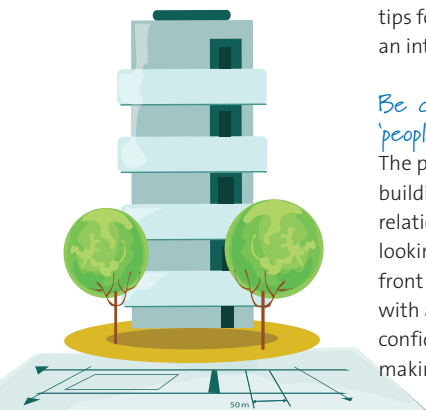
Show motivation

If you aren't asked why you want to work in property in your initial application, which is unlikely, you should include it in your covering letter if you're asked to provide one. At interview, too, you will most probably be asked about your motivation. Think back to why you originally chose this career path and, if you're doing a property degree or conversion course, what have you discovered about working in property that has really enthused you? Having more than one point to your answer can impress recruiters.

Recruiters will also want some surrounding evidence for your motivation. Knowing about the topical issues in property and in the industries that a firm's clients belong to is one way of demonstrating this.

Be resourceful and have a positive attitude

Make it easy for recruiters by giving examples on your CV of times you've had to improvise or deal with the unexpected. An example could be having to deputise for your manager during a part-time retail job. You could also include times you've demonstrated a 'can do' attitude by setting yourself a target and working to achieve it.



Work experience in the construction industry



Like getting a start in most other industries, getting an internship or experience in the construction sector is a vital first step.

Rellevant experience such as an internship is key to getting a graduate scheme place in the diverse world of the construction industry. Knowing what you need, when is best to apply and how to stand out from the competition in your application can be achieved by doing your research, networking with those in the industry and talking to your careers service.

As the sector continues to grow following the recession, industry-related work experience is getting more competitive, but if you can secure experience in the industry it will:

- Display to employers that you have a genuine desire to join the industry
- Show that you can carry out work similar to that of a graduate employee
- Develop a network of industry contacts who might be able to help you in your search for jobs
- Develop the 'employability' skills that you'll need in the working world.

Types of work experience

Most work experience placements are open to students in the second year of their degree and you should apply early in the academic year – a common mistake is leaving it too late. Start researching placements in your

first year, and try to get less formal experience with smaller organisations. Work experience options include:

- a year in industry as part of your degree
- summer or vacation placements, usually aimed at penultimate-year students but also keen first years or finalists
- unpaid placements or work-shadowing, where you follow a construction professional throughout their working day to gain an understanding of their job
- volunteering projects, for example house-building overseas.

Application tips

Do your research on the employer and write about why you want to do work experience at that company in particular: reasons could include their expertise in a certain area or the recent projects they've worked on.

Employers don't expect the same level of technical knowledge and experience as they do of graduates. But they do expect enthusiastic people who can articulate their motivation for working in construction and are aware of current industry issues.

- Make the most of any opportunities offered by your college: go on all study trips to sites and employers.

- Go for labouring/short-term agency work (if you want to work in building surveying, try a part-time job in an estate agency).
- Speculatively apply for work-shadowing (observation) or work experience opportunities. Tailor your application to the company you're applying to.

Do your research on the employer and write about why you want to do work experience at that company in particular: reasons could include their expertise in a certain area or the recent projects they've worked on.

- Know what's happening in the industry, check what's happening with professional bodies such as the Construction Industry Federation (www.cif.ie)
- Take a year out and volunteer on a charity construction project.
- Get a non-construction job in a construction firm – you may hear of other opportunities you can apply for.

Work experience in the property sector

Employers value work experience as a sign of your ability, interest, commitment and enthusiasm.



One of the main aims of your time in college should be to acquire the attributes and skills that are required by employers. This means having technical skills as well as 'soft skills' such as leadership and initiative. If you can demonstrate that you have already achieved a certain level of competence, you will be far more likely to get the job you want. Work experience proves to recruiters that you know what the job involves and that you're genuinely interested in the career.

You apply for work experience in the same way you apply for graduate jobs: for opportunities with larger firms you fill in an online application form (often uploading a CV) and for smaller firms you apply with a CV and covering letter via email. You need to write a different application for each internship that sounds specific to each employer (don't copy and paste).

The majority of vacancies may not be advertised. The most effective way is to approach the company or organisation directly, early in the year. You need to call in personally or send in your CV and covering letter. Either way, make sure your CV is up to scratch.

Where to find work experience

- Your careers service and other college websites, jobs newsletter and noticeboards
- College noticeboards
- Students' union
- University and local libraries
- National and local newspapers
- Recruitment agencies
- gradireland.com and gradireland events.

Recruiters are not looking for the same level of technical knowledge or experience as they do for graduate jobs, but they do seek a similar level of 'transferable skills': those non-technical attributes that make a good property professional.

It's important that students know that recruiters at larger firms often don't accept a 'speculative application' for work experience. But there is little harm in doing so. However, smaller firms might respond better to a speculative approach. The formal types of work experience offered by firms vary in length. Formal placements can be taken as part of your degree, while holiday placements are usually held over the summer, ranging from two weeks to a couple of months, and are often aimed at penultimate year students. On an informal basis, you could arrange to work shadow (observe) a surveyor for a day or two.

Making the step from internship to job

Doing well on an internship or placement with an employer increases the likelihood of them offering you a job. Firms often invite previous interns straight to an interview or assessment day. Employers do make early graduate offers to interns who have performed exceptionally well, after all it's easier to recruit someone who has displayed ability within the business. To impress on your internship, network effectively; think about the commercial implications of business decisions; and show that you are keeping up to date with current affairs. Remember that a good reference from your manager at the firm can count for a lot. But even if you don't end up with a job at that firm, your internship there will enhance your applications to other employers.

Recruiters are not looking for the same level of technical knowledge or experience as they do for graduate jobs.

Pathways into construction for non-vocational courses

It's never too late

No matter what you studied as your primary degree, careers in construction are still open to you. Like any other profession, employers in this area recruit graduates from any degree background (often known as non-cognate graduates). Employers consider the recruiting of non-cognates as a good way of harnessing different skillsets for their company, with transferable skills and different perspectives amongst the benefits. Whatever you've studied, you can do a postgraduate conversion course to give you all the educational grounding you will need to enter the industry. Also, many employers will sponsor you to obtain your exams and qualifications, and have a job for you at the end of it all!

Find a conversion course

The first thing you will need to do is find a conversion course so you can become qualified in your area of interest (e.g. surveying, structural engineering). This course can take the shape of either a masters or a postgraduate diploma. Institutions such as the Society of Chartered Surveyors Ireland (www.scsi.ie/education/scsi_accredited_courses/courses) or Engineers Ireland (www.scsi.ie/education/scsi_accredited_courses/courses) have lists of accredited programmes that can help you get started.

Know your options

If you're considering undertaking a course to enter the construction sector, remember that there are courses available that allow you to study full or part time or by distance learning. Approved conversion courses are often combined with relevant work experience which will provide you with an insight into what's involved in the sector of the industry in which you wish to work.

Dedication will pay off

Taking the time to convert to another area, which you have not previously studied, requires a lot of commitment and determination. There is a great deal of training to compete and to succeed you will need a lot of drive. But, if you show this commitment, employers will reward it, and you will have an excellent chance of finding an employer to support you as you progress through your studies. As a non-cognate, you have made a conscious decision that this is where your future path lies, so employers will reward determination and ambition with opportunities.

Pathways into property for non-vocational courses

Your options

You have two main options. It is possible to study an accredited conversion course from the Society of Chartered Surveyors Ireland (SCSI) or you can apply to employers in the area who will recruit you on the 'non-cognate' path and sponsor you while you study to receive your qualification.

Non-cognates can apply to programmes in the same manner, and at the same time, as other applicants. They can then be filtered onto alternative paths which includes training to receive their Assessment of Professional Competence (APC), from the SCSI.

Applying as a non-cognate

Like recruitment in any other sector, employers value the different dimension which non-cognate applicants bring to the table, which provides the industry with more diversity. There are a wealth of transferable skills which most graduates acquire while studying and these can provide the basis for a strong application, no matter what your degree is. The challenge for non-cognates applying to a firm is that they need to clearly show their enthusiasm and appetite for working in the industry as recruiting these applicants incurs significant extra expense for the employer because of the costs of the conversion course you will need to undertake.

Network!

Use person-to-person networking or social media to make contact with people who can tell you exactly what it is like to work within the industry, what exactly property surveyors do and what is involved in the training and the day to day work. In addition to industry contacts, your careers service will be able to put you in touch with alumni who have gone into the property industry and who can offer advice to current students.

Get experience

Work experience can be trickier, as most employers would be seeking to attract property graduates for these positions, but you could ask if you could get some experience in terms of observing what's involved or even calling into a local estate agent and asking for some experience there. For more on what's involved in the day to day work of a property professional, visit gradireland.com/get-started/property.



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 **gradireland**

14–16 Lord Edward Street
Dublin D02 YC63
Ireland
+353 (0)1 645 1500
contact@gradireland.com