

## Apprenticeships at ESB Networks

### Ireland

#### DESCRIPTION

**ESB Networks** is the national transmission and distribution utility, responsible for the infrastructure of power supply in the Republic of Ireland. It is a **large employer**, which is represented in all six Irish regions with 34 regional centres. Currently, it has about **350 apprentices (2023)**, a number which is expected to grow to approximately **400** in the coming years. This represents an **annual intake of about new 100 apprentices per year**. The apprentices are **expected to stay on in the company after the completion of their apprenticeship**: beginning as network technicians, they can continue their careers within the company in supervising and management positions. Apprentices therefore constitute a **key element in the long-term HR strategy of ESB Networks**.

Given the importance attached to apprenticeships, ESB Networks has instigated a **policy where apprentices are involved in decisions concerning issues of safety and welfare**, which is of direct importance to them. **For all teams with more than 50 staff, safety committees have been set up with at local, regional and national level**, which meet at regular intervals to deal with topics related to safety and welfare and to inform company policies about these. Here, **apprentices are represented to enable them to have a voice in matters of concern** – thus for the National Committee, headed by the Managing Director, two apprentices have been appointed as members. In local and regional committees as well as in the National Training Centre of the ESB, apprentices may count for up to one third of the members. These are selected by the Apprentice Supervisor Team based on an open call for participation.