



# Ibec REAP Programme

Refugee Education and  
Placement Programme



# Connecting great companies with diverse talent



What we offer

**Ibec REAP Programme offers coaching, mentoring, upskilling and access to employment for refugees**

## Refugee Programme Timeline

### Stage 1: Recruitment of Refugees



#### July & August

The Ibec team will conduct an employment assessment with each refugee to find out their level of education, job skills and history of employment.

The Ibec team will help refugees fill out applications and prepare for job interviews.

### Stage 2: Company Interviews



#### September & October

The Ibec team will organise company interviews for those sponsor companies interested in offering placements

### Stage 3: Training Programme



#### November & December

Participants will complete an accredited Level 6 Diploma in Professional Competence. This programme is a 12 day TU Dublin Accredited programme (20 ECTS)

### Stage 4: Placement



#### January to June

Participants will be placed with sponsor companies for a period of 3-6 months in their company between January to June 2024.

**This programme  
will also include:**

## **Mentoring Refugees**

Ibec will connect refugees with professionals in their field to provide them with job-seeking skills and networking opportunities.

Mentors and mentees meet virtually one-on-one on a regular basis during the 6-month programme. They will offer realistic and practical support that empowers the mentee.

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## **Coaching sessions for Refugees**

The Ibec team will offer career and personal development coaching sessions and workshops between July - Dec 2023 to all participants

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## **English Language classes**

Ibec will encourage and provide opportunities for participants to access English Language classes.



Four great reasons to get involved with the Ibec REAP Programme:



**1. Accessing talent and skills with a diverse background.**



**2. Promoting inclusive recruitment within your company.**



**3. Creating cultural awareness among your staff.**



**4. Providing a unique experience for staff in your organisation, who work with, coach and mentor refugees.**

**Start date:**

Applications open from 10th July 2023. TU Dublin Training Programme will start on 6th November 2023. Placements to start in January 2024.

**Programme cost:**

The educational training for refugees, coaching and mentoring is covered by Ibec Global Graduates. Participant Sponsor companies will offer paid placements to participants and look after the management of monthly payments.

**How to apply**

Interested companies can register their interest by contacting Alexandra Racheru at [Alexandra.racheru@ibec.ie](mailto:Alexandra.racheru@ibec.ie), or 0873121683

**Our team**

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