

Nomination: 7188

AIB's Graduate Program - Developing Future Leaders

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company AIB (Allied Irish Banks)
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title AIB's Graduate Program - Developing Future Leaders
Category F01 - F70 Solutions, Implementations, and Training Programs or Media > F50 - F68 Training Programs or Media > F58 - New Hire Training
Training Programs or Media Submission Format Written Answers
a. If this is a brand-new product, state the date on which it was released. If this is a new version of an existing product, state the date on which the update was released. Required The AIB Graduate Program is a rolling program. The version as described here is based on updates in September 2021 and 2022.
b. Describe the features, functions, and benefits of the nominated program or media (up to 350 words). Required The AIB Graduate Program is a highly immersive and meticulously planned 23-month journey crafted for graduate new hires. The program represents a forward-thinking approach targeting the unique requirements, values, and behaviors of Generation Z talent. Standout Features include: Training and Development: One key aim of the program is to provide graduates the soft skills fundamental to a successful career at AIB developing values, skills and behaviors specifically required for Generation Z. This is achieved through delivery of 4 key stages that take graduates from their first day through to planning their future career in the organization: Thrive at Work, Power of Teams, Making a Difference, and Building Your Future. It focuses on building resilience, communication, organization, teamwork, innovation, critical thinking, decision-making, and personal brand management for career success. Comprehensive rotations across various departments, bolstering the talent pipeline, fostering agility, and aligning individual capability with business needs. Coaching: Coaching sessions for graduates using an internal fully qualified coaching network, further empowers them, builds collaboration and supports their career journey. External Certification support: AIB invests in graduates' by fully sponsoring their exam tuition, offering paid study leave, and providing exam support mentoring. Networking and Relationship-building: Initiatives such as the 'AIB Together' program and mentorship opportunities encourage graduates to engage with colleagues and form strong connections to support their career progression. Extensive Hands-On Experiences and exposure to multiple teams and projects. Cultivating low attrition rates and allowing graduates evolve into effective brand ambassadors. They are entrusted with leading initiatives that address trending banking issues such as the cost-of-living crisis, and contributing significantly to AIB's sustainability goals. Diversity and inclusion are central to the program. AIB utilizes an Inclusive Recruitment Toolkit, ensuring representation from 23 different universities and colleges, including 15% Non-EU Nationals. Diversity themes are also embedded in content. AIB's dedication to continuous improvement and benchmarking against industry peers ensures the program's excellence. Graduates' feedback and awards recognition underscore the program's effectiveness in creating a rewarding and empowering onboarding experience. The program also provides a springboard for graduates to contribute meaningfully to the organization and its customers, leading to sustained business success and growth.

c. Outline the market performance, critical reception, and customer satisfaction with the product or service to date. State monetary or unit sales figures to date, if possible, and how they compare to expectations or past performance. Provide links to laudatory product or service reviews. Include some customer testimonials, if applicable. (up to 350 words). Required

The AIB Graduate Program's success is underscored by its impressive market performance and recognition. While monetary metrics specific to the program are not standard, non-financial performance indicators like low attrition rates and high promotion rates provide compelling evidence of its value. Attrition rates average at around 8% annually, while over 90% of graduates advance to a promotional role following program completion.

Additionally the program support AIB's business areas to fulfil its organisational purpose, rotations around different departments during the program develop a highly skilled, motivated and agile cohort of talent who are mobile and can be and are deployed against several roles based on individual capability and business requirements. The program has garnered external recognition as well. AIB was acknowledged by gradireland as the 'Most Popular Graduate Recruiter in Banking, Investment, and Financial Services' for four consecutive years in 2020, 2021, 2022 and 2023, illustrating its consistent quality and appeal.

Further testament to the program's effectiveness comes from the positive testimonials from both graduates and people leaders within AIB.

A recent graduate working on the sustainability program reflected on their experience as "great exposure in such a key pillar of the bank's strategy so early on in my career."

Another graduate leading a cost-of-living analysis project spoke to the opportunity to "continuously upskill, particularly from a programming perspective, as well as to apply new-found knowledge in real time."

People leaders also praised the program, citing the positive influence and value that graduates bring. One leader noted, "The Pegasus Program has been fortunate to have several graduates complete their placement and they all brought energy, enthusiasm, and a real appetite to learn."

In conclusion, AIB's graduate program yields measurable benefits aligned with the company's goals. By creating a versatile talent pipeline, reducing attrition, nurturing brand ambassadors, and supporting key initiatives, AIB ensures robust ROI. The program enables graduates to tackle significant projects, applying their skills to benefit the organization and customers. This underscores the program's effectiveness, fostering long-term success and growth.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Companion Presentation giving overview of program.

Videos made by Gradireland with interviews with Graduates on the Program.

Webpage Link

https://www.youtube.com/watch?v=N5qwEO_n1tg (https://www.youtube.com/watch?v=N5qwEO_n1tg)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://www.youtube.com/watch?v=3F6K1Tz8fhA> (<https://www.youtube.com/watch?v=3F6K1Tz8fhA>)

Would you like to add an additional webpage link?

No

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/17747/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxNzc0NywiYWxsY3dOb3RtaWduZWVcmwiOiJGYWxzZSIsImInbm9yStevie%20Grad%20Companion%20Presentation%20AIB.pdf>)

Would you like to add an additional supporting document?

No

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