STEP

SKILLS, TALENT AND EMPOWERMENT THROUGH PATHWAYS

STRUGGLING TO FILL VACANCIES WITH LOCAL RECRUITMENT?

LET US HELP

STEP is an EU-funded, Irish-Government-supported programme that helps employers recruit internationally. We offer an employer-led supported process, with no recruitment fees.

ACCESS 120,000+ SKILLED CANDIDATES IN OUR GLOBAL TALENT CATALOG, INCLUDING:

- Fish & Meat Processors
- Construction Skilled Trades
- Dairy Farmers
- Engineering & QS
- Social Workers
- ICT & CSEP
- Nurses

HOW IT WORKS

1. **Initial discussion**: Contact us for a no-obligation conversation to explore if your workforce needs align with international hiring requirements. Learn about permits, visas & timelines.
2. **Candidate sourcing & employer-led interviews**: If you have a suitable vacancy, we'll source and share candidate CVs. You run your selection process, your way.
3. **Job offer & acceptance**: Once an offer is made and accepted, we help you navigate the permit, visa and relocation process.
4. **Arrival and onboarding**: We offer integration support before, during and after arrival, for employers and new employees.

In partnership with:

STEP SKILLS, TALENT AND EMPOWERMENT THROUGH PATHWAYS

TALENT BEYOND BOUNDARIES

THE OPEN COMMUNITY LOCAL WELCOME GLOBAL IMPACT

FRAGOMEN

Funded by the European Union

WHAT WE OFFER - FOR FREE

- Candidate Sourcing
- Advice on permits and visas
- Support before and after arrival
- Help sourcing accommodation

WHY EMPLOYERS WORK WITH US

1. We offer access to an **untapped talent pool** beyond local recruitment channels
2. We provide a **clear step-by-step process**, from first conversation to post-arrival support
3. We're available each step of the way, to offer **guidance and support** for new employees and employers

COSTS THAT EMPLOYERS TYPICALLY COVER*

- Permit and visa costs
- First month's accommodation
- Travel costs (one-way flights)
- Irish Residence Permit Card

*The exact costs will vary based on your situation, and we know that these requirements can be challenging for SMEs. We work flexibly to explore solutions where possible.

LET'S DISCUSS YOUR HIRING NEEDS

Scan the QR code to email us to arrange a short, no-obligation call

workforce@theopencommunity.ie

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