



For Purpose:
Social Impact Development
Programme

ABOUT THE PROGRAMME



Why this programme?

Succession planning is an increasing priority for social impact organisations. This programme has been developed to support organisations hiring recent graduates with valuable skillsets, who would like to outsource additional support for early career professionals on their teams during the transition from studying to full-time employment.



Supporting our emerging leaders

Graduate programmes bridge the gap between education and employment, providing support and training, and are the first choice for many starting their career. This is evidenced by the broad range of private sector companies who are investing heavily in recruiting and retaining new talent.



Designed by 2into3

2into3 have worked with over 500 organisations in the social impact space since 2006. Our CEO recognised a need for organisations to plan for the future and is an advocate for recruiting and training future leaders in this sector. This programme has been developed and grown over time.



Value added

This programme has been designed by professionals who understand the challenges, opportunities and context that nonprofits are working in. It includes guest speakers and is unique in providing a unified graduate programme with opportunities to learn from the shared experiences with other graduates.



Shannon Barrett
Head of Talent Services

Shannon has extensive experience recruiting both senior and future leaders in the social impact sector. With a Masters in Human Resource Management and as an alumna of the For Purpose programme herself, is passionate about recruiting and supporting future leaders who are interested in building their careers in organisations focussed on having a transformative social impact.



Aoife Duff
Consultant - Talent

Aoife co-ordinates the For Purpose Programme, manages learning and development, and supports graduates and employers in the transition from education to employment. She has experience in recruitment at all levels in the social impact sector, is a programme alumna herself and is currently studying a Masters in Human Resources Management at TU Dublin.

Dennis O'Connor
Chief Executive Officer

With an extensive network cultivated from over 20+ years working with social impact organisations, Dennis provides sectoral knowledge, experience and insights to our Talent Team on an ad hoc basis.



Eilís O'Boyle
Marketing Manager

Eilís has extensive experience leading 2into3's marketing activities, whilst developing the For Purpose brand by using traditional and digital marketing techniques.



OVERVIEW

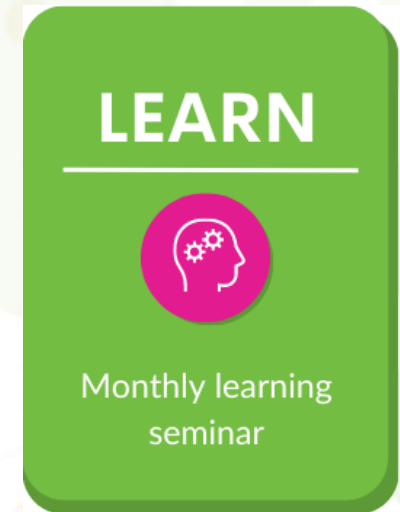
Our graduate programme has always consisted of three key elements:



Graduates are employed directly by you for a minimum 12-month contract. We have an Employer & Graduate Charter that outlines the mutual expectations and responsibilities of participants on the programme, which we ask both parties to sign to signify their commitment.



Graduates are assigned a mentor once they begin the programme. This is an external, independent professional who will meet with them for a one-hour session every month for the duration of the programme. The role of the mentor is to provide directed guidance.



Our monthly learning seminars offer a mix of 'work skills' and 'sector deep dives', and we look to offer a variety of guest speakers, workshops, and peer-led learning. Graduates receive a certificate on completion of the programme.

LEARNING SEMINAR CURRICULUM

January

Work Skills: Knowing yourself and others

- Knowing Me, Knowing You
- Exploring Core Values
- Your True Colours
- Learning Styles
- Top Three Takeaways

February

Sector Deep Dive: Social Impact Sector

- Sector First Impressions
- Strategic Priorities
- Introduction to Governance
- A 'typical' org chart
- Top Three Takeaways

March

Work Skills: Workload Management

- An Honest Appraisal
- Useful Concepts
- Practical Hacks
- Pushing Back
- Top Three Takeaways

April

Sector Deep Dive: Income Generation

- Giving in Ireland: A Global Context
- Funding Models & Income Streams
- Institutional & Grant Funding
- Fundraising Plans in Action
- Top Three Takeaways

May

Work Skills: Goal Setting & Career Development

- Careers in Context
- Goal Setting
- Performance Objectives
- Professional Development Plan
- Top Three Takeaways

June

Sector Deep Dive: Services & Programme

- Charitable Purpose & Mission
- A world without charities?
- Ireland Based Services
- International NGO Programmes
- Top Three Takeaways

LEARNING SEMINAR CURRICULUM

July

Work Skills:
Negotiation &
Managing Third
Parties

- Negotiation Skills
- Building Relationships
- Managing Upwards
- Managing Third Parties
- Top Three Takeaways

August

Sector Deep Dive:
Policy & Advocacy

- Getting to the root of the issue
- Advocating for the sector
- Finding your role
- A day in the life
- Top Three Takeaways

September

Work Skills:
Navigating team
dynamics

- What makes a team?
- Tuckman stages of team development
- Belbin's Team Roles
- EI & Working Relationships
- Top Three Takeaways

October

Sector Deep Dive:
Communications &
Marketing

- Communications & Brand in the Sector
- Internal & External Stakeholders
- Communications in practice
- A Day in the Life
- Top Three Takeaways

November

Work Skills: Self-
Advocacy &
Navigating Conflict

- Self & Sector
- Self-advocacy
- Conflict Resolution Strategies
- Reflection & Consolidation
- Top Three Takeaways

December

Work Skills: Alumni
– reflections and
learnings

- Reflections on sector assumptions
- Speaker 1 (reflections from last 12 months)
- Speaker 2 (early career reflection)
- Certificate awarding
- Top Three Takeaways

MEET OUR MENTORS



[Jane Trenaman](#) is a nonprofit strategic advisor, with years of experience in fundraising, marketing and research in the nonprofit sector.



[Annalisa O'Carroll](#) is an executive coach and business consultant, delivering high value education, support and strategic planning programmes.



[Fiona Barry](#) has a HDip in Business Management, and Social Science and has led the development of strategic plans and worked with diverse groups across the community and voluntary sector since the 1990's.



[Emma Morgan](#) has worked in the nonprofit sector for 13 years. She has extensive experience in fundraising development and organisational strategy.



[Michelle Reynolds](#) is an experienced nonprofit professional, recognised for her leadership approach grounded in empathy, inclusivity, and collaboration.

FEEDBACK

Employer Feedback: Development Programme

“It was great to have the external supports for them and that they had a suite of opportunities. The external mentor was also good for them. I would recommend it to organisations who are either bringing new roles in that have the scope to grow and give other opportunities or to those who don’t have the support systems in place”

Bryan Gavin, Training Learning and Development Manager, Foróige



Alumni Feedback: Development Programme

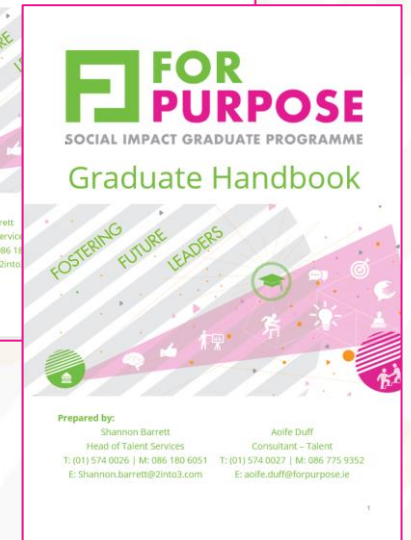
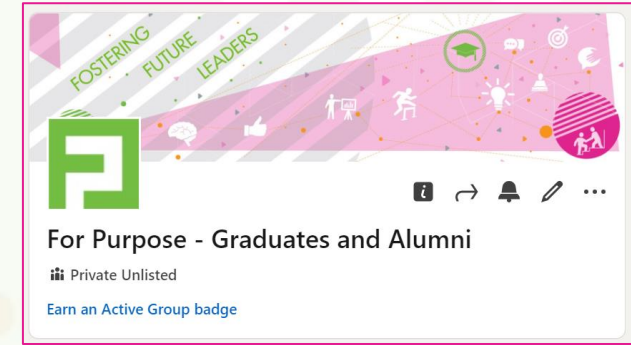
“For Purpose helped me transition from university to my first professional role. I got to know other people at a similar stage in their career. The learning seminars covered a variety of topics, gave me a good overview of the sector and develop new skills. My mentor had a phenomenal amount of knowledge, and it was great to have someone to bounce ideas off”

Matthew Norman, Training and Events Administrator, The Wheel



BENEFITS OF ENROLLING

- ✓ **Reduces the internal cost** of developing and delivering training programmes, allowing you to focus on core business activities while still providing top-tier development opportunities.
- ✓ **Access to specialised knowledge and resources**, including our learning platforms, and a free copy of our Graduate Handbook and Employer Handbook packed with insights, practical tips, and valuable resources.
- ✓ **Connect your graduate** (and organisation) with a network of like-minded professionals at a similar stage in their career and join a supportive alumni network through our private LinkedIn group.
- ✓ **Gain essential learning** and development supports, such as mentorship and peer-to-peer learning that are crucial for professional growth but may not be available within your organisation.
- ✓ **Improve your employer brand** by signalling to prospective employees that your organisation is committed to supporting the continuous learning and development of early career professionals.
- ✓ **Supporting emerging leaders** in the transition from education to employment can lead to higher productivity, increased engagement, and improved employee retention and satisfaction.



Who is this programme suited to?

- The programme is aimed at those who have recently completed their studies and are transitioning from college to full-time employment in the social impact sector.

Dates

- Graduates can join the programme at any time throughout the year.
- Learning Seminars take place on the second Tuesday of every month in our Head Office in Dublin 2 between 09:30-11:00.
- Graduates must also be provided with 1 hour per month to meet their mentor during 09:00-17:00.

Cost

- The cost per participant is **€250 per month + VAT**, invoiced quarterly.



Contact us

If you have any questions or would like to book a space, please contact:

Shannon Barrett, Head of Talent Services, 2into3

Email

shannon.barrett@2into3.com

Phone

086 180 6051 | 01 574 0026

THINKING OF HIRING?



Graduate Recruitment

For Purpose maintain relationships with universities and Gradireland and attend careers fairs to showcase opportunities for students in the social impact space and encourage them to consider careers in the sector.

If you require support with **graduate recruitment**, our talent team can manage the recruitment campaign from end-to-end with an efficient turnaround time of approx. 8 weeks.

Roles are advertised through universities and LinkedIn to reach a broad range of candidates. We handle everything from initial job postings to screening, shortlisting, panel interviews, and reference checks, ensuring a smooth and effective experience for both candidates and employers.



Employer Feedback: Recruitment

“We decided to use For Purpose for this role because they had already placed a number of graduates in another department, and we were familiar with the process. It was really successful, and it is really positive that they are still working in the organisation”.

Bryan Gavin, Training Learning and Development Manager, Foróige