



**board  
room**  
apprentice

**BOARDROOM  
APPRENTICE  
@BoardAppr  
#GetOnBoard**



# The vision

Bridging the gap  
between aspiration  
and reality



# Busting the myths



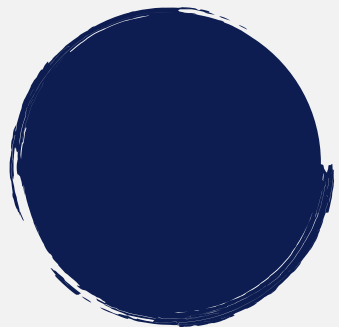
There was no way a board would want a mother, working in a junior role in the civil service who originally hails from one of the most deprived areas in Northern Ireland?



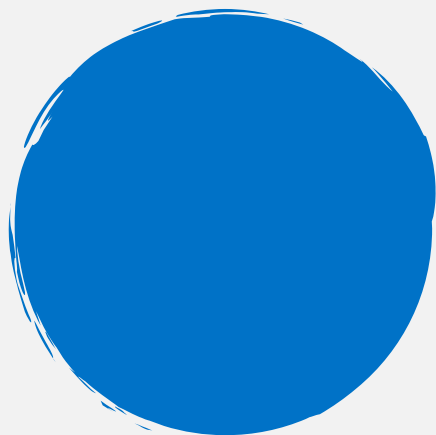
I lacked confidence in my ability as I didn't know what exactly went on in the Boardroom or whether I would be able to make a meaningful contribution.



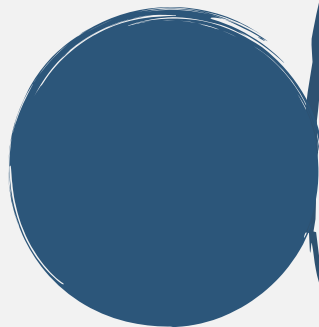
I had hoped to someday sit on a board but thought I was too young and would have to wait until I had gained more experience.



**Experience**



**Knowledge**



**Support**



# Three Pillars

Collectively build  
and transform the individual

# Why the Boardroom Apprentice?



**Build  
Capacity**

**Create a  
pipeline**

**Deliver  
Diversity**

**417**  
**Applications received**

- Open to all ages, backgrounds and abilities
- Over 30000k social media engagements
- Values based application
  - Majority of applications under 40
  - Majority applications female
  - Applications for Lesbian, Gay, Bisexual community
  - Applications from people with a Disability
  - Applications from the ethnic minority community
- **60 Boardroom Apprentices selected**

Youngest 16  
Oldest 75

# Recruitment and Selection

- ❖ Two communication departments
  - ❖ 3 week campaign
- ❖ Eighteen Board Chairs and CEOs
  - ❖ 8 Boardroom Apprentices
    - ❖ Social media only



**2**

**Programmes**

**12**

**Months**

**417**

**Applications**

**55**

**Host Boards**

**60**

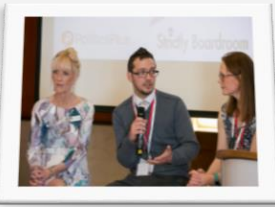
**Boardroom  
Apprentices**







# So what.....



Jonathan  
appointed



Nadine  
appointed



Edward  
appointed



Patrice  
appointed



Seamus  
deemed  
appointable



Jake  
appointed

1 year out , 3 years out, 5 years out ...the pipeline

# board room apprentice

# THANKYOU

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