



TU Dublin SDG 8: Decent Work & Economic Growth

The vision for TU Dublin Strategic Intent 2030 is to *'Create a Better World, Together'*. In developing our TU Dublin strategy, and over the course of our conversations with over 2,500 stakeholders, we viewed the challenges facing us through the lens of the UN Sustainability Goals (SDGs). Some clear areas of focus emerged which resulted in shaping our plan to tackle our task through the following themes - People, Planet, Partnership and underpinned by the key SDG goal of 'Quality Education'. These pillars inform our approach to educational, research and engagement practices, ensuring that TU Dublin delivers real change, innovation and impact for society.

This is TU Dublin's third report on how the University has been addressing the SDGs. It includes examples of initiatives, events and project work that are having an impact across the 17 SDGs.

| Year | Event |
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| July 2022 | TU Dublin hosted the final of ivenTure , a student entrepreneurship programme, with a live pitch competition. The ivenTure programme supports students of TU Dublin in exploring entrepreneurial opportunities, with participating ideas ranging from social enterprise to tech start-ups. |
| June 2022 | TU Dublin announced 600 places on Springboard+ courses, from Level 6 (Certificate) to Level 9 (Masters), in a range of disciplines, including: Advanced Producing for Film and TV, Business Sustainability Leadership, Data Science, BIM Technologies, Brewing and Distilling, Pharmaceutical Technology, and Computing in Digital Forensics & Cyber Security. Springboard+ is co-funded by the Government of Ireland and the European Social Fund as part of the ESF Programme for employability, inclusion and learning. |

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| May 2022 | TU Dublin hosted a Return to Learning event, inviting those interested in returning to education to find out about what opportunities are available to them. |
| May 2022 | TU Dublin launched a report, Staying the Course: Factors Affecting the Progression of Access Foundation Students at TU Dublin . The report highlighted the need for a range of supports, to increase the progression rate of students on Foundation Programmes to further study. |
| March 2022 | <p>During TU Dublin Green Week various seminars, workshops, films and talks were organised exploring various topics related to climate action, sustainability, the workplace and protecting our environment, including:</p> <ul style="list-style-type: none"> • “Diversifying Power: Why We Need Antiracist, Feminist Leadership on Climate and Energy” • Single-Use Plastics in BioPharma and Virtual Tour • Being a Green Tourist |
| March 2022 | TU Dublin and WIT Career Development Centres hosted an online event Lift the lid on equality! Exploring Careers in Leadership for Under-Represented Groups |
| February 2022 | Exploring the key role Universities play in our society, the President of TU Dublin, Professor David FitzPatrick, joined a webinar Graduate Talent and Research Capacity underpinning Economic Growth with the Minister for the Department of Enterprise, Trade and Employment, Leo Varadkar. |
| Ongoing | TU Dublin’s GROWTHhub Entrepreneurship Education Bursary Competition was launched. The successful projects support the development of entrepreneurial mindsets, both through programme-based entrepreneurship learning outcomes development initiatives or extra-curricular initiatives. These initiatives are for students across all TU Dublin campuses, programmes, and level of study, from apprenticeship to PhD. |
| Ongoing | The TU Dublin Equality Statement was approved for the period 2019-2022, having been informed by the UN Sustainable Development Goals. The Statement outlines the University's commitment to ensuring that the student body entering, participating in and completing its programmes at all levels, reflects the diversity and social mix of the Dublin region, and Ireland’s population. It highlight the University’s commitment to advancing equality, including gender equality, in all aspects of its work. |

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| 2020-25 | Launched in 2020, CONVENE is a university-enterprise engagement model, led by TU Dublin and UCD that provides programmes that deliver the priority skills and innovation necessary to reinvigorate business and to fast-track a resilient and enduring economic recovery following the unprecedented disruption caused by Covid-19. The work is focused on seven major employment sectors - Tourism, Food & Drink, Creative and Cultural, Social Enterprise, ICT/FinTech, MedTech and Pharma. |
| 2020-2022 | Growth Hub is a TU Dublin initiative to support the development of graduates, through fostering <i>an entrepreneurial orientation and a growth mindset when they enter the workforce, enhancing their innovation and employability opportunities.</i> |
| Ongoing | TU Dublin has policies in place ensuring all staff can work and learn in a positive, safe and equitable environment. These policies are routinely reviewed and revised as required. Some of these policies include: <ul style="list-style-type: none"> • TU Dublin Dignity & Respect at Work Policy • TU Dublin Paternity Leave Policy • TU Dublin Maternity Leave Policy |
| Ongoing | The TU Dublin Career Development Centre offers a career and employability platform ' Careers Connect ', to support students' career development and employability. |
| Ongoing | The Advance Centre is an education partnership between TU Dublin, UCD and Atlantic TU Sligo. The Centre focuses on professional learning, offering accredited courses to help companies and employees address skill gaps that are emerging due to the tech and digital transformations taking place across many different industries across Ireland. |
| Ongoing | TU Dublin offers a course for people with disabilities who wish to start their own business ' Self Employment for People with Disabilities '. |
| Ongoing | IMMERSE Summer Start-up Internships Programme is a paid summer internship for students. Students can avail of an opportunity to work with, and learn from, start-up companies while achieving a CPD Certificate in Start-up Internship. |
| Ongoing | TU Dublin promotes and supports sustainable economic growth, through its Innovation and Enterprise Development activities; these encompass the promotion of start-up companies, university spin-outs, the commercialization of new technologies, incubation services, and mentorship programmes for companies seeking to develop innovative solutions to business challenges. |

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| Ongoing | The TU Dublin Access to Apprenticeship programme is a twelve-week course for young men and women aged 16 to 24 living in Dublin who experience social and economic barriers and assists them in finding an apprenticeship. |
| Ongoing | TU Dublin is proud to hold an Athena SWAN Bronze Award . The University is committed to measuring and tackling gender pay gaps. |
| Ongoing | TU Dublin's recruitment policy, Recruiting Difference, Reflecting Diversity , promotes equality of opportunity, diversity and inclusion in the recruitment and appointment of staff. |
| Ongoing | TU Dublin's Grievance Procedures support the development and maintenance of a positive working environment for all staff members and encourage communication between unions and management on all issues of concern. |
| Ongoing | TU Dublin Starting Salaries continue to be reviewed in line with public sector pay scales. |
| Ongoing | Starting Salary on Appointment to TU Dublin policy is now a pan University policy, allowing consideration to be given to a higher starting salary if the candidate has been employed on a current salary higher than the minimum point of the scale. |
| Ongoing | TU Dublin's Research Centre on Inclusive and Equitable Cultures (RINCE) was established in 2020 as a centre of excellence in innovative research and practice on equality, diversity and inclusion. It provides a TU Dublin-wide focus for interdisciplinary research in the EDI field. |
| Ongoing | Equality in Science & Technology by Engaged Educational Mentoring (ESTeEM) was established as a unique mentorship programme for female students in Engineering and Computing to address gender equality. |