

Yorkshire Universities Virtual Roundtable: Opportunities for students and graduates within local government organisations

Tuesday 25th April



Analysis of HE and LG input

Input was gathered from:

- Careers staff from all 12 YU member Higher Education Institutions (HEIs)
- A survey of Local Government organisations –
11 responses from 1 Combined Authority and 7 Local Authorities (4 without a university, 3 with a university), covering 3 sub-regions

Overview of presentation

- Existing activity
- Dedicated Routes for Graduate Recruitment
- Local Government Organisation Skills Gaps
- What works well about existing activities and relationships
- ‘Key Asks’

Existing Activities – Types of Engagement

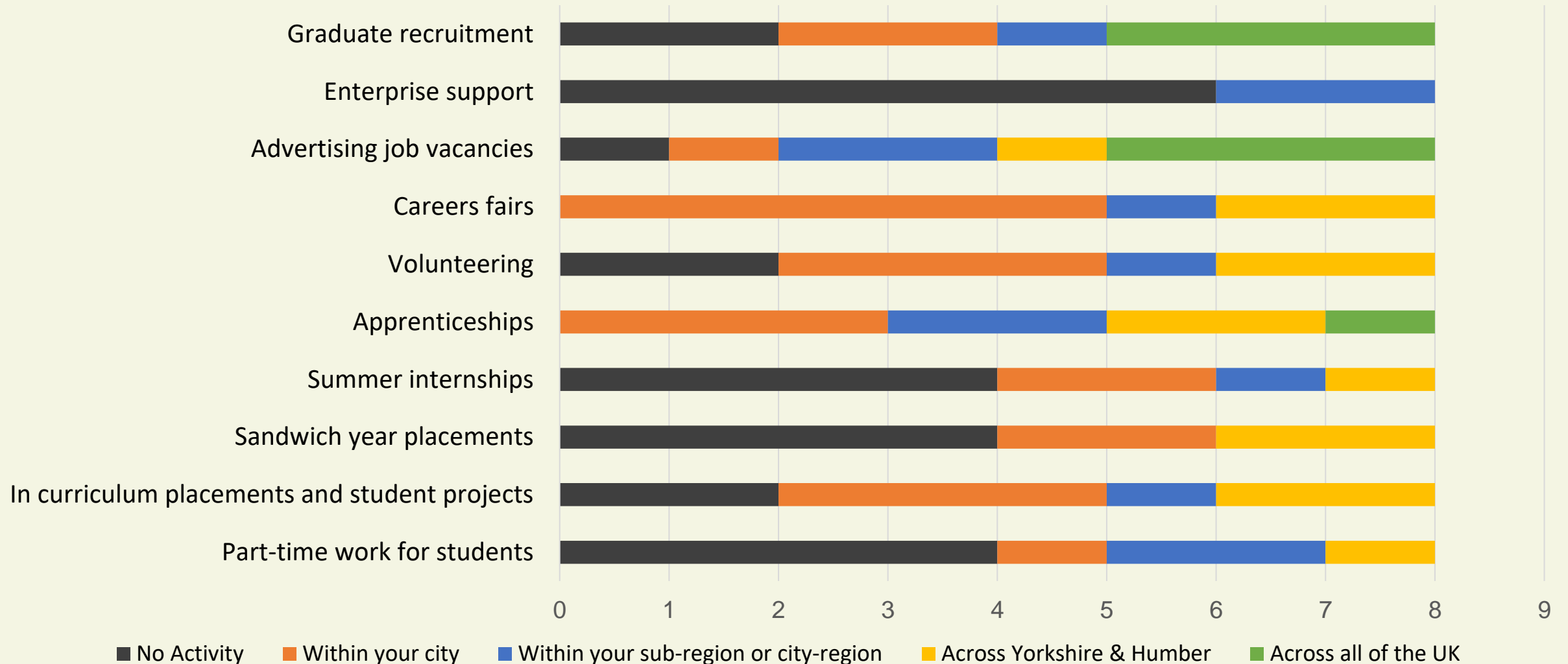
Promoting opportunities and vacancies to students and graduates	Placements and internships	Graduate Recruitment	Advice and support on talent pipelines and hard to fill vacancies
Community engaged learning and research	Apprenticeships	Promoting LA/CA/LEP events and support to students	Upskilling and CPD
Curriculum development	Volunteering	Representation on Groups and Boards	Enterprise support
	HE careers events e.g. careers fairs	Place marketing	Business engagement
	Course involvement e.g. guest lectures, live briefs		Mapping of careers provision
			EDI and inclusive recruitment

Existing Activities – Examples

- 40 summer internships at Leeds City Council in 2023
- ‘In Leeds’ place marketing for graduate retention
- HEY LEP placements for BA Politics students
- Bradford Social Work Teaching Partnership upskilling pilot
- SkillsHouse Bradford and Graduate Workforce Bradford
- Make it York – internships
- Community engaged learning projects, plans to become credit bearing module at the University of York
- Made Together Campaign – University of Sheffield
- RISE – supporting graduate recruitment into SMEs



Geographic focus of activities to engage with students and graduates



Survey respondents were asked to identify the level of geography that they **primarily** focus each activity on

Dedicated Routes for Graduate Recruitment

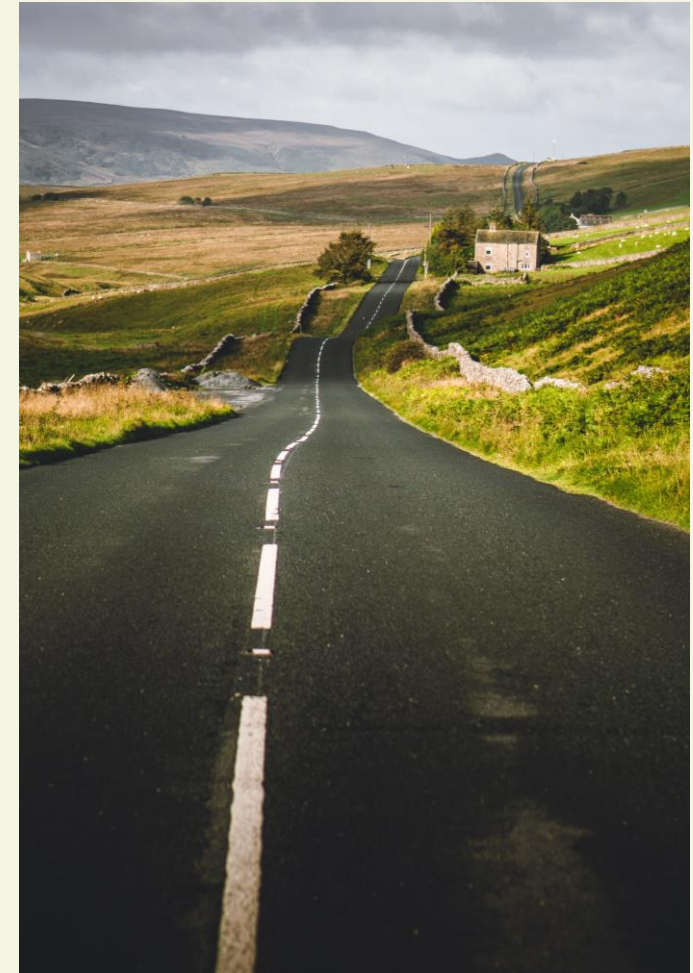
3 - no dedicated route

3 - LGA National Graduate Development Programme

2 - own dedicated route

Areas of work: Across the whole organization

- Future leaders of local government
- 'service led' approach
- Projects and Change Officers & Digital Content Officers
- Children and Adult Care, Economic Development Communications, Financial Services, IT and HR.



Dedicated Routes for Graduate Recruitment –



LGA National Graduate Development Programme in Yorkshire & Humber

- LGA partner with 9 LAs and SYMCA in Yorkshire & Humber
- This year there were applicants from 10 YU member institutions
- There were **677** applicants from YU members out of 6050 applicants nationally
- **376** YU applicants passed situational judgement test (56%)
- **161** YU applicants passed video interview (43%)

Dedicated Routes for Graduate Recruitment

– Offer to Graduates

Bespoke development offer, including training and mentoring.

Access to a peer networking groups and memberships.

Access to internal vacancies and progression.

LGA National Graduate Development Programme

- 2-year contract
- £28k minimum salary
- Fully funded level 7 qualification in Leadership and Management
- Rotate through placements in different directorates
- Networking – within organisation and nationally
- All degree backgrounds



Dedicated Routes for Graduate Recruitment – What works well?

- Attracting diverse future leaders.
- Promotion on a national scale via the LGA.
- Internal support mechanisms - peer learning and support, mentoring, induction and progression
- Most graduates progress to permanent roles and increased salary.
- Good retention rate and positive feedback



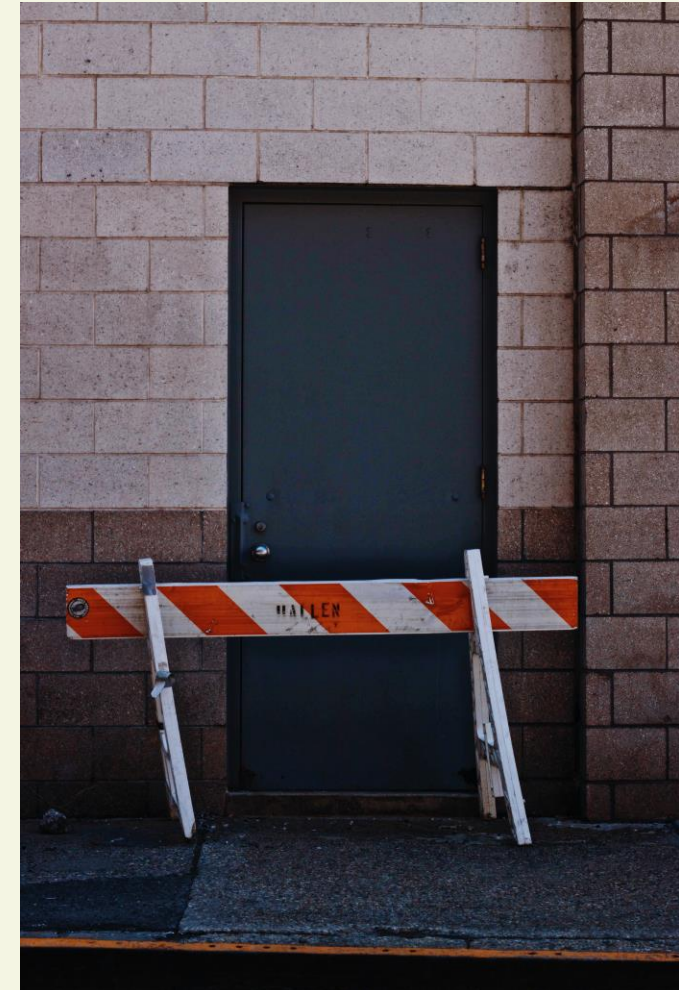
Dedicated Routes for Graduate Recruitment – What could be improved?

- Striving to increase retention and ensure future employment for all graduates.
- Increase line manager knowledge and skills to improve support.
- Linking with Organisational Development colleagues to assess new opportunities that may be conducive to the graduate programme experience.
- Looking to increase our cohort of graduates into the local authority, and are currently working on creating more graduate roles



Dedicated Routes for Graduate Recruitment – Key Barriers

- Staff capacity
- Budget and cost pressures
- Resources to get this off the ground
- Infrastructure support



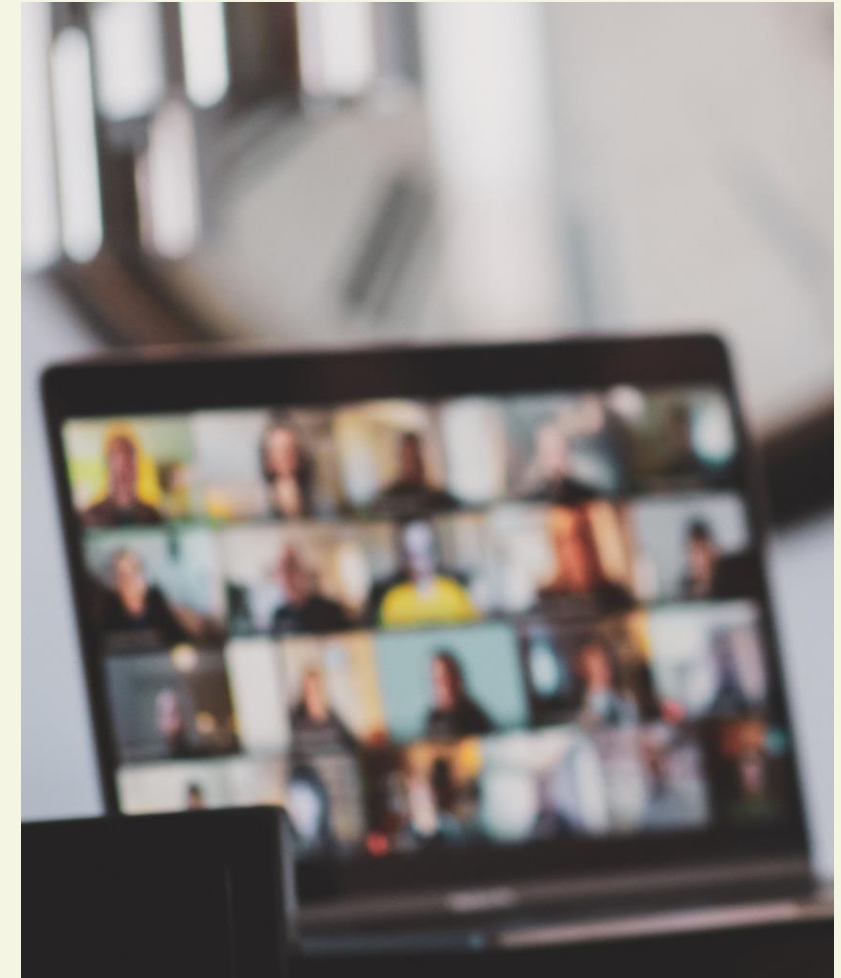
Local Government Organisation Skills Gaps



What works well overall?

Local government comments:

- A dedicated contact and regular communication and meetings
- Long term relationships
- Update bulletins
- Involvement in Careers Fairs
- Advertising opportunities
- Social work teaching partnership
- Familiarity with each others support offers
- Clarity of roles around supporting graduate employment



What works well overall?

University comments:

- Broad range of engagement and partnerships
- Quick responses
- Strategic engagement through centralised teams
- Statutory placement provision and apprenticeships
- Creative and cultural life briefs, and community-based projects
- In curriculum work experience across all formats
- Work based learning opportunities
- Summer internships
- Focused joint delivery activities
- Opportunities for student volunteers to receive professional training

‘Key Asks’ – both sectors

- Need to develop a more **consistent and strategic approach**.
- **Longer timeframes** to plan and develop activities
- **Forward planning** and sharing information of upcoming opportunities early
- Up to date **contact points**.
- Clear **one page overview of offer** from both sides.
- **A clearer understanding of the HE offer within LAs/CAs**
- Opportunities to develop a **deeper understanding of the challenges LAs and CAs face** with recruitment and engaging with students.

'Key Asks' – from local government

- **Improved communication**
 - clearer entry points to engage with HE.
 - suggestion of a regular forum focused on outcomes and actions.
- **More balanced collaboration** – HEI understanding of LA/CA/LEP needs and also their support offers and also promoting this to students and graduates and through their business engagement as appropriate.
- **More employer involvement within the curriculum** (not just additional/optional talks)

'Key Asks' – from Universities

- **Consistent broader engagement** with students and graduates
- **More opportunities** for student and graduates particularly dedicated graduate schemes and placement years
- More **funded opportunities** and **streamlined application processes** to support EDI.
- **Co-ordination and connectivity** (within LAs and CAs) across departments and roles.
- Joint working on **promoting inclusive recruitment**.
- **Strategic engagement** with universities as anchor institutions.
- Improved sharing of LMI **data and trends**, and skills and employment needs and planning.
- More support for **portfolio careers** and the transition into **freelance/self-employment**, particularly for creatives.

Overview of 'Key Asks' – Discussion prompts

- Development of a **consistent and strategic approach**
- Longer timeframes and **forward planning**
- **Clear entry/contact points** and better communication
- A clearer **understanding of the offer and needs** of both sides – one page overview
- **Consistent broader engagement** – in curriculum, events etc.
- **More opportunities** for student and graduates particularly dedicated graduate schemes and placement years
- More **funded opportunities** and **streamlined application** processes to support EDI.

If you have any questions please contact
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