

Committee/Meeting: HR Committee	Date: 18 July 2012	Classification: Unrestricted	Report No: 7.1
Report of: Corporate Director (Resources) Originating officer(s) Simon Kilbey, Service Head (Human Resources & Workforce Development)		Title: Tower Hamlets Graduate Programme Wards Affected: All	

Lead Member	Cabinet Member for Resources
Community Plan Theme	All
Strategic Priority	Work efficiently and effectively as one Council

1. **SUMMARY**

- 1.1 At its meeting on 29th February, HR Committee requested that a report be submitted to the next meeting on the latest intake of graduates.
- 1.2 The report provides context in relation to previous graduate programmes, together with relevant detail about the current cohort.

2. **DECISIONS REQUIRED**

HR Committee is recommended to:-

- 2.1 Consider the report, which is provided for information.

3. **REASONS FOR THE DECISIONS**

- 3.1 The report is provided for information.

4. **ALTERNATIVE OPTIONS**

- 4.1 Apart from any future changes to the Council's policy relating to entry level intake, there are no alternative options.

5. **BACKGROUND**

- 5.1 Graduate intake programmes have been running in Tower Hamlets as a key part of the Workforce to Reflect the Community Strategy since 2000, with a total of 141 local graduates (not including the current cohort of 21) accepted onto programmes over the last 12 years. The Council has in the past participated in the National Graduate Programme, but took a decision in 2008 that local schemes would better serve the local community. The main aims have been to develop local talent and to facilitate and where possible provide future job opportunities. Local residents have benefited in undertaking work experience and gaining a post graduate qualification, some of whom were placed in 'hard to recruit to' professions (e.g. Environmental Health, Planning) with the vast majority subsequently securing employment either within the Council or with another employer. The Council has retained a number of ex graduates who are at various levels, with some individual success stories in terms of career progression.
- 5.2 The current Graduate Management Programme is an 18 month programme which incorporates a 12 month placement in one the Council's six directorates and for the first time, a six month placement in a partner organisation. There are currently four partner organisations: Bouygues UK, Canary Wharf Group, East Thames Group and Gallions Housing Association.

6. **BODY OF REPORT**

- 6.1 The recruitment process started in October 2011 with the programme publicised in East End Life and the Council's internet and job portal site.
- 6.2 There were 211 applications received during the initial stage, of which 93 were shortlisted, having met the person specification and the specific minimum criteria highlighted in the advertisement i.e. must be a local resident, and achieved at least a 2.2 in their degree. Officers from the Human Resources & Workforce Development service carried out the selection process, which comprised formal on-line testing and a panel interview (using a scoring system). A total of 21 graduates were recruited to the programme. The table below provides a breakdown of the successful candidates by gender, disability and ethnicity. Names have not been included, as this information is exempt under Section 40(2) of the Freedom of Information Act 2000.

Graduate Management Programme	<i>Appointed</i>
Male	17
Female	4

Unknown/Not declared	0
Disabled	1
Not Disabled	19
Unknown/Not declared	1
Bangladeshi	18
Asian	0
Black	0
Somali	0
Mixed/Dual Heritage	0
White	3

6.3 During their placements within directorates and with our partners, graduates are gaining experience in a number of different areas of the business with the expectation of gaining knowledge, skills and experience in the following key areas: *finance; strategy / development; corporate governance; and partnership working*. The programme started with a two week induction programme, giving graduates an overview of the Council's priorities, personal/career development and looking to develop their skills and knowledge around management processes. To complement the experience gained during their employment and in placements, the graduates are completing a bespoke 12 month Post Graduate Diploma in Management Studies at Westminster University. For this cohort, we have agreed a target for retention that will contribute to the overall Workforce to Reflect the Community targets.

6.4 From available information, it would appear that the Council is investing significantly more than other Boroughs in entry level schemes such as the graduate programme. This and other schemes help to set the Council apart as an employer of choice, and send clear messages about how it manages talent.

7. COMMENTS OF THE CHIEF FINANCIAL OFFICER

7.1 There are no financial implications as a direct result of this report. Funding was agreed and committed from the Council's Workforce to Reflect the Community budget.

8. CONCURRENT REPORT OF THE ASSISTANT CHIEF EXECUTIVE (LEGAL SERVICES)

8.1 There are no legal issues to consider as part of this report.

9. ONE TOWER HAMLETS CONSIDERATIONS

9.1 An equalities breakdown is provided at section 6.2.

10. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

10.1 There are no implications.

11. RISK MANAGEMENT IMPLICATIONS

11.1 There are no direct risks as a result of this report.

12. CRIME AND DISORDER REDUCTION IMPLICATIONS

12.1 There are no implications.

13. EFFICIENCY STATEMENT

13.1 No changes to service delivery or the use of resources are proposed.

14. APPENDICES

None

**Local Government Act, 1972 Section 100D (As amended)
List of “Background Papers” used in the preparation of this report**

Brief description of “background papers”	Name and telephone number of holder and address where open to inspection.
------------------------------------------	---------------------------------------------------------------------------