



Your Graduate Development Programme



“This programme is creating the culture we want to see in our leaders, the environmental behaviours we need and is helping to retain the talented people we need to take us into the future.”

h2h graduate development programmes – nurturing the passion, ambition, positivity and drive from within your business

In this highly competitive market, it is important that you have a number of initiatives to attract, recognise and nurture talented individuals. A graduate development programme will help you attract the right people and drive the right behaviours within your organisation.

Why is it important?

Recruitment difficulties and shortage of skilled employees is one of the biggest difficulties facing employers in the STEM sector. We are currently operating in an environment where:

- UK unemployment is at its lowest rate in 40 years at 4.2% in 2018 (ONS).
- In the UK, there are approximately 35,000 students who graduate each year – they are in high demand and can afford to be choosy.
- In order to attract the best talent, starting salaries for graduates have increased by 2.9% since 2018 (www.hescu.ac.uk).
- It is estimated that graduate development programmes can save UK employers £40 million a year (ILM).

What's in it for your organisation?

There are multiple business benefits in delivering a high-quality graduate development programme. As a direct result, your organisation will:

- Attract, grow and retain a high calibre talent pool within a highly competitive market.
- Equip your potential leaders with key skills to develop and grow the business in the future.
- Benefit from a proven return on investment.
- Facilitate effective succession planning.
- Demonstrate your commitment to THEIR future within YOUR organisation.

What's in it for your people?

The benefits for the participants on a graduate development programme are numerous and diverse. It will help to foster key capabilities and provide opportunities to:

- Acquire a greater understanding of the business.
- Meet and work with colleagues from different parts of the business, creating networking opportunities.
- Enhance and develop key transferable skills within a safe environment.
- Channel creativity and generate new ideas.
- Experience different cultures and attitudes from across the whole organisation.
- Access peer support networks, multi-generational working and mentoring opportunities.
- Be part of a learning community and engage with other people in your organisation.
- Achieve behavioural shift to promote company values and behaviours.



One of our customers has seen a significant improvement in retention rates – from 33% to 89% over a 5 year period.



“ The graduate development programme is a very important programme in our L&D portfolio. This programme supports our younger talents as part of their development process within the business. It has proven to be a very good foundation to learn more about the organisation as a group, help to build a network, gain further insight about oneself, as well as deepen one’s knowledge about change management, communication and business insights. ”

What do we offer?

A typical programme would adopt a multi-module approach incorporating integrated learning processes with mentoring support.

We offer a blended learning approach, including: experiential workshops, webinars, group activities and one-to-one support meetings – all backed by an online interactive learning platform.

Learning and development on this scale will enable participants to develop a deeper understanding of your business, enhance communication and leadership skills, use business simulations to implement skills and strategies and focus on key individual objectives for the future.

We know from participant feedback that this is a life-changing experience.

Why use us?

By listening to your requirements, budget and time-scales we develop and design a bespoke modular programme which is strategically aligned to your business needs, values and vision. We endeavour to establish a collaborative and reciprocal working arrangement with our clients and our experienced team of facilitators means we have a great breadth and depth of expertise that we can call upon for the accomplished and specialist delivery of each module.

An example graduate programme could include:





Contact us

To find out more about how we could help you, contact us at:

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