



European Union

European
Social Fund



LCR Grad
scheme

LCR GRAD SCHEME

Overview for businesses



About the programme

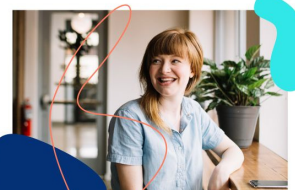
The LCR Grad Scheme aims to connect local graduate talent with SMEs across the Liverpool City Region (LCR). Funded by the European Social Fund, the scheme will ensure businesses have direct and streamlined access to graduates residing in the LCR, from all universities. The LCR Grad Project Team, based at the University of Liverpool, will manage the following:

- **Marketing and Attraction:** In collaboration with **Rate My Placement** your role will be advertised under the LCR Grad Scheme brand and be publicised via our large-scale attraction campaign designed to attract a high calibre of diverse candidates as well as raise your company profile.
- **Recruitment:** Our recruitment process runs on a rolling basis and consists of an initial application followed by an assessment centre conducted by experienced careers and employability specialists. Shortlisted candidates will then have a final interview conducted by you.
- **Training & Development:** Our training partners **Gradconsult** and **Agent Academy** will deliver a bespoke programme for graduates addressing skill gaps and work-readiness. See below for full details.

Training & Development - Programme Content

The LCR Grad development programme is a six-month learning and development programme that will equip graduates hired through the LCR Grad Scheme with the competencies, skills and experience needed to succeed in an LCR SME. The programme has been designed by **Gradconsult** using the following principles;

1. Developed by SMEs, for SMEs; We conducted extensive research with SMEs in the LCR to understand the skills that graduates need to thrive in their business, for example; Business Analysis, Project Management, Decision Making, Idea Generation and Innovation. We have designed and built the programme around these skills to ensure that graduates are work-ready for your business.



2. LCR at its heart; The Liverpool City Region is a great place for SMEs. The programme will help graduates understand the challenges and opportunities facing SMEs in the LCR through experiential learning experiences designed around LCR strategic priorities.

3. Real return on investment; We've designed a programme that will help them accelerate their progression, develop their business acumen and networks, and help them apply their skills successfully in their roles.

4. Building Connections; The development programme will task graduates from different SMEs to work together to solve common business challenges, helping them develop crucial communication skills and commercial awareness.

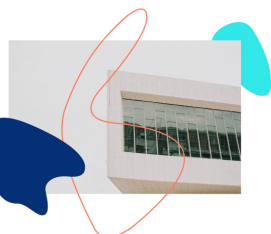
Graduates will also receive training in '**Principles of Social Media within a Business**' via a programme delivered by **Agent Academy**. This is a unit at NVQ Level 3, accredited by NCFE, and will cover five core content areas:

- **Objectives of social media**
- **Social media tools and channels**
- **Creating successful social media campaigns**
- **Social media policy and guidelines**
- **Monitoring and evaluation social media**

Apprenticeship Levy Funding

We hope our Graduate Development Programme covers the majority of the training needs for your business. If you would like your graduate to complete additional training, we can fund a full apprenticeship for your LCR Grad or another early years' professional in your team. Once you have found a suitable course we will provide all the next steps to arrange a funds transfer. You can find a full list of accredited courses here;

<https://www.instituteforapprenticeships.org/apprenticeship-standards/>



Eligibility

As this is a funded project, all of the above is free, provided you have a permanent graduate level role to offer and are supportive of your graduate completing the training programme designed to deliver long term benefits to your business. To be eligible for the LCR Grad Scheme you must;

- Have a postcode based in one of the 6 boroughs of the Liverpool City Region; **Sefton, St Helens, Liverpool, Knowsley, Wirral, Halton**
- Have less than 250 registered employees in your business.
- Be willing to extend a permanent offer of employment with a minimum salary of £19,000.
- Be willing to offer a graduate level role with potential for career progression.

What Next?

For more information or to arrange a meeting, please email gregory.hunter@liverpool.ac.uk or louise.beach@liverpool.ac.uk

