

Local Authority Graduate and Apprenticeship Development Programme

INTRODUCTION

There has never been a more important time to develop future leaders. It is pivotal we begin to build capacity by recruiting the next generation of senior managers, directors, and chief executives.

OBJECTIVE

Ubique has designed and operates a successful learning and development programme for apprentices and graduates for a metropolitan borough council in the North West of England. Our service provides a unique opportunity to grow their leaders. Our programme enables individuals to develop and implement their learning whilst working on real projects and enhancing their soft skills required to build effective, collaborative, and dynamic teams.

SOLUTION

Our tailored 5-stage approach:

Identify

Ubique supports attracting top graduates and apprentices who are driven, passionate, and committed to improving public services and providing local government with the high-caliber managers and leaders that communities need. We fully appreciate the importance of recruiting from a range of different backgrounds, universities, and degree disciplines to ensure that the workforce reflects the diverse communities that are served.

Nurture

Ubique offers support, coaching, and mentoring to the Local Authority and its employees to nurture and grow local talent; ensuring a sustainable and resilient talent pool, which in turn supports reducing the reliance on external recruitment. Contributing to a more self-sustaining regional economy and creating a diverse workforce with a strong and varied skill set.

Develop

Developing individuals is the most important driving force for sustainable development and is key to success. The delivery of our mentoring and coaching sessions track, monitor, and address the continual professional development required to be impactful and successful. We carefully pay attention to the soft skills that are needed for building effective, collaborative, and dynamic teams.

Build Capacity

We help to build capacity in their workforce. Our support allows leaders to think earlier about longer-term succession plans and future leadership potential. We understand the importance of growing local talent showing support to the local community and nurturing home-grown individuals. Succession Management is key, employing a supported and coached graduate/apprentice ensures the Local Authority will have additional corporate capacity and capability at a senior level for years to come.

Time

Ubique invests time into your workforce, collaborating with existing teams and leaders to create a more efficient work environment that is supported, skilled, and sustainable. Allow existing leaders the opportunity to develop new talent, whilst still delivering core duties.

AT A GLANCE

Challenges

- Individuals varied skill sets.
- Range of roles and appointments.
- Scheduling/timetabling around work commitments.

Benefits

- Future-proofing.
- Developing local talent.
- Tailored training and development package to suit both employer and employee needs.
- Development of soft skills.
- Dedicated time to support and development.



“The Graduate and Apprenticeship Programme delivered by Ubique has enabled us to invest in continuous learning and skill development for our team. Their weekly sessions have supported and developed our apprentices and graduates ensuring that they possess a diverse set of skills to remain adaptable. In partnership we recognise that relevant training and personal development enhance skills, adaptability, and productivity, fostering career advancement, job satisfaction, and innovation. Ubique has been an integral part of developing our employees' individual growth.”

Paul Lawrenson, Assistant Director for Highways and Infrastructure

