

Cambridgeshire County Council: A place to grow



Work Experience



Apprenticeships



Graduate Schemes



**Ongoing
development**



**Careers
Conversations and
Networks**



Thriving Careers





Work Experience



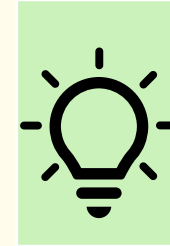
Encouraging the younger generation



Welcomed into the working world with opportunities to experience an office environment



Empowering young people, particularly our Care Experienced or young people with SEND.



Highlight job opportunities within the Council and inspire the next generation

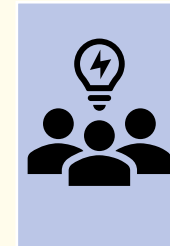


Weeklong and includes:

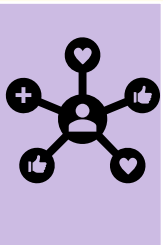
- placements in different services
- CV writing
- interview skills,
- e-learning modules
- Health and safety awareness.



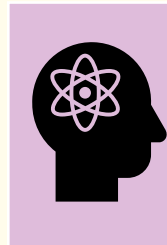
Thinking creatively to overcome hybrid working challenges



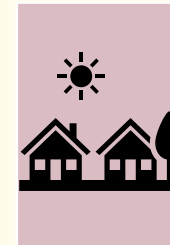
Encourage their participation and engage their interests.



Opportunities to build relationships and a professional network



Develop practical knowledge and skills and test out their existing skills



Supported to make a difference to us as well as their communities

Work Experience Opportunities within Cambridgeshire County Council

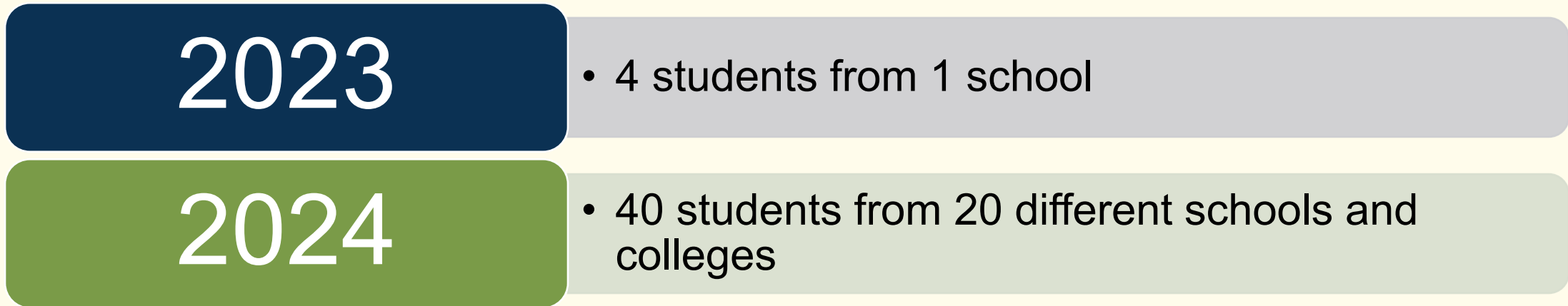


IT	HR Advisory	Recruitment	Equality, Diversity and Inclusion
Health and Safety	Learning and Development	Workforce Policy and Wellbeing	Reception
Transport Planning	Property Services	Prevention and Early Intervention	Flood Risk
Highways	Cambridgeshire Music	Nationally Significant Infrastructure Projects	
Sustainable Transport	Biodiversity & Greenspaces	Supervised Contact, Reunification, Placement Stability & Family Group Conference Service	

How do our Work Experience Students find out about us?



Growth of our Work Experience Programme



Work experience feedback



Feedback from Young People:

I enjoyed working with the people involved – both the staff and peers

It felt like I was working

It was all good

I'm incredibly impressed by the skills Daniel demonstrated and his attitude to the work

Lisa Riddle, CCC Service Director: Communities, Libraries and Skills

I like finding out about the jobs and seeing a working office

I liked the activities in highways and NSIP

I got lots out of it

Once again, thank you so much for supporting these placements.

For our students to attend all three days is a huge success - they vote with their feet. We have already seen an increase in confidence with some of them, and we are so grateful to you all for supporting this.

Girton, Autism specialist school

I like that I gained knowledge of the council

I liked talking to staff about their job



Apprenticeships

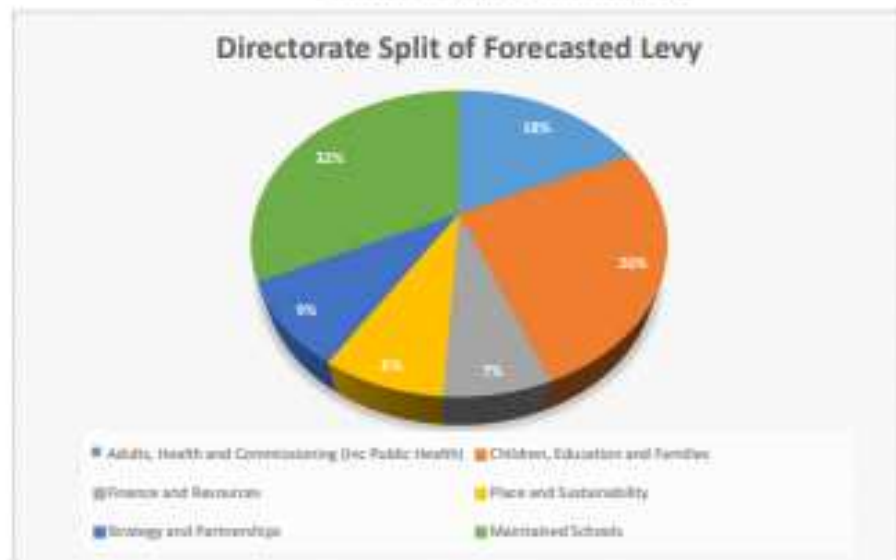


Levy Forecast April 2024/25

Estimated Funding: £1,249,589

Estimated Spend: £1,305,379

Directorate Split of Forecasted Levy



Target Apprentice Starts 2024/25

Directorate	Annual Target
CCC	90
Schools	28
Total	118



Current Levy Status

Current funds: £2,200,065

Funds Spent April '24 – September '24: £604,036

Expired funds April '24 – September '24: £0

Apprentice Status

Directorate	Live (overall)	Paused (overall)	Completed (24/25)	Stopped (24/25)	Total
Finance and Resources	34	0	3	1	38
Adults, Health and Commissioning (Inc' Public Health)	52	1	6	1	60
Children, Education & Families	59	3	7	1	70
Place and Sustainability	24	1	3	0	25
Strategy and Partnership	20	0	8	0	28
Schools	60	1	5	0	66
Total	249	6	32	3	287

Sara's story



I really think that my apprenticeship was a key reason of how I was able to return to work and gain confidence within a work setting again after being ill for quite some time. My team within Hunts Family Safeguarding Business Support and my Mentor were the backbone of the whole process, helping me through tough spots and supporting me throughout the whole course. My training provider allocated worker also helped me immensely and made sure I was comfortable throughout!



Sara won the Local Government Apprentice of the Year award for 2024, after she competed in a virtual day of challenges which encouraged participants to showcase their skills, expertise, and initiative.

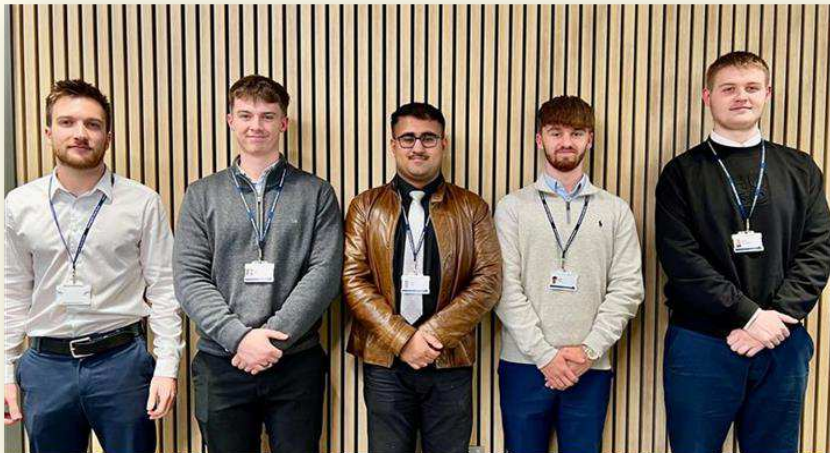
Sara has recently completed a Level 3 Business Administration apprenticeship and has secured a permanent role as a Business Officer

Our Civil Engineers



Following a successful recruitment campaign and assessment day, in September 2023, we welcomed our first cohort of 7 Civil Engineering Senior Technician L4 apprentices to our Project Delivery team. Unfortunately, 2 left early into employment for personal reasons.

Our 5 Civil Engineering Senior Technician apprentices are progressing well and 3 have taken up permanent roles in their first year with us.



A further 4 colleagues who also started with us in 2023 are currently completing the Civil Engineer (degree) L6 apprenticeship.

As a result of successful recruitment campaigns and grow our own, we have significantly reduced our interim reliance, at its height 26 interims were working within the team, in Q4 23/24 we were down to 6.

Our apprentices feedback about the recruitment process



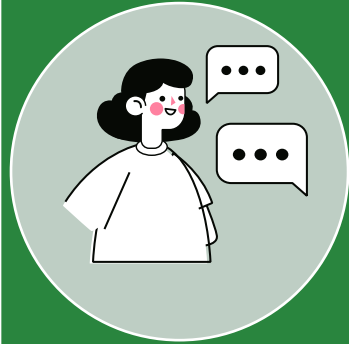
“I was always kept very well informed about what was happening with my application”



“The assessment day was a relaxed experience compared to typical interviewing, which tends to be more anxious and formal”



“Up until my first day there where several informative communications ensuring on my first day, I had all the equipment I needed and knew all the information for that first day”



“The assessment day entailed some great team building tasks & activities. Observers from CCC were friendly and joined in with the applicants when completing tasks throughout the day”



“Starting with Cambridgeshire County Council was a pleasant experience, there was a very organised induction and provisions of all necessary equipment on the first day”



“Overall, the entire recruitment and introduction process was very smooth, CCC is a very welcoming place and that really helps with settling in especially if it's your first full time job like myself”



Graduate Schemes : National Graduate Development Programme, CIPFA, Assessed and Supported Year in Employment

NGDP (IMPACT)– Why Graduates Chose CCC



Our Support Package



Roles our Graduates progressed to:

Strategic Lead for School Governance

Business Development Manager

Commissioning Manager

Planning and Growth Manager

Suicide Prevention Manager

CME Development Officer

Governance and Performance Officer

Emergency Planning Officer

Service Manager - Integration and Cohesion

NGDP Impact



Our graduates have supported the wider organisation on several key Council priority areas:

The response to Covid-19

Delivering elements of the council's Resources and Waste Strategy

Supporting the introduction of the National Assurance Framework for Adult Social Care

Equality, Diversity and Inclusion

Library Improvement Fund Project

Communications strategy linked to the Council's Climate Change and Environment Strategy

A Communications campaign for adults and children's social care recruitment

Design, develop and shape the programme to support the delivery of the Net Zero strategy

Data collection and analysis to inform strategic direction of the Virtual School

Manage and Plan community events to reduce road deaths in Cambridgeshire with Road Safety team

Supporting Public Health on the Best Start in Life Programme and Mental Health Strategies for Young People

Finance and Accounting CIPFA



Routes into the programme:

The **New Entry (Graduate)** scheme is three-to-four-year programme for those who want to apply for a Level 7 professional apprenticeship within the Council.

The **Accelerated Development** scheme for existing employees within Finance, who are keen to progress alongside their existing role and responsibilities.

Since 2018 **33** individuals joined the programme completing the **Accountancy or Taxation professional, L7 apprenticeship**.

17 are currently on programme

9 have completed, 5 are still employed in Accountant or Senior Finance Business Partner roles



Sema's story



“I chose the apprenticeship as it was a good opportunity to obtain an accountancy qualification whilst also working for Cambridgeshire County Council simultaneously.

It allowed me to be able to complete a range of placements as a Finance Associate, before deciding where I wanted to work. The apprenticeship also provided me with all the necessary valuable support (i.e., college days, mentoring, study leave) to successfully become a Chartered Public Finance Accountant.

By utilising all the valuable training/support that was available, I was able to pass all my exams first time and successfully finish the apprenticeship in 3 years.

I learnt the importance of balancing work and studying at the same time. The CIPFA qualification also allowed me to learn about the importance of accounting, which in turn helped with my day-to-day responsibilities as a Finance Business Partner.

I look forward to developing myself further in the future and continue to provide support as a Finance Business Partner to Children Social Care services”

Sema was awarded Highly Commended in the Behind-the-Scenes category at the Cambridgeshire Apprenticeship Awards 2022



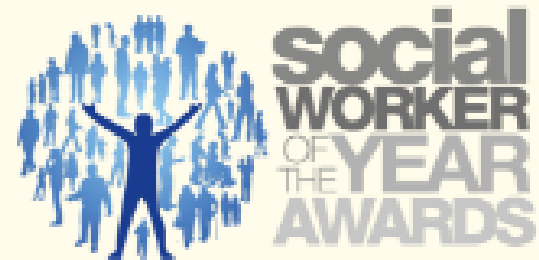
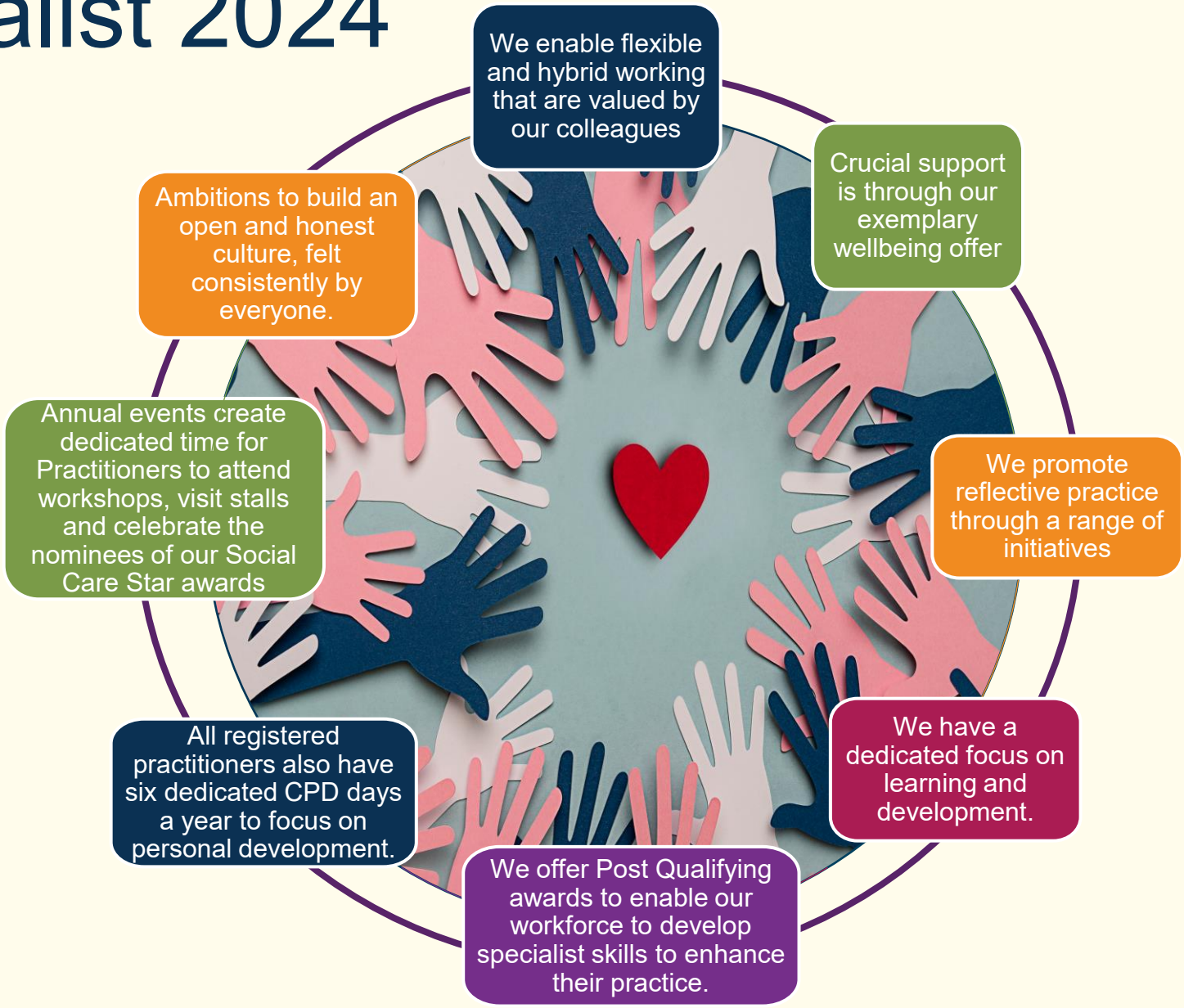
Assessed and Supported Year in Employment (ASYE)



Our ASYE programme provides 12 months of support for Social Work Graduates entering the Social Work Profession, they are supported to grow their professional skills and knowledge through a structured programme delivered via, workshops, reflective sessions, 1:1 support and action learning.



Supportive Social Work Employer of the Year Finalist 2024





Careers Conversations & Networks



Careers Conversations and Networks



Cambridgeshire Careers Network

- Run by colleagues, the network arranges monthly events open to the whole organisation on a variety of topics.
- Past events included visiting different departments, Q&A sessions with Leaders and invited speakers sharing their career journey.

1:1 Careers Conversations

- Offered by qualified Careers professionals within L&D to all colleagues.
- A confidential and impartial 60-minute conversation to explore career ambitions and options.
- Launched in January 2024, 16% of those who have accessed the offer are under 30 years of age.
- From October, our new Impact (NGDP) Graduates will be invited to regular conversations throughout their programme.



Thriving Careers

Cambria's Story



“Cambridgeshire County Council is a place to grow and develop. I’ve been encouraged by several managers over the years who have supported me to seek new opportunities, and this has made me feel invested in.”

- I joined in May 2016 as a Business Support Assistant, shortly after finishing university where I studied History.
- I quickly learnt about interacting with families who accessed our services and built relationships with colleagues. I worked across several different settings at the time, which helped me to expand my knowledge and develop skills like organisation and communication. My colleagues were fantastically supportive and development opportunities to shadow in other teams were invaluable.
- Applying for a Business Support Officer role enabled me to line manage for the first time and support Heads of Service. I learnt a lot during this time about people management and developed a better insight into the strategic focus of the council.
- In 2018, I applied for a secondment as a Business Support Manager; this was my first role with people hierarchy to manage. My experiences put me in a good position to apply for the Strategic Business Support Manager role; Starting in the summer of 2019 I was responsible for around 120 colleagues and a circa £2.5 million pound budget. I’m proud of embedding a new structure following a service re-organisation which helped me to build resilience.
- In 2022 I started my Level 5 Operations & Department Manager apprenticeship which helped me hone existing skills and develop lots of new skills. I was also very proud of this achievement, completing my apprenticeship alongside working full-time, and in latter stages having taken a relief role at the council as a Ceremony Officer, delivery wedding ceremonies on weekends also (as well as getting married myself during this time). I really learnt the art of managing my time during this period!
- Recently I started a secondment as a Corporate Business Manager. I am responsible for the Executive Support Service who support our Corporate & Extended Leadership Team. I will also be involved in several projects to refine and develop some of the core processes, I’m looking forward to this opportunity which will help me grow my knowledge about areas of the council that I am less familiar with.



Ed's story

"I joined Cambridgeshire County Council (CCC) in October 2019 as part of Cohort 21 of what was the NGDP, now Impact, Local Government Graduate Scheme.

I have had a **fantastic and diverse experience** since then, which I believe has set me up for whatever may come my way in my career. The graduate scheme is well embedded and respected within CCC, meaning that managers are bought in from the outset and do **whatever they can to support**. I was offered **mentoring and unparalleled access to senior leadership and project opportunities**.

Following two years working in diverse areas including Climate Change and Education, I was seconded into the Chief Executive's Office, where again, the work was challenging but diverse, and included work on **once in a lifetime projects**, such as Operation London Bridge and exclusive Royal Visits. At this stage of my career, it was also invaluable to view and understand how things operate at the most senior level of a Local Authority.

Then last summer, I was **promoted into my first management** role, an example of how CCC invests in future leaders and trusts them to take those necessary development steps – I am now one year into my role of Business Development Manager at Grafham Water Centre, an outdoor centre run by CCC. While no one is an expert in all areas, when challenges arise, I am always **encouraged to learn, develop and grow from these...**

I therefore **feel supported and nurtured** within CCC, and I look forward to seeing where my career goes from here!"



Proud to be in the 5% Club

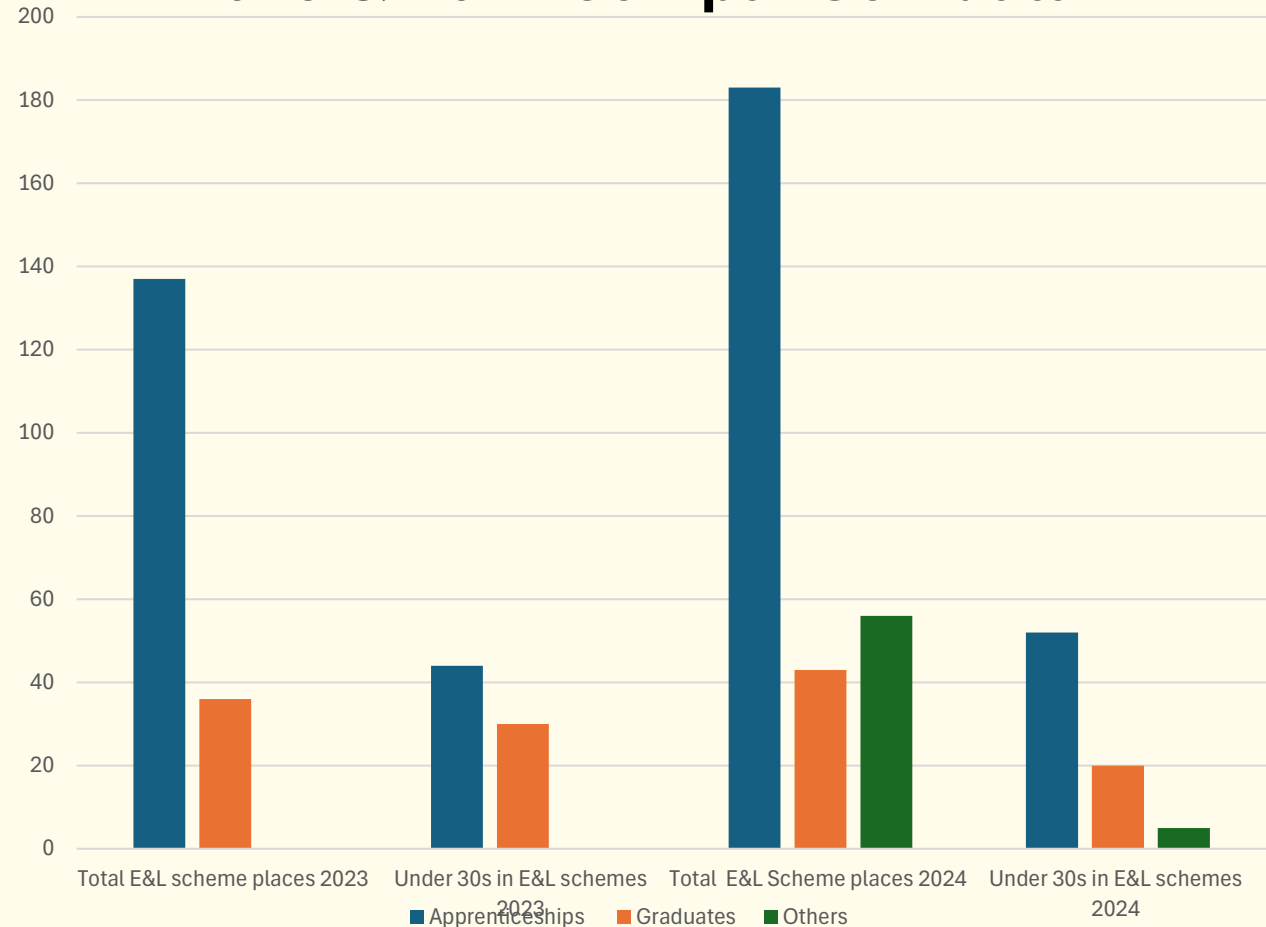


The 5% Club works to inspire positive action for increased and accessible workplace learning, and career prospects focused on:

- Apprentices
- Sponsored students
- Graduates

Cambridgeshire County Council joined in the 5% club in 2023 and were the first county council to be awarded Silver membership

2023 & 2024 comparison data



Proud to be in the 5% Club



Our ambition is to achieve Gold membership by having over 5% of our workforce in 'Earn and Learn' programmes. The results of the 2024 audit will be announced in November 2024.

Of our current workforce under the age of 30, 19% are currently undertaking, or have completed during their time at Cambridgeshire County Council, an "Earn and Learn" scheme.

2023 & 2024 comparison data

