

## **EX109. Graduate & Internship Scheme**

The Executive considered a report by the Director of Corporate and Housing Services which sought approval of a graduate and internship scheme. c37% of Falkirk Council employees were aged over 50 which would increase to c52% in 5 years. As there was no statutory retirement age the age profile did not necessarily mean that there would be a skills shortage at a particular point in time. Actions would be taken to mitigate against the possibility and improve the diversity of the workforce.

For the graduate scheme it was proposed that Services considered their future workforce planning needs in line with their workforce plans. On this basis, a range of graduate opportunities would be available across the Council.

The Intern Scheme would be paid summer placements for undergraduates for up to 12 weeks. Placements should be valuable work experiences, bringing benefits to the Council and the individuals. Ideally, interns would be given responsibility and diverse work to maximise the opportunity for professional development. A structured work plan was important for this.

For the schemes to be successful, graduates and interns would need to be well managed. A corporate induction programme would be arranged to provide an understanding of the Council. Dedicated mentors/coaches would require to be identified for each graduate/intern. Mentors/Coaches did not need to be a current manager and thereby this offered a good development opportunity for aspiring managers.

### **Decision**

**The Executive agreed that a Graduate & Intern Scheme be introduced across the Council commencing in summer 2019.**