



Graduate Scheme update/Impact	8 th February 2023	People & Culture Committee	(Title of Item)
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Report Details:	
FOI Status:	Please select: Open (Public) Or Closed (Private)
If closed please indicate reason:	
Prepared By:	Kay Chandler
Presented By:	Kay Chandler (supported by Matt Kvederas, Siobhan Flynn & Shannon Wills)
Approving Executive Sponsor:	Hywel Daniel
Report Purpose	Please Select: For Approval Endorsing for Approval For Discussion For Noting
Engagement undertaken to date:	

Impact Assessment:	
Indicate the Quality / Safety / Patient Experience Implications:	
Related Health and Care Standard	e.g. Governance, Leadership & Accountability
Has an EQIA been undertaken?	Yes (include date) No (Explain why)
Are there any Legal Implications /Impact.	Yes or No
Are there any resource (capital/Revenue/Workforce Implications / Impact?	Yes or No If Yes please include brief detail.
Link to Strategic Goals	Please Select: Sustaining Our Future Inspiring People Improving Care Creating Health





Aim of presentation

- Inform the committee of the current HEIW Leadership & Management Graduate Programme delivered across CTMUHB
- Overview of the programme
- Understand the impact and learnings gained through the programme
- Introduce the Future Generations Graduate Scheme (FGS)
- Review findings and actions of FGS



Graduate Programme Overview

- CTMUHB working with HEIW selected three graduates from over 100 applicants from across Wales.
- The programme is aimed at trainees gaining academic knowledge as well as a hands-on learning experience, based on placements across Wales in primary care, secondary care and a corporate division dependent on the trainee's placement organisation.
- Throughout the programme each trainee receives extensive mentorship, coaching, training and a comprehensive orientation tour in the organisation they are based so they can make the most out of their experience.
- Each graduate participated in an Induction Safari that included them meeting with Executive staff and leaders throughout CTM, tours of various locations and attending s Values & Behaviours workshop.
- The management programme is divided into three placements of seven months, with the course overall running for two years.



MSc APPLIED HEALTH LEADERSHIP STRUCTURE

Year One	Academic Skills and Reflective Practice 10 credits	Health and Social Care Policy 20 credits	Leadership, Governance and Scrutiny 20 credits
	Project Management 10 credits	Strategy and Collaborative Leadership 20 credits	
Year Two	Work-based Project 40 credits	Service Improvement and Innovation 20 credits	Health and Social Care Inequalities 10 credits
	Managing People and Organisational Performance 20 credits	The Collaborative Leader 10 credits	



The future of our Graduate Programme

- Solid foundation/Lessons learned
- Creating a Graduate Network
- Graduate Powwow Conferences
- Celebrating success/achievements
- Preparing for Cohort 2 intake
- Supporting HEIW



Experiences

Reflections

Opportunities

Changes

Actions

Learnings

Future Generations



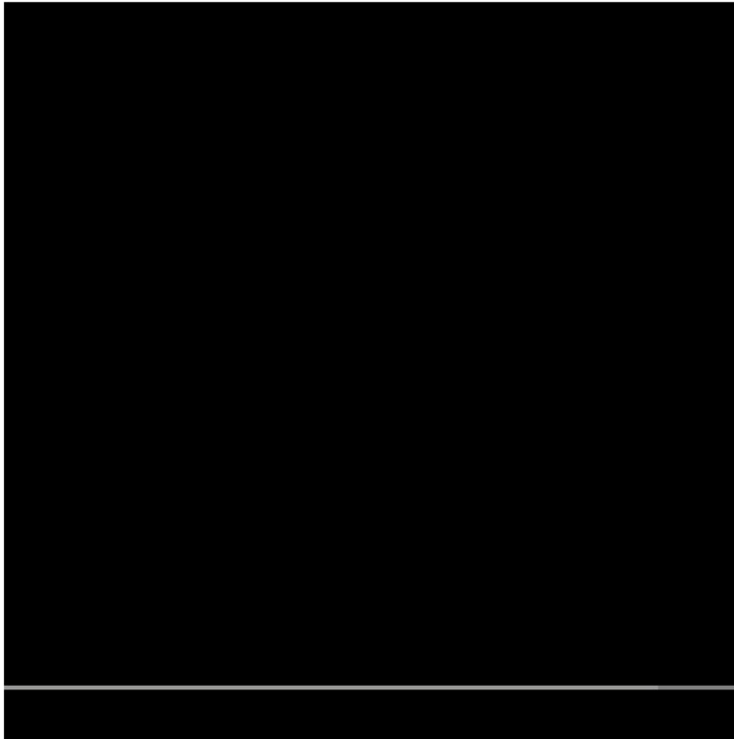
CTMUHB were a Future Generations Leadership Academy 21/22 sponsor, we sponsored 1 internal applicant and also sponsored an external applicant from our community to take part in the programme.

The programme involved engaging with Welsh Ministers and leaders in sustainable development from Wales and around the world.

Participants of the first edition of the Academy 2019-2020 have formed an alumni network which meets regularly with the Commissioner.

The programme comprises seven modules totalling around 80 hours, delivered virtually, with the exception of three in-person networking events.

Introducing CTMUHB's successful applicant talking about her journey, action plan and recommendations







Recommendation:

The Board or Committee are asked to:

Example:

The Committee are asked to:

- *Review the risks escalated to the Organisational Risk Register at Appendix 1.*
- *Review the Strategic Risk 6 included on the Board Assurance Framework at Appendix 2.*
- *Consider whether the Committee can seek assurance from the report that all that can be done is being done to mitigate the risks.*

