



**“The recruitment process has been very satisfying, honestly one of the most supportive and organised processes I have been through.” Graduate**



## INTERESTED IN BEING PART OF THE SCHEME?

**Expressions of interest are required by the start of September for graduates to start the following year.**

Please send an email stating how many graduates you would be interested in placing to Caron Godbold-Darbyshire, Graduate Scheme Manager:  
**Caron.Godbold-Darbyshire@nhs.net**

Please don't hesitate to contact us to discuss the scheme further.



[www.pathways2nhsprocurement.com](http://www.pathways2nhsprocurement.com)



**PATHWAYS 2 NHS PROCUREMENT**

## *NHS Skills Development*

Developing Today to Influence Tomorrow

## NHS PROCUREMENT GRADUATE TRAINING SCHEME



### WHAT THE SDN FEE COVERS:

- Organisation of wider team engagement, liaison and support, e.g. HR Directors, Recruitment Leads and Apprenticeship Levy Leads, for cohesion of the scheme across the organisation including on-boarding and apprenticeship levy funding.
- Promotion of scheme with national graduate recruitment campaign- attending student events, careers fairs, and advertising throughout universities across England.
- Recruitment and selection of graduates. Applicants assessed through online applications, tests and initial interviews. Organisation and facilitation of assessment centres, job offers and on-boarding.
- On programme training and support - apprenticeship provider liaison, mentor guidance, graduate welcome event, graduate residential, 8-week initial training, developmental workshops and opportunities throughout the two years, regular manager and graduate progress reviews, graduate networking events and graduate 1:1 personalised support.

## OVERVIEW

The NHS Procurement Graduate Training Scheme is a **national training and development programme**, established by the Yorkshire & Humber Skills Development Network in 2020 for graduates to join procurement teams in NHS Organisations throughout England.

This is a **highly- focused development pathway** for graduates to become the next NHS Procurement middle managers and beyond.

A **‘grow your own model’** enables you to recruit bright graduates and develop technical specialists for your own organisation:

- **2 year Band 4 salary**
- **Apprenticeship levy** for training.
- **£7k fee payable to SDN** per graduate to cover scheme operating costs for the duration of the scheme.
- **Manager staff time commitment** - hiring managers to recruit at assessment centres, attend welcome event and reviews, support and mentor graduate throughout the scheme.
- **Graduate time commitment** - apprenticeship studies (approx. 38 days), developmental opportunities, workshops and conferences. Undertake a minimum of 2 within-organisation rotations.



## WHY GRADUATES CHOOSE THIS SCHEME

- Robust, yet **personal, supportive and engaging application and assessment system**. A recruitment process that allows each candidate to have the confidence to be themselves and demonstrate to managers what they can bring to their team.
- Both face-to-face and virtual **training opportunities**, enable the graduates to learn and develop on the job.
- Comprehensive induction programme including **2-day residential** at the start of the scheme.
- **Frequent reviews** with managers and the Graduate Scheme team to ensure **development, support** and satisfaction with the programme.
- **Graduate Procurement Development Programme**
- **Support in finding permanent work** following completion of the Graduate Scheme.
- Whilst on the scheme, graduates will study for the **CIPS Level 4 Commercial Procurement and Supply Apprenticeship**

## WHY MANAGERS CHOOSE THIS SCHEME

*“My early experience with the scheme has been nothing but positive with the standard of applicants being phenomenal and I am really excited to be welcoming our graduate in September.”* Manager

*“I RECOGNISE I AM GETTING INDIVIDUALS WITH UNIQUE SKILLS AND FRESH IDEAS AND A RESOURCE I CAN UTILISE FOR VALUE ADDING ACTIVITIES THAT I HAVE PREVIOUSLY BEEN UNABLE TO DO.”* Manager

## PREVIOUS EMPLOYING ORGANISATIONS

Barnsley Facilities Services  
Bath, Swindon & Wiltshire ICS  
Bedfordshire, Luton & Milton Keynes ICS  
Birmingham & Solihull Procurement Collaborative  
Black Country Alliance  
Bristol & Weston Purchasing Consortium  
Central & North West London NHS FT  
Derbyshire Support and Facilities Services Ltd  
East of England NHS Collaborative Procurement Hub  
Foundation Group Procurement Shared Service  
Frimley Health NHS FT  
Humber & North Yorkshire Procurement Collaborative  
King’s Facilities Management  
Leeds and York Partnership NHS FT  
Leeds Teaching Hospitals NHS Trust  
Maidstone & Tunbridge Wells NHS Trust  
MerseyCare NHS FT  
Mid & South Essex NHS FT  
NHS Commercial Solutions  
NHS England  
NHS Greater Manchester ICS  
NHS London Procurement Partnership  
NHS Shared Business Services  
NHS Supply Chain  
North Central London ICS  
North of England CPC  
North West Anglia NHS FT  
North West London Procurement Services  
Northern Care Alliance NHS FT  
Nottingham University Hospitals NHS Trust  
Nottinghamshire Healthcare NHS FT & Sherwood Forest Hospitals NHS FT  
Sheffield Teaching Hospitals NHS Trust  
Sussex Community NHS FT  
The Mid Yorkshire Hospitals NHS Trust  
The Rotherham NHS FT  
United Lincolnshire Hospitals NHS Trust  
University College London Hospitals NHS FT  
University Hospitals of Leicester NHS Trust  
University Hospitals of Morecambe Bay FT  
Warrington and Halton Hospitals NHS Trust  
York & Scarborough Teaching Hospitals NHS FT  
Yorkshire Ambulance Service NHS Trust

