



Pell Frischmann

GRADUATE
DEVELOPMENT
PROGRAMME 



Graduate programme

This Programme is available to all RSBG group companies.

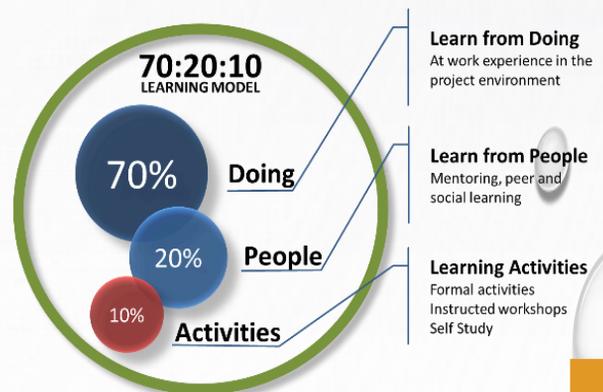
The two-year graduate programme is a structured and balanced learning pathway, aimed at developing the broad skill and competence of graduates recently starting careers within their respective organisations and covers a diverse range of occupational specialisms.

The programme is formed from 2 components;



- Away from the workplace, core events and activities common to graduates across group organisations. These include topics such as business and project skills, personal effectiveness and basic leadership. A total of approximately 40 hours per year, though participants may need to contribute additional time.
- Workplace based Occupational specific aspects in the form of training and vocational experience building required for the chosen technical discipline and professional development competencies.

Most programme participants will be aspiring to professional registration or similar with a recognised institution or association. Typically, the period required to obtain the necessary experience and competence (Initial Professional Development (IPD)) can extend over several years. The graduate programme is designed as an effective kick start to this process, with both core content and occupational specific content contributing to competency development. Across the group organisations there are several recognised training schemes with professional institutions. The graduate programme significantly contributes to the requirements of such schemes.





Core Content Graduate Programme

Annually, at commencement of each programme year, line managers of graduates produce individual **Occupational Development Plans (ODP)** meeting the programme criteria. The ODP defines the occupational specific off the job training required and state how specific on the job occupational experience and opportunity will be provided within the workplace. This aspect of the programme is provided by your company usually facilitated by your line manager.

The programme commences annually in January. Dates and locations for the core events and activities dates are published via the learning Management System, usually 6-8 weeks from programme commencement.

Both parts of the programme are coordinated and tracked via the group Learning Management System. Whilst the programme focuses on personal development, this may be supplemented with mandatory compliance or specific need training required by organisational policy.

At the conclusion of each programme year, a progress assessment is undertaken. Evidence is taken from electronic training records and a 1:1 review. The assessment compares progress against the both the programme syllabus and workplace activities made in the occupational development plan. A short evidence-based report for each individual is produced to facilitate further workplace discussion.

