



Five factors to inform an early careers strategy

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VERSION 2.0

Using this model

- This model can be used in focus groups, workshops or as a discussion document
- It is thematic. It groups the five most common factors to consider when developing an early careers talent strategy
- It is not all encompassing. Other issues, topics and themes may be relevant in your organisation

Five factors to inform an early careers strategy

Retirement modelling

- How many people are you expecting to leave the workforce in the next 5-10 years?
- How many people do you need to start recruiting and training now (at what level) in order to fill this gap?

Skills

- What new or 'shortage' skills does, or will, the organisation need?
- Can you 'grow your own' or develop these skills in house (much cheaper) in the timeframe required?

Business strategy / growth

- If the organisation grows in line with your current strategy/growth plans what levels of resource will you need beyond the current employee base?
- By when and where?

Succession planning

- Where do you have limited options to fill junior and mid-management roles with internal candidates?
- Where do you frequently have to go external to fill roles and pay agency fees?
- Can you develop a pipeline to fill those roles in the next 3-5 years?

Certification

- Do any clients (current or potential) require a number or percentage of staff to possess certification, qualification or Chartership levels?
- Could you build qualifications into entry programmes to achieve or maintain those targets?



We hope it helps!

We're here if you'd like to know more or have chat over a cuppa about developing your strategy

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