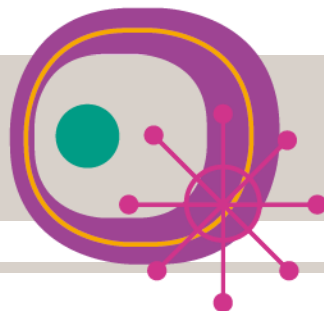




gradconsult



Six factors to inform an early careers strategy

Last updated: October 2022

VERSION 3.0

Using this model

- This model can be used in focus groups, workshops or as a discussion document
- It is thematic. It groups the six 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

Six factors to inform an early careers strategy

Age demographics

How many people do you expect to leave/retire from 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?

What are the birth rates like nationally in terms of numbers of older v younger workers?

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 growth / strategy

What resource will you need beyond the current employee base to meet growth plans?

By when and where?

Succession planning

Where do you have limited options to fill junior/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?

Certifications

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?

Culture

Are you driving cultural changes in innovation, agility, cross collaboration or diversity?

If so, what role should your EC strategy be playing to support this culture change?

We hope it helps!

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

Rebecca Fielding
Managing Director

M: 07889 375 142

O: 0114 221 0242

E: rebecca@gradconsult.co.uk

T: [@gradconsult](https://www.instagram.com/gradconsult)

W: www.gradconsult.co.uk


gradconsult