



national graduate development programme

www.idea.gov.uk/ngdp



what is the ngdp?

The ngdp is a fast track development programme for high-calibre graduates wishing to pursue a career in management in local government.

With over 30 per cent of the local government workforce aged 50 or above and many due to retire soon, the sector is in danger of losing large amounts of knowledge and expertise. Without an injection of new talent into managerial positions, local government faces a lack of people to fill key posts.

The ngdp aims to recruit graduates who have the drive and leadership potential to develop a career in local government management and improve service delivery.

The programme is governed by a three-way partnership agreement between a participating local authority, their graduate – national management trainee (NMT) – and the IDeA.

Participating authorities employ the NMT and provide them with a variety of work placements, projects and development opportunities during the two-year programme. They also pay £2000 per trainee towards their development costs.

NMTs deliver high level work supported by an external mentor and the Graduate Leadership Academy, which includes skills training and a Postgraduate Diploma in Local Government Management, delivered by the Institute of Governance and Public Management at Warwick Business School.

The IDeA provides national marketing, recruitment, skills modules and funding for the postgraduate qualification.

what's in it for your authority?

Participation in the ngdp brings the following benefits:

- talented, ambitious graduates with leadership potential, a motivation to improve local public services and a fresh perspective
- a return on investment – 85 per cent of NMTs remain in the sector after the two years and possess a variety of transferable skills and experience, making them extremely employable in a range of policy and management roles
- a way of embedding longer term succession planning and retention strategies within your authority
- development for existing staff who are assigned to line manage NMTs
- enhanced reputation as an employer of choice within the graduate community
- access to national and regional networks and events in order to share experiences
- support from a dedicated ngdp team at the IDeA.

how can your authority get involved?

The ngdp recruitment process begins in the Autumn and attracts over 2000 online applications by the deadline in January. After progressing through a telephone interview, an assessment centre and an interview with a local authority in April/May, successful NMTs start work on the ngdp in local authorities in September/October.

Read more about participating in the ngdp and register your interest at www.idea.gov.uk/ngdp

Alternatively, contact one of the ngdp team on 020 7296 6461.

how to contact us

Please do get in touch to discover how we can help you:

telephone 020 7296 6880

email ihelp@idea.gov.uk

Find out more at www.idea.gov.uk