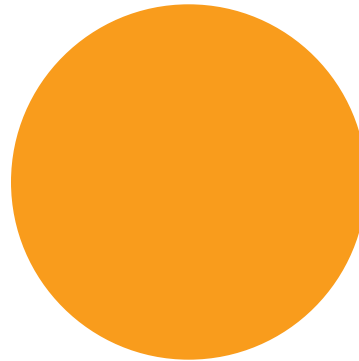


→ HELP FOR YOUR BUSINESS

AN INTRODUCTION TO GO WALES FOR EMPLOYERS

"I've been impressed with the dealings I've had with GO Wales. The service is very professional, providing support at every level."

Pauline McCarthy, Energy & Power Ltd



go
Wales

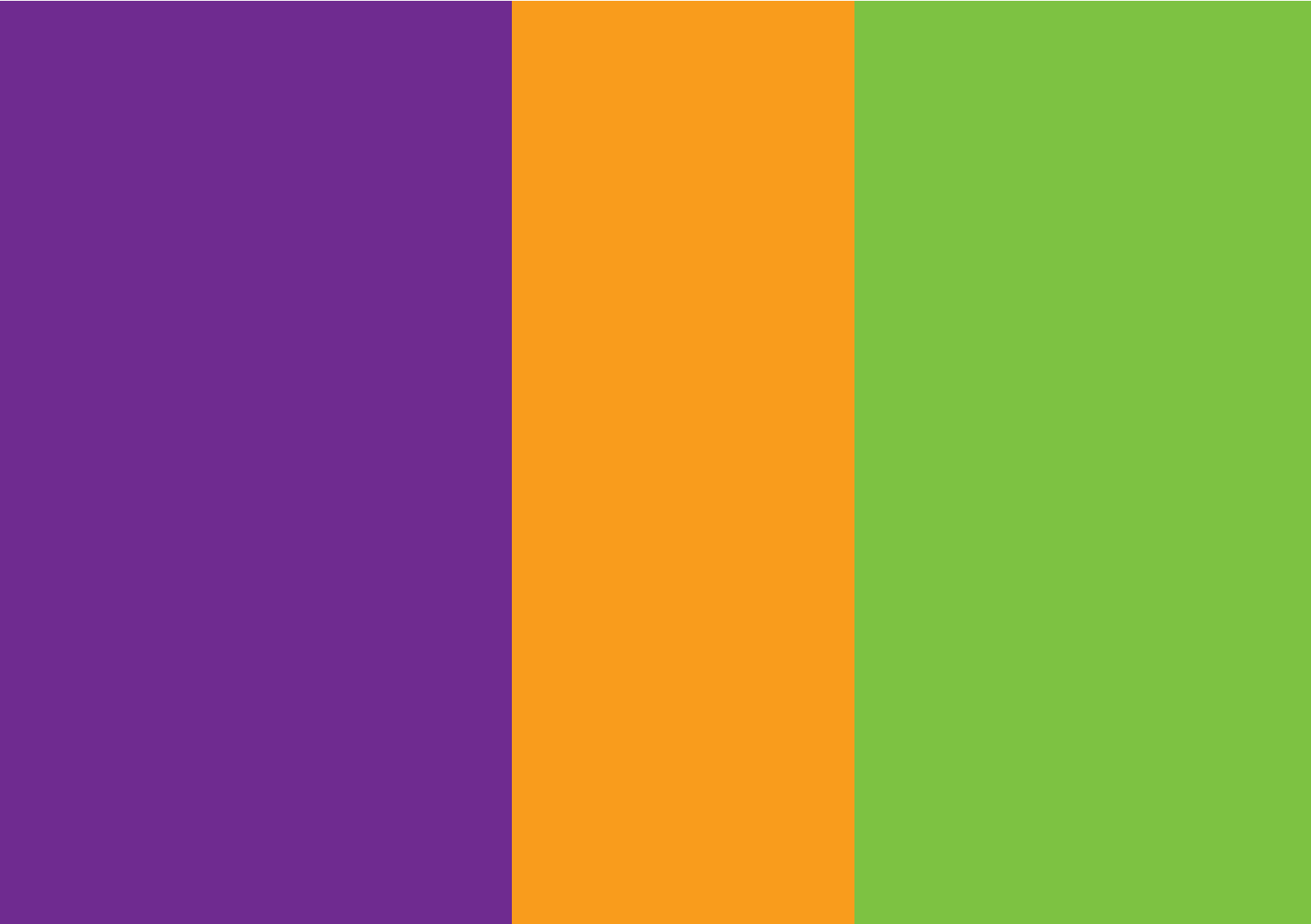
www.gowales.co.uk





**GO Wales is a much appreciated
scheme for our new business
venture.**

JPS Services, Swansea



What can a graduate do for your business?

Plan, achieve, succeed, learn, introduce, create, innovate, accomplish, complete, design, increase, enhance, boost, manage, help, enable, facilitate, prepare, implement, suggest, recommend, advise, inform, enlighten, research, instigate, excite, originate, stimulate, motivate, invigorate, advance, develop, expand, progress, evolve.



→ Help for your business

The GO Wales programme is funded by the European Union's Convergence Fund and the Welsh Assembly Government and delivered by the universities and colleges of higher education in Wales. It is part of a range of strategic initiatives designed to encourage and enable businesses in Wales, especially small to medium-sized enterprises (SMEs) to access and develop graduate-level skills.

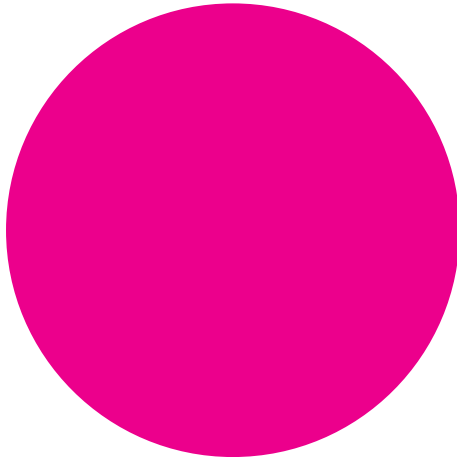
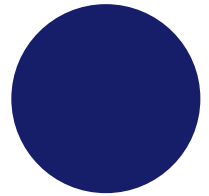
We offer a range of services to help you recruit, retain and develop graduate staff. You could benefit from hosting a work placement, offer work experience to a student or graduate, access funding for training of your graduate staff or advertise a graduate vacancy free of charge.

Thousands of businesses in Wales have already benefited from the GO Wales programme.



The placement has been of huge benefit to our organisation.

The Solar Design Company, Machynlleth



→ Work Placements

GO Wales work placements are designed to provide good quality experience for students and graduates and at the same time help businesses to benefit from high level skills and knowledge. A placement in your business could help it to develop and become more innovative.

Save Time

If you have a business idea but lack the time needed to get it off the ground then a student or graduate placement could be your answer.

Cost Effective

Most of our placements are subsidised.

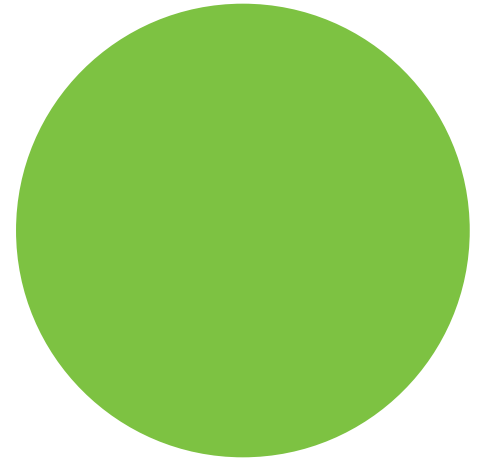
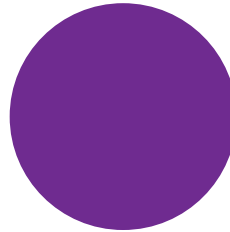
Access Skills

A higher education student or graduate can bring a host of benefits to your business such as the introduction of new skills and a new way of approaching a task. You can feel confident you have a capable person working at a higher-level to help you reach your business goals.



The work placement programme perfectly matches the needs of the company and employee.

i2L Research, Cardiff





How does it work?

Our work placements are fixed-term periods of employment in businesses and other organisations in Wales. They last between 6 and around 10 weeks and are normally full time (other flexible arrangements are available).

Your placee must be paid a minimum of £250 per week. Organisations are paid a subsidy towards this of £95 per week.

An organiser from your local university or college of higher education will work with you to develop a suitable placement and will support the placee while they are with you. No fees are charged for this.

What can be done during a Work Placement?

Placements are based around the completion of a single project, a number of smaller projects, or a number of discrete tasks, designed to provide good quality experience for the placee and some tangible benefits for your organisation. The best placements will:

- + Help to free up owners or managers time so that they can focus on business growth or consolidation
- + Help your company to expand
- + Help to develop new products or markets
- + Help to improve the management of your company and the efficiency of its processes
- + Contribute ideas and a creative spark
- + Undertake specific activities in relation to environmental impact and equal opportunities
- + Help the placee to hone their skills and apply their knowledge in a supportive work environment

→ Work Placements

The Process

If you have a placement in mind or would like to work with us to develop one for your business then please get in touch. We will advertise your placement vacancy on our web site and forward suitable CVs to you – you select and recruit your choice of candidate.

The placee will be your employee for the duration of the placement. There is no obligation to employ your placee after the initial work placement but this could be an opportunity to see if your business could benefit permanently from employing graduates.

Professional Development Award

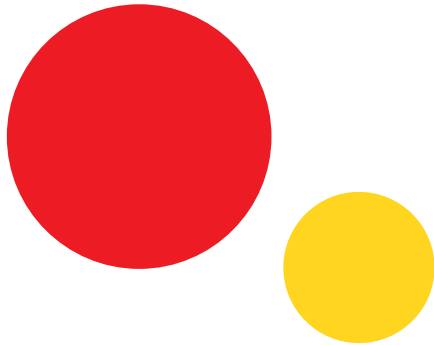
All students and graduates on a work placement take part in the City & Guilds Professional Development Award. This short work based award helps placees to learn from and reflect on their placement experience and is an important part of their development.

There is no cost to you or your placee.

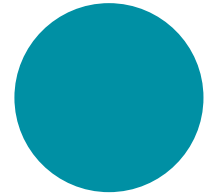


The PDA helps the employer to communicate with the candidate regarding what they are both intending to achieve during the placement and how best to get there. It also benefits the employer to have a graduate participating in the award as it means they are aware of what they are learning and continuously striving to better themselves.

Menter a Busnes, Aberystwyth



→ Work Tasters



These are flexible periods of work experience designed to provide students and graduates with a chance to observe and experience a particular career or working environment.

Students approach us to request work experience which meets their needs and our local organisers contact suitable organisations to see if they can help.

While on Work Taster the student or graduate can observe your work, carry out some tasks or complete a short project, under supervision.

After the Work Taster the student will have increased knowledge of your industry to help inform their career decisions. Here are some examples of recent Work Tasters:

- + Two days shadowing a local journalist
- + Two weeks during the Easter vacation experiencing the work of a web design company



Our student approached everything with enthusiasm during her Taster – we have been hugely impressed at the abilities of the Taster candidates.

Blanket Communication, Cardiff

→ Graduate Training & Development Fund

GO Wales can help SMEs in Wales to train and develop their graduate-level staff. We can provide financial support to help small businesses access training that they would otherwise be unable to afford. This will help businesses to retain and develop staff to help the organisation to achieve strategic business goals and maximise potential.



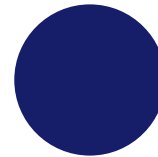
By improving leadership skills this will help develop staff relations with team members and clients; this will ultimately help the business to grow.

A2Z Computers, Newport who received funding to support the cost of training with the Institute of Leadership and Management

What training can be funded?

We can provide financial support for training to up skills and develop graduates working in SMEs.

- + We are able to fund training that provides a clear benefit to a small to medium-sized business in Wales
- + We are able to contribute 50% of the cost of agreed training to a maximum of £1,500 per graduate
- + Terms and conditions apply – for further details about the training we are able to support please visit www.gowales.co.uk/training





→ Vacancy advertising

GO Wales Jobs is the only FREE service dedicated to graduate recruitment in Wales. We advertise an unlimited number of graduate vacancies free of charge via our online vacancy advertising service.

The process is simple; email jobs@gowales.co.uk for a submission form and we will post your vacancy online to be viewed by thousands of students and graduates.



We had a number of strong candidates referred from your website and will definitely use GO Wales again.

Empower, Brecon



www.gowales.co.uk

Graduate Skills for Business

0845 225 60 50

info@gowales.co.uk



→ Graduate Academy

What is the Graduate Academy?

A totally new service to the UK. We invite graduates to apply for our Graduate Academy and select those we feel have great potential. They then undertake a period of intensive study designed to improve commercial awareness and general business and management skills. This is followed by a period of work experience with a local employer.

Throughout the year, we place graduates with selected local employers for a 4-week period of unpaid work experience. *Could you host a Graduate Academy participant in your business?*

The benefits	
You will:	Your graduate will:
Benefit from new skills, ideas and insights	Build greater commercial awareness
Try out a graduate you could possibly employ in the future	Apply theory to practical situations
Explore how a graduate could contribute to your business	Develop key personal skills required in the workplace
Have a project completed in your business. This will be something you either cannot do or do not have time to do in-house with current resources	Gain an Institute of Leadership & Management qualification

This document is available online, in large print, on electronic CD, and in Braille and DAISY (digital audio). Should you or someone you know require this in an alternative format please contact us on 0845 225 60 50 (voice), via RNID Tynetalk (18001) 0845 225 60 50 (text) or email info@gowales.co.uk