

RISE SCR 15: Outline for SMEs

This document gives SMEs (small-medium sized enterprise) a short, factual introduction to the RISE graduate placement scheme. Much more information and background can be found on the RISE website pages: www.RISESCR.co.uk.

What is RISE and why are you doing it?

RISE aims to better connect the region's greatest assets, our businesses and graduates in a 'city region-wide graduate scheme' for SMEs. It is a collaboration between city region local authorities and partners, The University of Sheffield, Sheffield Hallam University and the private sector. We are working together to make it easier for you to attract, recruit, train and keep graduates in your business. We have helped to fill over 300 roles since RISE started.

Is my business eligible?

You are eligible for support if you:

- Have less than 250 employees
- Are based in the Sheffield City Region
- Are new to graduate recruitment or looking to recruit them in new ways

You can come from any sector and are likely to be experiencing a period of growth or upcoming demand that would justify taking on some additional talented resource. Although we try to accommodate all requests, we are publicly funded and try to help as many SMEs across the SCR as possible, so we might not be able to help you on every occasion.

What is an internship vs a permanent role?

An internship is a flexible period of work for a graduate, normally after graduating. There is no set time for an internship but we recommend it is a minimum of six months in order to get a reasonable return on the initial training you will need to do. They can often attract some form of funding. We particularly recommend graduate internships to SMEs looking to recruit a graduate for the first time as it is a great way to train and test out potential future employees with minimal risk. For graduates, they offer a 'foot in door' after graduating, getting that all important experience on their CV. Of course, if you would feel more comfortable offering a permanent role with a 6-month probationary period, that is absolutely fine.

What do I get?

If you participate in RISE SCR you will get:

- The support of a graduate recruitment/development consultant from end-to-end
- Support to spec out the role the graduate will do and writing the advert
- In-house training and development graduate scheme and materials
- Job advertising as part of the city region-wide, high profile RISE campaign
- Screening of the application forms, video interviews and assessment centres
- An employer briefing, providing useful information for final interviews and graduate development
- A shortlist of candidates to interview and select from
- A 1 day launch event for your graduate
- A £1,000 wage subsidy for the first graduate you recruit through the scheme
- Opportunities for you to network, learn and share with other SME owners in the city region
- Positive press for your organisation through case studies and PR

What do I have to put in?

There are four things you must give a graduate as part of this scheme:

1. An induction
2. A line manager
3. Some good quality work for them to do
4. An appraisal

Whilst there is a wage subsidy towards employment costs, you will pay their salary and employers national insurance. The exact salary will be up to you (though should be £15,500pa minimum), according to the skills you require, internal benchmarks and budget, so we can't say exactly how much it will cost, but here is an indication:

Pay £16,000pa (the average for a generic placement in Sheffield) for six months = £7,960* pay
 £21,000pa (for specific skills, degrees or shortage areas) for six months = £10,760* *including
 12% employer NI contributions and minus the £1K wage subsidy.

The exact start date, end date and length of the placement will be up you, your needs and budget.

What will happen and when?

Dates	Details	Actioned by
1 st Feb – 13 th March	Scoping roles and writing adverts	RISE/Employer
19 th March – 9 th April	Advertising of all roles	RISE
Thurs 29 th March	Employer briefing	RISE/Employer
14 th – 17 th April	Video interviews	RISE
23 rd – 27 th April	Assessment centres	RISE
Weds 2 nd May	Employers receive candidate packs	RISE
3 rd – 18 th May	Final interviews	Employer
Weds 6 th June	Business induction (for interns)	RISE/Interns

What kind of graduates will you attract/recruit?

We are looking for all the hidden gems out there - graduates with a positive attitude, determination and the motivation to learn and succeed. The great people that the big recruiters miss because they don't fit the corporate mould. For example, graduates that:

- are self-starters that don't want to work in large corporates
- are very bright and hardworking but may not have perfect academics
- have been doing other challenging stuff alongside their studies like working part-time jobs, leading projects, volunteering, caring or excelling at sport
- are an experienced or career-change graduate looking to get into something completely different
- want or need to stay in the Sheffield City Region area
- are driven, business focused, professional and able to work well in a team

Who can I contact to find out more?

RISE Project Manager: Gabi Binnie	07837 002 886	gabi@gradconsult.co.uk	0114 221 0242
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Finally, you are welcome to join the RISE SCR group on LinkedIn for updates on the scheme and other graduate employment opportunities in the region. <https://www.linkedin.com/groups/4925451/profile>