

# 6 steps to a successful Early Careers Programme



01

Define an early careers strategy that the board signs up to and assign exec and local ambassadors

04

Create recruitment processes that enable you to attract a diverse range of Talent

02

Create clear pay and progression model for development including policies and processes for managers

05

Run a smooth recruitment, onboarding, preboarding and induction process

03

Raise awareness of early careers, growing reputation internally and externally

06

Create a strong Community through a range of initiatives to establish a cohort feel