



Leadership Academy

Graduate Management Training Scheme (GMTS)

September 2020 Intake

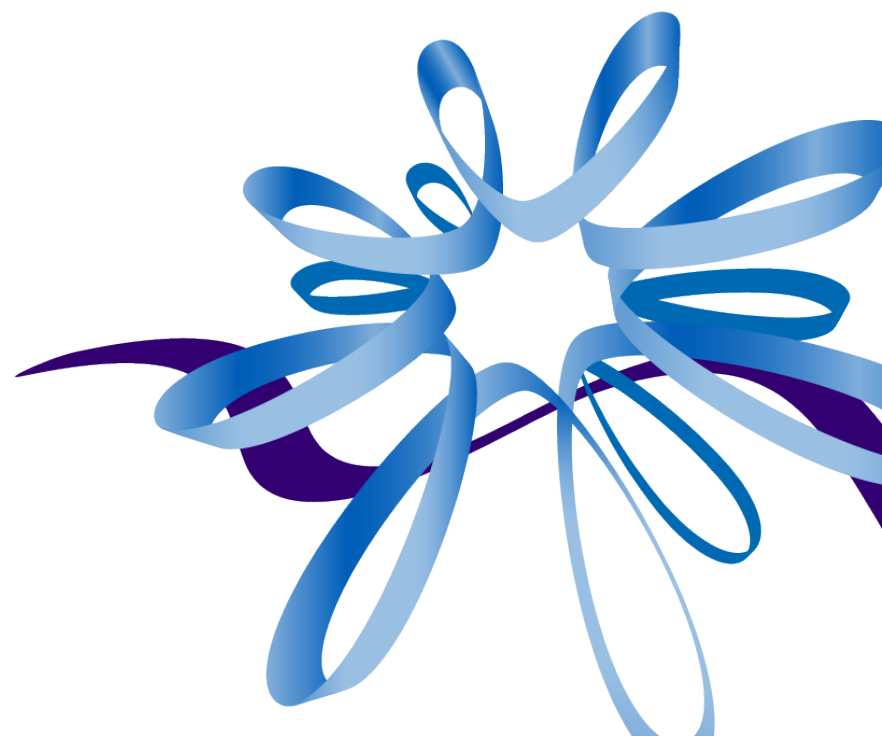




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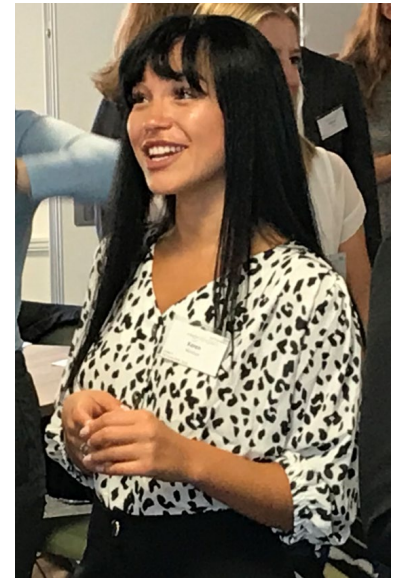


GMTS and university graduates

- What is the GMTS?
- Expansion of GMTS
- Is GMTS for you?
- What current trainees think
- The selection process
- How we support you through the GMTS
- Answering graduates' questions



Class of September 2019 ... Day 1



The NHS Graduate Management Scheme (GMTS) today



61 years

**With NLA
since 2012**

PURPOSE
To recruit
and
develop
NHS
leaders

**Multi
award
winning
graduate
training
scheme**

**High
quality
non-
clinical
training**

**2019
intake up
to 500
trainees**

**Current
campaign
is for
September
2020**

What is the GMTS?

An award-winning leadership development programme

Experience | Development | Training

- On-the-job training and experience
- Academic post-grad level qualifications
- Professional study and qualifications
- Early leadership responsibility
- Three placements

Duration

- 2 years long
- 2½ years for Finance trainees

Benefits

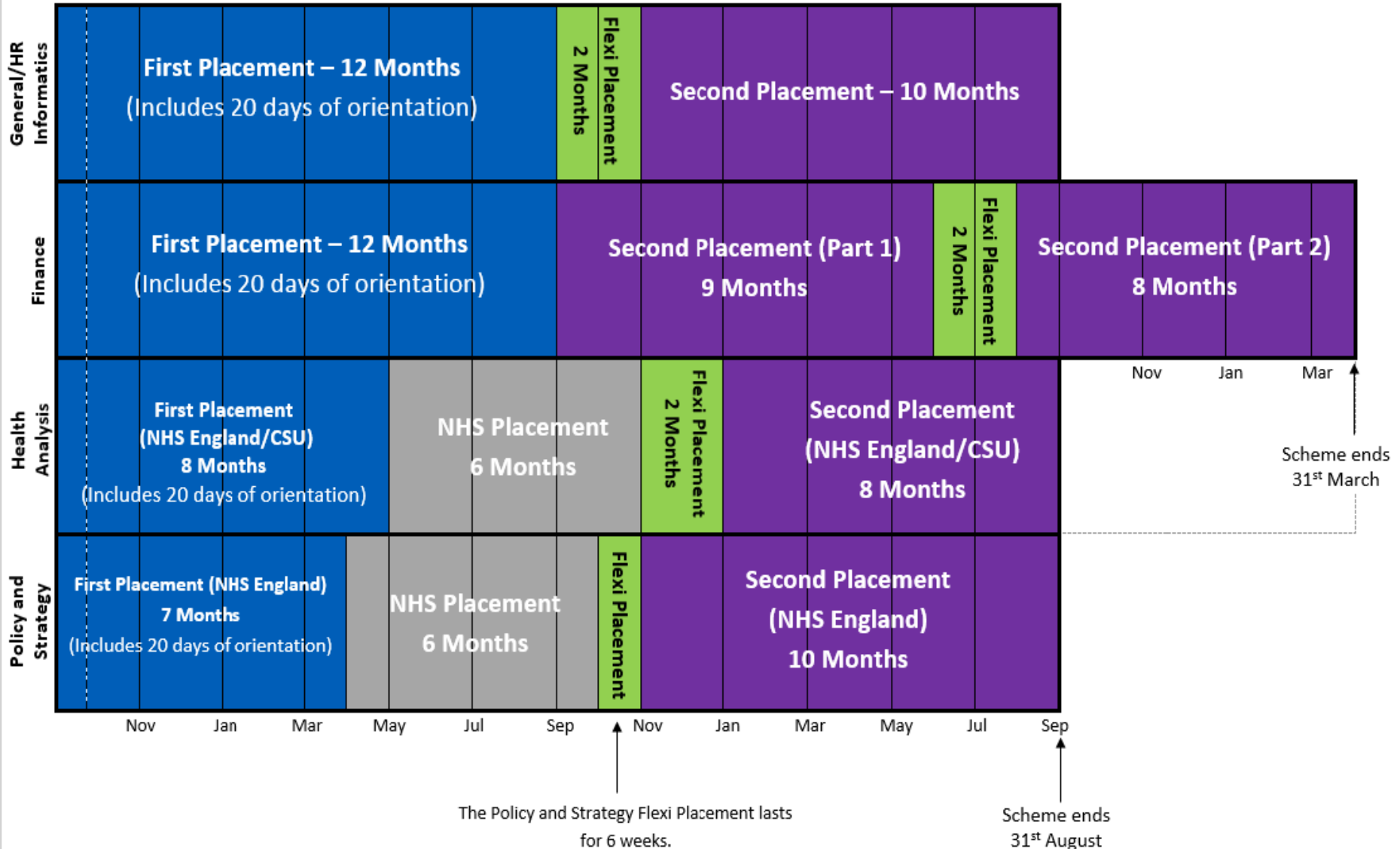
- c.£24k salary (plus allowances)
- 27 days annual leave + bank holidays
- NHS Pension
- Funded study package with leave
- Protected pay (Conditions apply)

Six specialism areas for September 2020

1. General management
2. Finance
3. Human resources
4. Health informatics
5. Health analysis
6. Policy and strategy

GMTS Placement Structure*

* Illustrates September 2019 intake



GMTS | Recognition



Leadership Academy

Graduate Management
Training Scheme

Recognised by graduate applicants and industry experts as one of the leading graduate development schemes in the UK. We came 5th in the 2019 The Times Top 100 Graduate Employers.

Researching The Times Top 100 Graduate Employers

THE **TOP 100** The Times Top 100
GRADUATE EMPLOYERS

2018

1	2	CIVIL SERVICE
2	1	PWC
3	3	ALDI
4	5	GOOGLE
5	7	NHS
6	8	KPMG
7	6	DELOITTE
8	4	TEACH FIRST
9	12	BBC
10	13	J.P. MORGAN
11	9	EY



GMTS – an overview

- **61 years old, only 10 fewer than the NHS**
 - Has always recruited graduates
 - Part of the NHS Leadership Academy since 2012
- **500 Trainee placements**
 - 250 trainees will start in March 2020
 - 250 places available for September 2020
- **Applications are open for Sept 2020 intake**
 - Six specialisms available
- **Open to all graduates**
 - With any degree, minimum 2:2



GMTS | Expansion - the numbers

2017

- **100** trainees entered GMTS

2018

- **17,000** expressed interest for 200 places
- **9,000** applied
- **1,300** organisations expressed an interest to host trainees

2019

- **500** places in the GMTS Expansion
- **840+** applicants were invited to Assessment Centre
- **262** Trainees started GMTS in September 2019
- **22%** from BAME background - successful compared to just 11% of current BAME representation at senior levels.

2020-22

- **500** places annually

Why are we expanding GMTS?

NHS Leadership Review | Lord Rose, 2015

Recommended GMTS review

“Attract and develop a leadership pipeline ... that increases our pipeline tenfold”



NHS Providers Conference | Jeremy Hunt, 2016

“Urgently need to expand the number of high-calibre graduates entering the NHS”



FMLM Conference | Matt Hancock, 2018

HEE to double GMTS intake to 200 in 2018

“Make a sustainable (leadership) system by increasing the numbers to 500 annually”



NHS Long Term Plan 2019

GMTS Expansion important to nurture the next generation of senior NHS leaders.



GMTS - Is it for graduates?



Leadership Academy

Graduate Management
Training Scheme

No ordinary leadership scheme

You will

- Experience situations you've never come across before
- See other ways the NHS works to support and care for patients from all backgrounds, with all kinds of health and wellbeing needs.



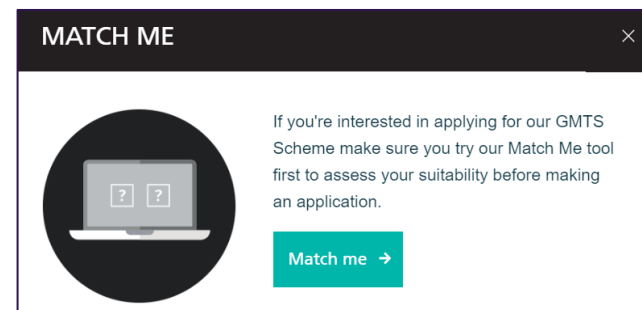
GMTS is

- Hard work alongside academic and professional studies
- Emotionally demanding
- An award-winning scheme
- Always rewarding ... for those who've got what it takes



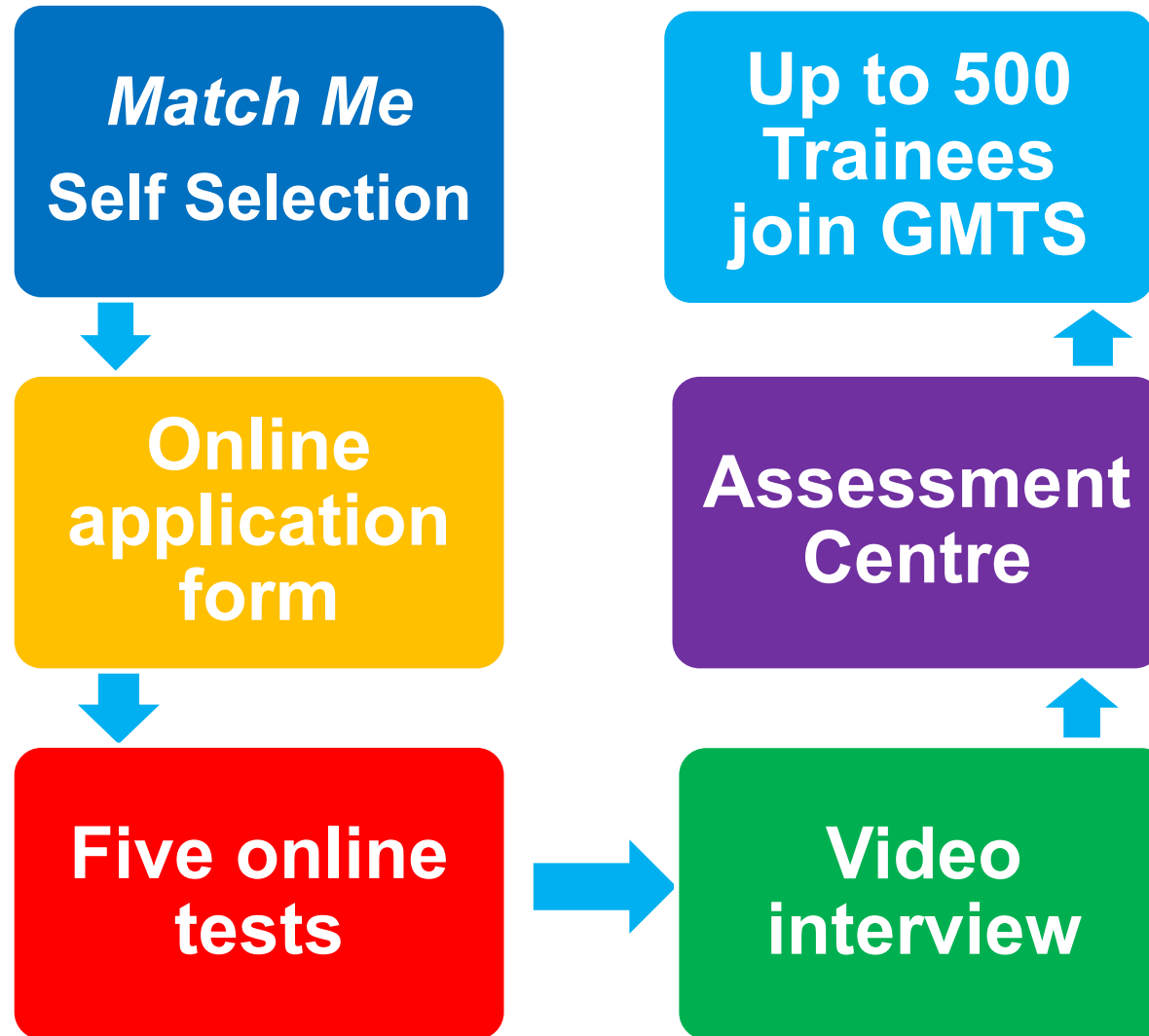
Use the MATCH ME online tool

- See what GMTS could involve day-to-day
- Tell us how you'd respond
- We'll tell you if you're suited to GMTS



Key information

GMTS 2020 Recruitment and Selection



Pre-employment

The pre-employment process is the same for all Trainees, in line with NHS Employment Checks standards:

- Two satisfactory references
- A traceable 3 year history
- Medical Clearance (Occupational health check)
- Proof of Identification
- The Right to Work in the UK for the duration of the scheme
- Proof of degree qualification
- “Standard” DBS Check



Supporting your GMTS journey

All GMTS Trainees are supported the same way

PEOPLE	ROLES
GMTS Trainee	Actively participate in your development
Host organisations	Facilitate and support development of you as future NHS leaders
LLAs	Identify/assure placements and support managers
Programme Managers	Overarching support and facilitation of your Scheme
Placement Managers	Day-to-Day management for each placement
Regional Trainee Support Manager	Support GMTS trainees on all aspects of your Scheme
Mentor	Support your career and personal development
Buddy	Answer your practical Trainee questions
Higher Education Institute	Provide your academic education and training



Questions asked by graduate candidates

When can I apply?

- Applications have already opened and will close on 18 December 2019 - strict deadline - no exceptions
- Applications are online only

Applications and online tests	Assessment Centre in London	Offers subject to checks	GMTS starts
14 Oct 2019 -	9 to 27 March 2020	May-June 2020	21 September 2020

Do I need a degree?

- Yes, a 2:2 degree in any subject as evidence of academic study
- Parity for all GMTS applicants

Do I need to resign my current job to join GMTS?

- Normally, yes*
- 24-30 month contracts for GMTS
- NHS Business Services Authority employ all GMTS Trainees

*Secondments are welcome. These are a local agreement made at your employers discretion, arranged directly and must be confirmed in writing before any GMTS final offer is made

September 2020 timeline

Dates	Activity
14 October 2019	Applications open for the September 2020 intake
	<p>You'll have ten calendar days (including weekends) to complete five online tests.</p> <p>If successful, you'll be automatically invited for a video interview. You'll have 10 calendar days to complete your video interview.</p> <p>We strongly advise that you <i>do not</i> leave the tests or video interview until the last minute.</p>
18 December 2019	Applications close for the September 2020 intake.
9 to 27 March 2020	<p>GMTS Assessment Centre.</p> <p>You'll be required to book your date online and attend for one day.</p>
May-June 2020	Successful candidates receive offers for a GMTS Trainee placement in their region
July-August 2020	Pre-employment checks for all candidates holding offers
21 September 2020	Official start date for GMTS September 2020 intake and welcome event



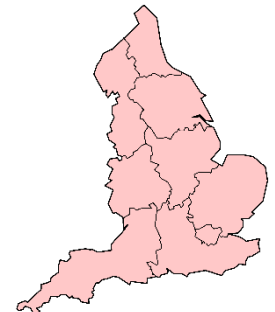
When would I start GMTS?

- Offers out in May-June 2020 for a **21st September 2020** start
- Consider March 2021, if September 2020 is too soon



Placements in my region?

- Usually anywhere in England
- However, we will consider special personal circumstances such as caring responsibilities.



Locations



GMTS | Apply

- UK leading leadership and development programme
- 2 years+ direct experience
- Professional and academic qualifications
- Support finding your next role post GMTS
- Apply for September 2020 **or** March 2021 **NOT BOTH**

Read and apply online
www.nhsgraduates.co.uk



Contacts

More information about the GMTS scheme can be found [here](#), and our FAQs are [here](#).

Useful contacts:

<http://www.nhsgraduates.co.uk/faqs/useful-contacts/>

graduateenquiries@leadershipacademy.nhs.uk

graduatescheme@leadershipacademy.nhs.uk

You can keep up with us and also contact us on



@NHSGradScheme



Leadership Academy

Comments / Questions

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Closes 18 December 2019

www.nhsgraduates.co.uk

www.leadershipacademy.nhs.uk

