



The Local Government Graduate Programme

Impact.

The Local
Government
Graduate
Programme

Agenda

- Welcome
- What is Impact?
- Why get involved?
- Timeline
- Next Steps
- Partner Council Perspective:
 - Warwickshire County Council
- Q&A / Close

What is Impact?

- 2-year graduate development programme for local government
- 8000 graduate applications per year
- Rigorous, competitive national recruitment process, matching high calibre candidates with councils
- Learning and development & CMI Level 7 qualification



Why become a partner council?

- **Build crucial capacity** – develop a pipeline of future talent in the workforce
- **Making recruitment easy** – national pool of high calibre graduates
- **Value for money** – cost effective national marketing and recruitment
- **Flexibility** – options to suit different councils needs



Application timeline



From October 2025 until early January 2026:
Application and Situational Judgement Test (online)

From January 2026: Video Interview

Feb-March 2026: Virtual Assessment Centre
27 February 2026: Deadline for council sign up

April 2026: Networking with councils and local interviews

May/June 2026: Interviews with local councils and job offers

Summer 2026: Pre-employment checks & onboarding

Autumn 2026: Cohort 28 start work in their councils

How to get involved

- Have discussions internally about where graduate/s would be well placed in your organisation & who may be best placed to coordinate
- Consider whether you can use current vacant posts to adapt to utilise for these programmes
- Consider how the post/s would be funded
- Ensure you have sign off from senior management to participate
- Complete the brief [sign-up form](#) by February



Partner Council Perspective:

Lou Richardson
Corporate Policy and Strategy Manager

George McVerry
Corporate Policy and Strategy Manager

Warwickshire County Council

Thank You

Get in touch:

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Sign up by **February 2026**

