

# South East Graduate Management Training Scheme – FAQs

## Hosting a trainee

### Why should your organisation / system be involved?

As an organisation / system a trainee can provide new thinking and solutions to projects including ways of working, not only through their experience on the scheme, but through questioning and trying to find more efficient ways to improve the service for patients, whilst providing a talent pipeline of future leaders in the NHS. [Read here](#) to find out more about how hosting a trainee will benefit your organisation.

### Who can apply to have a trainee?

Any NHS organisation can apply to host a trainee as a Lead Organisation. A lead organisation is the primary organisation / system which on behalf of themselves and the partner organisation(s) is responsible for sourcing the second placement and to ensure all placements provide the best opportunities for the trainee.

The lead host organisation generally will be the first placement, however this is not mandatory. It is also possible, and actively encouraged, for lead organisations to work across the system to provide experiences in other areas, for example Primary Care. The trainee should gain experience in both an operational setting as well as strategic, and this is usually reflected in the individual placements offered.

### What is a placement?

There are typically two distinct placements (dependant on specialisms), usually in different organisations, which organisations are requested to provide a statement of commitment for. There is a further flexi placement which is sourced by the trainee, which lasts for two months. One placement should always be operational, and we would recommend this is the first placement as some trainees will not have NHS or any work experience when they join the scheme. Second placements generally have a strategic focus.

[Click here](#) to view Placement Structure Charts for March and September starts.

Please note: Due to academic calendars only General Management, Human Resources and Finance can commence during the March cohort.

## Keep in touch:

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## What makes a good placement?

There are many different elements that create a successful placement and the key areas to ensure the most successful placement are:

- A broad range of experiences to help develop and challenge the trainee that also support the required competencies and educational element of the scheme
- Experience in both an operational and strategic environment
- A Committed placement and programme manager
- Full integration within the team
- Having a specific job role / title
- Have a job description, clearly defined work objectives and assigned projects that support the required competencies.

## Interested in becoming a host or would like more information?

If you are interested in becoming a host or would like further information, please contact Alastair Boothroyd or Christina Simcox [gmts.selll@leadershipacademy.nhs.uk](mailto:gmts.selll@leadershipacademy.nhs.uk).

If you decide to host a graduate, you will need to complete a statement of commitment.

You can access the application form online. Please [click here](#) to start your application.

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