



Academic excellence for  
business and the professions

# 2021 GradVantage

in conjunction with the Santander  
Universities Employability Scheme



**GradVantage is an award nominated careers initiative from City, University of London which provides employability support for first degree graduates from underrepresented and BAME backgrounds. Successful completion of the programme will allow graduates to apply for four-week, paid work placements with employers.**

## Santander Universities Employability Scheme

As a partner of Santander Universities, City can provide businesses with funding from Santander to support recent graduates with four-week, fully-funded work placements.

Santander Universities support employability and in 2012 launched the SME Internship Programme. Now the Santander Universities Employability Scheme, it is an entrepreneurial work placement programme that provides recent graduates with paid work experience over the summer with local businesses. Any eligible business\* will benefit from full funding to hire a graduate on a suitable work project opportunity for the business. The graduate will be employed and paid by City, University of London's in-house temporary recruitment function, Unitemps. The pay rate for each placement will be £12.16 per hour and the graduates will be required to work a maximum of 35 hours per week.

\* Organisations must be registered and based in the UK. Eligible organisations include companies, sole traders and partnerships. Hosts must have employer's liability insurance and public liability insurance. The placement opportunity must be a specific work project, suitable for an entry level graduate.

### GradVantage team

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**Find out more**  
[www.city.ac.uk/santander-internship-funding-smes](http://www.city.ac.uk/santander-internship-funding-smes)

# The GradVantage Programme

## Graduates on the programme receive:

- One-to-one career coaching with a dedicated professional careers adviser
- CV advice
- Exclusive access to career-readiness workshops
- The opportunity to apply to exclusive fully-funded work placements
- Graduates who secure a placement will undertake up to four-weeks work experience with the host business, starting from July 2021.

## Benefits to businesses

- Full funding is provided by Santander and City, University of London Innovation fund for a four-week work placement, up to £1704.20
- Make a difference and enhance your Corporate Social Responsibility and Diversity agendas
- No recruitment or advertising costs
- Access to career-ready and engaged graduate talent who have finished their studies and are available for work
- Provide valuable work experience for graduates who come from under-represented backgrounds
- Promote your organisation to our students and establish a long-lasting partnership with City
- Have the opportunity to hire the candidate or extend their placement after the four-week period
- Support to host a remote work placement.

## Employer Feedback

“The GradVantage Programme allowed us to test candidates prior to offering them graduate positions at the company. Our intern has been a great asset to the company, he has created advanced excel spreadsheets and run financial analysis on large data sets. He has really grown in confidence during his time with KSEYE.”

**KSEYE, Finance Bridging Lender**

In 2019/20, 100 students benefited from the GradVantage Programme, 18 obtained a paid graduate internship with a SME employer, of which 8 turned into permanent or extended employment with the company.

This year we have funding for 22 four-week work placement opportunities with graduate students who gain a place on the GradVantage Programme across:

- School of Arts & Social Sciences
- The Business School
- The City Law School
- School of Mathematics, Computer Science & Engineering.

## Get involved

Work placements should be suitable for a recent graduate, with limited previous work experience, from one of our listed Schools. The placement should enhance graduates' core employability skills and help them develop confidence and commercial knowledge.

Due to the ongoing uncertainty surrounding Covid-19 we would recommend your work project is based remotely.

If you think you have a suitable work project to offer our new graduates which can start from July 2021 or have any questions about the programme please get in touch.