

# **AD FEATURE: Venture Graduates scheme is propelling business growth in Cardiff**

Cardiff Capital Region's Venture Graduates scheme is a one-stop shop to support the growth of businesses in the region and secure industry roles for talented graduates.

It provides a fully funded service to support businesses to propel their growth, helping to save costs and time while selecting the most skilled and talented graduates that match a business' requirements.

The scheme's services include:

- Advice and support in creating graduate job descriptions
- Sorting through applications and creating a shortlist of candidates for interview
- Ongoing support during the graduate's employment
- A fully funded Microcredential qualification for graduates
- Extensive advertisement of the graduate position delivered in partnership with the four universities in the region and beyond
- Marketing and PR opportunities to raise the business' profile

211 graduates have already been appointed across the Cardiff Capital Region (CCR) through the scheme, helping a wide variety of businesses including start-ups, micro-businesses, SMEs and larger businesses to grow.

## **The right graduates for businesses**



Venture Graduates' specialist scheme is designed to help attract, hire and develop the right graduates for businesses, boosting not only the business individually but also promoting work across the region.

The team continuously generates opportunities with employers across the region to find the best and most suitable vacancies.

Once a vacancy has been identified, they will create a professional recruitment advertisement and provide support in promoting the position across leading recruitment channels, key social media campaigns and graduate networks.

Utilising their exclusive partnerships with local universities, Venture can reach the most suitable graduates out there and identify the perfect candidate through job-specific assessments and professional interviews.

Once the vacancy has been filled, businesses will be provided

with a tailored development plan and ongoing support to ensure that the new appointment adds value to the company from day one.

## **Tremendous confidence**



Venture also equips graduates with skills that businesses are actively looking for and may be struggling to recruit for, again creating the most appropriate candidates to propel business growth and supporting graduates in securing their first job.

Rowena O'Sullivan, CCR's Skills and Talent Manager, said: "This scheme offers detailed support in every aspect of the recruitment process to ensure that our thriving businesses can continue to be nurtured.

"Many graduates struggle to get their foot in the door

straight after their studies, so the scheme aims to equip them with the most desirable and applicable skills to businesses so that they can get started in their careers.

“We have tremendous confidence in our upcoming graduates, and we also know how difficult the recruitment process can be for busy businesses, so we want to offer as much support as possible.”

## **The natural place to be**

Cyber, one of CCR’s priority clusters, is a thriving and developing industry in the region. Venture Graduates has a reputation for supporting businesses in this sector by connecting them with talented and enthusiastic graduates.

Cybersecurity firm Socura has relocated to Cardiff to benefit from the local cyber ecosystem. The business aims to make the digital world safer and has recently taken on a skilled graduate via Venture Graduates to support its mission.

Andy Kays, CEO of Socura, said: “We relocated our HQ to Cardiff due to the exciting cyber ecosystem in the area and the great investment the Welsh Government was making in the industry. It felt like the natural place to be.”

## **Find out more**

If you are an employer looking to add a fresh face to your team, or a recent or upcoming graduate looking to get a foot in the door, visit [www.venturewales.org/graduates/employers/register-your-interest](http://www.venturewales.org/graduates/employers/register-your-interest) or contact [venturebusinesses@cardiff.gov.uk](mailto:venturebusinesses@cardiff.gov.uk)