

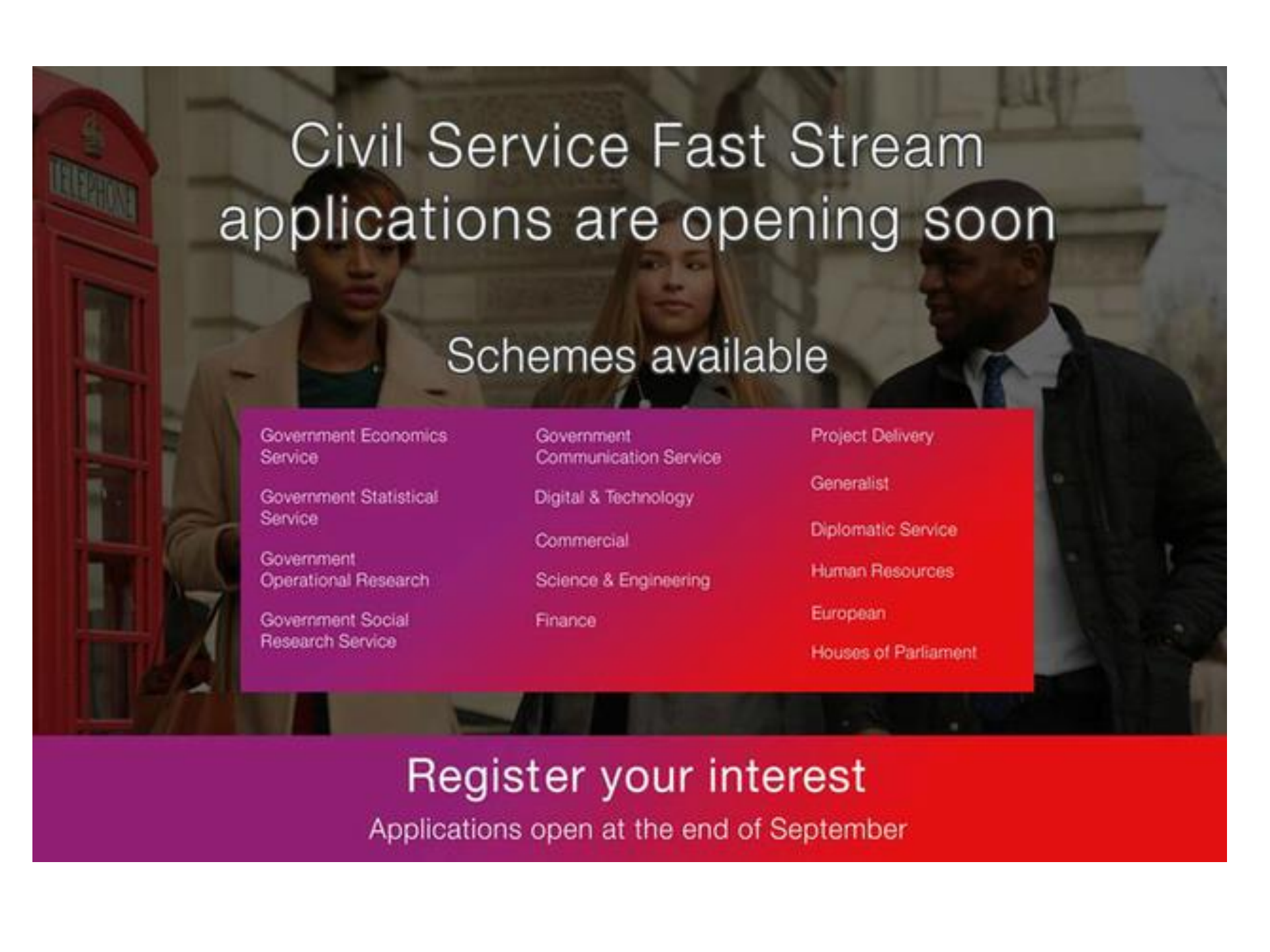


Civil Service  
Fast Stream &  
Early Talent



# Maximising social mobility

Phil Wilson, Fast Stream Chief Assessor and  
Chief Psychologist – UK Civil Service Fast Stream



# Civil Service Fast Stream applications are opening soon

## Schemes available

Government Economics Service

Government Statistical Service

Government Operational Research

Government Social Research Service

Government Communication Service

Digital & Technology

Commercial

Science & Engineering

Finance

Project Delivery

Generalist

Diplomatic Service

Human Resources

European

Houses of Parliament

## Register your interest

Applications open at the end of September

# Recognition



## Defining:

**Social mobility is about each new generation benefiting from more and better opportunities to get on in life.**

*Panel on Fair Access to the Professions*

**Where social background does not define an individual's future opportunities, but instead the individual defines them.**

*CAPP*

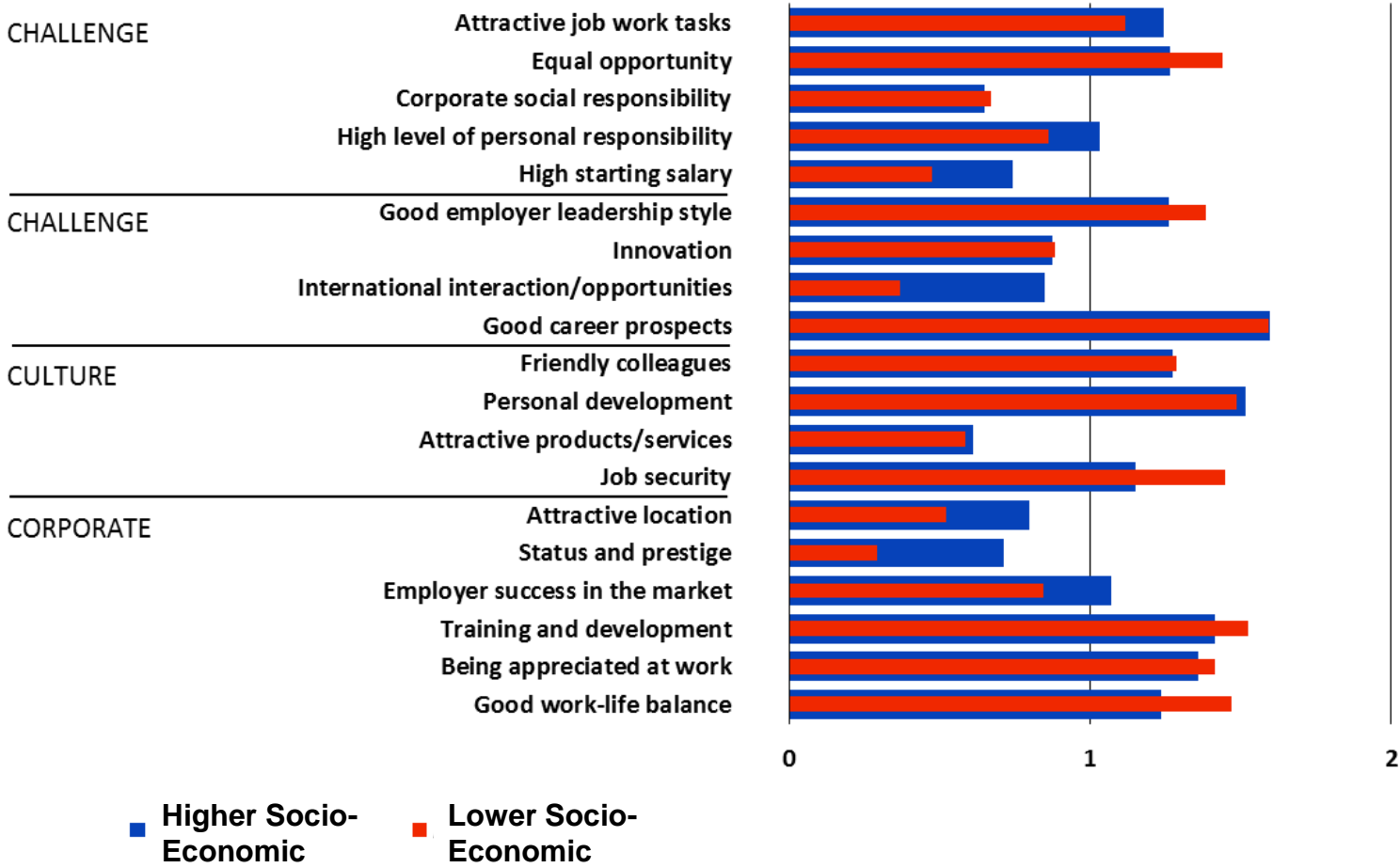
*“Having people that have experienced poverty, experienced insecurity, and bringing those lived experiences into the policy making discussions could have a huge impact.”*

*“People from where I live would never dream of going into the Civil Service, because they've never even heard of it, or don't realise that it's open to them.”*



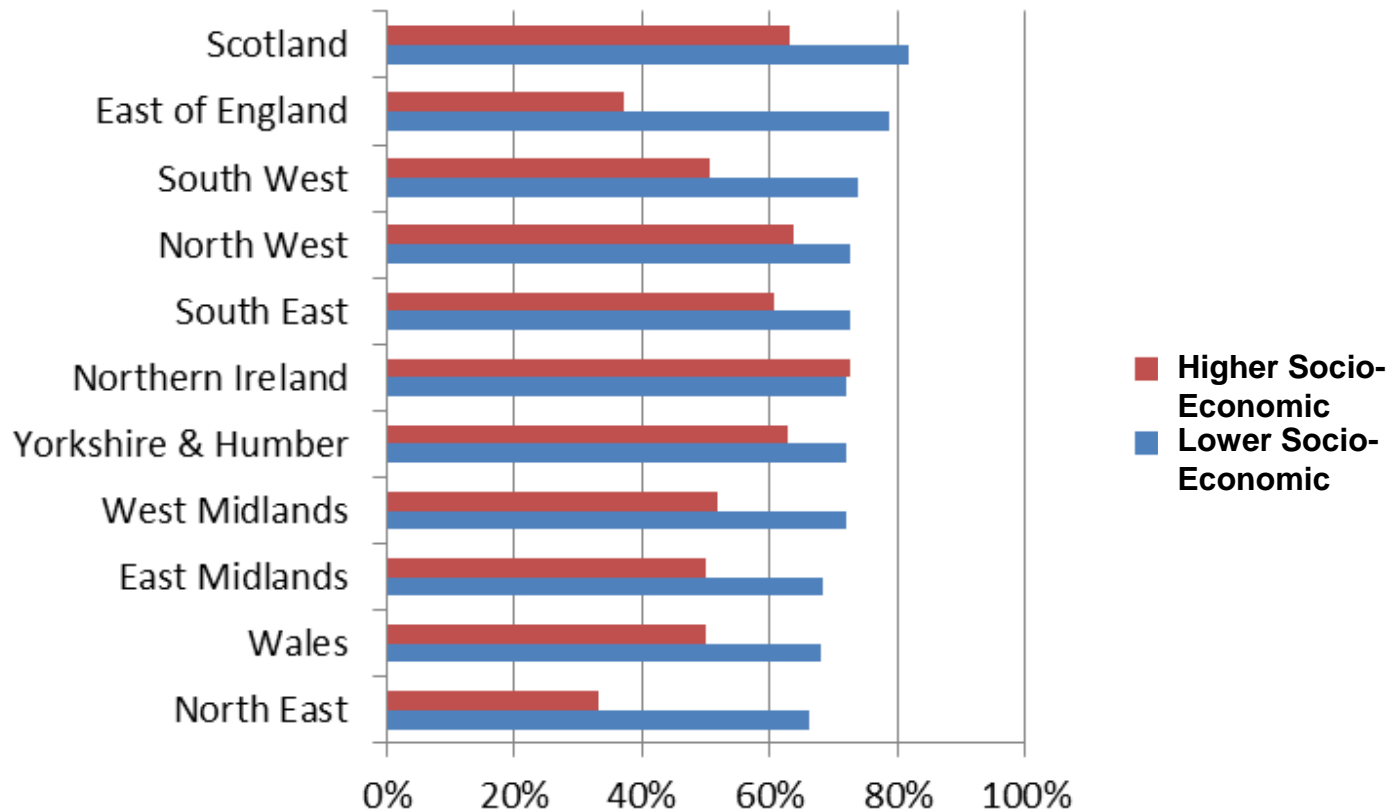
# Drivers of employer attractiveness

## Higher Socio-Economic vs Lower Socio-Economic students



# Which students want to stay in their region of origin?

*Higher Socio-Economic vs Lower Socio-Economic students*



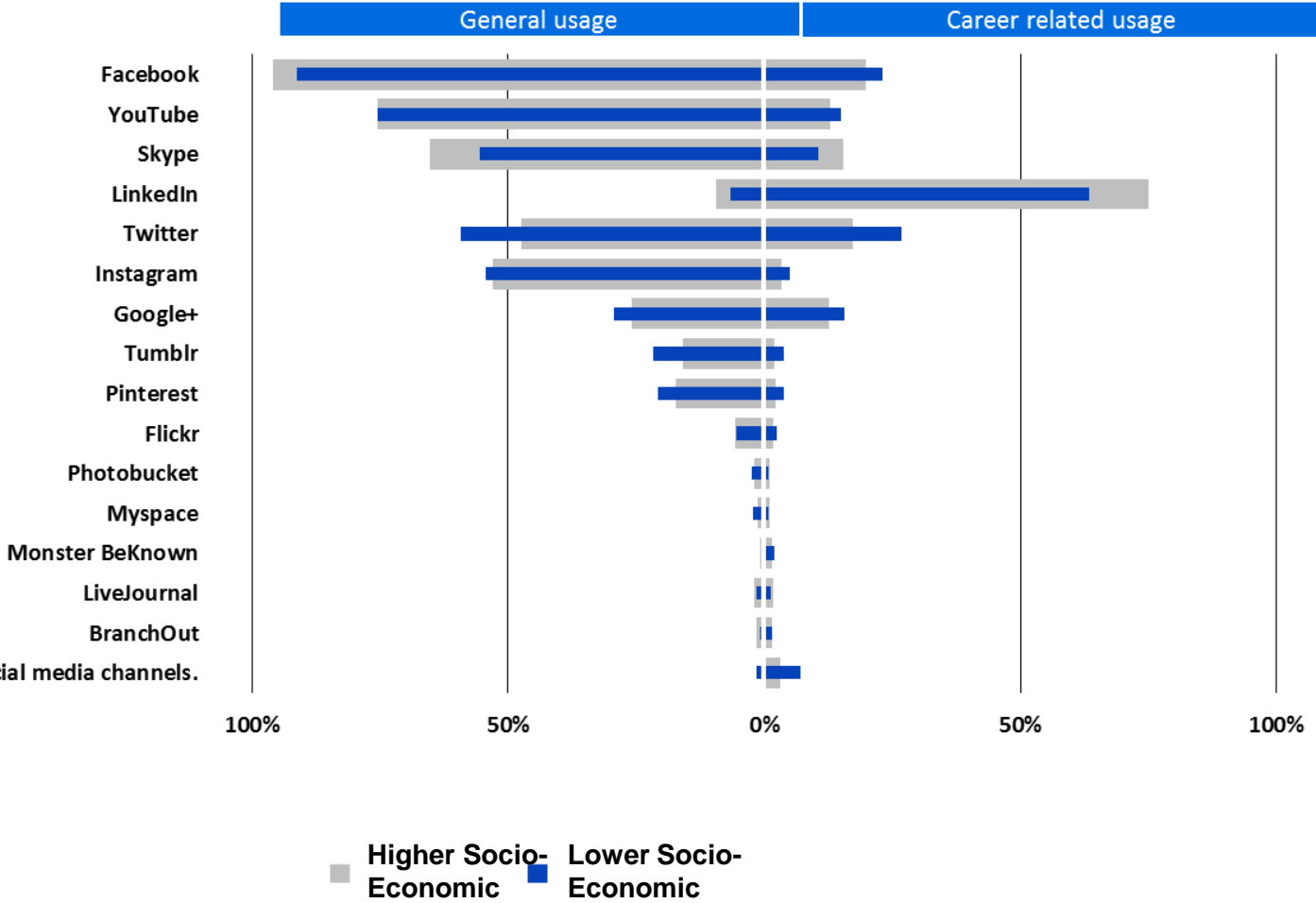


# Use of social media channels

## Higher Socio-Economic vs Lower Socio-Economic students



I don't use any of the above social media channels.







100%

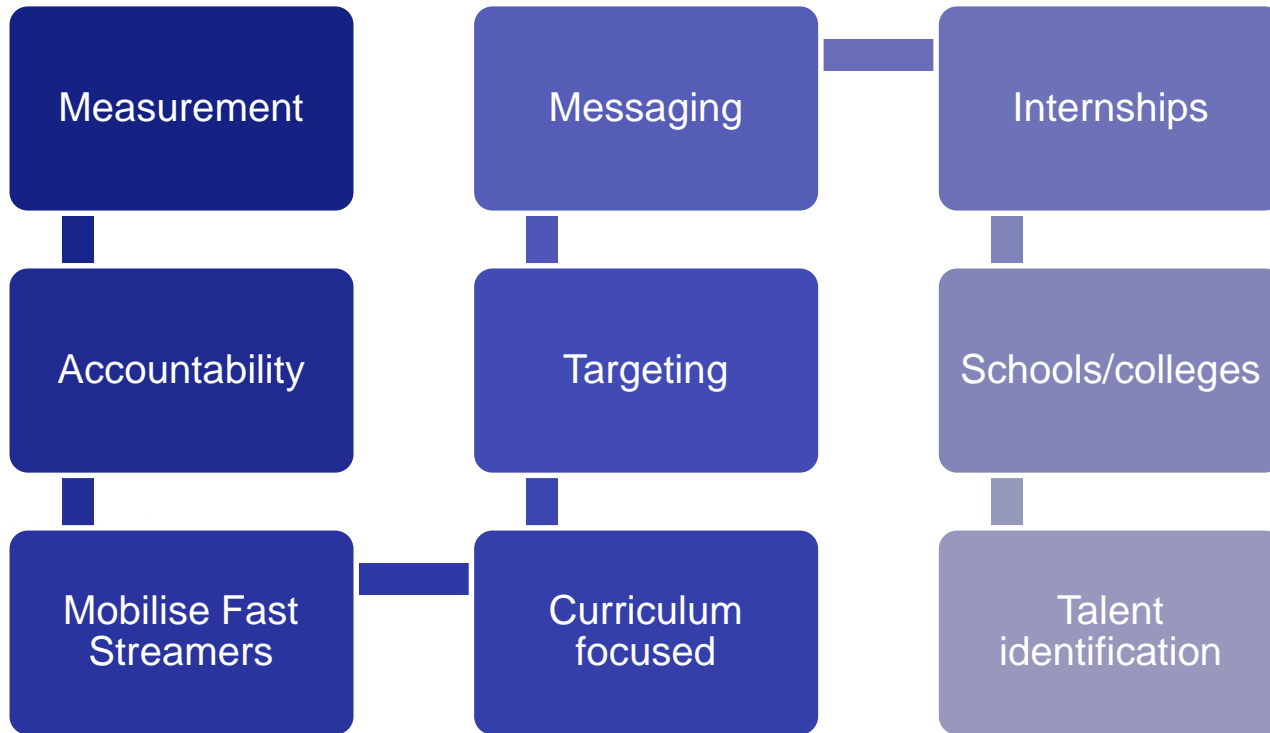


Find

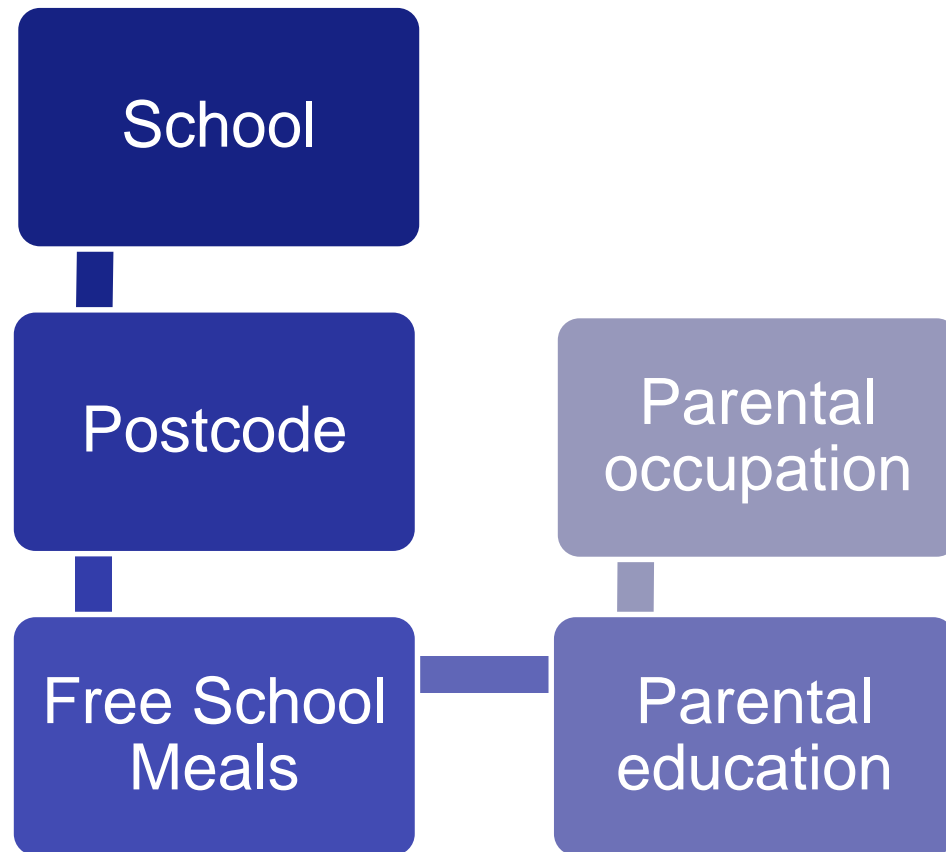
**Question 5b** If you would 'definitely' apply or 'seriously think' about applying please select your main reasons for applying.

	<i>All sectors</i> %	<i>Eth. minorities</i> %	<i>Low soc mob.</i> %	<i>Public Sector</i> %	<i>Male</i> %	<i>Female</i> %
I am interested in the content of the work	60	42	50	73	53	63
I think that the work would be intellectually challenging	57	51	53	66	56	59
I feel that working for the Civil Service Fast Stream is prestigious	43	29	47	47	44	41
I think that the Civil Service Fast Stream offers good long-term career prospects	58	49	63	66	52	60
I want a graduate role where I can make a difference to people	49	37	50	61	44	52
The Civil Service Fast Stream offers top quality training and development	48	35	50	53	44	49
A career in the Civil Service Fast Stream offers good job security	35	30	34	40	38	34
I am excited by the challenge of competing for a place in the Fast Stream	21	18	34	22	26	19
The Civil Service Fast Stream offers a good work-life balance	26	25	37	34	30	25
My friends or family recommended a career in the Civil Service Fast Stream	22	13	34	27	21	22
The Civil Service Fast Stream offers						

# Recommendations



# Attraction: Measurement



# Attraction: Events

**188 events in total,  
up from 76 in 2014**

- Guest lectures: 25
- Skills sessions: 16
- Employer presentations: 19
- Careers fairs: 35
- Public Sector Panels: 17
- National Events: 14
- Diversity Events: 60
- Other: 2

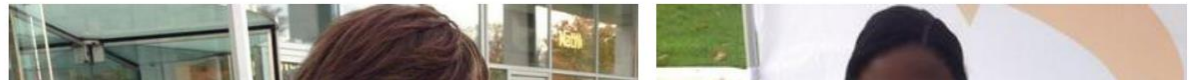
**Total audience  
reached:  
42,855**

- 37,292 open careers fair
- 5,563 bespoke events

As a result of the events evaluated, **84% said they were more likely to consider applying to the Fast Stream.**



# Attraction: Pop-up events



# Attraction: Public sector panels

- Allows students to find out about a range of graduate programmes in the public sector, specifically leadership development opportunities.
- Opportunity to hear about each organisation, ask the panel questions and network afterwards

**FRONTLINE**  
CHANGING LIVES



Civil Service  
Fast Stream

**TeachFirst**

**NHS**  
*Leadership Academy*

NATIONAL GRADUATE  
DEVELOPMENT PROGRAMME  
**ngdp**  
FOR LOCAL GOVERNMENT



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## Attraction: Social Media



**2,701,026 views  
for year  
Up 471% on last year**



**886,400  
impressions  
Up 83% from last year**



- **16,827 views  
across 26  
videos**

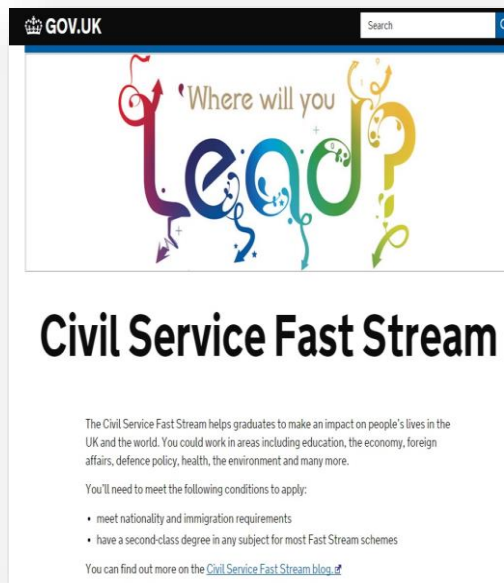




pick a character

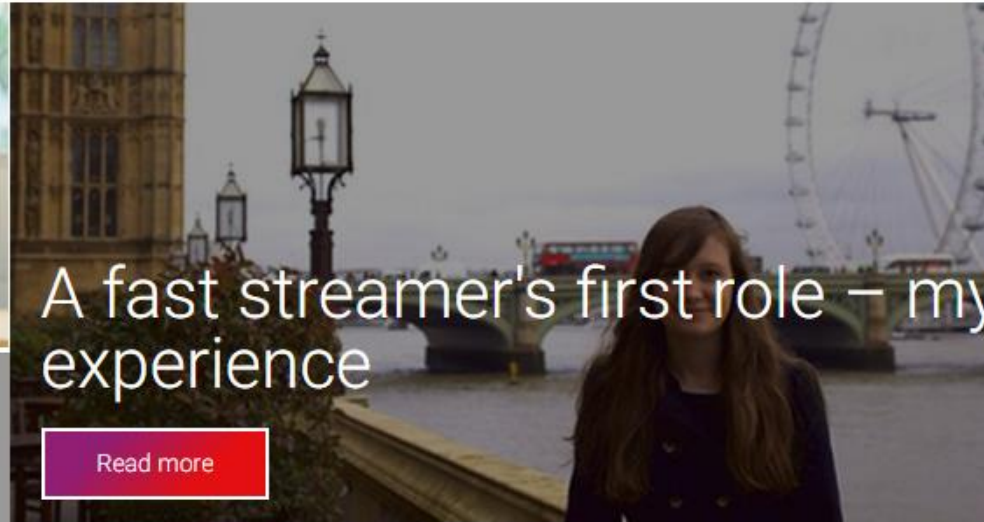


# Attraction: Website



**1,400,000 page views**

- 260,735 users
- 496,588 visits
- 19% new visitors
- 14% of users applied
- 165,653 clicks through to application portal



A fast streamer's first role – my experience

[Read more](#)



What's the Civil Service?

[Watch our video](#)



Digital & Technology

[Read more](#)

Welcome to the Fast Stream

# Attraction: Visual Re-brand and Website - Apprenticeship

## Fast Stream



## Fast Track



## New-look Fast Track Apprenticeship Website



Fast Track schemes  
Who can apply  
How to apply  
Promoting diversity and inclusion  
Find a Fast Track event



11 January 2016 — News story  
**Civil Service Fast Track Apprenticeship open for applications in March 2016**  
The Fast Track, the Civil Service's leading apprenticeship programme, will soon reopen for applications.



11 January 2016 — News story  
**A diverse apprenticeship for a diverse society**  
Find out about our work promoting diversity and



11 January 2016 — Case study  
**Civil Service Fast Track Apprenticeship: An alternative to university**



11 January 2016 — Case study  
**Life on the Fast Track: Top tips for entering the workplace from school**

# Partnerships

## Strategic partnerships

- Rare
- Grad Promotions
- Bright Futures
- Elevation Networks
- My Kinda Future
- Stonewall
- Leonard Cheshire



# Early and Summer Diversity Internships



400 internships:  
low SES/  
BAME/  
disability

Opening  
reception

Placement/  
events

Closing  
reception

'Fast Pass'  
/Coaching  
programme





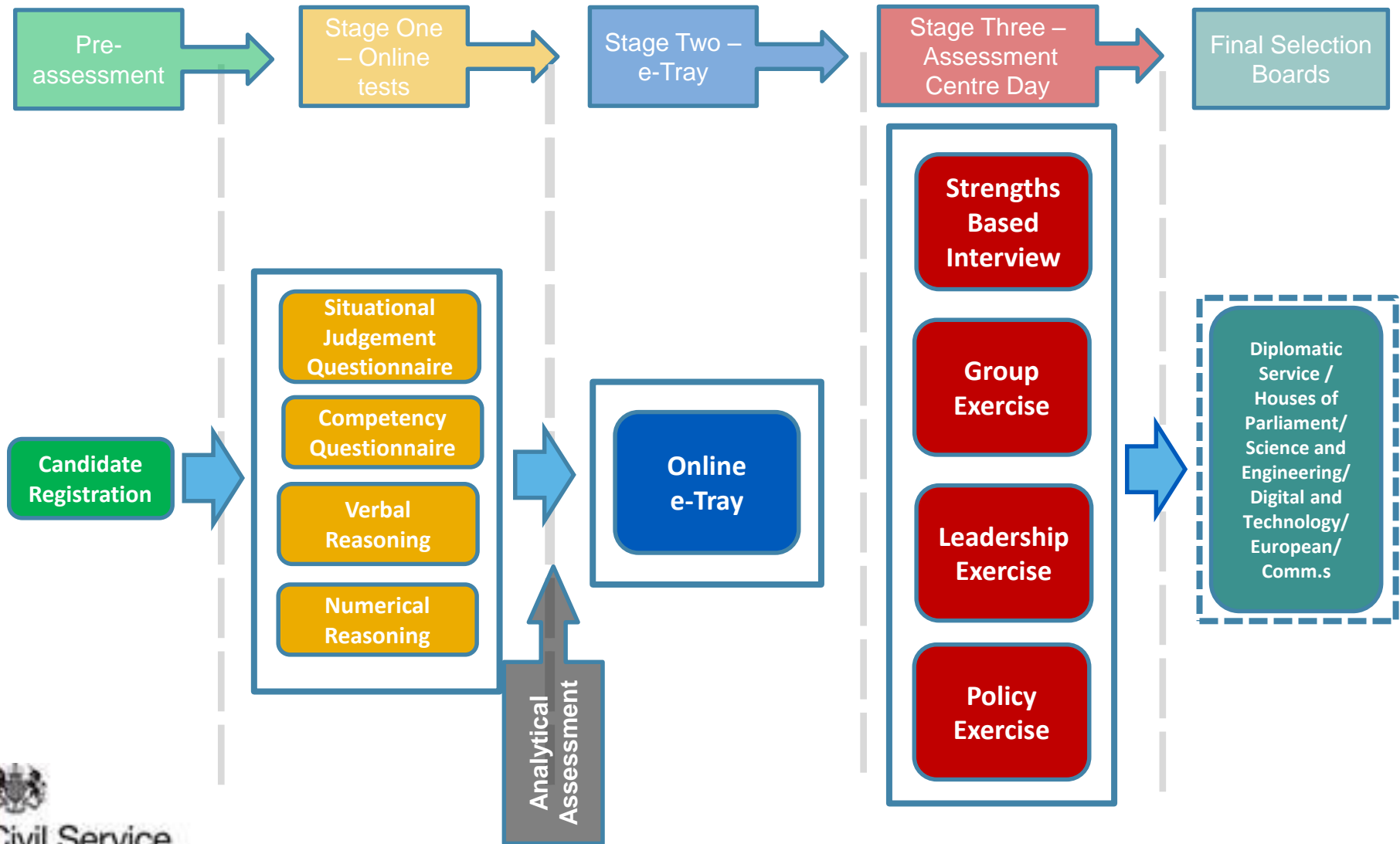
**100% of interns in 2015 would recommend summer and early schemes**

***Testimonials:***

- “It exceeded my expectations as I was given a great deal of responsibility, I thoroughly enjoyed SDIP.”
- “The seminars, talks and other experiences were fantastic.”
- “I was already going to apply prior to the internship but the experience of the internship has confirmed my view that the fast stream represents the perfect graduate opportunity for me.”

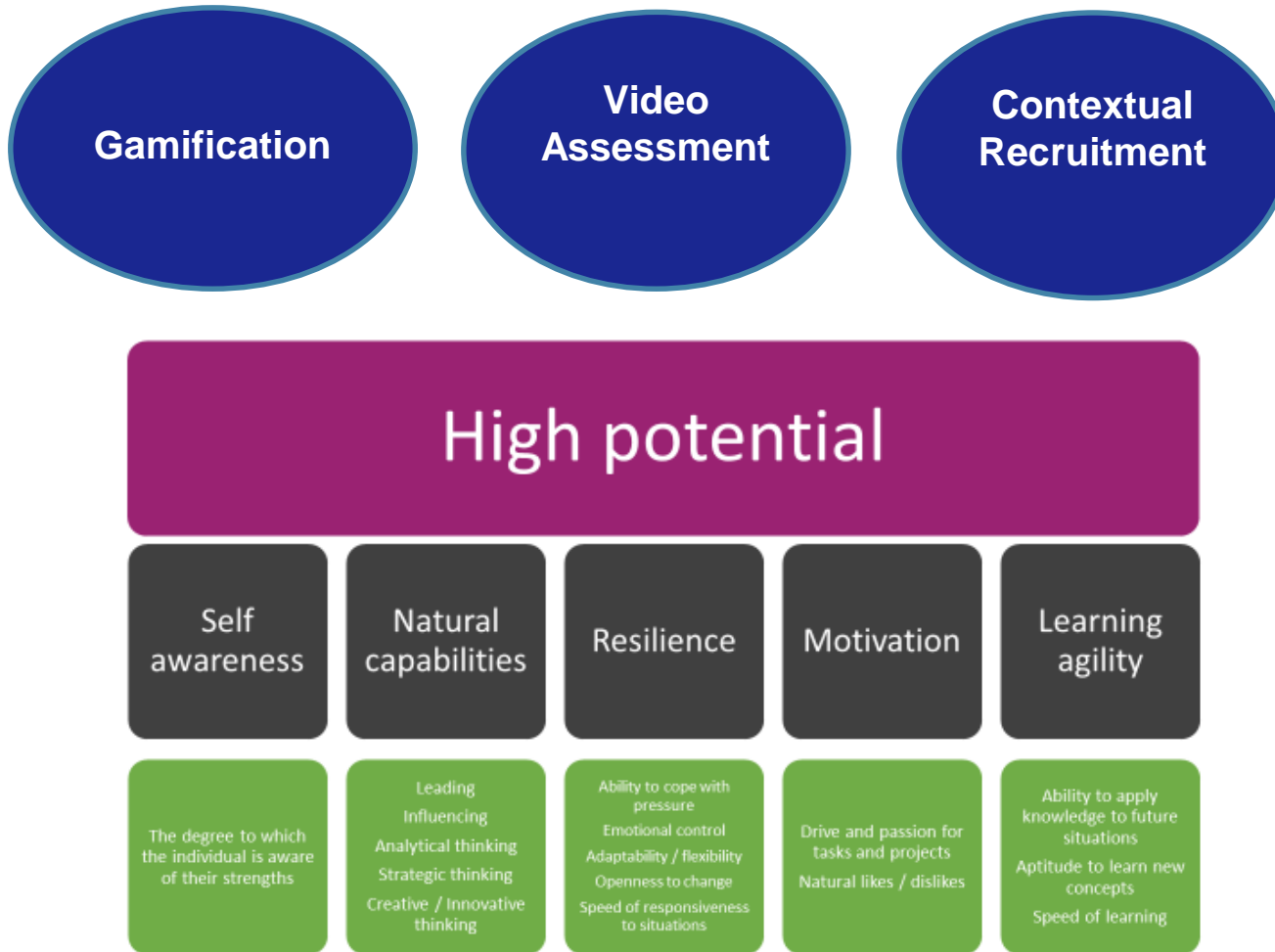


# Fast Stream Assessment Process - current





# Fast Stream Assessment Process – re-design

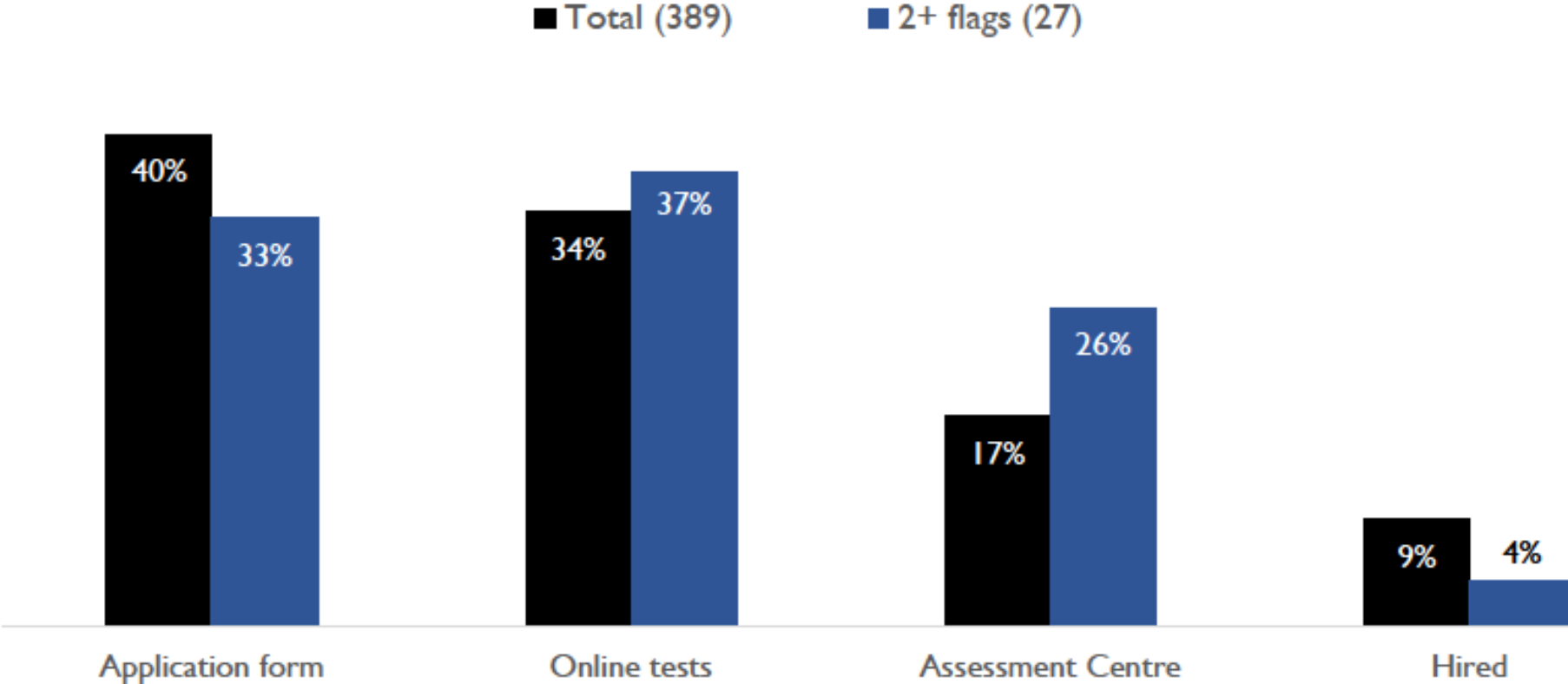




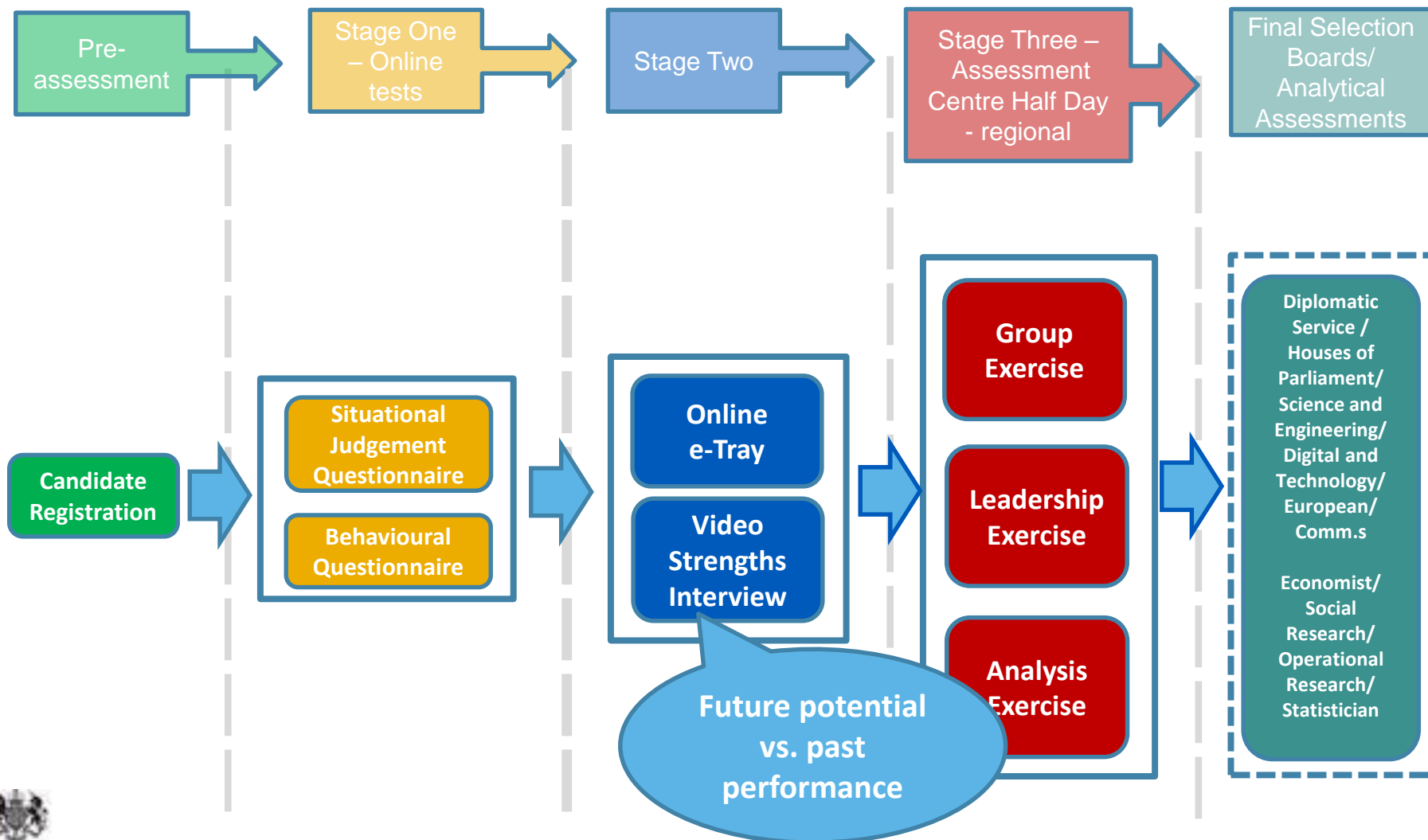


# Significant drop off in proportion of disadvantaged candidates getting from assessment centre to hire

Candidate progression, by application stage



# Fast Stream Assessment Process – future





# Fast Track Apprenticeship Scheme

## Objective

To attract 10,000 applications  
and recruit over 750 high  
quality candidates

**18% lower socio-  
economic  
success rate**

## Target Audience

- School/ college students
- Existing Civil Servants
- Mature students



# School Mentoring Programme

## Objectives

- To increase representation of **lower socio-economic students**
- To connect **24 schools to mentors in each school.**
- To **develop the employability skills, aspirations and confidence levels** of each mentee.

## Target Audience

- Students from an under-privileged background.



# Work Experience Programme

## Objectives

- To recruit 200 lower socio-economic participants aged 16-18
- To **increase representation of candidates from a disadvantaged background**
- To give students placements across the UK

## Target Audience

- Students aged 16-18 from disadvantaged backgrounds and who are predicted to or have already achieved 5 A\*-C level GCSEs including English Language and Maths





**Thank you**

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**<http://www.faststream.gov.uk/>**

