



UNIVERSITY OF  
LIVERPOOL

Employer  
Connections  
Team

# SUPPORT FOR SMES

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# LIVERPOOL INTERNS

## Driving Innovation Through Knowledge Exchange

The University of Liverpool invites SMEs throughout the Liverpool City Region to participate in our 2025 Liverpool Interns programme.

This initiative is designed to support SMEs with real-world business challenges that fosters project-based knowledge exchange between higher education, future talent and businesses in the region. Participating businesses will receive a £1,000 bursary to cover the cost of a University of Liverpool student, devoting 80 hours to their real-world business challenge.

The programme offers flexibility of delivery, with the student appointed completing the project, part-time around their course commitments, or working up to full-time hours during the University's Easter or Summer vacation periods.

Businesses will benefit from internships that focus on solving specific challenges related to business needs, allowing students to utilise their academic knowledge to drive innovation within your organisation.

Once the project challenge has been set, relevant students will go through a competitive recruitment process to ensure the highest calibre of candidates are showcased to you, the business.

## Driving Innovation Through Knowledge Exchange

As part of this collaboration, students will impart their academic knowledge and skills into real-world business settings and in return gaining the following:

- Industry specific insight
- Exposure to your business operations
- Experience of your organisational culture & workplace environment
- Enhanced employability skills, in advance of graduating
- An enhanced understanding of professional behaviours

Our goal is to co-develop projects that meet the unique needs of businesses. This programme allows companies to assess the value and innovation that students and graduates can bring to the workplace, with a view to offering permanent roles after graduation where possible. Ultimately, the programme is designed to support talent retention in our region, acting as a talent pipeline for smaller, local employers. The Liverpool Interns programme will foster long-term mutually beneficial partnerships between the University of Liverpool and industry.

### The Internship

- Can be either part-time around course commitments (we recommend 7-10 hours per week) or during the forthcoming summer vacation period (June to September), when hours of work can be increased up to full time hours
- Must be considered relevant to a current course of study delivered by the University of Liverpool
- Will show clear evidence of the utilisation of the academic skills being developed through students study
- Students will require 'hands-on' support for the duration of the internship/project

## The Process:

- Businesses submit a project for consideration using our Project Challenge Template
- We share the opportunity to relevant cohorts, who then go through a competitive recruitment process
- You interview the shortlisted candidates, appointing the most suitable
- The Employer Connections Team will organise a review of the project with the company and student at the completion of 30 hours.
- The Employer Connections Team will conduct an evaluation meeting with the company and the student upon completion of the 80 hour internship

## Your Role:

- Agree a start date with the successful applicant
- Your organisation will be required to pay the student as the project progresses, through your standard payroll (weekly/monthly, into the student's bank account)
- Once the internship is completed – the University will commence the £1000 payment process to the business
- The student/graduate appointed, will be required to be covered by the company's public & employer's liability insurance, for the duration of the project / internship period

## Our Role:

- Preparing role descriptions and project challenge guidance
- All aspects of the recruitment process
- Providing support with the initial shortlisting of applications
- Organising and arranging interviews
- Support and guidance for interns before and during the internship

**To find out more about the programme please contact**

**[Paul Cullinan](#)**



# LCR+

Following on from the success of the LCR Grad Scheme, Careers & Employability are delighted to launch **LCR+**, continuing our support of local businesses with talent attraction, recruitment support and the training & development of your graduate hire.

Launching in January 2025 the LCR+ programme is an improved version of the successful ESF project aimed at retaining graduate talent within the Liverpool City Region. We know attracting talent can be difficult for SMEs, but we also know up to 60% of students wish to remain in the region after graduating... LCR+ connects this cohort of talent with your opportunity.

## ***What do employers think?***

***"The team helped us to develop a compelling job specification to attract the right candidate."***

***"They team really took the time to understand our needs and communicated these effectively to potential candidates."***

***"We would not have found our graduate without LCR+ it's helped us both immeasurably."***

Employer  
Connections  
Team

The [Employer Connections team](#) will work closely with you to understand the specifics of your role, the culture of your company and the profile of your ideal candidate. Our LCR+ programme has streamlined the process for local SMEs to attract, recruit and employ talented graduates into their business. Here's how...

1

**Attraction:**

We will showcase your role to the most relevant cohorts of students & graduates through our internal job vacancy board and faculty/academic connections. We will also advise on the most relevant events for you to attend, in order to maximise engagement and raise your employer profile.

2

**Recruitment:**

Our team will conduct the initial sifting of candidates, shortlisting the most suitable candidates for the role. We will then support our students with preparing for the interview process, ensuring they are ready and informed about the role and working for your company. We will also, if needs be, support you with the organisation and facilitation of interviews on behalf of your company.

3

**Training & Development:**

Once appointed, we will offer a bespoke training programme designed to enable your Graduate to maximise their potential. [The Professional Grad Programme](#) will consist of 6 bi-weekly 3 hour sessions delivered by Careers & Employability experts. This programme will run twice a year and is free for all University of Liverpool graduates who have been hired by LCR employers.

If you're a local SME looking to hire talented graduates into your company, [please get in touch](#) and we can work together to find you the best possible candidates



# THE PROFESSIONAL GRAD PROGRAMME

Following on from the success of the LCR Grad Scheme, Careers & Employability are delighted to launch [LCR+](#) to continue to support local businesses with talent attraction, recruitment support and the training & development of their graduate hire.

One of the most impactful elements of the LCR Grad Scheme was the training & development programme, specifically designed to accelerate the progression of your graduate. Free for all University of Liverpool graduates who have been hired by LCR employers, [The Professional Grad Programme](#) will equip your graduate hire with the competencies, skills and experience needed to succeed in their new role.

The programme takes place twice a year, with the next iteration starting in February 2025. Delivered by Careers & Employability professionals from the University of Liverpool, each session will also include guest speakers with expertise in their relevant field from Liverpool City Region employers. The programme will consist of 3 bi-weekly all day sessions and will cover the following themes;

- [Personal Brand & Career Confidence](#) - 7th February
- [Working Collaboratively & Managing Workload](#) - 21st February
- [Stakeholder Management & Growing your Network](#) - 7th March
- [Celebration Event for participants & line managers](#) - 7th March

The Professional Grad programme has been designed using the following principles:

### **1. Informed by employers for employers**

This programme has been informed by research conducted with employers in the LCR to understand the skills that graduates need to hit the ground running. We have designed and built the programme around specific skills to ensure graduates are work-ready as soon as possible.

### **2. The region at its heart**

The Liverpool City Region is a great place for graduates to start their career and our aim is to retain talent. The programme will help graduates understand the challenges and opportunities facing employers in the LCR through experiential learning experiences designed around LCR strategic priorities.

### **3. Delivered by experts, to impact your business**

We've designed our programme to add value to your organisation by accelerating graduates progression, developing their business acumen and growing their networks, regardless of role or sector.

### **4. Building Connections**

The development programme will task graduates from different employers to work together, helping them develop crucial communication skills and commercial awareness.

## ***What do employers think?***

***"The development programme is a really good thing, we believe wholeheartedly in staff development but simply do not have the resources to develop this type of programme. It helps graduates to develop softer skills and reach their potential."***

***"The training programme is incredible, the focus is great, broadening graduate opportunities and making working with us comparable to a big employer's scheme."***

If you have a University of Liverpool graduate hire in your organisation that would benefit from this training & development, [\*\*please get in touch.\*\*](#)