bcs
The Chartered Institute for IT

Institute heralds best practice within Babcock Marine and Technology IT graduate programme

As the UK's leading naval support organisation, Babcock Marine and Technology is committed to recruiting and developing the best people in the business. They identified the need for an independent review of their IT graduate programme to help them benchmark against industry best practice and identify improvements. They chose BCS, The Chartered Institute for IT, to audit the scheme and provide recommendations drawing on the Institute's valuable insight gained through its partnerships with businesses across the industry.

babcock

'We welcomed the chance to introduce expertise and advice from the leading professional body for IT.'

Martin Binns, Head of Business Services

THE SITUATION

Babcock Marine and Technology boasts an unmatched range of engineering and technical skills which provide services and maintenance to the Royal Navy's major warships and nuclear-powered submarines.

People development is central to their strategy. Their IT graduate programme is designed to develop technical knowledge and experience through specialist 'on the job' training, while also honing general management techniques to prepare graduates for a long and rewarding career with the organisation.

Tim Welburn, IT/IM Director explains: 'In IT/IM, we want to grow people, foster the relationship and retain them to become good managers'.

The current IT graduate programme was launched five years ago and since then has been recruiting one or two graduates every year. Indeed one of the heads of department came through the original IT graduate scheme.

THE ASPIRATION

The department had been looking for ways to raise the profile of their graduate programme, both internally and externally. They wanted to be able to demonstrate their commitment to the personal development of their IT graduates and actively promote a more professional, best practice approach to the scheme.

Following a period of critical reflection, Babcock recognised the need for an independent review of the scheme which could act as a catalyst for improvements. This presented an opportunity to work with BCS, The Chartered Institute for IT.

As the standards authority for IT, the Institute has partnered with organisations across industry and offers considerable expertise in promoting best practice and raising professional standards within IT functions to help achieve business objectives.

Martin Binns, Head of Business Services, explains: 'We want to benchmark our scheme against external graduate programmes and create opportunities to share good practice with other organisations.'

'The Institute offered us the ideal solution; they bring to the table a wealth of experience of working with other businesses in structuring, enhancing and accrediting professional development. We welcomed the chance to introduce expertise and advice from the leading professional body for IT.'

In addition, the IT/IM department want to strengthen their scheme's alignment with the Institute's own Chartered IT Professional registration. Babcock place a strong focus on the achievement of Chartered status as underpinning graduate success. They fund professional membership for their employees and actively reward achievement of Chartered status – so it is important the scheme firmly places graduates on the road to CITP.

THE TRANSFORMATION

The four year graduate programme begins with a six week team engineering project which brings together the whole graduate intake and allows the organisation to get an early view of how they operate under pressure. Graduates are then involved in real work activities in a series of placements around the organisation. The third and fourth years see them in a position of responsibility in their final role.

Each graduate is allocated a mentor for one-to-one support and the scheme incorporates regular objective setting by the relevant line manager as well as progress reviews and assessment.

To review the IT graduate programme, a consultant from the Institute allocated two days on site to gather information, plus a day to produce a detailed report. He held meetings and discussion with all key stakeholders including placement line managers, mentors and individual graduates. He also reviewed all process documentation.

His report has been widely welcomed by the organisation not in part because of the many elements it heralds as good practice within the scheme; from the use of a team project at induction and the two year rotation of placements for broadening graduates' horizons; through to the one-to-one mentoring support and the emphasis on achieving Chartered status.

THE RESULTS SO FAR

- **Raised profile of IT graduate scheme**
- **Many 'good practice' elements highlighted**
- **Reinforced confidence in scheme's effectiveness**
- **Application for Formal Accreditation underway**

If you require this document in accessible format please call +44 (0) 1793 417 600