

Cardiff Council Student Placement Scheme CASE STUDY



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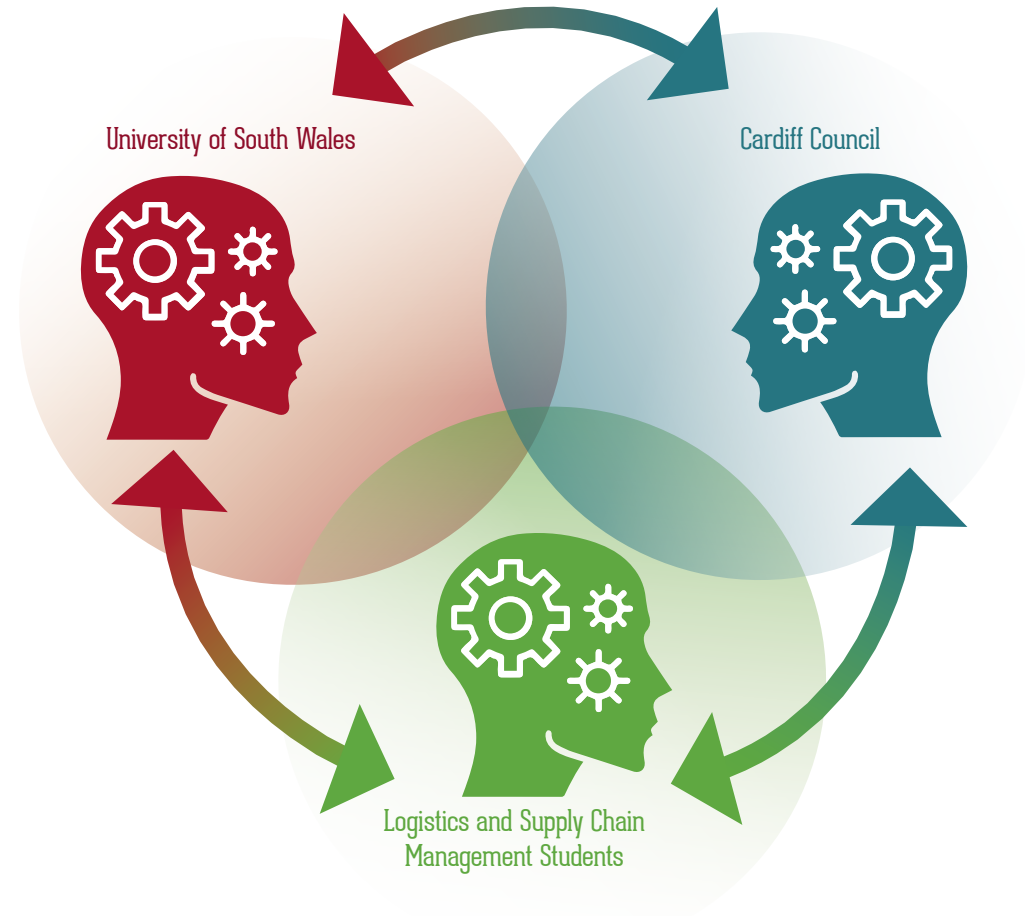
Overview

The Cardiff Council student placement scheme was established in 2013, its partnership with the University of South Wales (USW) for third year students on the **BA (Hons) Logistics and Supply Chain Management Course**.

The scheme was one of the results of an earlier Knowledge Transfer Partnership between the two organisations supporting the establishment of a strong, enduring and ongoing relationships.

The Student Placement Scheme has been embraced by Cardiff Council's Commissioning and Procurement Team and is seen as best practice across the Council and Welsh Public Sector, influencing its replication in other departments and authorities across Wales.

A total of 10 placements have been appointed to the role so far with a continuous annual recruitment campaign.



Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together

How it works

Cardiff's placement students are embedded within the Commissioning and Procurement Team, working in one of the three Category Management teams and entrusted with dealing with a range of procurement responsibilities. Students spend 12 months initially providing support, but ultimately taking upon responsibilities, across a wide variety of projects within a category management led approach and key Council initiatives including:

- System and Policy Development
- Supporting multi-million pound procurements
- Delivery of Savings through Dynamic Purchasing Systems, e-auctions
- Running Mini Competitions through the Council's e-procurement system
- Public speaking and supporting the election process
- Developing and delivering training
- Representing the Council at events, roadshows etc

A year out on a paid placement, is a great addition to Student CV's, supporting students to stand out from the crowd, and is something that is actively encouraged during the Logistics and Supply Chain Management degree.

Placement Student Responsibilities

Delivering a high standard of work which supports the Council's reputation.

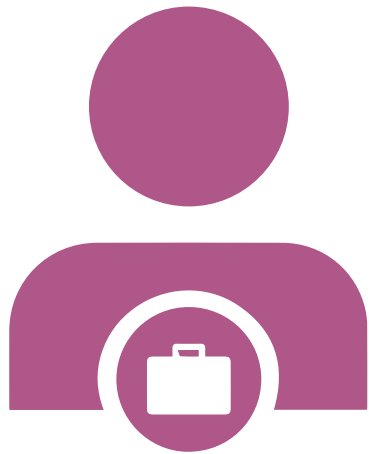
Engaging with a range of internal and external stakeholders, often managing strategic relationships and delivering calculated decisions and outcomes.

Leading and managing £10 - £20 million of tender activity throughout the lifetime of their placement and providing support on multi million pound frameworks and contracts.

Supporting the delivery of the Council's strategic priorities as set out in Capital Ambition and Procurement Strategy.



Key Statistics for USW Placements with Cardiff Council



70%

of USW placements now hold permanent positions with the Council.

30%

The remaining 30% going on to gain a further permanent employment within the first six months of finishing their degree in a procurement related role.

100%

100% of all USW placements have gone on to achieve a minimum of a 2:1 with the vast majority achieving a first class degree.

Opportunities to Support Student Development

The time students spend on placement with Cardiff Council contributes to their MCIPS qualification and they also have the opportunity to feedback their experiences to future placement students and influence USW curriculum content. Placement students have the opportunity to take full advantage of the Council's Cardiff Academy scheme that enables Council employees to further develop their skills and knowledge set by gaining recognised qualifications such as:

- APM Project Fundamentals Qualification facilitated by USW
- APMP (IPMA Level D, SCQF Level 7)
- ILM level 3 & 5 Management



Major Projects USW placement Students contributed to

Dynamic Purchasing System (DPS): Cardiff DPS was for the provision of all passenger transport services. The benefits included more efficient evaluation processes and giving full autonomy to the service area to manage the procurement of transport services. Implementation of the DPS delivered annual savings of over £500,000. Further information can be found at: <https://www.atebionsolutions.co.uk/2017/03/09/council-set-for-588000-annualised-savings-after-procurement-transformation/>

South and Mid Wales Collaborative Construction Frameworks (SEWSCAP): Valued at £1bn over a period of 4 years, the frameworks offer a swift route to market which is compliant with the EU Procurement Directives, and the Wales Procurement Policy Statement.

Further case studies can be found at: <https://www.atebionsolutions.co.uk>

Major Awards students supported on:

Best Public Sector Procurement Project 2014: Cardiff Council was able to create a Dynamic Purchasing System (DPS) and run an e-auction for Passenger Transport services. This DPS allowed the utilisation and actively encouraged local suppliers to participate in procurement opportunities and developed annual savings of around £588,000.

Procurement Team Award 2017 - The flexibility, adaptability of the Procurement Team enabled the Council to create one of the first Local Authority Trading Company (LATC), Atebion Solutions, requiring a significant change in how the Procurement Team worked and operated. The evolution of Cardiff Council's procurement team enabled the Council to deliver significant savings and source additional streams of opportunities for revenue to aid facilitating the placement scheme.

Finance Team of the Year 2017 - In 2010 Cardiff Council's spend was highly fragmented, procurement was highly tactical with minimal cooperation across the Authority. As part of the commercial strategy Cardiff launched a procurement transformation program supported by the University of South Wales. The transformation program enhanced and expanded Commissioning and Procurement Team was established transforming procurement through the introduction of category management and to deliver cashable savings of £18m.

Atebion
SOLUTIONS

University of South Wales



The University of South Wales (USW) was formally established on 11th April 2013 from the merger between the University of Glamorgan and the University of Wales.

USW now has multiple Campuses across Wales, and recently ventured as far as Dubai. The university is the second largest university in Wales and offers over 200 courses designed to support students in their chosen career paths.

University of South Wales Impact

In July 2016 Biggar Economics independent report demonstrated that the University contributed more than £1.2bn to the UK economy in the year (2014/15).

For every £1 generated as a result of direct operations in the 12 months up to September 2015, the UK economy benefited by more than £8.

Each person directly employed from the USW Group supports 3.5 more jobs in the UK.

Through their spending, part-time work and volunteering, USW students supported £281m GVA and more than 6,400 jobs in the UK.

BA(Hons) Logistics and Supply Chain Management Course

USW is one of the largest providers of Procurement and Supply Chain Management Education in the UK and is a CIPS Centre of Excellence. USW offers education in Procurement and Supply Chain through Degree MSc and PhD courses. The BA Logistics and Supply Chain Management Degree is one of only three degrees in the UK that is fully CIPS accredited to MCIPS. This degree performs highly in terms of graduate level employment, good honours, sandwich year industrial placements and National Student Survey (NSS).

USW students within the Logistics and Supply Chain Management degree are given the knowledge and ability to work in many areas, including supply chain management, operations management, purchasing and logistics.

USW graduates have an excellent track record in relevant, well-paid careers, in which 100% of students within the first 6 months after graduating are within a graduate level employment position with an average salary estimated at £24,000, £6,000 more than the national average (National Student Survey, 2016/17).

Further information about the BA (Hons) Logistics and Supply Chain Management course can be found at: <http://courses.southwales.ac.uk/courses/147-ba-hons-logistics-and-supply-chain-management>





Testimonials from students and staff

Testimonial - Daniel Mansell, 2018-2019

The student placement scheme has played a critical role in the development of my procurement knowledge. My placement at Cardiff Council allowed me to gain a holistic experience into the role of procurement and exposure to the challenges of working in a complex organisation. In addition to gaining exposure to the day to day procurement operations, I was also tasked with a range of projects to support streamlining efficiencies within the procurement department and developing new models to enhance future tendering operations overall adding real value to Cardiff Council. Having my student placement with Cardiff Council has provided me a wealth of real industry experience and knowledge that will support me pursuing a career in procurement.

LinkedIn:
<https://gb.linkedin.com/in/dan-mansell-246b24108>

Testimonial - David Davies, 2018-2019

The Cardiff Council placement opportunity has enhanced my understanding of procurement and the everyday work that is associated within the procurement officer's role. The placement has enabled me to gain a vast knowledge into the public sector, as well as having the feeling of responsibility as the public's money is being spent on items that I procure.

The placement has offered me an insight into the challenges that come when working within the public sector, and further challenges that come with working with multiple stakeholders. However, these challenges are a huge benefit to my personal growth, as I now understand the protocols and the ways to deal with certain situations that will benefit my future roles.

LinkedIn:
<https://www.linkedin.com/in/david-davies-497936117>

Testimonials from students and staff

Testimonial - Lloyd Davies, 2017-2018

Since obtaining my student placement position at Cardiff Council, a number of opportunities have arisen in order to support the development of my career. I have gained a vast amount of exposure to public sector procurement and have been included in tendering and supporting with the development of major frameworks. I have also learnt a lot in terms of how the theory in university actually makes sense within the working environment.

The continued support from my Line Manager and University lecturers has been exceptional and given me the motivation and confidence to develop my career for the future. Through gaining this support, I have now obtained a permanent full time position at Cardiff Council which reflects the benefits, and value not only the placement can establish for you, but also what value you can add to the organisation.

LinkedIn:

<https://www.linkedin.com/in/lloyd-davies-04a294113>

Testimonial - Callum Sparks, 2017-2018

The year out in industry was a great opportunity that allowed me to develop my procurement knowledge especially within the public sector, whilst also preparing me for the world of work after my degree. During my placement I worked on a number of projects to help the Council deliver the frontline services it is required to provide the residents of Cardiff. These ranged from small tenders to multi million pound Dynamic Purchasing Systems and frameworks.

Following my placement my employment has continued with the Council and I am now a Category Specialist working within the Corporate Category Management team. I am in the fortunate position of working part time at Cardiff during the final year of my degree and once graduated will have a full time position. I have also been able to bring what I have learnt on my placement into the classroom to further develop my learning and give critical arguments using real life examples to support my work.

LinkedIn:

<https://www.linkedin.com/in/callum-sparks-771293113>

Testimonials from students and staff

Testimonial - Luke Howells, 2016-2017

The student placement scheme at Cardiff Council was instrumental in allowing me to achieve a First Class honours degree at the University of South Wales and securing future employment. With the student placement scheme aiding my development, this was pivotal to my academic and employment outcomes.

The year in industry developed my procurement knowledge by being faced with the practical challenges in a working environment. The invaluable experience gained during the placement year and the support given by the team at Cardiff Council gave me the knowhow and tools to complete the final year at University, whilst giving me that invaluable experience to stand out when applying for future employment.

LinkedIn:

<https://www.linkedin.com/in/luke-howells-20a334143>

Testimonial - Gary Snoad Jones, 2015-2016

My placement was an invaluable experience and one that I believe was vital to my success in my final year at University and my career to date, which has brought me back to Cardiff Council full-time. I have always been a tactile learner and the placement year ensured my understanding was not just theory based but I was able to develop a breadth of knowledge making me a key member to the team.

When I was looking for placements available through USW, Cardiff Council stood out for me. It's the largest employer in Wales and the procurement team itself has won many national awards across the years further evidencing the calibre of professionals I would be joining. This was enhanced further by getting involved in multiple strategic projects early on in my tenure with the support of those within the team.

LinkedIn:

<https://www.linkedin.com/in/gary-snoad-jones-5a175a58>

Testimonials from students and staff

Testimonial - Penny Haywood, 2013 – 2014

The student placement scheme was pivotal within my procurement career while completing my degree at USW. Not only did I gain experience of understanding the pressures that the Authority are under, I had the opportunity to work on Wales' first Dynamic Purchasing System within Passenger Transport and assist in implementing Category Management within the Authority.

From completing my placement and before finishing my degree, I secured a full-time permanent role within a Central Government Department as I had the experience from the placement, putting myself ahead of competition. I have since returned to Cardiff Council as Senior Category Specialist and Procurement Officer for South East Wales Collaborative Construction Frameworks working with 12 other local authorities in order to achieve best value for Construction and Civil Engineering Projects.

LinkedIn:

<https://www.linkedin.com/in/haywoodpenny>

Testimonial - Dean Corbisiero, Systems & Process Development Officer at Cardiff Council Commissioning & Procurement

Cardiff Council's Student Placement Scheme, working alongside the University of South Wales, has proven to be an enormous success. The scheme offers benefits for all parties and demonstrates the value of greater collaboration between Industry and Higher Education. The placement scheme, now entering its 7th consecutive year, has allowed university students an opportunity to work within the largest local authority in Wales, working alongside experienced procurement professionals and gaining invaluable experience for their future careers in Procurement.

Placement students are embedded within the teams from the outset and provide great support in the running of key procurement projects. The Council has successfully managed to nurture the talent provided through the scheme, which has resulted in many of the students obtaining first class honours and permanent roles within the organisation. The placement scheme would not be possible without the tremendous drive and support from Scott Parfitt who has ensured that the scheme has gone from strength to strength.

Testimonials from students and staff

Testimonial – Scott Parfitt, Senior Lecturer at University of South Wales

The relationship between Cardiff Council and USW is an excellent example of Industry and Higher Education working together to create graduates that meet the need of industry. The knowledge from the BA Logistics and Supply Chain Management degree and student placement at Cardiff Council is helping to produce excellent procurement and supply chain professionals. This relationship would not be possible strategically without the help of Steve Robinson and operationally without the energy and nurturing that Dean Corbisiero provides. This partnership has a proven track record in producing graduates capable of making a contribution to Cardiff Council and the wider South Wales Economy.

Testimonial – Steve Robinson, Head of Commissioning & Procurement at Cardiff Council, Managing Director at Atebion Solutions

We have recognised for some time that there is a shortage of experienced procurement officers within Wales and have made a conscious decision to recruit into entry level posts and develop the procurement professionals of the future. By working with the University of South Wales and developing our student placement scheme, which is now in its 7th year, we have been able to make positive contribution to supporting the development of future talent. We have also been able to directly benefit by recruiting a number of students who have passed through the scheme in Cardiff. This means that we are able to continue to provide this new talent with a continuing opportunity to develop for the benefit of Cardiff and the industry as a whole.

Testimonial – Dr Dominic Page, Head of the USW Business School

The relationship that has grown between Cardiff Council and USW demonstrates that the cohesion between Academia and Cardiff Council is a truly powerful combination. Cardiff Council have played a critical role in developing our placement students by working collaboratively and embedding students with knowledge, tools and experience preparing them for their future careers.

With Cardiff Council entrusting the University to deliver industry ready students, Cardiff have embraced the student placement scheme by providing the opportunity for students to gaining legitimate procurement experience and have a real impact by being given critical procurement roles.

The level of responsibility that our students have carried within their placement year at Cardiff Council firmly demonstrates the levels of competency our students can reach and the confidence that Cardiff Council has in students delivering professional standards of work. But is also a distinct example of how the University and Cardiff Council have proactively encourage students to maximise their potential.



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