



Graduate Qualification Routes

Pathways to Qualification for Graduates and
our development investment in early talent

LEARNING & DEVELOPMENT

Gateley /



Introduction

If you're joining Gateley as a graduate, there are several different paths of study or routes to further qualification that you may undertake depending on which part of the Group you will be part of.

This document sets out the different routes that you can follow as a graduate within Gateley and gives details of our Graduate Development Programme.

We are ambitious for the success of our people and invest in the development of our graduates in order to support them to be the very best that they can be. We've created a Graduate Development Programme that will build skills and confidence in the areas of self-management, team-work, communication, business development, business acumen, project management and problem solving. The programme overarches the individual graduate's qualification study and on the job learning. All graduates from across the Group come together to undertake the Development Programme together thus building networks and sharing experiences with people at a similar level and stage in their career.

We've set out information on the following pages on the many paths of graduate study that you can undertake at Gateley.

Solicitor Routes



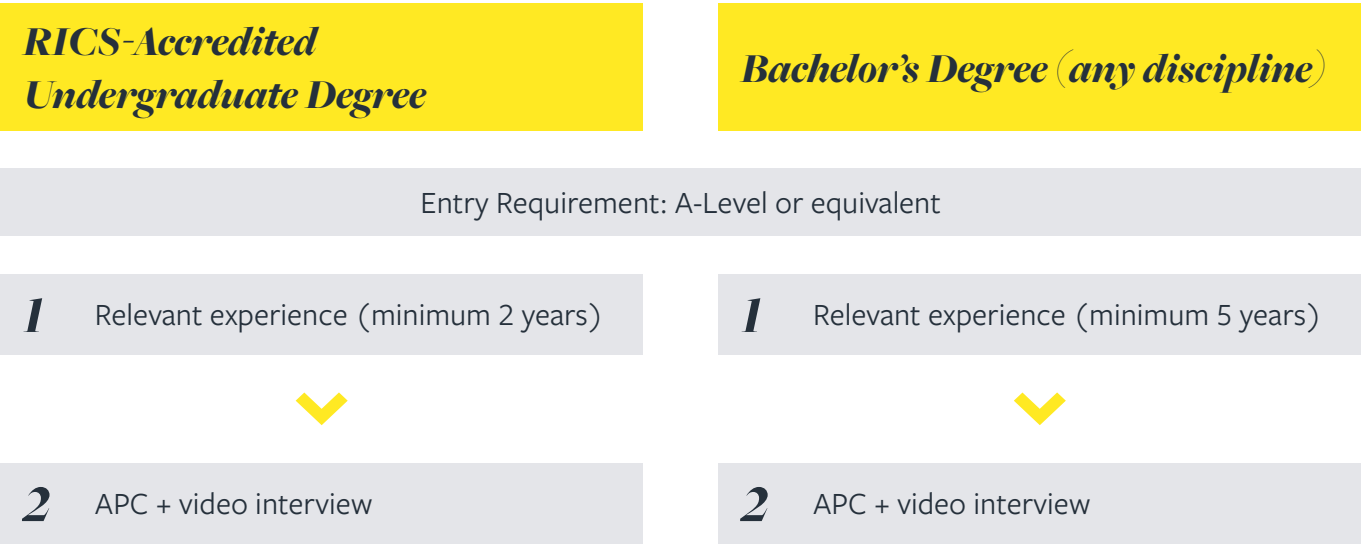
Chartered Surveyor Routes

RICS Qualifications (Gateley Hamer, Capitus & Vinden)

The most common way of qualifying as a Chartered Member of RICS is through the Assessment of Professional Competence (APC). The APC ensures that candidates are competent and meet the high standards of professionalism required to become a chartered surveyor. These are a mix of technical and professional practice, interpersonal, business and management skills.

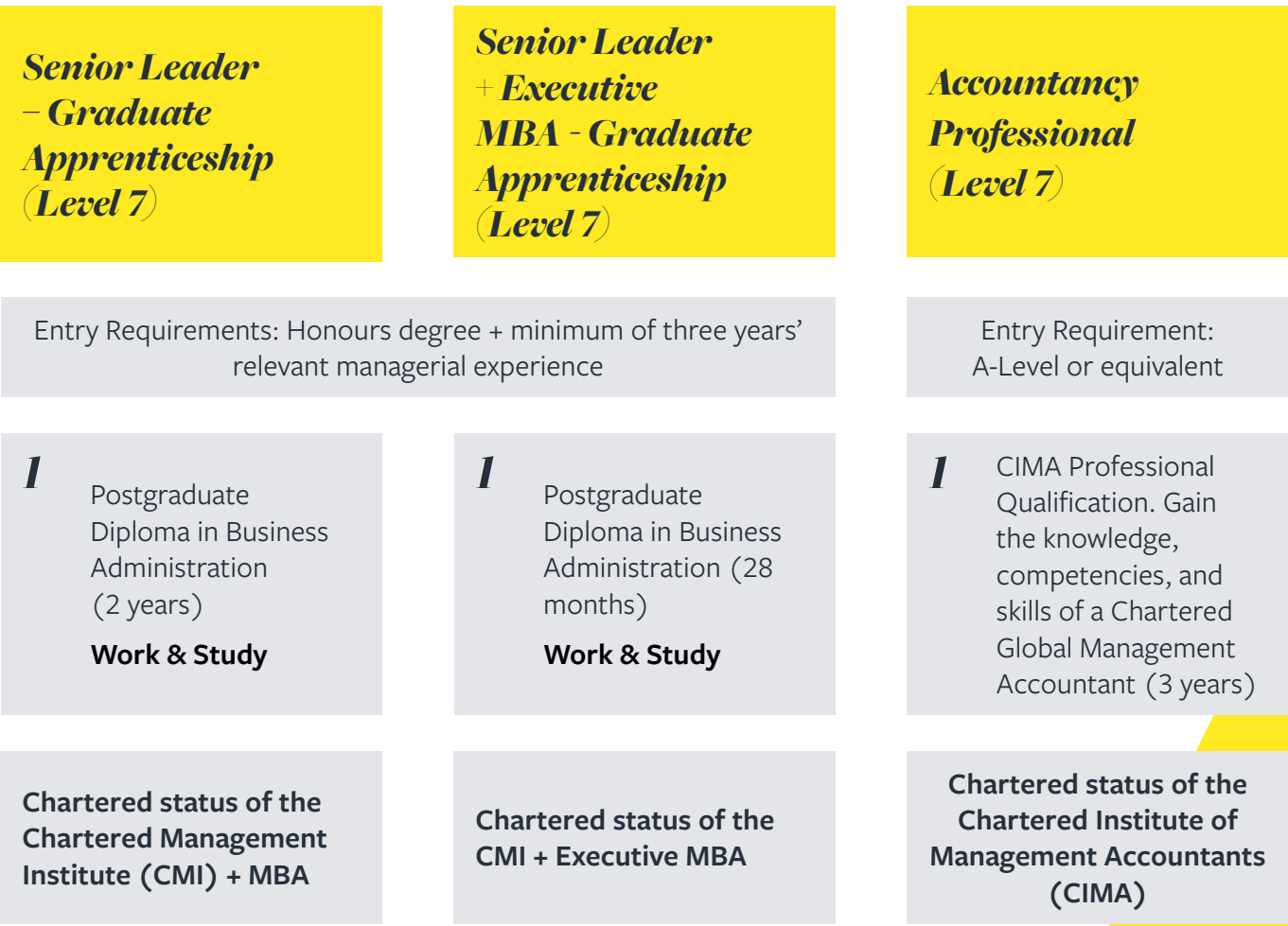
The APC can be completed with or without structured training depending on your experience.

- 1. **Structured training** – develop your skills over 12 or 24 months of structured training before assessment.
- 2. **Preliminary review** – with 5 years of experience, you can go to final assessment following a review of your submissions.



Chartered Management Routes

MBA & CIMA Qualifications. International Investment Services (IIS) with possibility to extend to other parts of the business.



Chartered Institute of Personnel and Development (CIPD) Routes

T-Three and Kiddy & Partners

Human Resource Management BA

Entry Requirement: A-Level or equivalent

1 BA Human Resource Management (3 years) + Associate Membership of the CIPD.



2 CIPD Advanced Diploma in Strategic People Management (1 year)

Chartered status of the Chartered Institute of Personnel and Development (CIPD)

Bachelor's Degree (any discipline)

1 CIPD Associate Diploma in People Management (1 year)



2 CIPD Advanced Diploma in Strategic People Management (1 year)

Chartered status of the Chartered Institute of Personnel and Development (CIPD)

Human Resource Management MA/MSc

Entry Requirement: Bachelor's degree equivalent

1 MA/MSc Human Resource Management (1 year)

Chartered status of the Chartered Institute of Personnel and Development (CIPD)

Senior People Professional (Level 7)

Entry requirements: A-Level or equivalent + formal interview

1 Master's qualification (3 years)

Chartered status of the Chartered Institute of Personnel and Development (CIPD)



Graduate Development Programme

All graduates, including our legal trainees within the business will be part of an internal development programme, which alongside the skills that they will develop as part of their qualification route, will support the development of essential personal and professional skills.

We've set out below what our Graduate Development Programme includes:

- **Coaching Sessions**, focused on discussing development needs and application of learning to their role. The Talent Development team will work individually with graduates and their managers to identify specific development areas to focus on and set objectives around as they move through their qualification route.
- **Training sessions and workshops** in various topics, including:
 - Communication
 - Time management and Prioritisation
 - Working Collaboratively and Managing Conflict
 - Improving Accountability and Engagement
 - Problem Solving and Decision Making
 - Assertiveness and Confidence
 - Impact and Influence
 - Adaptability and Resilience
 - Building a Personal Brand
 - Peer Coaching

The training sessions workshops are a valuable space for building relationships and connections with other graduates and apprentices across the business, working in a range of different positions. Sessions are very interactive, with activities and break out rooms utilised to encourage discussion and collaboration, as well as sharing of experiences and techniques.

Workshops are delivered virtually and range between 1.5 to 3 hours. Graduates are offered multiple dates to book onto each workshop to allow for flexibility.

- **Facet5** – Each graduate will complete a Facet5 profile, which will be discussed with them in an individual feedback session. This should give them a good understanding of their personality, in order to improve self-awareness of their behaviours, motivations, attitudes and preferred ways of working. Facet5 is used throughout many of the training courses and workshops and profiles will also be discussed at coaching sessions.



gateleyplc.com

Gateley is the business name of Gateley (Holdings) Plc.