



**CENTRE for
LEADERSHIP
PERFORMANCE**

*Developing Cumbria's leaders
for today and tomorrow*

Dream Placement

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The most valuable part of the scheme is the week-long placement for each student and their host company. Students get the chance to see how the real world of business operates, how leaders work and how vital decisions are made. Companies get to build relationships with Cumbria's talented young people.

With Dream Placement now in its sixth year, the Centre for Leadership Performance is looking to build on its success to make the 2019 Dream Placement scheme even bigger and better.

Could you play your part?

From Dream Placement to Dream Futures

The Centre for Leadership Performance has made connections with over 1000 young Cumbrians who have put themselves forward for a Dream Placement since its inception.

The Dream Placement alumni, including our ambassadors, is a significant slice of young Cumbrian talent. This year the Centre is launching the Cumbria Future Leaders Forum through our Dream Placement alumni.

This will be an active network committed to supporting one another to achieve success and accelerate careers. Insightful dialogue through social media and face to face events and activities will promote discussions on the issues that matter most.

The forum will be innovative and engaging and will provide an avenue to further help connect young people and employers, share opportunities, ask questions to their future workforce and employers and forge ongoing links and relationships.



“ Dream Placement is all about creating aspirations and developing Cumbria's ambitious and talented sixth formers into tomorrow's leaders. Candidates build their confidence and skills as well as experiencing how companies and their leaders operate. This ultimately helps them to set their own career aspirations for the future. ”

Al Wilson, CFLP Managing Director

The Dream Placement scheme benefits all who apply

The Centre offers one to one feedback on applications. Students who attend the selection event gain personal development opportunities and interview experience. It also provides them with the opportunity to ask local employers questions and advice about their future careers.

Students also gain valuable feedback on their interviews if unsuccessful in securing a placement and additional support and guidance can be provided through the Cumbria Future Leaders Forum.

Dream Placement in a nutshell

STEP 1 applications

Local students aged 16- 18 send in applications to the Centre for Leadership Performance. CflP reviews the applications and makes a short-list of students who will be invited to attend a selection event.

STEP 2 the selection event

The selection event is the first time that students and employers come together. During this day there are various activities, including speed-interviewing, which will help to match the students' skills and aptitudes to the various employers. Although there is no guarantee that every shortlisted student will be placed with a host company, we work hard to place as many students as possible. The successful students are then allocated to the host companies and all are invited to the development day.

STEP 3 the development day

The students get together with their host companies for a day of activities organised and facilitated by CflP, such as goal setting and skills audits, to get everyone prepared for the placement week.

STEP 4 placement week

The Dream Placement takes place – the exact programme of the week varies depending on the type of host company and the interest of the student but all will experience leadership in action and learn what Cumbria's employers have to offer for capable and ambitious young people.

STEP 5 showcase event

After the placement week the students and companies get together to celebrate what they have achieved and to share their experiences.

*Bay Health & Care
Partners meeting with
one of their students*



Key dates for Dream Placement 2019

Mon 3rd September 2018

Opening date for student applications



Students on placement with Collaborate Telemarketing

Mon 29th Oct 2018

Closing date for student applications



Students on placement with Story Contracting

Thurs 6th Dec 2018

Selection Event at Energus – shortlisted students are invited to a selection event with the host companies

Sat 26th Jan 2019

Development Day at Energus – students who have been selected for a placement participate in a day of activities to prepare them for placement

Mon 18th - Fri 22nd Feb 2019

Placement Week – selected students undertake a week's Dream Placement with their host company

Thurs 21st March 2019

Showcase Event – companies and students get back together to share their placement experiences

Students and the Dream Placement scheme

For students, the Dream Placement scheme gives an insight into the world of work with a leading Cumbrian employer. But this is not just a simple work-experience scheme – as a student, you will get a unique opportunity to see how the senior teams and leaders of industry go about dealing with the challenges they face.

As an ambitious young person, this is a glimpse of how your working life could be in 10 years' time. Could you help lead a local business in the future? Or would you like to run your own company? Well, this is your chance to get a taste of what it would be like!



Development Day team building with host companies and students

Companies and the Dream Placement scheme

For the host companies taking part in the Dream Placement scheme, this is a chance to connect with the young people of the county and show them how exciting and challenging working life can be. The Centre for Leadership Performance can help match you with the right student and also assist with the structure of the placement week. The most important thing is that the placement should give the student a taste of what it is like being a leader in your company.



Companies who offered Dream Placements in 2018



What people think...

“ It was another fantastic year for Dream Placement and further evidence of the quality of young people available to businesses in Cumbria. I certainly recommend the programme to any businesses looking for bright young talent to join their teams. ”

Andrew Gibson, Head of Technical & Compliance, Cyclife EDF

“ It's been absolutely fantastic. I really really appreciated the time each department gave me to explain what they did and how they contributed to the work at CN. The project I was given enabled me to work my way through the week with an end focus. I really felt as if I was contributing to the company for the week. ”

Victoria Hewat, Student on Placement at CN Group

“ I think the scheme is such a great idea as it gives college students that first taste of what it's like to go into the workplace and helps them to make informed decisions about the kind of career they want to pursue. ”

Sue Howarth, MD, Collaborate Telemarketing

“ Taking on Dream Placement has really helped me to build up my confidence.

Working with numerous groups of people within the business and presenting my findings to senior employees has made me feel more self-assured and confident in my abilities.

Because I've been so proactive throughout the week and have gained hands on experience, it's certainly made me think about all the different career options available to me. ”

Daniel Dalton, Student on Placement at Story Homes

“ I've been given a really rounded insight into the work that the NDA does. I didn't realise the diversity of some of the work that goes into planning and looking after so many nuclear sites across the UK. During my week I've learnt as much as I can from as many different managers; from their knowledge and expertise to their approach to management. ”

Ben Brock, Student on Placement with NDA

“ Wood is delighted to support Dream Placement because it gives us a chance to connect with the young people of the county and show them how exciting and challenging working life can be. ”

Mark Ritchie, Operations Manager, Wood

“ We absolutely love being part of the programme, not only did the students have a great time but we also enjoyed having them. We will continue to be a part and supporter of the programme. ”

James Manser, Learning Facilitator, North Cumbria University Hospitals NHS Trust

“ Being a part of Dream Placement means we are able to promote careers in the nuclear decommissioning industry, which is crucial for us when it comes to having a capable and sustainable future workforce to carry out our mission. The students have gained a better understanding of our organisation and we, in-turn, have benefited from the fresh insight they bring to the NDA. ”

Tara Moore, Learning and Development Advisor, Nuclear Decommissioning Authority



The Centre for Leadership Performance
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Interested?

If you are a company or a young person aged between 16 -18 and wish to take part in Dream Placement, please visit our website www.cforlp.org.uk where you can find out how to enter, or call us on **01900 824822**

 @CentreforLP  Centre for Leadership Performance

1st Floor, Town Hall, Cockermouth CA13 9NP

““ To anyone taking part or thinking of taking part in the future, I would just say *do it*. Because there are very few opportunities like it. ””

Flo Hanlon, now an apprentice at Sellafield Ltd

““ I have been unsure about exactly what kind of job or role I wanted so this is a great opportunity to explore that. ””

Abbie McCracken, Dream Placement with National Nuclear Laboratory

““ No other work placements give you the chance to talk to so many senior leaders. ””

Jasmine Metherell, Student at Trinity School



Dream Placement is kindly supported by:

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DECISIONS



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INFLUENCE THE FUTURE OF THE CITY



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