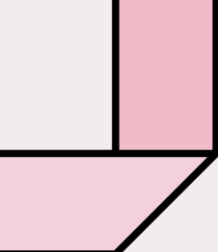


Pathways to Planning



Background

Vision: to create a wider, more diverse pipeline of graduate talent into built environment professions within public bodies such as local councils, statutory consultees and NSIPs.

2023-2025: The programme recruited over 200 new planners for local authorities and statutory consultees. Current retention rate is 99.6%.

Funded by MHCLG and delivered by the Local Government Association, the scheme aims to attract up to 175 planners and 50 surveyors in the coming year (earliest start date September 2026).

What the planning stream offers

Targeted marketing in participating local areas.

A **rigorous assessment process** to identify top talent with affinity to local government.

Bursary for graduates' accredited postgraduate qualification at £11k/graduate. Partial salary funding at £50,000 per place, based on need: less than 10 available. Application to the fund is included on our sign up form.

Cost effective for councils: Councils pay graduate salary, and any postgraduate study expenses remaining after our bursary payment.

A graduate network with L&D support to support graduates.

What the surveying stream offers

Targeted marketing in participating local areas.

A **rigorous assessment process** to identify top talent with affinity to local government.

Bursary for graduates' accredited postgraduate qualification at £11k/graduate.

Cost effective for councils: Councils pay graduate salary, and any postgraduate study expenses remaining after our bursary payment.

A graduate network with L&D support to support graduates.

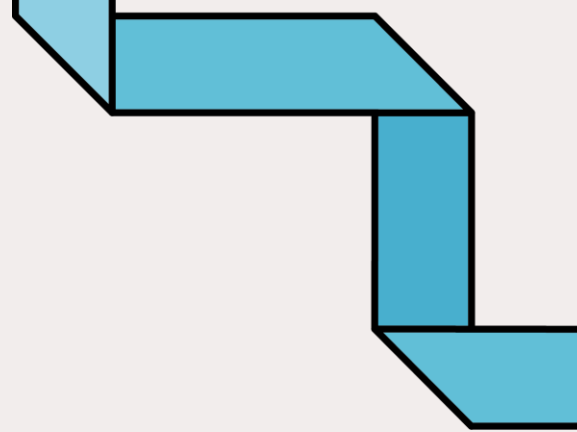
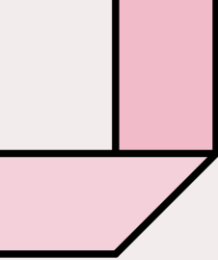
Cohort 4 Timeline: second intake

Up to 4 November:	Councils can sign up to the second intake of the programme for interviews taking place in December 2026.
Nov 2026:	The Pathways team match candidates with councils and councils conduct interviews. Graduates can onboard in the Jan-March period.
January 2027:	Ad hoc interviews will be held for employers who missed the first two sign-up windows. Graduates must be contracted to start work by 31 March 2027.
Sept 2027:	Graduates start their accredited degree.
August 2029:	Graduates finish the programme.

How can my organisation take part?

- ✓ Have discussions internally about where a graduate would be well placed in your organisation
- ✓ Consider whether you can use current vacant posts to adapt to utilise for this programme
- ✓ Consider how the post would be funded and whether additional salary support is required (Planning stream only)
- ✓ Ensure you have sign off from senior management to participate
- ✓ Discuss what team or teams they could have placements in
- ✓ Consider what course would be best suited to your organisations needs

 **Complete the sign up form**



If you would like more information:

- Email: Helen Donlon,
Assistant Programme Manager:
helen.donlon@local.gov.uk
- Sign up here to the programme
- Read more on our website for employers

Any questions?

Pathways to Planning

pathwaystopanning.org