



The public sector is a popular area for graduates to work in and offers a number of graduate schemes as entry route, but students aren't always aware of them outside of the big names in the Times top 100 graduate employers. This is a collection of UK public sector graduate schemes to help you identify others you may be interested in. *In May 2022, it was announced that the Civil Service Fast Stream would not be running in 2023 due to the drive to cut civil service numbers. This may impact other government department graduate schemes. We will endeavour to keep this list up to date as we hear more.*

**Roles are used for illustrative purposes;** this is not an exhaustive list, and we ask you use your own judgement about the schemes' suitability for your needs. The number and type of graduate schemes being offered varies each year. We do our best to keep this information up to date, but you should always check details with the relevant body. The links are updated each academic year but if you find the link does not work then googling the scheme name should bring it up. Some opportunities will have passed at the time of looking and some will be yet to open.

UK government departments follow the [Civil Service nationality requirements](#). Other public sector graduate schemes rarely sponsor visas so if you don't have the right to work in the UK, these may not be an option for you.

Where there's a salary range, this is usually location dependent (with more expensive areas to live attracting higher salaries) but sometimes they reflect experience.

### Public sector (not graduate schemes!)

Remember that graduate schemes are not the only way to get a job in the public sector. To find positions to apply to directly, [www.careers.cam.ac.uk/sectors-public-sector](http://www.careers.cam.ac.uk/sectors-public-sector) has several useful vacancy sites.

### Internships

Internships can be harder to find in the public sector than the commercial sector. We have indicated where bodies have offered these in the past. You can usually sign up for email alerts and/or follow the organisation on social media to be informed of application deadlines.

However, an internship is not essential to getting a graduate job and public sector recruiters know they are rare in this area. The hiring practices are designed to recognise and give credit for work experience and internships for private sector organisations, volunteering, 'casual work' and extracurricular activities. Spend time reflecting on all your experiences, why they matter and what skills they helped you develop and you will be in a good position to go for the schemes below.

### What is the Public Sector?

The public sector is the part of the economy owned and operated by the government. It includes military, law enforcement, infrastructure, public transit, public education, health care, elected officials and the supporting structures (the Civil Service in the UK)- it includes local, regional and national government and federal if you're in a country with states. It's funded by taxation and work generally doesn't have a requirement to produce profit. Our YouTube playlist [Careers in government, policy and the public sector](#) will give you more context.



Name	Length	Salary ('21 application round)	Degree class required	Degree subject required	Additional qualification gained	Internships
<a href="#"><u>All Wales Public Service Graduate Programme</u></a>	22mths	£30k+	2:1	Any degree	Masters	-
<a href="#"><u>Bank of England</u></a>	2yrs	£31k	2:1	Any degree for some roles (some roles require econ/finance/quant degree)	Not for all but one offers Level 7 apprenticeship (MSc equiv)	UG1, UG penultimate, Masters, PhD, insight days
<a href="#"><u>Care Quality Commission</u></a> Technology, Data and Insight Graduate Analyst. Also advertises at <a href="http://www.civilservicejobs.service.gov.uk">www.civilservicejobs.service.gov.uk</a>	2yrs	£25k	2:2	Any degree	-	-
<a href="#"><u>Competition &amp; Markets Authority (CMA)</u></a> Advertises at <a href="http://www.civilservicejobs.service.gov.uk">www.civilservicejobs.service.gov.uk</a>	3yrs	£33k	2:2	Any degree	-	Economist internships
<a href="#"><u>Defence Engineering &amp; Science Group (DESG)</u></a> Advertises at <a href="http://www.civilservicejobs.service.gov.uk">www.civilservicejobs.service.gov.uk</a>	2-3yrs	'competitive'	2:2	Any degree for some roles (Science or engineering degree some roles)	-	Summer internship
<a href="#"><u>Defence Science &amp; Technology Laboratory (DSTL)</u></a> Advertises at <a href="http://www.civilservicejobs.service.gov.uk">www.civilservicejobs.service.gov.uk</a>	2yrs	£22k-£27k	-	STEM subjects (see job advert when live)	-	Summer placements
<a href="#"><u>Environment Agency Graduate Engineer</u></a>	3-5yrs	?	Masters in civil, electrical or mechanical engineering		-	Summer internships (incl non-engineering roles)



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<p><b>Paused for 2023</b></p> <p><b>Civil Service Fast Stream</b> <i>variation across different streams, check the website and Careers Service Fast Stream briefing</i></p>	2-3yrs	£27k+	2:1 or 2:2	Any degree for some roles	For some streams- check website	Diversity internships <a href="#">Early Diversity Internship Programme (EDIP)</a> <a href="#">Summer Diversity Internship Programme (SDIP)</a>
<a href="#">Financial Conduct Authority (FCA)</a>	2.5yrs	£34k	2:1	Any degree for some roles (some roles require quant/econ related degree)	-	Summer Internship
<a href="#">Forestry England</a>	2yrs	£27k	2:1	Any degree + evidence of interest/experience but degrees relating to the environment, sustainability, forestry & land management, or business preferred	-	-
<a href="#">Frontline</a> (Child/Family Social Work)	2yrs	Yr1 Tax free bursary £18k (£20k in London) Yr2 £25k-£34k	2:1 or 2:2+ Masters	Any degree GCSE requirements for social workers must be met	Masters	Summer Internship, Graduate Internship & insight days
<a href="#">Government legal Trainee Scheme (LTS)</a>	2yrs	£29k-£40k	2:2	Any degree but non-law graduates must have completed GDL (not offering SQE route)	Solicitor or barrister	Diversity Summer Scheme
<a href="#">HMRC</a>	3yrs	£30k+	2:2	Any degree	-	Some years



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<a href="#">Department of Health &amp; Social Care, Health Policy (DHSC)</a>	3yrs	£29k-£33k	2:1	Any degree	-	-
<a href="#">MIS</a>	2-3yrs	£30k+	2:2	Any degree for some roles (STEM {science, technology, engineering or mathematics} degree for some technical roles)	-	Technical, Diversity, Procurement internships
<a href="#">National Audit Office (NAO)</a>	3yrs	£23+	2:1	Any degree	Chartered accountancy qual	Summer Internship
<a href="#">National Highways</a>	3yrs	£25k+	2:2	Any degree		
<a href="#">Network Rail</a>	1.5-3yrs	£26.5k	2:2	Any degree for some roles (some roles require accredited engineering degree)	-	Summer placement
<a href="#">NGDP</a> (local government)	2yrs	£25.9k	2:2	Any degree	-	-
<a href="#">NHS Graduate Digital, Data &amp; Technology Scheme (DDaT)</a>	2yrs	£25K-£31	-	'Relevant degree (ideally) in a STEM discipline (science, technology, engineering or mathematics) or equivalent work experience within a Digital, Data or Technology role.'	-	-
<a href="#">NHS England Graduate Management Training Scheme</a>	2-2.5yrs	£24k +	2:2	Any degree	-	-



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<a href="#">NHS Scientist Training Programme (STP)</a>	3yrs	NHS Band 6 (currently £32k)	2:1 2:2+higher study considered	Essential to have specialism-related degree (see website)	Masters	-
<a href="#">NHS Wales General Management Graduate Programme</a>	2yrs	£27k	2:2	Any degree	Masters	-
<a href="#">Northern Ireland Housing Executive Early Careers Programme</a>	2-3yrs	£17.7k+	2:2	Any degree	external professional qualification related to main focus area	-
<a href="#">Ofcom</a> (advertised through <a href="#">Bright Network</a> )	2yrs	£30k	2:1	Any degree for some roles (some roles require STEM {science, technology, engineering or mathematics}, econ or cyber security)	Varies (Finance stream, chartered accountancy)	Policy internship, Economics internship
<a href="#">OfGem</a>	18mths	£28k	2:2	numerical, analytical, energy or business-related discipline	-	-
<a href="#">Police Now</a>	2yrs	£24k-£31k	2:1	Any degree	-	-
<a href="#">Scottish Woodlands Graduate Development Training Programme</a>	2yrs	£27k	2:2	'Forestry related discipline, however, other qualifications in related subjects will be considered - Geography, Environmental, Agricultural, Rural'	-	-



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<a href="#">Teach First</a>	2yrs (optional 3yr)	Yr1 £20k Y2->£25.7k	2:1 (2:2 considered)	50% of degree must be in national curriculum subject, GCSE requirements for teachers must be met	PGDE, optional Masters in 3 <sup>rd</sup> yr	Taster programme
<a href="#">Think Ahead</a> (Mental Health Social Work)	2yrs	Yr1 Tax free bursary £17.2k (£19.1k in London) Yr2 £21k-£33k	2:1	Any degree GCSE requirements for social workers must be met	Masters social work	-
<a href="#">Transport for London (TFL)</a>	2-3yrs	£27k	2:2	Any degree for some roles (some roles require engineering, surveying, comp sci/related, 'highly numerate')		
<a href="#">Treasury</a>	3yrs	£28.5	2:2	Any degree	-	-
<a href="#">Unlocked</a> (Prison Service)	2yrs	£23k-£30	2:1	Any degree	Masters	-

### Other Local Government Graduate Schemes

Rather than joining the NGDP, some local authorities run their own graduate schemes. Here are some that we have heard of in the past. Local authorities may join and drop out of the NGDP and some paused recruitment during the pandemic, check your own local authority to see what's available.

- [Kent graduate programme](#)
- [North Yorkshire graduate development programme](#)
- [Richmond and Wandsworth graduate development programme](#)
- [Suffolk graduate programme](#)



### Succeeding in applications and interviews

Public bodies are committed to diverse hiring practices, and their hiring systems reflect this, often removing identifying information such as your name, age, gender, where and what you studied. Application forms are more of a feature than CVs and cover letters. For more guidance see our YouTube playlist, [Videos to help you make applications](#) and our website [www.careers.cam.ac.uk/applying-for-jobs](http://www.careers.cam.ac.uk/applying-for-jobs).

At interview, competency style questions are common and whilst the whole play list [Get ready for interviews](#) will be helpful, pay particular attention to [Part 3b : Preparing for competency questions](#). Government departments will refer to the [Civil Service success profiles](#) and it's worth familiarising yourself with these as well.