



The public sector is a popular area for graduates to work in and offers a number of graduate schemes as entry route, but people 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.

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. You can usually register your interest to be informed by email when applications 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. Please check requirements as they apply to you- and remember that the [graduate visa](#) is an alternative to the skilled worker visa.

Where there's a salary range, this is usually location dependent (with more expensive areas to live attracting higher salaries) but sometimes reflects the amount of work experience a candidate has.

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 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, a related internship is not essential to getting a graduate job and public sector recruiters know many people won't have one. 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 ('23 application round)	Degree class required	Degree subject required	Additional qualification gained	Internships also available?
Approach Social Work (Child/Family Social Work- formerly known as Frontline)	3yrs	Yr1 Tax free bursary £18k (£20k in London) Yr2 up to £34k	2:2	Any degree GCSE requirements for social workers must be met	Masters	Summer Internship, Graduate Internship & insight days
Bank of England	2yrs	£35k	2:1	Any degree for some roles (some roles require econ/finance/quant/law degree)	-	UG1, UG penultimate, postgraduate, Black future leaders
Care Quality Commission Technology, Data and Insight Graduate Analyst. Also advertises at www.civilservicejobs.service.gov.uk	2yrs	£25k	2:2	Any degree	-	-
Civil Service Fast Stream variation across different streams, check the website and Careers Service Fast Stream briefing	2-3yrs	£31k+	2:1 or 2:2	Any degree for some roles	For some streams- check website	Diversity internships Summer Internship Programme (SIP)
Competition & Markets Authority (CMA) Advertises at www.civilservicejobs.service.gov.uk	3yrs	£33k in 2021	2:2	Any degree	-	Economist internships
Defence Engineering & Science Group (DESG) Advertises at www.civilservicejobs.service.gov.uk	2-3yrs	'competitive'	2:2	Any degree for some roles (Science or engineering degree some roles)	-	Summer internship



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Defence Science & Technology Laboratory (DSTL) Advertises at www.civilservicejobs.service.gov.uk	2yrs	£27k-£31k	-	STEM subjects (see job advert when live)	-	Summer placements
Environment Agency Graduate Engineer	3-5yrs	£28k+	Masters in civil, electrical or mechanical engineering		-	Summer internships (incl non-engineering roles)
Financial Conduct Authority (FCA)	2.5yrs	£36k	2:1	Any degree for some roles (some roles require quant/econ related degree)	-	Summer Internship
Forestry England	2yrs	£27k	2:1	Any degree + evidence of interest/experience but degrees relating to the environment, sustainability, forestry & land management, or business preferred	-	-
Government legal Trainee Scheme (LTS)	2yrs	£31k £39k	2:2	Any degree but non-law graduates must have completed law conversion course	Solicitor or barrister	Diversity Summer Scheme
HMRC	3yrs	£30k+	2:2	Any degree	-	Some years
Impact (local government)	2yrs	£30k	2:2	Any degree	-	-
MIS	2-3yrs	£33k+	2:2	Any degree for some roles (STEM {science, technology, engineering, or	-	Summer Intelligence Diversity internships



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				mathematics} degree for some technical roles)		
National Audit Office (NAO)	3yrs	£27k+	2:1	Any degree	Chartered accountancy qualification	Summer Internship
National Highways	3yrs	£26.5k	2:2	Any degree	Some Industry recognised qualifications	Some internships and placements
Network Rail	1.5-3yrs	£26.5k	2:2	Any degree for some roles (some roles require accredited engineering degree)	-	Summer placement
NHS England Graduate Training Schemes various schemes, check the website for details	2-2.5yrs	£27k +	2:2	Any degree (one role requires 30%+ numerate content in degree)	-	-
NHS Scientist Training Programme (STP)	3yrs	Not specified	2:1 2:2+higher study considered	Essential to have specialism-related degree (see website)	Masters	-
NHS Wales General Management Graduate Programme	2yrs	£27k	2:2	Any degree	Masters	-
Northern Ireland Housing Executive Early Careers Programme	2-3yrs	£17.7k+	2:2	Any degree	external professional qualification related to main focus area	-
Ofcom (advertised through Bright Network)	2yrs	£30k	2:1	Any degree for some roles (some roles require STEM {science, technology, engineering, or	Some professional qualifications offered	Policy internship, Economics internship



Name	Length	Salary ('23 application round)	Degree class required	Degree subject required	Additional qualification gained	Internships also available?
				mathematics}, econ or cyber security)		
OfGem	2yrs	£28k	2:2	numerical, analytical, energy or business-related discipline	-	-
Police Now	2yrs	£28k-£36k	2:2	Any degree	-	-
Scottish Woodlands Graduate Development Training Programme	2yrs	'Highly competitive'	2:2	'Forestry related discipline, however, other qualifications in related subjects will be considered - Geography, Environmental, Agricultural, Rural'	-	-
Teach First	2yrs (optional 3yr)	Yr1 £20k-30k bursary Yr2 £31k-36k	2:1 (2:2 considered)	50% of degree must be in national curriculum subject, GCSE requirements for teachers must be met	PGDE, optional Masters	Taster programme
Think Ahead (Mental Health Social Work)	2yrs	Yr1 18k-20k bursary Yr2 £27k-35k	2:2	Any degree GCSE requirements for social workers must be met	Masters social work	-
Transport for London (TFL) various schemes, check the website for details	1-4yrs	£28.5k	Variety some don't specify grade, several at 2:2 and 2:1	Any degree for some roles (some roles require engineering, surveying, comp sci/related, 'highly numerate')	-	Summer internships in Civil engineering, Engineering & tech, Mechanical engineering
Treasury	3yrs	£30	2:2	Any degree	-	-
Unlocked (Prison Service)	2yrs	£30.9k-£38	2:1	Any degree	Masters	-



Other Local Government Graduate Schemes

Rather than joining the Impact graduate scheme, 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 Impact or create/pause their own graduate schemes, so this section is particularly vulnerable to becoming out of date! 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](#)

The armed forces have webpages detailing graduate entry for the [Royal Navy](#), and the [Royal Air Force](#). The [British Army](#) doesn't have a dedicated page but does accept graduates in a variety of positions.

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.

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.