



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?
<u>Approach Social Work</u> (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	
<u>Bank of England</u>	2yrs	£32k-£39k, £60k for PhD research prog	2:1	Any degree for most roles (some roles require econ/finance/quant/law degree; specialist prog for PhDs)	-	UG1, UG penultimate, postgraduate, PhD, Black future leaders
<u>Civil Service Fast Stream</u> variation across different streams, check the website and Careers Service Fast Stream briefing	2-3yrs	£31k+	2:1 or 2:2	Any degree for most roles (some roles require economics, highly numerate degree, some statistical content)	For some streams- check website	Care Leaver internship; Autism Internship; Summer Internship Programme (SIP)
<u>Competition & Markets Authority (CMA)</u> Advertises at www.civilservicejobs.service.gov.uk	3yrs	£33k in 2021 (no more recent data)	2:2	Any degree	-	Summer internship
<u>Defence Engineering & Science Group (DESG)</u> Advertises at www.civilservicejobs.service.gov.uk	2yrs	£29k	2:2	Accredited Science or engineering degree	-	Summer internship
<u>Defence Science & Technology Laboratory (DSTL)</u> Advertises at www.civilservicejobs.service.gov.uk	2yrs	£27k-£31k	-	STEM subjects (see job advert when live)	-	Summer placements
<u>Environment Agency Graduate Schemes</u> Engineering scheme and environment & science scheme	3-5yrs	£29k+	- BEng/ MEng	Relevant science/environment discipline or accr. Engineering degree	-	Summer internships (incl



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						non-engineering roles)
<u>Financial Conduct Authority (FCA)</u>	2.5yrs	£36k	2:1	Any degree for some roles (some roles require quant/econ related degree)	-	Summer Internship
<u>Forestry England</u>	2yrs	£32k	2:1	Any degree	-	-
<u>Government legal Trainee Scheme (LTS)</u>	2yrs	£33k+	2:2	Any degree but non-law graduates must have completed law conversion course	Solicitor or barrister	Diversity Summer Scheme
<u>HMRC</u>	3yrs	£31k+	2:2	Any degree	-	Some years
<u>Impact</u> (local government)	2yrs	£31k+	2:2	Any degree	-	-
<u>MI5</u>	2-3yrs	£33k+	2:2	Any degree for most roles (STEM degree for some technical roles)	-	Summer Intelligence internships
<u>National Audit Office (NAO)</u>	3yrs	£27k+	2:1	Any degree	Chartered accountancy qualification	Summer Internship, Diversity Internship
<u>National Highways</u>	3yrs	£30k	2:2	Any degree for some roles	Some Industry recognised qualifications	Some internships and placements
<u>Network Rail</u>	1.5-3yrs	£29k-£32	2:2 for most roles	Any degree for some roles (some roles require accredited engineering degree)	-	Summer placement

Name	Length	Salary ('23 application round)	Degree class required	Degree subject required	Additional qualification gained	Internships also available?
NHS Graduate Training Schemes various schemes, check the website for details	2-2.5yrs	£29k +	2:2	Any degree	Masters for NHS Wales scheme only	-
NHS Scientist Training Programme (STP)	3yrs	NHS Band 6 (currently £37k+)	2:1 2:2+higher study considered	Essential to have specialism-related degree (see website)	Masters	-
Northern Ireland Housing Executive Early Careers Programme	2-3yrs	£17.7k+	2:2	Any degree	external professional qualification related to main focus area	Year out/summer placements
Ofcom (advertised through Bright Network)	2yrs	£30k	2:1	Any degree for some roles (some roles require STEM {science, technology, engineering, or mathematics}, econ or cyber security)	Some professional qualifications offered	Policy internship, Economics internship
OfGem Advertises at www.civilservicejobs.service.gov.uk	2yrs	£29k+	2:2	Any degree	-	-
Police Now	2yrs	£29.9k+	2:2	Any degree	-	-
Scottish Woodlands Graduate Development Training Programme	2yrs	'Highly competitive'	2:1 'ideally'	'Forestry related discipline, however, other qualifications in related subjects will be considered - Geography, Environmental, Agricultural, Rural'	-	-
Teach First	2yrs	Yr1 £20k-30k bursary	Typically 2:1 (2:2 considered)	50% of degree must be in national curriculum subject,	PGDE, optional Masters	Taster programme



Name	Length	Salary ('23 application round)	Degree class required	Degree subject required	Additional qualification gained	Internships also available?
Transport for London (TFL) various schemes, check the website for details	1-4yrs	£31k	Variety some don't specify grade, several at 2:2 and 2:1	GCSE requirements for teachers must be met Any degree for some roles (some roles require engineering, surveying, comp sci/related, 'highly numerate')	-	Summer internships in engineering fields; women's internship
Treasury	3yrs	£31.5k	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. The [University Royal Naval Unit Cambridge](#), [Cambridge University Air Squadron](#) and [Cambridge University Officers' Training Corps](#) are Reserve units that recruit exclusively from university students across the East Anglia Region and are good places to learn more about whether a career in the armed forces would suit you.



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 common 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.