

Guide to...

Graduate Schemes

bathspa.ac.uk/careers

Contents

Introduction	3
Are graduate schemes for me?	3
Suggested timeline	3
Researching graduate schemes & your criteria	5
Meeting employers	6
Typical recruitment process	7
Example: typical graduate scheme recruitment process	9
Typical area of graduate schemes	10
Further support from Bath Spa Careers	16

Introduction

Graduate schemes, or graduate programmes, are a type of graduate job, usually found in larger organisations, with a structured training programme. Graduate scheme employers recognise that graduates can have a significant impact on the work and future of an organisation, so they generally invest a lot of time and resources into the recruitment process to ensure they select the right graduates. Applications can open as early as the summer before your final year and some close before Christmas, so if you are exploring graduate schemes as an option, you are advised to start researching *as early as possible*. Work through the information in this guide to explore graduate schemes, what you can do in each academic year (that's right – first year is not too early to start!) to prepare for the graduate 'milk round', and how to strategically approach the recruitment process.

Are Graduate Schemes for Me?

If you are asking yourself whether graduate schemes are right for you, here is a summary of the key features you will generally find in graduate schemes which may help you decide:

- **Many open to all disciplines:** the majority are open to graduates of any subject, as employers are often more interested in the higher level transferable skills graduates can offer than subject specialism, although there are exceptions.
- **Entry level:** as schemes are designed for recent graduates, years of previous experience is generally not expected. However, many will expect to see strong academic skills and evidence of extra-curricular experiences, activities and achievements gained alongside your degree.
- **Attractive packages:** employers generally offer successful graduates an attractive package, including salary and other benefits.
- **Competitive process:** employers often use lengthy and complex recruitment processes with early deadlines to ensure they select the best candidates. See further information below.
- **Leadership and management:** employers often see their graduates as future leaders and managers of the organisation, so are interested in candidates' leadership potential.
- **Learning and development:** as entry-level roles, there are often opportunities for development such as training, professional funded qualifications or being assigned a mentor.
- **Typically 1-3 years:** whilst most schemes last 1-3 years, many employers offer opportunities within the organisation upon completion (N.B. this is not guaranteed).
- **Rotations:** some, but not all, recruiters offer rotations as part of their graduate schemes, which means working in different departments and/or locations throughout the scheme.
- **Organisation size:** many schemes are offered by larger employers, including many well-known brands, although some smaller organisations may offer schemes
- **Typical areas:** because of organisational needs, graduate schemes frequently arise in certain categories, such as HR, Marketing, Management and Finance. See further information below.

To explore other options available to graduates, see the Bath Spa Careers '**What Are My Options**' resource, available on the Bath Spa University Careers website resources page.

Suggested Timeline

Due to the competitive nature of graduate schemes, it is highly recommended that you start considering options and making plans early; being prepared and strategic in your approach could give you an advantage. Here is a suggested timeline:

First Year

- **Start your research:** there are thousands of opportunities available, so start your research as early as possible to avoid feeling overwhelmed in final year.
- **First year programmes:** some graduate employers have introduced work experience or insight programmes exclusively for first year students. As well as seeing whether you like the organisation,

employers often use these programmes to see whether you could be a good fit for them. If you decide it is not right for you, the experience will still look great on your CV.

- **Other work experience and activities:** first year is an ideal time to get work and voluntary experience to test out different types of roles, employers and sectors, as well as developing your CV. See the Bath Spa Careers '*Guide to Volunteering*', '*Guide to Finding a Part-Time Job*', and '*Guide to Seeking Opportunities Abroad*'. Also investigate what opportunities are available to you at university (e.g. placements, Students' Union volunteering, clubs and societies) and look out for the Bath Spa Careers *Head Start Award* on the Bath Spa University Careers website, exclusively for BSU first year students.

Second Year

- **Shortlisting and meeting employers:** second year is an ideal time to start shortlisting schemes to apply for in third year. As well as online research, seek opportunities to meet employers on your 'longlist' at graduate fairs, open days, workshops and other events. As well as showing initiative and proactivity, you can also ask recruiters directly what they look for and how to stand out.
- **Apply for placements:** many graduate employers have summer or year-long placements available to students between their second and third year. All Bath Spa University courses now offer the opportunity to undertake a Professional Placement Year (PPY), where you can take a year out from your studies to work in industry. Doing a PPY can greatly enhance your career prospects and is also linked to improved academic performance in the final year. For more information see the Bath Spa University Careers website. Some employers use placements as part of their recruitment process for graduate schemes, so can also provide a competitive advantage. Be prepared for applications to open early in your second year. It is also worth seeking feedback on draft applications from Bath Spa Careers, as placements can be competitive.
- **Gain more experiences and activities:** employers value students with relevant experiences, who can demonstrate involvement in extracurricular activities and have achievements on their CV (e.g. Bath Spa Award, competitions). Keep a journal of examples as you go that you can use when applying to graduate schemes next year.

Summer before your Final Year

- **In-depth research and shortlisting:** revisit your shortlist and identify a final list of graduate schemes to apply for. Research the organisations in depth, looking beyond graduate recruitment brochures to understand the purpose of the organisation, their aims, values, strategy, culture, clients and achievements; you will need to demonstrate this knowledge throughout the recruitment process.
- **Create a plan of action:** make a note of opening and closing dates of schemes in your shortlist. Many close before Christmas of your final year (some as early as October) and others are on a rolling basis (i.e. closing when enough suitable applications are received). Create a timetable (as you would for course deadlines) and plan sufficient time to apply to each scheme, allowing time for drafts, re-drafts, and ideally still getting the application in at least a few days before the deadline. As a rough idea, a good quality application can take 1-2 weeks to perfect. You will need to allow extra time if you intend to get feedback from Bath Spa Careers. Many employers will publish their full recruitment timeline in advance, so also make a note of the timings of the assessment stages after initial application.
- **Start preparing examples and applications:** many graduate recruiters use application forms, with the use of CVs being less common. Either way, use the summer to prepare by recording examples of your experiences, achievements and skills gained throughout your time at university, both curricular and extra-curricular, which you are likely to use in applications. We recommend writing these up using the STAR Approach – see the '*Guide to Using the STAR Approach*'.
- **Gain more experience:** there is a recurring theme in this timeline, but having experience you can talk about throughout the recruitment process is vital. The summer before third year will be a key time to gain additional experience, ideally addressing any gaps and areas of development that you have identified as important to the employer.

Final Year

- **Stick to your application timeline:** where possible, stick to the plan you have created for yourself to ensure that you get applications in to your shortlisted employers on time and to a high standard.
- **Keep an eye out for other opportunities:** most graduate recruiters advertise schemes annually, but there might be unexpected new opportunities that arise based on the employers' needs. Make sure you are subscribed to key graduate scheme websites to ensure you find out about these.
- **Get networking:** meet the employers on your shortlist wherever possible at key events such as graduate fairs, networking events and employer sessions on campus. You are likely to find out key insider information to strengthen your application, whilst also making a lasting positive impression. It is also worth being open to meeting other recruiters to find out about opportunities you may not have considered yet.
- **Prepare for possible further recruitment stages:** once the application is submitted, there are likely to be various other stages of the recruitment process to prepare for.

Researching Graduate Schemes and Your Criteria

With thousands of graduate schemes on offer each year, it will be important to develop a good understanding of what is available, and also consider the types of opportunities that interest you. Here are some key questions to consider:

- **Structure or flexibility?** Some employers recruit graduates every year and have well-established, structured schemes. Other programmes might be newer, or may not recruit graduates every year, which could mean they are less formally established but could offer you more choice and flexibility. Consider which appeals to you more.
- **Small, medium or large?** Organisation size is likely to influence the nature of a graduate programme. For example, larger employers sometimes have 'rotational' programmes, (offering experience in different departments/offices) or alternatively might allow you to specialise in one area of the business (e.g. a finance graduate scheme). In small or medium sized organisations (i.e. less than 250 employees overall), graduates often state that they are given more responsibility earlier in their career.
- **Location?** Have you got a fixed location or would you like to explore new places? Many schemes are offered in big cities such as London, Bristol, Cardiff, Manchester or Birmingham. Some employers are clear about where the programme is based from the outset, but some place their graduates at any location depending on organisational need.
- **Training, qualifications and support?** Funded professional qualifications or training are sometimes offered as part of graduate programmes. Other opportunities for development might include being assigned a mentor, visits to head office or in-house training.
- **Next steps?** Many employers see their graduates as the future leaders of their organisation, but it is always worth investigating the programme's retention rates i.e. how many graduates continue working for the employer after the programme is completed.
- **Number of opportunities?** How many graduates does the organisation recruit a year? It could be as little as 1 or as large as 1000. However, don't presume the employer with the most vacancies is the least competitive, as these organisations often have dedicated recruitment teams who heavily promote their programmes as widely as possible to increase application numbers.
- **Application process?** Most graduate employers will publish a timeline of their recruitment process, including what types of assessments they use, as it can be a lengthy process.
- **Salary and other benefits?** The salary and benefits offered by different graduate employers can vary significantly. Consider the benefits that are most important to you. It is worth being mindful that the most attractive packages might result in the scheme being more competitive.

Key sources for your research

Online and paper-based sources are a good place to start your research into graduate programmes and to find live vacancies. Here are some key types of sources to investigate:

- **Employers' website, recruitment brochures and materials:** most graduate scheme providers will have some form of printed materials and/or dedicated webpages outlining details of their programmes, which will be essential for you to read and understand prior to application.
- **TargetJobs:** live graduate scheme vacancies <https://targetjobs.co.uk/>
- **TargetJobs Employer Hubs:** information, advice and opportunities about graduate employers <https://targetjobs.co.uk/employer-hubs>
- **Target Jobs Career Location:** summary guides of graduate employers per region <https://targetjobs.co.uk/careers-advice/career-location>
- **Prospects:** live graduate vacancies, job profiles, career quiz and careers information and advice <https://www.prospects.ac.uk/>
- **The Complete University Guide - Top Graduate Employers:** a list of graduate employers ranked by the number of graduate-level posts filled in a year. Filter according to industry, region and occupation <https://www.thecompleteuniversityguide.co.uk/careers/top-graduate-employers>
- **The Times Top 100 Graduate Employers:** a list which ranks employers based on High Fliers Research. N.B. Create a free account to view the list <http://www.top100graduateemployers.com>
- **The Guardian UK 300:** a list of the “most popular graduate employers” <https://targetjobs.co.uk/uk300>
- **The Job Crowd:** list of “top companies”, live vacancies and other information including a graduate career directory <http://www.thejobcrowd.com/>
- **Milkround:** live graduate scheme vacancies <https://www.milkround.com/>
- **Gradsouthwest:** live graduate scheme and job vacancies in the South West of the UK <http://www.gradsouthwest.com/>
- **The Careers Group:** graduate jobs board powered by the Careers Group in London <https://recruit.thecareersgroup.co.uk/UOL/index.asp>
- **GradTouch:** graduate job site with interactive content <https://www.gradtouch.com/>
- **The Guardian Jobs – Graduate:** graduate jobs nationally <https://jobs.theguardian.com/jobs/graduate/>

Meeting Employers

Meeting graduate employers is strongly recommended where possible before submitting an application for a graduate scheme. As well as being able to make a positive impression, you can often find out valuable insights and information you would not find through online or paper-based research. This might help you to decide whether the graduate scheme and the employer is a good fit for you and meets your criteria. If you apply, this valuable ‘insider’ information can be used to enhance your application by demonstrating your commitment to the employer through the level of research you have conducted.

Before meeting employers, prepare by researching them online in advance and preparing some insightful questions. The best types of questions to ask are about things you could not easily find out through online research. For example:

- About the culture of the organisation e.g. working environment.
- About the individual you are speaking with e.g. their career story, what a typical day looks like, what they most enjoy about their job, challenges of the role, next career steps.
- Opinion about changes in the sector e.g. how rise of technology, Brexit or other P.E.S.T.L.E. (political, economic, social, technological, legal or environmental) factors are influencing the sector.
- Advice for you about entering the sector/organisation e.g. types of experience you can gain at university, sources of research.
- Advice about standing out in the recruitment process.

It is also important to make a positive impression by wearing an appropriate outfit. You will need to determine the appropriate level of formality through your research, as the type of sector and event can influence this. For example, legal networking events often expect a very formal dress code, whereas a

media or creative networking event may not be as formal, and a smart-casual dress code might be more suitable for a careers fair on campus. It is also important that you wear something you feel comfortable in, so that you concentrate fully on making the most of the event.

Here are some key ways to meet graduate employers:

- **Careers and Graduate Fairs:** Most universities hold careers fairs, predominately in the Autumn Term before graduate scheme or placement deadlines. Employers often pay to attend these events, as they are keen to promote their programmes and talk to students. You will often meet Graduate Recruitment Officers and current graduates at the organisation, so it is a great opportunity to ask lots of questions. Look out for employer events at Bath Spa University as well as other external graduate fairs such as the National Graduate Recruitment Exhibition. In addition, some universities allow students and graduates from any university to attend their careers fairs. Some of these are listed on Prospects Events list (N.B. remember to check with the individual university before attending): <https://www.prospects.ac.uk/events>.
- **Employer Talks and Open Evenings:** Some graduate employers hold information sessions about their schemes, which sometimes take place on campus, at the organisation itself or at an external venue. You will be able to learn about the organisation in more depth and gain valuable information and insights for your applications. After formal talks, there is often opportunity to ask questions in Q&A sessions or through informal networking after the session, both of which you can use to make a positive impression to the employer.
- **Networking Events:** Whilst these events may not be specifically focused on recruiting students to graduate schemes, talking to people at networking events about their careers can be extremely valuable for your research into graduate careers. It is also a great way to develop your confidence talking to employers and networking skills. See Bath Spa Careers '**Guide to Networking**' for further advice.

Typical Recruitment Process

Unlike many other types of jobs, the recruitment process for graduate schemes can be lengthy. Graduate schemes attract a high number of applicants each year, so different stages are used to help identify the most suitable candidates. Employers use different recruitment stages depending on their needs. Typical activities that you might come across include:

Online Application Form

CVs are less common in graduate scheme recruitment, as employers generally find it easier to compare candidates using a standard application form, which they score with standardised marking criteria. See Bath Spa Careers '**Guide to Completing Job Application Forms**' for further advice.

Psychometric tests

Psychometric tests are online tests which employers use to test a candidate's suitability for a graduate scheme. Test results are usually compared to a 'norm group' (i.e. previously tested graduates) to see if they are higher or lower than average.

There are two broad groups of psychometric tests. Firstly, *aptitude* or *ability tests* are used to measure your intellectual and reasoning abilities. Examples of tests in this category include numerical reasoning, verbal reasoning, situational judgement tests and spatial reasoning. The second group is *personality* or *strengths tests* which assess a candidate's traits in relation to an organisation or role. So whilst there are 'no right or wrong answers' in personality or strengths tests, your responses are likely to feed into a profile which will help employers to determine your suitability for the opportunity. See Bath Spa Careers '**Guide to Assessment Centres**'.

Video Interviews (pre-recorded)

Video interviews are becoming more popular with graduate recruiters and should not be confused with live Skype interviews. Video interviews involve a set of pre-recorded questions from an employer, in which you are given a short time limit to consider and record your answer. These recordings are then submitted to the employer to review at a later time. If an employer uses video interviews, you will usually be sent an email inviting you to complete a video interview within a limited time period (e.g. within 3 days). Make sure you read the instructions carefully so that you have a clear idea about what to expect.

Sometimes, you will be allowed to do a practice attempt so that you can familiarise yourself with the software, which is advisable if available. Nevertheless, it will be important to prepare your answers to typical interview questions in advance and to practice these to a time limit before even logging onto the video interview site. You could be asked questions about you (e.g. skills, experiences, motivation), about the role, the organisation or the broader sector.

You can prepare by ensuring that you are in a comfortable environment where you will have good signal, and ensuring that you will not be disturbed during the interview so you can concentrate fully. Some employers recommend using a laptop or desktop PC over a tablet or smartphone for video interviews. See our '**Guide to Preparing for Interviews**' for further examples of common interview questions and advice about preparing and answering questions effectively.

See also this TargetJobs article on 'How Graduate Recruiters use Video Interviews':

<https://targetjobs.co.uk/careers-advice/interview-types/323741-how-graduate-recruiters-use-video-interviews>

Skype or Telephone Interviews

Recruiters may choose to interview you over the phone or on Skype. The level of formality for these types of interviews can vary depending on the organisation, the role and who is interviewing you. In most cases, due to the nature of the opportunity, graduate scheme interviews should be treated formally unless instructed otherwise.

If used at an earlier stage in the recruitment process, Skype or telephone interviews are unlikely to be as long as a typical face-to-face interview. It can feel strange to be talking to an employer via phone or Skype, but it is important to remain focused and professional, to demonstrate your enthusiasm and commitment, as well as your suitability for the role.

As with video interviews, you can prepare by ensuring that you are in a comfortable environment where you have good signal and are unlikely to be disturbed during the interview to avoid unnecessary distraction. In terms of interview content, it is worth preparing as you would for a face-to-face interview. See Bath Spa Careers '**Guide to Preparing for Interviews**' for common questions to prepare for and advice about how to effectively answer them.

See also TargetJobs 'Expert Performance Tips for Skype and Video Interviews':

<https://targetjobs.co.uk/careers-advice/interview-types/323749-expert-performance-tips-for-skype-and-video-interviews>.

TargetJobs 'How to Handle a Telephone Interview': <https://targetjobs.co.uk/careers-advice/interview-types/273645-how-to-handle-a-telephone-interview>.

Assessment Centres

An assessment centre usually consists of a series of exercises which are designed to assess your suitability for a graduate scheme. They consist of observations whilst you undertake various tasks and activities relevant to the role. Assessment centres are generally used as the penultimate or final stage of the recruitment process, and it is often the first time since submitting your application that the employer will meet you in person.

See Bath Spa Careers '**Guide to Assessment Centres**' for further details about typical activities, how to prepare and conduct yourself on the day.

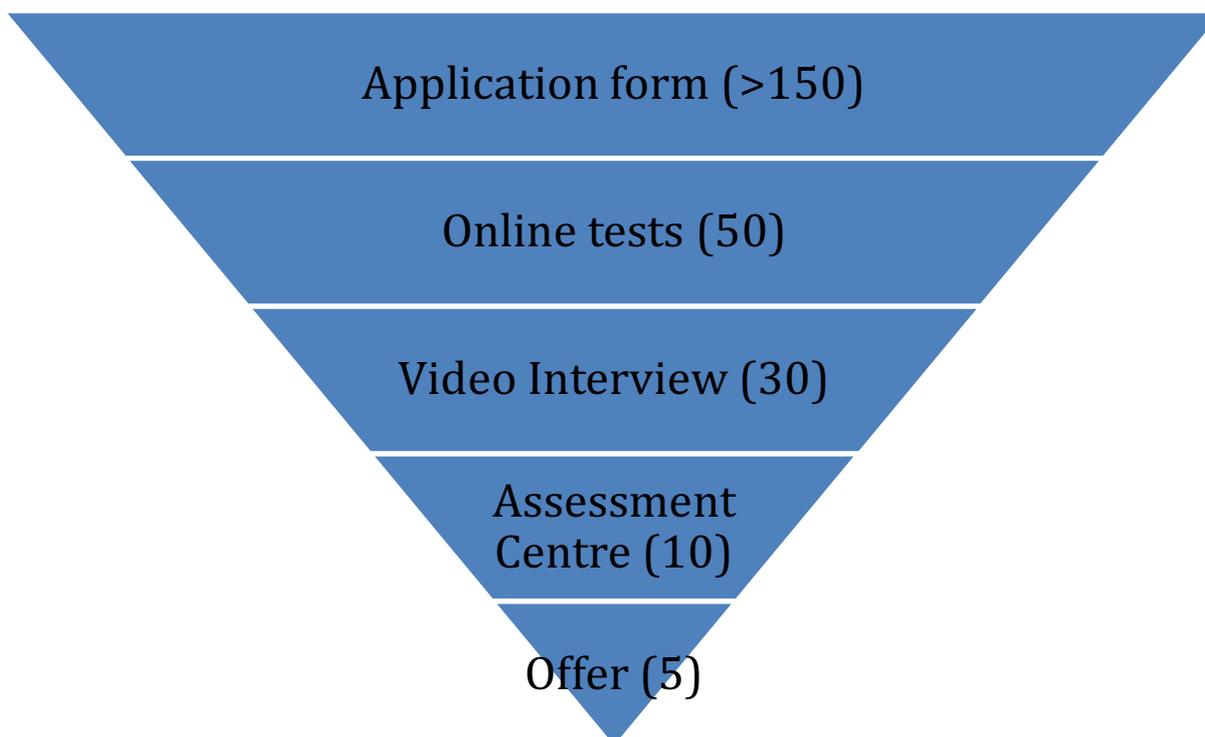
Interview

In a panel interview, you are likely to be interviewed by a member of the graduate recruitment team, manager(s) and possibly other figures in the organisation. This might take place during or after the assessment centre stage. As one of, if not the final stage of the process, you will need to be prepared to answer a range of in-depth questions about yourself and the opportunity to demonstrate why you are a strong candidate.

If you have got to this stage of the recruitment process, you have done very well. However, it is important not to underestimate the final interview and to ensure you prepare thoroughly by revisiting your research and application, as well as practising your answers to likely questions. You may wish to book a mock interview with Bath Spa Careers to practice and get feedback on your performance before the day. Also, see our '**Guide to Preparing for Interviews**' for further examples of common interview questions and advice about preparing and answering questions effectively.

Example: Typical Graduate Scheme Recruitment Process

Generally at each stage of the process, the highest performing candidates will be selected to go through to the next stage. This diagram illustrates a typical recruitment process for a graduate scheme (the number indicates the number of candidates at that stage):



Each stage will require a significant time commitment from you, which can be demanding in your final year of university; this is why researching and shortlisting your preferred employers in advance is so important.

Typical areas of graduate schemes

With thousands of graduate schemes advertised every year, it would be impossible to list them all in this resource. However, this section aims to give you a flavour of some of the most common areas of graduate schemes and some examples of employers that have been known to provide these schemes in previous years (although don't forget to make use of resource links listed on page 6).

Consultancy, Management and Business

Management schemes often allow you to fast-track into becoming a future leader in business. Consulting schemes train you to give expert advice to clients within a particular field, such as IT, finance or general business.

- Aldi
- Ambassador Theatre Group (ATG)
- Atos
- Axa
- Babcock International
- Capgemini
- Centrica
- CGI
- Deloitte
- Dixons Carphone
- Enterprise Rent-A-Car
- Explore Learning
- Hewlett Packard
- Jaguar Land Rover
- KPMG
- L'Oreal
- Marks & Spencer
- Motability Operations
- National Rail
- PwC
- Santander
- Sky
- Telefonica
- Vodafone

See also:

- Prospects Business, Consulting and Management <https://www.prospects.ac.uk/jobs-and-work-experience/job-sectors/business-consulting-and-management>
- TargetJobs Consulting <https://targetjobs.co.uk/career-sectors/consulting>
- TargetJobs Management and Business <https://targetjobs.co.uk/career-sectors/management-and-business>

Operations, Logistics, Supply Chain, Procurement, Fast Moving Consumer Goods (FMCG)

These roles are usually concerned with a company's processes, from sourcing raw materials, getting these from A to B, through to consumer purchase. These schemes are often found in larger organisations, as such processes can be a highly logistical operation and companies are often look for ways to be more efficient. If you enjoy thinking logically and being organised, you may be attracted to a role in this area.

- Associated British Foods
- Boots
- Diageo
- EDF Energy
- Gist World
- Kerry Foods
- Marks and Spencer
- Mondelez International
- Morrisons
- Nestlé
- Ocado
- Royal Mail
- Tesco
- Unilever

See also:

- Prospects Transport and Logistics <https://www.prospects.ac.uk/jobs-and-work-experience/job-sectors/transport-and-logistics>

- TargetJobs Logistics, Transport and Supply Chain <https://targetjobs.co.uk/career-sectors/logistics-transport-and-supply-chain>
- TargetJobs Consumer Goods and FCMG <https://targetjobs.co.uk/career-sectors/consumer-goods-and-fmcg>

Accountancy, Banking and Finance

Many graduate schemes in this area are open to those with any degree subject, often with opportunities to gain professional qualifications. In addition to banks and accountancy firms, graduates are also recruited into 'in house' finance departments across different sectors.

- | | |
|---|--|
| <ul style="list-style-type: none"> • Airbus • Atos • BUPA • Centrica • DHL • Diageo • Deloitte • Dixons Carphone • Eon Energy • HSBC • Kerry Foods • KPMG | <ul style="list-style-type: none"> • Mondelez International • Morrisons • National Audit Office • Nestlé • RBS • Santander • Shell • Telefonica • Tesco • Vodafone • Virgin Media • Unilever |
|---|--|

See also:

- Prospects Accountancy, Banking and Finance <https://www.prospects.ac.uk/jobs-and-work-experience/job-sectors/accountancy-banking-and-finance>
- TargetJobs Accountancy and Financial Management <https://targetjobs.co.uk/career-sectors/accountancy-and-financial-management>
- TargetJobs: An Introduction to Professional Accountancy Bodies <https://targetjobs.co.uk/career-sectors/accountancy-and-financial-management/advice/283313-an-introduction-to-professional-accountancy-bodies>
- TargetJobs Investment Banking and Investment <https://targetjobs.co.uk/career-sectors/investment-banking-and-investment>

Green, Energy, Environment and Sustainability

Graduate schemes are an option in this sector, with roles available in environmental or energy companies as well as larger organisations concerned with environmental impact.

- Anglian Water
- Atkins Global
- Centrica
- EDF Energy
- Eon EnergyMott MacDonald

See also:

- Prospects Energy and Utilities <https://www.prospects.ac.uk/jobs-and-work-experience/job-sectors/energy-and-utilities>
- Prospects Environment and Agriculture <https://www.prospects.ac.uk/jobs-and-work-experience/job-sectors/environment-and-agriculture>

Marketing, Advertising and PR

Marketing, advertising and PR roles are found across sectors, supporting organisations to promote their products, services and brand. These roles are likely to suit graduates who are creative but who also enjoy thinking strategically.

- Airbus
- Associated British Foods
- Capital One
- Centrica
- Danone
- Diageo
- DHL
- EE
- Kerry Foods
- Marks and Spencer
- Mondelez International
- Nestlé
- RBS
- Tesco
- Unilever

See also:

- Prospects Marketing, Advertising and PR: <https://www.prospects.ac.uk/jobs-and-work-experience/job-sectors/marketing-advertising-and-pr>
- TargetJobs Marketing, Advertising and PR: <https://targetjobs.co.uk/career-sectors/marketing-advertising-and-pr>

Digital

Many organisations seek graduates in this area to ensure they remain competitive in an ever-growing digital market.

- Atos
- Boots
- Centrica
- Civil Service Fast Stream
- EE
- Eon Energy
- Morrisons
- Vodafone

See also:

- Prospects Media and Internet <https://www.prospects.ac.uk/jobs-and-work-experience/job-sectors/media-and-internet>
- TargetJobs IT and Technology <https://targetjobs.co.uk/career-sectors/it-and-technology>

HR and Recruitment

Human Resources (HR) is a vital function of organisations that employ people. HR is about attracting and retaining the best people to work for an organisation and giving them the support they need to do their jobs well. Many HR schemes are open to graduates from all subjects and some may include study support for a Chartered Institute of Personnel and Development (CIPD) accredited qualification. Recruitment Consultant graduate schemes involve working on behalf of clients (i.e. organisations) to source suitable candidates for their openings.

- Airbus
- Associated British Foods
- Atos
- Boots
- British Heart Foundation
- BT
- Centrica
- Civil Service Fast Stream
- Diageo
- EE
- Eon Energy
- Kerry Foods
- Morrisons
- Nestle
- RBS
- Royal Mail
- Shell
- Unilever
- Virgin Media
- Vodafone

See also:

- Prospects Recruitment and HR <https://www.prospects.ac.uk/jobs-and-work-experience/job-sectors/recruitment-and-hr>
- TargetJobs HR and Recruitment <https://targetjobs.co.uk/career-sectors/hr-and-recruitment>

Public Sector

Opportunities to work in the public sector include working in a government department, training to be a Police Officer or a Teacher, or working in the NHS. Many of these employers have multiple schemes (e.g. the NHS offers schemes in General Management, Human Resources, Policy and Health Informatics).

- Civil Service Fast Stream
- GCHQ (Government Communications Headquarters)
- HM Treasury
- MI5 (Secret Intelligence Service)
- National Audit Office
- NHS (National Health Service)
- Police Now
- Teach First
- TfL (Transport for London)

See also:

- Prospects Public Services and Administration <https://www.prospects.ac.uk/jobs-and-work-experience/job-sectors/public-services-and-administration>
- TargetJobs Public Service, Charity and Social Work <https://targetjobs.co.uk/career-sectors/public-service-charity-and-social-work>

Social Care and Housing

These schemes include opportunities to train to be a social worker.

- Curo
- Frontline
- GOV (Step Up to Social Work)
- Sanctuary Group
- Think Ahead

See also:

- TargetJobs Public Service, Charity and Social Work <https://targetjobs.co.uk/career-sectors/public-service-charity-and-social-work>

Charities, NGOs and Social Enterprise

Whilst this is not the biggest area for graduate schemes, there are some key programmes available to gain entry to this sector.

- Cancer Research UK
- CharityWorks
- Gradunique (Macmillan Cancer Support and British Heart Foundation)
- Worthwhile

See also:

- Prospects Charity and Voluntary work <https://www.prospects.ac.uk/jobs-and-work-experience/job-sectors/charity-and-voluntary-work>

Law

Graduates who want to work in law are recruited by law firms and in-house legal departments at various organisations. There are different roles available and some may require further training and qualifications before you gain entry. The legal sector is a bit different to other areas in that roles are not often referred to as 'graduate schemes'.

- Burges Salmon LLP
- Government Legal Service
- KPMG

See also:

- Prospects Law <https://www.prospects.ac.uk/jobs-and-work-experience/job-sectors/law-sector>
- TargetJobs <https://targetjobs.co.uk/career-sectors/law-solicitors> and <https://targetjobs.co.uk/career-sectors/law-barristers>

Publishing, Journalism, Writing, Media, Film and TV

There are a few schemes available in this area, although graduates may also gain entry to this sector through entry level jobs and working their way up.

- BBC Trainee Schemes and Apprenticeships
- Channel 4 Training Schemes & Industry Talent Schemes
- Financial Times
- HarperCollins
- ITV News Traineeship
- PACT List of Schemes in TV and Film Production
- Penguin Random House
- RDF Television Internship
- Red Bull Media House
- Telegraph Media Group
- Thomson Reuters
- Viacom

See also:

- Prospects Media and Internet <https://www.prospects.ac.uk/jobs-and-work-experience/job-sectors/media-and-internet>
- TargetJobs Media, Journalism and Publishing <https://targetjobs.co.uk/career-sectors/media-journalism-and-publishing>

Property

Some opportunities in the Property and Construction sector require specific qualifications (e.g. Engineering, RICS), but there are other graduate schemes available in the sector which are open to all subject areas.

- Alder King Property Consultants
- Barratt Homes
- Berkeley Group
- Croudace
- Deloitte
- Galliard Homes
- NHS Property Services
- Redrow
- Taylor Wimpey
- Savills

See also:

- Prospects Property and Construction <https://www.prospects.ac.uk/jobs-and-work-experience/job-sectors/property-and-construction>
- TargetJobs Property <https://targetjobs.co.uk/career-sectors/property>

Food Science, Development and Nutrition

If you have a degree in food, biology or nutrition, then these graduate schemes may be to your taste.

- Arla
- Associated British Foods
- Bakkavor
- Danone
- Nestle
- Tesco
- Unilever

Hospitality, Tourism and Leisure

You may find that opportunities in this area aren't necessarily listed as 'schemes' but are the industry training equivalent.

- British Airways
- EasyJet
- Fullers Brewery
- Intercontinental Hotels Group
- Manchester Airport
- Merlin Entertainments
- Skyscanner
- TUI UK Group

See also:

- Prospects Hospitality and Events Management - <https://www.prospects.ac.uk/jobs-and-work-experience/job-sectors/hospitality-and-events-management>
- Prospects Leisure Sport and Tourism - <https://www.prospects.ac.uk/jobs-and-work-experience/job-sectors/leisure-sport-and-tourism>

Education, Teaching, Working with Children

Various teacher-training routes are available through the Department of Education and provide combination of practical and vocational pathways e.g. SCITT and PGCE. However, routes such as Teach First and Schools Direct are equivalent graduate schemes, there are also education based schemes such as IntoUniversity. For more information, view our '**Guide to Teacher Training**'.

- Explore Learning
- Graduate Teaching Scheme
- Imperial College
- IntoUniversity
- RM Education
- TeachFirst

Fashion, Textiles, Buying and Merchandising

Depending on the role and organisation, some graduate schemes in this area will ask for a fashion related degree, whilst other schemes are open to all subjects.

- Abercrombie & Fitch
- Arcadia
- Jaguar Land Rover
- Marks and Spencer

- Next
- Tesco
- TJX Europe (TK Maxx)

Further Support from Bath Spa Careers

If you would like further support from Bath Spa Careers & Employability go to **bathspa.ac.uk/careers** to see the ways in which you can access our service, including workshops and events, appointments and to access our extensive range of resources.

You can also contact Careers Reception on 01225 875525 or at careers@bathspa.ac.uk.

Please note that Bath Spa Careers does not endorse particular organisations.

(This guide was last updated in Summer 2019).

GET A HEAD START

We're here to help you get a great start to your career. We're open all year round, so come and visit us in the Careers Space, book an appointment, or get in touch.

Careers Space, SL.G04
Steward's Lodge

careers@bathspa.ac.uk
01225 875525

www.bathspa.ac.uk/careers

Follow [/bathspacareers](#)



Every effort has been made to ensure the information in this leaflet is accurate but we recommend that you check all details carefully.

Published September 2019

Copyright Bath Spa University Careers