

Graduate Programme

A Graduate Programme is one of the entry-level employment routes you can offer as employer and contribute adding social value to Essex.

What is a Graduate Programme?

A graduate programme is a work-based training programme that allows recent graduates to gain hands-on experience with an organisation, giving them an opportunity into the world of work.

The structure may involve training, mentoring, and applied work in different functions.

Graduate Programmes are typically 2 to 3 years in length

Graduate schemes can be great for hard to fill positions, where there is a clear skills gap for roles that require degree level education.

Graduate Programme and Social Value

As an employer your organisation can create social value when you employ graduates. Vendors can include graduate placements as the social value offer they make when bidding for ECC contracts. The social value measure ECC 9 covers training opportunities at work, specially measuring the number of training opportunities (BTEC, City & Guilds, NVQ, HNC) that have either been completed during the year, or that will be supported by the organisation to completion in the following years - Level 2,3, or 4+.

