<table>
<thead>
<tr>
<th>Month</th>
<th>Graduate Schemes</th>
<th>Direct Entry jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>September</td>
<td>Applications for 2019 graduate schemes will have opened or will open soon.</td>
<td>Many employers run events on campus – use these opportunities to network and research employers.</td>
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<tr>
<td>October</td>
<td>On campus recruitment fairs in October – meet employers actively recruiting from York.</td>
<td>These jobs are available and advertised all year round by organisations of all sizes and in all sectors. Although lower profile, this is the main route into graduate level employment.</td>
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<tr>
<td>November</td>
<td>Some schemes will close before Christmas - apply early. End of January is another big closing date. Employers are typically recruiting large numbers of new graduates.</td>
<td>The employer will expect that the successful candidate will be available to start work reasonably soon after the recruitment process is complete.</td>
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<tr>
<td>December</td>
<td>Applications typically by online application/CV plus online tests, recorded video interview/telephone interview.</td>
<td>Recruitment process is generally carried out more quickly than with a graduate scheme. Vacancies arise when a member of staff leaves, is promoted or a new position is created.</td>
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<tr>
<td>January</td>
<td>Successful candidates will be invited to assessment centres and take part in various selection tasks.</td>
<td>This is a great time to do your research but it’s too early to apply. Find out how to read a job advert and what skills are sought in the sector you are interested in. There’Lots of information on our website – or come and talk to us for advice.</td>
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<tr>
<td>February</td>
<td>Job offers made to candidates – often conditional on final degree classification.</td>
<td>Direct entry jobs and internships being advertised from around Easter are suitable for undergraduate candidates who finish in June. This recruitment process is typically shorter than that for a graduate scheme:</td>
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</tbody>
</table>
| March    | Employers may offer engagement activities to successful applicants during this time                                                                                                                                                                                         | - Submit application  
- Invite to interview (Possible second interview depending on employer)  
- Job offer  
- Start date agreed  

**Taught postgrads:** Jobs and internships advertised in early summer are within a suitable timeframe – with likely start dates Sept/October onwards. |
| April    |                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                               |
| May      | Successful candidates will have summer start dates. Taught postgrads may have to negotiate a later start date, or defer to a later intake.                                                                                                                                 |
| June     | Some schemes will open now for start dates next summer for incoming final year students or recent graduates.                                                                                                                                                               |
| July     |                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                               |
| August   |                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                               |
| September |                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                               |
Graduate Scheme

- 1 – 3 years paid employment with significant training
- Usually offered by larger organisations and are highly visible on campus
- Employers usually recruit large numbers to start training together annually
- Scheme can offer the chance to rotate around different business functions
- May have the chance to gain professional qualifications
- Generally a permanent position will be available at the end of the scheme
- Training provided
- Long recruitment process with many different stages
- Highly competitive, with many more applications than there are places
- However some employers struggle to fill all their places because they don’t attract students with the right skill set
- Adverts may not use the term “graduate scheme”

Examples:

- Systems Engineering Graduate Scheme (Summer 2019)
- Graduate Leadership Development Programme
- Change Delivery Graduate Programme
- Ofcom Graduate Pathways

Direct Entry Graduate Job

- Much more immediate time frame for recruitment process – likely to have fewer elements and unlikely to involve an assessment centre
- May include some on the job training but this may be less structured than that offered on a grad scheme
- Offered by employers of all sizes in all sectors
- They may be harder to find as these employers don’t have the same on-campus presence
- Employers may be less focused on applicants having a 2:1
- Salary may be lower than a grad scheme (not always)
- You will be expected to start working in the specific role you’ve been hired for straight away
- No set programme may mean you have the chance to progress quickly in the business
- If you are working in a smaller company your impact may be more visible and you could have the chance to get involved in more aspects of the business

Examples:

- Graduate Data Analyst
- Client Relationship Manager
- Sustainability Consultant (Immediate start)
- Media Analyst