

Graduate Programs

Understand structured pathways from study into professional work.

1 Context	WHY THIS MATTERS Graduate programs help early-career professionals build capability through rotations, learning, mentoring and structured development.	A SIMPLE PATHWAY → Research and apply early → Assessments & testing → Interviews → Offer & onboarding → Rotations → Ongoing development	KEY TAKEAWAYS ■ Understand the application timeline — many close months early. ■ Prepare for assessment centres or psychometric testing. ■ Use rotations to learn broadly across the business. ■ Build relationships across the organisation from day one.
2 Insight	EMPLOYER INSIGHT Graduate hiring is usually focused on potential, learning agility, communication and long-term fit — not just grades.		TOP TIP Focus on evidence. Employers respond to clear examples of what you did, what you learned and what changed because of your contribution.
3 Action	WHAT TO DO ✓ Start researching programs in your second or third year. ✓ Track deadlines carefully — missing them means waiting another year. ✓ Ask for feedback during every rotation. ✓ Build a development plan for each rotation.	WHAT TO AVOID ■ Applying late — most programs fill well before closing dates. ■ Comparing yourself constantly to other graduates. ■ Waiting for direction on every task. ■ Avoiding feedback or difficult learning moments.	QUICK CHECKLIST ■ Programs researched ■ Key dates tracked ■ Assessment practice completed ■ Development goals written ■ Mentor identified

REFLECTION

What type of environment would help you learn best — rotation, specialist role, client-facing work or technical depth?

YOUHIVE TIP

Explore graduate programs and early-career opportunities through YouHive — filter by industry and role type.