

LAING O'ROURKE



BUILT FOR THEM

PARENTS' & TEACHERS' GUIDE

laingorourke.com/careers

On a mission

We are Laing O'Rourke. We design, manufacture, engineer and build iconic buildings and complex infrastructure projects used by millions of people every day, and our apprentices, students and graduates have real involvement in all of these projects. We're on a mission to ignite a passion in those not looking to follow the crowd; for those wanting to carve their own path. Our students enjoy the best of both worlds, learning their trade alongside all the benefits of working. This is their first step on the career ladder and we don't take that lightly. We want our employees to succeed in paving the way for their future success.

Our programmes are the best choice for those looking to learn new skills and gain qualifications while working, and it is available to those starting from all levels of education and at different points in their career. There are opportunities to become an engineer, electrician, heating and ventilation fitter, formwork carpenter and HR professional to name but a few, all across the UK. What's more, students will finish their programme fully qualified and student debt free!

"Today we have a wide range of opportunities, whether you're leaving school, at university or about to graduate. We pride ourselves on providing exceptional training, from the moment you join, right through your career. I, for one, have had an amazing career at Laing O'Rourke.

I have had the opportunity to work on iconic projects with some brilliant people, both in the UK and in Australia. Throughout, the company has always supported me and helped me develop my skills and experience."



JOANNA

Role: Head of Talent, Inclusion and Social Sustainability



What's so great about the construction industry?

For starters, it's huge! The construction industry is prolific, with an estimated worth of over £100 billion and employing more than 2 million people. People with skills suited to the industry are highly valued and make an impact on our everyday lives – homes, workplaces, roads, airports, water systems, football stadiums, shopping centres... the list goes on!

GREAT OPPORTUNITIES

There are so many varied roles in construction, and although we focus a lot on training the next generation of engineers, we also have opportunities in contract and commercial management, as well as corporate and operations roles.

SAFETY FIRST

The UK construction industry is the safest in Europe, and worker health and safety is paramount every single day. Here at Laing O'Rourke, Mission Zero is our ongoing campaign to eliminate all accidents from our operations.

FOR EVERYONE

Almost 300,000 women work in construction in the UK, and we're keen to see more join the industry at all levels.

INNOVATIVE INDUSTRY

The construction industry is constantly evolving. Today we are using complex computer modelling, nanotechnology and drones and we are constantly evolving and developing new technology.

BUILDING SOCIETY

Our projects make a real impact on communities. We build the infrastructure to supply clean water, manage waste, develop transport systems and hospitals, and provide a great environment in which to live and work.

PROTECTING THE ENVIRONMENT

As we are constantly creating and expanding, sustainability is a big focus in the construction industry. Everything we do at Laing O'Rourke focuses on reducing our impact on the world around us, from minimising waste to cutting carbon.

ELLIE

Programme: School and College Leaver

Role: Quantity Surveyor

"I knew that this was a bit of a man's world, but I'm quite a strong character – and I saw it as a bit of a challenge. Although it's been incredibly supportive and fun as well."



Our Programmes

APPRENTICESHIP+

(Technical and trade apprenticeships)

Apprentices are perfect for those looking to learn new skills while gaining a qualification and enjoying all the perks of working. They work with experienced tradesmen and construction professionals while completing a structured training programme.

SUMMER AND INDUSTRIAL PLACEMENTS

(Undergraduate)

Within this 6-12 week programme, students undertake on-the-job and structured training as well as weekly learning sessions. It is a really flexible scheme making it a fantastic way for students to make the most of their summer, both professionally and personally. We also offer year-long Industrial Placements for students studying a four-year course.

SCHOOL & COLLEGE LEAVER PROGRAMME

(Higher & degree apprenticeships)

We are building on this successful programme to pioneer degree apprenticeships, so students can study for an accredited degree while gaining real on-the-job experience. They'll work alongside experienced Laing O'Rourke professionals on live projects while attending university. Throughout they'll learn innovative engineering and construction techniques and get to know colleagues who'll continue to support them throughout their career at Laing O'Rourke.

GRADUATE PROGRAMME

This 32-month programme combines practical experience and academic learning with professional development. Learning from peers and colleagues as well as a series of modules, we introduce graduates to the very latest innovative engineering and construction techniques, developing their technical capabilities and knowledge.

JACK

Programme: School and College Leaver

Role: Civil Engineering Technician

"I had done some civil engineering at college, so I was really keen to see if I could pursue a career in this area. Luckily Laing O'Rourke said yes. There are six of us from Laing O'Rourke on the programme, and we are at the University of Exeter for two weeks at a time, and it's great to get all that time to focus on studies."



Programmes

APPRENTICESHIP+

TRADE & TECHNICAL APPRENTICESHIPS

SCHOOL & COLLEGE LEAVERS

HIGHER & DEGREE APPRENTICESHIPS

SUMMER & INDUSTRIAL PLACEMENTS

UNDERGRADUATES

GRADUATES

POST-GRADUATES

WHO ARE WE LOOKING FOR?

APPLICANTS WITH AN INTEREST IN LEARNING A TRADE SUCH AS:

- Electrical Installation
- Heating and Ventilation Installation
- Plumbing
- Plant Maintenance
- Welding and Fabrication
- Formwork Carpentry
- Carpentry and Joinery
- Piling Operations
- Steel Fixing
- Scaffolding
- Office Management

THOSE INTERESTED IN A CAREER IN:

- Civil Engineering
- Building Services Engineering
- Mechanical Engineering
- Information Technology
- Estimating
- Quantity Surveying
- Procurement
- Planning
- Construction Management
- Manufacturing
- Human Capital

APPLICANTS MUST BE STUDYING AN ACCREDITED DEGREE COURSE IN:

- Civil Engineering
- Mechanical Engineering
- Structural Engineering
- Building Services Engineering
- Geotechnical Engineering
- Architecture & Design
- Quantity Surveying
- Supply Chain Management
- Construction Management

Other STEM related degrees will also be considered

ACCREDITED COURSE DEGREE IN:

- Civil Engineering
- Mechanical Engineering
- Structural Engineering
- Building Services Engineering
- Geotechnical Engineering
- Architecture and Design
- Quantity Surveying
- Supply Chain Management
- Construction Management

Alternative degree courses will also be considered such as Mathematics, Economics and Business

WHAT ARE THE ENTRY REQUIREMENTS?

3 GCSEs (preferably grades 7-4 in Maths, English and Science)

5 GCSE's (preferably grades 7-4 in Maths, English and Science), 3 A-levels or BTEC

Undergraduate on target for a 2:1 or higher

2:1 or higher degree course, full UK mobility

KEY DATES

Most roles are advertised in the Spring with a view to commencing the following September. However further roles may be added throughout the year

Applications open in late October and typically close in early February

Applications open: September
Start date (SP): July
Start date (IP): September

Applications open in September and close the end of November. Roles may be advertised outside of this time depending on business need

WHAT IS THE PACKAGE?

Industry high rate of pay (hourly) that differs dependent on your choice of trade or technical skill

Full-time salary with benefits and full university fees (plus achievement award on completion of relevant professional qualification)

For a Summer Placement, you will receive a salary for the 6 to 12 week programme. For an Industrial Placement, you will receive a salary for the duration of your placement

Competitive salary with car and benefits (plus achievement award on completion of relevant professional qualification)

WHAT DOES THE PROGRAMME INVOLVE?

2-4 year programme depending on the role you take, and includes a regional induction and an annual apprentice development module

5 years
13 development modules

Exeter programme

Summer Placements are typically between 6 and 12 weeks, with a core 6 week programme that everyone attends

2.5 years
7 development modules

WHAT PROFESSIONAL QUALIFICATION WILL I ACHIEVE BY THE END?

Level 2 or 3 NVQ, with the possibility of an HNC in the technical routes

HNC Level 4 or up to BSc degree

These are Placement programmes which will give you great learning opportunities, training and project experience

Start your chartered journey with the Institution aligned in your function i.e. Civil Engineers will achieve IEng with the ICE



Now what?

So, what's the next step? By now you'll have a better idea of the different options available for your child or student. Here's a recap:

APPRENTICESHIP+

- 3 GCSEs or more
- 2-4 year programme
- Work on big projects, get qualified, build a future

SUMMER & INDUSTRIAL PLACEMENTS

- On target for a 2:1
- 6-12 week programme or year-long industrial placement
- Live project work and regular training

SCHOOL & COLLEGE LEAVERS

- 5 GCSE's, 3 A levels or BTEC
- 5-year programme
- Study for a higher or degree apprenticeship and develop a career in a technical area

GRADUATES

- 2:1 or higher
- 2.5-year programme
- Develop professional skills and work on major projects

Once your child or student has made an informed decision, it's time to apply.

It's important to take the time to make the best application.

If you're invited to interview – do your research and be prepared!

More than anything else we want to see passion for our industry and the work we do.

GOOD LUCK!

CHLOE

Programme: School and College Leaver

Role: Recruitment Co-ordinator

"Laing O'Rourke has provided me with structured career development through the support my team have shown me to commencing my professional CIPD qualifications which links in to my daily responsibilities. For me, the best thing about working at Laing O'Rourke is the variety of work, along with knowing that there are always approachable senior colleagues who I can turn to for support and guidance."



Laing O'Rourke | Bridge Place | Anchor Boulevard | Crossways | Dartford | Kent DA2 6SN
T +44 (0)1322 296200 | F +44 (0)1322 296262

www.laingorourke.com/careers

— ENGINEERING THE FUTURE

