

LAING O'ROURKE



**BUILD YOUR CAREER
AT LAING O'ROURKE**
EXPECT TO BE SURPRISED

STUDENT GUIDE

laingorourke.com/careers

WE ARE LAING O'ROURKE.

We design, manufacture, engineer and build iconic buildings and complex infrastructure projects used by millions of people every day.

It's our mission to be the recognised leader for innovation and excellence in the construction industry.

To achieve our mission, we've focused on innovation as a positive force for change, challenging practices and investing in the latest technology and platforms.

OUR PURPOSE AND VALUES

To achieve our purpose of pushing the boundaries of what's possible, in service of humanity, our core values serve as a foundation:



CARE

We do what's best for our people, to improve their lives and the world around us.



INTEGRITY

We do things the right way, staying open and honest to all.



COURAGE

We are willing to confront the unknown and challenge the status quo.

You'll be surprised by what you can expect from a career in construction.

EXPECT TO BE SURPRISED.

WHY LAING O'ROURKE?

At Laing O'Rourke, we push the boundaries of what's possible, and give you the opportunity to go further than you imagined. We support young people across all stages and education levels of their career journey.

DEDICATED SUPPORT

We know that we can only progress by creating the very best team in the industry, and we have continued to invest in early talent development programmes, creating many opportunities for apprentices, students and graduates.

EXPERT TRAINING

Our development programmes have been specifically designed to enable you to gain the skills and qualifications to excel in your career.

KEY PARTNERSHIPS

Working alongside expert minds, we have cemented relationships with exceptional training providers for apprenticeships, as well as universities including Cambridge and Imperial College London for our Masters programmes.

REAL PROGRESSION

Hundreds of early careers apprentices and graduates have made their impact within Laing O'Rourke, way beyond the boundaries of the initial talent programmes.

SUPPORTIVE CULTURE

Laing O'Rourke is a recognised leader in health, safety and wellbeing, offering a wide range of initiatives to support people across all our workplaces. Our early careers candidates come from all walks of life, to join together and thrive, in an environment that is not only supportive but flexible and inclusive too.



WORKING IN CONSTRUCTION

Not only do we work on outstanding large-scale projects in the UK and beyond, but we also implement the latest technologies and innovations to do so. From the building of the new Everton Stadium, the big screens at the BBC Studios, to becoming nature positive, the opportunities are endless at Laing O'Rourke.

We are driven by a mission to lead the construction industry, pioneering off-site manufacturing, digital engineering and other modern construction techniques to improve productivity and reduce delivery times.

PROGRAMMES

Whether you're leaving school, at university or about to graduate, there's a range of development opportunities waiting for you to explore Laing O'Rourke.



WORK EXPERIENCE

IN EDUCATION

Our work experience placements offer valuable insights into the world of work within an exciting construction and engineering environment. We offer various unpaid, structured work experience opportunities across the country, ranging in duration from a one-day visit (insight day) to a week placement (project and/or corporate work experience).

ENTRY REQUIREMENTS

Due to health and safety regulations, we can offer work experience from ages 14+.

TRADE AND TECHNICAL APPRENTICESHIPS

AFTER GCSES

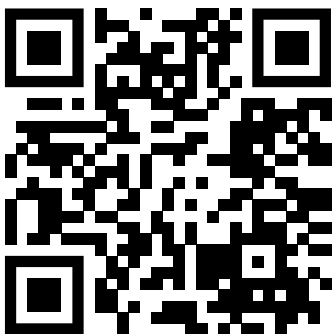
The Trade and Technical Apprenticeship Programme provides you with a formal college education, leading to a Level 2 and/or 3 apprenticeship standard in your chosen area of speciality.

Over the course of two or four years (depending on the specific apprenticeship), you will gain a broad set of technical skills through on-the-job training, supported by our qualified and experienced workforce and construction professionals. A dedicated mentor and approved training provider will work closely with you, giving regular feedback on your progress towards completing your apprenticeship.

ENTRY REQUIREMENTS

3 GCSEs (preferably grades 7-4) or have a minimum of six months work experience within the construction industry.

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PROFESSIONAL APPRENTICESHIPS

AFTER A-LEVELS/T-LEVELS

The Professional Apprenticeship Programme is designed to bring out the best in you.

Pushing you to your full potential through a combination of practical experience, technical learning and professional development.

Our programme will provide a fully-funded day or block release Level 4 (HNC) and/or Level 6 (degree) apprenticeship in your area of speciality, while working with us full-time. It will include a series of bespoke development modules, and technical training opportunities, aimed to support you at key stages of your apprenticeship journey.

ENTRY REQUIREMENTS

5 GCSEs - preferably grades 7-4 in Maths, English and Science
3 A-levels or BTEC or equivalent.



SUMMER AND INDUSTRIAL PLACEMENTS

AT UNIVERSITY

Our Summer Placement Scheme offers undergraduates a 6-12 week placement for those who are passionate about achieving their career ambitions.

This will include hands-on experience working on one of our construction sites, along with structured training, group activities, guidance and support which will also benefit your university education.

Students who complete a successful Summer/Industrial placement will be automatically put forward for our Graduate Development Programme. This means you will not need to apply nor go through the assessment centre process. We particularly encourage first-year students to apply in order to maximise the number of work placements you can complete before graduation.

ENTRY REQUIREMENTS

On target to achieve a 2.2 or higher degree classification.



GRADUATE DEVELOPMENT PROGRAMME

AFTER UNIVERSITY

Our Graduate Development Programme is designed to embrace and develop your capabilities.

Diverse on-the-job experience will be complemented by an engaging series of learning modules, helping you to build the right blend of personal and professional skills. You will be mentored by experienced leaders and enjoy strong support from line managers and a large peer group network.

So many of our graduates have gone on to achieve leadership positions within the organisation, and we will give you all the support and challenge to maximise your potential to become a leading professional in the industry.

ENTRY REQUIREMENTS

2:2 or higher degree course.

START YOUR JOURNEY

Your development can begin at any point. Whatever programme you join, there's an opportunity for continuous learning. You will be supported to build the right skills and experience, and gain the relevant qualifications and even professional accreditations.

Key:

Our programmes

Programme outcomes



WHAT YOUR STUDENTS CAN EXPECT FROM A CAREER IN CONSTRUCTION

With an estimated worth of over £100 billion and more than two million employees, there's so much more to construction than meets the eye.

The industry makes a huge impact on our everyday lives. From building hospitals, science and research facilities, schools, homes, football stadiums, offices and shopping districts, to providing our transport infrastructure, clean water and energy systems... the list goes on!

SAFETY FIRST

The UK construction industry is one of the safest in Europe. Every day at Laing O'Rourke, we prioritise the health, safety and wellbeing of our employees.

BUILDING SOCIETY

Our projects shape the way we live and work, bringing economic and social benefits to communities everywhere. We build the infrastructure to supply clean water, manage waste, develop transport systems and build hospitals that allow the NHS to care for its patients.

FOR EVERYONE

We're working hard to create a workplace where everyone feels welcome and included. We have a large focus on improving the representation of our employees by creating initiatives that will drive a greater gender balance across our site-based workforce. By 2033, we want 50% of our staff to be women.

PROTECTING THE ENVIRONMENT

In April 2021, we announced our sustainability targets and committed to reducing carbon emissions from our direct-control operations by at least 75% by 2030. And before 2050, we want to become a net zero company.

OUR BENEFITS



- Company mobile phone and laptop
- Vodafone discounts

- Private medical insurance
- Digital GP, a 24hr virtual GP service
- Employee assistance programme – wellbeing, mental, financial and work advice
- Voluntary critical illness insurance
- Voluntary dental insurance



- Competitive salary
- Full paid-for degree apprenticeship
- Pension
- Employee discounts
- Salary finance
- Income protection
- Life assurance
- Car/travel allowance (role dependant)



- 33 days paid holiday each holiday year
- Purchase of additional annual leave



- Discounted gym membership



THE POWER OF EXPERIENCE

LAINGOROURKE.COM

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

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