

LAING O'ROURKE

PARENTS' AND TEACHERS' GUIDE TO EARLY TALENT PROGRAMMES





OPPORTUNITIES FOR YOU

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 that, we've long been focused on innovation as a positive force for change, challenging practices and investing in the latest technology and platforms.

One of the pillars of our organisation is people development. Fundamentally, 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 in the last five years alone.

Those who come to Laing O'Rourke have the chance to choose a future that's right for them. Our development programmes have been specifically designed to enable participants to gain the skills and qualifications needed to excel in their career and take on new opportunities as they come along.

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COMMITTED TO EARLY CAREERS

Laing O'Rourke is a business with a sustained commitment to early careers programmes. Globally we support 562 employees on trades, professional and academic programmes.

Over the past decade, we have supported hundreds of school leavers and university students, making us one of the leading employers of early careers talent in our industry.

There are a number of key features about our programmes:



DEDICATED SUPPORT

On our programmes, everyone has great support from dedicated programme leads, as well as experienced professionals and leaders from across the business.



EXPERT TRAINING

Our programmes have been shaped and honed to help our new entrants to gain key skills and experience, which will be critical in their future.



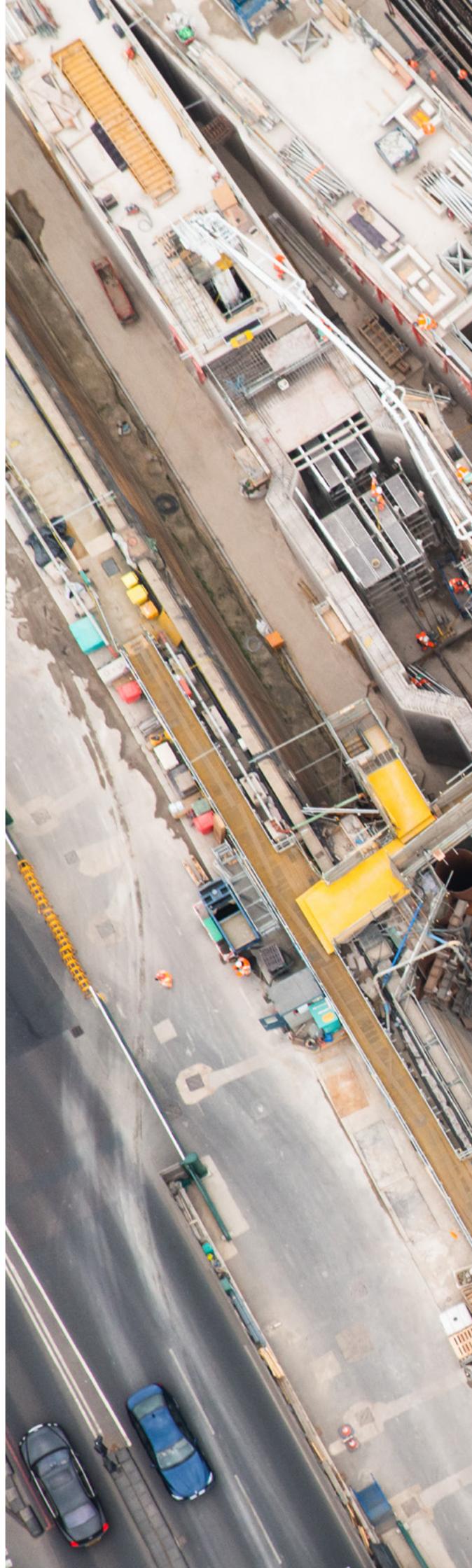
KEY PARTNERSHIPS

We have forged partnerships with exceptional training providers for apprenticeships, as well as universities including Cambridge and Imperial College London for our Masters programmes.



REAL PROGRESSION

Hundreds of apprentices and graduates have made great progression within Laing O'Rourke, way beyond the boundaries of the initial talent programmes.





WHY CONSTRUCTION?

The construction industry is huge, with an estimated worth of over £100 billion, employing more than two million people. Those in the sector make an impact on our everyday lives – building hospitals, science and research facilities, schools, homes, football stadiums, offices and shopping districts; providing our transport infrastructure, clean water and energy systems...the list goes on! Plus, our employees and learners will develop skills and gain experience that will help them throughout their career.



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, safety and wellbeing is paramount every single day. During Covid, we have taken numerous steps to make sure people are safe at work.



FOR EVERYONE

At the moment we have 5,500 staff across the globe and by 2033 we want 50% to be women. We're also working on initiatives that will drive greater gender balance across our site-based workforce and we have a focus on improving representation of other groups. We know more needs to be done across the industry to create diversity and we're working hard to create a workplace where everyone feels welcome and included.





INNOVATIVE INDUSTRY

The construction industry is constantly evolving. We are pioneers in Design for Manufacture and Assembly (DfMA), which is transforming the way construction is done. Complex computer modelling, nanotechnology and drones, put in the hands of our experienced people will transform our industry and we are constantly evolving and developing new technology, investing in ground-breaking research and development.

BUILDING SOCIETY

Our projects make a real impact on communities. We build the infrastructure to supply clean water, manage waste, develop transport systems, build hospitals that allow the NHS to care for patients and schools where teachers can inspire the next generation. That's the benefit of the finished project. It's important that we also provide benefits while we build and we do that by creating business opportunities for local suppliers, in providing jobs and through our school engagement programmes.

PROTECTING THE ENVIRONMENT

The climate emergency demands we do more and with greater urgency. In April 2021 we announced far-reaching sustainability targets, committing to reduce carbon emissions from our directly controlled operations of at least 75% by 2030 and before 2050, becoming a net zero company. The decarbonisation target is in line with latest climate science.

WHAT ARE APPRENTICESHIPS?

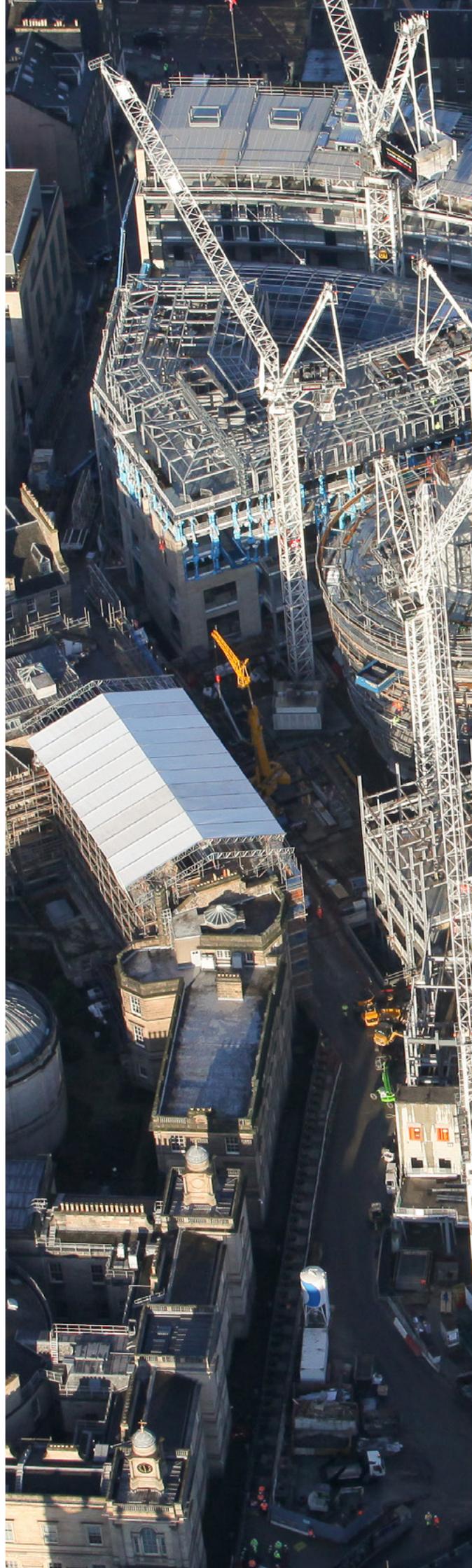
Apprenticeships are really important to our business, helping us to bring talent into the organisation and helping our apprentices to make the most of their skills and potential.

TRADE AND TECHNICAL APPRENTICESHIP

Our Trade and Technical Apprenticeship programme was developed for individuals with a passion for construction and engineering. It combines college and work-based training, giving our apprentices the chance to build their skills and gain a recognised qualification – and all the time working on really exciting projects. Apprentices have the support of very experienced colleagues, a dedicated mentor and regular feedback on progress. The programme itself lasts between two and four years, depending on the specific apprenticeship, and leads to a Level 2 or 3 apprenticeship standard. Typically you need 3 GCSEs to be eligible for these programmes, although there are specific requirements for each one.

PROFESSIONAL APPRENTICESHIP

Our Professional Apprenticeship programme is for school leavers with a real passion for construction and engineering. Here, you will need 3 A levels or equivalent. This programme combines work-based experience with off-the-job training, helping to challenge and stretch our apprentices. At level 4, you gain an HNC; at level 6, you can gain a degree – all while working for the business. There are a wide range of development modules; there's the support of colleagues and a mentor; and the end result is a qualification and a professional accreditation.





"It is a great feeling being a part of an industry leading company. Laing O'Rourke gives me the support and training I need to carve out my own career path in a diverse, professional community. Everyone here is happy to lend a hand and work with you to succeed."

Shahnawaz, Apprentice Quantity Surveyor

CHOOSE YOUR PROGRAMME

There are a range of development opportunities with Laing O'Rourke, whether you're leaving school, at university or about to graduate.



WORK EXPERIENCE

IN EDUCATION

Our work experience placements offer a valuable insight 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+.



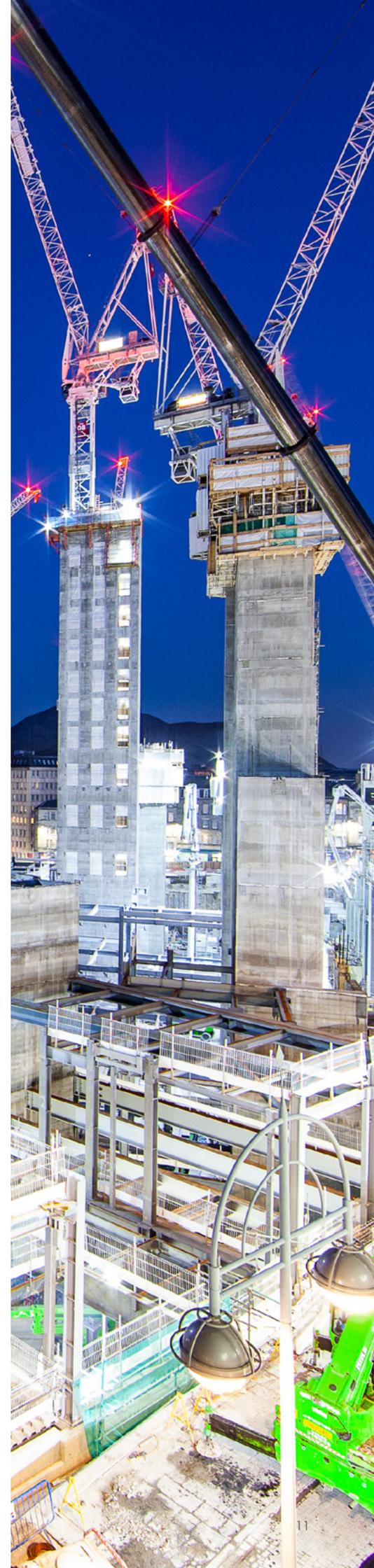
TRADE AND TECHNICAL APPRENTICESHIPS

AFTER GCSES

Shaped over academic years, the programme begins with a detailed induction into the business and will range between two and four years, depending on the apprenticeship route you choose. It will also include bespoke development modules.

ENTRY REQUIREMENTS

Ideally 3 GCSE's (preferably grades A-C) or have a minimum of six months work experience within the construction industry.





PROFESSIONAL APPRENTICESHIPS

AFTER A-LEVELS

The programme is designed to bring out the best in you and push you to your full potential through a combination of practical experience, technical learning and professional development. You will enjoy strong support from line managers, a mentor and a large peer group network.

ENTRY REQUIREMENTS

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



SUMMER & INDUSTRIAL PLACEMENTS

AT UNIVERSITY

A core six-week programme has been designed for you to get the most value from the Summer Placement Scheme. These sessions will complement your practical experience on site.

ENTRY REQUIREMENTS

On target to achieve a 1st or 2:1 degree classification.

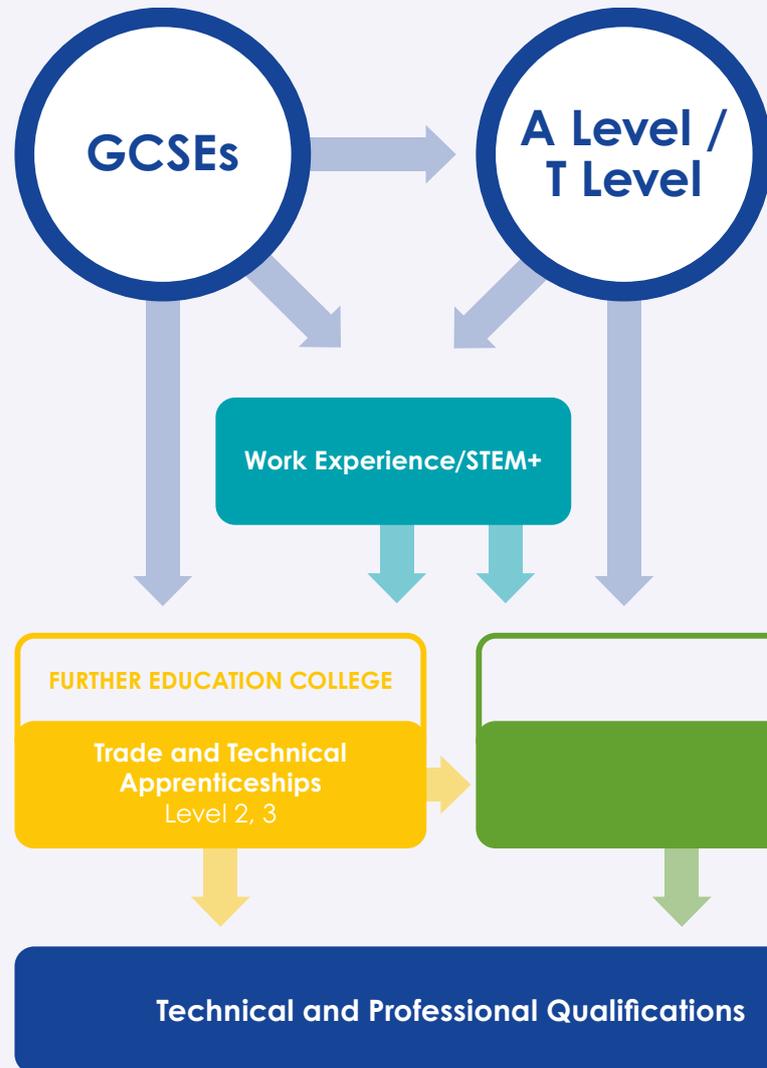


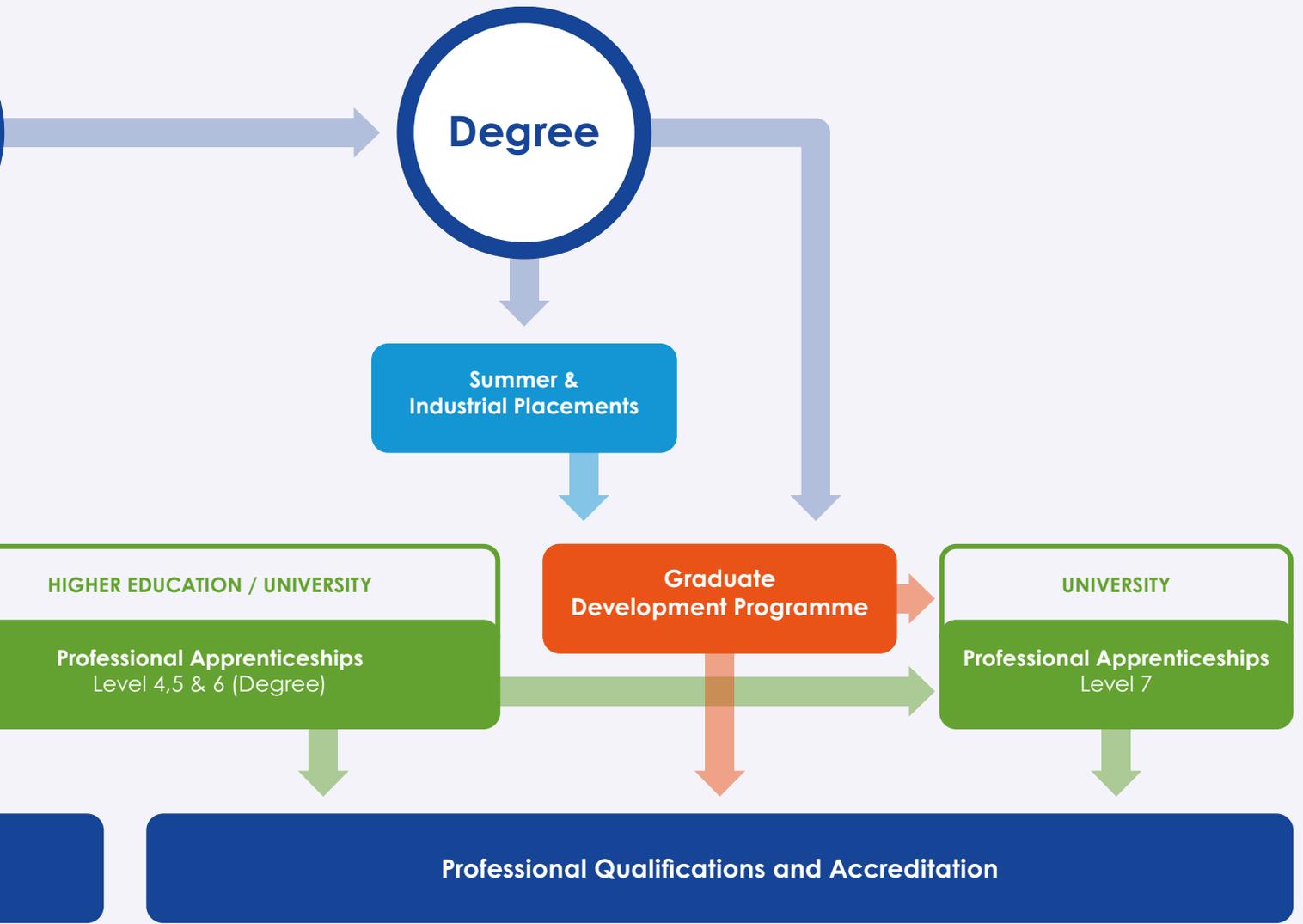
START YOUR JOURNEY

Your development can begin at any point, after GCSEs, after A Levels, during and after university.

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.

There are three main programmes - Trade and Technical Apprenticeships, Professional Apprenticeships and the Graduate Development Programme. On all of the programmes, you gain key skills and professional qualifications, and there's always the possibility to develop further - technically and into supervisory and management positions.





IN THEIR OWN WORDS

Hear from current apprentices about their own experience working with Laing O'Rourke. Full case studies can be found on the website.



REECE,
TRAINEE BUILDING SERVICES ENGINEER

"Joining the degree apprenticeship scheme programme at Laing O'Rourke has given me the insight into the construction industry that I needed to find the right specialisation for me. The hands-on training combined with the continued study means I am getting the best education and am confident in my work."



**IBRAHIM,
TECHNICIAN ENGINEER**

"The learning starts on day one. I feel that working while studying has been to my advantage because Physics and Maths tell you how things should work, but the real world is different and you have to be creative and adaptable to work out the best solution."

**DARCY,
ASSISTANT QUANTITY SURVEYOR**

"This apprenticeship was the perfect fit for me, as I was ready to start my professional career but still keen to further my education. I love being a part of large scale projects, and seeing the whole process from the initial tender phase to construction."

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.

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!







THE POWER OF EXPERIENCE

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