“AMAZING IS SEEING OUR CLIENTS’ VISIONS BECOME A REALITY, THANKS TO THE HARD WORK AND IMAGINATION OF 18,000 ENGINEERS, PLANNERS, ECONOMISTS, SCIENTISTS AND PROGRAMME MANAGERS.”

LARA POLONI
CHIEF EXECUTIVE, AECOM, EUROPE, MIDDLE EAST AND AFRICA
THIS JOB WILL BE WHAT YOU MAKE IT

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WHY CHOOSE THE APPRENTICE ROUTE?

- Avoid student debt
- Earn while you learn
- Earn a salary as soon as you start
- Combine study with on-the-job training
- Supplement your education with real projects
- Build experience and technical knowledge now
I joined AECOM as a school leaver in 1992, starting out as a trainee civil engineering technician, working my way up to my current position as an Associate within our Strategic Highways team in Glasgow.

I’m now a full member of the Institution of Civil Engineers (ICE) and lead AECOM’s 3D modelling and building information modelling team in Glasgow working on the £1.6 billion A303 Stonehenge highway scheme.

In 2016 I reached the finals of the Women in Construction and Engineering Awards in the Best Woman in Highways category — a highlight of my career so far.
The AECOM Apprenticeship Programme supports and trains school leavers. We recruit around 50–75 students from the age of 16 into technical and support service roles across our UK and Ireland offices each year.

**ALTERNATIVE ROUTE TO COLLEGE/UNIVERSITY**
Our school leavers typically work four days per week and spend the fifth day studying at college, university or through distance learning. **It takes the same time for apprentices to complete their professional qualification as it would if they attended university full time and then joined a graduate programme.**

**RECEIVE A SALARY**
AECOM apprentices receive a competitive salary, starting at £13,000 per annum for Level 3 apprentices, rising up to £16,000 for those studying a Level 6 degree apprenticeship.

**ALL EDUCATION FEES PAID FOR BY AECOM**
We cover all college and university fees, as well as professional membership and professional qualification interview and exam fees.

**GAIN A PROFESSIONAL QUALIFICATION**
From conferences and industry seminars to professional awards and competitions, you will be encouraged, and given financial backing where appropriate, to keep on learning.

**ONLINE LEARNING**
AECOM’s online learning platform offers over 5,000 on-demand courses, allowing you to determine when and how you develop new skills and knowledge to grow your career.
As an apprentice at AECOM, your salary comes with a range of benefits. Those available in the UK and Ireland include:

- **25 DAYS' ANNUAL LEAVE**
- **2 PAID DAYS FOR COMMUNITY OR CHARITY WORK A YEAR**
- **BI-ANNUAL SALARY REVIEW WHILST ON APPRENTICE PROGRAMME**
- **PRIVATE MEDICAL INSURANCE + LIFE ASSURANCE**
- **INCOME PROTECTION**
- **FLEXIBLE BENEFITS PACKAGE**
- **COMPANY CONTRIBUTORY PENSION SCHEME**
- **FREE ADVICE ON FINANCE, LEGAL AND MEDICAL CONCERNS**
- **ANNUAL SEASON TICKET LOANS AND CYCLE TO WORK SCHEME**
- **SHARESAVE SAVING PLAN**
- **15 DAYS' PAID LEAVE A YEAR FOR FORMALLY SIGNED UP RESERVISTS***

* AECOM has been recognised as a Gold Employer by the Ministry of Defence for our work with the Armed Forces Covenant.
“AMAZING IS WATCHING THE RIO 2016 OLYMPIC AND PARALYMPIC GAMES WITH MY FAMILY, KNOWING I’D HELPED DESIGN SOME OF THE VENUES.”

BRETT
APPRENTICE, ST ALBANS
WHAT WE DO
ARCHITECTURE
BUILDING ENGINEERING
CONSTRUCTION SERVICES
DESIGN AND PLANNING
ECONOMICS
ENVIRONMENT
FACILITIES MANAGEMENT
GROUND ENGINEERING
HEALTH AND SAFETY
INFRASTRUCTURE
MASTERPLANNING
PROGRAMME MANAGEMENT
PROJECT AND COST MANAGEMENT
TRANSPORTATION
WATER

AREAS WE WORK IN
COMMERCIAL
EDUCATION
ENERGY
GOVERNMENT
HEALTHCARE
INDUSTRIAL
LEISURE
OIL, GAS & CHEMICALS
POWER
SPORTS
TRANSPORTATION
WATER

BRETT WHITEHEAD
is an apprentice in our Building Services team. He is studying Building Services Engineering (BEng) at the Southbank University in London.

RIO 2016 OLYMPIC PARK
Our teams work on exciting and challenging projects at home and further afield. For Rio 2016, we developed the masterplan and concept designs for the Olympic Park and venues, creating a memorable Olympic and Paralympic Games, along with a positive and lasting legacy for Brazil.
# AECOM’s Apprentice Schemes

You can join at any level depending on your qualifications.*

**1. Transportation and Development Planning**

<table>
<thead>
<tr>
<th>Level</th>
<th>Duration</th>
<th>Requirements</th>
<th>Start On</th>
</tr>
</thead>
<tbody>
<tr>
<td>GCSEs with GCSEs or equivalent</td>
<td>2–3 years</td>
<td>Work towards Level 3 Transport Planning Professional (TPP) or Civil Engineering BTEC</td>
<td>£13K</td>
</tr>
<tr>
<td>A Levels with relevant A Levels or equivalent</td>
<td>3–5 years</td>
<td>Work towards a Level 4 HNC or Level 6 Degree Apprenticeship</td>
<td>£15K–£17K (Dependent on education level)</td>
</tr>
</tbody>
</table>

**2. Engineering Civil, Structural, Mechanical or Electrical**

<table>
<thead>
<tr>
<th>Level</th>
<th>Duration</th>
<th>Requirements</th>
<th>Start On</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work towards Level 3 Engineering BTEC</td>
<td>2–3 years</td>
<td>Work towards Engineering Technician (EngTech) status</td>
<td></td>
</tr>
<tr>
<td>Work towards Engineering Technician (EngTech) status with eg ICE, CIBSE, IET, IMechE</td>
<td>3–5 years</td>
<td>Work towards a Level 4 HNC or Level 6 Degree Apprenticeship</td>
<td></td>
</tr>
</tbody>
</table>

**3. Surveying and Project Management**

<table>
<thead>
<tr>
<th>Level</th>
<th>Duration</th>
<th>Requirements</th>
<th>Start On</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work towards Level 6 Degree Apprenticeship</td>
<td>4–5 years</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* Timeline based on an apprentice joining the programme at Level 3.
Apply for Professional Review to attain APC accreditation (MRICS) with RICS to become a Chartered Surveyor.

Work towards Transport Planning Professional (TPP) status or Incorporated Engineer (IEng).

Apply for Professional Review to become an Incorporated Engineer (IEng).

Work towards Level 7 Master’s Degree.

Apply for Professional Review to become a Chartered Engineer (CEng).

2–3 YEARS

1–2 YEARS

2–3 YEARS

FIND OUT MORE ON PAGE 12

FIND OUT MORE ON PAGE 14

FIND OUT MORE ON PAGE 16
AMAZING IS GAINING WORK EXPERIENCE AND AN EDUCATION AT THE SAME TIME.

AMY
TRAINEE TECHNICIAN, ST ALBANS
Amy Findlay is a trainee technician in our Transportation team in St Albans. She is studying BTEC Level 3 Diploma in Transport Planning at Leeds College of Building.

“I’ve had some great on-the-job experiences at AECOM so far, from shadowing our UK and Ireland CEO for a day to using different modelling and design software, helping to deliver some really great projects such as the South West Hertfordshire Growth and Transport Plan. The apprenticeship route is a great way for young people to gain work experience and an education at the same time.”

Making connections
Join AECOM’s growing Transportation team and you’ll work on some of the largest and most innovative civil infrastructure projects not only in the UK and Ireland, but around the world.

As a Transport Planning apprentice you’ll provide technical support across policies, projects and plans relating to aviation, rail, highways, bridges, traffic and local roads. Flagship projects include High Speed 2 (HS2), Manchester Metrolink and Crossrail.

Our Development Planning apprentices help to deliver transport planning and engineering specifically geared towards land-use and property. Recent projects include Cambridge Biomedical Campus, Discovery Park and Heathrow Airport Expansion.

DURATION:
Two years. Some may go on to complete a Level 6 degree apprenticeship in Transport Planning or Civil Engineering over a further five years.

MINIMUM REQUIREMENTS:
Five GCSEs (or equivalent) including ‘C’ (4) or above in English or Maths.

WHAT YOU’LL GAIN:
You’ll become an EngTech upon completion of the Level 3 TPP or Civil Engineering BTEC. Those who complete Level 6 will become an Incorporated Transport Planner or Civil Engineer with the CIHT or ICE.

QUICK FACT
We trailblaze new programmes for young people: AECOM is currently helping to design the Level 6 Transport Planning Degree Apprenticeship.
AMAZING IS BEING ABLE TO COMBINE MY PART-TIME UNIVERSITY STUDIES WITH ON-THE-JOB TRAINING FROM INDUSTRY EXPERTS.

CHARLOTTE
APPRENTICE, BIRMINGHAM
Charlotte Jones is an apprentice in the Birmingham Roads Engineering team. She is studying BEng Civil Engineering at Coventry University.

“Since joining AECOM as a Level 3 apprentice four years ago I am now at university, studying to become a civil engineer, which I attend one day a week alongside on the job training. AECOM pays for all of my study, which is a real bonus. I’ve also developed the skills to design and optimise junctions and traffic signals and conducted road safety audits for the Birmingham Cycle Revolution, helping make cycling easier and more accessible in the city.”

Making connections
As one of our apprentice engineers, you’ll get to make a real difference to people’s lives by creating future-proof, efficient and innovative solutions across AECOM’s transportation, water and building practice lines. We offer engineering apprenticeships in:

- Transportation: roads, bridges, rail, development planning
- Buildings: civil and structures, building services, sustainability
- Water: flooding, waste, structures, ports
- Power: nuclear

Flagship projects include HS2 and The Thames Tideway Tunnel — the largest infrastructure project ever undertaken by the UK water industry.
AMAZING IS BEING SHORTLISTED FOR THE RICS YOUNG SURVEYOR OF THE YEAR AWARD.

KIERAN
TRAINEE QUANTITY SURVEYOR, LONDON
Kieran Holcombe is a trainee quantity surveyor in our London Aldgate team. He is studying Quantity Surveying at the University College of Estate Management.

“I’ve helped carry out valuations for a number of well-known projects across London, including the Battersea Power Station. Visiting the projects I’m working on helps me appreciate the smaller details involved in quantity surveying that I might miss in a textbook. Last year I was shortlisted for the RICS Young Surveyor of the Year Award. It was such a great feeling to be recognised for my work.”

Making connections
We provide cost, building surveying and project management services to private and public sector clients all over the world. Our focus is on reducing risk from projects, improving value and assuring outcomes.

Our trainee project managers gain invaluable experience in all aspects of project management. Our trainee quantity surveyors gain hands on experience in cost modelling and planning, value and risk analysis, life-cycle costing, procurement, post contract cost management and final account settlements.

Flagship projects include The Shard, Aberdeen Art Gallery, the latest extension to London’s Victoria and Albert Museum and Student Castle in Manchester.

DURATION:
Four to five years (unless you have already started your degree).

WHAT YOU’LL NEED:
A minimum of 96 Universities and Colleges Admissions Service (UCAS) points (or equivalent) or a Level 3 apprenticeship in a construction or property-related discipline. National Certificates and National Diplomas will be considered but applicants must have good merit and distinction profiles.

WHAT YOU’LL GAIN:
Assessment of Professional Competence (APC) accreditation to become a Chartered Quantity Surveyor, building surveyor, or project manager. Member of the Royal Institution of Chartered Surveyors, (MRICS) once you complete your degree and pass the RICS Chartership interview.

QUICK FACT
AECOM has been the leading provider of cost data to the industry since 1947 when schools were costed at three shillings and four pennies per cubic foot.
8,500
Staff in the UK and Ireland working in 40 offices

300+
AECOM apprentices in the UK and Ireland

92,000
AECOM staff worldwide

150
Serving clients in over 150 countries

#1
ENR global design firm 2017

OUR UK AND IRELAND OFFICES

Altrincham
Basingstoke
Bedford
Belfast
Birmingham
Bristol
Cambridge
Cardiff
Chelmsford
Chesterfield
Croydon
Dublin
Edinburgh
Exeter
Glasgow
Leeds
Liverpool
London
Manchester
Newcastle
Norwich
Nottingham
Oxford
Peterborough
Plymouth
St Albans
Southampton
Swindon
Telford
Warrington
York
AECOM’s London HQ is a dynamic, exciting work environment fit for a global company. Featuring an internal staircase and a variety of work settings, the space provides employees with places to work quietly, share ideas, meet colleagues and clients, and socialise.
GET AHEAD WITH WORK EXPERIENCE

QUICK FACT
Our apprentices and graduates are regularly recognised in national awards, including Charlotte Jones (pages 14–15) who won Apprentice of the Year and Diamond Award at the 2018 Consultancy and Engineering Awards.
Each year we offer around 200 work experience placements across the UK and Ireland to school students aged 13 to 18. Participants can spend one day to one week in an AECOM office shadowing a staff member. The aim of the programme is to support local schools that offer work experience as part of their curriculum, promote engineering and design, help students understand more about the work that we do and help them get a foot in the door. In fact, a number of our apprentices took part in our work experience programme.

**HOW TO APPLY**

Contact your local AECOM office or send an enquiry to: 
grad_recruit.europe@aecom.com
HOW TO APPLY

1 ONLINE REGISTRATION

Applying is easy: register and submit your CV and covering letter online for the apprenticeship you’re interested in. Search for roles at www.aecom.com/uk/apprentice.

Registration tends to open in December each year, with successful applicants starting the following summer.

2 INTERVIEW

Successful applicants are invited to attend an interview at the office to which they applied. During the interview candidates will be tested on their teamwork and communication skills and on their technical knowledge gained from previous education or work experience.

For some roles we ask applicants to complete a written technical assessment, specific to the team they are applying to. We completely understand most school leavers will have little or no experience, so don’t worry, we don’t expect you to be experts.

USEFUL TIP

In preparation for your interview, make sure you can demonstrate your passion for working for AECOM, and for the specific job that you’ve applied for: why are you interested? What are your relevant skills and experience? What are your long-term ambitions? Have examples prepared of times when you have shown strong team-building, problem solving and communication skills. Come prepared with some insightful questions to ask at the end of the interview.

Equal opportunities

We are an equal opportunities employer, committed to creating a work environment that values diversity and positively encourages applications from suitably qualified and eligible candidates from all walks of life. All applications will be considered on merit alone.

ANY QUESTIONS?

Please email us at: grad_recruit.europe@aecom.com

For more information visit www.aecom.com/amazing
AMAZING CAN BE ANYTHING YOU CAN IMAGINE. TOGETHER WE CAN MAKE IT HAPPEN.
About AECOM

AECOM is built to deliver a better world. We design, build, finance and operate critical infrastructure assets for governments, businesses and organizations. As a fully integrated firm, we connect knowledge and experience across our global network of experts to help clients solve their most complex challenges. From high-performance buildings and infrastructure, to resilient communities and environments, to stable and secure nations, our work is transformative, differentiated and vital. A Fortune 500 firm, AECOM had revenue of approximately $20.2 billion during fiscal year 2018. See how we deliver what others can only imagine at aecom.com and @AECOM.