

# MAKE AMAZING HAPPEN

APPRENTICE OPPORTUNITIES UK | 2019/20



“

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**

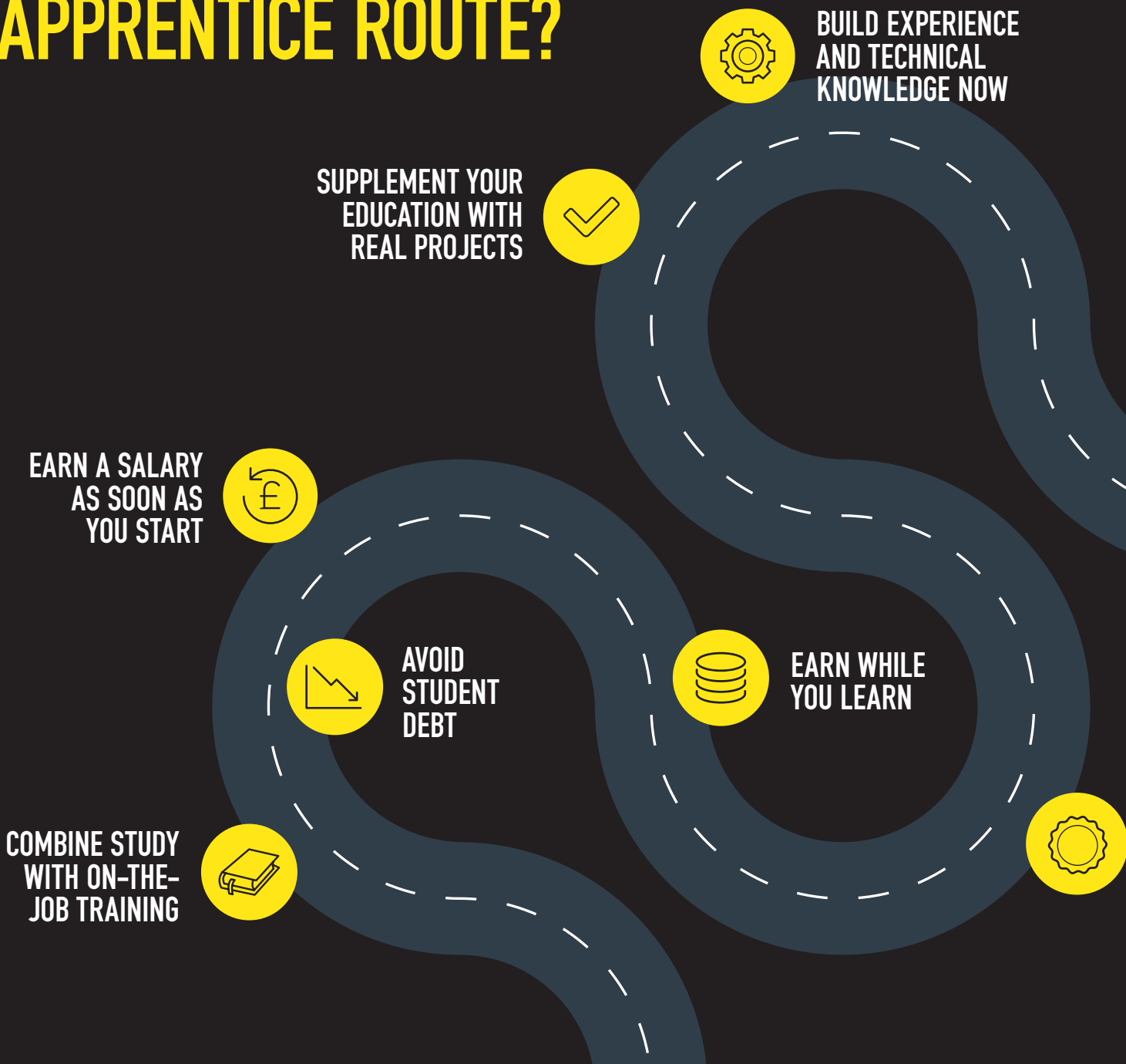
CHIEF EXECUTIVE, AECOM, EUROPE,  
MIDDLE EAST AND AFRICA



# **THIS JOB WILL BE WHAT YOU MAKE IT**

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# WHY CHOOSE THE APPRENTICE ROUTE?





**ACHIEVE A PROFESSIONAL  
QUALIFICATION**



**WORK ALONGSIDE  
AND LEARN FROM  
INDUSTRY EXPERTS**

# THIS COULD BE YOU



**LYN CLARK**  
is a Civil Engineer  
in the Glasgow  
Strategic  
Highways team



**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.

# WE ARE COMMITTED TO YOU ...

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 £14,000 per annum for Level 3 apprentices, rising up to £18,000 for year one of 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.

# OUR BENEFITS

As an apprentice at AECOM, your salary comes with a range of benefits. Those available in the UK and Ireland include:



\* 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



# MAKING AMAZING THINGS HAPPEN IN THE UK AND IRELAND AND AROUND THE WORLD

## 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.\*

**GCSES**  
with GCSEs or equivalent

Start on **£14K**

**A LEVELS**  
with relevant A Levels  
or equivalent

Start on **£16K–£18K**

(Dependent on education level)

## 1 TRANSPORTATION AND DEVELOPMENT PLANNING

📖 Work towards **Level 3  
Transport Planning  
Professional (TPP) or Civil  
Engineering BTEC**

★ Work towards **Engineering  
Technician (EngTech) status**



📖 Work towards a **Level 4  
HNC or Level 6 Degree  
Apprenticeship**

**2–3 YEARS**

**3–5 YEARS**

## 2 ENGINEERING CIVIL, STRUCTURAL, MECHANICAL OR ELECTRICAL

📖 Work towards **Level 3  
Engineering BTEC**

★ Work towards **Engineering  
Technician (EngTech) status  
with eg ICE, CIBSE, IET, IMechE**



📖 Work towards a **Level 4  
HNC or Level 6 Degree  
Apprenticeship**

**2–3 YEARS**

**3–5 YEARS**

## 3 SURVEYING AND PROJECT MANAGEMENT

📖 Work towards **Level 6  
Degree Apprenticeship**

\* Timeline based on an apprentice joining the programme at Level 3.

**4–5 YEARS**

## COMPLETION OF DEGREE

Start on **£26K+**

## FURTHER PROGRESSION



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

**2–3 YEARS**



📖 Work towards **Level 7 Master's Degree**

★ Apply for **TPP status**

**1–2 YEARS**

FIND OUT  
MORE ON  
**PAGE 12**



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

**2–3 YEARS**



📖 Work towards **Level 7 Master Degree**

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

**1–2 YEARS**

FIND OUT  
MORE ON  
**PAGE 14**



★ Apply for Professional Review to attain **APC accreditation (MRICS)** with RICS to become a **Chartered Surveyor**

**2–3 YEARS**

FIND OUT  
MORE ON  
**PAGE 16**



A photograph of three young people, two women and one man, standing outdoors at what appears to be a construction or transportation site. They are all wearing bright yellow high-visibility safety vests over their casual clothing. The woman on the left has long brown hair and glasses, and is smiling. The man in the center is also smiling and holding a clipboard and a pen. A third person, partially visible on the right, is also smiling. In the background, there are blurred images of cars and a large piece of machinery, possibly a bus or a truck.

## TRANSPORTATION AND DEVELOPMENT PLANNING

“

AMAZING IS GAINING WORK  
EXPERIENCE AND AN EDUCATION  
AT THE SAME TIME.”

AMY

TRAINEE TECHNICIAN, ST ALBANS





### **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.**



**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.



ENGINEERING — CIVIL, STRUCTURAL, MECHANICAL, ELECTRICAL

“

AMAZING IS BEING ABLE TO  
COMBINE MY PART-TIME  
UNIVERSITY STUDIES WITH  
ON-THE-JOB TRAINING FROM  
INDUSTRY EXPERTS.

”

CHARLOTTE  
APPRENTICE, BIRMINGHAM

### DURATION:

This depends on when you join. But for a Level 3 apprenticeship, it takes six to eight years to complete your BSc/BEng degree and achieve Incorporated Engineer (IEng) status plus a further two years to complete an MSc for those who choose this route.

### MINIMUM REQUIREMENTS:

Five GCSEs (or equivalent) including 'C' (4) or above in English or Maths.

### WHAT YOU'LL GAIN:

You'll become an Engineering Technician on completion of your BTEC Level 3; an Incorporated Engineer (IEng) once you've completed your degree; and a Chartered Engineer (CEng) through the ICE once you've completed your MSc or Experimental Route, and pass the Chartership interview.

### QUICK FACT

**We employ more professionally registered civil engineers with the Institution of Civil Engineers (ICE) than any other UK and Ireland consultant.**

GlaxoSmithKline Carbon Neutral Laboratory for Sustainable Chemistry, University of Nottingham



### **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**





### **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.**



**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.

## 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



**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



**AECOM, ALDGATE TOWER, LONDON**

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](mailto: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](http://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](mailto:grad_recruit.europe@aecom.com)**

For more information visit  
**[www.aecom.com/amazing](http://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](http://aecom.com) and [@AECOM](https://twitter.com/AECOM).



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