



# Apprenticeship Programme



#highwaysapprentices

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# About us

## Safety, Customer Service, Delivery

Our imperatives guide all our activity and remain our focus – keeping people moving today and moving better tomorrow.

## Our values are who we are: Safety, Teamwork, Ownership, Integrity and Passion

You'll be joining us at an exciting time, as we increase our capability and capacity by moving essential areas of the business in-house, opening up new jobs and careers. Our focus remains on equality, diversity and inclusion to ensure we provide opportunities for everyone.

## Connecting the country

We believe that connecting people builds communities, creates opportunities, and helps our nation thrive.

## We care about your journey

We aim to provide all our customers with safe and reliable journeys through the way we operate, maintain and enhance one of the world's most advanced road networks.



# Our apprentice programmes

We offer a range of apprenticeship programmes across the country – all designed to give you the skills and experience you will need to grow your career with us.

You'll work alongside experts who will guide and develop you. You'll have the opportunity to shape your future with individual development plans and career support. You'll also gain recognised professional qualifications in your chosen field. There are also opportunities to undertake placements in other partner organisations to widen your experience.

## Our apprentice community

From day one you will become part of our established apprentice community. As well as being able to be involved in regional events, the community hold a number of national events designed to bring everyone together to learn from each other and network. Annually we also hold an awards ceremony to celebrate the successes of our apprentices.

## Our benefits

As well as a competitive salary, you will receive 26 days annual leave (rising by one day a year to 31 days) and join a competitive pension scheme. We also have access to discounts at a variety of high street shops, venues and restaurants to name a few. Plus, the opportunity to take part in two volunteering days a year.



# Why choose an apprenticeship?

An apprenticeship is a fantastic opportunity for individuals at all levels. Whether this is your first step into work, a change of direction or an opportunity to up skill and add more value to your career - a Highways England apprentice programme could be the route for you. By combining working and learning together you gain valuable experience and pave the way for a bright future with us.

## Who can apply?

To apply for an apprenticeship, we require all applicants to have a minimum of five GCSE's at grade 4 - 9 (A\* - C), which includes Maths and English. Level 4 and above programmes will require you to have a-Levels or equivalent learning. Each apprentice programme typically takes between two and five years to complete.

## What does this look like for you?

It means you can look to the future. Look forward to great training, rewarding work and unforgettable experiences and valuable qualifications.

We are looking for strong team players and effective communicators to become a part of our business, as well as individuals with new and innovative ideas to help build a stronger future for not only Highways England, but for themselves too.

## The programmes

We have a range of apprenticeship programmes on offer across various specialisms.

In order for the programme to be most suitable to your skills and suitability, they range in levels 3 - 6.

### Programmes include:

- Project Management
- Business Administration
- Chartered Legal Executive
- Quantity Surveying
- Data Analysis



## What does this look like for you? (cont.)

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# What our apprentices say



After working in hospitality for nearly 10 years I decided it was time for a change. I had always had an interest in training and learning and development. However, due to the expense of degree courses, I decided that an apprenticeship would be the best route to take. Being able to earn a salary and study is the perfect way to gain a qualification without having to sacrifice too much and still pay the bills.

Working at Highways England has been a very challenging but a fulfilling experience. I have the opportunity to work with different areas of the business, support from all of my colleagues and have been recognised for the work I have been doing. I have been able to use my studies to influence my learning at work and every day find something I have learnt in the classroom betters my understanding of my job.

I have been able to experience exactly what I was looking for, the qualification I wanted, good pay, flexible working, community to support me throughout my apprentice journey. Highways England has invested in me and my future career goals, as a mature apprentice this is very important to me.



Tania Revill



My journey at Highways England has been a steady and positive experience. I am currently in the third year of my apprenticeship and cannot imagine working for another company.

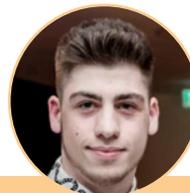
My manager has been very supportive, encouraging and inspiring for me which pushes my development more and more.

Highways England has given me a chance to learn on the job and go to university at the same time which is the best combination that anyone can possibly want. It's a company full of opportunities, support and passion.

An ideal place for an apprentice. Highways cares for your wellbeing and inspires you to follow the company values - teamwork, passion, integrity, ownership and safety.

Working for such a big organisation also allows you to build networks across the UK with other major contractor companies, such as Skanska and Kier, consultant companies, such as

Arcadis and Corderoy's, and utility companies, such as Anglian Water and Cadent Gas.



Vladislav Rusu

## What our apprentices say (cont.)

“ The Highways England Commercial Apprenticeship programme has given me a fantastic platform to build my career in Quantity Surveying. The structure of the apprenticeship means I study a fully sponsored, part-time degree course at Nottingham Trent University, while delivering varying, multi-million pound schemes in the East Midlands. Having a high level of support has allowed me to develop quickly. Since joining in November 2017, I've taken the commercial lead in the delivery of over £7.5m worth of schemes, provide change management advice on £23m major improvements schemes, started to support the procurement of the Strategic Delivery Framework, which is worth billions!

Added to this, I was delighted to have been named winner of the 2020 Rising Star for the East Midlands by the National Apprenticeship Service. I feel immensely proud to have been recognised as an individual that has made impressive progress and has the potential to go even further. It also shows the quality of the apprenticeship programme that



Highways England offers, and I couldn't recommend it enough!



*Pym Westrik*

“ I joined Highways England as an Apprentice Project Manager in 2019. I chose this apprenticeship over university because I knew I would gain valuable experience, as well as achieving a qualification at the same time.

I've really enjoyed my time at Highways England so far and I work with a really great team in Major Projects.

They support my learning by providing opportunities in work that coincides with my Project Management qualification and this allows me to put my knowledge into good use.

This apprenticeship is just a small stepping stone into my future career with



Highways England and I can't wait to continue my journey here.



*Charlie Padgett-Rey*

## What our apprentices say (cont.)



After leaving sixth form, I didn't want to go to university and build up lots of debt. When I had the opportunity to gain a valuable qualification, whilst learning on the job and earning money leapt at the opportunity. Therefore, I began the Level 4 Project Management Apprenticeship at Highways England.

I work in the Complex Infrastructure Programme team dealing with multi-billion pound projects. My role has provided me with some amazing opportunities, allowing me to oversee the lifecycle of multiple projects and support various workstreams.

The work I do varies from day to day – delivering training on how I use Office 365 tools to improve productivity, to creating and distributing reports, and dashboards to the team.

I'd highly recommend the apprenticeships at Highways England. There are so many opportunities to build your knowledge and experience within a range of areas,

whilst meeting and learning from some amazing people.



*Eleanor Noble*



# Find out more and what it's like to work for us

Highways England website

[highwaysengland.co.uk](https://www.highwaysengland.co.uk)

Highways England Careers website

[careers.highwaysengland.co.uk](https://careers.highwaysengland.co.uk)

Our values and culture

[careers.highwaysengland.co.uk/who-we-are/culture/](https://careers.highwaysengland.co.uk/who-we-are/culture/)

Our business areas and current projects

[careers.highwaysengland.co.uk/roles/](https://careers.highwaysengland.co.uk/roles/) and [careers.highwaysengland.co.uk/projects/](https://careers.highwaysengland.co.uk/projects/)

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