keltbray

EARLY CAREERS
AT KELTBRAY

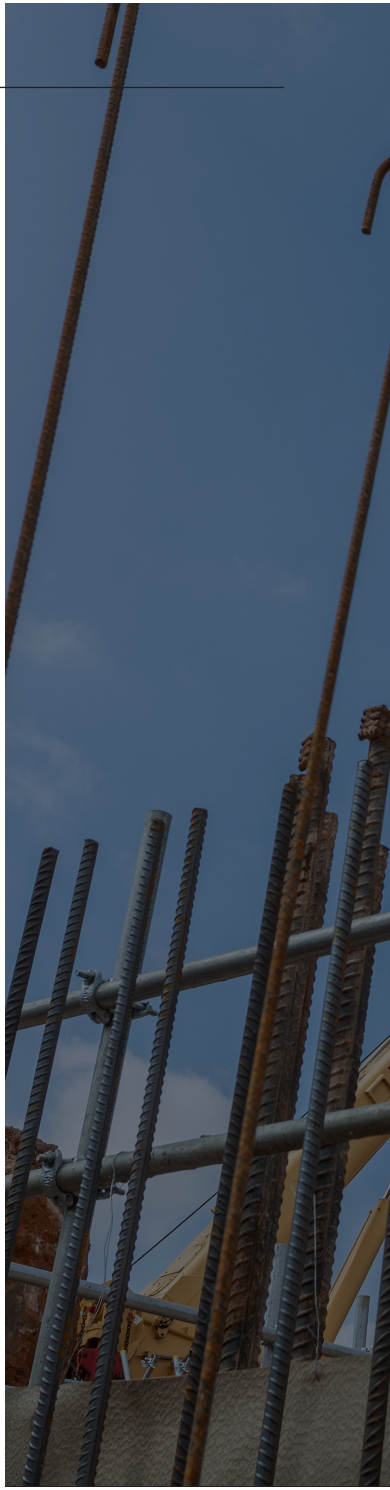


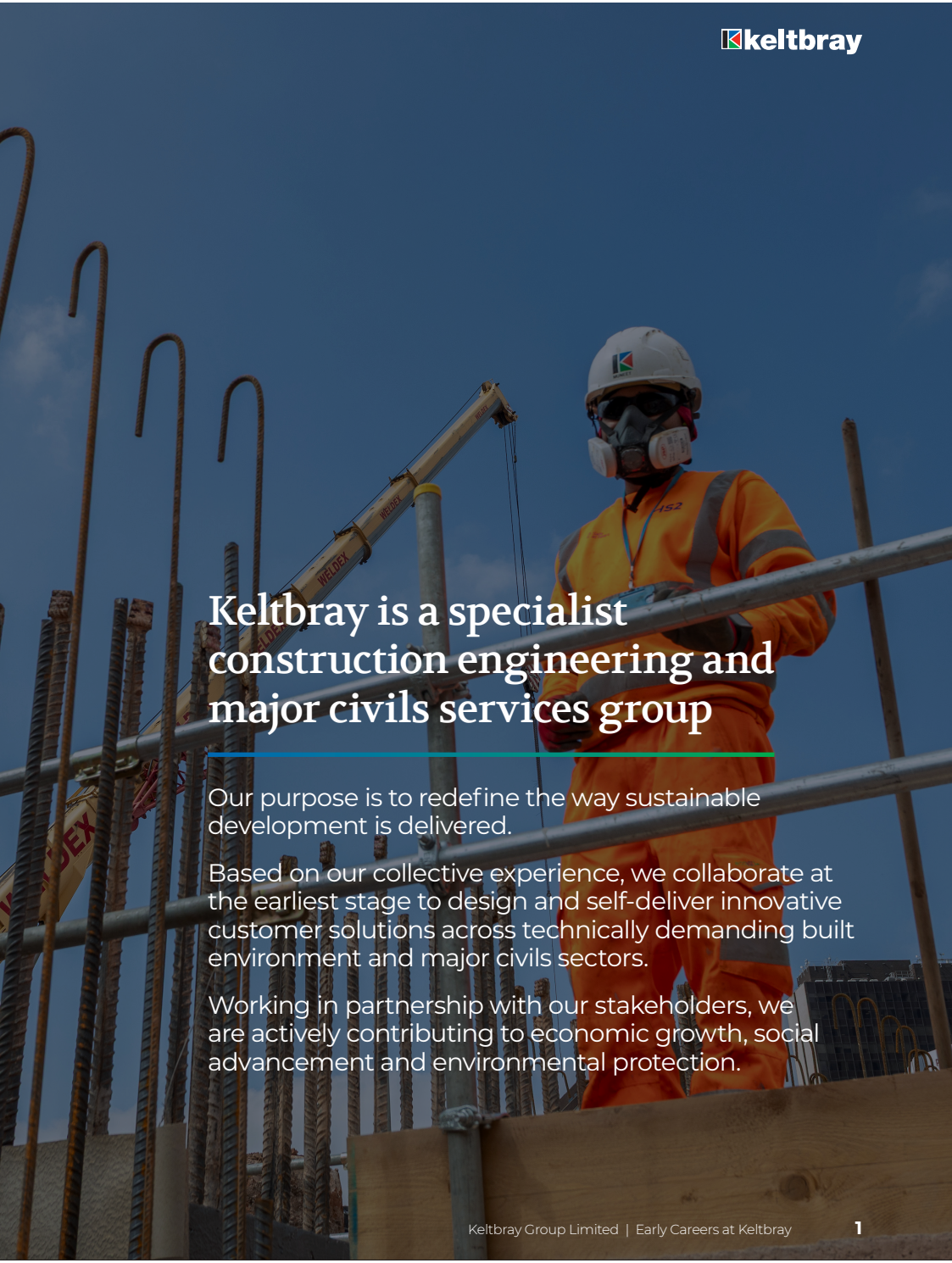
Redefining sustainable development

keltbray

Contents

Who are Keltbray?	**2**
Executive Chairman's Foreword	**3**
Dynamic Growth Sectors	**4**
Project Highlights	**5**
Career Opportunities	**6**
Apprenticeships	**8**
Head of Learning and Development's Foreword	**10**
The 5% Club	**12**
Professional Development	**13**
Our Apprentices	**14**
Undergraduates and Graduates	**16**





Keltbray is a specialist construction engineering and major civils services group

Our purpose is to redefine the way sustainable development is delivered.

Based on our collective experience, we collaborate at the earliest stage to design and self-deliver innovative customer solutions across technically demanding built environment and major civils sectors.

Working in partnership with our stakeholders, we are actively contributing to economic growth, social advancement and environmental protection.

keltbray

Who are Keltbray?

OUR PURPOSE

To redefine the way sustainable development is delivered

OUR VALUES

Care for everyone and work with respect

Nurture winning teams

Bring innovation to life

Keep our promises, aim to exceed

Put the customer at the heart of everything

Work with integrity and do the right thing

WHO WE ARE

Keltbray is a UK-leading specialist construction engineering and major civil services business, offering a range of solutions for public and private sector customers.

WHAT WE DO

Operating in highly-regulated & safety-critical sectors, we are a key player in developing and maintaining Britain's built environment, and in selective overseas markets.
Our customers trust us to deliver certainty on projects – to specification, safely, on programme, within budget and with care for our environment and communities.
Our integrated delivery approach is supported by significant investments in our people, specialist capabilities and R&D, driving innovation and delivery excellence for our stakeholders.

WHY WE DO IT

Our purpose is to redefine the way sustainable development is delivered. Our deep expertise means that we offer standalone and holistic services, to meet our clients' complex and changing engineering demands to enhance, upgrade and decarbonise their capital assets.

HOW WE DO IT

Keltbray's distinctive delivery model brings together complementary capabilities to deliver certainty through the smart solutions we provide.

Executive Chairman's Foreword

At Keltbray, our Early Careers programmes play a vital role in bringing new talent into our industry. They are designed to give people at the beginning of their careers the knowledge, skills and real project experience they need to grow and make a meaningful impact in a fast-moving and highly technical environment.

We see our early careers community as future leaders, innovators and problem-solvers. Whether joining us through an apprenticeship, graduate route, industrial placement or trainee pathway, each person has the chance to work on live projects, tackle real challenges and learn from experts across our business. By combining hands-on experience with structured development, we aim to give every individual the confidence and capability to build their future with us.

Our programmes sit at the heart of Keltbray's culture of innovation, inclusivity and integrity. We believe that different viewpoints, curiosity and resilience are essential to driving progress. This environment encourages people to challenge ideas, explore new approaches and grow through both success and setbacks.

Investing in early careers is about more than skills development; it's about helping people realise their potential and strengthening the future of our industry. The energy, ambition and fresh thinking our early talent brings help shape the direction of our business and support our commitment to delivering sustainable, positive change.



Brendan Kerr
Executive Chairman

keltbray

Dynamic Growth Sectors

Through our UK business network, Keltbray has a strong and growing presence in built environment and major civils sectors. Our business activities are shaped by the product innovation and delivery certainty of the services we provide to meet clients' sustainable development challenges.





Data Centres and Life Sciences

Transport Civils

London Commercial

Geography

Industrial Estates remodelling

Energy Storage and Transition

Aviation

Project Highlights:

FIFTY FENCHURCH STREET

- Demolition
- Piling & Bulk Excavation
- Basement & Core

£73m



HS2 CURZON STREET - MAIN WORKS

- Piling
- Groundworks

£26.5m



MUSEUM OF LONDON

- Demolition
- Groundwork and Excavation
- Structural Alterations
- Groundwork and Excavation

£68.5m



PADDINGTON OSD

- Enabling Works
- Structural Demolition
- Piling and Foundations

£23m





Career Opportunities

There are few businesses with the diversity of roles, skills and expertise to rival ours. Every one of Keltbray's employees plays an important role in delivering some of the biggest construction projects in the UK.

CONSTRUCTION SITE MANAGEMENT

Construction Site Managers oversee the day-to-day delivery of a construction project. They make sure the work on site is carried out safely, on time, to the required quality, and in line with what the client expects.

What does the role involve?

- Taking responsibility for the daily running of a project on site
- Working outdoors in a live construction environment
- Leading and organising teams and resources
- Managing health, safety, quality, and site standards
- Co-ordinating subcontractors and suppliers
- Helping to deliver projects such as major infrastructure, energy facilities, schools, hospitals and commercial buildings

QUANTITY SURVEYING

Quantity Surveyors help manage the money side of a construction project. They track costs from the very beginning through to completion, making sure the project stays on budget and that the work being delivered represents good value.

What does the role involve?

- Working mainly in an office environment, with some visits to site
- Managing the costs and finances of a project
- Working with subcontractors, suppliers, and clients
- Keeping the project on budget and identifying cost risks early
- Approving payments for subcontractors and tracking spending
- Learning how contracts, pricing, and commercial decisions shape a project



CIVIL ENGINEERING

Civil Engineers are the scientific minds behind the way our towns and cities work. Combining their practical and theoretical engineering knowledge to plan, manage, budget and analyse projects of all sizes.

What does the role involve?

- Working in an outdoor environment
- Applying maths in a real-life environment
- Contributing to the safety and environmental aspects of a project
- Setting out and producing surveys to help manage quality on projects
- Using technology and innovation
- Managing subcontractors
- Working on infrastructure projects such as bridges, roads, rail etc

CRAFT TRADE

Craft tradespeople play a hands-on role in delivering our projects. They work on site as part of skilled teams, helping to build, install, assemble, maintain, and prepare the structures and systems needed to keep a project moving. At Keltbray, there are a variety of craft career paths to choose from.

- Construction general operative
- Demolition operative
- Formworker
- Groundworker
- Piling operative
- Plant operator
- Scaffolder
- Steel fixer



Apprenticeships

At Keltbray we recognise that our people are the significant differentiating factor in our performance and overall success. We always strive to get the right people, in the right place, at the right time. We believe that providing opportunities to earn while you learn is key to the future of our business.

A Keltbray apprenticeship is a career opportunity that incorporates structured on-the-job learning supplemented with academic qualifications, working alongside our experienced professionals.

Keltbray will give you tasks to perform, and a training provider will equip you with the theoretical skills to perform those tasks.

TYPICAL APPRENTICESHIPS AT KELTBRAY

- Civil Engineering
- Ground Worker
- Piling
- Health and Safety
- Design & Structural Engineering
- Demolition
- Human Resources
- Construction Management
- Scaffolding
- Formwork
- Business Administration
- Quantity Surveying
- Finance
- Steel Fixing

EDUCATIONAL ESTABLISHMENT

You will be enrolled in to either a College, University or Training Provider depending on the apprenticeship you choose to undertake. They will provide you with the knowledge required to achieve your academic qualification.

WORK PLACEMENT

You will gain hands-on experience in the workplace through allocated placements to help you develop a thorough understanding of your specialism in order to support your academic studies.

MENTOR SUPPORT

You will be assigned a mentor who will support your orientation into the workplace, provide an insight and understanding of the organisation and provide advice and guidance relating to the learning and training aspects of your apprenticeship.

PROFESSIONAL DEVELOPMENT

With all of our technical pathways, you will work towards a professional chartership such as Institute of Civil Engineers (ICE), Royal Institute of Chartered Surveyors (RICS) and Chartered Institute of Building (CIOB).

APPRENTICESHIP LEVELS

The length of your apprenticeship will depend on your existing experience, qualifications and the job role you choose. This table explains the different levels of apprenticeship we typically offer at Keltbray:

Name	Level	Equivalent education level
Intermediate	2	5 GCSE's Grade 4-9 / C - A*
Advanced	3	2 A Level
Higher	4, 5, and 6	Foundation degree and above
Degree	6	Bachelors or masters degree

Each apprenticeship will have different entry requirements and our advertised vacancies will state what these are.

Head of Learning and Development's Foreword

Starting a new career is an exciting step, and at Keltbray we're committed to giving you every chance to grow, learn and build confidence. Our Early Careers offer brings together a range of entry routes across the business, and we believe the best learning happens on real projects, alongside skilled teams and supported by people who enjoy sharing what they know. That's exactly what you'll find here: hands-on experience, backed by development that helps you progress both technically and professionally.

Alongside project experience, you'll have access to learning that strengthens the skills that matter in any role: communication, teamwork, problem-solving, leadership, and a practical understanding of sustainability, inclusion and ethics. These are the skills that help you step up, take responsibility, and make a positive impact wherever your career takes you. You'll also get involved in community initiatives, visit major sites across the business, and connect with peers who are taking their first steps just like you.

My role, and the role of the People team at Keltbray is to make sure you have the support and opportunities to get the most from your time with us. The more you put in, the more you'll gain, and you'll play your part in shaping Keltbray's future along the way.



James Dawson
Head of Learning and Development

TRAINING

Training provider will provide you with the knowledge and skills needed to successfully complete your academic qualification

ON THE JOB

Keltbray places apprentices on sites that give them practical experience directly aligned with their training, ensuring they gain relevant skills and learning opportunities

ASSESSMENT (EPA)

Apprentices need to complete coursework, gather evidence and record off-the-job learning activities. At the end, they will undertake an End Point Assessment to achieve their qualification

ONBOARDING

Apprentice is recruited and enrolled with an apprenticeship provider

SUPPORT

Line Manager:
Oversees tasks and checks progress to keep apprentices on track

Mentor:
Provides guidance and models professional standards

L&D Team:
Supports managers and Apprentices with resources and progress reviews

The 5% Club

Keltbray is proud to be an accredited member of The 5% Club's 2025–2026 Employer Audit Scheme, a respected initiative recognising employers committed to developing their people through high-quality "earn and learn" opportunities.

WAs part of this UK-wide movement of more than 1,200 employers, The 5% Club champions accessible career pathways through Apprenticeships, Graduate Programmes, and Sponsored Student Placements, helping young people gain skills, experience, and long-term employment.

Membership requires employers to:

- Commit at least 5% of their workforce to structured "earn and learn" programmes within five years
- Report progress annually
- Support efforts to close skills gaps and boost social mobility

After achieving Gold accreditation for three consecutive years, Keltbray has been recognised as a Platinum member. This honour reinforces our long-standing commitment to investing in talent and building an inclusive, skilled, and future-ready workforce.



Professional Development

At Keltbray, our Early Careers programmes play a vital role in bringing new talent into our industry. They are designed to give people at the beginning of their careers the knowledge, skills and real project experience they need to grow and make a meaningful impact in a fast-moving and highly technical environment.

We see our early careers community as future leaders, innovators and problem-solvers. Whether joining us through an apprenticeship, graduate route, industrial placement or trainee pathway, each person has the chance to work on live projects, tackle real challenges and learn from experts across our business. By combining hands-on experience with structured development, we aim to give every individual the confidence and capability to build their future with us.

Our programmes sit at the heart of Keltbray's culture of innovation, inclusivity and integrity. We believe that different viewpoints, curiosity and resilience are essential to driving progress. This environment encourages people to challenge ideas, explore new approaches and grow through both success and setbacks.

Investing in early careers is about more than skills development; it's about helping people realise their potential and strengthening the future of our industry. The energy, ambition and fresh thinking our early talent brings help shape the direction of our business and support our commitment to delivering sustainable, positive change.



keltbray

Our Apprentices

Oliver O'Donovan

TRAINEE QUANTITY SURVEYOR

How did you get into construction?

I got into construction through family and friends who spoke highly of the industry and how rewarding it is. Their passion inspired me to explore it myself. What really drew me in was the tangibility of the work - being part of something real and lasting. It's an industry where your work truly matters.

How has your apprenticeship helped you develop?

My apprenticeship has helped me combine theory with hands-on experience. It's given me practical skills and a deeper understanding of the role. By the time I'm qualified, I'll be well prepared to progress into a full quantity surveyor role.

What are your career aspirations after completing your apprenticeship?

Once I complete my apprenticeship, I plan to pursue my RICS chartership to further solidify my professional standing. My goal is to move into a managerial role where I can take on greater responsibility, lead projects, and mentor others coming into the industry. I'm committed to continuous development - both in technical skills and leadership-and I'm excited about the opportunities ahead.





Ewart Mason

DEMOLITION SUPERVISOR

How did you get into construction?

I'm a practical, hands-on person, and construction appealed to me because it combines teamwork, problem solving, and the chance to see real, lasting results each day. I wanted a career where I could learn, grow, and progress while contributing to projects that impact communities. That's what motivated me to become an apprentice.

How has your apprenticeship helped you develop?

Starting on the Level 2 Demolition Operative Apprenticeship gave me a solid foundation of technical knowledge and on-site experience. It built my confidence, deepened my understanding of health and safety, and developed the practical skills I needed to be effective. Moving on to the Level 4 Site Supervisor Apprenticeship has pushed me to step up - I'm learning more about leadership, planning, and managing people and resources. It's challenging, but I've grown in responsibility and decision-making, and it's rewarding to see how far I've come.

What are your career aspirations after completing your apprenticeship?

Looking ahead, I want to keep developing as a site manager and take on greater responsibilities in leading teams and delivering projects. My goal is to progress into a management role where I can apply my skills and support new apprentices coming through the same route. Ultimately, I'd like to build a long-term career making a positive contribution to the wider industry.

Ewart was also awarded Apprentice of the Year at the BPIC Awards 2025.

keltbray

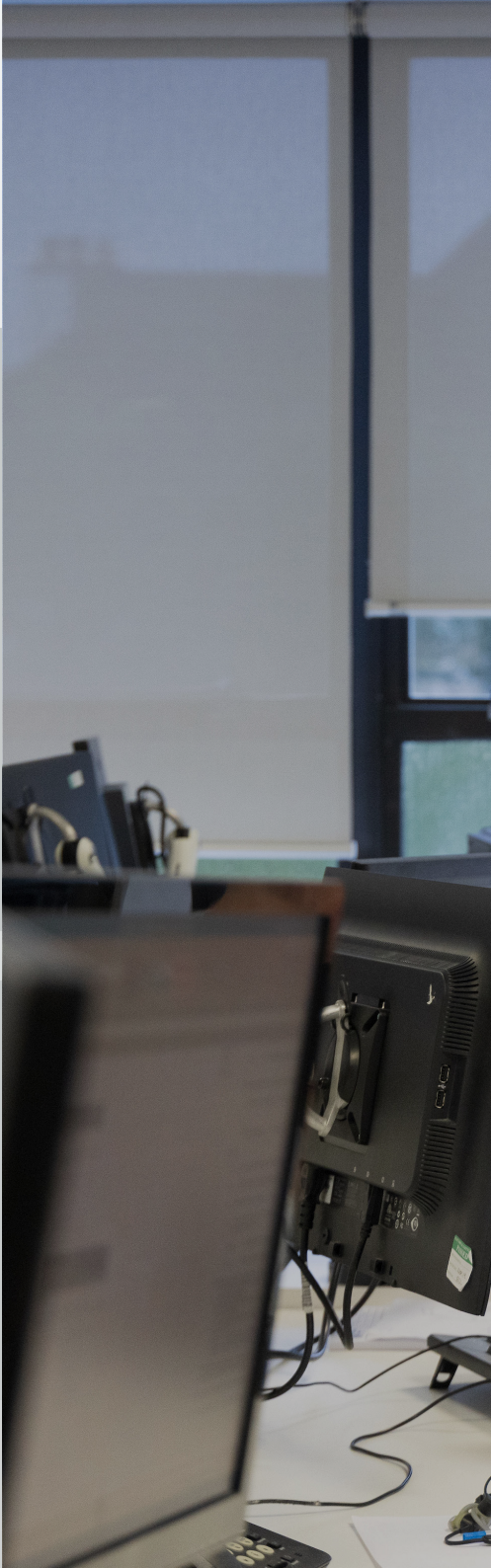
Undergraduates and Graduates

PLACEMENT PROGRAMMES

- Keltbray offer summer and year-out industrial placements to individuals who are planning on or currently studying for a construction-related degree
- We offer work placements in engineering, construction, and surveying, giving you the opportunity to put theory into practise and gain practical experience on one of our live projects
- Keltbray's placement programmes offer you the chance to gain valuable hands-on work experience before you graduate and, in many cases these opportunities often lead to a full-time graduate position
- Placements can vary in length, between 6-8 weeks for a summer placement and up to a year in length for your year-out industrial placement

GRADUATE PROGRAMMES

- We offer structured development within a professional workplace environment, supporting your progression and guiding you toward achieving the appropriate chartered status
- We have well-established relationships with a range of professional institutions and industry partners, which means we can innovate our programmes ahead of the industry and nurture your skills to help you meet your ambitions





This report was written, designed and produced by Keltbray Communications Team. No part of it may be reproduced without the prior permission of Keltbray Group Limited.



Redefining sustainable development

keltbray

St Andrew's House
Portsmouth Road
Esher, Surrey
KT10 9TA

T: +44 (0) 20 7643 1000
E: earlycareers@keltbray.com
keltbray.com

© This document is the copyright of Keltbray Group Limited.

Any unauthorised reproduction or usage by any person other than the addressee is strictly prohibited.