

# BE PART OF OUR WINNING TEAM

A CAREER AT

COLAS WILL NOT ONLY

OPEN DOORS, IT WILL

OPEN YOUR MIND

Learn how **you** can make a difference in the future of transport infrastructure through our exciting **apprentice opportunities**



UNITED KINGDOM

Colas is a visionary and progressive company, which delivers innovative and intelligent solutions to the UK's highway, aviation and defence infrastructure.

The achievement of our Investors in People gold standard and R4E 5 star certification demonstrates our ability to nurture talent through training and career development and encourage an 'ideas' driven culture of creativity and ingenuity. Our operations help shape a better future for the environment and communities in which we live and work.

Operating from more than 20 LOCATIONS, Colas currently employs 1,490 PEOPLE across the UK.

# WE ARE UNLOCKING TOMORROW

## Our vision

Deliver sustainable growth through intelligent infrastructure solutions, excellent service and inspired people.  
"Looking after today, unlocking tomorrow."

## Our mission

Utilising local expertise and global strength to deliver intelligent infrastructure solutions through:

- Inspired people working together safely as 'One Colas' to deliver excellent service.
- Targeting work in identified growth areas and maximising internal trading
- Building high-quality internal and external collaborative relationships
- Being customer centric and understanding and meeting their needs
- Investing in our capacity to deliver innovative engineering studies

## Our values

Our values are behind everything we do and everything we stand for. They describe the qualities that have made us the company we are and will help us become the company we want to be.

We have identified the following five values to describe our company and our people:

- Responsible
- Talented
- Innovative
- Visionary
- Passionate

# Why **transport** matters

**The 21st Century is a golden opportunity to develop a career in transport.** The UK government has not only set record levels of investment in the rail, road and airport sectors but has also developed a skills strategy, which identifies its ambitious plans to support jobs, skills and apprenticeships in transport.

**This is an exciting time if you are interested in apprenticeships!** Both the government and the construction industry are working to deliver 30,000 apprenticeships in road and rail by 2020.

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**Colas: the right choice for a bright future**

Our work is not only important to our **customers** but also to the **communities** in which we work

At Colas, we help support the government's ambitious plans through our work in highways, airports and defence.

With more than ninety years of expertise, we have a long-standing history of providing a diverse range of construction, civil engineering and maintenance services. Our approach is to deliver long-term sustainable transport solutions, which help our local economies grow. These solutions include: highways maintenance, surfacing, product manufacture, intelligent transport systems, traffic management, street lighting, major runway projects, road safety technology, project engineering, structural maintenance and repair, road markings, and steel fabrication.

Colas offers a diverse range of services, and we operate in an extremely competitive marketplace where the need to continuously improve and deliver value is great. Our work is not only important to our customers but to the communities in which we operate.

Each of our solutions are backed by Research and Development (R&D), sustainable approaches, technical and engineering excellence, and innovation.

# Be part of something **bigger**

Colas was founded in 1923 and was acquired by the International Colas Group in 1995. Since then, we have been part of one of the world's leading transport construction and maintenance organisations.

The Colas group currently employs 57,000 people in 50 countries across five continents, carrying out more than 80,000 projects each year. We benefit from the group's R&D expertise and resources and the exchange of ideas, innovation and creativity, which are then applied by Colas' UK teams.

**World leader in  
the construction  
and maintenance  
of transport  
infrastructure**

Founded in  
**1923**

# A **journey** worth making

## What we look for?

For any apprentice opportunity, we look to attract local talent and skills to help us make a difference. If you have enthusiasm, a 'can-do' attitude and drive, and are equally passionate about making a difference to the future of transport, then speak to us.

With our **increasing intake** of apprentices and graduates, Colas is **committed to investing in people**, ensuring we have the necessary **skills** and **talent** to meet our customers' needs.

Colas chooses to **invest in our future**, our people and, most importantly, the future generation. We support jobs, skills and apprenticeships for people in every part of the UK.

Working with local schools, colleges and industry groups (Construction Industry Training Board), Colas has created a **diverse range** of apprentice opportunities. No two schemes are ever the same, and we aim to understand your long-term ambitions and create an apprentice programme that is not only **personalised** to you but also delivers real **value**.

It is not all about hard hats - our apprentice opportunities are available across the UK, ranging from the office environment to operational sites for those with a keener interest in engineering.

# Investing in you

## How our schemes work

### Are you 16 or over?

If you answered yes, you can apply for an apprenticeship!

Apprenticeships combine work, skills, training, and study to achieve a qualification.

There are various levels of apprenticeships you can undertake, depending on your current skills and qualifications:

Intermediate apprenticeship (level 2)

Advanced apprenticeship (level 3)

Higher apprenticeship (level 4-7)

Degree apprenticeship (level 6-7)

Colas apprentices earn salaries and receive the same benefits as other Colas employees. Most of the training is delivered in the workplace where you will acquire the skills you need to do the job well. The rest of the training is provided by an external organisation at the workplace, off-site (college or university) or via e-learning.

### It's not just a job, it's a journey

Colas works closely with the Construction Industry Training Board (CITB) to connect with school leavers. Colas realises how critical it is to build positive links with the communities in which we work. By providing opportunities for young people, Colas demonstrates our passion for helping apprentices fulfil their potential and progress within the company.

Apprentices are encouraged to demonstrate their abilities and aptitude to learn whilst maintaining a professional attitude, allowing the company to build and deliver future skills for a growing transport sector.

Colas offers apprenticeships in a range of specialisms and subjects.

### Construction, Planning and the Built Environment

- Construction Civil Engineering
- Construction Management
- Construction Specialist
- Construction Technical

### Business, Administration and Law

- Accounting
- Business and Administration
- Customer Service
- Human Resource Management
- Legal Services
- Marketing
- Payroll
- Procurement

### Engineering and Manufacturing Technologies

- Engineering Construction
- Vehicle Body and Paint
- Vehicle Fitting
- Vehicle Maintenance and Repair
- Vehicle Parts
- Vehicle Restoration

### Information and Communications Technology

- IT Application Specialist

# Going further with Colas

**Raj has not looked back since joining Colas in September 2016 to work towards his BSc (Hons) Quantity Surveying – Level 6.**

*“I was looking for an apprenticeship in quantity surveying on the government apprentice website when I came across Colas. I was thrilled to be invited to an interview, and when I was offered the job, I was ecstatic.”*



**“I was thrilled to be invited to an interview, and when I was offered a job I was ecstatic.”**

*My favourite parts of the job include measuring take-offs, which are a detailed measurement of materials and labour needed to complete a construction project, liaising with my team, getting involved in big projects, and of course working within the UK Projects team.*

*If I had to pick a fairly challenging part of my job, I would have to say balancing working for Colas with studying for my degree, but it's a healthy balance so there are no complaints from me!”*

*Rajut Clair*

**Brandi Le Ray has only been in the company just a few months but has developed rapidly and is now a key part of the team. Brandi joined Colas' Portsmouth depot in the new year as a Business Administration Apprentice. She is also studying business administration at a local college.**

*“When I got the call from Colas to say I was successful, I was over the moon. I felt my interview had gone well, so I couldn't wait to start. Since joining Colas, everyone has been very welcoming towards me, and I feel like I'm part of a family.”*

*Brandi Le Ray*

*My friend currently works for Colas, so I knew it was a good company to work for. When I was asked which part of my job was my favourite, I couldn't pinpoint a specific aspect - I love every part of my role!*

*I'm really excited to continue learning new skills and gaining experience in different areas of the department and business.”*

**“Everyone has been very welcoming towards me, and I feel like I'm part of a family.”**



“I do find my job challenging, but I love it as the role allows me to ‘get my teeth into it’”



Alfie Davis began working at our Portsmouth depot in August 2017 and is enjoying working towards his NVQ Level 2 Diploma in Construction Operations and Civil Engineering Services.

Six months since starting, Alfie explains where he saw the position advertised and highlights the favourite parts of his job.

*“I handed my CV and application form into the Portsmouth depot after seeing an online advertisement for Colas apprenticeships. The position is ideal as it involves aspects of construction which have always interested me.*

*My favourite parts of this role are slab laying, and installing kerbs and channels. I also operate the gully tanker which I quite enjoy doing.*

*I do find my job challenging, but I love it as the role allows me to ‘get my teeth into it’ so to speak!”*

Alfie Davis

# Going further with Colas

**Ellie Fisher, our Apprentice Learning & Development Administration Assistant, joined Colas’ Rowfant head office in May 2017.**

**Ellie was seeking work when she came across our advert for this position and is glad she applied.**

**Ellie is currently undertaking a Chartered Institute of Personnel and Development (CIPD) Level 3 course, which requires her to attend college one afternoon per week in order to enhance her learning, knowledge and understanding.**

*“I love working at Colas as the people are great. It really feels like I’m a valued member of the team. It’s also a good environment to work in.*

*As I’m new to the CIPD course, I’m still finding my feet, but I am enjoying it. I’m required to complete coursework alongside my normal office duties, and what’s great is that everyone offers support when I need it.*

*A big part of my job is organising events. This can be difficult sometimes, but it’s all part of the fun!”*

Ellie Fisher

“I love working at Colas as the people are great.”





# Connect with Colas

Connect with us to find out more about Colas' apprenticeship opportunities.

To follow our people, stories and vacancies or to meet us at a local careers fair or event, enter the following: **#ourpeople**.



Like us: @colasltd



Follow us: @colasltd



Join us: colas-uk



Email: [careers@colas.co.uk](mailto:careers@colas.co.uk)



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