

SKANSKA

# Your future, built with Skanska.

Apprenticeships

Ronald Kiweewa | Trainee Civil Engineer



- Real estate
- Defence
- Education
- Highways
- Rail
- Water

We're creating infrastructure and spaces that connect, inspire and make a lasting impact to a range of sectors.





## The Skanska way

Are you looking to make an impact across multiple sectors and roles?

Are you looking to be part of a culture that supports your success?

Are you looking to be part of an organisation where every decision impacts?

If you've said yes to any of these questions, keep reading to find out more...



**Tria Watta**  
Trainee Civil Engineer

Everyone at Skanska shares a common goal that demands a collective mindset where your success is our success!

**This is the Skanska way.**

### What you do matters

- Enrich your life beyond work by impacting communities for generations – shape how we live, work, and connect through diverse projects from homes and commercial properties to infrastructure and transportation.
- Discover your passions, make an impression at every step and embark on a multidimensional career path.

### Limitless opportunities

- Join 27,000 global problem solvers and creative thinkers.
- Learn continuously from peers and experiences across sectors and cultures.
- Experience varied roles and tasks, including future international opportunities.
- Thrive in an inclusive, progressive culture that supports work-life success.

This is the Skanska way to build your future.

## The benefits of a Skanska apprenticeship

### Apprenticeships designed for growth

Open to individuals passionate about creativity, problem-solving, and innovation.

Roles across engineering, project management, digital tech, commercial and sustainability.

### Competitive pay & benefits

Annual salary increases, paid holiday plus bank holidays, and qualification costs covered.

### Work schedule & learning

Opportunities to develop skills in finance, digital tech, and project coordination.

Hands-on and behind-the-scenes learning experiences.

### Supportive environment

Access to industry experts and bi-annual Apprentice meet-up days.

Participation in employee networks, volunteering, and STEM Ambassador programmes.



There are so many possibilities open to Skanska Apprentices. Here are some of the roles that you might consider.

## 1. Environmental Adviser

Do you love geography and science? Are you passionate about ecology, biodiversity, and reducing carbon emissions? As an Environmental Adviser, you'll help us minimise pollution and make a real impact in shaping a sustainable future for how we live.

## 2. Civil engineering

Civil engineering is at the core of everything we build. As a Civil Engineer, you'll be passionate about solving complex challenges, with a solid grasp of maths and physics. At Skanska, you'll work on the design and construction of buildings, roads, bridges and railways - no two days are the same.

## 3. Quantity surveying

In quantity surveying, you will manage all the cost aspects of construction projects. You'll sharpen your communication and negotiation skills while building strong relationships with customers and project teams. From schedules and cost calculations to dispute management and budgets, you'll be at the heart of it all.

## 4. Mechanical & electrical engineering

Our skilled Technicians and Engineers are the superheroes behind maintaining and repairing essential systems such as lighting, power, heating, plumbing, and air-conditioning in places like offices and hospitals. You'll be hands-on, solving engineering challenges every day, whilst prioritising energy efficiency, sustainability, safety, and occupant needs.

## 5. Digital technology solutions/ data analytics

Coders, gamers and digital enthusiasts - this is for you! At Skanska, we build in both the virtual and real world. You'll help drive our digital transformation using robotics, AI, virtual and augmented reality, data analytics and mobile apps. It's an exciting time to shape the future of construction!



### Key roles required

Project Engineers and Multi-Skilled Technicians for mechanical & electrical postings across the country!



# The voices of Skanska

"It has been exciting, trying different things such as scaling tower cranes, data engineering, automation and presenting analysis to senior stakeholders in the business. More recently I have supported Skanska in developing their AI strategy and gained management responsibilities.

"I joined a team of people that have supported me and that I enjoy working with. I have felt myself grow as a person with each new experience."



**Thomas Ball**  
Sustainability & Innovation  
Analytics Manager

"Studying a quantity surveying degree apprenticeship while working can be challenging, but at Skanska there are knowledgeable supportive staff to help you through your apprenticeship journey!"



**Zara Cawley**  
Assistant Quantity  
Surveyor

# You belong here!





# Your Skanska benefits built around you

Be part of our growing apprentice community. As a valued member of the Skanska team, your hard work will be recognised with a competitive salary, great employee benefits, and many opportunities for you to learn and grow.

"Overall, choosing the path less travelled, taking a chance and applying for an apprenticeship was the best decision I ever made, building a career in the sector I always wanted to join."

**Emily Keevil**  
Environmental  
Sustainability Adviser



## Your health matters to us

- 24/7 digital GP service for you and your family.
- Employee assistance programmes offering:
  - Confidential counselling.
  - Mental health support.
  - Financial guidance.
  - Access to dental and healthcare cover.

## Myrewards

This is your go-to benefits hub, packed with exclusive discounts and special offers from hundreds of top retailers. Whether you're booking a holiday, enjoying a meal out, or looking for ways to stay fit and healthy, myrewards has something for everyone.

## Keep on moving

Season ticket loans to reduce the cost of annual travel.

Cycle-to-work scheme for discounted bicycles and eco-friendly commuting.

## What else can Skanska offer?

We offer a variety of enhanced family benefits, including maternity, paternity, dependents, and parental bereavement leave. All of these are fully accessible because every Skanska employee can see the full financial value of their pay and benefits all in one place.

# Your journey to Skanska

It takes a diverse range of talented individuals with the right skills, strengths and approach to make your time at Skanska successful.

Here is what we look for in our people:

- Inclusive, caring approach.
- Curious and problem-solving mindsets.
- Motivation to make a real impact.



Submit your application.

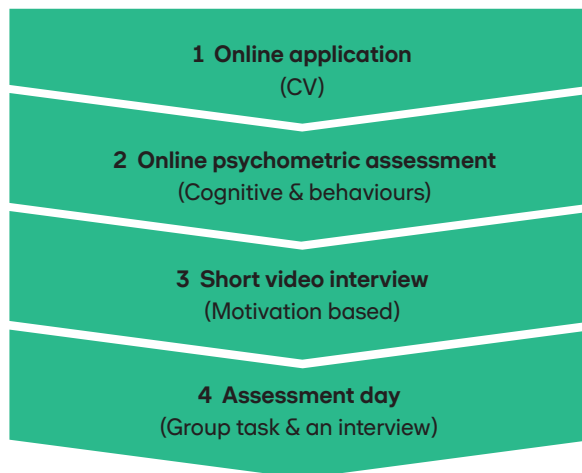
Apprenticeships are advertised annually from February – stay updated!

[skanska.co.uk/apprenticeships](https://skanska.co.uk/apprenticeships)

## Reasonable requests:

Our aim is to ensure that all applicants have an equal opportunity to succeed and thrive. We actively encourage you to request any reasonable adjustments you may require during the application process and beyond. If you have any questions, please reach out to us at [emerging.talent@skanska.co.uk](mailto:emerging.talent@skanska.co.uk).

Our apprenticeship application process is split into 4 stages:



### 1 Online application

Have an interesting CV with connections to the role you are applying to, for example – if you are applying for an Environmental apprenticeship, we might like to read on your CV that you enjoy following MinuteEarth on YouTube, or that your favourite subject at school is Geography.

### 2 Online psychometric assessment

Keep an eye on your emails (including your junk inbox) and complete this within the timeframe required. Take some time to practise a few online assessments before the real deal. It'll be worth it!

### 3 Video interview

Make sure you know why you want the apprenticeship you're applying for. Be ready to explain it to us – it's tougher than you think! Practise with a friend, teacher, or even record yourself on your phone.

### 4 Assessment day

This is the final stage where you'll meet the team you'll be working with if you get the job. You want to make a great impression, so ask questions and enjoy the day. We usually run online prep sessions before Assessment days, so you'll know what to expect.



## Tips for a stand out CV

To create a stand out CV, add a strong personal statement summarising your goals and motivation.

Highlight activities beyond academics:

- Part-time work, volunteering, or internships.
- Insight days, research, hobbies, or interests.
- Showcase your proactive and motivated attitude.



Join our talent community and sign up for job alerts



## Work experience

Insight day webinar. Sign up here to attend one of our virtual webinars offering valuable career insights into our industry, with the opportunity to ask questions and complete bite-size work-related tasks.

# Shape your future, today!

Explore what Skanska has to offer by following us on social media, join our talent community by signing up for job alerts, or get a taste of life at Skanska through work experience on page 7.

We work safely or not at all.

Welcome to the Skanska way.



Scan to take your next steps

Discover your path to the Skanska way  
and apply online today.

[skanska.link/careers](https://skanska.link/careers)

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