



BUILD YOUR FUTURE IN...

CONSTRUCTION

Swindon
& Wiltshire
CAREERS HUB

THE CAREERS &
ENTERPRISE
COMPANY

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- Bowmer + Kirkland
- New College Swindon
- Wiltshire College & University Centre
- CITB
- Business West
- Wiltshire Council
- Swindon Borough Council

Their contribution has helped ensure this publication is informed by real experience, local knowledge and a shared commitment to supporting future talent across Swindon and Wiltshire.

A WORLD-CLASS INDUSTRY

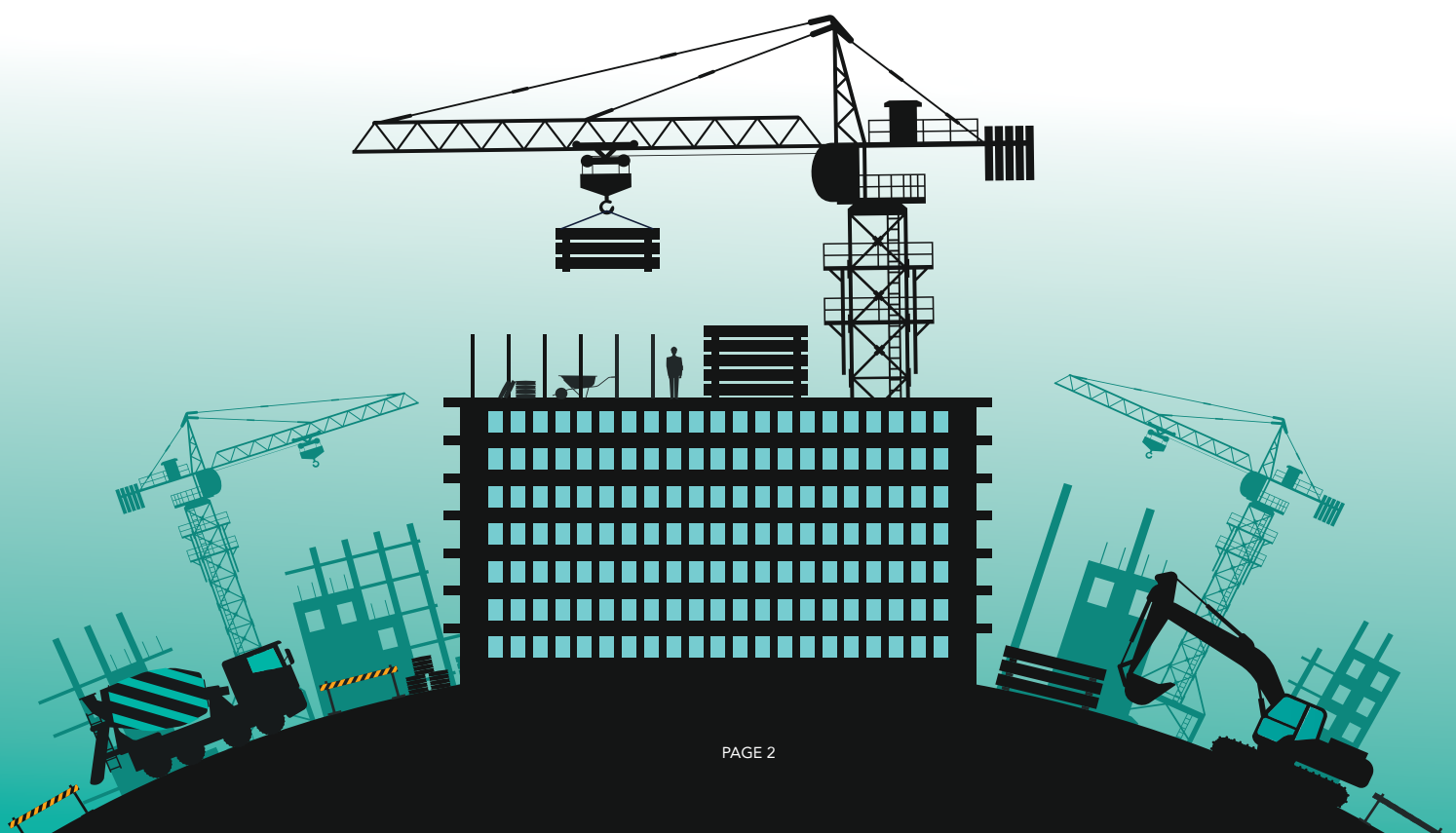
Join one of the United Kingdom's largest industries and you'll be choosing a career that's challenging, exciting and rewarding.

You'll also be part of a sector that's respected around the world for its high-quality design, engineering and construction standards.

England has a strong reputation for world-class architecture, innovative infrastructure and major regeneration projects. From city-centre redevelopments and transport upgrades to sustainable housing and landmark public buildings, construction continues to shape how and where we live.

Recent projects across England include major rail and road improvements, new hospitals and schools, large-scale housing developments, and the regeneration of historic town and city centres.

As part of the construction workforce, you could help build local hospitals, sports facilities, homes, transport networks or manage the delivery of award-winning projects that make a real difference to communities.



A FUTURE IN CONSTRUCTION

Construction is all about working together.

When you choose a career in construction, you join a team of people with different skills who work together to design, build and maintain the places we use every day.

From homes and schools to hospitals, roads and stadiums, construction plays a huge role in shaping England's communities.

Around **2.6 million people** work in **construction** across the UK, and there are **over 150 different job roles** to choose from.

No matter your interests or strengths, there is a place for you in construction.

WHY CHOOSE CONSTRUCTION?



A wide choice of jobs.



Good earning potential.



Opportunities to earn while you learn.



Clear progression routes.



Practical, real-world work.



Strong job demand
across England.



The chance to make a
visible difference.

Whether you enjoy working with your hands, solving problems, using technology, or leading teams – construction has a pathway for you.



PARENTS & CARERS

YOUR SUPPORT CAN
SHAPE THEIR FUTURE



Construction employs over **2.6 million people** in the UK, with thousands of new opportunities created every year.

CONSTRUCTION TODAY IS...



SKILLED &
SPECIALIST



PROFESSIONAL
& RESPECTED



WELL-PAID &
IN-DEMAND



INNOVATIVE &
FUTURE READY

EXPLORE TOGETHER



JUST 20 MINUTES CAN
OPEN THEIR EYES!



Search live vacancies on
Find an Apprenticeship



Explore roles at
Go Construct



Look at local college
open days



Attend careers events

PARENT CHECKLIST



- ☐ Explored different construction career roles together?
- ☐ Discussed both college and apprenticeship routes?
- ☐ Looked at real job vacancies and opportunities?
- ☐ Registered for apprenticeship alerts?
- ☐ Attended an open day or employer event?
- ☐ Talked about what type of working environment suits them?

YOU DON'T NEED ALL THE ANSWERS —
JUST START EXPLORING.

WHY CONSTRUCTION MATTERS WHERE YOU LIVE?

Construction shapes almost every part of Swindon and Wiltshire. It creates, improves and maintains the places people use every day.

Construction takes place across:



HOMES



SCHOOLS &
COLLEGES



HOSPITAL &
HEALTHCARE SETTINGS



ROADS &
MOTORWAYS



RAILWAYS &
TRANSPORT HUBS



SHOPS, OFFICES
& WORKSPACES



HERITAGE &
HISTORIC BUILDING



GREEN & PUBLIC
SPACES

Did you know...

16,000

work in the sector locally, helping to build homes, schools, roads and workplaces.

Swindon and Wiltshire is home to

7,000

construction businesses — most of them small or medium-sized companies.

Construction job vacancies locally have nearly doubled since

2017

MOST CONSTRUCTION COMPANIES AREN'T HUGE — THEY'RE LOCAL BUSINESSES

Around 99% of construction companies are SMEs, meaning they are small or medium-sized businesses. This means many careers start with local employers offering apprenticeships, hands-on experience, and real opportunities to progress.

COMPANIES OPERATING IN SWINDON & WILTSHIRE INCLUDES



CONSTRUCTION IN ACTION

Construction careers don't all look the same. These short video case studies show real people, real pathways and real opportunities across the construction sector. **Scan or Click the QR codes to explore.**



CONSTRUCTION TRAINEE - CAIO

Caio turned his work experience into a career with great prospects. Construction careers are competitive, so make the most of any opportunities you get to learn.



SITE CARPENTER APPRENTICE - LENNOX

Lennox uses teamwork and problem solving skills every day. His role combines practical skills with theory and maths, which he learns one day/week at college.



ELECTRICIAN - JAMIE

Jamie qualified as an electrician and now runs his own business. Career paths are varied within construction, so you have choices and can find the right option for you.



QUANTITY SURVEYOR - LILY

Lily uses her communication skills to ensure projects run smoothly. She proves that gender is not a barrier and young women can achieve great things in this industry.



SENIOR PROJECT MANAGER - RICHARD

Richard joined the construction industry in a junior role with high aspirations and achieved his ambitions. With commitment and resilience, you can aim high and achieve your goals.



SOCIAL VALUE COORDINATOR - HANNAH

Hannah turned her passion for net-zero into a rewarding career. Roles in construction allow you to play an active part in protecting the planet.



You might think you know what a career in construction looks like, but there's more to it than you expect. From hands-on roles to planning, design and leadership, these myths and truths set the record straight.

MYTH



Construction is only for people who aren't academic.



Construction jobs aren't secure.



You have to start at 16 to succeed.



Construction is all about physical strength.



Construction isn't future-focused.



Construction offers no progression.

TRUTH



Many roles involve **planning, design, problem-solving and leadership.**



The sector employs around **16,000 people** locally and is still growing.



People enter construction at **all ages**, including career changers.



Communication, teamwork and problem-solving matter just as much.



Green skills like retrofit, renewables and sustainability are in demand.



Clear routes exist into specialist, supervisory and management roles.



Ready to see the reality for yourself?

Don't just take our word for it. Explore real people in real construction jobs, discover how they got started, what they do day-to-day, and where a career in construction could take you.

SCAN OR
CLICK THE
QR CODE



Construct

THREE MAIN CAREER PATHWAYS IN CONSTRUCTION

Construction offers a wide range of career opportunities, not just hands-on roles on site. Whether you enjoy building things, solving problems, organising projects, or designing the spaces around us, there is a pathway to match your strengths and interests.

These three main career pathways show how different roles work together to plan, create and deliver the buildings and infrastructure we use every day.



CRAFT CAREERS

Hands-on jobs where you build, fix and install things on site.



TECHNICAL CAREERS

Support roles that use planning, organisation, technology and problem-solving skills.



PROFESSIONAL CAREERS

Design, management and specialist roles that lead projects and shape how buildings are created.



CRAFT CAREERS

Build and finish structures.

Use tools, materials and machinery.

Work safely as part of a team.

Suited for you if you like...

	Working with your hands.		Being active.
	Seeing real results.		Working on different sites.
	Learning practical skills.		Working in teams.

Job Roles include:



BRICKLAYER

Builds and repairs walls, houses and chimneys, including restoration and heritage work.

£25k-£45k



PAINTER & DECORATOR

Paints and decorates buildings to protect surfaces and improve appearance.

£17k-£32k



WALL & FLOOR TILER

Installs tiles in kitchens, bathrooms and commercial spaces.

£21k-£38k



PLANT OPERATOR

Operates heavy machinery like diggers, dumpers and cranes.

£25k-£45k



CONSTRUCTION OPERATIVE

Carries out practical tasks to support site teams and projects.

£23k-£35k



SITE CARPENTER

Builds moulds and frameworks used to shape concrete structures.

£24k-£40k





TECHNICAL CAREERS

Prepare plans and technical information.

Support site teams and organisation.

Check quality, safety and standards.

Suited for you if you like...

	Problem-solving.		Using computers and technology.
	Working with plans and drawings.		Organising projects.
	Communicating with teams.		Meeting deadlines.

Job Roles include:



ELECTRICIAN

Installs power, lighting and renewable systems, and inspects and repairs electrical equipment.

£26k-£45k



GEOSPATIAL TECHNICIAN

Collects data to create maps and support navigation, construction and conservation projects.

£24k-£35k



ARCHITECTURAL TECHNICIAN

Creates technical drawings and plans to support building design and construction.

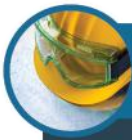
24k-£42k



GAS ENGINEER

Installs and repairs gas systems safely.

£25k-£45k



HEALTH & SAFETY TECHNICIAN

Monitors site safety and ensures rules are followed.

£28k-£50k



ENGINEERING CONSTRUCTION TECHNICIAN

Supports engineers to design, install, test, maintain and repair industrial facilities.

£19k-£36k





PROFESSIONAL CAREERS

Design the vision.

Manage people, time and money.

Lead projects from idea to completion.

Suited for you if you like...

	Leading teams.		Designing solutions.
	Working with clients.		Managing budgets.
	Solving complex problems.		Making decisions.

Job Roles include:



INTERIOR DESIGNER

Plans the layout and decoration of indoor spaces in homes, businesses and public buildings.

£23k-£45k



CONTRACTS MANAGER

Manages the contractual and legal requirements of work on building projects.

£30k-£70k



QUANTITY SURVEYOR

Oversees projects, manages risk, controls costs, and keeps work on time.

£26k-£70k



ESTIMATOR

Calculates the cost of different parts of engineering or construction projects.

£22k-£40k



ARCHITECT

Designs buildings and works with clients and planners.

£31k-£58k



CIVIL ENGINEER

Designs and delivers major infrastructure projects.

£29k-£63k





GREEN JOBS IN CONSTRUCTION

Construction is changing. As the UK works towards net zero, the industry needs people who can build, upgrade and maintain buildings in greener ways.

GREEN CONSTRUCTION JOBS FOCUS ON:



REDUCING
ENERGY



CUTTING CARBON
EMISSIONS



USING SUSTAINABLE
MATERIALS



IMPROVING
EXISTING BUILDINGS

What does "green construction" involve?

- Making homes warmer and more energy efficient.
- Installing low-carbon heating and renewable energy.
- Reducing waste on construction sites.
- Designing buildings that use less energy and resources.

Why green jobs matter?

- Strong job demand now and in the future
- Skills that can't be replaced by technology
- Opportunities across trades, technical and professional roles
- You're helping tackle climate change while earning a living



Examples of Green Construction jobs

Retrofit Installer – upgrades homes with insulation, ventilation and energy-saving improvements

Heat Pump Engineer – installs low-carbon heating systems

Solar PV Installer – fits solar panels on homes and commercial buildings

Energy Assessor – checks how efficient buildings are and recommends improvements

Sustainable Construction Manager – plans projects with carbon, waste and energy in mind

Green skills don't replace traditional construction skills — they build on them.

Essential Skills for Construction

Essential skills matter in every construction job – from hands-on trades to technical and management roles. Employers say these skills are just as important as qualifications.



LISTENING

Sites change fast. Listening to instructions, safety briefings and updates helps prevent mistakes and keeps everyone safe.



SPEAKING

You'll need to explain problems, share updates and raise concerns with different people. Clear communication builds trust and teamwork.



PROBLEM SOLVING

Things don't always go to plan. Employers value people who stay calm and help fix problems when issues come up.



CREATIVITY

Construction isn't just following drawings. Improving methods, reducing waste and adapting plans makes projects better and safer.



ADAPTING

Tasks, priorities and conditions can change daily. Employers want flexible people who can adjust without stress.



PLANNING

Managing your time, organising tasks and thinking ahead helps keep projects on schedule and on budget.



LEADERSHIP

You don't need a job title to lead. Taking responsibility, setting a good example and supporting others really matters.



TEAMWORK

Construction is a team effort. Working well with others improves safety, quality and productivity.



Construction employers want people who can communicate, adapt, solve problems and work as part of a team – skills that matter on every site and in every role.

Everyone brings different skills to construction – reflect on yours and how they could fit on site and beyond.



LISTENING

When have you listened carefully to instructions to complete a task safely or correctly?



SPEAKING

When have you explained an idea, asked for help, or shared information clearly?



PROBLEM SOLVING

When have you faced a challenge and found a way to fix or improve something?



CREATIVITY

When have you come up with a new idea or better way of doing something?



ADAPTING

When have you had to adjust your plans because something changed?



PLANNING

When have you organised your time or steps to complete something successfully?



LEADERSHIP

When have you taken responsibility or helped guide others?



TEAMWORK

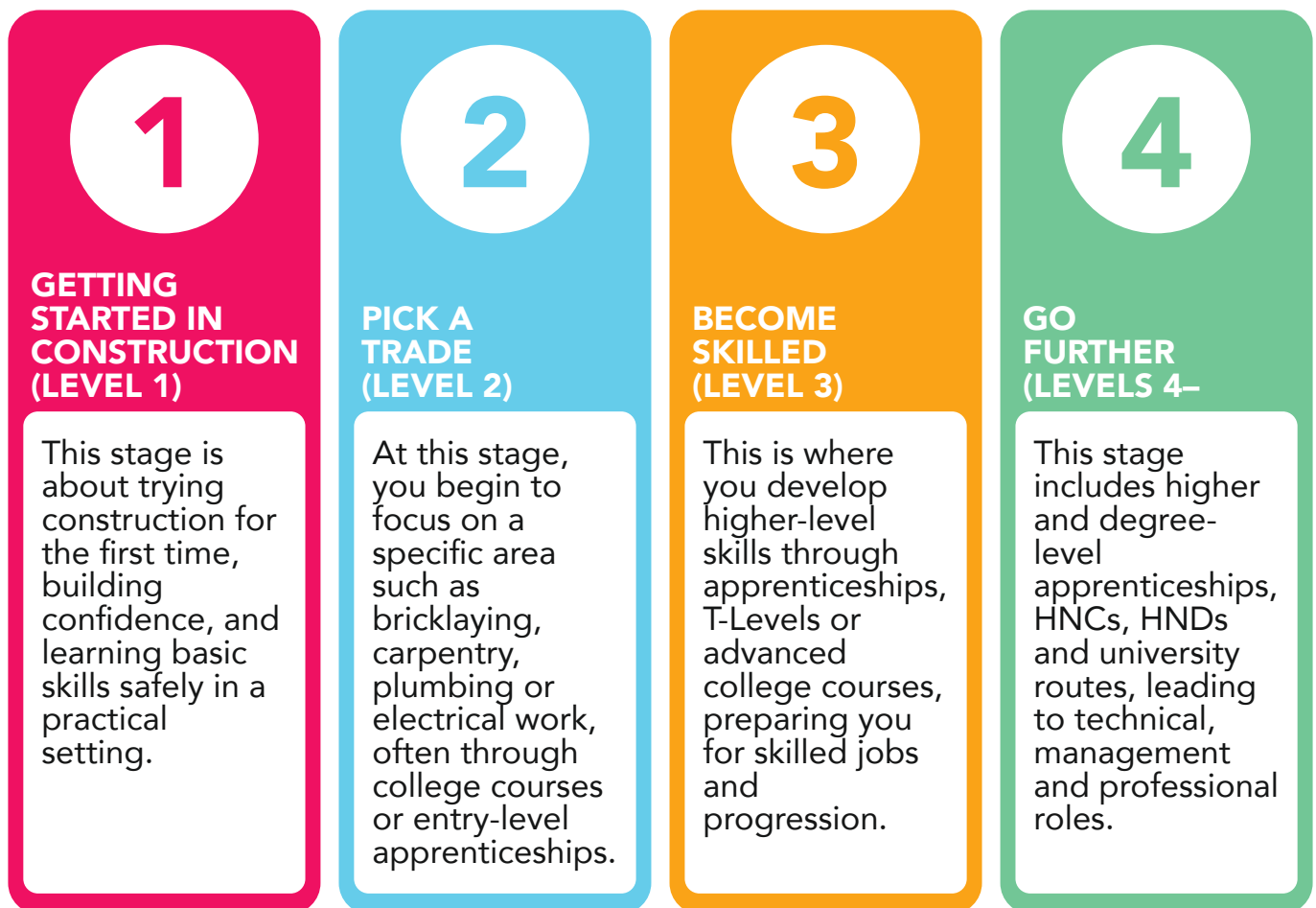
When have you worked with others to achieve a shared goal?

CONSTRUCTION PATHWAYS: FINDING YOUR ROUTE

There is no single route into construction. Instead, the industry offers a clear pathway system that allows you to start at the right level for you and progress step by step as your skills, confidence and qualifications grow.

Construction careers often begin with hands-on learning, then develop into skilled, technical or professional roles over time. Some people move quickly, others take a steady route — and many switch pathways as they discover what they enjoy most.

The next pages break construction pathways into four simple stages, showing how you can move forward at each point:



You don't have to start at the beginning — and you don't have to follow a straight line. Many people move between pathways, combine work and study, or progress at different speeds.

Post-16 Pathways into Construction

- After Year 11, there are several routes into construction — and all can lead to great careers
- You might study A-Levels for design and management roles, take T-Levels or Vocational courses for hands-on technical skills, or start an apprenticeship to earn while you learn on site.
- The next pages break each pathway down and show where they can lead.

GETTING STARTED IN CONSTRUCTION

1 TRY CONSTRUCTION (LEVEL 1)

Diploma in
Construction
Skills.

Bricklaying

Carpentry
& Joinery

Plastering &
Decorating

Plumbing &
Heating

Electrical
Installation

2 PICK A TRADE (LEVEL 2)

Maintenance
Operations

Bricklaying

Site
Carpentry

Architectural
Joinery

Painting &
Decorating

Plumbing

Electrical

Apprentice
Maintenance
Operations

Apprentice
Bricklaying

Apprentice
Site
Carpentry

Apprentice
Architectural

Apprentice
Painting &
Decorating

Apprentice
Plumbing

Apprentice
Electrical

3 BECOME SKILLED (LEVEL 3)

Apprentice
Bricklaying

Apprentice
Site Carpentry

Apprentice
Architectural

Apprentice
Plumbing,
Heating, Gas
Renewable

Apprentice
Electrical
Installation

T-Level Design, Surveying &
Planning

Plumbing

Electrical

4 GO FURTHER (LEVEL 4 to 7)

Higher & Degree Level Apprenticeships

HNC, HND, HTQs

Degree

Post Graduate Diploma, Masters

POST 16 PATHWAYS INTO CONSTRUCTION

A-LEVELS

IDEAL IF...

You enjoy classroom learning and want to keep options open.

ENTRY...

5 x GCSEs (Grade 4+)
Some subjects need Grade 5–6

WHAT IT'S LIKE...

- Classroom-based
- Exams + coursework
- 2 years

LEADS TO...

- University
- Degree apprenticeships
- Professional roles

GREAT FOR CAREERS IN DESIGN, PLANNING, ARCHITECTURE, SURVEYING, ENGINEERING, CONSTRUCTION MANAGEMENT, PROJECT MANAGEMENT.

T-LEVELS

IDEAL IF...

You want a mix of learning and real industry experience.

ENTRY...

4–5 GCSEs (Grade 4+)
Course-dependent

WHAT IT'S LIKE...

- Practical + classroom
- 45-day industry placement
- 2 years (equal to 3 A-Levels)

LEADS TO...

- Apprenticeships
- Skilled technical jobs
- Some university routes

GREAT FOR CAREERS IN DESIGN, SURVEYING, DIGITAL CONSTRUCTION, SITE ENGINEERING, BUILDING INFORMATION MODELLING (BIM), TECHNICAL CONSTRUCTION ROLES.

VOCATIONAL COURSES

IDEAL IF...

You prefer practical learning and coursework.

ENTRY...

From Grade 3+ (Level 2)
Level 3 usually Grade 4+

WHAT IT'S LIKE...

- Hands-on learning
- Coursework-based
- College or training provider

LEADS TO...

- Apprenticeships
- Employment
- Further or higher study

GREAT FOR CAREERS IN BRICKLAYING, CARPENTRY & JOINERY, PLUMBING, ELECTRICAL INSTALLATION, PLASTERING, PAINTING & DECORATING, CONSTRUCTION OPERATIVE ROLES.

APPRENTICESHIPS

IDEAL IF...

You would like to earn while you learn.

ENTRY...

Varies by employer
English + Maths
Some need specific grades

WHAT IT'S LIKE...

- Workplace-based
- Job training + study
- 1–6 years

LEADS TO...

- University
- Degree apprenticeships
- Professional roles

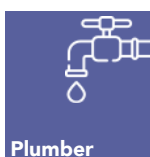
GREAT FOR CAREERS IN BRICKLAYING, CARPENTRY, PLUMBING, ELECTRICAL, MAINTENANCE, SITE SUPERVISION, TECHNICAL & MANAGEMENT ROLES (INC DEGREE APPRENTICESHIPS).

T-LEVELS IN CONSTRUCTION

1

BUILDING SERVICES ENGINEERING FOR CONSTRUCTION.

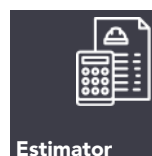
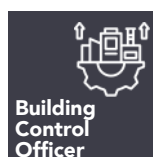
Suitable for anyone wanting a career in construction, specifically in areas such as electric installation and maintenance, plumbing or heating. Students can progress into roles such as:



2

DESIGN, SURVEYING & PLANNING FOR CONSTRUCTION.

Suitable for anyone wanting a career in construction, specifically in surveying and design, civil engineering, building services design, or hazardous materials surveying. Students can progress into roles such as:



WHAT YOU'LL LEARN IN BOTH T-LEVELS:



CONSTRUCTION BASICS

Health and safety, construction methods, building regulations and standards.



DESIGN, SURVEYING & PLANNING

Building design principles, planning processes, accurate measurement, mathematical problem-solving.



DIGITAL & TECHNICAL SKILLS

Data management, information standards, digital engineering, and the impact of IoT in construction.



WORKING IN THE INDUSTRY

Customer service, relationship management, business, commerce, and corporate responsibility.



THE BIGGER PICTURE

The role of construction in the economy, sustainability, and environmental impact.

SPECIALISE IN...

In addition to the core content, each student must choose one of the following specialisms:

- Civil Engineering
- Building Services Design
- Project Delivery
- Surveying and Design

SPECIALISE IN...

In addition to the core content, each student must choose one of the following specialisms:

- Electrotechnical Engineering
- Gas Engineering
- Protection Systems Engineering
- Plumbing and Heating Engineering
- Heating Engineering and Ventilation
- Refrigeration Engineering and Air Conditioning Engineering

HOW DO I FIND AN APPRENTICESHIP IN CONSTRUCTION?

1 CHOOSE YOUR TRADE

Be clear about what you want to do.

Examples:

- Bricklayer.
- Electrician.
- Plasterer.
- Groundworker.

Speak to your careers adviser or construction tutors if you're unsure.

Employers like applicants who know their direction.

2 SEARCH SMART

Use more than one source.

Start with:

- Find an [Apprenticeship – gov.uk/apply-apprenticeship](https://gov.uk/apply-apprenticeship).
- Amazing Apprenticeships.

Also:

- Check local college apprenticeship pages.
- Look on company websites.
- Ask local firms directly (many don't advertise online).

3 GET SITE READY

Most employers expect:

- GCSE English & Maths (usually Grade 4+).
- A basic CV.
- Willingness to get a CSCS card.
- Reliability and punctuality.
- You may need to pass a CITB Health & Safety test.

4 CREATE A STRONG CV

Keep it practical and honest.

Include:

- Any hands-on skills.
- Work experience or tasters.
- Sports/team activities.
- Good attendance.

Construction employers value attitude, effort and early starts.

5 BE PROACTIVE

Don't just wait for adverts.

You can:

- Email local building firms.
- Drop off your CV.
- Ask your college apprenticeship team to match you.
- Follow up applications with a phone call.

Confidence makes a difference.

6 PREPARE & FOLLOW UP

For interviews:

Be ready to explain:

- Why you chose that trade?
- Why you're reliable?
- That you're ready for early mornings and outdoor work.

After applying:

- Check your emails.
- Answer calls.
- Follow up politely if you've heard nothing.



IF YOU DON'T SECURE ONE STRAIGHT AWAY

Start a Level 1 or Level 2 college course and continue applying.
Many apprentices secure roles during their first year at college.

WHAT NEXT?

Name:

Date:

I would like to be:

The reasons I chose this are:

Qualifications and training required:

Skills I have:

Skills I need to develop:

My next steps are:

Reviewing my progress:

A low-angle photograph of a modern glass skyscraper reaching towards a clear blue sky. In the bottom left corner, the orange lattice structure of a construction crane is visible. The overall scene suggests a theme of urban development or architecture.

NOTES

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USEFUL CONSTRUCTION RESOURCES



PLEASE SCAN OR
CLICK THE QR CODE
TO COMPLETE A
SHORT SURVEY



Ready to take the next step? Whether you're exploring opportunities, supporting a young person, planning careers activity or developing your workforce, the trusted links below will help you go further. Use them to explore roles, understand qualifications, find apprenticeships and connect with the construction sector locally and nationally.

YOUNG PEOPLE & STUDENTS

Explore real construction careers, apprenticeships and pathways to find out where your skills could take you.

SCAN OR
CLICK ME



Go Construct

Explore construction job roles, salaries, pathways and day-in-the-life videos.



CITB

Understand qualifications, training routes and funding in construction.



National Careers Service

Search construction job profiles and local training options.



Find an Apprenticeship

Search live construction apprenticeship vacancies.



Construction Youth Trust

Support, mentoring and programmes for young people entering construction.

PARENTS & CARERS

Discover trusted information about construction routes, qualifications and long-term career prospects to support informed decisions at home.

SCAN OR
CLICK ME



Go Construct

Clear explanations of career progression, pay and long-term prospects.



Construction Industry Council

Shows the professional side of the built environment sector.



House Builders Federation

Insights into housebuilding careers and employer demand.



National Federation of Builders

Information about construction companies and industry standards.



Health and Safety Executive

Understand safety standards and regulations in construction careers.

TEACHERS & ADVISERS

Access sector insights, labour market data and curriculum-linked resources to strengthen construction careers education.

SCAN OR
CLICK ME



Tomorrow's Engineers

Classroom-ready STEM and construction resources linking subjects to engineering and infrastructure careers.



Build UK

Industry updates and workforce priorities.



Open Doors

Free annual programme giving schools access to real construction site visits, virtual tours and employer encounters.



STEM Learning

Construction-linked STEM resources and employer case studies for lessons.



Skills Builder Partnership

Embed construction-relevant essential skills across curriculum.

EMPLOYERS & TRAINING PROVIDERS

Connect with education, understand training standards and shape the future construction workforce.

SCAN OR
CLICK ME



CITB

Apprenticeship grants, training support and employer funding.



Skills England

Approved construction apprenticeship standards and occupational maps.



Build UK

Industry collaboration and workforce development.



Construction Leadership Council

Sector workforce strategy, skills priorities and industry updates.



Construction Skills Certification Scheme

CSCS cards and site access requirements.