



Annie Timmins

Apprentice Quantity Surveyor

1. What made you choose to become an apprentice in the construction industry

I've always been very career-driven so when I started college I instantly started thinking about my next move. I didn't believe that university was the right choice for me because I wanted to be employable as soon as I could.

As I was good at maths and was interested in technology I started researching apprenticeships that could combine my love of both topics and I came across a Quantity Surveying apprenticeship with ISG. I wanted a career that would move and develop with change and not disappear. As technology becomes more and more embedded within society, the construction industry will only get more interesting. Roles will change but jobs will still exist.

Also, there is so much variety within the construction industry and it is easy to move cross-sector as the roles are so integrated. For example, I am training to become a QS, but it is easy to change route and become a construction manager later on, if I so choose.

2. What have been your apprenticeship highlights so far?

I have only been in this role for 6 months, so I still have a lot to look forward to. I've had a few highlights. One of them would be the job of being responsible for my own work and having subcontractors to work directly with. When you become truly responsible for your work there is a sense of pride when the job is done. It's very rewarding knowing that you had responsibility over a significant element of a finished project.

3. Tell us how your apprenticeship will help develop your career

If you know what career path you want earlier on, apprenticeships are brilliant because, they are very specialised. Apprenticeships teach you things that no classroom could. Knowing the theories is great but putting them into practice is a separate skill of its own. Having a degree is undoubtedly useful but having 5 years of experience on top of that is better, in my opinion.

4. What advice would you have given yourself last year?

I would have told myself to not be afraid to throw yourself straight into the world of work. It was the best thing for me to do to get down the path I wanted. I would also say don't let your failures discourage you. When taking a big step, it is inevitable that mistakes will be made. While you are the leader of your own learning experience, remember that employers have hired an apprentice knowing that mistakes come with it and that it is their responsibility to guide you and teach you the trade. Don't be afraid to ask questions and don't be afraid to acknowledge when you need extra guidance for a task. As said before, it is an employer's responsibility to answer questions, you just need to ask them.



Paul Charalambous

Divisional Commercial manager

1. What made you choose to become an apprentice in the construction industry?

I was coming to the end of my A-Levels and wasn't quite sure what I wanted to do. I knew that I didn't want to continue in full time education but was happy to continue learning. In a careers advice booklet, I saw a role as a Trainee Quantity Surveyor with a large building Contractor called Mowlem. They were a familiar name to me as I knew that they built Twickenham Rugby Stadium. Whilst I didn't know what a Quantity Surveyor did, I had an interest in building as my dad was a builder and I was attracted to the prospect of working for four days a week and being sponsored to complete a part time degree, which I did.

2. What have been your career highlights?

During my time in the industry I have been involved in the construction of some wonderful buildings and some very prestigious projects such as the extension to the historic Guildhall in the City of London. I also enjoyed working in the Royal Courts of Justice, the conversion of Arsenal's Highbury Stadium and many others. I have also worked with many great people and have made good friends.

3. Tell us how your apprenticeship will help develop your career

The apprenticeship provided me with a foundation for my whole career. The on-job training alongside the academia was invaluable. It enabled me to work, earn and supported my academic learning. I feel that apprenticeship-learning accelerated my career progression as I had a further three or four years work experience compared to graduates of the same age.

4. What advice would you give to your 18-year-old self?

Be focused on learning from everything around you but be specific in what you want to learn and specialise in. Take advantage of all the academic and structured learning provided by the university degree and the company supported learning.



James Fryer

Project manager

1. What made you choose to become an apprentice in the construction industry?

When I was 15 my parents started a huge self-build project, in the garden of their old house. I was fascinated to watch all the different aspects of the build and see it go from grass, to a finished house in just a few months. There were so many elements to consider and the project took some serious management.

2. What have been your career highlights to date?

During my time in the industry I have been involved in the construction of some wonderful build-Winning Gold at the 2018 Construction Manager of the Year Awards for my work on the Temple Learning Academy in Halton Moor was fantastic. The project was a real team effort, hugely enjoyable and it was amazing to get some recognition for the hard work.

3. Tell us how your apprenticeship will help develop your career

My apprenticeship gave me the practical skills and ability to see and solve problems from different perspectives. Fundamentally and crucially, my apprenticeship enabled me to learn how to communicate with people, and work as a team to achieve a common goal.

4. What career advice would you give to your 18-year old self now?

I would tell myself to listen to ALL advice, from as many people as possible regardless of their position. I would also tell myself to cherry pick the good bits and laugh about the bad bits.