

# shape the future:

Future Skills Programmes



OUR VISION  
**2030**  
TRANSFORMING TOMORROW



**Berkeley**  
Group



## The Berkeley Group:

Founded in 1976

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Bringing forward 32 of the UK's most challenging brownfield regeneration projects

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Built more than 20,000 homes over the last 5 years

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1,440 apprenticeships supported over the last five years

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As a gold member of The 5% Club, we commit to having at least 5% of our work force in 'earn and learn' roles

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# Work

## with us

Future Skills Programmes



**Berkeley specialises in brownfield regeneration, working closely with local communities and councils to revive underused land and create good, green homes where they are needed most.**

**We are the only major UK homebuilder to focus on brownfield land, as we transform 32 of country's most challenging large scale sites.**

**Every neighbourhood is uniquely designed alongside our local partners and built with great care and attention to detail. From beautifully crafted private and affordable homes to schools, nurseries, shops and parks, we create places where people of all ages and backgrounds can live comfortably together and enjoy a great quality of life.**

The core values that underpin Berkeley Group remain unchanged from its early days. These are a passion for great places, having integrity, showing respect for people, thinking creatively, and achieving excellence through detail.

These values influence the way we work, the way we lead the business, and the quality of homes we deliver to our customers.





# Shaping

## The Future



### Making Places

The homes and neighbourhoods we live in have a profound effect on our health, happiness and quality of life. On every site, our aim is to create a place where people feel safe, welcome and part of a strong community.

Our approach is collaborative. We listen carefully to local communities and councils at every step. Together, we design neighbourhoods with the right mix of homes, green spaces, shops and facilities that local people need.

### Berkeley Foundation

The Berkeley Foundation was launched in 2011 and became a registered charity in 2013. It enables Berkeley to play a more proactive role in society and engage with local communities in new ways.

Since 2011, the Foundation has committed more than £15 million to over 100 charities and worthy causes, helping young people gain skills, confidence and opportunities for the future.

### Sustainable Living

We strive to create sustainable homes and places that meet the big environmental challenges of today and tomorrow. That's why we focus on regenerating brownfield sites. We also lead the industry in tackling issues like biodiversity loss, reducing carbon and improving energy efficiency.

### Jobs, Skills and Social Mobility

We believe regeneration and housing projects should create opportunities for local people and help drive social mobility.

We offer a wide selection of high-quality training pathways to attract a diverse range of people into our industry. Support continues throughout their career with structured apprenticeships, graduate programmes, mentors, and an in-house training academy.

Employment and Skills Managers work with councils, colleges and training providers to design programmes that give young people the skills, experience and confidence to build lasting careers.

“

At Berkeley we invest in our people, develop talent, and promote from within based on merit alone. The trainees we recruit today will be the leaders of tomorrow.”

Rob Perrins  
Executive Chair Berkeley Group



# Recruitment

## Process



We aim to make our application process for graduates and apprentices fair and inclusive, with a focus on skills and potential.

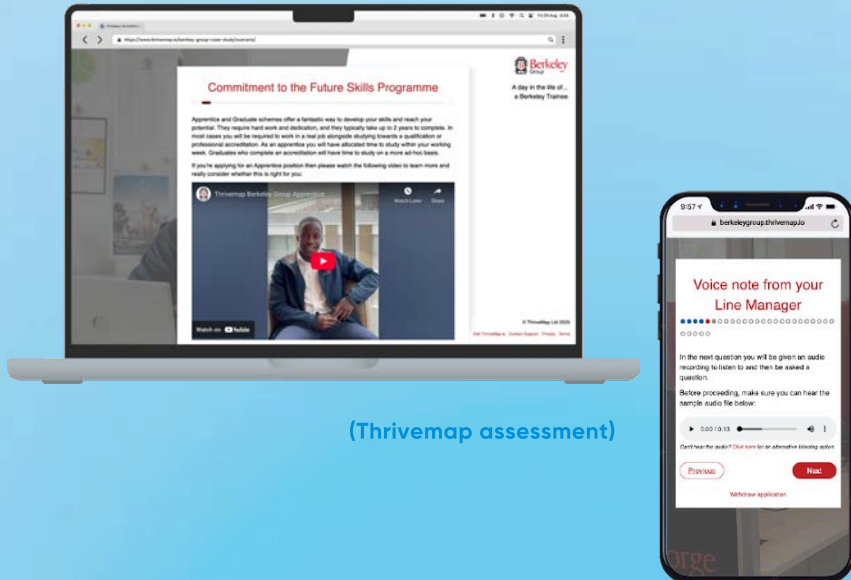
We have removed CVs for the initial stage and designed an anonymised application form to assess eligibility and focus on key capabilities.

We partnered with ThriveMap to design a realistic, online job assessment showcasing a day in the life of a typical role which enables candidates to better understand Berkeley. All scoring is blind of background, education and experience and based on the ability to complete job relevant tasks. This gives a real insight into the work we do.

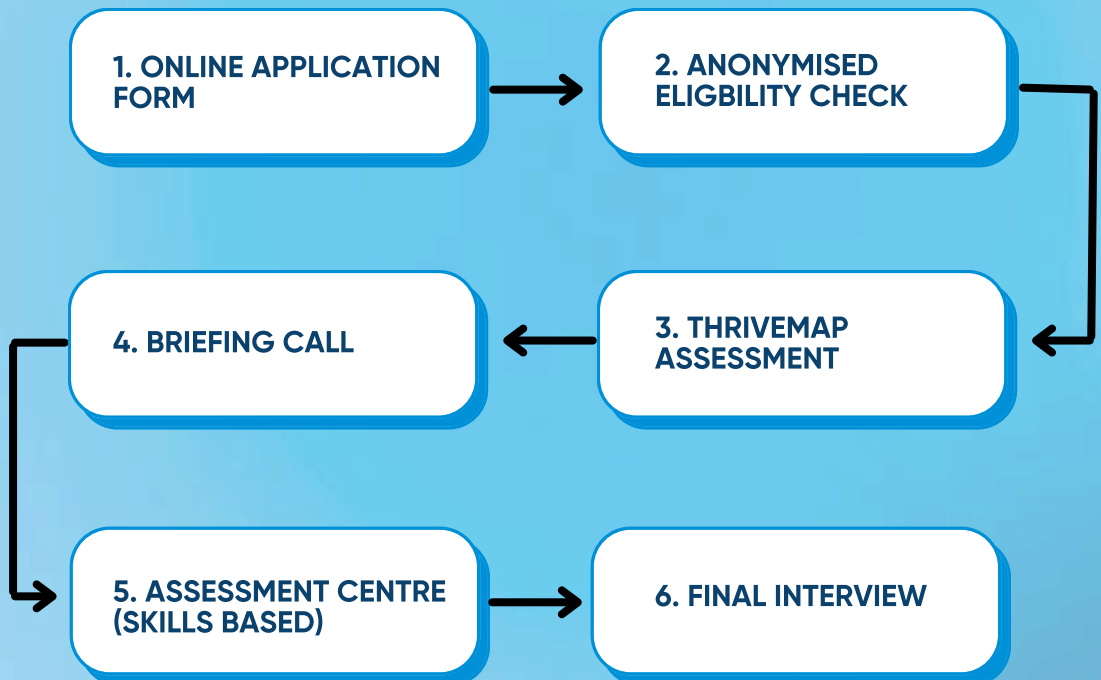
The assessment centre further assesses candidates on capabilities, using set tasks, activities and questions during the interview to find out more about skills and motivation. These are measured against a scoring matrix to select candidates based on their capabilities not past experience.

### Required Skills and Behaviours:

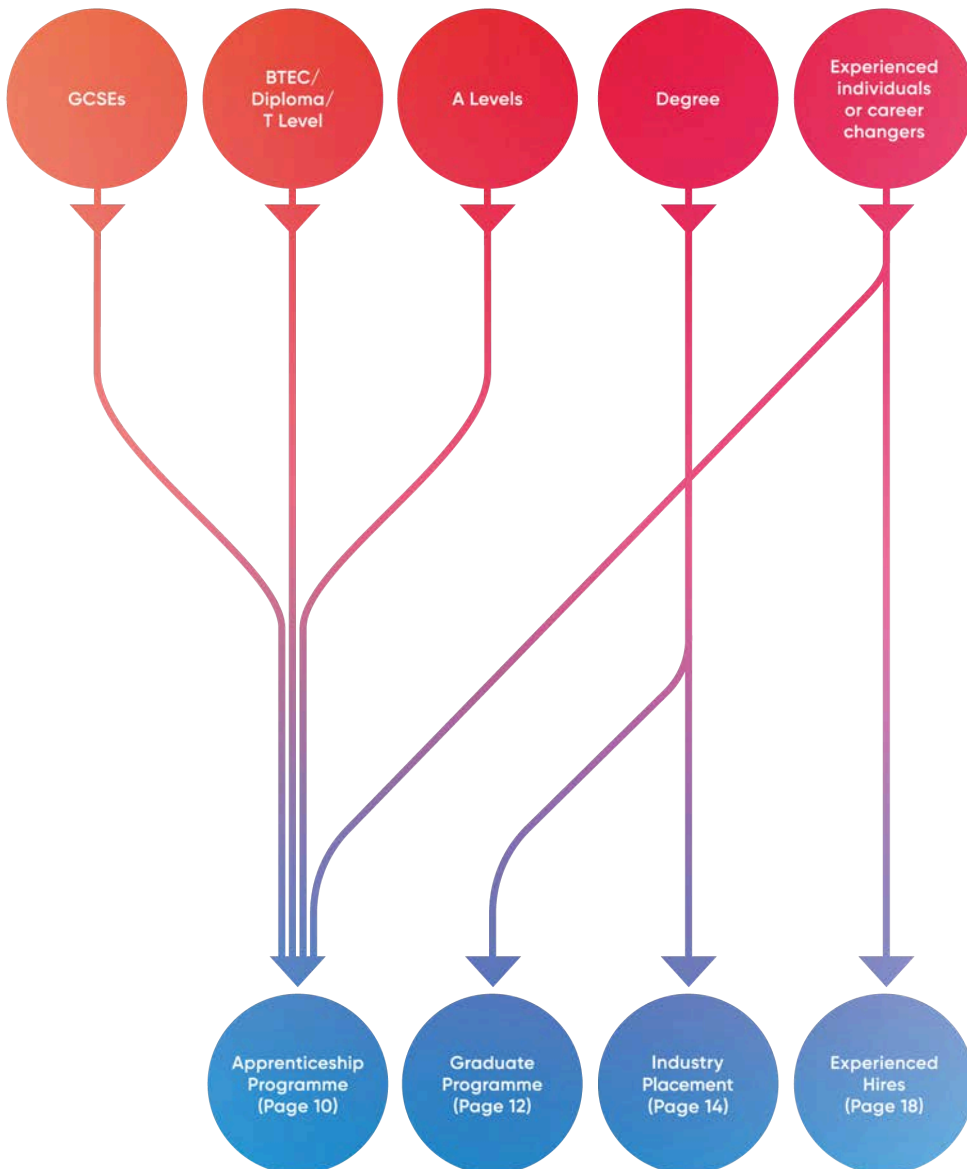
- Respect
- Integrity
- Communication
- Attention to Detail
- Conflict management
- Multi-tasking
- Being proactive and eager to learn
- Commitment to the learning required
- Using technology and willing to learn new programmes



(Thrivemap assessment)



# Where do you want to go next?





**Find out more before committing to a programme through the following opportunities:**

T Levels (Page 15)

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Site Visits (Page 19)

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Work Experience (Page 19)

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**We work with the following organisations to link individuals to potential roles:**

Street Elite (Page 16)

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# Apprenticeship

## Programme



### Apprenticeship Programme Overview

Our apprenticeship is a paid, structured programme of learning, typically lasting between one and three years for people aged 16 and over. They are offered as permanent roles in the business.

Apprentices spend the majority of their time in the workplace and an average of six hours per week in off-the-job training with a college, university, or training provider.

You start your career with a week-long induction designed to give you a dynamic and informative experience and the opportunity to network with other new starters.

You will be supported to gain practical experience on cutting-edge projects whilst being mentored. New learning is encouraged and we provide a training matrix of courses delivered by our Training Academy.

We offer apprenticeships from Level 3 to 6, in a range of disciplines, including:

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Site Management

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Land and Planning

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Technical Design

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Quantity Surveying

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Business Administration

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Sales and Marketing

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Finance

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**Find out more**

Apprenticeship Programme | Berkeley Group

## Apprenticeships are suitable if you:

Want to get a job and start earning

Know the occupation you want to work in

Want to gain practical experience

After completing an apprenticeship, you will have gained a nationally recognised qualification and could progress to a higher-level apprenticeship or senior role, over time.

Existing education and qualifications will usually determine the appropriate level and duration.

## Supply Chain opportunities

In addition to providing opportunities within our own teams, we also support our supply chain to recruit apprentices across a range of trade occupations.

In the last five years, Berkeley Group has supported more than 1,000 apprentices through our contractor workforce.



"I joined Berkeley Group as a Technical Apprentice after studying a completely different subject. Being part of the apprenticeship programme has allowed me to learn directly from experienced professionals, contribute to real-world projects, and develop the essential skills needed for a successful career in the industry. I highly recommend the apprenticeship route to anyone considering a hands-on, supportive way to grow. It's a fantastic way to build confidence, gain practical experience, and shape the career you truly want. "

Mez Meziane

Technical Apprentice



# Graduate

## Scheme



### Graduate Scheme Overview

Our Graduate Scheme is a two-year programme that will equip you with the tools needed to have a successful career at Berkeley Group and will give you exposure to all areas of the business. From day one you will gain real hands-on experience on cutting-edge projects whilst being supported and mentored. These are offered as permanent roles.

You start your career with a week-long induction designed to give you a dynamic and informative experience ahead of your start date.

We offer graduates the opportunity to be involved in roles at all stages of the development cycle. You will gain experience and exposure in the core areas of the business by rotating in 2-3 week cycles all of which are completed during months 1-6.

From months 7-24 you will be back in your business learning about your department and, if applicable, starting a professional accreditation.

### The Graduate Scheme is suitable if you:

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Have completed a degree

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Know the occupation you would like to work in

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Are eager to understand all aspects of the business

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### Find out more

Graduate Scheme | Berkeley Group



## Can I apply if I don't have a property-related degree?

We look for graduates who show potential and have the skills that are relevant to the department that they wish to apply for. A relevant degree puts you in a strong position but is not essential. If you do not have a relevant degree, we would expect you to demonstrate through your application that you have picked up knowledge and skills that you could apply to the role. For instance, you may have relevant project or work experience, or completed useful courses in addition to your degree. Certain departments are less reliant on a property-related degree, and we would expect applicants to be able to demonstrate some knowledge, transferable skills and passion for the property industry.

### We offer graduate schemes in a range of disciplines, including:

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Site Management

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Land and Planning

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Technical Design

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Quantity Surveying

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Finance and Accounting

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Sales and Marketing



"As a graduate my job entails managing design packages, reviewing and marking up drawings according to technical standards, compliance and reviewing specifications. Studying Architecture shaped where I am today. My attention to detail and passion for technical design and interiors allowed me to be curious about the construction industry. I'm not only seeing the design through drawings but I am able to see the successful design coming to life on site. When I was at school I didn't know the Technical side of construction could be that interesting. There are so many roles out there for women. The construction industry is made up of different fields and it's definitely suited to all."

Saniat Chowdhury

Assistant Technical Co-ordinator





# Industry

## Placements



### Industry Placements Overview

An industrial placement is a period of paid work experience lasting for one year on a fixed-term contract, typically during a four-year degree course. On successful completion, you will be given the opportunity to return to Berkeley Group and join the Graduate Scheme.

### An Industry Placement is suitable if you:

Are studying for a related degree that involves a year in industry

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Are enthusiastic and eager to gain valuable experience

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"I joined Berkeley as a Land and Planning Graduate in September 2024, having previously completed a placement year with the business during my undergraduate degree. That placement year was incredibly valuable. I was exposed to real projects, supported by experienced professionals and gained insights that helped with my final-year studies. More importantly, it confirmed that Berkeley was the company I wanted to return to.

Off the back of that experience, I was offered a place on the graduate scheme. It was a no-brainer to return - the scheme has allowed me to continue developing my skills and deepen my understanding of the planning and development process".

Alfie Howard

Land and Planning Graduate



# T Level

## Placements



### What is a T Level?

A T Level is a two-year qualification delivered by colleges that you can do after GCSEs which is equivalent to three A Levels. It includes an in-depth industry placement that lasts at least 45 days. Students spend 80% of their time at college and the other 20% with an employer, putting these skills into action. Talk to your school or college to see if this could be right for you.

We support students who are completing a T Level to complete the 45 day placement at one of our developments.

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"I studied a T Level in Design, Surveying and Planning for Construction, which opened the door to my apprenticeship with Berkeley Group. As part of my T Level, I completed an industry placement with Berkeley, working alongside the Technical and Commercial teams. The experience gave me a real insight into how the construction industry operates and helped me build the confidence, knowledge, and skills I now use every day in my apprenticeship. The T Level offered the perfect balance between classroom learning and hands-on experience, as well as valuable industry connections and mentorship that have been key to my progression."

Nylah Achampong

Technical Apprentice



# Other Routes

to improve access for all



## STREET ELITE

Street Elite is an innovative training for work programme which uses sport and mentoring to engage young people impacted by crime and inequality. Street Elite has trained hundreds of people and the majority have moved into education, employment, or training.



A work experience opportunity came up with Berkeley whilst I was on the Street Elite training programme. I had just completed Sixth Form and was eager to learn new skills. I did a two-week placement in Quantity Surveying which led to a place on the Berkeley Group apprenticeship programme. In my second year I have completed my Level 4 HNC in Construction Management. I am going to start my Quantity Surveying degree which Berkeley has kindly agreed to pay for. It's been an amazing way to start my ongoing career into the construction industry."

Jodie  
Apprentice Quantity Surveyor



# Professional

## Accreditations



You may be eligible to complete a qualification, dependent on your job role. The main accreditations that we offer are:

### RICS

Berkeley has a two year programme in place consisting of an induction to the APC Pathway, including training courses, CPD sessions and support with mock interviews in preparation for the final assessment.

Upon joining the RICS training, learners will be assigned a 'Counsellor' and 'Supervisor'. Their role will be to support throughout the qualification and it is funded by Berkeley.

*(Suitable for the Land, Commercial and Construction departments)*

### ACA

We can support candidates through the ACA Qualification. It will take between 3-5 years to complete, studying part time around work commitments and it's made up of 4 elements:

- Dedicated training days
- Completion of 15 exam modules
- Recorded development of professional skills
- Demonstrated professionalism and integrity

*(Suitable for Finance departments)*

### CIOB

The CIOB Professional Development Programme (PDP) is available for people who want to progress to Chartered Membership via a structured and assessed route.

The PDP helps to develop and assess candidates' occupational competence within a framework of support from Berkeley and a CIOB approved assessor. It usually takes between one to three years to complete the programme, however it will vary depending on the individual.

During that time learners assemble a portfolio of work to show that they can meet certain key competencies across 6 specific units which include: project planning, managing health and safety, and welfare in the workplace.

To gain the MCIOB with Berkeley, candidates will need to have a qualifying university degree – which may or may not be accredited by the CIOB and may or may not be in a construction related profession.

*(Suitable for the Land, Commercial, Technical and Construction departments)*

# Pathways

## for more experienced individuals



### Experienced Hires

We're not only shaping the built environment, we're shaping the future of our industry. We are committed to sustainable development, commercial excellence and building the right teams to deliver it.

Regardless of age, background, or experience; we could have a career choice available. We offer upskilling and learning opportunities to all staff members.

We look for talented people who will embrace our purpose and share our core values; creativity, passion, integrity, respect for people and relentless attention to detail.

### Find out more

Jobs at Berkeley Group | Berkeley Group Careers





# Opportunities

to learn more



## Site Visits

We open our sites for interested people to learn more about what we do, often working with local schools and colleges or through Open Doors, an annual industry-wide initiative designed to showcase the careers available.



## Work Experience

We endeavour to offer short work experience placements to give people the chance to find out more about different careers within the built environment sector.



During my week at Berkeley I visited the different departments and have developed an understanding of what happens. Each department has provided me with a clear understanding of what the roles entail as well as information from individuals on their career path and what they did or studied to get where they are. This has enabled me to think about my own future, concerning education and my career options."

Olivia

Work Experience Placement

# Departments

## and roles



There are many different career opportunities at Berkeley.



## Land & Planning

The Land and Planning department is focused on identifying and sourcing development opportunities and acquiring new sites across London, Birmingham and the South of England. They are involved in preparing and submitting applications, negotiating purchases and have continued involvement throughout the life of a development; from development appraisals to the drafting of legal agreements and the continuous evolution of existing planning consents.

## Technical

The Technical department focuses on managing the design process of the development once planning consent is granted. They liaise closely with the land, commercial and construction departments to ensure a seamless transition from design through procurement and construction. A key role is to manage the entire design process and ensuring the requirements stipulated at planning are adhered to.

## Commercial

The Commercial department is responsible for the procurement of materials and contractors used in the construction process, for on-going costs and contractual management for the development. The team works closely with the technical and construction departments to ensure that what is being built is accurate, on time and to budget.

## Construction

The Construction department manages the build process from receipt of working drawings through to the delivery of homes and commercial property to the end user. There will be plenty of time out of the office on site, co-ordinating all contractors working on our sites and taking responsibility for health and safety and sustainability issues.

## Sales & Marketing

The Sales & Marketing department is responsible for helping customers identify and purchase a new home and ensure they receive an exemplar service through the process.

## Customer Service

The Customer Service department is responsible for ensuring and measuring customer satisfaction, overseeing quality control management of finished homes, and managing customer service to maintain exceptional ongoing customer relationships.

## Health, Safety & Sustainability

The Health, Safety & Sustainability department is responsible for encouraging behaviours that ensure a safe, sustainable, and modern business, ensuring compliance with legal and business requirements, and investigating health, safety, and environmental incidents to drive continuous improvement in practices.

## Finance

The Finance department is responsible for assisting with the provision of a professional and timely accounting service in respect of payments of invoices and expenses, and the production of accurate reporting and management of company accounts.

# Our Key Developments



## The Green Quarter, Ealing

In one of the country's most ambitious regeneration projects, the 88-acre former Southall Gasworks is being transformed into a nature-rich neighbourhood, characterised by 13 acres of beautiful parks, meadows and wetlands, designed in partnership with London Wildlife Trust.



## Kidbrooke Village, Greenwich

At Kidbrooke Village Berkeley are replacing the post-war Ferrier Estate with a sustainable and popular mixed-use neighbourhood, working in partnership with the Royal Borough of Greenwich, the Greater London Authority, leading housing associations and London Wildlife Trust.



## Oval Village, Lambeth

This former gasworks and neighbouring supermarket site is being knitted back into the surrounding community with a network of car-free streets, public squares and biodiverse landscaping. A key feature of the new Oval Village will be the restored No. 1 Gasholder, a symbol of pioneering Victorian engineering and a valued local landmark dating back to 1892.



## Horlicks Quarter, Slough

The Horlicks Factory was built in 1908, producing the famous malted milk drink for over 100 years until shutting up shop in 2018. Since then this iconic local landmark has been carefully restored to form the historic centrepiece of an exciting new neighbourhood with over 1,300 private and affordable homes, high quality public open spaces and gardens, and a new community square, nursery and café.




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At Glasswater Locks, St Joseph is transforming a derelict industrial site on the Digbeth Branch Canal into a distinctive waterside neighbourhood, offering a mix of homes, amenities, shops and high-quality public space.

Glasswater Locks, Birmingham



A photograph of a man and a woman walking outdoors, overlaid with a red and blue gradient. The man is on the left, wearing a white shirt and a dark tie. The woman is on the right, wearing a white blouse. They are both smiling and looking towards the camera. The background shows a brick building and some foliage.

**Our goal is to create a positive working environment for our people; one that fosters respect, support, wellbeing, safety, and inclusivity.**

# Employee

## benefits



### Core Benefits

Pension
Annual Leave
Life Assurance
Enhanced Parental Leave

### Bupa Health Benefits

Private Medical Insurance
Health Assessments
Bupa Well+
Healthy Minds EAP
Menopause Plan

### Lifestyle Benefits

Season Ticket Loan
Employee Discounts
Cycle to Work
Healthy Breakfasts

### Health & Wellbeing

Eye Tests & Glasses
Flu Vaccination
Mental Health First Aiders
Wellbeing Allowance
Sports Funding

# Did you know?



There are dozens of office and site-based roles to choose from, and you can be part of a supportive team, which develops your skills throughout your career.

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At Berkeley we invest in our people, develop talent, and promote from within based on merit alone. The trainees we recruit today will be the leaders of tomorrow.

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You will receive support and mentoring to help you kickstart your chosen career.

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We have sites and offices in London, Birmingham and the South of England. You may have the opportunity to move between offices and sites based upon business needs.

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We are very proud to be recognised leaders within our industry.

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## How can I expect my career to progress within Berkeley Group?

As time progresses and you start to prove yourself, you will be given increasing levels of responsibility.

Your career progression at Berkeley Group depends upon you and your career plans. Impressing with the work that you do and being able to demonstrate that you are an asset to the business will stand you in good stead.



**Find out more**

Career pathways

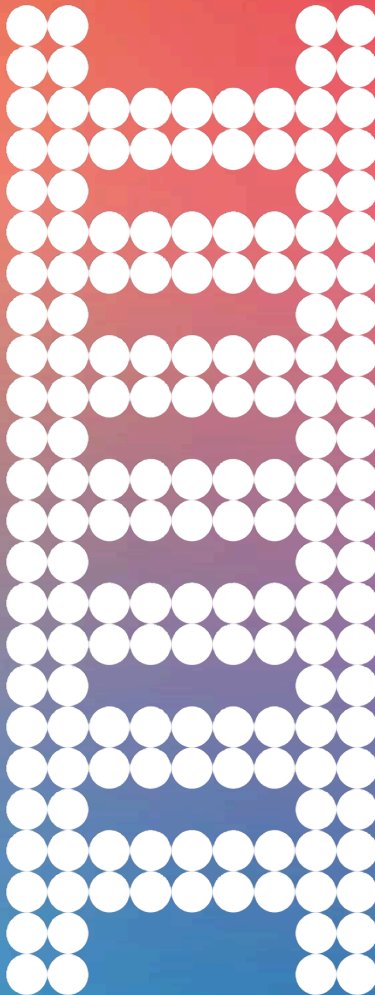


**Find out more**

Our latest awards

# Step up

to your new career



## Contact us



## Web

[www.berkeleygroup.co.uk/about-us/careers](http://www.berkeleygroup.co.uk/about-us/careers)

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