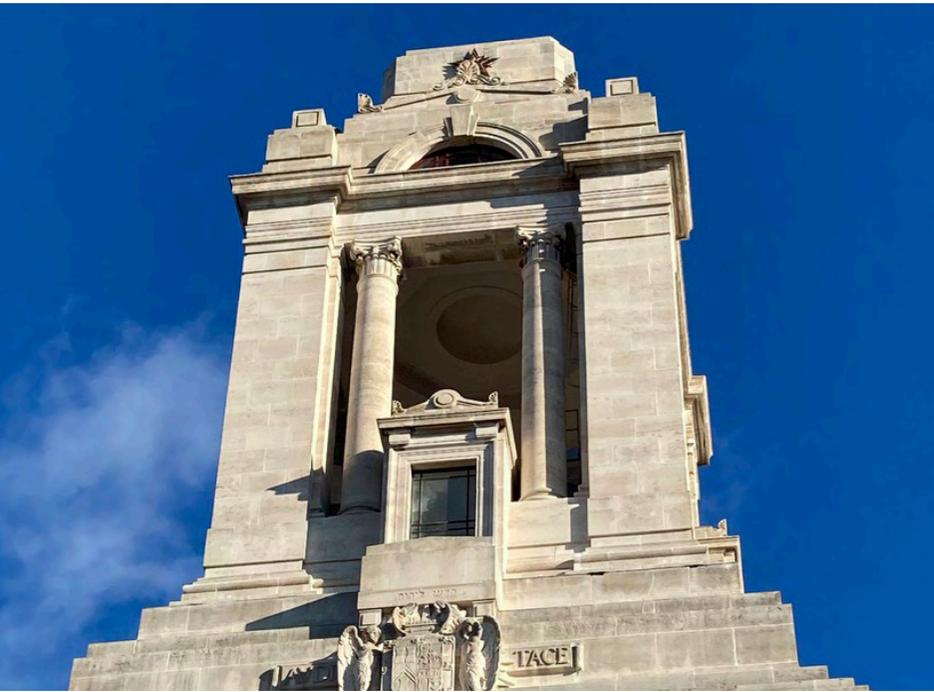




**BAILY  
GARNER**

# **SCHOOL LEAVERS AND APPRENTICESHIPS**





**BUILDING THE BEST  
MULTIDISCIPLINARY  
CONSTRUCTION  
CONSULTANCY  
STARTS WITH YOU.**

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**1. WHO ARE WE?**

**2. PROFESSIONAL  
CAREERS IN THE BUILT  
ENVIRONMENT**

ARCHITECTURE  
BUILDING SURVEYING  
ENVIRONMENTAL &  
BUILDING SERVICES  
PROJECT MANAGEMENT  
QUANTITY SURVEYING

**3. WHY BAILY GARNER?**

**4. NEXT STEPS**

# 1. WHO ARE WE?

Baily Garner was established in 1976 and has grown from a small practice into a multidisciplinary consultancy of more than 230 professionals across offices in London and Birmingham. We think big and are active participants in the construction industry, encouraging change, pushing new technologies, building success, delivering quality and letting people know what we think.



Our people are highly skilled and cover a wide variety of specialisms within the industry including architects, building surveyors, environmental engineers, mechanical and electrical engineers, project managers and quantity surveyors.

As a trainee, no two days are the same at Baily Garner. You

could be working on a new build or refurbishment of a residential development one day and an office fit out the next. Our client portfolio ranges from public sector clients to large multi-national companies such as Sony and Aviva.

We believe we stand out from our competitors through the high standards of professional services we provide, embracing modern techniques whilst maintaining traditional values with a strong focus on client care and satisfaction. Quality is at the heart of everything we do and is the focus of our business plan.



Our dynamic approach means we have invested heavily in modern methods of working and pushing the technical boundaries of construction through the use of BIM, digital innovation and active participation in developing modern methods of construction contributing to the rejuvenation of the industry.

We recognise the importance of investing in people too, and are actively seeking bright, imaginative and commercially aware individuals to assist us in building the best possible construction consultancy.

Over many years we have successfully supported a number of apprentices and school leavers throughout their professional careers, with some becoming partners at Baily Garner. We are proud of our continued commitment to offering opportunities to those who wish to develop themselves and progress through to further qualifications with professional organisations such as the RICS, CIOB and CIBSE and also through the ranks of the organisation.

## 2. PROFESSIONAL CAREERS IN THE BUILT ENVIRONMENT

The construction industry is one of the largest in the world and accounts for over 2 million jobs in the UK. The industry contributes over £110 billion towards UK GDP and its performance is a key indicator on the health of the economy.

The built environment plays an important part in our day to day lives from the houses we live in, to where we work. The UK construction industry has delivered various world renowned projects including iconic buildings such as The Shard in London, which, standing at 309.6m, was the tallest building in Europe following its completion. The UK has also delivered Europe's largest construction project, Crossrail, which employed over 10,000 people across 40 sites.

The iconic Olympic Park, now home to West Ham United Football Club, also stands as testament to the strength of the UK construction industry on a global stage. Construction value totalled £486m and resulted in the spectacular launch of the 2012 Olympic Games which were considered the most successful in history. The Olympics has also left an unrivalled legacy, having regenerated the East End of London, stimulating economic growth and continuing to provide a sustainable environment for future generations.

Industry professionals are governed by various professional bodies that are recognised both nationally and internationally, including RIBA, CIBSE and RICS<sup>1</sup>. The Royal Institution of Chartered Surveyors was formed in 1868 and now has over 134,000 members across 150 countries worldwide.

Salaries are competitive and comparable with other leading sectors at all grades with opportunities for rapid progression available for exceptional candidates.

It is a fast moving sector with a range of opportunities to suit all. Each potential career requires an interest in the built environment and general business skills including the ability to communicate well and strong knowledge of IT. As each specialism requires more distinct skills, we offer the following career overviews with the aim of igniting a spark of interest in pursuing a successful career in construction at Baily Garner.



1. RIBA, CIBSE and RICS: Royal Institute of British Architects, Chartered Institution of Building Services Engineers, Royal Institution of Chartered Surveyors.



We want to ensure you have a clear understanding of what we do at Baily Garner and what sets us apart from the competition. The following section provides an overview of our core services and depth of experience which we hope you find of interest as you explore your potential career paths.

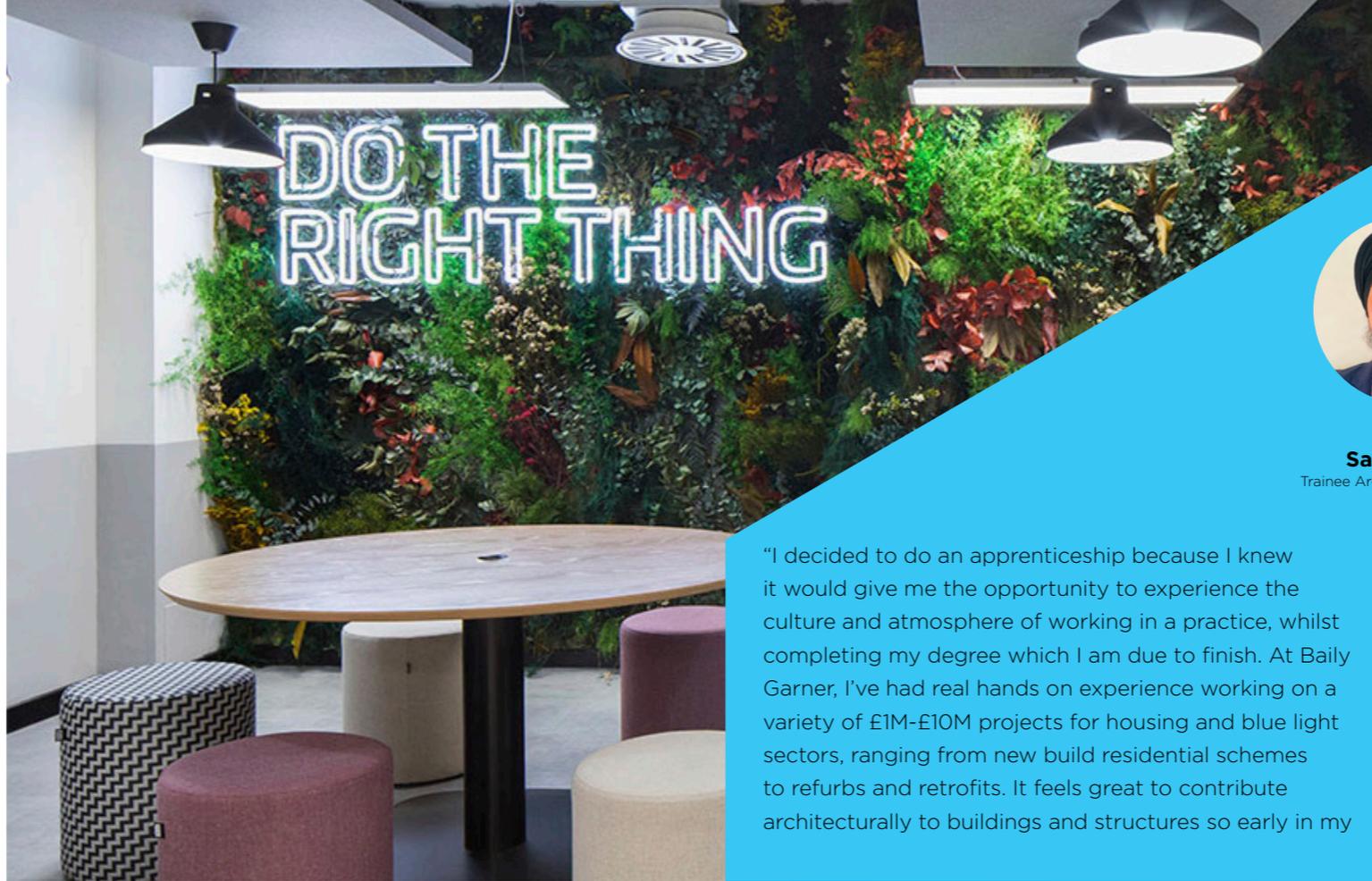
The construction industry has many options for specialism and we appreciate making a decision can be a challenging one. To assist with this decision we have provided an overview of what individual specialisms and vocations mean to Baily Garner

through the views of our Partners, project examples and case studies of staff who have developed through the organisation. All of these are success stories we are proud of and we feel these stand as shining examples of what you can achieve with us.

**ARCHITECTURE**  
**BUILDING SURVEYING**  
**ENVIRONMENTAL**  
**& BUILDING SERVICES**  
**HEALTH AND SAFETY**  
**PROJECT MANAGEMENT**  
**QUANTITY SURVEYING**  
**QUALITY CONTROL INSPECTORS**



We believe passionately that design is important and create buildings that are admired not only for their appearance, but also for their function. We employ enthusiastic designers to complement our existing interdisciplinary expertise to achieve quality in detail and materials while ensuring cost-effective results that respect the environment.



**Sarb Atwal**  
Trainee Architectural Assistant

"I decided to do an apprenticeship because I knew it would give me the opportunity to experience the culture and atmosphere of working in a practice, whilst completing my degree which I am due to finish. At Baily Garner, I've had real hands on experience working on a variety of £1M-£10M projects for housing and blue light sectors, ranging from new build residential schemes to refurb and retrofits. It feels great to contribute architecturally to buildings and structures so early in my

career. The great thing about Baily Garner for me is the working environment. It feels like a big family. I work in a team of colleagues who are much more experienced and knowledgeable than me, but I feel comfortable talking to anyone, no matter how senior they are. They really encourage me to learn and understand as much as possible and to get the most out of my experiences and exposure."

# ARCHITECTURE



**Hayley Grace**  
BArch, PGDip, ARB Architect  
Studio Lead

"At Baily Garner I've had great career progression, from starting as an Architect to achieving Studio Lead. I wanted a career that was creative, practical, dynamic, and challenging. I was accepted onto 'The Housing Forum's Futures Network', where young leaders are encouraged to learn more about the industry. The learning and development opportunities here at Baily Garner are endless!"

## What is your position and how long have you been at the firm?

I started at Baily Garner nearly 3 years ago as an Architect and within my first 6 months I became a Project Team Leader. I was invited to be part of Baily Garner Futures Board which allows us to look at ways to improve our offices. I then began conducting 1-1's and mentoring several employees. I subsequently joined the leadership team and since then I have recently been promoted to Studio Lead at the Eltham office.

## What is your role and what type of projects and clients are you involved with?

My role is very varied which always makes my days interesting. My tasks range from chairing design meetings with clients, liaising with contractors, consultants, planners to attending resident consultations. I work predominantly in Housing, but work across all RIBA stages and sizes of schemes from small infill developments to large regeneration sites.

## What interested you in starting a career in Architecture?

I've always wanted to be an Architect. I love how there can be such a positive impact made

through my work and my designs. I am passionate about listening to people, and finding how as an Architect I can improve their lives.

## What kind of learning opportunities do you get at Baily Garner?

The learning opportunities at Baily Garner are endless, thanks to our learning platform. Also through 1-1's we are actively encouraged to look at other courses for CPD. I'm very interested in wellbeing and how the built environment can make a positive impact, which I've learnt more about during my time here.

I was nominated and accepted onto 'The Housing Forum's Futures Network', where young leaders are encouraged to learn more about

the industry, engage in industry related tasks and challenges, and network with other professionals.

## What makes Baily Garner different from our competitors?

My favourite thing about Baily Garner is how progressive they are as a business, and how they embrace change. They recognise the importance of stability, but will carefully look at how to improve and how best to implement change. I think Baily Garner has a very strong ethos about positively impacting lives, whether this be their clients or colleagues. This is vital for any form of success.



**Rhiannon Thornton**  
Apprentice Building Surveyor

“Since joining Baily Garner as an apprentice I’ve never looked back! I attend university once a week as I am actively pursuing becoming a Chartered Building Surveyor. I work with councils and education trusts, where my responsibilities span from pre to post contract stages. The range of projects makes each day dynamic and engaging. Contrary to the perception of office work being monotonous, I find the diversity of tasks and interactions with various people make each day interesting and I always learn something new. The working environment and skilled, knowledgeable colleagues makes it a great place to work. Everyone is friendly and always willing to help. Apprentices are seen as valued members, so we’re given the right amounts of exposure to projects for invaluable experience.”

# BUILDING SURVEYING



Building surveying has been at the heart of Baily Garner since 1976. We consider ourselves ‘building doctors’, analysing defects and putting together recovery plans. Our building surveyors work on a range of both new and existing properties from inner city listed buildings through to rural village schools. Our projects vary from cyclical repairs and maintenance to extensive refurbishment and regeneration projects including party walls, dilapidations and condition surveys.



**Rob Tyler**  
BSc (Hons)  
Associate Partner

“Leaving school, I achieved 11 A\*-C GCSE’s and 4 A Levels and from there, I chose to begin my journey into construction as a Trainee Surveyor. Combining work at Baily Garner and University, I studied 1 day per week, with the remaining 4 days in the office. After graduating with a degree in Building Surveying from London South Bank University I worked as an Assistant Building Surveyor whilst studying towards my APC. Since becoming Chartered I have progressed through the business and am now proud to be an Associate Partner, responsible for our work in the Education sector, in which I am involved heavily in running projects and client liaison.”

## What interested you in starting a career in building surveying?

I have been around the construction industry my whole life, as my father and brother both work within the sector. Having this first-hand exposure, I became interested in construction, drawings and the development of a project as I grew up and now I find myself working on projects I used to watch my family work on. It is a great sense of achievement to now be involved.

## What is your position and how long have you been at the firm?

I am an Associate Partner and responsible for our work in the Education sector across the business. I joined Baily Garner in 2010 as a School leaver and the practice supported me through my part-time undergraduate degree course, studying 1 day per week at university and working in the office 4 days per week. I graduated in June 2014 and then went on to work towards chartership with the RICS, and since passing the APC I have progressed to being an Associate Partner.

## What makes Baily Garner different from our competitors?

Baily Garner is different from our competitors as those more experienced individuals have direct involvement in the development of junior members of staff and helping with training from commencing a degree through to RICS membership. There is a strong sense of pride in helping individuals achieving their goals. There is also a very good atmosphere and working environment where there is an excellent balance of work and social events, which keep spirits high!

## What is your role and what type of projects and clients are you involved with?

I am the Programme Manager for Education within our Building Surveying department. I also work closely with other disciplines within the business in delivering a number of multi-disciplinary projects which is an extremely rewarding part of the role. In my role, projects we are involved in vary, from small scale refurbishment of existing education buildings to large scale expansion projects consisting of

new build and extensions to existing facilities. Projects also include pre-construction activities such as condition surveys, master plan studies and net capacity studies which we, again, deliver alongside other disciplines within the business. Our clients also vary, and include local authorities, individual schools, and multi-academy trusts, which can consist of anything up to in excess of 50 academies. Working with the rest of the programme members, I am responsible for managing delivery of our works and providing a high-quality service to our clients.

## What is the most interesting part of your job?

The most interesting part of the job is the variety of schemes and dealing with clients. Every job that we embark on is different, and there are varying needs of each client. It is interesting and a valuable learning experience to deal with clients, as it builds your people skills and ability to communicate with all types of individuals. It is also interesting to have days when you are out on site, as it gives variety and balance to the working week.



**John Milner**  
MRICS, APMP  
Consultant

“I am a Chartered Building Surveyor but Baily Garner also supported my interest in the environment and sustainability enabling me to become a qualified Eco Homes and BREEAM refurbishment assessor. I have developed our Environmental and Building Services Group into an integral and vital part of the organisation and am now one of the owners of the business. Much of my job satisfaction comes from the innovative and award winning projects we help deliver that have a positive impact on the environment and the industry.”



Environmental considerations are no longer desirable, they are essential, hence our environmental specialists design to achieve the best environmental and sustainable solutions for all projects. This involves collaborative work with all project members including our Building Service Engineers, as building services form a key part of all construction projects amounting to approximately 30% of overall construction cost.

# ENVIRONMENTAL & BUILDING SERVICES



**Aaron Speid**  
BEng (MSc)  
Junior Mechanical Engineer

“My journey began with Baily Garner starting as an intern, and after 1 month I was offered a permanent role as a Junior Mechanical Engineer. I am always looking to learn and develop in my career and I am aspiring to become a CIBSE Mechanical Engineer which Baily Garner has offered to support me with”

## What is your position and how long have you been at the firm?

I am a Junior Mechanical Engineer based at the Birmingham office and have been at Baily Garner for nearly 2 years. I started with doing an internship here after I graduated from my Master’s degree in Mechanical Engineering and after 1 month I became a permanent employee.

## What interested you in starting a career in building services engineering?

My passion for engineering sparked from enjoying tech lessons at school, especially the practical lessons where I got to do metal and woodwork. From there I became interested in Engineering and wanted to expand my knowledge further and get into higher education to become a qualified Mechanical Engineer.

## What is your role and what type of projects and clients are you involved with?

I predominantly work on refurbishment projects in the education sector, which can range in size. The type of work varies, from designing systems for drainage, heating and gas, to hot and cold water installations. My role allows me to research and use new technology, such as Air Source Heat Pumps, to help make designs and buildings more sustainable. I also conduct on-site visits to understand client needs and do everything we can to help them meet their requirements.

## What is the most interesting part of your job?

I like seeing projects develop from the early stages of design through to completion which is really rewarding and something to be proud of. No project is the same and Mechanical & Electrical (M&E) requirements and building regulations can impact design elements so this encourages me to explore different engineering approaches to overcome these challenges and keep learning.

## What is your favourite thing about working at Baily Garner?

The working environment is very friendly. Baily Garner provides and facilitates a collaborative working environment so I enjoy coming into the office and the social aspect of it all. For me it’s the hands-on learning, camaraderie between

colleagues, and opportunities to build professional relationships that motivate me most working at Baily Garner.

## What kind of learning opportunities do you get?

Baily Garner provides and promotes learning and development for all employees. They invest a lot in us to help us grow and they have offered an opportunity for me to work towards becoming a fully qualified CIBSE Mechanical Engineer. This is especially important in a fast paced and ever changing industry.

## What makes Baily Garner different?

I really appreciate the 1:1s as they are a great motivator for me. As an individual with autism they provide me with the feedback I need as I

continuously want to improve and progress in my career. Here, I am equipped with the tools, knowledge and support network to excel in my role and the wider industry. I feel empowered to go from strength to strength, and my aspiration now is to become a Chartered Senior Mechanical Engineer.



The best clients producing the best projects put time into getting the right project team and we believe the earlier a project manager is on-board the better. We have a number of qualified project managers who have the knowledge and expertise to flex our services to meet client requirements. What we do is add value to the construction process with a hands-on approach and strong direction.



**Tim Bush**  
MRICS, APMP  
Partner

“I am a Chartered Surveyor and Project Manager. I left school at the age of 18 and immediately joined Baily Garner with whom I have established and developed my career to become one of the owners of the company. Pure academic study was never my thing and I found that by working and undertaking studies I was able to achieve a high level degree and become professionally chartered. The highlights of my career are developing spaces in which we live, whilst meeting the requirements of not just our clients but all users.”

# PROJECT MANAGEMENT



**Ben Brewster**  
HNC  
Assistant Project Manager

“I pursued a career in project management because it’s a good opportunity to use my skills to solve complex matters and work collaboratively in a team. Every project is different and I enjoy working towards a joint goal to ensure success. As an apprentice, I have had the opportunity to grow within the business and have now been given the opportunity to train as a quantity surveyor.”

**What is your position and how long have you been at the firm?**

I have been working at Baily Garner since 2020, as an Assistant Project Manager at the Eltham office. I’m currently pursuing a Quantity Surveying degree at London Southbank University, expanding my horizons and actively pursuing Chartered Quantity Surveyor status. I attend university once a week.

**What interested you in starting an apprenticeship in project management?**

Construction has always been my passion. My dad works in the industry so I’ve always been aware of the opportunities construction has to offer and so it sparked my

interest. Project management resonated with my proactive nature, enthusiasm for teamwork, and love for solving complex issues. Opting for an apprenticeship was a no-brainer – the chance to learn and earn simultaneously, gaining invaluable industry experience and knowledge from experts and professionals.

**What is your role and what type of projects and clients are you involved with?**

I have been given a great opportunity to work on a diverse portfolio of projects, ranging from schools to new build housing, with aspirations to dive into more blue light projects. My role involves attending meetings, taking

minutes, and contributing to tasks that propel our projects forward.

**What is the most interesting part of your job?**

The most interesting aspect of my job has been meeting and collaborating with a wide range of people on the projects we work on. I am fortunate to have been exposed to a number of different sectors and this variety keeps me engaged and sparks continuous learning.

**What kind of learning opportunities do you get?**

Baily Garner champions my academic studies, supporting me in attaining my degree and pushing me towards accreditation

as a surveyor. Colleagues provide unwavering guidance on balancing work and study, and the firm’s commitment to continuous learning is evident through diverse training sessions on various topics. Additional training has unveiled new avenues, allowing me to explore Quantity Surveying, expanding my responsibilities to now include performing monthly valuations, and cost forecasting.

**What is your favourite thing about working at Baily Garner?**

The best thing about Baily Garner is the people. They really make Baily Garner an exceptional place to work. Everyone I work with really cares about me doing well and they’re all

happy to help me with any problems or questions I have, and push me to challenge myself when I’m ready to try something new. Colleagues share a genuine commitment to clients and projects, fostering an environment where learning and development thrive. From day one, I’ve been awarded opportunities to take on additional responsibilities, and the positive collaborative culture shines through from all levels of management.



**Frankie Scrivener**  
Assistant Quantity Surveyor

“I joined Baily Garner three and a half years ago at the Eltham office. I became an apprentice here because I really enjoyed working in the Construction industry and wanted the opportunity to enhance my knowledge and experience whilst furthering my education. Baily Garner has given me the chance to study at university part time to become a Chartered Quantity Surveyor. I feel fully supported as I am mentored and supervised by experienced and skilled seniors. CPD is really encouraged and provided regularly to ensure you are up-to-date with the newest developments within the industry. I get to work on a variety of different projects, ranging from blue light to housing, to refurbishments of estates, so no job is the same. The most interesting part of my job is getting to go out on site to see the progress of the work we are producing. Seeing our work come to life, watching families interact and live in the buildings that we have developed is the most rewarding part of my job. I really appreciate the people at Baily Garner, and the support, time and effort that is invested in you. In my opinion, the kind working atmosphere is best part about working at Baily Garner.”



# QUANTITY SURVEYING

## What is your position and how long have you been at the firm?

I joined Baily Garner over 3 years ago. I am an Assistant Quantity Surveyor based in the Birmingham office. I am also 4 years into my 5-year degree at Birmingham City University, studying BSc Quantity Surveying and aiming towards getting chartered.

## What interested you in starting an apprenticeship in quantity surveying?

My dad is a Quantity Surveyor, so growing up I got to go to work with him so that sparked my interest. I always knew that I wanted to do an apprenticeship degree, as it provides the best opportunity to get experience in

the working environment whilst studying, but I found it hard to find opportunities. However Baily Garner did a presentation at my Sixth Form on apprenticeships in construction, and already being good at maths, I found Quantity Surveying was right up my alley. I provided them with my CV, had a couple of interviews and as they say, the rest is history!

## What is your role and what type of projects and clients are you involved with?

My work is varied as I'm gaining experience in both Quantity Surveying and Project Management throughout all the RIBA stages of work, from feasibilities and tenders to end of defects management. It's

very difficult to describe a typical day as everyday I am lucky enough to do something different, from being in the office to going on site. That for me is the best thing about this job. I work with lots of different colleagues and get exposure to clients in project meetings and when visiting site.

## What is the most interesting part of your job?

The most interesting thing is the variety of build types that we work on as a multidisciplinary organisation. I've worked on a range of projects, including houses and apartments, schools, carparks and a fire station. There's always something different to get involved in, which keeps everything interesting.

## What kind of learning opportunities do you get?

Baily Garner offer many training sessions on different topics which

all provide high levels of detail and information depending on what level you are at. If there is an area in which you feel you need help on, there is always someone within Baily Garner who can help by providing a personable training session on the topic.

## What is your favourite thing about working at Baily Garner?

My favourite thing about Baily Garner is the people. It feels like they are more friends than colleagues which is helpful when you have had no experience in the working world and are worried



The days of counting bricks and producing Bills of Quantities are gone and replaced by modern software, detailed cost modelling and automated quantities via BIM programmes. The modern Quantity Surveyor is intellectual, aware of market trends and economic factors, embraces ITC and provides straight financial advice.



**Dylan Sharma**  
Assistant Quantity Surveyor

“Throughout my time at Baily Garner, the level of progression and responsibility you get is well balanced and measured as you progress from being a Trainee to an Assistant. I love the support and confidence that Baily Garner have shown to allow me to prove and challenge myself to become the best I can be.”

### 3. WHY BAILY GARNER?

**We believe that choosing to start your professional career with Baily Garner is a simple decision to make. For over 40 years our investment in developing the best people, tools, skills and services has been at the heart of our business and are the key ingredients for our organic growth into one of the country's best multidisciplinary construction consultancies.**

We believe our offer of joining a dynamic, modern, forward-thinking and quality-driven organisation like Baily Garner will provide you with unrivalled experience in supporting the development of your professional career.

Throughout your career at Baily Garner you will be provided with the necessary mentoring and care to support your development. This will include the allocation of a personal mentor, a development plan and annual reviews to monitor your progress.

We will also support you in any training towards your next professional qualification, be that with the RICS, RIBA or CIBSE

dependent upon your selected career path. We are exceptionally proud of the level of support we provide our employees through our core competencies, training away days, internal and external CPD programmes, focus groups and training forums. This unrivalled training is reflected in a first time RICS pass rate of over 90% in comparison to a UK average of below 60%.

Our recently refurbished offices in London and Birmingham will also offer you a modern and stylish working environment where the latest innovations in IT are used to deliver a high quality and efficient service to our client base.

Whilst we seek to instil a strong work ethic in our people, it's not all work and no play. Throughout the course of the year we hold a number of social events including summer and Christmas parties, weekly 5 a-side football and other fun activities.



### OUR OFFER TO YOU

- **Earn as you learn structure with day release to University or**
- **Payment of university and college fees**
- **Bi-annual salary reviews and annual appraisals**
- **Allocation of a mentor to support your development**
- **Competitive annual leave**
- **Exposure to all sectors and disciplines in construction**
- **Support from industry professionals and experts**
- **Modern office working environment and social activities**
- **Competitive**

#### Furthermore our benefits include:

- Matched pension contribution
- Healthcare cash plan
- Shopping reward and discount scheme
- Enhanced annual leave for long term service
- Birthday leave
- Variable working hours
- Professional fees paid
- Employee referral bonuses

All trainees will sign up to a tailored Training Plan that will outline your career journey within Baily Garner and support our shared aspirations to be the best construction consultancy. Details of discipline specific Training Plans will be provided upon receipt of an application for employment or general enquiry.

## 4. NEXT STEPS

We hope we have sparked your interest in starting a career in construction with Baily Garner.

We believe our offer of providing a balance of pastoral care and professional experience in a modern working environment positions us

at the forefront of the market in supporting bright young individuals entering the industry. Subject to meeting specific academic requirements, if you are driven, bold and up for the challenge we would be excited to hear from you. For interested candidates, two principal career paths exist as detailed here.



### ROUTE 1 – SCHOOL LEAVERS AT 16 (GCSE)

For school leavers at 16, a formal programme of study starts with a foundation programme combining a vocational qualification with work experience at Baily Garner. This includes the following:

**2-year part-time NVQ Level 3 or T Levels in Surveying or Construction**



**Part-time NVQ Level 4 (HNC) or NVQ Level 5 (HND) leading to university entry in year 2 or 3**



**Part-time RICS, RIBA or CIBSE approved NVQ Level 6 (BSc/BA degree)**

**Note:** NVQ Level 3 and T Levels are equivalent to AS and A Levels; entry requirements for HNC (NVQ Level 4) and HND (NVQ Level 5) are minimum one A Level (NVQ Level 3).

### ROUTE 2 – SCHOOL LEAVERS AT 18 (A OR T LEVELS)

For school leavers with A or T Levels, two principal options exist depending upon your final results as detailed below:

#### Option 1

**Part-time NVQ Level 4 (HNC) or NVQ Level 5 (HND) leading to university entry in year 2 or 3**



**Part-time RICS, RIBA or CIBSE accredited NVQ Level 6 (undergraduate degree)**

#### Option 2

**Five-year part-time RICS, RIBA or CIBSE accredited NVQ Level 6 (undergraduate degree)**



Suitable establishments include:

**University of Greenwich**  
[www.gre.ac.uk](http://www.gre.ac.uk)

**London Southbank University**  
[www.lsbu.ac.uk](http://www.lsbu.ac.uk)

**Kingston University**  
[www.kingston.ac.uk](http://www.kingston.ac.uk)

**Westminster University**  
[www.westminster.ac.uk](http://www.westminster.ac.uk)

**Coventry University**  
[www.coventry.ac.uk](http://www.coventry.ac.uk)

All candidates are advised to ensure they meet the relevant entry requirements for university and college organisations, noting that most university courses will require five GCSEs with grades 4-9 in Maths and English.

All of these options are on an 'earn as you learn' basis, supported by a training plan with one day per week day release to college or university. We have a strong partnership with a number of colleges and universities both locally and nationally.

Courses are offered in over 400 universities and further education colleges and most applications are managed by UCAS. For further information on HNC, HND and general course entry requirements, we recommend you visit [www.ucas.com](http://www.ucas.com).

For candidates seeking to enrol immediately on a five-year part-time university degree, please note courses must be recognised and accredited by their professional body.



For further information about the opportunities available at Baily Garner, please send a copy of your CV and cover letter to: [HR@bailygarner.co.uk](mailto:HR@bailygarner.co.uk)

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