

Apprenticeship Overview

2025 Course Information

Empowering our people to energise the future, our diverse Craft and Technical Apprentice Program continues to expand year on year, providing support and opportunity for growth.





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Discover what opportunities are available at ESG.

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Introduction

Apprenticeships - Combining practical training in a job with study.

Building Services Engineering covers all of the mechanical, electrical, public health, life safety and 'smart' building systems. These systems bring buildings and structures to life and are essential to the operation of any building. Building Services Engineers work closely with other construction professionals such as architects, structural engineers, and quantity surveyors and as a contractor, ESG design, procure install, commission and maintain all of these systems.

How Our Apprenticeships Work

As an apprentice you will:

- Be an employee earning a wage, holiday pay and other employee rights
- Work alongside experienced staff
- Gain job-specific skills
- Get time for training and study related to your role

Programme Length

Apprenticeships take 1 to 5 years to fully complete depending on their type and level.

ESG Programmes

We run the following (but not limited to) types of apprenticeships:

- Electrical Apprenticeship
- Building Services Engineering Craftsperson Apprenticeship
- Technical Apprenticeship
- Quantity Surveying Apprenticeship
- Administration Apprenticeships
- Finance Apprenticeships

Levels of Apprenticeship

There are 4 levels of apprenticeships and each level has an equivalent

educational level (see diagram).

Getting Started

To start an apprenticeship, you need to be:

- 16 or over
- Living in England
- Not in full-time education

2025 Availability

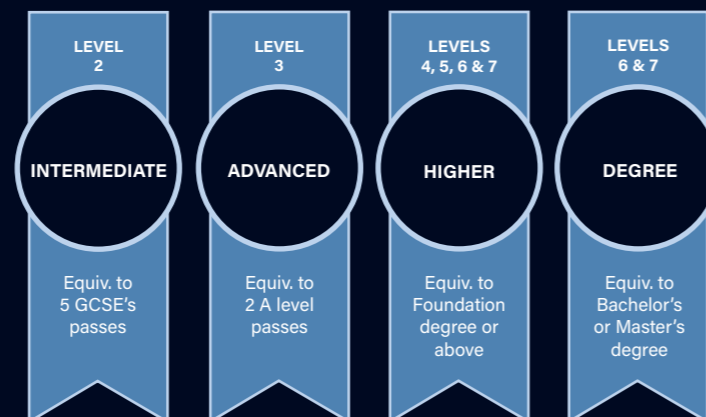
- Electrical Apprenticeship
- Building Services Engineering Craftsperson Apprenticeship
- Technical Apprenticeship
- Administration Apprenticeships

To Apply

If you wish to apply for one of our apprenticeship programmes, visit:

esglimited.com/apprenticeships

FOUR LEVELS OF APPRENTICESHIPS



Electrical

Advanced Apprenticeship

At ESG our Electricians install, maintain and repair electrical systems in commercial, residential (high volume apartment buildings), data centres, laboratories and retail environments.

The work of an Electrician is varied and can include the following:

- Installing and maintaining cables, wiring, conduits, fitments, meters, switchgear and other electrical equipment
- Using a variety of hand and power tools to measure, cut, join and fit cabling, wiring and equipment of various types
- Reading plans and technical drawings and working from them on large projects
- Installing the wiring and electrical components in complex electrical and electronic equipment
- Testing installations to make sure that they are effective and completely safe, diagnosing and repairing faults in installations and electrical equipment

Course Length

Working in partnership with Choice Training, this course is usually 4 years. If you already have some qualifications in electrical engineering, the length of the course may be shorter but this is not guaranteed. This is because upon completion of the NVQ, the apprenticeship will only be deemed successful once the End Point Assessment; 'AM2S' is completed.

Course Description

Work-based learning with 1 day release to college during term time, learners will gain the skills and

knowledge to carry out job roles and responsibilities associated with the installation and maintenance of Electrotechnical systems. On successful completion learners will have achieved the industry desired level of competence required to carry out the specific roles.

1. Theory

- Health and safety and environmental considerations
- Electrical scientific principles
- Design and installation practices
- Plan and oversee
- Terminations and connections
- Inspect and test
- Fault diagnostics and rectification
- 18th Edition

2. College folder

You will carry out various tasks in the workshop involving

- Installation
- Testing
- Organising
- Fault Diagnosing
- Fault Rectifying

3. Work Based evidence folder (All mandatory)

- Health and Safety
- Organisation and oversee electrical work
- Terminate and connect conductors
- Inspect and test
- Fault diagnostics and rectification

Entry Requirements

Equivalent GCSEs are grade C or higher or grade 4 or higher English & Math.

Science is also advantageous.

You will need to have been a UK resident for the previous three years. This is unless you have an immigration status which exempts you from the three-year residency requirement (i.e., a training a training visa etc).

Historically if you are colour-blind then unfortunately you could not apply for an electrical apprenticeship due to health and safety reasons however, the industry has adapted.

All successful candidates will be required to undertake a colour blindness test for information and planning purposes only.

Final Qualifications

- City & Guilds Level 3 Electrotechnical qualification (5357)

Upon full completion you will be eligible for a Gold Card awarded by the ECA confirming you as a fully Qualified Electrician.



To apply, visit:
esglimited.com/apprenticeships

Building Services Engineering Craftsperson

Advanced Apprenticeship

At ESG our Craftsperson apprentices install, maintain and repair heating, ventilation, and hot water service systems in commercial, residential (high volume apartment buildings), data centres, laboratories, and retail environments.

Our Craftsperson Apprenticeship provides the knowledge and skills needed to carry out job roles and responsibilities such as:

- Install, maintain, and repair water services (heating pipework, radiators, boilers)
- Install, maintain, and repair ductwork systems (ducts, extract grilles)
- Commission systems to ensure maximum efficiency against design specification
- Read construction and engineering drawings
- Understand control wiring and circuit diagrams
- Select replacement parts, materials, and equipment
- Diagnose and rectify faults on a range of heating and ventilating systems and equipment
- Writing detailed reports.

Course Length

Working in partnership with Choice Training, it is likely that individuals entering this apprenticeship will complete the apprenticeship in 36 months.

Course Description

Work-based learning with 1 day release to college during term time, the course covers the essential knowledge and skills needed for a successful career in heating and ventilating:

- Health and safety
- Communication
- Customer services
- Environmental awareness and technologies
- Processes and techniques
- BSE scientific principles
- ITC within BSE
- BSE cold water systems
- BSE hot water systems
- Planning a job
- Fuel systems
- Chilled/ventilation systems
- Electrical basics

An on-site Record of Achievement is also needed this is what will be used for questioning during your EPA professional discussion.

This requires 10 pieces of evidence:

- Health and safety
- Sustainability
- Diagnosing and rectifying
- Storage and inductions
- Installations 1
- Installations 2
- Commissioning
- CPD
- Employer witness reports

Entry Requirements

Equivalent GCSEs are grade C or higher or grade 4 or higher English & Math.

Science is also advantageous.

You will need to have been a UK resident for the previous three years. This is unless you have an immigration status which exempts you from the three-year residency requirement (i.e., a training a training visa etc).

EPA

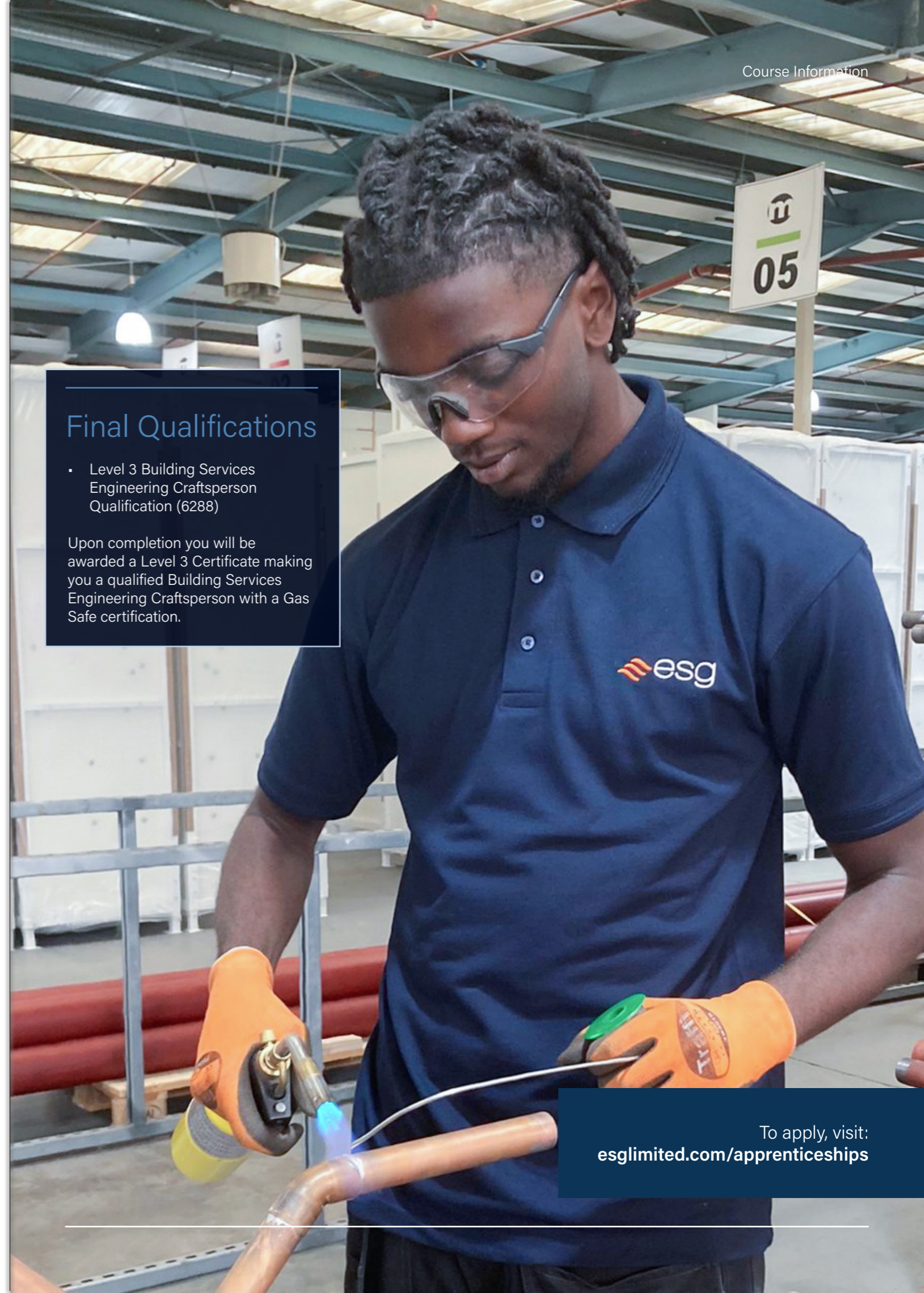
Assessment methods:

1. Multiple-choice test
 - The test will have 40 multiple-choice questions. You will have 60 minutes to complete it.
2. Practical assessment with questions
 - You will be observed by an independent assessor completing a set of tasks. It will last 10 hours. They will ask you at least 6 questions.
3. Interview underpinned by a portfolio of evidence
 - You will have an interview with an independent assessor. It will last at least 90 minutes. They will ask you at least 12 questions. The questions will be about certain aspects of your occupation. You need to compile a portfolio of evidence before the EPA gateway. You can use it to help answer the questions.

Final Qualifications

- Level 3 Building Services Engineering Craftsperson Qualification (6288)

Upon completion you will be awarded a Level 3 Certificate making you a qualified Building Services Engineering Craftsperson with a Gas Safe certification.



To apply, visit:
esglimited.com/apprenticeships

Technical

Higher Apprenticeship - Southbank Colleges (part of the LSBU Group)

The ESG apprenticeship provides a solid grounding in construction and the built environment. The academic programme will be based on a rotational basis to cover all of the different roles and functions, providing a broad base, complimented by studying Building Services Engineering to Level 3 at college on a day-release basis.

During the course of the apprenticeship the Apprentice will be given the opportunity to further specialise in one particular area of the business, for example Mechanical Engineering, Electrical Engineering, Quantity Surveying, Planning or BIM.*
Course Information – Course enrolled on depends on experience and qualifications.

Level 3 Building Services Technician with Southbank Colleges (part of the LSBU Group)

Course Length

3 years.

Course Description

Work based learning with 1 day release to college during term time, learners will be taught how to assist engineers and other construction professionals in developing design solutions that are cost-effective, technical, and sustainable.

By working on producing 3D models, accurate calculations, specifications, reports, and drawings, you will be prepared to work on systems such as:

- Renewable technologies
- Heating and ventilation
- Air conditioning

- Drainage
- Lighting
- Power
- Controls and lifts

Entry Requirements

GCSE grades 4 (C) or above in at least five subjects but must include Mathematics and English Language

Work-related experience and other sector related qualifications will be considered for mature applicants.

Final Qualifications

- BTEC Level 3 Building Services Technician

On completion of the apprenticeship:

End Point Assessment with C.I.B.S.E. (Within 12 months of academic completion), the Apprentice will become an Assistant Manager grade employee with the company and recognised as being qualified in the role they decided to focus on*.

In certain circumstances the company will consider further academic training to degree level.



To apply, visit:
eslimited.com/apprenticeships

Technical

Higher Apprenticeship - LSBU

Building services engineering covers the design, installation, operation and maintenance of all the things that make a building safe, comfortable, energy efficient and functional. It's always in demand and set to grow as buildings' designs evolve to become more sustainable. The apprenticeship includes an HNC qualification and satisfies the educational base for an engineering technician as per the Engineering Council. The apprenticeship includes an HNC qualification and satisfies the educational base for an engineering technician as per the Engineering Council.

Building Services Engineering Senior Technician Level 4 Apprenticeship with LSBU

Course Length

The academic programme lasts for 2 years. The End Point Assessment (EPA) is a further 3-6 months.

Course Description

Work-based learning with 1 day release to University during term time.

Year 1

- Foundation engineering mathematics
- Electrical principles
- Construction practice
- Introduction to building services engineering principles
- Thermofluids principles

Year 2

- Engineering mathematics
- Internal environment and comfort
- Heating and ventilation systems

Entry Requirements

- A Level EEE or;
- BTEC National Diploma MPP or;
- Access to HE qualifications with 45 Passes supported by substantial relevant work experience or;
- Equivalent level 3 qualifications worth 64 UCAS points supported by substantial relevant work experience
- Level 3 qualifications must include Maths or Physics
- Applicants must hold 5 GCSEs A-C including Maths and English or equivalent (reformed GCSEs grade 4 or above).

ESG will consider candidates who have already worked in the industry or achieved a relevant academic qualification such as Level 3 or 4 in Building Services Engineering for a Level 6 (Degree) course. This could be in:

- Building Services Design Engineer, Level 6
- Chartered Surveyor, Level 6

Final Qualifications

- HNC Building Services Engineering
- or
- BEng (Hons) Building Services Engineering

The End Point Assessment is the final stage of your apprenticeship programme. During the EPA you will demonstrate your acquired competence and skills during your professional career whilst undertaking your apprenticeship.

You will provide evidence of satisfactory completion of all aspects of the apprenticeship programme in order to be accredited by C.I.B.S.E.

To apply, visit:
esglimited.com/apprenticeships

Administration

Advanced Apprenticeship

A crucial aspect of project delivery is the organisation of teams, documentation and process management to ensure our contractual obligations are met.

If you are interested in a career in business admin, business support, or document control then this is the pathway for you. You will gain an understanding of the construction sector and the roles available; the skills and qualifications you will pick up from this pathway will set you up to work in any industry of your choice!

Business Administrators have a highly transferable set of knowledge, skills and behaviours that can be applied in all sectors. This includes small and large businesses alike, from the public, private and charitable sectors. The role may involve working independently or as part of a team and will involve developing, implementing, maintaining, and improving administrative services. Business administrators develop key skills and behaviours to support their own progression towards management responsibilities.

Course Information

Business Administrator Level 3 Standard in partnership with LMP.

Course Length

16-month course plus End Point Assessment.

Course Description

The training method for this course is blended learning whilst at work, completing a portfolio and project to ensure full coverage of the following:

Section 1 - Skills

- Skilled in the use of multiple IT packages and systems relevant to the organisation in order to: write letters or emails, create proposals, perform financial processes, record and analyse data.
- Produces accurate records and documents including: emails, letters, files, payments, reports and proposals
- Makes recommendations for improvements and present solutions to management.
- Maintains records and files, handles confidential information in compliance with the organisation's procedures and coaches others in the processes required to complete these tasks.
- Makes effective, proactive decisions based on sound reasoning and is able to deal with challenges in a mature way.
- Seeks advice of more experienced team members when appropriate.
- Builds and maintains positive relationships within their own team and across the organisation.

Section 2 - Knowledge

- Understands organisational purpose, activities, aims, values, vision for the future, resources and the way that the political/economic environment affects the organisation.
- Knows organisational structure and demonstrates understanding of how their work benefits the organisation.
- Knows how they fit within their team and recognises how their skills can help them to progress their career.
- Has a practical knowledge of

managing stakeholders and their differing relationships to an organisation. This includes internal and external customers, clients and/or suppliers.

- Liaises with internal/external customers, suppliers or stakeholders from inside or outside the UK.
- Engages and fosters relationships with suppliers and partner organisation.
- Understands laws and regulations that apply to their role including data protection, health & safety, compliance etc.
- Supports the company in applying the regulations.
- Understands the organisation's internal policies and key business policies relating to sector.

Section 3 - Behaviours

- Shows exemplary qualities that are valued including integrity, reliability, self-motivation, being pro-active and a positive attitude.
- Takes responsibility for their own work, development and self assessment and accepts feedback in a positive way.
- Demonstrates taking responsibility for team performance and quality of projects delivered.
- Takes a clear interest in seeing that projects are successfully completed and customer requests handled appropriately.

Entry Requirements

- Equivalent GCSEs are grade C or higher or grade 5 or higher English & Math.

Final Qualifications

- Business Administrator Level 3 Standard

Apprentices will have a wealth of opportunities post completion, including roles in the head office or on site, managing documentation, Quality Assurance, or general office management duties.

To apply, visit:
esglimited.com/apprenticeships

A photograph of two men in an industrial setting, likely a power plant or refinery. They are wearing white hard hats and high-visibility yellow safety vests with the 'esg' logo on the back. The man on the left is seen from the back, while the man on the right is smiling and looking towards the camera. In the background, there are large pipes, a door labeled 'Site office' with an arrow pointing left, and another 'esg' logo on the wall.

**Make an ESG
Apprenticeship
your next move.**

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