



BAILY • GARNER

At the start of WWII, a significant proportion of this Nation's food was imported. That supply was cut off when British ships were attacked in an attempt to isolate and starve the Nation.

...Sound familiar?

In response, we were encouraged to "dig for victory" or "grow your own".

The declining size of an ageing workforce and shrinking numbers of new entrants to the construction industry has been acknowledged for some time (even before the risks associated with Brexit), but has been sharply brought into focus by the findings of the Farmer Review.

Of the 10 symptoms of failure within the industry, many are issues which both Latham and Egan identified. If we do however, manage to address these issues and prepare the ground to increase housing supply, the overriding impediment to achieving this goal is one of capacity. I entirely agree with Mark Farmer that part of the solution sits with greater innovation in product and process, but we are all acutely aware of the need to develop skills and training.

At Baily Garner, we are extremely proud of our reputation as an employer that invests in our staff and Partners – this is reflected in staff retention, exceptional training record, support and success in our people attaining their professional qualifications but, it doesn't stop there, all of the Partnership have grown organically over a significant period of time, with a number having started as office juniors or graduates.

We focus efforts on attracting individuals to the Practice by promoting the industry with schools, colleges and universities and with our partners at a local level within our areas of operation and influence – offering a variety of

levels of entry, including; apprenticeships, work experience, year out students, sponsored students and graduates.



In this document, we have 'picked' a few examples and in doing so, we hope to have sown a few more seeds...

Andy Tookey FRICS, APMP
Managing Partner



Joe Marshall

Now: Apprentice
Building Surveyor

Formerly: School leaver
completing GCSEs

Joined BG: 2016



Like many 15 year old students, Joe was uncertain as to which further education route he wanted to take on completion of his GCSEs. To help him decide he wrote to local companies asking for two weeks work experience.

Construction appealed to him, and the multi-disciplinary nature of Baily Garner meant Joe spent a couple of days working with each of our main disciplines during the work experience. This helped him conclude that Building Surveying was a career he wanted to pursue. So, instead of going on to sixth form to study traditional subjects such as Geography or the sciences, he took up our offer to become an Apprentice Building Surveyor, combining one day a week study with the practical experience of a real job.

It will probably take Joe nine years to qualify as a Chartered Building Surveyor but as he says **“Straight away I’m working on real jobs in a real working environment... and getting paid for learning, with less (or even no) student debt!”**

Laura Ward

Now: Trainee Project Manager

Formerly: Graduate Business
Management (Salon Business
Management)

Joined BG: 2015



Having taken some time out to travel after graduating in Business Management, Laura took a role with Baily Garner as a receptionist to get herself back into employment. Only a few months into her probation it became apparent that Laura’s great organisational skills could be developed and much better employed in a project management role.

With no background in construction, but encouraged and supported by her manager and staff in the office (including project management specialists), Laura is now embarking on a RICS accredited Construction Project Management degree course on day release sponsored by Baily Garner.

“Baily Garner pushes me, but is always there to support me – I’m not the most self-confident person but Baily Garner really believes in me, and that has helped me so much”

FRIESE GREEN HOUSE - HOVE



THE OVAL - HEREFORD



Adam Golbourn

Now: Trainee Quantity Surveyor
Formerly: Apprentice Gas Engineer
Joined BG: 2015



Adam was an Apprentice Gas Engineer studying for a Btec level 2 in Heating and Ventilation and level 3 in Gas Engineering. Curious as to what the 'people in suits' were doing when he was on site, Adam did some research and soon identified the various roles of professionals in the construction industry and decided he wanted to be a Quantity Surveyor.

Adam took his opportunity to join Baily Garner as a Trainee QS and is being supported, both financially and through day release at university, to complete Btec (level 3) in Construction and Built Environment with a view to going on to do his HNC (level 4). Adam particularly enjoys the mix of disciplines (suits!) that collaborate across the whole of Baily Garner and the ease in which he is able to talk to staff at all levels.

“Baily Garner is a great learning environment – you learn about all the construction disciplines, not just the one you do”

Cenk Redif

Now: Assistant Quantity Surveyor
Formerly: Under Graduate Year Out Placement Student
Joined BG: 2016



Cenk is a Quantity Surveying degree student at Coventry University who did his 3rd year placement at Baily Garner.

By the end of his placement year Cenk was working on projects in the same way that Graduate QSs would do, fully involved in projects, preparing key documentation (e.g. valuations and cost reports) and using all the latest modern technology to do so.

Cenk's personality and developing knowledge meant he provided training to colleagues on new software and worked with some senior Partners on a keynote BIM presentation to clients. This has resulted in Baily Garner sponsoring Cenk through his final year and offering him a full time position on completion of his degree.

“I have had the chance to put the theory I learnt at University into real life practice – the placement has given me the skills, knowledge and confidence to be successful in my remaining studies and, hopefully, my future career”

232-242 VAUXHALL BRIDGE ROAD – WESTMINSTER



ALDGATE PLACE – ALDGATE



BUILDING SURVEYING

Listed Buildings
Refurbishment
Repairs & Maintenance

PROJECT MANAGEMENT

Asset Strategies
Estate Regeneration
Specialist Housing & Care

ENVIRONMENTAL

Energy Strategies
Thermal Modelling
Overheating Analysis

QUANTITY SURVEYING

Refurbishment
Estate Regeneration
New Build Housing

mentoring

PROJECT MANAGEMENT

Estate Regeneration
Asset Strategies
Listed Buildings

BUILDING SURVEYING

Refurbishment
Repairs & Maintenance
Quality Control

QUANTITY SURVEYING

New Build High Rise
Section 106 Development Agreements
Small Infill Sites

ARCHITECTURE

Estate Regeneration
Specialist Housing & Care
New Build Housing

Roberto Coraci

Now: Building Physics Engineer
Formerly: Graduate
Environmental Engineering
Joined BG: 2015



Roberto graduated with an Environmental Engineering degree in Polermo, Italy and, after getting a job through a friend driving a van as an air pressure engineer in the UK, he took a 5 day course to become a Domestic Energy Assessor.

Specifically interested in his Domestic Energy Assessor skills, Baily Garner took Roberto on as a Sustainability Consultant in 2015 and suddenly he was in an environment that not only utilised his degree knowledge, but opened up a whole new world of training and development opportunity. Two years later after rapid knowledge growth through 'on the job' training, Roberto is now a Building Physics Engineer and feels he has a much greater insight into how the construction industry works. Working for us he is training in new technology all the time (just ask him about thermal bridging!).

“Baily Garner is looking to develop people all the time and really looks to use the latest cutting edge technology – that’s great for them but also great for me!”

Mariola Viegas

Now: Architect
and Partner
Formerly: Part 1 Architect
Joined BG: 2006



After successfully completing her Part 1 year-out practical experience at Baily Garner in 2004, Mariola was sponsored through the remaining years of her architectural studies at East London University. Returning to Baily Garner in 2006 she qualified as an architect in 2008 and quickly rose through the ranks to become a Project Team Leader and then a Partner in 2015.

Now a working Mum, what Mariola particular loves about Baily Garner is the flexibility afforded to staff to get the job done whilst also being fully aware and supportive to the family life and commitments that everyone has outside work.

“Baily Garner is full of people just like me and, as an organisation, always tries to help those who have to juggle work and family commitments – I find that both supportive and incredibly empowering!”

THERMAL COMFORT MODEL



KENSINGTON STREET – BRIGHTON



Marie Carpenter

Now: Chartered Building Surveyor
and Partner
Formerly: Reprographics
Assistant
Joined BG: 1994



Leaving full time education in 1994, Marie joined Baily Garner to carry out a couple of administrative roles before deciding she wanted to be a Building Surveyor. Since then Marie has taken advantage of all the in-house career support Baily Garner offers.

University day release and sponsorship to help her graduate, APC support to assist 'chartering', on the job support and mentoring to hone her technical skills, core competency and general leadership training to help lead projects and business and commercial guidance to support her journey to becoming a Partner.

By regularly attending school and university careers fairs and, as an APC Counsellor, Supervisor, Mentor and Partner, Marie is now supporting a new generation of surveyors by giving them the help and guidance she once received.

"Part-time vocational training is a great way to learn and Baily Garner has been leading the way in this type of support ever since I joined"

Tim Bush

Now: Chartered Building Surveyor
and Equity Partner
Formerly: School leaver
Joined BG: 1986



Popping a letter into his local building surveyors in 1986 to ask for a job immediately after leaving school, Tim's inspirational journey through BG shows just how far you can go. Tim started as a Trainee Building Surveyor and through a combination of practical work experience and simultaneous study, has worked his way up right to the top of the organisation where he is now one of the owners of the business.

Tim's journey (literally) has included moving up 'North' to Birmingham to set up and open our first branch office there in 1996. In recent years Tim is giving something back to the construction industry by developing new construction professionals in the Midlands and beyond through his role as an external universities assessor, examiner and now APC chairman.

"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... and that turned out to be just the beginning!"

32 MANCHESTER STREET - MARYLEBONE



DALLOW STREET - BURTON-UPON-TRENT



statistics:

- 3 Partners started their careers at BG as 'year out' university students – Neil Hope, Mariola Viegas and Bradley Webster
- 2 Partners started life as 'office juniors' at BG – Tim Bush and Marie Carpenter
- 53 staff passed their RICS APC whilst working at BG over the last 15 years
- BG have a RICS APC first time pass rate of 82% compared to the national averages of 67% for Quantity Surveyors and 58% for Building Surveyors
- 4 staff have gained an engineering qualification whilst working at BG over the last 8 years
- 93 'year outs' employed over the last 15 years
- 13 sponsored undergraduates over the last 15 years
- 56 trainees employed over the last 15 years
- 9 apprentices taken on over the last 3 years, of which 6 have been employed permanently

Top 10 'hardy perennials':

Joined:

1	Lorena Walpole	<i>Communications Assistant</i>	1983
2	Tim Bush	<i>Equity Partner</i>	1986
3	Duncan Cameron	<i>Principal Quantity Surveyor</i>	1987
4	Chris Evelyn-Rahr	<i>Principal Architect</i>	1991
5	Andy Tookey	<i>Managing Partner</i>	1992
6	Marie Carpenter	<i>Associate Partner</i>	1994
7	Leeanne Wells	<i>Finance Manager</i>	1996
8	Craig Woodley	<i>Building Surveyor</i>	1996
9	Calvin Streeting	<i>IT Systems Developer</i>	1997
10	Michelle Minogue	<i>Non-Equity Partner</i>	1997



Tim Bush

MRICS, APMP
Partner

tim.bush@bailygarner.co.uk



John Milner

MRICS, APMP
Partner

john.milner@bailygarner.co.uk



Neil Hope

BSc(Hons), MRICS, APMP
Partner

neil.hope@bailygarner.co.uk



Andy Tookey

FRICS, APMP
Managing Partner

andy.tookey@bailygarner.co.uk



Matt Hornsby

BSc(Hons), MRICS, APMP
Partner

matt.hornsby@bailygarner.co.uk



Bradley Webster

BSc(Hons), MRICS
Partner

bradley.webster@bailygarner.co.uk



Marcus Lewis

BA (Hons), PG Dip Arch,
Dip PS Arch, RIBA
Partner

marcus.lewis@bailygarner.co.uk



Stuart Wigley

BSc(Hons), BA(Hons),
MRICS, APMP
Partner

stuart.wigley@bailygarner.co.uk



Ian Maun

BEng(Hons), CEng, MIET
Partner

ian.maun@bailygarner.co.uk



London (Head Office)

146-148 Eltham Hill,
London SE9 5DY

t: 020 8294 1000

e: general@bailygarner.co.uk

Birmingham

55 Charlotte Street,
Birmingham B3 1PX

t: 0121 236 2236

e: birmingham@bailygarner.co.uk

www.bailygarner.co.uk

Architecture | Building Services | Building Surveying |
Environmental | Project Management | Quantity Surveying



BAILY • GARNER



MIX
Paper from
responsible sources
FSC® C018885