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“The combination of work and study in apprenticeships fosters a strong work ethic, adaptability, problem solving skills and a strong career foundation.”

WHY ARE APPRENTICESHIPS SO IMPORTANT FOR YOUNG PEOPLE?



Apprenticeships play a crucial role in shaping the professional journey of young people by providing them with a unique and practical learning experience. These programmes offer a valuable alternative to traditional education, allowing young people to start their career journey early and acquire hands-on skills and real-world knowledge in a specific trade or industry; particularly suited to construction where familiarisation with the practical side of the industry is invaluable.

Apprenticeships bridge the gap between theory and practical learning, fostering a deeper understanding of the working world. Through on-the-job training, apprentices not only develop technical expertise but also gain insights into workplace dynamics, professional etiquette, and problem-solving, quite often being entrusted with greater responsibility early into their careers. Importantly, apprenticeships often lead to increased employability, as participants emerge with a blend of practical skills and industry-relevant experience that make them attractive to employers.

HOW DO APPRENTICESHIPS BENEFIT EMPLOYERS?

Apprenticeships offer a multitude of benefits to employers, making them a valuable investment in talent development.

Firstly, as an employer, Burmor participating in apprenticeship programmes can cultivate a skilled and knowledgeable workforce tailored to the specific needs of our industry. The hands-on training and real-world experience gained by apprentices directly contribute to a more competent and adaptable workforce.

Additionally, we often find that apprenticeships enhance employee loyalty and retention, as individuals who have undergone apprenticeships tend to be more committed and engaged in their roles.

Furthermore, apprenticeships enable companies to address skill shortages by proactively shaping the skills of their workforce according to industry demands, something that within construction is ever more prevalent. The mentorship component fosters a culture of knowledge transfer, ensuring that the expertise of experienced employees is passed down to the next generation.

Overall, the long-term benefits for employers include increased productivity, a more skilled workforce, and a positive impact on the company and the individual.

WHAT IS YOUR EXPERIENCE WORKING WITH APPRENTICESHIPS?

Burmor presently has two Quantity Surveying apprentices, one of whom is enrolled at the new Anglia Ruskin University campus in Peterborough, contributing to the sustainability of the local economy and talent pool.

These apprentices play pivotal roles in supporting and managing high-value projects, dedicating four days a week to their 'on-site' work for the company and one day off-site for academic studies.

Their ability to apply their acquired knowledge to real-world projects and reciprocally integrate workplace experiences into their studies reflects positively on them as individuals, the universities and the Burmor team.

FROM AN EMPLOYERS POV, HOW EASY IS THE PROCESS OF HIRING AND TRAINING AND APPRENTICE?

The ease of hiring and training an apprentice is influenced by several factors that contribute to a supportive and accessible environment for both employers and apprentices. The UK government has actively promoted apprenticeships as a valuable pathway for skill development and employment with various incentives and financial support mechanisms in place. Burmor collaborate with established training providers including colleges and universities who have experience in facilitating apprenticeships and guide us through the process. The financial incentives, such as employer grants and funding for training help with offsetting some of the costs associated with training. The ease of the process can still vary based on individual circumstances, industry-specific factors, and the commitment of both employers and apprentices.

HOW DOES THE APPRENTICESHIP ROUTE DIFFER FROM THE MORE TRADITIONAL UNIVERSITY ROUTE?

The apprenticeship route diverges from the more traditional university path in terms of its approach to education and career preparation. Unlike the university route, apprenticeships emphasise hands-on, practical learning within a specific industry or trade. Apprentices gain valuable experience directly in the workplace, acquiring skills that are immediately applicable to their chosen field. This real-world exposure often leads to a smoother transition into the realities of professionalism and work upon completion of the programme. Additionally, apprenticeships typically offer a combination of work and study, allowing individuals to earn a wage while learning, avoiding the financial burden associated with traditional university education.

Ultimately, both paths have their pros, and we always need to ensure we offer diverse learning styles to help reach an individual's career goals; particularly in construction, one approach does not suit all and we do not want to create any barriers into the industry.

WHO ARE APPRENTICESHIPS FOR?

Apprenticeships are designed to cater to a broad spectrum of individuals seeking diverse career paths and educational approaches. They are well-suited for anyone who prefers a hands-on learning and practical experience over traditional academic settings.

Apprenticeships provide another route for those aspiring to build valuable skills and embark on rewarding careers. Additionally, individuals looking to transition into a new field or those seeking a more direct and focused path to employment can benefit from apprenticeships.

The versatility of these programmes is evident with apprenticeships now being an option across many sectors, and plenty of opportunity in the construction industry. Whether for recent high school graduates, career changers, or individuals wanting to upskill within their current profession, apprenticeships offer a flexible and inclusive avenue for personal and professional development and we welcome anyone who may want to consider a career within our thriving industry, to think about the opportunities available to them.

WHAT ARE SOME BENEFITS TO STUDENTS UNDERTAKING AN APPRENTICESHIP?

Students undertaking an apprenticeship can enjoy a range of benefits that contribute to their personal and professional development. One of the main advantages is the acquisition of practical, hands-on skills directly relevant to their chosen field, for us it's Quantity Surveying. The real-world experience that our apprentices get at Burmor enhance their employability significantly and makes them well-prepared for the demands that the next stage of their career could bring.

Apprenticeships provide students with the opportunity to earn a wage while learning, helping to alleviate financial burdens associated with traditional education. These days, employers are willing to support student through their apprenticeship

The mentorship aspect of apprenticeships allows students to learn from experienced professionals, gaining insights and guidance that go beyond textbook knowledge. As mentioned before, our apprentices are supported by years of construction experience to help them excel in their studies.