

## Case study – School engagement

### The offer

At the start of the academic year in September 2021 the Hull and East Yorkshire Careers Hub and Balfour Beatty embarked on a joint venture to create opportunities for young people to understand the range of careers available within the industry and how these link to curriculum learning and to help careers leaders and STEM leads develop their own understanding.

Balfour Beatty came to the table with a clear offer that was delivered to all careers leaders within the hub (36) to give a broad understanding of the project, the business and the opportunities they could get involved in.

A detailed action plan was developed, which is reviewed on a termly basis, including site visits and STEM activities within schools such as careers talks, fairs, mock interviews and dedicated industry days.

They've also taken part in Festival of Skills which was delivered in National Careers Week which featured three key areas of the business, some of which you wouldn't associate with construction such as digital and laboratory work.

A key focus of the partnership was around equality, diversity and inclusivity and to challenge misconceptions around the sector, that construction isn't just about the 'blokes digging holes on the ground'. Jobs include health and safety, finance, environmental, digital, laboratory work and communication, stakeholder and social value.

### The impact

As part of this partnership Balfour Beatty has delivered a range of activities to local schools and colleges including 16 site visits with 180 students, 29 careers events engaging more than 11,000 students.

One member of staff is an enterprise advisor for Northcott School, supporting the careers lead and students. There is plans for their client National Highways to provide a second enterprise advisor.

In line with this activity Balfour Beatty hopes to see a more diverse emerging talent coming through the business as students will have a clearer vision of the industry which will allow them to understand the various different roles rather than the stereotypical and the stigma that is associated with the industry.

It is really important to get involved in the local community and leave a lasting positive legacy for the people of Hull and East Yorkshire.

The Hull and East Yorkshire Careers Hub is a collaborate network that brings together schools and colleges with employers, universities, training providers and other partners to focus on best practise in careers education to improve outcomes for young people across the region. The mission of the Careers Hub is to ensure all schools and colleges in the country deliver high

quality careers education that inspires and prepares young people for the fast-changing world of work and adds to the economic development of the region.

Meeting employers and experiencing the world of work is fundamental to improving choice and opportunity for our young people. The Careers Hub plays a key role in connecting employers with schools and colleges to create encounters that enable young people to broaden their horizons, develop employability skills and take control of their futures.

Working with Balfour Beatty in this academic year has brought about a wealth of opportunities for schools and colleges across the region. They were quick to make an offer to support careers activity for schools and colleges that would inspire young people and better inform them about the various roles in a multinational company and the construction industry. This has benefited hundreds of young people and we are working to develop bigger plans for next year.

**Fiona Headridge, Careers Hub Lead**

## Feedback



We were thrilled to accept the invite from Balfour Beatty to come into school and work with our pupils from Primary upwards. As a special school, we struggle to engage with employers at times and so we are thrilled when we find a disability confident employer to work with us. The staff understood our pupils and were able to tailor the tasks and activities that they had brought to engage and motivate them. They recognise that our pupils have huge potential and have future goals that they can achieve, and they have helped the pupils recognise the skills they have that will help them contribute to society as part of the work force.

Balfour Beatty are able to see the potential in our young people and see their abilities rather than disabilities and we are very excited to continue our relationship in the future.

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**Katherine Johnson, headteacher**

“The knowledge and transferable skills that geographers gain from their studies are highly relevant to a variety of careers and they can be found working in every sector of the economy, including the construction industry.

“The visit to the Castle Street construction site helped to show our students how geographic knowledge is essential for a project of this nature, where the link between the two subjects was evident in a very visual way. This helped to create understanding and awareness of how knowledge from one specialist subject can help inform key decision in another.”

**Sarah Harris-Smith, head of humanities at Withernsea High School**

“The opportunities offered to young people, thanks to the partnership between Balfour Beatty and the Hull and East Yorkshire Careers Hub, are extremely valuable. Our students were particularly interested to learn more about the many varied careers and apprenticeships, from engineering and communications to archaeology, that are accessible to them within the construction industry, and that are essential for a project such as this.

“As always, our students fully engaged with the experience in a mature and reflective manner. With a high level of interest, they asked some excellent questions and took part in an in-depth conversation about the work that’s taking place. I am grateful to Balfour Beatty and the Hull and East Yorkshire Careers Hub for their time and effort in creating this fantastic opportunity for our students.”

**Viki Foster, Careers Leader at Withernsea High School**

Over the last year Balfour Beatty has been superb in supporting the schools in the Constellation Trust in a myriad of different ways. They have been the main employer lead in the Prince’s Trust Mosaic Programme at both Sirius West and North working with students on a range of employability skills. Students have had on site visits to their A63 works giving us access to a wide range of cross curricular opportunities, for example, being involved in the archaeological aspects of their work. They have supported our National Careers week and National Apprenticeship week providing speaker and peer mentors to work with our students. We would like to thank Michaela Maunders especially for the generous support she has given to all our students this year.

**Peter Rhodes, Constellation Trust (Sirius Academy West and Sirius Academy North)**