



Hobson & Porter lays 'foundations' for construction's next generation



**Winner of
People Development**

Company Details

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|------------------------|-------------------------|
| Location | Kingston upon Hull |
| Type of company | Construction contractor |
| Number of staff | 119 |
| Established in | 1971 |
| Sector | Construction |

'Foundations' Initiative Highlights

- enhances learning and training through employment-education links in construction
- enables learners to gain onsite experience
- supports supply chain to fill skills gaps
- brings together stakeholders at various levels (framework leaders, employers, education bodies)

Company Highlights

£46.4 million turnover



SME or Micro-SME organisations make up more than 90% of the company's subcontractors



More than £150,000 per annum reinvested in continuous training and development for directly-employed staff



At least 6 apprentices employed per annum as well as an equal number of non-apprentice-based trainees



More than 17.5% of the overall employee demographic is female, higher than reported national average



In Summary

Foundations is Hobson & Porter's initiative to create a sustainable workforce for the construction industry. The fundamental aims of the Foundations programme are to:

- Raise awareness of the career opportunities in the construction and engineering industries, highlighting the many hundreds of potential roles available
- Engage industry to provide real-life application of curriculum topics
- Enhance learning and training by offering additional learning opportunities and relevant materials or supplies which enrich the learning experience
- Create employment links for pupils and trainees making their first step into industry.

Foundations was launched by Hobson & Porter in 2016 after a growing realisation that the industry skills shortage is much larger and more diverse than main contractors could ever overcome via their own apprenticeships or training programmes. The industry has an age-old problem that industry newcomers or those considering a career within construction gravitate to the larger, most recognisable organisations. Those larger organisations are often the ones who also have the necessary resources and investments to promote their career opportunities. The tens of thousands of SME organisations in the supply chain unfortunately get overlooked and do not have the resources to promote themselves.

This is where Foundations comes in. Having recognised that those organisations most in need of new skills were in fact the worst-placed and most poorly resourced to do anything about it, Foundations was established for the greater good of the industry and continues to grow and diversify year-on-year with an over-arching emphasis upon creating real and tangible links between potential candidates, Hobson & Porter and most importantly our supply chain.

The main challenge facing the programme is the need to engage with the huge number of primary, secondary pupils and adult re-trainers in the Yorkshire and Lincolnshire regions. To ensure this is achieved as completely as possible, Hobson & Porter employs its 'Foundations Champions', to deliver a programme of activity throughout the academic year, including school learning sessions, construction site visits, training days and networking events aimed at engaging as many learners as possible.

The programme has grown year-on-year and culminates every year with Foundations Live, the region's biggest co-located construction trade and careers event. The exhibition attracts over 70 exhibitors and hundreds of visitors, including dozens schools, colleges and industry professionals to network and discover further opportunities available in the sector.

Hobson & Porter are currently finalising the launch of 'The Foundations Experience' at Bishop Burton College. The Foundations Experience is an on-campus live site environment created using donations from across the supply chain to create a full CDM-zoned site where learners can get hands-on site experience. In addition, the initiative will supply the new T-level qualification, where students are required to demonstrate a significant number of hours spent on site to achieve the qualification.