# Balfour Beatty champions early careers in construction sector



Balfour Beatty has been prominently featured in the Early Careers edition of New Civil Engineer, focusing on the crucial role that young professionals play in the contemporary construction industry. The articles delve into the advocacy for hiring fresh talent and the necessary elements for a successful apprenticeship experience, drawing insights from both organisational leaders and current apprentices.

Ryan Mayor, the Early Careers Manager at Balfour Beatty, elaborates on the company’s proactive measures to cultivate an environment conducive to the growth of early career professionals. He emphasises the importance of community and connectedness, stating that Balfour Beatty has instituted combined induction events designed to foster relationships among new hires. These events facilitate connections not only among peers but also with established allies through the company’s Affinity Networks. "Culture eats strategy alive," explains Mayor, reiterating that fostering a supportive culture is as vital as any strategic initiative. He asserts that Balfour Beatty has a longstanding commitment to nurturing young talent, highlighting the presence of executives who began their careers within the company.

In addition to insights from management, Nusayba Abaas, a Civil Engineer Apprentice at Balfour Beatty, provides a perspective on the future focus areas for the industry. She underscores the need for a cautious and strategic approach to the adoption of new technologies, particularly artificial intelligence. “For example, with AI, you can’t just go straight to ChatGPT and give it all the information that your company has. A more careful approach is needed, despite the appetite for adoption of AI technologies,” Abaas articulates, illustrating the complexities involved in integrating advanced technology into everyday business practices.

Balfour Beatty maintains a strong commitment to attracting fresh talent, with apprentices, graduates, trainees, and sponsored students constituting 7.4% of its UK workforce. This statistic signifies the company's engagement with The 5% Club, a collective of employers dedicated to offering 'Earn & Learn' positions, underscoring their initiative to bridge education and employment in the construction sector.

As the discussion around the integration of new technologies continues, Balfour Beatty exemplifies a progressive approach, balancing the need for innovation with the importance of cultivating a robust organisational culture. This dual focus on technology and nurturing talent reflects broader trends within the business landscape, as firms navigate the complexities of modern workforce dynamics and technological advancements.

Source: [Noah Wire Services](https://www.noahwire.com)

## Bibliography

1. <https://www.balfourbeatty.com/media-centre/latest/double-feature-for-balfour-beatty-in-new-civil-engineers-early-careers-edition/> - This article corroborates Balfour Beatty's feature in the Early Careers edition of New Civil Engineer, highlighting the benefits of hiring young professionals and the company's supportive culture.
2. <https://www.balfourbeatty.com/media-centre/latest/double-feature-for-balfour-beatty-in-new-civil-engineers-early-careers-edition/> - This source supports Ryan Mayor's comments on the importance of community and connectedness through combined induction events and Affinity Networks.
3. <https://www.balfourbeatty.com/media-centre/latest/double-feature-for-balfour-beatty-in-new-civil-engineers-early-careers-edition/> - This article includes Nusayba Abaas's perspective on the cautious approach needed for adopting new technologies like AI in the industry.
4. <https://www.balfourbeatty.com/media-centre/latest/double-feature-for-balfour-beatty-in-new-civil-engineers-early-careers-edition/> - This source confirms Balfour Beatty's commitment to attracting fresh talent, with 7.4% of the UK workforce being apprentices, graduates, trainees, and sponsored students.
5. <https://www.balfourbeatty.com/media-centre/latest/double-feature-for-balfour-beatty-in-new-civil-engineers-early-careers-edition/> - This article mentions Balfour Beatty's membership in The 5% Club and their 'Earn & Learn' positions initiative.
6. <https://www.balfourbeatty.com/media-centre/latest/celebrating-national-apprenticeship-week-in-conversation-with-ryan-mayor-emerging-talent-development-manager/> - This source provides additional context on Ryan Mayor's role and Balfour Beatty's support for apprentices, including mentorship and development opportunities.
7. <https://www.balfourbeatty.com/media-centre/latest/celebrating-national-apprenticeship-week-in-conversation-with-ryan-mayor-emerging-talent-development-manager/> - This article highlights Balfour Beatty's long-standing commitment to recruiting apprentices and the various roles available across different disciplines.
8. <https://www.balfourbeatty.com/careers/early-careers/graduates/> - This page supports the information on Balfour Beatty's graduate programs, career progression, and the benefits provided to early career professionals.
9. <https://www.balfourbeatty.com/careers/early-careers/graduates/> - This source details the company's focus on providing a supportive culture, mentoring, and development opportunities for graduates.
10. <https://www.balfourbeatty.com/media-centre/latest/balfour-beatty-features-in-construction-news-discussing-early-careers-in-the-industry/> - This article reinforces the benefits of apprenticeships and T-levels in gaining industry experience and skills development, as explained by Ryan Mayor.
11. <https://www.balfourbeatty.com/media-centre/latest/balfour-beatty-features-in-construction-news-discussing-early-careers-in-the-industry/> - This source underscores Balfour Beatty's role in the construction and infrastructure industry, including their iconic projects and commitment to nurturing young talent.
12. <https://designandbuilduk.net/double-feature-for-balfour-beatty-in-new-civil-engineers-early-careers-edition/> - Please view link - unable to able to access data