

# Beard Learning Hub — what's it all about?

**Beard** has always believed that **people are our greatest asset**, and has always strived to be a *supportive employer*, a good trainer of school leavers and graduates, and prepared to invest in training its staff to ensure they have the knowledge, skills and abilities to do their job well. This has been recognised externally by organisations such as **Investors in People** where Beard were one of the first construction companies to be accredited and more recently were one of the first companies in the sector to be awarded, and retain, the Investors in People Gold standard.



**Beard** now is a company of over 300 people who work from 4 regional offices and on around 70 construction sites across southern England. As the company grows maintaining our people-based strategy becomes more of a challenge, but *our strong Beard culture – based on our values of friendly, efficient and committed – and given focus by our objective of prompt and faultless delivery* provides us with a way forward. Our people based strategy must continue to be locally based, with people in project teams and regional offices working together, and with individual, team and office development needs being addressed. However, to support this and to maintain common standards across the business we're **drawing together the best practice learning and development from across the business, to share it with everyone**. This is the purpose of the learning hub.

## What the Learning Hub delivers

The hub will co-ordinate several existing and new initiatives including:

- **Trainee programme.** The long established **4-year training programme** for school leavers will continue, but will evolve into the new apprenticeship, higher apprenticeship and graduate apprenticeship framework
- **Graduate training programme.** Undergraduate training (year out students) are an important focus and we have links with several universities. In 2017 we are taking on 7 undergraduates and employing 3 returning undergraduates now they have completed their final year. *We provide structured support and training to graduates* during their first 2 years of permanent employment including working toward chartered membership of CIOB
- **Leadership development programme.** We ran a leadership development programme in 2015-16 and will do so again in 2018-19. This is a programme intended *to equip people for leadership positions* within the business in the immediate and mid-term future ensuring that the business can continue to grow and succeed whilst still promoting from within, therefore creating opportunities in all areas, and at all levels of the business
- **Professional development programme.** We are established as **a training partnership with the CIOB** and are committed to supporting staff wishing to pursue chartered membership by working with them and the institute.
- **Coaching and mentoring.** *Several Beard staff have obtained a coaching qualification* and we have access to internal and external coaches and mentors. This forms a part of the graduate training and the leadership development, however people often have a need for coaching or mentoring at some stage in their careers. This may be when they have been promoted to a new role, or are facing a particularly difficult challenge; or possibly they just feel that they are in a rut and not able to make progress.