



## CASE STUDY: Pochin

### Case Study 1: Apprentices and Trainee - MCRC

Pochin continue to provide opportunities for young trainees and apprentices, even in current austere times. Whilst building the new cancer research centre, in Manchester we have been able to offer placements to three under 25 year olds and work experience to two students.

Abigail Pearce is a trainee Quantity Surveyor, Candice Fathay, studying B.Eng in Civil Engineering at Loughborough University, is on a year-long industrial placement, and Tara Goodwin is an 'A' level student at Kings School Chester who was offered summer work experience on site.



Abi's first foray into construction was a four-week summer work experience placement with Pochin while she was doing an extended diploma in Construction and the Built Environment at Stockport College. She worked part-time with the company while completing her course and now works full time as a trainee Quantity Surveyor on the MCRC site. Abi is currently on the 2<sup>nd</sup> year of her degree in Quantity Surveying and Commercial Management at Salford University funded by Pochin.

Pochin, in conjunction with another contractor working on the MCRC project, have just completed a 3-day Budding Brunels programme with the Construction Youth Trust and Stockport College. The 3-day programme offered 22 students presentations and engineering activities facilitated by industry specialists, a site visit with interactive exercises and interviews for work experience placement. Five students were selected for placements in the upcoming year.

Pochin have facilitated 28 work experience placements in the past 24 months.

### Case Study 2: Trainee Site Engineers – MCRC and Mariners Park

Keen to future proof our business Pochin annually employs Trainee Site Engineers, placing them on a modern apprenticeship programme. Currently we have two studying toward their BSc in Construction Management, who attend South Cheshire College one day a week. Once qualified, they will take on site management roles and responsibilities. Two Site Managers, a Project Manager and a Contracts Manager, followed a similar programme with Pochin with great success.

Pochin currently have 22 employees following some form of formal continued professional development.

### Case Study 3: University Sponsorship and Industrial Placements

Identifying talent is key to maintaining a strong and competitive workforce. Pochin currently sponsor two students attending Loughborough University, one studying toward her final year BSc in Quantity Surveying and Commercial Management and the other studying a B.Eng in Civil Engineering.

Pochin currently employ three individuals who were initially introduced to the company via their industrial placement in roles with the commercial and the operations team.

Keelan Sherwani joined Pochin for his third year industrial placement as a trainee Quantity Surveyor, at the end of the year Keelan opted to continue to work for Pochin full-time and complete the final year of his degree part-time over two years. Keelan graduated with 2:1 honours and continues to work for Pochin full-time.

#### **Case Study 4: Apprenticeships and the supply chain - Hartford College and Helena Housing**

Pochin directly engage with a subcontractor supply chain which we see is key to ensuring long term employment opportunities for trainees. Funding and training result in long term success and therefore we will engage with the Client, and the Local Authority to identify further support which will guarantee future success and employment post training.

A recent successful project where Pochin were able to work with our subcontractors to encourage training opportunities with Mid Cheshire College in Hartford, Cheshire (Value: £5.2m) resulted in:

- 1 apprenticeship placement with M&E Contractor
- 1 apprenticeship placement with Painting & Decorating Contractor
- 10 site work experience placements (including; Bricklaying, Electrical Installation, Civil Engineer, Plumbing & Joinery)
- 10 site visits
- 3 specialist workshops (Scaffolding, Engineering and Quantity Surveying)

In an agreement with Helena Housing in St. Helen's, Pochin placed 2 long term unemployed on apprenticeships with our main subcontractors on site; Groundworks and Bricklaying. Both were involved with the Helena Worklessness and Unemployment training programme and their placements were supported by local authority investment grants made available to the subcontractor.

Where the project involves a number of schemes we would suggest a training framework agreement be set up to include all subcontractors ensuring all trainees continue their training, apprenticeship and employment within the area / project through to completion.

