

## BCS starts its largest apprenticeship programme to date

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Business Critical Solutions (BCS), the specialist business dedicated to optimising digital infrastructure across the globe, has enrolled 5 new recruits onto its 2024 apprenticeship programme, its largest intake since it started the scheme 6 years ago. Run in partnership with Southbank University, it is part of the company's commitment to help tackle the well-documented skills shortage in the engineering and Data Centre sector whilst getting people back into the workplace.

In addition to the latest intake, the company is also currently supporting 12 other apprentices undertaking University degrees. The scheme is part of BCS' long-term growth strategy and the programme and is open to candidates via both MSc and BSc (Hons) Construction Project Management and the BSc (Hons) Quantity Surveying course.

Alongside their higher education studies, apprentices gain valuable on-the-job experience working across our entire client portfolio. They work closely together with and learn from our seasoned experienced data centre professionals while witnessing the full lifecycle of hyper-scale data centre construction project—from the initial blueprint stages to final delivery, testing and commissioning. This hands-on experience, combined with expert guidance, equips apprentices with a comprehensive understanding of the industry and prepares them for future success. Weekly structured training sessions are given covering a wide range of project and cost management topics to align with the RICS APC pathways.

Technical skills development is addressed through a multitude of both MEP and CSA sessions centred around construction technology including critical fire suppression systems, ventilation equipment and specialist lighting amongst others. In addition, these sessions extend beyond the technical aspects of the industry by offering workshops on essential soft skills, including effective communication, motivation,

leadership, and presentation expertise. These workshops are designed to ensure that participants not only excel in their technical roles but also develop the interpersonal and leadership abilities crucial for their overall career growth and success.

Chris Coward, Director of Project Management at BCS, said: “We remain committed to nurturing the next generation of industry professionals through this programme which reflects the overall learning culture here at BCS. We believe in the power of continuous learning and development and coaching for all our colleagues whilst providing the resources and opportunities everyone needs to grow both personally and professionally, whether this is through our innovative training programs, mentorship, coaching and our cutting-edge learning management system. By investing in our people, we not only enhance their skills and knowledge, we also drive the success and growth of BCS.”