

# Balfour Beatty features in Chartered Institute of Building (CIOB) & Construction Management discussing supporting the next generation of talent

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[Balfour Beatty](#) VINCI's Construction Manager, Frank O'Hare, has featured in the Chartered Institute of Building and Construction Management sharing his experience of carving a successful career in the construction and infrastructure industry as well as the importance of mentoring the next generation of professionals.

In the interview, Frank, who secured the Right First Time award at Balfour Beatty's Inaugural Icon Awards, delves into how he joined the industry at the age of 17, the main rewards of his role and how he actively supports young people; sharing his experience, helping them navigate challenges and foster their development into skilled professionals.

Speaking about what support leaders can offer young people, Frank says: "My advice to leaders would be to offer new professionals the chance to shadow experienced team members. They can learn an incredible amount just by observing. In the past, new apprentices were often expected to figure things out on their own. Today, we recognise the value of a more supportive approach."

You can read the full articles [here](#) and [here](#).