

A photograph of two young children wearing orange hard hats and high-visibility yellow safety vests. The child on the left is smiling broadly at the camera, while the child on the right is looking down. The background shows the interior of a vehicle, possibly a train or bus.

BACKING YOUNG PEOPLE

ALONGSIDE INDUSTRY PARTNERS AND
EDUCATION PROVIDERS, WE'RE COMMITTED
TO BUILDING SKILLS, SHOWCASING CAREERS
AND INSPIRING THE NEXT GENERATION.



PD PORTS IS ONE OF THE UK'S MAJOR PORT GROUPS AND ONE OF THE LARGEST EMPLOYERS IN THE TEES VALLEY.

Operating out of 13 key ports and logistics centres across the UK, we are committed to attracting, retaining and developing talent nationwide.

From rail freight to warehousing, container handling to offshore projects, we have a wealth of knowledge and expertise across the maritime and logistics sectors that we pride ourselves on passing on to the next generation.

OUR PROMISE

COVID-19 HAS INFLICTED SERIOUS DAMAGE ON OUR ECONOMY. THE OUTLOOK FOR JOBS HAS RARELY BEEN MORE UNCERTAIN AS WE GRAPPLE WITH THE CHALLENGES THE CRISIS HAS CREATED, BOTH FOR THE SHORT AND LONG TERM.

For young people aspiring to build a career and anxious about the future, these circumstances can be daunting. As a result, it has never been more important for businesses to do whatever they can to offer young people the support and opportunities they need to achieve their ambitions.

PD Ports is not just at the heart of the nation's trade; we are at the heart of communities. In many areas, these communities have long confronted major challenges. In the Tees Valley, the demise of steel making is one of the most recent examples. But, by working together, we have risen to that challenge. Today, PD Ports employs more people in the Tees Valley than before the closure of the SSI Steel plant in 2015. This has been achieved by continually investing and adapting to attract new business and seize new opportunities, and by remaining committed to supporting young people. We will continue to work tirelessly to help unlock the full potential of the Northern Powerhouse and wider UK economy, as well as the full potential of the next generation who are key to our future success.

"PD Ports is not just at the heart of the nation's trade; we are at the heart of communities."

A shared commitment to supporting young people has never been more important and it is fundamental to overcoming the challenges that we currently face including the current impact of COVID-19. That's why PD Ports has accelerated the roll out of the most ambitious apprenticeship programme in the UK ports industry and collaborating with partners NETA Training, High Tide Foundation, North East School of Shipping, Tees Valley Logistics Academy and Teesside University, to equip young people with the futures they deserve.

We have a long and proud history of recruiting apprentices since launching our first apprenticeship programme in 2001 and have doubled our engineering apprenticeship intake since 2019. We continue to support the High Tide Foundation, which, co-founded by PD Ports in 2012, aims to raise aspirations and create employment opportunities for young people in the Tees Valley. In 2020 we launched our biggest ever recruitment drive, aiming to employ 50 new apprentices, the most ambitious recruitment drive in the UK port sector. Our bold plans complement the Government's promising new 'Kick Start' scheme, aimed at providing funded work experience placements to 16-24 year olds at risk of long-term unemployment.

There is a tremendous amount already underway in the Tees Valley to raise aspirations of young people, build confidence, develop resilience, deliver jobs and showcase the wealth of quality career opportunities right here on their doorstep. But we're determined to do more. In these extraordinary times, it is a duty we must fulfil for our communities, for our region, and for the nation.

In October 2020, we showcased the work taking place in the Tees Valley to support young people at the Conservative Party Conference, aiming to inspire other areas about what can be achieved whilst also urging the Government and businesses to come together to do more.

We're now looking to build on this through our 'Project Hope' initiative. Project Hope will see PD Ports engaging partners in business, communities, charity and Government to find new ways to help young people during these difficult times and beyond.

To begin, we're planning a 'virtual summit' to give young people an opportunity to share their experiences and ideas directly with business. This will be followed by a national forum that brings together partners, including leaders from industry and the wider maritime sector, to develop a plan of action.



Frans Calje, CEO, PD Ports



"It has never been more important for businesses to do whatever they can to offer young people the support and opportunities they need to achieve their ambitions."

HOW WE DELIVER



CHLOE HENDERSON

Age: 29

Graduate Operations Superintendent

Teesport



IGNITING THE SPARK

AS THE LARGEST PRIVATE EMPLOYER IN THE TEES VALLEY, PD PORTS IS COMMITTED TO PROVIDING QUALITY OPPORTUNITIES THAT WILL HELP TO INSPIRE AND ENCOURAGE THE NEXT GENERATION IN TO INDUSTRY.

We are committed to building a brighter future for the next generation. We have built strong relationships with key partners such as Teesside University and Stockton Riverside College, whilst also developing our own programmes and schemes, to help bridge the skills gap that is often associated with the sector.

There is a tremendous amount already underway in the Tees Valley to raise aspirations of young people, build confidence, develop resilience, deliver jobs and showcase the wealth of quality career opportunities right here on our doorstep. We believe that by continuing to work collaboratively, we can do so much more to inspire our future workforce.

44%+
OF OUR ENGINEERS
**STARTED THEIR CAREERS
AS AN APPRENTICE
AT PD PORTS**

**LARGEST
PRIVATE
EMPLOYER**
IN THE TEES VALLEY

20%
OF OUR CURRENT
**WORKFORCE IS
UNDER 30**

NURTURING TALENT

APPRENTICES ARE THE LIFEBLOOD OF OUR BUSINESS.

We are currently embarking on our largest ever apprenticeship recruitment drive, aiming to employ 50 new apprentices across various functions and locations.

Over 44% of our engineering team started their careers with PD Ports as apprentices, and now continue to bring fresh new ideas that encourage positive change and growth as full time members of staff.

We continue to offer opportunities for young people to gain experience with PD Ports whilst continuing their studies, and currently employ apprentices across 15 functions including Finance, IT, Engineering, Insurance and Human Resources.

Discovering a new career

20-year-old Jacob joined PD Ports in 2019 after completing his A-levels at Bede Sixth Form College. After getting his first taste of PD Ports during his internship, as part of the Tees Valley Logistics Academy, Jacob realised he wanted to pursue a career in property and was offered a higher degree apprenticeship to stay on at PD Ports whilst continuing his education.

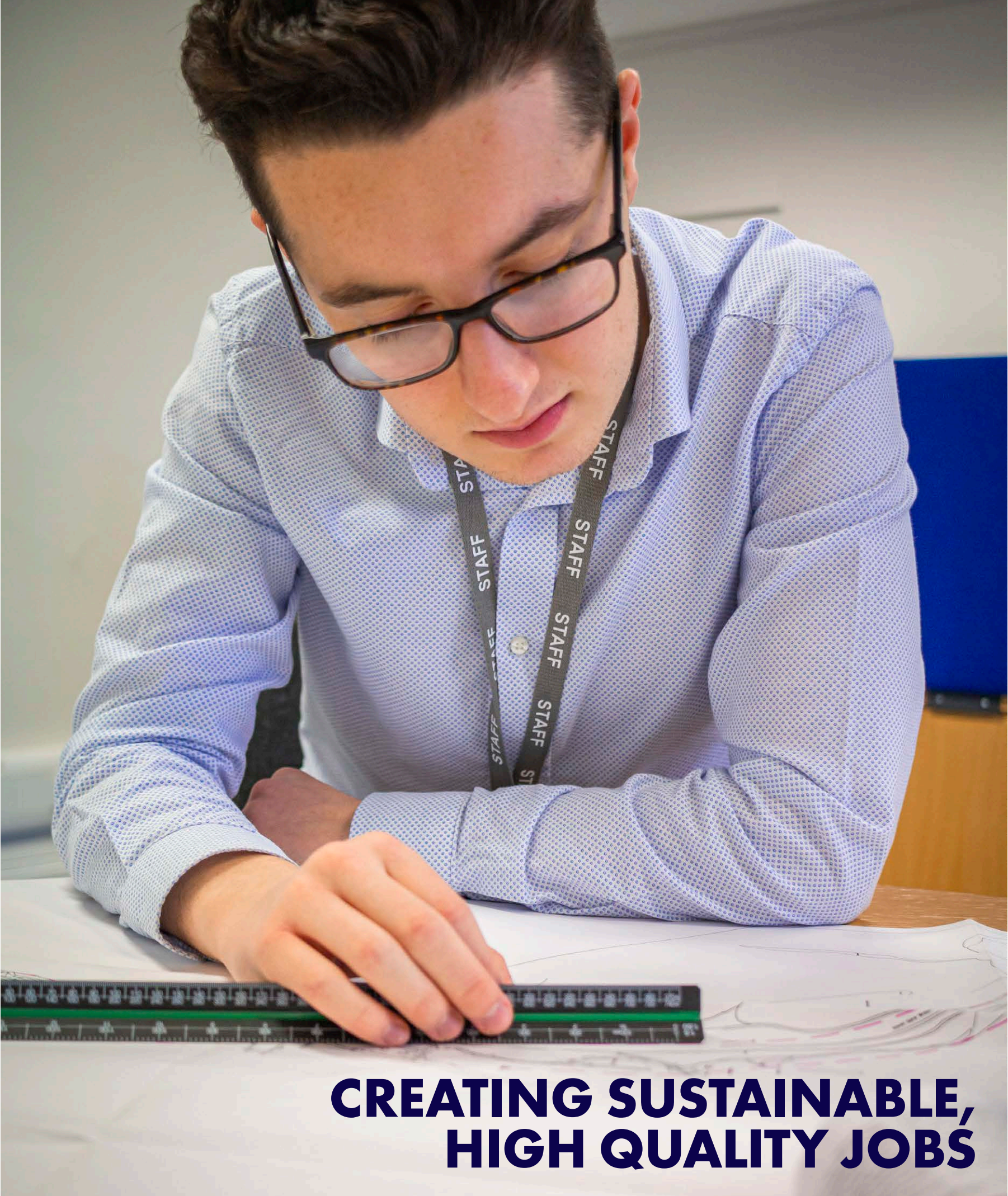
Now firmly embedded within our Property team, Jacob is fully supported throughout his studies until he reaches Chartered Surveyor status and credits his internship experience with opening the door to a career he didn't know existed.



WE HAVE LAUNCHED
THE **LARGEST**
APPRENTICESHIP
RECRUITMENT DRIVE
IN THE UK PORT SECTOR



PD PORTS HAS
DOUBLED THE INTAKE
OF **ENGINEERING**
APPRENTICES FROM
2019-2020



**CREATING SUSTAINABLE,
HIGH QUALITY JOBS**

BY THE AGE OF 14 YOUNG
PEOPLE CONDITION THEMSELVES
TO BELIEVE THERE ARE CERTAIN
JOBS THEY CAN'T DO.

**WE ARE CHALLENGING
THOSE PERCEPTIONS.**



OPENING DOORS

THE TEES VALLEY LOGISTICS ACADEMY WAS CREATED TO CONNECT YOUNG PEOPLE WITH EMPLOYERS.



The programmes at the Tees Valley Logistics Academy offer bespoke training opportunities and help raise awareness amongst 14-18 year olds.

Set up in collaboration with Stockton Riverside College, PD Ports works closely with the Tees Valley Logistics Academy to deliver programmes and internships that address a recognised skills shortage in the industry and guide young people towards a career in the logistics sector.

Programmes at the Tees Valley Logistics Academy start for young people aged 14 through school engagement activities such as career days and school information events.

Students then aged between 16-18 can take advantage of the Career Ready initiative where they are assigned a senior member or a logistics company as a mentor as they complete work experience.

This is where we at PD Ports come in, inviting young people to spend four weeks with us, immersing them in our industry and opening their eyes to the prospects within.



WE HAVE **EMPLOYED** THREE YOUNG PEOPLE AS A DIRECT RESULT OF THE **TVLA'S INTERNSHIP PROGRAMME**



"I'm really grateful for the opportunity I have at PD Ports and I'm lucky to be surrounded by so many people that support me in what I'm doing."

Intern to Engineer

Emily is already one of our great success stories having first joined PD Ports as part of the Tees Valley Logistics Academy programme in 2017. After completing a four-week internship in our Engineering team, we recognised Emily's talent and drive and knew that she would be an asset to our business long-term.

Emily is now studying towards becoming a Chartered Civil Engineer, attending Teesside University one day a week. Already a recognised talent, Emily featured in Multimodal's 2020 30under30 list of one's to watch within the logistics industry.

PD PORTS WAS THE **BEST REPRESENTED COMPANY** ON THE MUTLIMODAL **30UNDER30 LIST**, WITH 10% OF THE FINALISTS COMING FROM THE COMPANY.



**HIGH TIDE OPENS
DOORS TO
EMPLOYMENT FOR
STUDENTS ACROSS
TEES VALLEY**

TOGETHER WE CAN INSPIRE THE FUTURE

THE HIGH TIDE FOUNDATION, WHICH WAS CO-FOUNDED BY PD PORTS IN 2012, AIMS TO RAISE ASPIRATIONS OF YOUNG PEOPLE IN THE TEES VALLEY THROUGH THE PROVISION OF INDUSTRY-LED, MEANINGFUL CAREER EXPERIENCES.

Our Chief Operating Officer and Vice Chairman, Jerry Hopkinson, and our Head of PR, Marketing and Communications, Kirsten Donkin, are both trustees of the Foundation and play an active role in decision-making, day-to-day operations and the running of the programmes.

As a founding member and corporate partner, PD Ports also supports the High Tide Foundation throughout its fundraising

calendar whether that be through supporting the organisation and funding of events, or hosting work experience students during the dedicated experience works weeks.

We run four maritime specific programmes with High Tide that aim to get young people out of the classroom and into industry in a bid to inspire them to become the future of our business and our industry as a whole.

The next wave

When searching for work experience at school, Mia was offered the opportunity to complete a week-long placement in our Conservancy department through the High Tide Foundation.

Mia enjoyed her experience placement so much so that as soon as a position became available within the team, it was agreed that PD Ports would support Mia through an apprenticeship.

We have worked closely with Mia since she joined us aged just 16 to identify training opportunities that would support her professional development, funding her through qualifications in both Engineering and Hydrography.

Having graduated her distanced learning course at Plymouth University earlier this year, PD Ports is now supporting Mia through to Chartered status, which will elevate her career to the next level.

"I had no idea of the opportunities on my doorstep seven years ago when I first visited PD Ports; the High Tide Foundation truly opened my eyes."





AADIL HASSAN

Age: 26

Dock Operative

Teesport

BUILDING AMBITION

AT PD PORTS, WE RECOGNISE THAT THE EARLIER IN LIFE CHILDREN ARE EXPOSED TO CAREER EXPERIENCES, THE GREATER THE IMPACT AND THE GREATER THE CHANCE OF POSITIVELY INFLUENCING THEIR PERCEPTIONS AND DECISIONS WHEN IT COMES TO CHOOSING A CAREER.

In 2019, we launched an innovative pilot programme, Teesport Explorers, to give schoolchildren as young as six a glimpse into their potential future careers during a guided tour of Teesport.

The programme seeks to open the eyes of the youngest schoolchildren and showcase the everyday activities that take place in one of the busiest ports in the UK. The programme gives children a chance to learn about the different jobs on offer and meet the people behind them.

Julia Armstrong, Head Teacher at Hartburn Primary – the school selected for the trial – said, “This was an amazing opportunity for our children to learn about what Teesport has to offer our area. It is an insight in to industry and careers that the children wouldn’t usually get to experience. The children were in awe of what they saw and inspired by the enthusiasm and dedication of the PD Ports team.”

FOUR MEANINGFUL
CAREER EXPERIENCES
MEANS A YOUNG
PERSON IS **86% LESS**
LIKELY TO BECOME
A NEET

75 Y2 PUPILS
INTRODUCED
TO PORT
CAREERS VIA THE
FIRST EVER TEESPORT
EXPLORERS TOUR





Setting sail

Emily joined PD Ports in 2019 as a graduate seeking to kick-start her career in marketing and communications.

New to the industry, Emily expressed an interest in furthering her education and developing her knowledge and so PD Ports enrolled Emily in the first ever cohort of the North East School of Shipping to support her career journey.

Emily said, "Being a part of the North East School of Shipping has helped me to develop the theoretical knowledge and understanding that underpins my daily role at PD Ports. I now have a much broader understanding of the maritime industry that will benefit me in the rest of my career."

FIRST OF ITS KIND

IN 2019, STOCKTON RIVERSIDE COLLEGE WITH THE INSTITUTE OF CHARTERED SHIPBROKERS.

The collaboration saw an introduction to the first phase of a dedicated shipping school in the North East region.

PD Ports, together with industry experts and educators, is working alongside the North East School of Shipping to help demystify the sector and put it firmly on the radar of those considering their future careers.

By developing a future skilled workforce, the school, which is the Institute's first in the UK outside of London, aims to tackle both current and future skills gaps.



**5 MEMBERS OF
STAFF ENROLLED
IN THE FIRST NORTH
EAST SCHOOL OF
SHIPPING COHORT**





GROWING OUR OWN

AS WELL AS ATTRACTING TALENT TO THE INDUSTRY, AT PD PORTS WE ALSO WORK HARD TO RETAIN AND DEVELOP THE TALENT THAT WE ALREADY HAVE WITHIN OUR RANKS THROUGH PERSONAL DEVELOPMENT PLANS, BESPOKE LEADERSHIP COURSES AND DEGREE APPRENTICESHIPS.

Part of our mission to help our people realise their full potential started back in 2009 when we collaborated for the first time with Teesside University to develop a bespoke foundation degree aimed directly at upskilling our current management team.

Following the introduction of the apprenticeship levy in 2015, we then transformed what was once a full-time course into a degree apprenticeship, meaning that we could provide our staff with the practical skills that underpinned the theoretical knowledge they were gaining.

This course primarily focuses on developing and enhancing the skills of our current workforce – developing talent already within our ranks to provide career progression opportunities.

Twice a year we also run our bespoke leadership programme, Odyssey, to give our people a chance to develop their leaderships skills alongside their peers whilst taking part in group tasks and learning the theory behind different leadership styles.

DEVELOPMENT MADE PERSONAL

Tom Borman

Tom joined PD Ports on a career development plan.

Now a development trainee at PD Ports' operations in Hull, Tom provides operational support for the Freight Forwarding team and is also the first point of contact for some of PD Ports' freight solutions customers based on the Humber whilst he continues to train to become part of the Commercial team.

Tom's personal development plan provides him with the understanding of various operations within the business such as account management, tracking customer shipments and organising delivery for customers that will all aid him as he progresses in his career.

Tom said, "I love how much PD Ports cares about providing opportunities and developing young people. The Company has such a positive feel to it and everyone's door is always open for support should you need it. I take pride in working for a Company that plays such an important role in keeping the UK economy moving."

Trudi Billington

After first joining PD Ports as a volunteer in 2014, Trudi has continued to grasp development opportunities and, since completing the latest Odyssey programme in 2019, has worked her way from volunteer, to Commercial Assistant, to Operations Admin Superintendent.

Trudi now uses her knowledge of the industry and her drive and commitment to learn to mentor new apprentices and work experience students at PD Ports' Groveport site, and this year was named on the final Multimodal 30under30 list for her efforts.

"Working for PD Ports allows me to push myself to constantly learn new skills and develop my ability to further enhance my career."

OUR FUTURE PLANS

LOOKING AHEAD, WE ARE KEEN TO MAINTAIN THE MOMENTUM SET OUT BY OUR COMMITMENT TO YOUNG PEOPLE DURING THE COVID CRISIS AND BEYOND.

We remain focused on making rapid progression in 2021 through our Project Hope initiative and are excited to work alongside key partners to develop a plan of action and deliver a brighter future for our nation's young people.

- **Q4 2020** - Kick start of largest apprenticeship recruitment drive in UK port sector.
- **Q1 2021** - Launch young people summit - what more can businesses do to back young people?
- **Q1 2021** - Lead national business leaders forum - bringing business together to support young people in building the careers they deserve.



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