



Future Talent Network set to launch early 2021

HBF has been working on developing an online knowledge and support hub for new entrants to the home building industry. The Future Talent Network will be a place for future leaders to expand their knowledge of the home building industry, keep updated on news, government decisions and policies, and help guide them in their professional development. By joining the Future Talent Network, individuals will be able to connect with others in similar roles across the UK while building up industry contacts.

The network is due to launch in January 2021 and membership will be open to all new entrants to the home building industry. It will also be free for employees from HBF member organisations. Employers will be provided with more information soon on how

employees can get involved.

All new members will receive a welcome pack with further details of benefits and the support available.

Some of the benefits of the network are:

- Access to HBF events
- Webinars and training
- Volunteering opportunities
- HBF newsletters and member policy updates
- Podcasts and interviews with industry experts
- Access to *Housebuilder* magazine
- Site visits and networking opportunities



FUTURE TALENT NETWORK

To keep up to date with the Future Talent Network and to register your interest, visit www.hbf.co.uk/futuretalent.

HBF offer support for businesses considering Kickstart scheme

As part of DWP's new Kickstart Scheme, employers are being offered a six-month national wage reimbursement and £1,500 set up fee to provide a work placement. This will also be an opportunity for young people entering the industry to develop and learn key skills that will increase their chances of future employment.

HBF is keen to support our members and their supply chain to access the Kickstart Scheme and offer six-month job placements

for young people aged 16-24 on Universal Credit. HBF will administer a Kickstart application on behalf of home builder members and provide support for interested employers who are not eligible to apply on their own. We are aware that not all members have the minimum numbers of 30 placements required to apply.

The Scheme is open for 18 months when we will have multiple opportunities to submit applications. We aim to submit the first one at the end of **November 2020**. To find out more and to register, visit www.hbf.co.uk/kickstart where you will also be able to find helpful FAQs too.



Virtual Visitor Card hits 1,300 applications

The Home Builders Virtual Visitor Card, developed by the Home Building Skills Partnership and home building industry for use by non-trade employees, has successfully processed over 1,300 applications since its launch. The new virtual card replaces the construction site visitor card, which CSCS stopped issuing in February 2020.

The Home Builders Virtual Visitor Card is also available digitally and can be stored on mobile devices through downloading the Vicarda app. This will allow it to be quickly checked by site managers using the Go Smart App. The virtual card is proving a huge success with two out of three applicants opting for the digital visitor card. Further details on the card and how to apply are available at www.homebuildskillscard.co.uk/.

Pathways into Construction: Partnership Projects

Following the publication of CITB's Strategic Plan, limited resources and changing priorities, CITB has notified us that it will no longer be financially supporting the Pathways into Construction Project. This has been very disappointing and we have been scaling back our ambition. We are maintaining contact with our partners and employers engaged in the delivery to date to ensure we continue to support individuals who participated in our programmes. Read about the good work of our projects below:

Women into Construction

HBF partnered with Women into Construction (WiC) to design and develop routes for women to progress into technical skill-shortage roles. One of the ways we did this was through a remote mentoring programme. One candidate, Anisha was paired with St Modwen and given mentoring during lockdown when many sites were unable to open. This helped provide Anisha

to gain the confidence and knowledge to apply for site manager roles to support her work experience placement. In October, Anisha started her apprenticeship as a Site Manager with Bellway Homes.

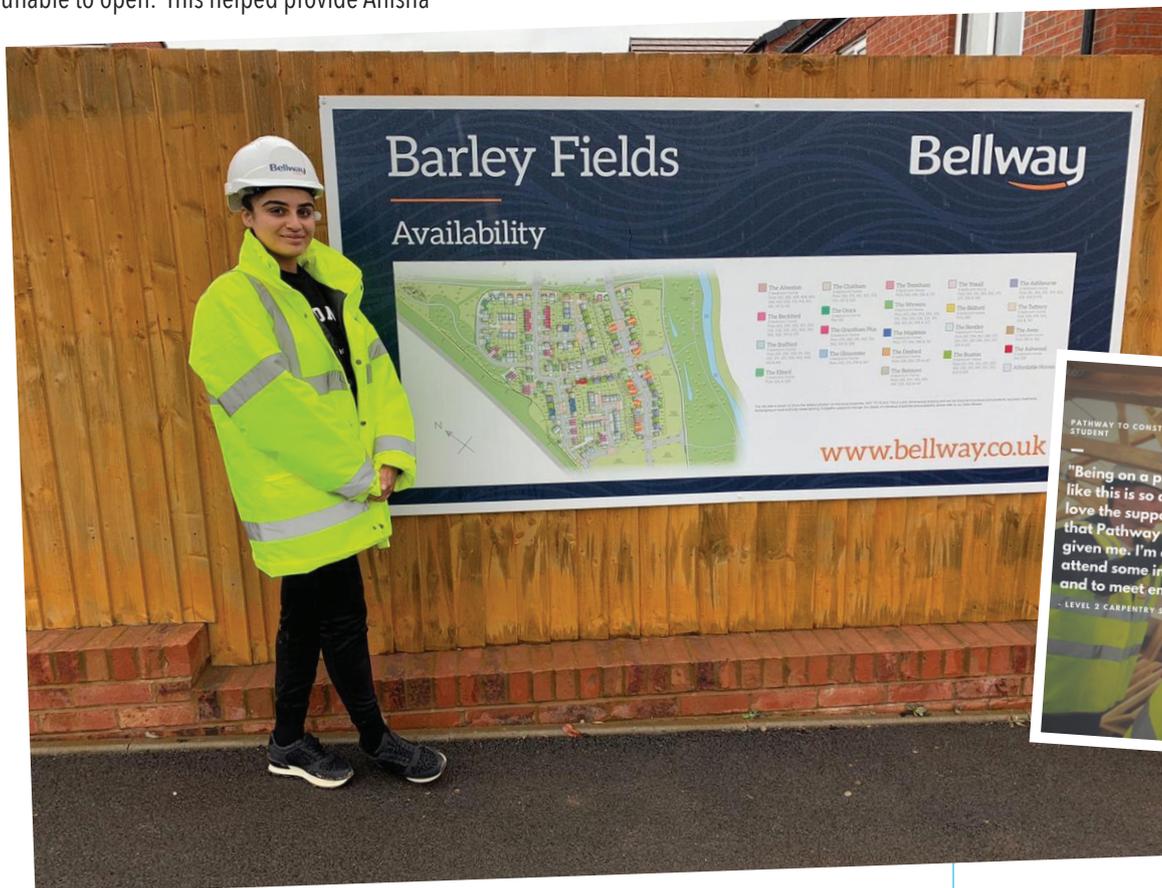
If you are a home builder that can provide some of your time and support to look at CVs or offer guidance you could really make a difference. To get involved contact Kath Moore at info@women-into-construction.org.

HBF has also been working with WiC to encourage membership to its organisation. Becoming a member will illustrate employer's commitment to creating an equal and diverse workforce and provide better chances of winning contracts by complying with the 2020 Equality Act, and Considerate Contractors Scheme. To find out more about becoming a WiC member and the different levels of membership, visit www.women-into-construction.org/membership-2.

Pathways CTM

The Skills Partnership has been working with Pathways CTM, a social enterprise working with schools and colleges to support students aged 15-19, to offer training and work experience on employability skills and career pathways. Berkely Homes, McAleer and Rushe, Redrow, St Modwen, Taylor Wimpey and Telford Homes have all taken part in the programme to train and mentor students with some gaining apprenticeship opportunities. Charlotte, now an apprentice with Redrow Homes, said, "After Pathway's sessions I got a painting and decorating apprenticeship at Redrow Homes and have been doing it for nearly a month now".

Pathway CTM is launching its new Pathway To Construction Programme, in January 2021 that will shine a spotlight on the home building and construction sectors. If employers are interested in getting involved, either to promote their brand, or in planning for their next apprenticeship intake, please email nick@pathwayctm.com or visit <https://pathwayctm.com/> to find out more about the programmes on offer.



Left: Anisha at her work experience placement at Bellway Homes.

Below: Pathways CTM apprentice on programme gives their feedback.

HBF raises awareness for World Mental Health Day



HBF took part in World Mental Health Day on the 10th October to help increase awareness of the huge mental health challenge affecting the UK. This year's theme was 'mental health for all' ensuring that mental health support is available to everyone, everywhere. HBF created a campaign pack for members to encourage them to take part in the day including a social media toolkit and organising mental health training. It was positive to see lots of our members taking part in the day through social media by building awareness and by taking part in fundraising opportunities. You can still take part, and make sure your employees know what support is available out there.

Visit www.hbf.co.uk/mentalhealth for more information.

The Home Building Ambassador Programme is changing

The CITB Go Construct and Home Building Ambassador programmes are transferring to STEM Learning, who will be responsible for administration of the programme going forward. The Skills Partnership is actively encouraging ambassadors to check their details and ensure they are registered on the STEM Ambassadors platform. This collaboration will create more opportunities for ambassadors to get involved with projects and promote home building careers for the next generation. Ambassadors will now have a local support

hub who will be the main point of contact for their area and connect them to events and other stakeholder opportunities.

To help the successful transition over to STEM Learning, we are asking all ambassadors to check they have signed up to STEM as an ambassador and have selected the '**Home Builders Federation – Skills Partnership**' scheme. This will allow us to keep in contact with you and tailor your content to the home building industry. The new collaboration will also help employers keep track of upcoming engagement



opportunities and understand more on the activities your employees are pursuing. To find out more and to access a step-by-step guide on signing up to the new STEM programme visit www.hbf.co.uk/ambassador.

Diversity & Inclusion ...

October 2020 was Global Diversity Awareness Month, celebrating diverse minds and cultures around the world. Inclusion is part of diversity and equality and is the culture where people from a variety of backgrounds can come to work and feel comfortable and confident. Inclusion is making everyone

feel valued and in return adding value for the organisation they work for.

With the coronavirus pandemic meaning more of us are working from home, it is more important than ever that we celebrate and share learning on how we can promote an inclusive workplace and retain a wide diversity of talent.

HBF has been collating stories on how the home building industry is helping to celebrate diversity from creating diversity and inclusion working groups to helping to narrow pay gaps. Find out more on our webpage www.hbf.co.uk/inclusivity and to share your own stories, email skillspartnership@hbf.co.uk.

Out & About ...

Construction Talent Retention Scheme saves industry £250,000

The Construction Talent Retention Scheme was set up to support construction workers, at risk of losing their jobs, to find work easily and remain in the sector. Since its launch this summer, the scheme has already saved the industry £250,000 in recruitment costs and over 730 organisations have signed up. There are currently over 800 live vacancies available with the East and West Midlands seeing the

highest demand for roles. If you are interested in advertising your vacancies and having access to candidates with existing construction experience.



Visit https://www.trs-system.co.uk/construction/for_employers

Diary Dates

Skills Partnership meetings calendar

If you would like to join any of these meetings please email skillspartnership@hbf.co.uk

16th November

- **Housing Market Intelligence Conference**

2nd December

- **Skills Partnership Leadership Board**

3rd December

- **Apprenticeship Group**
- **Housebuilder Awards**

GET IN TOUCH

The Skills Partnership is focussed on creating positive change for the home building sector, whether that be through attracting new recruits, training to the right standards or collaboratively sharing best practice. There are so many different projects you can get

**HBF House, 27 Broadwall
London SE1 9PL**

e skillspartnership@hbf.co.uk

w www.hbf.co.uk/hbsp

@HomeBuildSkills

@Homebuildcareer

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Barratt builds its Armed Forces support

Barratt Homes has been working to develop more career options for the ex- Armed Forces Community. The home builder signed the Armed Forces Covenant in 2016 and since then has achieved gold status in this year's Employer Recognition Scheme Awards. With the knowledge and experience of employing and supporting veterans Barratt has also helped to promote careers for ex-armed forces across the whole of the homebuilding industry.

Their Armed Forces Transition programme required no previous construction background making it accessible to all service leavers and lasts one year. Delegates will attend six training courses focused on management, leadership and construction with hands-on training on site and mentoring. There is also the potential to join the Degree Apprenticeship programme. To learn more about the programme visit www.barrattcareers.co.uk/armed-forces.

New Apprenticeships designed by the industry for the industry

NHBC is now an approved apprenticeship training provider and has launched its first apprenticeship. The Construction Site Supervisor (CSS) programme is designed with HBF and home builder employers to reflect their specific needs and aims to support the ongoing skills shortage. It will help to emphasise the key role of site supervisors and manager in delivering high-quality homes.

The apprenticeship has already proved successful with over 90 apprentices already signed up. The apprenticeships will be delivered by qualified tutors with decades of coaching and construction experience. NHBC, HBSP and home builders are also discussing the possibility of launching a Bricklaying apprenticeship in 2021.

involved in and we need your support to make things happen. If you would like to find out more about our working groups and to get involved, visit:

www.hbf.co.uk/policy/hbsp

If you also have any interesting stories or projects do get in touch, we would love to hear your news!