

HBF launches Podcasts and Webinars for young professionals

HBF has officially launched its Future Talent Network, an online knowledge and support hub for new entrants to the home building industry. The network offers future leaders of the industry professional development and networking opportunities to help them grow and shape their careers. Already over 420 members have signed up across 44 organisations.

As part of this, HBF is pleased to announce a new monthly webinar series focussing on key topics facing the industry, so far members have learnt about the new planning white paper and the environmental challenges facing the industry. The next webinar will focus on energy for the future and managing the transition. HBF has also launched its podcasts series, looking at the

key topics facing the home building industry and inspiring interviews with those working in the industry on how they reached their career ambitions.

The fourth podcast of the series, *How I became a Planning Director* is due late April.

All previous podcasts and webinars can be found on the Future Talent Hub at www.hbf.co.uk/future-talent-network.

If you are interested in joining the Future Talent Network or you would like to share this opportunity with your employees, you can apply at www.hbf.co.uk/futuretalent. It is free for all HBF member organisations.



Virtual Visitor Card celebrates one year anniversary



The Home Builders Virtual Visitor Card has celebrated its one-year anniversary since its launch. To date, it has successfully issued over 2,000 visitor cards, allowing non-construction staff to easily and safely access sites during the pandemic. The learning from and principles of this project will also be considered industry wide to address the new focus on competence arising from the Hackitt Review and the enhanced arrangements for consumer redress to be overseen by the New Homes Quality Board and the

New Homes Ombudsman. For more information on the new Home Builders Virtual Visitor Card please visit www.homebuildskillscard.co.uk.

The home building sector is to begin measuring competencies virtually against the Skills Partnerships skills frameworks in the coming months. This will allow individual job roles and competencies to be defined and for competent workers to be easily identified virtually through a 'digital skills tracker' when cards are scanned on site.

National Apprenticeship Week #NAW2021

The Skills Partnership, along with home builders, took part in National Apprenticeship Week last month. This year's theme was 'Build the Future' with the event being held entirely online. To help encourage participation, the Skills Partnership created a social media toolkit, promoted vacancies

and also created a new webpage – www.hbf.co.uk/NAW21 to showcase the great opportunities and work home builders are doing the industry. During the week we had over 120 visits to the sites with social media messages shared by apprenticeships and Job Centre Plus accounts.



Stefanie's blog on degree apprenticeships is available at www.hbf.co.uk/NAW21

Supporting the Built Environment with Birmingham City University

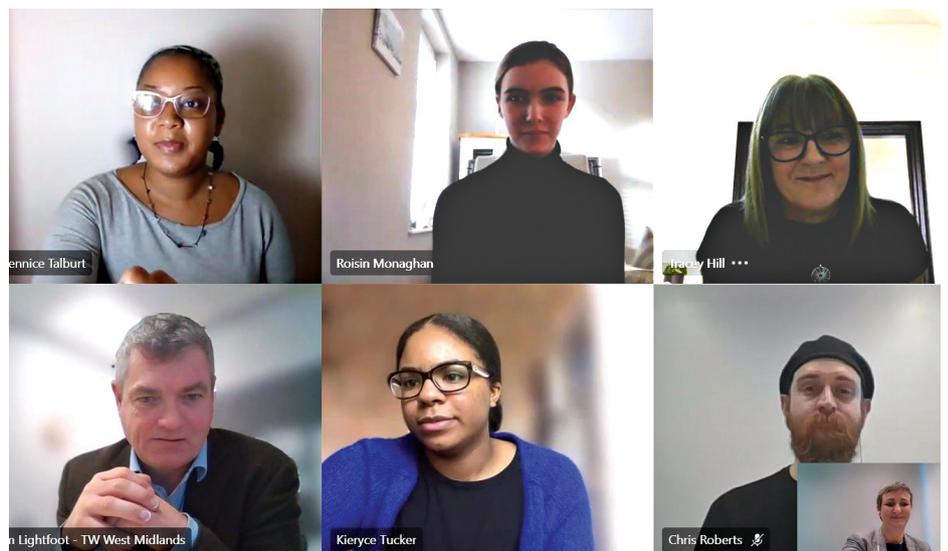
Promoting careers and roles within the home building industry is a key aspect of the Skills Partnership. As a result, HBF set up a partnership with Birmingham City University and Taylor Wimpey, to help students gain first-hand experience on a live construction site case study. Taylor Wimpey offered first year Built Environment students at Birmingham City University (BCU) a chance to study and share their views and expertise on its new housing development at Catesby View in Kingswingford to their senior team.

Tim Lightfoot, Managing Director at Taylor Wimpey West Midlands, along with his team delivered several presentations providing industry insight, including an overview on PESTLE factors affecting the delivery of housing developments in the West Midlands. The team also shared drone footage, videos, plans and drawing of the development to give students a better understanding of housing development layouts.

Presentations

HBF also got involved by sharing wider industry insight with a focus on stakeholders and agencies involved in the construction and housing delivery. Over 150 BCU students got involved in the project and were asked to deliver a 10–15 minute presentation back to Taylor Wimpey and HBF, discussing external PESTLE factors affecting the industry and identifying and describing individuals' roles in shaping the built environment.

The programme was very successful with



Taylor Wimpey and HBF staff speaking online to BCU students

both Taylor Wimpey and students providing positive feedback. One student commented, "Presenting to Taylor Wimpey ... gave us real perspective of real industrial standards and expectations".

Taylor Wimpey has also confirmed that they will continue to engage and work with Birmingham City University to offer more insight and collaboration. Tim Lightfoot, Managing Director of Taylor Wimpey West Midlands, said, "It was an absolute pleasure to have worked with Birmingham City University and their students who are entering the industry. Myself and my team provided lots of insights into our business and it was extremely rewarding to see the dedication, passion, and enthusiasm in the

presentations from their students. Today's students are the leaders of tomorrow and it was pleasing to see so much talent coming into our industry."

Tracey Hill from HBF, who was involved setting up the partnership, commented, "We want to encourage more employers to collaborate with Further and Higher Education establishments. It's a win win. Students get the desperately needed insight into real industry, while employers have the opportunity to influence and motivate the talent pipeline for their future workforce."

If you are interested in providing your knowledge and expertise to inspire the next generation of home builders, contact Tracey Hill at skillspartnership@hbf.co.uk.

Become a member of Women into Construction

It is becoming more important than ever for employers to promote inclusivity in the workplace. Employers need to look at new ways to be open and attract the right candidates to meet the future skills gap. Women into Construction (WiC) has been partnering with the Home Builders Federation (HBF) and is encouraging home builders to become members to promote inclusivity in the industry and offer better employment opportunities.

Becoming a member has already helped many employers and enabled them to have first choice of a range of job ready, motivated, and qualified women into construction roles. Membership starts at as little as £800 per annum.

To find out more visit www.women-into-construction.org/membership-2/ or contact Louise Hart at louise.hart@women-into-construction.org.



Lovell Homes celebrates partnership with Women into Construction

Women in Home Building: Sharing a female perspective

As part of the Attract campaign, the Skills Partnership celebrated women working in home building roles and how home builders were marking International Women's Day, held in March.

Bellway Homes and St Modwen Homes, as well as many other home builders, worked closely with HBF to share case studies, video content and podcasts from inspirational women working in the industry. Employees were keen to share their views and experiences on gender equality and challenging stereotypes.

To find out more and visit www.hbf.co.uk/WIH.



International Women's Day

Kickstart continues following employer demand

Last year, HBF submitted a successful bid to DWP's Kickstart campaign to support 27 home builders and supply chain organisations. The Kickstart Scheme will see employers offered a six-month national wage reimbursement and £1,500 set up fee to provide a work placement

opportunity. Due to the increased interest, HBF is putting together a second Kickstart application, if you are interested in offering a six month paid work placements for 16-24 year olds, email skillspartnership@hbf.co.uk. Already 94 vacancies are live, make sure you don't miss out.

**KICKSTART
SCHEME**

Out & About

Inspiring quality, safety and change

The Vistry Group and NHBC hosted a presentation to raise awareness of mental health in the home building industry. In the UK 72 million working days are lost costing the economy between £74 billion to £99 billion a year. However, the home building industry is encouraging change by building awareness through campaigns, normalising discussions and providing training for mental health first aiders.

The Vistry Group, with support from HBF and mental health charity the Lighthouse Club have been working to raise awareness of mental health in construction and to build a community of mental health first aiders to signpost and support employees; fostering a culture of openness. They have also created a mental health committee to gain feedback from around the business and group wide communications to illustrate the support currently available. Vistry is encouraging other home builders to encourage mental health awareness within their businesses and

create more support onsite and not just at head offices. For more information on mental health support available please visit HBF's dedicated webpage at www.hbf.co.uk/mentalhealth.



Persimmons creates new national sales body partnership

Persimmon Homes has partnered with the Association of Professional Sales (APS), to create a new national sales development pathway. The pathway will be rolled out in 2021 and ensures that all sales advisors follow a business specific programme of continuous professional development as well as provide professional recognition. Persimmon is also looking to launch a new site manager pathway that mirrors the site manager standard. The new pathway will allow a structured development programme from level 3 to level 7 NVQ's with clear career paths and continuous development based on individuals needs.



Redrow stars in BBC latest 'Nine to Five' series

BBC's Nine to Five series follows school-age teenagers into different industries that are hungry for young recruits. Redrow Homes got involved in the latest series by offering hands on work experience at its Ebbsfleet development. While on site, the teens were put to the test with a timed breeze block bricklaying task. Those in the group that excelled at bricklaying were given the chance to lay the outer bricks for the home. The episode is available to watch on BBC iPlayer.

Diary Dates

14th April

- **FTN Webinar: Energy for the Future - Managing the transition**

6th May

- **Career Attract group meeting**

Skills Partnership meetings calendar

11th May

- **Skills & Supply chain group meeting**

11th May

- **FTN Webinar: Mental Health in Home Building**

27th May

- **HBF Policy Conference**

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

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

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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!