



## Sustainability and MMC lead at Future Talent Conference



The Future Talent Conference took place earlier this year with over 120 young recruits in attendance over two days. Speakers at the conference included Keith Carnegie, CEO of Vistry Housebuilding who gave the keynote speech, Rob Boughton, CEO of Thakeham Homes, Bukky Bird, Group Sustainability

Director at Barratt Developments and Richard Lankshear, NHBC's Senior Technical Services Manager.

Bird and Boughton both spoke about the importance of home builders becoming more sustainable and integrating this approach into their organisation's infrastructure and by

creating more green jobs. Modern Methods of Construction (MMC) was also discussed for housing delivery, customers and skills, and in achieving high quality, low carbon homes. The event also featured workshops for delegates on net zero, MMC and the future sustainability challenge on skills.

### Re-Invigorating Recruitment Pathways - Women into Construction (WiC)

HBF is collaborating with Women into Construction to encourage more women to join the Industry as site managers. Home Building employers are encouraged to get involved in the design of the new programme. Following initial expressions of interest, employer workshops are planned for during May and June to develop a strategy and progression route for the programme to be released in early autumn. If you would like to get involved and help support more women into home building, please email Tracey Hill at [skillpartnership@hbf.co.uk](mailto:skillpartnership@hbf.co.uk).

### Career Hour focus on construction

Following on from the success of the Green Career Hour, hosted by the Careers Enterprise Company and Learn Live, HBF and its members got involved in the Construction Careers Hour to help promote home building careers and opportunities for young people leaving school and college. A graduate site manager from Galliard Homes joined the live panel discussion to talk about his journey within home building and a number of other home building career resources were shared at the virtual event. The event was watched by over 7,400 career advisors and their students. To watch the virtual event visit [www.learnliveuk.com/careers-in-construction](http://www.learnliveuk.com/careers-in-construction).

## Skills Partnership visit Countryside factory



Members of the Skills and Supply Chain Group met up in the Midlands this month to visit Countryside's Timber Frame factory. The factory was opened as part of Countryside's mission to tackle the housing shortage by delivering more timber frame modular homes through modern methods of construction (MMC). Members of the Skills and Supply Chain Group learnt how the factory was helping to reduce construction waste and carbon when houses are built, as well as how more homes can be delivered at a higher standard in a shorter time frame. It is hoped that they will build 6,000 modular homes a year by 2023 at the new facility.

## Supporting Local Skills

The Skills Partnership has been supporting the Government's new Local Skills Improvement Plans (LSIPs) to give employers and stakeholders a statutory role in planning skills training within their local area. The initiative is part of the Government's Levelling Up plan with HBF supporting six of the eight LSIPs with a focus on construction. HBF have provided insight into the industry's challenges and how technical skills training can be more responsive to employers' skills needs. The Department for Education hopes to respond to local plans by the end of May and HBF will continue to engage with members.

If you would like to find out more, please email [skillspartnership@hbf.co.uk](mailto:skillspartnership@hbf.co.uk).

## Mental Health Awareness Week

Mental Health Awareness Week took place on 9-15th May. The Home Builders Federation (HBF) created a webpage to showcase what our members are doing to promote positive mental health and wellbeing within their own organisations as well as signposting users to confidential support that is available within the industry. The webpage is available at [www.hbf.co.uk/MHAW](http://www.hbf.co.uk/MHAW). On 12th May, HBF also hosted a webinar for small home builders and supply chain organisations on what they can do to support and signpost information to help their employees mental health and wellbeing.

The focus was on understanding mental health conditions and sharing of tools available for organisations to create their own mental health strategies. Speakers included Sarah Bolton, Director of Charitable Services at the Lighthouse Club Construction charity, Paul Curry, Chair of the HBF Mental Health group and Group Training Manager at Persimmon Homes, and Cath Goodfellow, Learning & Development Partner and Adult Mental Health First Aid Instructor at Bellway Homes. If you would like to add to our web resources, share any case studies or initiatives your organisation is doing please email [skillspartnership@hbf.co.uk](mailto:skillspartnership@hbf.co.uk).

## Occupational Traineeships gain sign off

The Occupational Traineeship standards based on bricklaying, drylining, painting and decorating, and carpentry and joinery have now been completed. The Occupational Traineeship standards were developed by HBF, CITB, Department for Education, sector specific organisations, AoC and the British Association of Construction Heads to provide vital on-the-job experience to tackle the skills shortage across the sector whilst reducing the number of full-time construction students not entering the industry. New traineeships on steel fixing, plant operations and roofing have been developed and it is hoped the new traineeships will continue to help young people into employment and apprenticeships with a target to reach 8,000 learners by 2025. To find out more about the new traineeships, visit <https://tinyurl.com/zwepak5b>.



## International Women's Day - Break the Bias

HBF celebrated International Women's Day by releasing a podcast based on this year's theme of #BreakTheBias. The podcast on unconscious bias, with Helen Moore, Group Director of Orbit Homes discussed what unconscious bias is and what we can all do to help overcome it within the home building industry. HBF also created a webpage illustrating the work members are doing to increase diversity and inclusivity within the industry. Many members are championing positive change by creating more routes for women into the industry and in choosing to challenge stereotypes. To find out more and to listen to the podcast, visit [www.hbf.co.uk/WIH](http://www.hbf.co.uk/WIH).

As part of HBF's commitment to promoting diversity and inclusion within the home building sector, HBF will also be working with home builders to publicise the great work and initiatives they will be doing as part of Pride this June. If you have any stories or initiatives that you would like to share, please email [skillspartnership@hbf.co.uk](mailto:skillspartnership@hbf.co.uk).

## Out & About



### Supporting careers for local young adults

Barratt Developments North East (BDNE) has been working with young adults in Sunderland to show them careers available in home building. Held at Beacon of Light, attendees had the opportunity to speak to Barratt staff one on one and find out more about career pathways. The activity was designed to encourage young people to feel more comfortable in open conversations with potential employers, in preparation for them starting the next steps in their journey into further education or employment.

## William Davis joins Help Inside the Hardhat Tour supporting Mental Wellbeing

William Davis Homes welcomed the Lighthouse Construction Industry Charity to their developments to talk to the teams about the support it has to offer.



The tour was hosted by familiar faces in the construction industry media; Andy Stevens @andystevenstv, Rob Muldoon @myhpodcast and Matt Dunleavy @d5constuctionltd. They shared their own life experiences in the trade, relating to issues being discussed.

As part of the Help inside the Hard Hat campaign the Charity visited developments in Castle Donnington and Ruddington, Sara Cartin from HBF joining them in Shepshed.

The campaign message is that no construction worker or their family should be alone in a crisis. The tour provided information about the crucial services the charity provides, including a 24/7 helpline, a free wellbeing app, a portfolio of wellbeing masterclasses, mental health training and their latest text HARDHAT to 85258 service.

For more information visit [www.lighthouseclub.org](http://www.lighthouseclub.org)

## Galliard Homes mentor students

Galliard Homes has been working with 72 students, nine schools and 18 teachers to raise £23,453 for Haven House Children's Hospice. The school enterprise project asked schools to turn £50 into £1,500 for the charity using business skills. Galliard provided mentors to give practical support. Over the 12 weeks, students learnt a range of transferable skills working together to benefit their local community.



## Diary Dates

### 8th June

- Apprenticeship Group meeting

### 28th June

- HBF Careers Attract Group meeting

### 6th July

- Inclusion, Diversity and Equality Group meeting

### 12th July

- Skills & Supply Chain Group meeting

### 19th July

- Mental Health Awareness Group meeting

If you would like to join one of the Home Building Skills Partnership groups, please email [skillspartnership@hbf.co.uk](mailto: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/hbsp](http://www.hbf.co.uk/hbsp).

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