



# HomeSkilled

Quarterly update from the **Home Building Skills Partnership**

March 2019 **4**

## Improving quality with Brickwork Masterclasses

The Home Building Skills Partnership is delighted to announce the launch of 320 nationwide fully funded Brickwork Masterclasses in partnership with CITB, NHBC and the Association of Brickwork Contractors (ABC). These masterclasses deliver practical guidance on the most common issues found by inspection and claims teams allowing your bricklayers to become masters on key areas of good practice.

The masterclasses are designed to be concise, delivered on or near a site at a time that suits your organisation and are also fully funded.



Courses are professionally presented by NHBC and are available to book online at [www.nhbc.co.uk/brickwork](http://www.nhbc.co.uk/brickwork) at a number

of locations across the country.

Courses are available for a limited time only so book now to avoid disappointment.

## Training modules - places still available

Fully funded training modules, in partnership with NHBC and Hamilton Deed, are still available for site managers and sales advisors. The training modules are part of the Skills Partnerships wider commitment on providing key training to the sector and links closely with the Skills

Frameworks to improve industry standards and build quality across the home building sector.

This is a great opportunity for home builders and supply chain organisations to develop their workforce and increase value within their organisations at very little cost.

However, places are limited and will be completed on a first come, first served basis for every organisation. Training modules are available to book now, to find out more visit [www.hbf.co.uk/skillspartnership](http://www.hbf.co.uk/skillspartnership) or email [skillspartnership@hbf.co.uk](mailto:skillspartnership@hbf.co.uk).

## Supporting the sector with the new Skills Frameworks

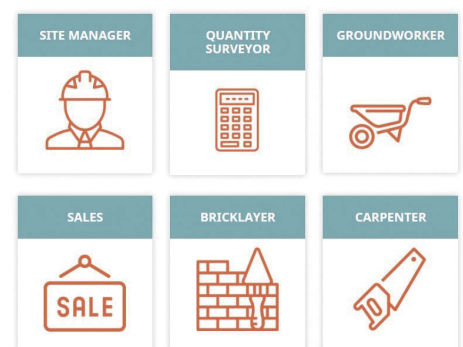
Skills Frameworks, based around the 12 key roles experiencing skills shortages in the home building sector, have been developed with members from the Skills and Development activity groups. The frameworks show a series of key competencies and training modules needed to be completed to enter the role as well as recommended courses and average costings.

The frameworks will offer organisations a range of benefits from driving employee

learning and skills to lowering unexpected maintenance costs and repairs.

The Skills Frameworks are available to use now by visiting [www.hbf.co.uk/skillframeworks](http://www.hbf.co.uk/skillframeworks) and following our helpful guidelines.

A number of workforce development tools have also been created to complement the frameworks providing employers with guidance on recruitment, performance evaluation and induction of staff, specific to each framework role.



# Demand for House Building Ambassadors rises

The Skills Partnership is looking to train more House Building Ambassadors to meet the growing requests for visits to schools and career events. Ambassador training sessions are available throughout the country in March, June and October. If you

are interested in giving something back and supporting young people to find a career in the home building sector visit [www.hbf.co.uk/ambassador](http://www.hbf.co.uk/ambassador).

Interested individuals will receive training, resources and ongoing support from the

partnership and GoConstruct that will enable them to talk to a variety of audiences about career opportunities and pathways into the sector. Being an ambassador not only boosts confidence, but improves presentation, communication and leadership skills as well as raising the profile of your individual businesses.

## Home Builders turn out to support House Building Careers



House Building Careers hosted a stand at What Careers Live in Birmingham on the 1st and 2nd March. The event was aimed at school/college leavers, parents and teachers with an opportunity to learn more about how to get into a career in home building.

Barratt Homes, Taylor Wimpey,

Galliard Homes and Avant Homes all attended and helped to speak and advise students and parents on careers in the home building sector. The Skills Partnership also worked with Redrow Homes on a presentation to parents and influencers. The event was attended by over 10,000 people.

## Apprenticeship Week kicks off with *The Sound of House Building*

The Skills Partnership launched its new attract video, *The Sound of House Building*, as part of National Apprenticeship Week (4th – 8th March 2019).

The video was accompanied by an interactive campaign for members including a social media toolkit, a request for home builders to promote their apprenticeship vacancies to prospective employees, and quotes and images from apprentices currently working in the sector.

The House Building Careers website was also given a refresh to illustrate real life stories and quotes from graduates and apprentices.

Further promotion of the video is expected in upcoming months. To learn more about the video and campaign visit [www.hbf.co.uk/news/sound-house-building](http://www.hbf.co.uk/news/sound-house-building).

The 2019 sold out HBF Future Talent Conference took place on the 12th and 13th February in Bedfordshire. Graduates and trainees took part in three interactive workshops and a group project designed to get them thinking of initiatives to help solve some of the issues facing the sector. The workshop topics covered development and use of modern methods of construction in homebuilding, industry reputation and communication, and building sustainability excellence.

Jennie Daly, Group Operations Director, Taylor Wimpey spoke at the conference and highlighted issues and successes of the industry, and gave an insightful look into her own career path.

The event ended with the group project presentations with the goal of finding solutions across a number of issues facing the sector. To find out more information and to view the winning presentation visit [www.house-builder.co.uk/events/future-talent-conference-2019/](http://www.house-builder.co.uk/events/future-talent-conference-2019/).

# HBF Future Talent Conference 2019



# Mental Health Awareness campaign launching soon

You may be familiar with the statistic that around one in four of us will experience a mental health problem each year. The home building workforce is, of course, not immune. In fact, the scale of mental health problems within the construction industry makes for sobering reading:

- Every year over 400 construction workers take their lives
- A construction worker is more likely to die of suicide than a fall from a height
- 88% of construction workers say there needs to be more support for those that suffer from mental health issues

It is vital that we take collective action as an industry to raise awareness of mental

health and to ensure that our workforce know how to access support should they find themselves in need.

This is why HBF has established an activity group focussing specifically on mental health which we hope will assist home builders to better support their employees and become champions in collaborating and sharing best practice.

Building on this work, HBF will be launching its first Mental Health Awareness Campaign at the Policy Conference on 26th March.

If you would like to join the mental health awareness activity group, please email [skillspartnership@hbf.co.uk](mailto:skillspartnership@hbf.co.uk).



## Diversity and inclusion update

The Diversity and Inclusion Group held its third meeting on 23rd January. Since its inception in May 2018, the group has grown from strength to strength with a record 25 representatives from the home building sector in attendance last time around.

Established following recognition by HBF and the Home Building Skills

Partnership (HBSP) that there is a need across the industry to develop a more diverse and inclusive workforce, over the coming months the group will be focussed on establishing 3-5 key policies for members to help achieve this aim.

Jan Gale, Head of Diversity and Inclusion, L&Q has recently taken on

the position of Chair of the Group and will be working closely with the HBSP and HBF team to ensure that focus on these issues continues to grow over the coming months.

The next meeting is planned for April. If you would like to attend or find out more, please contact [skillspartnership@hbf.co.uk](mailto:skillspartnership@hbf.co.uk).

## Pathways into Construction

Following the launch of CITB's Pathways into Construction funding opportunity, the Skills Partnership has submitted a collaborative proposal with its members to support under-represented groups into the construction industry. The £5 million funding opportunity aims to connect employers with people who would not traditionally consider a role in the construction industry.

The Skills Partnership has worked with home builders to submit a proposal that will attract women and ex-armed forces into

roles experiencing technical shortages. This includes influencing working environments, providing work experience opportunities and guaranteed interviews. The proposal also aims to support FE students and NEETS in transitioning their skills into employment opportunities.

Successful bids will be announced late spring 2019 with delivery of projects expected to start in the summer. For more information on the Pathways into Construction fund email [skillspartnership@hbf.co.uk](mailto:skillspartnership@hbf.co.uk)





## Out & About ...

# Strata inspiring next gen builders

Strata teamed up with Ahead Partnerships to inspire teams of students from two Leeds schools through an opportunity to learn more about the home building industry.

The teams competed to be chosen for the 'final', which took part at Strata's new head office in Doncaster, and offered four teams a chance to experience a real work environment.

The teams worked with different departments, from commercial and design through to sales and marketing, before pitching their ideas in a 'Dragon's Den' style set up to a panel including Andrew Weaver, CEO, Gemma Smith, MD, and Vernon Cunningham, COO at Strata.

All of the students who took part said it helped them to understand how to get into different careers and made them think about their



own career goals. One student said, "I loved the studio and the design parts, and loved the challenge of being part of a new situation."

## New fast-track apprenticeship programme launched

A fast-track modern apprenticeship programme to attract people of all ages to pursue a rewarding career in the housebuilding sector has been piloted as part of Scotland's Apprenticeship Week.

Housebuilder Stewart Milne Group led the development of the programme to help meet the skills gap in the construction industry. The pathway offers apprentices the opportunity to train as construction site supervisors with a view to becoming the site managers of the future.

Stewart Milne Group is currently training 48 apprentices and trainees, including civil engineers, quantity surveyors, sales consultants, architectural and design technicians as well as joiners, bricklayers, electricians, plumbers and painters. Miller Homes has also agreed to place two members of staff onto the pilot programme.

## Diary Dates

### 26th March 2019

**HBF Policy Conference**  
1 Wimpole Street, London

The conference will focus on the issues facing the industry and what is in store past the Brexit deadline. HBF's mental health awareness campaign will also be launched at the event. Find out more at [www.house-builder.co.uk/events/hbf-policy-conference-2019](http://www.house-builder.co.uk/events/hbf-policy-conference-2019).

### 25th June 2019

**Ambassador Training session**  
Reading

Are you interested or know someone who may be interested in becoming a house building ambassador? The next training session will be held in Reading giving individuals the skills and tools they need to guide and inspire people to consider a career in home building. To find out more visit [www.hbf.co.uk/ambassador](http://www.hbf.co.uk/ambassador).

## 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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