



Skills Frameworks launched for the sector

The Home Building Skills Partnership has released its Skills Frameworks, based upon key roles experiencing skills shortages. Developed by members of the Skills & Development group, the frameworks have been created to illustrate the training modules and competencies employees need to perform and complete their roles effectively.

The Skills Frameworks are clearly designed and easy to navigate to help employees and employers find the information they need quickly and in a format that suits them. To

complement these frameworks, a number of workforce development tools have also been added to support employers with their recruitment, performance evaluation and induction of staff. This includes the *Home Builders Industry Induction Handbook* which provides information on key organisations in the sector and health & safety information on-site. To find out more and to use the frameworks, visit www.hbf.co.uk/skillsframeworks.



House Building Careers creates Ambassador packs

The Skills Partnership has been working with CITB to create new career packs for all House Building Career Ambassadors. The packs contain useful information on tailoring presentations to different audiences as well as materials on career paths and training routes for various careers.

The new packs will provide ambassadors with a certificate, once they have completed

their ambassador training course, along with a pin badge which they can wear when attending school and career events. Training sessions to become an ambassador are still available later this year, to book a place visit www.hbf.co.uk/ambassador. The Skills Partnership is also offering training sessions specific to home builders should they have a number of employees who would wish to



become ambassadors. To find out more email skillspartnership@hbf.co.uk.

Brickwork Masterclass demand continues to grow

The fully funded Brickwork Masterclass training courses have been so popular since their release earlier this year that over 2,000 bricklayers and other site based staff have now been trained. Feedback for the training has also been positive with most 'absolutely' recommending the masterclasses to colleagues and would book similar training in the future. The Masterclasses were designed, in partnership with the Skills Partnership, NHBC and the Association of Brickwork Contractors (ABC), to deliver practical guidance on the most common issues

found by inspection and claims teams. The classes enhance the knowledge and skills of those already working on-site in key areas such as external walls, cavity trays, weep holes, insulation and fire stopping. Due to this success, sessions have increased

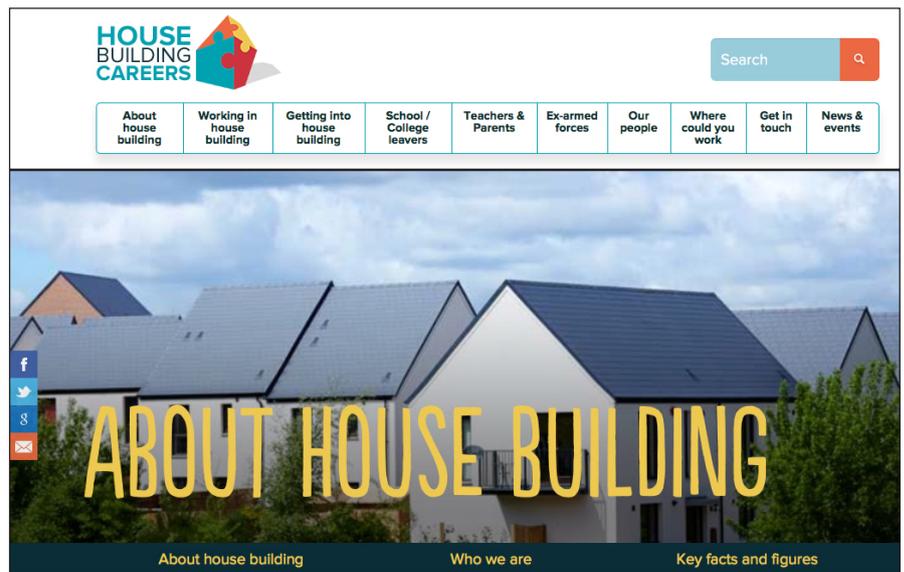
from 250 to 402 nationally. Masterclasses are currently sold out in North England but more will be added soon, sessions are still available in the Midlands and South. Book now at www.nhbc.co.uk/brickwork to avoid disappointment.



House Building Careers website refresh

The House Building Careers website is currently being refreshed as part of the attract campaign. The website features new design options that will create a better user journey and menu navigation to allow users to find information faster and easier.

The job role sections have been revamped to link to relevant case studies of individuals working in the industry with quotes from employees' experiences. Evaluation of the new design and format has already proved successful with the average user time on each page reducing and users visiting more webpages. Going forward, the Skills Partnership will continue to update the website to ensure information can be accessed through a range of different mobile platforms. To keep up to date, visit www.housebuildingcareers.org.uk.



HBF champions Mental Health Awareness

In March this year, HBF teamed up with the Lighthouse Construction Industry charity to launch a campaign to end the stigma of mental health and provide support for employees working across the home building sector.

The campaign was hugely successful with over 50 home builders signing up and

pledging their support to incorporating mental health best practices throughout their own organisations. The industry also donated approaching £120,000 to the Lighthouse charity to help them continue their vital work of providing a confidential 24/7 helpline and retraining workers who have been injured or are suffering from an illness where they can

no longer return back to their normal work. HBF is keen to build upon its mental health awareness campaign and reach others across the home building sector.

In May, HBF, along with a number of home builders, took part in Mental Health Awareness Week (13th–19th May) to raise awareness and inspire actions promoting good mental health for all. A member guide was created with ways organisations could get involved and spread the word of support available to employees and their families. This included a social media toolkit for the week with messages, photos and gifs that organisations could share on their social media channels and by getting involved in the #BuildersBrew competition, created by the Finishing and Interiors sector (FIS), to encourage people to start up conversations with a colleagues. Over 7,700 unique user impressions were made on HBF's LinkedIn posts with the most popular messages announcing the start of Mental Health Awareness week, with users clicking through to take part.

Thank you to all the organisations and individuals that took part in this important week. There is still a chance to take part and get involved in HBF's overall mental health awareness campaign, to find out more information visit www.hbf.co.uk/mentalhealth.



New Supply Chain Engagement Groups

Supporting supply chain development has always been an important part of the Skills Partnerships work in providing relevant training and development options whilst improving overall quality across the sector.

Following a recent evaluation on projects and priorities, the Skills Partnership has decided to reform the existing Supply Chain Engagement group into three subgroups. The **Internal services working group**

will focus on the effectiveness of build times while retaining quality; the **groundwork working group** will look at attracting and upskilling more groundworkers for the home building sector; and the **materials working group** will investigate how to reduce material defects and improve overall design.

The new format will allow the Skills Partnership to bring supply chain members,

house builder members and sector partners together to support supply chain organisations to improve their skills and training development. The new group formats will also allow for meetings to be held at locations across the country for more members to attend. If you are interested in taking part and attending these group meetings, please email Jenny Herdman at jenny.herdman@hbf.co.uk.

Pathways into Construction

The Skills Partnership is pleased to announce that its collaborative proposal for CITB's Pathway's into Construction fund has been successful. The project fund aims to develop career routes to better enable employers to connect and recruit people

from underrepresented groups that do not traditionally consider roles in the construction industry.

The successful bid will allow the Skills Partnership to focus on projects to attract women, ex-military personnel, FE students

and young people not in employment, education or training into roles within the construction industry, especially those experiencing technical shortages. To learn more and to get involved, please contact Tracey Hill at tracey.hill@hbf.co.uk.



Home building funding bid news

The Skills Partnership has been working closely with home builders over the last few months to respond to two funding consultations to improve skills within the sector. CITB's *Digital Innovation fund* focusses on widespread digital adoption and supporting businesses to

flourish through digital transformation programmes. A response has been submitted by the Skills Partnership with an announcement expected late August.

The Skills Partnership has also been working on an application for CITB's *Improving Performance through Better Procurement*

funding project by collaborating with businesses to improve productivity and performance through different approaches to procurement. Successful bids for this fund are expected to be announced later this year. Should you wish to find out more information on our funding bids or to get involved in future consultations, please contact Tracey Hill at tracey.hill@hbf.co.uk.

Out & About ...

Barratt Developments achieves Bronze

Barratt Developments has been awarded the Armed Forces Covenant Bronze Award from the Defence Employer Recognition Scheme (ERS). The Covenant recognises an organisations commitment to supporting the British Armed Forces.

Barratt Developments has a series of

dedicated programmes targeted at the Armed Forces community and has trained many ex-military personnel to become site managers. Recently they were awarded an Inspire Award for Best Employment Initiative for their ex-armed forces programme and highly commended for their diversity and

inclusion training. This new Bronze Award illustrates Barratt's commitment in creating opportunities to help ex-military personnel to transition into roles within the home building sector. To find out more about their training and development opportunities, visit www.barrattcareers.co.uk/armed-forces.



'Take a minute' campaign supports employees mental health

Galliard Homes used Mental Health Awareness week to launch their 'Take a minute' campaign across all of its sites and offices. Galliard has now trained 28 Mental Health First Aiders, with a further 25 scheduled for training in July. As signatory members of the Building Mental Health Charter, the Lighthouse Club and Mates In Mind, Galliard are working hard to challenge the stigma associated with mental health illness and intend to create an open and safe environment where all employees feel able to gain support and advice on any number of issues, as and when they need it. Activities held during Mental Health Awareness week and as part of the campaign included financial well-being sessions, health check-ups, mindfulness workshops and high impact work outs. Group-wide awareness briefings will begin in September and Mental Health First Aiders will meet quarterly in order to ensure mental health and wellbeing remains at the forefront of the employee agenda.

Diary Dates

23rd September 2019

Labour Party Conference - HBF event, Brighton

HBF will be hosting a fringe event focussing on mental health awareness in the home building sector at the Labour Party Conference. Those attending will not need a pass to the conference to attend. More information to be released soon.

26th September 2019

Ambassador training session, Cheltenham

Are you interested or know someone who may be interested in becoming a house building ambassador? The next training session will be held in Cheltenham giving individuals the skills and tools they need to guide and inspire others to consider a career in home building. To find out more, visit www.hbf.co.uk/ambassador. The Skills Partnership is also offering training sessions specific to home builders who would like a larger number of employees trained as ambassadors, to find out more email skillspartnership@hbf.co.uk

30th September 2019

Conservative Party Conference - HBF event, Manchester

HBF will be hosting a fringe event focussing on mental health awareness in the home building sector at the Conservative Party Conference. Those attending will not need a pass to the conference to attend. More information to be released soon.

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

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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/skillspartnership

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



In conjunction with

