

BUILDING A FUTURE



OPPORTUNITIES IN HOME BUILDING

FOREWORD

Rt Hon Christopher Pincher MP

Minister of State for Housing

Ministry of Housing, Communities and Local Government



We are overseeing a housing revolution. Last year we delivered more homes than any year in the last three decades and we will deliver a million more over the course of this parliament.

And we'll do that by making sure our nation's home building sector has the investment, resources and talent it needs to be one of the most competitive and dynamic industries in the world.

The Government is creating a new National Skills Fund worth £3bn providing match funding for individuals and SMEs for high-quality education and training.

Through our Construction Sector Deal we are increasing annual apprenticeship starts to 25,000 along with 1,000 T Level starts.

And our £24m Construction Skills Fund is also supporting unique on-site housing hubs which allow learners to apply their knowledge in a real-world environment and gain life-long skills.

But we also want to encourage more young people of all skill-levels to consider a career in the home building industry.

It provides limitless opportunities, from traditional building jobs to new technological roles in modular construction, requiring advanced IT and manufacturing expertise.

Our message to school leavers and those considering a career in the home building industry is clear: if you want to master a trade, have financial stability and access to a wealth of exciting jobs across the country, look no further than the home building sector.

Building a Future: Opportunities in Home Building demonstrates why this sector is one of the most diverse and well-paid industries in the UK. It caters for everyone from the best and brightest graduates designing and creating the homes of the future to school leavers starting their very first job.

And the desire for technical roles is only set to increase with the growth of Modern Methods of Construction, which is providing skilled, high-quality jobs for life.

More than that, you will be part of a new generation of house builders who will set the global standards on safety, technology, accessibility, design and the environment.

Your work will help us build smart homes which are cleaner, greener, and more energy efficient – helping us to tackle climate change and reach our country's 2050 net zero target. As we begin an exciting new decade of growth and prosperity, you will help secure the UK's place as the world leader in this vital sector while embarking on a career in one of the most exciting and dynamic industries in the world.

INTRODUCTION

Neil Jefferson
Managing Director
Home Builders Federation



The home building industry is driven by an ambition to provide the quality, energy efficient and innovative new homes this country needs. Following a period of undersupply, the past six years has seen considerable progress with the delivery of new homes increasing by an unprecedented 93%. This level of output has not been achieved since the 1950s and 1960s.

However, if we are to meet the challenge of building 300,000 homes every year, then we need the best and brightest of the workforce, both now and in the future.

As the development of a new home starts long before the first brick is laid, the industry requires an extensive and varied mix of

skills. From identifying the land needed for the creation of new communities, to the design and architecture of buildings, through to the engineering, construction and sale of new homes, there are opportunities for people of all backgrounds and talents to develop a rewarding career in the industry.

In *'Building a Future: Opportunities in Home Building'*, we share the experiences of workers from a diverse range of backgrounds and professions, who are all playing their part in delivering the country's new homes.

However, with the increasing demand for housing, it is vital that we continue to attract a broad range of entrants into the sector.

We hope that you will join us in championing home building as an aspirational industry that creates opportunities for individuals to reach their professional potential. After all, the skill, commitment and values of the home building workforce are critical to fulfilling our housing needs.

page

20



Ryan McLaughlin
Apprentice Carpenter and Joiner
Miller Homes (sub-contractor Excel)

32



Rebecca Foster
HR Partner
Story Homes

10



Olivia Ward
Sustainability Coordinator
Redrow

13



Steven Odunmbaku
Engineering Policy Manager
National House-Building Council (NHBC)

29



Jasmin Drummond
Business Administration Apprentice
Vistry Group

24



Barbara Akinkunmi
Technical Design Graduate
Lovell Partnerships

18



Samina Mukit
Assistant Site Manager
Galliard Homes

30



Charles Bond
Area Sales Manager
Vistry Group

22



Henry Seal
Quantity Surveyor
Barratt Developments

MEET BRITAIN'S BUILDERS

● Home building jobs available

page

Gina Dowson
Divisional Legal Manager
Taylor Wimpey



34

Serena Wong
Graduate Planner and Land Assistant
Persimmon



26

Julian Baxter
Graduate Urban Designer
Barratt Developments



28

Benjamin Dauncey
Building Visualiser
Croudace Homes



14

Christopher Evans
Architectural Assistant
Croudace Homes



12

Billy Wood
Apprentice Bricklayer
Barratt Developments



15

Akiel Lewis-Daniel
Dryliner / Plasterer
Redrow



17

Emmanuel Aigbe
Apprentice Plumber
Galliard Homes



16

Sarah Howell
Engineer (Civil)
Croudace Homes



08

SKILLS
SPOTLIGHT

Technical

Sarah Howell
Engineer (Civil)
Croudace Homes

**WHAT DOES A
AN ENGINEER DO?**

Engineers manage projects in the detailed design stage between planning approval and construction, and provide technical assistance on site. My department consists of engineers and architectural technicians who collaboratively develop planning drawings and strategies into detailed drawings ready for construction.

Work includes understanding any site constraints (be these legal, physical or economic); co-ordinating and instructing enabling works such as archaeology investigations, ecology works, vegetation removal, diversions and connections for utilities like water, gas and electricity; completing detailed engineering designs and negotiating approval for access to the site and onsite works ; and creating a design health and safety pre-construction information to highlight existing and design risks to the Build Team. We also undertake commercial cost appraisals on the detailed design to ensure costs are within those forecasted; attend sites regularly to assist with construction queries; progress approvals such as planning conditions or Building Control; provide conveyance plans and responses to solicitor queries in plot purchases; and provide management company drawings to ensure the long term maintenance of open spaces or un-adopted infrastructure.

WHAT DO YOU DO ON A DAY-TO-DAY BASIS?

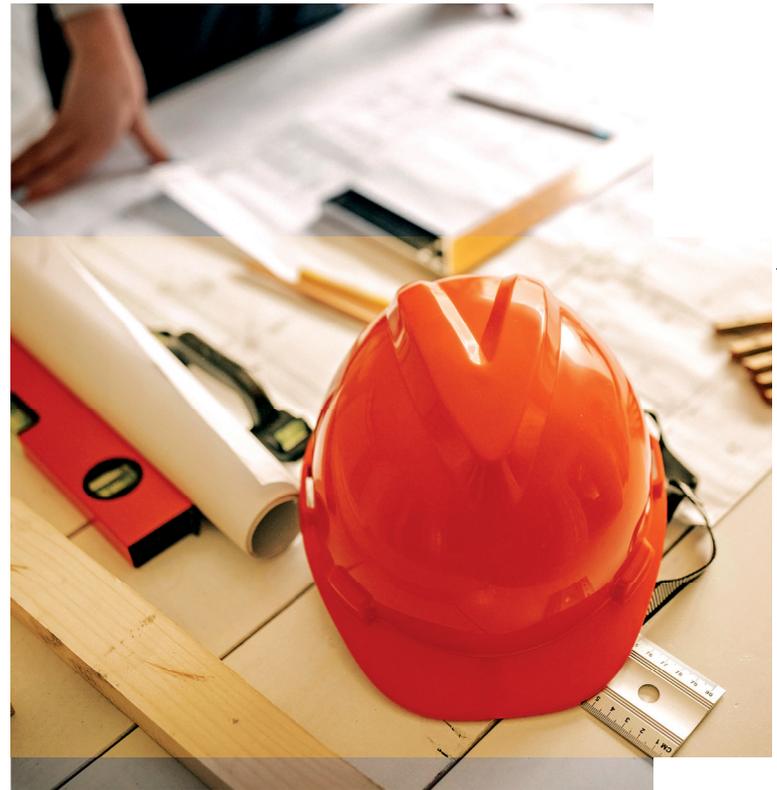
A typical day might involve attending a meeting at Country Highway Authority offices to discuss the proposed access design of a new development; creating a variety of design strategies for (say) the foul water networks of a project, appraising them for technical, cost and buildability perspectives before progressing with the detailed design of the chosen option; responding to site queries on a live project; and meeting with the Technical Director to discuss the progress of critical aspects of each job.



WHY DID YOU CHOOSE THIS CAREER?

“Working with a housing developer like Croudace provides a unique opportunity to perform the role as client, designer and contractor.”

This provides a holistic understanding of the development process from land purchase through to design, construction and sale. It also means the engineer is able to influence the project to a greater extent than a more traditional role in engineering design might allow.



WHAT QUALIFICATIONS DID YOU NEED TO GET THIS JOB?

I took a fairly traditional route into the industry. This included A Levels in Maths, Further Maths and Geography, followed by a Civil Engineering Degree (sandwich course) from the University of Bath. My placement year was spent at Croudace Homes, who later offered me a graduate role. I have since achieved Institution of Civil Engineers Chartered Membership status.

A portrait of Olivia Ward, a woman with long, wavy brown hair, smiling. She is wearing a white top and a necklace with a circular pendant. The background is a light blue gradient.

Technical

Olivia Ward
Sustainability
Coordinator
Redrow

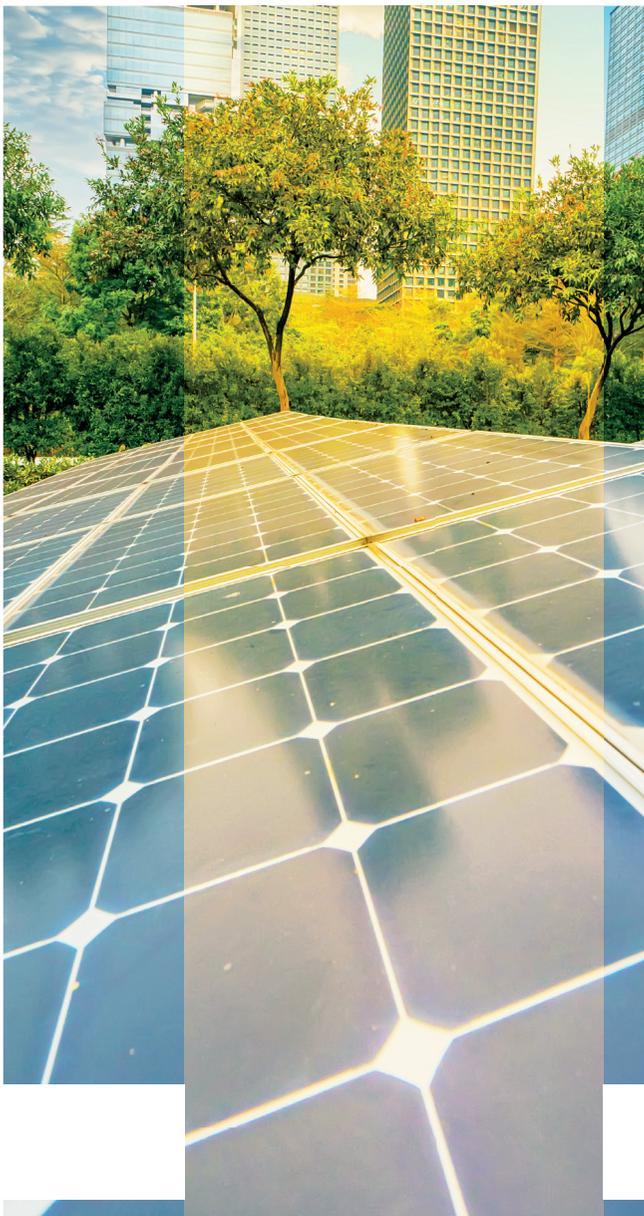
**WHAT DOES A SUSTAINABILITY
COORDINATOR DO?**

We help drive continual improvement of sustainability performance across the company, through targeted programmes and initiatives. This includes developing and implementing projects to reduce waste, energy and carbon emissions from our activities.

WHAT DO YOU DO ON A DAY-TO-DAY BASIS?

No day is the same for me because my tasks vary depending on the projects I am working on. I am currently working on a waste minimisation project, spending time on our construction sites and working with site teams to develop a 'best practice guide' for reuse and recycling. I am also organising a series of resource efficiency workshops, which will help enhance the knowledge and understanding of our workforce on this important topic.

A key part of my job is collecting and analysing data relating to our Social and Environmental Key Performance Indicators (KPIs) and providing feedback to the relevant stakeholders on progress towards these. This feedback may be in the form of an analytical report, an online news article on the Redrow PLC website, or even a Tweet on the company's Twitter account.



WHY DID YOU CHOOSE THIS CAREER?

“I have always been passionate about the environment and sustainable development; and wanted these interests to shape my career.”

I knew that working in a sustainability role would be rewarding, as you are having a positive impact by helping to drive positive change.

The house building industry appealed to me because our homes and communities play a huge part in our everyday lives.

WHAT QUALIFICATIONS DID YOU NEED TO GET THIS JOB?

After studying for my A-Levels, I went on to study a Geography degree at Newcastle University, which provided me with an in depth knowledge of the natural and built environment.

During my time at university, I volunteered in the Sustainability Department, which gave me some practical experience. I also volunteered for the RSPCA and 'Warp-it', an online national exchange platform which allows for the reuse of waste goods throughout the UK.

Technical

Christopher Evans Architectural Assistant Croudace Homes



WHAT DOES AN ARCHITECTURAL ASSISTANT DO?

Within the design department our main objective is to produce design drawings and reports for sites that have been purchased to obtain planning permission. This can include producing site layouts, house types and performing public consultation exhibitions; where our designs and strategies for each development are presented to the public. In addition, the department also produces visualisations for sales brochures and the specifications to be used inside each of our homes.

WHAT DO YOU DO ON A DAY-TO-DAY BASIS?

My specific role is to develop a site ready for a planning application. This involves designing and drawing up site layouts, street scenes and house types for each specific site. Additionally, my role includes presenting at public exhibitions and co-ordinating the production of planning specific reports such as; ecological reports, transport assessments, flood risk assessments and drainage strategies.

Once a site has gained planning permission, my role develops – assisting the technical department with any planning and design issues around the working and engineering drawings.

WHY DID YOU CHOOSE THIS CAREER?

I chose this career because I wanted to be able to design places and spaces that will be used by individuals on a daily basis.

“This career has allowed me to utilise my creative and technical abilities through my architectural designs.”

WHAT QUALIFICATIONS DID YOU NEED TO GET THIS JOB?

To become an Architectural Assistant, it was necessary for me to gain a degree in Architecture, including RIBA part 1 qualification, and also a Masters of Architecture degree with a RIBA part 2 qualification.

In addition, to progress towards becoming an Architect I will need to complete a RIBA part 3 qualification.



Technical

Steven Odunmbaku

Engineering Policy Manager

National House-Building Council (NHBC)

WHAT DOES AN **ENGINEERING POLICY MANAGER** DO?

We are responsible for setting and updating the standards NHBC publishes, providing home builders with guidance on standards for the materials used, design specifications and site work. For example, this could be updating Standard 5.4 on Drainage- what height to install at and what size parts should be to make sure the system functions.

WHAT MIGHT A **TYPICAL DAY** INVOLVE?

It really varies. I might be providing colleagues in the technical team with advice on one of the standards, or if a builder is using a new product and the team needs guidance, I will be called in to review the new product and make sure it meets with our standards.

I also spend time, voluntarily, meeting with external institutions such as the British Standards Institute (BSI), gaining wider perspectives and helping to set standards related to home building.

WHY DID YOU CHOOSE THIS **CAREER**?

“I have always been interested in finding solutions to problems, engineering allowed me to pursue this passion.”

WHAT **QUALIFICATIONS** DID YOU NEED TO GET THIS **JOB**?

Originally, I qualified as a Civil and Structural Engineer at university. But I have continued to develop throughout my career, becoming a Principle Engineer at NHBC and then undertaking management training to transition into my role today in engineering policy.



Technical

Benjamin Dauncey Building Visualiser Croudace Homes



WHAT DOES AN BUILDING VISUALISER DO?

We implement the design schemes for planning and sales, whilst enabling councils, the public and our customers to understand our designs and visions of the homes we are building and selling.

WHAT DO YOU DO ON A DAY-TO-DAY BASIS?

We work with architects, engineers, sales staff and many other teams to produce visuals of our housing schemes for planning and sales. I also manage the students, creating brochure floor and site plans.

WHY DID YOU CHOOSE THIS CAREER?

“I feel that being part of the design process in our company enables me to give a vision of what will be built before it is there.”

This is key to our sales, helping others to see that the product we produce is thought through and

of good quality, as people can really relate to visual images. I enjoy showing these images to people – giving them a first glimpse of what their home design or new development will look like.

WHAT QUALIFICATIONS DID YOU NEED TO GET THIS JOB?

I have worked within the industry for 25 years, and come from an artistic background. In terms of qualifications, I did a BTEC and NVQ. At the beginning of my career, I worked in a number of design studios for the exhibition industry, before coming to the architectural industry and then development companies.

WHAT ADVICE WOULD YOU GIVE TO SOMEONE LOOKING FOR A CAREER IN YOUR AREA OF WORK?

The work is all about the software you know, so learn that inside out. Then, and more importantly, it is about the detail you put into the images. Real life scale to object and learn about lighting and camera settings.

You have to be able to analyse how long a job will take you, so time frames are important. And last but not least, patience with people and computers.

Construction

Billy Wood

Apprentice Bricklayer

Barratt Developments

SKILLS
SPOTLIGHT

WHAT DOES A BRICKLAYER DO?

Bricklayers are responsible for setting out buildings by laying bricks, pre-cut stone, concrete blocks and other types of building blocks in mortar in accordance with approved house building plans.

WHAT DO YOU DO ON A DAY-TO-DAY BASIS?

My typical day involves a multitude of tasks that have to be done before the day ends. This could be laying bricks in a line to create long runs of walls and brick piers. We also fit all fire barriers and breaks, and sometimes our own structural support.

WHAT IS THE BEST PART OF YOUR JOB?

“The best part of my job is when myself and my colleagues come together to create excellent brickwork.”

WHY DID YOU CHOOSE THIS CAREER?

I chose bricklaying because I knew there was a high demand for the role in the industry, and I believed it was a job I would thoroughly enjoy.

WHAT QUALIFICATIONS DID YOU NEED TO GET THIS JOB?

I have GCSEs in Maths, English, Science, Product Design and History. In particular, I felt that English, Maths and Product Design had a really positive impact on my journey into the home building industry.

WHAT ADVICE WOULD YOU GIVE TO SOMEONE LOOKING FOR A CAREER IN YOUR AREA OF WORK?

I would encourage anyone interested to explore a career in bricklaying. I'd definitely recommend the apprenticeship route I've taken, as it gives you the opportunity to learn a trade whilst earning.



Construction

Emmanuel Aigbe Apprentice Plumber Galliard Homes

WHAT DOES A PLUMBER DO?

Plumbers are responsible for heating and water connections to a new house during its construction.

WHAT MIGHT A TYPICAL DAY INVOLVE?

A typical day involves installing a whole bathroom, including basins, taps, shower valves and shower trays or baths depending on the plan. Sometimes I'll be doing commissioning or decommissioning depending on what my manager wants. So if, for example, I'm on decommissioning for the day then that would mean I'll get given a list of flats that need appliances taken out for various reasons including leaks or wrong appliance, or simply just a change of plan. If I'm on commissioning I go into various flats and make sure there's no leaks, the hot and cold water is working fine, and the heating is working.

WHY DID YOU CHOOSE THIS CAREER?

“My uncle was a plumber and growing up I always wanted to take the same career path because of the satisfaction I get from installing and fixing things - I've been like this since I was a child.”

One of my earliest memories was when I was about four or five years old, taking apart my dad's stereo and putting it all back together, I love dismantling things to see how they work. So I knew I'd be very happy working as a plumber.

WHAT QUALIFICATIONS DID YOU NEED TO GET THIS JOB?

I did a Level 2 plumbing diploma in college. When I completed this, I applied for as many apprenticeships as possible through a variety of websites. The one that I found most useful was the gov.uk website, where I found loads of useful information- this is where I actually found my apprenticeship. Ever since starting my job, I have strived to be the best I can be every day, building myself up.

Construction

Akiel Lewis-Daniel

Dryliner / Plasterer

Redrow

SKILLS
SPOTLIGHT

WHAT MIGHT A TYPICAL DAY INVOLVE?

Preparation is my most important daily task. Before I start, I need to make sure I have assessed the job at hand properly.

This means I need to make sure I'm aware of the work that has to be done and make sure that the right protections are in place to minimise risk for the staff involved. I also have to make sure I have the right tools available to me to carry out the job, making sure I am fully prepped before meeting the staff. I have to keep an eye out for details that may hinder me down the line. If I maintain this attention to detail, I can carry out my job to a higher standard.

WHAT IS THE BEST PART OF YOUR JOB?

For me, the best part is the finished product. I like to see that I have finished the job to a high standard and with a clean workspace.

WHAT QUALIFICATIONS DID YOU NEED TO GET THIS JOB?

I previously worked for a plastering firm, and I liked what the job involved and what I could gain from it as a trade. Undertaking the solid

plastering apprenticeship at Redrow allowed me to gain qualifications and experience.

WHAT ADVICE WOULD YOU GIVE TO SOMEONE LOOKING FOR A CAREER IN YOUR AREA OF WORK?

I would say that anyone looking for a career as a plasterer needs to have the right mentality to put in the hard work and learn the trade to the best of their ability.

“My advice to anyone that is looking to become a plasterer, is that you need to want to learn the trade to a high standard and be prepared for hard graft, it is a physically demanding job, more so than other trades.”

I would recommend to any youngster out there that they gain some experience in the field and see if they like it before pursuing it as a career. Otherwise they're not going to have the dedication and commitment needed to do it in the long term.

SKILLS
SPOTLIGHT

Construction

Samina Mukit
Assistant
Site Manager
Galliard Homes

**WHAT DOES A
SITE MANAGER DO?**

My department is currently managing the construction of a residential development in West London consisting of 191 apartments, spread across three blocks. The site management team ensures the construction of the building runs on programme, within budget, and that the apartments are built to a high standard. We

manage the sub-contractors on site, deal with any onsite issues that occur and make sure that works are carried out safely.

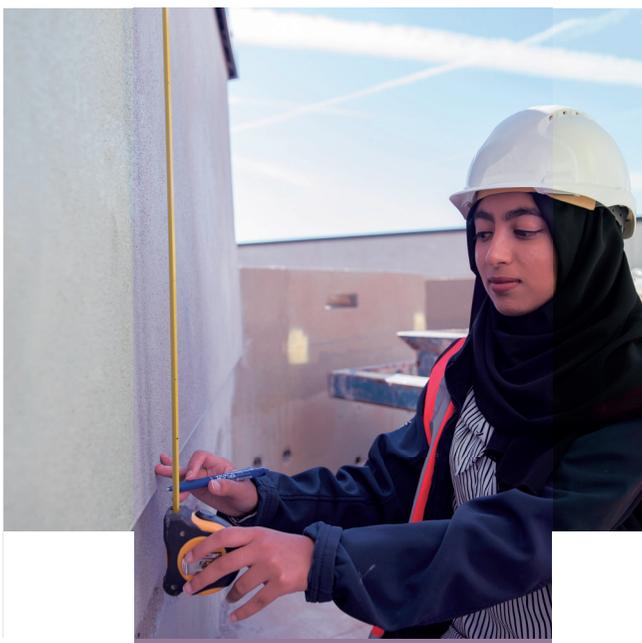
WHAT DO YOU DO ON A DAY-TO-DAY BASIS?

I start off my day by doing the daily briefing meetings with the subcontractors, where we discuss the works that will be taking place. I have a section of the building which I manage and am responsible for, so I'm on site for most of the day monitoring progress, solving issues that arise and making sure everything is built as per the drawings. I prepare for works to commence, carry out inspections of completed items and deal with the handovers for all plots.

WHY DID YOU CHOOSE THIS CAREER?

“I always wanted to join the construction industry to be part of a team that builds drawings and ideas into existence, to have these buildings shape our communities and solve our social issues.”

Right now, the UK is facing a housing crisis and I work for a company that is providing more homes to help meet ever-growing demand.



WHAT QUALIFICATIONS DID YOU NEED TO GET THIS JOB?

I completed my Civil Engineering degree at London South Bank University in the summer of 2018 and joined Galliard Homes shortly after on the Elevate Graduate Scheme. This consisted of various site and role rotations which gave me an insight into how the company works. I thoroughly enjoyed working on site with the site management team and after I completed the graduate scheme, I was offered a permanent position as an Assistant Site Manager.



IS THERE ANY ADVICE YOU WOULD GIVE TO SOMEONE LOOKING FOR A CAREER IN YOUR AREA OF WORK?

Some people have reservations and preconceptions about working in this industry, so I really advise people to do work experience or go on site tours to see what it is all about. You will meet amazing people and will be working on buildings which will last for decades, you'll have something tangible to point at and be able to say "I worked on that".

APPRENTICE DEEP-DIVE

Construction

Ryan McLaughlin
**Apprentice
Carpenter
and Joiner**
Miller Homes
**(sub-contractor
Excel)**



WHY DID YOU DECIDE TO DO AN APPRENTICESHIP?

Joinery is something that has always interested me, so when I finished school, I knew it was something I should look into. While I could have joined the trade through a full-time college course, I wanted to get hands-on experience as soon as possible, so I could start developing my skills.

HOW DID YOU FIND AND APPLY FOR YOUR APPRENTICESHIP?

When I left school, I started looking at the options available for me, researching work experience and courses whenever possible. I was made aware that there was a programme being run by The Princes Trust called 'Get into Housebuilding' and I decided to apply. I was successful in securing a place on an initial six week programme. Miller Homes had pledged to support the programme, and I was invited to an interview with two of the contract managers, which went very smoothly, and I began working with the company just a month later.

HOW DOES THE APPRENTICESHIP WORK?

It is a four-year course, which has been split between working on-site and at college. For the first year, I spent two weeks on site, then two weeks in the classroom learning about the theory and health and safety side of the job. In the second year, this went down to one week at college, and in the final two years it was purely site work – which I preferred.

WHAT DID YOU ENJOY ABOUT YOUR APPRENTICESHIP?

Being on site and getting my hands dirty is what I like best. I have made a lot of friends over the last few years who have made the course enjoyable,



while also teaching me all the different aspects of the house building industry. Now that I am at the end of the four years, I am happy to say that I still enjoy every part of joinery, which means I chose the right career.

WHAT WAS THE MOST CHALLENGING PART OF YOUR APPRENTICESHIP?

As someone who prefers the practical part of my job, I found college exams quite tough and the fact that I had to complete a lot of coursework. I work a lot better with practical projects rather than theory, but I knew it was part of the course, so I just pushed through.

WHAT ARE YOUR PLANS FOR AFTER YOUR APPRENTICESHIP?

I'm delighted to have secured a permanent position with Excel, one of Miller Homes' subcontractors, now that my apprenticeship has finished.

“I can't wait to continue to improve my skills and work portfolio and build a career in joinery.”

WHAT ADVICE WOULD YOU HAVE FOR OTHERS WHO ARE PLANNING ON DOING AN APPRENTICESHIP?

If you're considering learning a trade, or you're interested in house building, then explore your options and go for it. Work should be something you genuinely enjoy, so nothing should stop you from doing it professionally.

I also advise you to stick at it even when the hours seem long. There were some days I felt like I had hit a brick wall, especially with the theory side of things, but it is all worth it and it really does pay off in the end.

SKILLS
SPOTLIGHT

Commercial

Henry Seal
Quantity Surveyor
Barratt
Developments

WHAT DOES A
QUANTITY SURVEYOR DO?

A quantity surveyor works out exactly how much a house costs to construct and keeps a close eye on finances - from the first budget to the final bill. A Quantity Surveyor's job is varied, from working in the office and regularly visiting sites to conduct material and sub-contractor control reports. This career suits people who are very good with

figures and enjoy the challenge of “balancing the books” – managing the important financial paperwork throughout complex processes associated with building houses.

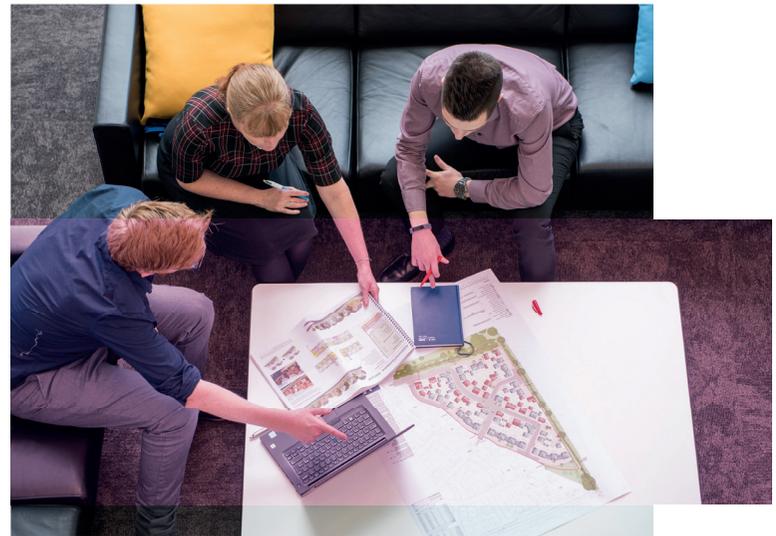
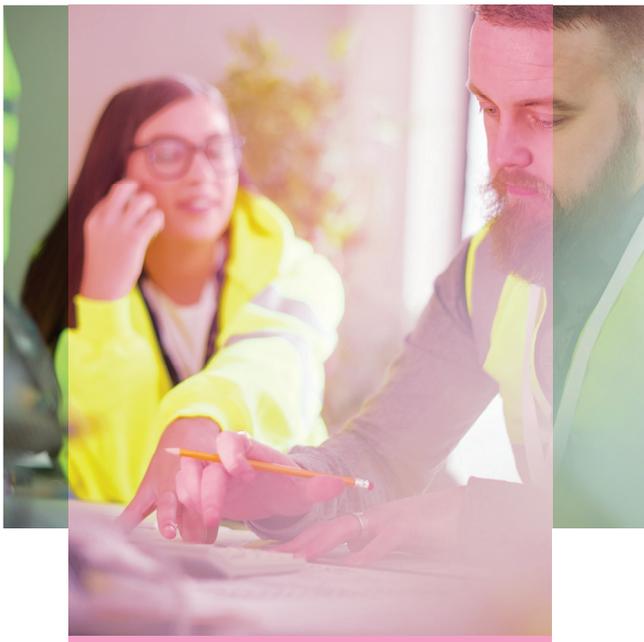
WHAT TASKS DOES A QUANTITY SURVEYOR UNDERTAKE ON A DAY-TO-DAY BASIS?

Day to day tasks include preparing tender and contract documents, working out the cost of any remedial repair and maintenance work, weighing up commercial risks, allocating and managing work to subcontractors and calculating completed work and arranging payments.

WHY DID YOU CHOOSE THIS CAREER?

The managerial side of construction had always interested me, and when a family member (who worked for Barratt at the time) opened up the world of Quantity Surveying to me, I was intrigued.

There’s a high amount of job satisfaction from being a Quantity Surveyor. For me, this is due to hard work during the pre-construction phase and carrying out procurement, then being able to physically see what that effort has led to out onsite during construction. This also leads towards something greater, which is positively contributing towards the housing market in this day and age.

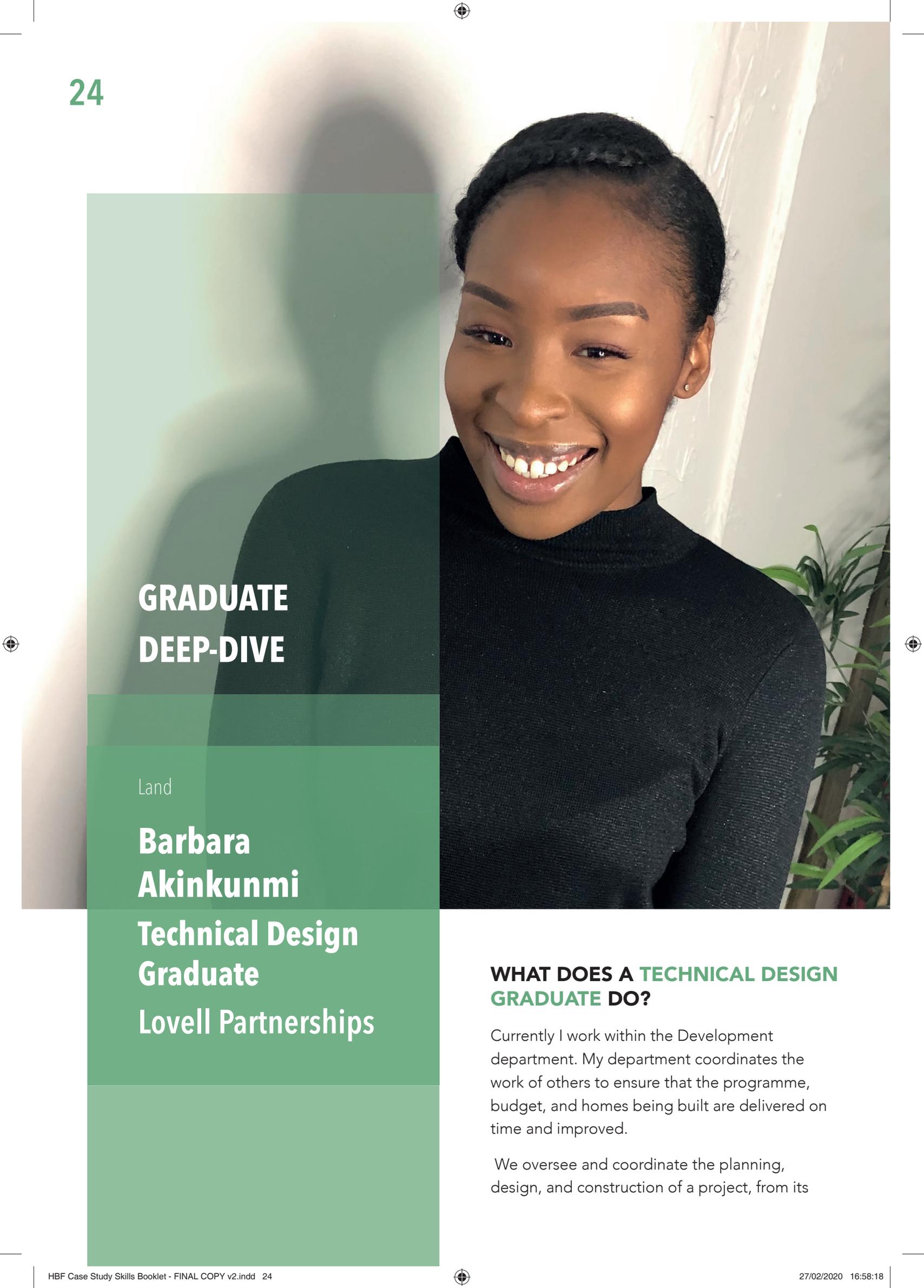


WHAT QUALIFICATIONS DID YOU NEED TO GET THIS JOB?

One of the natural reasons to choose the apprenticeship route is to ‘earn whilst you learn’, but the great thing about my path is that I’m still able to attain qualifications to the same level of a full-time student.

“I get the experience working for the country’s largest residential property developer, supported in higher education funded by the company.”

Training at Barratt involves steady career progression, with the basic principles being learned on the job, developing responsibility to eventually put these principles into practice. There are many opportunities at Barratt and to support this, individual development plans are put in place with specific objectives. Over the last four years, I have completed a part time Diploma and HNC in addition to my training at work, which has proved most beneficial. I am now studying on a day release basis at the University of Greenwich, for a degree in Quantity Surveying, BSc Hons. I’m looking forward to completing my degree and progressing further in the industry, the next goal is to Senior Quantity Surveyor and beyond.



GRADUATE DEEP-DIVE

Land

**Barbara
Akinkunmi**

**Technical Design
Graduate
Lovell Partnerships**

WHAT DOES A TECHNICAL DESIGN GRADUATE DO?

Currently I work within the Development department. My department coordinates the work of others to ensure that the programme, budget, and homes being built are delivered on time and improved.

We oversee and coordinate the planning, design, and construction of a project, from its

beginning to the end. This involves us working closely together with the client, our internal departments and several consultants and sub-contractors.

WHAT MIGHT A TYPICAL DAY INVOLVE?

Most recently, my days within Development Management lean towards the pre-construction side and are never the same.

But my tasks usually revolve around site sifting, reviewing potential sites we can use for new projects; attending meetings such as design team meetings, progress review meetings and planning application meetings; and shadowing the Project Manager in their everyday tasks such as reviewing task registers, development expenses and appointing consultants.

I also attend workshops chaired by the Lead Designer on specific design topics; draft reports and provide feedback on sales reports, design matrixes and risk registers.

WHAT IS THE BEST PART OF YOUR JOB?

The best part of my job is the flexibility. Being on the Graduate Scheme has given me the opportunity to experience most sides of the business. I've been able to work and learn about key stages within the construction process such as bidding, tendering, design, planning, construction phasing, operations management on sites, customer service and the list goes on... Being exposed to these areas has broadened my understanding significantly and I'm still learning!

WHY DID YOU CHOOSE THIS CAREER?

I've always been drawn to and interested in architecture and interior design from a young age. I've loved home and building renovations and have always exposed myself to such projects both online and within London. After completing my BA degree in Architecture, I chose to go

down the Construction/Project Management route, as I knew it would expose me to much more of the planning, design, and construction side of a project. Hence why I entered the industry through Lovell's Graduate Scheme in 2018.

WHAT QUALIFICATIONS DID YOU NEED TO GET THIS JOB?

My route started in college, where I studied Design Technology, Fine Art and Mathematics. I then went to university and gained a BA degree in Architecture. After completing my three years, I worked within a social housing architecture firm for three months as an Architecture Assistant/ Research Associate. Following this, I joined Lovell's Graduate Scheme as a Technical Design Graduate.

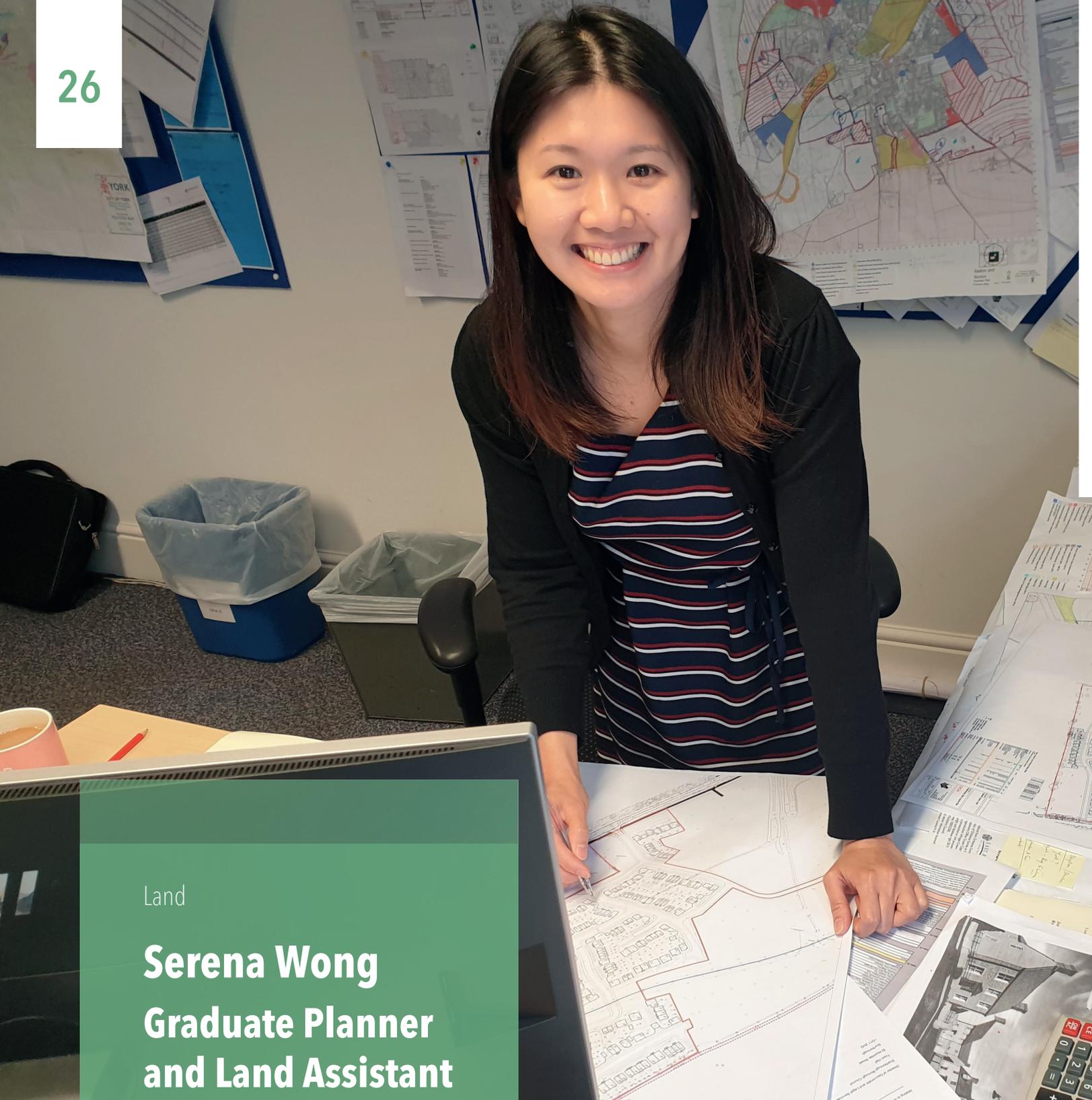
WHAT ADVICE WOULD YOU GIVE TO SOMEONE LOOKING FOR A CAREER IN YOUR AREA OF WORK?

Research!

“Look into what it's all about, because there's a pre-conception of what the construction industry involves. There are so many roles available for you, so look into the options and routes you could pursue.”

Not everyone will be a bricklayer or groundworker.

The opportunity to learn and work is the greatest thing and an opportunity not to miss! Aim to get work experience, whether that be a summer placement, a 3week-6week, gap year placement or even a graduate scheme! It's always best to witness and engage with the industry outside of the education system.



Land

Serena Wong
Graduate Planner
and Land Assistant
Persimmon

**WHAT DOES A PLANNER AND
LAND ASSISTANT DO?**

The Land and Planning department has two key functions. The first is to identify suitable immediate and strategic land and secure it for development, the second is to obtain planning permission for development.

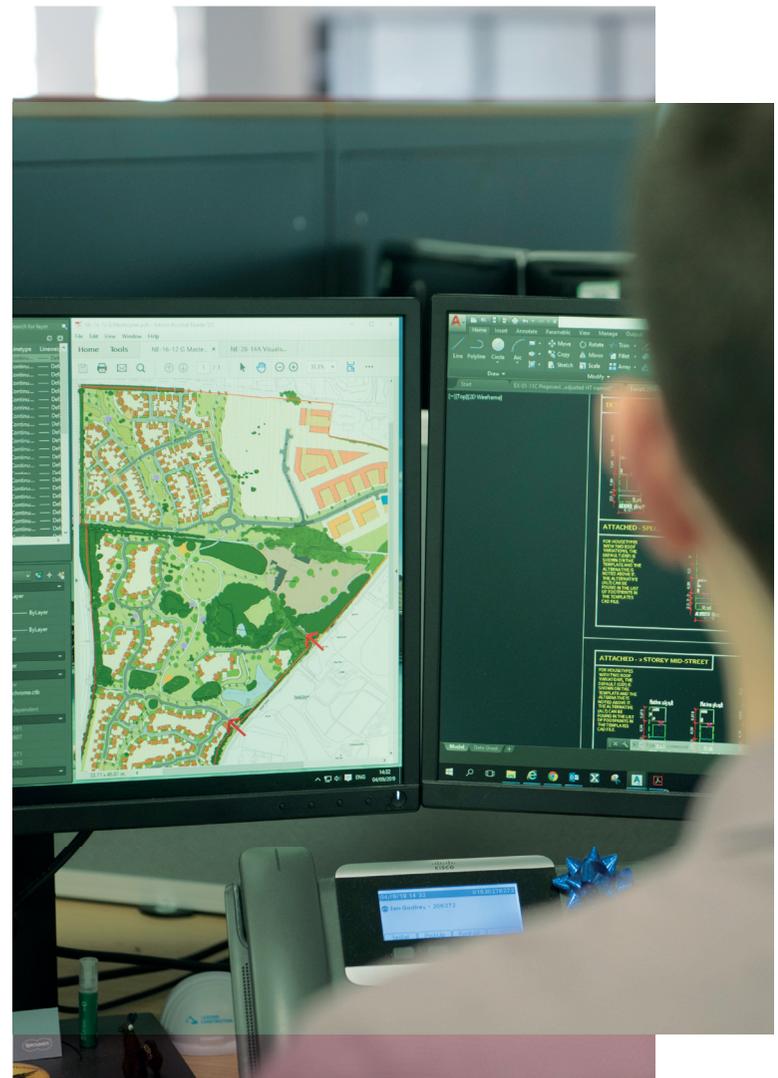
WHAT DO YOU DO ON A DAY-TO-DAY BASIS?

On a typical day, tasks include site appraisals to establish land value, coordinating with various departments on site matters, liaising with the legal department for various land related contractual documents, site searching, information gathering and carrying out thorough site assessments. We also review local plans and policies, site promotion, maintain regular communication with landowners and vendors and negotiate deals with landowners and agents.



“It is fascinating to understand the planning system for housing development and the process from land acquisition to housing delivery.”

The skills you are able to develop in this role are unrestricted and are crucial to many areas of life. For example, communication, negotiating, analytical thinking, management, creativity, adaptability and flexibility.



WHAT QUALIFICATIONS DID YOU NEED TO GET THIS JOB?

After moving to the UK with my family at the age of 13, I started high school and completed 10 GCSEs and 4 A-levels.

With the support of my teachers I then started a mixed degree and masters (MPlan) in Urban Studies and Planning. After university I started working as a Project Co-ordinator for a local developer, whose target was student accommodation and mixed-use schemes. From this experience I developed an interest in land and planning, so decided to look for a role focused in this area.

In 2018 I saw an advertisement for a Graduate Planner and Land Assistant on the Persimmon website and decided to apply. I have now been working here for over 10 months and with the support of my colleagues have continued to grow my knowledge, skill set and experience.



Land

Julian Baxter

Graduate Urban Designer

Barratt Developments

WHAT DOES AN URBAN DESIGNER DO?

Urban design is a mix of planning, landscape design and architecture, shaping the physical setting for life in cities, towns and villages. It involves the design of buildings, groups of buildings, spaces and landscapes, and establishing the processes that make successful development possible.

WHAT DO YOU DO ON A DAY-TO-DAY BASIS?

My day is filled with a whole variety of tasks. In the brief time I have worked here I have taken part in site visits, worked on layout frameworks for new residential schemes, coloured in master plans and created new templates for street scene renders. This is all done through a variety of computer software programmes, such as Photoshop and AutoCAD.

WHY DID YOU CHOOSE THIS CAREER?

During university I became interested in how urban design and planning can be used as a tool to positively influence the social, economic and environmental wellbeing of communities.

“I chose to become an urban designer so that I could incorporate place making principles into large residential schemes so that they may leave a positive legacy.”

WHAT QUALIFICATIONS DID YOU NEED TO GET THIS JOB?

BA (Hons) in Architecture & Urban Planning from Newcastle University. I am currently working towards gaining a CSCS (Construction Skills Certification Scheme) card, which will allow me to visit construction sites. There is lots of support and structure on the graduate scheme and I recently attended a two-day personal development workshop with the other graduates, which was incredibly fun and insightful.



Customer Service

Jasmin Drummond Business Administration Apprentice Vistry Group

WHAT DO YOU DO ON A DAY-TO-DAY BASIS?

I'm currently working in the sales and marketing department and it's really interesting. There's so much going on and the job is really varied. From helping to organise events, such as show home launches, I also help out with invoicing, work on the company's website and put together the customer welcome packs. In addition, I've been given a project to look at internal communications in the region, which is really interesting.

WHY DID YOU CHOOSE THIS CAREER?

I knew I didn't want to go to university or college as I wasn't sure what I wanted to do. When I saw this apprenticeship at Vistry Group, it was ideal.

“There are so many opportunities in the housing industry and through this apprenticeship, I'm able to work in lots of departments to find out what I enjoy.”

I've been learning so much, gaining a qualification and earning a wage!

I've worked in both the build, and sales and marketing teams and it's the people at Vistry Group who are making my time here so rewarding. I'm learning a huge amount about the site locations and what goes into selling homes and I would love a full-time role at Vistry Group.

WHAT DO YOU ENJOY MOST ABOUT YOUR JOB?

I really enjoy the variety of the work – no day is the same. I'm also able to get out and about, visiting our sites and meeting the sales and build teams. Everyone is friendly and helpful – and I've learnt so much. From the beginning, I felt really trusted and I've been given a range of responsibilities. For example, I'm in charge of the region's intranet page which I really enjoy looking after.

WHAT QUALIFICATIONS DID YOU NEED TO GET THIS JOB?

I'm currently training as a Business Administration Apprentice.

SKILLS
SPOTLIGHT

Sales and Marketing

Charles Bond
Area
Sales Manager
Vistry Group

WHAT DOES A
SALES MANAGER DO?

I am responsible for the sales and teams at five sites across the Western region. This is a varied job, which includes helping to drive sales and supporting the teams out on site.

WHAT DO YOU DO ON A DAY-TO-DAY BASIS?

I spend a lot of time out on our developments, supporting the sales advisors, liaising with the build team to find out more about the progress of our homes and meeting our customers.

I also assume responsibility for the design and implementation of sales areas on the new sites we deliver in the area I look after.

I've worked really hard here, and it feels very natural and comfortable.

“There's a real sense of camaraderie, which is helping the business progress and is reflected in the sales across our locations. To be part of this growth has been phenomenal.”

This year I won an Outstanding Achievement prize at the Vistry Group Annual Awards. It was my proudest moment to date, and great to be recognised in this way.

WHY DID YOU CHOOSE THIS CAREER?

My parents met while working at Bovis Homes (now Vistry Group) more than 30 years ago. My mum worked in administration and my dad was in the sales side of the business – the area I now work in.

I joined the company as a site sales co-ordinator, where I had to facilitate communication between the sales and build teams.

After two years, I secured a position as a sales advisor and was working out on site in one of our sales offices. I have now been promoted to area sales manager, which has its challenges, but is really rewarding.

WHAT QUALIFICATIONS DID YOU NEED TO GET THIS JOB?

I studied Marketing, Advertising and Public Relations at university before joining a printing company. I later moved to London to work in estate agency as a property manager.

I think these experiences have really helped me to get to where I am today, but there's no real set path to get into sales. Knowledge of the housing industry is an advantage, as is experience of sales and customer service, but the main thing is to have the right attitude and a real can-do approach.





Human Resources

Rebecca Foster

HR Partner

Story Homes

WHAT DOES A HR PARTNER DO?

Some people look at the HR department and think that we are the people who recruit them, give them lots of paperwork to complete before they start work with us, and the next time they see us is if they do something wrong - and yes

we get involved in all of the above, but we also do so much more. Working with employees and managers we co-ordinate initiatives to help with employee engagement and motivation, create programmes which help to train and develop our employees and implement policies on issues such as working conditions to ensure that there is a fair and consistent approach for employees across our business.

“Our HR department works hard to build relationships with both managers and employees within our business to create a culture whereby employees feel valued and listened to, which in turn helps the business to achieve its strategic aims and objectives.”

WHAT MIGHT A TYPICAL DAY INVOLVE?

There is no such thing as a 'typical day' in our HR department, as no two days are the same. However, a regular day might involve shortlisting candidates for interview and then carrying out interviews for roles at various levels. This could be followed by setting up a new starter on our HR and payroll system, along with issuing offer letters and contracts of employment to new recruits. This may then move on to analysing sickness and absence levels within our business, meeting with employees and line managers to understand if there is anything we can be doing to assist with an employee's absence and return to work. We may then attend an employee forum meeting, where we listen to and encourage ideas from our employees to understand how we can potentially make our business a better place to work.



WHY DID YOU CHOOSE THIS CAREER?

I enjoy being around and working with people, so a career in HR seemed like a logical step.

WHAT QUALIFICATIONS DID YOU NEED TO GET THIS JOB?

The great thing about HR is you can enter this profession from school or university. I appreciate that qualifications are important for entering into a competitive field, however what is equally as important is getting the experience of working within the field. This could be through work experience or gaining an entry level HR role within a business and working your way 'up the ladder.'

Personally, I went to university and trained to become a primary school teacher, which I was very passionate about. However, completing this course made me realise that I actually wanted to use my skills to work with and develop adults rather than children and this is how I came to work in HR. At a previous employer I was responsible for developing and delivering training programmes to our workforce as well as looking after the day to day HR of the division that I was responsible for.



Legal

Gina Dowson
Divisional
Legal Manager
Taylor Wimpey

**WHAT DOES A
LEGAL MANAGER DO?**

The legal function is an integral part of the Taylor Wimpey business. It provides a high-quality plot conveyancing service to Taylor Wimpey and its customers in connection with new build properties, and associated part exchanges. Put simply, we transfer the legal ownership of the property from the house builder to the customer.

My role involves preparing the legal documentation for each Taylor Wimpey site in the North Yorkshire and North East regions which includes the title documentation, planning permission and building regulation approvals. My team of 10, which includes estate conveyancers and assistants, issue this information in the form of a Legal Pack to our customers' solicitors, allowing queries to be raised and answered prior to completion of the sale of individual plots to our customers. The legal team acts for the company in the acquisition and reselling of any associated part exchange properties. We strive to provide an excellent service and work closely with the business, regularly updating them.

I also deal with the infrastructure agreements for each development, for example, the Section 38 Agreement, which deals with the adoption of the highways within the estate and Section 106 obligations.

WHAT MIGHT A TYPICAL DAY INVOLVE?

In addition to advising my team on matters of law, I may have a meeting with the technical team to discuss a new development, help the customer services department deal with a historic query on an estate, attend a meeting with the sales, finance and production teams to discuss the progression of the plots and help the business manage our customers' expectations for moving into their property.

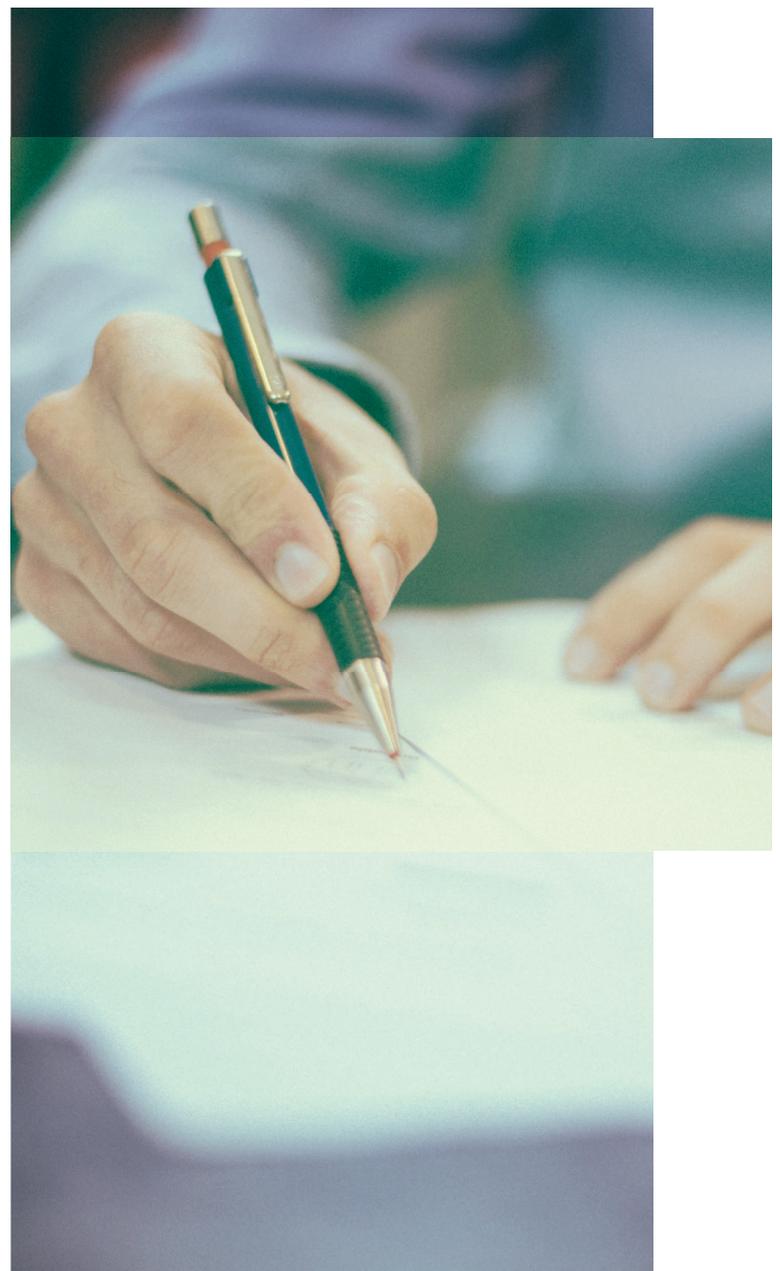
WHY DID YOU CHOOSE THIS CAREER?

I fell into a career in law having worked as a PA at a law firm when I left school. I was supposed to be taking a year out before going to university, but I enjoyed the job so much I decided to stay and with a supportive employer, pursued a career in law.

WHAT QUALIFICATIONS DID YOU NEED TO GET THIS JOB?

I undertook the law degree part time in the evening so I could continue working full time. I then completed both the Legal Practice Course and my Training Contract part time whilst working and having my children. In fact, when I took my final Legal Practice Course exam, I had a 13 month old daughter and was eight months pregnant with my son!

“Qualifying as a Solicitor requires hard work and dedication but should always be considered achievable.”



Home Builders Federation
HBF House
27 Broadwall
London, SE1 9PL

Tel: 020 7960 1600
Email: info@hbf.co.uk