



Future Talent Network Members Share their Views

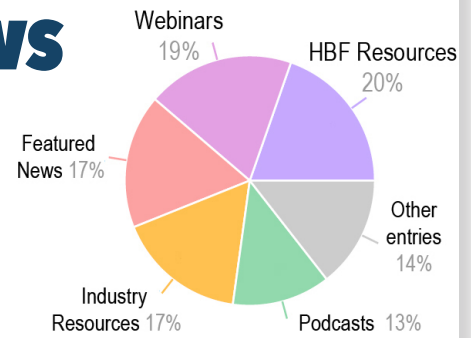
Following the launch and activity of the Future Talent Network over the last six months, members were asked to share their views on what they wanted to see more of from the network. The team received an amazing level of responses from members to help shape the future of the network. Early results showed that the majority of members wanted to receive further training and webinars on subjects such as Modern Methods of Construction, the environment and sustainability. Professional development was also a key

area with members asking for a greater understanding of progression and skills needed to raise through the ranks.

While the Future Talent Network has only been able to operate virtually so far, due to the pandemic, the majority of members wanted face-to-face networking opportunities to meet their peers. The Future Talent Network is hoping to host face-to-face network events later in the year as well as re-launch the popular Future Talent Conference early next year. We will also be working closely with our member organisations to

The Future Talent Network Survey

Which areas do you find most useful?



ensure the content and opportunities we provide compliment existing professional development in house. **To learn more about the Future Talent Network and to join, visit www.hbf.co.uk/futuretalent.**

Employers share their experiences of the Kickstart Scheme

HBF's Kickstart Gateway has seen many positives for employers and individuals having overcome challenges along the way. With over 30 home builders and supply chain organisations getting involved in the scheme, one home builder, Countryside, shares their experiences and tips for those considering getting involved.

Countryside took part in Kickstart to enhance its alternative talent pools, further supporting local communities and aiding social mobility. As a business, it created three new semi-skilled operative roles across its timber frame factories, working on a shift pattern. Two of the three roles are based in Warrington and one at Leicester. These roles include some manual lifting and a mix of machine operation and the use of nail guns. Countryside says recruitment to the scheme has at times been testing, however, it has built a strong relationship with the local Job Centre Plus to aid a smooth recruitment process. As a business its also adapted its working hours to allow greater

flexibility and alignment with access to the factory from public transport.

So far, Countryside has recruited two operatives. One of the operatives, Gareth, joined the Warrington factory in April 2021, and has been developing further each day, immersing himself into everything he's been involved in. He has also enrolled through online employability training, provided by Pathway CTM, part of the support offered by HBF. Gareth has learned how to manufacture a timber frame panel and understands the quality of the end product that is required.

Commenting on his role, Gareth says, "Everyone has been so friendly and welcoming since I started and the fact that my supervisor and managers are invested in my progress is great motivation. I have found this experience interesting and would love the opportunity to eventually work here full-time. I hope I can continue to make a great impression and strive to keep up the good work. I'd like to thank everyone for the opportunity to work



Countryside Operative, Gareth at the Warrington factory

at Countryside and I am grateful for everyone taking me under their wing and making my time here educational and enjoyable."

To find out more and to get involved in the HBF Kickstart Gateway, email Tracey Hill at skillspartnership@hbf.co.uk.

Apprenticeships & T Levels

HBSP are now established as a regular stakeholder contact for DfE and Institute for Apprenticeship and Technical Education (IFATE) regarding policy and implementation of vocational education. The IFATE is reviewing all construction standards in 2021, starting with brick.

CITB have been monitoring the issues with the standards and determine that over 15,000 apprentices are currently studying on standards that are not considered fit for purpose (rag rated red for two months).



Mental Health Awareness Week

The Skills Partnership, along with home builders, took part in Mental Health Awareness Week in May. During the pandemic, the industry has seen an increase in the number of people struggling with negative thoughts impacting their wellbeing. A dedicated webpage www.hbf.co.uk/mh21 was created to signpost support available to both individuals and their families. HBF worked with Mental Health First Aid England, the Lighthouse Construction charity and the Health

and Safety Executive to share helplines, guidance and webinars. Home builders also got involved by sharing case studies and stories on what they were doing within their own businesses to raise awareness of positive mental health and wellbeing. The webpage was visited by over 240 users during mental health awareness week and we continue to work with home builders and charities to promote future mental health and wellbeing initiatives.

Mental Health Remains Top Priority for Home Builders

9 out of 10
people say they will face stigma or discrimination if they speak about their mental health.

HBF distributed its benchmark survey to members in March to learn more on the progress organisations were making to implement mental health awareness within their own workplaces. The survey was sent to those who signed and committed to following the Building Mental Health Charter and was the second time the survey had been completed since HBF launched its mental health campaign in 2019.

The results of the survey feedback showed that home builders were still taking the issue of mental health awareness and prevention very seriously and were keen to further develop support within their own organisations. With the pandemic, many organisations had not

been able to accomplish as much as they had hoped and this also meant that other issues such as furlough and work life balance were now affecting employees. One of the big areas where support was still most needed was on-site and in trade roles. Many employee assistance programmes are not extended to those working within the supply chain and there aren't enough mental health first aiders who are based on-site. We are currently working with our mental health awareness group to discuss the survey results and how we can find solutions.

If you would like to get involved and be part of our mental health group please email skillspartnership@hbf.co.uk.

Career Prospects in the Green Economy

With green jobs expected to grow rapidly to meet climate change and nature recovery targets, Anthony Barron, Sustainability Manager at the Thakeham Group discusses career prospects and what skills are needed for the future green economy.

What is a green job?

Green jobs are commonly defined as those involved in activities that have a positive impact on our planet. Roles where you are engaged in renewable energy (such as solar and wind), energy efficiency, recycling, low carbon transport, or recovery of the natural world. However, there are many other green roles in emerging sectors of the economy, from urban farmers to green investment advisors and the list is constantly growing.

The government's recent carbon emissions commitments will rely on us carrying out retrofits to 25million homes by 2050, in order to reduce their energy use and switch them to renewable energy sources. This will be the biggest infrastructure project the UK has ever seen and will create hundreds of thousands of new jobs. Indeed, the government sees green jobs as a key growth area as we recover from COVID, committing to there being two million adults in the UK employed in 'Green Collar' jobs by 2030.

At Thakeham we will need the skills of those in green roles to help us build zero carbon homes from 2025. This will include a diverse spectrum of people, from solar PV installers to energy



Anthony Barron:
Sustainability
Manager at
Thakeham Group

consultants. We will also be increasingly searching for goods and services that have positive environmental outcomes. Inevitably businesses that manufacture products that have green credentials will find themselves in increasing demand and jobs in green manufacture and product development may grow. As Thakeham, and the wider construction industry, look to protect and enhance nature we will require a range of specialists to help us. From ecologists to survey the land and provide advice on how we support nature, to skilled conservationists and biodiversity specialists to help us design and manage green space for nature recovery.

Knowledge and skills

Beyond carbon emissions and nature recovery, we will need to turn to green specialists for advice in every aspect of how we design, build and maintain the communities we create, from flood prevention experts to future transport advisors. Inevitably for Thakeham, and businesses across the wider economy,

every job will eventually be a green job. From an accountant considering the value of nature to the balance sheet to a landscaper managing parks for people and nature. Everyone will need to have the knowledge and skills to ensure the product or service they provide is compatible with the green economy.

But how can you position yourself to benefit from the growth in green jobs? Well, there are a number of paths into this diverse arena. Currently, most green jobs are specialisms that require a particular qualification and potentially a degree. However, there are a growing number of green apprenticeships or training programs. For example, technician apprenticeships with energy suppliers, or heating contractors, will include experience and training in the renewables sector.

Nonetheless, most of the green jobs that will exist in 10 years time don't exist yet. The best way you can be ready for this is to make decisions on what jobs might look like in the future. Look for organisations that clearly have a future in this new economy. Such as, businesses with ambitious climate change or nature strategies, or those whose product or service is compatible with a greener economy. Once on board, find where you can be part of the businesses' transition and you could carve yourself a fulfilling career that evolves with the changing job market.

Interview via the *The Careers & Enterprise Company Post*
www.careersandenterprise.co.uk

The new Brickwork Traineeship Standard pilot has launched at Hartlepool College of Further Education. The Skills Partnership has worked closely with CITB, DfE, members and associated federations to develop the curriculum for the traineeship. It will be a pilot occupational traineeship aimed purely at brickwork and provide vital on-the-job experience to tackle the skills shortage across the sector.

The pilot aims to improve the statistic that only 25% of full-time construction students enter the industry, by helping businesses and sites connect with individuals who meet their needs. It will also open up government incentive payments to support with the cost of trainee work experience.

For more information on the new Brickwork Traineeship Standard Pilot, visit www.hartlepoolfe.ac.uk/.

Brickwork Traineeship Standard Pilot Launches



Out & About

McCarthy Stone Increases volunteering efforts

McCarthy Stone are offering every member of staff two paid days a year to volunteer as part of its new Employer Supported Volunteering Initiative. During the pandemic, hundreds of McCarthy Stone employees volunteered to help 20,000 homeowners through lockdown and they encourage more to do so.

Alongside a new charitable foundation, the home builder has also invested in Rockstars web app to facilitate and host various volunteering opportunities for employees. Companies who engage their employees in corporate social responsibility activities can improve retention, attract the best talent and develop a sense of pride within their organisation. Employer Supported Volunteering is helping McCarthy Stone to strengthen communications while developing its staff.

Building successful career foundations

Taylor Wimpey, in partnership with Geason, has been celebrating the first distinctions earned by apprentices in the new Bricklaying Apprenticeship Standard. The standard, recorded by City & Guilds, is designed to teach apprentices how to lay bricks and other building components to construct, repair walks and foundations and increase their knowledge of the range of sites and projects they could work on.

Taylor Wimpey have been supporting apprentices over several months, especially as much of the learning draws from digital



Four McCarthy Stone volunteers working at local charity Access Dorset

resources and practical personal support, due to the pandemic. Lisa Beresford, Apprentice Manager at Taylor Wimpey said, "It is fantastic to see the skills and confidence of the apprentices grow, and to see the impact they are now making in their new roles with the knowledge and skills gained.

We see apprenticeships as a cornerstone of our talent strategy that will serve us and our customers well."

For more information on the Brickwork Apprenticeship Standard, visit www.instituteforapprenticeships.org/apprenticeship-standards/bricklayer/.

Diary Dates

7th September

- **HBF AGM and Annual Lunch 2021**

9th September

- **Career Attract Meeting**

21st September

- **Careers Committee and Skills and Supply Chain meeting**

The meeting will be accompanied by a tour of the new NHBC Training Hub.

If you would like to join one of the Home Building Skills Partnership groups, 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!