



Fully Funded Brickwork Masterclass Extended

Following the success for the Brickwork Masterclasses relaunch, further courses and dates have been released for 2022 to meet demand. The masterclasses are a Home Building Skills Partnership initiative, developed with NHBC and the Association of Brickwork Contractors (ABC) in conjunction with the industry, and funded by CITB.

The sessions are delivered by NHBC and designed to provide practical skills and knowledge on the most common brickwork issues

found by inspection teams and how to improve quality and good practice onsite. The course content covers areas such as cavity wall construction, sound insulation and much more. Sessions will run for 90 minutes and are available to book across the UK. If you are unable to find your location, please do still apply and we will try to accommodate your request. To take advantage of this free training, visit the NHBC training website at www.nhbc.co.uk/brickwork-masterclass and book your place now.

Free Mental Health Awareness Training for SMEs and the Supply Chain

HBF has been working with the Lighthouse Club Construction Industry charity to offer free mental health awareness training for those working in SMEs and the supply chain. SME workers make up 98% of the construction industry but many do not have access to company mental health support or employee assistance programmes. In addition, over 70% of employees working in the industry do not recognise the early signs of mental health problems and more needs to be done to help those employed in smaller businesses get the support they need.

The Lighthouse Club's training course will provide information on the signs to look out for and how to start a conversation with someone who may be struggling. It will also provide advice and guidance on how to look after your own mental health and confidential support available. Courses will be held throughout the year with the first to take place online on Tuesday 8th March virtually. However, spaces are limited so book your place here by using the code **HBF2022** and visiting <https://lighthouseclubtraining.corsizio.com>

Future Talent Network welcoming new cohort of graduates

The Future Talent Network is welcoming the graduates, apprentices and new starters of 2022 who have just joined the home building industry. The Future Talent Network, launched in 2021, is an online knowledge and support hub for new entrants in the home building industry. With over 500 members, the Future Talent Network provides members with webinars, events and policy briefings on topics from modern methods of construction to inclusivity and diversity. The network also draws on HBF's knowledge and expertise of the industry to bring news and insight into government decisions that affect the built environment.

Membership is free for those from HBF member organisation and is open to all those new to the industry regardless of job role. To get your new entrants involved,



visit our webpages at www.hbf.co.uk/futuretalent for more information and to fill out our simple application.

Brickwork Traineeship Standard Scales Up

The brickwork traineeship standard pilot, developed by HBF, CITB, ESFA, AoC and the British Association of Construction Heads is to set to be scaled up with traineeships in carpentry and joinery, drylining, and painting and decorating being developed. The brickwork traineeship standard pilot took place at Hartlepool College of Further Education and was created to provide vital on-the-job experience to tackle the skills shortage across the sector whilst reducing the number of full-time construction students that did not enter the industry. Since the brickwork pilot took place, 9 of the 14 trainees have gone on to apprenticeships within the sector 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 www.citb.co.uk.

Attracting new talent to the Industry

Creating more resources for audiences

Following ongoing feedback and contributions from the Skills Partnership's Career Attract group, a new career resources webpage has been created for employers and influencers at **www.hbf.co.uk/resources**. The new webpage includes presentations, virtual resources, activities, videos and information on how to encourage young people to enter the home building industry. One of the new resources that has been created is the virtual work experience toolkit and framework, developed with Barratt Development and Taylor Wimpey Graduates. With the pandemic changing the way we work; this virtual resource provides career insight and activities that can be tailored to businesses strategy and recruitment scope. The virtual work experience toolkit and framework has been designed to be delivered to any audience, including school and college leavers, women's groups, ex-forces and the unemployed.



Skills Partnership visit new Training Hub

Members of the Skills Partnerships Skills & Supply Chain Group met up to tour around the new NHBC Training Hub. The Training Hub, based in Tamworth, has been built in partnership with Redrow Homes and Tamworth Council with input from industry working groups. It will provide bricklaying apprentices with a realistic working environment and give young people the chance to build substantial structures without being on a live building site. The training hub will support more than 100 apprentices whilst addressing some of the vital skills gap the industry is experiencing.



Roger Morton, Chair of the HBF Skills and Supply Chain Group and Group Change Director at Vistry Group, said, "It was a great opportunity for me and the group to visit the training hub and understand more about how trainees will be learning in a realistic working environment. Many new entrants do not get enough experience to put their learning into practice before they begin work at a development. However, this new training hub will allow them to get the practical skills and experience they need to meet the needs of a real working site."

Apprentices will work across an 18-month programme focussing on the key skills needed in house building.

For further information, visit **www.nhbc.co.uk/builders/products-and-services/training/apprenticeships/tamworths-training-hub**.

Construction Careers Hour

The Careers & Enterprise Company is supporting Learn Live to host a series of virtual events promoting careers. In November, members took part and supported the Green Careers Hour virtual event, with video content and resources. The Construction Careers Hour event will take place on 24th March 2022 at **www.learnliveuk.com/careers-in-construction** and is an opportunity for home builders to take part and talk more about the variety of careers available in homes building. The event will be promoted to over 4,000 career leaders working in schools and colleges and to their students to attend online. Employers can also get involved in the Q&A session with students. Employers that are interested in taking part should contact Tracey Hill at **skillspartnership@hbf.co.uk**

New format for Skills meetings

The Home Building Skills Partnership is changing the format for its future group meetings going forward. Due to many meetings being held virtually in 2020 and 2021, many more members were able to attend meetings and take part in activities. Following this, meetings will now be held both virtually and in person going forward, to accommodate members travel and time needs. There will also be an opportunity for in-person meetings to be tied with a learning visit for groups such as at a training hub, MMC factory or a home builders tour of operations. If you are interested in taking part or joining one of our skills groups, please send us an email at **skillspartnership@hbf.co.uk** for further information.

Out & About

Bellway launches graduate recruitment drive

Bellway has launched its national graduate scheme for 2022, offering a variety of skilled job opportunities for university leavers. The graduate scheme is part of Bellway's plan to employ almost 100 entry-level staff in 2022, with 57 apprentices being recruited from spring.

Ashley, one of Bellway's graduates who joined in 2020 has recently been promoted to land buyer, "From day one, everyone at Bellway has been incredibly supportive and encouraging. Their support has enabled me to secure a full-time position in a new career that I love." Bellway is looking to hire graduates in land, planning, construction, technical, sales, commercial, finance and PR and communications roles.



Ashley, Bellway Graduate

Brick-laying robot gets approval from NHBC

The Automatic Brick Laying Robot (ABLR) has received the 'NHBC Accepts' accreditation which means it can now be used in the construction of new homes covered by all NHBC warranty products subject to design and installation. The robot, created by Construction Automation, can build external walls, lay bricks, blocks and mortar, while running on a track around the foundations of a building.

It is hoped the new ABLR will help to increase on-site productivity, improve health and safety and close the skills shortage gap in the industry. It will also help the industry increase its integration of Modern Methods of Construction (MMC) in the delivery of new homes.

Diary Dates

24th-25th February

- HBF Future Talent Conference

5th April

- HBF Careers Attract Group meeting

6th April

- Inclusion, Diversity and Equality Group meeting

19th April

- Mental Health Awareness Group meeting

26th April

- Skills & Supply Chain Group meeting

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

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.

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

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