



## One third of Mental Health First Aiders are site based, survey finds

HBF's 2022 Mental Health Awareness Benchmarking Survey has found that over 1,000 Mental Health First Aiders have been trained this year, one third of which are based on site. The survey, now in its third year of operation, started following the launch of HBF's Mental Health Awareness Campaign in 2019 to track the industry's progress in raising awareness and breaking down the stigma around mental health.

The results of the latest survey show that home builders remain dedicated to mental health awareness and are keen to support their supply chains in addition to their own workforce. For example, 33% of respondents offer mental health support to their supply chains and of those companies that don't currently provide it, 42% plan to do so in the future.

In terms of the industry's most reported mental health issues, relationship challenges came out highest followed by financial concerns and coping with stress. In a reflection of the cost-of-living crisis, it is the first time in the three years of running the survey that financial issues have featured in the 'top 3'.

### Other key results from the survey include

- 94% of companies have an Employee Assistance Programme (EAP) in place
- 33% use both an EAP and the Construction Industry Helpline
- 89% of respondents either offer, or are in the process of offering, flexible working/working from home options
- 89% of companies plan to train further MHFAs
- 73% of respondents changed the way they supported their staff during the Covid-19 pandemic

The results from the survey will be discussed with HBF's Mental Health Awareness Group and used to set the Group's priorities for the year ahead. If you would like to participate, please email [skillspartnership@hbf.co.uk](mailto:skillspartnership@hbf.co.uk) for further information.

## Brickwork Masterclasses continue to improve quality on site

### Home Building Skills Partnership Brickwork Masterclass Programme Evaluation Report

The concept of Brickwork Masterclasses is a Home Building Skills Partnership Initiative, developed with NHBC and the Association of Brickwork Contractors (ABC) and funded by CITB. You can book a masterclass at <https://shop.nhbc.co.uk/product-category/training-courses/trade-talks/hbsp-brickwork-masterclass/>.

Brickwork Masterclasses delivered on sites across the country have resulted in positive change. An evaluation of the programme carried out by Harlow Consulting concluded that "On-site brickwork masterclasses make a difference to the quality of brickwork on-site and contribute to reduction of defects and an increase in confidence and skills of bricklayers" and "Site Managers have changed processes and quality control as a direct consequence of the brickwork masterclasses".

The full report is available at <https://www.hbf.co.uk/documents/10329/>

### Brickwork Masterclass Evaluation Report June 2020-FINAL.pdf

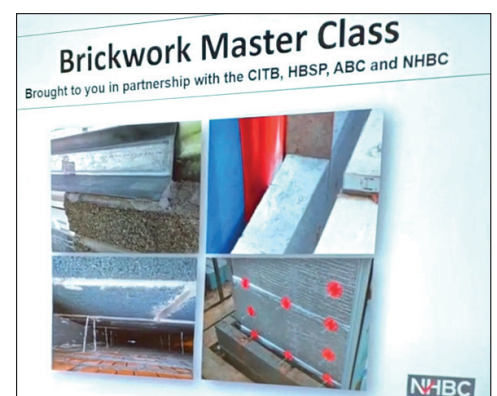
The 90 minutes sessions deliver free practical guidance on the most common issues found by inspection and claims teams and have been shown to have a positive impact on NHBC quality reviews, with positive Site manager feedback. "Worked well that it was on site as they (bricklayers) didn't lose much time on the job either"

"Inspectors usually interact with the SM and foreman, communicating with the bricklayers was really effective. You have to remember that many of them often haven't had any training since leaving school – education and training for them is a great thing and highly valued"

"The masterclass taught them more about the impact that defects have in terms of insurance and claims which has helped them to understand the consequences of poor workmanship"

"Behaviour has improved, they take more pride in their work and in the site generally – they clean the scaffold now and turn the boards over as was suggested to keep them dry too"

More sessions are available. To make a booking visit <https://www.nhbc.co.uk/builders/products-and-services/training/courses/brickwork-masterclass>.



# Passionate about the industry and want to bring it to life for young people?

Book a **Home Building Ambassador** group onboarding session today!

Over a quarter of a million extra construction workers may be needed by 2026, according to the latest CITB published Construction Skills Network (CSN) report. The industry is currently facing a huge skills shortage across all areas, on and off site, including office-based professions.



As part of our drive to address this shortage The Home Building Skills Partnership and CITB GoConstruct is working with STEM Learning and their STEM Ambassador programme, creating industry specific schemes to inspire the next generation of construction workers. Our industry Career Ambassadors have a crucial role in promoting careers in home building and attracting more people into the sector that is why GoConstruct are delivering onboarding sessions for interested employers who want to register and train a group of prospective ambassadors.

### Ambassadors make a difference

As an employer there are a variety of benefits to be had from your employees becoming ambassadors inspiring the next generation of talent and career changers, from promoting your business brand and the home building industry to developing their skills, confidence, and networking opportunities out in the community.

## Benefits of group onboarding and how it works?

### Countryside Partnerships are committed to their ambassador activity

Countryside encourages all their early careers talent to become ambassadors, to inspire and encourage young people into the sector and to encourage the next generation to think of Countryside as a company of choice. They signed up to a GoConstruct group onboarding session (delivered virtually via TEAMS). They wanted to ensure every one of their ambassadors had guidance and support through the registration process, this is what they said "We held the onboarding session to ensure all our trainees had the opportunity to learn directly from our internal Early Careers Team, GoConstruct and

*STEM Learning about the purpose, asks, benefits, and impacts of being an ambassador. 12 of our trainees got involved in the session and were guided through the sign-up process. Getting trainees from across our various sites in England on one call highlighted that we are all working together to support our communities. During the session GoConstruct provided a detailed overview of their programme, their resources, how being an ambassador works (like having a dashboard and support available etc), giving us an opportunity to ask questions; then we were supported through real time sign up and next steps". To find out more or sign up for a Group Home Building Ambassador on boarding training and registration session contact [skillspartnerhip@hbf.co.uk](mailto:skillspartnerhip@hbf.co.uk).*



## Need help with Career Resources?

Visit our home building career resources page  
<https://www.hbf.co.uk/policy/home-building-skills-partnership/career-attraction/career-resources/>  
to find virtual work experience tool kits, case studies, video content, brochures and more.

## Revised bricklaying apprenticeship standards

HBF and members, alongside the Association of Brickwork Contractors, Federation of Master Builders, Providers and End Point Assessment Organisations have been busy working with the Institute of Apprenticeships and Technical Education (IfATE) reviewing the existing Bricklaying standard at level 3. Led by Phil Evans of Barratt Developments, the group are pleased to have received formal approval of the separated Bricklayer Standard at Level 2 and Level 3 which has been given by the Construction and the Built Environment Route Panel and the Institute's Board. Work will continue to progress this for delivery in 2023.

For more information please view:  
<https://www.instituteforapprenticeships.org/apprenticeship-standards/>.



# Site Management NVQ Programme by Persimmon Homes

As part of a continued investment in their people, Persimmon Homes began an extensive Site Management NVQ programme. Paul Curry, Group Training Manager explains, "With the future withdrawal of CSCS Industry Accreditation (IA) cards we were concerned that a number of Site Managers would have cards that would be expiring, and whilst renewable in the short term would longer term be void".

Having carried out an initial audit in early 2021 we established around 70% of site management staff had IA cards or did not have the relevant NVQ's." Setting levels of NVQ 4 for Assistant Site Managers, NVQ 6 for Site Managers, and NVQ 7 for Contracts Managers and Construction Directors **Persimmon Homes embarked on a delivery programme in partnership with a national provider.**

This programme has seen them deliver over 400 NVQ's in 12 months with a further 132 registered and in the process of being assessed. Paul explains "This has ensured that we are currently maintaining over 90% of Site Managers with the appropriate competence-based qualification for their role. We currently have some Site Managers at the older end whose IA cards will probably take them to retirement and the NVQ is a personal choice for them." "In conjunction with our Site Managers Pathways and a wide



**Jade Simmons, Contracts Manager Persimmon East Wales who completed her level 7 NVQ as part of her progression**

offer of internal courses, ranging from key technical knowledge to personal development skills, the programme has supported the progression of our site management talent pipeline."

"We continuously developing our site management staff through our dedicated

Construction Training Team and in partnership with NHBC training on key issues. With our investment in training and a potential future Site Managers Excellence hub, this is an exciting time for the development of Persimmon Homes Site Managers."

## Inspiring Change Conference and Awards 2022 – L&Q join the debate

This year's Inspiring Change Conference took place 6 July 2022 in London and continued the great tradition of discussing, showcasing and awarding the best examples of diversity and inclusion. To read more about the speakers, see the slide pack and hear recordings from the event visit <https://www.inspiringchangeawards.com/>.

One of our members joined a panel discussion on **Inspiring education/game changes**. Deborah Lamb of L&Q Foundations talked about how their Learning to Succeed Programme has been delivering sessions to 31 secondary schools across 11 London Boroughs since 2018. In the first 3 years working together with their training partners they

engaged with over 16,000 students – which exceeded their target of 12,000.

The classroom and online sessions cover STEM and Careers subjects and recently, due to the most unprecedented times for young people, they have now included Well-being and Mindfulness.

Schools can select from a catalogue of 20 sessions which cover their curriculums and the Gatsby Benchmarks. L&Q's vision and ethos is to give back to the Developments and Communities they work in. The Gatsby benchmark states that 'every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace'.



**School Enabler, Deborah Lamb**

The Learning to Succeed programme is now on its 2nd phase till July 2024 – hopefully it will continue with its success and lead to other organisations following L&Q's lead.

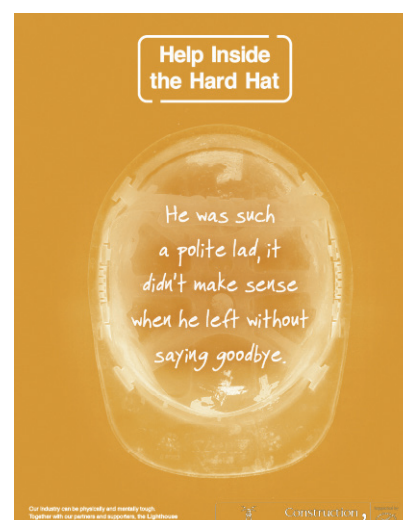
# Help Inside the Hard Hat campaigns

## Lighthouse – The Construction Industry Charity

HBF is working with the Lighthouse Club Construction Industry Charity to offer free mental health awareness training for those working in small and mid-sized enterprises (SMEs) and the supply chain. Please check the *Diary Dates* for details.

These events are free for HBF members. To book on to a session, please click on the relevant event link below and enter the passcode **HBFONLY** when prompted. All training lasts 3 hours. Should you have any questions, please email [skillspartnership@hbf.co.uk](mailto:skillspartnership@hbf.co.uk).

We would also like to call your attention to the series of **Help Inside the Hard Hat** campaigns to raise awareness of mental health within the industry. There is a 24/7 Construction Industry Helpline, the Lighthouse free app and mental health training. All resources are free of charge! The Construction Industry Helpline is **0345 605 1956**.



For more information visit **Help Inside the Hard Hat Campaign to Support construction Workforce – Lighthouse Club**.

## Diary Dates

### Tuesday 20 September 9am–5pm

#### • HBF Technical Conference

<https://www.hbf.co.uk/events/hbf-technical-conference-2022/>

### Wednesday 21 September 9am–5pm

#### • HBF Planning Conference

<https://www.hbf.co.uk/events/hbf-planning-conference-2022/>

### Tuesday 4th October 11am–1pm

#### • Career Attract Group meeting

HBF House, London

### Tuesday 4th October 2pm–5pm

#### • Mental Health Awareness Training

<https://lighthouseclubtraining.corsizio.com/c/63077054f09978123d5376ed>

### Wednesday 5th October 10am–12 noon

#### • Diversity & Inclusion meeting

venue TBC

### Tuesday 18th October 1pm–3pm

#### • Skills & Supply Chain meeting

HBF House, London

### Tuesday 18th October 11am–12.30pm

#### • Mental Health Group meeting

<https://www.hbf.co.uk/policy/home-building-skills-partnership/HBSP-mental-health-awareness-home-building/>

### Tuesday 1st November 2pm–5pm

#### • Mental Health Awareness Training

<https://lighthouseclubtraining.corsizio.com/c/6307706df09978c05f5376f2>

If you have any queries please do not hesitate to get in touch with the events team on **0207 960 1630** or [events@house-builder.co.uk](mailto:events@house-builder.co.uk)

## GET IN TOUCH

The Skills Partnership is focused 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

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**t** [@HomeBuildSkills](https://twitter.com/HomeBuildSkills)

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