

DECEMBER 2022



The HBF Future Talent Conference returns with high expectations!

The **HBF Future Talent Conference** remains HBF's main event each year to bring together trainees, graduates and apprentices with ambition and aspiration to progress their careers within the home building industry. Last year, the event featured workshops for the delegates on net zero, MMC and their impact on skills. Attended by over 120 delegates the Conference was a sell-out success!

The upcoming HBF Future Talent Conference is returning to Wyboston Lakes on 2nd March 2023. This interactive two-day conference aims to provide learning insights on key issues and changes for the industry, enhancing delegate knowledge and understanding. Delegates will hear from key industry speakers including Group Director Orbit Homes Helen Moore, CEO Lioncourt Homes Colin Cole, Chief Operating Officer New Homes Quality Board Emma Toms, MD HBF Neil Jefferson and Planning Director HBF Sam Stafford. [Book your places here](#) before they run out!

“ *Very informative and insightful. Exceeded my expectations, I found the speakers particularly interesting.* ”
- FTC Delegate

Shout out to school pupils about careers in home building

The Skills Partnership is working on a project with The School Outreach

Company (TSOC) to raise awareness of careers in the home building industry to pupils in secondary schools. Funded by the New Homes Marketing Board, for one academic year, this project aims to maximise exposure and visibility of the industry, deliver consistent messages, and dispel myths.

The project will reach out to over a thousand schools in cold spot social mobility areas across England, and will share exciting industry insight with pupils, parents and career advisors. Following the issue of material shared so far pupils are already eager to know more.

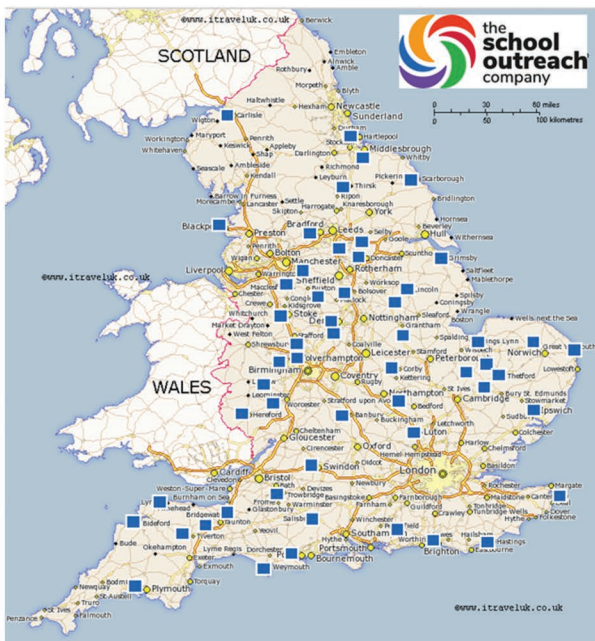
TSOC also support the delivery of interactive workshops and mentoring interventions.

HOUSE BUILDING CAREERS



Many home builders have already joined TSOC to reach out to secondary schools across the UK, increasing the overall coverage in England to almost 90%.

A collaborative effort from the industry is important for the future sustainability of the Sector. If you are interested in getting involved contact the **Home Building Skills Partnership**.



Promoting Home Building Careers at the Haydock Park Racecourse

The Skills Partnership joined fifteen home builders, NHBC, CITB and other local strategic partners at an event hosted by the Trustees of the Haydock Park racecourse to promote careers in the industry to school and college students in the Northwest. Over 300 local students attended the careers fair where they were given the opportunity to get a taste for home building from some of the biggest names in the industry.

Students had the opportunity to speak to employers about career options, employment prospects, benefits, and much more. The event also gave local home builders a networking opportunity and a united voice in the promotion of the industry.



From T Level students to Management Trainees at Vistry Partnerships

Two T Level students did their work placement in Vistry Partnership's London office and are now onto their Management Trainee Scheme. When asked about their experience of choosing T Levels, here is what they had to say about their journey.



Najeeb Khan,
Management Trainee
Vistry Partnerships London



Noor Mundakkal,
Management Trainee
Vistry Partnerships London

Why did you choose to do a T Level?

I chose T Levels because I wanted to understand how the construction industry operates from within. There is a massive difference in theory and practical aspects of any industry, and I wanted to make sure I was studying the correct course.

How did doing a T Level help you with what you are doing now?

Doing a T Level has helped me gain confidence, learn about Health and Safety on construction sites, and understand the ethics of an office environment.

What do you think you benefited from by doing a T Level rather than any other type of qualification?

I was able to do a work placement which gave me an insight into the industry, develop my skills, and tailor them to a working environment, all whilst still being in sixth form.

What advice would you give to a manager thinking of taking on a T-Level student for their work placement?

To be patient as T Levels are new to the work environment. To give them meaningful tasks which have an impact and make them feel comfortable because if they enjoy their time, they are more likely to pursue the route.



Employers developing the skills engine for the Government to power

Following the Trailblazer round to develop Local Skills Improvement Plans (LSIPs) in 8 regions across the country last year, the government have approved a further 38 designated Employer Representative Bodies (ERBs) to create LSIPs in their regions. LSIP's aim is to put employers at the centre of the skills system, build a stronger and more dynamic partnership between employers and further education providers, and allow provision to be more responsive to the skills needs of employers in local labour markets.

The Skills Partnership worked with the 8 ERBs to develop their Trailblazer LSIP and will offer home building insight on challenges and data to the 38 new ERBs recently approved, to ensure our members have an opportunity to join workshops and input into surveys, to influence plans. Key areas being considered by LSIPs are outlined in the diagram.

To find out more about LSIPs visit **Local skills improvement plans (LSIPs) and strategic development funding (SDF) - GOV.UK (www.gov.uk)**



Jo Mann assigned as new Chair for the Mental Health Group

After 4 years of chairing the Mental Health Group, Paul Curry from Persimmon Homes has now been succeeded by Jo Mann from Tara Group (Cameron Homes, Keon Homes and Chasetown Civil Engineering) as the new Chair. Jo trained as a Mental Health First Aider in 2018, and shortly after she moved into her first role within the Construction industry.

As the new Chair, she plans to continue building on the work the Mental Health Group has done and would like to ensure the industry works together to review ways it can influence for the greater good, as well as supporting its people and their families. She is especially keen to ensure that the group supports a wide range of home builders and to welcome everyone to join the conversation.

Jo Mann
People Advisor
Tara Group



Calendar Dates 2023



Mental Health Group Meeting

Venue: Zoom
Date: 11/01/2023



Careers Attraction Meeting

Venue: Zoom
Date: 18/01/2023



Skills and Supply Chain Engagement Meeting

Venue: HBF Office, London
Date: 24/01/2023



Inclusion, Diversity & Equality Group Meeting

Venue: Zoom
Date: 31/01/2023



Mental Health Parliamentary Reception

Venue: Dining Room A - Houses of Parliament / Email to book your place Emma.ramell@hbf.co.uk
Date: 22/02/2023



Future Talent Conference 2023

Venue: Wyboston Lakes
Date: 02-03/03/2023

Pathway CTM's Built Environment Virtual work experience day

October saw Pathway CTM deliver a Virtual Work Experience event about the Built Environment and Real Estate sector, to educate students about the industry and change perceptions. 5 key employers from the sector joined the day including Redrow, with 194 students from across the UK taking part.

"I had a great time, it was very informative which helped me to realise that this could be a field I want to move into in the future."
- Leah, Year 12

"Loved it and everyone who spoke today was amazing."
- Sahraa, Year 12

Redrow got involved because of the HBF and Pathway CTM's partnership, which gives HBF partner home builders the opportunity to engage with Pathway's nationwide network of students and schools to share the opportunities they have for school leavers. **Watch the session here!**



GET IN TOUCH

The Skills Partnership focuses 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/policy/skillspartnership**.

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



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