



Home Building Skills Partnership

Technical Conference

21st September 2017

Jenny Herdman

Director of Home Building Skills Partnership



In conjunction with



The Home Building Skills Partnership

- Objectives 2016-2020
- To reposition the image of the home building industry as a career choice, promoting it as a positive place to work
- To attract a larger and more diverse workforce to the home building industry, progressing change and improvements in recruitment practice
- To improve the skills of the industry workforce to raise productivity and quality; identifying future skills needs relating to innovation and modern methods
- To engage sub-contractors and suppliers in collaboration across the industry, leading change and the development of a skilled workforce which meets the needs of all.
- To create a long term model for the partnership so that it can continue to support and develop the future workforce of the home building industry as skills needs evolve



In conjunction with



Building Collaboration



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Building Collaboration

The Leadership Board comprises:

- John Tutte, Redrow plc – Chair
- Andy George, Barratt
- Anne Billson-Ross, Taylor Wimpey
- Anthony Wilkinson, Crest Nicholson
- Brian Berry, FMB
- Chris Carr, Carr & Carr (Builders) Ltd
- Dave Smith, St Modwen Homes
- Jenny Herdman, HBF
- Joanne Iddon, Morris Homes
- John Fitzgerald, Telford Homes
- John Slaughter, HBF
- Neil Jefferson, NHBC
- Sarah Beale, CITB
- Steve Stone, Crest Nicholson plc

Attract

- How to attract new entrants into the industry

Skills and development

- How the industry trains its staff

Supporting supply chain development

- The training interface with subcontractors.



In conjunction with



Attracting New People – Identified Skills Shortage Roles

Bricklayer

Plumber

Wall & Floor Tiler

Site/Assistant Site
Manager

Quantity Surveyor

Sales Advisor

Engineer

Carpenter

Groundwork/Plant
Operative

Plasterer /
Renderer

Roof Slater and
Tiler

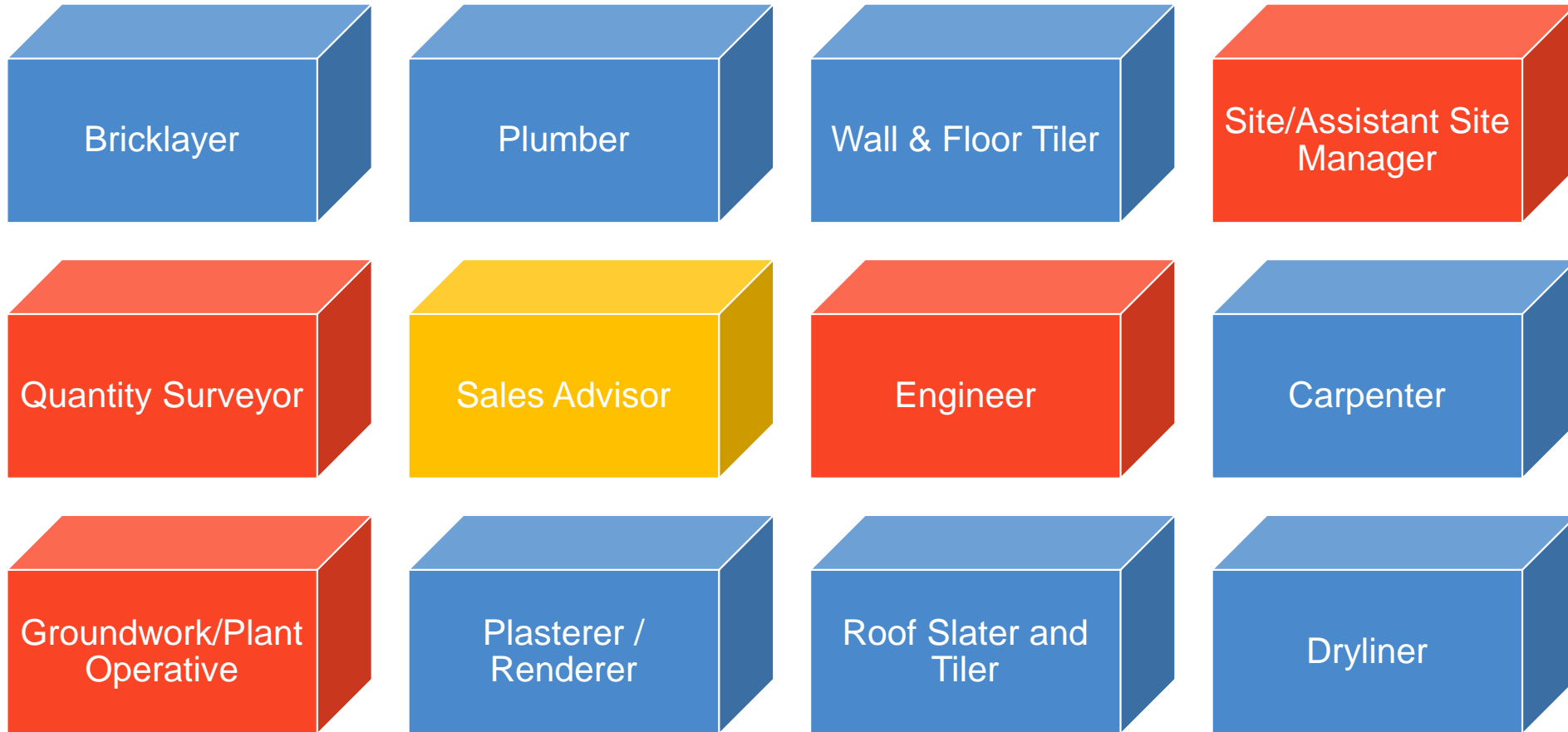
Dryliner



In conjunction with



Impact of off-site production on these roles



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Currently happening

Piloting the Training Needs Analysis tool for the role of Site Manager (followed by other key roles)

CITB supported pilot to trial home builders claiming CITB funds to train their supply chain

Updating www.housebuildingcareers.org.uk and creating links from Home Builders sales website to the House Building Careers website to promote the industry

Developing new Apprenticeship frameworks and College provision – getting involved with the new regime to ensure it is fit for purpose.

Piloting Site Manager contextualised Home Building training modules

CITB supported pilot which targets FE college construction students to complete a bridging course into employment as Bricklayers, Plasterers and Joiners.

Piloting approaches to working with Military leavers to bring them into home building careers.



In conjunction with



And starting to take shape

Industry wide
pledge to work
with the
partnership

Attraction
campaign aimed
at attracting
Quantity
surveyors, site
management and
skilled trades

Analytical work
to identify the
size of the skills
shortage and
then solutions to
solve them

Improved
communications
to HBF
members, the
sector,
stakeholders etc

Home building
Ambassadors
network

Collaborative
working on
apprenticeships
and the levy

Sharing best
practice on
Diversity



In conjunction with





Home
Building
Skills
Partnership



In conjunction with



Let us know you are interested at skillspartnership@hbf.co.uk