

SOCIAL IMPACT REPORT

2022





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BUILDING MOMENTUM

14,000



15% of service leavers applied to Building Heroes in 2022

2342



learners graduated from the Building Heroes programme

46%



increase from 2021 to 2022 in learner applications across England and Wales

“

Industry wants individuals who are savvy, innovative, resilient and those prepared to go the extra mile. Armed forces leavers are assets.



A WORD FROM OUR CHAIRMAN

Pete Bradbury,
Chairman of the Trustees

For Forces leavers, who might be considering a second career in construction, Building Heroes continues to provide the perfect starting point.

As Chairman of the Board of Trustees, I am very proud that we are part of the solution for service leavers, veterans and their families, as they work to establish their lives outside the Forces.

The record of success at Building Heroes is an impressive one. Attendance and attainment continue to be remarkably excellent with near 100% success rates; probably few learning programmes can attain such figures.

At the centre of our thinking is the natural synergy that exists between the talent and work ethic in all ranks of the Forces and the labour and skills shortages in both trade and management roles in the construction industry.

Over the past eight years, Building Heroes has established its position connecting and interpreting the needs and wants of both Armed Forces leavers and the construction industry.

In doing so, it has created gateways to a variety of construction industry career options.

To be recognised by a Queens Award for Enterprise is testimony to the success of the organisation and I would like to thank my fellow trustees and every member of staff at Building Heroes for their commitment in supporting the ex-Forces community.

“

I am very proud that we are part of the solution for service leavers, veterans and their families

PATRON

The Rt. Hon Sir Nicholas Soames, Building Heroes President

Innovation

The last eight years of innovation at Building Heroes has created a programme that knocks away common barriers to entry for all levels of service leaver who may be looking towards construction as a second career.

The coming years require even greater creative thinking as the proportion of working-age service leavers rises, and the construction industry adapts to a low or zero carbon future.

Building Heroes is working with its partners in education and industry to create new gateways into construction industry career pathways that can meet both of these challenges together.

Collaboration

Collaboration between Building Heroes, Further Education and industry to deliver these courses has opened up access for learners in an ever-growing number of places around the country.

Open-mindedness

From the early days, the development of the Building Heroes programme has been facilitated by the open-mindedness of our partners, who have seen the pay-off in spades as the course success rates remain unfailing and the enthusiasm of the Building Heroes cohorts becomes infectious across their communities.

“

Innovation, collaboration & open-mindedness are the keys to success



“

I left the RAF after a short period, and have always wanted to get into the construction industry, as I am a hands on individual. My father had friends who completed a Building Heroes course in the past, and they all highly recommended a course and as I wanted to pursue a career in Bricklaying, this was a great opportunity.

Now that I've completed the course, I want to learn more, therefore, I am going back to college in full-time education to pursue my NVQ L3 in Bricklaying. I loved having the ability to work as both a team and individually whilst I was doing my Building Heroes course, and I've learnt so much about specific construction terms, including the H&S element. For anyone thinking about doing a course, 100% DO IT.

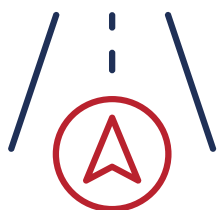
Ryan Cubbin - Aldershot Training Centre



We join forces together - Tri service community, the education sector and the construction industry - benefiting all concerned.



We remove the barriers of time and money and provide welfare support.



We are the gateway to second careers in construction for service leavers, reservists, veterans and their families.



Our mission is to create a seamless transition from military life to a new career full of opportunity.



SCALING UP TO MEET DEMAND

Building Heroes responded to the increasing demand for its services in 2022, borne out of the influx of service leavers following the COVID-19 pandemic and the widening skills shortages across the construction and property maintenance sectors.

To meet the growing demand for its services, Building Heroes opened four new training facilities in Plymouth, Melksham, Watford, and Cardiff in 2022. This agile and responsive approach to the increasing demand for its services in 2022 has helped to meet the needs of industry while providing meaningful career pathways for service leaver and veterans.

By opening new training facilities and shaping new training programmes including Plant and Groundworks, to meet the skills required within the sector, Building Heroes continues to make a significant contribution to building a highly skilled workforce in the construction industry.

Construction and the built environment offer over 180 different job and career possibilities and Building Heroes aim to:

- Champion service leavers, veterans, reservists and their families, as they transition from military to civilian life, and other disadvantaged and underrepresented groups to provide the opportunity to retrain while using their transferable skills to commence a second career in construction.
- Work with construction industry partners to identify and support their educational, employment and social value requirements while offering employment outcomes for our learners. Meeting the crucial industry need to provide skilled, competent and willing workforce solutions which addresses the growing UK construction skills shortages.

WHY WE DO WHAT WE DO



120,000



UK Tri-Service
Military veterans are
of working age but
currently unemployed *

250,000



additional skilled
construction workers
needed in the
industry to meet
projected growth
demand. **

300,000



new homes required
per annum by mid
2020's.***

*Commons Library Research Briefing, 2 Nov 2022 | ** Construction Skills Network – The skills construction needs report - UK Five-year outlook 2022-2026 | *** Tackling the under-supply of housing in England - House of Commons Library Research Briefing



JOINING FORCES FOR SUPPORT

Building Heroes deliver professional programmes with exceptional levels of quality teaching and learning. They have created a culture that embraces new opportunities, and an environment that is agile to meet the changing needs and diversity in sectors.

RECRUIT

Engaging proactively with specialist referral agencies and directly with individuals in resettlement, veterans, reservists and Armed Forces family members, offering opportunities for disadvantaged groups to access pathways to new careers

RESKILL

Providing construction skills based training which equips all learners with a nationally recognised qualification delivered in partnership with further/higher education and industry partners in just five weeks

REDEPLOY

Engagement with local and national employers provides work experience and the opportunity to introduce work ready candidates to employers for progression to second career outcomes

UNIQUE MODEL FOR SUCCESS



GATEWAYS TO PATHWAYS

- 1 Construction Trades
- 2 Engineering
- 3 Groundworks
- 4 Plant

Our training programme is a model of local training, local people, local outcomes, with intensive learning and skill development leading to employment. The enhanced programme includes visits to major construction sites and practical demonstrations, as well as specialist skills showcasing by big industry names such as Sharps. Participants can achieve a Level 1 or Level 2 qualification, CSCS Card and Health and Safety Certificate after just five weeks, following our accelerated learning programme.

In 2022 we proactively enhanced our construction skills programme to meet the evolving demands of the construction industry. Our programme now includes employer in-person visits and a sustainability module that reviews modern techniques and practices. Through listening to both our industry partners and learners, we continue to adapt our courses to ensure that our learners receive the latest training on industry practices, materials, and technology, and are equipped with the latest knowledge and skills to pursue a successful career in the construction industry or in property maintenance.

“

I really enjoyed my time on the Building Heroes course – learning new skills from scratch, working with people from different services in an inclusive environment while having a laugh as I take my first steps on the path to ‘civilian’ life!

My career goals are reinvigorated after the course, and I am now keen to start my self- build project. In the meantime, I am going to pursue plastering and tiling further, with a week of work experience with a plasterer this month. Building Heroes has given me confidence in my own construction skills and qualifications to evidence them.

Eleanor Henderson, recent Graduate from our Reaseheath Academy.

THE PRO GRADUATE

EXPANDING HORIZONS



14 TRAINING LOCATIONS ACROSS THE UK... AND GROWING

QUEENS AWARD

In April 2022, we received the Queen's Award for Enterprise – Promoting Opportunity through Social Mobility. This prestigious award has had a profound impact on the charity, its work, and its team members.

This recognition, approved by the Prime Minister's recommendation, is a testament to Building Heroes' commitment to social mobility programmes and helping individuals transition into successful working lives.

It sets the charity apart as a leader in the sector, known for its pioneering services and high standards.

Being awarded the Queen's Award has significantly enhanced the charity's reputation and credibility. It serves as a mark of excellence and innovation, making Building Heroes one of the most reputable charities to work with and support. The award highlights the charity's inventive initiatives and distinguishes it from its competitors in the industry.

The impact of the award is visible in the increased exposure and recognition Building Heroes has received. The charity proudly displays the Queen's Award logo on its website and incorporates it into all fundraising, corporate, and marketing activities.

"I am very proud of the entire team at Building Heroes, all of whom work insanely hard to support our Country's service-leavers and veterans. We are so pleased to have received such a prestigious award that recognises our dedication"

- Brendan Williams, Founder and Chief Executive



This recognition has expanded the charity's reach within the local and national community, garnering media coverage in esteemed publications such as Sussex World, The Daily Advent, and The Confederation of Service Charities.

The Queen's Award has opened doors for Building Heroes, creating new opportunities for partnerships, collaborations, and networking. It has facilitated connections with influential individuals, government officials, and industry leaders, allowing the charity to further its mission and drive positive change in the lives of veterans and service leavers.

Internally, the award has had a profound impact on the morale and motivation of the Building Heroes team members. It recognises their hard work, dedication, and commitment to making a difference. The team takes great pride in being part of an award-winning organisation, further fueling their passion and drive to support the military community.

In summary, the Queen's Award for Enterprise has brought significant benefits to Building Heroes, including enhanced reputation, expanded exposure, increased opportunities, and motivated team members. It reaffirms the charity's position as a leader in the sector and reinforces its commitment to promoting social mobility and supporting veterans in their transition to successful civilian lives.

"Since receiving this award, Building Heroes has continued to make significant strides. The significance of this achievement can not be put into words. We have a team with shared values and that is hugely supportive of the work we do. This award recognises the huge team effort of all who have gone on to help the charity to continue to raise the profile and open training centres in new locations."

- Karen Jefford, Chief Operating Officer



ARMED FORCES COVENANT SILVER AWARD

We were delighted to celebrate Building Heroes achieving the Silver Armed Forces Covenant Employers Recognition Award in September 2022. This significant recognition highlights our unwavering commitment to supporting the Armed Forces community by providing them with quality training and employment opportunities within the construction industry, and the employees of Building Heroes.

The Silver award not only acknowledges our dedication to offering a positive and inclusive workplace for service leavers, veterans, their families, spouses and reserves but also recognises our pledge to ensure fair treatment, equal opportunities, and comprehensive support for all individuals.

At Building Heroes, we are committed to going above and beyond to support our Armed Forces community, and achieving the Silver award is a testament to our ongoing efforts.

Next step is Gold, which represents the highest level of recognition. This pursuit reflects our continuing dedication to fostering an environment that truly values and recognizes the contributions of our Armed Forces community.



AWARDS

SOLDIERING ON AWARD

In October 2022 we achieved the prestigious Soldiering On Award, recognising our commitment to supporting the Armed Forces community.

This award honours excellence to those who provide education, training, and skills based development to those who have served our country and the wider Armed Forces community. This achievement is a testament to both ours and our training delivery partners unwavering dedication to providing opportunity and helping veterans and their families find new career paths and achieve their goals.

Receiving this award marked a further milestone in the Building Heroes journey, inspiring the team to remain steadfast in our commitment to exceptional education, training and career development initiatives that enable service leavers and the military community at large to transition to fulfilling civilian lives.

We are proud to have made a positive impact on the lives of many service leavers, providing them with the skills and training they need to succeed in the construction and property maintenance industries and this recognition inspires us to continue our efforts to create a supportive and inclusive community while also serving as a reminder of the transformative impact we can achieve when we come together to support and uplift our Armed forces community.





2014
Building Heroes established



2015
First training course at Cuckfield, West Sussex



2016
First partnership established with Further Education - Pullborough, West Sussex



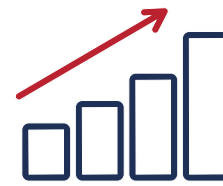
2017-2018
Celebrated the 500th learner and expanded to a further five centres across England



2019
Building Heroes Property Services is established, creating a veteran-only property services business



2020
Celebrated the 1,000th learner



2021
Expanded to reach 14 centres across England and Wales

Expanded the course offering from two programmes to four

Received over 1,500 course applications



2022
Achieved Queen's Award for Enterprise, AFC Silver Award and Soldering on Awards

Received over 2000 course applications

Opened 4 new training locations



2023
Coming soon to Building Heroes:

New Courses,

New Academies,

More Growth!

OUR LEGACY



“



Simon is a veteran who served 6 years within rifles and 12 years as a reservist. He also has knowledge and experience working in sales and marketing, as well as managing and overseeing his own properties. Simon embarked on the multi-trades qualification at the Watford Academy in September 2022.

“Following graduation, Regal London offered me the chance to work within their team as a logistics manager, overseeing several responsibilities of some of the sub-contractors. In addition, Regal are supporting me with further training courses. Despite retiring from full-time employment a few years ago, I found myself feeling quite isolated and decided I would like to access a new industry. The Building Heroes Academy in Watford presented a perfect fit and enabled me to gain new skills and access the best employment opportunities linked to the programme.”

Simon Hewitt, Watford Academy Graduate

“

Our work creating the Regal London Real Estate Academies with Building Heroes is really important to us, and we're deeply committed to continuing to support the incredible work it does with those from the armed forces and wider groups of local people. To be able to share our skills and knowledge is a great privilege, supporting new entrants into our exciting industry.

Jonathan Seal, CEO, Regal London

OUR SOCIAL IMPACT

SOCIAL VALUE

Building Heroes is dedicated to providing comprehensive support services to help service leavers and veterans successfully transition into civilian life. We offer a range of assistance in collaboration with partners, including housing and financial advice, mental health support, and guidance on accessing further education and training.

The impact of Building Heroes on individuals' lives is profound. Our programs empower disadvantaged groups, particularly the military community, by equipping them with the skills and confidence needed for successful careers in the construction industry. By providing training and employment opportunities, we help veterans achieve financial independence, developing wellbeing, make sustainable lifestyle choices which in turn lead to improved mental health and supported new career paths. Additionally, our organisation addresses the skills shortage in the construction industry by supplying employers with highly skilled and motivated workers.

Each year, Building Heroes generates up to £17 million in social value across its 15 training locations, with each learner contributing up to £20,500 of social value. This value is realised through various benefits, including increased employment opportunities, enhanced mental health and well-being, and positive impacts on learners' families and communities.

When considering the ongoing employment prospects resulting from our program, the social value can be multiplied by 2.5, further magnifying Building Heroes' impact. The cost per learner is £3,500, allocated as £1,000 for equipment and welfare and £2,500 for training.

Notably, 73% of all graduates enter employment, self-employment, or pursue further training within the construction and property maintenance sector.

While many veterans and service leavers approach us with confidence and readiness to learn, we recognise that some participants require additional support. The anxiety and uncertainty associated with leaving the Armed Forces after years of service and transitioning into civilian life cannot be underestimated. At Building Heroes, we serve as a guiding hand for veterans throughout this process, assisting them in their journey toward a new career.

It is important to acknowledge that not all Armed Forces leavers seamlessly transition into civilian life. Ex-service personnel often have distinct health needs and face an increased risk of homelessness and dependencies..

Even after the completion of our courses, we continue to offer support to our graduates at key milestones—specifically, at one, three, and six months post-completion—and beyond, should they require it. Building Heroes remains committed to guiding and empowering veterans as they navigate their new paths in civilian life.

“

“They have served for us, now we are here for them.”

Karen Jefford, Chief Operations Officer

(*The National Social Value Measurement Framework – or National TOMs for short – is a method of reporting and measuring social value to a consistent standard. It provides the golden thread between an organisation's overarching strategy and vision, to the delivery of that vision. The Framework was developed by Social Value Portal and launched in 2017.)



“

Fahim, a former Security Commander for the United Nations Environmental Programme, sought to transition into the construction industry to build a successful career and provide for his family. With a particular interest in pursuing a plumbing trade, he turned to Building Heroes for support and was connected with Regal London.

During Fahim's time attending our courses, he acquired a range of skills, including practical expertise, health and safety knowledge, proper utilization of personal protective equipment (PPE), and material handling techniques. Now that Fahim has successfully graduated, he has secured a job within the Regal London supply chain.

Fahim Sarwari
Watford

James, a former gunner in the service, made the decision to pursue a career in the construction industry at the age of 32. With a longstanding ambition to start his own business, James found himself drawn to the self-employed option offered by Building Heroes Property Services after joining their course.

Coinciding with his graduation, an opportunity arose for an Area Manager position in the North for Property Services, and James saw it as a chance to contribute to the growth of the business area while gaining valuable management experience. Throughout the course, James acquired a range of valuable skills, including plastering, brickwork, and rendering.

James Todd
Watford

”

After Eleanor left the service, she needed a new career path. She sold her home and bought a plot of land to build a house, so she needed practical skills to help as much as possible. She thought the Building Heroes course was a good idea as a multi-skills construction course, as she could then pursue a particular skill further while still getting foundation knowledge in various trades.

As Eleanor completed the course, she found her career goals reinvigorated. Eleanor is now pursuing a career in plastering and tiling, and throughout the course, she said all the practical skills she learnt have been extremely useful. Gaining a CSCS card and knowledge of health & safety has been very beneficial.

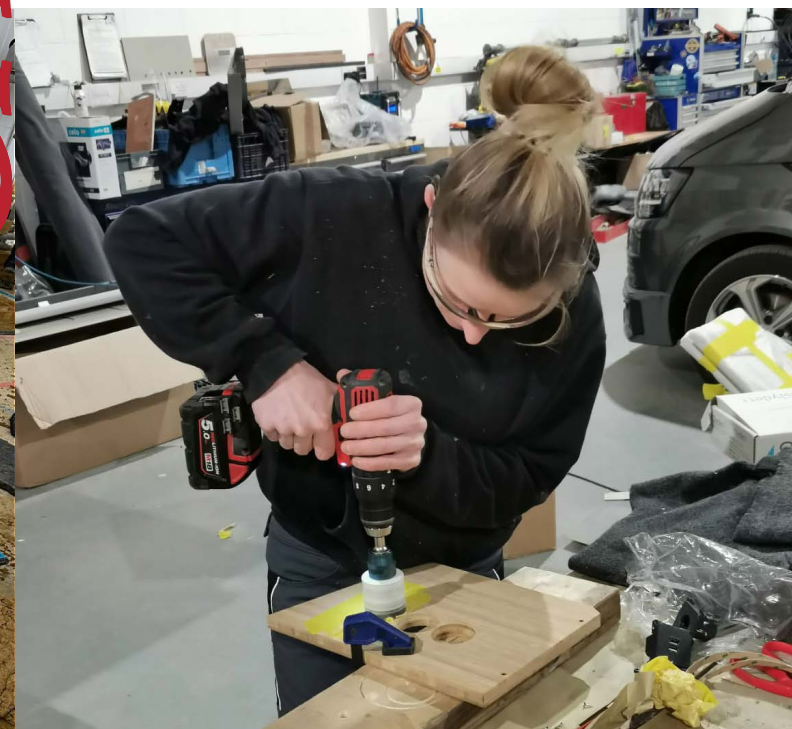
Eleanor Henderson
Nantwich

Dean Horton, having served in the army for 15 years, pursued a new path after a medical discharge by enrolling in one of our Construction Skill courses. This decision proved instrumental in his journey, as it led him to secure employment with Barratt Developments as a Trainee Assistant Site Manager.

Since joining his new role, Dean has effectively applied numerous skills acquired from the Building Heroes course, in addition to the valuable knowledge he gained throughout the program. Reflecting on his experience, Dean expressed his appreciation for the Building Heroes course, emphasising its exceptional organisation and the excellence of the tutors.

Dean Horton
Colchester

CASE STUDIES



POWER IN PARTNERSHIP



Building upon the success of the onsite academies at Sherford, Devon and Davidsons Homes at Ibstock, Building Heroes expanded its on-site Academy programme, providing further locations for the military community to participate in its immersive training.

At the start of 2022, we saw groundworks and infrastructure industry leaders Costain and Eurovia Ringway welcome our Groundworks programme to its onsite Academies in Blaydon and Melksham. This immersed experience allows for our learners to complete practical work and develop industry ready qualifications and skills, and direct access to our partner for future employment opportunities.

In April of 2022, we opened a new construction skills academy in Watford in partnership with Regal London. Immersed within a multi million pound residential and commercial development, this onsite provision offers a supportive workshop environment that allows learners to develop their skills and knowledge while also gaining experience of working within a construction environment.

Through these partnerships with industry leaders, Building Heroes has created an agile and responsive training environment that provides learners with direct access to industry experts who can provide guidance and support as they progress through their training into employment. This approach has been well received by the military community, who have praised the organisation for its commitment to providing opportunities for veterans and service members to transition to civilian careers.

The immersive on-site Academy programme has also proven to be a valuable asset for industry partners, who have access to a pool of work-ready candidates with the necessary skills and experience to succeed in the industry, bringing forward their transferable skills and newly achieved qualifications to make them more attractive candidates for employment in the construction and groundworks industries.

JOINING FORCES





In January 2022, Costain partnered with Building Heroes to set up the first On- Site Groundworks and Civils Training Academy in the Highways Industry.

This life-changing new initiative supports service leavers and veterans in the North East to train and develop skills for a career in the construction industry. Running six cohorts per year, each training programme is an intensive five-week course covering both practical and theory-based construction skills. The course content is focused on the candidates achieving NOCN accredited Streetworks Excavation and Reinstatement and L1 Award in Health & Safety in Construction enabling them to achieve their Green CSCS Card.

Street Works is part of training provider Gateshead College's Build North East programme, which equips individuals with a broad range of trade skills that help to prepare them for a career in the construction sector.

Throughout 2022, 43 service leavers and veterans joined the programme, and 82% of those that completed have gone onto further construction related training and employment.



REGAL LONDON



In April 2022, we opened a new centre in Watford, in partnership with Property Developer, Regal London.

This partnership helped form part of Regal London's Sustainability Strategy, in which they are committed to environmental improvements that support the delivery of London's green agenda while continuing to foster long-term partnerships that maximise long-term ambitions.

Jonathan Seal, Chief Executive Officer at Regal London, commented: *"The tangible social value is so important – we want to see high quality outcomes where participation in the scheme helps people into employment in real estate and construction. We are committed to making a lasting impact every day by supporting London's veterans and disadvantaged groups into real estate and long-term employment."*



With a significant number of the Construction and Building Services Engineering teaching team being ex-members of the armed forces, working with Building Heroes is incredibly important to us.

The work we do in assisting still serving members of the armed forces complete a successful transition into civilian life is, and will remain, a significant part of our curriculum plan.

Watching these learners successfully achieve their qualifications and moving into worthwhile industry careers, either for themselves or with construction contractors, is the reason we all choose to work in this profession and is also the reason we, West Nottinghamshire College, signed the Armed Forces Covenant. To know we are having an impact in upholding the nations promise to those who serve or have served in the armed forces, that they will be treated fairly is of significant importance to us.

Clearly, the importance of training and providing progressive pathways into the construction and building services industry is at the heart of everything we do. We aim to enhance opportunities for all people interested in joining this industry, whether they be young and at the start of their career or looking at upskilling to change their career.

DAVIDSON'S HOMES



The Building Heroes Academy, hosted at Davidson's Homes' Head Office in Ibstock, serves as a dynamic centre for skill development and career advancement.

Since its establishment, the Building Heroes Academy at Davidson's Homes has emerged as a vital platform for learners associated with Building Heroes. This Academy offers a wealth of opportunities for individuals from the Armed Forces community.

The partnership between Davidson's Homes, Building Heroes, and West Nottinghamshire College has played a pivotal role in the academy's accomplishments, fostering an environment where learners can thrive and reach their full potential. In December 2022, a momentous occasion was celebrated as the Academy proudly marked the graduation of 82 learners from the Ibstock programme.



WHERE YOUR DONATIONS GO



Dedicated one to one employability support and reskilling pathway leading to progression



Welfare support, and resettlement support for prospective learners



Workwear and PPE for all learners



Ongoing personalised support up to 6 months beyond the Building Heroes programme to aid successful outcomes

WITH THANKS

WITH THANKS TO ALL OUR FUNDERS AND FOR ALL THE GENEROUS DONATIONS FROM COMMUNITY GIVING



“

"We would like to give a special mention to the David Wilson Foundation, the Veterans Foundation, the Worshipful Company of Constructors and the Armed Forces Covenant Trust for their valuable contributions to the growth and development of Building Heroes. Thank you for your ongoing support."

Brendan Williams,
Chief Executive





SCALING UP TO MEET DEMAND

1. From off site to onsite

The on site academies gives us the model for the future that we, and our partners, have absolute confidence in. We aim to create up to **20 on site academies** over the next two years, in collaboration with our education and industry partners.

2. Net Zero

Next year includes the opening of new **green skills academies** to support energy efficiencies and economic government drivers.

3. Broaden our training offer

Future diversification of our training offer will cover key construction disciplines such as Introduction to the BIE Green Retrofit, to meet new challenges in **achieving Net Zero Status** and address the requirements of the government's green agenda.

4. Supporting under represented groups

We work with partners to deliver our courses to military cohorts and support and encourage women service leavers, spouses, and the unemployed into construction career opportunities, **supporting Equality and Diversity across the construction industry**.

5. Developing our volunteer programme

To support our expansion and enable us to reach our **target of supporting 2000 learners per year**, Building Heroes will be recruiting a skilled volunteer bank to support with fundraising, welfare support and skills sharing.

6. Expanding Building Heroes Property Services

At Building Heroes Property Services, graduates progress from training, providing home improvements and maintenance services across the country. **The goal is to increase to a national presence and support Building Heroes Education Foundation.**

FIFTY PEAKS IN FIVE DAYS

Last June, a team of ten climbers took on the mammoth challenge of walking 50 UK Peaks in 5 Days! The team covered 111.1 miles on foot, climbed 13,100m of the UK's biggest mountains and travelled over 1,800 miles between locations.

Together, the team raised money to support us, Friends of Colnbrook, and Rugby Against Cancer and in total the team raised an incredible **£19,382**.

Chris Pritchard, a Building Heroes graduate, was one of the team who took on the challenge. This was his way of giving back to Building Heroes, and in doing so, he helped raise an incredible amount for the charity while also helping to raise awareness of our mission.

Thank you for your support. We hope you have recovered from the hike!

EVENTS



GALA DINNER

In September 2022, we proudly hosted the Building Futures Fundraising dinner, a special event dedicated to celebrating women in the construction industry and sport. This prestigious gathering took place at Grocers Hall, located in the vibrant City of London. The event was made possible through our collaboration with esteemed partners, London Irish, and the generous support of our sponsors, Lovell Partnerships Ltd.

The evening brought together **140 guests** who shared in the spirit of camaraderie and entertainment. It was a resounding success, not only in fostering meaningful conversations but also in raising awareness and funds for the Building Heroes Education Foundation (BHEF). Through the collective efforts of our attendees, we were able to raise over **£7000**, a testament to the collective commitment towards supporting those transitioning into second careers in the construction industry, particularly women who have served in the military.

London Irish and Lovell Partnerships Ltd played a pivotal role in elevating the profile of women working in the construction industry. Their support and involvement in the event helped shine a spotlight on the remarkable journeys of women pursuing careers in construction after leaving the military.

The dinner's success has laid a solid foundation for future gala dinner events that will continue to champion the cause of women in construction and sport. Together, with our partners and sponsors, we look forward to creating more opportunities to celebrate the accomplishments of women in the industry, raise further funds for BHEF, and inspire even more individuals to embark on fulfilling careers in construction.





A WORD FROM OUR CHIEF EXECUTIVE

Brendan Williams, Chief Executive

In this my final year as Chief Executive I would like to reflect on the opportunities available to our military learners and to the construction industry.

Construction is desperately short of skilled workers. The latest CITB forecast is that 55,000 additional workers will be needed for each of the next five years.

Service leavers and veterans are a perfect fit for the construction industry. Both require people willing to travel for work, capable of leading and being led, working in dynamically forming and reforming teams, problem solvers, decision makers, reliable trustworthy workers.

Why then is the journey from one to the other so difficult?

The fragmented nature of construction created over the last 40 years as the major builders went from building to managing

builds, de-staffing huge numbers of employees and shifting the industry to a much more self-employed marketplace has been a major contributory factor in the virtual demise of the construction apprenticeship. Small businesses often struggle to accommodate the apparent overhead of an apprentice.

This situation has made construction a difficult industry to penetrate as a mature service leaver. The eternal loop of 'We are looking for experienced staff' coupled with 'I can't get a job to get experience' means that for many the door is closed.

At Building Heroes, we pride ourselves with having created a 'Pathway into Construction' which exposes our learners to employers in all the major disciplines of the industry, Design, Build and Operate. We ask employers to recruit potential, no employer expects a University Graduate to come in with experience so why expect a 35-year-old service leaver with over 15 years in the Armed Forces to come with experience? Look at their learned skills, resilience, reliability, persistence, problem solving and see the potential.

I am sure Building Heroes will go from strength to strength and I wish Karen and the whole team success for the Future.



*You will never regret recruiting a Veteran.
Together, we can build a better future.*





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