



**VISTRY PLUS
SKILLS ACADEMIES**

Vistry Group

VISTRY GROUP SOCIAL VALUE

Vistry Group is committed to building diverse communities in partnerships, that create local economic opportunity, enable people to live healthy, happy, and sustainable lives where their aspirations are achieved, and lasting communities are created.

Our social value strategy focuses on four key themes for which we have set long-term objectives:



Community Engagement

Invest in diverse and inclusive community networks and leverage our skills and expertise to address local issues and facilitate social innovation.



Health and wellbeing

Have a positive impact on our residents and employees mental and physical health and reduce health inequalities



Employment, Skills and Opportunities

Contribute to local economic growth, by supporting local businesses, investing in infrastructure, and improving employment prospects for local people.



Environmental wellbeing

Build a resilient community that unlocks growth in the green economy, regenerates ecosystems and enables people to interact with the natural world.

VISTRY GROUP SOCIAL VALUE GOALS

Short term:

- Vistry Group has signed up to the Social Value Portal and will be measuring, monitoring, and reporting all social value activities through this platform
- A pilot using the Social Value Portal on 2 existing strategic land sites >500 units from the 2022 portfolio
- Use of the Social Value Portal on any project with a pre-existing on-site skills academy
- Achieve a minimum of 1133 learners to have graduated from the academies from 2022-2025

Medium term:

- Each new land acquisition >500 units to develop a site-specific social value plan using the portal (for new opportunities prior to acquisition) – supported by Head of Social Value
- Use of the Social Value Portal in VP bid teams as a replacement for the current in-house toolkit
- Each new land acquisition of >500 units should build in cost and design for a skills academy (unless inappropriate for the local area)
- Expand the Skills Academies across a minimum of four Housebuilding developments in the next three years

WHY WE CREATED THE VISTRY PLUS SKILLS ACADEMY?

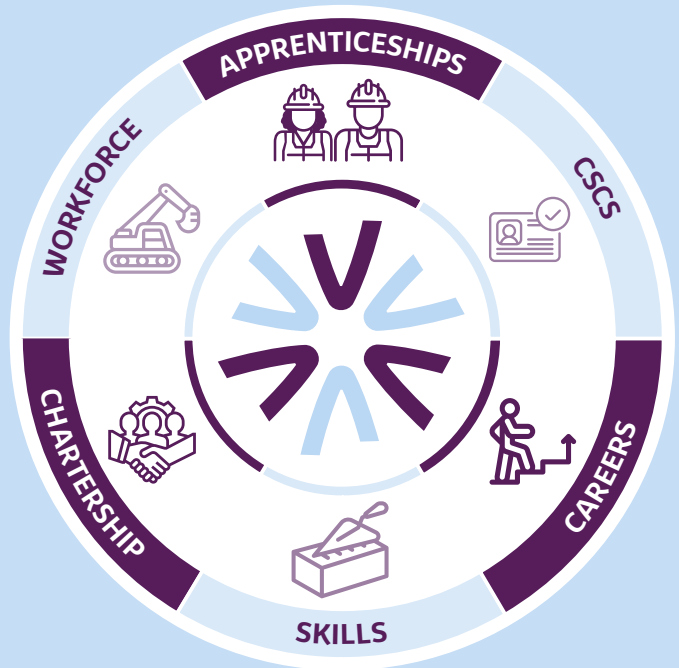
As part of Vistry Group's service and commitment to employment, skills, and opportunities and community engagement in 2017 we created our Skills Academy initiative.

The academy helps to support the growth of new talent coming into the industry and keep a skilled workforce to meet the challenges of the modern world and current skill shortages our industry faces to date.

The industry needs 45,500 new workers per year to meet UK construction demand" (CSN Industry Outlook 2023 – 2027) .

Vistry understands that recruitment over the last few years has become a very competitive market both directly and indirectly for our supply chain partners and we needed to refresh our offering. The academy is one of our USP's to recruit new Vistry employees via traineeships and apprenticeships as well as directly support our supply chain by allowing them to employee newly trained entrants from the academy and reduce recruitment fees costs for them.

The academies also benefit the local communities and ensures local economic growth to take place through our dedicated training offerings and employment opportunities.



WHY KEY POINTS:

- Support local authorities and registered providers bridge the skills gap and unemployment
- Reduce skills gap and build resilience in local supply chain
- Promote careers in construction
- Upskill existing workforce
- Generate local economic growth through training and employment opportunities

HOW DO WE DELIVER THE ACADEMIES?

Vistry will locate a suitable development to host our on-site training hubs which will provide classroom(s) and practical working space as well as up to three partially finished houses (OMS or Affordable). This allows both theoretical, practical qualifications and training to take place within a live site environment and cover a wide scope of nearly all trades we require to build a house.

We will then work in collaboration with a third-party training provider; Colleges, private training partners and universities as well as any development partner and identify the local skills needs for the region. Once the skills needs and local demographic have been identified a bespoke programme of learning will be created to meet the skills demand and the appropriate level of training required for the local people.



HOW KEY POINTS:

- Host development for a minimum of three years
- Onsite academy with classroom and practical trades space
- Three houses to deliver practical work
- Third party Training Provider
- Engage with local community, NEETS, Schools, colleges, Unemployed, Veterans
- Supplier contract requirements to support programme

WHAT DO WE DELIVER AND HOW TO WORK WITH US?

Our academies create opportunities for local people often long-term unemployed, career changers, Not in Employment, Education or Training (NEETS), Hard to Reach Groups, College/Secondary Students to gain work experience, vocational qualifications (incl. NVQs), apprenticeships (level 1-6) and employment as well as upskilling the current workforce.

The pre-employment course provides learners with the appropriate entry level Health and Safety Qualifications and basic trade skills which allow them to work on a Vistry construction site, under supervision of a third-party training tutor, College tutor or sub-contractor.

During the pre-employment course, learners receive a complete overview of the development site, undertake practical and theory tasks, get involved in group sessions, whilst being monitored on their quality of work via completing workbooks, which are then assessed. Employability sessions such as CV building, mock interviews etc are also carried out throughout the pre-employment course.



All learners can engage and network with our subcontractors as well as gain an insight into the construction industry as part of our 'try before you buy' element of the course through work experience placements, site visits and careers advice. Since 2017 we have worked hard to build the trust and motivation of our supply chain to ensure thorough participation from them whilst the programme is running.

We also hold workshop events by working directly with local schools and Colleges, running site visits and workshops to develop key skills. The skills workshop includes engaging primary school pupils in the basics of building and the importance of health and safety as well as activities such as build a bug hotel or bumblebee hive hut. The practical trade skills workshops are mainly held with the secondary school pupils, Further Education students and NEETs. These hold one to one session with our private training provider(s) and/or on-site contractors to carry out building projects as well as CV writing and interview technique masterclasses and mentoring and employability lessons.

Vistry Plus Skills Academy



Over **£25,675,345.59** of Social Value has been created at our academy developments throughout 2022

462
training weeks
conducted at our
academies in 2022

822
Learners
completing
one of our
academies
since 2017



Nearly 130
work experience
days via the
academy in
2022

1000+
people engaged
via school and
employment
events

COSTS

Vistry Group has committed to the academies and will provide the full infrastructure for the academies: cabins, tools & materials as well as PPE (excluding boots) and training partner with support from our main suppliers such as Jewson's and Sunbelt. If we are working in Joint Venture (JV), we will approach our partner to contribute the full 50% of the academy costs. This will allow them to co-create the Academy offering, benefit from dual branding, all PR/Comms, access to newly trained personnel.

As well as have Vistry's full Social Value Return on Investment outcome via the Social Value Portal. Vistry will ensure that the academy is fully managed and coordinator via a paid member of their staff or training provider additional service/fee. Vistry has exclusive rights on the academy initiative and will work in true collaboration with any JV partner.

1 x Academy x 3 years
(circa) **£300,000**



Social Value Return on Investment =
£385,846 (min)

BUILDING HEROES, PROVIDES THE GATEWAY TO CONSTRUCTION

Dedicated to service leavers, veterans, reservists, and military family, Building Heroes provides a unique training and employment support package by equipping individuals with a broad range of trade skills and then connecting them with a network of employers and careers into construction.

In partnership with our delivery partners, Building Heroes provides a dedicated team, responsible for the delivery of welfare, employability skills, workwear, and progression into work, self-employment, or further training. Once graduating from our 5-week programme individuals will have achieved three qualifications on successful completion.

- Level 1 City & Guilds in Construction
- Level 1 Award in Health & Safety
- CSCS green card
- Site intervention/ Community project
- Recruitment support and employer introductions leading to job opportunities



BUILDING HEROES

Building Heroes working in partnership with Vistry Group, helping the Armed Forces community into a new career in the construction industry

BUILD YOUR CAREER WITH US

Helping those that have kept us safe with a seamless transition into the civilian workplace through training leading to accredited qualifications.

"At Vistry Group, we recognise the skills shortage in our industry and strongly believe in a proactive approach. We have collaborated with a number of our suppliers to launch the "Vistry Plus Skills Academy" - an initiative designed to create opportunities for work placements, full-time work and apprenticeships via training providers and further education providers."

Stephen Teagle | CEO Vistry Partnerships

Throughout the programme the teamwork with our military learners to identify an appropriate career path whether this be employment, self-employment, or further training.





BUILDING HEROES ONSITE ACADEMIES

A Building Heroes academy in the heart of a development provides skills and training with employment pathways that follow the design, build, operate phases of a building life cycle. The academies are locally positioned for a project of no less than 3 years or a central location which feeds key developments.

Bespoke to the sponsoring partner, the academy can deliver a range of qualifications from basic construction skills, engineering, groundwork & civils, the built environment, plant machinery, industry specific skills tickets through to classroom activities. The model is set up to be agile and one that can scale according to the size of the developments.

Academies follow the different phases of the project highlighting the skills and training needed for the different roles to meet the needs of industry employers but also provide real experiences to applicants.

Each academy provides training for up to 100 military learners per academic year and by arrangement can extend the capacity by another 100 to deliver opportunities for these other groups. In addition, we work with the contractors and supply chains on site to provide further upskilling opportunities.

LOCAL PEOPLE, LOCAL TRAINING, LOCAL OUTCOMES

Military is our specialism but through our work with partners, and other national organisation the charity can also focus on creating a more diverse workforce in Construction, we also create access to other under-represented groups including Women, BAME and LGBTQ+, and engage with DWP.

RECRUIT RESKILL REDEPLOY – A RECRUITMENT SOLUTION

We know how important it is to get the right person and manage staff retention. Our academies have access to skilled individuals every 5 weeks, and with our dedicated recruitment team we match individuals to companies saving time for the employers and providing work ready candidates on a regular basis.



RECRUITING A MILITARY SERVICE LEAVER MAKES COMPLETE BUSINESS SENSE

Our national network of skilled veterans can fulfil most multiskilled labour type jobs. Plus, through their time in the army veterans' qualifications can also include HGV licence, Gas Engineers, Mechanics, Security, Welding and many more. These are mature, well-trained individuals looking for job opportunities in the construction industry.



ADDED VALUE – NATIONAL INSURANCE HOLIDAY

Under a new scheme, businesses hiring military veterans can save thousands of pounds in employee National Insurance contributions.

From 6 April 2022, employers do not have to pay National Insurance contributions for veterans in their first year of civilian employment after leaving the armed forces.

Social value outcomes - £30,000

Recruitment from Building Heroes creates between £15,000 and £30,000 worth of social value.

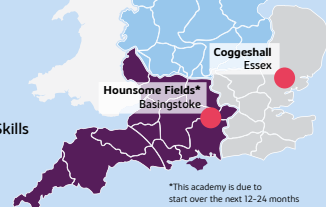
Based on the social value TOMs method the Building Heroes academy covers the promotion of local skills and employment, supporting local economy through growth, healthier and safer communities, improving the environment and promotion of social innovation.

- Creating jobs for local people - supporting local people to gain access to the employment opportunities via sponsoring partner
- Create jobs through the growth of business and investment in the local area
- Work experience/site intervention leading to job opportunities



VISTRY PLUS SKILLS ACADEMIES

- A unique fast track qualification
- 5 Week course
- Blend of classroom and workshop activity based on a real life Vistry Construction Site
- Site interventions with employer engagement
- Level 1 Health & Safety
- Level 1 City & Guilds Construction Skills
- CSCS Green Labourers Card
- Employability and Digital Skills
- Use your new skills to train inside real houses



*This academy is due to start over the next 12-24 months



Vistry Group