

# BUILD FORCE

MILITARY SKILLS - CONSTRUCTION CAREERS

## CHAMPION PACK

**14,000** individuals leave the  
Armed Forces every year



**14000**



Construction needs **224,000**  
new recruits by **2019**

Design graphics adapted from CIOB

## Connecting Service Leavers and Veterans to Construction Careers

info@buildforce.org.uk  
@BuildForceUK

buildforce.org.uk

BuildForce is part-funded by 

# WELCOME TO BUILDFORCE



*Thank you for joining the BuildForce Alliance as a BuildForce Champion. Your organisation has signed the BuildForce Charter, meaning that it has become part of the Buildforce Alliance and is working collaboratively to bring more ex-military personnel into the construction industry.*

*Your role is hugely important in being the main point of contact between your company and BuildForce. We will be looking to you to promote BuildForce internally across your business, to support and coordinate your organisation's BuildForce Mentor Network (as relevant) and to act as a point of contact for all matters relating to BuildForce.*

*The aim of BuildForce is to become a 'one stop shop' that connects Service Leavers and Veterans to construction careers, and promotes the construction industry across the Armed Forces. The role of the BuildForce Champion is absolutely vital to achieving this aim.*

*We are truly appreciative of your involvement and I take great pleasure in welcoming you to the team.*

Andrew Parker  
 Chair, BuildForce Steering Group  
 Director of Defence, Morgan Sindall



# BUILDFORCE OVERVIEW

BuildForce is a collaborative industry-led programme, with an objective to reduce skills gaps in construction. BuildForce promotes the construction industry to Service Leavers and Veterans, and connects the military community to industry employers, through a UK-wide BuildForce Alliance of employers, industry bodies and charities, supported by Government.

The aim of BuildForce is to inspire, engage and enable Service Leavers and Veterans to effectively transition to sustainable employment in the construction industry, through a unique national network of mentors and champions.

Our mission is to inspire and enable Service Leavers and Veterans to pursue a career in construction and the built environment, with BuildForce providing a coordinated approach for the whole industry to engage effectively and consistently with the ex-military community.

Our vision is of Service Leavers and Veterans using their diverse and valued skills to address employers' needs, and pursue careers, in construction and the built environment. In doing so, for industry to better understand and benefit from the wide range of transferable skills service leavers can bring to the industry.

BuildForce is currently part-funded by the CITB Structured and Flexible Funds and intends to become a sustainable organisation.



# BUILDFORCE CHAMPION

A BuildForce Champion will usually be a senior and/or experienced member of the organisation and likely to have an ex-military background, although this is not a prerequisite.

There is no limit to the number of BuildForce Champions that you may wish to have in your organisation. It is anticipated that most smaller businesses will have one person filling all BuildForce roles (Ambassador/Champion/Mentor), whereas larger companies may adopt a regional or a business-wide model of more than one BuildForce Champion. What is important is that BuildForce adds value to your business and does not create unnecessary extra work, so please do share your thoughts and help develop the BuildForce model to suit all sizes of business.

A BuildForce Champion will:

- ▶ Promote and support participation in BuildForce at all levels within your organisation.
- ▶ Identify and make available opportunities for Service Leavers and Veterans to engage with your business. These can include, for example, the provision of information, advice and guidance; site visits; work placements; mock interviews and/or employment, depending on the opportunities that your company is able to provide.
- ▶ Ensure that individuals who take up these opportunities receive, as appropriate, ongoing support and individual mentoring.
- ▶ Coordinate your organisation's BuildForce Mentor Network, ensuring that an agreed number of BuildForce Mentors is provided and maintained.
- ▶ Work collaboratively with BuildForce to meet its aims and objectives of informing and connecting ex-military personnel with opportunities in the construction industry.
- ▶ Provide relevant data and information to BuildForce, reporting on activity that can be used to demonstrate success and improve performance.
- ▶ Join and attend meetings of the BuildForce Alliance Advisory Group.
- ▶ Ensure that one BuildForce Champion is the main point of contact for all matters relating to BuildForce.



## CASE STUDIES

Case studies feature as an important resource on the BuildForce website. The aim is to capture stories from across the Armed Forces, across the industry and across the UK in order to inspire, engage and inform Service Leavers and Veterans about construction careers. Case studies also provide a good opportunity for employers to showcase their businesses and employees.

Please **download** the BuildForce case study template and help create this important resource. If you are ex-military please complete it and also share the template with colleagues. Please return completed versions to the **BuildForce Project Manager**.

## EVENTS, ACTIVITIES, BEST PRACTICE

Tell us what relevant activities are taking place in your business - or what it is that you would like to be doing. As BuildForce develops we will be promoting events on our website, sharing best practice and supporting construction employers to promote their businesses, with a specific focus on areas of skills shortage. The more you share with us, the more we can do to promote your business and skills needs.

## RECRUITMENT

A key BuildForce partner is the Career Transition Partnership (CTP). The CTP is the official provider of Armed Forces resettlement, working with Service Leavers to provide resettlement support, career transition advice and training opportunities. It provides a no-cost recruitment service to employers, accessed upon **registering with the CTP**.

The Department of Work and Pensions is also working closely with BuildForce, as are many of the Service charities. The BuildForce aim is that - as the Alliance network of Ambassadors, Champions and Mentors grows - increased employer/candidate connections with Service Leavers and Veterans will be made. This, ideally, will lead to work placements and also to successful employment outcomes.

## SUPPORT

BuildForce operates primarily as a 'connecting and promoting' network (the BuildForce Alliance). Our social media platforms/networks, which we hope you will join, are under development and will be operational shortly. The BuildForce Alliance Advisory Group (BAAG) is a key forum for meeting other BuildForce Champions and we will be seeking to create regional BAAG networks. Do let us know your thoughts and share ideas as to how BuildForce Champions can best be supported in this most important role.

## CONTACT

If you have any queries, comments or suggestions please do get in touch. The main point of contact for BuildForce Champions is the **BuildForce Project Manager**.

