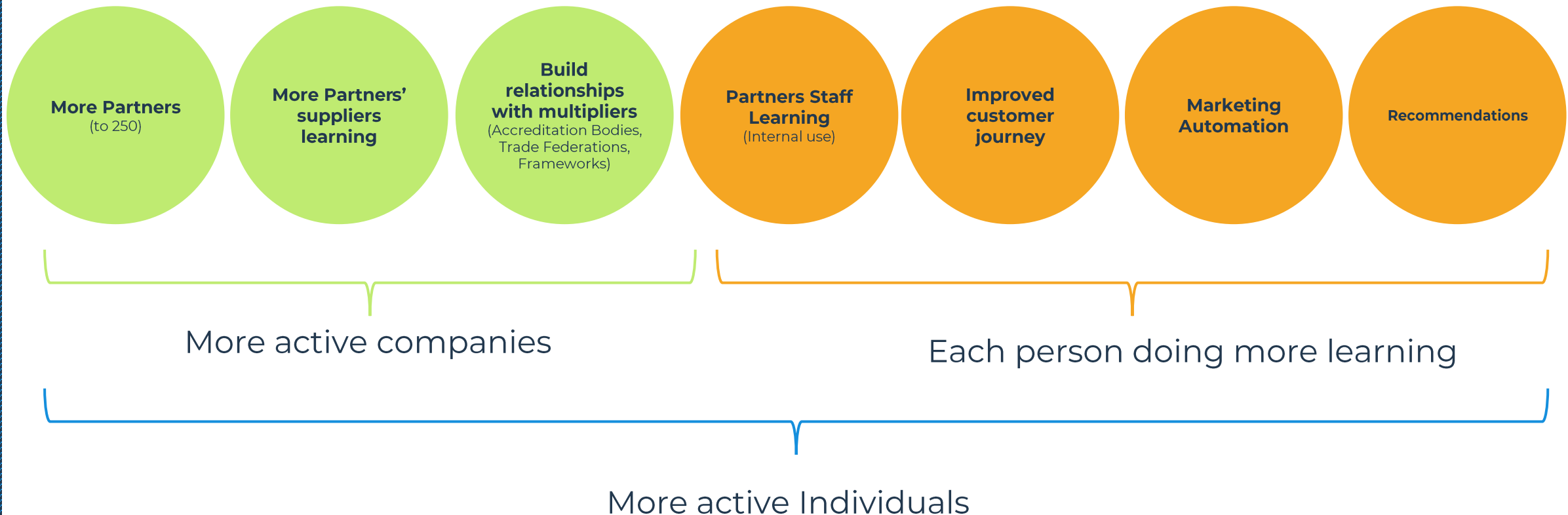


Business Planning 2024/25

Homes Group

FOCUS ON

THE HOW . . . 7 ACTIONS TO DRIVE OUR IMPACT



FOCUS 2024

To educate and upskill more people in the homes sector about sustainability

- **Drive engagement and impact in the Homes sector**

- Partners to upload updated priority supplier lists and set targets to their supply chains to engage in the School's learning
- Continue to drive use of groundworks sustainability Learning Pathway
- Partners to assign learning (via the School's LMS / Learning Pathways or their own) to their workforce
- Improve the navigation of the School platform to support and encourage more companies to access the learning

- **Collaborate to act on climate change and biodiversity**

- Run training on upcoming legislation and building regulations and impacts for the sector; including Future Homes Standard, Biodiversity Net Gain, Part Z
- Engage in the Climate Action Group and Nature Recovery Group to shape content – Partners to have representatives on the group and task groups
- Deliver training on EPD's for clients (on how to interpret them) and supply chain (on how to use them)

- **Share a common message to the supply chain on sustainability**

- Run an in-person conference for the supply chain outlining the strategies and requirements for homebuilders
- Improve the navigation of the School platform to signpost different trades to the relevant required learning
- Work with the Future Homes Hub to input into development of resources and share their outputs through the School
- Develop and grow relationships with industry trade bodies, including HBF, to share School content

- **Upskill the sector on sustainability strategy**

- Deliver workshops and webinars on developing a sustainability strategy for SME's
- Develop and deliver a series of training and guides on best practice in sustainability strategies, aimed at specific trades, looking at the holistic picture of sustainability and considering materiality

KEY PERFORMANCE INDICATORS 2024/25

Deliverables Target	Q1	Q2	Q3	Q4	Total
Active companies (currently at 1,302 – end Dec)	500	500	500	500	2,000
Active individuals (currently at 3,244 – end Dec)	1,500	1,500	1,500	1,500	6,000
No. of Partner updated priority supplier lists (12 last year)	4	4	4	3	15
Learners @ training (Number of individuals attending training and webinars)	800	800	300	650	2,350
Virtual Conferences (inc. collaboration with other groups) (Average of 500 learners @ each)	1	0	0	1	2
In Person Conferences (Average of 150 learners)	0	0	1	0	1
Webinars (Average of 150 learners)	2	4	1	1	8
Learning Pathway engagement (companies enrolled in the Groundworks Learning Pathway)	50	50	50	50	200
Bronze, Silver & Gold members	75	75	75	75	300
Engagement with multiplier organisation (HBF, FHH, NHBC)	-	-	-	-	3

HOW DOES THE ACTIVITY SUPPORT THE 50K STRATEGY?

HOW ARE WE GOING TO GET 43% MORE LEARNERS?

Activity	Why is this needed?	Who is the audience?	How does this benefit the sector?	How does this help to get people learning through the School?	Who can we collaborate with?
In person conference on homebuilder sustainability strategies	<ul style="list-style-type: none"> Common message to the supply chain on client requirements and the "need" 	<ul style="list-style-type: none"> Focus on those who didn't attend virtual conference in 2023 High impact trades Groundworks SME's 	<ul style="list-style-type: none"> Clear message on where the sector is going so they can prioritise / act Common message from different industry bodies + clients 	<ul style="list-style-type: none"> Focus on un-engaged audience to get them learning 	<ul style="list-style-type: none"> Partners Future Homes Hub HBF NHBC CITB
Deliver and develop training on sustainability strategy	<ul style="list-style-type: none"> High priority for members and partners in the impact survey Looks at the whole sustainability picture 	<ul style="list-style-type: none"> SME's High impact trades 	<ul style="list-style-type: none"> Upskilled on the holistic picture of sustainability Practical guidance to go and deliver 	<ul style="list-style-type: none"> High priority topic Different training focused on different trades so relevant for their business 	<ul style="list-style-type: none"> School groups; construction, infrastructure, topic groups
Improve navigation and direction to content	<ul style="list-style-type: none"> Lots of content available, need to drive people to the most relevant content 	<ul style="list-style-type: none"> High impact trades SME's 	<ul style="list-style-type: none"> One place for all sustainability learning and supply chain know where to go 	<ul style="list-style-type: none"> Easier to access / improved user journey means they are more likely to 	<ul style="list-style-type: none"> HBF Future Homes Hub CITB NHBC
Engage Priority Suppliers through updated lists and targets	<ul style="list-style-type: none"> Drive engagement in the supply chain 	<ul style="list-style-type: none"> Partner supply chains 	<ul style="list-style-type: none"> Increase knowledge of sustainable practices 	<ul style="list-style-type: none"> Targets will drive companies to use the School more 	<ul style="list-style-type: none"> Partners
Engage internal workforces	<ul style="list-style-type: none"> Embed learning through Partner organisations 	<ul style="list-style-type: none"> Partner colleagues – procurement, HR, L&D, commercial, marketing 	<ul style="list-style-type: none"> Increase knowledge of sustainable practice in Partner workforces 	<ul style="list-style-type: none"> More engaged colleagues leads to more people learning 	<ul style="list-style-type: none"> Partners
Deliver training on impacts of climate change and carbon	<ul style="list-style-type: none"> High priority topic for members and Partners in impact survey Upcoming legislation Drive from clients (e.g. EPD's) 	<ul style="list-style-type: none"> Supply chains 	<ul style="list-style-type: none"> Ensure companies are equipped with the knowledge of legislation that will impact their business/sector 	<ul style="list-style-type: none"> High priority topic Legislation drives the need to engage and learn 	<ul style="list-style-type: none"> CAG Future Homes Hub HBF NHBC

WHAT ADDITIONAL RESOURCES ARE NEEDED?

Activity	Why is this needed?	Who is the audience?	How does this benefit the sector?	How does this help to get people learning through the School?	Who can we collaborate with? (other membership organisations; trade federations etc)	Resources required (£)	Notes
Animation on waste management onsite e.g. practical guidance on how to segregate properly	Lack of knowledge onsite about how to segregate waste/importance of doing so	Onsite managers, onsite staff, project managers	Provides awareness on how to make simple changes onsite which makes a big impact onsite	Simple and necessary messaging which can be viewed on mobile phones	Waste group to advise	£6,000	Dependent on other resources created by plant, waste group (this could be incorporated somewhere else)
Webinar series + take away guidance docs on sustainability strategy/best practice/business case for different trades	Sustainability strategy high priority in impact survey	Different trades e.g. manufacturers, groundworks, homebuilders, SME's	Targeted relevant learning Holistic view of sustainability	Sustainability strategy high priority in impact survey Opportunity for marketing campaign Cross sector	Future Homes Hub School groups e.g. construction	1x consultancy day @ £800	
Content developed on water – webinars?	Water neutrality and water scarcity impacts will be big topics in the coming years - climate adaptation	Onsite Groundworks Developers (on nutrient neutrality)	Increasingly important issue for sector, important to start doing stuff on this now, currently there is limited new "water" content	TBC – it is a high priority topic yet? School position to run training on areas that will effect supply chain in next 2-3 years	Future Homes Hub	Consultancy time to develop content = £3000?	