

# Connecting a Fragmented Construction Industry Through Equality, Diversity and Inclusion

Rebecca Lovelace - Founder and Chief Dot-joiner @ Building People

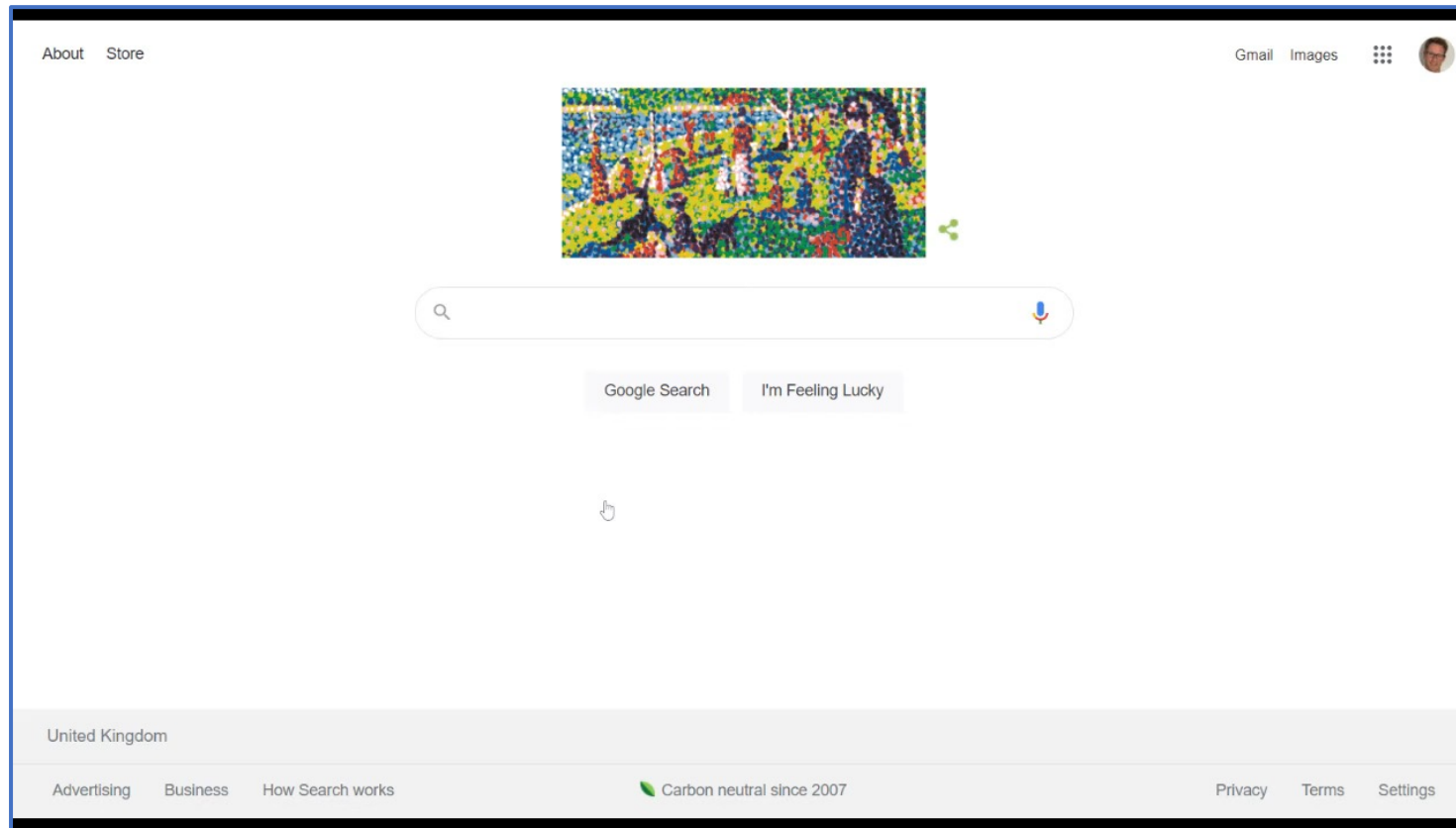
Peter Sumpton – Marketing Consultant (Host)

June 2022



**Current and Future Webinars:** <https://www.bbacerts.co.uk/webinars/>

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For over 50 years, we've been helping the construction and manufacturing industries **build confidence** in the solutions designed, created and implemented **throughout the entire supply chain**.

The BBA develops **long-term partnerships** with clients and associations to enable **continued growth in both the UK and Global marketplaces**, while remaining reassuringly impartial.

As a for-profit organisation Limited by Guarantee, the BBA looks **to reinvest in the industry as a whole** for the benefit of all stakeholders.



# What we do



## **Product Approval Certification**



**BBA Agrément Certification**



**Reproduction Certification**



**HAPAS**



## **Testing**



## **Audit and Inspection**



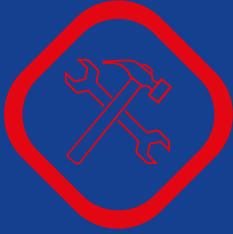
## **Management Systems**



## **UKCA Marking**

# To date

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**6,000+**  
CERTIFICATES ISSUED

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**72+**  
COUNTRIES REPRESENTED  
by CLIENT BASE

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**170+**  
BBA PEOPLE

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**50+**  
YEARS IN BUSINESS

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**400+**  
TESTING METHODOLOGIES

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**8,000+**  
ANNUAL INSPECTIONS AND ASSESSMENTS

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## What we'll cover;

- It's a fragmented sector
- What is happening within the EDI space
- Promoting a business and careers opportunities to diverse and under-represented audiences
- Why it's important to join in
- Q&A

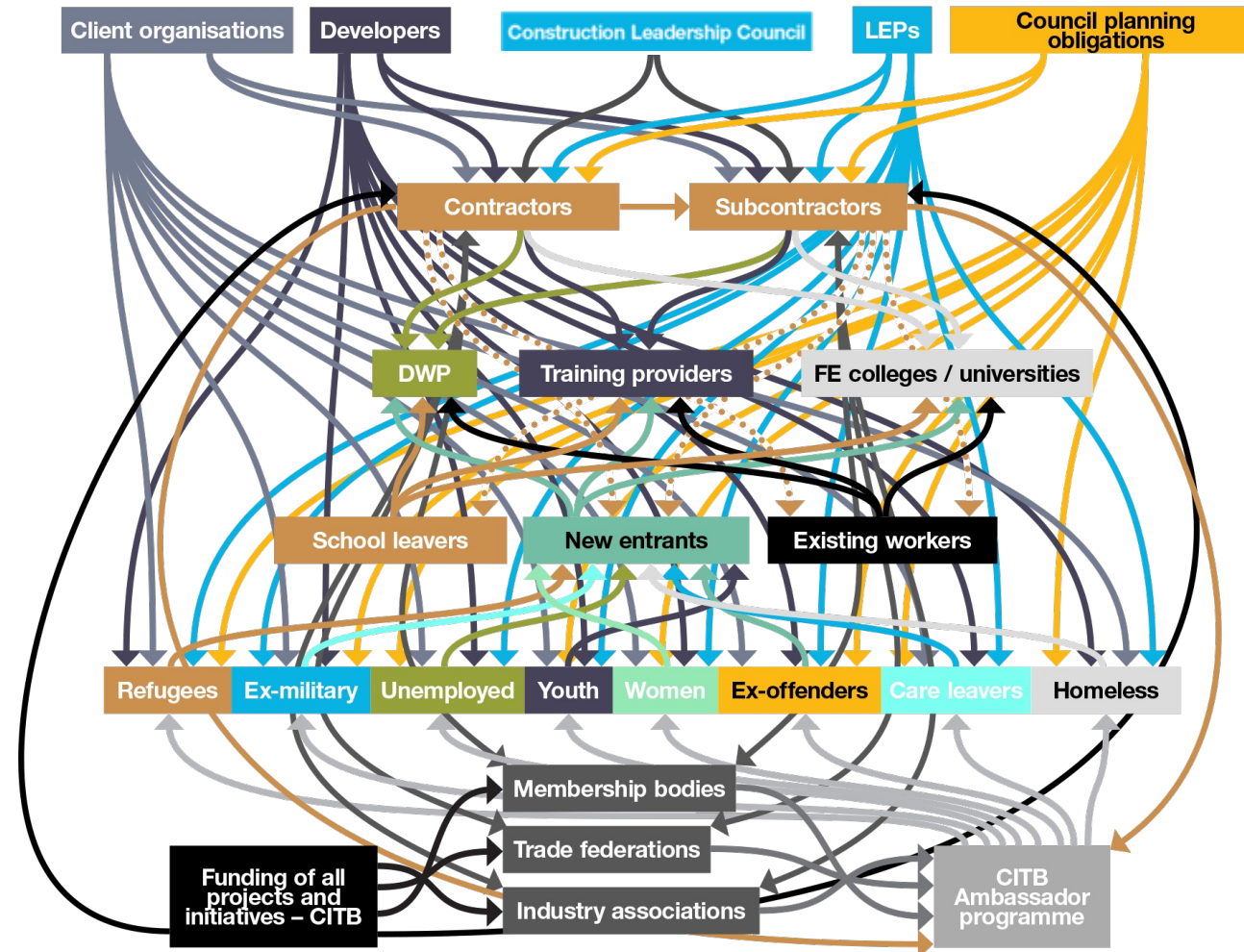




building  
people

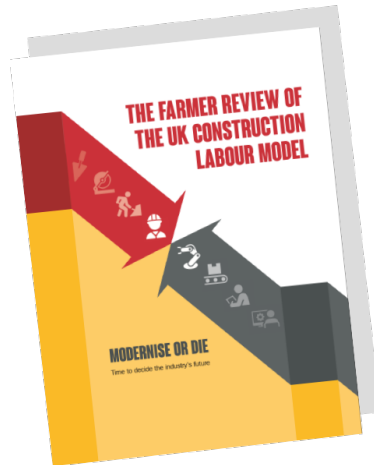
# The context – people, careers and social impact

- Fragmentation
- Lack of collaboration
- Multiple
  - stakeholders
  - initiatives
  - data streams
  - platforms
- Inefficient
- Costly
- Short-term



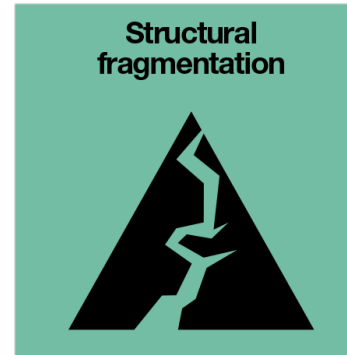
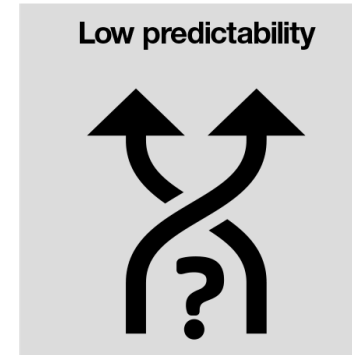


# Industry evidence...



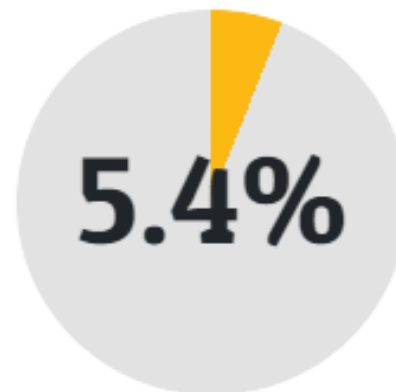
In the 'Farmer Review of the UK Construction Labour Model', the critical symptoms of failure and poor performance are...

“Separate training initiatives, borne out of representing members’ interests, are not conducive to a single joined up strategy that will drive collective transformational change and reflect the needs of the industry as a whole, not just silos within it.”

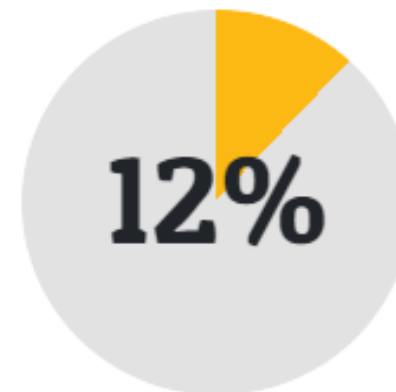




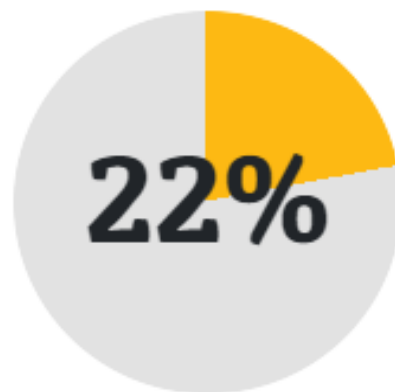
of the construction workforce is female (2% working on site)



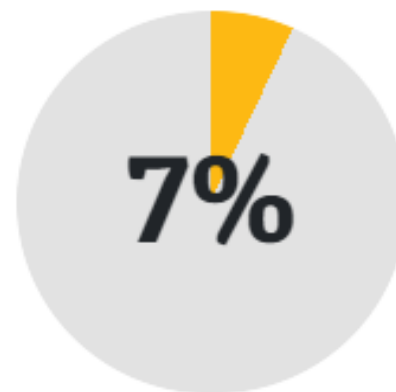
of the construction workforce is BAME



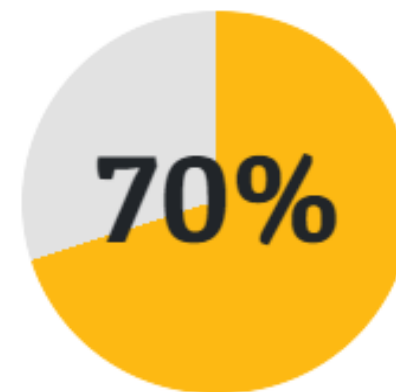
of those working in construction are aged between 16 and 24



of the current workforce is over 50 and 15% are in their 60s

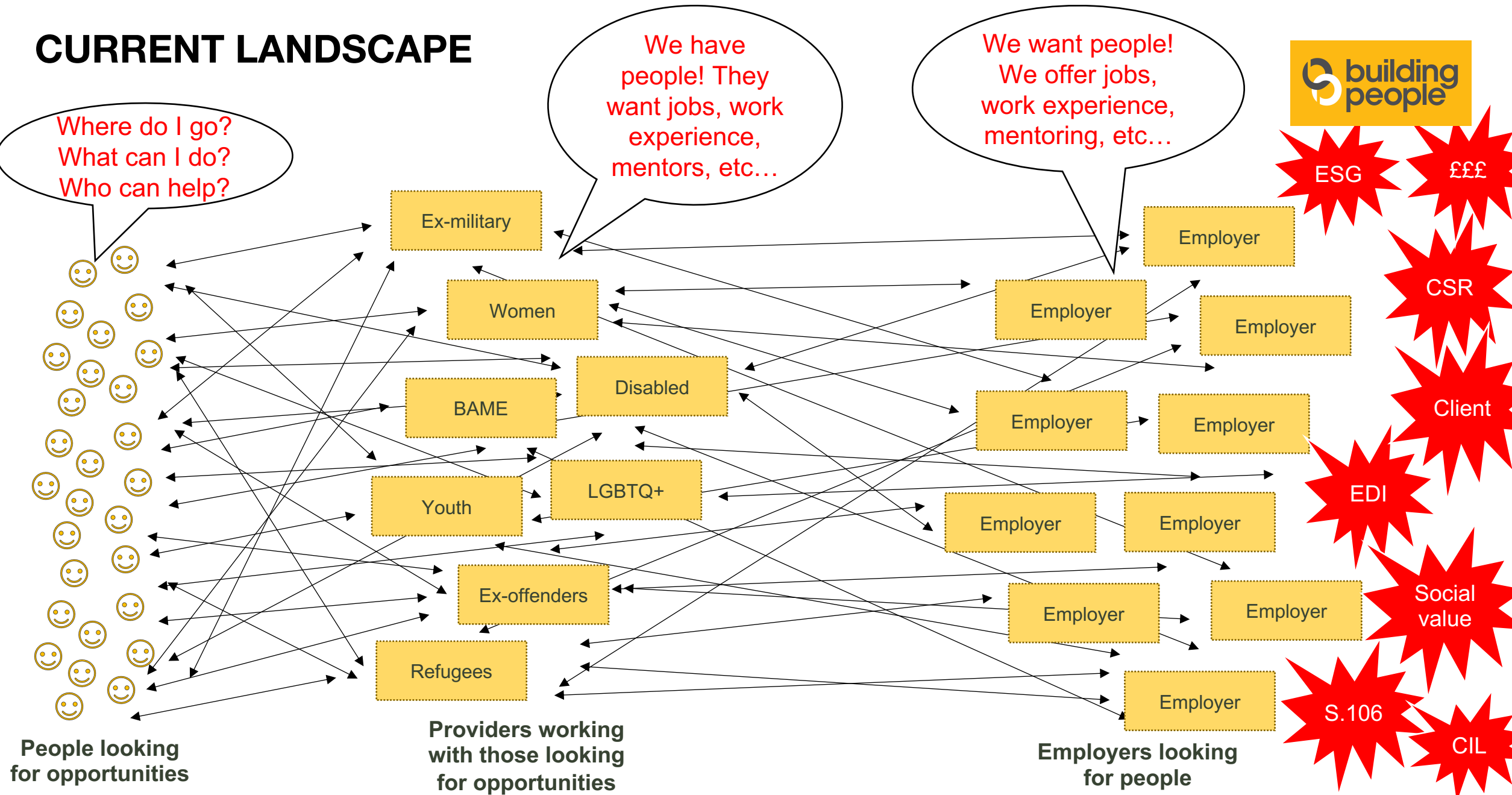


of 16-18 year-olds see construction as their first career choice



of companies that focus on diversity gain success in new markets

# CURRENT LANDSCAPE



# About Building People



## *The problem:*

The UK needs to build; there is a shortage of skilled workers and the workforce we have lacks diversity.

## *Are you part of the solution?*

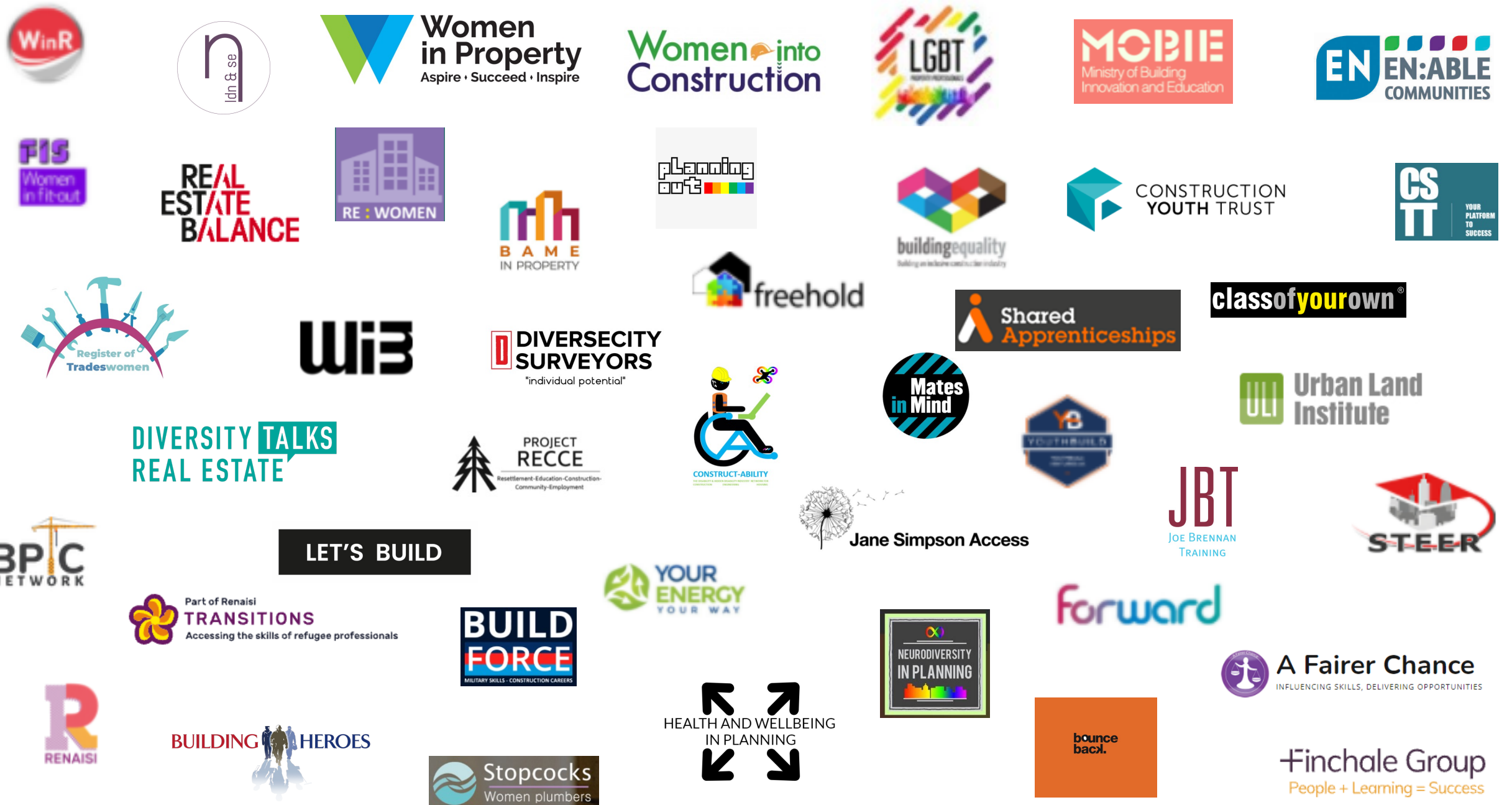
Building People has developed a free-to-use network and platform that **aggregates** and integrates with sector-wide activity, enabling people to easily find knowledge, vacancies, events and careers opportunities, and employers to engage with a more **diverse** range of talent.

## Demand

## Supply



*“Enabling organisations to more easily engage and connect with diverse people from under-represented and disadvantaged backgrounds”*



Engaging with diverse audiences: The Building People Communities network

# Founding Partners



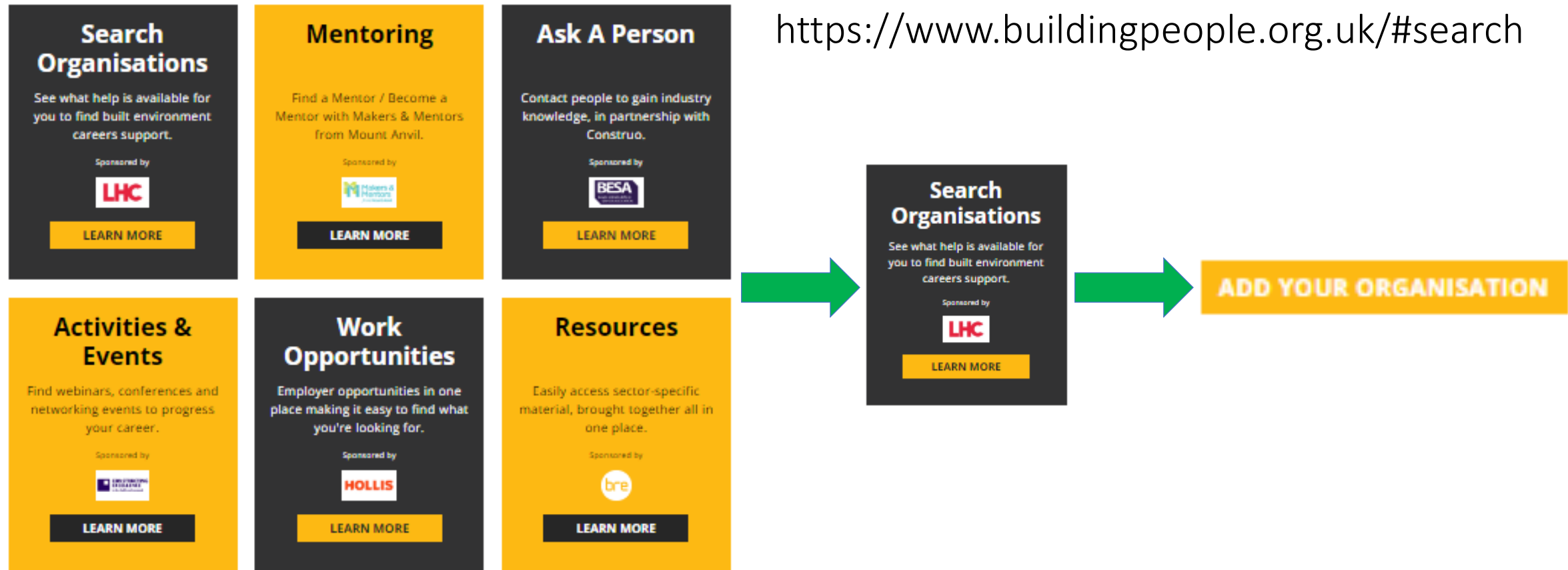
# Supporters





# How to join in - register

## What are you looking for?





# How to join in - share



## My Dashboard

Register your organisation to gain access to your Activities & Events and Work Opportunities modules.

### My Account

Edit your contact details and password.

MANAGE

### My Organisation

Upload and edit details of your organisation.

MANAGE



### Manage Activities & Events

Add, edit and manage your activities and events.

MANAGE

### Manage Work Opportunities

Add, edit and manage your work opportunities.

MANAGE

### Activities & Events

Find webinars, conferences and networking events to progress your career.

Sponsored by



LEARN MORE

### Work Opportunities

Employer opportunities in one place making it easy to find what you're looking for.

Sponsored by



LEARN MORE

### Resources

Easily access sector-specific material, brought together all in one place.

Sponsored by



LEARN MORE



**Search**

Add Work Opportunity

### Filter search

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**Opportunity type**

Graduate role

**Location**

London Borough of Ealing, London

**Radius**

1000 miles

☒ Only show virtual opportunities

Search

Reset

**Useful links**

Electrical Careers

Register of Tradeswomen

Talent Retention Scheme

Talentview

## Development Associate Director, London

Job vacancy
 OMERS & Oxford Properties
 tbc

London
 29 Jul 2022

Oxford Properties is looking to significantly grow its Life Science exposure in the Golden Triangle markets of Cambridge, Oxford and London, and also ...

Find out more

## Apprenticeship Opportunity (Digital Marketing)

Apprenticeship

National Federation of Roofing Contractors (NFRC)
 £18,278

Office based - Worship St
 20 Jun 2022

WE ARE HIRING! NFRC (The National Federation of Roofing Contractors) is currently recruiting for a Digital Marketing Apprentice to assist in the plann...

Find out more

## Senior Development Manager

Job vacancy
 Grosvenor
 Competitive
 London

# How it works (1)



Local knowledge, global reach

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[Meet the Team](#)

[Contact](#)

[Services](#)

[Building People Community](#)

[diversecity.surveyors@gmail.com](mailto:diversecity.surveyors@gmail.com)

## Welcome to DiverseCity Surveyors

At **DiverseCity Surveyors**, we offer quality support services and educational training [including CPD] to BAME Surveyors who are members of the Royal Institution of Chartered Surveyors [RICS], irrespective of their physical location, across the world.

As an inclusive forum [the *first* RICS BAME network], our courteous team have the professional tools and experience necessary to help ANY surveyor with their needs. Do get in touch with our team and review our website to learn more



# How it works (2)



Local knowledge, global reach

[Home](#) [DCS News](#) [About](#) [Meet the Team](#) [Contact](#) [Services](#) [Building People Community](#)

[diversecity.surveyors@gmail.com](mailto:diversecity.surveyors@gmail.com) +44 (0)7940 401 101

## The Building People 'Network of Networks' brings together organisations and initiatives that provide built environment careers support to diverse audiences.

The Communities Network consists of a variety of diversity champion groups. As a founding / long-standing member of Building People and key representative of the Black, Asian and Minority Ethnic 'BAME' Community, we are keen to support those amongst our members of DiverseCity Surveyors along with other visitors to our platform, the offer of strategically aligned access to a pooled resource that is powered and managed by the team at Building People.

Explore the buttons below and have a look around; if you get lost or need to ask further questions do drop us a line via the enquiry button.



### Search Organisations

See what help is available to find work, learning and/or support

[Learn More](#)

Powered By building people



### Find Information

Aggregated content focused on diversity, skills and social value

[Learn More](#)

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### Work Opportunities

Employers opportunities in one place making it easy to find what you're looking for

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### Resources

Easily access sector specific material, brought together in all one place

[Learn More](#)

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### Activities & Events

Find courses, training and events relevant to you

[Learn More](#)

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## Up next



1. Diversity baseline data with Barbour ABI.
2. A diversity plan for the sector with the Construction Leadership Council.
3. An equality, diversity and inclusion standard for the built environment.
4. From Minimum Viable Product to the bells and whistles version!
5. The leading platform enabling diverse people and organisations to thrive in the built environment. The go-to source for equity, diversity and inclusion best practice and thought leadership in the sector.
6. For individuals seeking aggregated careers opportunities; for employers wishing to widen talent pools; for businesses to become more equitable, diverse and inclusive; for providers to deliver a more efficient, effective and joined-up service; for the sector to succeed. *For you!*

## In summary



1. A 'one stop shop' that brings together careers opportunities and connects them to a network of providers of built environment careers support to diverse and under-represented audiences.
2. Enabling people to easily find knowledge, vacancies, events and careers opportunities, and employers to engage with a more diverse range of talent.
3. Simplifying user journeys.
4. Bringing about equality of opportunity across a fragmented careers landscape.
5. Supporting disparate providers to deliver consistent, collective and coordinated careers action.
6. A practical framework for collaboration to increase diversity across the built environment.

Join in



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[www.buildingpeople.org.uk](http://www.buildingpeople.org.uk)

Q&A