



LEARNING FROM APPRENTICES

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WHO WE ARE:

- Based in North Yorkshire, ilke Homes is manufacturing precision engineered, high-quality homes at scale in a factory, in the same way that jet engines and cars are engineered
- We are at the forefront of the modern methods of construction (MMC) revolution taking place in the UK, showing how this emerging industry can help inspire, excite and encourage the next generation of housebuilders

We are one of the largest
modular manufacturers in the
UK, creating up to

2,000

homes a year, with an
ambition to increase
production to

5,000

homes within the next 5 years

WHAT WE DO:

- Disrupting how homes are designed and delivered in the UK
- Pioneering digital technologies to improve quality and performance
- Making homes that are in line with Britain's zero-carbon future
- Driving sustainable growth in the regions and creating stable, well paid and exciting jobs
- Banging the drum for MMC - an exciting new sector of the UK economy



BUILDING THE FUTURE

But to build the future, it's vital to have:



A DIVERSE WORKFORCE



THE ABILITY TO ATTRACT
APPRENTICES



PIONEERING TRAINING
FACILITIES



A STABLE, EXCITING AND
CLEAR CAREER
PROPOSITION

WHY IS THIS IMPORTANT

50%

of young people would never consider a career in construction. If we are to build the homes and infrastructure the UK needs, this has to change

There is a considerable skills shortage in the UK.

10%

of housebuilders are
over 60

The housebuilding sector needs

1,000,000

new workers by 2020 in order to meet the government targets of

300,000

new homes a year

- MMC can deliver homes twice as fast as traditionally built new builds – that's why we must scale it up!
- By engaging young people, we can turn these trends around

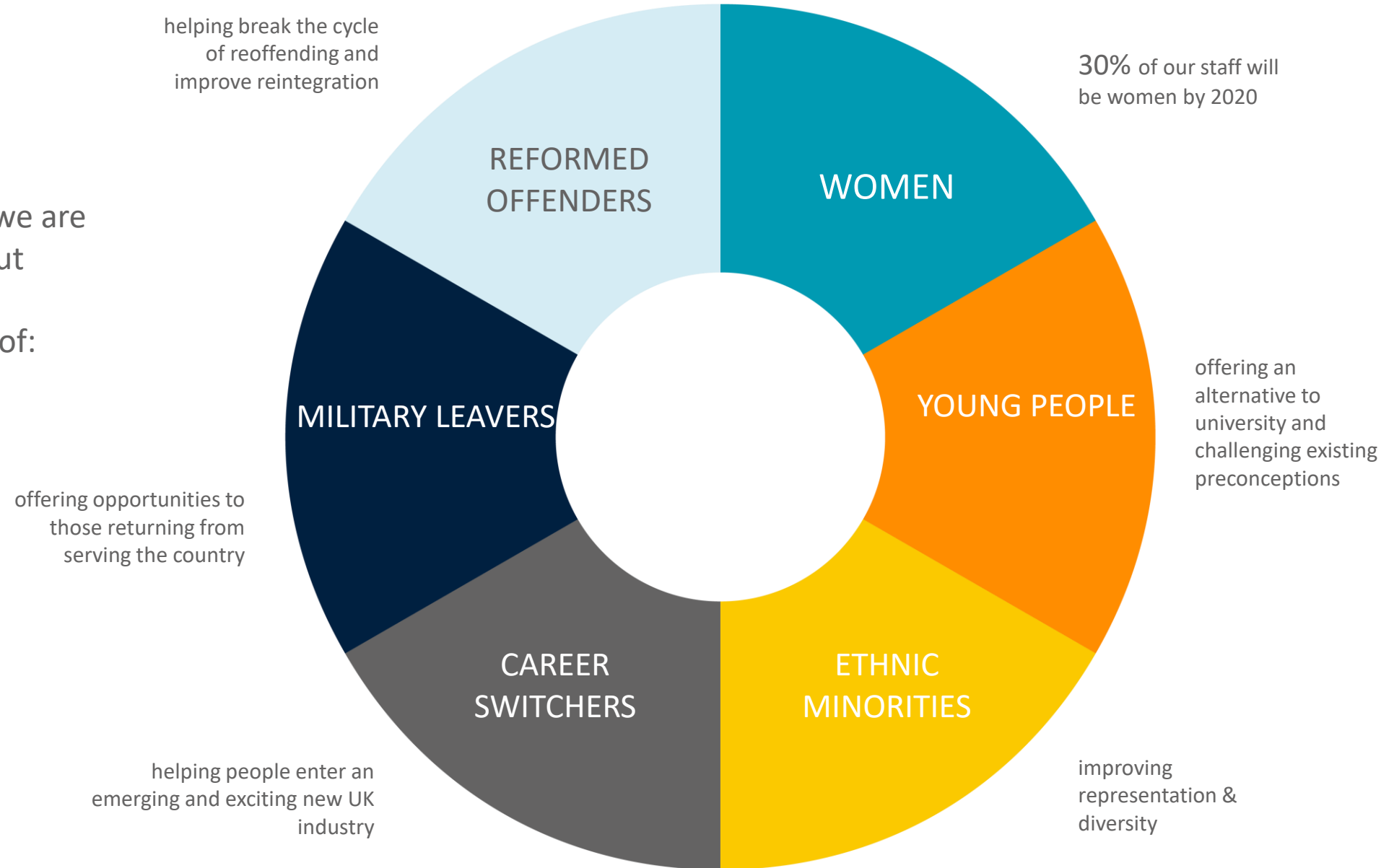
DIVERSITY

- To build the future, you have to reflect it - and the future is diverse
- Being pioneers of an emerging industry means you need to engage with people from all arenas, showcasing what MMC is and what it can do for UK housing



DIVERSITY

- At ilke Homes, we are passionate about increasing the representation of:





APPRENTICESHIPS

APPRENTICESHIPS

We want to help

**REVERSE REGIONAL
UNEMPLOYMENT**

by retraining people
currently viewed as
“unskilled” by
employers.

YORKSHIRE

has one of the UK’s highest
levels of unemployment;
standing at

5%

against the UK
average of 3.8%



**APPRENTICESHIPS ARE
KEY**

to changing this, but the
process
and approach needs
refining

BOOSTING APPRENTICESHIPS



To boost apprenticeship uptake, the industry must:

- Understand that there's no "one size fits all"
- Get greater support from Homes England and DfE to create a collaborative approach
- Encourage more private sector buy-in to set the agenda around the skills and knowledge required for MMC to flourish
- Recognise the need for financial support for apprentices, whatever age they may be
- Create apprenticeship qualifications with established backers that understand the emerging MMC industry

HOW DO WE DO IT?

- Engagement, engagement and more engagement
 - Open days
 - Factory tours
 - Enterprise days
 - Engaging school children to dispel myths and stereotypes
 - Awareness campaigns
 - Engaging local stakeholders, community leaders and social groups
 - Private sector collaborations
 - CSR initiatives



Why? Because engaging people of all ages and all walks of life will increase success rates!

BEST PRACTICE: ILKE ACADEMY

- The ilke Academy is the first ever onsite MMC training facility in the UK
- The Academy teaches people new skills including engineering, plumbing, manufacturing, carpentry and design - everything needed to manufacture an ilke home
- By working in the sector, people can learn new skills which are highly transferable to other manufacturing industries such as aerospace or automobiles. The result is a highly skilled workforce that can drive the growth of the MMC industry
- The ilke Academy recruits people from all walks of life, creating employment networks with schools, prisons and charities

