

Workshop 2E

Raising Industry Standards: The Regulatory landscape impacting Skills, Training and Competence

Speakers:

- Dean Wincott, Langley
- Neel Bidessie – Langley
- Claire Foden, Mears Group

Chaired by: Shaun Mulloy

Room: Harewood



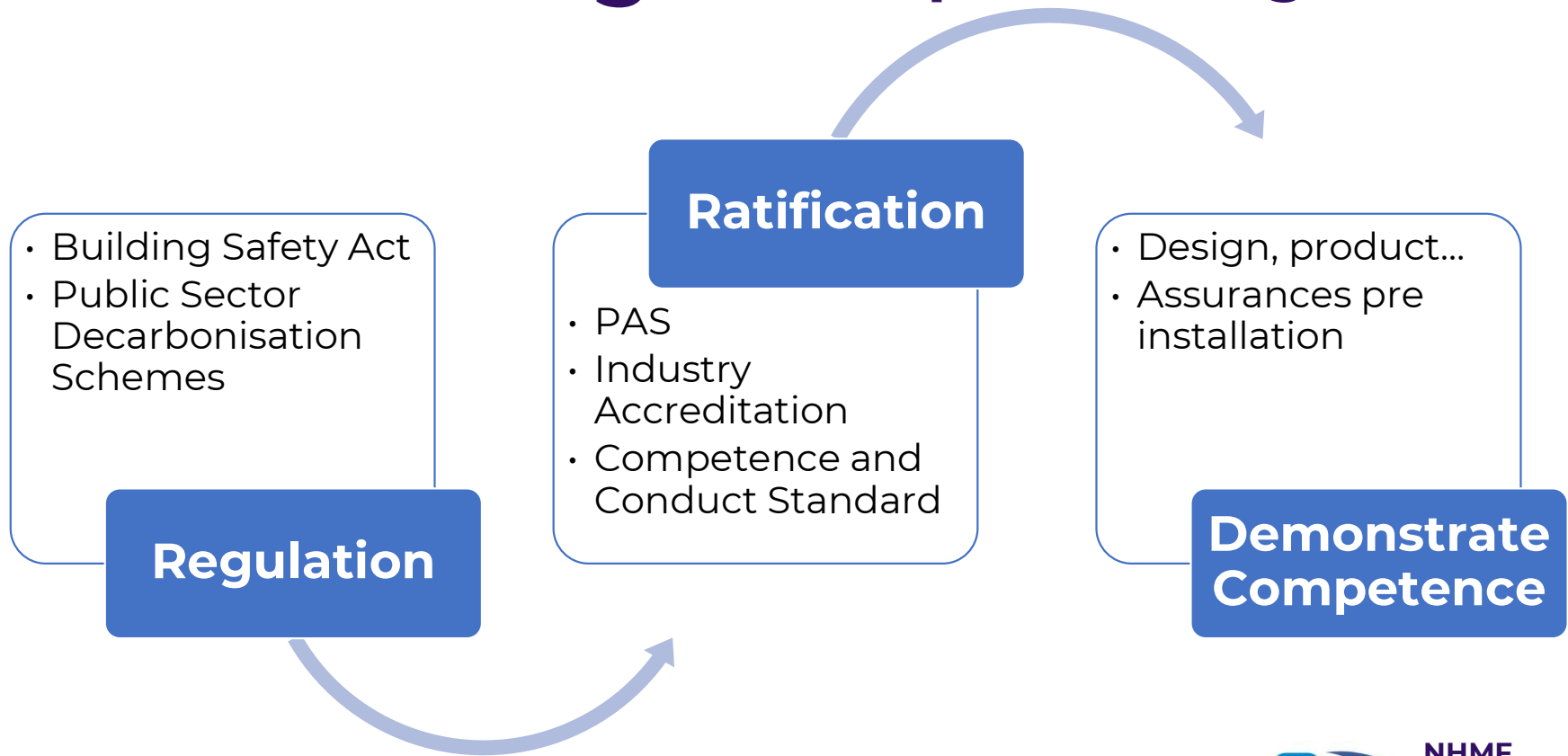
NHMF
Maintenance
Conference
2025



Setting the scene: Skills and Regulation

2022 (July)	2023 (July)	2023 (1 October)	2024 (31 December)
Building Safety Act	Social Housing Regulation Act 2023: Competence and Conduct Standard Feb 2024: DLUHC(now MHCLG) consultation in launching Competence and Conduct Standard for Social Housing Staff (focus on Managers and Executives).	Building Safety Act: Secondary Legislation Duty Holder and Competence Regime – Clients, Designers and Contractors. 'Everyone involved in Design and Building Work must demonstrate their competence to comply with the Building Regulations 2010'.	Grandfather Rights, known as Industry Accreditation (allowing individuals to gain their CSCS or CPCS cards based on their experience or prior attainment expires this year. This means that individuals will require relevant qualifications to maintain access to site. All Industry Accreditation cards issued from 1 Jan 2020 will expire on 31 Dec 2024

Social Housing: The Impact of Regulation



It is not just about the specification, price but the need to demonstrate competence

Social Housing: Skills Shortage Report

Lack of Interest
from young people

77% of the UK's full-time students aged 18-24 state they would not consider a career in construction

Contractors and Sub-contractors are receiving fewer applications

What do you notice with regards to the steps taken to address the issues?



London Homes Coalition

Occupational group	Priority rating	
	Asset Management	New Build
Roofers		
Carpenters and joiners		
Plumbing and HVAC trades		
Glaziers and window trades		
Electrical installation trades		
Painters and decorators		
Floorers and wall tilers		
Scaffolders		
Other construction and building trades		
Construction trades supervisors		
Labourers		
Logistics		
Bricklayers and masons		
Plant mechanics/fitters		
Steel erectors and metal workers		
Plant operatives		
Groundworkers		
Plasterers		
Road and rail construction operatives		



Example of the Social Housing Skills Crisis based on Asset Management labour forecasting over the next 5 years.

The Future: skills England

A new arms length body launched in July 2024 to work collaboratively to meet the skills needs for the next decade.

Focus: Qualifications and training designed in line with skills needs and made accessible to employers and learners

Headline of new developments: Growth and Skills Levy, which will enable employers to access a broader range of high-quality training offers and thereby address the rigidity of the current Apprenticeships Levy

Adopting a collaborative approach: Mears and Langley's Social Enterprise

About the Partnership to create a Social Value Delivery Plan (Southern and Midlands)

- Evolution in Milton Keynes (Roofing Mates), Supply Chain
- Overcoming challenges with the workforce (PAS)
- Strengthened the strategic alliance (Competence, Regulation, L&D, Winning Work)



Scope of the Social Value Plan: Skills, Training and Sustainability

Apprentices
(Rigs)

Retrofit

Upskilling

Social Value
(Wellbeing)

Supply
chain (buy-
in)

Social Enterprise Support: Mear's contribution to create industry led training environment



Roofing Systems: Project Images (Milton Keynes)



Langley and Mears: Volunteering to improve the lives of local residents

Social Value Case Study



Langley & Mears Volunteering Day

Langley & Mears Volunteering

Langley assisted Mears MK with a building refurbishment project for Milton Keynes Council – turning an unused building into a well-being centre for the local community.

The Central team spent the day painting the old, tired exterior timber cladding to the perimeter of the building giving it a new lease of life.

Although it was a cold and wet day, we enjoyed taking part in this volunteering activity and it felt great to give back to the local community.



This has been a massive project for us that has grown arms and legs in terms of requests so having the Langley Team assist was fantastic in delivering the Wellbeing Centre Project as a whole. Many thanks again

Claire Foden
Social Value Business Partner



The Impact: Social Value Measures

Mears Mentors

People Well-being

Provides a
positive
perception of
the Industry

Supports
Succession
Planning and
Retention



Closing remark

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Its about people, communities, social value should not be perceived as a cost but an investment for the future....

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Q&A



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Thank you.

See you at the
next conference!



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