

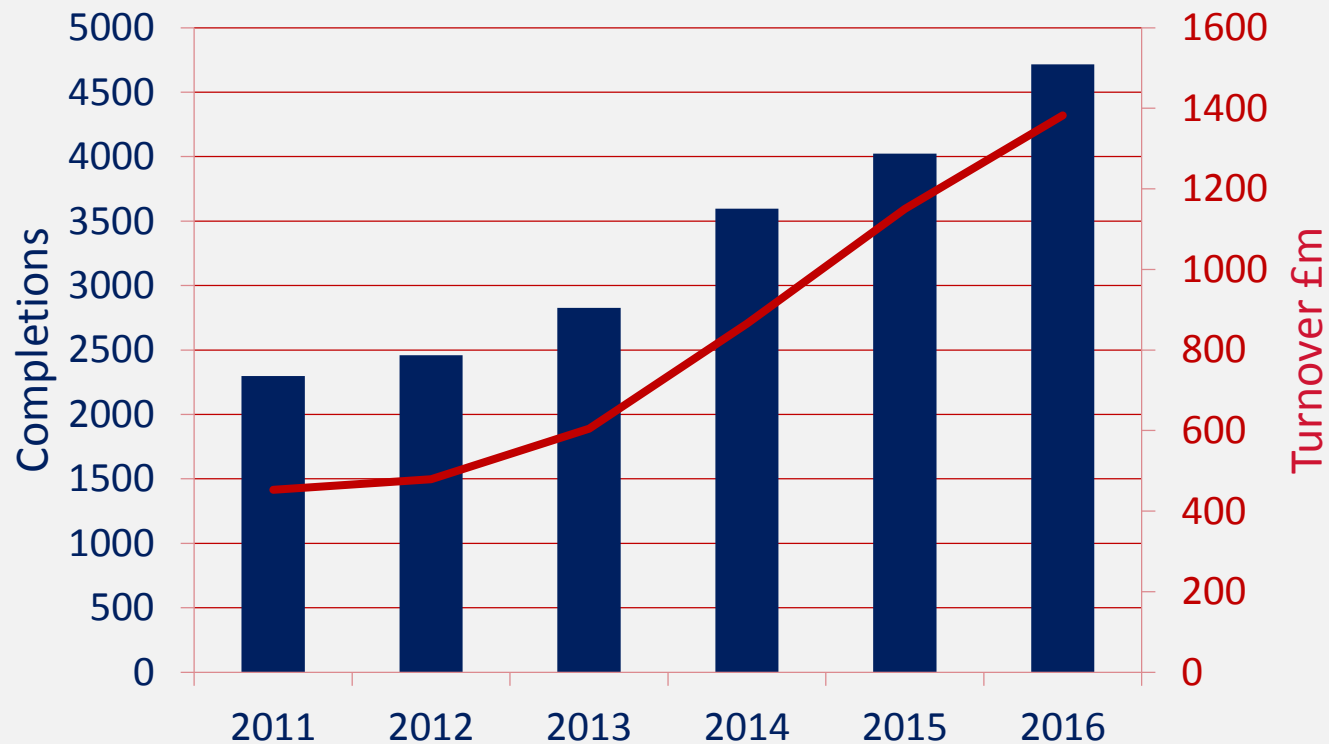


Housing Market Intelligence Conference 2016

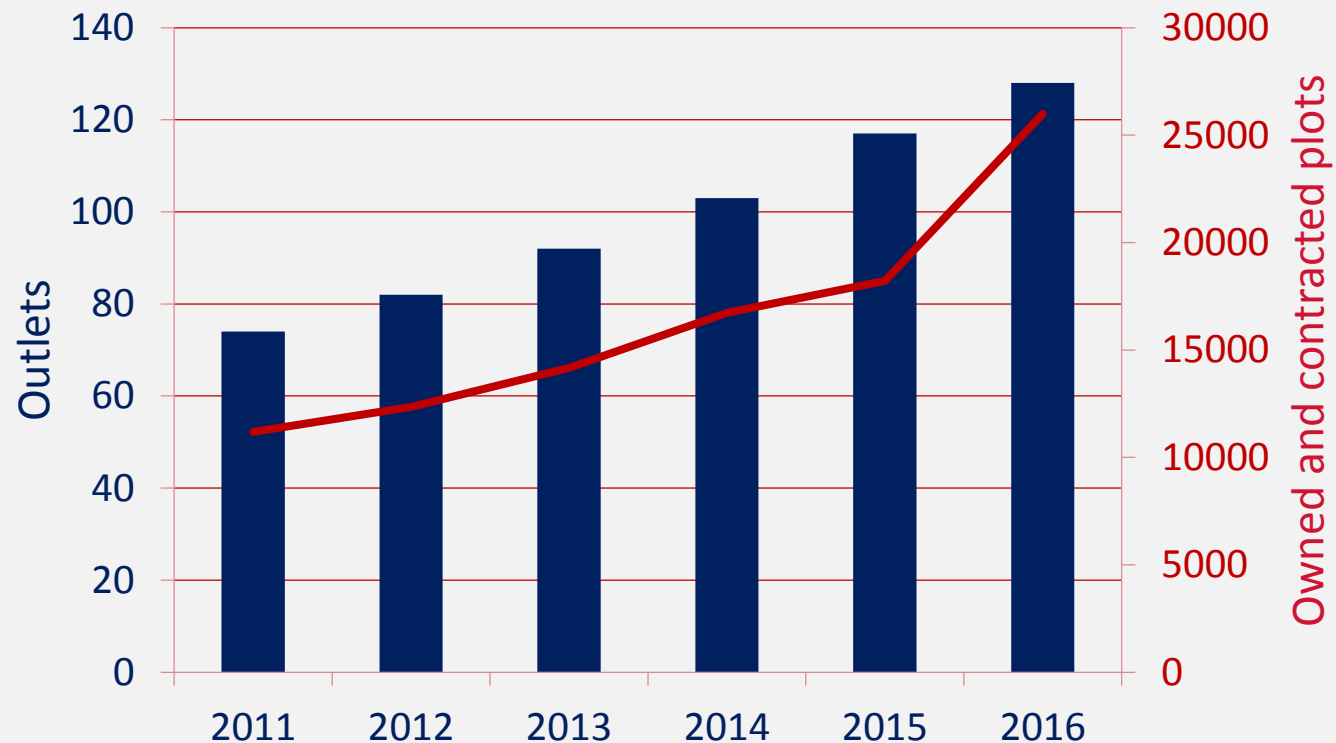
John Tutte – Group Chief Executive

06 October 2016

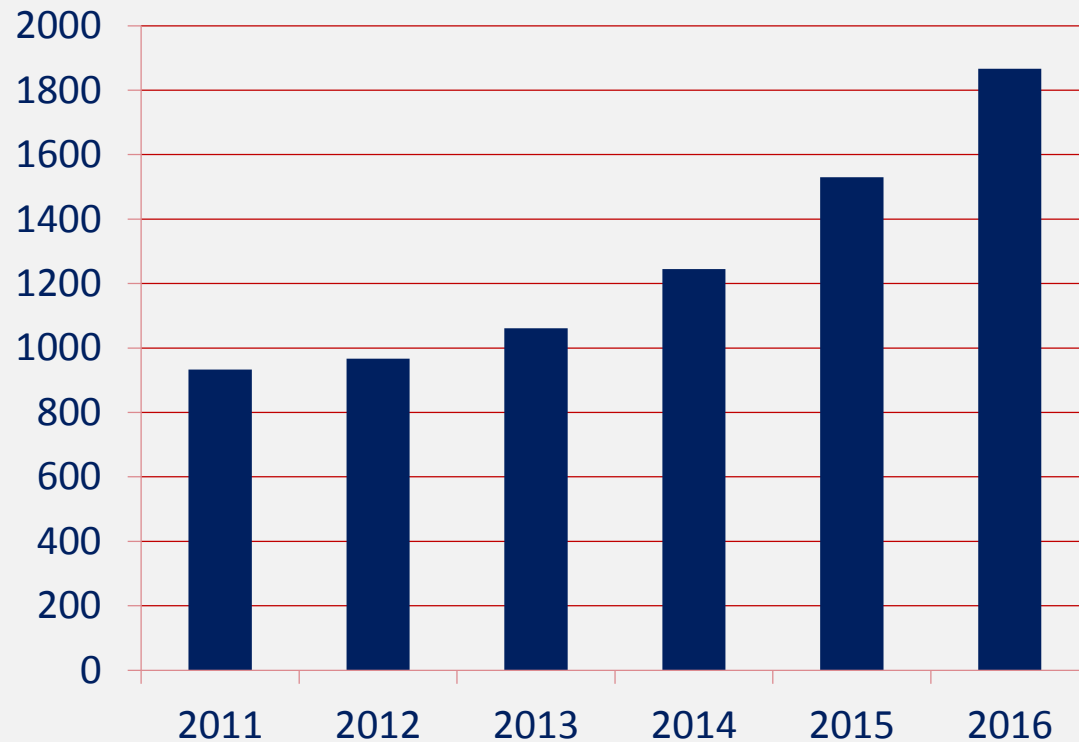
Delivering Growth – Topline



Delivering Growth – Land and Outlets



Delivering Growth – People



'The Making of You'





Tackling the Skills Shortage



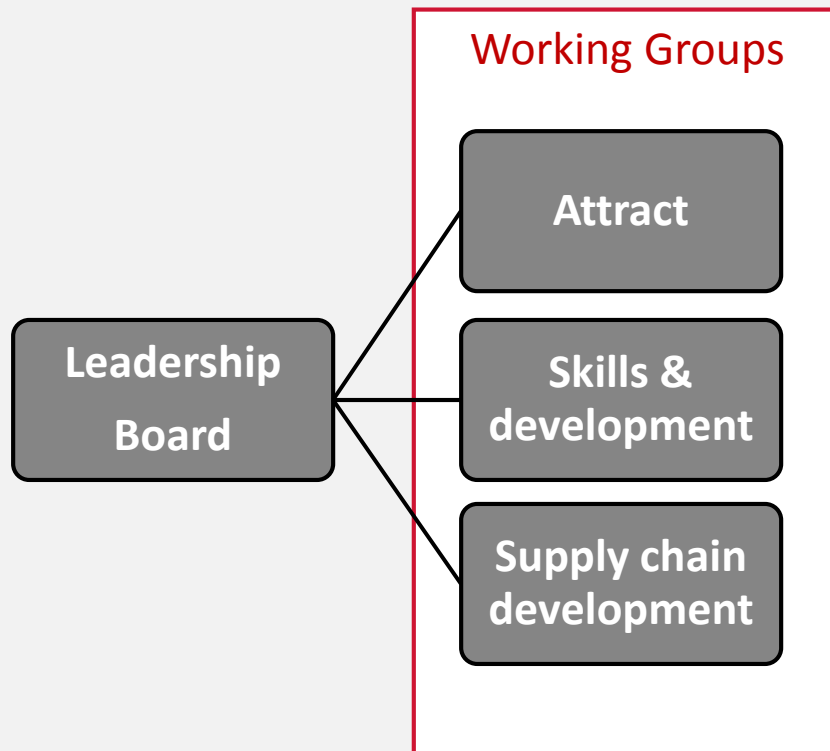
Home Building Skills Partnership

Objectives:

- To develop a positive public identity for the industry
- To attract a bigger and more diverse workforce
- To promote the industry as a first-rate career choice
- To improve skills to raise productivity and quality
- To help create a sustainable model that will ensure the industry has the workforce it needs for the future



Home Building Skills Partnership



Working Groups

- Attract
- Skills and development
- Supporting supply chain development



Supporting Supply Chain Development

Research Participants

- 20 large homebuilders
- 204 subcontractors across 16 trades

Findings from subcontractors

- 35% are planning for growth in their workforce
- 57% intend to recruit more directly employed staff
- 50% are very confident they can meet demand

Recommendations for home builders

- Provide greater visibility to pipeline of work
- Reduce half-year and year-end pressures
- Prioritise support for sub-contractors with the capacity and appetite to grow



Benchmark Survey

Findings from a sample of 40 home builders

- 15% direct workforce over 55
- 23% sub-contract workforce over 55



1 = not an issue 5 = a serious issue



What will success look like?





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