

A photograph of two young men, likely students or apprentices, working on a construction project. They are wearing white hard hats with 'Vistry Group' written on them, purple long-sleeved shirts, and high-visibility yellow safety vests. One is wearing red gloves and the other green. They are focused on measuring and cutting a wooden beam. In the background, a sign for 'Brandon Ball Skills Academy' is visible, along with other construction materials and a blue sky with clouds.

VISTRY PLUS

SKILLS ACADEMIES

Helping to raise
awareness of
construction as a
viable career path

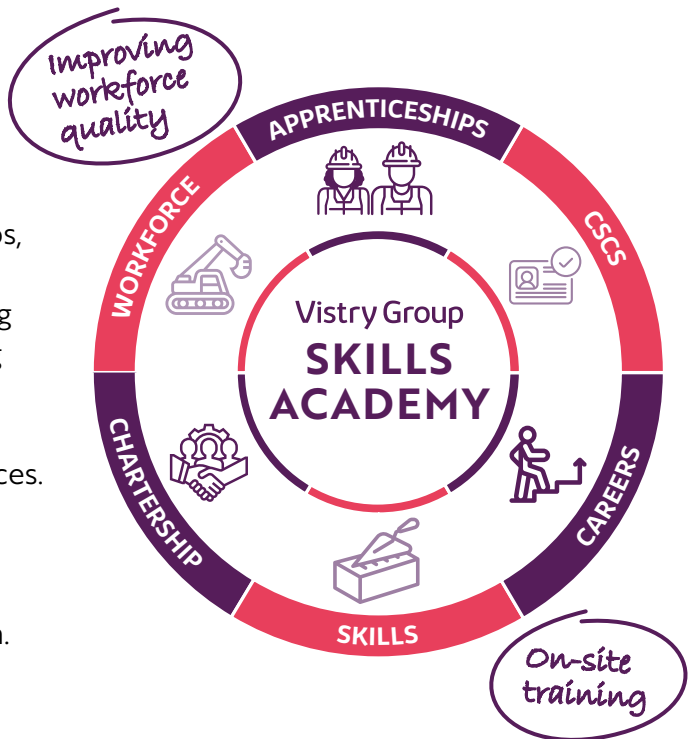
VISTRYGROUP.CO.UK

Vistry

VISTRY PLUS SKILLS ACADEMIES

What are they?

- **Vistry Group** launched the **Skills Academy** initiative in 2017 as part of our commitment to employment, skills development, and community engagement.
- The academies address skills shortages in the construction industry by providing a space for **on-site training** through local training providers, offering both theoretical and practical learning experiences. Academies are hosted on real development sites ensuring a real-world environment for learners.
- Additionally, the academies serve as an **educational resource** for local community groups, including school groups, by offering site visits allowing them to connect their studies with real-life experiences. Helping to raise awareness of construction as a viable career path.





Why do we have them?



INDUSTRY NEEDS

The UK construction industry requires **50,300** new workers per year to meet demand (CSN Industry Outlook 2024–2028). The academies help address this need by preparing the next generation of skilled workers.

COMPETITIVE RECRUITMENT

Recruitment in the construction industry has become highly competitive.

The academies provide a **direct pathway for new employees** through apprenticeships and traineeships, benefiting both Vistry and our supply chain partners by reducing recruitment costs and **improving workforce quality**.

LOCAL ECONOMIC BENEFITS

The academies **benefit local communities** by providing job training and creating opportunities for local residents, fostering economic growth within the region.

REDUCING THE SKILLS GAP

The academies help to reduce the skills gap by providing **accessible tailored training programs** that meet the specific needs of the local labour market, ensuring the workforce is equipped with the necessary skills to thrive in the construction industry.

*50,300 new workers
per year required to meet
demand in the UK!!!*



*On-site
training*



OVER
2000

TOTAL LEARNERS
ACROSS ALL ACADEMIES



“ I undertook the 8-week
Routeway to Construction
course with Train 4 All
at the Alphington Skills
Academy and have now
started an apprenticeship
with CJL, a sub-contractor
on the development ”

Coby Slocombe

Alphington Academy Learner

Reporting and accountability

ACADEMY INFRASTRUCTURE AND COSTS

Vistry funds the full infrastructure of the academies, including cabins, tools, materials, PPE (excluding boots), and support from training partners. In joint ventures, our partners contribute 50% of the academy costs and benefit from dual branding and shared PR opportunities.

MANAGEMENT AND COORDINATION

Vistry ensures proper management and coordination of the academies, with a dedicated staff member or external training provider overseeing operations.

SOCIAL VALUE TRACKING

Vistry tracks and reports the academy's social value impact via our internal data collection platform. This provides measurable outcomes and **ensures accountability** for our community & wider group commitments.

ENGAGEMENT AND FEEDBACK

Regular reporting on participation, learner progress, and employer engagement ensures that the academy is meeting its objectives and continues to serve its purpose effectively.



Negative



Neutral



Positive

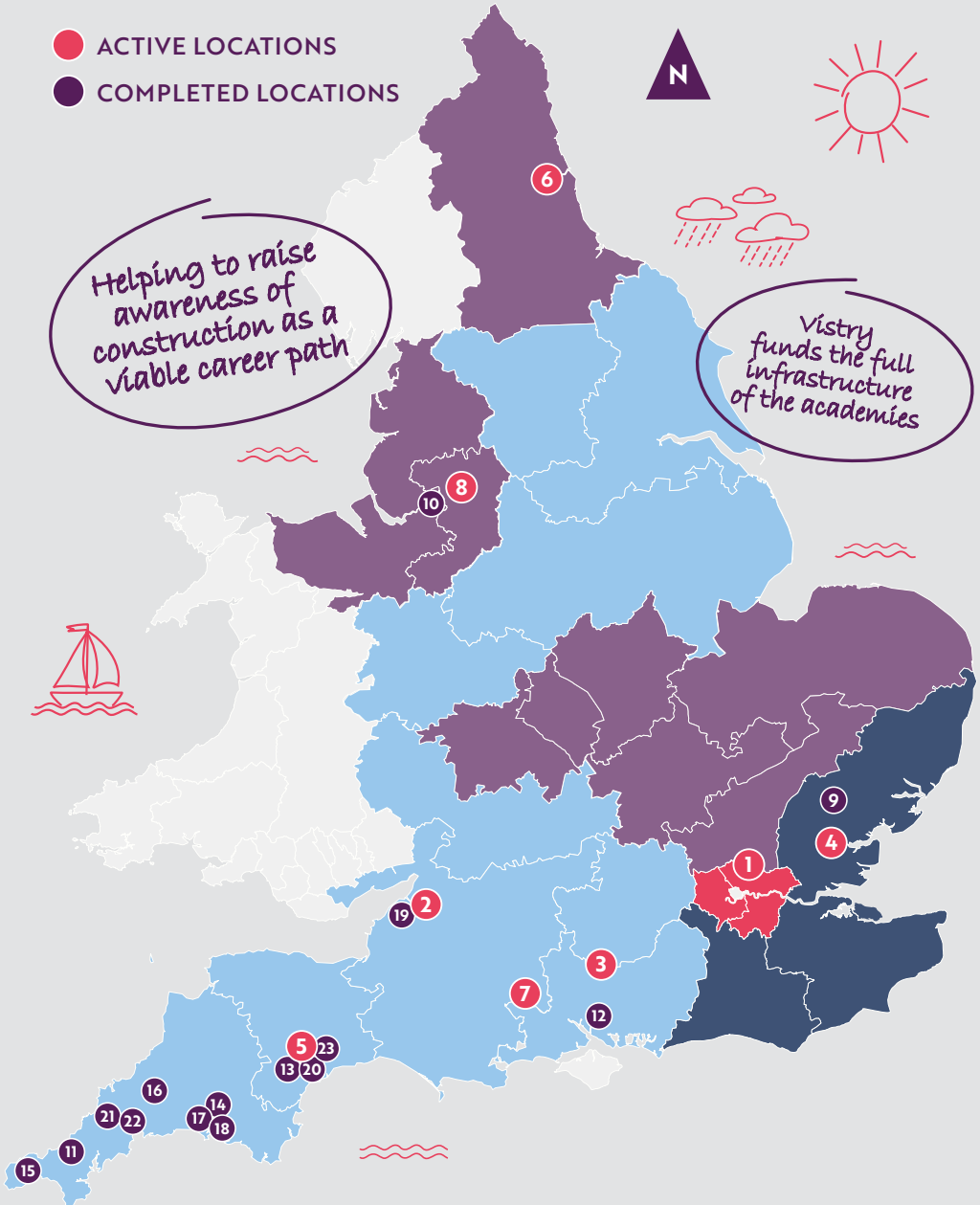
SKILLS ACADEMY LOCATIONS

- ACTIVE LOCATIONS
- COMPLETED LOCATIONS



Helping to raise awareness of construction as a viable career path

Vistry funds the full infrastructure of the academies





ACTIVE LOCATIONS

1	MERIDIAN WATER	ENFIELD, LONDON	2023	2026
2	ONE LOCKLEAZE	BRISTOL	2023	2026
3	HOUNSOME FIELDS	BASINGSTOKE	2023	2026
4	THE RUSSEL SKILLS ACADEMY	HEYBRIDGE	2025	2028
5	BRANDON BALL SKILLS ACADEMY	ALPHINGTON EXETER	2024	2027
6	SANDERSON ACADEMY	GATESHEAD	2023	2026
7	WILTON GATE	SALISBURY	2024	2027
8	LITTLE HULTON	SALFORD	2024	2026

COMPLETED LOCATIONS

9	COGGESHALL	ESSEX	2023	2025
10	HEATH FARM	PARTINGTON	2021	2023
11	TOLGUS	CORNWALL	2022	2024
12	NORTH WHITELEY	HAMPSHIRE	2023	2024
13	ALPHINGTON	EXETER	2021	2023
14	NORTH PROSPECT	PLYMOUTH	2021	2023
15	ST CLARES	CORNWALL	2018	2018
16	BODMIN	CORNWALL	2018	2018
17	SOUTHWAY 2 (BAMPFLYDE)	PLYMOUTH	2017	2018
18	SOUTHWAY 1 (SKERRIES RD)	PLYMOUTH	2017	2018
19	BLACKBERRY HILL	BRISTOL	2019	2019
20	CRANBROOK	EXETER	2021	2021
21	GOONHAVERN	CORNWALL	2018	2019
22	SHORTLANESEENDS	CORNWALL	2018	2018
23	MILLBAY	PLYMOUTH	2018	2018

KEY FIGURES OF 2024



UNIQUE LEARNERS

678

4



NEW SKILLS
ACADAMIES



140

DAYS OF
WORK
EXPERIENCE



1820

WEEKS OF TRAINING

340



CSCS CARDS ISSUED

“ Richard is a very good example for what TRN are trying to achieve, he came to site on a work trial and we were so impressed we contacted our labour agency who signed him, he is now working full time on site through our agency. ”

Derrick Cooper

Site Manager, Hyde Park

RICHARD
SANDERSON



CASE STUDY

“ I got a job
as a Finisher
working on site! ”

NEIL
RUDD



NEIL RUDD - Academy Learner

COMPANY: TRN, Train Ltd SITE: FREIGHT VILLAGE

TOTAL HOURS: 48 HOURS P/W DATE OF CASE STUDY: 17/02/2025

Q. What course did you complete?

A. I have carried out a Painting and Decorating / CSCS training bootcamp with TRN Train Construction Academy, which I successfully completed in November 2024.

Q. Why did you want to do a work trial?

A. I wanted to put my skills and the training I acquired from doing my course with TRN to good use. The work trial has allowed me to showcase my skills as a Finisher and demonstrate that I could do this job role that I was interviewed for by Michael Black the Site Manager/ Richard Whiteley TRN train ltd.

Q. Where did you spend your time on the work trial?

A. Working with the site team to complete snagging items within the properties in preparation for houses being handed over to the client. I use multiple skills such as decorating, joinery and brick work. Previous roles have been involved with has been refurbishment.

Q. What aspect of the work experience did you find the most interesting?

A. I have really enjoyed the variety that came with the Finisher position as it involves using initiative in line with the guidelines.

Q. What have you gained from your experience?

A. I was previously unemployed. Vistry Group/ TRN Train have provided me with the platform to succeed in gaining sustainable employment. I am very happy to say I have a Job as a Finisher working on Freight village site.

Q. What are your career aspirations?

A. I would like to be able to develop my career with Vistry Group and keep an eye out for additional training and job opportunities within the organisation.

BUILDING HEROES ACADEMIES

Of our current Skills Academies we have 3 that are operated by **Building Heroes**, together supporting up to 200 military learners per year.

• Heybridge

• Wilton Gate

• Hounsme Fields

Building Heroes are a charity whose focus is on training and employment support, helping military service leavers, veterans, reservists, and their families transition into civilian careers in the construction industry.

Local people, training and local outcomes

Working with a local training provider they deliver a five-week course which provides hands-on construction training, leading to learners gaining several qualifications:

- Level 1 City & Guilds in Construction ✓
- Level 1 Award in Health & Safety ✓
- CSCS Green Card ✓

Graduates receive career guidance, employer introductions, and support for employment, self-employment, or further training. As well as working with contractors and the supply chain on site to provide further upskilling opportunities.

The charity's national network of skilled veterans can fulfil most multiskilled labour type jobs. Plus, through their time in the army, veterans' qualifications can also include **HGV licence, Gas Engineers, Mechanics, Security, Welding** and many more. These are mature, well-trained individuals looking for job opportunities in the construction industry.

Building Heroes serves as a fast-track gateway into construction, providing both practical skills and employment opportunities for ex-military personnel and underrepresented groups.





In 2024 across 10 Academies in England **Building Heroes** had

664 LEARNERS COMPLETED COURSES

83% HAVE GONE INTO EMPLOYMENT:

46%

WORKING IN
CONSTRUCTION,
MAINTENANCE AND
INFRASTRUCTURE

37%

IN OTHER
INDUSTRIES

15%

HAVE GONE
INTO FURTHER
TRAINING

The information/data provided is for all Building Heroes Academies and not just the Vistry ones of which we have 3.

“ This course is excellent for service personnel about to transition away from the military. It can be a stepping stone into the construction industry or to simply boost your DIY skills. What sets this course apart from other providers is the direct contact with local employers who are willing to take service leavers on for their transferable skills. ”

Anonymous

Graduate, Wilton Gate Skills Academy



**WANT TO LEARN MORE
OR GET INVOLVED?**

**WE'D LOVE TO HEAR
FROM YOU.**

For more information on how to get involved,
please email: vistryskillsacademies@vistry.co.uk

Vistry