Building Our Skills
Inspiring Talent
Academy – Fenestration

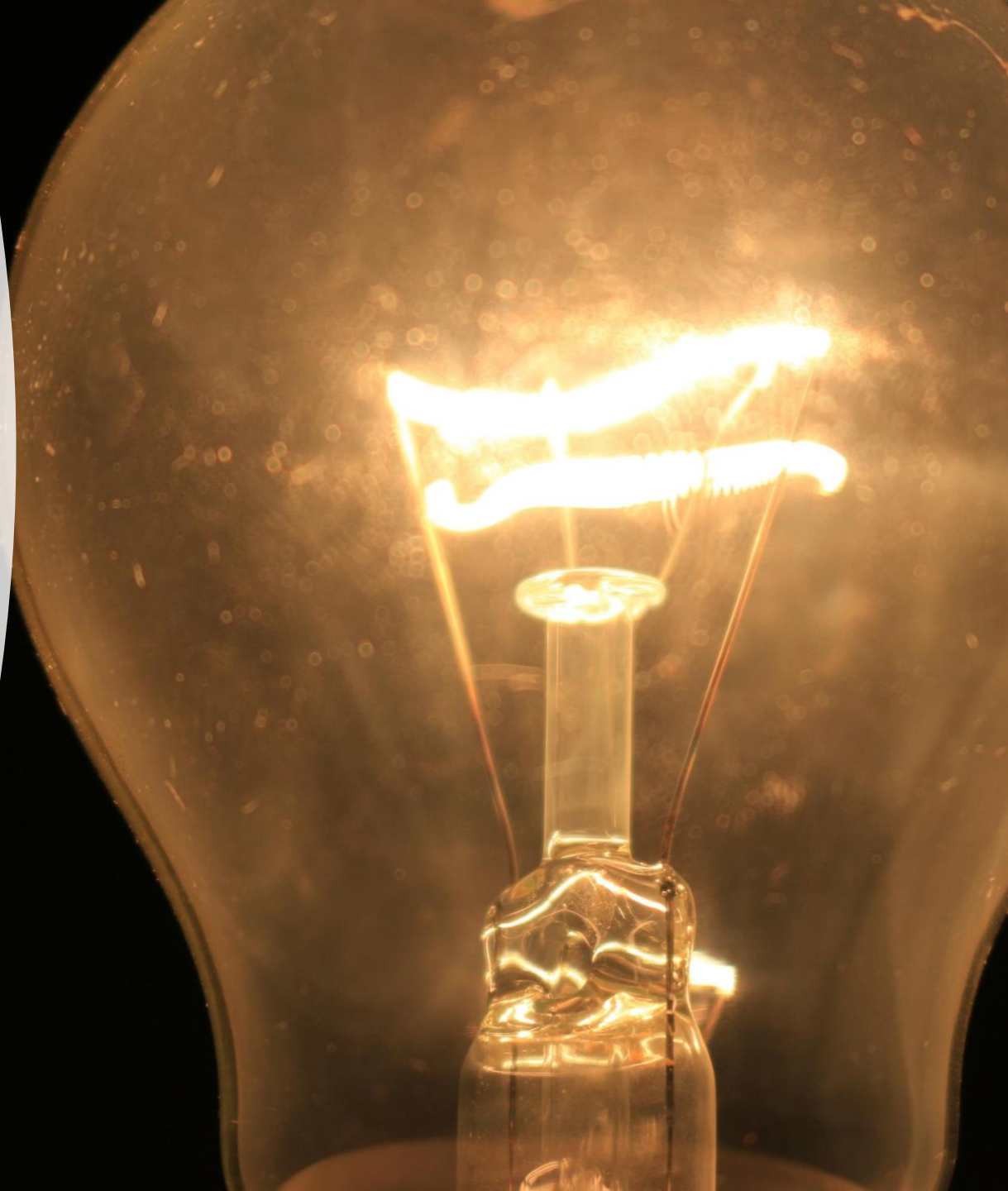
In association with Pace Resourcing

The Building Our Skills Inspiring Talent Academy has been created to help talented individuals unlock their potential – and to inspire them to choose the Fenestration Industry as a home for their skills and career ambitions.

The Academy consists of 7 Days over a 15 month period:

- 2 Inspiration Days – site visits to leading exemplar industry facilities
- 4 Classroom Days – with flexibility to deliver at Meadow Court, Sheffield or via webinar
- Day In The Life – a day spent shadowing an industry professional out in the field

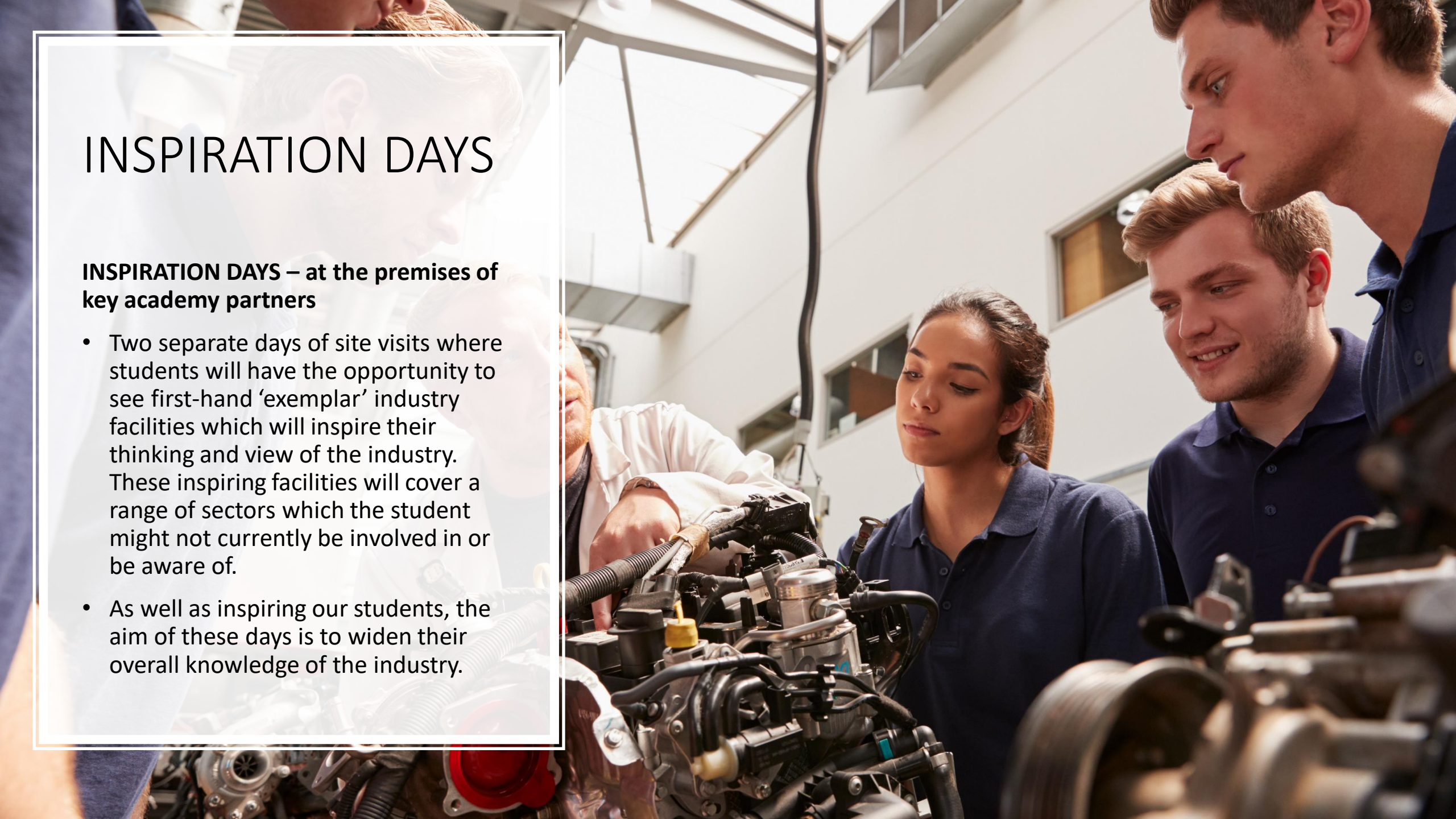
Students will also be offered a mentor to provide guidance, support and advice on an ongoing basis



INSPIRATION DAYS

INSPIRATION DAYS – at the premises of key academy partners

- Two separate days of site visits where students will have the opportunity to see first-hand ‘exemplar’ industry facilities which will inspire their thinking and view of the industry. These inspiring facilities will cover a range of sectors which the student might not currently be involved in or be aware of.
- As well as inspiring our students, the aim of these days is to widen their overall knowledge of the industry.



Classroom days / webinars

These days include four key themes which will underpin activities and learnings throughout the programme - introducing them on day one and then revisiting in greater depth on subsequent days

- Understanding your own personal style
- Effective Communication
- Inspiration and Leadership
- A Business Works Like This

We'll take a look at these in a bit more detail ….

‘By understanding yourself you can learn to understand and value others’

Ned Herrmann – author of ‘The Creative Brain’

- This module is aimed at helping students understand that great communication starts with understanding their own preferred ways of thinking and communicating.
- To understand the strengths of those thinking styles and what it enables them to bring to the table.
- Through a series of exercises, students will understand more about themselves and will also be able to understand the styles of their colleagues and others they come into contact with in their workplace.

Understanding your own personal thinking styles

- Our own individual thinking styles affect how we interact with colleagues, tackle projects, and present ideas and information.

- As students advance in their careers, knowing what makes them tick and how their personality interacts with others will help them identify opportunities to contribute, grow and shine.

Effective Communication

Great relationships will sustain you throughout your career – this module shows the importance of strong relationships and how to develop and maintain them.

With so many ways to communicate now available, students will learn which methods to use to suit the audience they are dealing with at any given time – how to use their listening and other skills – and become effective communicators.

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Inspiration & Leadership

This module introduces students to the skills of leadership and how they can start to inspire others. It includes case studies of who or what has inspired the industry's current leaders and business owners and ask them what inspires them. It will look at ways to be more confident and assertive and how to manage peers and other people they are involved with in the business.

Topics covered include …

- What is leadership?
- What makes a good leader?
- Who inspires you and why?

A BUSINESS WORKS LIKE THIS

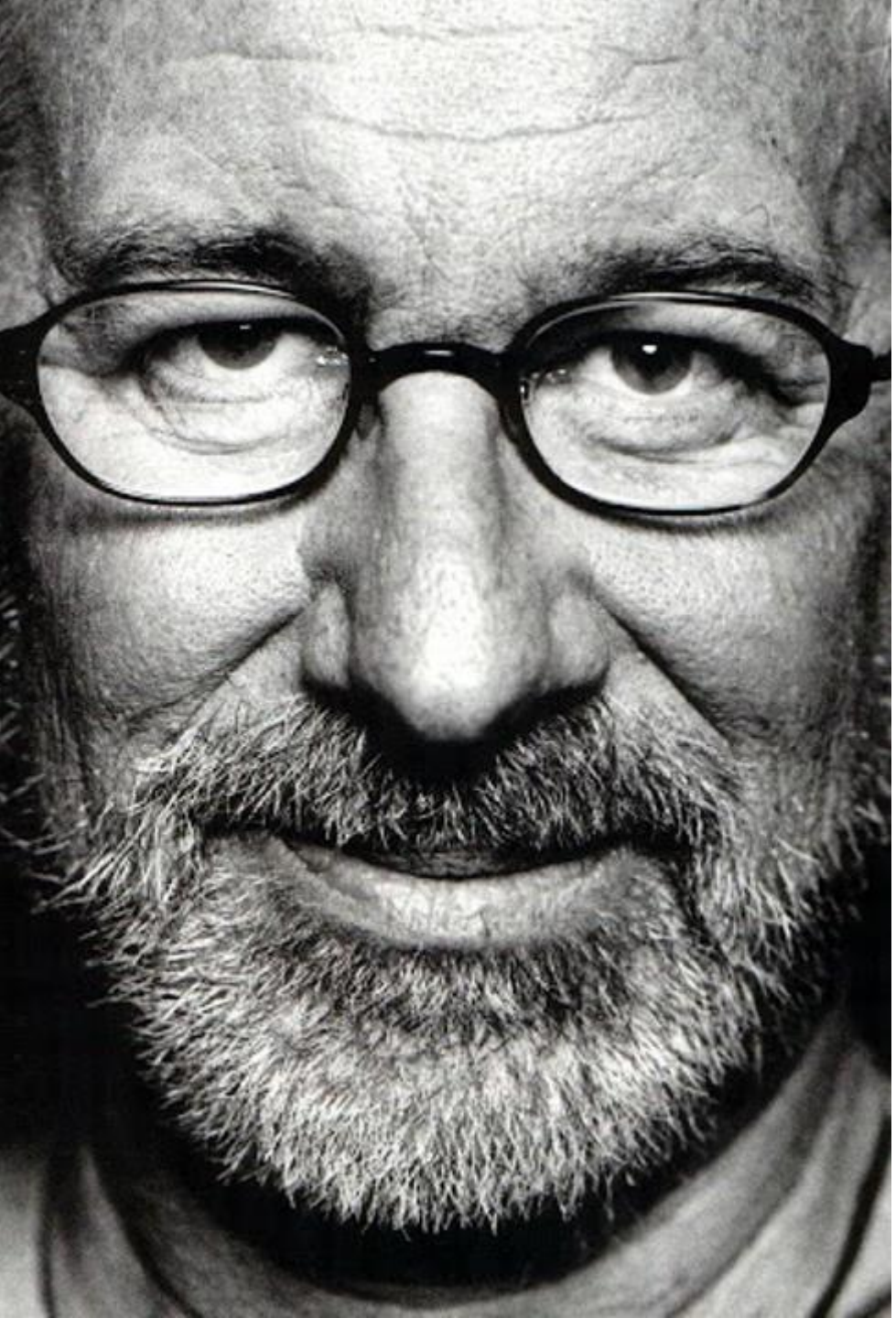
This module gives an overview of how companies are structured and run, who does what and why - and equips students with the tools to think effectively from a commercial point of view by having a wider understanding of all the departments in a business.

Topics include:

- What does a budget look like and why do we have them?
- What happens in Operations?
- What does Sales & Marketing do?
- Why is it so important that orders are received correctly – what are the impacts on the customer if they are not?
- What is P&L? Cash flow? Risk? Profit margin?
- Who are the customers? Internal and external.
- And more …

A DAY IN THE LIFE
out in the field

Students spend the day individually with an industry professional in a field of their choice – shadowing them in their day to day activities to gain insight into what they do and how they operate as a part of widening their experience to business.



Mentoring

Behind every successful person and in all walks of life, it's more than likely there's been a mentor who's helped them along the way.

"The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves"

Steven Spielberg

Mentoring

As part of the Academy programme, each student is offered their own mentor who will be there for them to pass on support, guidance and advice.

We have mentors from all areas of the industry - we take time to understand what our students want from their mentor so that we can identify the right person for them before starting their mentoring relationship.

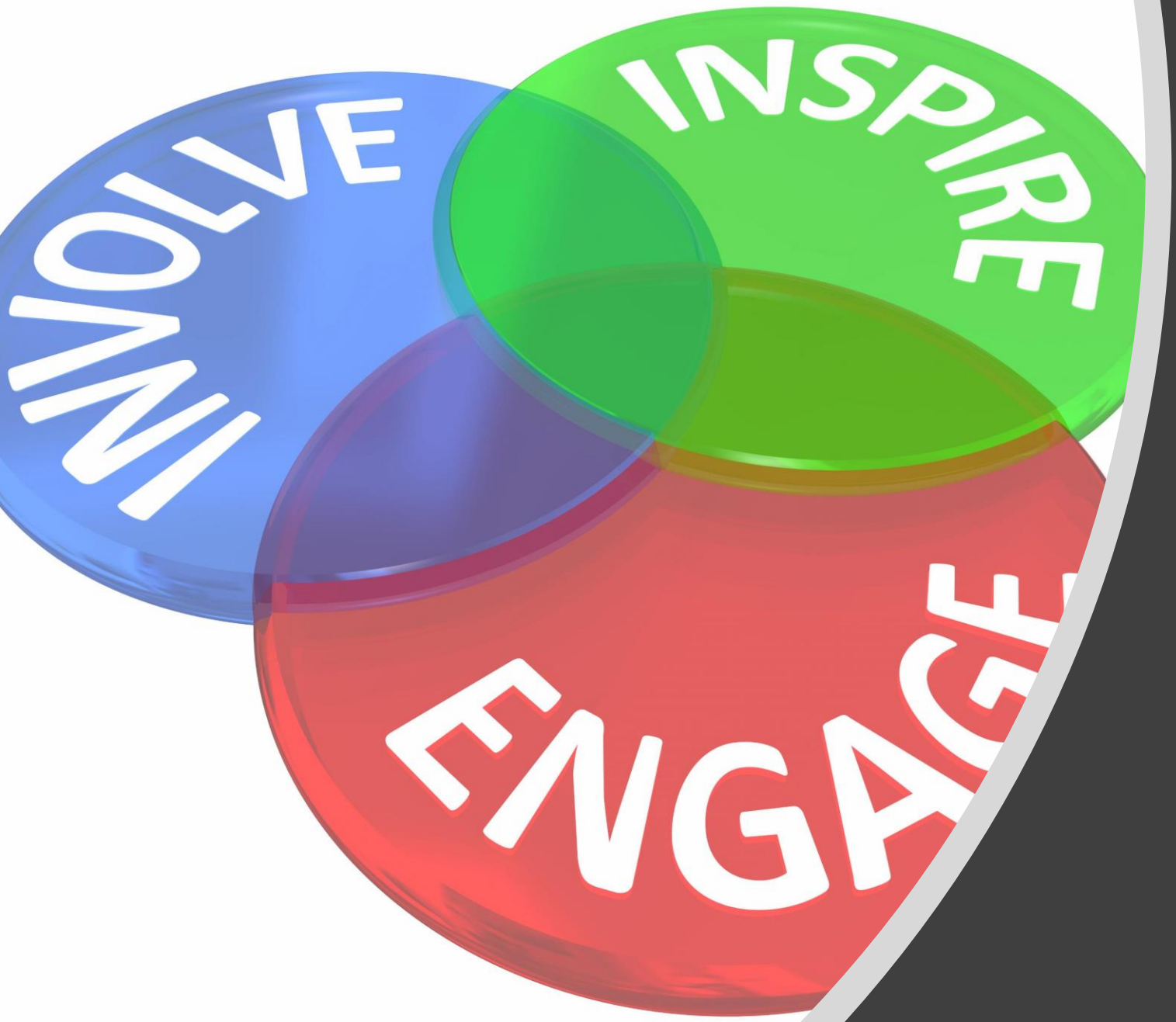
This relationship will carry on beyond the programme itself – giving students ongoing guidance as they set out in their careers.

Industry Knowledge

- Underpinning the programme is the aim to broaden the knowledge of students about the industry they work in
- Case studies and examples to support the learning will be from the industry wherever possible
- Students will learn the history as well as interesting facts about the industry
- Industry people and leaders will play a role in delivering the learnings
- Here’s a bit of history for fun, did you know …

Daylight Robbery

- In 1696, William III introduced a property tax which required those living in houses with more than six windows to pay a tax.
- To avoid the tax, house owners would brick up all windows except six.
- As the bricked-up windows prevented some rooms from receiving any sunlight, the tax was referred to as **daylight robbery**.
- The Window Tax lasted until around 1851 - older houses with bricked-up windows can still be seen in parts of the UK today.



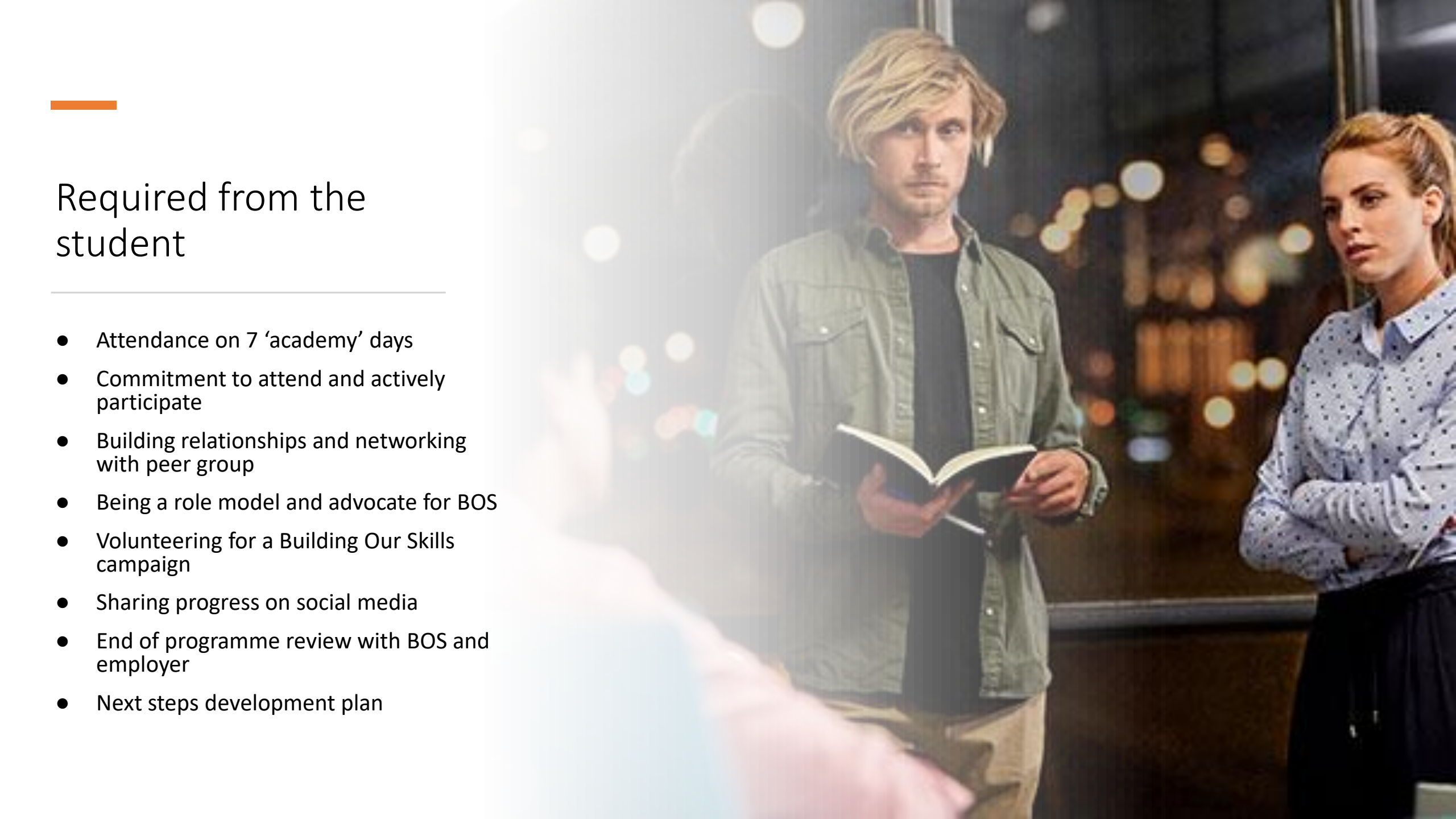
Getting involved …

Required from the employer

- Nomination of students
- Completion of qualifying criteria
- Financial commitment to enrol students plus any travel and out of pocket expenses
- Release employee for 7 days over 15 months
- Ongoing encouragement and support
- Communicating successes internally
- End of programme review with BOS and student
- Next steps development plan

Required from the student

- Attendance on 7 ‘academy’ days
- Commitment to attend and actively participate
- Building relationships and networking with peer group
- Being a role model and advocate for BOS
- Volunteering for a Building Our Skills campaign
- Sharing progress on social media
- End of programme review with BOS and employer
- Next steps development plan



BOS Commitment

- Provision and delivery of course content and materials
- Provision of industry mentor
- Co-ordination of all Inspiration Days and Site Visits
- Publicity for companies nominating candidates
- Raising profiles of students
- Inclusion on BOS website with updates on progress
- End of programme review with employer and student
- Next steps development plan
- Formal GQA industry accreditation

Costs

- Costs - £750 per student
- Businesses with fewer than 10 employees may be eligible for a grant towards costs (subject to funds and qualifying criteria)

Any questions?

For further information and how to enrol students

pace resourcing
all about people

Contact

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Building Our Skills website
www.buildingourskills.co.uk