



BUILDING OUR SKILLS

MAKING FENESTRATION A CAREER OF CHOICE



FRONTFOOT 

Recruiting new staff from the military services

Introduction

Building Our Skills – Making Fenestration a Career of Choice is delighted to have formed a partnership with FrontFoot, specialists in helping military personnel transition to civilian life and find work in mainstream industry.



The process of finding career opportunities for military personnel can start up to two years in advance of them leaving the service, while others are ready to leave immediately or have already left.

“Building Our Skills and FrontFoot are planning to work with all categories of service personnel to raise awareness of the Fenestration Industry and the 80 plus career roles that exist within it”.

Once someone has left the services they are categorised as a 'veteran' but remain a part of the service network and are eligible to be considered for employment opportunities and the support services in place through this partnership.

Initial Focus

Our initial focus is on identifying those members of the armed forces who may be interested in becoming window and door installers.

What is the partnership between Building Our Skills and FrontFoot offering?

Our partnership is offering the following inclusive package for employers looking to recruit from the military:

- Recruitment of military service personnel local to your business who have expressed an interest in becoming a window and door installer.
- Practical Training on how to be a window and door installer.
- Soft skills, literacy, numeracy, IT skills training if/where required by the service leaver.
- Enrolment on a 12-month post recruitment support programme.

Recruitment

The team at FrontFoot will talk to you about your requirements and timeframes, will post your jobs on their portal and work to identify personnel from the military services who have expressed an interest in the Fenestration Industry and who live in your local area. You will interview suitable candidates as you would any other new member of staff, agree salaries and terms.

Practical Training

Your new staff member will be enrolled with a Building Our Skills practical training centre to complete a 3-day beginner's course in the principles of installing windows and doors, health and safety awareness and understanding Building Regulations. All courses are formally accredited by GQA Qualifications

and those passing the end of course test will receive a formal skills card to show their achievements, which can be updated and added to as they progress through their career. They will come to you workplace ready.



Soft Skills

Once appointed FrontFoot will undertake the task of providing soft skills, customer service, IT, literacy, and numeracy training of your new staff member (as required by the individual concerned).



Post Recruitment Support Programme

All service personnel and employers will have access to a post recruitment support programme which will last for 12 months. The purpose of the plan is to monitor the performance of your new recruit measured against your expectations, and to relay back to you as the employer any concerns your new employee may have as they adjust to life away from the services.

We do this because adjusting from military service life is not always straight forward and can present challenges. What we want to do is to ensure that all concerns, from either party are picked up immediately and are addressed to ensure that you as the employer are getting full value for the investment you have made in employing someone, and the employee is supported to make any adjustments they need to do to flourish and be successful for your business.

How does the Post Recruitment Support Programme work in practice?

The programme lasts for 12 months. During the first 3 months, FrontFoot will be in contact with the employee and you as the employer once a week. This contact is generally with the direct line manager of the new recruit.

From months four to six inclusive FrontFoot will in touch once a fortnight.

From months seven to nine inclusive FrontFoot will be in touch monthly.

At the end of 12 months FrontFoot will be in touch to formally sign off your new recruit ensuring that you are happy with their progress and their contribution to your business, and at the same time confirming that they are happy and settled in their new life.

How much does the whole service cost?

The partnership between Building Our Skills and FrontFoot, including the recruitment process, practical and soft skills training plus the post recruitment support programme is capped at £2750 (subject to VAT).

National Insurance Relief

As an employer of a former member of the armed forces you may be eligible for National Insurance relief for a period of up to 2 years*

For more information on all aspects of this partnership:

Building Our Skills – Making Fenestration a Career of Choice

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FrontFoot

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*Correct at time of publication of this document, May 2021.



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