

Tradeswomen into Maintenance Project

The National Federation of ALMOs (NFA) was pleased to sit on the steering group for the **Tradeswomen into Maintenance** project, sponsored by the Construction Industry Training Board (CITB) and Mears Group.

The project aims to increase the awareness of trade employment and training opportunities for female trade apprentices and operatives in the social housing building maintenance sector. The project intends to increase the inclusion of targeted recruitment and selection in the procurement of social housing; increase the number of females working in trades and crafts in social housing maintenance by providing signposting, toolkits and best practice guidance, and to identify to employers how they can best retain women in this non-traditional area of work once they have been recruited.

The Steering Group has now published a series of resources to enable organisations to achieve these aims:

- **A Best Practice Guide:** Making social housing landlords and maintenance companies open and welcoming to tradeswomen
- **A Resource Directory:** Signposting for girls and women wanting to work on the manual trades in the Social Housing Maintenance sector
- **A Legal Guide:** Guidance and templates for the procurement of social housing contracts, maximising the recruitment and retention of tradeswomen
- **Research report:** Original research on tradewomen in the Social Housing Building Maintenance sector



These resources can be found here: <https://www.mearsgroup.co.uk/mears-tradeswomen-into-maintenance/>

Eamon McGoldrick, NFA Managing Director said, 'I was very pleased to be invited to join the Steering Group for this important project.

Repairs is the service most valued by tenants and it is vital to have a good supply of high quality tradespeople to carry out day to day maintenance. The output from the Project includes a Best Practice Guide which showcases the great work being done by a number of ALMO's to increase the number of tradeswomen working in repairs.'