



Building Heroes Education Foundation

Social Impact Review 2025

Supporting the Armed Forces community into civilian opportunity



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This report presents Building Heroes’ activity and outcomes for the calendar year ending 31 December 2025. Learner case studies were updated to August 2026 to reflect subsequent progression.

Building Second Careers. Honouring Service. Creating Opportunity.

Building Heroes exists to help members of the Armed Forces community take practical, confident steps into civilian employment.

Through funded training, tailored support and meaningful employer engagement, we help Service Leavers, Veterans, Reservists and Military Family Members recognise the value of their skills and apply them to new opportunities in construction and the built environment.

“ We are not simply delivering construction training. We are helping people rebuild confidence, direction and opportunity after service.



Foreword from Richard H Tucker MBE, Chairman of the Board of Trustees

As I reflect on 2025, I find myself both immensely proud and genuinely humbled by what Building Heroes Education Foundation continues to achieve.

Building Heroes is fundamentally about people. It is about helping Service leavers and veterans recognise that the skills, discipline, resilience and experience gained through service have real value beyond the Armed Forces.

Over the past year, I have seen that impact grow through stronger partnerships with employers, education providers, industry and the wider Armed Forces community. We have continued to develop pathways into construction and the built environment, creating opportunities that can lead not only to qualifications, but to sustainable employment, greater confidence and renewed purpose.

What makes me particularly proud is that behind every statistic is a person, someone beginning a new chapter, supporting their family, rebuilding their confidence and contributing once again to their community.

I am enormously grateful to our trustees, CEO Chris Charles, the Building Heroes team, tutors, partners, employers, funders and supporters who share our determination to make a difference. There is still much to do. Our ambition is not simply to grow Building Heroes, but to increase its impact.

As Chairman, I look forward to continuing that journey ensuring that those who have served are given the opportunity, support and confidence to build the future they deserve. To the future!

RICHARD H TUCKER MBE FRSA CFILT FINSTLM

Chairman of the Board of Trustees
Building Heroes Education Foundation



“

Every learner journey is different, but each one represents progress, potential and the value of opportunity.

**BUILDING CONFIDENCE.
CREATING OPPORTUNITY.
CHANGING FUTURES.**

Why Building Heroes Exists

For many members of the Armed Forces community, transition into civilian life is about more than finding another job. It can mean leaving behind familiar structure, routine, identity and belonging, while working out how their skills translate into the civilian workplace. At the same time, construction and infrastructure employers need motivated, reliable and work-ready people with the right attitude and potential to grow.

Building Heroes exists to bridge that gap.

Through practical training, recognised qualifications and a supportive academy environment, we help learners rebuild confidence, recognise the value of their military experience and take clearer steps towards civilian employment, while helping industry access the talent within the Armed Forces community.

Transition is personal

Leaving the Armed Forces can mean navigating a new identity, new routines and unfamiliar civilian career pathways. For some there is uncertainty around career direction, how their military certificates align with civilian qualifications and how military experience translates into the workplace.

Industry needs the right people

Employers need motivated, reliable people with the right attitude, behaviours and willingness to learn. The Armed Forces community offers talent that brings maturity, commitment and a strong sense of responsibility within the workplace.

Support makes it sustainable

Confidence, guidance, pastoral support and employer engagement help learners move forward with purpose. This wraparound support helps learners not only complete training, but also understand their next steps and believe they have a valuable future in civilian work.

Military skills have value

Leadership, teamwork, discipline, resilience, problem solving and practical capability are highly relevant to construction and infrastructure. These are not soft extras; they are the behaviours and capabilities employers need on site, in teams and across fast-moving projects.

Training is only part of the answer

Practical skills and recognised qualifications help learners take the first step into a new sector. For many, the workshop becomes the place where uncertainty starts to turn into confidence, capability and a clearer sense of what is possible.



Who We Support

Building Heroes supports people from across the Armed Forces community, helping them access training, build confidence and explore career pathways into construction and the built environment.

Service Leavers

Practical training and career direction as they prepare for civilian employment.

Veterans

Support to rebuild confidence, refresh skills and access new opportunities.

Military Family Members

Opening access to training and opportunity for those connected to service.

Wider Armed Forces Community

Inclusive pathways for those whose lives and careers are shaped by military connection.

Reservists

Recognising the value of military and civilian experience.



“ Our support is built around people, not just programmes.

Recruit. Reskill. Redeploy.

Our model is simple, practical and focused on progression. We recruit people from across the Armed Forces community, reskill them through funded construction training and support them to redeploy their experience into civilian opportunity.

Recruit

We reach out across the military community to engage learners, helping them understand whether Building Heroes is the right next step.

Reskill

We deliver practical training, recognised qualifications and a supportive learning environment.

Redeploy

We connect learners with employability support, employer engagement and opportunities to progress.



The Learner Journey

Every learner arrives with different experience, confidence levels and career goals.
Our role is to provide a clear, supportive pathway from first enquiry through to training, employer exposure and progression.



“ A clear journey helps learners understand what happens next and why each step matters.

Training That Builds Confidence

Building Heroes training gives learners a practical introduction to construction and the built environment, helping them develop new skills, gain recognised qualifications and rebuild confidence in a civilian learning environment.

Practical skills

Hands-on experience across core construction activities.

Recognised qualifications

Entry-level qualifications that help open doors.

Supportive learning

Structure, encouragement and a transition-aware environment.

Industry relevance

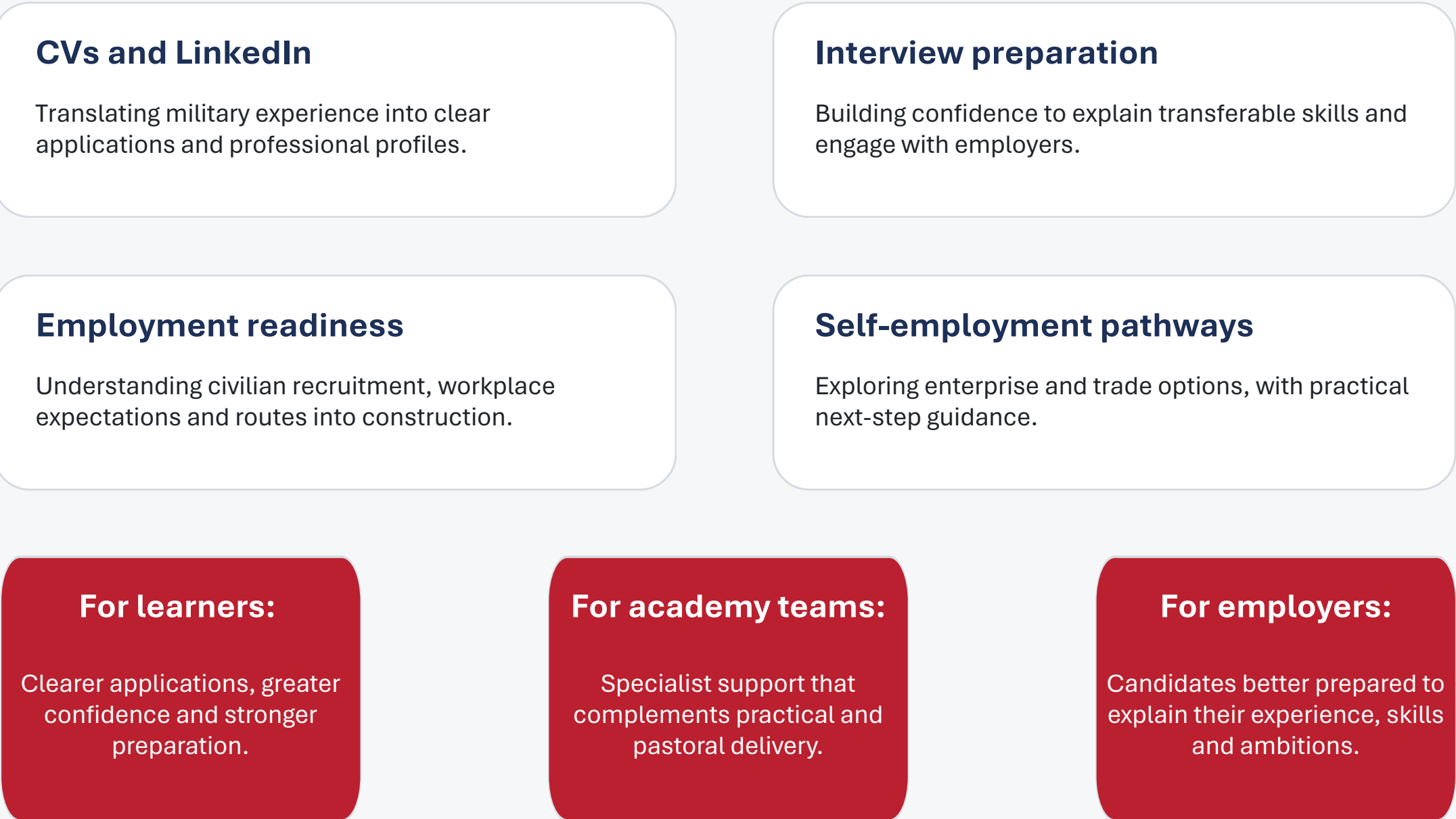
Skills, behaviours and expectations shaped around employer need.

“Learners may leave with: CSCS pathway, Health and Safety, practical construction skills, improved confidence and career direction.



Support Beyond the Workshop : our partnership with Forces Transition Group

Training is only one part of transition. In 2025, Building Heroes partnered with Forces Transition Group to provide consistent, specialist employability support across our academies. Through tailored workshops in every cohort, and ongoing digital guidance, learners are better equipped to present their experience, navigate civilian recruitment and take confident next steps into employment or self-employment.



“
The aim is not only to help learners gain skills, but to help them believe those skills have value.

Connecting Learners with Industry

Employer engagement is central to the Building Heroes model. It helps learners understand real career pathways, meet people from industry and see how their skills can translate into civilian roles.



Site visits

Site visits give learners first-hand exposure to live working environments, helping them understand how skills are applied in practice. They also deepen industry awareness and provide valuable insight into workplace expectations and potential career opportunities.



Insight days

Insight days and employer engagement sessions give learners the opportunity to meet employers, ask questions and gain a clearer understanding of the career routes available. They also build confidence, expand professional networks and can provide career pathways ‘lightbulb’ moments for our learners!



Guest speakers

Guest speakers take learning beyond the workshop, offering practical insight and guidance across the wider journey from military service to civilian life. From product awareness and employability to self-employment and career development, they help learners approach their next steps with greater knowledge and confidence.

“
Employer engagement helps turn training into opportunity - information, inspiration and introductions.

2025 in Numbers

604

learners supported across Building
Heroes academies

413

learners with a recorded positive
progression



68%

of learners supported recorded positive
progression

42.1%

of those entering new employment
secured roles directly within
construction or infrastructure

Outcome figures relate to learners supported during 2025 and reflect the latest destination recorded by Building Heroes at the reporting cut-off. Positive progression includes employment, self-employment, further training or another confirmed step towards work. As learner journeys continue beyond the programme, these figures provide a point-in-time picture based on learner and partner updates.

These results demonstrate the value of Building Heroes as both a transition charity and a practical workforce pathway into construction and the built environment.

“

I left the Army nine years ago and took some time to settle down and understand what I really wanted. Being able to come on this course clarified a path that had only been an option before. I am leaving after just five weeks with confidence and excitement about being my own boss and supporting my family.

Reaseheath Academy graduate



Positive progress takes many forms

Transition is rarely a single moment. Building Heroes recognises meaningful movement towards civilian life - from growing confidence and direction to training, recruitment and employment.

“

Positive progression recognises meaningful movement towards a sustainable civilian future, not only a final destination.

Every step forward matters

Progress towards opportunity

- Employment**
Moving into paid work, including construction and infrastructure roles.
- Further training**
Continuing to develop skills and qualifications.
- Recruitment progress**
Reaching a final interview or another meaningful stage.

- Self-employment**
Building a business or developing a trade pathway.
- Job offer**
Receiving an offer of employment.
- Service pathways**
Progressing through resettlement or Full Time Reserve Service opportunities.



Progress creates value far beyond the individual

Building Heroes supports successful transition while connecting employers with motivated and capable people. The Armed Forces community brings reliability, discipline, teamwork, problem-solving and commitment to construction and infrastructure.

For learners

Training, qualifications, confidence and meaningful employer exposure.

For employers

Motivated talent with transferable skills and strong workplace behaviours.

For the sector

Stronger skills pathways and support for workforce development.

For society

Greater independence, successful transition and increased community contribution.



Building confidence. Unlocking opportunity. Creating lasting value.

Impact Beyond Employment



While employment outcomes are important, the wider impact of Building Heroes is often seen in confidence, purpose, direction and self-belief. For many learners, the programme provides the structure and encouragement needed to take the next step after service.

Confidence

Belief in ability to learn new skills and pursue opportunities.

Direction

Understanding where experience and interests could lead.

Purpose

Routine, focus and forward momentum.

Belonging

Training alongside others who understand service and transition.



Learner Journeys

Behind every statistic is a person building their next chapter.



From Royal Engineer to Groundworker

RYAN GOODING | FROM SERVICE TO SITE



23 YEARS

Royal Engineers

SPRING 2025

Heybridge Skills Academy

After 23 years in the Royal Engineers, Ryan was ready for a new challenge. Practical training, live-site experience and a trusted employer introduction helped him translate his military strengths into a civilian career.

01

A clear direction

Ryan wanted a career with purpose, teamwork and progression - but needed to understand how his discipline, safety awareness and problem-solving could transfer into construction.

02

Skills brought to life

At Heybridge he built practical and site-readiness skills, completed tailored employability support and met groundworkers on Vistry's live development.

03

A route into employment

Building Heroes introduced Ryan to long-standing partner Rose Builders. After an interview and site meeting, he secured employment as a groundworker.

“

Building Heroes gave me the confidence and the skills to move forward.

The pathway that turned experience into employment

RYAN'S JOURNEY SHOWS HOW THE BUILDING HEROES MODEL WORKS



“
Having those site visits and speaking directly with the groundworkers made it real.

That was the moment Ryan could see a career where he could work hard, learn quickly and progress.

01

BUILD READINESS

Practical construction, health and safety, site-readiness and tailored employability support.

02

TEST THE FIT

Live-site visits and direct conversations helped Ryan identify groundworks as the right pathway.

03

OPEN THE DOOR

A warm introduction to Rose Builders converted growing confidence into a real job opportunity.

POSITIVE DESTINATION

Groundworker, Rose Builders

Training → exposure → employer connection → employment

From Army service to a business of his own

CHRIS GRUBB | SKILLS, CONFIDENCE AND PURPOSE

After 22 years in the Army, Chris returned to an interest in construction that had never left him. Building Heroes gave him the practical space, mentoring and confidence to turn that interest into a sustainable civilian pathway.

01 **Returning to unfinished business**

Chris had worked in construction before joining the Army. After leaving the Defence School of Transport in July 2021, he wanted to reconnect with practical work and explore where it could lead.

02 **Confidence through practice**

Hands-on, multi-trade training and experienced instructors helped Chris test different skills, understand civilian working life and recognise how naturally his service values transferred.

03 **Creating his own pathway**

With guidance on marketing and the basics of running a small business, Chris launched his handyman service while building further experience and stability through a maintenance role.

“ **I feel like my life is being fulfilled doing work I’m genuinely passionate about.**



DURING BUILDING HEROES TRAINING



22 YEARS
Army service

DUAL PATHWAY
Own business + maintenance role

Skills created opportunity - and a way to give back

THE JOURNEY SHOWS HOW PROGRESSION CAN CREATE WIDER COMMUNITY IMPACT



Chris volunteered with DIY SOS across the build of a new youth centre in Beverley, his home town, contributing from groundwork through to decorating.

“
We came there as strangers, and left with 400 friends for life.”

01

BUILD A BUSINESS

Practical skills, confidence and early business guidance helped Chris establish his own handyman service.

02

FIND PURPOSE

A maintenance role brought stability while allowing him to support adults with learning difficulties.

03

GIVE BACK

His skills now benefit veterans, customers and community projects, including the DIY SOS Beverley build.

WIDER IMPACT

Enterprise + purposeful employment + community contribution

Skills → confidence → independence → contribution

From Army logistics to construction site management

FIONA McCANN | SERVICE EXPERIENCE, PRACTICAL SKILLS AND PROGRESSION

Ten years in the Royal Logistic Corps and later roles across surveying, energy assessment and property gave Fiona a strong foundation. Building Heroes helped her reconnect with practical learning and turn that experience into a recognised site-management pathway.

01 **Service built a versatile foundation**

As an HGV Driver, Transport Management Accounts Clerk and Commander’s Driver, Fiona developed teamwork, communication, adaptability and resilience across UK and overseas postings.

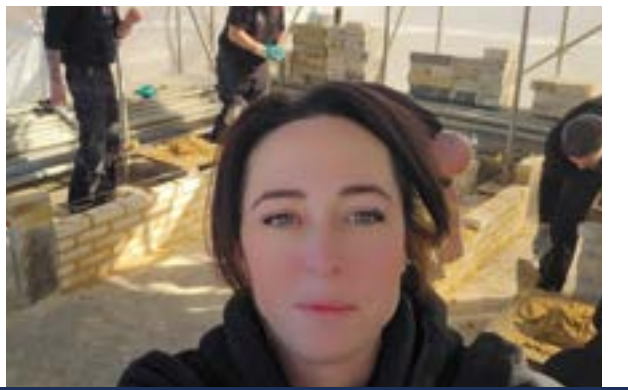
02 **A supported return to practical learning**

Fiona graduated from the Vistry-supported Basingstoke Academy in February 2025. The hands-on training, structure and camaraderie helped restore confidence and momentum.

03 **Qualifications opened the next door**

Fiona progressed to a Level 5 Construction Site Management NVQ and SMSTS qualification. She now works part-time as a Construction Site Manager - a role she genuinely loves.

“ **There was such a positive atmosphere, and a genuine sense of encouragement throughout the course.**



DURING BUILDING HEROES TRAINING



CONSTRUCTION SITE MANAGEMENT

10 YEARS
British Army

FEBRUARY 2025
Basingstoke graduate

Employment, enterprise and influence - one journey, wider impact

A PORTFOLIO CAREER BUILT ON SERVICE-EARNED SKILLS AND RENEWED CONFIDENCE



POSITIVE DESTINATION

Construction Site Manager

Level 5 Site Management NVQ • SMSTS

A flexible part-time role that supports continued growth across construction and property

01

BUILD A CAREER

Fiona combines service-earned leadership with recognised qualifications in a role managing live construction activity.

02

CREATE AN ENTERPRISE

Lioness Estates FSL Ltd turns a long-held ambition into property acquisition, renovation and rental.

03

SHARE EXPERIENCE

Freelance property writing for Best and Civvy Street allows Fiona to inform and encourage civilian and military readers.

WIDER IMPACT

Employment + enterprise + communication + continued learning

From MT Sergeant to highways operative

REECE JOHNSON | FROM SERVICE TO A LASTING CAREER WITH VELOCITY



DURING ARMY SERVICE



15+ YEARS
British Army

FEBRUARY 2024
Building Heroes programme

After more than 15 years in the Army, Reece wanted a different kind of challenge. Building Heroes helped him turn military leadership, planning and discipline into a practical route into highways.

- 01

Exploring a new direction

A home project had sparked Reece's interest in construction and groundworks. The programme gave him a supported way to test that interest before committing to a new career.
- 02

Skills and transition support

Practical training, peer support and employability guidance helped Reece translate his Army experience into a civilian CV and prepare confidently for interviews.
- 03

A direct route to Velocity

Velocity met learners during the programme. Reece gained real insight into highways, interviewed with the employer and secured a role before completing his transition.

“ The atmosphere was familiar and supportive. You’re learning with people who understand where you’re coming from.

Partnership turned training into a lasting career

BUILDING HEROES + VELOCITY | TRAINING, ACCESS AND EMPLOYER COMMITMENT



BUILDING HEROES TRAINING



PROGRESSING WITH VELOCITY

“
A lot of what I do now draws directly on skills I developed in the Army.

Planning, discipline, teamwork and arriving ready to deliver became strengths Velocity could recognise and develop.

01

BUILD CONFIDENCE

Hands-on training and familiar peer support made the move into a new industry feel achievable.

02

MAKE WORK REAL

Velocity's employer engagement connected course learning to live highways roles and expectations.

03

OPEN THE DOOR

An interview during the course led to employment and more than two years of continued progression.

MULTIPLIER IMPACT

Reece has recommended other Service Leavers - several have secured roles

2+ years with Velocity

Starting again at 60: from service to site safety

DAVID STRAW | EXPERIENCE, NEW SKILLS AND RENEWED PURPOSE



AT THE END OF 44 YEARS' SERVICE

44 YEARS
British Army

2 PROGRAMMES
Construction + retrofit

After 44 years in the Army, David was approaching 60 and looking for a purposeful next chapter. Building Heroes helped him combine decades of experience with new technical learning and the confidence to begin again.

- 01

Experience with more to offer

Leadership, planning, people management and financial responsibility shaped David's service career across the Royal Artillery, Adjutant General's Corps and Royal Signals.
- 02

Learning in a familiar setting

Construction Skills and Retrofit training introduced bricklaying, plastering, tiling and technical drawing, supported by tutors and peers who understood military transition.
- 03

Confidence became a new career

David added a NEBOSH qualification and secured a permanent, part-time role as a Health and Safety Consultant, carrying out audits on live construction sites.

“ **Building Heroes gave me confidence and a sense of purpose.**

Experience and new learning created a site safety pathway

THE JOURNEY SHOWS THAT AGE DOES NOT LIMIT A MEANINGFUL NEW START

“
At 60, I’ve learned new skills, built friendships,
and proved to myself that I can start
something new.”

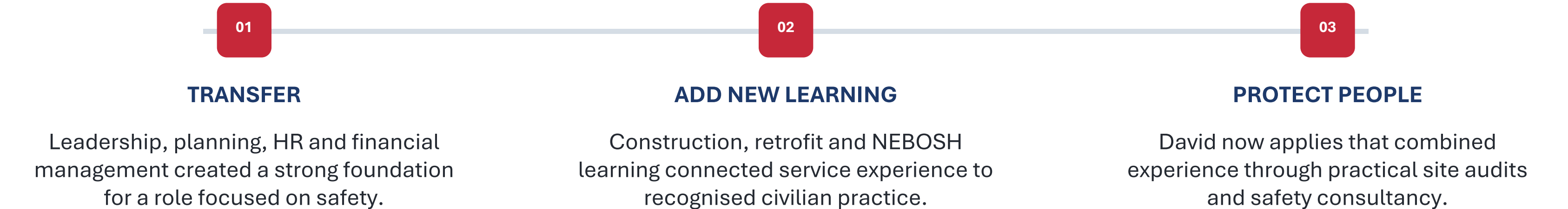
DAVID STRAW
BUILDING HEROES GRADUATE

POSITIVE DESTINATION

Health and Safety
Consultant

Permanent role • two days a week

Site audits across construction projects, including NHS hospital
sites



IMPACT AT 60

New skills + recognised qualification + meaningful employment

Confidence restored

From the workshop to a management career with Lovell

HANNAH PARTON | CONFIDENCE, EMPLOYER ACCESS AND PROGRESSION

After completing an English degree, Hannah - the daughter of a long-serving Army veteran - used Building Heroes to test a long-held interest in construction. Practical training and employer access turned that interest into a credible management pathway.

01 **A practical route into construction**

Hannah completed her Level 1 Basic Construction Skills NOCN Diploma at Reaseheath Academy in July 2024, learning with the support of tutor Craig, Academy Leader Jason and the wider cohort.

02 **Employer access made ambition real**

A Lovell engagement session opened up the breadth of construction careers. Building Heroes then secured a two-week placement with VINCI, giving Hannah valuable experience and confidence.

03 **Joining Lovell’s Midlands team**

Hannah joined Lovell’s two-year Management Trainee Programme in autumn 2024, beginning in site management on a major development in Telford before rotating across the business.

“ **It’s gone so fast but I’ve loved every second.**



Six rotations built confidence across the whole business

LOVELL MANAGEMENT TRAINEE PROGRAMME | LEARNING EVERY CORNER OF THE BUSINESS



REPRESENTING LOVELL + BUILDING HEROES AT AN INDUSTRY RECEPTION

“

You’re not starting over again - you are just changing your environment.

Building Heroes gave Hannah the confidence to enter unfamiliar rooms, recognise her transferable skills and make the most of every rotation.

01

LEARN THE BUSINESS

Site management, commercial, planning, land, estimating and buying have built a rounded understanding of delivery.

02

BUILD CONFIDENCE

Problem-solving, responsibility and supportive colleagues have changed what Hannah believes she can achieve.

03

REPRESENT & INSPIRE

Hannah now represents Lovell and Building Heroes, encouraging women and the Armed Forces community to consider construction.

PROGRESSION IMPACT

Practical training + employer access + structured development

Completion: September 2026

More than 50 site visits brought learning to life

REAL SITES. REAL PROJECTS. REAL CAREER INSIGHT.

50+

SITE VISITS
THROUGHOUT 2025

During 2025, Building Heroes learners benefited from more than 50 site visits across the UK. From new-build housing and high-rise residential developments to major infrastructure projects, including BAM’s water and waste development at Slyfield, these experiences helped learners understand how construction operates in practice and explore the breadth of careers available.

- NEW-BUILD HOUSING
- HIGH-RISE RESIDENTIAL
- MAJOR INFRASTRUCTURE



SITE VISIT SPOTLIGHT

Cocoa Works, York

LOVELL + DARLINGTON COLLEGE COHORT | JANUARY 2025

Lovell welcomed learners from the Darlington College cohort to the Cocoa Works development. The live-site experience introduced project operations, workplace expectations and the breadth of careers involved, helping learners connect workshop training with real industry practice.

SEE THE WORK • MEET THE PEOPLE • EXPLORE THE CAREER ROUTES

Site visits turn construction from an idea into a visible and achievable career.

Five practical ways partners can unlock learner progress

PARTNERS CAN CONTRIBUTE FUNDING, TIME, EXPERTISE, ACCESS OR ADVOCACY



FUND BARRIER FREE ACCESS

Academy and learner support



BRING WORK TO LIFE

Site visits and insight days



SHARE EXPERTISE

Mentoring, tools and materials



OPEN DOORS

Placements and recruitment



AMPLIFY SUCCESS

Case studies and advocacy



Partner contribution

Funding • time • expertise • access • advocacy

FIVE ROUTES. ONE SHARED PURPOSE

➔ Choose the contribution route that best matches your organisation in support of social mobility.

Academy sponsors create stable places to learn

PLACE-BASED PARTNERSHIPS CONNECT INVESTMENT, TRAINING AND LOCAL OPPORTUNITY

Academy sponsorship underpins local coordination, learner support and employer engagement, helping each academy become a practical gateway into the construction and built environment sectors.

	Heybridge · Basingstoke · Salisbury	MULTI-LOCATION SKILLS ACADEMY SPONSOR
	Watford · Wembley	LONDON SKILLS ACADEMY SPONSOR
	Ibstock, East Midlands	EAST MIDLANDS SKILLS ACADEMY SPONSOR
	Darlington, Co. Durham	DARLINGTON SKILLS ACADEMY SPONSOR
 WORSHIPFUL COMPANY OF CONSTRUCTORS CHARITABLE TRUST	Reaseheath, Cheshire	REASEHEATH SKILLS ACADEMY SPONSOR

ACADEMY IMPACT Sustainable delivery • stronger employer links • clearer learner pathways

Sponsoring partners sustain the national mission

PARTNER STATUS SHOWN FOR 2025

Our charity partners invest in learner access, practical support and the connections that help military experience translate into civilian opportunity.



What partnership unlocks

- 01 ACCESS**
Funding helps remove the cost barriers that can prevent people taking the next step.
- 02 EXPERIENCE**
Materials, site visits and industry insight make learning practical and relevant.
- 03 OPPORTUNITY**
Employer relationships create conversations, introductions and visible career routes.

SHARED PURPOSE Back people. Strengthen pathways. Build lasting civilian futures.

Grant and foundation support keeps opportunity open

ORGANISATIONS THAT CONTINUE TO SUPPORT OUR INITIATIVES AND PROGRAMMES

Grant funding helps Building Heroes reach across the military community and enables us to strengthen specialist support and remove practical barriers for learners across the Armed Forces community.



Veterans' Foundation



Lloyd's Veterans Charity

Lloyds' Veterans Charity



Armed Forces Covenant Fund Trust

The David Wilson Foundation The David Wilson Foundation



Army Benevolent Fund



Buckles



Cheshire East Council



Essex Community Foundation



Cheshire & Warrington Community Foundation



Sussex Community Foundation



Fowler Smith and Jones



Garfield Weston Foundation



Worshipful Company of Builders' Merchants



To be added if needed

Funding removes the barriers that transition can create

- Funded training and qualifications
- PPE, workwear and practical resources
- Pastoral and transition support
- Employability and employer engagement
- Volunteer and mentoring programmes

THANK YOU Your trust gives learners the time, tools and support to move forward.

Training partners turn opportunity into progress

THANK YOU FOR JOINING FORCES ACROSS EDUCATION, INDUSTRY AND THE MILITARY COMMUNITY

Across ten academy locations, our training partners bring the expertise, care and consistency that help learners build skills, confidence and routes into work.



Together, we join forces

- Thank you to all our tutor teams for the expertise, care and dedication you bring to every learner.
- “We are incredibly proud to reach the milestone of 500 graduates with our highly valued partner Building Heroes.”
Marcus Clinton, Reaseheath College
- “It is inspiring to see them gain new skills and confidence to assist them in their future careers.”
Jackie Grubb, City College Plymouth

THANK YOU Education, industry and the Armed Forces community - joining forces for every learner.

One learner journey can create value at every level

THE BUILDING HEROES MODEL CONNECTS ACCESS, TRAINING, INDUSTRY AND TRANSITION SUPPORT



ACCESS

TRAINING + SKILLS

Practical training, qualifications and tailored support



EMPLOYER

CONNECTION TO WORK

Live sites, mentoring and trusted introductions

LEADING TO

RESULT

EMPLOYMENT
OR ENTERPRISE AND
SUCCESSFUL CIVILIAN LIVES



LEARNER

CONFIDENCE • DIRECTION
PURPOSE • BELONGING



SECTOR

WORK-READY TALENT • DIVERSITY
RECRUITMENT • SOCIAL-VALUE
EVIDENCE



COMMUNITY

EMPLOYMENT • REDUCED BARRIERS
STRONGER FAMILIES & COMMUNITIES

£1,350

COST PER LEARNER

UP TO £20,050

SOCIAL VALUE PER LEARNER

14.9x

POTENTIAL VALUE
PER £1 SPENT

4,000+

LEARNERS SUPPORTED
BY END 2025

£5.4m → UP TO £80.2m

INDICATIVE COST →
UP TO ILLUSTRATIVE VALUE

Figures show illustrative potential, not a guaranteed financial return; realised value depends on learner outcomes and the valuation methodology applied (TOMS)

Trusted, Recognised and Committed.

Recognition for impact, with focus on what comes next.

Building Heroes is proud to be recognised for its commitment to the Armed Forces community, social impact and employer engagement. These recognitions reflect the trust placed in us by learners, partners, employers and the wider military community and will allow us to take our next steps to stronger learner support and employer pathways.



Queen’s Award for Enterprise

Recognition of Building Heroes’ impact and contribution for social mobility.



Armed Forces Covenant ERS Gold Award

Demonstrating commitment to the Armed Forces community and reflecting continued support for those who serve and have served.



Patron - Major General Rich Spencer (Ret’d)

Strengthening the charity’s connection to military and civilian networks through recognised and respected advocacy.

Focus the next phase

- Stronger pastoral and transition support
- Deeper employer pathways into work
- Maximising impact across our existing academy network
- Better impact data and partner feedback
- Sustainable partnerships that widen access
- Closer alignment between training and industry need, creating more sustainable second-career opportunities

A message from our Chief Executive

“ Every number in this report represents a person who trusted us at a moment of significant change.



**BUILDING
CONFIDENCE.
CREATING
OPPORTUNITY.
CHANGING FUTURES.**

In 2025, our impact was visible not only in qualifications or employment outcomes, but in the confidence, direction and sense of purpose learners carried into their next chapter. Supporting more than 4,000 members of the Armed Forces community since 2014 is a milestone we are proud of, but every number represents an individual journey.

As I reflect on everything captured in this report, I am struck not only by what we achieved together in 2025, but by the road still ahead. Every individual who walked through our doors, every partner beside us, and every member of the Armed Forces community who trusted us with their next chapter, has helped shape what Building Heroes is today.

Looking forward, our purpose remains clear. We will continue to provide high-quality training that gives veterans genuine confidence in their next career, and deepen our support for those transitioning from the Armed Forces into construction, so that step is as smooth and dignified as it deserves to be. We will keep reaching towards veterans still searching for their way back into work, or for a brighter future.

We also intend to grow, exploring advanced training for those ready to build on their skills, and broadening our offer to meet the sector's evolving needs.

One thing will never change: the learner remains at the heart of everything we do. I am proud of what 2025 has shown is possible, and excited by what lies ahead. Thank you to everyone who has been part of this journey.

CHRISTOPHER CHARLES

Chief Executive Officer
Building Heroes Education Foundation

Thank You

To our Service Leavers, Veterans, Reserves and military family members, thank you for trusting Building Heroes to be part of your transition journey.

To our academy teams and training partners, thank you for the care, commitment and expertise you bring to every cohort.

To our sponsors, funders, employers and supporters, thank you for making this work possible.

Together, we are helping the Armed Forces community build skills, confidence and opportunity for the future.

Your support builds second careers and honours service.



Help us build the next 4,000 journeys.

Join us in helping more members of the Armed Forces community build skills, confidence and sustainable civilian futures.



BACK AN ACADEMY

Create stable, place-based training and employer pathways.

SPONSOR NATIONAL IMPACT

Support learner access, enrichment and progression across the network.

FUND LEARNER ACCESS

Remove practical barriers through grants, donations and fundraising.

