

BLACK PROFESSIONALS IN CONSTRUCTION

STRONGER TOGETHER

About Us

A NETWORK

We are a platform for **black and ethnic minority** professionals in the construction and built environment industry

DIVERSITY AND INCLUSION

We seek to address the lack of diversity within the industry by collaborating to promote diversity policy through a number of initiatives that will bring about cultural change

BUILT ENVIRONMENT

Construction and the built environment is one the most exciting industries to work in and we are dedicated to elevating professionals from black and ethnic minority backgrounds to get exposure in the industry and realize their potential.

So what's the problem?

1. SENIOR LEVEL REPRESENTATION

Not enough diverse representation at senior levels i.e. Managing Directors, Non-Executive/Executive Board Members and CEOs.

2. AN UMBRELLA BAME NETWORK

Not enough diverse representation and networks for black and ethnic minorities within the construction and built environment industry.

3. CAREER AWARENESS

Not enough awareness of career opportunities within construction amongst black and ethnic minority communities.

4. MINORITY OWNED BUSSINESS

Not enough support of minority owned businesses to get them connected to the industry

Why it's a Problem?

Continuous lack of black representation

Lack of skilled talent within the industry due to other talent sources not being utilized

No centralized solution for companies willing to change and become more inclusive within the built environment

Existing organizations not big enough to cope with demand

No strong strategic means of enforcing change with industry stakeholders



Our Solution



Use technology to better connect black professionals and aspiring professionals across the world

Use technology as a hub for our network, companies and personal development services to connect and promote companies as well as recruit more professionals

Create a centralized hub for minority owned businesses and get accurate information

Aggregate the industry together in order to have a stronger voice and meaningful action from leaders across the world

IMPROVED PRODUCTIVITY &
BETTER PERFORMANCE

REDUCED EMPLOYEE
TURNOVER

IMPROVED EMPLOYEE
ENGAGEMENT

WIDER RANGE OF
SKILLS

INCREASED
CREATIVITY/INNOVATION

IMPROVED COMPANY
REPUTATION

IMPROVES CULTURAL
INSIGHTS



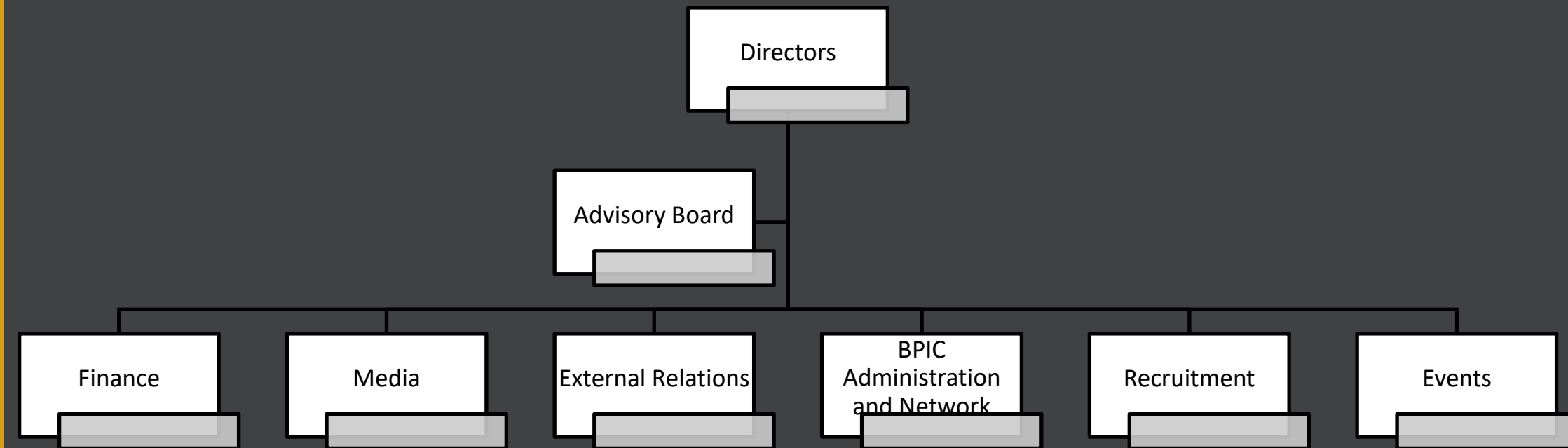
THE IMPORTANCE OF DIVERSITY

100%

What do we Represent



BPIC Team Structure



3000+ registered members

**20+ Corporate partners including
Government Departments and Councils**

UK regional expansion

10000+ Social Media following

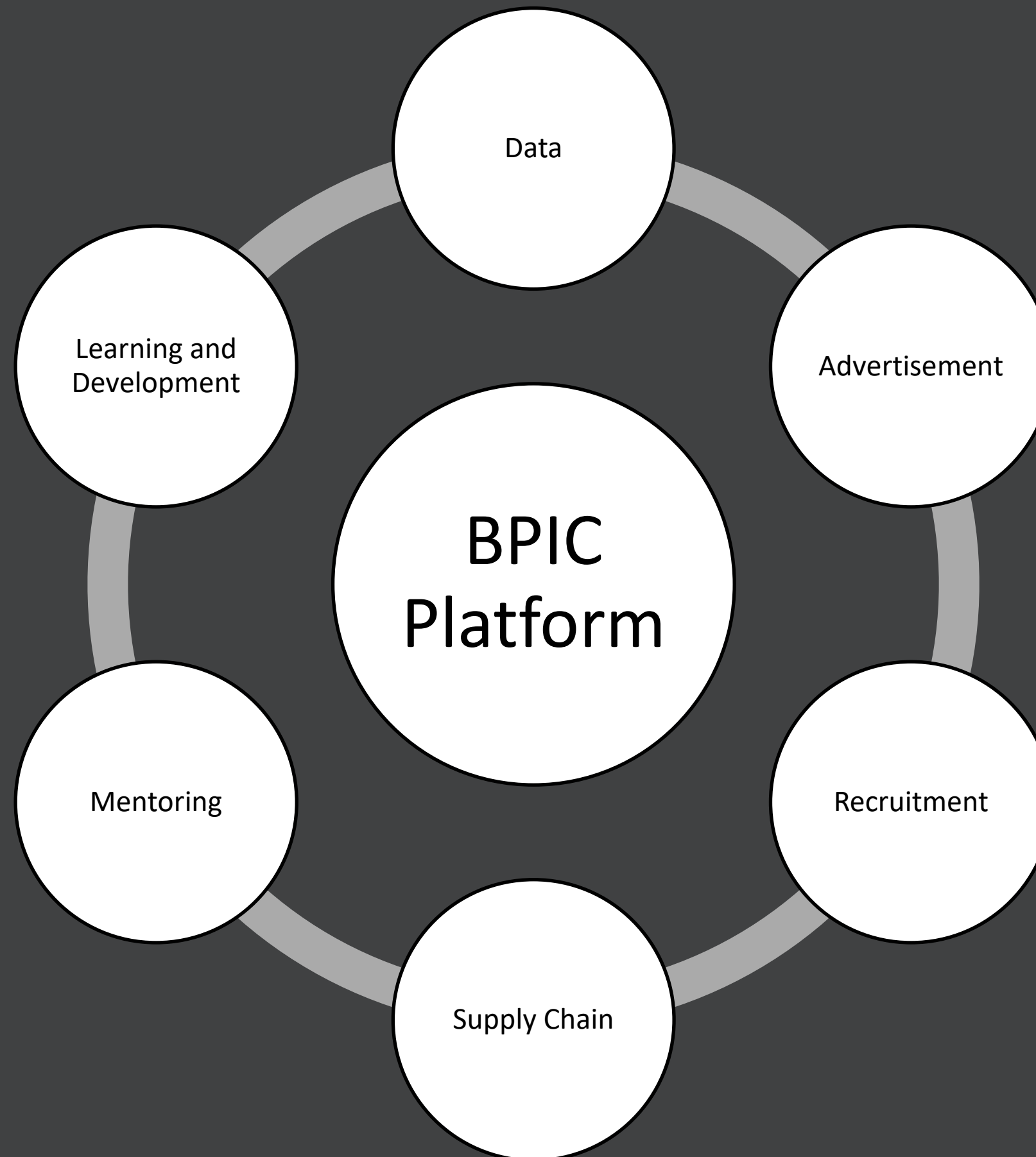
**15 Successful events with average 200
people attendance**

A team of 6 running the network

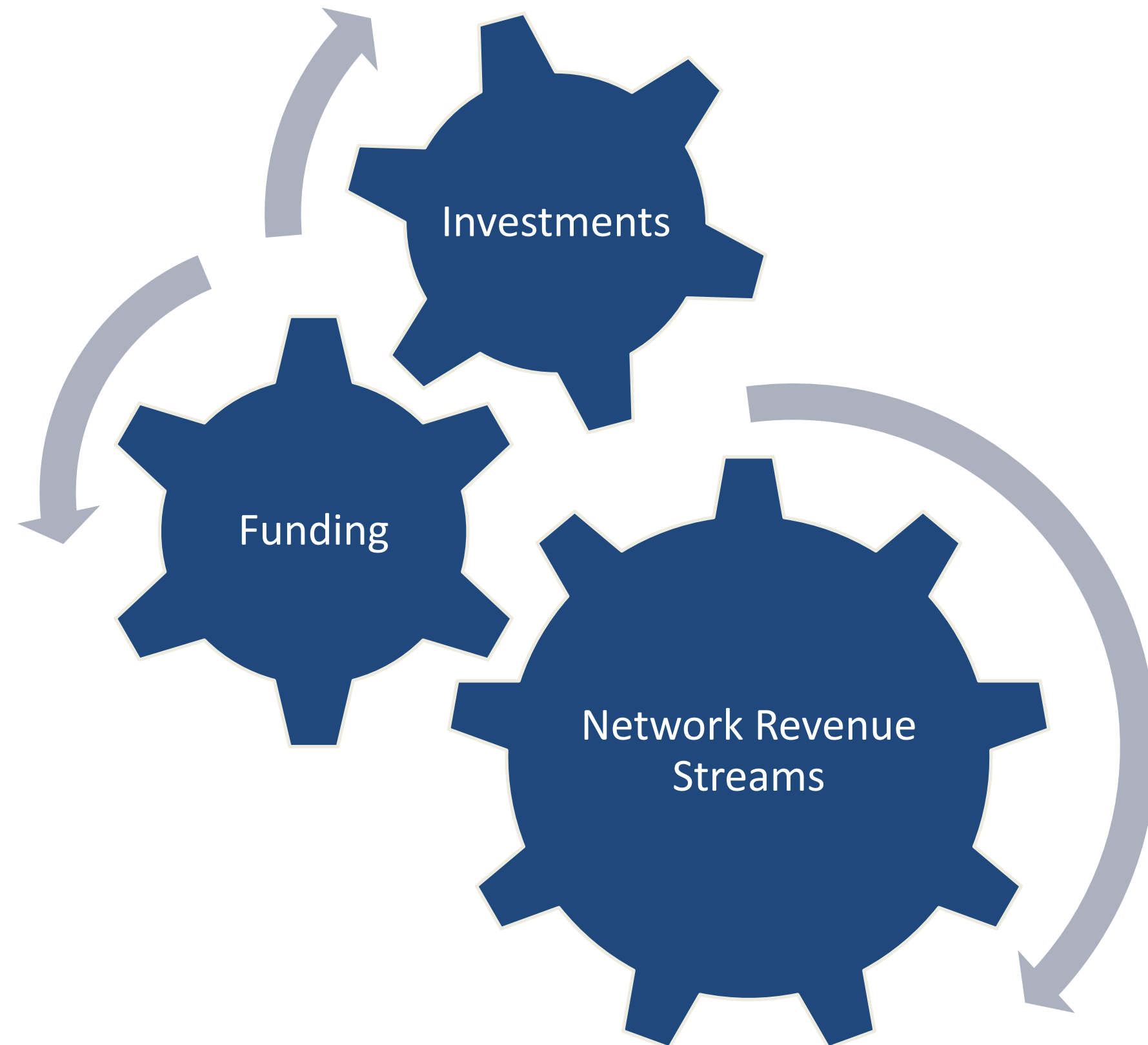
**Already recruited 12+ successful
placement for our industry partners**

**Our Progress
in 1 Year**

Revenue Streams



Business Model



Why BPIC

- **Umbrella organization covering all Professionals within the built environment**
- **Looking inwards and outwards working in collaboration with other industries**
- **Using technology platforms – huge potential to scale and have an impact across the world**
- **Direct impact to black and ethnic minorities within the built environment**
- **Impact on the built environment which affect our communities and often left out of conversations**



Item	Description	Silver	Gold	Platinum	Key Partners
BPIC Brand association	Recognition as a BPIC partner for your commitment to an equal and diverse workforce to current & prospective employees, clients and shareholders	✓	✓	✓	✓
	Logo-sharing				
Online endorsement	Link on our website endorsing your support for BPIC as a partner and recognition for working actively to increase diversity within your organisation.	✓	✓	✓	✓
Invitation to BPIC events	Invitation to BPIC events across the year	✓	✓	✓	✓
Internal BAME Networks Link	Access to the BPIC's 'network of networks' for partner organisations' internal BAME networks, chance to collaborate across industry for best practice		✓	✓	✓
Social Media	Actively promoting your organization and initiatives across our media presence and to our members.		2 posts a year	4 posts a year	6 posts a year
BPIC Events	Collaborate and be integral part of BPIC events. Give opportunity for your executives to speak at our events			✓	✓
Newsletter Column Space	Column space for specific topics within our publications to promote your initiatives and organisation			1 feature a year	2 features a year
Careers in Construction	Join BPIC's Careers in Construction campaign to improve the industry and your company brand awareness. Showcasing diverse talent within your company	Standard fee	Standard fee	Standard fee	✓
Job Adverts	Job advertisement on BPIC's Job board as well as social media outlets	Standard fee	Standard fee	20% Discount	50% Discount
Talent Acquisition	Involvement in BPIC's talent acquisition process to get more diverse talent into the industry	22% flat fee	20% flat fee	18% flat fee	15% flat fee
BPIC 100	Graduate and Intern advertisement across the build environment		✓	✓	✓
Official Sponsor to Annual Dinner & Awards Show*	Involvement in BPICs annual awards ceremony to celebrate the industry's diversity			✓	✓
Mentorship*	Establish mentoring scheme including access to role models				✓
Letter of Endorsements	BPIC to work directly with your organisation to write letters of endorsement to increase chances of winning contracts.				✓
Inclusive Process Review*	Work with BPIC and affiliated partners to conduct company inclusive process review				5% Discount
Major projects collaboration	Collaborating between the UK major infrastrure leading companies				✓
Exhitibtion space at BPIC Career Events	A sole stand/space to promote your organisation at BPIC Events				✓



Partnership Add On

Item	Description
Equality Impact Assesement	Equality Impact Assessment across all functions and to include all policies: Recruitment / Progression Pay / Remuneration Supply and logistics chain Leadership inclusion Community engagement Partnership arrangements Marketing Communications Workforce Planning
Inclusive Process review	This is a deep dive into any of the existing processes to understand any flaws in approach and how they could impact current or future staff and how these impacts change for certain demographics. Coverage could look at recruitment, performance management, remuneration and progression.
Procurement Process Review	This is a deep dive into any of the existing processes to understand any flaws in approach and how they could impact current or future project procurement and how these impacts change for certain demographics.
EDI Strategy Audit	EDI strategy audit looks to review the existing strategies in place in order to give an external view, how they are working and how they can be further improved. We check the current data and also consider any gaps in approach. We can then put together an action plan for them to maximise their outputs.
EDI Data Audit	We work with organisations to get accurate data about their workforce, where they are located, what characteristics they have (covering all protected characteristics intersectional) and how they feel –to quickly identify any issues within their workforce or within specific groups (i.e. BAME)
Mentoring - Day Training	Provide an overview of Mentorship and Best Practises. 2Hr duration with 25 members per delivery
Mentoring Programme	8 - 12 weeks full fledged mentor roll out programme. This will depend on client needs
Leadership Training	Leadership in Change
	How to rapiddly build trust
	Executive coaching



Advertise with Us

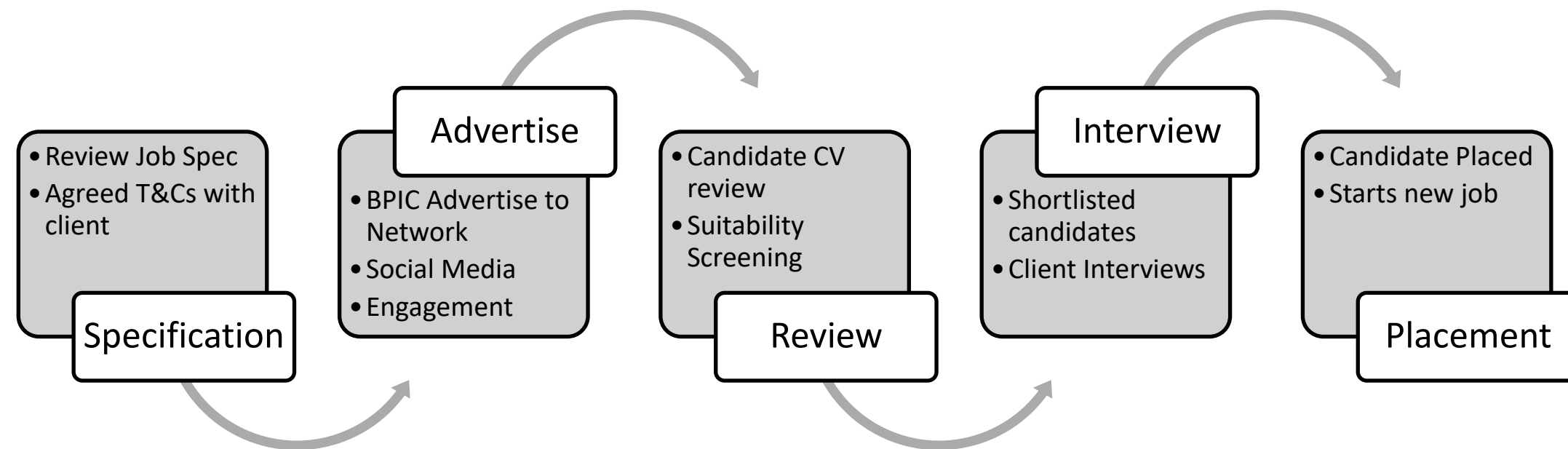
Reach thousands of BPIC Members. With a branded live advert on our job board for 30 days. We will have capability to reach our membership directly through our mailing list as well as our social media

JOB PORTAL

REGISTER HERE

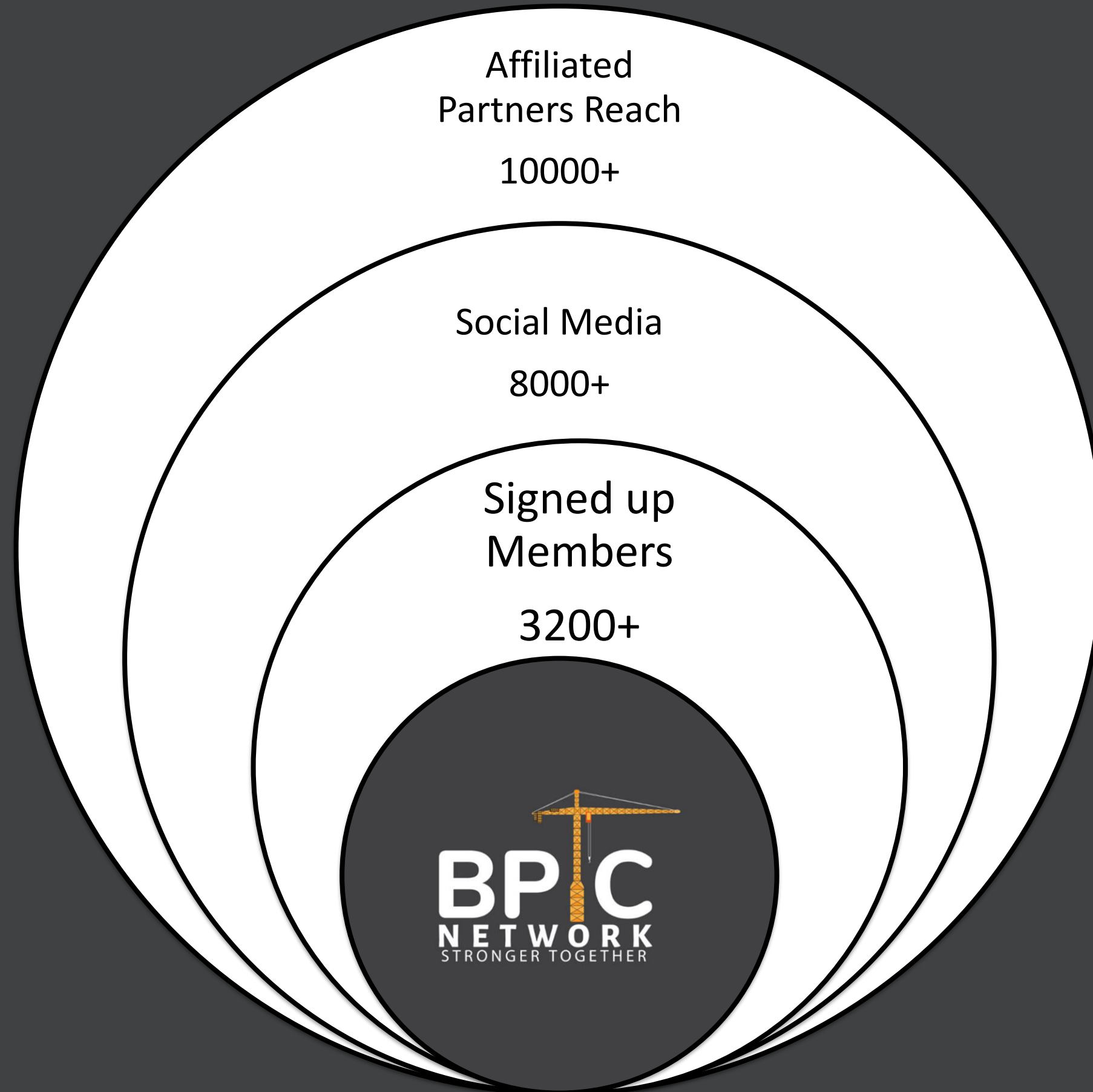
Recruitment

We use a mix of traditional and modern to engage the diverse talent pools at our disposal.

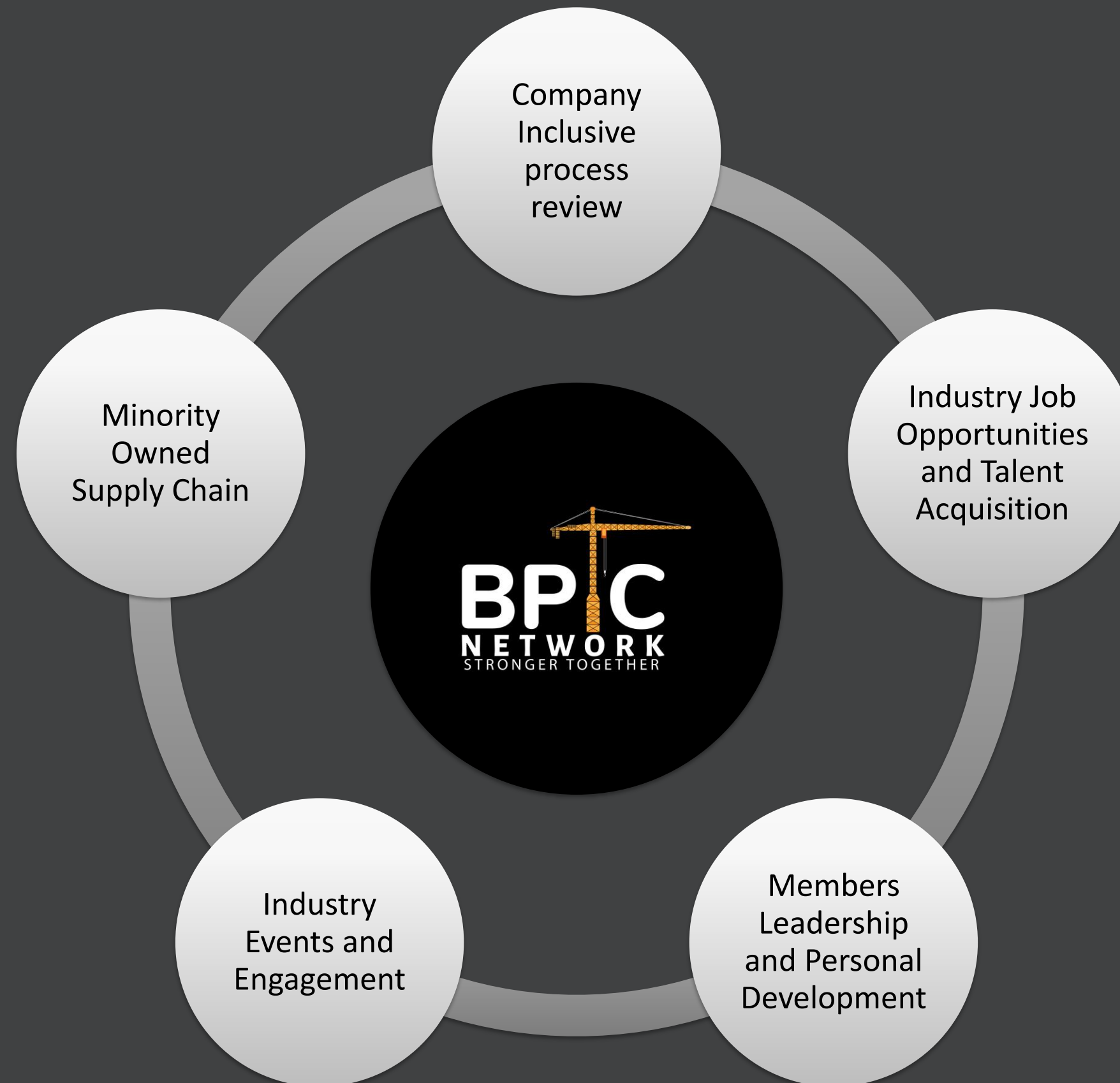


The talent is there and we know how to attract them..

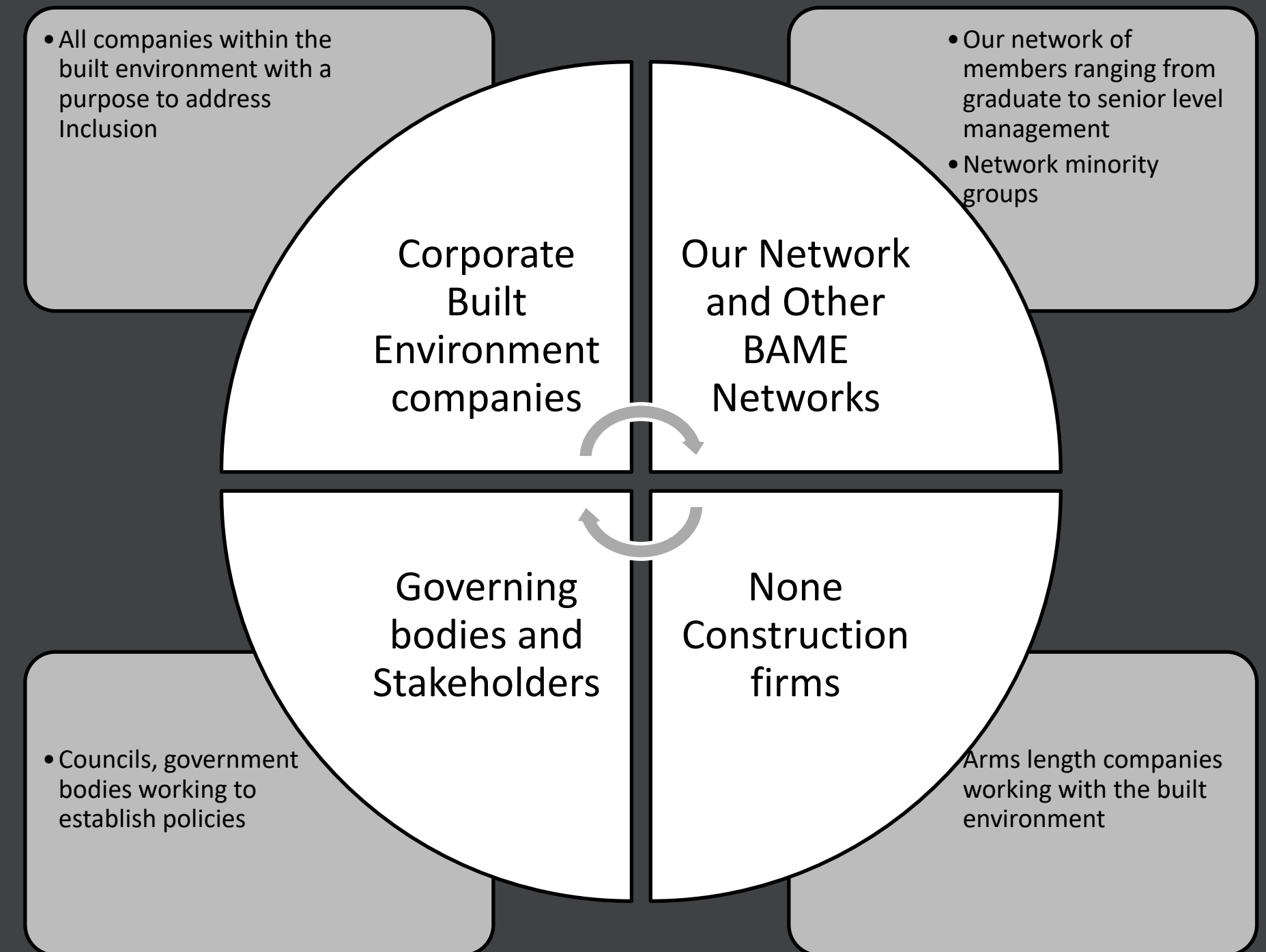
Our Network Reach



What BPIC Offers



Sample of Companies we are working with



Meet Our Team



AMOS SIMBO
Chairman



RUMBI NAMBURETI
Finance



GIFT HAMISI
Events



PABLO MORGAN
External Relations



KOBI BOAKYE
Talent Acquisition



GAL ROYSTON
Media

Conclusion

In order to increase participation of BAME professionals in the construction industry, an environment that inspires and supports those it wishes to attract must be created.

The digital age is already doing its part in changing the outdated outlook of the industry, however, more needs to be done through a focus on networks such as BPIC Network which seeks to actively increase participation of minorities.

All parties in the industry , from companies to associations and the government must work in collaboration to ensure an increased effort to continue changing the industry hence attracting the skilled, diverse workforce the sector needs to meet demand of the impending large infrastructure projects in the UK.

Government projects, will also help by setting goals their suppliers must meet in ensuring diversity and inclusion strategies are being met. Continually using mentoring, and through careers in construction campaigns, we can open a world where senior management roles are viewed as attainable

Keeping diversity and inclusion high on all parties involved agendas, mean we will start to truly break down and balance diversity in the construction industry.

WEBSITE

www.bpicnetwork.com

EMAIL

info@bpicnetwork.com

Thank You