



MANCHESTER
CITY COUNCIL

Employment	2020
Mechanisms of employment for local and appropriate individuals for the project. Ensuring that all individuals expressing interest are picked up by an employment initiative.	

This has a focus on the new workforce targets and the local agenda.

Activities and presentations to support individuals in the creation and development of skills deemed desirable to potential employers. Experience of real working environments and pressures and the need for communication skills. CV and interview skill development. Interventions to introduce contextual learning to secondary/ further and higher curriculum students to support functional skills and wider curriculum learning outcomes.

This has a focus on the existing workforce and site/project team and also local businesses and the community

The activities that may involve a number of the above elements and may be worthy of press coverage

[illegible]



MANCHESTER
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Employment	2022
Mechanisms of employment for local and appropriate individuals for the project. Ensuring that all individuals expressing interest are picked up by an employment initiative.	

This has a focus on the new workforce targets and the local agenda.

Activities and presentations to support individuals in the creation and development of skills deemed desirable to potential employers. Experience of real working environments and pressures and the need for communication skills. CV and interview skill development. Interventions to introduce contextual learning to secondary/ further and higher curriculum students to support functional skills and wider curriculum learning outcomes.

This has a focus on the existing workforce and site/project team and also local businesses and the community

The activities that may involve a number of the above elements and may be worthy of press coverage

[illegible]

Name of Project:	T1 Union
Value of Project:	£68m
Duration of Project:	30 months
Date of Report:	
Author:	



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Employment 2021													
Mechanisms of employment for local and appropriate individuals for the project. Ensuring that all individuals expressing interest are picked up by an employment initiative.													
Activity	Target	Achieved to Date	Qtr 1 Forecast	Qtr1 Achieved	Qtr 2 Forecast	Qtr2 Achieved	Qtr 3 Forecast	Qtr3 Achieved	Qtr4 Forecast	Qtr4 Achieved	Update/Comments	Partners	Lead
Apprentice's - Project Initiated			N/A		N/A		2		2				
Apprentice's - Sustained			N/A		N/A		2		2				
Apprentice Weeks			N/A		N/A		72		72				
Other Project Initiated Jobs													

Project Specific Local Targets													
This has a focus on the new workforce targets and the local agenda.													
Activity	Target	Achieved to Date	Qtr 1 Forecast	Qtr1 Achieved	Qtr 2 Forecast	Qtr2 Achieved	Qtr 3 Forecast	Qtr3 Achieved	Qtr4 Forecast	Qtr4 Achieved	Update/Comments	Partners	Lead
Workforce comprising of permanent local residents	% Manchester												
			30		30		30		30				
			50		50		50		50				
			15		15		15		15				
			5		5		5		5				
Proportion of local subcontractors / supply chain	% Manchester		5		5		5		5				
			60		60		60		60				
			20		20		20		20				
			15		15		15		15				

Employability & Learning													
Activities and presentations to support individuals in the creation and development of skills deemed desirable to potential employers. Experience of real working environments and pressures and the need for communication skills. CV and interview skill development. Interventions to introduce contextual learning to secondary/ further and higher curriculum students to support functional skills and wider curriculum learning outcomes.													
Activity	Target	Achieved to Date	Qtr 1 Forecast	Qtr1 Achieved	Qtr 2 Forecast	Qtr2 Achieved	Qtr 3 Forecast	Qtr3 Achieved	Qtr4 Forecast	Qtr4 Achieved	Update/Comments	Partners	Lead
Primary School Engagement													
Enterprise Learning													
Work Placement (Under 16 years)													
Work Placement (Post 16 years)													
Careers Package (Taster Days, Practice Interviews, Career Talks)													
Site Tours													
HE / FE Engagement / Research Projects													
Professional Development Days (Teachers, Connexions, etc)													
Volunteer / Pre-Employment Programmes													

Development, Up skilling & Community Involvement													
This has a focus on the existing workforce and site/project team and also local businesses and the community													
Activity	Target	Achieved to Date	Qtr 1 Forecast	Qtr1 Achieved	Qtr 2 Forecast	Qtr2 Achieved	Qtr 3 Forecast	Qtr3 Achieved	Qtr4 Forecast	Qtr4 Achieved	Update/Comments	Partners	Lead
Vocational Courses / Short Courses													
In-house development programmes: e.g. Graduate Management, Scholars													
CSCS Card Training													
CSR / Time bank Days													
Community Engagement Events													
Meet the Buyer Events													
SME Workshops H&S, Employment law, Bid Writing													

Special Added Value Projects													
The activities that may involve a number of the above elements and may be worthy of press coverage													
Activity	Target	Achieved to Date	Qtr 1 Forecast	Qtr1 Achieved	Qtr 2 Forecast	Qtr2 Achieved	Qtr 3 Forecast	Qtr3 Achieved	Qtr4 Forecast	Qtr4 Achieved	Update/Comments	Partners	Lead

Added Value Report - Guidance Notes

Please note Added Value Report is referred to as the 'Regeneration, Employment and Skills Plan' - RESP

Primary School Engagement: These are specific activities that focus on primary schools. Activities may span a number of different subjects but carry a particular theme which is topical i.e.: heritage, sustainability, local history. Activities should be aimed at large audiences and may include: Art competitions, creative writing, drama etc. Engagement may be limited to schools local to the project, and the Local Authority can often assist with identifying and contacting schools.

Enterprise Learning: These should not be a stand alone event - they should be linked in with the curriculum over the course of a school term and should culminate with an enterprise event. These primarily target secondary schools and there are several enterprise event templates in existence.

Work Placement (Under 16 years): This may include any type of work placement, whether it is one day a week or a block period. All work placements should have planned outcomes and give some experience that is industry linked. An identified mentor should be put in place and organisations such as the National Careers Advice Service (Enterprise in Schools) can be used to facilitate the placements, as well as direct engagement with schools directly or the Local Authority. Only completed work placements should be counted.

Work Placement (Post 16 years): As above except the sourcing of young people should be directed towards Local Authority (via the targeted youth support service using Career Connect), Job Centre Plus (JCP) or local colleges. Post 16 work placements sometimes link in with diploma course, or can target those individuals who are Not in Education, Employment or Training (NEET).

Careers Package: This package involve anything that will help young people understand what a career in a specific industry might be like, and also includes those activities which may assist young people securing a job/further training. Activities include: taster days, mock interviews, 'Master classes', 'A Day in the life of...' This package would also look at the various different roles within construction, trying to draw attention to the less well known trades.

Site Tours: These are targeted at those in education and as with Enterprise learning, site tours where possible should not be stand alone. They should link in with another elements of the Regeneration, Employment and Skills Plan (RESP), whether this is a work placement or enterprise learning. Site tours that engage the local community can also be counted.

HE Engagement / Research Projects: Involves a college/university student completing his/her research project on an element of the project. They will be provided with a mentor who will commit to 4 hours per month to assist the student. Subjects may also include those that may not seem directly relevant to construction, for example, photography, media, History etc.

Professional Development Days: This applies to all those who may have influence over a young persons career choice/development such as teachers or Connexions reps. Sessions may include presentations from professionals within the industry that identify the industry trends and roles within the industry. This may also include teambuilding days and working with teaching professionals to develop activities within the Regeneration, Employment and Skills Plan (RESP).

Volunteer / Pre-Employment Programmes: This target focuses on opportunities for the long-term unemployed, students or older community members. There may be less commitment with these opportunities and they should be aligned with some form of official accreditation. These people may require additional support.

Apprentices – Project Initiated: This measures the number of new apprenticeships which have been initiated by the project.

Apprentices – Sustained: This measure the number of apprentices that have come on to the project (maybe as part of the supply chain) but have not started their apprenticeship on this project. If possible, training hours of these individuals should be noted.

Other Project Initiated Jobs: This includes all other project initiated jobs, that may target the long term unemployed in roles such as cleaner, general labouring, health & safety, IT. Where possible, these opportunities should be offered with training.

Vocational Courses / Short Courses: Any course completed by the existing work force of any organisation engaged in the project.

In-house development programmes: Include company specific training programmes which may not be accredited. There should be a Personal Development Plan (PDP) in place to provide evidence of this; Graduate Management, Scholars, Supervisor training, Management development etc.

Construction Skills Certification Scheme: CSCS was set up to help the construction industry to improve quality and reduce accidents and cards are increasingly demanded as proof of occupational competence by contractors, public and private clients and others. They cover hundreds of occupations so whatever you do in construction there will be a card that is suitable. This target should capture information about those who have received a card for the first time, and those who have up-skilled to another card (i.e. heritage).

CSR / Timebank Days: Time given by members of the project team and employees of all organisations involved to deliver some of the RESP commitments. This duties performed in this time must be outside of their daily job role. The number of people that take part in activities should be logged, and, if possible, so should the hours worked.

Community Engagement Events: Events and activities that engage various communities with the project and link in with local activities, schools, residents associations etc.

Meet the Buyer Events: The main contractor/s engage the local business community to offer information on the clients expectations and support where appropriate.

SME Workshops, H&S, Bid Writing: This activity relates to the main contractor supporting the supply chain throughout the project. This includes holding workshops and setting up mechanisms/procedures to help them achieve added value requirements and to up-skill their own workforce.

Special Added Value Projects: The activities that include one or a number of the above elements and may be worthy of press attention. These should be reported on a regular basis so they can be considered for the MCC, PR, Website and Newsletter. You may also wish to record Local Labour targets within this section.

Apprentice Tracker

Project Name: T1 Union
Author:

[illegible]

Local Labour Record

Project Name:
Author:

Tier	Area Definition	No. of Operatives	Percentage	Notes
1	Local Ward Area (as identified within agreement)		#DIV/0!	
2	Manchester (all Manchester City Council wards not including the above)		#DIV/0!	
3	Greater Manchester (all GM residents not including Manchester)		#DIV/0!	
4	North West (all NW residents not including GM)		#DIV/0!	
5	Other (all residents outside of the North West)		#DIV/0!	
	Total Workforce	0		