



Enabling Works – Victoria North Local Labour Proposal

February 2022

Bam Nuttall has developed a Social Value Delivery Plan (SVDP) for the Main Works of the Victoria North HIF Scheme, which includes Bam Nuttall's overall targets for local employment throughout the duration of the scheme. These targets have been created using Manchester City Council's benchmarking targets provided at tender stage relating to the overall value of the contract. The contract value of the Enabling Works falls below the threshold of these benchmark targets.

Due to the value, timescale and specialist nature of the works, the opportunity to recruit local labour, specifically for the Enabling Works is limited. It is Bam Nuttall's intention to incorporate the aspirations set out for the Main Works into the Enabling Works, should the program of works allow for continued progression into long term employment with Bam Nuttall for the Main Works.

Below is an extract from Bam Nuttall's SVDP outlining the measures proposed to recruit local people. The SVDP also highlights where our commitments will meet the Priorities set out in Manchester City Council's "North Manchester Social Benefits Framework" (NMSBF) document. We will be producing quarterly reports for the client against the NMSBF TOMs Measures which will measure the effectiveness of achieving our objectives.

Commitments	North Manchester Social Benefit Framework: Priority	BAM HIF Targets	North Manchester SBF TOMS Measure(s) / Other TOMs Measures	How this will be achieved
We will recruit local people to work on this project. We will provide employment for hard-to-reach groups.	Priority 1.6: Move north Manchester Residents into Sustainable and paid employment opportunities connected to the north Manchester regeneration programmes	15 people	NT1: Local employment NT3: No. of employees (FTE) taken on who are long term unemployed (unemployed for a year or longer) NT4a: No. of 16-25 y.o care leavers who are hired on the contract as a result of a recruitment programme NT6: No. of jobs (FTE) created for North Manchester Priority Groups such as NEETS, people facing racial inequalities or disabilities etc. NT1c: Local indirect employment (supply chain)	We will identify new opportunities for employment, then promote through organisations such as YES Manchester, Groundwork, BITC and Ingeus. We will talk to potential suppliers at the supplier day to inform them of our local recruitment targets, and work with them to assist in fulfilling these targets. All job opportunities will be promoted locally before advertising more widely, through organisations such as YES Manchester. We will support Groundwork's Green Start initiative with HMP Forrest Bank.



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				We will work with MCC's work & skills team to identify local recruitment opportunities.
We will recruit apprentices to work on this project We will give existing apprentices experience on this project	Priority 1.3: Move north Manchester residents towards and into higher-level apprenticeship opportunities.	368 weeks (4-5 FTE apprentices per year)	NT10: No. of apprenticeships on the contract that have either been completed during the year, or that will be supported by the organisation to completion in the following years - Level 2,3, or 4+	We will link in with BAM Early Careers team for the recruitment of local technical apprentices. We will identify other apprenticeship opportunities such as general operative and business administration roles, to be advertised locally as outlined below. We will work with our supply chain to identify apprenticeship opportunities they may have available on the project.



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We will advertise all jobs and apprenticeships locally	Priority 1.3: Move north Manchester residents towards and into higher-level apprenticeship opportunities.			We will promote opportunities locally through social media and local outreach organisations for several weeks before advertising them more widely. We will also use other local networks to promote the opportunities, including GM Apprenticeship Hub, GM Apprenticeship and Careers Service (GMACS), The Growth Company and GM Youth Network
Attend local job fairs	Priority 1.6: Move north Manchester Residents into Sustainable and paid employment opportunities connected to the north Manchester regeneration programmes	We will work with jobcentre plus to organise project specific job fairs with at least 1 held in Harpurhey & Miles Platting	NT11: No. of hours of support into work provided to under 24 y.o. (young people) unemployed people through career mentoring, including mock interviews, CV advice, and careers guidance RE3: Employer's fairs (£invested including staff time)	Once job opportunities have been identified, we will contact local organisations, such as Job Centre plus and YES Manchester, to arrange or support local job fairs.
Provision of on site hub for YES Manchester	Priority 1.2: Support institutions and organisations in north Manchester that help young people and adults to become more employable and make informed career decisions		NT16: equipment or resources donated to VCSEs	We have agreed to provide an office on site to be used as an outreach hub for YES Manchester's pre-employment and training services. With our supply chain, we will promote all employment and training opportunities on the project through this hub and the network of local YM offices. Bam employees will volunteer time to assist YES Manchester clients with employability skills, such a CV advice and conducting mock interviews.



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Paid work experience - adults & Young People (16+) Unpaid work Ex for students (<15)	Priority 1.1: Support and grow the aspirations of our children, young people and adults across north Manchester Priority 1.6: Move Manchester Residents into Sustainable and paid employment opportunities connected to the north Manchester regeneration programmes	15 placement opportunities	NT11: No. of hours of support into work provided to under 24 y.o. (young people) unemployed people through career mentoring, including mock interviews, CV advice, and careers guidance NT13: Meaningful work placements that pay Minimum or National Living wage according to eligibility - 6 weeks or more (internships)	We will identify opportunities for work experience through organisations such as Bridge GM, Break Through and Groundwork
We will promote and advertise supply chain, sub-contracting opportunities locally, making sure that local business hear about them first	Priority 1.6: Move north Manchester Residents into Sustainable and paid employment opportunities connected to the north Manchester regeneration programmes	Supplier day Planned 2nd March 2022	NT15: Provision of expert business advice to VCSEs and SMEs (e.g. financial advice / legal advice / HR advice/HSE) RE21: Meet the buyer events	We will be inviting potential local suppliers to learn about the project and meet the Bam Project Team & Buyers. YES Manchester will also be invited to talk to local suppliers about the work they do with the local community & how we intend to work together on site. We will also link in with MCC Works & Skills Teams