Airport City Manchester

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Manchester
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airportcity.co.uk

Airport City North, Plot E2
Local Labour Agreement, to be attached to tender documentation and to be a condition of a successful tender.

Project Name: Airport City North, Plot E2
Planning Application Number: 121323/FO/2018
Approximate Value of scheme: £20 million
Expected start date and end date: November 2021/ January 2022

With reference to Condition 9 attached to Planning Approval 121323/FO/2018 for construction of two 6 storey office buildings (Class B1(a) comprising 8,567 sqm of net internal floorspace in Plot E2 and 8,581 sqm of net internal floorspace in Plot E3) and ground floor commercial space (Class A1,A2,A3,A4,A5, B1(a) or D1 (excluding Places of Worship) uses only; 9 storey multi-storey car park (1,497 spaces) including 1,812 sqm of ground floor commercial space (Class A1-A5, B1(a) or D1 (excluding Places of Worship) uses only), pedestrian and vehicular access arrangements, temporary (5 years) surface level car parking (202 spaces) and associated infrastructure works including brook diversion and landscaping. **Please note** that this application relates only to Plot E2 which is Phase 2 of the overall development as per drawing PL_1583.1_000

Location: Plot E2, land bounded by Enterprise Way to the North and West and the M56 to the South, Manchester Airport, Manchester.
Condition 9 states: Prior to commencement of the development hereby approved or any phase thereof, a local labour agreement addressing initiatives to employ people in the construction of the development, in line with the aspirations of the Manchester Airport City Enterprise Zone Framework Plan (August 2012), shall be submitted to and be approved by the City Council as local planning authority. The Local Labour Agreement will confirm and implement, the principles and approach to recruitment of workers from the local labour pool, and shall include a monitoring framework which will provide information on numbers of local people engaged in employment to the City Council as local planning authority for the first 12 months and thereafter on an agreed basis. The employment strategy shall then be implemented in accordance with those approved details and kept in place thereafter.

Contractor's Statement of Intent
The successful contractor will commit to working with Manchester City Council to provide opportunities during the construction phase for local residents and to support local people to develop transferable skills which will equip then for the workplace of the future and contribute to growth and prosperity in the area.

Workforce
The successful contractor will wherever possible maximise the use of local labour during the construction of the development and make every effort to assist MCC to meet their targets. The successful contractor will commit to:

- Consult with Manchester City Council's Work and Skills Team on priority areas;
- Complete the attached pro-forma and issue to the Work and Skills Team and regularly update in-line with guidance from the Work and Skills Team;

- Make arrangements for advertising jobs locally to maximise local recruitment both in relation to construction and for all available posts that arise thereafter. The approved arrangements shall include the use of MCC's Works and Skills service;
- Advertise vacancies locally with Manchester work clubs, local job centres, local employment agencies, local community groups, local media and local newspapers;
- Publicise site progress with general media to generate interest among local people;
- Work with local community groups to ensure that the site is seen as a potential employer and that directly and indirectly has a positive impact on the community and local business; and
- Commit to work with local hard-to-reach groups to ensure that all local people have the chance to (re)enter the workplace.

Sub-contractors and suppliers.
The successful contractor must set out how they propose to utilise local labour and businesses to assist MCC to reach their targets. This should include:

- Prioritising local contractors, providing employment for local people; and
- Encouraging the use of local businesses whilst taking car not to overwhelm the local community.

Apprenticeships
In conjunction with the Manchester Airport City Enterprise Zone Framework Plan and the Airport City Corporate Social Responsibility Strategy the successful contractor must set out how they intend to establish training schemes to equip local people for employment for either the construction or the operation of the development. Such a scheme should include but not be limited to:

- Arranging events on site where local people can meet contractors on-site for careers advice and opportunities;
- Identifying skills gaps and training required to meet the needs of the Airport City development and the local economy;
- With Manchester City Council Works and Skills Office, agree on training to meet specific needs, which will also generate transferable and higher level skills for the workplace of the future;
- Providing on-going programme updates to allow training providers to identify trades currently on-site where apprentices can be nominated for suitable placements;
- Providing placements for trade and professional apprentices who will be prioritised when opportunities arise for full-time employment;
- Allocation of mentors for each apprentice, agreeing targets and regular reviews. Ensuring apprentices are aware of objectives and of wider employment opportunities and career paths;
- Supporting apprentices with their coursework and final appraisals;
- Supporting existing employees in upgrading their skills, particularly those who may have come from hard-to-reach groups and are re-establishing themselves;
- Working with local schools to demonstrate the importance of STEM subjects and the range of careers in the construction industry; and
- Arranging visits schools, colleges and local groups, facilitating site visits, attending jobs fairs and establishing mentoring so that local people are aware of career opportunities in the construction sector and see at first hand the wide range of opportunities and careers paths that are available.

Reporting
The successful contractor must agree to supplying quarterly monitoring reports of the workforce, apprenticeships and sub-contractors employed on the construction phase of the development who are resident in local priority wards and Manchester's City boundaries. The successful contractor must agree to using the MCC Local Labour Construction Template. Postcodes of all site personnel will be recorded and monthly reports will be produced with a breakdowns by postcodes and other relevant criteria. These reports shall be distributed to all partner organisations, and a bespoke report will be prepared for the Council in line with their format and timescale requirements.

End User / Occupier
Whilst the successful contractor will not be the end user / occupier of the development it should commit to facilitate a meeting between the end user / occupier and MCC Work and skills team to

establish how the local labour measure in place for the construction phase can be extended into the post-construction phase / occupation.

Ongoing positive relationships.
The successful contractor should commit to schedule meetings with the Manchester City Council Work and Skills team to report on progress and to discuss any adaptations that should / could be made to the actions set out in the Local Labour Agreement in the context of the Manchester Airport City Enterprise Zone Framework Plan and the Airport City Corporate Social Responsibility Strategy.

Authorised signature
Name: Duncan Seward
Position in Organisation: Head of Projects and Infrastructure
Name of Organisation: MAG (on behalf of ACLP)

Signed



Date 24/09/2021

Local Labour Construction - Proposal and Reporting Template	**Proposal:** **1. Please complete all information in the top row "Scheme Overview".** **2. For sections 1 - 3 please complete column "Total Indicative Target" and a 3-monthly profile. Do the same for activities you want to undertake under sections 4 - 5 + if known add organisation(s) details in section 6.** **3. An authorised person then needs to sign and date the form at the bottom.** **If you would like to discuss your proposal including any support available please email workandskillsadmin@manchester.gov.uk.** **NB. Sections marked 'reporting only' do not require an indicative target, and are only required for each quarterly reporting period.** **Reporting:** **1. You should also use this form to send us 3 monthly unless otherwise agreed; this should be sent to the email address above. Your final report must also be sent to the Planning Team to discharge the local labour condition.** **2. Provide the cumulative actual achieved after each 3-monthly period. In any case of under/over achievement you should update the forward profile accordingly on the same report, so that we know what to expect during later reports.** **3. Please use section 6 to:** **- Name schools/universities/community organisations you supported in sections 4 and 5.** **- Tell us about any good news stories or case studies you want us to share with others.** **4. An authorised person then needs to sign and date the form at the bottom.**

Scheme Overview	**Scheme Start**			**Scheme End**				**Expected start date of main recruitment (mm/yy)**						**Est construction value of scheme (nearest £M)**				
Planning reference / scheme name: **Contact name / email:**																		
1. WORKFORCE	Total Indicative Target	Yr 1 Quarter 2 (Apr to Jun)	Yr 1 Quarter 2 (Jul to Sept)	Yr 1 Quarter 3 (Oct to Dec)	Yr 1 Quarter 4 (Jan to Mar)	Yr 2 Quarter 1 (Apr to Jun)	Yr 2 Quarter 2 (Jul to Sept)	Yr 2 Quarter 3 (Oct to Dec)	Yr 2 Quarter 4 (Jan to Feb)	Yr 3 Quarter 1 (Apr to Jun)	Yr 3 Quarter 2 (Jul to Sept)	Yr 3 Quarter 3 (Oct to Dec)	Yr 3 Quarter 4 (Jan to Mar)	Yr 4 Quarter 1 (Apr to Jun)	Yr 4 Quarter 2 (Jul to Sept)	Yr 4 Quarter 3 (Oct to Dec)	Yr 4 Quarter 4 (Jan to Mar)	Target achieved?
1. Total number of newly created jobs on the development (both on site and off site). This includes supply chain and sub-contractors.																		
2. Of that total, how many were City of Manchester residents (see map in Annex 1 of guidance note) - **reporting only**																		
2. APPRENTICESHIPS	Total Indicative Target	Yr 1 Quarter 2 (Apr to Jun)	Yr 1 Quarter 2 (Jul to Sept)	Yr 1 Quarter 3 (Oct to Dec)	Yr 1 Quarter 4 (Jan to Mar)	Yr 2 Quarter 1 (Apr to Jun)	Yr 2 Quarter 2 (Jul to Sept)	Yr 2 Quarter 3 (Oct to Dec)	Yr 2 Quarter 4 (Jan to Feb)	Yr 3 Quarter 1 (Apr to Jun)	Yr 3 Quarter 2 (Jul to Sept)	Yr 3 Quarter 3 (Oct to Dec)	Yr 3 Quarter 4 (Jan to Mar)	Yr 4 Quarter 1 (Apr to Jun)	Yr 4 Quarter 2 (Jul to Sept)	Yr 4 Quarter 3 (Oct to Dec)	Yr 4 Quarter 4 (Jan to Mar)	Target achieved?
3. Total number of new apprentices that will be / were working on the development (incl those working for subcontractors/suppliers)																		
4. Total number of weeks these apprentices will be / were working on the development																		
5. Of the total number of new apprentices, how many were City of Manchester residents (see map in Annex 1 of guidance note) - **reporting only**																		
3. SUB CONTRACTORS AND SUPPLIERS	Total Indicative Target	Yr 1 Quarter 2 (Apr to Jun)	Yr 1 Quarter 2 (Jul to Sept)	Yr 1 Quarter 3 (Oct to Dec)	Yr 1 Quarter 4 (Jan to Mar)	Yr 2 Quarter 1 (Apr to Jun)	Yr 2 Quarter 2 (Jul to Sept)	Yr 2 Quarter 3 (Oct to Dec)	Yr 2 Quarter 4 (Jan to Feb)	Yr 3 Quarter 1 (Apr to Jun)	Yr 3 Quarter 2 (Jul to Sept)	Yr 3 Quarter 3 (Oct to Dec)	Yr 3 Quarter 4 (Jan to Mar)	Yr 4 Quarter 1 (Apr to Jun)	Yr 4 Quarter 2 (Jul to Sept)	Yr 4 Quarter 3 (Oct to Dec)	Yr 4 Quarter 4 (Jan to Mar)	Target achieved?
6. Total amount (£) spent in LOCAL supply chain through the contract - **reporting only**																		
4. LEARNING AND EMPLOYABILITY WITH CITY OF MANCHESTER SCHOOLS AND JOB SEEKERS	Total Indicative Target	Yr 1 Quarter 2 (Apr to Jun)	Yr 1 Quarter 2 (Jul to Sept)	Yr 1 Quarter 3 (Oct to Dec)	Yr 1 Quarter 4 (Jan to Mar)	Yr 2 Quarter 1 (Apr to Jun)	Yr 2 Quarter 2 (Jul to Sept)	Yr 2 Quarter 3 (Oct to Dec)	Yr 2 Quarter 4 (Jan to Feb)	Yr 3 Quarter 1 (Apr to Jun)	Yr 3 Quarter 2 (Jul to Sept)	Yr 3 Quarter 3 (Oct to Dec)	Yr 3 Quarter 4 (Jan to Mar)	Yr 4 Quarter 1 (Apr to Jun)	Yr 4 Quarter 2 (Jul to Sept)	Yr 4 Quarter 3 (Oct to Dec)	Yr 4 Quarter 4 (Jan to Mar)	Target achieved?
7. Number of hours dedicated to supporting young people up to the age of 24 years into work (e.g. career/sector talks; cv writing support; mock interviews)																		
8. Number of weeks of meaningful works placements or pre-employment training for secondary school and further education students.																		
9. Number of weeks of work trials for city of Manchester job seekers that will be / were offered.																		
10. Number of hours of support into work provided to unemployed adults (over 24yrs) through career mentoring; including mock interviews, cv writing support, and careers advice.																		
5. WORKING WITH THE COMMUNITY ORGANISATIONS IN THE CITY OF MANCHESTER	Total Indicative Target	Yr 1 Quarter 2 (Apr to Jun)	Yr 1 Quarter 2 (Jul to Sept)	Yr 1 Quarter 3 (Oct to Dec)	Yr 1 Quarter 4 (Jan to Mar)	Yr 2 Quarter 1 (Apr to Jun)	Yr 2 Quarter 2 (Jul to Sept)	Yr 2 Quarter 3 (Oct to Dec)	Yr 2 Quarter 4 (Jan to Feb)	Yr 3 Quarter 1 (Apr to Jun)	Yr 3 Quarter 2 (Jul to Sept)	Yr 3 Quarter 3 (Oct to Dec)	Yr 3 Quarter 4 (Jan to Mar)	Yr 4 Quarter 1 (Apr to Jun)	Yr 4 Quarter 2 (Jul to Sept)	Yr 4 Quarter 3 (Oct to Dec)	Yr 4 Quarter 4 (Jan to Mar)	Target achieved?
11. Number of hours of community projects will be / were delivered and have skills and employability outcomes for residents																		

6. DETAILS OF SCHOOLS AND COMMUNITY ORGANISATIONS & CELEBRATING SUCCESS
Please name the individual named schools/universities and community organisations supported under 4 and 5 above.
We also want to hear your good news stories so if you have something to shout about tell us here!!

Name of authorised person		**(E)Signature**
Position in organisation		
Date		