

Manchester Airport – B401 Avro Way, Manchester Airport

Local Labour Agreement, to be attached to tender documentation and to be a condition of a successful tender.

Project Name: B401 redevelopment

Planning Application Number: PP-10261346

Approximate Value of scheme: £10 million

Expected start date and end date: March 2022/ July 2023

Columbia Threadneedle (CTI) will ensure that the following is included within any tender documentation and that the successful contractor will be required to provide a statement of compliance in line with the following to be submitted to the City Council upon appointment.

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 them 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 care not to overwhelm the local community.

Apprenticeships

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.

Authorised signature

Name: Duncan Seward

Position in Organisation: Head of Projects and Infrastructure

Name of Organisation: MAG (on behalf of Columbia Threadneedle)

Signed

Date: 01/10/2021