

Innov8DS Social Value Team

Innov8DS has developed an Employment and Skills Plan (ESP) for Osbourne's Yard, Manchester which is set out in Appendix 1.

The overall targets set by Innov8DS are as follows:

Contract: Osbourne's Yard Manchester...Employment and Skills Outputs		Overall Target
Apprenticeships	Created (no of persons)	2
	Safeguarded (no of persons)	3
Employment Initiatives	Progression into employment - Unemployed less than 6 months (no of persons)	2
	Safeguarded employment – Those at risk of unemployment from other sites	3
Training initiatives - new entrants	School/College/University site visits (no of students)	25
	School/College workshops (no of students)	25
	Workshops 14 - 16 years (no of persons)	0
	Work experience 18+ years (no of persons)	3
	Project Initiated Higher Level Skills	1
Training initiatives - existing workforce	Vocational qualifications (no of persons)	N/A
	Construction Skills Certification Scheme (CSCS) skills card (no of persons)	90%
	Short courses (no of courses)	N/A

Accountability

Innov8DS works with our dedicated in-house Social Value manager, which is managed by Ken Humphreys, who has worked across the Manchester and North West region for many years. , Ken Humphreys will be the dedicated point of contact for the project and will be responsible for attaining all associated outputs and outcomes agreed on the Employment Skills Output.

Reporting

To ensure that the targets are communicated, understood and achieved, Ken will work closely with our site management team and Manchester's work and skills teams. In addition, Ken will manage and monitor our targets to ensure it is reported in a timely and accurate manner to the Manchester Local Authority on monthly basis.

Appendix 1: Innov8DS will seek to adopt the following employment and skills strategy to achieve any contractual or proposed outputs:

Contract..... Osbourne's Yard Employment and Skills Outputs		Overall Target	Strategy
Apprenticeships	Created (no of persons)	2	Innov8DS is committed to the creation and safeguarding of local apprentices where possible and these would be hosted either directly by Innov8DS or via one of our local Manchester sub-contractors.
	Safeguarded (no of persons)	3	Innov8DS will work alongside Local Authority Partners such as Manchester's work and skills team, Manchester college and Salford University, CITB, local Job Centre Plus and other local providers recommended by the local authority to ensure suitable candidates are identified and safeguarded from the potential displacement of an apprenticeship. Ken Humphreys and our site team will mentor and support the apprentices on our project through regular reviews, both on site and at college, to ensure they are happy and meeting their targets.
Employment Initiatives	Progression into employment - Unemployed less than 6 months (no of persons)	2	Innov8DS has committed to employ local people on this project. This will be aimed specifically to ensure jobs are created and for people living in the Local Authority Area.
	Safeguarded employment – Those at risk of unemployment from other sites	3	Innov8DS will work alongside the Local Authority, local stakeholders such as The Skills Company, we will identify resource, training and skill needs. Utilising the local knowledge and links of the specialists, appropriate candidates with the right skills and experience required to maintain employment.
Training initiatives - new entrants	School/College/University site visits (no of students)	25	Innov8DS will work alongside the Careers Enterprise Company & key agencies within the Local Authority area to create optimum school engagement opportunities. Innov8DS proposes to engage with the local college, primary and secondary schools with a view to developing a series of school activities and site visits.
	School/College workshops (no of students)	25	
	Work experience 18+ years (no of persons)	3	Innov8DS have committed to support work place training opportunities for young people aged 18-24 lasting 2-4 weeks each. With assistance from local specialists such The Work Company / The Skills Company etc., Innov8DS will engage with Manchester college and Salford University, Job Centre Plus and third sector organisations. Specifically looking to develop a series of workshops to help showcase Innov8DS and the broader opportunities within the construction industry
	Project Initiated Higher Level Skills	1	Innov8DS are also committed to supporting under graduate placements who will be working towards a degree in Construction e.g. trainee Quantity Surveyor (QS) and Assistant Site Engineers (Technical Apprentice).
Training initiatives - existing workforce	Vocational qualifications (no of persons)	N/A	Innov8DS is 90% compliant under the health and safety benchmarks. All our employees and subcontractors are NVQ qualified or working towards their qualification. All tests and annual renewals are monitored. Quarterly audits are carried out to ensure consistency and standards are maintained. Innov8DS would normally look to target 100% albeit there may be certain finishing trades that will not have such relevant CSCS ie Blinds, Bespoke Joinery etc
	Construction Skills Certification Scheme (CSCS) skills card (no of persons)	90%	
	Short courses (no of courses)	N/A	

