Skills and Employment Methodology

Moxy Hotel

Attkinson Street

Manchester

Rev dated 15th Oct 2019

Introduction

Gilbert-Ash's S106 Manager (Workplace Co-ordinator) will monitor the site activity and staffing requirements to ensure where possible long-term employment opportunities are offered to jobseekers in Manchester, while also ensuring that training is offered to ensure more jobseekers are in a position to take up roles in the construction industry.

Gilbert-Ash will work in close proximity to the supply chain allowing collaborative working between all parties with the aim of benefiting the community through employment.

We will attempt to match local residents with construction vacancies arising onsite and will use an inclusive approach targeting workers with few or no skills, the unemployed, older workers, women and lone parents, and ethnic minorities. Equal opportunities and empowerment are supported on the site and should reflect the workforce where possible.

Manchester



Benefits

The key benefits of the Workplace Co-ordinator model, include the following:

- ⇒ Close links to the supply chain, enabling vacancies to be identified and created;
- ⇒ Beneficiaries are supported on a one-to-one basis, ensuring that each receives relevant support leading to employment;
- ⇒ Advice is given to candidates both pre- and post-employment, working to ensure advancement of their careers and significantly reducing drop-out rates;
- ⇒ Flexibility to offer clients what training and support they most need, and where and when this is given; and
- ⇒ An ability to influence recruitment, training and employment practices in favour of under-represented groups, leading to an increased supply of labour.
- ⇒ Good and lasting results





Job purpose

The S106 Manager will bring many benefits including:

- ⇒ Make links to all site contractors, employers and sub-contractors to establish their recruitment requirements and advertise opportunities appropriately;
- ⇒ Identify employers' skill needs and ensure recruitment/training are timetabled to meet employers' labour requirements when a new employee is placed with them;
- ⇒ Make links to any other construction recruitment agencies to identify work placement opportunities and monitor data;
- ⇒ Recruit individuals to pre-employment training via training providers, colleges, Jobcentre Plus, site walk-ups, Work Programme providers or community agencies;
- ⇒ Provide on-going support to individuals placed into employment or work placement opportunities to identify any issues they may experience in entering the work place, any training requirements and support them in entering work-based training;
- ⇒ Liaise with employers to ensure any candidates placed are properly supported and support employers in preparing training /career plans for individuals;



Outcomes

The targets linked to this site are as follows:

- ⇒ 10 Unemployed Manchester Residents into continuous employment
- ⇒ 10 Training Opportunities to be completed by Manchester Residents
- ⇒ 3 Apprenticeships for Manchester Residents to be supported on the project.

Job Opportunities are likely to include but not be limited to:

- ⇒ General Labouring & Cleaning
- ⇒ Traffic Marshalling
- ⇒ Plant Operators (as covered by CPCS)
- ⇒ Various Trade Positions
- ⇒ Security

Where employment positions do not or cannot last a minimum of 26 weeks, Gilbert-Ash will attempt to monitor the candidate to determine that the employment has lasted for this period

Training Opportunities will be delivered and certified by Gilbert Ash's internal training division and will likely include short training courses including:

- ⇒ Manual Handling
- ⇒ Working At Height
- ⇒ Confined Space
- ⇒ Abrasive Wheels



All subcontractors will be encouraged to take apprentices and it is expected that most apprenticeship opportunities onsite will be delivered through the subcontractor network as this is where the trade positions will exist. It is expected that apprenticeship placements will include the following trades:

- ⇒ Plumbing
- ⇒ Electrical
- ⇒ Carpentry
- ⇒ Painting & Decorating

Monitoring and Reporting

The S106 Manager will liaise with the site manager in order to ascertain details of any new starter onsite, they will evidence this through a copy of the induction sheet and will use Southwark Council's postcode checker to verify residency and will use this data to develop a progress report which will be submitted to the council on a quarterly basis.

Copies of all training certificates will be taken and used as evidence of delivery, these will state the date of training and expiration date. If the trainee is onsite, this will be teamed with an induction sheet to prove residency, if not then an alternative proof of address will be sought to partner the certificate.

Details of apprenticeships will be taken and verified by the apprentice's employer in the form of a headed letter, this will be teamed up with an induction sheet to prove residency.

Quarterly Reporting

Moxy Manchester Local Labour / Training / Apprenticeships									
									TARGET TOTALS
	2020				2021				
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
Job Starts	2	1	3		2	2			10
Sustained Jobs									
Training Courses			2	4		4			10
Apprenticeships			1	2					3

Links to other sites

Gilbert-Ash will also look to offer Manchester residents opportunities to gain employment on our other sites around the area and seek to provide placements within our supply chain in order to maximise future opportunities.



EMPLOYMENT LINKS TO A BETTER FUTURE