

Skills and Employment Methodology

Great John Street Hotel



Introduction

Gilbert-Ash 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



Our Undertaking to Manchester City Council

Gilbert-Ash agrees to engage with Manchester City Council's Work and Skills Department, to support the recruitment of local residents into Construction.

We will deliver a number of KPI's as agreed by the Council and provide quarterly updates on the progress. This will include the monitoring of local labour at the construction phase.

We will continue to work with the Work and Skills Team to benefit from the Council's offer of assistance to help source suitable employees for the construction phase of the proposed development. We will ensure there is sufficient lead in time to enable the Council and its partners to source suitable candidates.

In the first instance, we will agree to conduct an employee search from residents of the local area using the Manchester Employers Suite and other local community networks.

Where inadequate numbers of staff have been prior identified and secured, the Company will be at liberty to actively broaden its search for suitable staff from the Greater Manchester area, via whatever means it so chooses.

There shall be no obligation to extend this commitment to staff requiring specific or specialist qualifications, where the Company reserves the right to employ who it thinks fit irrespective of place of residence or current employment status. However, we will aim to work collaboratively with Manchester City Council in order to maximise opportunities at a local level.

We will endeavour to recruit approximately ten percent local labour on site from within Manchester failing this we will look within the Greater Manchester area.

The Company looks to create additional Apprentice opportunities on all our projects. Where we cannot commit to a full 3-year Apprenticeship, we then actively utilise the services of the local 'Shared Apprenticeship Programmes'. The Company prides itself on the number of apprenticeships, traineeships and entry level roles available.

One of the Company's core values is to continually train and up skill our employees as a lifelong learning process and we believe this sets us apart from many of our competitors. Lifelong learning keeps employees updated on new developments, changes of legislation or good health and safety practices.

We will where possible engage with local schools and colleges to deliver careers talks and will take part in 'work inspiration' activities by hosting site visits for construction studies students.

How Gilbert-Ash can assist the local community

- ⇒ 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

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

Our Site Manager will record details of any new starter onsite, they will evidence this through a copy of the induction sheet and will use the local 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
	2021								
	Q1	Q2	Q3	Q4					
Job Starts									10
Sustained Jobs									
Training Courses									10
Apprenticeships									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