



Training, Employment and Local Labour Plan

X1 Plaza, Manchester

1. Introduction
2. Scheme Overview
3. Site Delivery Team
4. Subcontractors
5. Suppliers
6. Neighbourhood Engagement
7. Monitoring

1. Introduction



Our Employment and Training strategy sets out the steps that will be taken to ensure that whilst undertaking the X1 Project we will:

- Provide local employment during the construction phase
- Offer construction work experience opportunities
- Offer training so that workers can go on to continue their career once the project is complete
- Support local procurement opportunities
- Encourage end-use opportunities for local people

It's worth also noting that Bridgestone Construction are a living wage employer and that request the same from our subcontractors

2. Scheme Overview

X1 Plaza – the construction of the 201 apartments located between Great Ancoats Street and Advent Way, Ancoats, Manchester. The scheme will be fully complete in August 2020.

3. Site Delivery Team

Summary

As we are a local contractor based in Hyde, Greater Manchester and due to the addition of the scheme have employed a team to deliver the project which includes:

- Site Management,
- Commercial Support,
- Administrative support and - Project Management

Bridgestone Construction may also provide:

- Site logistics team
- Groundworks team including plant operators

Strategy

In order to operate the site in normal site opening periods, the staff will need to be local to the project. Our nominated recruitment agency has a base in Manchester and will be able to take the lead on this. Any vacancies will also be advertised locally, online and within a local Job Centre.

Targets

- All project specific staff to have a Manchester postcode, preferably within 15 miles of the site
- All staff to be taken on PAYE, with a fixed term contract
- Desirable and essential qualifications to be offered if missing or if expiring during contract period

KPIs

- 50% staff from within 15mile radius
- 100% staff to meet essential qualification requirements

4. Subcontractors

Bridgestone have a large supply chain that operate in the Manchester area and will engage local contractors for the subcontractor packages

Strategy

The company are an advocate of CHAS and will utilise their Meet The Buyer days to introduce ourselves to the local supply chain.

We will ensure that we:

- Employ considerate contractors who have effective policies for HSEQ & CSR
- Employ only local contractors who employ local staff within a set radius
- Request that are contractors deliver a set number of training days
- Request that our contractors employ apprentices and trainees

Targets

- All contractor staff to have a Manchester postcode, preferably within 15 miles of the site
- Contractors to ensure their workforce are trained and competent for their job roles
- Contractors to advertise work opportunities on site

KPIs

- 50% workers from within 15mile radius
- 50% contractor staff to be PAYE employees
- 20% contractor staff to attend accredited training at some point during the project

5. Supply Chain

Summary

As with subcontractors, Bridgestone also have a limited material supply chain in the area and whilst many of our bigger suppliers are national - we will look to use smaller local suppliers wherever possible.

Strategy

We plan to reach out locally using social media and through a meet the buyer day to create relationships with local suppliers. Whilst we cannot request placement/job opportunities from these suppliers we know that spending money locally will directly impact on the community in a positive way.

6. Neighbourhood Engagement

Summary

We are aware that Manchester has a young population, with some unqualified or claiming JSA. We are committed to:

- Offering work placement opportunities with accredited training
- Engaging with local schools and colleges and providing site visits and work experience

Strategy

Identify work placement opportunities and liaise with the local job centre/skill centre to place unemployed or unqualified workers. The work placements may include:

- Work shadowing
- Product and / or equipment training
- Accredited training such as CSCS, Fire Marshall etc.

We will also reach out to a local school or college and offer a site visit with briefings from the site team on the different job opportunities within the construction industry.

Targets

- 2 work placement opportunities over the length of the project –
- 2 site visits at varying stages of the project

KPIs

- 2 local people to be given paid work placement opportunities, with accredited training.
- 20 local children to visit site and learn about the construction industry
- All our employees will take part in volunteering activities with local charities
- We will ensure that at 98% of waste generated on our sites is diverted from landfill
- We will encourage the use of public transport and facilitate car share schemes

- We will work with our supply chain to ensure that at least 2 apprentice opportunities are created on our projects
- We will ensure that any vacancies with ourselves and our contractors are advertised locally
- We will ensure that at 80% of our supply chain are from the northwest
- We will become an accredited living wage employer

7. Management and Implementation of the Strategy

The companies SHEQ director will ensure that this strategy is implemented from the preconstruction phase of the project to ensure that it can be delivered. Quarterly, KPIs will be collated and reported on to ensure that all set out in this document are being achieved.

The commercial team for the project will be responsible for ensuring that these are passed on to our subcontractor and suppliers and that only those meet the criteria in the strategy are employed.

The MD and Operations Director will ensure that all recruitment is in line with this document and that adequate resource is allowed so that all training needs can be met.