GMI Construction Social Value Team

Method Statement:

GMI Construction has developed an Employment and Skills Plan (ESP) for Dakota Hotel, Manchester which is set out in in Appendix 1.

The overall targets set by GMI Construction are as follows:

Contract: Dakota Hotel Manchester…Employment and Skills Outputs		**Overall Target**
Apprenticeships	Created (no of persons)	**5**
	Safeguarded (no of persons)	**11**
Employment Initiatives	Progression into employment - Unemployed less than 6 months (no of persons)	**4**
	Safeguarded employment – Those at risk of unemployment from other sites	**3**
Training initiatives - new entrants	School/College/University site visits (no of students)	**56**
	School/College workshops (no of students)	**45**
	Workshops 14 - 16 years (no of persons)	**0**
	Work experience 18+ years (no of persons)	**10**
	Project Initiated Higher Level Skills	**0**
Training initiatives - existing workforce	Vocational qualifications (no of persons)	**N/A**
	Construction Skills Certification Scheme (CSCS) skills card (no of persons)	**100%**
	Short courses (no of courses)	**N/A**

Accountability

GMI Construction works with our dedicated Social Value consultancy, Northern Regeneration which is managed by Graham Ratcliffe, who has worked across the Lancashire and Yorkshire region for many years and with GMI for the last 15 months. Graham Ratcliffe, will be the dedicated point of contact for the project and will be responsible for attaining all associated outputs and outcomes agreed on the ESP.

Reporting

To ensure that the targets are communicated, understood and achieved, Graham will work closely with our site management team and Local Authority partners. In addition, Graham 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.

GMI Construction will seek to adopt the following employment and skills strategy to achieve any contractual or proposed outputs:

Contract…….Employment and Skills Outputs		**Overall Target**	**Strategy**
Apprenticeships	Created (no of persons)	**5**	GMI Construction is committed to the creation and safeguarding of local apprentices where possible and these would be hosted either directly by GMI Construction or via one of our local Manchester sub-contractors. GMI Construction will work alongside Local Authority Partners such as The Manchester Growth Company, The Work Company, The Skills Company, CITB, local Job Centre Plus and other local providers to ensure suitable candidates are identified and safeguarded from the potential displacement of an apprenticeship. Graham Ratcliffe 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.
	Safeguarded (no of persons)	**11**	
Employment Initiatives	Progression into employment - Unemployed less than 6 months (no of persons)	**4**	GMI Construction 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. GMI Construction 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.
	Safeguarded employment – Those at risk of unemployment from other sites	**3**	
Training initiatives - new entrants	School/College/University site visits (no of students)	**56**	GMI Construction will work alongside the key agencies within the Local Authority area to create optimum school engagement opportunities. GMI Construction 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)	**45**	
	Work experience 18+ years (no of persons)	**10**	GMI Construction 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., GMI Construction will engage with local colleges, Job Centre Plus and third sector organisations. Specifically looking to develop a series of workshops to help showcase GMI and the broader opportunities within the construction industry
	Project Initiated Higher Level Skills	**0**	GMI Construction are also committed to supporting under graduate placements who will be working towards a degree in Construction e.g. trainee Quantity Surveyor (QS).
Training initiatives - existing workforce	Vocational qualifications (no of persons)	**N/A**	GMI Construction is 100% 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.
	Construction Skills Certification Scheme (CSCS) skills card (no of persons)	**100%**	

	Short courses (no of courses)	**N/A**	

Completion

After the practical completion of the works GMI Construction and the local authority will attend a meeting to review the completed ESP and GMI Construction's performance against the performance indicators. This will allow both parties to consider the scope for further improvement on future projects.

Appendix 1

Employment and Skills Plan:

Dakota Hotel Employment and Skills Outputs		2017 / 18																								2017 / 18		Total Forecast	
		T	A	T	A	T	A	T	A	T	A	T	A	T	A	T	A	T	A	T	A	T	A	T	A	Target	Achieved	Target	Achieved
		May		Jun		July		Aug		Sept		Oct		Nov		Dec		Jan		Feb		March		April					
Apprenticeships	Created (no of persons)																									5			
	Safeguarded (no of persons)																									11			
Employment Initiatives	Progression into employment - Unemployed less than 6 months (no of persons)																									4			
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Training initiatives- new entrants	School/College/University site visits – Persons visiting																									56			
	School/College workshops – no of students																									45			
	Work experience 14 - 16 years (no of persons)																									0			
	Work experience 18+ years (no of persons)																									10			
	Project Initiated Higher Level Skills																									0			
Training initiatives - existing workforce	Vocational qualifications (no of persons)																									N/A			
	Construction Skills Certification Scheme (CSCS) skills card (no of persons)																									100%		100%	0
	Short courses (no of courses)																									N/A		0	0

Detailed programme and monthly targets to be developed in conjunction with local stake holders.


Construction Group PLC


Northern
Regeneration CIC