Hampton by Hilton, Sharp Street, Manchester
Local Economics Benefits Plan

Introduction and Context

This document illustrates Create Construction Limited's (CCL) commitment to the Manchester City Councils' Labour Agreement and Social Value Policy (2013) when meeting the requirements of Section SP1 of Manchester Core Strategy (2012) relevant to the safeguarding local employment opportunities.

During the construction phase of the Hampton by Hilton Hotel, on Sharp Street, Manchester, Create will:

i) promote employment & economic sustainability and
ii) improve and increase employment & economic sustainability during the contract period

Create have used recognised methodologies and indices (LM3) to quantify the benefits in the context of social and economic benefits to the area as a result of our construction and development programme.

In line with Manchester's core priority to generate investment in local jobs, business and investment we can add value in terms of local economic investment and social engagement as a result of our construction and development activities.

Social and Economic Benefits

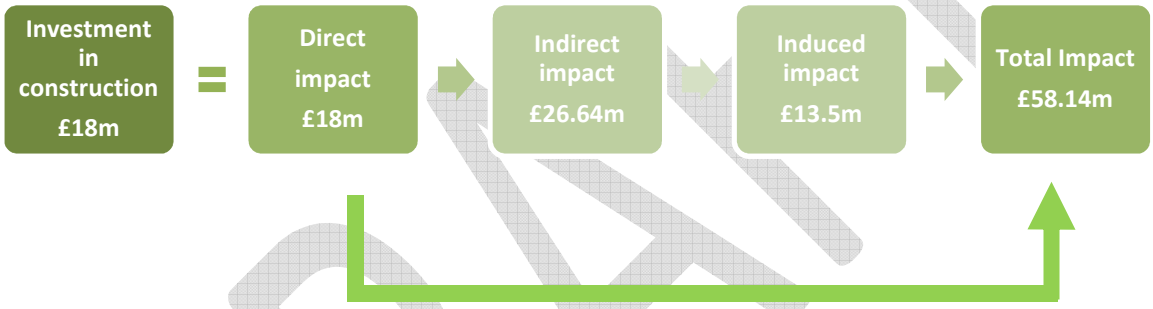
Throughout the design, construction and on completion of the development of the Hampton By Hilton, Sharp Street Manchester, value will be added to the local area. Local SMEs and sole traders will be employed during both the design and construction stages. The diagram below identifies the benefits and gains that occur at each stage:



For every £1 spent on construction output generates a total of £2.84 in total economic activity



Construction Project Spend for Hampton By Hilton, Sharp Street, Manchester



Direct Impact, wage income and corporate profit.

Wage income and corporate profit generated in the construction sector, plus spend on non-labour inputs

Indirect Impact, increase in output and income in the supply chain

Supply chain impacts of construction and their subsequent effects.
i.e. increase in output and income up and down the supply chain.

Sectors that benefit from increased construction output includes; manufacturing (especially of building products and equipment), real estate, business services (including architecture, planning and surveying) transportation.

Induced Impact, including increase in household income as a result of increased employment

Increase in household income as a result of increased employment/ income in construction and other sectors leads to increase in spending and demand/output in the overall economy.

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Local trainees and apprenticeships

Create will devise targets in agreement with Manchester City Council regarding; local employment, local spend, training, apprenticeships, education and community engagement

- Employ, train and develop **2 new** local apprentice site engineers, technical apprenticeship via City College, Manchester or other training providers.
- Identify specific positive action programmes, in support of equal opportunities on the project by the project.
- Create opportunities for apprenticeships and training directly with Create Construction and Subcontractors
- Include a pre-let contract clause within our procurement documentation stating subcontractor's responsibility to place apprentices on the project.
- Identify shared apprenticeship opportunities by working with the CITB and local training providers such as GM Chamber Apprentice Share
- Liaise with local schools and colleges and offer direct interaction with the site and the project team.
- Have a positive impact in disadvantaged areas by working with Construction Youth Trust, Employment Suite and other local Not in Employment Education or Training (NEETs) groups.
- Support local charities and community groups.

Community Engagement

Create will register the project with the Considerate Constructors Scheme (CCS) and target an average score of 37 out of a possible 50.

Create register all our sites (with the duration of 8 weeks or more) with the CCS and have set a business KPI and established an incentive programme for each project:
'All sites must achieve a score of 37 or above (out of a possible 50) on all CCS Monitors Reports.' All our sites consistently achieve beyond compliance. Sites achieving a score of 40 (out of a possible 50) or above will rewarded with a 'Red Letter Day' experience to the value of £500.

We are proud to announce we received a CCS Annual Gold Award 2013 from the scheme and will receive 2 CCS Annual Awards 2017 at the upcoming ceremony in March 2017. This means that all Create sites will; appear professional and well managed; give utmost consideration to their impact on neighbours and the public, protect and enhance the environment; attain the highest levels of safety performance and provide a supportive and caring working environment for all site operatives

Our CSR and Sustainability Co-odinator will carry out the following types of engagement activities in agreement with the client and the local authority:

- Newsletters
- Community notice board
- Project Information Evenings (for community groups and local residents)
- Material donations to community groups and charities

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Environmental

- Sustain and promote biodiversity on site via site waste management plan in line with *IS0 14001 Environmental Management systems*
- Manage the quantity and nature of waste generated. Reuse and recycle waste with the aim of minimising the amount sent to landfill
- Prioritise the ensure efficient use of water and energy throughout construction
- Avoid and mitigate against the effects of climate change
- Protect and enhance the City's unique historic and architectural environment

Procurement

Investment in the local economy will be guaranteed through employing local subcontractors and suppliers within the Manchester City Council Boundaries and the wider Greater Manchester Area. All materials will be procured via local builder's merchants to guarantee that the money spent on construction is re-investing in Manchester and the North West.

The project and the opportunity to tender for contacts will target local SMEs and Sole Traders via holding a 'Meet the Buyer Event' supported by Manchester in Work to access the registered local supply chain, pre commencement. This will help all understand the Create procurement and PQQ process. Create advocate working with those who are unsuccessful and sign-post them toward agencies who can help them improve their future business opportunities

Local Economics Benefits Targets

AGREED OUTPUTS	STRATEGY	METHODOLOGY	RESPONSIBILITY
SECTION1: LOCAL EMPLOYMENT AND PROCUREMENT			
% of labour employed from within: Tier 1: Manchester City Council Tier 2: Greater Manchester	Subcontractors and labour will be targeted from the specific radial area 60% Local labour 80% Local labour	Site operative postcodes recorded at induction. Reported monthly as a % of total labour employed. Cumulative % reported.	Development Manager Project Manager CSR and Sustainability Co-ordinator
% of project subcontract expenditure to be spent within: Tier 1: Manchester City Council Tier 2: Greater Manchester	Subcontractors will be targeted from the specific redial area 50% S/c orders placed 70% S/c Orders placed	Supplier / subcontractor postcodes recorded at order. Reported monthly as a % of total subcontracts placed. Cumulative % reported.	Development Manager Project Manager CSR and Sustainability Co-ordinator Subcontractors to assist

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		(Shown as a % of subcontracts placed to date)	
SECTION 2: APPRENTICESHIPS AND TRAINING			
1 new apprentices will be trained to NVQ level for every £3m spend Tier 1: Manchester City Council Tier 2: Greater Manchester	All members of the main Contractors Group must be qualified under CSCS skills accreditation Scheme All employees must hold a CSCS card. **Existing apprenticeship opportunities**: 2 **New apprenticeship opportunities:** 3	Apprenticeship clause in subcontractors pre-let contract Training schedule for all employees to be maintained and updated. Stating current training activity and level of training. Present Quarterly % of employees undergoing training presented as a % of all employees Identify shared apprenticeship opportunities	Development Manager Project Manager CSR and Sustainability Co-ordinator Subcontractors to assist
SECTION 3: COMMUNITY ENGAGEMENT AND COMMUNICATIONS			
University / College / School Activities	Arrange training activities and site visits for college students CCL will carry out at least 3 visit to a local schools / colleges / universities	Complement existing college curriculum. Report to be presented at monthly meeting. Health & Safety in Construction presentation to be delivered. Careers in Construction advice to be given. Report to be presented at monthly meeting.	Project Manager CSR and Sustainability Co-ordinator

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Local Labour Agreement

We agree that should the planning be accepted for the redevelopment of the Hampton By Hilton, Sharp Street Manchester we will ensure that the project adds value to the local economy by maximising employment and training opportunities for established residents of the city centre of Manchester by:

a) Notifying Local Manchester Employment agencies *(e.g. ……)* of any vacancies generated by the project, at the same time or in advance of recruitment from other sources.

b) Working with Local Manchester Employment agencies (*e.g……),* to identify specific positive action programmes, in support of equal opportunities, where these are applicable.

c) Ensuring that local companies (where suitable companies exist) are represented on subcontract and supply tender lists through working with ……..to ensure local companies are represented on subcontractor lists (companies being those located in an area having an "M" postcode prefix).

d) Pay all operatives the National Minimum Wage or above.

e) Ensuring that the provisions of this agreement are transmitted to sub-contractors and suppliers involved in the project, where appropriate.

f) Ensuring that all our employees are suitably trained and where ever possible/viable, employing trainees on appropriately approved courses.

g) Provide reasonable access for representatives of Manchester City Council who may from request information about our contract works to check the labour register and:
   i. promote their services to sub-contractors
   ii. offer advice on training grants and employment subsidies, where available
   iii. provide information on local companies
   iv. seek feedback on recruits/trainees.

h) To provide information on labour and sub-contractor utilisation, as specified *in the Labour and Sub-contractor Monitoring Procedures, Guidelines for Site Management.*

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