Local Labour Outcomes Report

Date: May 2025

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1. Executive Summary

- Concise overview of the purpose, actions taken, and key outcomes.
- Summary of alignment with Manchester Core Strategy policies.

2. Introduction
As part of our commitment to sustainable economic development and inclusive growth, we pledged to recruit local labour in line with the Manchester Core Strategy (2012), specifically addressing:

- **Policy SP1 (Spatial Principles)** – Promoting sustainable neighbourhoods and economic growth through local opportunity.
- **Policy EC1 (Employment and Economic Growth)** – Encouraging job creation and access to employment for Manchester residents.

- **Policy DM1 (Development Management)** – Supporting developments that contribute positively to the local community and economy.

3. Local Labour Strategy Overview
We implemented a proactive recruitment policy prioritising local talent through:

- Collaboration with local job centres, colleges, and training providers.
- Integrating local labour requirements into our procurement and subcontracting processes.

4. Key Outcomes

- **Employment Metrics**:
    - **Percentage of local hires**: 80% of all hires were residents of Manchester.
    - **Entry-level employment**: 10% of hires were into entry-level or apprenticeship positions.
    - **Youth employment**: 45% of new employees were aged 18–25.

- **Training and Upskilling**:
    - 25% completed on-site accredited training courses.
    - Partnerships schools for work experience
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- **Community Impact**:
    - Increased economic activity within local communities.
    - Positive feedback from local councils and employment partners.
    - Enhanced reputation and strengthened social licence to operate.

5. Challenges and Lessons Learned
While our local labour commitment was broadly successful, we identified areas for improvement:

- Skills shortages in specific trades highlighted a need for targeted training programs.
- Limited availability of experienced workers in some sectors delayed early project phases.
- Future strategies will include earlier engagement with local education and training institutions.

6. Conclusion and Next Steps
Our implementation of the local labour policy has demonstrated a strong alignment with Manchester's strategic goals. We remain committed to deepening our local engagement, expanding training opportunities, and supporting inclusive growth through continued collaboration with local stakeholders.

- We will build on this success in future projects, strengthening our role as a responsible and community-focused employer in Manchester.