

LOCAL SKILLS & EMPLOYMENT PLAN

Premier Inn Hotel Development
(Manchester Airport)

Revision 2 – 11.04.2025

BCEGI Construction (UK) Ltd



1. Introduction

1.1 Purpose of the Plan

This Local Skills and Employment Plan (LSEP) sets out how the Premier Inn Hotel development will generate jobs, apprenticeships, and community benefits across Manchester. Specifically, it details the objectives, targets, and mechanisms by which BCEGI—as the principal contractor—will collaborate with regional stakeholders to ensure that every stage of the project—from the pre-construction period through completion—drives inclusive growth, fosters a positive community experience, and leaves a meaningful legacy in Manchester.

1.2 BCEGI's Commitment

BCEGI is firmly committed to:

- **Hiring Locally** – Advertising roles and actively recruiting Manchester residents to stimulate local employment.
- **Training and Apprenticeships** – Providing structured routes into construction careers, from short work placements to full-length apprenticeship programmes.
- **Community Engagement** – Delivering meaningful volunteering initiatives and outreach to schools and charities, ensuring local communities feel the benefits of the construction process.

By embedding social value requirements into our contract and supply chain processes, BCEGI ensures that every milestone—whether in recruitment, training, or community partnerships—contributes to Manchester's long-term wellbeing. We believe that a construction project's success is defined not just by what is built, but also by how it supports and uplifts the people and neighbourhoods it serves.

2. Pre-Construction Period

2.1 Focus on Community and Local Engagement

During the pre-construction period, BCEGI will prioritise ways to improve the community, ensuring a positive experience for local residents and laying the groundwork for a long-term development legacy. This includes:

1) Reviewing Local Labour Agencies Group

- BCEGI will explore existing job-matching services, skill registers, and labour pools so that recruitment can start promptly once construction begins.
- Special focus on bridging skill gaps and reaching candidates who have faced barriers to employment.

2) Maximising Social Benefits

- We will identify and plan for community enhancement projects, school outreach, and volunteer initiatives that can be integrated into the construction schedule.
- The social benefits offered will ensure that we are able to identify and maximise the value we provide to local communities, ensuring benefits have a lasting impact.

3) Partnership Contacts

- **Manchester City Council** – Ongoing liaison to align with city objectives.
- **Local Labour Markets** – Consulting job centres, community groups, and labour agencies to identify potential trades and skill sets needed.
- **Manchester College** – Early coordination on apprentice pathways, ensuring relevant NVQ or equivalent courses.
- **Local Schools** – Scheduling site visits, talks, and interactive sessions to foster early interest in construction careers.
- **BCEGI Supply Chain** members who are being considered on the proposed definition fit the criteria for local engagement

Through these collaborations, BCEGI ensures that each stakeholder's insight and expertise guide our final approaches to recruitment, apprenticeship frameworks, and community outreach.

3. Core Objectives for the Premier Inn Hotel Development

- **Maximise Local Recruitment**
 - Engage Manchester residents for onsite roles wherever feasible and in collaboration with local job agencies.
- **Deliver Clear Training Pathways**
 - Provide well-structured apprenticeships and short-term work placements to raise skill levels within the community.
- **Provide Tangible Community Value**
 - Engage in school outreach and volunteering, ensuring the surrounding community benefits socially and economically.

4. Quantified Targets and Commitments

We propose the following specific, measurable targets for the construction phase:

Category	Target	Timeframe
Apprenticeships (within MCC)	- 2 new construction apprenticeships (NVQ Level 2/3)	Throughout the construction phase
Work Placements (within MCC)	- 6 placements from schools, colleges and/or further education establishments within the MCC area (<i>inc. Work experience placements from schools and/or colleges/foundations</i>). BCEGI will liaise with and gain further information from MCC on the most suitable education establishments to engage with so best to support MCC initiatives.	Throughout the construction phase
Community Engagement (within MCC)	- 4 school/college events per year (site tours, careers fairs, CV workshops) - 2 community volunteering days per year	Throughout the construction phase
Local Labour (within MCC)	- 10% of on-site workforce to reside within the MCC area	Performance measured throughout the construction phase

(All targets are subject to ongoing review in partnership with Manchester City Council.)

5. Delivery Framework

5.1 Local Hiring Strategy

- **Vacancy Advertising:** Roles publicised via Manchester Growth Company, local Jobcentres, and community centres to ensure strong local uptake.
- **Subcontracting Obligations:** Insert contractual clauses requiring subcontractors to make reasonable efforts to recruit locally, providing monthly progress data.

5.2 Apprenticeship & Placement Coordination

- **Shared Apprenticeship Model:** Where feasible, enable apprentices to move between subcontractors for consistent trade experience.
- **Onboarding & Induction:** Offer comprehensive induction (H&S essentials, site protocols, core construction skills) for apprentices and short-term trainees.

5.3 Community Liaison

- **School and College Partnerships:** Schedule site tours, taster sessions on construction trades, and career pathway talks.
- **Volunteering:** Arrange staff volunteer days, focusing on small building improvements or youth activities, in consultation with local charities.

5.4 Pre-Completion Coordination for Hotel Operations Recruitment

Although BCEGI's primary remit is the construction phase, we will provide liaison support to the hotel's recruitment personnel or agency prior to completion. This ensures:

- **Early Pipeline Identification:** Any relevant local labour agency details, apprenticeship data, or training candidates can be shared with the hotel operator.
- **Continuity of Local Benefit:** Residents who have shown interest or gained skills during construction can transition into hotel operational roles, maintaining a stable local employment pathway.
- **Smoother Handover:** This collaborative approach minimises delays and helps the hotel operator swiftly commence staffing, sustaining local opportunity generation right through the final stages of the build.

6. Monitoring and Evaluation

6.1 Data Collection

- Maintain an internal database logging all apprentices, trainees, local hires, and volunteering activities.
- Subcontractors provide monthly returns detailing labour usage, training completions, and community outreach.

6.2 Progress Reviews

- Quarterly progress checks with Manchester City Council to align with the Work and Skills Strategy.
- Adjust or enhance strategies if any targets are lagging.

6.3 Reporting Schedule

- **Mid-Construction Report:** Showcases local recruitment data, apprenticeship milestones, and community outcomes.
- **Final Construction Report:** Comprehensive summary upon completion of BCEGI's construction role, including overall local employment statistics, apprenticeship completions, and community engagement achievements.

7. Governance and Key Contacts

- **Project Manager** - Overall responsibility for budget management and meeting social value objectives.
- **Local Skills & Employment Co-ordinator** - Main liaison for schools, apprenticeship providers, and local community stakeholders. Maintains real-time data on local hires and training
- **Supply Chain Manager** - Ensures sub-contractors meet social value obligations. Collects monthly compliance data on workforce, apprentices, and volunteering hours.

8. Middlewood Locks Development Case Study

8.1 Overview of BCEGI's Achievements

At the **Middlewood Locks** regeneration site in Salford, BCEGI has delivered robust social and economic benefits over multiple phases of development, as reflected in the following data:

Metric	Phase 1	Phase 2	Phase 3	Totals
Educational Events	35	16	30	81
Community Events	31	18	8	57
Participants Engaged	1,330	1,790	2,065	5,185
CSR Hours Committed	900	325	298	1,523
New Apprenticeship Opportunities	24	33	30	87
New Traineeship Opportunities	16	9	7	32

Key successes include:

- **High Apprenticeship Uptake:** 87 new apprenticeship opportunities in trades such as carpentry, electrical, and plumbing.
- **Community and School Engagement:** A total of 57 community events and 81 educational events were delivered, emphasising site tours, construction career talks, and volunteering in Salford.

8.2 Relevance to Premier Inn Project

The best practices from Middlewood Locks will inform how we:

- **Strong Local Hiring:** Requiring subcontractors to report on local hires ensures accountability.
- **Structured Apprenticeships:** The shared apprenticeship model helps complete NVQ programmes successfully, even when individual trade packages end.
- **Active Community Outreach:** School visits, site tours, and local volunteering can run in parallel with construction tasks, benefiting stakeholders without disrupting progress.

By transferring these proven methods, we expect to meet or surpass the targets outlined in this Local Skills and Employment Plan for the Premier Inn development.

9. Conclusion

The construction of the Premier Inn Hotel represents a unique opportunity to bring inclusive growth, skills development, and lasting community benefits to Manchester. Through this Local Skills and Employment Plan, BCEGI clearly commits to maximising local recruitment, running high-calibre apprenticeship and training programmes, and actively engaging with schools, colleges, and charities during the build phase.

Our approach is shaped by tried-and-tested initiatives from Middlewood Locks, where BCEGI successfully introduced wide-ranging social value activities. We will replicate—and refine—those successes by embedding local labour clauses into our contracts, establishing thorough training pathways, and providing consistent volunteer support. Crucially, this is not a stand-alone effort: we will work hand in hand with Manchester City Council, job centres, and educational institutions to align our activities with local workforce priorities, delivering:

- **New Pathways Into Construction Careers:** By advertising roles locally and offering apprenticeships and short-term placements, we will develop the next generation of skilled tradespeople and site professionals.
- **Tangible Social Impact:** From volunteering projects to community outreach events, our staff will invest time and resources in initiatives that meaningfully enhance the wellbeing of local residents.
- **Ongoing Collaboration:** We will maintain open channels of communication with all stakeholders—subcontractors, schools, charities—to ensure that targets remain ambitious yet realistic and that any challenges are addressed swiftly.

By focusing on employment, upskilling, and community engagement, we believe this construction project can serve as a model for sustainable urban development. We look forward to working alongside Manchester City Council and the wider community to ensure that this development not only delivers a high-quality hotel but also lays the groundwork for inclusive economic growth in Manchester for years to come.