

BCEGI Local Skills and Employment Plan

Plot H5 – Premier Inn Hotel

Social value is a core aspect of BCEGI's operations. The company is dedicated to respecting and supporting the communities it serves, with a focus on making a positive impact today while safeguarding the environment and creating opportunities for future generations. BCEGI will engage with local stakeholders to understand their goals and explore how the company can help achieve them. This includes enhancing training and career prospects for young people, boosting employment for local people and businesses, and participating in community initiatives. The company is committed to promoting fairness, transparency, and strong governance.

Social value activities will be carefully planned and integrated into each project, aligning with BCEGI's core values and social value strategy. There will be no "greenwashing" — social value efforts will reflect genuine, long-term commitments rather than superficial actions.

As a construction company, BCEGI is committed to supporting the development of young people, preparing them for the workforce of the future. As a Chinese-owned company, BCEGI also offers cultural education, providing Chinese language and cultural lessons in primary schools and business-focused lessons in secondary schools and colleges.

Our employees and company culture are important to BCEGI's success. We make our best efforts to recruit, develop and support a highly diverse workforce across the business.

- Embracing a diverse culture and ensuring equal opportunities
- Emphasising continuous career development and training to existing employees
- Supporting apprenticeships, work experience and trainee programmes
- Providing employment opportunities for local people
- Complying with all relevant employment and Health and Safety legislation and standards



Proposed Commitments

Workforce

BCEGI will wherever possible maximise local labour during the construction of the development and make every effort to achieve their set targets. BCEGI will:

- Consult with Manchester City Council Work and Skills team on priority areas and help to support their vision within the 'Manchester Work and Skills Strategy 2022-2027'
- Partner with local job centres, employment agencies, and community organisations to advertise job opportunities
- Holding career fairs and information sessions in collaboration with local schools, colleges, and community hubs
- Promoting roles through local media and social media channels, ensuring wide-reaching visibility within the local community
- Establish placements on both this project and other BCEGI projects for work experience for interested students who would benefit from time spent with both BCEGI and the wider supplier framework
- Liaise with local education establishments to offer support and engagement with students within school and college environments
- Drive the use of apprentices across both BCEGI and suppliers to the project
- Publicise site progress in local media to generate interest among local communities
- Work with local community groups to ensure that the site is seen as a potential employer and that directly and indirectly it has a positive impact on the community and local businesses.

BCEGI is committed to working with hard-to-reach groups such as women, ethnic minorities, and people with disabilities and will continue its policy of ensuring that all local people have an opportunity to (re)enter the workplace.

Sub-Contractors and Supplier Engagement

BCEGI will wherever possible engage local labour and will contractually support the drive for sub-contractors and suppliers to also do so. BCEGI will ensure sub-contractors and suppliers:

- Always consider and possible prioritise the use of local contractors, which in turn would assist in providing employment for local people
- Encourage the use of local businesses, while taking care not to overwhelm the existing community
- Advertise employment opportunities within local employment establishments (job centres, local media, etc.)

Apprenticeships & Educational Engagement

All BCEGI subcontractors will be expected to participate in the apprenticeship programme. We will involve subcontractors in the recruitment process, provide office/classroom space for training needs, and ensure they are aware of the benefits of taking on an apprentice:

- Skilled workforce of future
- Cost-effective (funded)
- Mentoring is a good experience and develops leadership skills.

BCEGI will:

- Arrange events on site where local people can meet our contractors for careers advice and opportunities
- Upskilling existing workers within the community to transition into higher-level roles
- Provide ongoing programme updates to enable training providers to identify trades currently on site where apprentices can be nominated for suitable placements
- Provide placements for trade and professional apprentices who will be prioritised when opportunities arise for full-time employment
- Allocate mentors for each apprentice, with agreed targets and regular reviews. Ensure apprentices are aware of objectives, and of wider employment opportunities and career paths.
- Support apprentices with their coursework and final appraisals
- Work with local schools to demonstrate the importance of STEM subjects and the range of careers in the construction industry
- Work with schools, colleges and local groups. All BCEGI team members participate in school and college visits, site visits, careers fairs and mentoring so local people are aware of careers opportunities in the construction industry and see at first hand the wide range of options and career paths available.



Community Engagement

BCEGI respects and values the communities on which it depends and is committed to making a positive contribution. We will engage with local stakeholders to understand their aspirations and how we can help achieve them; we will work to improve training and career prospects of young people, and employment opportunities for local people and businesses, and will participate in community initiatives

This will be achieved by:

- Engagement with stakeholders to identify aspirations and prioritise actions
- Being a good neighbour, minimising disruption and enhancing the environment
- Communication with local residents, providing clear information on future plans and potential impacts, and remaining accessible to local people
- A targeted programme of training and mentoring to ensure young people are aware of career opportunities and are equipped to fulfil their potential
- Improving the skills of our workforce and supply chain to enable them to meet challenges of the future
- Actively encouraging our people, supply chain and stakeholders to participate in community initiatives.

A Committed Process

To effectively implement the Local Skills and Employment Plan, BCEGI will establish the following mechanisms:

We will appoint a dedicated co-ordinator to organise and deliver our commitments throughout the duration of the project. The coordinator will act as a liaison between BCEGI, local stakeholders, and educational institutions to ensure alignment and successful collaboration.

We have reviewed the ‘Manchester Work and Skills Strategy 2022-2027’ and have noted a synergy with our own commitment in boosting the economic and social value of our projects within the communities they fall within. Within this Local Skills and Employment Plan, we have identified key areas of Workforce, Subcontractor and Supplier Engagement, Apprenticeship and Educational Engagement and Community Engagement.

Specifically, we will target our engagement opportunities for candidates within a 20-mile radius of Manchester Airport and the project location. Our co-ordinator will identify representative bodies within the target area who can both assist our activities. Specifically with workforce employment, our main focus will be to identify opportunities for people living in the local surrounding area, however, we will also look to include the wider community from the Greater Manchester Borough.



During the pre-construction period, we will make contact with relevant parties and will focus on how we can best go about helping to improve the community engagement whilst creating a positive experience for those living locally.

Contact will be made with the following parties to establish a collaborative approach to delivering our Local Skills and Employment Plan: -

- Manchester City Council Work and Skills team
- Manchester City College
- Other Local Schools, colleges and community hubs
- Local job centres, employment agencies and community organisations
- BCEGI Supply Chain members who are being considered on the proposed scheme and who by definition fit the criteria for local engagement

BCEGI will conduct regular progress reviews with local councils, schools, and community groups to assess recruitment and apprenticeship efforts. These reviews will highlight local hires, new apprenticeships, and training programs, allowing BCEGI to adjust its approach based on community needs and address any challenges. Furthermore, BCEGI will support contact with the hotel end-user team in advance of the development being completed.

Additionally, an employee feedback system will gather insights from local workers through surveys and interviews, helping BCEGI offer targeted support, such as training or mentorship. This will ensure the initiative creates real opportunities and fosters a supportive work environment. Finally, a long-term impact assessment will track local worker retention and apprentice progression into permanent roles, while evaluating broader community benefits. This will help BCEGI refine future strategies and ensure sustained local impact.

Through progress reviews, feedback, and impact assessments, BCEGI will continuously monitor and enhance the Local Skills and Employment Plan to achieve its local labour goals.