

Manchester City Council Local benefit proposal 5A

- (i) We understand that our operations impact the communities in which we work, therefore through our social value strategy, we ensure that we leave a positive legacy. Through partnering with 'We Are Footprint' social enterprise; we can ensure that we are creating training and apprenticeship opportunities as well as engaging with and recruiting local people.

'We Are Footprint' social enterprise are our preferred recruitment partner at Caddick Northwest. They work closely with our Social Value Team and across all our Northwest sites to provide us with local labour, labour from priority background groups as well as young people looking for apprenticeship opportunities. We chose 'We Are Footprint' as our preferred partner, as 51% of the profit generated by our spend with them is re-invested back into local communities surrounding our sites. This is done by investing in training and upskilling the workforce, delivery of health and wellbeing workshops, mentoring hours, supporting our social value team by delivering careers sessions in educational settings and charitable donations.

At Caddick we are passionate about creating local jobs for local people. 'We Are Footprint' assist us in creating social inclusion and cohesion within our workforce by connecting us with their wide range of referral partners across the Northwest. They source local people via their extensive network of well-developed relationships, some of which include Manchester based job centres, Connections, apprenticeship providers, The Growth Company, homeless charities such as Emmaus, prisons, and probationary services as well as many more.

In addition to the connections that we have established through working with 'We Are Footprint', we have built strong rapport with many educational providers including High Schools, Colleges and universities to offer work experience, summer placements and T Level Placements. This has allowed us to tap into a ready-made talent pool of young people seeking apprenticeship opportunities and further employer-led training and development. We have found this an effective way to recruit apprentices both directly as well as via our supply chain.

(ii)

Target	Methods of implementation
4 Apprentices	- Briefing Sessions and advice offered to supply chain, highlighting the importance of creating apprenticeship opportunities and offering support with the recruitment and onboarding process. - Attend local schools, colleges and universities to deliver careers talks and advertise apprenticeship opportunities to students in their final year of study. - Inform T Level students completing their 315-hour placements on Caddick sites about opportunities to progress to our apprenticeship scheme. - Liaise with the local job centres and employment support providers to host sessions to unemployed customers about careers and apprenticeship routes in construction. - Maintain strong links with education providers that we partner with to offer apprenticeships, to ensure wrap-around support for learners. - Host apprentice team bonding days to boost confidence, team working as an introduction to the business. - Assign a personal mentor to each apprentice, to ensure settling in is a positive experience. - Regular progress review conducted with apprentices to discuss progress and wellbeing, and any additional support requirements are identified/ actioned.
3 direct employment opportunities filled with local residents	- Direct employment with Caddick Construction in the disciplines of Labourer, Gatemanager and Cleaner. - Briefing Session with supply chain and relevant employment and skills conditions, to be written into subcontractor contracts at tender stage to maximise employment in the local region. - Work closely with local social enterprise labour agency, We Are Footprint to identify local training and employment partners to engage with and advertise vacancies. - Host drop-in sessions at local job centres to promote current vacancies and offer advice on how to apply. - Vacancies to be advertised via We Are Footprint. - Register all new local employees with We Are Footprint, to ensure they benefit from free mentoring hours, opportunities for upskilling and bi-weekly wellbeing check-in calls as a part of their employment.

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- (ii) Our social value is planned, managed, monitored, recorded, and reviewed through our in-house Social Value team. The Project Manager will be ultimately responsible for the social value outputs on projects; however, our Social Value team fully support the project teams to collaboratively deliver these.

We will measure, monitor and review the effectiveness of the local benefit proposal by:

- Capturing social value output by utilising the Social Value Porta measurement tool, which enables us to measure social value return on investment.
- Assign a personal buddy to each apprentice, to ensure settling a positive settling in experience.
- Regular 1 to 1's conducted with local labour and apprentices to discuss progression and wellbeing, as well as providing an opportunity to raise any grievances.
- Liaising with our supply chain to help them achieve social value commitments, written in at contract stage and procurement.
- Apprentice and local labour hours tracker to be completed, to track retention.
- Creating case studies to capture qualitative data around the experiences of those recently employed.



Damien, a T Level Student was offered a place on our apprenticeship scheme



Staff teamed up with the litter heroes of Richmond Academy and the community team at First Choice Homes, to take part in a community litter pick.



Our Lancaster site donated £250 to the Barton Road Community Centre