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**Local Employment and
Training Strategy**

26 June 2023



Embassy Village

Local Employment and Training Strategy

Vermont Construction Ltd is committed to enhancing employability skills and improving employment opportunities in local communities. As a north west based company with operations in the Greater Manchester area, we are well placed to engage with all stakeholders to maximise skills and employment benefits.

Vermont is committed to working with Manchester City Council to ensure not only that the requirements of the Planning Conditions are met but also that further benefit is delivered to local stakeholders.

This strategy outlines how we will meet the requirements to support the targets set out in Manchester City Council's Social Value Guidance. This project will provide a new community supporting vulnerable adults by providing them with a safe environment whilst they get back on their feet. This ethos is at the core of everything we are doing to support Embassy Village Charity in achieving this goal.

We will specifically target the Greater Manchester area. Monitoring of the workforce, businesses and suppliers will be identified by postcodes to show how we are reaching our KPI's.

We have set out the sections of each Targeted area to meet the MCC Social Value Guidance and in line with our policies that we are using elsewhere as follows:

1. Apprenticeship Weeks – 14 weeks per £1m

This needs to be structured and coordinated with the Apprenticeship provider in line with the activities agreed in the Apprentice programme and as a minimum equates to 1 No full time Apprentice per year, although the opportunities could be increased if shorter time scales are required. This will be a mixture of incumbent Apprentices within the Supply Chain and newly created Apprentice positions.

2. Employment Opportunities – 0.5 job vacancy per £5m

Provide a minimum of 1 job over the life of the project targeted at those who are currently unemployed by advertising jobs locally. We will work in partnership with local authority "Manchester Employer Suite team"; and Jobcentreplus to create a conduit between the pool of unemployed people and employers on site.

3. Work Placements – 0.5 placement per £5m

We will aim to provide 1 placement over the life of the project – using Manchester Employer Suite / the Princes Trust or other accredited bodies. These placements will assist the candidates in becoming familiar with the work place, and expectations placed upon them by employers, network with potential employers on site and gain recommendations/reference that may help them secure future employment.

4. Training Weeks – 1 week per £5m

Provide 1 (35 hour) weeks over the life of the project

These may include, but are not limited to:

- CSCS training – training delivered to an individual who receives support to get them ready to take their test. Hours recorded should reflect the time the contractor gives to support an individual with training.
- Community training – where training is opened up to the wider community, this should be recorded – for example IT or First Aid training may be offered to local community groups
- Undergraduate placements – summer and year out placement students and trainees studying a higher-level qualification – the weeks they are involved in the project can be counted

5. Local Labour – Min 50% from Greater Manchester Region

Monitoring of the workforce will need to identify postcodes of personnel who live in these areas, and calculate the percentage based on the whole site workforce. Data will be displayed as

- Tier 1 = Manchester City Council boundary;
- Tier 2 = Greater Manchester Region boundaries;
- Tier 3 North West;
- Tier 4 = UK;
- Tier 5 = Other

6. Employment and Training Project Plan

This strategy will be developed into an Employment and Training Project Plan that aligns the activities outlined in this strategy with the key milestones and activities taking place on the site to ensure maximum benefits and opportunities for all.

This Project Plan will be compiled by Vermont with input from all stakeholders and will include:

- Methods for achieving all of the activities outlined in this Strategy with our Supply Chain
- Identifying key stages of the programme to maximise opportunities for Employment & Training
- Compiling, reviewing and issuing the agreed Key Performance Indicators for all activities

Responsibility for this Plan rests with the Project Manager, assisted by the Project delivery team.

7. Partners

Vermont will work with Embassy Village and Manchester City Council as well as other nominated partners, to ensure a joined-up approach to employment and skills activity that compliments similar activities occurring elsewhere in the region.

8. Programme

There are three phases to this Strategy:

- Pre-construction: this will include the agreement of the Employment and Training Project Plan
- Construction: this will include delivery and monitoring of the Employment and Training Project, recording our progress with the KPI's for the Six identified deliverables.
- Post-construction: this will outline employment and training opportunities available after the building is complete and is occupied by the end users

9. Co-ordination and monitoring

A steering group consisting of representatives of the appointed Partners will meet monthly on site to monitor the delivery of the strategy. A regular Project Report will be issued to our partners with the required Key Performance Indicators.

All records will be made available for external auditing to confirm compliance.