



Main Works – Victoria North NT02-04 works Local Labour Proposal

Bam Nuttall has developed a Social Value Delivery Plan (SVDP) for the Victoria North HIF Scheme, which includes Bam Nuttall's targets for local employment throughout the duration of the scheme. These targets have been created using Manchester City Council's benchmarking targets provided at tender stage relating to the overall value of the contract.

Below is an extract from Bam Nuttall's SVDP outlining the measures proposed to recruit local people. The SVDP also highlights where our commitments will meet the Priorities set out in Manchester City Council's "North Manchester Social Benefits Framework" (NMSBF) document. We will be producing quarterly reports for the client against the NMSBF TOMs Measures which will measure the effectiveness of achieving our objectives.

Commitments	North Manchester Social Benefit Framework: Priority	BAM HIF Targets	North Manchester SBF TOMS Measure(s) / Other TOMs Measures	How this will be achieved
<p>We will recruit local people to work on this project.</p> <p>We will provide employment for hard-to-reach groups.</p>	<p>Priority 1.6: Move north Manchester Residents into Sustainable and paid employment opportunities connected to the north Manchester regeneration programmes</p>	<p>2 people</p>	<p>NT1: Local employment</p> <p>NT3: No. of employees (FTE) taken on who are long term unemployed (unemployed for a year or longer)</p> <p>NT4a: No. of 16-25 y.o care leavers who are hired on the contract as a result of a recruitment programme</p> <p>NT6: No. of jobs (FTE) created for North Manchester Priority Groups such as NEETS, people facing racial inequalities or disabilities etc.</p> <p>NT1c: Local indirect employment (supply chain)</p>	<p>We will identify new opportunities for employment, then promote through organisations such as YES Manchester, The Growth Company, Groundwork, BITC and Ingeus.</p> <p>We will encourage our suppliers to recruit locally by advertising roles through the above organisations.</p> <p>All job opportunities will be promoted locally before advertising more widely, through organisations such as YES Manchester.</p> <p>We will have a space on site which organisations will use as an outreach hub for their clients. We will also advertise job opportunities in this space, and support with pre-employment skills.</p> <p>We will work with MCC's work & skills team to identify local recruitment opportunities.</p>



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<p>We will recruit apprentices to work on this project</p> <p>We will give existing apprentices experience on this project</p>	<p>Priority 1.3: Move north Manchester residents towards and into higher-level apprenticeship opportunities.</p>	<p>102 weeks (1-3 FTE apprentices per year)</p>	<p>NT10: No. of apprenticeships on the contract that have either been completed during the year, or that will be supported by the organisation to completion in the following years - Level 2,3, or 4+</p>	<p>We will link in with BAM Early Careers team for the recruitment of local technical apprentices.</p> <p>We will continue to identify other apprenticeship opportunities such as business administration roles, to be advertised locally as outlined below.</p> <p>We will work with our supply chain to identify apprenticeship opportunities they may have available on the project.</p>
<p>We will advertise all jobs and apprenticeships locally</p>	<p>Priority 1.3: Move north Manchester residents towards and into higher-level apprenticeship opportunities.</p>			<p>We will promote opportunities locally through social media and local outreach organisations for several weeks before advertising them more widely.</p> <p>We will also use other local networks to promote the opportunities, including GM Apprenticeship Hub, GM Apprenticeship and Careers Service (GMACS), The Growth Company and GM Youth Network</p>
<p>Provision of onsite hub for use.</p>	<p>Priority 1.2: Support institutions and organisations in north Manchester that help young people and adults to become more employable and make informed career decisions</p>		<p>NT16: equipment or resources donated to VCSEs</p>	<p>We have agreed to provide an office on site to be used as an outreach hub for pre-employment and training services. With our supply chain, we will promote all employment and training opportunities on the project through this hub and the network of local YM offices.</p> <p>Bam employees will volunteer time to assist with employability skills, such a CV advice and conducting mock interviews.</p>



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<p>Paid work experience - adults & Young People (16+)</p> <p>Unpaid work Ex for students (<15)</p>	<p>Priority 1.1: Support and grow the aspirations of our children, young people and adults across north Manchester</p> <p>Priority 1.6: Move Manchester Residents into Sustainable and paid employment opportunities connected to the north Manchester regeneration programmes</p>	<p>2 placement opportunities</p>	<p>NT11: No. of hours of support into work provided to under 24 y.o. (young people) unemployed people through career mentoring, including mock interviews, CV advice, and careers guidance</p> <p>NT13: Meaningful work placements that pay Minimum or National Living wage according to eligibility - 6 weeks or more (internships)</p>	<p>We will identify opportunities for work experience through organisations such as Bridge GM, Break Through and Groundwork</p>
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