



Local Labour Construction - Proposal and Reporting Template

Template Guidelines:
1. Please complete all information in the top row "Scheme Overview".
2. For sections 1 - 3 please complete column "Total Indicative Target". Do the same for activities you want to undertake under sections 4 - 5 + if known add organisation(s) add details in Tabs
3. An authorised person then needs to sign and date the form at the bottom.
If you would like to discuss your proposal including any support available please email workandskillsadmin@manchester.gov.uk.

Reporting:
1. You should also use this form to send conditional End project reports or on the alternative frequency agreed. Your final report must be sent to the Planning Team to discharge the local labour condition.
2. Provide the cumulative actual achieved at the time of reporting .
3. Please use separate tabs to provide evidence records and case studies:
4. An authorised person then needs to sign and date the form at the bottom.

Scheme Overview		Scheme Start Date (enter below)		Scheme End Date (enter below)		Expected start date of main recruitment (mm/yy)		Est construction value of scheme (nearest £M)	
Planning reference / scheme name: CCPS2 Contact name / email: Beth Modder and/or Nicola Tyson- Lightfoot beth.modder@willmottidixon.co.uk nicola.tyson-lightfoot@willmottidixon.co.uk		Sep-23				Aug-23			
1. WORKFORCE KPI 1 - 2 - One or more New Jobs created per £2m spend on the development.		Total Indicative Target	Target Achieved	Proposal stage: Please describe how you arrived at the indicative targets; HOW you are going to deliver the activities; and name recruitment / employment organisations, schools and community groups you intend to work with or you would like us to connect you with.					
KPI, 1a- Total number of newly created jobs on the development (both on site and off site). This includes supply chain and sub-contractors.		15		We have completed a staffing plan for your project, outlining our commitment to 15 new job opportunities, aligning a number of these to the other local labour activities listed below, which will result in supporting individuals from your priority groups. Prioritising opportunities for the residents of Manchester, we will work in partnership with our trusted social enterprise recruitment agency, We Are Footprints, to recruit 5 foundational on-site roles (i.e., gatekeeper, labourer and cleaners) from M1C postcodes. Targeting local unemployed people to ensure they are work ready, we will deliver a bespoke employability and skills training programme during pre-construction, offering the five roles identified to those completing the training programme and other Manchester residents. Ensuring candidate referrals are from M1C postcodes, we will engage with local employment support providers such as Growth Company, Procure Plus and The Works to maximise promotion of the vacancies reaching those that need it most. We Are Footprints will ensure both pastoral and employment support is continued throughout the individual's employment with us and then beyond once the project is complete. Through our supply chain partners, a minimum of 6 additional employment opportunities will be provided in areas such as brickwork, plumbing, electricals, plastering and painting & decorating. Targeting candidates in Manchester postcodes, we will work with Manchester's Work and Skills Team and other stakeholders to promote these opportunities. Furthermore, we will provide an additional 4 employment opportunities for Manchester residents through our bespoke Building Lives Academy programme. Supporting a cohort of eight individuals from your priority groups, such as ex-offenders, NEETS, and care leavers, the employability scheme will provide fundamental qualifications such as CSCS and L1 H&S. Individuals will also gain valuable experience through a one week work trial on site with our supply chain partners, who will have already identified foundational job and/or apprenticeship opportunities for successful candidates. With a target outcome of 50%, a minimum of 4 of the 8 individuals will be offered an employment opportunity following successful completion of the programme.					
KPI, 2a - Of that total, how many will be / were City of Manchester residents (see map in Annex 1 of guidance note) Target 50%-100% MCC residents.		10.00		Noting the above, we have calculated the 10 Manchester residents (66%) gaining employment in the following way: 5no individuals within cleaning, labouring and gatekeeper roles 4no individuals gaining employment through our Building Lives Academy Programme 1no individual (minimum) through our supply chain partners					
KPI, 1b- Total number of sustained jobs on the development (both on site and off site). This includes supply chain and sub-contractors. No Target		80.00		Keeping Manchester residents in sustained employment, taking a historical review of the Manchester College Phase 1 works, and initial reviews of our supply chain against the project life cycle for phase 2, we know that there will be 80 sustained jobs on this development and that 85% of these will be from Manchester City postcodes.					
KPI, 2b -Of that total, how many are / were City of Manchester residents (see map in Annex 1 of guidance note) No target total deducted from KPI 2a Indicative New MCC jobs up to 75% Max		68.00							
2. APPRENTICESHIPS KPI, 3 & 4 - One or more New apprenticeships per £2m spend on the development.		Total Indicative Target	Target Achieved						
KPI, 3a - Total number of new apprentices that will be / were working on the development (incl those working for subcontractors/suppliers)		6		We have conducted a detailed review of the trades anticipated to be working on your project and identified provision for 6 new apprenticeships during the project's lifecycle. A minimum of 4 of these (66%) will be specifically for residents with Manchester postcodes. We would welcome the opportunity to directly support an apprentice through the PlanBEE Higher level apprenticeship scheme. We propose to provide the other 5 apprenticeships through our supply chain partners across M&E, Drilling, Joinery and Roofing, using Manchester College as our preferred training provider.					
KPI, 4a - Of the total number of new apprentices, how many will be / were City of Manchester residents (see map in Annex 1 of guidance note) Target 50%-100% MCC residents		66%		Ensuring these commitments are achieved, these opportunities will be agreed during early procurement with our supply chain and written into contract orders. Maximising reach in the city, our social value team will work with local stakeholders such as GM Apprenticeship Hub and Princes Trust to promote the opportunities. We will also use the delivery of workshops and programmes in local schools/colleges (as outlined in KPIs 6, 7, 8 and 9), as an opportunity to promote the apprenticeships to schools most in need.					
KPI, 3b- Total number of sustained apprentices that will be / were working on the development (incl those working for subcontractors/suppliers) No Target		6		By conducting a detailed review of the trades we anticipate to be working on your project and benchmarking this against our outcomes on Phase 1, we commit to a minimum of 6 sustained apprentices on the Phase 2 development. A minimum of 3 of these (50%) will be residents with Manchester specific postcodes. These will be across higher technical, trade and off site roles. These will be agreed during early procurement and written into contract orders to ensure these commitments are achieved.					
KPI, 4b - Of the total number of new apprentices, how many are / were City of Manchester residents (see map in Annex 1 of guidance note) No target total deducted from KPI 4a Indicative New MCC apprentices up to 75% Max		50%							
3. SUB CONTRACTORS AND SUPPLIERS KPI, 5		Total Indicative Target	Target Achieved						
KPI,5 - Total (£)spent in LOCAL (MCR) supply chain through the contract. Target 30% MCR Spend. Reporting Only		40%		Helping the local community to thrive, we will focus on investing supply chain spend with companies and individuals based in the region. Where MCR refers to the Greater Manchester City Region, we will commit to a local spend target of 40%. In addition to benchmarking against historical projects, we have calculated this based on our Pagabo framework target of 40% spend within 20 miles from the project, which roughly constitutes the GMCA boundary. Maximising access for local businesses to work on this project, we will host a Meet the Buyer Event in partnership with Manchester's Work and Skills team and Greater Manchester Chamber of Commerce.					
4. LEARNING AND EMPLOYABILITY WITH CITY OF MANCHESTER SCHOOLS AND JOB SEEKERS KPI, 6, 7 & 9		Total Indicative Target	Target Achieved						
KPI,6 - Number of hours dedicated to supporting Manchester young people up to the age of 24 years into work (e.g. careers/tutor talks, cv writing support, mock interviews) 2 hours per 1M Investment. 100% MCC residents		45		Raising aspirations for Manchester-based young people, we will deliver our suite of curriculum-based activities linking STEAM (STEM+Arts) subjects to careers. As a Cornerstone employer for the Careers & Enterprise Company, we will provide Manchester pupils with knowledge of opportunities in the built environment, supporting delivery of Gatsby Benchmarks. Delivering a range of activities tailored to the groups in question, our support in this area includes, but is not limited to: careers fairs, career pathway presentations, curriculum-linked site tours, mock interviews, CV writing support, curriculum enrichment and tailored activity programmes, technical trade workshops and work experience. Making sure we target the right schools and the young people that will need and benefit from our interaction the most, we will create a stakeholder circle that will work together throughout the build period. Providing an initial indication, based on areas of deprivation and Ofsted ratings, we have identified the following schools as a priority to work with: East Manchester Academy, Dixons Brooklands Academy (previously Manchester Health Academy) and Manchester Communication Academy. We will also support TMC Business and Management students through a social action project (see KPI 10). Using our staff time and expertise, we will support the students through researching, designing, costing and implementing their project ideas. We calculate a minimum of 4 hours spent based on 4 x 1 hour sessions leading up to their final Dragon Dens pitch. Using the SVP NT11 calculation (no. hours per session x no of individuals), this will total 100 hours.					
KPI, 7 - Number of hours of support into work provided to Manchester unemployed adults (over 24yrs) through career mentoring, including mock interviews, cv writing support, and careers advice. 2 hours per 1M Investment. 100% MCC residents.		42		Recognising the priority to support Manchester adults into employment, we will provide bespoke construction and employability days for Manchester residents considering a career in our industry. Drawing on our relationship with local Manchester stakeholders and housing providers, such as DWP, Southway and Wythenshawe Housing Group, we will work on a referral basis to provide bespoke employability support, including work placements, mentoring sessions, site visits, health and wellbeing support, and employer presentations. Further expanding our reach, we will collaborate with other contractors in the Manchester area to promote wider employment opportunities.					
KPI, 8 - Number of weeks of meaningful work placements or pre-employment training for Manchester secondary school and further education students. 1 week per £4M Investment. 100% MCC residents		60		Continuing our platinum award-winning placement partnership with The Manchester College, we will provide 4 T-Level placements spanning across the wide range of construction courses delivered at the Openshaw Campus: •Design Surveying & Planning x1 •Business and Management x1 •Building Services x1 •Construction in Joinery x1 This will equate to a total of 36 weeks, based on the mandatory 45 days' work placement requirement of these courses. We will also provide 10 weeks of on-site placements for The Manchester College students across plastering, plumbing and painting & decorating. Engaging with a local, Manchester-based high school, we will offer two x one-week work experience placements. Allowing students to experience some of the lesser-known roles in construction, such as estimating, environmental and work winning, the placements will be delivered between our Oldham HQ and the project site. Continuing our relationship with Pure Innovations, who also work with TMC, we will provide an employability focused education programme for a young person with a learning disability. This will be a 12 month internship with hours of contact bespoke to the individual's abilities and needs, therefore this has not been calculated and would be in addition to the 80 weeks stated.					
KPI, 9 - Number of weeks of work trials for city of Manchester job seekers that will be / were offered. 1 week per £4M Investment. 100% MCC residents		10		Providing a construction training and employability programme for Manchester residents facing the most difficult barriers, we will deliver our nationally recognised Building Lives Academy (BLA) on your project. Given our successful experience of running BLAs with both prison leavers and care leavers/NEETs on other schemes, we would like to explore both of these options with you. To deliver this, we will work in partnership with a local third-party organisation, such as Groundwork GM&R and Growth Company, that have a reputation and experience of working and supporting with these particular cohorts. The programme is delivered via a two week classroom based course, focused on accredited construction certificates, CSCS, L1 H&S and employability skills. This is followed by a one week work trial on site with our supply chain partners (total of 8 weeks work trials). The end goal is for successful candidates to move into foundational job and/or apprenticeships opportunities already earmarked by WD and our supply chain partners during our procurement period. Benchmarking against previous schemes, we have a target outcome of 50%, meaning that a minimum of 4 of the 8 individuals will be offered an employment opportunity following successful completion of the programme. In addition to our BLA, we will work with local stakeholders, DWP, One Manchester and YES Project to support job-seeking individuals referred through work placements both on site with WD, our SCs or in our HQ in Oldham (up to a minimum of two weeks), including a focus on providing work placements in green-related roles.					
5. WORKING WITH THE COMMUNITY ORGANISATIONS IN THE CITY OF MANCHESTER KPI, 10		Total Indicative Target	Target Achieved						
KPI, 10 - Number of hours of Manchester community projects that will be / were delivered and have skills and employability outcomes for residents. 2 hours per 1M Investment. 100% MCC Boundary Projects		76		We will deliver a total of 76 hours of community projects improving skills and employability outcomes for Manchester residents. In agreement with MCC's Work and Skills team, we will identify one or more Manchester-based community organisations requiring physical improvement work, whether internally or externally. Helping these community projects to become a safer and more effective service for their end users, we will draw on our staff and supply chain resource, expertise and access to construction materials. Providing skills and employability outcomes for the Manchester people that need it most, we will involve local homeless (or ex-homeless) people in these projects, working with local homelessness organisations such as The Booth Centre for Homelessness, Shelter, Barnabus and/or The Manchester Homelessness Partnership. Increasing self-confidence and social inclusion, involvement in this team activity will also support these individuals to gain basic practical construction and employability skills. We will also invite the work placement students to get involved from a practical, hands-on perspective, and the professional students to carry out any design, costing and planning elements of the work. We will commit a minimum of 46 hours to these community renovation projects, in addition to the donation of materials and any plant/machinery required. Offering TMC Business Management students an opportunity to give back to their local community, we will launch a social action project, tackling issues such as: mental health, environment, tackling discrimination, poverty and crisis and/or combatting violence. Teams will be tasked with designing a Manchester City Centre social action project. During a final 'Dragon Dens' style session, the successful team will receive a £500 budget to implement their projects. This community project will also support the delivery of KPIs 6&7, as we, alongside our supply chain partners, will dedicate our expertise and time to support the team's projects from conception through to implementation. A minimum of 6 hours will be spent supporting the practical implementation of this project, in addition to hours spent under KPI 6 & 7. Furthermore, to increase youth employability, support social action and help break down social barriers, we will mentor two young people over a period of 12 months through the One Million Mentors Programme. Two of our own new and young Management Trainees within the WD business will dedicate one hour per month to two young people who have been matched accordingly through the digital mentoring scheme. This will support the mentees employability skills and career opportunities, while also improving our management trainees' employability and leadership skills. This will equate to a total of 24 hours.					
			Name of authorised person		(E)Signature				
			Position in organisation						

