

S106 Monitoring Local Labour, Educational Engagement and Supply Chain

Employment and Skills Plan for HG Construction, For One Medlock Street, Manchester M15 5FJ

EMPLOYMENT AND SKILLS PLAN (ESP)

Revision 0

Date: 3rd January 2024

Project: One Medlock Street, Manchester.

Client: Dominus

Issued by: Dan Bryant

Pre-Construction Manager

Danbryant@hgconstruction.co.uk

Project Director

Name: Declan Martin

Construction Manager

Name: TBC

Commercial Manager

Name: TBC

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1. INTRODUCTION

HG Construction have developed an Employment and Skills Plan (ESP) for Dominus in relation to the development at One Medlock Street, Manchester M15 5FJ. HG will use all reasonable endeavors to achieve what has been set out in this document.

Overview of works.

This project is for the for the Design & Build of One Medlock Street.

The Proposed Development comprises the demolition of the existing premier Inn hotel and car park on-site and the construction of a 37 storey purpose-built student accommodation (Sui Generis); and flexible community space (Class E/F1/F2 floorspace) together with hard and soft landscaping and highways works

The project commencement date is Jan 2024, with Practical Completion scheduled for Apr 2027 for a value of c£100m.

2. EMPLOYMENT AND SKILLS REQUIREMENTS

It is anticipated the site will require at least 28 Full Time Employees during the course of the construction works (see Table 1). These include a wide variety of skilled and semi-skilled positions from trades (groundworker, cladding, labourer etc.), to management (project, site etc.).

Table 1: Employment Requirements for One Medlock Street, Manchester (Construction, New Positions)

Year	Job Type	Phase	Contractor	No of people	FTE Positions*
2024 onwards	Security Guard	Construction	TBC	1	1
2024 onwards	Ground Worker	Construction	TBC	1	1
2025 onwards	Cladders	Construction	TBC	2	2
2025 onwards	Dry Liner	Construction	TBC	2	2
2026 onwards	Decorator	Construction	TBC	2	2
2024 onwards	Labourers(inc Hoist Supervisor, Banksman, Forklift Driver	Construction	TBC	10	10
2025 onwards	Electricians	Construction	TBC	3	3
2025 onwards	Plumbers	Construction	TBC	2	2
2025 onwards	Glazers	Construction	TBC	2	1
2026 onwards	Roofing	Construction	TBC	2	2
2027 onwards	Landscaping	Construction	TBC	1	1
2027 onwards	Cleaners	Construction	TBC	1	1
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This is a summary of the employment and skills plan targets that we feel we can offer for One Medlock Street, Manchester project, subject to further discussion and agreement with Manchester City Councils Works and Skills team.

The development will offer:

- **Target One.** 20 work experience placements. This will be aimed at a young person in education. Some of the construction operations such as underground works and cladding installation are specialist in nature or carry significant health and safety risks for untrained personnel.
- **Target Two.** 28 full time jobs.
- **Target Three.** All of the major sub-contractors have agreed (including HG) to actively participate in at least 10 local Construction Careers Information, Advice and Guidance (CCIAG) event or activity. Contractors would welcome support from the council in facilitating appropriate links with schools and colleges.
- **Target Four.** An estimated 1400 formal training weeks are anticipated at this stage on site by the site labour force working on the project. This will involve training following a recognised syllabus of study which has been accredited/certificated by either an awarding body for that qualification or by the recognised issuing organisation, such as RICS, NVQ, CIOB etc. It should be noted that many of the apprentices are on site for one year but will be two years in duration. Some contractors would be open to sharing their apprentices with other council/partner projects after the construction period is complete
- **Target Five.** The technical nature of much of the construction work means the labour force will receive continual training. The target of 51 qualifications gained / short duration training course will be undertaken.

This will largely be achieved through short duration training. Examples include:

- CITB Construction Skills Certification Scheme (CSCS) – Labourer Green Card (est. 7.5 hours per course).
- CITB Site Management Safety Training Scheme: Site Safety Plus (5 days)¹.
- Other specialist training e.g. for ground workers this might include on site abrasive wheel training; and fire awareness.

(Evidence to be provided: completion certificates).

- **Target Six.** HG and Sub-Contractors will aim to donate 50 hours of useful time towards local community projects while trying to assist in leaving learning legacy's behind in the area too.

¹ Examples of content include: Behavioural safety, management of occupational health, electricity, excavations, working at height, scaffolding, demolition and confined space.

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3. METHOD STATEMENT

This section sets out how HG Construction intend to implement their employment and training requirements to deliver the ESP.

Responsibility for managing, overseeing and delivering the ESP.

Lorrain Dawe is Resident Liaison Manager at HG Construction contactable at lorrainedawe@hgconstruction.co.uk. She will manage and oversee the ESP and provide the ESP report on the agreed date with Manchester City Council. The outputs will be monitored, day to day by the HG Construction Project Manager for One Medlock Street, Manchester.

Education and training providers involved.

Contractors use various training providers including in-house and external suppliers. In-house provision includes mandatory site inductions and weekly toolbox talks for all contractors approximately for one hour per week. Typical subjects for the toolbox talks include on site housekeeping/tidiness, PPE, electrical safety, health and safety procedures etc. Local Universities such as will be used where required. Competency matrices and training plans will be used to identify learning and skills requirements, although the HR and training processes differ slightly between contractors.

Types of Accredited and Non-Accredited Training Offered and Apprenticeships.

All sub-contractors are required to be CITB Construction Skills Certification Scheme (CSCS) compliant to operate on site. Other specialist training, typically taking the form of short courses, will also be offered. This will be provided through specialists (some firms have their own preferred providers) or via the nearest or most suitable CITB or HSE accredited provider:

All project management/construction management/supervisors at HG Construction will be offered appropriate training to competently carry out their roles. Any trainees seconded to site will receive the appropriate training and support for the complete duration of their time on site. (not allocated at present).

Ground workers training needs are quite extensive and diverse. Depending on their experience these might include on site abrasive wheel training, avoiding danger from underground services, working in confined spaces, training in respiratory protective equipment, hand-arm vibration at work, 360 degree digger training courses and fire awareness.

For cladding this might include working at heights and lifting operations in construction.

For services this includes vehicle marshalling, site supervisor safety training, and managing and co-ordinating plant.

Other health and safety training will be provided as required. Inductions and appraisals will be provided.

The following indicative apprenticeships/placements are anticipated:

A graduate placement in construction and quantity surveying by HG Construction.

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Management of Health and Safety Issues.

HG Construction have a dedicated Health and Safety Advisor (Colin Nunn) who is responsible for this across all sites as well as ensuring appropriate procedures are in place for new sites. Colin's in-house team conducts both advisory and scored audits on a regular basis, which identify any company wide issues and learning requirements.

Actions to ensure the support of Sub-Contractors working on the project.

HG Construction is the main and principle contractor for the construction of the project. Their sub-contractors will be required to sign a sub-contractor agreement and report on agreed employment and training requirements to the HG Construction Project Manager. HG Construction will monitor compliance against any agreed KPI's which will include employment opportunities using S106 ESP monitoring forms. Recruitment will be advertised locally and nationally. HG Construction and their sub-Contractors are happy for the council to publicise local opportunities through its networks.

Compliance Management (and monitoring)

All HG and Sub-Contractor information generated from operations training and employment matters will be monitored and co-ordinated by the HG Project Manager. They will then report the information to the Resident Liaison Manager at HG, Lorraine Dawe. She will in turn, complete Manchester City Council's agreed method of reporting form and submit to the Council on their preferred submittal date.

Training Location

e-Learning facilities will be available from external websites including on-line inductions, CSCS training and some Health & Safety training. Should the need arise, these facilities will be available within one of the site portacabins.

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APPENDIX A

S106 EXAMPLE INTERNAL MONITORING FORM

Part 1: Local Labour

Period of Performance (please highlight): **Monthly 1 - Date:**

Project Name	One Medlock Street, Manchester
Monitoring contact	Lorraine Dawe
Contact email	lorrainedawe@hgconstruction.co.uk
Contact telephone	07547408099

1.1 Local Labour Reporting

Please use this section to report details of your employees/works people. All data supplied will be processed and anonymised in accordance with new **The General Data Protection Regulation (GDPR) May 2018**.

(NB: Employees are asked to provide this information on a voluntary basis from site induction forms).

Total staff number on contract at the end of reporting period	
Percentage of Local residents at the end of this reporting period	

1.2 Recruitment Since Last Monitoring Report

Please give details of any recruitment since the last report.

Number of new job opportunities	N/A
Number of new recruits who are local residents	N/A
Any jobs offered on completing of other training and/or work experience programmes?	N/A e.g. Name of course and numbers Entry to Construction Level 1 (Workplace) Entry to Construction Level 1 (Other) Workplace training course Women in Construction Placement Work experience 18+ Other

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1.3 Apprenticeships

Please use this section to provide information about any apprenticeships onsite:

Total Apprentices employed onsite	N/A
Number of apprentices who are local residents	N/A
Where/how were they recruited?	N/A

Part 2. Educational Activities and Engagement

Educational engagement with local schools, colleges and universities, delivered in the last quarter.

Type of Educational Activity	N/A
Name of School/College/University	N/A
Date and Length of Time	N/A
Age Range	N/A
Short Description	N/A
Number of Students Participated	N/A
Comments	N/A

Type of Educational Activity	N/A
Name of School/College/University	N/A
Date and Length of Time	N/A
Age Range	N/A
Short Description	N/A
Number of Students Participated	N/A
Comments	N/A

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Part 3. Any Other Information

Please provide details below of anything else that you wish to inform the council about.

Type of Community Engagement Activity	N/A
Name/Address of Activity Helped	N/A
Date and Length of Time	N/A
Short Description	N/A
Number/Hours of Participation	N/A
Comments	N/A

Part 4. Local Contractors and Suppliers

Please provide postcode and contractor values companies your project has purchased from in the Manchester City Council Area. **Local Postcodes agreed with the Council's target areas.**

Item	Location/ Supplier	Company	Month	Spend
			TOTAL	£

