First Street Local Labour Agreement – June 23

Local Labour Agreement

To support Manchester City Council's core strategy for safeguarding local employment opportunities, Renaker Build will agree and implement a Local Labour Agreement for the First Street House of Social project.

We propose to commit to a series of targets which will assist in the social and economic improvements in the local area and these are as follows :-

- **Apprentice placement**

These will be offered through Renaker Build and our supply chain. We will work with the Local Apprentice providers to initiate and sustain various apprenticeships throughout the duration of the Project, our proposed targets are set out using the MCC KPI tracker.

We currently engage with local schools to recruit higher apprenticeships and have a number of these apprentices currently engaged within the company.

- **Local Targets**

We constantly review location of our operatives, subcontractors and supply chain and where possible, we give opportunities to these groups in the following order :- Manchester (local wards), Greater Manchester, North West and Other.

We will produce Targets to monitor the success of the above over the duration of the project and these are shown on the MCC KPI tracker.

The social value outcomes of the above items will be recorded on a quarterly basis and updates will be provided to the Work and Skills team

- **Direct and indirect new employment opportunities for local people**

Renaker Build will provide new job opportunities (not classed as apprenticeships), targeted for local people. When the vacancies arise, we will advertise locally utilising the Manchester City Council's Employer Suite, this will give employment opportunities to ex-offenders and ex-forces.

Our current supply chain is predominantly from the Greater Manchester area and we will endeavour to encourage them to recruit from Manchester (Local wards) whenever possible.

Renaker Build will endeavour to train and upskill 50% of the new employees from a non-skilled background to a nationally recognised standard (e.g. CPCS / NVQ).

- **Work experience**

Renaker Build will offer work experience placements to give young people in education, the experience of working in their chosen profession or to sample work in the construction industry prior to deciding on their chosen career path.

- **Training**

Renaker Build have invested a significant amount of days of training within the company for our direct employees over the past 12 months. We train both internally and externally in conjunction with the CITB and other training providers, courses include – First Aid, Vehicle Marshalling, Face fit testing, SMSTS, SSSTS, Abrasive wheels, working at height, Temporary works, Slinger / signalling, Crane appointed person, Crane supervisor, Work at height, crane rescue, various plant operation (forklifts, hoists, excavators etc.), COSHH, fire co-ordinator, fire marshall, Environmental Co-ordinator etc.

We will continue to train and upskill our existing and new employees over the duration of the project.

- **Equal labour opportunities**

Renaker Build have a commitment to recruit the appropriate labour utilising the CDM2015 acronym for competence, this being Skills, Knowledge, Training and Experience. We do not discriminate against on the grounds of race, ethnic or national origin, religion, sex, sexual orientation, age, marital status, previous convictions or disability and that all employees are treated with dignity and respect at work.