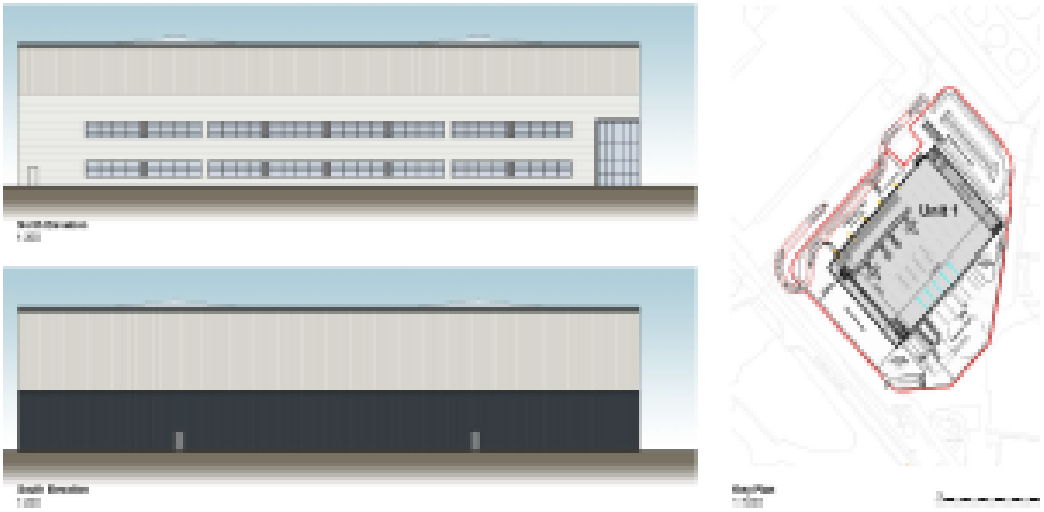

World Freight Terminal

Hanger Four Development

Local Employment Plan

Rev	Author	Date	Comment / Status
Rev -1	Lewis Wilkes	2nd March 2023	Planning

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LOCAL
SKILLS & EMPLOYMENT PLAN

A DEDICATED SOCIAL VALUE TEAM

We have a dedicated team committed to delivering social value on all the projects that we work on, and we will appoint a workplace co-ordinator to organise and deliver our commitments throughout the duration of the development.

We have reviewed the Manchester Borough Council 'Employment and Skills Strategy' and have noted a synergy with our own commitment to boosting the economic and social value of our projects within the communities they serve. Within this Skills & Employment Plan, we have identified social value targets in the key areas of Apprenticeships, Work Placements, School and College engagement and we will look to maximize employment opportunities for candidates within a 20-mile radius of Manchester Airport.

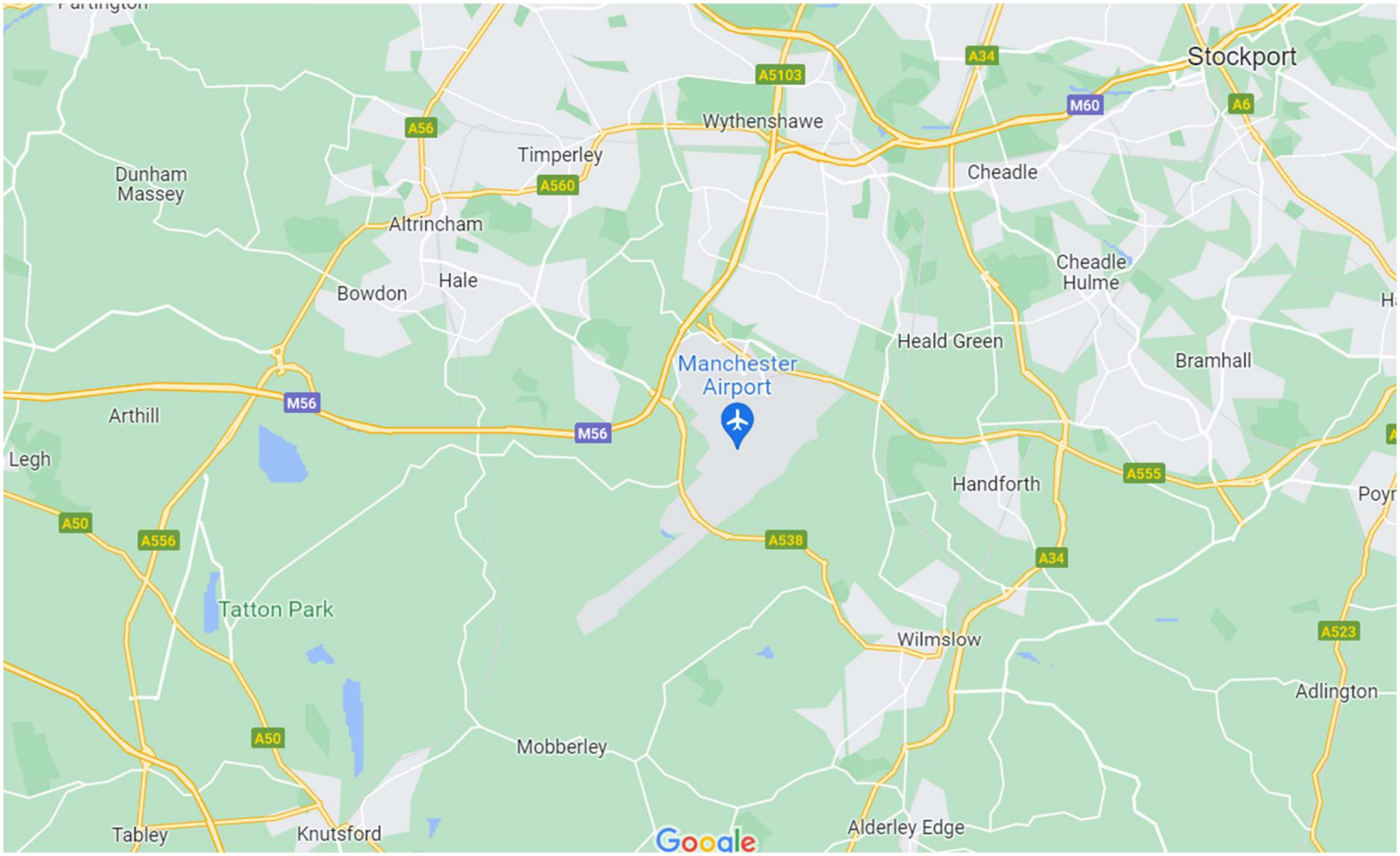
Our workplace co-ordinator will identify representative bodies within the target area who can both assist our activities. Our main focus will be to identify opportunities for people living in the local surrounding area, however, we will also look to include the wider community from the Greater Manchester Borough and Stockport area.

Initial contact will be made during the pre-construction period and will focus on how we can best go about helping to improve the community, creating a positive experience for those living locally and creating a legacy for the development. We will review and engage with the Local labour agencies group.

The social benefits offered will ensure that we able to identify and maximise the value that we offer to communities, ensuring that the benefits have a lasting impact.

Contact will be made with the following parties to establish a collaborative approach to delivering our Skills and Employment Plan.

- Apprentice Town – Initial contact has been made.
- Manchester Borough Council.
- Local labour markets.
- Manchester College.
- Local Schools.



PROPOSED COMMITMENTS

This client led approach ensures that we are targeting the priorities of the local community and we can focus on their needs. The priorities will differ according to the local conditions. In one community the priority could be youth employment, in another they could see education as a priority with the focus being working with schools. We aim to ascertain these needs pre-construction, and once identified we can prioritise accordingly to ensure that the greatest need is met. In following this process, we will look to incorporate the targets set out in the Skills Action Plan. Any consultation will incorporate the external stakeholders, such as Apprentice Town and Manchester College to co-ordinate resources in order for them to be most effective. Our aim will be to work in partnership to show how we can equip local people with the necessary skills and competencies for sustainable employment and to provide local employers with an adequate supply of labour to meet their current and future skill needs. Having looked at the Skills Action and Economic Plan we have identified the following areas:

- ### Apprenticeships

We will work with external partners namely Manchester College, and our supply chain to create apprenticeship opportunities over the duration of the development. We will ensure that these are of benefit to the community and will be expanded to look at roles other than the traditional trade opportunities offered. Due to the relatively short duration of each trade, we'll investigate using a shared apprenticeship scheme in the area and would envisage **recruiting up to 3, but a minimum of 2 apprentices**.

- ### Work Placements

Working with external stakeholders such as Manchester College we will identify work placements that will maximise the experience of the participants. These placements will be a mixture of onsite and classroom training to ensure the quality of training provided and the outcomes required meet minimal standards. These bespoke work opportunities will be tailored in order for the participants to derive the greatest benefit. The number of opportunities will depend in part on the support of our supply chain and the suitability of candidates, however, we would hope to generate **2 opportunities**.

- ### School/College Engagement

In addition to apprenticeships and work placements, there are a number of opportunities that we can offer local schools and colleges. These include site visits, presentations, and career talks, these are effective in developing local awareness and an interest in the construction industry. Mentoring and CV writing workshops, in addition to talks on "construction career pathway" will be offered for those that have a specific interest in the construction industry. With the support of our Staff, Specialist Contractors, and Design Professionals we will target **2 events across the duration of the project.**

- ### Further Employment Opportunities

We will work with the Wythenshawe local labour market/job center to offer job placements for young people who are currently on Universal Credit.

The aim is to prioritise people who are long term unemployed, hard to reach and groups who are under-represented in the construction industry.

We propose a target of **2 further employment opportunities on this project**.

MCLAREN'S APPROACH TO COMMUNITY

We want to be a welcomed neighbour in every community within which we operate; that means positively contributing to the community and pro-actively minimising disruption and stress caused by construction activities. We recognise the need to promote a positive image of the construction industry to tackle the skills gap and attract more individuals into the industry.

GOOD NEWS STORY - DRAKE CIRCUS, PLYMOUTH

- During construction 20 apprentices worked on Drake Circus leisure completing over 869 training weeks.
- 10 work experience placements including 6 secondary school pupils, two armed forces personnel and two university students.
- Hosted and supported 12 construction and careers, information, advice and guidance events.
- We have enabled two McLaren site managers gain NVQ's in site management with a local training provider and in total helped to qualify 21 people at NVQ Level 2 and above.
- Worked with the Career Transition Partnership, Plymouth, the resettlement service for ex-service personnel to offer work experience placements. From this we have recruited Adam as a Trainee Site Manager working towards his HNC in Construction and the Built Environment.
- Hosted a total of 25 educational site visits, with 2 primary schools, 9 secondary schools, and 5 higher and further educational establishments, with a total of 344 learners taking part in these visits.

We exceeded our target of 690 training weeks with a total of 869 training weeks completed on site!

MCLAREN'S SOCIAL VALUE STATISTICS

£61,456.06

raised for charities

88 community events

44 jobs created

273 hours of staff volunteering

55 work experience places