

Phase 1, Lowry Park

Grimshaw Lane, Manchester

Local Benefit Proposal

Introduction

As a business, A&H Construction fully recognises and understands the social value that can be realised on a project in order to bring benefits to the local community, not just during the construction period but for many years to follow.

We will work with Manchester City Council to review our proposals, together with any additional initiatives Manchester City Council wish to explore, and we will implement those which will provide the most benefit. We have total commitment, and working with Manchester City Council we want to develop any available opportunities so that we can leave both a legacy and provide long-term benefits.

Training and Learning

Technical Demonstrations

We will provide on-site training which can be utilised by Career Connect, M-EET Your Match etc., along with The University of Manchester, Manchester Metropolitan University and The University of Salford and also secondary schools and colleges in the City of Manchester area. We firmly believe by providing on-site training on a real live construction project will encourage young people to pursue a career in construction and for those whom have already chosen a career path in construction provide invaluable knowledge, experience and education.

The technical demonstrations will be tailored to the audience and whilst on-site they will have the opportunity, but not limited to, the following experiences:

- Setting out
- Measuring
- Level taking
- Reviewing and reading drawings
- Environmental, health and safety

An area of the site will be segregated away from the main construction works, ensuring health & safety, which will be utilised for observation and to undertake the activity. The site management team will liaise with the relevant parties to co-ordinate dates for attendance.

It is known that on-site training enhances the learning experience demonstrating and enabling hands on experience of what is learnt within the classroom. Rather than feeling removed from the work environment they can see what needs to be done in action. It is proven many people actually learn better this way, as they're able to get their hands dirty and see what the job entails.

Work Placements

Work placement opportunities will be provided throughout the project duration enabling them to shadow a member or members of the management team or site operatives. Like our technical demonstrations these opportunities can be utilised by Career Connect, M-EET Your Match etc.,

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along with The University of Manchester, Manchester Metropolitan University and The University of Salford.

As a rule, no person under the age of 16 is permitted to work on our construction sites and those aged between 16 and 18 will require a specific risk assessment and be limited in what they can undertake.

Work placements will be tailored for the individual aimed at achieving the best experience for them. Should the individual desire a general overview of the construction industry they will shadow multiple members of the on-site team during their placement. Should the individual express interest in a particular trade e.g., electricians they can spend their placement shadowing the electricians.

Apprenticeships

In collaboration with our supply chain, we will offer a number of apprenticeships directly associated with the construction of the project. We will work in partnership with Greater Manchester Apprenticeship Hub, The Business Growth Hub etc., to provide apprenticeships across a variety of disciplines within the construction industry.

The individual will be enrolled on an appropriate course in line with their chosen discipline. They will undertake their education alongside gaining valuable on-site experience shadowing and working alongside their discipline colleagues.

The employer will undertake regular reviews with the individual to establish their progress and ensure their needs are met. A clear pathway to qualification will be established with the goal of securing future employment.

It is our aim at the outset of the project to gain a greater understanding of the PlanBEE Higher Apprenticeships to establish whether we can assist in the apprenticeship scheme and whether it is practical for us and our supply chain to contribute to the development of students given the short duration of this project.

Support

Obviously, the construction industry is not for everyone and rather than ignoring those individuals we would offer opportunities to individuals tailored to their interests whilst linking in within the project such as:

- The production of project newsletters which will be distributed to the neighbours of the project providing valuable information like current progress on site, contract details etc.
- A documentary on the project building, how it was constructed including interviews with key members of the project team.
- Establishing a project website with information about the project, current progress, upcoming activities, live webcam etc.

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- Carbon footprint monitoring, as net zero carbon is at the forefront of everyone's mind individuals may wish to assist with the monitoring of our carbon footprint throughout the project.
- Promote healthy eating on-site through posters and consultation with the workforce over menu choices.

Employment

Local Labour

We believe the project will provide many opportunities for employment, of which, our supply chain will help us to fulfil. The most likely areas of employment for local labour are:

- Labourers
- Security
- Gateman
- Cleaners
- Decorators
- Groundworks Operatives
- Carpenters
- Scaffolders
- General operatives
- Cladders

All employment opportunities, whether ourselves or our supply chain, will be advertised via local agencies and job centres, in particular Procure Plus, Manchester Employer Suite etc.

Person and vacancy specifications will clearly identify the skills required for the post and these requirements will be relevant to the role. To assure fairness, consistency and the best assessment of the candidate's potential, recruitment and progression the individual will be chosen on experience and expertise.

A&H Construction will work closely with our supply chain to ensure that when opportunities arise that local labour are given the chance to fulfil these roles first and foremost.

Supply Chain

We will with the buy-in of our supply chain partners employ local businesses, when sub works packages are required. We need to ensure that the local businesses are ready to carry out the works on site.

To achieve this, we will carry out an exercise to assess their capabilities and experience in order to determine their current skill level, development and support requirements.

Local businesses that are not currently 'job ready' or of the required skill level will be assisted to upskill with the help of A&H Construction and organisations such as Business Growth Hub Mentors to be ready later on in the project or any potential other schemes which may arise. This

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approach not only fulfils the short-term requirements but also provides long-term benefits to those who invest the time and effort. In addition, as their businesses continue to grow and develop, so their training needs will also grow, which in turn will continue to benefit the City of Manchester.

Second and third tier local suppliers will also benefit from opportunities presented by our supply chain who will be set targets to achieve 'local spend' on the project.

We will target a large quantity of the 'loose' building materials to be procured locally, which in turn will provide an eco-friendly carbon footprint.

Local Community

Sponsorship

We are always actively looking to sponsor teams and or events in the areas we are working. Whether it be sports teams, community events or charity events we are keen to engage with the local communities we are working in.

Volunteering

As with sponsorship we are keen to lend a hand in the community like repairs to community facilities, the provision of equipment like defibrillators or mud kitchens for local schools.

Charities

Supporting local charities in today's current financial climate is important. We aim to support through financial sponsorship of events or volunteering our time to raise money.