

Fw: Planning application 137226/FO/2023 consultation - Part Of Plot C And Plot E



Fri 07/07/2023 12:00

To: Lucy Harrison



 3 attachments (1 MB)

ufm47_Standard_consultation.pdf; Local Labour Guidance.pdf; L L Conditions construction & End use.pdf;

Good afternoon, Lucy

Thanks for sending this through to Work & Skills, I see Renaker have provided a letter of intension re local labour for plot C and E Great Jackson street, we are working with them on several other projects and have agreed a reporting process before discharging on this project could we have some KPI figures for the project using the agreed template.

Could you also please ensure there is a local labour condition attached to the project for construction and end use.

Kind Regards



Work & Skills Officer

Work & Skills Team | Growth and Development | Manchester City Council



[Sign up for the Work and Skills Bulletin](#)



Follow the Work & Skills team on Twitter [@mccworkskills](#)



manchester.gov.uk/work

Do you work with Manchester residents who may require support through the cost of living crisis?

Please visit our web pages for more information about the help and advice available in the city - [Help with the cost of living crisis | Manchester City Council](#)

Please don't print this email unless absolutely necessary - save paper!



Local Labour Agreement Applicant Guide



Manchester City Council



Introduction

Your planning application has been approved but with a Local Labour Agreement condition.

This guidance note explains:

- What a local labour agreement is
- Suggests local labour activities and indicators
- Lists sources of support including the Council's Work and Skills Team



Local Labour Agreement



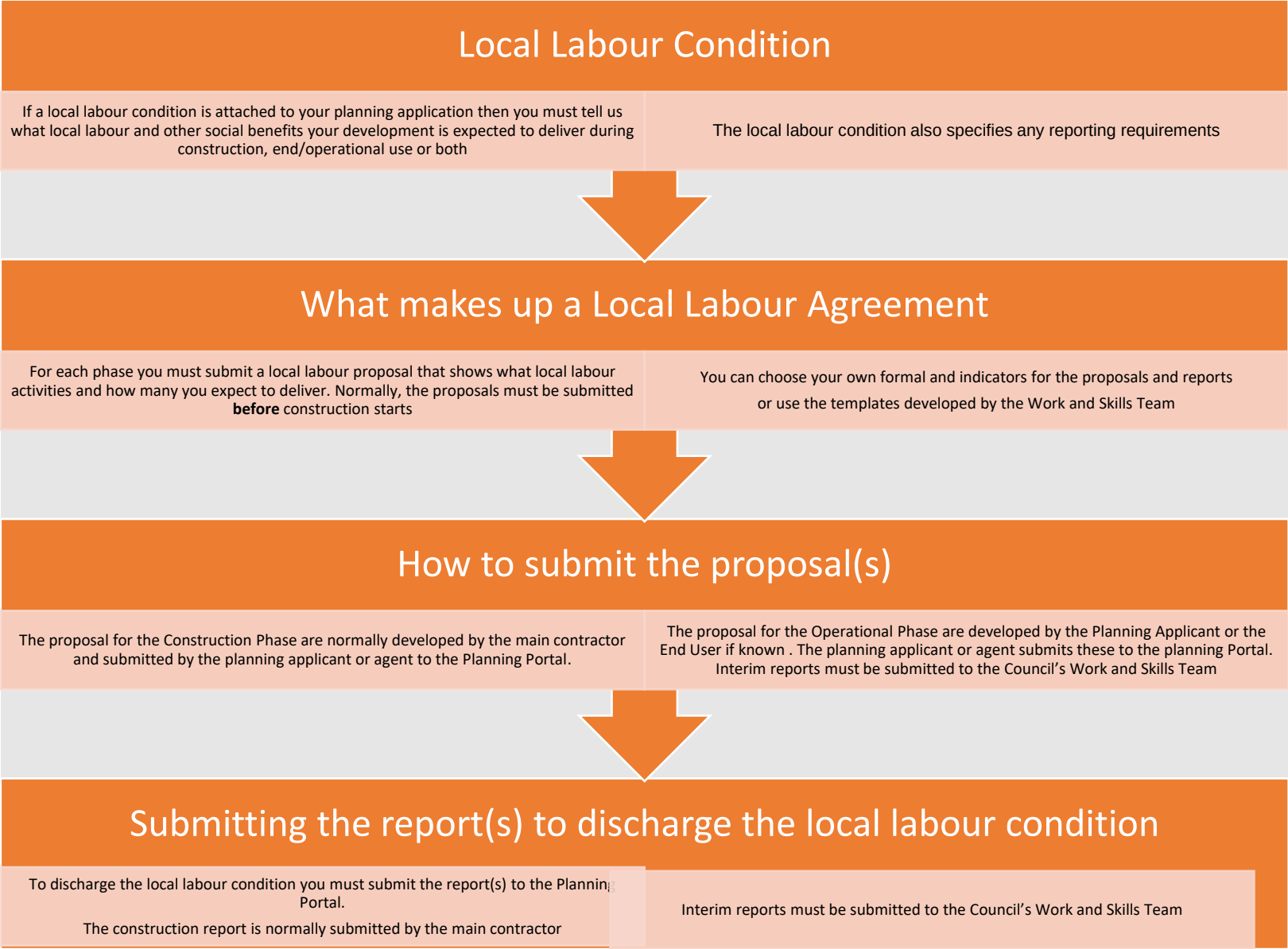
What is a Local Labour Agreement



- A proposal that sets out what social benefits your development will deliver during the construction phase, the end use / operational phase or both
- You **must** tell us how many new jobs and apprenticeships will be created including how many for City of Manchester residents (Indicators 1 – 4 below)
- You **can** also include other local labour activities (Indicators 5 – 10 below)
- The targets that you set against these indicators are indicative
- For each phase, a final report is required that tells us what you were able to deliver
- The local labour condition may also ask for interim reporting, the frequency to be agreed with the Work & Skills Team
- You can use your own format proposal and report, or you can use the templates developed by the Work & Skills Team



Process





Local Labour Activities



Local Labour activities

- Local “**labour**” is about using your development to maximise jobs and create other opportunities for local residents and businesses in the community. Activities can include:
- Creating employment and apprenticeship opportunities - on and off site
- Using local suppliers and subcontractors
- Working with schools, colleges, and universities
- Giving job seekers opportunities to develop skills and work experience
- Helping community organisations
- With “**local**” we mean the City of Manchester (not GM)



Priority Groups

The City Council has identified the priority groups below and you may wish to target your local labour activities towards these groups:

- Children and young people, specifically: looked after children and care leavers; young people who are Not in Employment, Education or Training (NEET) or at risk of becoming NEET; and young people involved in or at risk of being involved in the criminal justice system;
- Long-term unemployed with an underlying health condition or complex needs;
- People living with a disability;
- People over 50
- Those who have served in the Armed Forces
- Vulnerable adults overcoming a crisis or, domestic violence and abuse, rough sleepers;
- Black, Asian and Ethnic Minority residents; and
- Those who are digitally excluded.





Local Labour Key Performance Indicators(KPI)

KPI,1 - Total number of newly created or retained jobs on the development (both on site and off site). This includes supply chain and sub-contractors

No. of new employees (FTE) hired on contract for one year, or the whole duration of the contract - whichever is shorter.

KPI,2 - Of that total, how many are for City of Manchester residents (see map KPI support and guidance note) -

KPI,3 - Total number of new or retained apprentices that will be / were working on the development (incl those working for subcontractors/suppliers)

KPI,4 - Of the total number of new apprentices, how many are for City of Manchester residents (see map KPI support and guidance note) -

KPI,5 - Total amount (£) spent in Manchester supply chain through the contract -



Local Labour Key Performance Indicators(KPI)

KPI,6 - Number of hours dedicated to supporting Manchester young people up to the age of 24 years into work (e.g. career/sector talks; cv writing support; mock interviews)

KPI,7 - Number of hours of support into work provided to Manchester unemployed adults (over 24yrs) though career mentoring; including mock interviews, cv writing support, and careers advice

KPI,8 - Number of weeks of meaningful work placements or pre-employment training for Manchester secondary school and further education students

KPI,9 - Number of weeks of work trials for city of Manchester job seekers that will be / were offered

KPI,10 - Number of hours of Manchester community projects that will be / were delivered and have skills and employability outcomes for residents



Glossary

Term	Definition
Manchester	Within the geographical boundaries of Manchester as a local authority. See map 1 for visible representation of this.
FTE	Full Time Equivalent, meaning either a full time work week within your organisation or the cumulation of a full time week through the combined hours of multiple part time employees.
Pre Employment Training	Training provided with the intention of improving employment prospects of an individual, either 'on the job' or in an educational environment.
Work Placements	Temporary (either paid or unpaid) on or off site employment opportunities.



KPI Benchmarks based on total Project spend (£)

KPI 1-4 - One or more New jobs created / New apprenticeships per £2m spend on the development. Target 50%-100% Manchester City Council residents. Sustained Manchester City Council resident jobs /apprentices deduct from New jobs/ New apprentices targets up to a maximum of 75%

KPI 5 - Total (£)spent in Local (Manchester) supply chain through the contract. Target 10%-30% Manchester City Council boundary Spend.

KPI 6 & 7 –Adult / Young people Careers & employment support activities 2 hour's per 1M Investment. Target 100% Manchester City Council residents, schools and employability programmes.

KPI 8 & 9 - Work experience/ Placements 1 week per £4M Investment. Target 100% Manchester City Council residents

KPI 10 -Community Project Activities 2 hour's per £1M investment. Target 100% Manchester City Council boundary projects.

Real living wage

The living wage has been identified as the single biggest factor in lifting individual residents and families out of poverty and this is echoed in the Family Poverty Strategy Reprioritisation. The City Council is already an accredited Living Wage Employer by the national Living Wage Foundation (accredited in 2019), but now the ambition is to expand this pledge and urge as many businesses as possible to pay their employees a true living wage and support them to lead prosperous, happy and healthy lives. The Real Living Wage is independently calculated based on the cost of living and the amount people need to get by. This is the Government's minimum and Living Wage. The Real Living Wage reflects real life costs and is higher than the minimum wage and aims to allow people to live comfortably without worrying about how they will afford bills, food and other costs, while also promoting a healthy work life balance.

There are more than 20,000 businesses registered in Manchester, but it is estimated that 23.8% of Manchester's workforce are currently not paid the Real Living Wage.

In September 2021, the Council convened a group of the city's largest organisations to work collaboratively to develop the principles for Manchester to become a Living Wage City

- Manchester City Council is a Real Living Wage employer. The current Manchester Real Living Wage is £10.90, which increases annually.
- The real Living Wage is the only UK wage rate that is voluntarily paid by almost 10,000 UK businesses who believe their staff deserve a wage which meets everyday needs
- MCC encourage contractors and their supply chain to pay at or above the Real Living Wage see link below for information on the real living wage.
- [Real Living Wage](#)
- The Work & Skills Team will only advertise vacancies that are paying the RLW
- The Manchester Real Living Wage doesn't apply to apprentices although we encourage payment more than the minimum apprentice wage.





Support from the Council
and partner organizations
linking to the delivery of KPIs



MCC Work & Skills Recruitment Offer

Manchester's Work and Skills team has years of experience in providing support to businesses, particular in the recruitment of staff, including major recruitment and selection campaigns

All support services are co-ordinated, and project managed by the Work and Skills team and can be tailored to meet the specific requirements of the business.

- Work & Skills Bulletin and distribution lists, distributed to 5,000 people Local with information on jobs/apprentice and training opportunities, contact work & skills admin.
work.skills.admin@manchester.gov.uk
- Manchester's Work & Skills recruitment team can offer help and advice on recruitment offers.
- Rhianne Sweeney Email rhianne.sweeney@manchester.gov.uk
- Pamela Williams Email pamela.williams@manchester.gov.uk



KPI, 1 - Newly created jobs/ New Employees Employment Support Providers

- **The Restart programme**, delivered by Ingeus in Manchester, supporting long term unemployed people to find local work
[Ingeus/ Restart](#)
- **Procure Plus** is a fully funded service that will work to identify your labour needs before identifying residents to fill these roles. Contact bree.adshead@procure-plus.com on 07875588427
- **The Booth Centre** is a community center run with & for people affected by homelessness. Their employment service helps people move on to employment, education, training or voluntary work when ready. Contact 0161 835 2499, info@boothcentre.org.uk
- **Department for work Pensions** DWP offer a tailored service, advice service & Recruitment service for further advice contact: Employer Services line on 0800 169 0178
- **The Manchester Employer Suite** is a DWP/Jobcentre Plus service based in the Town Hall Extension. This is a free recruitment service to recruit Manchester residents into your workforce along with advice & guidance to support your business. Contact es.info@dwp.gov.uk, 0161 720 1401



KPI, 1 - Newly created jobs/ New Employees Employment Support Providers Continued

- **The Works Construction Academy** is a six-week course designed to give local residents the opportunity to access the construction industry job market. Contact The Works Construction Academy on [0161 359 3388](tel:01613593388) or email TheWorksManchester@gcemployment.uk
- The [Skills Construction Centre \(skillscc.com\)](http://skillscc.com) is based in Openshaw and offers traineeships and pre-apprenticeships that help Manchester residents enter the construction industry. Contact donna.brennan@skillscc.com
- **Career Connect** is commissioned by Manchester City Council to offer a 'Connect' service that is for young people aged between 16 and 18 who are not in education, training or employment (NEET) and require support in getting into education, training or employment. They support young people transitioning from school/college who are at risk of becoming NEET. They also support SEND young people from 16 up to the age of 24 who are NEET. [Career Connect](http://careerconnect.org.uk) or email eeet@careerconnect.org.uk



KPI 2 – Manchester Residents

Of that total, how many roles created will be for City of Manchester residents (see map)

No. of Manchester residents (FTE) from listed sub-localities employed on contract directly or through your supply chain for one year or the whole duration of the contract - whichever is shorter.

Remember the Key is Manchester and not Greater Manchester.

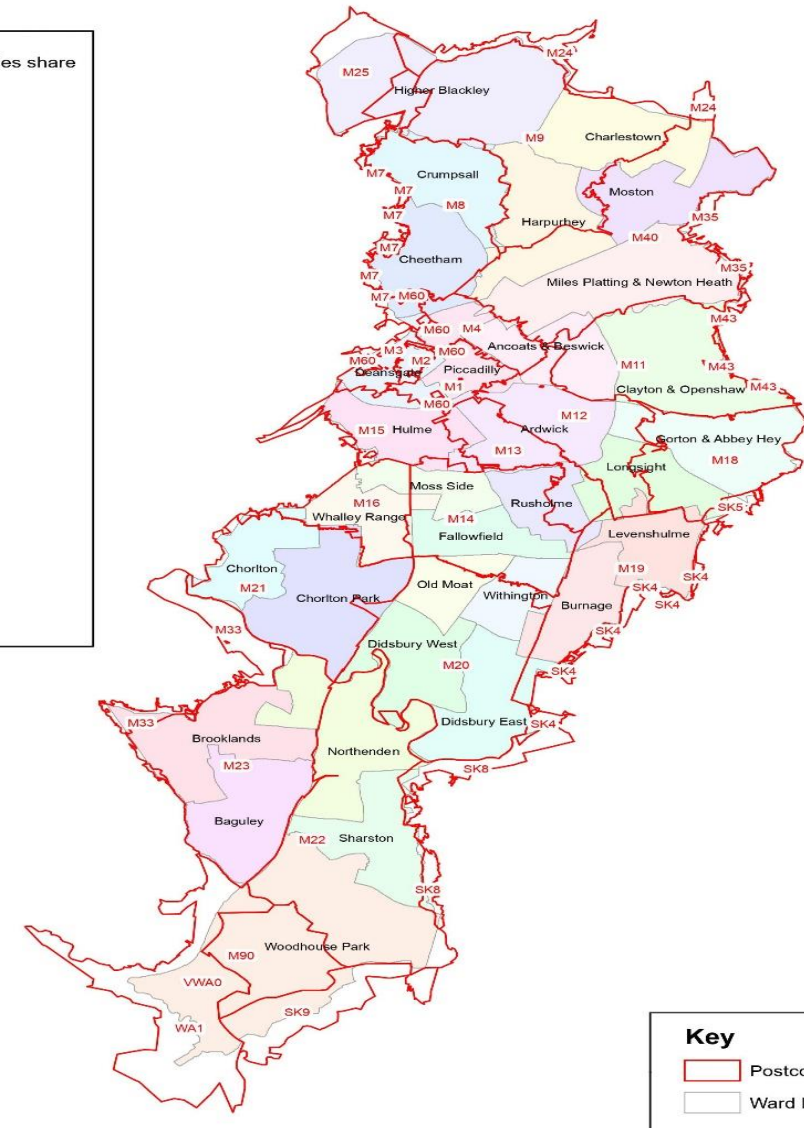
Use postcode checker, the link below will help you check if post codes are in Manchester if you are unsure:

[Manchester City Council Postcode Checker](#)

City of Manchester Ward Map with postcode pre-fixes

Post code prefix
and % MCR properties share

M1	100%
M2	100%
M3	36%
M4	100%
M7	7.2%
M8	100%
M9	100%
M11	100%
M12	100%
M13	100%
M14	100%
M15	90%
M16	57%
M18	100%
M19	100%
M20	100%
M21	100%
M22	100%
M23	100%
M24	1.5%
M25	2.3%
M33	3.6%
M35	3.6%
M40	100%
M43	3%
M60	100%
M90	100%
M99	100%
SK4	2.4%
SK5	3.2%
SK8	2.1%
SK9	0.3%
WA1	0%



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KPI 3, Apprentices



What is an Apprenticeship?

- Apprenticeship is a system for training a new generation of practitioners of a trade or profession with on-the-job training and often some accompanying study (classroom work and reading). Apprenticeships can also enable practitioners to gain a license to practice in a regulated occupation. Most of their training is done while working for an employer who helps the apprentices learn their trade or profession, in exchange for their continued labour for an agreed period after they have achieved measurable competencies.
- For information on employing an apprentice visit: Gov.uk Employing an Apprentice
- CITB apprenticeship grants. CITB can help with advice on training and funding once you are a member for more information see <https://www.citb.co.uk/> or [England Apprenticeship grants - CITB](#)



KPI 3, continued



Establishments that can help you recruit and employ an Apprentice

- Greater Manchester Apprenticeship Hub, [GM Apprenticeship Hub](#)
- The Business Growth Hub. [Business Growth Hub](#)
- Princes Trust Manchester (Support for young people up to the age of 30).
[The Princes Trust](#) Contact: 0207 543 7467
- Growth Company, contact - Info@growthco.uk
- The Manchester College contact - enquiries@tmc.ac.uk
- Total people, <https://www.totalpeople.co.uk/> 03333 222 444
- Skills company contact - recruitment@gceducationandskills.ac.uk



KPI 3, continued



PlanBEE Higher level apprenticeships

Is a unique higher apprenticeship program in **Design, construction and Management** where the apprentice earn and learn with some of the city's leading employers.

This program is developed by Manchester city council, Manchester Life, Ryder Architecture and Gateshead college, the program prepares the apprentice for a career in building design and construction with a strong emphasis on digital skills and collaborating working.

PlanBEE is a two-year program, the apprentice rotate around different employers and are taught multiple disciplines within the sector

The apprentice spends one day a week studying and developing their knowledge through a combination of lectures, tutorials ,field work & site visits.

The apprentice are employed by Gateshead College, effectively the sponsors are providing employment on a rotation basis for apprentices so will be required to provide sufficient work in the sector to ensure a return on investment from the sponsorship and to develop the apprentice into the workforce of the future.

The cost to the sponsor is the wage of the apprentice plus pension contribution and an administration fee

If you would like more information, see link

<https://www.gateshead.ac.uk/planbee/Manchester>

- [191 490 0300](tel:1914900300) start@gateshead.ac.uk



KPI 4 – Manchester Apprentices

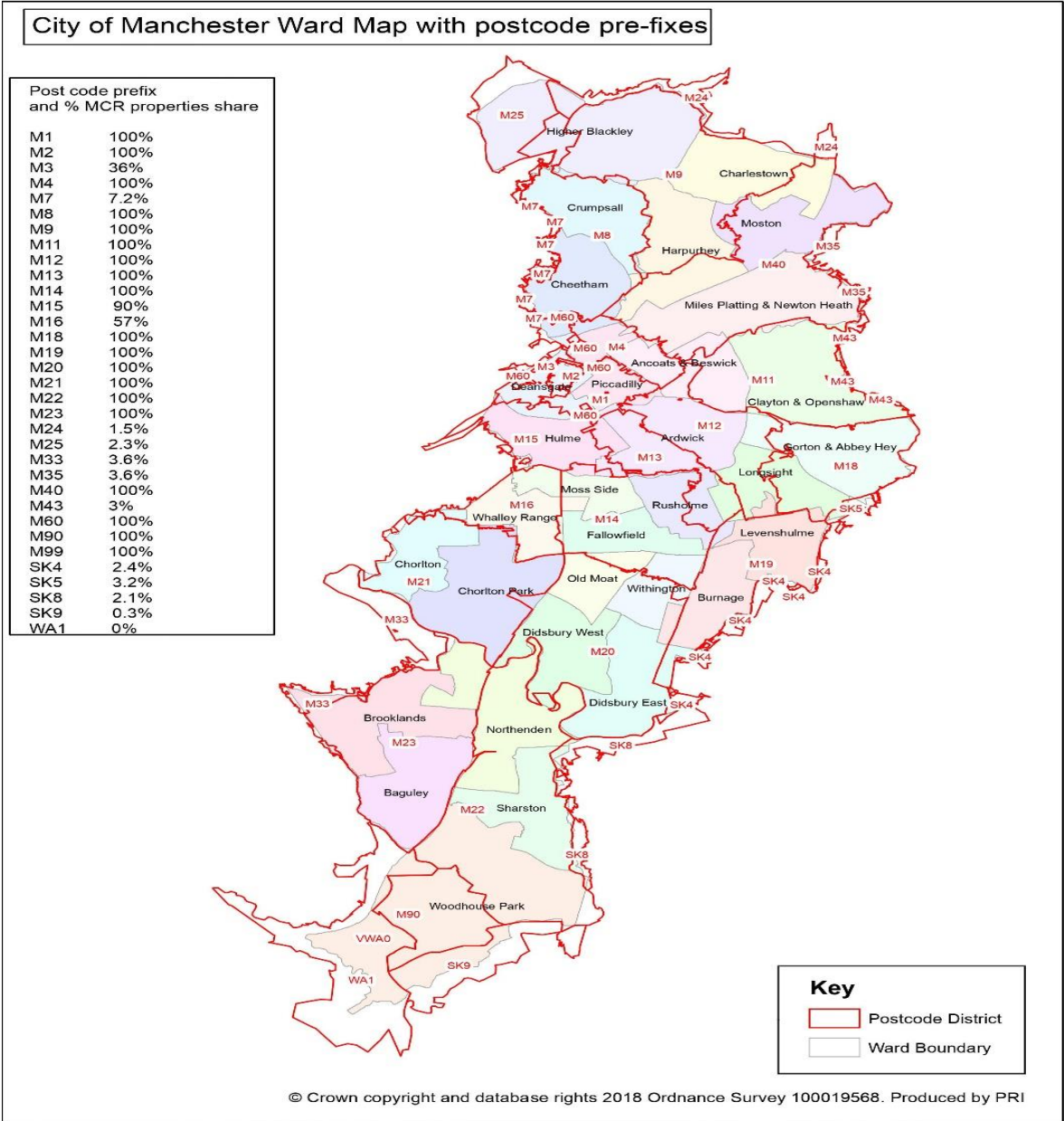
Of the total number of new apprentices, how many were City of Manchester residents

Including all employed on contract directly or through your supply chain for whole duration of the contract

Remember the Key is Manchester and not Greater Manchester.

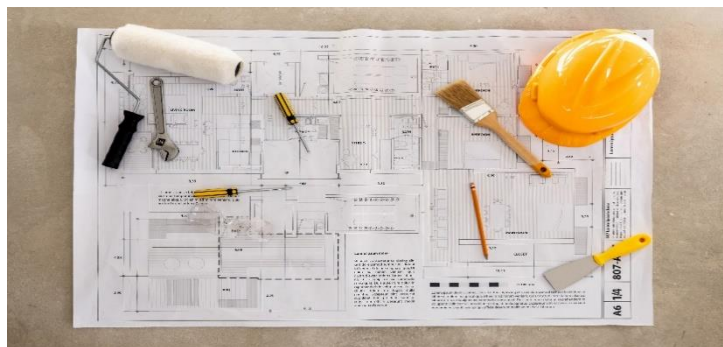
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[Manchester City Council Postcode Checker](#)





KPI,5 - Total amount
(£) spent in
Manchester supply chain
through the contract
Target 10-30% MCC
spend



Links with Local Suppliers and sub contractors

<https://www.mcconstruction.co.uk/supply-chain/>

<https://www.gmchamber.co.uk/contact-us/>

<https://www.dnb.com/business-directory/company-information.construction.gb.na.manchester.html?page=15>



KPI, 6 & 7 – supporting people back into work

- If you would like to work with and support a local social enterprise, you can find a whole host of initiatives across the city by visiting [GMSEN Directory](#)
- **Manchester Adult Education** Service aims to create and facilitate employment and training opportunities for adult learners across Manchester through partnering with employers across the city. The Make It Happen approach gives you the opportunity to recruit locally, offer work placements, and facilitate training opportunities for Manchester residents. To get started please contact e.langlois@manchester.gov.uk
- **Manchester Homelessness Partnership** –Unites many people with personal experience of homelessness with organisations from different sectors, to co-produce solutions together. <https://mhp.org.uk> or greatermanchester@streetsupport.ne
- **Shelter** 64 Gloucester Road, Urmston 5 Ogden Street Manchester [Shelter](#) 0344 515 1640
- **Barnabas** 45 & 61 Bloom Street Manchester M1 3LY [Barnabus Manchester](#) 0161 237 3223



KPI 8 - Work placements or pre-employment training for secondary school & further education students

- Links to schools and Careers departments, If you need further assistance email the work & Skills admin email for assistance. work.skills.admin@manchester.gov.uk
- Link to School Finder | Manchester [Manchester School Directory & Finder](#)
- The Manchester College enquiries@tmc.ac.uk 03333 222 444
- The University of Manchester [The University of Manchester/Recruit](#)
- Manchester Metropolitan University [Manchester Met University Recruit](#)
- Being a **STEM Ambassador** gives you the opportunity to influence and inspire young people across Manchester to pursue interests and careers in your field of work. Ambassadors get the opportunity to share their knowledge and enthusiasm for their industry to inspire the next generation of workers. To find out more and register your interest click [STEM Ambassador Programme | STEM](#)
- **M-EET Your Match** M-EET Your Match has an online list of opportunities (volunteering, educational courses, work placements, life and employment skills courses, and Level 2 apprenticeships) for young people who live in Manchester. To advertise your vacancy visit: [M-EET Your Match](#)



KPI, 9 Support for Manchester job seekers

North Manchester

- **Yes Project** Yes, is a community interest company, launched to help north Manchester residents find fantastic local jobs and take advantage of great training and volunteering opportunities. They have unique job opportunities that may not be available anywhere else. In addition, they help people to achieve their ambitions and help them get the skills they need. They will help people start a business or social enterprise. Contact: yesinfo@yesmanchester.co.uk 0161 720 4090

Central Manchester

- **One Manchester** offers their tenants a free service to help them get into work through skills, experience, and confidence boosting. Offering advice and a wide range of training, work placements, self-employment, and volunteering opportunities. Contact: onefuture@onemanchester.co.uk 0161 230 1057

South Manchester

- **Wythenshawe Community Housing Group Real Opportunities** offers all Wythenshawe residents, offering bespoke one to one support, employer engagement, and partnership working to bring training and opportunities to our residents Contact: realopportunities@wchg.org.uk Call 0161 946 1056
- **Southway Housing Trust** works with various agencies to offer a tailored package of careers support for residents in South Manchester which includes assistance with barriers to work, employability courses, jobs fairs and meet the employer events.
- **LINK to MCC Work clubs** – Work clubs offer help to adults not in employment, including online job search, finding vacancies, creating and updating CVs, writing cover letters, completing application forms and interview techniques

[Manchester Work Clubs](#)



KPI, 10 - Number of hours of community projects that will be / were delivered and have skills and employability outcomes for residents



Voluntary organisations are set to carry out some benefit for the wider community, these could be social, educational, environmental, economic, etc. Most of these organisations are not for profit charities and require volunteering to the charity as they don't have enough resources

- If you have staff from Manchester, then **Volunteer Centre Manchester** can support them to become volunteer [Manchester Community Central](#)
0161 830 4770
- **Manchester Volunteer Inspire Programme** (MCR VIP) connecting you too exciting opportunities for your team to volunteer across Manchester Website: [MCR VIP](#) Contact no: 07971384870
- **One million mentors programme** - recruit and connect a million mentors to a million young people to increase youth employability, support social action and help break down social barriers.
www.onemillionmentors.org.uk



Further information & Initiatives



Good Employment Charter



- The Greater Manchester Good Employment Charter is a voluntary membership and assessment scheme that aims to raise employment standards across GM, for all organisations of any size, sector or geography.
- The Charter provides a framework to support an ever- increasing number of employers to provide better opportunities for workers to grow develop and thrive in the workplace and drive economic prosperity. Furthermore, it will be used to drive up employment standards across all sectors, for the benefit of both the employed and their employers, for more information see below.
- The Charter has two tiers:
- **Supporters** Employers that support the aim of the Charter and have made a commitment to improving practice in all characteristics of good employment.
- **Members** Employers that have made the Supporter Commitment and meet the membership criteria in all characteristics of the Charter.
- **GM Good Employment Charter** [Good Employment Charter](#)



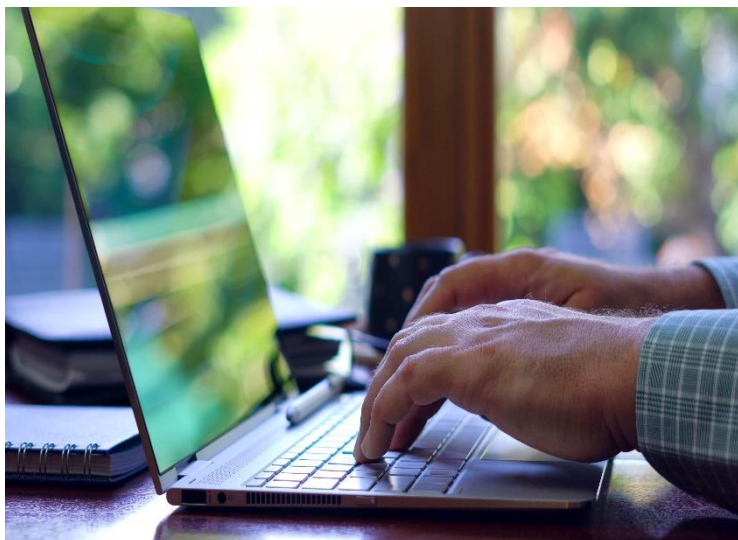
Disability confident



- Disability Confident organisations play a leading role in changing attitudes for the better. They're changing behaviour and cultures in their own businesses, networks and communities, and reaping the benefits of inclusive recruitment practices.
- [Disability Confident – Are you disability confident?](#)



Digital Inclusion



Supporting community organisations that provide digital support

- In October 2020, the Greater Manchester Digital Inclusion Agenda was launched, with a bold ambition to make Greater Manchester a 100% digitally-enabled city region.
- A Digital Inclusion Action Network was set up as part of the agenda to bring together organisations from across Greater Manchester to tackle the issue
- **How to support:** Offer your skills and expertise to buddy with an organisations and support them to thrive and enable more residents to become digital citizens.
- Contact the Digital Inclusion Team digitalinclusion@manchester.gov.uk
- **Let's Get Digital Website** [Let's Get Digital](#)
- GM website for information [GM What We Do Digital Inclusion](#)



Zero Carbon 2038

- In 2016 Manchester committed to '*playing it's full part in limiting the impacts of climate change*'. This commitment is set out in the [Our Manchester Strategy for 2016-25](#).

Our Objectives and Targets

- We have established a set of objectives and targets to define what we mean by 'playing our full part'. Further information is available [here](#).

Meeting Our Objectives and Targets - Manchester Climate Change Framework 2020-25

- The Manchester Climate Change Framework 2020-25 is the city's high-level strategy for meeting our objectives and targets. The Framework has been produced by the Manchester Climate Change Agency, on behalf of the Manchester Climate Change Partnership. Further information is available [here](#).
- Social Value should contribute to Manchester's own response to the climate emergency by supporting delivery of the [Manchester Climate Change Framework 2020-2025](#).
- The first point of contact should you wish to discuss further is **The Climate Change Neighbourhood Officer** Ash Farrah ash.farrah@manchester.gov.uk
- The **Manchester Climate Change Partnership** is the city's main mechanism for engaging and inspiring organisations and residents to act. Find out more and join the Partnership [here](#).



Any Questions?

We hope that this guidance is useful
but if you have any questions please
contact

work.skills.admin@manchester.gov.uk

Local Labour Conditions.

Construction Phase.

a) Prior to the commencement of the development, details of a Local Labour Proposal, in order to demonstrate commitment to recruit local labour for the duration of the construction of the development, shall be submitted for approval in writing by the City Council, as Local Planning Authority. The approved document shall be implemented as part of the construction of the development.

In this condition a Local Labour Proposal means a document which includes:

- i) the measures proposed to recruit local people including apprenticeships
- ii) mechanisms for the implementation and delivery of the Local Labour Proposal
- iii) measures to monitor and review the effectiveness of the Local labour Proposal in achieving the objective of recruiting and supporting local labour objectives

(b) Within one month prior to construction work being completed, a detailed report which takes into account the information and outcomes about local labour recruitment pursuant to items (i) and (ii) above shall be submitted for approval in writing by the City Council as Local Planning Authority.

Reason – The applicant has demonstrated a commitment to recruiting local labour pursuant to policies SP1, EC1 and DM1 of the Manchester Core Strategy (2012).

End Use

(a). Three months prior to the first occupation of the development, a Local Labour Proposal Framework that outlines the approach to local recruitment for the end use(s), shall be submitted for approval in writing by the City Council, as Local Planning Authority. The approved document shall be implemented as part of the occupation of the development.

In this condition a Local Labour Proposal means a document which includes:

- i) the measures proposed to recruit local people including apprenticeships
- ii) mechanisms for the implementation and delivery of the Local Labour Proposal
- iii) measures to monitor and review the effectiveness of the Local labour Proposal in achieving the objective of recruiting and supporting local labour objectives

(b). Within 6 months of the first occupation of the development, a Local Labour Proposal which takes into account the information and outcomes about local labour recruitment pursuant to items (i) and (ii) above shall be submitted for approval in writing by the City Council, as Local Planning Authority. Any Local Labour Proposal approved by the City Council, as Local Planning Authority, shall be implemented in full at all times whilst the use is in operation.

Reason – The applicant has demonstrated a commitment to recruiting local labour pursuant to policies SP1, EC1 and DM1 of the Manchester Core Strategy (2012)