



Laystall Street, Manchester

LOCAL BENEFIT PROPOSAL (LBP)

Great Places Housing Association

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Local Benefit Proposal (LBP)

Great Places Housing Association understand the potential employment benefit a development has for an area, engaging with the local community and creating new opportunities is at the core of the business. The creation of several new full and part time posts at a variety of skill levels and occupations will offer new opportunities for both local businesses and individuals.

Great Places Housing Association actively seek local labour whilst considering the procurement of a development. Great Places Housing Association work with a large number of subcontractors and several employment agencies based in Greater Manchester who provide permanent, contract or temporary employees predominantly from within the area. Great Places Housing Association will work to allocate apprentices to sites and work with local agencies to allocate sub-contractors, they support their work/education journey throughout the development with the intention of a permanent position being awarded with the employer.

Proposed Measures

- ☑ It is Great Places Housing Association intention to allocate 1 local apprentice per £1M which would equate to 12 no. on an estimated construction value of £12M
- ☑ The appointed Sub Contractors will be encouraged to employ apprentices and local labour where reasonably practicable.
- ☑ Great Places Housing Association will seek to employ local labour if permanent staff will be required for the Development where reasonably practicable.
- ☑ Any social media/advertisements will request local labour.

LBP Implementation & Delivery

Great Places Housing Association to provide and support the apprentices:

- ☑ Bi-weekly site visits to engage with apprentices and supervising sub-contractors.
- ☑ Attending job fairs and events
- ☑ Sourcing, qualifying, shortlisting local labour through local partners and brokerages
- ☑ Ensure weekly job vacancy list is provided.
- ☑ Full and accurate reporting mechanism for project team to report to board on progress

The implementation of the system will be the Development Site Managers responsibility who will record the KPIs and support the apprentices.

LBP Monitoring

The Site Managers will monitor the implementation of the LBP as part of their duties. An LBP operational phase monitoring template (Appendix A) will be used to collate information as the Development progresses, this will enable Great Places Housing Association to review local labour

levels on site in real time and enable reflection of its effectiveness towards the end of the development.

Equal opportunities

Great Places Housing Association is an equal opportunity employer and will offer positions to all, regardless of race, colour, nationality, ethnic origin, sex, marriage, disability, or age. All applicants and employees will be treated equally in respect of recruitment, promotion, training, pay and other employment policies and conditions. Reasonable adjustments will be made to accommodate those with special needs. Great Places Housing Association commit to this Local Labour Agreement, and pledge to use reasonable endeavours to fulfil the conditions above.

Appendix A:

Operational Phase: Monitoring

Date	
Author	
Site Name	
Operator	
% of businesses contracted and sub contracted that are local businesses	
Brief details of sub-contracting and tendering opportunities advertised locally to make Local Businesses aware of the opportunities, timescales and procedures to be adopted in tendering for available work	
Number of Local People Employed	
Brief details of all new vacancies to be advertised in local newspapers such as the Manchester Evening News and on the JCP service	
% of employment opportunities generated for Manchester City Centre/Greater Manchester residents	
Number of guaranteed job interviews for local unemployed residents who have undertaken specific pre-employment training related to the development	
Number of apprentices (starts and completions)1 local apprentice per £1M which would equate to 12 no. on an estimated construction value of £12M	
Number of work experience placements for those unemployed	
Number of work experience placements for those aged 14 – 18 years in education	
Additional labour market measures	
Anticipated new vacancies	