Employment Skills Plan

Didsbury Point



Version Control

Version	1	**Date**	20/2/24	**Who**	V Cabo
Reason	New Document – Preconstruction Draft				
Version	2	**Date**	23/5/24	**Who**	V Cabo
Reason	Final Draft				
Version	3	**Date**	27/1/26	**Who**	V Cabo
Reason	Update with actual data & exec summary				

Executive Summary

The plan originally set out clear objectives for the project in line with current local benchmarks. These figures were not meager and needed active management throughout the scheme.

Due to a general lack of new apprentices opportunities within our subcontractor network, our lack of direct skilled operative positions within our direct team we were not able to meet the targets set out for KPI 3a & KPI3b Total number of new apprentices that will be / were working on the development (incl those working for subcontractors/suppliers) & 50% of these being MCC residents. It worth noting that there were many apprentices (20) over the duration of the project that worked on site however these were largely existing apprentices that were not specifically new for this project,

Its also worth highlighting that other KPIs, such as new jobs created and work placements offered were exceeded significantly, by 75% and 260% retrospectively.

Introduction

Manchester City Council has set out requirements for developer to adhere to Local Labour agreements when submitting application for planning in the region. This document sets out how we will achieve these targets.

We will engage voluntarily with Manchester City Council's Work and Skills Team to maximise the recruitment of local residents in construction and related jobs.

This Employment Skills Plan has been created to achieve the objectives outlined above.

Description of development

This Employment Skills Plan has been prepared to support a planning application of the Didsbury Point Scheme; which includes the construction of a new build mixed-use development. Within it, there are 76 units (GIFA 8091m2) complete with associated plantroom and service areas and a Medical Centre located on the ground floor (1208m2 to be shell and core as part of this contract), external works, external car park 60no. spaces (32no spaces ground and 28no spaces upper deck level; 25no allocated to MHCC and 35no for apartments) drainage and services.

The project will run March 24 – July 25. Please note that this was extended to Feb 26 due to changes throughout the scheme.

Context

New development can provide opportunities for career progression of employees. We seek to maximise internal job opportunities and promote staff development and will seek to maximise the level of employment and training opportunities created through the development.

We take pride in integrating our developments into the surrounding community and creating sustainable living environments for the community. It is recognised that job creation is required to achieve sustainable development.

We are a sustainable employer, who aim to maximise opportunities for local people. The company consistently uses local supply chains and contractors to deliver our projects. We have established effective procurement processes to ensure construction spend will utilise local supply chain networks within Manchester, to support the local economy and promote economic activity within the area.

Creating job opportunities for local people aims to maximise the benefits of the site for the surrounding area, and ensures the development is in line with the requirements of the Manchester City Councils Local Labour Agreement.

It is envisaged that employment opportunities will be created through the construction period via both internal networks and liaising with external suppliers within the local area. This provides clear benefits for the surrounding area and contributes to the additional benefits which this residential development could bring to the local area.

Implementation

We encourage and develop talent within the business. The company has relationships in place with Local & National Training Providers, where qualified trainers deliver training programmes to both new and experienced staff. We are committed to enhancing career opportunities, particularly people from the local area.

The SHEQ Manager, Vicky Cabo will be responsible for managing the training scheme and overseeing the proposals outlined in this plan.

A variety of accredited and non-accredited training will be offered.

Opportunities (Construction Phase)

It is expected that a significant number of jobs will be created in the construction phase as presented in the Employment and Skills Plan overleaf

All vacancies will be advertised locally, discussed with the Manchester Work and Skills Team and we will look to engage local labour agency.

Careers information and work experience

Work experience placements will be offered to suitable candidates from local schools, colleges and universities for a negotiable period of time, as presented in the Employment and Skills Plan overleaf.

As many of the packages of work will be subcontracted out, a number of these opportunities will be a requirement of their contact and will be agreed prior to placement.

CSR Strategy

The company has a CSR strategy in place to set out how we will support our workforce, community and industry. Within this we set out how we will help local community organisations and create social value in the areas we work.

Monitoring

This ESP will be reviewed monthly in project review meetings and with our subcontractor teams. The attached table will be updated with actual numbers and submitted to the client in the monthly progress report.

The development will be carried out in accordance with this Plan. Any amendments to the Plan will be agreed in writing with the local planning authority.

Reporting

Within one month prior to construction work being completed, a detailed report which takes into account the information and outcomes about local labour recruitment shall be submitted for approval.

Evaluation

Each student will be encouraged to carry out a learner evaluation, to reflect upon their learning during the course of the placement so that changes to our course providers and course selection can be tailored to provide the best learning opportunities.

Annual appraisals for all staff will review additional training needs and changes within the business will be reviewed during quarterly management meetings and new training needs identified.

Conclusion

Bridgestone Construction Ltd is capable and committed to ensuring that the plan is delivered and monitored appropriately.

KPI Summary	How this will be achieved	Total Target	Delivered	% delivered	Comments
KPI, 1a-Total number of newly created jobs on the development (both on site and off site). This includes supply chain and sub-contractors.	Liaise with the following agencies for all new opportunities. We will also request our appointed subcontractors do the same. • The Restart programme, supporting long term unemployed people to find local work • Procure Plus, a service that will work to identify labour needs and residents to fill them • The Booth Centre, a community centre run with & for people affected by homelessness. • Department for work Pensions, offer a tailored service, advice service & Recruitment service • The Manchester Employer Suite is a free recruitment service to recruit Manchester residents into your workforce • The Works Construction Academy is a six week course to give local residents the opportunity to access the construction industry job market. • The Skills Construction Centre offers traineeships and pre apprenticeships • Career Connect, is commissioned by Manchester City Council to offer a ' Connect ' service	**8**	**14**	**175%**	**Many of these roles were within the Bridgestone team and remain so.**
KPI, 2a - Of that total, how many will be / were City of Manchester residents (see map in Annex 1 of guidance note) Target 50%-100% MCC residents.		**4**	**10**	**250%**	
KPI, 3a - Total number of new apprentices that will be / were working on the development (incl those working for subcontractors/suppliers)	Liaise with the following agencies for all new apprentice opportunities. We will also request our appointed subcontractors do the same. • Greater Manchester Apprenticeship Hub • The Business Growth Hub • Princes Trust Manchester • Growth Company • The Manchester College • Total people, • Skills company contact • Apprenticeships support for SMEs • PlanBEE	**8**	**5**	**62.5%**	**Due to lack of new apprenticeships offered by our supply chain we underdelivered on this KPI. It should be noted that 20 apprentices did work on the scheme during its programme however many of these were not new appointments.**
KPI, 4a - Of the total number of new apprentices, how many will be / were City of Manchester residents (see map in Annex 1 of guidance note) - Target 50% - 100% MCC residents		**4**	**1**	**25%**	
KPI,5 - Total (£)spent in LOCAL (MCR) supply chain through the contract. Target 10-30% MCR Spend. Reporting Only	Meet the buyer days local to the project	**20%**	**40%**	**200%**	**Local spend sits at 40% due to local subcontractors, local businesses and local depots use of national suppliers.**
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)	Working with our social enterprise partner We Are Footprint. and planning these sessions.	**40**	**40**	**100%**	
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.		**40**	**41**	**103%**	
KPI, 8 - Number of weeks of meaningful work placements or pre-employment training for Manchester secondary school and further education students.		**5**	**18**	**360%**	
KPI, 9 - Number of weeks of work trials for city of Manchester job seekers that will be / were offered.		**5**	**13**	**260%**	
KPI, 10 - Number of hours of Manchester community projects that will be / were delivered and have skills and employability outcomes for residents.		**40**	**23**	**57.5%**	