Local Benefit Proposal.

Hichley Road, Blackley, M9 7JD.

On behalf of Miller Homes (North West).

Date: 11/03/2026 | Pegasus Ref: P24-1740_R006v3_EC_MAN_OM_LD

Author: OM & LD

Document Management.

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1	22/01/2026	OM	LD	-
2	10/03/26	OM	LD	Internal review
3	11/03/26	OM	LD	Amendments based on information from Client.

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1. Introduction

1.1. This Local Benefit Proposal has been prepared by Pegasus Group on behalf of the Applicant, Miller Homes (North West) for a residential scheme at Hinchley Road, Blackley, M9 7JD.

Proposed Development

Terms of Reference

1.2. A full planning application was submitted to Manchester City Council (MCC) in June 2025 (Application Reference No. 143085/FO/2025) on behalf of the Applicant. The description of development is as follows:

"Full planning application the erection of 106 no. residential dwellings (C3 Use Class) with associated access, landscaping, parking and other works".

1.3. Approval was awarded by MCC on 6th March 2026 (Decision Notice Reference: 143085/FO/2025).

1.4. Condition no. 32a of the Draft Decision Notice requests that a Local Benefit Proposal be prepared and submitted. The Draft Decision Notice[1] states that:

"Prior to the commencement of the development, details of a Local Benefit 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 Benefit 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 Benefit Proposal iii) measures to monitor and review the effectiveness of the Local Benefit 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."

1.5. As such, a Local Benefits Proposal is submitted, presented in Appendix xx of this document, with the wider content providing further context and detail that intends to demonstrate commitment to recruit local labour for the duration of the construction of the development, as is the aim of the Condition. Report Structure

1.6. The document is structured as follows:

- **Section 2, Policy Context,** outlines the policy requirements regarding Local Benefit Proposals.

[1] *Draft Decision Notice*, Condition No. 32a, Manchester City Council.

- **Section 3, Demographic Review,** presents data on population, deprivation, employment, unemployment, skills and economic output.

- **Section 4, Benefits Proposal Context,** sets out construction phase targets and outlines implementation and reporting procedures, to provide further context to the Local Benefits Proposal presented in **Appendix I**.

2. Policy Context

Connect to Work

2.1. Connect to Work[2] is a key part of the Government's £240million plan to 'Get Britain Working', which aims to tackle the root causes of unemployment and inactivity. National figures show 1.5 million people are unemployed, more than 9 million people are economically inactive, and a record 2.8 million people are out of work due to long-term sickness. It is a voluntary scheme aimed at supporting people in 'hidden unemployment' – who may be disabled, long-term sick or in disadvantaged groups – into work.

National Skills Academy for Construction

2.2. Developed by the Construction Industry Training Board (CITB) and approved by industry, the National Skills Academy for Construction (NSAfC) framework provides structure and direction to help deliver consistent, high-quality training in the live-site environment of construction projects. Launched in 2006, the NSAfC supports UK industries by developing training infrastructure to address sector-by-sector skills challenges. Their aim is to provide dynamic onsite training and skills opportunities wherever there is a suitable project[3].

2.3. The foundation of the NSAfC approach is built upon a set of clearly defined Key Performance Indicators (KPIs) that are based on proven ways of working and that underpin the NSAfC way of working[4]. The suggested KPIs outline the employment and skills outcomes that a development could deliver[5].

National Planning Policy Framework[6]

2.4. The National Planning Policy Framework (NPPF) draft for consultation was published in December 2025, outlining the Government's planning policies for England and how these are expected to be applied.

2.5. Regarding employment, the NPPF states that to support business investment and employment, development plans should set out a clear economic vision and strategy. All new land utilised for large scale residential and mixed-use developments should support a sustainable community, with sufficient access and high-level connectivity to services and employment opportunities within the development itself.

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[2] *Connect to Work: Grant Guidance for England,* Department for Working Pensions, November 2024. Available at: https://www.gov.uk/government/publications/connect-to-work/connect-to-work-grant-guidance-for-england.
[3] *What is the National Skills Academy for Construction (NSAfC)?*, CITB, 2025. Available at: What is the NSAfC? - CITB.
[4] *How to do it: the NSAfC toolkit*, CITB, 2025. Available at: NSAfC toolkit - CITB.
[5] *KPIs: meeting your targets*, CITB, 2025. Available at: KPIs: meeting your targets - CITB.
[6] *National Planning Policy Framework,* December 2025, Ministry of Housing, Communities & Local Government. Available at: https://assets.publishing.service.gov.uk/media/6941965758a21370f58f304e/Draft_NPPF_December_2025.pdf.

Places for Everyone Joint Development Plan[7]

2.6. This Plan sits at the foundations of Greater Manchester Combined Authority (GMCA) proposals to improve employment opportunities for communities, build the right homes in the right places, rejuvenate green spaces and reshape town centres. As a long-term plan for jobs, new homes, and sustainable growth it will enable GMCA to tackle the inequalities experienced by many of their communities.

2.7. This plan recognises that providing employment is not enough if local residents lack the skill to take advantage of the opportunities, highlighting the need for developing a skills offering that meets employer's needs to support growing businesses. This must be underpinned by work and skills provision across GMCA.

2.8. Greater Manchester has a growing share of graduate level qualified residents, which, along with people skilled in technical occupations, skilled trades and service industries, forms part of a large and varied skills base. Further improvements in skills development are required to ensure that everyone can contribute to and share in the benefits of economic activity, helping to deliver genuinely inclusive growth.

Manchester's Local Development Framework – Core Strategy Development Plan Document[8]

2.9. MCC's Core Strategy describes Manchester today and outlines the Council's vision for Manchester in 2027 along with the planning policies which will be used to deliver that vision.

2.10. Objective 2 Economy and City Centre within the strategy states that one of the economic priorities for Manchester is to improve the skillset of the local population. It further outlines that one of the key barriers to accessing employment in the city is lack of skills. Alongside this, a key challenge is ensuring that young people in Manchester can develop the necessary skills to take advantage of the employment opportunities being created around them.

Manchester Work and Skills Strategy 2022-2027[9]

2.11. This Strategy's purpose is to continue to drive forward improvements in the lives of Manchester's residents, and to continue to grow local businesses. It is also intended to meet Manchester's wider aims of becoming a more inclusive, prosperous and zero-carbon city.

2.12. One of the key themes of this Strategy is 'A Highly Skilled City', which focuses on ensuring that all Manchester's young people have access to good-quality education and access to support that prepares them to be work-ready. Furthermore, the Strategy vows to support all

[7] *Places For Everyone Joint Development Plan Document for Bolton, Bury, Manchester, Oldham, Rochdale, Salford, Tameside, Trafford and Wigan 2022-2039,* March 2024, Greater Manchester Combined Authority (GMCA). Available at: https://www.greatermanchester-ca.gov.uk/media/2drduk0t/places-for-everyone-joint-development-plan-dec24.pdf.
[8] *Manchester's Local Development Framework – Core Strategy Development Plan Document*, Manchester City Council, July 2012. Available at: https://www.manchester.gov.uk/downloads/download/5672/core_strategy.
[9] *Manchester Work and Skills Strategy 2022-2027*, Manchester City Council. Available at: https://www.manchester.gov.uk/download/downloads/id/28713/manchester_work_and_skills_strategy.pdf.

Manchester's residents to learn, progress and upskill and retrain so they can access the city's current and future employment opportunities.

2.13. The key priorities of the Strategy relating to skills and employment are:

- To ensure the maximum possible skills and employment benefit from the city's capital and inward-investment pipeline.
- Maximise the skills and employment benefit from place-based public and private investment and regeneration in north Manchester and Wythenshawe, as well as other major capital projects, especially in the city centre.
- Retain and attract more highly skilled graduates in the city and increase the number of Manchester young people accessing advanced and higher-level skills provision, including apprenticeships, T Levels and Higher Education.
- Create opportunities for people to learn and demonstrate core skills and entrepreneurship.
- Work with employers to create more in-work training and progression opportunities (placements, apprenticeships, internships).
- Maximise the impact of available Government funding (including the Levelling Up Fund and Shared Prosperity Fund) on employment and skills outcomes in Manchester, with a focus in areas of the city with the highest needs.

Manchester City Council Local Labour Agreement Guide

2.14. The Manchester City Council Local Labour Agreement Applicant Guide[10] outlines the Key Priority Indicators (KPIs) that are utilised to guide and examine the outcomes and so key targets for the Proposed Development that relate to employment and skills in the local area. that the Proposed Development will produce. For producing a Local Benefits Proposal, the KPIs outlined by this guidance are:

- **Newly created jobs -** this target measures the creation of new onsite job opportunities or sustained jobs. It also looks at the number of new employees hired on contract for one year or the whole duration of the contract (whichever is shorter).
- **Job opportunities for Manchester residents -** this target measures the percentage of new jobs created or sustained jobs that are given to local Manchester residents.
- **Apprenticeships -** this target measures the number or new or sustained apprenticeships offered by the Proposed Development.
- **Apprenticeships for Manchester residents -** this target measures the percentage of new apprenticeships created or sustained apprenticeships that are given to local Manchester residents.
- **Total amount spent in Manchester supply chain –** this target measures the total spend derived from the Proposed Development in Manchester's supply chain.

[10] *Local Labour Agreement Applicant Guide*. Manchester City Council.

- **Supporting people back into work –** this target measures the number of hours dedicated to supporting Manchester's young and working age residents through providing career mentoring.
- **Work placements or pre-employment training** – this target measures the number of weeks of meaningful work placements or pre-employment training carried out.
- **Support for Manchester jobs seekers** – this target measures the number of weeks spent on work trials for job seekers in Manchester.
- **Community projects** – this target measures the number of hours spent on delivery community projects that help deliver skills and employability outcomes to Manchester's residents.

North Manchester Social Benefits Framework[11]

2.15. This report aims to demonstrate how social value, aligned to physical transformation programmes, could deliver additional socioeconomic benefits in a way that is fully inclusive. A key theme throughout the framework is 'Education, Skills and Employment', which recognises that north Manchester residents experience higher unemployment rates and limited qualifications when compared to other areas of the city.

2.16. The report emphasises the importance of working with local schools to ensure Manchester's young people can access roles when they have finished their education. As well as technical skills, a focus is needed on skills for life to ensure residents are resilient and can adapt to the future economy. While creating opportunities for employment is key, there also needs to be an emphasis on the retention of employment, ensuring that north Manchester residents have access to sustainable employment opportunities.

Greater Manchester In Work Progression Service[12]

2.17. The Greater Manchester in Work Progression Service is a £4million programme, part-funded through the UK Prosperity Fund, which aims to support residents who are in work but on a low-income household to progress into more skilled and/or better paid work or increase their hours. The service provides personalised, one-to-one holistic advice and support to help participants overcome practical barriers to progression into better quality or better paid roles, either with the same or a different employer/sector.

2.18. Each Local Authority in Greater Manchester delivers its own service with dedicated advisers who provide individualised support to help residents:

- Overcome practical and skills barriers to progression.
- Increase confidence to help meet their potential.
- Access specialist information on developing skills for different employment sectors.

[11] *North Manchester Social Benefits Framework,* NHS Partnership, Manchester City Council, FEC, Homes England. Available at: https://www.manchester.gov.uk/download/downloads/id/28821/north_manchester_social_benefits_framework_pdf.pdf.
[12] *Greater Manchester In Work Progression Service*, Greater Manchester Combined Authority, 2026. Available at: https://www.greatermanchester-ca.gov.uk/what-we-do/work-and-skills/working-well/in-work-progression/.

- Connect with local job opportunities.
- Receive referrals to skills and training provision.

Work Local: Greater Manchester Working Well[13]

2.19. Work Local is the Local Government Association (LGA)'s positive vision for an integrated and devolved employment and skills service – bringing together information, advice and guidance alongside the delivery of employment, skills, apprenticeships and wider support for individuals and employers. This programme highlights how Greater Manchester Combined Authority worked with local and national partners to implement a similar approach.

2.20. At the heart of the Working Well programme is the notion of providing intensive, personalised support, fully integrated with Greater Manchester's public services. This integrated approach is facilitated locally by each of the 10 Greater Manchester Local Authorities. There are numerous elements that support this:

- The programme was designed around the principles of intensive and holistic support from a 'key worker' who draws on, sequences and integrates other public service interventions to support people to address presenting issues that hold them back from starting work.
- 10 local authority based 'local leads', Integration Boards (attended by local services), and Local Delivery Meetings ensure buy-in from, accountability to, and responsibility for local authorities in the delivery and performance of the programme, with a key role in enabling effective integration.
- A central Greater Manchester Programme Office oversees the programme, providing overarching and consistent strategic direction, intelligence on performance to date, and with a key role in resolving any issues in the programme, whether in relation to referrals, support, or job starts.

[13] *Work Well: Greater Manchester Working Well*, Local Government Association, July 2019. Available at: https://www.local.gov.uk/case-studies/work-local-greater-manchester-working-well.

3. Demographic Overview

Introduction

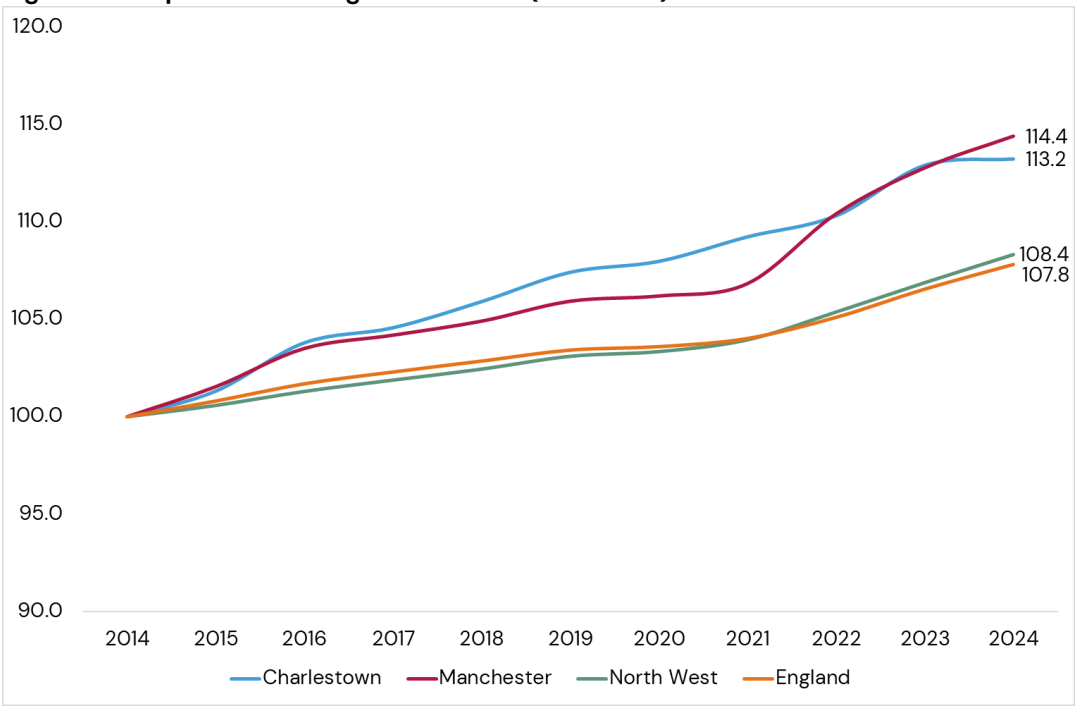
3.1. A review of the local conditions relative to health and well-being has been undertaken to provide a baseline against which the potential impacts can be assessed, and recommendations developed. The baseline includes analysis of the following:

- Population.
- Deprivation.
- Employment.
- Unemployment.
- Skills.
- Construction GVA.

Population

3.2. Data published by the Office for National Statistics (ONS) show that in 2024 the population of Manchester was 589,670. The population of Manchester grew by 14.4% (an additional 74,310 people) between 2014 and 2024, which was above the population growth in all comparator areas. See Figure 3.1 for further detail.

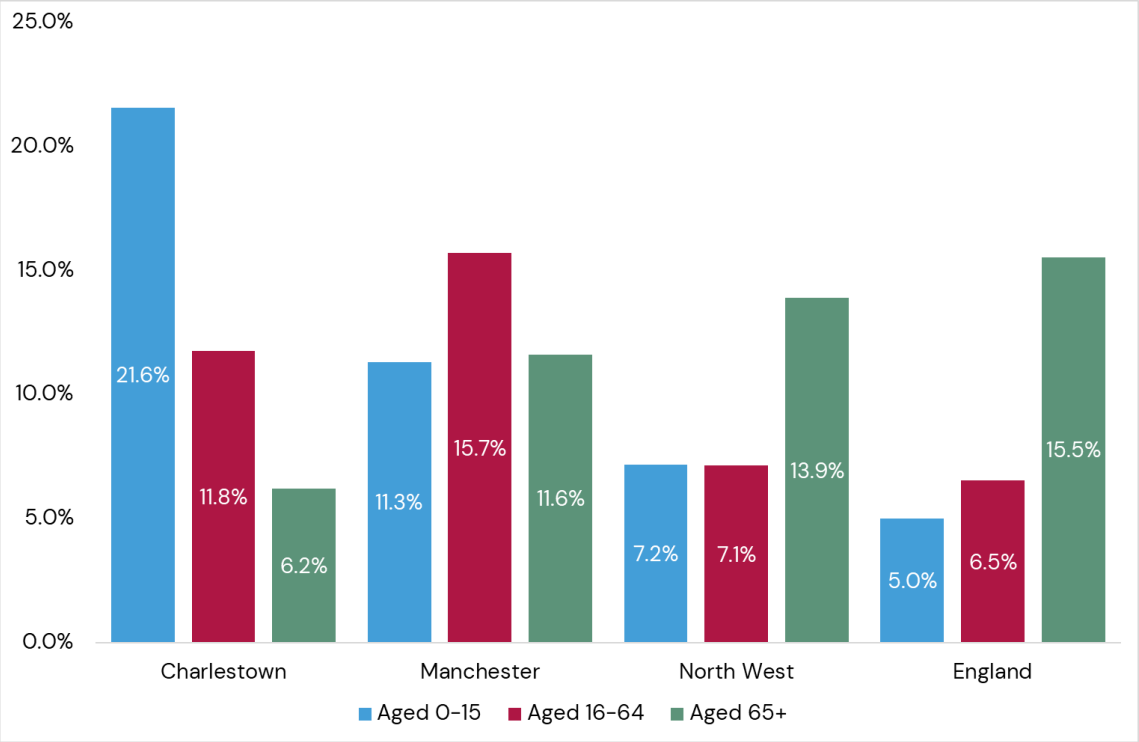
Figure 3.1: Population Change 2013-2023 (2013=100)



Source: ONS, Mid-Year Population Estimates

3.3. The fastest growing age group in Manchester between 2014 and 2024 was those aged 16-64 having increased by 15.7%. This differed to the other geographical comparators, with those aged 0-15 being the fastest growing age group in the Charlestown ward, and those aged 65+ being the fastest growing age group in the North West and England. Further detail is presented in Figure 3.2.

Figure 3.2: Population Change by Age Group, 2014-2024



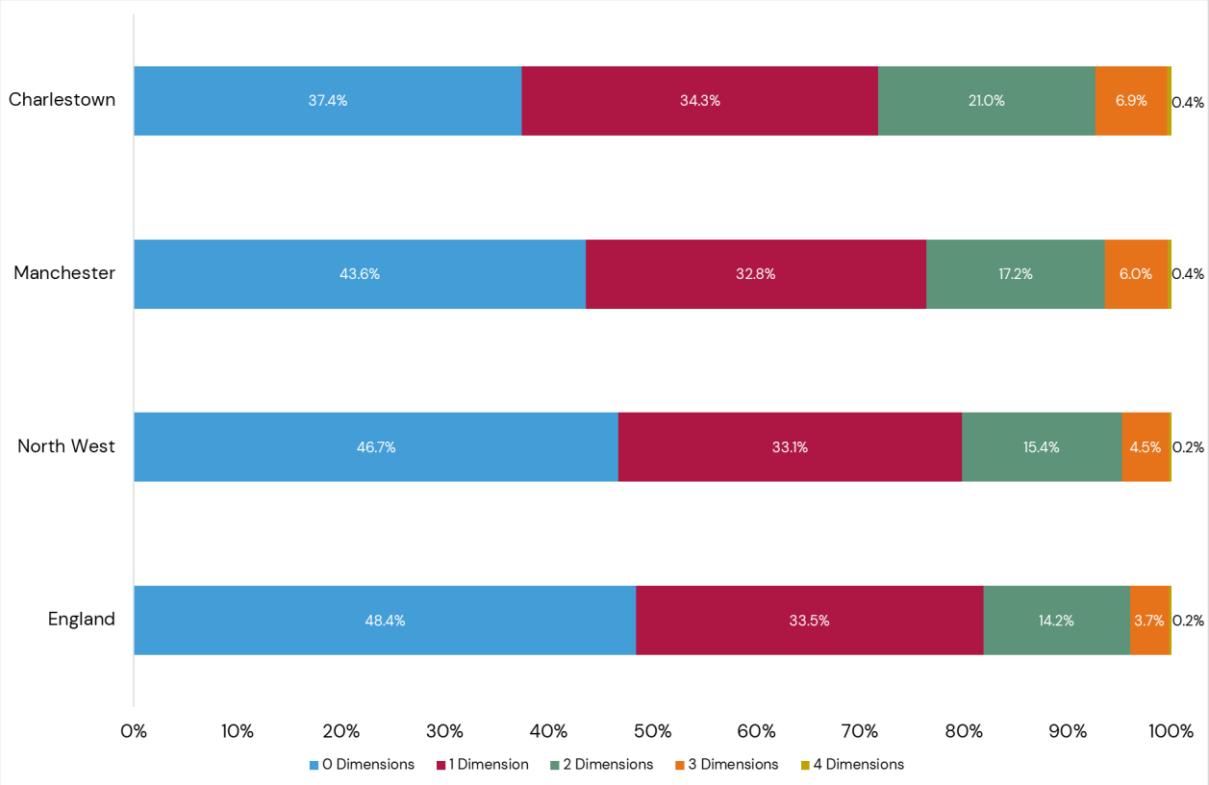
Source: ONS, Mid-Year Population estimates

Deprivation

3.4. The 2021 Census includes data on deprivation. The dimensions of deprivation used to classify households are indicators based on four selected household characteristics. These are education, health, employment, and housing. The data records if a household is not deprived in any dimension, deprived in one dimension, two dimensions, three dimensions, or four. The data are presented in Figure 3.3.

3.5. Manchester has 43.6% of households not deprived in any dimension, which is higher when compared to the Charlestown ward (37.4%) but lower when compared regionally (46.7%) and nationally (48.4%). Furthermore, Manchester has a high proportion of households deprived in four dimensions (0.4%) when compared to all other geographical comparators. In total, 56.4% of households in Manchester are deprived in at least one dimension.

Figure 3.3: Household Deprivation Level, 2021



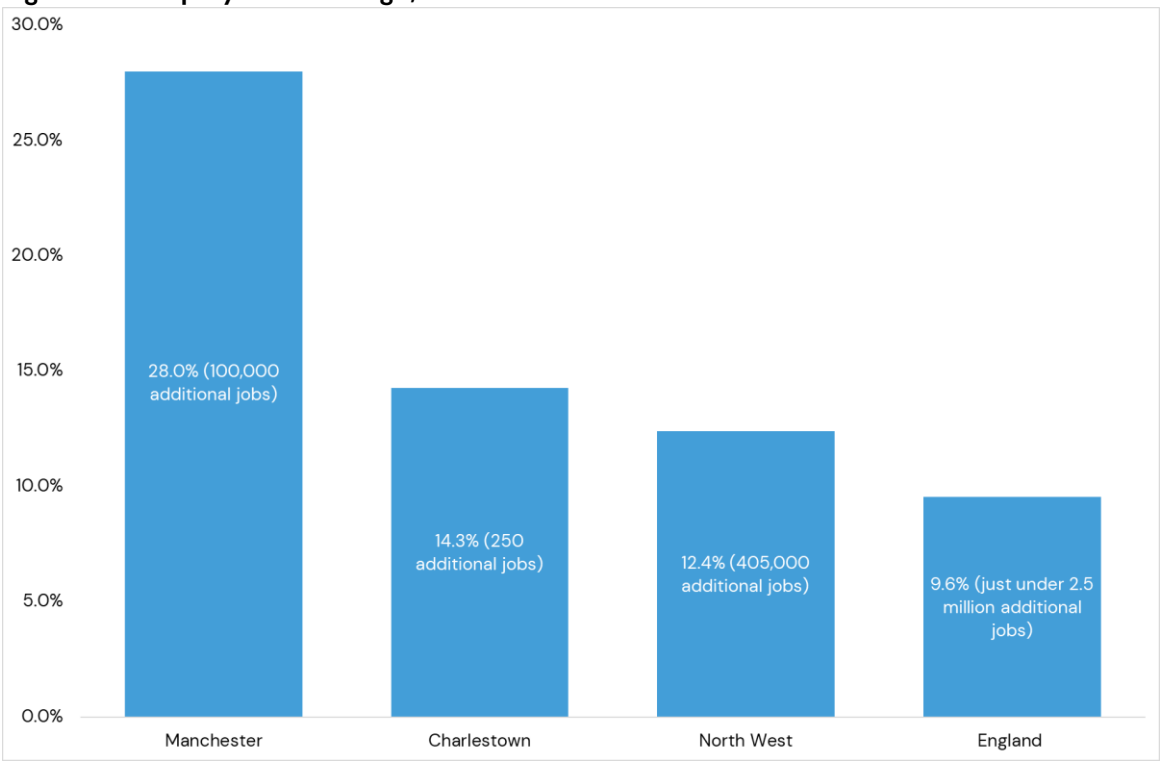
Source: Census 2021

Employment

3.6. Figure 3.4 shows employment change within the Charlestown ward, Manchester, the North West and England between 2015 and 2024. According to the ONS Business Register and Employment Survey (BRES) Manchester saw jobs growth of 28.0%, equating to 100,000 additional jobs. This was above jobs growth in the Charlestown ward (14.3% growth), the North West (12.4% growth) and England (9.6% growth).

3.7. More specifically, looking at the construction sector, jobs have grown by around 42.9% in Manchester across the same period, an increase of around 3,000. This compares to growth in the construction sector of 0.0% in the Charlestown ward, 26.0% in the North West and 19.5% in England.

Figure 3.4: Employment Change, 2015-2024



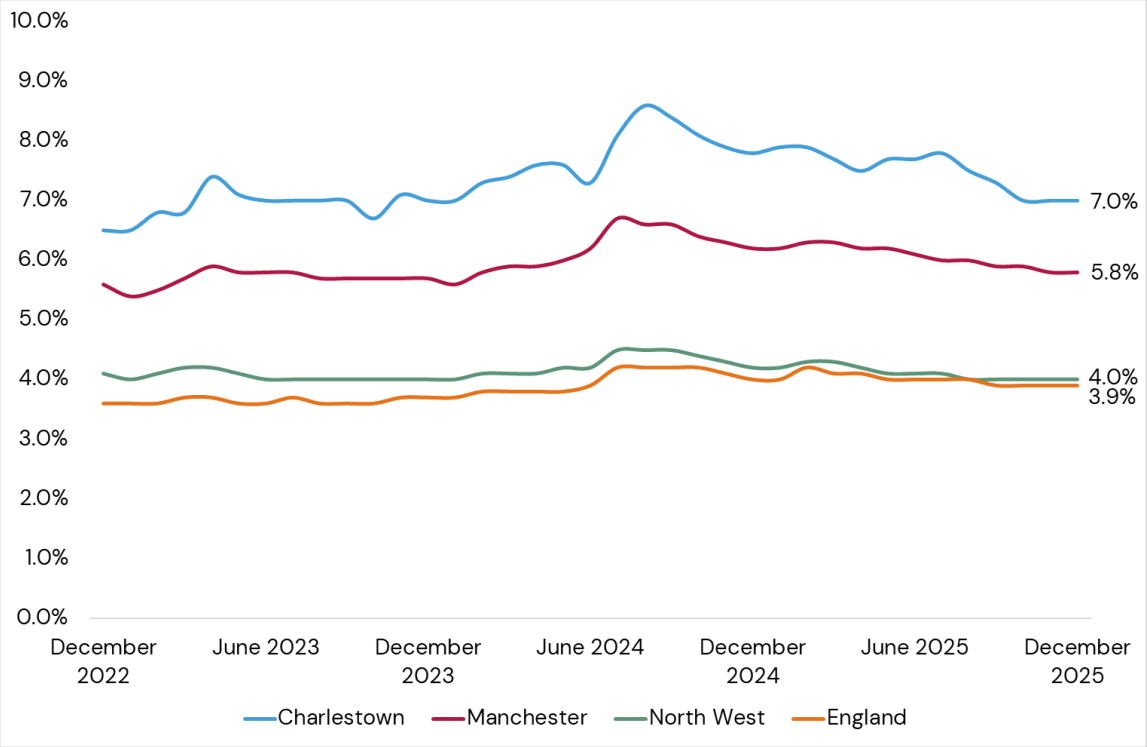
Source: ONS, Business Register and Employment Survey

Claimant Count

3.8. The claimant count records the number of people claiming Jobseeker's Allowance (JSA) plus those who claim Universal Credit (UC) and are required to seek work and be available for work.

3.9. Figure 3.5 shows the claimant count in the Charlestown ward, Manchester, the North West and England for every month from December 2022-December 2025, expressed as a proportion of residents aged 16-64. In December 2022, the claimant count in Manchester was 5.6%, and has since increased to 5.8% as of December 2025. The claimant count for Manchester in December 2025 is below the claimant count in the Charlestown ward (7.0%) but is above the claimant count in the North West (4.0%) and England (3.9%).

Figure 3.5: Claimant Count, December 2022-December 2025

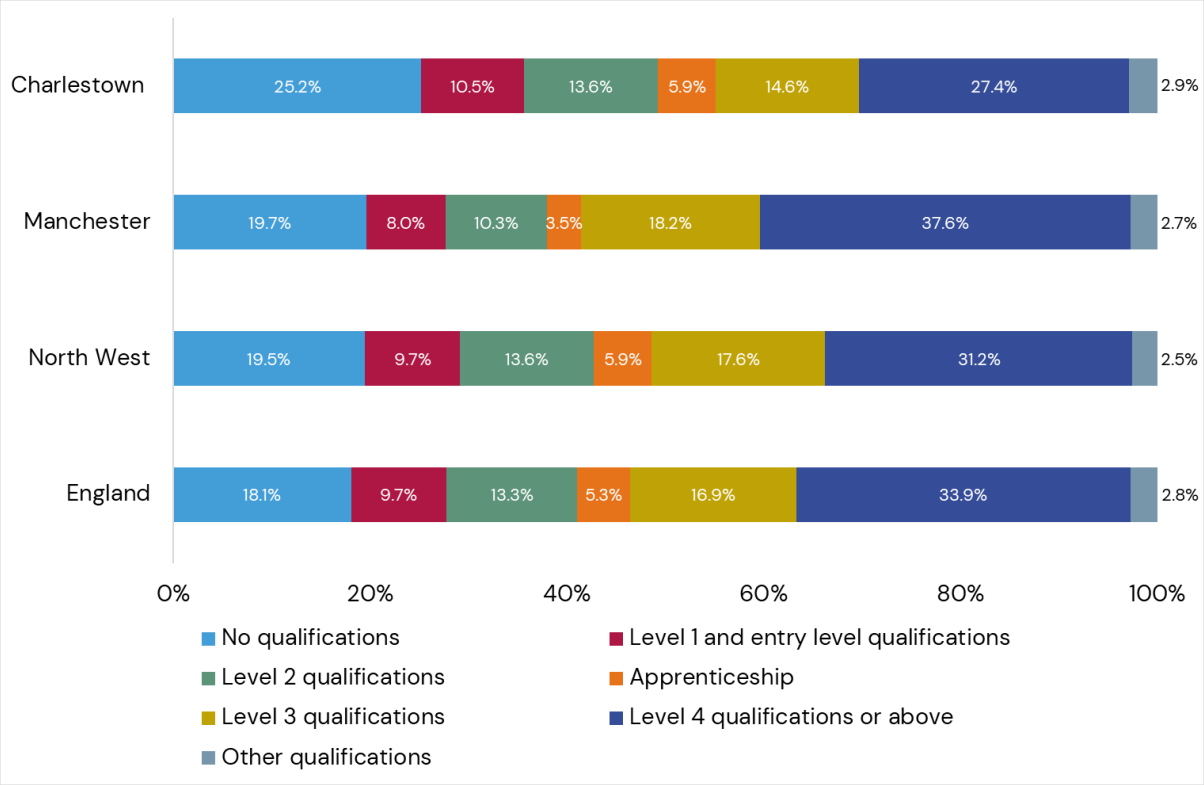


Source: ONS

Skills

3.10. Data from the 2021 Census shows that the proportion of Manchester's population with Level 4 qualifications (degree level) or above is 37.6%, which is higher when compared to the Charlestown ward (27.4%), the North West (31.2%) and England (33.9%). Manchester has a lower proportion of its population who completed an apprenticeship (3.5%) when compared to the Charlestown ward (5.9%), regionally (5.9%) and nationally (5.3%), but has a higher proportion of its population with Level 3 qualifications (18.2%) compared to the Charlestown ward (14.6%), the North West (17.6%) and England (16.9%).

Figure 3.6: Skill Levels of Resident Working Age (16+) Population, 2021

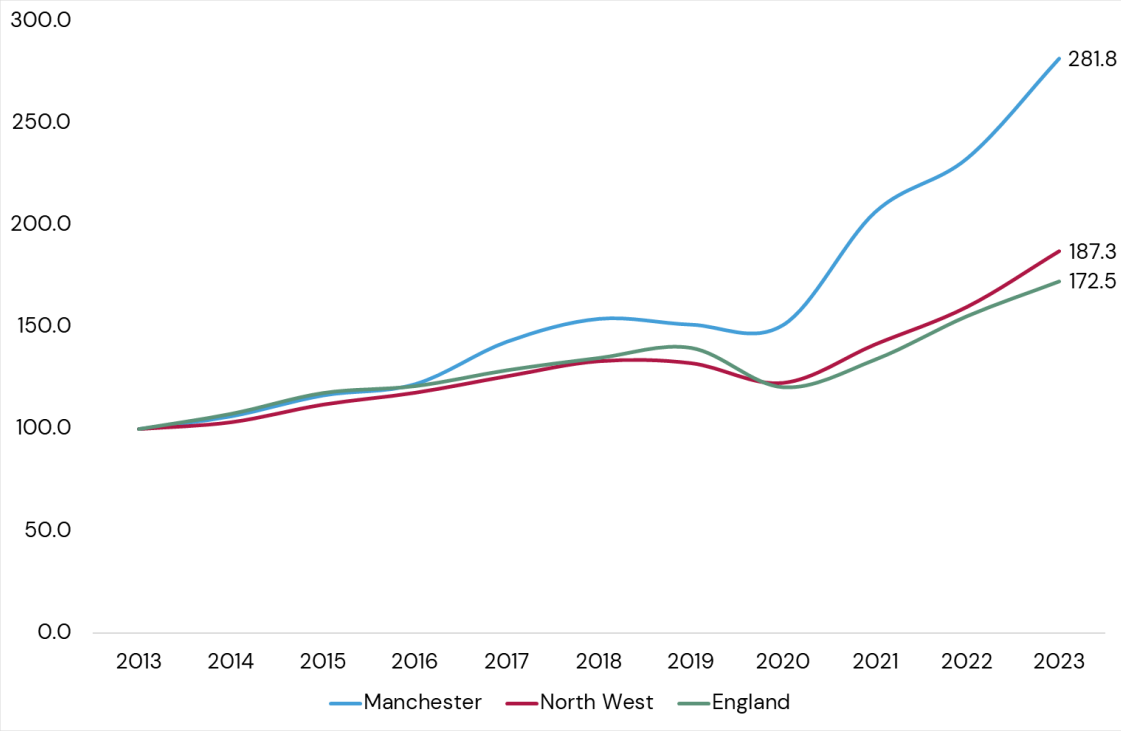


Source: Census 2021

Construction Sector

3.11. Figure 3.7 shows the growth in Construction Output (Gross Value Added – GVA) between 2013 and 2023 for Manchester, the North West and England. Construction GVA has grown across all geographies over the timeframe analysed. Manchester has seen growth of 181.8%, which is higher than the 87.3% growth in the North West and the 72.5% growth in England.

Figure 3.7: Construction Output, 2013-2023 (2013 = 100)



Source: ONS

Summary

3.12. The main points to note from the analysis presented in this section are summarised below:

- **Increasing working age population:** Between 2014 and 2024 the fastest growing age group in Manchester was those aged 16-64 having increased by 15.7%.
- **Strong labour market growth:** Manchester experienced a 28.0% increase in job numbers between 2015-2024. This was higher than the employment growth in the Charlestown ward, the North West and England over the same period. However, Manchester has consistently had a higher claimant rate than regional and national comparators, with a reported figure of 5.8% of working age residents in December 2025.
- **Skills:** Manchester has a high level of its population with Level 4 qualifications (degree level) but a lower proportion of its residents who have completed an apprenticeship when compared to all geographical comparators.

4. Benefits Proposal Context

4.1. The construction phase of the Proposed Development could support around 49 direct construction jobs, combined with a further 101 indirect jobs. Therefore, in total the construction phase could support around 149 jobs.

4.2. **Appendix I** contains the Manchester City Council Construction Local Labour KPI Proposal and Reporting Table, which displays the key KPIs taken from the Council's Local Labour Agreement Applicant Guide. For each KPI, there is an indicative and achieved date for each target, alongside a description of how each indicative target was reached.

4.3. It is expected that implementation will be led by the Principal Contractor and a meeting will be set between the Principal Contractor and MCC Work and Skills Team, at which we'd expect the detail of delivery to be confirmed. This will include the name of recruitment / employment organisations, schools and community groups that will be engaged with as delivery partners (see **Appendix I** for more information).

4.4. Table 4.1 below outlines the identified targets for each KPI, as well as the mechanisms for implementation and delivery. This includes the method of measurement (data requirement), reporting frequency and evaluating the effectiveness and potential for revision.

Table 4.1: Performance and Monitoring Plan Commitments to Employment during the Construction Phase

Opportunity	Target	Timeframe	Monitoring Measure
1. Workforce (KPI 1 & 2)	Minimum number of newly created or sustained jobs on the development (both on-suite and off-site). Minimum number of new employees (FTE) hired on contract for one year, or the whole duration of the contract (whichever is shorter). One or more new jobs created per £2million spend on the development, and target of 50%-100% of new/sustained jobs to be given to City of Manchester (CoM) residents. Minimum number of newly created jobs for CoM residents (target of 50%-100% of jobs given to CoM residents)*. Minimum number of sustained jobs for CoM residents (indicative target of 75% maximum CoM residents)*. * Relates to jobs created / sustained as mentioned in Opportunity 1. One or more new jobs created per £2million spend on the development.	Over the duration of the 32-month build programme.	• Producing a copy of an offer of employment. • Publishing notifications of on-site vacancies. • Receiving confirmation from employers that the job lasts at least one year or the whole duration of the contract (whichever is shorter). • Evidence of offer of employment to CoM residents (minimum 50% of all newly created jobs). • Evidence of sustained employment for CoM residents (maximum 75% of all sustained jobs). • Receiving confirmation from employers that a job taken by a CoM resident lasts at least one year or the whole duration of the contract (whichever is shorter). • Evaluation of effectiveness and potential for revision (e.g. method of measurement and implementation mechanism).
2. Apprenticeships (KPI 3 & 4)	Minimum number of new or sustained apprentices that will be / were working on the development (including those working for subcontractors/suppliers). One or more new apprenticeships created per £2million spend on the development.	Over the duration of the 32-month build programme.	• Publishing notifications of on-site vacancies for apprentices. • Producing a copy of an offer of an apprenticeship. • Producing evidence of sustained apprenticeships.

	Minimum number of newly created apprenticeships for CoM residents (target of 50%-100% of CoM residents)*. Minimum number of sustained apprenticeships for CoM residents (indicative target of 75% maximum CoM residents)*. * Relates to jobs created / sustained as mentioned in Opportunity 3. One or more new apprenticeships per £2million spend on the development.		• Publishing notifications of on-site vacancies for apprentices open for local CoM residents. • Evidence of offer of apprenticeship to CoM residents (minimum 50% of all newly created apprenticeships). • Evidence of sustained apprenticeships for CoM residents (maximum 75% of all sustained apprenticeships). • Evaluation of effectiveness and potential for revision (e.g. method of measurement and implementation mechanism).
3. Subcontractors and Suppliers (KPI 5)	Commitment to target of 10%-30% of total spend in Manchester City Council (MCC) supply chain.	Over the duration of the 32-month build programme.	• Evidence of spend in MCC supply chain (receipts). • Regularly reviewing progress against target through regular monitoring meetings. • Evaluation of effectiveness and potential for revision (e.g. method of measurement and implementation mechanism).
4. Learning and employability with COM schools and job seekers (KPI 6, 7, 8 and 9)	Commitment to minimum number of hours dedicated to supporting Manchester's young people up to the age of 24 into work (e.g. career/sector talks, CV writing support and careers advice). Commitment to minimum number of hours of support into work provided to Manchester unemployed adults (over 24 years old) through career mentoring, including mock interviews, CV writing support and careers advice. Minimum of 2 hours dedicated per £1million investment, and target of 100% of support to be offered to residents, schools and employability programmes within CoM.	Over the duration of the 32-month build programme.	• Publishing notifications of upcoming support activities, events or sessions. • Evidence showing completed event/ support activity attendee forms. • Producing documents that outline the details of any supporting activities, mentoring sessions or events, outlining the support or activities completed and numbers in attendance. • Logging the number of hours spent on running supportive workshops, mentoring or events. • Evidence showing completed work placement / pre-employment training. • Producing documents that outline the details of any work/pre-employment

	Commitment to minimum number of weeks of meaningful work placements or pre-employment training for Manchester secondary schools and further education students. Minimum of 1 week of placements/pre-employment training per £4million investment, and target of 100% of support to be offered to residents within CoM. Commitment to the provision of a minimum number of weeks of work trials for CoM job seekers offered. Minimum of 1 week of work trials per £4million investment, target of 100% of work trials to be offered to CoM residents.		training, outlining who took part, and detailing the activities completed. • Logging the number of hours/days/weeks spent on hosting work/pre-employment training. • Publishing notifications of on-site vacancies for work placements/pre-employment training. • Publishing notifications of on-site vacancies for work trials for local CoM residents. • Producing a copy of an offer of employment for work trials. • Receiving confirmation from employers that the work trial lasts at least 1 month. • Evaluation of effectiveness and potential for revision (e.g. method of measurement and implementation mechanism).
5. Working with the community organisations in the COM (KPI 10)	Commitment to the provision of minimum number of hours of Manchester community projects delivered, and that have skills and employability outcomes for residents. Minimum of 2 hours spent on community projects per £1million investment, and target of 100% of the projects to be delivered within CoM.	Over the duration of the 32-month build programme.	• Evidence of names of the voluntary organisations involved in community projects delivered. • Evidence of benefits for the wider community (social, educational, environmental, economic etc.) that will be / have been delivered. • Evidence of actively contacting charities and community organisations that could host community projects. • Evaluation of effectiveness and potential for revision (e.g. method of measurement and implementation mechanism).

Source: Manchester City Council Local Labour Agreement Applicant Guide[14] , Manchester City Council Construction Local Labour Key Performance Indicators Proposal and Reporting Template[15]

[14] *Local Labour Agreement Applicant Guide*. Manchester City Council.
[15] *Construction Local Labour Key Performance Indicators Proposal and Reporting Template*, Manchester City Council.

Appendix I – Construction Local Labour KPI and Reporting Table

Local Labour Construction - Proposal and Reporting Template	**Template Guidelines:** **1. Please complete all information in the top row "Scheme Overview".** **2. For sections 1 - 3 please complete column "Total Indicative Target". Do the same for activities you want to undertake under sections 4 - 5 + if known add organisation(s) add details in Tabs** **3. An authorised person then needs to sign and date the form at the bottom.** **If you would like to discuss your proposal including any support available, please email workandskillsadmin@manchester.gov.uk.** **Reporting:** **1. You should also use this form to send conditional End project reports or on the alternative frequency agreed. Your final report must be sent to the Planning Team to discharge the local labour condition.** **2. Provide the cumulative actual achieved at the time of reporting.** **3. Please use separate tabs to provide evidence records and case studies:** **4. An authorised person then needs to sign and date the form at the bottom.**			
Scheme Overview	**Scheme Start Date (enter below)**		**Scheme End Date (enter below)**	**Expected start date of main recruitment (mm/yy)**
Planning reference / scheme name: Hinchley Road, Blackley (143085/FO/2025) **Contact name / email: Olivia Mills (Olivia.Mills@pegasusgroup.co.uk). Laura Day (Laura.Day@pegasusgroup.co.uk).**	April 2026		December 2028	05/26
1. WORKFORCE KPI 1 -2 - One or more New jobs created per £2m spend on the development.	**Total Indicative Target**	**Target Achieved to date**	**Proposal stage: Please describe how you arrived at the indicative targets; HOW you are going to deliver the activities; and name recruitment / employment organisations, schools and community groups you intend to work with, or you would like us to connect you with.**	
KPI, 1a-Total number of newly created jobs on the development (both on site and off site). This includes supply chain and sub-contractors.	149 jobs	[To be completed at regular reporting intervals].	See Table 4.1 within the overarching Local Benefit Proposal (Pegasus Group, January 2026).	

			As per the Manchester City Council Local Labour Agreement Guide[16], there is potential for engagement with the following stakeholders and organisations in order to deliver these KPIs as effectively as possible: • The Restart Programme delivered by Ingeus. • Procure Plus. • The Booth Centre. • Department for work Pensions. • The Manchester Employer Suite. • The Works Construction Academy. • The Skills Construction Centre. • Career Connect.
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.**	112 jobs (75%).	[To be completed at regular reporting intervals].	See Table 4.1 within the overarching Local Benefit Proposal (Pegasus Group, January 2026). As per the Manchester City Council Local Labour Agreement Guide, there is potential for engagement with the following stakeholders and organisations in order to deliver these KPIs as effectively as possible: • Manchester City Council Postcode Checker.
KPI,1b – Total number of sustained jobs on the development (both on site and off site). This includes supply chain and sub-contractors. **No Target**		[To be completed at regular reporting intervals].	See Table 4.1 within the overarching Local Benefit Proposal (Pegasus Group, January 2026). As per the Manchester City Council Local Labour Agreement Guide, there is potential for engagement with the following stakeholders and organisations in order to deliver these KPIs as effectively as possible: • The Restart Programme delivered by Ingeus. • Procure Plus. • The Booth Centre. • Department for work Pensions. • The Manchester Employer Suite. • The Works Construction Academy. • The Skills Construction Centre.

[16] *Local Labour Agreement Applicant Guide*. Manchester City Council.

			• Career Connect.
KPI, 2b - Of that total, how many are / were City of Manchester residents (see map in Annex 1 of guidance note) **No target total deducted from KPI 2a Indicative New MCC jobs up to 75% Max**		[To be completed at regular reporting intervals].	See Table 4.1 within the overarching Local Benefit Proposal (Pegasus Group, January 2026). As per the Manchester City Council Local Labour Agreement Guide, there is potential for engagement with the following stakeholders and organisations in order to deliver these KPIs as effectively as possible: • Manchester City Council Postcode Checker.
2. APPRENTICESHIPS KPI, 3 & 4 - One or more New apprenticeships per £2m spend on the development.	**Total Indicative Target**	**Target Achieved to date**	
KPI, 3a – Total number of new apprentices that will be / were working on the development (including those working for subcontractors/suppliers)	3 apprentices[17]	[To be completed at regular reporting intervals].	See Table 4.1 within the overarching Local Benefit Proposal (Pegasus Group, January 2026). As per the Manchester City Council Local Labour Agreement Guide, there is potential for engagement with the following stakeholders and organisations in order to deliver these KPIs as effectively as possible: • Construction Industry Training Board (CITB). • England Apprenticeship Grants – CITB. • Greater Manchester Apprenticeship Hub. • The Business Growth Hub. • Princes Trust Manchester (Support for young people up to the age of 30). • Growth Company.

[17] The Home Builders Federation (HBF) estimated that 6,000 apprenticeships were provided by the house building industry in 2023, and provided 240,000 new homes. We therefore calculate a rate of 2.5 for every 100 new homes. *The Economic Footprint of Home Building in England and Wales*, September 2024, Home Builders Federation. Available at: https://www.hbf.co.uk/documents/13965/The_Economic_Footprint_of_Home_Building_in_England_and_Wales_report_-_September_2024_v.pdf.

			• The Manchester College contact - enquiries@tmc.ac.uk. • Total people. • Skills company contact - recruitment@gceducationandskills.ac.uk. • Apprenticeships support for SMEs. • PlanBEE Higher Level Apprenticeship Programme.
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**	2 apprentices (75%)	[To be completed at regular reporting intervals].	See Table 4.1 within the overarching Local Benefit Proposal (Pegasus Group, January 2026). As per the Manchester City Council Local Labour Agreement Guide, there is potential for engagement with the following stakeholders and organisations in order to deliver these KPIs as effectively as possible: • Manchester City Council Postcode Checker.
KPI, 3b- Total number of sustained apprentices that will be / were working on the development (including those working for subcontractors/suppliers). **No Target**		[To be completed at regular reporting intervals].	See Table 4.1 within the overarching Local Benefit Proposal (Pegasus Group, January 2026). As per the Manchester City Council Local Labour Agreement Guide, there is potential for engagement with the following stakeholders and organisations in order to deliver these KPIs as effectively as possible: • Construction Industry Training Board (CITB). • England Apprenticeship Grants – CITB. • Greater Manchester Apprenticeship Hub. • The Business Growth Hub. • Princes Trust Manchester (Support for young people up to the age of 30). • Growth Company. • The Manchester College contact - enquiries@tmc.ac.uk. • Total people. • Skills company contact - recruitment@gceducationandskills.ac.uk. • Apprenticeships support for SMEs. • PlanBEE Higher Level Apprenticeship Programme.

KPI,4b – Of the total number of sustained apprentices, how many are / were City of Manchester residents (see map in Annex 1 of guidance note). **No target total deducted from KPI 4a Indicative New MCC apprentices up to 75% Max**		[To be completed at regular reporting intervals].	See Table 4.1 within the overarching Local Benefit Proposal (Pegasus Group, January 2026). As per the Manchester City Council Local Labour Agreement Guide, there is potential for engagement with the following stakeholders and organisations in order to deliver these KPIs as effectively as possible: • Manchester City Council Postcode Checker.
3. SUB CONTRACTORS AND SUPPLIERS KPI, 5	**Total Indicative Target**	**Target Achieved to date**	
KPI,5 – Total (£) spent in LOCAL (MCR) supply chain through the contract. **Target 10-30% MCR Spend. Reporting Only**	£594,600 (20%)	[To be completed at regular reporting intervals].	See Table 4.1 within the overarching Local Benefit Proposal (Pegasus Group, January 2026). As per the Manchester City Council Local Labour Agreement Guide, there is potential for engagement with the following stakeholders and organisations in order to deliver these KPIs as effectively as possible: • MC construction supply chain. • Greater Manchester Chamber of Commerce. • Dun & Bradstreet.
4. LEARNING AND EMPLOYABILITY WITH CITY OF MANCHESTER SCHOOLS AND JOB SEEKERS KPI, 6,7,8,9	**Total Indicative Target**	**Target Achieved to date**	
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) **2 hours per 1M Investment. 100% MCC residents**	50 hours (100%)	[To be completed at regular reporting intervals].	See Table 4.1 within the overarching Local Benefit Proposal (Pegasus Group, January 2026). As per the Manchester City Council Local Labour Agreement Guide, there is potential for engagement with the following stakeholders and organisations in order to deliver these KPIs as effectively as possible: • Greater Manchester Social Enterprise Network. • Manchester Adult Education Service. • Manchester Homelessness Partnership. • Shelter 64.

			• Barnabas.
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. **2 hours per 1M Investment. 100% MCC residents.**	50 hours (100%)	[To be completed at regular reporting intervals].	See Table 4.1 within the overarching Local Benefit Proposal (Pegasus Group, January 2026). As per the Manchester City Council Local Labour Agreement Guide, there is potential for engagement with the following stakeholders and organisations in order to deliver these KPIs as effectively as possible: • Greater Manchester Social Enterprise Network. • Manchester Adult Education Service. • Manchester Homelessness Partnership. • Shelter 64. • Barnabas.
KPI, 8 – Number of weeks of meaningful work placements or pre-employment training for Manchester secondary school and further education students. **1 week per £4M Investment. 100% MCC residents**	6 weeks (100%)	[To be completed at regular reporting intervals].	See Table 4.1 within the overarching Local Benefit Proposal (Pegasus Group, January 2026). As per the Manchester City Council Local Labour Agreement Guide, there is potential for engagement with the following stakeholders and organisations in order to deliver these KPIs as effectively as possible: • Manchester City Council Work and Skills Admin Team. • Manchester City Council Schools and Careers Department. • Manchester School Directory & Finder. • The Manchester College. • The University of Manchester. • Manchester Metropolitan University. • Being a STEM Ambassador. • M-EET Your Match. • Becoming an Alliance Partner with The Manchester College. • Building Relationships with Employers and Educators (BREE).

KPI, 9 – Number of weeks of work trials for city of Manchester job seekers that will be / were offered. **1 week per £4M Investment. 100% MCC residents**	6 weeks (100%)	[To be completed at regular reporting intervals].	See Table 4.1 within the overarching Local Benefit Proposal (Pegasus Group, January 2026). As per the Manchester City Council Local Labour Agreement Guide, there is potential for engagement with the following stakeholders and organisations in order to deliver these KPIs as effectively as possible: • Yes Project (Yes Manchester) (North Manchester). • One Manchester (Central Manchester). • Wythenshawe Community Housing Group Real Opportunities (South Manchester). • Southway Housing Trust (South Manchester). • MCC Work Clubs (South Manchester).
5. WORKING WITH THE COMMUNITY ORGANISATIONS IN THE CITY OF MANCHESTER KPI, 10	**Total Indicative Target**	**Target Achieved to date**	
KPI, 10 – Number of hours of Manchester community projects that will be / were delivered and have skills and employability outcomes for residents. **2 hours per 1M Investment. 100% MCC Boundary Projects**	50 hours (100%)	[To be completed at regular reporting intervals].	See Table 4.1 within the overarching Local Benefit Proposal (Pegasus Group, January 2026). As per the Manchester City Council Local Labour Agreement Guide, there is potential for engagement with the following stakeholders and organisations in order to deliver these KPIs as effectively as possible: • Volunteer Centre Manchester. • Manchester Volunteer Inspire Programme. • One million mentors programme.

Name of authorised person
Laura Day
Position in organisation
Director
Date
11th March 2026

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