

SPARKLE STREET - EMPLOYMENT AND SKILLS PLAN



The project is to construct a part ten, part twenty-eight-storey tower, with ground floor comprising plantrooms, cycle store and bin store, along with 5 townhouses and then twenty-seven floors of apartments. The proposed development consists of 354 residential apartments and associated communal areas. Resident's roof terraces areas are also included at Level 1 and 10 with Amenity spaces also at level 10 and 26.

LOCAL LABOUR PROPOSAL

The Sparkle Street Project provides an exciting opportunity to deliver employment and training benefits to the local community. We have spoken to Ian Mulligan from Manchester City Council and have aligned our social value delivery with the KPI requirements advised for the benefit of the local community, using CITB outputs for a project with a value of £75M.

We will develop this Employment and Skills Plan detailing our social value commitments, as the project progresses: our plan will demonstrate clear pathways for local people and businesses to find opportunities on the Sparkle Street project. Our group structure means we directly employ the majority of project staff and operatives which means we have greater control over recruitment and retention and have direct access to long term career opportunities with the Group. The plan will provide a clear strategy by:

- Identifying and promoting accessible opportunities for local people, including entry-level roles and apprenticeships
- Targeting local businesses for subcontract or material supply opportunities
- Notifying Manchester's Work and Skills team of all vacancies arising
- Working with local partners, employment bodies and education providers to generate referrals to opportunities
- Providing training to support a qualified, skilled, competent and motivated workforce to deliver the contract
- Developing links into the local community to support improvements and engagement

We are keen to make sure our social value mirrors the local authority priorities for the Manchester city area so we have based our plan on Manchester City Council KPIs, aligned to industry standard CITB Client Based Approach outputs. We will pay all staff at least the Real Living Wage and we will where possible target priority groups including NEETs, long-term unemployed, military and Care leavers, and young offenders. We will develop working relationships with advised partners in the area and will join the quarterly Construction Skills Network.

KPI 1: we will use the project to create 14 new roles in our project and sub-contractor teams, inclusive of entry level new jobs and new apprenticeships. On successful contract we will make available all vacancies arising through both internal and external companies to local people. We will advertise for all roles through local employment vehicles, including Manchester Work and Skills, JCP and Ingeus. We will maintain induction and daily sign-in records to ensure compliance with monitoring requirements

KPI 2: We will target, through working with local partners, City of Manchester residents for all vacancies raised. We will maintain records of all the roles we raise and people recruited for monitoring purposes.

KPI 3 and 4: We will work with our suppliers to include apprenticeships in sub-contractor enquiries and orders and will advertise the apprenticeships through local partners. We will include local colleges, particularly those we have engaged through work experience, in our recruitment processes. We have had good recent experience recruiting our apprentices from participants in our work experience programmes on other projects. We will target City of Manchester residents

KPI 5: We will target a local Manchester Supply Chain to support the Sparkle Street build. We have good links into the local area and will target a minimum of 10% local spend with these suppliers. Where we use internal JRL Group companies on the project, including for example Ark for our MEP and McMullen for facades, we will ensure where possible there are commitments for them to use Manchester City area suppliers for labour and materials.

KPI 6 and 7: We will develop a schedule of employability support for young people, NEETs, those At Risk of becoming NEET and unemployed adults. This may include but not limited to providing careers talks, CV workshops, Information Advice and Guidance (IAG), pre-employment training, mock interviews and participation in jobs and careers fairs. We anticipate delivery of at least 12 engagements with local people.

KPI 8: We will target college and university students for at least 14 week-long work experience placements and will develop a schedule to support them in their career choices and through their studies. All participants will have the chance to be part of our team, go through staff induction and be given opportunities to see a real-life construction project in operation. All work experience will be subject to the appropriate RAMS, usually for Young and Inexperienced Workers. We will also offer tours and visits in advance of work experience so people can see the construction process in action as it progresses

KPI 9: We expect to work in partnership with local training providers to support their Pre-Employment Training provision, through which we will set up work trials for job seekers on a case-by-case basis. We have successfully used this model with the Skills Centre resulting in numerous referrals to entry-level roles.

KPI 10: We will work in partnership with Manchester City Council and local residents to identify appropriate community projects for Midgard to engage with. We will work with stakeholders to support existing provision and take advantage of the synergies arising across the area. We will where possible join the dots between the projects and employability outcomes.

Mechanisms for the implementation and delivery of the Local Labour Proposal

Systems: Our Approved Supplier Database is regularly updated to ensure we identify and implement an effective supply chain that considers geography, local knowledge, capability and availability of resource as work packages become active. As part of the approval process we will ensure that wherever possible, preferred subcontractors secure products and materials from within the local area and this is monitored and reported on as part of our sustainability commitments.

Processes: We follow our ISO 9001 Accreditation and Supply Chain selection and management procedures, utilising Constructionline and our internal selection questionnaires. Prior to project commencement, suppliers must demonstrate minimum levels of mandatory training and competence. We can provide training to support SMEs to ensure they have the appropriate qualifications in place.

Resources: Our North West based Project Quantity Surveyor operating from our Manchester office and then site will select and manage our integrated supply chain in accordance with the above systems and processes, supported by the Project Manager and our wider project team.

We will follow the Manchester City Council requirements for monthly and quarterly returns. We have spoken to Ian Mulligan who has advised us of the templates to be used and forwarded details of all partners we might engage

Our Project Manager will have overall responsibility for the implementation of our Employment and Skills Plan. However, our Community / Residents Liaison Advisor will be the appointed person to manage our employment strategy on a daily basis.

Our Employment and Skills opportunities will be discussed with the Local Authority or their preferred job brokerage scheme to ensure our team and the scheme benefits from their expertise.