LOCAL LABOUR, EMPLOYMENT & SKILLS STRATEGY

(Submitted in Discharge of Condition 7)

Planning Permission Ref: 140060/FO/2024
Site: Renshaw House, Hyde Grove, Manchester M13
Applicant: Harvale 2 Ltd
Principal Contractor: BDP Construction Ltd

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1. Purpose of This Strategy

This Local Labour, Employment and Skills Strategy is submitted in full discharge of **Condition 7** of planning permission **140060/FO/2024**.

The purpose of this Strategy is to set out how the demolition and construction of the Renshaw House development will:

- Maximise employment opportunities for **local residents**, particularly those living within Manchester
- Support **skills development, apprenticeships and training**
- Engage with local employment and training initiatives
- Provide clear commitments, monitoring and reporting arrangements

This Strategy applies to **all demolition, enabling and construction phases** of the development.

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2. Policy Context

This Strategy has been prepared having regard to:

- Manchester City Council's employment and skills objectives
- The Greater Manchester "Work and Skills" agenda
- National Planning Policy Framework objectives relating to inclusive growth, social value and local employment

The Applicant and Principal Contractor recognise the importance of ensuring that major development projects deliver tangible social and economic benefits to the local area.

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3. Commitment to Local Labour

BDP Construction Ltd will use **reasonable endeavours** to maximise the proportion of the site workforce drawn from:

1. Manchester residents
2. Greater Manchester residents
3. The wider North West labour market

Local labour opportunities will be promoted at all stages of the project, including demolition, enabling works, main construction and fit-out.

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4. Employment Targets

4.1 Local Employment Targets

The following **target commitments** will be adopted, subject to skills availability and programme requirements:

- A target of **at least 20% of the site workforce** to be recruited from within Manchester
- A target of **at least 30% of the site workforce** to be recruited from the Greater Manchester area

These targets will be reviewed periodically and increased where practicable.

4.2 Apprenticeships

BDP Construction Ltd will commit to:

- Providing **a minimum of one apprenticeship for every £1 million of construction value**, subject to viability and trade availability
- Apprenticeships may include, but are not limited to:
    - General construction
    - Groundworks
    - Joinery
    - Electrical installation
    - Mechanical installation
    - Site supervision / management (where appropriate)

All apprenticeships will be delivered through recognised frameworks and approved training providers.

4.3 Work Placements and Traineeships

Where safe and appropriate, the project will support:

- Short-term work experience placements
- Traineeships and entry-level placements
- Engagement opportunities for local students and trainees

Placements will be structured to ensure health, safety and site operational requirements are fully met.

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5. Training and Skills Development

In addition to formal apprenticeships, BDP Construction Ltd will support skills development through:

- Site-based training and mentoring
- Support for CSCS card attainment
- Health and safety training and inductions
- Opportunities for upskilling within subcontractor teams

Training opportunities will be aligned with programme stages and site safety requirements.

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6. Engagement with Local Employment Partners

BDP Construction Ltd will engage with appropriate local employment and training organisations, which may include:

- Manchester City Council Work and Skills Team
- Jobcentre Plus
- Local colleges and training providers
- Construction Industry Training Board (CITB)
- Approved apprenticeship providers

Vacancies and training opportunities will be promoted through these channels where practicable.

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7. Recruitment Practices

7.1 Advertising of Vacancies

- Job opportunities will be advertised locally prior to wider recruitment where reasonably practicable
- Vacancies will be promoted through:
    - Local employment services
    - Online recruitment platforms
    - Subcontractor and supply-chain networks

7.2 Supply Chain Commitments

Subcontractors and suppliers will be encouraged, through procurement and contractual processes, to:

- Recruit local labour where feasible
- Support apprenticeships and trainee opportunities
- Align with the objectives of this Local Labour Strategy

These expectations will be communicated during subcontractor appointment and reinforced through site inductions.

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8. Equality, Diversity and Inclusive Employment

BDP Construction Ltd is committed to:

- Equal opportunities in employment
- Non-discrimination on the basis of age, gender, ethnicity, disability or background
- Supporting under-represented groups into construction where practicable

Recruitment and training will be carried out in accordance with relevant equality legislation and best practice.

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9. Relationship with Site Access and Transport Arrangements

The development is located within a highly accessible urban area of Manchester.

In line with the Construction & Demolition Management Plan:

- No on-street contractor parking will be permitted on surrounding residential streets

- Where reasonably practicable, site operatives will be encouraged to use **public transport or sustainable travel modes**, consistent with the site's accessible location

These measures are compatible with the objectives of this Strategy and do not restrict opportunities for local employment.

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10. Monitoring and Reporting

To ensure transparency and accountability:

- Records will be maintained of:
    - Total workforce numbers
    - Place of residence (postcode-level data only)
    - Apprenticeship and trainee numbers
    - Training and work placement activity
- Information will be made available to Manchester City Council **upon reasonable request**
- Performance against targets will be reviewed periodically during the construction programme

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11. Responsibility for Delivery

Overall responsibility for implementing this Strategy rests with:

- **BDP Construction Ltd**, as Principal Contractor

A nominated site or project manager will act as the point of contact for employment and skills matters and will liaise with local partners where required.

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12. Review and Flexibility

The Applicant and Principal Contractor recognise that:

- Labour availability may vary depending on programme stage and specialist trade requirements
- Targets are therefore subject to skills availability and health and safety considerations

Nevertheless, the commitments within this Strategy represent a **proactive and genuine approach** to maximising local employment and skills benefits arising from the development.

13. Compliance Statement

This Local Labour, Employment and Skills Strategy is submitted in full discharge of **Condition 7** of planning permission **140060/FO/2024** and will be implemented throughout the demolition and construction phases of the development.