Moss Side Local labour plan Planning Condition 40

We recognise Caddick's operations have a direct impact on the communities in which we work and are committed to delivering meaningful social value through our activities. Our Social Value strategy is focused on creating lasting benefits that extend beyond project delivery, ensuring we leave a positive legacy within local areas.

Through effective supply chain engagement, employability programmes and targeted engagement with individuals facing barriers into employment, we ensure we invest in local talent whilst supporting inclusive employment practices. This ensures we are contributing to sustainable economic growth while helping individuals access valuable career opportunities.

(i) Measures Proposed to recruit local people including Apprentices

Preferred recruitment partner We Are Footprint
We Are Footprint actively support the development of local skills, employment opportunities, as well as workforce growth. This collaboration enables us to create relevant, tailored training and apprenticeship pathways, engage with local communities, and recruit local people. They assist us in creating social inclusion and cohesions via their extensive network of well-developed relationships in the Manchester area including partnerships such as The Growth Company, Groundworks, Skills People, DWP, Emmaus, prisons and probationary services as well as many more, enabling us to take an effective and targeted approach to our recruitment strategy.

Educational partnerships
Caddick has built strong rapport with many educational providers including High Schools, Colleges and Universities across the Manchester Ward and wider Greater Manchester region to facilitate work experience placements paid and unpaid, summer placements and T Level Placements. This has allowed us to engage with individuals seeking apprenticeship opportunities as well as employer led training and development. Our annual apprentice information day and recruitment process creates opportunities for individuals from all referral partners to learn about upcoming opportunities and to register interest in available roles.

Moss Care St Vincent and Manchester City Council
Caddick will consult with Clients Moss Care St Vincent Housing Group (MSV) and Manchester City Council (MCC) to develop and deliver a local labour strategy that is reflective of their commitment to inclusive economic growth. Through the adoption of a robust local labour strategy spanning the whole construction phase, we will work with MSV and MCC to align our KPIs with their priorities thus maximising tangible local employment outcomes.

Effective supply chain engagement
Caddick will work collaboratively with subcontractors to encourage the recruitment of local labour. We look to achieve this through setting clear targets, providing guidance on inclusive recruitment practices, signposting partners to local networks, employability programmes, and community organisations to help them access a broader and more diverse talent pool.

Within our procurement and contract management processes, we have embedded social value requirements, ensuring that subcontractors actively contribute to relevant TOMs measures such as:

- Local people employed (eg SV-L1)
- Opportunities for disadvantaged groups (eg SV-L2)
- Apprenticeships and skills development (eg SV-L3)

By setting clear expectations from the outset, we require subcontractors to prioritise hiring local residents and show how they will deliver measurable social value outcomes.

(ii) Mechanisms for the implementation and delivery of the local labour proposal

Targets	Methods of Implementation
Apprenticeships	• To advertise Caddick direct and subcontractor apprenticeship opportunities, directly with MSV and MCC work and skills team • To continue to host apprentice information days to advertise upcoming opportunities with local educational and employment partners • To attend apprenticeship events with local partners to promote opportunities and build relationships. • To offer T Level placements to construction students to educate them about Caddick and subcontractor apprenticeship opportunities • To host subcontractor briefing and engagement sessions to highlight the importance apprentice opportunities and to offer support with their recruitment and onboarding processes • To assign every apprentice with a mentor, to ensure that the apprentice feels supported. • Conduct regular reviews with apprentices to discuss progress and wellbeing and to identify any opportunities or requirements for additional support. • To continue to host events that bring together and celebrate existing apprentices, creating opportunities for team building and to maximise engagement
Jobs for local people	• To engage with MCC Work and Skills Team to identify local hubs, job clubs and employment support services within the immediate vicinity of the site and to advertise vacancies • To work in collaboration with subcontractors to host drop-in sessions at local hubs and job centres to advertise upcoming opportunities • To engage with MSV's Social Value team to identify opportunities and engage with MSV tenants looking for employment • To work with We Are Footprint social enterprise to employ a targeted approach to engage with MCC residents and individuals facing multiple barriers into employment. • To host on site employability workshops, initiatives and site visits aimed at informing individuals about the roles and opportunities in construction

(iii) Measures to measure and review the effectiveness of the local labour proposal in achieving the objective of recruiting and supporting local labour objectives

Our in-house Social Value team will work with the site team to plan, manage, monitor, record, and review the local labour objectives. We will measure, monitor, and review the effectiveness of the local benefit proposal by:

- Capturing social value output by using the Social Value Portal measurement tool, which enables measurement of social value return on investment.
- Issuing a monthly client report and brochure to highlight progress against KPIs
- Assign a personal buddy to each apprentice, to ensure settling a positive settling in experience.
- Hosting regular check ins with education providers to discuss apprentice progress.
- Conducting regular 1-to-1s with local labour and apprentices to discuss progression and wellbeing, as well as providing an opportunity to raise any grievances.
- Consulting with our supply chain to help them achieve social value commitments, written in at contract stage and procurement.
- Creation of apprentice and local labour tracker to track employment duration, postcodes and employee information.
- Creation of case studies to capture qualitative data around the experiences of those employed.