Victoria North

Local Labour Close Out Report

Since the Local Labour Proposal was submitted in early 2022, BAM's scope of works were significantly amended due to site conditions and funding deadlines led by Manchester City Council. This significantly reduced the number of new employment opportunities available on the project, However, when opportunities did arise we worked with local organisations to promote opportunities to local people.

Commitments Made	Numbers Achieved	How
We will recruit local people to work on this project. We will provide employment for hard-to-reach groups.	78% of people reside in GM or North West 20.97 FTE – Manchester, Oldham, Bury, Salford 37.48 FTE – Remaining GM & North West	We retained a number of existing local staff working on the project as well as sharing new opportunities local through organisations such as YES Manchester, MCC's Work & Skills Team, Growth Company, Rise Up and Centrepoint to target local people and hard to reach groups. In April 2025, we provided an employment opportunity for a local person who had come through Construction Skills Academy's Intro to Construction course. They have been employed as a site operative via our labour agency and gained additional qualifications during their time on the project.
We will recruit apprentices to work on this project We will give existing apprentices experience on this project	807 Apprenticeship Weeks 6 existing Apprentices 5 new apprentices	We have had six existing apprentices complete BAM's Degree Apprenticeship programme whilst working on the project. As well as welcoming two new GM resident apprentices to the programme. We recruited two new groundworker apprentices from Hopwood Hall college to join the project in 2022, however due to the change in scope they were moved to the TransPennine Route Upgrade (TRU) project to complete their course. One is still working on TRU as a full time groundworker. In September 2025 we recruited a new Groundworker Apprentice to the project, joining BAM's new Groundworker Apprenticeship Programme.
We will advertise all jobs and apprenticeships locally		New opportunities were shared with local organisations such as YES Manchester, MCC's Work & Skills Team, Growth Company, Rise Up and Centrepoint to target local people
Attend local job fairs		Due to the timings of the limited new employment opportunities on this project, we were not able to advertise at local job fairs. However, a BAM colleague regularly attends 'meet

		the employer' events at The Works Construction Academy and identifies potential work placement opportunities in Civil Engineering.
Provision of on site hub for YES Manchester		The Victoria North Community Hub opened in October 2022, equipped with laptops for internet access free to use for community organisations supporting local residents. It was initially utilised to run drop in sessions for CV advice and guidance as well as accessing the internet to reach online services. However, due to site location, local residents were not utilising the space as expected. Since 2023 it has been available for organisations to book to run training courses for local residents, and has been used for pre-employability courses, CSCS cards and cyber awareness qualifications. As well as for community organisations to hold meetings such as Winning Hearts and Minds and the NHS. Winning Hearts and Minds also utilised the space as a base for their Winter Warmth initiative in December 2023 – February 2024. The hub has also been utilised for hosting site visits and workshops for local school students and NEETs – detailed below.
Paid work experience - adults & Young People (16+) Unpaid work Ex for students (<15)	6 individual unpaid placements – totalling 5.6 weeks 2 individual paid placements for University students.	We have provided work shadowing opportunities to a number of people from hard to reach backgrounds through various organisations such as Rise Up, Centrepoint, Manchester College, Ambition Manchester and The Works Construction Academy. We hosted a university student for 1 year of paid placement during their course, and have since recruited them as a permanent member of staff following their graduation. We also provided 6 weeks paid summer placement for another student. We have also hosted a number of half day site visits / workshops with organisations such as Manchester Youth Zone and Construction Skills Academy for unemployed young adults. As well as hosting school and college students. During these workshops, participants were able to learn about BAM, have a site tour and interview different members of the site team to learn about their roles and different routes into industry. Gaining valuable interview skills practice to prepare them for future job interviews.
We will promote and advertise supply chain, sub-contracting	£23.5M spent in the North West	BAM hosted a local supplier day in March 2022, providing an opportunity for potential local suppliers to learn about the project and meet the team. However, the scope of works

opportunities locally, making sure that local business hear about them first	£30k spent with VCSEs	changed after this event, requiring specialist works and reducing the number of supplier opportunities available. We did take location into consideration when selecting supply chain, favouring those located in Greater Manchester as a first priority and the North West where possible.