Tariff Street, Manchester Project Impact Report

Delivering Meaningful Social Value Through Targeted Employment, Skills and Community Engagement

Creating Opportunities. Breaking Down Barriers. Leaving a Lasting Legacy.

The Tariff Street project has delivered social value alongside the construction of a major new residential development in Manchester, creating opportunities for individuals and communities who face some of the greatest barriers to education, training and employment.



Recognising that meaningful social value is measured not only by activity delivered, but by the difference made to people's lives, the project focused its Employment & Skills Programme on supporting those who are traditionally under-represented within the construction industry and those furthest from the labour market.

Working collaboratively with the Manchester Construction Skills Network (MSCN), the Tariff Street project established strong partnerships with schools and colleges; engaged with charities and community organisations across Manchester to deliver targeted employment and skills initiatives. These relationships created opportunities to engage disadvantaged and underrepresented young people, supporting them to develop confidence, raise aspirations and access pathways into education, training and employment. By working closely with trusted local partners, the project was able to deliver targeted interventions that created meaningful and lasting social impact.



Through sustained engagement, mentoring, work experience, industry placements and community partnerships, the project has helped young people develop the confidence, skills and awareness needed to make informed decisions about their futures.

Tariff Street project Highlights:		
Impact	**Result**	
Local jobs created	4	
UI Apprentices – sustained	2	
Local labour on site: Travel distance to site (data from Biosite records - person days on site) **Total person days on site <20 miles travel distance**	37% 15% **52%**	<10 miles 10 – 20 miles
Training hours	150 hrs	
Local spend City of Manchester Greater Manchester **Total:**	 £1,134,828.00 £9,351,113.49 **£10,485,941.49**	 2.09% 17.24% **19.33%**
Schools, colleges and universities engaged	7	
Site Visits	16	
Careers events	7	
Number of hours supporting Manchester young people	180+ hrs	
Insight Days	4	
Work experience Placements	16	
T-Level placements	3	
UI Community-based Volunteering hours	162+	
Community participants	120+	

Targeting specific communities: young women, BAME communities and young people from disadvantaged backgrounds



Construction has historically struggled to attract women, BAME communities and young people from disadvantaged backgrounds. The Tariff Street Employment & Skills programme therefore prioritised those who traditionally have the least access to employment opportunities.

Engaging those facing greater barriers

The Tariff Street Employment & Skills Programme deliberately prioritised engagement with groups who are often under-represented within construction or face significant barriers to employment and training opportunities.

These included engaging with young people:

- Interested in STEM and construction careers.
- At risk of offending, exclusion or long-term disadvantage through fostering partnerships with Third-sector organisations
- From ethnically diverse communities.
- Not in employment, education or training.

By targeting support towards these groups, the project sought not only to raise awareness of construction careers but to create genuine progression routes into education and employment.

- Young women engaged through a year-long STEM programme.
- Young people furthest from the labour market supported
- Progression from industry placement into employment for a T Level DSP student.



Target Group	Why They Were Prioritised	Examples of Support
Young Women	Underrepresented in construction Build skills and employability pathways	STEM programme, work experience, mentoring, Industry placements,
BAME Young People & Communities	Challenge misconceptions, build skills, Increase representation and inclusion	Black Girls Hike UK, careers conversations, employability support, site visits, mentoring, work experience, volunteering
Young People Furthest from the Labour Market	Reduce barriers to progression Raise aspirations and awareness of employment pathways	Barnardo's, SHiFT, mentoring, work experience, employability support

Inspiring the Next Generation

Opening Doors into Construction and the Built Environment



A key achievement of the project has been its sustained commitment to inspiring young people to consider careers within construction and the wider built environment.

Young people were provided with opportunities to experience a live construction environment, engage directly with industry professionals and gain a realistic understanding of the range of career pathways available across the sector.

Engagement Activity Delivered:



- 16 guided construction site visits
- 7 careers and employability events
- 4 construction insight days
- Interview preparation workshops
- Employability and career readiness sessions
- STEM engagement activities
- Mentoring opportunities
- Employer presentations and careers talks



Students met engineers, project managers, quantity surveyors, planners, site managers and trade professionals, helping to challenge misconceptions about the industry and demonstrate the breadth of opportunities available.

More importantly, these activities increased awareness, confidence and career aspirations amongst participants, particularly those who had previously limited exposure to professional working environments.

Championing Diversity Within Construction

Inspiring Young Women

The construction industry continues to experience significant underrepresentation of women, particularly within technical and engineering disciplines. In response, Tariff Street established a partnership with The East Manchester Academy to inspire more young women to consider careers in construction and the built environment.



The academy identified 15 Year 10 female students who were either achieving highly in STEM subjects, had expressed an interest in construction, or were capable students who had never previously considered the industry as a career option. Many of these young people were experiencing disadvantage and had limited exposure to professional careers within construction.

Rather than delivering a single careers talk, the project committed to a programme of sustained engagement throughout the academic year. Students participated in site visits, practical STEM activities, employability workshops, construction challenges and interactive sessions linked directly to live construction activities taking place on site.

The programme enabled students to:

- Meet construction professionals and female role models.
- Gain first-hand experience of a live construction site.
- Develop confidence through practical STEM activities.
- Challenge stereotypes associated with construction careers.
- Understand the wide range of technical and professional careers available within the built environment.



By creating an environment where young women could see themselves represented within the industry, the programme helped broaden aspirations and encouraged consideration of careers that may previously have seemed inaccessible.

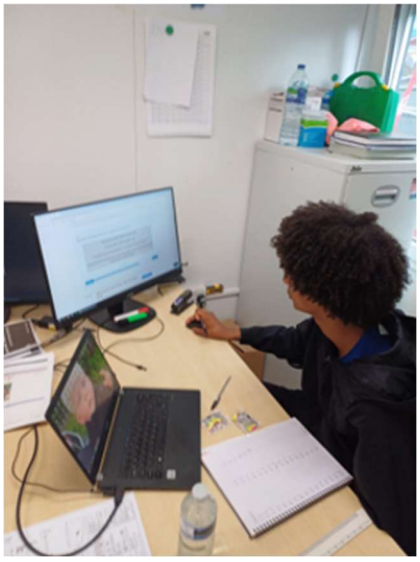
Supporting Young People Furthest from the Labour Market

Breaking Down Barriers to Employment

Recognising that some young people face complex barriers to employment, the project worked closely with organisations supporting care-experienced young people and those at risk of long-term disadvantage.

SHiFT Manchester

The project developed a close working relationship with SHiFT Manchester, a charity supporting young people who are caught in, or at risk of entering, cycles of crime, exclusion and social disadvantage.



Young people participated in tailored site visits, careers discussions, employability workshops and practical construction activities, providing exposure to employment opportunities that many had never previously experienced.

One particularly successful outcome involved a young person who had experienced being in care and expressed an ambition to become a bricklayer.

Following a period of work experience on the Tariff Street project, the individual was supported to progress onto an accredited Bricklaying course at The Manchester

College, providing a clear pathway towards long-term employment within the construction industry.

This represents far more than a work experience placement; it demonstrates how targeted employer engagement can help remove barriers and create genuine progression opportunities for vulnerable young people.

Barnardo's Job Project

The project also partnered with Barnardo's Job Project to engage young adults who were care experienced, unemployed or facing significant barriers to entering the workforce.

Activities included careers presentations, site visits and work experience opportunities, helping participants gain confidence, develop employability skills and better understand the opportunities available within construction.

One care-experienced young woman successfully completed a work experience placement on the project, receiving mentoring and personalised IAG support which helped build confidence, develop workplace skills and improve readiness for future employment opportunities.

Creating Pathways into Employment

Supporting Technical Education through T Levels

Collaborating with sub-contractors to deliver Insite days, site visits and careers events



The project developed a strong partnership with The Manchester College and The University of Manchester Engineering Society to support students, including bespoke activities for studying engineering degrees, and trades-based courses.

Activities delivered:

- Careers Talks
- Insite Days
- Industry placements – T Level Design, Surveying and Planning qualifications.
- Site visits
- Mentoring support.
- Professional networking opportunities.
- Exposure to live construction environments.

Importantly, these activities generated progression outcomes beyond educational engagement alone.

Olivia, a T-Level DSP student successfully extended her placement and progresses into employment in August 2026.

These outcomes demonstrate how meaningful employer engagement can support young people to transition successfully from education into the workforce.

Community Impact Beyond the Construction Site

Promoting Inclusion Through Community Partnerships

The project's commitment to social value extended beyond employment and skills delivery.

A member of the site team is a hike leader at Black Girls Hike UK and contributed more than 62 employee volunteering hours to support activities that promote wellbeing, inclusion and community participation.

The partnership engaged over 120 participants through:

- Youth programmes.
- Family engagement activities.
- National Trust partnership events.
- Outdoor wellbeing initiatives.
- Community development sessions.

The collaboration aligned strongly with the project's commitment to diversity and inclusion, supporting Black women, young people and families whilst creating informal opportunities to discuss careers and representation within construction.

Lasting Impact and Legacy

The most significant achievement of the Tariff Street project has been its ability to engage and support individuals who are least likely to access traditional employment and training opportunities.

Through strong partnerships with schools, colleges, charities and community organisations, the project successfully reached young women, care-experienced young people, ethnically diverse communities and young people facing significant barriers to employment.

The outcomes achieved - including progression into further education, industry placements, work experience opportunities, employment and accredited training -

demonstrate how construction can act as a catalyst for social mobility and positive life outcomes.

Whilst not every Local Benefit Plan and Section 106 target was achieved in full, the project delivered significant social impact in areas that are often the most challenging to reach and measure. Through sustained engagement with vulnerable and underrepresented groups, the project created opportunities that extended beyond awareness-raising and resulted in tangible progression outcomes.

The legacy of Tariff Street is therefore not simply reflected in activities delivered, but in the individuals whose confidence, aspirations and future employment prospects have been positively transformed through meaningful engagement with the project.