

Site Address: 2 Hampden Close, London. NW1 1HW

Planning Ref Number: 2022/2855/P

Developer: London Borough of Camden

Main Contractor: Morgan Sindall

Build Value: £14.950

Planned Start Date: February 16th 2023

Planned Completion Date: October 24th 2024

1. Introduction

The London Borough of Camden is well placed to support developers and contractors to meet the outcomes identified within the Employment, Skills and Supply Plan (ESSP). The Council has embedded this approach in our S106 development and capital works. This methodology sets minimum outcome targets related to both the scale and type of development.

Contractors and developers are required to submit an ESSP as part of their contract/planning obligation. These plans include the employment and skills benchmark targets, a target for local supply (supporting local businesses to bid for contracts) and a method statement outlining how the developers will work with the Council to deliver these targets.

The ESSP places a requirement on the developers to work with the Council on all end use vacancies, providing job descriptions at least three months prior to recruitment.

This approach provides a framework for employment and skills delivery to bring together all partners involved in a project to co-ordinate skills needs and training delivery for the borough. This ensures that the core objective of supporting employment and skills development for local residents is taken forward on a site specific approach.

Organisations undertaking capital works in the borough are required to produce a project specific ESSP and accompanying method statement. This details how organisations will approach the delivery of these outcomes and identify any additional outputs they consider achievable. The ESSP can be broken down into 3 key areas:

1. Training Opportunities
2. Employment
3. Procurement

This approach is of considerable benefit to companies by creating a strategic education partnership combined with a job brokerage service. The model supports existing high-quality training which meets employer-defined standards, helping to encourage increased investment in training in the borough.

2. Benchmark – Employment and Skills Outcomes

The benchmarks in the table below should match those in the S106 legal agreement, which are based on project contract values. Organisations are to use their own judgement as to what additional outputs they consider achievable in relation to the project.

Output	Total over duration of development
Apprentices – new starts	4
Apprentices – existing apprentices	2
Apprentices – end use	n/a
Construction apprentice default contribution (value per apprentice)	n/a
School visits and workshops	8
Work experience – 14-16 years	2
Work experience – 16+ years	6
Employment – number of roles created	5
Locally procured goods and services (value in £s) <i>This should represent 10% of total build value</i>	10%

3. Definitions used in this document

Apprentice new starts Individuals who have been recruited as part of the project and are employed on an apprenticeship programme recognised by the relevant sector skills council.	Existing apprentices Individuals who are already employed by the developer or contractor on an apprenticeship programme recognised by the relevant sector skills council.
End use apprentices Individuals to be employed as part of a recognised apprenticeship programme during the end use of the building.	Construction apprentice default contribution The fee to be paid to the council per construction apprentice in lieu of provision, stated in the S106 legal agreement
School visits and workshops Visits and educational workshop activities that are delivered by the contractor or their supply chain within the school or college, or on site. This is to support the Construction & Built Environment Diploma and other relevant areas of the educational curriculum.	Work experience Work experience placements, paid or unpaid, which may include university student placements on larger projects
Employment – number of roles created Individuals resident in Camden who have been directly appointed to work on this project. This could include Job Centre Plus pre-employment initiatives.	Locally procured goods and services Goods, materials and services procured from Camden borough-based businesses; this may include trades and Camden branches of builders' merchants.

4. Method Statement

Please provide a method statement below setting out how the organisation intends to deliver the ESSP. The method statement should be restricted to **700 words** and clearly set out the proposed approach for delivering skills development against the output categories covering the following areas:

- i. A named contact in the organisation who will be responsible for managing the ESSP
- ii. Which trades or occupational areas will be offering apprenticeship opportunities
- iii. The types of apprenticeships that will be offered, broken down by trade
- iv. How the target outputs as set out in the ESSP will be delivered
- v. How any health and safety issues will be managed
- vi. What actions will be taken to ensure the requirements are cascaded down to trade contractors working on the project to ensure compliance
- vii. How compliance will be managed with respect to trade contractors

Morgan Sindall commits to working in partnership with London Borough of Camden, the Kings Cross Construction Skills Centre (KXCS) and local stakeholders to support the obligations outlined in the planning documentation in respect of the Central Somerstown Project. We have put together a bespoke Social Value Plan to meet the obligations and includes appropriate CITB benchmarks for Local Labour and work experience placements for a project of this value.

- i) Monica Paul will be responsible for managing the ESSP and for all output deliverables
- ii) and iii)
We will incorporate provision for at least 4 apprentices as part of our plan and have identified a range of trade opportunities on the project, which may include groundwork, carpentry and M and E. We will develop opportunities for Camden residents and will recruit locally through KXCS and through Shared Apprentices Schemes recommended by LB Camden: either K10, Evolve or JBT. The length of project and subsequent length of the sub-contractor work packages mean we will have no 52-week apprenticeships so we will recruit to the extent of the contract lengths we have available. We will facilitate early engagement between Camden, its partners and our supply chain to encourage apprentice recruitment to their organisations beyond the limits of their time on the Somerstown project. We will also explore opportunities within our supply chain outside of the Somerstown project. We will advertise all new apprenticeship roles in advance of the requirement on-site and will recruit to them as above. Where appropriate Camden referrals are not forthcoming, we will recruit from alternative areas. We will work in partnership with LB Camden and their KXCS to support alternative outputs for delivery, in line with local authority initiatives, to mitigate apprenticeships with duration less than 52 weeks. This may include but is not limited to T-levels, creation of entry-level roles for local people and extensive local resident, stakeholder and school/college engagement.
- iv) We will deliver target outputs as follows: We will identify apprentice and new job starts prior to start on-site using the project programme. We will include the

apprentice and local labour commitments in sub-contractor enquiries and orders and will discuss at the pre-let meetings. Prior to arrival on-site, we will liaise with the sub-contractor and with LB Camden, KXCS and the Shared Apprentice Schemes (K10) to ensure we provide adequate lead-in to recruit to the roles. Where practicable, we will provide details of all other vacancies arising to Kings Cross Construction Skills Centre and partners. We will use reasonable endeavours to achieve the requirement, but we envisage the majority of roles created will be based on-site through our sub-contractor teams and that recruitment to their teams will be minimal.

We will work with Westminster Kingsway College and other Capital City College Group partners to schedule work experience opportunities on the project throughout the build and will incorporate a range of engagement activities: participation at Jobs and Careers Fairs, CPD for tutors and students, site visits and practical demonstrations on construction and other activities designed to promote careers in the sector.

We will work with LB Camden to identify local businesses and will target a 10% project spend with them. We will use the Local Supply Chain portal to market contract opportunities and will facilitate SMEs entry onto our internal Builder's Profile system. Our commitment to this target will be determined by pre-construction procurement choices, which will impact: we will use reasonable endeavours to secure the 10% requirement

- v) Health and Safety measures will be managed by the Morgan Sindall SHEQ adviser Dominic Glyde, supported by Regional SHEQ Manager Andrea Smith. All RAMS required to support the ESPP will be carried out in advance of delivery and will incorporate all appropriate legislation.
- vi) All requirements will be cascaded through inclusion in sub-contract orders, enquiries, during pre-let meetings and will be challenged in advance of arrival on-site. We arrange regular Supply Chain meetings for all sub-contractors at which we explain all aspects of Health and Safety and Social Value.
- vii) Compliance will be managed by our commercial teams in advance of project start and by the project team QS during the construction, with support from the PM. This will include adherence to paying all apprentices the London Living Wage, ensuring all vacancies are advertised through the Kings Cross Skills Centre (all locations) and liaison with Anita Khan, LB Camden central point for recruitment

Additional employment and skills measures that will support the Employment & Skills Strategy

Please set out any additional employment and skills support the organisation would be willing to provide and/or suggest how the approach to delivering against the areas outlined within the ESSP template will provide additional value. **(Max 350 words)**

Additional employment and skills measures that will support the Employment & Skills Strategy:

We will further support the ESSP by working with local schools and colleges and engagements at appropriate points of the project schedule. We will also support their curriculum and delivery of Gatsby regulations by providing opportunities for their students to speak with our staff and develop a more thorough understanding of the construction sector and the roles available in it. This will include STEM activities within the schools and colleges alongside tours, visits, workshops and project presentations both on-site and as part of their lectures.

We will ring-fence vacancies and make them available to local workless residents. Where appropriate we will set up a Pre-Employment Training course in partnership with Job Centre Plus in the form of a SWAP course to prepare people to access our entry-level and apprentice roles.

In addition, we will support T-Level students with industrial placements and will deliver design and build in primary schools. We will invite students on site to take part in practical taster sessions in various trades such as bricklaying and painting and decorating, once the trade is on site.

We will work closely with Good Work Camden Job Hub as well as their key partners, including Kings Cross Recruit, Timewise Jobs, Your Future, Somers Town Community Association Job Hub and services delivered in The Living Centre. We currently engage with shelter residents where we inform them about the development, and we also regularly attend meetings with the TRA about the community garden plans

5. Output Monitoring

Using this page as a template, please provide a **monthly** monitoring update detailing progress made towards delivering the ESSP targets.

We will complete the monthly monitoring update on receipt of contract and subsequent consolidated project programme

Employment and Skills areas	Date and Target	Actual performance
Schools / College Engagement		
1.School/College/University Site Visits		
1a. Site visits – No. of students		
2. School/College Workshops		
2a. Workshops – No. of students		
Work Experience		
3a. 14-16 years		
3b. 16+ years		
Apprentices Employed– New Starts		
<i>Carpentry and joinery</i>		
<i>Mechanical</i>		
<i>Electrical</i>		
<i>Groundwork</i>		
<i>Painting and decorating</i>		
<i>Other please add...</i>		
<i>Total apprentice starts</i>		
5. Existing apprentices		
6. Employment – (number of Camden residents supported into employment)		
7. Value of local procurement £'s		

Please provide an update on the performance detailed in the table above.

6. Employment & Skills Plan
Development Name: Central Somerstown

We will complete the monthly monitoring update on receipt of contract and subsequent consolidated project programme

 (This should be completed for **each calendar year** of the development)

2022/23

Employment and Skills areas	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Total
1. School/College/University Site Visits													
1a. Site visits – No. of students													
2. School/College Workshops													
2a. Workshops – No. of students													
3. Work Experience													
3a. 14-16 years													
3b. 16+ years													
4. Apprentices – New Starts (breakdown into specific trades)													
<i>Carpentry & Joinery</i>													
<i>Mechanical</i>													
<i>Electrical</i>													
<i>Groundwork</i>													
<i>Painting and decorating</i>													
<i>Other please add...</i>													
Total apprentice starts													
5. Employment – (number of Camden residents supported into employment)													

6. Value of local procurement £'s													
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8. Contacts

Construction Apprentices and Job Brokerage

Kings Cross Construction Skills Centre is the primary point of contact in relation to sourcing local apprentices and construction operatives. It has a dedicated team to support Construction Recruitment. This free service has considerable experience of supporting contractors to employ appropriately qualified job ready candidates and apprentices.

The team works with the wide range of partners providing employment and skills services working in the borough. Vacancy details are circulated to every provider serving borough residents with the centre managing quality control/sifting applicants to ensure that only job ready clients are matched to employer opportunities.

Contact: Anita Khan, Employment and Training Coordinator

Anita.Khan@camden.gov.uk, 0207 974 5169

Supply Chain

The Council is committed to working with local partners to support new business starts, assist existing businesses to grow and promote inward investment into the borough. The Council is keen to promote local supply chain opportunities. The borough is home to a diverse range of suppliers, including both construction and manufacturing.

Through its work with local partnerships, the Council will endeavour to ensure local businesses are aware of the work opportunities and quality standards arising from the service needs of the construction and business operations.

It is the Council's expectation that major suppliers to the council will demonstrate their commitment to engage with local businesses to supply goods and services. This will range from construction-related work through to services and manufactured goods. We would aim to achieve as much local procurement as is practical and economic to do so.

Contact: Adam Dray, Business Engagement Manager

Adam.Dray@camden.gov.uk, 020 7974 1532

End Use Apprenticeships

Our Camden Apprenticeships team works in partnership with local employers and training providers to offer apprenticeships for local people of all ages. They provide tailored support through from the application process to completing the apprenticeship with the employer.

Contact: Nina Scuffil and Joanne Maunton, Apprenticeship Coordinators

apprenticeships@camden.gov.uk, 020 7974 8778

End Use Job Vacancies

Our Good Work Camden neighbourhood Job Hubs provide a free employment support service for Camden residents. Residents that register with the Job Hub are supported by a Job Hub Advisor to ensure that they get the support that they need.

Contact: Phil Carter, Good Work Broker

Phil.Carter@camden.gov.uk, 020 7974 5907