London Borough of Camden

**Construction Employment, Skills**

**and Supply Plan**

The London borough of Camden is well placed to support developers and contractors to meet the outcomes identified within the Employment and Skills 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 Employment, Skills and Supply Plan (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 Employment and Skills Plan (ESP) and accompanying method statement. This details how organisations will approach the delivery of these outcomes and identify any additional outputs they consider achievable. The ESP can be broken down into 2 key areas:

1. Training Opportunities

2. Employment and 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.

**Benchmark – Employment and Skills Outcomes**

Contract specific benchmarks are developed for the minimum outputs for each Employment and Skills Plan (ESPs). They 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.

Additional template sheets should be used for contracts that will exceed 12 months duration.

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| **No.** | **New Entrants - Skills development** | **Numbers**The output figures for the ESP are to indicate the minimum outputs for each month against the relevant Employment and Skills areas. The summary columns are also to be completed. Guidance on the Employment and Skills areas is also included. |
|  | School/College Site Visits – number | 0 |
|  | School/College Site Workshops – number | 0 |
|  | College Research Project | 0 |
|  | Work experience 14-16 – person weeks | 0 |
|  | Work experience 16+ years – person weeks | 2 |
|  | Apprentices – existing - person weeks | 0 |
|  | Apprentices – project initiated starts | 3 |
|  | **Skills Culture** |  |
|  | Employment – number of roles created | 100 |
|  | Locally procured good and services – value £’s | 10%  |

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| **Employment & Skills Plan Method Statement**Organisations are required to provide a Method Statement setting out how they intend to deliver the ESP. 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:1. A named contact for who in the organisation will be responsible for managing the ESP
2. which trades or occupational areas will be offering apprenticeship opportunities
3. which types of apprenticeships will be offered i.e. broken down by trade
4. how the target outputs as set out in the Employment & Skills Plan will be delivered
5. how any health & safety issues will be managed
6. what actions will be taken to ensure the requirements are cascaded down to trade contractors working on the project to ensure compliance
7. how compliance will be managed with respect to the Contractor’s trade contractors

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| See Attached Document  |
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| **Additional employment and skills measures that will support the Employment & Skills Strategy** The Organisation is to set out what additional employment and skills support they would be willing to provide and / or suggest how their approach to delivering against the areas outlined within the ESP template will provide additional value. **(Max 350 words)** |
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| **Additional employment and skills measures that will support the Employment & Skills Strategy** |

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| **Monitoring arrangements**The Organisation will be required to provide a **monthly report**. This is to include an update of the ESP showing the achievements against each of the agreed Employment and Skills areas. It will also include a qualitative report providing details of the various employment and skills activities delivered in the month. This report will be reviewed at the monthly site meetings and form part of the contract review process. The overall performance against the ESP will form part of a general Camden wide review and evaluation process. Evaluation will include:1. a review of the contractor’s achievements against the original ESP
2. their commitment to achieving the goals and
3. any additional value-added contribution that the contractor was able to delivery as an enhancement to the contract ESP.

**Commitment to local employment and supply chain**  |
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**Employment & Skills Plan**

**Development Name:**

(This should be completed for each year of the development and accompanied by a Method Statement)

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| **Employment and Skills areas** | **Month****1** | **Month****2** | **Month****3** | **Month****4** | **Month****5** | **Month****6** | **Month****7** | **Month****8** | **Month****9** | **Month****10** | **Month****11** | **Month****12** | **Summ.** **No.** | **Summ.** **P/W.** |
| **NEW ENTRANTS** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **1**.**School/College/University Site Visits** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **1a. Site visits – No. of students** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **2. School/College Workshops** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **2a. Workshops – No. of students** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **3. University Research** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **4. Work Experience 14-16 Years** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **5. Work Experience 16+ years** |  |  |  |  |  |  | 2 |  |  |  |  | 2 |  |  |
| **6.Apprentices – Starts (construction weeks)** |  |  |  |  |  |  |  |  | 2 | 2 | 2 |  |  |  |
| **7. Employment – (number of Camden residents supported into employment)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **8. Value of local procurement £’s** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

**Summary of the Employment and Skills areas**

*The purpose of this section is to provide outline details of the Employment and Skills areas that are contained within the Employment*

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| **NEW ENTRANTS** |
| **1. School / College / University site visits** – visits by students to the site to support their learning. *1. ESP monthly outputs* – number of visits, *1a. ESP monthly outputs* - number of students *1.ESP Summary information* – total number of visits, *1a.ESP Summary information* - total number of students  | **2. School workshops** – 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. *2. ESP monthly outputs* – number of workshops, *2a. ESP monthly outputs* - number of students *2. ESP Summary information* – total number of workshops, *2a. ESP Summary information* – total number of students  |
| **3. Research projects -** supporting schools, colleges and higher education with provision of information, resources and access. *3a. ESP monthly Outputs* – number of research projects ongoing *3b. ESP Summary information* – total number of research projects that have been undertaken on the scheme  | **4. Work experience - 14-16 years** – work experience placements with the site team or trade contractors. This can include block placements of one week or more, or one / two days per week. *4. ESP monthly Outputs* – number of placements *4. ESP Summary information* – total number of placements and number of person weeks  |
| **5. Work experience 16+ years – details as for 14-16 years** – can also include University Student placements which will be particularly relevant for the larger projects *5. ESP monthly Outputs* – number of placements *5. ESP Summary information* – total number of placements and number of person weeks  | **6. Apprentices Starts**- an individual who has been recruited as part of the project and is employed on an apprenticeship programme recognised by the relevant sector skills council. *7. ESP monthly Outputs* – number of starts in month for project initiated apprentices *7. ESP Summary information* – i.) total number of project initiated apprentice starts, ii) total number of person weeks |
|  **8. 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. *ESP monthly Outputs* – number of individuals who have been supported *ESP Summary information* – total number of individuals who have been supported and ii) total number of individuals who have been supported into employment with an expectancy of the employment lasting 13 weeks or more. | **9. Value of local Procurement**State the value of locally sourced good and materials |

**Delivering employment and skills plan targets:**

**Support from the London Borough of Camden – Employment Services team**

**Skills and Employment**

The Camden is well placed to support contractors to meet the outcomes identified in the Employment and Skills Plan. The support is focused on::

**1. Job Brokerage**

Kings Cross Construction Skills Centre has a dedicated team to support Construction Recruitment. This free service has considerable experience of supporting contractors to employ appropriately qualified job ready candidates.

The team works with Jobcentre Plus and the full range of other providers of employment and skills services working in the borough. The group has a dedicated job brokerage team and can handle recruitment events for employers. Vacancy details are circulated to every provider serving borough residents with the Group guaranteeing to quality control/sift applicants to ensure that only job ready clients are matched to employer opportunities. Contact Anita Khan 0207 974 5169 (Employment and Training Coordinator) Anita.khan@camden.gov.uk for more information..

**2. 14-19 Team** is responsible for the development and delivery of work experience provision. Camden is working in partnership with Inspire! to arrange work experience placements for young people. Inspire staff and Camden’s work experience coordinator will be available to support you in the planning and supervision of the placements you offer. We would expect all placements to include:

* A basic role description
* A scheme of work for the duration of the placement
* Regular supervision sessions
* A exit interview

The 14-19 Team will also support employers to build relationships with local schools and other youth referral agencies.

Please contact **Tom Humphreys 0207 974 1667 (Work Experience Coordinator)** Thomas.humphreys@camden.gov.ukfor further information

**Delivering supply chain opportunities: support from the London Borough of Camden**

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 emanating 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 manufactured goods. We would aim to achieve as much local procurement as is practical and economic to do so.

Please contact Genny Fernandes (020 7974 8517, genny.fernandes@camden.gov.uk ) for further information about how we can support you.