

Parliament Hill School,
William Ellis School &
La Swap Sixth Form
London Borough of Camden –
Proposal for Employment & Skills

September 2017

Project Overview

Site Address:

Parliament Hill School,
William Ellis School & La Swap Sixth Form
Highgate Road
NW5 1RN

Developer:

London Borough of Camden

Main Contractor:

Farrans Construction

Build Value:

£28.5m

Planned Start Date:

January 2018

Planned Completion Date:

November 2020

Document history

Job number: 12002		Document ref: PHS-FAR-CT-ESP-001				
Revision	Purpose description	Originated	Checked	Reviewed	Authorised	Date
--	Approval	AK	NC	CM	BB	July 2017
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Client signoff

Client:	Camden Council
Project:	PHS, WES & LaSwap
Document title:	LBC-Employment and Skills Plan Proposal
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Notice

This document and its contents have been prepared and are intended solely for Camden's Council information and use in relation to Parliament Hill School, William Ellis School & LaSwap.

Contents

Page

02	Introduction
03 to 05	Benchmark – Employment and Skills Outcomes
06 to 09	Employment and Skills Method Statement
10 to 11	Additional employment and skills measures that will support the Employment and Skills Strategy

Introduction

This document has been prepared in consultation with Camden's Employment Services Department and was agreed under Condition 37 and 38 of planning permission 2014/7683/P.

The proposal remains the same for the revised proposed development and has been re-submitted for completeness.

Benchmark – Employment and Skills Outcomes

Demolition stage proposal

No.	Skills development	Numbers
1.	School/College Site Visits – number	0
2.	School/College Site Workshops – number	0
3.	Work experience	
3a.	14-16 – person weeks *	0
3b.	Work experience 16+ years – person weeks	0
4.	Apprentices – New starts	0
Skills Culture		
5.	Employment – Number of roles created	0
6.	Locally procured goods & services	

New build proposal

No.	Skills development	Numbers
1.	School/College Site Visits – number	7
2.	School/College Site Workshops – number	5
3.	Work experience	
3a.	14-16 – person weeks *	6
3b.	Work experience 16+ years – person weeks	36
4.	Apprentices – New starts	7
Skills Culture		
5.	Employment – Number of roles created	8
6.	Locally procured goods & services	

* Work experience opportunities for 14-16 year olds will not be on the live site. There will be opportunities to job shadow roles such as Quantity Surveying, Engineering, Project Management and Site Administration

Employment and Skills areas for new build	January	February	March	April	May	June	July	August	September	October	November	December	Summ. No.	Summ. P/W.
1. School/College/University Site Visits							1		1		1		7	
2. School/College Workshops							1				1		5	
3. Work Experience													42	
3a. Work Experience 14-16 Years													6	
3b. Work Experience 16+ years													36	
4. Apprentices													7	
Business Administration								1					1	
Groundworker			1										1	
Engineering								1					1	
Mechanical & Electrical								2				2	4	
5. Employment for LB Camden Residents													8	
Gateman				1									1	
Domestic Assistant/ Cleaner		1											1	
Labourer Skilled/Unskilled				1							2		3	
Crane Driver											1		1	
Teleporter Driver											1		1	
Banksman								1					1	

Employment and Skills areas for new build	January	February	March	April	May	June	July	August	September	October	November	December	Summ. No.	Summ. P/W.
1. School/College/University Site Visits		1			1			1			1		7	
2. School/College Workshops			1				1				1		5	
3. Work Experience													42	
3a. Work Experience 14-16 Years							3						6	
3b. Work Experience 16+ years		2	2	2	2	4	4	2					36	
4. Apprentices													7	
Business Administration													1	
Groundworker													1	
Engineering													1	
Mechanical & Electrical													4	
5. Employment for LB Camden Residents													8	
Gateman														
Domestic Assistant/ Cleaner														
Labourer Skilled/Unskilled														
General Operatives														
Banksman														

Employment and Skills

Method Statement

i. Named Contact

The main contact for the delivery of our Employment & Skills training scheme will be our dedicated Community Engagement Coordinator, **Andrea Kokonas**.

Andrea will work closely with the team and will be proactively involved on and off site, to maximise potential opportunities for LBC, using skills and knowledge from current and past projects which have been delivered successfully.

ii. Trades and Occupational Areas

Andrea will work closely with Kings Cross Construction Skills Centre, Jobcentre Plus, CITB and local schools to compile a list of needs and potential opportunities. We will offer apprenticeship opportunities to all the traditional construction trades including but not limited to:

- Masonry
- Carpentry and Joinery
- Mechanical Engineering
- Electrical Engineering
- Plastering
- Painting and Decorating
- General Construction Operative
- Floor Laying
- Steel Fixer
- Fabrication and Welding

In addition to the construction package opportunities, we will have opportunities in skilled labouring, banksman, domestic assistants, and general operatives.

iii. Types of Apprenticeships

As outlined above, we will develop a comprehensive set of opportunities generated by the project to specifically target apprentices. We will actively encourage all types of apprenticeships with our Supply Chain taking account of the scope of the works and the timing of particular supply chain activity on site.

We propose to recruit 2 apprentices directly with Farrans, 4 with M&E trades & 1 apprentice ground worker from LB Camden.

iv. How the target outputs as set out in the Employment & Skills Plan will be delivered

The target outputs of our ESP will be delivered with the implementation of the Single Point of Contact recruitment model. In our experience, this model has proven to be the most efficient and effective method of matching labour demand and supply. We have learned that strong communication is a fundamental need of the overall success of our ESP. Andrea will lead our interaction coordinating with all the educational and training bodies to deliver our targets and objectives identified in our ESP.

v. Health and Safety Management

We will manage all Health and Safety issues for the duration of the works through our Health and Safety management systems, led by our highly experienced **Alex Anderson (SHEQ Company Manager) and Paul McArthur (SHEQ England Manager)**. We have a target of zero tolerance and zero accidents on site, with a highly trained workforce to enforce these targets.

Safety always goes beyond our site boundaries and our H&S initiative “**Safety Sam**” will be available to help deliver safety presentations to Primary aged students in the LBC area. Farrans are active in the education sector and we enjoy working alongside local schools to instil the importance of staying safe around building sites.

Any supplier or subcontractor working on and around the site must adhere to our stringent Policies and procedures. Our Protocol for new site personnel outlines arrangements to be set in place, which include: Full Site Induction,

completing a Personal Details form, Risk Arrangements, Mentor Allocation - All Trainees and Apprentices must be allocated to a nominated responsible person.

A trainee or Apprentice will not be asked to work alone, use power tools and equipment, work at height, work in excavations, operate mobile plant and vehicles, work with hazardous substances or undertake any other activities, which would be deemed by Management to represent a risk.

We certify that our organisation has a Health and Safety Policy that complies with current legislative requirements.

vi. Trade Contractor Requirements

We will work closely with our supply chain and engage early. We understand the importance of working collaboratively to deliver our commitments to the ESP. **Farrans Supply Chain Manager – Ray Gambell**, who is responsible for the procurement of packages for the Supply Chain, will carefully select the contractors and assess their ability to deliver the Employment Skills requirement by embedding the requirements in the selection process. Sub contract orders will only be awarded when we are confident of their unequivocal commitment.

Our supply chain is selected using performance measurement during both the bidding and construction phases of previous projects to ensure compliance. We undertake performance measurement on all supply chain members as part of our Quality Management procedures. The evaluation process involves the supply chain contractor demonstrating their ability to provide a high level product in terms of:

- Employment & Skills delivery
- Environmental Management
- Financial Management
- Health and Safety
- Programme
- Quality

vii. **Trade Contractor Compliance Monitoring**

Andrea will work closely with the Supply Chain Manager, Ray Gambell to manage and monitor progress throughout the project.

All local recruitment opportunities will be advertised locally, giving residents of LB Camden priority.

Supply Chain performance will be measured against agreed KPIs and reported on as a standing agenda item at progress meetings.

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

Farrans strive to excel in the delivery of the Employment & Skills strategy and understand the London Borough of Camden's objectives. Through our experience on projects for various London Boroughs including Hillingdon, Hounslow, Barnet and Hackney, we understand the importance of implementing skills, training, apprenticeship and employment initiatives to support and positively impact the local economy.

We have developed a comprehensive set of training opportunities to specifically target vulnerable or 'NEET' groups, addressing existing skills gap.

Proposed Initiatives include:

Get into Construction programme

In addition to the National Skills Academy for Construction (NSAFC) training courses, we support **The Princes Trust – Get into Construction programme**, along with our own ASPIRE programme to help long term unemployed into construction. This offers opportunity for a diverse workforce and supports the job seeker with CSCS card training, industry advice, work placements and employability skills training. Andrea will connect with **The Kings Cross Construction College to discuss opportunities.**



This has been successfully delivered at our live Cambridge project, with both the workers pictured above completing the programme, and no longer long term unemployed, continuing to work in the city.

Safety Sam

Farrans recognise the importance of **educating children** on dangers that can exist on construction sites. Our Safety Sam initiative, developed for primary school aged pupils, can be delivered to the neighbouring schools. It gives children an insight into the industry with the opportunity to ask the Site Manager questions, to enhance early exposure to the diverse opportunities available in construction.



Looking beyond our Hoarding

We can tailor this valuable experience to suit a diverse group of people. At our recent Thetford project, we worked closely with a group of people needing support to overcome drug and alcohol misuse. This opportunity gave the group focus, allowing them to feel part of the build, and a sense of ownership. We can work with similar groups.



Farrans initiatives will offer added value and a lasting legacy for the residents of LBC. The dedicated support will complement the ESP.

