

Employment, Skills and Supply Plan

Site Address: Vacant Site Adjacent to No.11 Crogsland Road NW18HF

Planning Ref Number: 2015/0921/P

Developer: Camden

Main Contractor: Galliford Try Partnerships

Build Value: Approx. £ 14,000,000

Planned Start Date: September 2018

Planned Completion Date: May 2020

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 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.

2. Benchmark – Employment and Skills Outcomes

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

No.	New Entrants - Skills development	Numbers
1.	School/Curriculum Based Activities / College Site Visits – number	1
2.	School/College Site Workshops – number	1
3.	Work experience	5
3a	14-16 years – person weeks	
3b	16+ years – person weeks	10
4.	Apprentices – New starts	5
	Skills Culture	
5.	Employment – number of roles created	Target :6
6.	Locally procured good and services – value £'s	10%

The output figures for the ESSP 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.

3. Employment Skills and Supply 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:

- i. A named contact for who in the organisation will be responsible for managing the ESSP

Site Manager Christopher Jackson will be responsible for managing the ESSP.

- ii. which trades or occupational areas will be offering apprenticeship opportunities

The following trade areas will potentially be offering apprenticeship opportunities subject to CSCS card achievement suitable to the role and identified suitability and qualifications;

Mechanical
 Electrical
 Brickwork
 Plastering and Dry Lining
 Carpentry
 Painting ad Decoration

The following site positions (not limited to) may also present apprenticeship opportunities subject to CSCS card achievement and qualifications appropriate to the role;

Welfare Labourer

Gateman / Gate person
Crane Supervisor
Slinger/Signaller (Crane)
Crane Operator
Hoist Operator
Banksmen/ Traffic Marshall
Administrator/Document Controller

iii. which types of apprenticeships will be offered i.e. broken down by trade

Following apprentice positions subject to prospective applicant role match, qualification (i.e entry level, or part 1 obtained)

Apprentice plumber
Apprentice Electrician
Apprentice / Trainee Bricklayer
Dry Lining Apprentice
Carpentry Apprentice
Painter/ Decorator trainee

iv. how the target outputs as set out in the ESSP will be delivered

Target Outputs identified within the ESSP will be included and submitted in the Construction Management plan, the Site Project Execution Plan and referenced in the Health and Safety File. Employment and Apprentice updates will be provided monthly to Camden.

GTP will engage either directly or via a preferred agency/approved subcontractor with the Kings Cross Construction Skills Centre to assist in meeting the criteria and targets identified in the S106 Legal document for;

School/ College Visits and Workshops

Apprenticeship roles

Work experience placements

Local labour employment targets

Local procurement targets

v. how any health & safety issues will be managed

All health and safety matters in relation to the ESSP will be recorded in the Construction Phase Health and Safety Plan. Any placement will be subject to a young person's specific risk assessment and method statement if required and no individual will be placed unless agreed by GTP Health and Safety Team and Kings Cross Construction Skills centre that the individual is suitably competent / trained for the position.

vi. what actions will be taken to ensure the requirements are cascaded down to trade contractors working on the project to ensure compliance

The Legal obligations of the S106 and resulting ESSP will be included within subcontractor orders and scope of their works. They will be informed of their financial and training commitments prior to any contractual agreement.

vii. how compliance will be managed with respect to the Contractor's trade contractors

Trade subcontractors will be required to provide specific risk assessments and method statements for any placements they carry out and subcontractors will manage and record progress, including

progressions and training records and submit to GTP as part of our ESSP reporting.

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 ESSP template will provide additional value. **(Max 350 words)**

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

GTP have a strong history of Training and development within the business and throughout recent projects whereby individuals have been employed through agencies have been taken on as permanent staff following successful placements.

In addition to school visits GTP Will also seek to engage the local community, support local businesses and actively carry out fundraising events to raise charitable donations. GTP intend to engage with the Salvation Army and Camden's local Foodbank.

The relationship with the bordering Haverstock School will be critical to the project's success and therefore an opportunity is presented to offer the local school work placements and work experience.

It is anticipated that the 81-week construction programme and volume of subcontractors and personnel on site at peak (estimate of 80) will result in a financial benefit to nearby facilities particularly those serving food and refreshments. Appointed subcontractors will likely make use of nearby building supply companies, builders merchants and tool supply/hire companies throughout the build.

4. Monitoring arrangements

The Organisation will be required to provide a **monthly report**. This is to include an update of the ESSP 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 ESSP will form part of a general Camden wide review and evaluation process. Evaluation will include:

- i) a review of the contractor's achievements against the original ESSP
- ii) their commitment to achieving the goals and
- iii) any additional value-added contribution that the contractor was able to delivery as an enhancement to the contract ESSP.

**Employment & Skills Plan
Development Name:**

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

2018

Employment and Skills areas	January	February	March	April	May	June	July	August	September	October	November	December	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. 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/ Bricklaying</i>														
<i>Painting and decorating</i>														
<i>Other please add...</i>														
Total apprentice starts														
5. Employment – (number of Camden residents supported into employment)											1			
6. Value of local procurement £'s														

2019

Employment and Skills areas	January	February	March	April	May	June	July	August	September	October	November	December	Summ. No.	Summ. P/W.
NEW ENTRANTS														
1. School/College/University Site Visits					1								1	
1a. Site visits – No. of students					20									
2. School/College Workshops									1				1	
2a. Workshops – No. of students									20					
3. Work Experience														
3a. 14-16 years														
3b. 16+ years			2			2		1					5	
4. Apprentices – New Starts (breakdown into specific trades) commencing date:														
<i>Carpentry & Joinery</i>						1								
<i>Mechanical</i>			1											
<i>Electrical</i>			1											
<i>Groundwork/Bricklaying</i>						1								
<i>Painting and decorating</i>								1						
<i>Other please add...</i>														
Total apprentice starts			2			2		1					5	
5. Employment – (number of Camden residents supported into employment)			1	1	1	1	1						6	
6. Value of local procurement £'s														

SITE NAME:	Charlie Ratchford
DEVELOPER / CONTRACTOR:	Camden
TOTAL PROCUREMENT VALUE	
LOCAL PROCUREMENT TARGET (%)	
LOCAL PROCUREMENT TARGET (£)	£0

NO OF LOCAL COMPANIES INVITED TO TENDER	0
NO OF LOCAL TENDERS RETURNED	0
NO. OF COMPANIES AWARDED	0
TOTAL LOCAL PROCUREMENT SPEND	£0
% LOCAL PROCUREMENT TO DATE	10%

DATE	WORKS PACKAGE	Approx CONTRACT VALUE	LOCAL COMPANY	ADDRESS	POSTCODE (with space)	WARD
	Plant Hire	£10000	Gap Tool Hire: Kentish Town	Station Works Station Rd, London	N19 5uw	Kentish Town
	Plant Hire	£10000	Speedy Depot Camden	1 Centric Close, Oval Rd, Camden	NW1 7EP	Camden
	Building Supplies/ Merchants	£10000	Jewsons Ltd	2a Bartholomew Rd London	NW5 2AJ	Kentish Town
	Catering	£1000	Local Cafes/Eateries	Various	NW1	Camden
	Building Supplies	£25k	Plumbcentre	3, St Pancras Commercial Centre, Pratt St, London	NW1 0BY	Camden

	Concrete Supplier	150k	Hanson	British Rail Goods Yard, Freight Lane, Kings Cross	N1 0AU	Kings cross
		or	CEMEX	Randells Road York Way London	N10de	Camden
	Brick Mortar	15k	Tarmac	London	N1C 4BE	
	Building Supplies	30k	Ideal Standard	Embassy Plumbing, Frampton Street London	NW8 8NA	NW8
	Electrical Suppliers	25k	Edmundson's Electrical	St Pancras Commercial Centre 63 Pratt St	NW1 0BY	Camden
	Kitchen Supplier/Fitter	38k	Howdens	Regis Road Unit B, London	NW5 3EW	Kentish Town
	Tiles	14k	Porcelanosa	Goswell Rd London	EC1V 7EY	Islington

5. Summary of the Employment and Skills areas

NEW ENTRANTS	
<p>1. School / College / University site visits – visits by students to the site to support their learning.</p> <p>1. monthly outputs – number of visits, 1a. monthly outputs - number of students</p> <p>1. Summary information – total number of visits, 1a. Summary information - total number of students</p>	<p>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.</p> <p>2. monthly outputs – number of workshops, 2a. monthly outputs - number of students</p> <p>2. Summary information – total number of workshops, 2a. Summary information – total number of students</p>
<p>3. Work experience 14-16 years and 16+ years</p>	<p>4. Apprentices New Starts- an individual who has been recruited as part of the project</p>

<p>This can also include University Student placements which will be particularly relevant for the larger projects</p> <p>3. monthly Outputs – number of placements</p> <p>3. Summary information – total number of placements and number of person weeks</p>	<p>and is employed on an apprenticeship programme recognised by the relevant sector skills council.</p> <p>4. monthly Outputs – number of starts in month for project initiated apprentices</p> <p>4. Summary information – i.) total number of project initiated apprentice starts, ii) total number of person weeks</p>
<p>5. 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.</p> <p>monthly Outputs – number of individuals who have been supported</p> <p>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.</p>	<p>6. Value of local Procurement</p> <p>State the value of locally sourced good and materials</p>

6. 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:

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 full range of other providers of employment and skills services working in the borough. Vacancy details are circulated to every provider serving borough residents with the centre managing quality control/sift applicants to ensure that only job ready clients are matched to employer opportunities.

Please Contact: **Anita Khan 0207 974 5169** (Employment and Training Coordinator)
Anita.khan@camden.gov.uk for more information.

14-19 Work Experience 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: **Lorraine Lawson 020 7974 1264** Lorraine.Lawson@camden.gov.uk (Brokerage Manager) for further information

7. 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.