

# Maitland Park - Camden

## Employment & Skills Commitment

### Vision

Our Employment Skills Plan for the Maitland Park project is a major programme of skills training, apprenticeships, local employment, business opportunities and school engagement. In order to deliver this programme we will work predominantly with Kings cross Construction Centre and Camden the project team, also supply chain members, local volunteering organisations, local schools, colleges and training providers.

### Areas of focus

- Deliver and support local community initiatives – including a Women’s Construction Skills Academy
- Curriculum enrichment and work related learning supporting Kings cross construction Centre
- Local employment initiatives including apprenticeships & promote recruitment of local residents
- Promote the opportunities for local procurement in the supply chain
- SME engagement

| No. | New Entrants - Skills development                                 | Numbers  |
|-----|---|----------|
| 1.  | School/Curriculum Based Activities / College Site Visits – number | 9 events |
| 2.  | School/College Site Workshops – number                            | 4        |
| 3.  | Work experience (2 weeks) 16 plus                                 | 16       |
| 3   | Meet the Buyer event – to SMEs                                    | 1        |
| 3   | 1 Graduate (recruited via Southbank University)                   | 1        |
| 4.  | Apprentices – New starts (via Kings cross Construction Academy)   | 9        |
|     | <b>Skills Culture</b>   |          |
| 5.  | Employment – Local Labour   | 20%      |
| 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.

Prior to the implementation of any development, Bouygues UK will meet with representatives from the Councils employment team and agree the basis and methodology to participate in the Councils access to employment initiatives and set up a working group to consider and implement any employment & skills training and enterprise initiatives, and how to monitor progress in partnership with our dedicated Corporate Responsibility team.

The objective advertise 100% of new jobs on this project to Camden residents and if they have the skills needed to prioritise London Borough of Camden residents for all new jobs. We will develop a range of programmes to support people into employment including Directions into Construction, Employability Skills training and our Pre-Apprenticeship Scheme.

We will provide a list of potential new project roles at the start of the project. These will include the apprenticeship positions, project team roles, support roles such as gate staff, traffic marshal, office administration. We will also provide a list of potential trade roles which will be confirmed as subcontractors are appointed. Each role will include job descriptions with terms and conditions reflecting requirement and priorities of the project. We will work closely with Camden Council employment brokerage services (e.g. Kings cross Construction Centre, Jobcentre Plus) to direct all suitable job opportunities on the project.

### ***Supporting the Borough's unemployed***

The objective is to provide London Borough of Camden with employability skills workshops to assist them with getting back into the workplace. We have developed a range of programmes specifically to support people into employment. We will work closely with London Borough of Camden brokerage service to direct all suitable job opportunities on the project to local candidates residing in LB Camden and Maitland Park Our success on working to support people into work was recognised by Jobcentre Plus by receiving the Youth Employment Award and overall Employer of the Year Award for the South East in 2010.

Our Directions into Construction workshops have proved to be very successful and could be arranged in conjunction with similar programmes arranged by London Borough of Camden Kings cross Construction Centre and Camden brokerage service, the workshops have been designed to engage with unemployed people who are interested in a career in construction. They take the candidates through a review of job opportunities in the industry, pathways into work and actions to be taken. This is then followed by one to one sessions where individual action plans are produced.

### ***Training Opportunities***

For many years the construction industry has not necessarily appealed to young people as providing a career of choice. Bouygues UK has been at the forefront locally of trying to change young peoples' minds about the industry. To encourage the perception change, we have employed the following techniques:

- Construction taster tents on large projects where children from adjacent schools are invited to sample building works in a controlled environment
- Project tours on interesting sites, supporting collapsed curriculum events
- Work experience opportunities
- Business in the Community – Bouygues UK have signed up to the Business in the Community Business Class Programme and Employee Volunteering programme. This supports our current social value objectives.
- Maths in Construction projects

**No. of new apprentices to be created as a result of this contract**

**Total of new apprentices 100% from Camden or the London Growth Boroughs–number to be 9**

This figure has been calculated based on benchmarks taken from office schemes of the same value which represent challenging but realistic targets.

Apprenticeship programmes NVQ Level 2 or equivalent will be offered, particularly focusing on local recruitment in the communities where our projects are located. We work with our supply chain in supporting them in employing apprentices and we are also involved in supporting apprenticeships across the construction industry. Apprenticeship opportunities will be sent directly to London Borough of Camden advertise at Kings cross Construction Centre system this will enable them to source suitable candidates from their pool of local jobseekers. If Kings cross construction Centre or Camden Job Brokerage are unable to fill vacancies then the subcontractor may use other apprenticeship training associations to find local candidates (e.g. JTL and Evolve).

On this project note we note that the requirement is for one-year apprentices. We expect a small number of apprenticeships will be one year but the majority will be two-year or more as this is the standard that is required for most construction apprenticeships.

On a monthly basis Bouygues UK will liaise with London Borough of Camden monitor the Apprentices' college attendance

**Number of individuals provided with work experience (minimum of 14 days) –**

**Number of work experience opportunities – 13 for age 16 plus**

The work experience placements will be arranged with both our project team on site and with our subcontractors. We have a process for arranging work experience placements involving meetings with the company and prospective supervisor, risk assessments and method statements, medical consents, parental consents where required and placement reports.

A detailed programme of work is agreed at the start of the placement to ensure that maximum benefit for the individual can be derived from the placement. The individual will also have the support from a training and skills coordinator during the period of the placement.

To get maximum benefit we suggest combining the work placements with a programme of support done in conjunction with LB Camden and Kings cross Construction Skills centre could include Employability workshops focused on young NEETs and long-term unemployed adults. The workshops provide guidance on CV writing, interview techniques, job search and confidence building. We also have supply chain companies and our site staff who are willing to get involved in providing guidance and mock interviews and site inductions. It will also include support for the CSCS test on behalf of the individual.

One of the advantages of the work experience placement is that it provides a natural progression for local people to move into apprenticeships with the company that they are placed with.

## **Total amount to be spent with supply chain (within the Borough of Camden) – 10%**

The supply chain value of the Maitland Park projects will need to be sourced from a variety of locations outside of London in general and London Borough of Camden/Islington, We would expect approximately 10% of orders to be placed with businesses operating within London Borough of Camden

Bouygues UK will identify and discuss packages with local based companies. Our lead Quantity Surveyor will be keeping a record of Camden based companies we invite to tender as well as outcome. In addition, when using Constructionline to source companies, we will in the first instance look to suitable local based companies. We will arrange a Meet the Buyer event to provide an opportunity for business to bid for work. Finally, in order to maximise the value of orders for local businesses we will work with Camden Council and the Chambers of Commerce to identify potential local specialist companies to carry out work on the project.

We will categorise the work packages into three areas so that smaller businesses are not disadvantaged. These categories cover design and install, supply and fit and labour only. Each category had different pre-qualifying requirements covering insurance, turnover and quality systems. We propose the project has its own website on which we advertise project tender opportunities as well as offering advice on pre-qualifying questionnaire and tender process. As part of our tender process we offer constructive feedback to increase their success rate with us as well as other contractors.

### **Host Meet the Buyer Events – Project number 1**

We will work closely with established organisations such as East London Small Business Centre, East London Business Alliance and Camden Business and Enterprise Team to establish links with Local SMEs and suppliers.

Attendance at local SME forums will provide us the opportunity of engaging with local businesses and to promote the opportunities that the project will provide. We would look at attending a number of SME Forums at and before the start of the project to ensure that as many businesses can be contacted and Supported as possible.

Example of a Meet the Buyer event would be held on award of the contract to ensure that there is as Much time as possible for local businesses to be involved and to prepare themselves for tendering. This would give us time to work with local businesses to assist them in getting accepted on our approved list of contractors. This would also help identify companies who can be involved with the principle packages which will be awarded prior to the starting on site.

Information packs would be provided for each package proving technical details, specification and Programmes.

### **Careers Fairs/Curriculum Based Activities Project number 9**

These will be arranged with schools to represent construction as part of a wider careers fair. We Would cover careers in construction trades, support services and also professional technical roles, Such as design, construction management and civil engineering.

We can arrange whole construction industry careers through inviting the key professionals such as CITB, RICS, RIBA, ICE as well as organisations representing trades such as CITB and JTL.

We are able to advise students with guidance to pathways within the construction industry including Apprenticeships at all levels and all sectors within the industry.