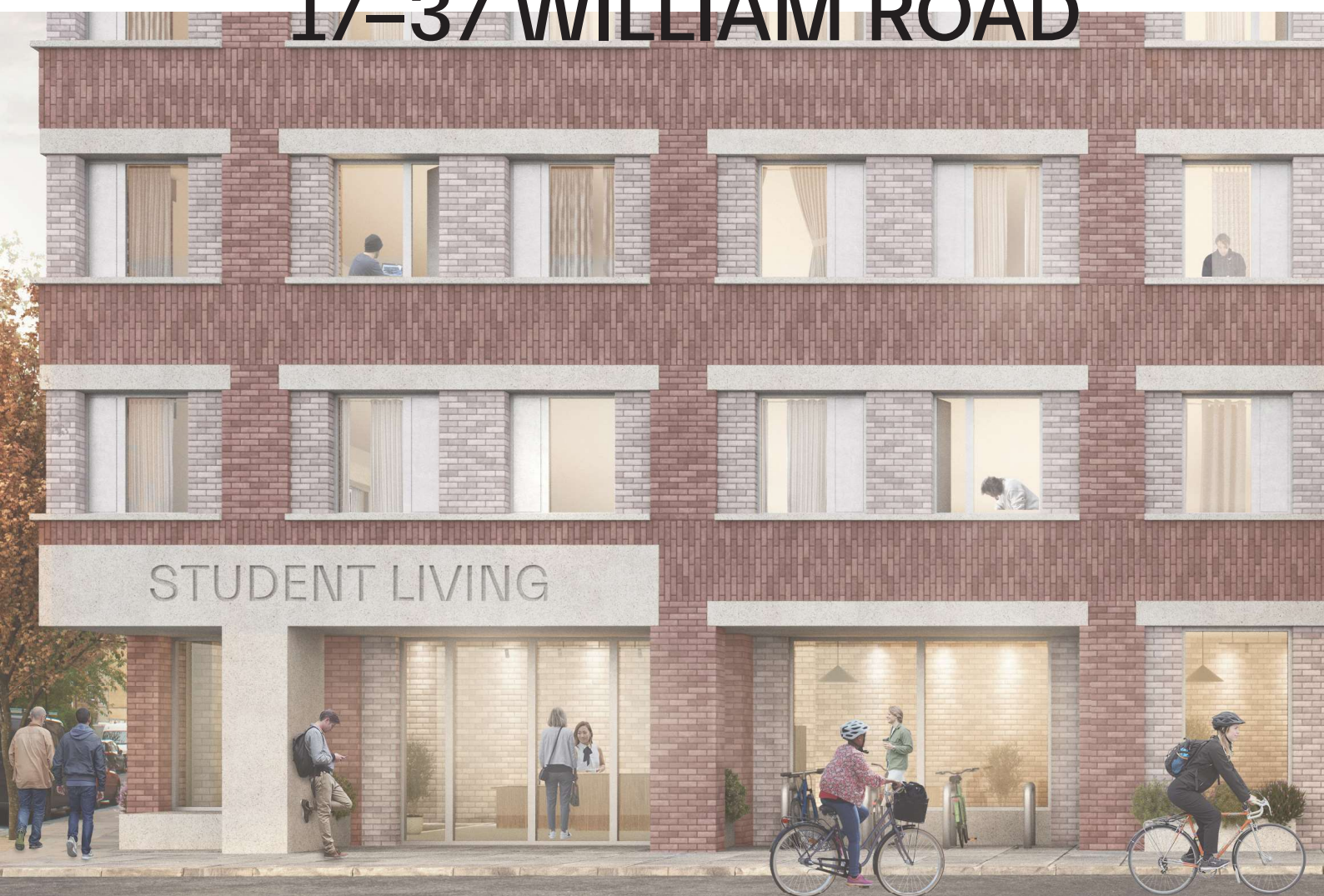


17-37 WILLIAM ROAD



Site Address: 17-37 William Road, Euston, London NW1 3ER

Planning Ref Number: No Planning Ref Number as we are yet to submit a formal application.

Developer: Euston One Limited, 65 Curzon St, Mayfair, London W1J 8PE.

Main Contractor: Not yet appointed.

Build Value: Circa £20-26m

Planned Start Date: Demo & Enabling works – Circa November 2021

Planned Completion Date: Circa June 2024

1 Introduction

This employment, skills and supply chain plan is for the opportunity located at 17-37 William Road. The project would consist of the demolition of the current 6-storey building to be replaced with a Purpose-Built Student Accommodation (PBSA) scheme.

17-37 William Road is a seven storey building with few noteworthy architectural attributes. It neither enhances nor detracts from the local area. The building forms part of a block bound by Hampstead Road to the East, Drummond Street to the south, Stanhope Street to the west and William Street to the north. An eclectic mix of buildings form the block, however the building height ranges between four and seven storeys. Most buildings are constructed from London stock bricks and have rhythmic, mostly horizontally orientated fenestration. The south eastern corner of the site is currently being redeveloped.

At present, the Site is vacant and underutilised, and the existing Class B1 office accommodation is of poor quality, failing to meet the requirements of potential office tenants in this location. Additionally, a significant quantum of the existing office floorspace is low-quality, ancillary floorspace which does not constitute usable office accommodation. Whilst the proposed scheme would result in an overall reduction of Class B1 office floorspace, 100% of the proposed office accommodation would be provided as affordable workspace (rent levels to be agreed with LBC in due course). The floorspace would be provided at ground floor level fronting onto William Road, providing active frontage along the extent of the William Road elevation. The proposed floorspace would be flexible and divisible, suitable for start-ups and small and medium sized enterprises which may potentially increase employment opportunities for local residents. As the site is vacant, there are currently no businesses which need to be relocated within the scheme or elsewhere.

The Site is located in a highly-accessible location within close proximity to public transport links and several university campuses and as such, is considered to be an excellent location for student accommodation. The proposed scheme will provide a range of unit layouts, communal facilities and will include the provision of affordable student accommodation, in accordance with the rent levels set out within draft New London Plan Policy H15. Furthermore, the proposed scheme would not result in an overconcentration of student accommodation in this location, and will be designed to ensure impact on neighbouring residential amenity is minimised. It should be noted that discussions are ongoing between the Applicant and existing higher education institution within the area.

Benchmarks

Benchmark – Employment and Skills Outcomes

These benchmarks have been established against the contract value of £30m.

| No | New entrants – Skills development | Numbers |
|----|---|---------|
| | School/Curriculum Based Activities / College Site Visits – number | 1 |
| | School/College Site Workshops – number | 1 |
| | Work experience | 5 |
| | 14-16 years – person weeks | 1 |
| | 16+ years – person weeks | 1 |
| | Apprentices – New starts | 12 |
| | Skills culture | |
| | Employment – number of roles created | 5 |
| | Locally procured good and services – value £'s | 10% |

4 Employment Skills and Supply Plan Method Statement

The method statement below sets out how the client intends to deliver this Employment and Skills Plan.

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

These targets will be included in the PQQ/ITT provided to the Main contractors that tender for the project. The main contractor will produce a monthly update which will outline progress against targets. This will set out the engagement with Kings Cross Construction Centre, the vacancies passed to the centre, the numbers of apprentices and local people employed on the project and the number of tendering opportunities that have been provided to locally based sub-contractors. The Project Director appointed by the Main contractor will be responsible for the provision of this employment, training and skills development strategy through the supply chain on the project. They will also demonstrate how the project will support the long-term unemployed and other priority groups into sustainable employment. Part of this responsibility will be in appointing contractors with appropriate skills, qualifications and experience appropriate to deliver the strategy during construction. Identify training needs for the construction workforce and so that the that appropriate training requirements are fulfilled. The main contractor will also instruct the sub-contractor so that site briefings and toolbox talks are carried out on a regular basis to ensure the construction workforce have a level of knowledge on environmental topics and community relations. The main contractor will then be responsible to ensure vacancies are notified to the council.

Which trades or occupational areas will be offering apprenticeship opportunities

The construction phase will produce opportunities within Site logistics and the office set up around the site security which is good for entry level roles. In terms of apprentices the logistics contractor appointed will be requested to use their apprenticeship levy vouchers to put locally based individuals through management qualifications. The set up and installation of the site welfare, canteen and contractors office also provide an opportunity to support local individuals on the project. It also presents an opportunity to have individuals employed for the entire duration of the project. Welfare facilities would be provided on the Site and would include toilets, washing and changing facilities and a canteen with a kitchen. These all provide good opportunities for not only entry level jobs but also potentially a locally based catering company. These offices would provide good opportunities for reception staff, and secretarial staff. The main contractor will be instructed to engage with their colleagues in HR to establish if there are opportunities to recruit document controllers, Assistant Quantity Surveyors and Assistant Project Managers from Camden to work directly for the main contractor as apprentices.

The laying of the piling mat and piling rigs would present an opportunity to employ Construction Operative/Piling Operative apprentices. Each phase of the Proposed Development would be located on varied ground conditions and each phase would require varied excavating and levelling for the formation. The sector has already created a Construction piling operations apprenticeship. In this role the individual assist in driving, boring and forming piles in the ground in order to provide firm support for buildings. The work includes supporting piling plant machine operatives and specialist piling operatives by performing a variety of manual and mechanically assisted tasks which will include: load and unload, handle and move materials, prepare, measure, mark and cut materials, monitoring and reporting progress. Guide and control the movement and operation of plant, machinery and vehicles. Prepare, check, control and maintain machinery and equipment in use. They also learn to recover, clean and maintain equipment for reuse. The construction of pile caps and ground beam along with installation of the utilities corridors also provide opportunities for locally based specialists or apprentices. Construction operations apprenticeships covers the flat slab concrete frame would be used for the majority of blocks and buildings, comprising reinforced concrete walls, columns, slabs and stairs.

This project will provide different types of employment and training opportunities within the shell and core elements of the work and the fit-out elements of the project. During the shell and core elements of the project there will predominately be opportunities within building the structure and envelope. The extent of the opportunities will be dependent upon the manufacturers and suppliers used to undertake this work. Many of the companies undertaking this work have warranties linked to the installation of their systems which may provide opportunities for short courses for local residents. This stage of the project will also include the installation of the HVAC or plant support for the system. These Core building services relates to the installation of central or communal transportation systems, water systems, fit-out of common areas, central mechanical and electrical systems including HVAC. This stage of the project will provide an opportunity for mechanical & electrical apprenticeships and also will provide an opportunity for locally based individuals to undertake this work. From an end user perspective there also exists opportunities in the maintenance of these systems from the FM provider appointed.

The fit-out of the building will present opportunities within dryling, ceilings and partitions, electrical, plumbing and carpentry. The specification of items such as ceiling finishes, raised floors and the zoning of local services are not typically finalised until the space undergoes final fit-out according to the tenant's specification and are liable to change.

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

| Apprenticeship | Number |
|-------------------------|--------|
| Demolition | 2 |
| Construction Operations | 2 |
| Carpentry | 2 |
| Mechanical | 2 |
| Electrical | 2 |
| Drylining | 2 |
| Total | 12 |

How any health & safety issues will be managed

Euston One Limited is committed to ensuring the health; safety and welfare of their employees, contractors and any other person affected by the activities being undertaken under their control are not put at risk. The main contractor will be instructed to produce a SHEQ (Safety, Health, Environment & Quality) Plan which will be developed and maintained as necessary as the project progresses with the input of the project management team and all contractors to allow employers to disseminate information and effectively manage their employees.

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

In order to maximise the employment and training benefits arising from the project we will embed this approach within the procurement of the supply chain. This will be done through ensuring that these obligations are procured through the main contract and the subsequent supply chain. We will ensure that the sub-contractor provides an employment and skills plan which will outline how the obligations are effectively communicated to the project team and sub-contractors. We will ensure that the main contractor provides in their procurement a commitment for many types of training including:

- Pre-employment training for entry level roles – supporting local Camden residents to gain CSCS tickets and find employment in entry level roles.
- Training to meet skills gaps- working with the manufacturers and suppliers we will support individuals into the short courses which address skills gaps i.e. the installation of drylining systems.
- Toolbox talks – this will enable local people that find work to become sustainable employed.

The procurement phase of construction and development is the most crucial time in ensuring that the requirements and benchmarks of the client-based approach are delivered. The delivery of these targets will be captured in every stage of the procurement process.

- Invitation to tender: Strategy and benchmarks for the phase will be sent to potential contractors or development partners. They will have the opportunity to identify if any of the benchmarks are unachievable. Any proposed changes to phased benchmarks will be discussed with the council for agreement.

- Preferred Contractor/Stage: Once a preferred sub-contractor has been selected the contractual requirements relating to the objectives will be agreed. The main contractor will be instructed to ensure that contracting parties are fully aware of the local labour and business requirements.
- Contract/Development Agreement Signing: The requirements to comply with the strategy will be embedded into signed contracts with the supply chain. This will include a requirement to submit a phase-specific labour, skills and local business requirement including delivery plan with key milestones and associated monitoring requirements.

Prior to starting on site:

Each sub-contractor will be required to submit a plan and method statement setting out how they will achieve the agreed targets for their phase. There will be an expectation to show a copy of the pre-contract meeting minutes template evidencing the inclusion of these objectives and approved supply chain pre-qualification process and relevant documentation. It is expected that the strategy will evolve for 2nd and 3rd tier contractors implementation statements to be submitted and included for each work package. This will be agreed and shared with the council for agreement and sign off. Preliminaries/resourcing schedules should be sought as each work package contract is awarded.

The following information will be required from contractors/developers as part of their own strategies:

- A labour histogram for their works including skill requirements and the amount of labour required.
- A list of packages that are to be procured through sub-contractors. Confirmation will be required for each sub-contractor to provide their own labour histogram.
- How they deliver each of the benchmark targets.
- The member of their team that will be responsible for employment and skills whilst they are active on the project. This will need to be updated in the event of personnel change.

How compliance will be managed with respect to the Contractor's trade contractors

The capturing and monitoring of information will be vital to the success of the employment and training outcomes on the project. Monitoring returns will be submitted monthly and quarterly as indicated in the guidance and the template provided. The Main contractor will be instructed to ensure that the sub-contractor will be required to submit a monitoring form which updates the monthly activity on site in conjunction with the monitoring suite template requirements.

This will enable the Main contractor to provide evidence to demonstrate the organisation has cascaded, embedded and reinforced the commitment to the S106 obligations throughout the supply chain (e.g. copies of contracts setting out requirements, minutes of meetings detailing actions to deliver against the obligations. Copies of 2nd and 3rd tier method statements and delivery plan.) We will also ensure there is a meeting scheduled with the LB Camden representative at the earliest opportunity to establish key contact points for all monitoring and governance.

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

Within the PQQ/ITT documentation the Main Contractor will be asked to reflect how they will provide additional support to priority client groups as outlined by the council ie BAME, Youth Unemployed, Care leavers and Ex-offenders.

An increased waiting within the scoring of the tenders will be given to contractor that demonstrate and understanding of commitment to priorities as outlined in the Camden 2025 which sets out a new vision for the future of Camden.

6. Monitoring arrangements

The Main contractor appointed will provide a monthly report to LB Camden. This is to include an update of the plan 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. At the end of the project the Main contractor will produce a report which can form the basis of a review by the council which will outline:

- a review of the achievements against the original plan
- evidence of commitment to achieving the goals and
- any additional value-added contribution that was able to delivery as an enhancement to the plan.

7. Project Partners

Apprentices and Job Brokerage

The Main contractor will be instructed to work with Kings Cross Construction Skills Centre as the primary point of contact in relation to sourcing local apprentices/workers and the delivery of this plan. The Main contractor once appointed will be instructed to meet with Anita Khan from LB Camden in order to agree communication protocols and vacancy notification process.

In relation to the 14-19 Work Experience the Main contractor will be instructed will work in partnership with Inspire! to arrange appropriate work experience placements for young people. Following a meeting to discuss the appropriateness of the type of work experience the Main contractor will be instructed to providing

- A scheme of work for the duration of the placement
- Regular supervision sessions
- An exit interview

The main contractor will be instructed to meet with Lorraine Lawson to discuss next steps.

8 Delivering supply chain opportunities

Euston One Ltd is committed to working with LB Camden to support new business starts, assist existing businesses to grow and promote inward investment into the borough. Euston One Ltd will through reasonable endeavours look to ensure local businesses are aware of the tendering opportunities that may be available through our elements of the project. Euston One Ltd will engage with Genny Fernandes to establish what opportunities might exist in the regard.