

Employment and Training Plan – 88 & 100 Gray’s Inn Road and 127 Clerkenwell Road

1. This statement has been prepared by Lawnmist Limited to set out the employment and training initiatives it would incorporate into the proposed development which seeks to provide between 11,895 sqm GIA and 12,709 sqm GIA of office accommodation as part of a wider mixed-use development.
2. The site is within the Knowledge Quarter, a cluster of knowledge businesses and institutions, situated around King’s Cross, the Euston Road and Bloomsbury. The proposed offices have been designed flexibly so that they would be suitable for knowledge quarter users but also for a wide range of potential occupiers.
3. Lawnmist Limited is committed to delivering local and social benefits as part of the proposed development. In terms of land use there are two principal aspects which are considered to provide public benefits of substantial weight, 1) the delivery of affordable housing and 2) a commitment to ensure that the local community has the opportunity to benefit from jobs created at the site, including through the delivery of an element of affordable workspace.
4. Lawnmist Limited has been active throughout pre-application consultation period in discussing local employment initiatives with local stakeholders and incorporating them in to the overall proposals. Meetings have taken place with the Camden Inclusive Economy team as well as Camden STEAM. *Various members of the project Team are STEAM Employers, while Andrew Ross of Global Holdings Management will be the project STEAM Ambassador.*
5. Following on from this, it is proposed that the following employment and training initiatives are secured as part of a Section 106 agreement should planning permission be granted. These are in line with requirements set out within Camden’s Employment Sites & Business Premises CPG (January 2021):

Construction

- Submit a detailed Employment and Training Strategy through a Section 106 obligation;
- One construction apprenticeship position will be provided every £3m of build cost and all these positions would be paid the London Living Wage as a minimum. Based on construction costs of circa £62m, there would be 21 construction apprenticeship roles provided;
- A support fee of £1,700 per apprenticeship, so £35,700 in total, would be paid to the Council to cover the apprenticeship pre-employment, recruitment, training provider brokerage and post-employment mentoring processes.
- We will work towards the Construction Industry Training Board (CITB) benchmark which specifies the number of jobs advertised through local employment vehicles, in this instance being the King’s Cross Construction Skills Centre.
- Based on a net uplift of up to 3,431 sqm GIA of office floorspace and the Council’s requirement for one per 500 sqm of net additional employment floorspace, a minimum of seven two-week work experience placements will be provided during the construction period. These roles will be recruited through the King’s Cross Construction Skills Centre.

- We will sign up to the Camden Local Procurement Code and with local stakeholders discuss the potential for local businesses to become part of the supply chain. We would deliver at least one 1 supplier capacity building workshop / Meet the Buyer event to support Camden SMEs to tender for construction contracts in relation to the development.

End user

- Make an employment and training financial contribution of £83,955 in line with para 73 of the CPG.
- We commit to ensure that tenants within the building seek to provide a minimum of five apprenticeship and five work placement positions per year. Apprenticeship positions would be paid at a minimum of the London Living Wage.
- Join the Council's Inclusive Business Network and promote this and good employment practice to occupiers.
- Work with Camden Learning/STEAM on school engagement, specifically local schools such as St. Alban's C of E Primary School
- Work with Good Work Camden/the Council's Inclusive Economy Service to recruit to vacancies locally, particularly through the Bourne Estate.

Draft Employment, Skills and Supply Plan

Site Address: 88 & 100 Gray's Inn Road and 127 Clerkenwell Road, WC1X 8AL

Planning Ref Number: To be confirmed

Developer: Lawnmist Limited

Main Contractor: To be confirmed

Build Value: circa £62m but subject to change

Planned Start Date: July 2023

Planned Completion Date: December 2025

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	TBC - subject to final S106 agreement
2.	School/College Site Workshops – number	TBC - subject to final S106 agreement
3.	Work experience	TBC - subject to final S106 agreement
3a	14-16 years – person weeks	TBC - subject to final S106 agreement
3b	16+ years – person weeks	TBC - subject to final S106 agreement
4.	Apprentices – New starts	TBC - subject to final S106 agreement
Skills Culture		
5.	Employment – number of roles created	TBC - subject to final S106 agreement
6.	Locally procured good and services – value £'s	TBC%

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:

In order to deliver the ESSP in accordance with the final S106 agreement, the developer will liaise closely with the Economic Development Unit at Camden and the King's Cross Construction Centre (KCCC) ahead of construction start to properly understand the objectives required by any forthcoming S106 agreement.

An updated ESSP will be prepared at the post-consent stage to reflect the finalised S106 agreement.

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

A contact at the construction contractor will be provided once the contract has been awarded

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

TBC - subject to final S106 agreement

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

TBC - subject to final S106 agreement

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

The contractor work with KCCC and Camden with the available apprenticeship roles (subject to final S106 agreement) and advertise them. Additionally, the contractor will be required to log and make note of all apprenticeship places offered and either accepted or rejected by potential candidates and report these to KCCC and liaise regularly with the Camden and the KCCC throughout the construction programme.

For end use apprenticeships (subject to final S106 agreement) the developer will liaise with Camden and KCCC to advertise the available end use apprenticeships and will log the end use apprenticeships that have been offered to candidates and liaise regularly with KCCC and Camden on the progress being made.

- v. how any health & safety issues will be managed

The main contractor's H&S advisor will be responsible for assessing the risks associated with each requirement in the form of a risk assessment together PPE and any required induction or training programme. The developer's H&S advisor will then review the RAs and make any amendments or additions they deem necessary.

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

The construction documentation will require the main contractor's sub-contractors to adhere to the same requirements with respect to making provision to meet the ESSP requirements and prior to the appointment of any sub-contractor they will be made to acknowledge these requirements and produce a report outlining what contribution they can make to meet the ESSP objectives.

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

The main contractor's sub-contractors will be required under their appointment to submit the appropriate risk assessment for each activity. These will be reviewed by both the main contractor and employer's respective H&S advisor.

The contractor will be obliged via the building contract to produce and keep updated for the lifetime of the construction programme, with six monthly updates, a labour programme outlining what skills and employment are needed through the life of the programme and outline the measure necessary to ensure that the labour and skill requirements are met as far as possible through the provision of local labour from residents of the London Borough of Camden.

The contractor will provide a report which will be made available to Camden which details the profile of those employed and self-employed which have been referred by the KCCC and will be available to discuss the contents of the report with the KCCC or Camden.

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

See accompanying Employment and Training statement

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.

Development Name:

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

[illegible]

LOCAL PROCUREMENT TARGET (£)	£0
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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%

[illegible]

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 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 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 This can also include University Student placements which will be particularly relevant for the larger projects 3. monthly Outputs – number of placements 3. Summary information – total number of placements and number of person weeks</p>	<p>4. Apprentices New 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. 4. monthly Outputs – number of starts in month for project initiated apprentices 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 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 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.