

COMMITTEE	PLANNING
DATE	July 2018
SUBJECT	Summary of local Employment Initiatives created with the development of Eastbourne College.
REPORT OF	Leigh Palmer Senior Specialist Advisor (Planning)
Ward(s)	ALL
Purpose	This report provides a summary of performance in relation to key areas of the Development Management Services for the relevant period
Contact	Sara Taylor Regeneration Officer Sara.taylor@lewes-eastbourne .go.uk 01323 415 609
Recommendations	That Members note the content of this report

Eastbourne College Project 150 – Unilateral Undertaking Local Labour Agreement Summary Report

Local Labour Obligations

A Unilateral Undertaking Local Labour Agreement in respect of the Eastbourne College Project 150 development was signed on 17 July 2014. The agreement specified:

- **25% of the work during the construction phase should be for small and medium enterprises unless otherwise agreed with the Council;**
- **Guaranteed job interviews for unemployed persons who have undertaken specific pre-employment training related to the development;**
- **A commitment of advertising new construction vacancies locally;**
- **Using reasonable endeavours to work with the Council in the development and implementation of an Employment and Training Plan (ETP) to deliver a recruitment and training campaign linked directly to the construction and operational jobs within the Development to prepare the labour market and match suitable candidates to job specifications;**
- **Measures to seek the recruitment of apprentices, the provision of work experience placements for unemployed persons, the provision of work experience placements for those aged 14 – 18 years in education and NVQ training for sub-contractors associated with the construction of the Development.**

Local business was defined as those whose principal place of business was in East Sussex. Local labour was counted at two levels, within the Borough of Eastbourne and East Sussex. The obligation was for East Sussex.

The development commenced in November 2015 with an estimated completion of December 2017. The development provided new classrooms, dining hall, café, etc. The first phase, the Nugee building was completed in 2017 with final completion and handover of the Winn Building in March 2018. A small VINCI team remained during April 2018 to complete snagging works and clear the site.

The main contractor, VINCI Construction UK Limited engaged early in September 2015 to determine and agree the construction Employment and Training Plan (ETP).



In the Autumn of 2015, the VINCI team met with the Council's Neighbourhood Team and ongoing ad hoc contact was maintained as and when required with the Neighbourhood Advisors. Additionally, regular construction monitoring took place with the site office and the Council's Regeneration monitoring assistant.

Local Construction Employment and Training

From November 2015 to March 2018, East Sussex local labour for all contractors on the development ranged from 42% at its lowest to 79% at its highest with an average of 63% - 66%. The reporting for East Sussex local labour exceeded the 25% target.

Including VINCI, a total of 47 sub-contractors were on site, eight of whom were based in East Sussex, achieving about 17%, 8% short of the 25% target for local small and medium enterprises (SMEs). Of the eight local SMEs, three were based in Eastbourne, one of whom was on site from June 2016 to completion with a further three being on site from June/July 2016 to February 2017 and June/July 2017 until completion. The local SMEs had the largest number of employees on site. In the initial months all of the local SMEs employed Eastbourne residents and latterly 30% - 50% were Eastbourne residents. The eight SMEs employed 95% of staff from East Sussex.

On commencement of development, following local advertising via Jobcentre Plus and partners, two local people were recruited to on site Welfare Officer and Traffic Marshall posts. The development supported 22 unemployed people into work.



A 'Meet the Buyer' event was organised at the Town Hall in April 2016 to promote contracting opportunities to local SMEs. This was advertised in the Council's e-business newsletter and social media sites and flyers were distributed to local building supply companies. The event was well attended by local SMES, some of whom successfully secured contracts on the development.

During the build there were eight apprentices with the main contractor and three sub-contractors and one apprentice completion. Sub-contractors reported two NVQ starts and one NVQ completion. The target was six apprentice starts, three completions, two NVQ starts and seven NVQ completions.

VINCI run a two year Level 3 Technical Construction Apprenticeship and the Eastbourne development provided practical experience for four in house apprentices. The Project 150 VINCI team attended the Big Futures Show in March 2017, promoting their apprenticeship programmes. A Site Technician apprentice was appointed via the Training and Apprentices in Construction (TrAC) scheme. (The first TrAC apprentice who commenced in January 2016 left for personal reasons and a new local apprentice commenced in October 2016.) After a year in post, the second TrAC apprentice secured a place on the VINCI apprenticeship scheme and remained on site.

Six work experience placements for the unemployed were accommodated during the build phase enabling valuable on the job experience. One of the placements was offered a six month contract in the site office. There was also one work experience placement for those aged 14 to 18 years. The work experience target for the unemployed was nine and for those aged 16-18 years was eight. Work experience on construction sites is hard to deliver for health and safety and insurance reasons. The non-achievement of the work experience targets was compensated by extra curricula activities, namely:

A senior VINCI director attended Go Construct Construction Ambassador training organised by East Sussex County Council. The VINCI team supported careers activities, namely:

- Careers session at the Eastbourne Academy, January 2016
- Talk on challenges with ground and water to Physics students at Eastbourne College, June 2016
- TrAC Apprenticeship Workshop, September 2016
- Careers evening at St Catherine's College, October 2016 and March 2017
- Exhibiting at the Big Futures Show in March 2017

The Site Manager delivered training sessions to unemployed CSCS candidates at local training provider, Crossland and Dudson. In September 2016, a joint employability session with Randstad recruitment was arranged for candidates completing the CSCS course. This provided the candidates with interview experience and resulted in four of the five candidates being offered employment via the agency, one of whom gained paid employment on the Eastbourne College site.



Community Engagement

Two local projects were successful in securing funding from the VINCI Foundation. The community based projects were with local groups Wayfinder Woman and Crossland and Dudson/Helen Owen Marketing.

Local Economic Benefits

- Due to award of contract, sub-contractor, Hannafinn employees who lived out of the area signed to a six month let on a house in Sovereign Harbour
- VINCI executive stayed at View Hotel, regularly and other non-local sub-contracting personnel stayed in local hotels
- VINCI company cars serviced at local garages
- Building materials purchased from Parkers Building Supplier and sundry items from Screwfix
- Eastbourne College used a local East Sussex company, Identity, to provide site hoarding and promotional literature
- Second Considerate Constructor report had an improved score (40/50)
- Site Manager awarded Performance Beyond Compliance Certificate.

Observations

The apprentice and NVQ completion and work experience targets were not achieved. The fall in local unemployment, particularly those aged under 24 years and the introduction of the apprenticeship levy in April 2017 impacted on recruitment. Fewer apprenticeship starts impacted the NVQ starts. As previously mentioned, health and safety, insurance and Construction Skills Certification Scheme (CSCS) compliance make it difficult to offer work experience placements on construction sites.

Summary

A good working relationship was established between VINCI Construction UK Limited and the Council. VINCI were keen to meet and where possible exceed their local labour obligations. There were constraints due to the nature of the construction industry and falls in local employment, however, opportunities to support local labour and the economy remained a priority during the build.

Recommendations

- To explore initiatives that will promote the construction industry and attract new entrants

Sara Taylor
Regeneration Officer
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