

Council Procurement Policy through Planning and Procurement on Construction Training and Employment, and Project KPI's

Through the Meridian 1 Development, the Council has secured the KPI related to Meridian 1 (Detailed below). However, to ensure similar or improved levels of training and employment outcomes, the Council's new Sustainable and Ethnical Procurement Strategy will contain specific requirements for all Council Staff to ensure that Capital Works contracts either utilise or engage with the Skills Academy, in developing their Employment and Skills plans.

In addition to this, training and employment outcomes can be achieved through the planning process on major schemes, both Council and private sector developments have a requirement to develop, and have approved, a Business Employment and Skills Plan, which mirrors the target of 25% of the construction workforce being local. This is contained within the Planning Departments Section 106 SPD (Appendix K). The SPD will also secure skilled construction trade apprenticeships, with an expectation of 1 apprentice per £3 million of construction spend.

The policies in place through planning and procurement of the Council's own capital works will ensure there is a significant demand for the training and employment services of the Enfield Skills Academy, which underpins the assumptions on the anticipated demand for training and employment services.

The Skills Academy Operator is obliged to deliver Key Performance Indicators associated with all works contracts and construction projects that are above the OJEU threshold for the London Borough of Enfield. The exact KPI's associated with each project will emerge as schemes comes forward, but will be based on delivering an anticipated flow of learners able to be employed by contractors for entry level positions, which have been estimated to represent 20% of the construction workforce on average, with 5% of the construction workforce being Enfield Residents employed as skilled apprenticeships.

Where schemes are at later stages of development, KPI's will be confirmed through engagement with the Skills Academy Operator, enshrined within a service level agreement (SLA).

Currently, Scheme KPI's have been agreed for the Meridian 1 Development and these are stated below. It is intended an SLA will be established for this project between the Operator and Vistry Partnerships Ltd. Prior to KPI's being agreed, either through procurement or planning, the Council has produced a high level estimate of the anticipated labour flow supported by its capital works programme, and this forms the estimate KPI's that are likely to emerge, that the Skills Academy Operator must confirm their capacity to deliver.

The KPI's associated with the Enfield Skills Academy reflect the estimated provision of pre-construction courses required to achieve the ambition of realising 25% use of Enfield Labour on construction sites. During the Contract Period this is expected to range from between 748 to 1246 construction staff, resulting in 25% yield of between 187-311 roles.

We have estimated the % rate of candidates passing and going on to be employed in construction as being 50% of the learning intake. This rate relates to passing a 1 month duration pre-construction course, i.e. the number of positions created at 25%, to obtain the projected required intake of trainees, including in the intake of skilled trade apprenticeships.

This results in a range of between x356 to x622 1month pre-construction training places per annum, delivered in a 9 month period, resulting in a KPI of course delivery capacity equivalent to X35 to X70 places per calendar month of operation for 9 months of the year.

1) KPI's for Delivery of 1 month Pre-construction/Pre Apprenticeship course places

- Total Number of Manual Roles Peak: 1246
- Total Number of entry level roles and skilled trade apprenticeships @25% = between 187 to 311 positions
- Success Ratio of 50% passing pre construction course and going onto secure roles = between 356 to 622 training courses places required per annum
- Maximum Delivery of 622 places over a X9 Months of delivery p.a = capacity requirement for 69 Places per month.
- CSCS pass assumed to be included within the 50% pre-construction pass rate.

Please note, the Visitors Centre is anticipated to function as Overspill classroom space capacity during any peak periods of course delivery.

KPI 1) Delivery of Pre Construction Course Places: 69 Places per calendar month

KPI 2) Maximum number CSCS accreditation passes of 20 to 35 per calendar month, for 9 months of the year or capacity to deliver between 180 to 315 (rounded)

2) Supporting Trainees into Paid Work Placements

It is anticipated that supply chain companies will be obligated through social value contracts, to host places equivalent to 50% of the number of job roles generated. These placements will range in duration between 2 to 6 weeks. The Operator is expected to work with supply chain companies, supporting learners into paid placements. Based on the assumption 187 to 311 role per annum, this results in supporting between 94 to 155 work placements with supply chain companies each year, which over a 9 month delivery period results in an average of between 10 to 17 work placements per calendar month of operations.

KPI 3) to support between 10 to 17 learners per month into paid work placements of between 2 to 6 weeks duration.

3) Job Brokerage KPI's:

The operator is expected to provide job brokerage support to all learners who successfully complete their 1 month pre-construction course including CSCS accreditation, focusing on roles supported by supply chain companies in contract on Council capital works projects which based on the anticipated number of candidates successfully achieving the 1 month pre-construction course, and subsequently achieving CSCS leads to a target of between 180 to 315 people supported to find work or 20-35 alumni supported into employment each month of a 9 month operation.

KPI 4) Provide a job brokerage function to support between 20- 35 learners each month, who passed their pre-construction or pre-apprenticeship course, into employment or a skilled trade apprenticeship.

4) Apprenticeship and Apprenticeship Training Agency Function

The Operator is expected to either have an in house or contracted apprenticeship training agency capable of employing and placing the anticipated flow or skilled trade apprenticeships, with the target of 5% of the construction workforce being apprentices from Enfield.

KPI 5 Confirmation of capacity to employ 25% of anticipated apprenticeships through in house or contracted Apprenticeship Training Agency

5) Scheme KPI's for the Meridian 1 Development, in Partnership with Vistry Partnerships Ltd.

The following KPI's have been agreed with Vistry Partnerships Limited, associated with the 6 year delivery of the Meridian 1 Development. An SLA will be developed with Vistry for the Skills Academy Operator to deliver these KPI's working with Vistry and their supply chain companies.

KPI Requirements will be supported by social value commitments included within contracts to their supply chain companies. The KPI's do not represent additional construction labour than that which is set out in the profile in the labour profiles in Appendix H and Appendix I, as these profiles include labour projections for Meridian 1.

The MLP will be required to work with sites throughout the Meridian Water development to deliver key KPI's through the skills academy. As a minimum the MLP are required to deliver the following KPIs for Meridian One:

- 45 Apprentices
- 360 work placement weeks delivered through pre-apprenticeship and pre-employment courses. Supporting 180 residents.
- Deliver pre-apprenticeship and pre-employment courses, totalling 1,440 training weeks. 180 residents to complete the course (Per Year) Minimum of 720 Residents Benefiting

Vistry and LBE would welcome proposals that offer opportunities to exceed these targets and are open to discussions regarding placements on other construction sites across London.

KPI 6: Confirmation of capacity to deliver Scheme KPI's for the Meridian 1 Development with Vistry Partnerships Ltd.

6) Summary of KPI's for confirmation of capacity to deliver and achieve by the Operator:

KPI1	Delivery of Pre-Construction Course Places: 69 Places per calendar month.
KPI 2	Maximum number CSCS accreditation passes of 20 to 35 per calendar month, for 9 months of the year or capacity to deliver between 180 to 315 (rounded).
KPI 3	Support between 10 to 17 learners into paid work placements of between 2 to 6 weeks duration.

KPI 4	Provide a job brokerage function to support between 20- 35 learners each month, who passed their pre-construction or pre-apprenticeship course, into employment or a skilled trade apprenticeship.
KPI 5	Confirmation of capacity to employ 25% of anticipated apprenticeships through in house or contracted Apprenticeship Training Agency.
KPI 6	Confirmation of Capacity to deliver Scheme KPI's for the Meridian 1 Development with Vistry Partnerships Ltd.