

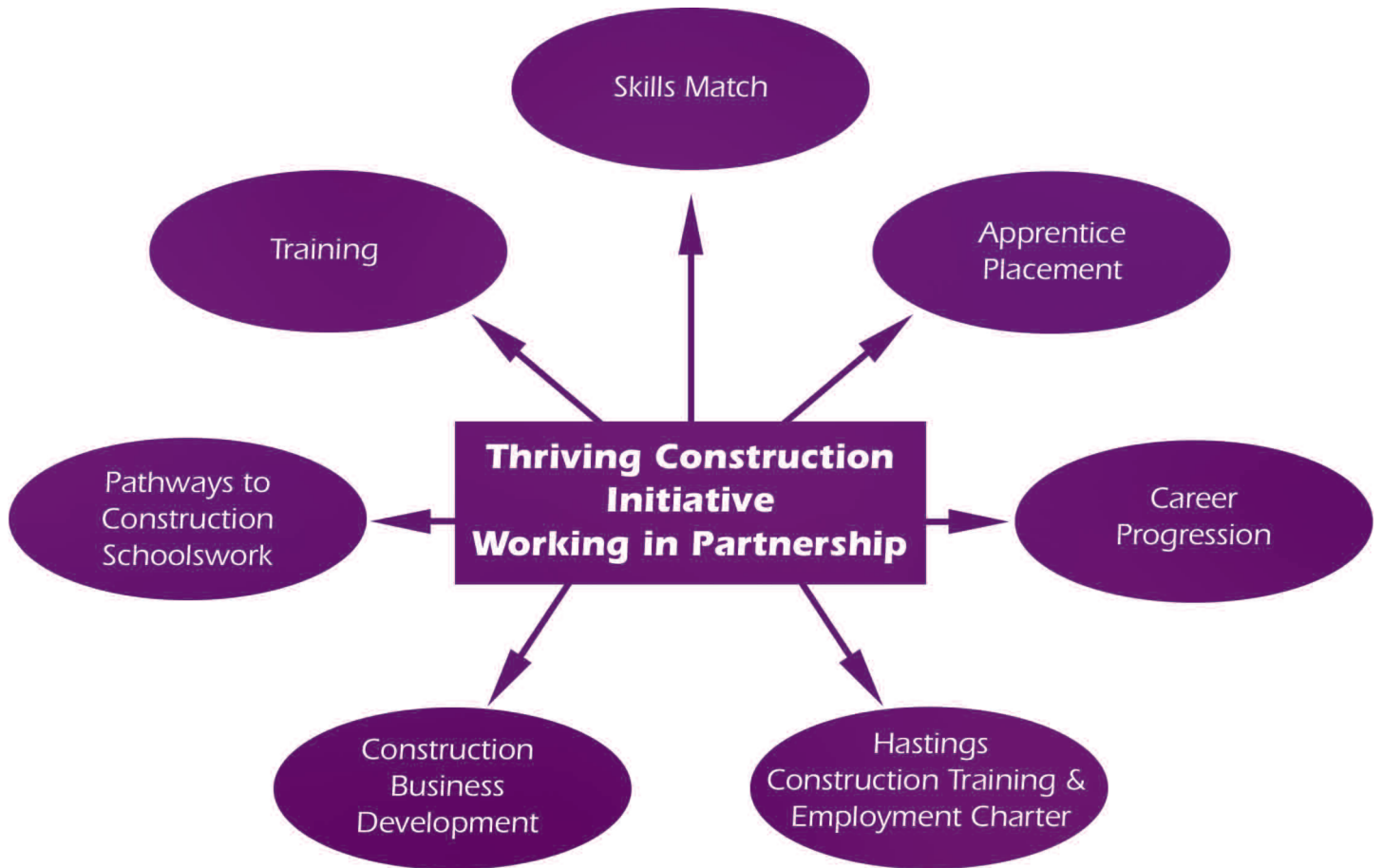
Hastings **Thriving** **Construction** Initiative

Construction Training and Employment Charter



Introduction

The Thriving Construction Initiative



Hastings and Bexhill are at the threshold of an unprecedented amount of construction activity over the next few years, with plans that will turn the area into an exciting and prosperous place to live, work and visit.

Hastings Borough Council is working with developers, businesses, skilled tradespeople and new generations of trainees to ensure local firms and local people benefit from the increase in training and employment opportunities this activity will bring.

Between 2006 and 2010 the South East will need, on average, 11,710 fully skilled new entrants per year - including 1,500 Architects & Technical Engineers, 1,500 Electricians, 1,390 Woodtrades and 1,300 Bricklayers.

Source: CITB

The skill shortages in construction and the effect on the industry are well documented. If this can be addressed locally then Hastings and Bexhill benefit economically still further from the regeneration programme.

An anticipated £450 million will be spent over the next 5 years on regeneration in Hastings and Bexhill.

Some of the Proposed New Developments

- New College- in town centre and Ore Valley
- Ore Valley Millenium Community - 700 Houses
- Priory Quarter
- Housing 200/year
- Proposed Link Road
- Seafront Improve-ments
- Bexhill High School

In the Region...

- Ashford, Brighton, Mid-Sussex
- Thames Gateway (N. Kent)
- 2012 Olympics

Developers & Contractors

This Charter is aimed at Developers and Contractors and provides the opportunity:

For Developers:

- to lead on good practice that helps make Hastings and Bexhill more prosperous
- maximise the value of local investment
- strengthen local links
- support vital efforts to close the skills gap, leading to improved productivity

“Coastal South East...an area which has seen continued economic and social decline.” “We must secure new confidence and vitality alongside regeneration if we are to avoid a spiral of decline.”

Source: Regional Economic Strategy 2006-2016 SEEDA

For Contractors:

- to improve their competitiveness
- to upskill the work-force
- to secure the long-term health of the Construction Industry locally
- to gain Charter Achievement Status

“Currently, 75% Construction Employers DO NOT invest in training yet there are an estimated 8,000 unqualified construction workers in Sussex”

Source: CITB

For Local People:

- to gain skills and experience
- to develop a stable and well-paid career

For Hastings and Bexhill:

- to reduce unemployment
- to improve local skill levels
- regeneration by people who have a stake in its future
- to achieve a more buoyant local economy

“Higher levels of prosperity per head across the South East without increasing the region’s ecological footprint can only be delivered through higher productivity and by bringing more of the resident population into economic activity.”

Source: Regional Economic Strategy 2006-2016 SEEDA



Chippie - Ironmongery



Electrician

Signing Up to the Charter

This Charter represents a commitment on the part of signatories to give practical support to the following objectives:

- Maximising the training and recruitment of local people into construction-related work in Hastings & Bexhill
- Enabling local contractors and suppliers to improve their competitiveness when tendering
- Reducing the skills shortage in the construction industry, including promoting construction as a career in schools and the community
- Ensuring best practice in Health and Safety and Equal Opportunities and encouraging employee development
“On contracts of over £1 million approximately 50% workers don't hold qualifications.” **Source: CITB**
- Ongoing business improvement

These “in principle” objectives are backed up by a set of targets and a monitoring framework.

Support will be given to facilitate the working of the Charter and this support will be made available to all signatories.

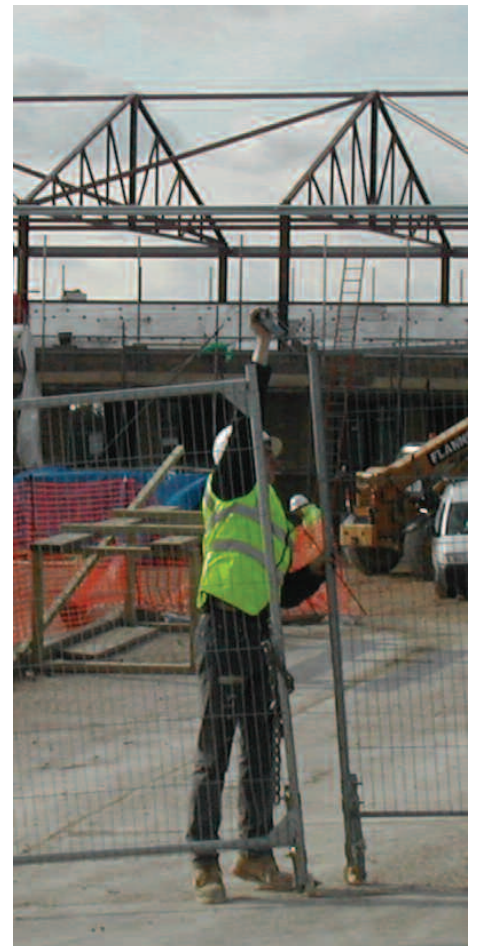
The Charter is aimed at public and private sector developers, procurers, contractors and suppliers.



Decorator



Foundations



Site Security and Fencing

Developers and Procurers

Once the commitment has been made to sign up to the Charter contracting bodies (such as developers, councils and housing associations) will include the Charter's targets in contract specifications. These will cascade through the procurement/ sub-contract chain, and they will be monitored throughout the contract.

Where the Charter is incorporated into specifications all tenderers will need to comply. Compliance with the charter will be a factor when tenders are evaluated. Non-compliance must be justified and an alternative arrangement agreed that is equitable to those who are in compliance.

Contractors, Employers and Suppliers

All are encouraged to adopt the Charter as a corporate objective and aim to meet its provisions through all their work – whether the Charter forms part of a specific contract or not.

Contractors who sign up to the Charter will be provided with the opportunity to enhance their business skills, enabling them to become more competitive in the area and ensuring longer-term viability.

Hastings Borough Council Support

A Construction Skills Coordinator and Construction Placement Officer employed by Hastings Borough Council will support those who sign up to the Charter by:

- liaising with training bodies and Jobcentre Plus
- maintaining a Construction Skills Match to provide access to local skilled labour and trainees
- providing information and support in achieving the targets
- setting up a monitoring framework
- maintaining a supportive partnership network

“By developing the Charter the activities of the next decade would leave a lasting legacy, not only in some magnificent new buildings but also in a skilled workforce which could compete successfully for construction work across the region, thereby generating income and wealth for the town.”

Source: Philip Thomas, Regeneration Consultant



Groundworks



Painter

Contact Details

An annual Charter Achievement award will be made to those who meet the targets and objectives of the Charter.

Contact:

Construction Skills Coordinator,
Hastings Borough Council,
3rd Floor, Aquila House,
Breeds Place, Hastings,
East Sussex, TN34 3UY

Tel: 01424 451986

Email: constructionskills@hastings.gov.uk

Definitions:

Local residents includes people living in the Hastings Borough area, and Bexhill town.

Local construction firms and suppliers include all firms based within the area bounded by Eastbourne, Wadhurst, and Rye (approx. 25 mile radius of Hastings).



Mixing Cement



Rofer



Insulation

Sample of the Charter

Construction Training and Employment Charter for Hastings

We the undersigned support the Objectives of the Hastings Construction Charter, and will endeavour to progress these objectives wherever possible.

Objectives

1. To maximise the training and recruitment of Hastings & Bexhill residents in development and construction projects in the area
2. To utilise local services and suppliers where possible, practical and cost-effective
3. To encourage local residents through work with schools, colleges and communities to enter construction trades and professions by liaising with HBC's Construction Skills Coordinator
4. To ensure best possible Health & Safety conditions on site
5. To work towards best practice in business improvement and staff development through liP or similar construction recognised program

We also commit to meeting the Charter's Targets as set out below

Signed on behalf of the client/developer

Signed on behalf of the contractor/supplier

Signed on behalf of Hastings Borough Council

Targets

A. Training

1. Contractors shall provide direct employment or planned work experience to apprentices or full-time students resident in the Hastings/Bexhill area at a ratio of one apprentice/trainee to nine other site-based staff
2. All contractors and sub-contractors to the main contractor are required to maintain and make available up-to-date training programmes for each trainee on site
3. Payments to apprentices will be required to at least meet the minimum rate set for that trade by the CJC (Construction Industry Joint Council). To be identified prior to works commencement.

B. Recruitment and Employment

1. The proportion of site personnel to be in possession of Construction Skills Certification Scheme (CSCS) card (where applicable) for relevant trade, or equivalent, will be as follows:

2006	2007	2008	2009	2010
60%	70%	80%	90%	100%
2. Contractors will adopt and implement a Health & Safety Policy and site induction program. HBC will offer assistance in the provision of this Policy.
3. Contractors will adopt and implement an Equal Opportunities Policy. HBC will offer assistance in the provision of this Policy.
4. A schedule of works including employee numbers by trade will be provided to Hastings Borough Council's Construction Skills Coordinator and updated regularly
5. The contractor and sub-contractor shall ensure all employees possess eligibility to work permits
6. All vacancies for site operatives shall be advertised through Hastings and Bexhill Jobcentre Plus and the Thriving Construction Skills Exchange.

C. Procurement

1. Contractors shall invite tenders from local suppliers in a ratio of 1:3, if available, from lists provided by HBC and RDC.
2. Contractors shall report to the Clients' representative on the competitiveness of local tenders, without compromising commercial confidentiality

continued...

Sample of the Charter

D. Business Improvement and Staff Development

1. Companies employing ten or more staff in total shall
 - a. Display public commitment to “Investors in People” and produce a company training program; or
 - b. Enrol in the “Blueprint for Building Performance Program” through the CITB-Construction Skills; or
 - c. Register on a similar related program; or
 - d. Demonstrate that they have already done one of the above

E. Monitoring

1. The developer, contractor and sub-contractor will submit monitoring data covering the above targets to HBC’s Construction Skills Coordinator.

The areas to be monitored are:

- a. Number of trainees
 - b. Number of local residents recruited & employed
 - c. Equalities: numbers of male/female, BME, and disabled people employed
 - d. Number & proportion of employees on site in possession of CSCS card or equivalent
 - e. Involvement in recognised business development program
2. In addition there will be regular reviews of local competitiveness in tendering, and usage of the local supply chain.



Bricklaying



Photographs courtesy of Westridge Construction Limited