

Construction Academy & Development Accords

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Construction Academy & Accords

- Construction Academy -update
- Accords
- Delivery Models
- Outcomes and challenges

The Construction Academy

- Employer Led Steering Group
- Four "Pillars":
 - Promote the sector and careers within it
 - Make it easier for people to access jobs
 - Help people progress within jobs
 - Co-ordinate stakeholder interest

Bigger, better, broader

- New partnership with Edinburgh's Telford College
 - Consolidation of School of Building and Engineering
 - Co-location of Construction Academy/Capital Skills
 - New Construction Centre of Excellence
 - New General Construction and Plant Training area
- New services for employers & employees
 - Conservation Skills
- Increased capacity for training places
 - 20% increase in training places

The Accords

- Voluntary but robust
- Where possible and/or practicable, linked to procurement or funding
- Linking opportunity and need
- Harnessing the potential of 35 years planned developments valued at £16 billion

The Accords

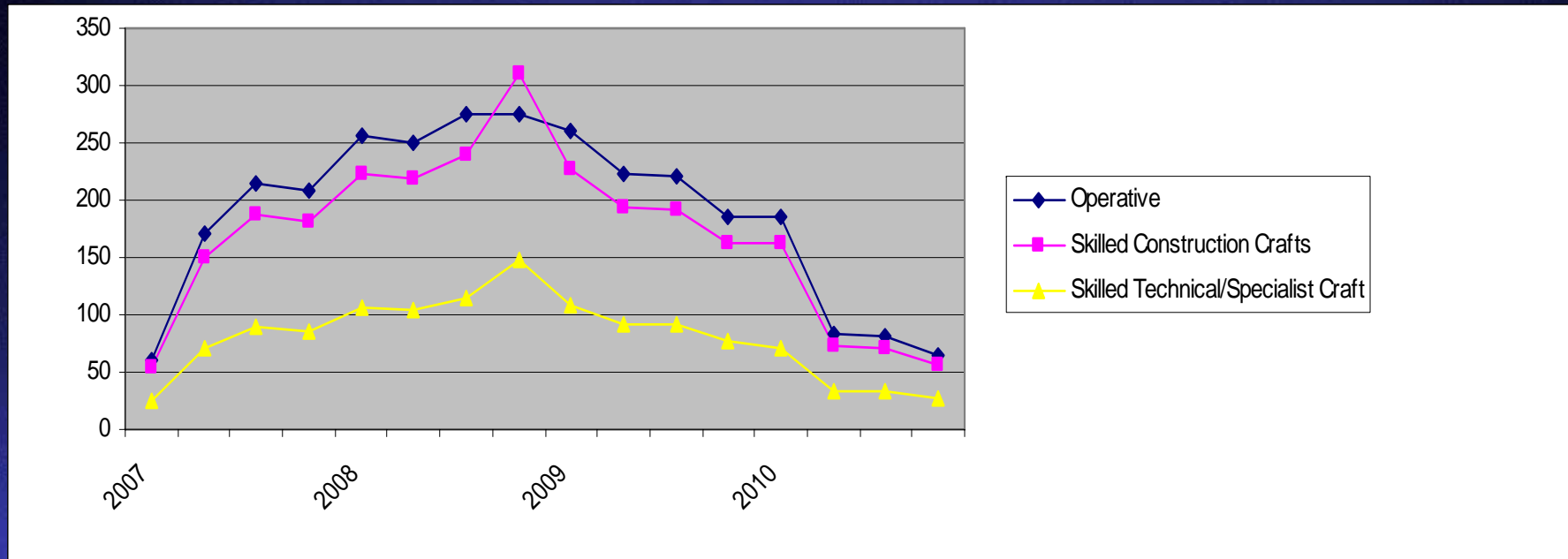
- Waterfront Partnership Accord
- Schools PPP
- Housing Regeneration Programme
- Tie (Trams for Edinburgh)
- PARC (Craigmillar Regeneration Company)
- St James Quarter and City Centre Partnership
- Caltongate Development

Waterfront Partnership Accord

- Agreement to
 - Share and collate information
 - Encourage developers and contractors to engage (including clause in sales missives)
- Supply side delivery team
- Action planning process

Sharing information

■ Construction labour needs:



The process

- Seeking to match demand and supply
 - Demand
 - Harnessing demand through “reasonable endeavours” and other measures
 - Detailed process planning to meet employers’ needs
 - Supply
 - Clear “Road-map”; to plot job-seeker route and associated services

Example project

- Morrison's

- 70,000 sq ft store
- Bar/Restaurant
- Petrol station
- 106 bed student accommodation block

INPUTS

Partnership working

EWRC close contact with community

Construction Academy experience in similar projects

JCP experience in similar projects

Construction contractor experience in similar projects

Continued community engagement i.e. relationship and expectation management

Morrisons act as incentive for other big employers to move into the area

MORRISONS PROJECT

OUTPUTS

Local jobs

Increased expectations and trust in local community labour market

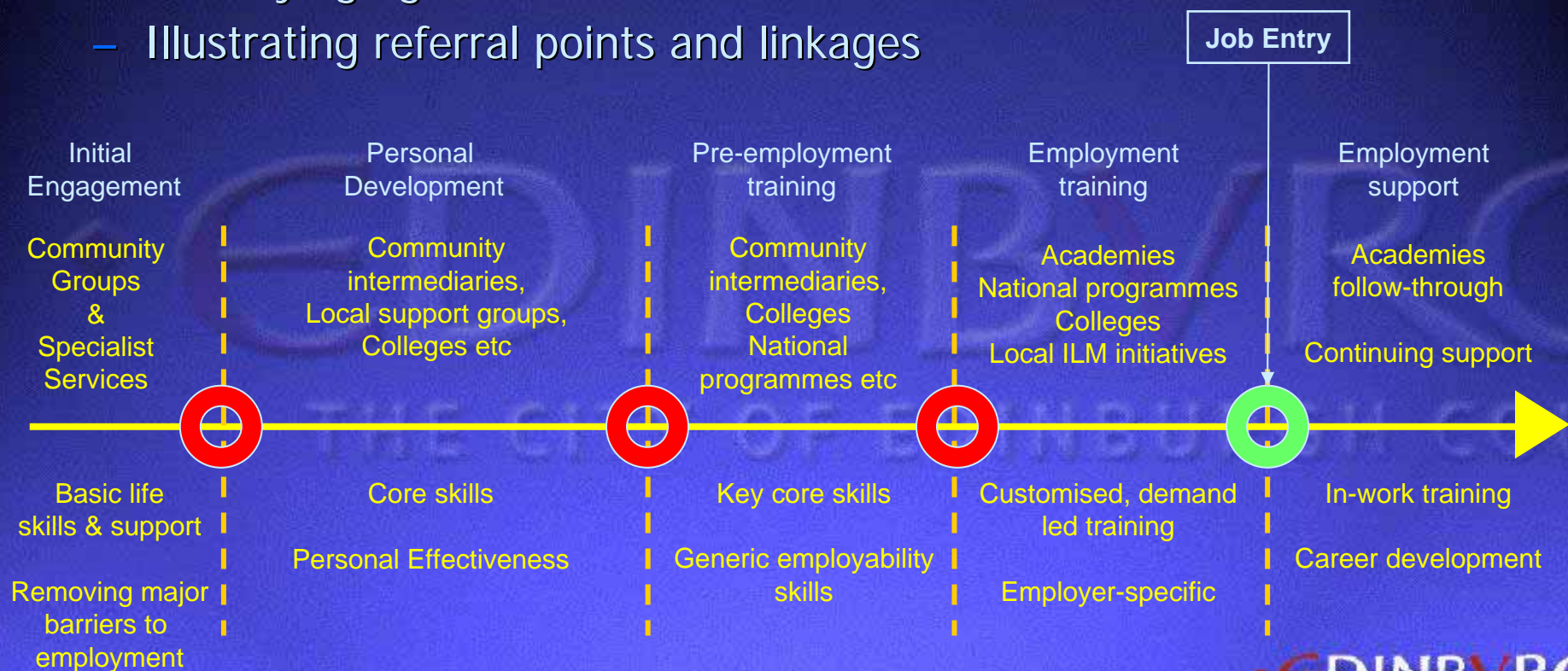
ISSUES:

- * Competition for local jobs if lots of large employers develop nearby
- * Travel considerations i.e. localisation of workforce
- * No early engagement with Morrisons re. local skills clause in construction contract
- * Construction CSCS can only be completed whilst in employment / on site
- * Construction contractors usually bring their own staff

Supply side

■ Road-map

- Illustrating the route of the job-seeker
- Identifying agencies
- Illustrating referral points and linkages



Outcomes

- Successes to date:
 - In the last two years has:
 - Moved 750 people into work including
 - Waterfront Recruitment Centre
 - Academy at St James
 - Capital Skills/Capital Build
 - Increased progression to trade apprenticeships
 - 24 new apprenticeships and increased numbers progressing from Capital Skills to apprenticeship opportunities
 - Increased job outcome rate from 66% to 78%, with 98% through Capital Build

Challenges

- Responding to the changing economic climate
- Maximising the potential for 300 jobs per year...
- ... whilst managing expectations
- Local focus for city wide strategy

Questions?

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