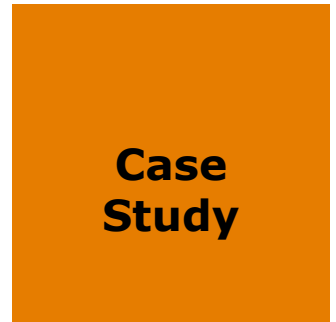


Plymouth Science Park Phase 5 achieves first ever planning led Employment and Skills Plan



Case Study

Introducing the Building Plymouth initiative to embed Employment and Skills Plans as part of planning regulations, the first BAM's Science Park Phase 5 recently successfully completed.

Working closely with Emma Hewitt of Building Plymouth, BAM assisted in the successful application of the Client Led National Skills Academy for Construction, of which the first awarded project was the Plymouth Science Park Phase 5.

The project is an £6m newbuild, the latest development in Plymouth Science Park, a world-class office, research and laboratory environment that provides the space, flexibility and support for technology, digital and science-based businesses to accelerate their growth and success. Its community of over 80 businesses employing upwards of 800 people, combines to create one of the South West's most desirable working environments.

Specific achievements against targets are illustrated below, and featured heavily the enhancement of Plymouth University students studies' with a wide range of learning assistance. These ranged from dissertation interviews to work experience using our very own site-based Undergraduate, working with fellow students to promote this unique opportunity to learn from the evolving local project.



15 educational enhancements

Culmatively, the NSA for Construction has enabled a total of 118 waged training weeks through apprenticeships, and 20 from upskilling existing BAM staff. In addition to ensuring this future-proofs individual's knowledge, it ensures site level quality assurance and a secure future for the industry.



138 waged training weeks



The Challenge:

First project to deliver

Building Plymouth was established by Plymouth City Council in partnership with industry, to promote the vast Construction employment opportunities arising from the construction projects in and around the City. To ensure quantifiable outcomes were achieved, the implementation of a planning led National Skills Academy for Construction Employment and Skills plan was included in the procurement contract for the first project, Plymouth Science Park Phase 5. This new approach required the Contractor, BAM Construction and Building Plymouth to work closely to set and ultimately achieve against the targets that were widely promoted as an early Building Plymouth initiative.

The Response:

Achieving the ambitious Employment and Skills plan and utilising the excellent links through Building Plymouth, work began with a range of local providers. These included a range of local Secondary Schools and Academies, Shekinah, Princes Trust, Plymouth University, the Building Plymouth Job Shop, Setsquare Recruitment, You're Hired Plymouth, South Devon College, plus a wide promotion campaign through Open Doors 2016, extending to inviting a film crew from the CITB to the site!

The Results:

The complete Employment and Skills Plan culminated achievements is detailed below:

Employment and Skills Plan

Category:	8.0 Offices	Developer/ Contractor:	BAM Construction	
Band:	2	Development:	Plymouth Science Park, Phase 5	
Value £:	£6M	Start date:	October 2015 (12 months)	
Employment and Skills KPI's			Actual totals	Target
1	Work Placement (In Education) - persons		6	0
2	Work Placement (Not in Education) - persons		2	2
3	Jobs created by NSAFC projects (new entrants: Apprentices, Unemployed and Graduates)		4	2
4	Construction Careers Information, Advice & Guidance Events		15	1
5(a)	Waged Training Weeks on site (Apprenticeships)		118	94
5(b)	Waged Training Weeks on site (Existing Workforce)		20	0
6	Qualifying the Workforce - project workforce Total of 6(a) plus 6(b) plus 6(c) plus 6(d)		16	9
6(a)	Qualifications gained (equivalent to Level 2 and above) - Main Contractor		2	1
6(b)	Qualifications gained (equivalent to Level 2 and above) - Subcontractors			1

6(c)	Industry certification gained – Short Duration Training: Main Contactor		8
6(d)	Industry certification gained – Short Duration Training: Subcontractors	12	
		2	
7	Training Plans	2	2
8	Case Studies	1	1

Transferrable Solutions:

The successful completion of the Plymouth Science Park Phase 5 planning-led Employment and Skills plan has set the benchmark for the future projects let by Plymouth City Council. The ambitious growth plans for the City will enable upskilling, employment and enhanced learning opportunities for the local community and help secure a future for the Construction Industry in Plymouth.

