

EMPLOYMENT SKILLS AND TRAINING PLAN

Introduction

LST Projects are committed to supporting local residents to gain skills and progress into employment thus enabling the local area to grow and prosper.

We are committed to using our construction projects to create real opportunities for local employment, training, upskilling, and the promotion of local businesses. Where possible, we will use local businesses, suppliers, subcontractors, merchants, and recruitment agencies, and we will ensure that we provide employment opportunities to residents by advertising any appropriate vacancies locally.

Targeted Employment and Skills Plan

We welcome the opportunity to work with Reading Borough Council and other stakeholders to deliver a targeted employment and skills plan for The Abbey School construction project.

In addition to negotiating and agreeing employment and skills targets, we would play a key role in facilitating a number of initiatives such as:

- Pre-employment training
- Apprenticeships where appropriate
- Work experience placements
- Workforce development such as CSCS card, and technical training.

It is very important to LST that we encourage our subcontractors to use local labour where possible and utilise local builders' merchants for materials and plant requirements. The use of local labour will not only help to upskill the Reading area's labour force, but it will reduce the need to import labour from other areas, and in doing so will potentially reduce traffic congestion and carbon emissions.

Details of all local workers engaged on this project will be recorded and made available to The Abbey School and Reading Borough Council if required.

Work experience placements

LST Projects will aim to provide work experience placements to local young people potentially from local education and training establishments such as Reading College, The New Meaning Foundation in Reading, New Directions College, or via JobCentre Plus, which could target those who are not in employment, training or education.

A full young person's risk assessment will be carried out and agreement will be gained from the school or college and parent or guardian for under 18 year olds.

When suitable candidates are found, LST will facilitate bespoke placements for each individual; consideration being given to their specific needs and aspirations. We are happy to arrange flexible placements in line with individuals' circumstances, for example if an individual is attending a course on a certain day of the week, the placement could run over a longer period, enabling continued course attendance.

Apprentices

Most of our key trades are sub-contractors so we may not be able to offer apprenticeships direct. We would therefore look to engage with local individuals for roles such as banksmen and labourers for the duration of the project and depending on performance would look to make this a permanent position for future works. This has worked on other projects such as the refurbishment of a large leisure centre in Ashford, Kent.

Student visits for school/college/university

Site visits can be arranged for interested parties. The visit programme will be developed in partnership with the education establishments and would include the various stages in the construction process, quality control, health and safety and customer care.

Young people under 16 years old are not allowed onto active building sites due to current legislation. However, we would like to encourage younger students who may have an interest in a career in construction, so we will liaise with local schools and colleges to deliver a careers presentation and mock interviews for older groups who may be interested.



Robert Tuffin
Commercial Director

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