

# Highways Contract tender example

## SI.11 Construction Skills & Local Employment

The County Council is keen to develop a 'Kent Construction Skills Training and Local Employment Protocol' with the Consultant and other Alliance members to help address the severe shortages of skills in the construction industry. This will help ensure a locally based skilled workforce for the high level of construction work required as a result of the provision of new houses (particularly in the growth areas), plus the accompanying infrastructure. The *Employer* considers itself to be in a prime position to use its construction programme to take a lead in stimulating the demand side of the skills/employment issue.

This is not a new initiative for the *Employer* as much work has already been done through the Kent Partnership and the Learning and Skills Council (LSC). The *Employer* considers client leadership as a principal driver for this change and would want the Consultant and Alliance to work together to contribute to this County Council objective with support from the LSC, Construction Industry Training Board, contractors, colleges and others to develop the training supply side. The *Employer* is keen to support this proposal through its procedure for the procurement of key suppliers. By aligning a local supply chain with support for training the *Employer* wants to play its part in solving the skills shortage whilst improving service delivery to the community in Kent. The Consultant shall be party to a protocol that would form part of the contract for mutual benefit.

A draft protocol is included in this Service Information at Appendix 11. This activity will be a commissioning brief but a mutually beneficial approach would be expected.

### Appendix 11

#### ***Draft* 'The Kent Construction Skills Training and Local Employment Protocol'**

The purpose of this Protocol is to support the development of sustainable communities through providing training and employment opportunities to local people. The protocol sets out a framework in which all parties involved in construction can support the delivery of work-based training and local employment. This Protocol relies on the active involvement of clients, contractors, trade contractors, suppliers and training providers.

Training is defined as attending an approved apprenticeship training programme or undertaking work experience as part of a full-time course of study. Local employment relates to employment opportunities for people within the communities that the project is being undertaken. The precise definition of local employment will be agreed on a project specific basis.

The undersigned agree to:

1. Identify opportunities for site-based training on all projects to ensure that a minimum of 5% of operatives working on a construction project are trainees.
2. Work with a local training provider to support the delivery of site-based training.
3. Provide an appropriate level of support to trainees and ensure that they receive the relevant site-based experience they need as part of their training programme.
4. Allow trainees the time to attend college-based training as required.
5. Work towards achieving a fully qualified workforce.
6. Maintain high standards of health and safety.
7. Work with locally based trade contractors and suppliers where appropriate
8. Actively promote local employment through the selection of local trade contractors and suppliers.
9. Encourage trade contractors and other organisations involved with the project to provide employment opportunities to local people

Signed .....

On behalf of Name of Company

Date .....

Signed .....

On behalf of Kent County Council

Date .....