Procurement Client-Based Approach

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● Introduction
● Overview
● Benefits
● Benchmarks
● Employment and Skills Plan
● Additional Support
Introduction

● Client-based Approach – provides a toolkit to deliver employment, apprenticeships and training opportunities through construction procurement

● Based on successful National Skills Academy for Construction (NSAfC) projects

● CSkills commissioned work to provide guidance, template documentation and benchmarks for LAs and other public sector procuring bodies
  ➢ Part of our remit as a sector skills council
  ➢ to drive up training to ensure appropriately trained staff available to support future of the industry
As the Sector Skills Council for Construction, CSkills:

- is positioned to improve the skills base and productivity of the construction industry
- has around 120 staff across Scotland to offer support in delivery of goals
- ensures industry has the right skills in the right place at the right time
Client Based Approach

**Objective**
Support employment & skills in construction

**Strategy**
Include requirements in Procurement Projects

**Toolkit**
Employment & Skills Model
- Employment & Skills Plan
- Method Statement
- Definitions, Benchmarks and Monitoring
- Legal guidance
- Contract clauses

**Support**
- Guidance documents
- Workshop to help embed the approach
- Legal and process advice
Toolkit Contents

- Creating an Employment and Skills Strategy (ESS) and Employment Skills Plan (ESP)
- Summary of employment and skills areas including benchmarks and potential issues
- Legislative guidelines and templates
- Template clauses for inclusion in necessary documentation e.g. Official Journal of the European Union notification, Pre-Qualification Questionnaire and Invitation to Tender
- Case Studies provided on request – English case studies available at present but hope to use initial projects as case studies for new Scottish guidance documentation
Employment & Skills Areas

Key areas to be supported:

**New Entrants**
1. Work placements 14-16 years
2. Work placements 16-19 years
3. Curriculum Support Activities
4. Graduates
5. Apprentices – existing
6. Apprentices - project initiated
7. Apprentices - completions

**Skills Culture**
13. Jobs Advertised Through Local Employment Vehicles
14. Training Plans for Subcontractors

**Existing workforce**
8. S/NVQ Starts for Subcontractors
9. S/NVQ Completions for Subcontractors
10. Supervisor Training for Subcontractors
11. Leadership and Management Training for Subcontractors
12. Advanced Health and Safety Training for Subcontractors
Benefits

- Greater accountability for public spending
  - Duty to maximise impact of spending

- Commitment of Westminster and Scottish Governments to support apprenticeships and training
  - 2008 Scottish Government report ‘Community Benefits in Public Procurement’
    - Working with Scottish Government
    - Complimentary to their guidance

- Creates sustainable community
  - Enables local people to be trained into jobs

- Good PR

- Creates a workforce of trained staff

- Better acceptance of project in local community

- Supplier diversity – guidance on inclusion of SMEs
SME contractors

- Supplier diversity central to delivery of sustainable communities
- Guidance on supplier diversity through inclusion of SMEs
- Community benefits and increased opportunities for training/skills development/apprenticeships
- How public sector clients can open up procurement processes to SMEs
  - Clear documentation
  - Advertise opportunities in locations SMEs may look at
  - Organise events/offer guidance to help SMEs understand the tender process
  - Use the ‘small lots’ exemption clause
Benchmarks

- Assist in gauging impact Employment and Skills Strategy (ESS) could have on employment and skills
- Figures gained from previous experience of NSAfC projects and analysis of labour market
- Guideline only, depends on type and nature of project
  - Have developed 15 categories of benchmarks at present representing different types of build project
  - Include a review of the benchmarks into the contract so they can be adjusted if circumstances change
- Use Employment and Skills Plan (ESP) to monitor progress towards these outcomes
- CSkills has developed a Management Information System to allow tracking of critical key performance indicators in real time
  - ‘Skills Plan of the National Skills Academy’ - SPONSA
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Employment and Skills Plan (ESP)

- Key tool for implementing ESS
- Sets out agreed output figures for each employment and skills area for duration of project in line with chosen benchmarks
- Used in conjunction with a Method Statement which records how the contractor plans to deliver agreed outputs
- Used to monitor monthly progress towards outcomes
- Will require a person to be identified as responsible for implementation
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Additional Support

- Contractor pack to assist supply chain understanding of procurement process and what is expected of them (includes template documents)
- Gap Analysis – identifies skills gaps and any opportunities for further assistance and support
- Labour Forecasting Tool – provides profile of trades needed on site for a specific project by feeding in some basic data
- SPONSA – monitoring tool
- CSkills Employer Services and other business areas
- Additional Approach models
SPONSA

• Access to set up projects and set targets
• Record actual achievements against targets – allows real time tracking of critical key performance indicators
• Creates graphs & bar charts of performance/progress
• CSkills does not monitor updating of SPONSA – client responsibility to ensure use
Additional Approach Models

Project-based Approach
- For projects over £150m
- Potential funding for a Project Co-ordinator

Programme-Led Approach
- Looking at a suite of works held by one contractor
- Assists sustainability of commitments to training across smaller projects as employees can be moved between projects
- Potential funding for a Project Co-ordinator
Summary

- Introduction and Overview of Client-Based Approach
- Benefits
- Benchmarks
- Employment and Skills Plan
- Additional Support