



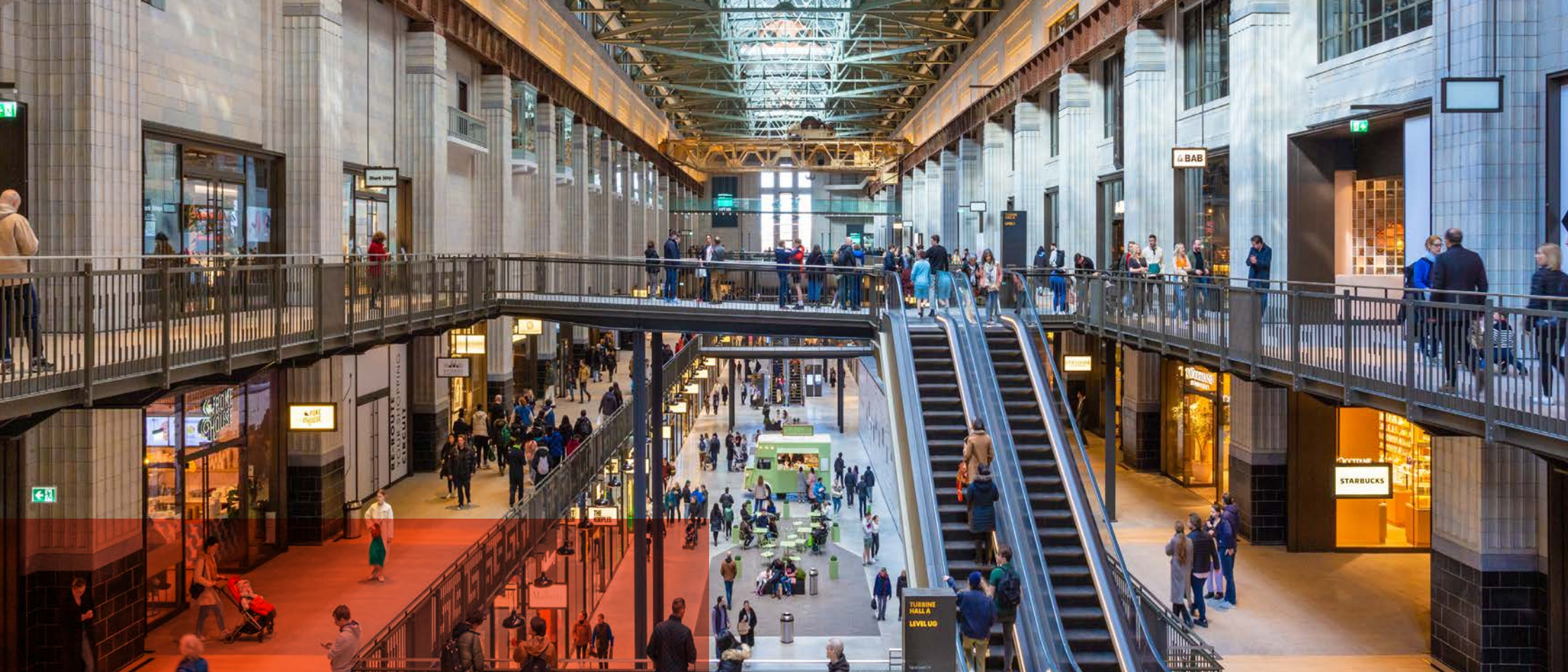
# GENERATING OPPORTUNITIES

**BATTERSEA POWER STATION  
LOCAL EMPLOYMENT AGREEMENT  
ANNUAL REPORT FY 2022/23**



**BATTERSEA  
POWER STATION**





# BRINGING LOCAL JOBS TO LIFE

2022 was a landmark year for Battersea Power Station, with the opening of the Power Station in October following a remarkable eight-year transformation. Alongside the Power Station, Electric Boulevard opened as a new pedestrianised high street for Wandsworth and London. Battersea Power Station has now established itself as the sixth town centre for the borough.

On 14th October 2022, as the doors to the Power Station opened, approximately 2,500 people started new jobs across estate management, security, hospitality, guest services, landscape gardeners, retail, and office management. In addition, new job opportunities have become available as more shops, cafes, restaurants and offices have opened.

## 100+

SHOPS, CAFÉS, BARS AND RESTAURANTS

## 10+

LEISURE VENUES, INCLUDING LIFT 109 AND THE CINEMA IN THE POWER STATION

## 565,000

SQ. FT FLOOR SPACE OF OFFICES

## 1 HOTEL

ART'OTEL LONDON BATTERSEA POWER STATION, WITH A ROOFTOP POOL AND RESTAURANT (164 ROOMS)

## 2,500+

RESIDENTS

## 5M+

VISITORS IN THE FIRST SIX MONTHS

## 20,000+

NEW PERMANENT JOBS CREATED BY THE END OF THE PROJECT

## 3,000

DIRECT AND INDIRECT CONSTRUCTION JOBS CREATED

## 1,074

JOBS CREATED FOR LOCAL RESIDENTS SINCE 2013

This report is a snapshot of the progress made towards achieving the aspirations of the Local Employment Agreement (LEA), as agreed between Battersea Power Station and the London Borough of Wandsworth, in the financial year 1st April 2022 to 31st March 2023.

## OUR COMMITMENT – PARTNERING TO CREATE LOCAL JOBS

- Helping local people find work and improve their skills
- Working in partnership with Trade Unions to deliver good quality jobs
- Creating a place where people want to live, work, and play, and promoting social integration
- Ensuring that the development contributes to a healthy local economy and provides opportunities for local businesses

## WE ACHIEVE THESE GOALS BY WORKING COLLABORATIVELY WITH MANY ORGANISATIONS, INCLUDING:

- Wandsworth Work Match
- Main contractors Sir Robert McAlpine along with many sub-contractors
- South Thames College and other training providers
- Community organisations, charities, and schools
- Wandsworth Chamber of Commerce, Trade Unions: Unite and GMB, and other business groups



Sir Robert  
**McALPINE**





**Local people are residents of the London boroughs of Wandsworth and Lambeth. Local businesses are based or conduct a significant part of their business in these boroughs.**

This commitment is formalised in the LEA, Schedule 9 of the Section 106, which was agreed between London Borough of Wandsworth, key stakeholders, and the landowner.

The construction stages of the LEA are delivered through Employment and Skills Plans (ESPs), which set local employment targets. A separate ESP is agreed for each construction phase or sub-phase between the construction manager, Battersea Power Station Development Company and Wandsworth Council.

Phase 1, Circus West Village, was completed in 2017 and met or exceeded all ESP targets. This report covers construction ESPs for Phase 2 (the Power Station), Phase 3a, and Phase 3b. Phase 4a is being delivered in partnership with Peabody, which is responsible for managing and reporting on local employment targets with its appointed contractor Ardmore.

Battersea Academy for Skills & Employment (BASE) reports on end-use and operational jobs to the London Borough of Wandsworth. The ambition is for 20% of the working population to be from the local area. When completed, it is estimated that there will be approximately 20,000 people working at Battersea Power Station.



## CIRCUS WEST VILLAGE (PHASE 1)

Independent shops and restaurants, a private dental practice, three-screen cinema, a 150-capacity theatre, leisure activities, river bus service, offices and 865 new homes.

**Completed:** 2017. All construction skills and employment targets met or exceeded.

## THE POWER STATION (PHASE 2)

Restoration and transformation of the Power Station, over 100 shops, cafés, bars, restaurants, a cinema, 565,000 sq ft of office space, unique leisure experiences including Lift 109, a six-acre Power Station Park and 254 new homes.

**Completed:** 2022. All construction skills and employment targets met or exceeded.

## ELECTRIC BOULEVARD; PROSPECT PLACE, AND BATTERSEA ROOF GARDENS (PHASE 3A)

A new high street with a mix of homes, shops, bars, restaurants, a park, playground, a 164-room hotel and Zone 1 London Underground station.

**Completed:** 2022. All construction skills and employment targets met or exceeded.

## PHASE 3B (ELECTRIC BOULEVARD; 50 ELECTRIC BOULEVARD AND KOA AT ELECTRIC BOULEVARD)

A new high street for the local area, Zone 1 London Underground station, BREEAM Outstanding sustainable office space, and new homes.

**Commenced:** 2020  
**Construction Manager:** Sir Robert McAlpine

## PHASE 4A (NEW MANSION SQUARE)

386 new affordable homes, a new NHS medical centre, affordable and cultural workspaces, and a children's playground.

**Commenced:** 2019  
**Registered provider:** Peabody

## FUTURE PHASES 3C -7

719,126 SQM

A range of town centre uses will be delivered, including; residential, office, retail leisure and more.



# LOCAL FIRST

## DELIVERED BY BATTERSEA ACADEMY FOR SKILLS AND EMPLOYMENT (BASE)

### DELIVERING PERMANENT JOBS AND CAREERS AT BATTERSEA POWER STATION

**The creation of the new town centre at Battersea Power Station is a once-in-a-lifetime opportunity to create a brand-new pipeline of jobs in Wandsworth. We are committed to filling at least 20% of the long-term vacancies with local residents and are determined to deliver beyond this target.**

In 2016, Battersea Power Station's shareholders established Battersea Academy for Skills & Employment (BASE) as a community interest company (CIC) to support this ambition and deliver a varied programme that includes:

#### RECRUITMENT

BASE works with Wandsworth Work Match to identify jobs created by commercial partners at Battersea Power Station. We then use a network of providers to source, screen, and match local candidates to these roles. In addition, these services provide pre-employment support, from interview and CV preparation to introductory hospitality, retail, and security courses.

#### BASE TALENT POOL

To ensure we can fill jobs as our commercial partners create them, we need to know about great local people who have the right skills and aptitudes and are ready to be employed. This is managed by the BASE Talent Pool – any local person can join this by completing an online application on the BASE website and uploading their CV at [baseskillsacademy.co.uk/talent-pool](https://baseskillsacademy.co.uk/talent-pool)

#### SERVICE EXCELLENCE PROGRAMME

BASE delivers a bespoke customer service training programme at Battersea Power Station through the Investor in Customer (IIC) and endorsed Certificate Professional Development (CPD) training 'My Place, Your World.'

We aim to deliver this training to all workers in public-facing roles to equip them with the skills to meet the needs of residents, customers and visitors as our ambassadors.

To date, 525 public-facing staff have undertaken the service excellence programme, including 165 trained from 1st April 2022 – 31st March 2023.



### EMPLOY WANDSWORTH

**On 13th July 2022, Battersea Power Station hosted Wandsworth Council's Employ Wandsworth Jobs Fair, partnering with over 50 Battersea Power Station businesses and attended by over 650 local people.**

Employ Wandsworth kickstarted BASE's peak recruitment drive in the months immediately preceding the opening.

Local people received job offers from the following brands: Abercrombie & Fitch, Ethos Farm, Genesis Motor, Hackett London, Jigsaw, JKS Restaurants, Jo Malone London, Lacoste, Lexington, Mango, Arcade, Nike, Paris Baguette, Ralph Lauren, REISS, ROX, Royal Selangor, Skechers, Starbucks, Superdry, Swatch, Sweaty Betty, The Body Shop, Uniqlo, Venchi, Zadig & Voltaire, ZARA, art'otel, Le Bab, Levi's, Polestar, Pret-A-Manger, Under Armour, Watches of Switzerland and many more.



**Guest Services**  
**delivered by Ethos Farm**

Every day the Guest Services team welcome thousands of visitors to Battersea Power Station. Customer and employee experience specialist, Ethos Farm, manages this team. Finding people with local knowledge was vital, and in the summer of 2022, Ethos Farm and BASE joined forces to recruit the team to give Power Station visitors VIP treatment. By promoting the opportunities via the Local First WhatsApp group, we have ensured that over half the recruits are local residents. The team underwent a vigorous training programme ten weeks before the Power Station opened to ensure they were equipped to handle all visitor enquiries and issues.

**57%**  
**OF THE GUEST SERVICES TEAM**  
**ARE LOCAL RESIDENTS**



**OLGA MAIBORODA,**  
**Keyholder Sales Assistant, Levi's**

Olga is a Ukrainian refugee who came to the UK in May 2022 and emailed BASE and partner Wandsworth Work Match to find work.

Within days, Olga was recruited onto the Work Match Retail & Hospitality pre-employment course, helping with

interview techniques and preparation for a role in the retail sector. After completing a week of training, BASE organised interviews with Levi's at Battersea Power Station, and Olga was offered a role as a sales assistant with keyholder responsibilities.



**“ My life has completely changed. I now have a job that occupies my week. It is hectic, but I am getting used to working in the UK, learning, and meeting new people. In addition, the job is close to home, which helps to save money on travel.**

**SHAYENNE LESLIE,**  
**Apprentice Commis Chef,**  
**JKS Restaurants**

Wandsworth resident Shayenne studied Games Art at university before visiting a job fair at Battersea Power Station and speaking to the JKS Restaurant team about their apprenticeship programme. With aspirations of owning her own restaurant in the future, the opportunity to learn new skills as a chef was a stepping stone in the right direction. After securing a commis chef apprentice position, Shayenne has worked across the JKS Restaurants group and is ready to take up the post at BAO at Battersea Power Station, located in Arcade Food Hall, when it opens this year.



**“ My feet hurt, but I'm enjoying what I'm doing. I've never learned so much before. I'm using my skills from home as well as learning new ones and the kitchen has become my happy place.**





**GARY BROOKE,**  
Head Concierge, Office Concierge

Gary has lived in Battersea for over 30 years and, over this time, has worked in various industries, including reprographics and loss prevention. Gary had been offered a new role before the pandemic hit, and would have been furloughed before starting. At this point Gary decided to resign.

After a long career, Gary was keen to focus on finding a job that he enjoyed, so he applied for a mailroom position at Battersea Power Station through BASE.

He was interviewed by the Office Concierge team in November 2021 and started his new job in the residential mailroom in January 2022. Gary soon became a vital team member, and in July 2022, he secured the position of Head Concierge. In his role, Gary now focuses on developing the talents of his existing team and supporting other local people to join the team when opportunities arise.

“As a local resident of Battersea for 30 years, I have loved seeing the regeneration of the Power Station, and I enjoy working with some fantastic people.

**REECE O'LEARY,**  
Stockroom Assistant, ZARA

Reece worked in various retail jobs before applying for a job at ZARA via BASE. Reece was invited to attend an open day in Clapham Common by the ZARA Recruitment team. He was given an overview of the company and lots of information about the new Battersea Power Station store before being put through his paces with a series of speed interviews.

Reece was subsequently offered a role as a stock room assistant, which involves keeping an eye on stock and ensuring inventory is replenished on the shop floor.



“I suffered from depression and anxiety before working at Battersea Power Station, and I feel like that period of my life has melted away.

**GARY HOWELL,**  
Security Officer, Bidvest Noonan

Gary was made unemployed in May 2022. He was referred to BASE for a security role at the Power Station through Wandsworth Work Match.

Gary had security experience and previously worked for Bidvest Noonan, Battersea Power Station's security contractor. He also had a valid SIA Licence and was quickly offered a role. He works shifts, four days on and four days off, patrolling the Power Station covering different parts of the town centre, testing fire alarms, lifts and fire safety, as well as reporting any damage. Gary sees his career developing as a security keyholder with Bidvest Noonan.

“My life has changed; I am no longer claiming benefits and can make plans for my future now.



**PETER GRIFFITH,**  
Brand Ambassador, Polestar

Peter previously worked as a Senior Sales Negotiator for several Kensington & Chelsea estate agents but became unemployed. He met Wandsworth Work Match at a local job centre and was excited to hear about a vacancy as a Brand Ambassador for the electric car brand Polestar. After an interview, he was offered the job.

The position is varied and rewarding, and Peter looks forward to growing with the Polestar brand and exploring opportunities to develop within the company.

“I am thrilled to be working again and happy to work in such a modern and clean environment, with plenty of opportunities for networking and development.

## ACHIEVEMENTS OF BASE

**27%**

OF THE OPERATIONAL WORKFORCE AT BATTERSEA POWER STATION ARE LOCAL RESIDENTS

**453**

JOBS HAVE BEEN FILLED SINCE 2017

**881**

PEOPLE ON THE BASE TALENT POOL, 478 ARE LOCAL RESIDENTS

**525**

PUBLIC-FACING STAFF HAVE BEEN THROUGH SERVICE EXCELLENCE TRAINING

**450**

SUBSCRIBE TO THE JOBS AT BATTERSEA POWER STATION WHATSAPP GROUP



# A NEW HOME FOR APPLE

In 2023, Apple made Battersea its new home. Over 2,500 staff are now coming to work at Battersea Power Station every week at Apple's new UK headquarters.

Apple employees come from near and far. They are excited about their new workplace, getting to know the local area and everything it has to offer. In turn, they are working out how they can support the community through volunteering opportunities, community initiatives and education initiatives supporting local schools.

**Emma Jazeel**  
Inclusion & Diversity EMEA,  
Apple

“Battersea was my first home when I arrived in London expectant and starry-eyed in the late 1980s. It was a jumble of cafés, factories, warehouses, and wasteland. A truly multicultural community where you could find anything you needed within a few streets.

I'm excited to return to Battersea after so many years; a place that holds many fond memories for me.

I'm looking forward to Apple connecting with and supporting local communities.

There are so many opportunities here!

Emma at Ladies Pond, Battersea Park

Photography by Harry Adams

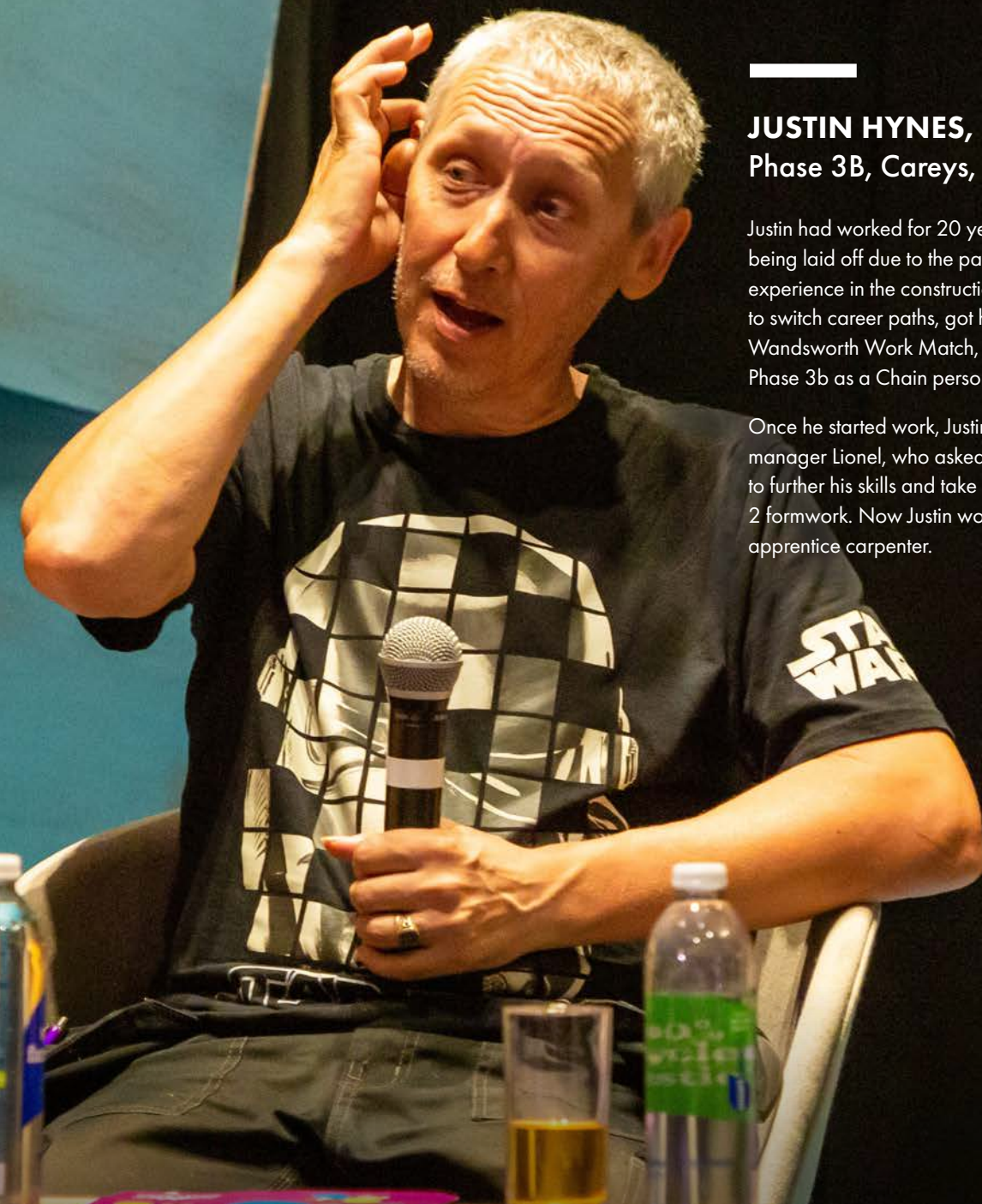
# CONSTRUCTION JOBS FOR LOCAL PEOPLE



HOW WE'RE DOING AGAINST OUR EMPLOYMENT AND SKILLS PLAN						
LOCAL EMPLOYMENT AGREEMENT	PHASE 1 (Complete)	PHASE 2 (Complete)	PHASE 3A (Complete)	PHASE 3B	TOTAL	LEA TARGETS
Apprentices	43	100	41	10	194	182
Job Starts	207	264	125	25	621	237
Work experience	107	182	100	34	423	394
Curriculum Support	3,144	888	824	332	5,188	532
Events	74	151	80	18	323	139
Graduate Placements	11	13	13	1	38	40



“My life has improved since starting at Battersea Power Station. I had a hard time when I was on benefits, and a couple of months before starting, I had bailiffs at my door, but now that I am working again, I am getting on top of things and am much happier with my situation.”



### JUSTIN HYNES, Phase 3B, Careys, Formwork Apprentice

Justin had worked for 20 years at Travis Perkins before being laid off due to the pandemic. Having previous experience in the construction industry, Justin decided to switch career paths, got his CSCS card through Wandsworth Work Match, and was taken on by Careys on Phase 3b as a Chain person.

Once he started work, Justin was approached by his manager Lionel, who asked if he would like the opportunity to further his skills and take an apprenticeship in Level 2 formwork. Now Justin works as a labourer and an apprentice carpenter.

“The Work Match process has worked well in finding and employing local candidates. Justin is a great team member who enjoys working with our operatives and site engineer.”

Lionel Marcelline,  
Project Manager, Careys Phase 3B, Battersea Power Station



### DENNIS WARD, Phase 3, Platt & Reilly, Drylining Apprentice

Having broken his leg in 2020, Dennis could not work for two years due to his injury. When he was ready to return to work, Wandsworth Work Match suggested a new opportunity in drylining. Dennis was pleased to get back to work in the construction industry. Because of his willingness to work, he quickly got the opportunity to begin a Drylining NVQ Level 2, working alongside a more experienced dry liner, allowing him to learn new skills and techniques. He wants to progress to a Drylining NVQ Level 3 and would like to eventually work in a managerial position within the Drylining sector.

“With Platt and Reilly, I know there will be steps toward a brighter future for myself. Never give up on your dream; never quit. That’s my motto.”

### KYRON CAMPBELL, Phase 3B Carpentry Apprentice, Ruddy Joinery

“I am so lucky that at 21, I will be a qualified carpenter and have a career that will set me up for the future.”

With his role with Horbury Joinery on Battersea Power Station Phase 3A coming to an end as that phase reached completion, Wandsworth Work Match supported Kyron to find a new position at Battersea Power Station to complete his carpentry apprenticeship.

Kyron was delighted to be put forward for a role with Ruddy Joinery on Phase 3B, which enabled him to complete his course and fulfil the final elements for his portfolio.

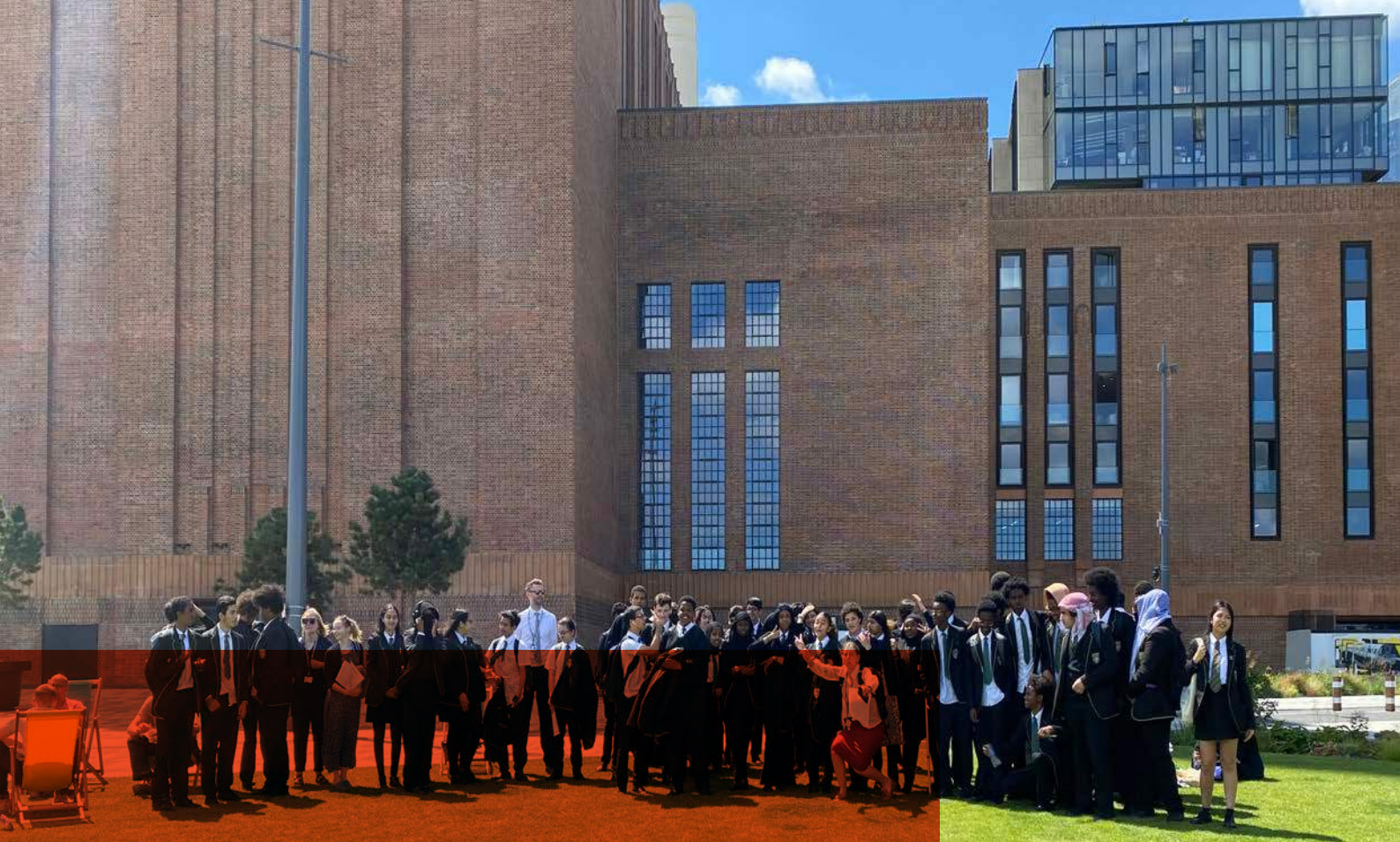
Kyron is proud of his work at Battersea Power Station, and he feels that it is one of the best jobs he has worked on, gaining exposure to a wide range of carpentry skills. He plans to become self-employed and start his own carpentry business with everything he has learned.

### HENRY AIDOO, Phase 3B, HE Simm, Labourer, starting apprenticeship September 2023

Before working on Phase 3B of Battersea Power Station, Henry had four years of experience working in retail but wanted a different career with more progression opportunities. He had enjoyed engineering and IT in college, so he decided to look for opportunities in construction. Working with Wandsworth Work Match, Henry sent a CV and a cover letter detailing his previous work experience to the Phase 3B electrical contractor HE Simm. Although he had no prior construction experience, by demonstrating his work ethic and his keenness to learn, he was offered a role as a labourer.

Henry will now enrol in an electrical apprenticeship in September 2023, on a day release course enabling him to learn both on the job and in the classroom.





# SCHOOLS PROGRAMME

**Battersea Power Station continues to have strong working relationships with local schools. So far in the academic year 2022/23, we have hosted 716 students for visits and work experience panels.**

In the Summer term of 2022, Year 10 and Year 12 students from Harris Academy Battersea attended work experience panels at Battersea Power Station to hear from people across the development about their career journeys to Battersea and what is involved in their roles.

On 14th October 2022, as the doors of Battersea Power Station opened, over 100 students from St George's Primary School, Griffin Primary School, and St Mary's RC Primary School were all present to witness this historic moment.

In November 2022, Lift 109 opened to the public: a unique chimney lift experience, taking visitors 109 metres up to the top of the north west chimney for 360-degree views of London, including Battersea and Wandsworth. We are working with Lift 109 to ensure there are regular opportunities for local schools to take their students in the lift experience.

Shaftesbury Park Primary School were the first local school to take their students to Lift 109, with their students describing it as 'awesome.'

## 12

PRIMARY SCHOOL VISITS

## 150

YEAR 10 & 12 WORK  
EXPERIENCE PANELS

## 149

YEAR 5/6 LIFT 109 VISITS

## 109

EXPERIENCE VISITS

## 716

STUDENTS ENGAGED

# SUPPORTING LOCAL BUSINESSES AND SUPPLIERS

**At Battersea Power Station, we've spent the last decade getting to know our local community, and this includes our business community.**

We want to make sure that the economic impact of the new town centre is felt way beyond the boundary of the Power Station itself. So, we've equipped ourselves by getting to know businesses in Wandsworth and, where possible, finding opportunities for them to become part of our supply chain.

We do everything we can to encourage companies we work with to support local businesses. Across our construction phases, every new contractor starting on the project is asked to source from Wandsworth and Lambeth businesses wherever possible.

In the construction of the Power Station, £4.9 million was spent across the two boroughs, of which £1.9 million went to small and medium-sized businesses.

It is estimated that once complete, the development will increase annual expenditure in Wandsworth by £42.9m.

**yellowsigns**

“Working on such an iconic building has been a fantastic opportunity to showcase our expertise and creativity in the signage arena. It has allowed us to forge stronger relationships with the local community and other businesses and organisations in the development.

Daniel Wright,  
Director, Yellow Signs

## WANDSWORTH CHAMBER OF COMMERCE

As a patron member, Battersea Power Station Development Company continues to support the Wandsworth Chamber of Commerce, encouraging tenants and service partners to join and to get to know local businesses so that these businesses can tender for work.



To support Battersea Power Station's commercial tenants to use local businesses, Battersea Power Station has worked with Wandsworth Chamber to include their member's details in the retailer handbook, which tenants use to find suppliers. As a result, locally based **The London Window Cleaning Company**, **First Aid for Life**, and **Audio-Visual Systems Ltd** all were included in the Retailer Handbook in 2022 and have all gone on to win work.

“Battersea Power Station's close and supportive relationship with Wandsworth Chamber has strengthened business ties across the Borough, created real value for the local community, and given a chance for many Chamber members to secure work within and around the area. We continue to encourage businesses to share local supply chain opportunities.

Beverley Corson,  
CEO, Wandsworth Chamber of Commerce





“ We’re a long-established small business and have seen enormous changes in the local area since we started in Nine Elms in 1998. As a local company we’re delighted to be a small part of the next chapter of history written for this iconic building.

Tony Flynn,  
Director, Audio Visual Systems Ltd



“ As business owners, we sometimes neglect the opportunities on our doorstep. I do not doubt that our involvement with Wandsworth Chamber of Commerce and work with Battersea Power Station will contribute to our profitability.

Rob Kelly,  
CEO, Displayways Group of Companies



“ Working with Wandsworth Chamber of Commerce has allowed us to win contracts with companies that would be otherwise extremely difficult for us to deal with. The Power Station is an amazing place to work and build up a professional network.

Stefan Ovcharov,  
MD, The London Window Cleaning Company

### Service Partners putting down local roots

Battersea Power Station’s Service Partners deliver key services across the estate and are integral to the team. These partner organisations are invested in Battersea Power Station, and each is finding their individual way to invest back into the local community.

Our Guest Services partner, Ethos Farm, sponsored the Wandsworth Community Hero Award at the Wandsworth Business Awards in 2022. Sally Allington, Founder and CEO of Ethos Farm was born in Wandsworth, so the awards were a perfect opportunity for her business to help celebrate the heroes in her local area.

Bidvest Noonan, the security provider for the estate, is actively involved in Battersea Crime Prevention Panel and sponsors the Battersea Ball, the primary fundraiser for Battersea Summer Scheme.

# BUSINESSES SUPPORTING THE LOCAL COMMUNITY

**We firmly believe that Battersea Power Station can be a continuous source of positive energy and practical support for local organisations in our community.**

This has been Battersea Power Station Development Company’s mantra over the last ten years of development and construction. We have a consistent programme delivering

practical support through financial grants and pro-bono work from ourselves and our supply chain.

With our newly arrived commercial tenants now present, we are working to introduce them to the wonderful landscape of Battersea and Wandsworth community organisations so that they can also decide to contribute to making the world a better place locally.

### Welcome to The Feel Good Bakery!

The Feel Good Bakery now serves its delicious coffee at Battersea Power Station. Founded in 2014 by Roehampton youth charity Regenerate, The Feel Good Bakery offers young people the opportunity to train as baristas. The project also provides mentoring support to help them go on to achieve their long-term goals.

Battersea Power Station have given The Feel Good Bakery a rent-free pitch, and the team from BASE support young people to consider further employment opportunities at the Power Station when the time comes for them to move on from the coffee van. Increasing their social impact, every coffee sold funds a meal for children and young people at the enterprise’s partner projects in Kenya and Romania.



“ Battersea Power Station has been a lifeline in the evolving story of Regenerate. This partnership has created 27 employment opportunities for young people who were otherwise struggling to progress in life. It is great to expose our young people to the Power Station with so many interesting things going on. We actively use the jobs landscape surrounding our coffee van to encourage our young people to think about what they want to do next.

Andy Smith,  
CEO, Regenerate



# BE A PART OF BATTERSEA POWER STATION

**The case studies and statistics in this report show how local people and businesses are directly benefitting from the regeneration of Battersea Power Station.**

We want more local people to be part of this success story, working at the new town centre at Battersea Power Station and developing new skills and talents. We also want more local businesses to join our supply chain.

If this could be you or someone you know, please get in touch.

## GET IN TOUCH

### **For jobs and training opportunities**

hello@baseskillsacademy.co.uk  
baseskillsacademy.co.uk

### **Jobs at Battersea Power Station What's App group**



**BATTERSEA  
POWER STATION**



### **For construction jobs and apprenticeships**

Karen Gleaves, Employer Engagement Manager (Construction)  
karen.gleaves@richmondandwandsworth.gov.uk

### **For supply chain opportunities and all other enquiries**

Sarah Banham, Head of Communities and Sustainability  
sbanham@bpsdc.co.uk