PARTNERING TO CREATE LOCAL JOBS

By 2025, Battersea Power Station (BPS) will be London’s newest town centre. We want local people to be part of the community we are building here, and employment and training opportunities will be among the ways that this will become a reality. With a strong local workforce, we can support the growth of a vibrant local economy and build a stronger, closer community.

OUR COMMITMENT

As part of the development of the new town centre at Battersea Power Station (BPS), we are committed to:

> Helping local people find work and improve their skills
> Developing a healthy local economy and community cohesion
> Ensuring that the development contributes in every way possible to maximise the employment and training opportunities for local people and local businesses

This commitment is formalised in the Local Employment Agreement (LEA), Schedule 9 of the Section 106, which was agreed between Wandsworth Borough Council, key stakeholders and the landowner. We deliver the LEA through Employment and Skills Plans (ESPs), which establish local employment targets and working practices and hold us accountable to our commitment. The BPS development takes place across eight phases and a separate ESP is agreed between the principal contractor/construction manager, BPS and Wandsworth Council for each phase.

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

Due to the relative early stage of the project’s development, this report focuses on the opportunities generated by construction activities in the financial year 1 April 2016 to 31 March 2017. However, as the first phase of the new town centre opens, more permanent employment opportunities will become available.

HOW WE CREATE EMPLOYMENT OPPORTUNITIES FOR LOCAL COMMUNITIES

We aim to help as many local people as possible gain employment and develop their skills. Working in partnership with Wandsworth Council and our phase contractors, we are:

> Creating construction jobs
> Generating occupational employment once the town centre is built
> Providing educational outreach, through our own activities and in collaboration with Wandsworth Council
> Supporting opportunities for local businesses and supply chains working with Supply Nine Elms and Wandsworth Chamber of Commerce

CONTRACTORS AND LOCAL RECRUITMENT

Wandsworth Work Match, part of Wandsworth Borough Council, has set up a construction team of Business Engagement Officers to capture and manage all construction vacancies related to the ESP for each development. All new vacancies for BPS are captured on a vacancy form and recruited through the local council process. Wandsworth Work Match recruits suitable candidates through their local referral network, which includes Jobcentre Plus, training providers, local colleges and universities, access-to-work organisations and more.

COMMUNITY SKILLS DEVELOPMENT

As part of our commitment to the local community, we promote apprenticeship and work experience opportunities with Battersea Power Station Development Company and our contractors and sub-contractors on each phase. We also run our own job fairs and attend other organisations’ activities and events locally to advertise opportunities.

SUPPORTING LOCAL BUSINESS AND SUPPLIERS

Wandsworth Council have been working with Wandsworth Chamber of Commerce, local colleges and business support and procurement initiatives to ensure local businesses are informed and supported to compete for opportunities associated with major developments such as BPS.

MONITORING AND TRANSPARENCY

Wandsworth Work Match gathers figures monthly from the principal contractors and BPS. All sub-contractors have regular meetings with the main contractors, Community Engagement Advisor and the BPS Communities team to plan for upcoming vacancies.

Battersea Power Station Development Company and its contractors support paying the London Living Wage.
EMPOWERING OUR COMMUNITY

We understand that developing the skills of any workforce can further economic growth, competitiveness and social inclusion.

That’s why we want to prepare and support local workers, enabling them to take advantage of the job opportunities created. This approach is outlined in our Community Charter, which sets out our commitment to community over the course of this project. This is underpinned by four themes as set out below.

EDUCATION AND SKILLS

JOBS AND ENTREPRENEURSHIP

QUALITY OF LIFE

COMMUNITY SPIRIT

THE CHANCE TO GROW

Obi Mbachi worked in several different jobs, but found himself unemployed. He registered with South Thames College to try and find an apprenticeship, which led to Wandsworth Work Match putting him in touch with Battersea Power Station Development Company. After two interviews, Obi was offered the opportunity to work for Battersea Power Station Development Company and hasn’t looked back. As an Apprentice Finance Assistant, Obi is keen to build his career here.

“I consider myself very fortunate to be in this role, with a company that I can grow with, which offers me opportunities to develop my skills, work with people I can learn from and continue to take on new challenges.”

OBIORA MBACHU, Apprentice Finance Assistant, BPSCDC

THE RIGHT OPPORTUNITY AT THE RIGHT TIME

Perry had signed on to welfare benefits, but got a break through the job centre and gained a four-week training opportunity with Phase 1 (Carillion) sub-contractor K&M Decorators. On completion of that placement, Perry was offered a position as a Painting and Decorating Improver with Cousins on Phase 1. BPS and Cousins have supported Perry in working towards his NVQ on site. He has now almost completed this qualification and is looking forward to continuing to build his career.

“Growing up very close to Battersea Power Station, I feel privileged to be a part of the project and its future development. For me, Battersea Power Station is one of the most iconic attractions in London, to be a part of its development is a big achievement for me and something I will cherish for a very long time.”

PERRY RADFORD, Painting and Decorating Improver, Phase 1 (Carillion)

A HELPING HAND

Women into Construction is a not-for-profit organisation that helps women find work in the industry through bespoke support. One recipient of their work was Rachel Penfold. Having previously completed a Farmwork apprenticeship, Rachel was supported by Women into Construction to find an engineering apprenticeship with Careys, a sub-contractor on Phase 2.

“Without the support of Women into Construction, the team at Battersea Power Station and Careys, I wouldn’t have been able to change so smoothly from Farmwork to engineering.”

RACHEL PENFOLD, Apprentice Engineer, Phase 2

SCALING UP CAREERS

Local resident Trent was already studying to be an electrician when he attended the Employ Wandsworth Jobs Fair. It was there that he met the BPS Community team, and was invited to an interview with Woodlands, a sub-contractor on Phase 2. Through his apprenticeship with Woodlands, Trent has worked on a variety of projects, including BPS.

“My life has changed a lot. My job has freed up a lot of time, which is great as I have children. I now have weekends to myself, which I never had before. I feel like it’s opened up my eyes and has given me confidence and hope that I will be able to support my family in the future.”

TRENT SHAW, Apprentice Electrician, Woodlands, Phase 2 (Skanska)
BATTERSEA ACADEMY OF SKILLS EXCELLENCE

We want to create as many local jobs as possible after the development is completed. Our commitment is that at least 20% of the long-term vacancies are filled by local candidates.

To support this aspiration, the shareholders of Battersea Power Station established Battersea Academy of Skills Excellence (BASE). BASE is committed to empowering exceptional people through skills, qualifications and career development at BPS.

Launched in July 2016 as a community interest company, BASE works in close partnership with the local authority, further education colleges, universities and training providers to offer a programme that delivers:

- **Skills** – Engaging and motivating local people to gain the skills needed for the huge range of long-term and public-facing jobs at Battersea Power Station
- **Qualifications** – Inspiring people to deliver the gold standard in service excellence across the new town centre by offering accredited qualifications and apprenticeship schemes
- **Careers** – Achieving long-term employment for local people while improving business performance by working closely with our commercial tenants and contractors to identify and fulfil their skill needs

**Employee recruitment**

Included within BASE’s offerings is a dedicated employer vacancy and job-matching service provided in partnership with Wandsworth Work Match. Together, BASE, its provider network and Wandsworth Work Match identify employers’ requirements and source, screen and match local candidates to those vacancies. In addition, a range of pre-employment support is provided – from confidence building, interview and CV preparation to introductory courses in areas such as hospitality, retail and security.

**BASE talent pool**

BASE depends on a healthy pipeline of local people who have the right skills and aptitudes to meet future employment demand from the Battersea Power Station Development. The BASE talent pool was created to nurture this demand across the new town centre. Candidates can apply through the BASE website by completing a short application and uploading their CV. To date, 171 people have applied, of which 75% are local residents.

**BASE FOUNDATION PROGRAMME**

Certain service sectors in the UK, such as hospitality, are facing skills shortages, and this could be further affected by the UK’s decision to leave the EU. We created the BASE Foundation programme in 2016 to stay ahead of the challenge and raise awareness of opportunities among prospective local candidates. The first programme, focused on hospitality, is being rolled out in 2017 with the aim to help develop local talent looking at the technical and personal skills needed to succeed in the industry.

**SERVICE EXCELLENCE PROGRAMME**

The ultimate objective for BASE is to be a world-class training academy, enabling exceptional standards of service at Battersea Power Station to become a core part of our operational processes. To support this aspiration, BASE delivers the Institute of Customer Service training accredited programme, ‘My Place Your World’. Launched in December 2016, our ambition is to deliver the training to everyone who works at BPS so that they become our ‘Placemakers’.

**Training objectives**

BPS Placemakers are exceptional people confidently serving the Battersea neighbourhood. A key training objective is to equip every employee with the skills to meet the individual needs of local residents, customers and visitors with passion, pride and personality.

**NEW OPPORTUNITIES, BETTER JOBS**

Onsolya had been unemployed for three months when she heard about opportunities to work in hospitality at BPS. Onsolya attended a jobs fair at her local job centre, met the BASE Programme Manager and talked about her previous work experience in the industry. The following day she was invited for an interview for a position in the new Residents Club located in Scott House at Circus West. Onsolya is now working as a Lounge Host, welcoming and assisting residents to make full use of all the services on offer.

“My new job is a little bit different from my previous roles and there is lots of variety. When I was told about the job I was really excited about the opportunity to work in an amazing location right next to the riverside. Every day I meet lots of interesting people and am looking forward to the new challenge that this job will bring.”

**ORSOLYA SZABADOS,**

Lounge Host, Circus West

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**BUILDING CONFIDENCE THROUGH SKILLS DEVELOPMENT**

Arune was looking for a new opportunity to develop her career when she heard about the roles at Battersea Power Station through the Wandsworth Work Match website. She got in touch and, after seeing a Work Match advisor, applied for a job as Welcome Host through the BASE website. Having been successful, Arune is now the main point of contact for visitors to Circus West Village.

“My life has changed a lot since working here. I am part of a large team, which has developed my communication skills. I attended the BASE Service Excellence training, which has helped me improve my customer service skills. Through the interview process, I’ve learnt more about my personality strengths and I’ve gained in confidence. I feel proud to be part of something that is changing the community where I live.”

**ARUNE POVILIONYTE,**

Welcome Host, Circus West Village

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SINCE ITS LAUNCH IN JULY 2016, THE BASE WEBSITE HAS ADVERTISED 94 VACANCIES ACROSS 13 SECTORS, RANGING FROM ENTRY LEVEL TO SENIOR ROLES. AS OF APRIL 2017, 93 APPLICATIONS HAVE BEEN RECEIVED FOR 93 JOBS.
EDUCATIONAL OUTREACH

We are creating a new, permanent town centre for the community.
Our shareholders have made a long-term commitment to running the estate once construction is complete, making a real difference locally.
Our strategic approach to education in the community reflects this reality, and is supported by our contractors.

Our education programme focuses on delivering:
> Curriculum support activities in Wandsworth primary schools
> Curriculum support activities in Wandsworth secondary schools
> Work experience for 14 to 18-year-olds from Wandsworth and Lambeth

We partner with Business & Education Succeeding Together (BEST), a charity that works with Wandsworth and Lambeth councils to bring education and business together to create opportunities for young people. BEST arranges work experience placements that support vocational courses, including business and science, and provides interview training as well as access to internships.

We also develop our own relationships with schools, tailoring our investment as we recognise that no two schools are the same.

OUR PROGRESS

PHASE 1 – CARILLION
> Curriculum Support Activities
3,144 students reached through 74 interventions
(2017 target: 30)
✓ ACHIEVED ONE YEAR EARLY

> Work experience (14–16)
20 placements delivered (2017 target: 20)
✓ ACHIEVED

> Work experience (16–19)
84 placements delivered (2017 target: 84)
✓ ACHIEVED

PHASE 2 – SKANSKA
> Curriculum Support Activities
7,502 students reached through 188 interventions
(2020 target: 88)
✓ TARGET SURPASSED BY 47% THREE YEARS EARLY

> Work experience (14–16)
22 placements delivered (2020 target: 42)

> Work experience (16–19)
48 placements delivered (2020 target: 140)

LOOKING TO THE FUTURE

In 2017, our education programmes will be based in The Village Hall at Circus West Village, the first phase of the development. This centre will enable schools to visit the development with greater ease and learn more about the past, present and future of Battersea Power Station.

PRIMARY SCHOOL
Local primary schools regularly visit us to find out more about Battersea Power Station. We also go into schools to deliver Power Station projects – most recently over 1,000 children worked with local artists to make artistic impressions of the Power Station as part of Wandsworth Council’s Cultivate project.

SECONDARY SCHOOL
Our work with secondary schools continues to focus on expanding young people’s career horizons.
We delivered 32 work experience placements in summer 2016. Secondary school groups regularly visit us, and when they are here we ensure we introduce them to our team and the variety of jobs that they do. We also run regular events in schools, including an interview day for Harris Academy Battersea during which we give every young person in Year 12 a practice interview.
We are committed to supporting local businesses through procurement opportunities, which in turn will create a healthy and growing local economy and further employment opportunities.

As stated in each Employment and Skills Plan (ESP), we aim to keep local businesses informed about all opportunities that arise, both during and after construction. Wandsworth Council has hired MTW Consultants, an independent regeneration and leisure service provider to deliver Supply Nine Elms, a service that matches companies with opportunities emerging from Nine Elms. Supply Nine Elms organises supply chain workshops, one-to-one support, networking and Meet the Buyer events.

Local companies have seen their businesses grow as a result of their involvement with the redevelopment, which is also attracting other companies to the borough due to the opportunities it offers. This growth is apparent in both recognition and revenue, with businesses employing more local people: in 2016/2017, £125 million worth of contracts were placed solely with local businesses.

HELPING MAKE BATTERSEA A MORE ANIMATED PLACE

Polar Bear Live, specialists in creating interactive destinations that inspire, have worked with BPS since 2012. The Wandsworth-based company has helped BPS by providing smart and innovative interior design to both temporary and permanent installations— including all the construction phases and the Village Hall. The relationship is mutually beneficial. Polar Bear Live has helped animate the construction project, while BPS supports a local business.

“It has been an interesting journey and we are very proud to be part of it, and fully committed to being part of Battersea for many years to come.”

SIMON WOODWARD, MD and Head of Design, Polar Bear Live

BUILDING LOCAL BUSINESS

Julius Rutherfoord, a family-owned cleaning business, based a quarter of a mile away from the iconic chimneys, has employed an extra 11 people to work on the Battersea Power Station contract and will soon need 23 more. “Winning the Battersea Power Station cleaning contract was massive for our business. It has certainly raised our profile and it has given us some great exposure and put us in the frame to win other, bigger contracts within the property market.”

MARCUS HEAP, Sales and Marketing Director, Julius Rutherfoord

Opportunities and training for long-term employment at BPS:

hello@baseskillsacademy.co.uk
baseskillsacademy.co.uk
+44 (0)20 7501 0678

Construction opportunities at BPS:

kgrey@bpsdc.co.uk
+44 (0)746 498 0551

Opportunities at BPS for Wandsworth residents – Wandsworth Work Match:

wandsworthworkmatch@wandsworth.gov.uk
+44 (0)20 8871 5191

All other BPS enquiries please contact Sarah Banham:
sbanham@bpsdc.co.uk
HOW WE’RE DOING

We are working with our council and contractor partners to address the current national shortage of skills in construction at a local level through training, apprenticeships and education programmes.

The 2016/2017 financial year has seen real success:

<table>
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<tr>
<th>Phase 1: Circus West Village (Carillion)</th>
<th>Results per financial year</th>
<th>2017 Target</th>
<th>2013/14</th>
<th>2014/15</th>
<th>2015/16</th>
<th>2016/17</th>
<th>Progress</th>
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<th>Phase 2: The Power Station (Skanska)</th>
<th>Results per financial year</th>
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<td>39</td>
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Progress key: Achieved ✓  On track  Ahead  Behind  Behind

Phase 2 – Skanska

> WON – Considerate Constructors Award (Gold) for social value, particularly in the areas of health, safety and environment.

> OFFERED – Employment to 14 young people from Carney’s Community.

> INVESTED – £401,250 on community activities between January 2015 and September 2016, adding £3.3 million total value to society5.

> REINTEGRATED – Together with rehabilitation charity BounceBack, we’ve helped ex-offenders find employment opportunities, both directly and through our sub-contractors.

1 Curriculum Support Activities attendees was not set as a target in the original ESP. These figures relate to attendance at the events per financial year.

2 Employee Trainee Routeway was not set as a target in the original ESP. This was introduced to support apprenticeships. We are currently trying to establish a clearer metric for measuring this with the council.

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5 Based on calculations by Skanska and the London School of Economics (LSE).