

MIRA Technology Park

Construction and Post Construction – Local Employment Strategy

Version 3

Introduction

The development of the MIRA Technology Park was approved through planning permission 14/0661/CONDIT in 2014. As part of the permission, Condition 5 requires Horiba MIRA to produce a scheme for targeting local people for construction and post construction employment for approval by the local authority.

This statement seeks to provide this strategy and also outline the focus on skills and training programmes offered by the MIRA Technology Institute (MTI) including apprenticeships.

Objectives

The MIRA Technology Park Enterprise Zone is committed to working in partnership with Hinckley and Bosworth Borough Council and Leicestershire County Council and their partners to identify employment, apprenticeship, training and work experience opportunities for local companies and schools that arise from the construction of any building as part of the MIRA Technology Park and subsequent operation.

The employment strategy will seek to reduce unemployment and raise the skills level, employability and earnings potential of the local workforce. Working in partnership, local employment opportunities will be promoted and where possible, will encourage and facilitate learning, development and continuous professional development of the local workforce. Sub-contractors will be encouraged to endorse these objectives throughout the sub-contractor network as well.

This document responds to the requirements of Condition 5 and outlines the approach to be adopted, recognising that further detail will be provided as a contractor is formally appointed and individual building contracts procured.

The Employment and Training Strategy will promote the following actions:

- Provide pre-employment and early careers people (school, Sixth Form, FE college and University) with the chance to gain valuable site and project-related experience, especially targeting unemployed Hinckley and Bosworth Borough Council residents and job seeking local students;
- Advertise vacancies, recruitment campaigns and job-related training and development courses locally (with assistance from Hinckley Job Centre) to maximise the local labour pool;
- Early and on-going co-operation to proactively scope out building construction and labour force requirements, work in partnership with North Warwickshire & South Leicestershire College and participate in local labour initiatives delivering at the time – to meet these requirements, as far as practicable, locally;
- Current and prospective sub-contractors will be encouraged to support this approach, helping them to secure the economic and social benefits which may support and enhance their corporate social responsibility activities and associated strategies.

Recruitment

Vacancies where relevant during construction to be advertised via Hinckley Job Centre, North Warwickshire & South Leicestershire College and other channels backed by Hinckley and Bosworth Council. The strategy will encourage working with the Council's identified partners to support the delivery of any relevant pre-employment training.

Support for new entrants and trainees

HORIBA MIRA and many of the current engineering companies within the Technology Park provide internal and external training and development opportunities for staff which ensure an increase in employability and upskilling during their employment/placement/work experience.

The MTI is the result of a unique collaboration between project lead and service provider North Warwickshire and South Leicestershire College (NWSLC) and its partners, HORIBA MIRA Ltd, Coventry University, the University of Leicester, and Loughborough University. Built with investment from the UK's Growth Fund, the MTI is a specialist facility designed specifically to train the current and future generation of innovators in the latest automotive technology. The MTI is helping to create specialist skills in emerging technology areas such as electric, connected and autonomous transportation, ensuring a sustainable talent pipeline of technical specialists and engineers, technicians and professionals. The MTI is a purpose-built centre with the equipment and facilities to deliver automotive training, offering accredited programmes from Level 2 to Level 8 (Doctorate level) plus a range of bespoke training courses and CPD opportunities. Developing talented individuals from apprentices to chartered engineers, the MTI provides access to a unique skills escalator, enabling progress to higher and degree level apprenticeships and beyond into industry.

Supply Chain opportunities

The MIRA Technology Park development is also connected to local supply chain networks which will ensure localism is maximised throughout the construction project. This will engage local suppliers with a diverse and local workforce composition. Inevitably there are exceptions and limitations to sourcing sub-contractors locally but where the skills and resources are not a barrier, a policy of the continual sourcing and development of local capability can be encouraged.

Procurement

The opportunity for local companies to offer their products and services is promoted where possible, providing they meet pre-qualification standards regarding quality, safety, financial stability and experience. The procurement policy for the MIRA development provides the opportunity for inclusion of local contractors and suppliers (either directly or via sub-contractors) in tender lists for the provision of sub-contract trades and the provision of plant, materials and services for the development.

The analysis of proposed local and community benefits will be incorporated into the evaluation of sub-contractor tenders to ensure the delivery of these benefits is assessed in the Project Management processes.

Management

The implementation and management of opportunities on site for local companies, training, skills development and apprenticeships is managed through the relevant in-house teams with support where

appropriate by HORIBA MIRA. The estate management of the existing Technology Park, and interaction between companies within the cluster means these opportunities are informally amplified through this network. The site demonstrates an established promotion of skills, training and apprenticeships through MIRA Technology Institute, and of employment in engineering and supporting roles across occupiers of the Park.

The opportunities for the Technology Park development through construction will be managed through the development team and the involvement of the respective contractors as they deliver the facilities.

Baseline job numbers and employment at the Technology Park associated with the strategy will be monitored during construction and post construction during the first 2 years of the occupation of the new developments. These will be monitored and collated on a regular basis at least every 6 months (in line with their existing Enterprise Zone and LLEP practice) and reported to the Hinckley and Bosworth Borough Council Economic Regeneration Team.