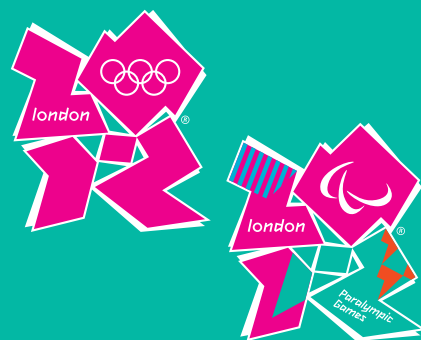


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Working to deliver
the Olympic Park



Employment and skills update

January 2010

6,277

People currently working for contractors on the Olympic Park. The detailed statistics in this document relate to the Olympic Park workforce only.

2,442

Trainees have passed through the National Skills Academy at the Plant Training Centre and Thames House Training Centre in Newham since April 2008.

750

People have been placed into work through the job brokerage since April 2008.

9,164

The total number of people working on the Olympic Park and Olympic Village.

Figures as at end of December 2009.

London 2012 – jobs, skills, futures

The Olympic Park project is about to enter its most challenging year with construction underway in every part of the Park and the workforce reaching 11,000.

This edition of the Employment and skills update contains news from the Women into Construction project, and the Olympic Delivery Authority's (ODA's) skills team.

The ODA is working with partners at the Learning and Skills Council, London Development Agency, five Host Boroughs, Jobcentre Plus and our contractors to deliver a set of

challenging targets to maximise the opportunity for sustainable employment.

The ODA targets are to:

- promote sustainable employment opportunities and boost skills levels locally and across the UK;
- create opportunities for women, disabled people and BAME people;
- deliver a construction workforce of at least 15 per cent of residents of the five Host Boroughs;
- ensure at least seven per cent of the workforce is made up of previously unemployed people before working on London 2012;
- place at least 2,250 people into trainee programmes, apprenticeships and work placements (up to 2012); and
- encourage contractors to pay the London Living Wage (LLW).

Joan Harris, London Borough of Hackney

Joan is a third year electrical improver who is part way through a 13 week work placement on the Olympic Stadium site. Joan said: 'You can learn so much in the classroom but this kind of experience is invaluable. I've been given the opportunity to try out so many different areas of work and it's great to work with people with such a high level of technical knowledge and experience, I'm learning so much. What an opportunity, to learn on the Olympic Stadium. I'll be able to tell my grandchildren that I helped build it'.

Getting Hackney ready for 2012

The ODA Employment and Skills team were out in force supporting the London Borough of Hackney 2012 jobs fair 'Your Games, Your Future, Your Choice' held at the Ocean Centre in Hackney on 5 November 2009. More than 1,400 Hackney residents attended and approximately 200 of them visited the ODA stand. They came to find out about the 50 live job vacancies being recruited on the day, received advice and guidance about jobs, training and apprenticeships, or registered interest in the London 2012 Women into Construction project.



Women into Construction project

Women on the Park

In December 2009 Jennette Arnold, London Assembly Member for North East London, visited the Olympic Park to meet some of the women working on the Olympic Park. Jennette commented: 'It was fantastic to meet some of these women and hear about the roles they play in delivering this project, ranging from traffic marshals, architects and bricklayers to engineers and ecologists.'



Jennette Arnold, London Assembly Member, with some of the women working on the Olympic Park project.

Women into Construction — work placements update

The Women into Construction project launched the 'Work Placements for Women Trained in Construction' project at the Olympic Stadium in September 2009. Introducing work placements creates a bridge between college and employment for women who have already chosen to enter a particular career in construction.

Since its launch four women have undertaken placements at the Olympic Stadium as plumbers and electricians. In addition two female engineering undergraduates are soon to take up work placements on the Handball Arena.

Award for Women into Construction project

To date the Women into Construction project has helped more than 100 women into a range of jobs on the Olympic Park, provided 300 women with careers advice and guidance and entered a further 80 women into pre-employment training in practical construction skills such as plant driving and working at heights.

In November 2009, the project received a Partnership Award by HRH the Princess Royal, from 'Women into Science, Construction and Engineering' (WISE), recognising the partnership working of contractors and the ODA getting more women into the construction industry.

In December 2009, an event for the construction industry was held to share the practices of the Women into Construction project for the construction industry. Mark Farrar, the CEO of Construction Skills, spoke about the importance of increasing the skills pool and the diversity of the construction industry, and the difference that specific projects can make in bringing about change.

The unique offer of tailored support, training, encouragement and employment opportunities provided by the Women into Construction project is making a difference to both the women and contractors who are impressed with the quality of the women candidates coming through the project.

It is hoped the achievements of the Women into Construction project are replicated by other large-scale construction projects, to help to reinforce the legacy of the Games in terms of sustainable skills, and ensuring increased numbers of women are encouraged into the industry.

London 2012 – jobs, skills, futures

Apprentice scheme

The ODA is committed to deliver 2,250 trainees, apprenticeships and work placements across the Olympic Park and Olympic Village, of these 350 will be apprenticeship opportunities.

To support the apprentices, a dedicated Apprentice Hub was opened in November 2009 which provides support for the London 2012 apprentices working for the contractors on the Park.

Located at the heart of the Park the Hub provides apprentices and contractors with guidance, career support, courses, IT and study space. Additional career support is also available at the Hub to ensure the apprentices can continue their training or employment on future projects once they have completed their work on the Park. There are currently 150 apprentices working on the programme.



John Armitt, ODA Chairman; Tessa Jowell, Olympics Minister; Lord Young, Minister for Postal Affairs and Employment Relations with some of the apprentices on the Olympic Park.

Promoting good practice at work for disabled people

The ODA is making concerted efforts to promote good practice in the recruitment and employment of disabled people and is setting the foundations for future best practice in the construction industry. We are working with contractors to develop employers' awareness of the range of barriers disabled people face which can include negative attitudes, lack of flexibility and physical access.

With less than 1,000 days to the Paralympic Games and International Disability Day on 3 December 2009 a workshop was held for suppliers working on the Olympic Stadium. The session gave advice on how to support better access for disabled people or those with long term health conditions on the Olympic Park and highlighted the steps employers can take to improve employment opportunities for disabled people.



Future opportunities — skills

Landscape labourers

In anticipation of the need for skilled landscape labourers for the construction and maintenance of the Olympic Park in partnership with Lantra (the sector skills council for the environmental and land-based sector) and the contractors, a course has been developed in preparation for the planting programme on the Park which will commence in the spring. The course will be delivered by the Department of Horticulture at Havering College.

In February 2010, a group of 25 people will embark upon a 13-day intensive training scheme in practical skills in paving and surfaces, drainage, horticultural machinery, soils and plants and turf management. The course will also provide advice and guidance on interview techniques and CV writing to help prepare the participants for work. Candidates who successfully complete the course will have industry work placement before going into employment on the Park or other projects.

Residents from the five Host Boroughs are being offered access to this training through the dedicated Host Borough job brokerage.



Data-Comms training

In response to an industry shortage of skilled labour, a Data-Comms Structured Cabling course to provide candidates with specialist techniques in copper and optical fibre termination has been developed by the ODA with partners.

The assessment days for the course were promoted in the five Host Boroughs and across London.

Places were offered to those who passed an initial assessment and after two weeks of intensive training the candidates were tested at BTEC Level III in Copper and Fibre Installation.

To date 49 candidates have completed the training. Two further training courses for 36 people are scheduled in January and April 2010.

Contractor workforce and location

Upon starting work on the Olympic Park members of the workforce are required to answer a series of mandatory questions. This information is represented in the tables and commentary below. Workers included in ODA statistics are those who have spent at least five days working on the Park over the period of measurement applied.

Table 1: Contractor workforce on the Olympic Park

	Contractor workforce number in December
Olympic Park	6,277
Olympic Village	2,887
Of the 6,277:	
- Five Host Boroughs	1,230
- Other London Boroughs	2,060

Information received from the Olympic Village contractor shows that 2,887 people worked on the Olympic Village site in December 2009. Workers included in this figure are those who have spent at least five days working on the Olympic Village over the period of measurement applied.

Table 2: Location of contractor workforce

	Contractor workforce in December
Five Host Boroughs	20%
Other London Boroughs	33%
UK outside London	41%
Residing outside the UK	1%
No information	5%
Total	100%

In December 2009, 53 per cent of the workforce had a permanent London address.

Workforce by place of residence



Contractor workforce this month

20% Five Host Boroughs
33% Other London Boroughs
41% UK (outside London)
1% Residing outside the UK
5% No information

Employment and skills

Upon starting work on the Olympic Park, members of the workforce are asked to give data voluntarily about the characteristics of their employment. The percentages within the tables and commentary below are based on those who provide a valid response to these questions.

Table 3: Employment and skills

	Contractor workforce percentage in December	Target percentage
Previously unemployed	11%	7%
Trainees	10%	4%
London Living Wage	86%	n/a

The proportion of the workforce declaring themselves to be previously unemployed before starting work on the Olympic Park during December 2009 was 11 per cent. The proportion of the workforce in training was ten per cent.

The ODA also monitors the proportion of previously unemployed people within the workforce who are resident in the five Host Boroughs, other London Boroughs and the rest of the UK. In December 2009, 22 per cent of the workforce resident in the five Host Boroughs declared themselves to have been previously unemployed. Ten per cent of the workforce who were resident in other London boroughs and six per cent of those residing elsewhere in the UK declared themselves to have been previously unemployed.

Eighty six per cent of the workforce on the Olympic Park declared themselves as earning the London Living Wage (LLW) or above (currently £7.60 per hour) at the point of their enrolment.

In Autumn 2009 the ODA carried out an independent survey across 1,701 workers on the Park, this showed that 95 per cent were in receipt of the LLW. The ODA and its Tier 1 contractors monitor enrolment data and work closely with those organisations that have been identified as not paying the LLW, to encourage them to do so.



Equality monitoring — gender, ethnicity and disability

Table 4: Equality monitoring

The ODA monitors the gender of all workers on the Olympic Park. During December 2009, six per cent of the contractor workforce were women.

	Contractor workforce in September	Benchmark
Women	6%	11%
Disabled people	1.7%	3%
BAME	18%	15%

Ethnicity and disability data is provided voluntarily by the Park workforce. The percentage of the workforce with a declared disability stands at 1.7 per cent; this is below the benchmark set of three per cent. The percentage of respondents who disclose disability suggests under-reporting.

During December 2009 the percentage of the workforce that were of Black, Asian or minority ethnic origin was 18 per cent, which exceeds our target of 15 per cent.

BAME by location

The ODA also monitors the proportion of people who are of Black, Asian or minority ethnic origin within the workforce who are resident in the five Host Boroughs, other London boroughs and the rest of the UK. In December 2009, 35 per cent of the workforce resident in the five Host Boroughs declared themselves to be of Black, Asian or minority ethnic origin. Seventeen per cent of the workforce who were resident in other London Boroughs and eight per cent of those residing elsewhere in the UK declared themselves to be of Black, Asian or minority ethnic origin.



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MAYOR OF LONDON



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