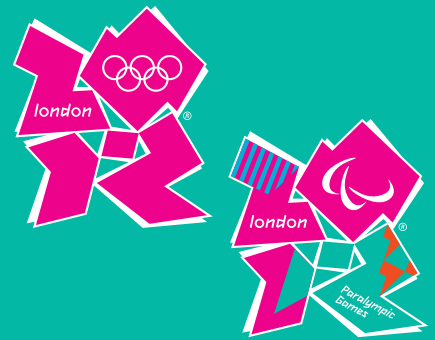


> Jobs  
> Skills  
> Futures

Working to deliver  
the Olympic Park



# Employment and skills update

October 2010

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6,243

People currently working for contractors on the Olympic Park.

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4,090

People currently working for contractors on the Athletes' Village.

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330

Apprentices have experienced working on the Olympic project.

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1,069

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

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200

Women helped to find employment through the London 2012 Women in Construction Project.

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Figures as at end of September 2010.

# London 2012 – jobs, skills, futures

With less than two years to go to the London 2012 Olympic and Paralympic Games, the Olympic Park project is now in its most challenging period, with construction underway in every part of the Park.

This edition of the Employment & Skills Update contains news from the London 2012 Apprenticeship Programme; and for the first time, an update on the work taking place on the Athletes' Village.

The Olympic Delivery Authority (ODA) is working with the London Development Agency, the Skills Funding Agency (formerly the Learning and Skills Council), the five Host Boroughs (Greenwich, Hackney, Newham, Tower Hamlets and Waltham Forest), Jobcentre Plus

and our contractors to deliver a set of challenging targets to maximise the job and skills development opportunities related to building the Olympic Park and Athletes' Village.

The ODA targets are to:

- Promote sustainable employment and opportunities and boost skills levels locally and across the UK;
- Create opportunities for women, disabled people and black, Asian and minority ethnic people (BAME);
- Deliver a construction workforce of at least 15 per cent of

the residents of the five Host Boroughs;

- Ensure that at least seven per cent of the workforce is made up of people who were previously unemployed before working on London 2012;
- Deliver at least 2,250 training apprenticeships and work placements (up to 2012);
- Encourage contractors to pay the London Living Wage.

## Students take a close look at the Velodrome

The ODA's Employment and Skills team were delighted to recently host a visit to the Olympic Park for a group of students from the Arkwright Scholarships Trust and Hertfordshire Regional College.

Twenty students enjoyed a guided tour of the Olympic Park, before visiting the Velodrome construction site where they were treated to a thrilling trip up onto the roof of the venue.

Afterwards, the students were divided into smaller groups with the opportunity to quiz members of the Velodrome construction team about their experiences of working in the construction industry and how their career development had led them to work on the London 2012 Olympic project.

The Arkwright Scholarships Trust is an independent charity that provides around 300 scholarships each year in the subjects of Maths, Design and Technology,

Engineering and Science, and the visit for the scholars was designed to give the next generation of engineers a close look at the construction industry, and promote partnership between education and industry.

Hertfordshire College's Broxbourne campus is located close to the Lee Valley White Water Centre, being constructed by the ODA and the venue for Canoe Slalom during the Games. The college offers a range of construction courses

and a number of its students are undertaking brickwork apprenticeships with contractors on the Olympic Park.

With construction of the Velodrome heading towards completion, the students gained a real insight into the world class civil engineering that underpins this iconic venue.

The visit is part of the ODA's ongoing support of the National Skills Academy for Construction (NSAFC).



# London 2012 Apprentice programme

## First London 2012 Apprentices

The ODA is committed to delivering 350 Apprenticeship opportunities as part of the 'big build' of the Olympic Park and at the end of September 2010, 330 apprentices experienced work on the construction programme with contractors.

London 2012 Apprenticeships provide people who want to work in the construction industry with a chance to gain formal qualifications, in a paid job whilst acquiring work experience with some of the best in the industry.

A group of 31 London 2012 apprentices were recognised at a graduation ceremony in July when they became the first London 2012

apprentices to become qualified trades people.

The ceremony was attended by the ODA's Director of Construction, Howard Shiplee who presented certificates to all the graduates.

ODA Chairman John Armit said: 'By creating these apprentice positions, we are helping young people get their first foot on the ladder to a career in construction.'



## ODA Apprentice of the year - Kerri Chambers

Kerri Chambers, who was recruited to work on the Olympic Park through the London 2012 Women into Construction Project, won the first ever 'Apprentice of the Year' award at the Olympic Delivery Authority's 2010 Health, Safety and Environment Awards.

Kerri, who is also the first apprentice bricklayer recruited to work on the Olympic Park, demonstrated her commitment to health, safety and the environment through participating in the behavioural safety workshop 'be safe... home safe', organised by the Olympic Stadium contractor.

Ian Stamford, Kerri's supervisor, praised her for the way she has bonded with an established team and developed as an individual. 'What I like about Kerri is the way she has adapted well and really

embraced the opportunity. She is outstanding in every sense, nothing fazes her,' he said.

Kerri said: 'I wasn't sure what I wanted to do when I finished school, and then it just clicked. My dad is a builder and sometimes when I was young, I would go to work with him – I just loved it. Working on the Park is an amazing experience. I know that at the end of the project I will be very proud to know I was involved.'

When this phase of her company's work is complete, Kerri will transfer to work on a local housing project in Tower Hamlets. This will reunite her with her love of brickwork and should hone her skills to prepare her for becoming a supervisor in the future. For now though, Kerri's eyes are firmly fixed on London 2012. Kerri added: 'To know that I was part

of building each wall that goes up, there's definitely a sense of pride and I want to see it when it opens up!'





# Women into Construction

The ODA hosted an expo for women working on the Olympic Park and Athletes' Village, to promote gender equality and raise awareness of women's issues

## London 2012 Women into Construction Expo

The ODA hosted an expo for women working on the Olympic Park and Athletes' Village, to promote gender equality and the range of services available to women working in construction, from childcare to healthy living advice.

Held at the Park offices to enable women workers to attend, there was personal protective equipment (PPE) designed for women, health and wellbeing advice, and information

about breast cancer awareness from the Park's on site health facility. Free workshop sessions were held in 'confidence building' - and were so popular that extra sessions were arranged to ensure all women had the chance to attend.

The expo also offered women the chance to network with others working on the project and visit stalls laid on by a range of leading women's organisations working in construction.



## Developing the Athletes' Village workforce

During 2010, 12 contractors on the Athletes' Village have taken part in a performance and business improvement programme to develop management skills and build strong organizations for the future.

As part of the commitment to being a National Skills Academy for Construction project (NSAFC), the ODA and its contractors are striving to ensure best practice and on-going professional development for the entire workforce.

The contractors taking part range from large companies through to lower tier trade contractors. The programme, funded by the Federation of Master Builders and Construction Skills, has been delivered through a series of workshops and one-to-one sessions, and participants will gain an NVQ Level 4 in Management. The results across the board are improved communications, more structures in place for effective management and workers having their capabilities formally validated.

Gerry McCarry, who works for a logistics contractor on the Athletes' Village said 'I have found this course to be of great benefit to both me and the company. It has given me the opportunity to improve the way I manage my side of the business, and allowed me to look at the way we do things as a company and how other managers and companies do it.

## Employment and Skills on the Athletes' Village

This quarter, the ODA is including information on the employment and skills work being undertaken on the Athletes' Village.

BeOnsite is a national not-for-profit company established by the Village contractor to deliver sustainable construction jobs and training in line with industry needs and build a more diverse workforce.

BeOnsite works with people who have low levels of existing skills and supports them into work through training.

Each person's training and employment is discussed and mapped out with contractors and supported by on-the-job training

into a specific trade or skill, giving people an opportunity to gain a professional qualification and become fully employed.

The latest BeOnsite programme on the Athletes' Village has had 24 participants who are employed by BeOnsite, undertaking pre-employment training at the Building Crafts College. The participants will work towards an apprenticeship in dry lining. As a direct result of this success another dry lining programme started in August, and dry lining contractors will take on trainees as activity on the Village increases. As the training is trade specific, specialist product training is integrated and future participants will train in windows installation, under floor heating, and formwork.

Ray Ward a contractor on the Village, said 'These are great opportunities for people who have been unemployed and may not have been close to the labour market and works well for us as an organisation to have motivated trainees for our future workforce. The training is relevant and incorporates product knowledge and the individuals are supported throughout their journey by the team. The mentoring is also key and the BeOnsite team are very responsive and close to hand on site.'

### Case Study

Steven Howes previously had some experience in construction and liked the idea of becoming a qualified tradesperson and working on an iconic project such as the Athletes' Village.

Through BeOnsite, Steven was put forward for an assessment day on the Athletes' Village and was one of 12 people who successfully made it onto a dry lining training programme. This involved three weeks training and a week of work experience, before progressing to full time employment as a dry lining trainee.

Steven's new role entails measuring up, constructing partition walls and fitting ceilings and he is doing further on the job training and will complete a full NVQ once he has enough experience. Steven's employers say he is one of the trainees who has progressed the fastest and after five months on the job, Steven is really enjoying the work.

Steven says his family are proud of the transformation working on the London 2012 project has brought about for him and Steven hopes to carry on progressing and be a good role model and mentor for others.



# Olympic Park Contractor workforce data

Upon starting work on the Olympic Park and the Athletes' Village, members of the workforce are required to answer a series of mandatory questions. Workers included in the Olympic Park and Athletes' Village statistics are those who have spent at least five days working on the Olympic Park or Athletes' Village over the period of measurement applied.

This is the first time detailed statistics for the Athletes' Village workforce have been published. The Village workforce data is subject to the same processes and assurances as the Olympic Park. This follows the change in funding for the Athletes' Village announced in 2009. Prior to this, the Athletes' Village did not benefit from the same level of targeted interventions around equality and inclusion and employment and skills as the Olympic Park. This is reflected in the different trends in performance shown on the Athletes' Village Key Performance Indicators (KPIs).

There is now a small group of people who are defined as neither working exclusively on the Olympic Park or Athletes' Village. These are described as 'dual location' and represent a group of individuals who have registered on both the Park and the Village during an uninterrupted period whilst working for the same contractor. This group comprised of 214 people in September, which currently represents approximately 2 per cent of the overall monthly workforce.

**Table 1: Olympic Park Contractor Workforce**

	Olympic Park Contractor workforce in September
Olympic Park	6,243
- Five Host Boroughs	1,289
- Barking and Dagenham	141
- Other London Boroughs	1,947

Between April 2008 and September 2010, 20,630 people have worked on the Olympic Park for five or more days.

**Table 2: 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.

	Olympic Park Contractor workforce percentage in September	Benchmark percentage
Previously unemployed	12%	7%
London Living Wage	82%	n/a

The proportion of the workforce declaring themselves to be previously unemployed before starting work on the Olympic Park was 12 per cent. The ODA monitors the proportion of previously unemployed people within the workforce who are resident in the five Host Boroughs and the rest of the UK. In September 2010, twenty five per cent of the Olympic Park 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 seven per cent of those residing elsewhere in the UK declared themselves to have been previously unemployed.

**Chart 1: Location of Olympic Park contractor workforce**



**Olympic Park Contractor workforce in September**

21%	Five Host Boroughs
2%	Barking and Dagenham
31%	Other London Boroughs
42%	UK (outside London)
1%	Residing outside the UK
3%	No information
<b>100%</b>	<b>Total</b>

Of the 6,243 strong Olympic Park workforce during September, 21% were resident in the five Host Boroughs and 54% of the workforce had a permanent London address.

Eighty two per cent of the workforce on the Olympic Park declared themselves as earning the London Living Wage (LLW) or above (£7.60 per hour) at the point of their enrolment. The Mayor of London has recently raised the LLW to £7.85 per hour. The registration form used to capture this information upon site enrolment is currently being updated and the next Jobs, Skills, Futures update will include individuals who have responded to the question based on the new rate.

### Table 3: Equality monitoring

The ODA monitors the gender of all workers on the Olympic Park. During September 2010, five per cent of the contractor workforce were female.

	Olympic Park Contractor workforce percentage in September	Benchmark percentage
Women	5%	11%
Disabled people	1.2%	3%
BAME	19%	15%

Of the Olympic Park workforce in manual trades, 2.5 per cent were women. This is just above the national average which is one-to-two per cent.

Ethnicity and disability data is provided voluntarily by the Park workforce. The percentage of the Olympic Park workforce with a declared disability stands at 1.4 per cent. This is below the target set of three per cent. The percentage of respondents who disclose disability suggests under-reporting.

During September 2010 the percentage of the workforce that were of Black, Asian or minority ethnic origin (BAME) was 19 per cent, which exceeds our target of 15 per cent.

#### BAME by location

The ODA also monitors the proportion of people who are Black, Asian or minority ethnic origin within the Park workforce who are resident in the five Host Boroughs, other London boroughs and the rest of the UK. In September 2010, thirty nine per cent of the Park workforce resident in the five Host Boroughs declared themselves to be of Black, Asian or minority ethnic origin. Twenty one per cent of the Park workforce who were resident in other London boroughs and seven per cent of those residing elsewhere in the UK declared themselves to be of Black, Asian or minority ethnic origin.

# Athletes' Village Contractor workforce data

**Table 4: Athletes' Village Contractor Workforce**

	Olympic Village Contractor workforce in September
Athletes' Village	4,090
- Five Host Boroughs	1,008
- Barking and Dagenham	143
- Other London Boroughs	1,428

Between April 2010 and September 2010, 6,300 people have worked on the Olympic Village for five or more days.

**Table 5: Employment and skills**

Upon starting work on the Athletes' Village, 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.

	Athletes' Village Contractor workforce percentage in September	Benchmark percentage
Previously unemployed	10%	7%

The proportion of the workforce declaring themselves to be previously unemployed before starting work on the Athletes' Village was ten per cent.

The ODA monitors the proportion of previously unemployed people within the workforce who are resident in the five Host Boroughs and the rest of the UK. In September 2010, fifteen per cent of the Athletes' Village workforce resident in the five Host Boroughs declared themselves to have been previously unemployed. Eleven 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.

The Athletes' Village was subject to a separate private sector planning application with its own Section 106 agreements which included separate employment and training targets.

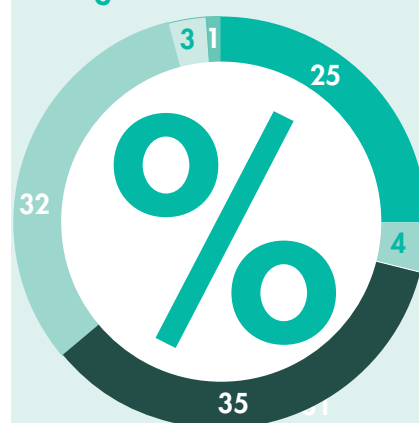
Contracts on the Athletes' Village have focused upon ensuring that workers are paid the appropriate rate according to the industry Working Rule Agreements.

These contracts were entered into before the change in funding of the Athletes' Village in 2009. As a result of the economic downturn the Government decided to fund the Athletes' Village in its entirety as the development deal was not considered to offer best value for the taxpayer. This decision ensured that the timetable for the construction of the Athletes' Village was not affected and that it remained on track for completion at the end of 2011.

Given the timing of this change in funding, the ODA has not had the same targeted interventions relating to workforce on the Athletes' Village as it has had on the rest of the Olympic Park. 2150 people said that they were paid the London Living Wage. 290 said that they weren't. 1132 preferred not to say. 518 did not answer the question. We are currently reviewing this data.

The ODA does encourage good practice in equality, inclusion, employment and skills on the Athletes' Village, working closely with the contractor.

**Chart 2: Location of Athletes' Village contractor workforce**



**Athletes' Village Contractor workforce in September**

25%	Five Host Boroughs
4%	Barking and Dagenham
35%	Other London Boroughs
32%	UK (outside London)
3%	Residing outside the UK
1%	No information
<b>100%</b>	<b>Total</b>

Of the 4,090 strong Athletes' Village workforce during September, 25% were resident in the five Host Boroughs and 64% of the workforce had a permanent London address.



## Table 6: Equality monitoring

The ODA monitors the gender of all workers on the Athletes' Village. During September 2010, three per cent of the Athletes' Village contractor workforce was female.

	Athletes' Village Contractor workforce percentage in September	Benchmark percentage
Women	3%	11%
Disabled people	0.6%	3%
BAME	14%	15%

Of the Athletes' Village workforce in manual trades, 1.3 per cent were women.

Ethnicity and disability data is provided voluntarily by the Village workforce. The percentage of the Athletes' Village workforce with a declared disability stands at 0.6 per cent. This is below the target set of three per cent. The percentage of respondents who disclose disability suggests under-reporting.

During September 2010 the percentage of the workforce that were of Black, Asian or minority ethnic origin (BAME) was fourteen per cent.

### BAME by location

The ODA also monitors the proportion of people who are Black, Asian or minority ethnic origin within the Village workforce who are resident in the five Host Boroughs, other London boroughs and the rest of the UK. In September 2010, twenty per cent of the Village workforce resident in the five Host Boroughs declared themselves to be of Black, Asian or minority ethnic origin. Sixteen per cent of the Village workforce who were resident in other London boroughs and four per cent of those residing elsewhere in the UK declared themselves to be of Black, Asian or minority ethnic origin.

## Olympic Park Employment and Skills Interventions

### Table 7: ODA's Jobs Brokerage location of placements

The figures below demonstrate where the ODA employs specific interventions through the ODA's Jobs Brokerage and National Skills Academy for Construction (NSAFC). Benchmarks have been exceeded.

The ODA's Jobs Brokerage gives the five Host Boroughs and Barking and Dagenham 48 hour priority access to employment opportunities on the Olympic Park.

Since April 2008, the ODA's Jobs Brokerage has placed 1069 previously unemployed people into work. 79 per cent are from the five Host Boroughs and Barking and Dagenham.

Greenwich	9%
Hackney	16%
Newham	22%
Tower Hamlets	14%
Waltham Forest	16%
Barking and Dagenham	2%
Other London Borough	21%
<b>Total</b>	<b>100%</b>

## Table 8: ODA's Job Brokerage equality Monitoring

The data on disabled people, and Black, Asian and minority ethnic people has been collected on the Olympic Park since April 2009. The diversity of those people placed into work by the ODA's Jobs Brokerage is as follows.

	Jobs Brokerage percentage since April 2009	Benchmark percentage
Women	19%	11%
Disabled people	9%	3%
BAME	51%	15%

### Training:

The number of training interventions provided through the National Skills Academy for Construction (NASfC) is 3166. Additionally, 330 London 2012 Apprentices have been placed with contractors on the Olympic Park and Olympic Village. The ODA is on track to meet its target of placing 350 London 2012 Apprentices by the end of the construction phase for the London 2012 Games.

The NASfC has assessed and awarded 2050 CSCS cards to workers on the Olympic Park and provided bespoke training to 627 Supervisors.

1. Apprentices - 330
2. Total no of training delivered - 3166

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