

Construction WEB is a partnership of agencies concerned with promoting opportunities for employment and training in the construction industry in North London.

Our role is to promote, facilitate and monitor the employment of local people on strategic development sites in the Upper Lee Valley through Section 106 Planning Agreements and the use of targeted recruitment clauses.

The construction web also provides assistance to local construction firms through workforce development programmes, developing training plans and offering support in bidding through procurement initiatives such as Trade Local.

**Are you interested in the Construction WEB?  
Do you want to join us?**

Any agency or company which shares these aspirations can become part of the WEB. Members will receive our newsletter and information about networking events and training. Members may also express an interest in becoming more involved in the WEB Management Group.



For more information, contact:

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CONSTRUCTION WEB**

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# CONSTRUCTIONWEB

*Annual Report 2003–2004*



## Welcome to the WEB...

This sounds like something the spider might say to the fly, but the Construction WEB is not about building nets. It is about building networks. It is not about building barriers, it is about breaking down the barriers which stop local people getting jobs in construction.

The Construction WEB is an idea developed in North East London to bring together agencies concerned with getting the best possible benefit for local people from the massive amount of construction activity in the area.

The WEB started off as pretty much that – a network of organisations sharing views and making sure that activities did not duplicate. Before long, however, it became clear that there was a need for less net and more work.

It has taken us a long time to get here, but activity is now the key word for the WEB. The partnership has taken time over the past year or so to rethink how it works, and has emerged with more focus and new direction.

We are aware that the Construction WEB has a lot still to do – indeed, we probably always will have, but it seems to us that we are on the road – and we would be delighted if you would like to join us. This report gives some idea of what we have been doing, and covers the period between January 2003 and the end of March 2004.

*Construction WEB Management Group June 2004*



## Reinventing the Construction WEB

In late 2002, initial funding for the Construction WEB came to an end, and the WEB partners decided it was time to have a radical review, aiming to establish a stronger, more active agency able to help create opportunities for local people. At this point, the organisation had to decide if – and how – it was to continue. A series of planning meetings resulted in the identification of targets for the coming few years, and an interim management group was set up to guide the organisation through a transitional period.

The group set new priorities and a strategic direction for the organisation, and also adopted a new structure and constitution, creating an independent organisation which, aims to become a company limited by guarantee.

The new organisation (which has the same structure as the company will) has a membership open to any organisation or individual sharing the aims of the WEB. There is also a governing body which is made up of the founding funders which have been active members over the previous year, plus any other funding Local Authority. The governing body also includes additional representatives of the following sectors:

- Education and Training Providers
- Construction Sector
- Commissioners
- Employment Sector

Alice Bigelow

*Organisational Development Consultant*





### What the WEB has been doing

It seems likely that over the next decade construction output will be driven by an increase in publicly procured developments. New social housing, health, education, leisure and transport developments are all in the pipeline across the region including North and East London. In contrast, a slowdown in growth in the construction of private commercial development is predicted for the same period.

It is with this in mind that the partners at Construction Web have been reshaping the way we work. Our partnership approach is ideally suited to maximise community benefit from major building projects in the Upper Lee Valley area. Our commitment to improving the local economy by bringing business, employment and training opportunities in construction to local people has seen a flurry of activity over the last 9 months.

### In this period we have managed to achieve the following:

- Establish targeting recruitment clauses and monitoring procedures to ensure that contractors make every effort to access the local workforce at its disposal.
- Sign up IKEA to be the first developer to deliver some of these business and employment opportunities through Construction Web, in partnership with Job Centre Plus.
- Set up a new system to monitor local labour activity on our pilot schemes
- Build a database of local building contractors so that we can aid companies or individuals who are searching for local sub-contractors
- Build links with Waltham Forest local authority and signed them up as a corporate member
- Build our corporate website which will act as a one-stop resource for information on new business, employment and training opportunities, news, and advice.
- Appoint a staff team to help get these initiatives off the ground

None of this could have been achieved without the assistance of a number of procurement, planning and regeneration officers from Haringey and Enfield councils and the Construction Web Management Group. We are grateful for their continued support, however we have only just begun.

Developing open and transparent processes across 3 boroughs and developing new ways of working with a variety of partners is busy work. Over the next year Construction Web will be establishing more schemes to secure employment opportunities including the Enfield Comprehensive Development Initiative, and the Bounds Green development in Haringey.

With our continued sector networking, business support and partnership building with local training providers and the voluntary sector, the next year will be as challenging and exciting as the last.

Gary Brown  
Co-ordinator



### IKEA Development on the North Circular Road at Edmonton

IKEA has entered into a planning agreement with Enfield Council to provide a significant number of local facilities to improve the area on top of the benefits the opening of the store will bring.

Construction Web is helping to implement the arrangements to ensure companies based within the Upper Lee Valley are invited to tender for the works associated with the construction of the development, that 35% of the workforce building the store comprises local residents and that locally sourced materials are used in the process. IKEA is providing £40,000 for these purposes to Construction Web (via Enfield Council).

This is the first of many such arrangements in the Construction Web area of Enfield, Haringey and Waltham Forest.

IKEA is also making £20,000 available to ensure that 60% of the store's workforce is drawn from the area. The Council and Job Centre Plus are co-operating on this.

Tony Wallis

Employment Development Manager,  
Enfield Council



### What Is Trade Local

Trade Local is a partnership between Haringey Council, Enfield Council, Middlesex University and Fit to Supply. It is an award winning procurement initiative that is breaking down barriers between the public sector and businesses to encourage local trade and regeneration.

There are 3 main strands to Trade Local's work:

#### The Trade Local Development Programme

Boosting the capacities and skills of businesses to sell to the public sector, through seminars, workshops and one-to-one support and mentoring

#### The Trade Local Website:

([www.trade-local.co.uk](http://www.trade-local.co.uk)) - sharing information with businesses on how, what and when the public sector is procuring.

#### The Trade Local Database:

Making information about local businesses available to Council procurement officers.

In addition, Haringey Council is running an SME Procurement Pilot. This is making changes within the internal processes and practice of the Council and its Prime Contractors to seek to open up supply chains to small and medium sized businesses.

For more information on any of the above, please contact Jean or Liz on 020 8489 2140.

Liz Holford  
Haringey Council



Supports being laid at the new IKEA site in Edmonton 19/5/04



### Why LBE supports Construction Web

Enfield is London's greenest and most northerly borough. It is also characterised by an extremely diverse community, in both ethnic and socio-economic terms

In this context, Enfield's role as a "founder member" of Construction Web is particularly germane, not least because the Borough recognises the importance of Construction Web's goals. The development of a local construction skills-base, the creation of training opportunities, the concentration on local employment and access to local contracting opportunities by local firms, are if anything even more important today than they were when the organisation was founded.

Equally important is the recognition that Enfield Council cannot achieve these goals on its own; this can only be made possible by working in partnership with other agencies. It is through Construction Web that this partnership working is made possible: we are now able to work with partners of the calibre of the LB of Haringey; LB of Waltham Forest; Urban Futures; LSC; CITB and the local training colleges, amongst others, as well as the local construction industry itself.

Construction Web's role in the delivery of these objectives, and its ability to shape and build on them is consistent with Enfield Council's own "Putting Enfield First" strategy.

It is a truism, but true nevertheless, that when it comes to making decisions about whether to back an organisation, you look at the policies and goals of the organisation, and at the people, or partners. Both have to be good if you are to proceed. In the case of Construction Web, both are good, and Enfield Council is pleased to continue its support.

Phil Glascoe  
*Head of property procurement*  
 Enfield Council.



### Waltham Forest

The London Borough of Waltham Forest sees its membership of the Construction WEB as a key element of its commitment to regional partnership working. The network will enable the three member boroughs to gain maximum leverage from the major new capital developments in the region over the next few decades including: the London-M11-Stansted Corridor, Whipps Cross Hospital redevelopment and the creation of a brand new city centre in Stratford.

LBWF is active in a number of strategic partnerships across North and East London and believes that its unique geographical position will enable it to act as a conduit for the flow of job and training opportunities and business contracts throughout the wider region. For example, Waltham Forest's close involvement in the multi-billion pound Stratford City Development, and the new international rail terminal, will enable residents and businesses based in Haringey and Enfield to capitalise on opportunities arising from the redevelopment of the area – including an estimated 15,000 new jobs in the building construction industry.

Likewise LBWF also sees the advantage of enabling residents and local businesses in the immediate area to access opportunities afforded by developments across the other two partner boroughs.

LBWF looks forward to working with its partners in Haringey and Enfield, to sharing good practice and to developing innovative employment, training and procurement initiatives with the aim of meeting the future employment and skills needs of its residents and local employers in the building construction industry.

Kathryn Lammas  
*Regeneration Policy Manager*  
 London Borough of Waltham Forest



### Haringey

Haringey is part of the most prosperous and dynamic regional economy in the UK. This is, in part, reflected in the large amount of capital development underway or planned to take place over the next few years. These development programmes provide the construction industry with enormous opportunities in the Upper Lee valley and beyond, which in turn should provide jobs and training opportunities for the people of Haringey.

Haringey Council, through the Haringey Employment Partnership, is committed to moving towards full employment for the borough's residents by working with others to develop a skilled workforce receiving equality of opportunity and choice. We are looking to the future to maximise on long term initiatives that will narrow the gap between employment rates in the east and west of the borough by taking advantage of opportunities in central London and the sub regional economy.

Having supported the development of Construction web over the last two years, we are confident that by continuing this support it will enable Construction WEB to play an important role in our wider Employment and Training Strategy.

The Web will assist Haringey by providing a strategic approach to take advantage of the long term opportunities within the construction industry. It will help identify areas of skills shortages and gaps in training provision, and by working with the 'Trade Local' initiative It will assist the development of local construction firms.

Key to all this will be the web's ability to build on and strengthen many of the partnerships which have already developed locally. The web provides Haringey with a vital link between developers, contractors, training providers and job seekers, we look forward to its success.

Chris Dransfield  
*Business, Employment & Skills Officer*  
 London Borough of Haringey



### A Website for the WEB!

The website is now complete and can be visited by going to the URL [www.constructionweb.org.uk](http://www.constructionweb.org.uk)

The website was constructed by 4gtec a local web-development firm and their main contact is Scott Lockyer who can be contacted at [s.lockyer@4gtec.com](mailto:s.lockyer@4gtec.com)

The site has the following main pages:

**Home Page:** This page gives a general introduction to Construction Web and states its aims and function. It also lists the various partners.

**News Page:** This page will include news items and will be updated weekly. It also offers a chance to join the construction web newsletter mailing list.

**Training Page:** This page offers details of local training providers for use by local people interested in gaining or improving construction skills

**About Construction WEB:** This will provide details of the history of construction web and provide strategic background information.

**Members:** This will include corporate information about local procurement

opportunities as well as providing members with the facility to update their online details. **Directory:** This contains a database of local contractors details.

**Employment:** This page lists employment opportunities and also houses our database of available locally based construction workers.

Brian Deegan

*Technical Administrator*



### Construction Web – Local Labour Agreement

Local labour agreements are referred to so often these days, that it is sometimes necessary to remember why they are so important both to local communities and contractors alike.

For example, let's consider a five million project to build a school. If the school is built, then the community gets the school. But how much better would it have been if local people and local contractors were involved. New skills would be developed; the salaries would enrich the community, who would in turn spend a large proportion in their local shops and businesses. In short the money would "churn" several times through the local economy, far outweighing the original investment.

There are benefits too for the main contractors: by employing local labour their staff will arrive on site more reliably, local labour is better able to cope with emergencies, because it's local and can get there reliably, even if there is a Tube strike; and because local labour does not have to travel so far, they can often be cheaper and demonstrate "sustainability" benefits. In addition, contractors get the opportunity to work with "new" sub-contractors who can often move

with them to other projects. In short, this is a partnership in which both sides benefit.

In June 2003, Construction Web circulated copies of its draft local labour agreement to the local construction industry for comment, and hosted a consultation breakfast to discuss it.

Feedback was positive; the industry supported the principles of local labour and welcomed the brevity of the document, written in a plain and simple style, which was easy to understand. The simple approach to monitoring was particularly welcomed. There were also a number of comments about the draft dispute resolution clauses, which have been amended as a result.

Perhaps the key comment to come out of the consultation was the need for the Construction Web role to assist contractors to recruit local labour and local sub-contractors, which not surprisingly, has been a key focus ever since.

Phil Glascoe

*Head of property procurement  
Enfield Council.*



screenshot of construction web's website



Local contractors meet IKEA at Construction Web's "Meet the Buyer Event 23/06/04"

## Income and Expenditure Construction WEB 1 January 2003 – 31 March 2004

This statement represents all transactions of the Construction WEB from the 1st January 2003 following the end of the two year project managed through the College of North East London. The Construction WEB bank account was not active until September 2003. Until that time, payments were made by the London Boroughs of Enfield and Haringey directly to consultants and Urban Futures on behalf of the Construction WEB. Grants from the London Development Agency and the London Borough of Enfield for this period were not paid directly to the Construction WEB until the 2004–2005 year and consequently have not been included in the income and expenditure statement but have been included in the statement.

| Expenditure Item                  | Total            |
|-----------------------------------|------------------|
| Staff / Consultants               | 27,765.97        |
| Premises                          | 4,000.00         |
| Admin and overheads Urban Futures | 2,550.00         |
| Stationary/ etc.                  | 225.68           |
| Equipment purchase and set up     | 3,154.35         |
| Events and meetings               | 1,015.27         |
| Publicity                         | 1090.00          |
| Website establishment             | 2,944.00         |
| Legal Fees LBE                    | 910.00           |
| Bank Charges                      | 50.53            |
| <b>Total</b>                      | <b>43,705.80</b> |

| Income   | Total            |
|--|------------------|
| 02-03 Neighbourhood Renewal LB Haringey Single Programme – LDA | 13,100.00        |
| In kind Rent from UF   | 0                |
| 03-04 Haringey Employment                                      | 4,000.00         |
| LB Enfield 02-03   | 30,000.00        |
| 03-04 LB Enfield   | 3,410.00         |
| Bank Interest (net)  | 0                |
| <b>Total</b>   | <b>50,614.62</b> |
| Less Expenditure   | 104.62           |
| <b>Balance</b>   | <b>43,705.80</b> |

### Statement as of 31st March 2004

|  |                  |
|--|------------------|
| Balance at Bank, less unrepresented cheques              | 6,908.82         |
| LDA grant 03-04 to be paid by LBE due in                 | 30,000.00        |
| LBE grant carried fwd. 02-03 and 03-04 due in            | 16,590.00        |
| LBH for Systems Set Up paid to UF 02-03 to be reimbursed | 5,000.00         |
| <b>Total assets</b>                                      | <b>58,498.82</b> |
| Less total liabilities as of 31st March 2004 due out     | -4,954.01        |
| <b>Total carried forward to 2004-2005</b>                | <b>53,544.81</b> |



### Credits:

#### Construction WEB Management Group from December 2002 to June 2004

*Permanent Members*  
 LB Enfield – represented by Phil Glascoe  
 LB Haringey – represented by Andrea Boothman, followed by Toni McKenzie followed by Chris Dransfield  
 Urban Futures – represented by Martin Tucker followed by Julia Coate  
 Learning and Skills Council – represented by Tony Antonioni, followed by Samantha Whittick, followed by Colin Rosen  
 Construction Industry Training Board (CITB) – represented by Damian Candish  
 Sector Representatives

*Commissioners – Liz Holden, Procurement Manager LB Haringey, Liz Powell Bullock/Kath Lamma, LB Waltham Forest*  
*Training Agencies – Chris Orme/Paul Dodd, College of North East London*  
*Contractors – vacant*  
*Employment Sector – O-Regen East, Sharon Wint Gordon, Graham – JobCentre Plus, Sam Gaskill*

*Others – Co-optees*  
 Tony Wallis, LB Enfield  
 David Mulford, LB Haringey  
 Phil Page, CITB  
 Officers

*3 of the management group have served as a reference group/executive committee.*

*These are:*

*Chair – Julia Coate*  
*Secretary – Chris Dransfield*  
*Treasurer – Phil Glascoe*

#### Construction WEB Staff from December 2002 to June 2004

*Cole Nwimo to end December 2002*  
*James Murphy – database 2003-2004*  
*Brian Deegan – technical support 2004*  
*Gary Brown – Project Co-ordinator 2003-2004*  
*Alice Bigelow – Organisational Development 2002-2004*

*Support has also been received from:*

*Shami Deb from Urban Futures*  
*Sharon Gordon from Urban Futures*  
*Anne Larkin from LB Enfield*  
*Thanks to all these people plus other agencies which have played an active role at some time in the development of the WEB.....*  
*Haringey Education Business Partnership, Enfield Education Business Partnership, Southgate College, O-Regen East, Employment Service Enfield, Employment Service Haringey, Business Link, Connexions Haringey, Connexions Enfield, Finsbury Park Community Trust, Laing Training Services, London and Quadrant Housing Trust, North London Training and Enterprise Council, Upper Lee Valley Partnership, and to all the construction companies who have taken part in events, activities and consultation.*  
*Thanks also to Urban Futures for room and board*