



HIGH SPEED TWO PHASE ONE INFORMATION PAPER

G4: APPROACH TO TRAINING AND EMPLOYMENT

This paper outlines the arrangements proposed for training and employment in the relation to the construction and operation of HS2 Phase One.

It will be of particular interest to those individuals and organisations who could stand to benefit from the investment in, and employment prospects created by the Government's proposal for high speed rail.

This paper was prepared in relation to the promotion of the Bill for Phase One of the scheme which is now enacted. Although the contents were maintained and updated as considered appropriate during the passage of the Bill (including shortly prior to the enactment of the Bill in February 2017) the contents are now historic and are no longer maintained.

If you have any queries about this paper or about how it might apply to you, please contact the HS2 Helpdesk in the first instance.

The Helpdesk can be reached at:

**High Speed Two (HS2) Limited
Two Snowhill, Snow Hill Queensway
Birmingham, B4 6GA**

by email: HS2enquiries@hs2.org.uk

or by phone: 08081 434 434 (lines are open 24 hours)

Version 1.5

Last updated 23rd February 2017

G4: APPROACH TO TRAINING AND EMPLOYMENT

1. Introduction

- 1.1. High Speed Two (HS2) is the Government's proposal for a new, high speed north-south railway. The proposal is being taken forward in two phases: Phase One will connect London with Birmingham and the West Midlands and Phase Two will extend the route to Manchester, Leeds and beyond.
- 1.2. HS2 Ltd is the non-departmental public body responsible for developing and promoting these proposals. The company works to a Development Agreement made with the Secretary of State for Transport.
- 1.3. In November 2013, HS2 Ltd deposited a hybrid Bill¹ with Parliament to seek powers for the construction and operation of Phase One of HS2 (sometimes referred to as 'the Proposed Scheme'). The Bill is the culmination of nearly six years of work, including an Environmental Impact Assessment (EIA), the results of which were reported in an Environmental Statement (ES) submitted alongside the Bill. The Secretary of State has also published draft Environmental Minimum Requirements (EMRs), which set out the environmental and sustainability commitments that will be observed in the construction of the Proposed Scheme.
- 1.4. The Bill is being promoted through Parliament by the Secretary of State for Transport (the 'Promoter'). The Secretary of State will also appoint a body responsible for delivering the Proposed Scheme under the powers granted by the Bill.
- 1.5. This body is known as the 'nominated undertaker'. There may well be more than one nominated undertaker – for example, HS2 Ltd could become the nominated undertaker for the main railway works, while Network Rail could become the nominated undertaker for works to an existing station such as Euston. But whoever they are, all nominated undertakers will be bound by the obligations contained in the Bill and the policies established in the EMRs.
- 1.6. These information papers have been produced to explain the commitments made in the Bill and the EMRs and how they will be applied to the design and construction of the Proposed Scheme. They also provide information about the Proposed Scheme itself, the powers contained in the Bill and how particular decisions about the project have been reached.

¹The High Speed Rail (London – West Midlands) Bill, hereafter 'the Bill'.

2. Approach to training and employment

- 2.1. This information paper outlines the proposed arrangements for training and employment during the construction and operation of HS2.
- 2.2. The design, planning, construction, operation and maintenance of HS2 will create a significant number of employment opportunities. It is forecast that HS2 is expected to create 24,600 new construction jobs and 3,100 permanent jobs in operation and maintenance². Suitably skilled individuals will stand to benefit from the employment opportunities that HS2 generates. Additionally, HS2 Ltd or the nominated undertaker will require the supply chain to create appropriate apprenticeship and employment opportunities to local, disadvantaged and under-represented groups in order to promote fair and equal access to the employment opportunities generated by HS2.
- 2.3. The construction and operation of depots and stations will generate a significant number of accessible employment opportunities. Communities with unemployment rates considerably above the national average (e.g., Washwood Heath and Old Oak Common) particularly stand to benefit from the creation of these jobs. The first phase of HS2 is expected to support about 40,000 jobs.
- 2.4. During the construction phase, the nominated undertaker will have to comply with UK equality legislation, including the Equality Act 2010. As a result, contractors will be obliged to select labour exclusively on merit³.
- 2.5. The nominated undertaker shall, insofar as it is lawful to do so, ensure equality of opportunity in order to encourage the recruitment of local, disadvantaged or under-represented groups. This is in accordance with the HS2 Ltd Sustainability Policy, which states that contractors will work with HS2 to improve skills, jobs, education and the economy through its investment along the route. This holistic approach to sustainability will build on best practice developed by London 2012 and other major projects.
- 2.6. During the procurement of any relevant contract, HS2 Ltd or the nominated undertaker will seek to evaluate contractors' responses against a number of training and employment criteria⁴. The procurement process will look to assess:
 - at pre-qualification stage - the tenderers' track record of delivering apprenticeships and employment interventions relevant to the requirement being procured; and
 - at Invitation to Tender Stage - the tenderers' proposed method of meeting reasonable, proportionate and achievable apprenticeship, and employment

² Phase One Environmental Statement and Phase Two Appraisal of Sustainability

³ The Equality Act 2010 <http://www.legislation.gov.uk/ukpga/2010/15/section/4>

⁴ The 'default' HS2 position requires that clauses specifying training and employment requirements be routinely considered for their relevance to all stages of the procurement process and for each procurement exercise. Exclusion of training and employment clauses are by exception as agreed with the relevant stakeholders.

benchmarks stated by HS2 Ltd. Examples of the areas covered by these benchmarks will include numbers of apprenticeships, unemployed job starts, and work experience placements.

- 2.7. The tenderers responses on all the above will be objectively evaluated against published criteria supplied to tenderers in advance.

This evaluation process will support HS2 Ltd or the nominated undertaker in appointing contractors that are suitably qualified and experienced to meet HS2 Ltd's training and employment objectives.

- 2.8. Contractors will be required to employ apprentices in the delivery of the works. This can be achieved through a mixture of both new apprentices being recruited as well as existing roles becoming apprenticeship opportunities.

- 2.9. Contractors will be required to help local, disadvantaged and under-represented groups to access the apprenticeship and employment opportunities generated by HS2 by:

- placing all job vacancies with Jobcentre Plus and any other job brokerage mechanisms that may be nominated by the undertaker;
- participating in relevant external recruitment and training events and communicating and publicising employment opportunities;
- nominating a suitably qualified member of staff to act as a liaison officer, with responsibility for managing the training and employment opportunities between the contractor, its supply chain, and training and employment stakeholders; and
- performance managing, monitoring and reporting progress on the achievement of training and employment milestones to HS2 Ltd or the nominated undertaker.

- 2.10. In situations where agencies are used to source labour, contractors will set out proposals to ensure that those agencies, including those of its subcontractors, directly support the delivery of the aims and objectives of the HS2 Ltd. Sustainability policy (summarised at 2.4).

3. National College for High Speed Rail

- 3.1. On 14 January 2014 the Department for Business, Innovation and Skills (BIS) announced plans for a new college to train the next generation of world-class engineers to work on the construction of HS2. The process and criteria for selecting the location of the college's main site were announced in March 2014. Birmingham and Doncaster were announced as successful locations in September 2014.
- 3.2. HS2 Ltd will work closely with BIS in the development of this new college. It will be a world-class institution, focused on designing and delivering the high level skills needed for high speed rail, and other major engineering projects of the

future. Studying at this College will give students access to the specialised training and qualifications needed not only for HS2 but also for other rail and infrastructure projects across the country.

- 3.3. More information about the college can be found in Information Paper G8: National College for High Speed Rail.

4. More information

- 4.1. More detail on the Bill and related documents can be found at: www.gov.uk/HS2