



WORKING POSITIVELY FOR KINGS CROSS

King's Cross Railway Lands Group
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PUBLIC MEETING EMPLOYMENT AND TRAINING OPPORTUNITIES IN KING'S CROSS

draft record of the meeting
THURSDAY 10th APRIL 7pm

Jean Stokes Community Hall (Bemerton Estate)

Coatbridge House, Carnoustie Drive, by Freeling Street, off Caledonian Road, N1
ODX

map at www.kxrlg.org.uk

Speakers:

Professor Linda Clarke, who has studied construction training issues at Heathrow 5th Terminal, on creating successful training and job outcomes for local people.

Antonia Benedek, Copenhagen Play and Youth Partnership.

Argent, Developers for King's Cross Central, Robert Evans and Ruth Dustin Richard Lee, on what KXRLG has been doing in relation to employment and training and where we go from here.

Apologies: Gillian Hall, Mrs Helia Evans, Cllr Roger Robinson Cllr Paul Convery, Cllr Sue Vincent, Janet Drysdale, Terry Davy John, Peter Lush

Marian Larragy (chair) explained that one of the strongest demands local people have of the developments at King's Cross is access to jobs and training as the local economy grows and changes. She welcomed the speakers.

Prof Linda Clarke -Construction in London performs badly in terms of diversity. For the GLA she looked at T5, at problems of inclusion and diversity.

The construction industry in UK has 2m workers; huge mix of occupations. Hard to get into without training and experience.

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Terrible record of integrating people from minority groups. Perhaps 2% BME in London compared with 30% in London pop. Not just a matter of qualifications: there clearly is a lot of discrimination. It's a very disabling industry too, so it can be very dangerous. T5 had brilliant occupational health service and they found 30% had disabilities on joining. One problem was obesity - poor food, often living in camps etc or itinerant and having poor health...and drinking a lot, then sitting in a machine all day. But the work itself is not 19th century manual work which works off the calories. We have a lot of East European workers... Many Poles however going back. They tend to be well trained and qualified.

This importation of workers is partly due to the UK industry's very poor training record, and it has got less good since 70s. Lots of level 2 training where what is required is more level 3 and higher. Electric and services better. Civil and ground works especially poor. Machine driving poor and so on. Apprenticeship is in severe jeopardy, employers offer few placements, partly because of subcontracting and partly because H+S prevents young people being on site. Colleges prepare people but they don't get jobs.....

Local labour schemes are very constrained. On T5 only a very small area counted as 'local' and only one contractor was involved, so only 150 people benefitted (at least for the 13 weeks min needed to count) , even though many thousands were employed - maybe 8000 at peak. - BAA lost heart. Most people were working 10 hour days, and travelling typically 2 hours. BAA should have enforced shorter shifts.

KX could grab onto training in groundworks and concrete, formwork, shuttering - all skills in which UK training is weak. It's a big vacuum. A good model in another industry is COGENT which does training for oil and gas, to all levels and they do it very well indeed and their skill academies are excellent.

Exemplary training schemes need to look ahead to future technology in preparing workers for rapid change. By contrast with the training centres I have visited in Germany etc, I was shocked last time I went to an FE college in the UK: very little attention with how buildings hold together, how skills fit together. They are just teaching separate (and very traditional) skills. In Germany ideal training has work experience + workshop where you learn advanced machinery etc + the classroom. . In UK now over 60% of trainee first years are classroom based , not work-based. You also need trainers who have a lot of experience. Maybe even get some Germans to come here as trainers.

Antonia Benedek development manager of the Copenhagen Youth Project, and convenor of the Copenhagen Play and Youth Partnership . I have worked in the KX area for 7 years. The Copenhagen Youth Project had its beginnings in 2000 in the coming together of the Blessed Sacrament youth club set up by Fr Jim Kennedy and the High Impact Project, a youth education programme which had short term funding from the King's Cross SRB. At the same time we also set up a local cross sector partnership of organisations, working for or in the interests of children and young people. This was quite pioneering at the time. Our aim was to coordinate our work and increase the slender resources available for play and youthwork locally. Most people think of youthwork as simply diversionary activity to stop antisocial behaviour but we at CYP always had a higher ambition of raising the aspirations of young people and giving them a chance to succeed in magnet activities like sport, art and music. We also want to inform them of and involve them in the regeneration of the Copenhagen area and make them aware of new opportunities which will result from the King's Cross Central Developments.

One very challenging aspect of the Copenhagen area is that, although there is a girls secondary school (EGA) there is no local boys secondary school. This makes it harder to reach local boys and to show them what opportunities there are for them. Two other youth projects were started up after the CYP - the Sparkplug motorcycle project (Martin Willis) which is not just diversionary but a way of enabling young men (mostly! though there are opportunities for girls) to gain skills in mechanics. Sparkplug is getting a new building and there is a plan to involve those boys in helping to build the new centre for their project. There is another project, Prospex, which tries to develop literacy in those who missed it at school and get them into work experience. CYP does a lot of football, a sport which leads to team work and training in social skills which all helps to prepare young people for training and jobs. We try hard with very little money to build skills in young people, introduce them to the world of jobs and help them to start trusting adults. Other local initiatives which businesses in the King's Cross Central Development should support are locally accessible estate based job fairs like the one recently organised on the Bemerton Estate by Alex Scorgie and the Bemerton Villages Tenants Management Organisation.

Last night there was a meeting to inaugurate a Neighbourhood Management Partnership called Team Cally, led by Councillors and involving many local voluntary and community groups as well as service providers. The CPYP will be subgroup of the Team Cally Partnership. We hope that with its support we can achieve getting a big youth centre sponsored by local big business and that we can get funding to improve and develop other existing facilities, esp for young

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people.

Argent, Developers for King's Cross Central, Robert Evans and Ruth Dustin
Mr Evans' company Argent is developing the railway lands. Two aspects:
construction and the rest of the jobs which will become dominant as the
development fills up.

End uses are not construction since it will gradually be finished and occupied by
all manner of firms seeking staff. That's the long-term perspective. I'm a
planner. and had to negotiate a section 106 agreement with Camden. Need to get
value out of that money. I began to worry about projects like T5 which was a
single project with one client which you can manage. At KXC we'll have ups and
downs according to the market so we can't plan with as much control as they
could at T5 on one single contract. The CTRL training centre previously on the
site could have had much better integration between trainers and the
contractors who then employ people. On CTRL the labour-suppliers often didn't
talk to the 'demanders' - often they didn't even know about each other. So one
big issue is joining up the training with the hiring of staff, and that's what we
need to deal with.

Also so much was about the "biblical trades" - plumbing, carpentry, brickwork.
But actually we need drylining, cladding, steelfixing etc. Also contractors move
from job to job so they don't engage locally. Also we (developers) sometimes
squeeze the contractors' margins which may make it hard for them to train.
HBG + Carrillion + Nuttall + Kier are our main contractors and we intend to
partner with them for the next 10-15 years so they should be able to plan ahead
- try and train and recruit locally so people aren't travelling 2 hours.

We are also trying to coordinate supply chain... All of this should enable us to get
labour training a bit better planned. As part of the section 106 agreement with
Camden we are building a new training centre of 1400 msq, (not the 600 which we
agreed formally) on the Camden part of the Triangle site. We build it for
Camden to operate. Their responsibility. That's not ideal and we want it better
integrated than that. Carillion Training has been appointed as the training
provider, so that gives an automatic link. Carillion are also going to be the
coordinating contractor for all the KX site.... so it should be a system in which
coordination between suppliers and demanders is ensured. Finally, Carillion are
also building the centre. Ready for Christmas and they plan to get 120 trainees
through in 6 months. Should be a mix of classroom + workshop + on-site. A lot of
trade contractors keen to contribute to the training. Trying also to get it
accredited at the National Skills Academy.

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Granary / eastern Goods Yard starts May for the University of the Arts to move in. Note also conservation skill training needed for this site too.

Richard Lee consultant with KXRLG summarised the KXRLG's recent work and his report is included here instead of notes:

**Report on Kings Cross Employment and Training Project (Islington) 2007- 08
The Development Context**

The King's Cross Central development anticipates 25,000 new jobs being created by 2020, with a target that 30% local jobs will be achieved. Construction will be a large local industry for years to come with an estimated 27,000 job opportunities. The developer will support a new construction training centre.

Some of the issues are:-

- Substantial unemployment in the area requires removal of barriers such as lack of language or job skills and lack of affordable childcare.
- The required jobs and skills should be specified far in advance so that arrangements can be put in place for local people to train for these vacancies
- There is a need for a long term training facility, so that local people are not simply going into low wage service jobs

Aims of Cripplegate Foundation project

KXRLG was able to undertake this work thanks to a community chest grant from Cripplegate Foundation. The stated aims were:

"To build on and enhance coordination efforts focused specifically on the South Barnsbury and Bemerton estate areas.

The development of a strong community base from which to communicate with developers.

The methods to be outreach / consultation, general meetings and young people's events."

King's Cross Development Forum

The existing infrastructure for resident consultation and interface with the developer is the Kings Cross Development Forum (KXDF). Since the KXDF has no resources or staff, the KXRLG assisted it to address the key legacy issue of local employment.

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The KXDF meeting on January 10th 2008 was on the subject of employment and training (see appendix). A speaker from Islington Council regeneration provided information about the Emirates Stadium development, what worked well and what didn't work when it came to local employment. He commented " *If the local community around the Emirates had formed such a group I feel we would have a stronger platform towards outcomes in employment and training.*" The developer Argent, introduced its employment and training consultants who spoke about their experience at Paddington Basin. The manager of Kings Cross Working construction centre also spoke.

This was followed up with an arranged visit for members of the Co-ordinating Group to Kings Cross Working construction centre, with a report given to the KXDF meeting on March 6th 2008. The enthusiasm and commitment of the team at Kings Cross Working impressed everyone. Kyri Kyriacou, a local young person who is a trainer at the Kings Cross Working was invited to speak at the KXRLG general meeting on 10th April 2008 but was unfortunately not present.

1. 80% of entrants are from Camden and difficult to see how Islington residents can benefit
2. Only provides NVQ entry level when the market demand is for NVQ 3 and 4
3. Only 7.5% of on-site construction jobs have gone to trainee residents
4. Outreach is weak and difficult to see how equality groups will access training
5. The current Construction Board has no input from the voluntary and community sector or from local providers

Outreach with schools and colleges

The KXRLG project was able to build on contacts with local employment and training providers already made in 2006 when KXRLG worked with local groups to respond to the section 106 agreement on the king's cross planning application. New outreach work was with schools, colleges and youth projects.

Schools and colleges report difficulty connecting with employers, especially local employers, and there is much interest in a youth jobs fair. There is also a lot of interest in developing working links with Argent.

KXRLG organised a network meeting of schools, colleges, youth projects and employment and training providers at the employers' suite at City and Islington College, Centre for Business, Art and Technology, 444 Camden Road on 11th March 2008. Speakers were Janet Drysdale, Head of Regeneration and Neighbourhoods at Islington Council on the employment and training opportunities that are on offer at the moment and Professor Linda Clarke, University of Westminster, who has studied construction training issues at

Heathrow's 5th Terminal (see appendix to our forthcoming report for agenda and notes of meeting). Issues discussed included the mismatch between available training and access to jobs in construction, the adequacy of careers services for local young people and the need for a lot more interaction between the different agencies and organisations involved.

Youth outreach

A youth group discussion (13-19 years age group) on employment and training took place at the Copenhagen Youth Project, Blessed Sacrament Church, on 31st March 2008 (see Report appendix). This discussed job aspirations, the schools work experience programme, attitudes towards construction work and awareness of the Kings Cross development. A follow up discussion with youth workers threw light on the successes and failures of work placements for school students and also illustrated the limited knowledge about the development in King's Cross among youth workers and young people in the area.

Local infrastructure

With only a small grant, it was crucial to think and act strategically and not to duplicate existing activity. Developing awareness of and contact with local initiatives was very important.

KXRLG attended the Islington Training Network (ITN) community policy forum on 20th March 2008. ITN mainly provides employment and training services to refugee and migrant communities in Islington. It produces research reports, such as a report *"Islington residents' experience of employment, informal activity and self-employment"*. ITN is a member of the Pan-London VCS Training and Employment Consortium and is interested in being a partner if an employment and training consortium is formed at King's Cross and is seeking funds from the developer.

Information was gathered about the neighbourhood management conferences held in September 2007. Super output area statistics for Bemerton and Barnsbury and Priory Green are a rich source of information. For the Bemerton estate (super output area O19E) there has been a deteriorating employment position from 2004 -07. Full-time employment is only 28.17%, and there is a very high proportion of 10.18% who have never worked. 41.39% of adults have no qualifications.

This project was undertaken at a time when Islington's Young People's services are undergoing major reconstruction. Targeted youth support is being developed

which will necessitate a new department in young people's services with someone whose role is to manage detached youth work.

It is also important to keep track of construction industry initiatives and we came across a meeting of the London Constructing Excellence Club, which received a presentation from the Business in the Community project at King's Cross.

Future actions

The employment and training network can continue to develop (funding permitted) by

- 1) Working with KXDF to propose to Argent the need for an Employment and Training Panel as part of the infrastructure for the Kings Cross development, sitting alongside the existing panels and in fact as originally proposed by Camden Council back in 2006.
- 2) Influencing the new construction training centre, taking account of best practice and the opportunities provided by Argent seeking national skills academy status
- 3) Working with Islington Training Network, to develop a community based employment and training consortium which can bid for contracts from the development.

DISCUSSION

Q. Is the training centre going to involve Islington and be joined up?

Mr Evans: it is located in the Camden bit of the triangle site. Partly because Camden actually delivers. Most of KXC is in Camden. the intention in section 106 is to target at a central and wider zone of wards, both zones being spread over both boroughs. We are handing it over to LBC. No doubt that relations have been strained... and indeed there is squabbling, also with this group, and between LBC and LBI. Both councils MUST get over this and look beyond it.... and in many ways this development looks more to the east than to the west. We are waiting for Islington to be a true partner.

Q. What about more bottom-up processes? Seems to be process in a top-down sort of way but not much progress on the barriers to young local people getting involved. Antonia asked what is the main thing which would attract young people into this work? What would you recommend as a structure that would facilitate this?

A Benedek: a proper big youth centre is very badly needed, with sustainable funding for youth work. We only have 1 FT worker and 15 PT and we need a lot more people, EG we did some very good work with Roger Madelin a few years ago

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with young people, but we just can't do it without a place and revenue funding. That's what is needed. Youth workers open people's eyes. Kings Cross Working has a poor word of mouth reputation amongst young people.

Mr Evans: youth groups do have very good liaison but may not be the best way of getting it all done. We need to get a balance between top-down and locally-based initiatives: we need both of them. It's a nightmare for a developer to try and engage with 100 organisations; also for individuals. There is a key role which councils SHOULD play to bridge these gaps. The LDA funds 100+ organisations somehow involved with skills training in KX!!! In some respects the Training Centre is a bit of a totem and for many purposes you don't need a single centre. But having a centre does help.

Q (Marian) Is Argent willing to think of a panel/forum for employment and training?

Mr Evans: well there are 6 or 7 panels already and the last thing I need is more. We should look at the ones we have got and see what's the best way to proceed. 2 panels are already running which could play a good role in this.

Q Bemerton estate manager (Alex). Lots of people on bemerton don't make effective contact with the outside and with jobs out there. we want to get that back. Hard to get people to cross the road. You probably need something actually on the estate to first engage people's attention and interest.

Mr Evans: no we can't start providing that. The Centre is committed now, but we couldn't start building satellites, as Maiden Lane and Somers Town would want a satellite too . But there may be ways of working with you to get Carillion and the trainers out to come onto estates like this and meet with you all and cooperate.

Q (William) supporting idea of local networks....small centres connecting Teenagers are communicating badly with parents but you have to allow students to go one day a week to see what's going on.... to get the hang of it.... find ways to get them encouraged... to get teachers involved in explaining the construction industry.

Mr Evans - good working with schools, yes, and need to do more of that. Surprised sometimes that schools are less receptive than one would expect. Carillion now has an education officer who is building connections with all the secondary schools in Camden and Islington.

Q Is there a postcode eligibility for the Training Centre?

Mr Evans: Yes, in theory in the section 106.

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Q Deprived area..... but a bit thick if an organisation as large as Argent and with such resources finds it hard to meet 100 groups. Children from this area living now in fear of people from adjoining areas....maybe you need anthropologists.... psychologists.... World Health Org is doing a survey of the area and watching it..... Camden is the suicide capital of the UK... why can't Argent have a code of ethics in place?

Q (Una) Changes in the construction process / climate change / legal changes / so how do we build all that into the plans? Will we be training green builders?

Q Sparkplug project - we take a lot of people excluded from school, many with learning problems, we are getting a new building and it will try and engender confidence in mechanics and also in construction.... What we do is so good. But we are so under-funded...

Q (Lisa P) - remembers COTAC sessions on stonemasonry and conservation skills. and it needs education. Maybe you have to stand aside and go back to primary schools and raise aspirations there, not just in the secondary schools.

Q (Angela) In Cuba children go out on regular visits to learn on site and on farms - at primary school levels. People don't receive the examples here of the levels you have to get to.

Q (Phil) pleased that Evans looking also at the longer-term jobs in the development of the whole job mix. U of Arts and Sainsbury's are moving here and bringing their workers with them so these are not NEW jobs.

Mr Evans commenting on last few points: It is complicated dealing with lots of organisations and pleased they want to meet us.... but it is not efficient. Sociologists: we have just employed 2 sociologists. Climate change - we are moving towards much higher level of technology in residential..... e.g. Barrett and wimpy employed own staff, using mainly traditional technologies. We employ contractors and use commercial contractors, and technologies drawn from commercial building, which is hugely changing housebuilding. More pre-fab / modern means of construction (MMC) means a lot of the labour is offsite. Thinking of having an "exploratory" centre for young children of primary school level (cf the hackney building exploratory) possibly linked with a children's museum a bit like the science museum basement.

We can't tell Sainsbury's what to do. What we can do is work with them. Offer

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them a free job brokerage and we can start to do that and that's what the Paddington one did which Ruth set up . Hotels and catering easier. There is natural staff churn in all firms and that will be a rate of recruitment. At Paddington, for example, the jobcentre does very little pre-screening of candidates so gets a lot of rejections. Tesco uses the new paddington brokerage for all their vacancies for its stores round there because they get a better service.

University of Arts has a big widening participation programme which we hope will do some bridging in the area, linking with communities, schools etc.

Followed by update on other work (especially Triangle planning inquiry) from Michael Edwards, Co-Chair of Kings Cross Railway Lands Group.

A.O.B.

British Library land

Mayor's hustings

Architectural competition in Somers Town ("the place game")

Finished 9.45pm