

## **K3 – Employment Strategy**

**5<sup>th</sup> March 2012**

The K3 Consortium DS Smith, E.ON Energy from Waste UK, Wheelbrator Technologies Inc. will endeavour to ensure that, wherever possible, local companies and individuals are provided with opportunities to benefit from contracts and work opportunities arising from the construction and operation of the Kemsley (K3) Energy from Waste Plant.

### **Initial Contracting Opportunities**

#### A) Construction

We will request the main construction contractors (as yet undetermined) to consider using local sub-contractors and labour whenever possible. To facilitate this, and to allow local contractors and businesses to find out about potential sub-contracting opportunities, we will hold a contractor “open day” at a local venue.

This will be advertised in the local media and local contractors will be able to come along and meet the members of the Project Team who will provide details about the kind of contracts that may be available. This open day will focus on works arising from the construction of the plant.

#### B) Operation of the plant

In advance of the plant becoming operational, a second day focusing on goods and services likely to be needed at the plant, e.g. catering, maintenance/cleaning will be held. As above, this will be advertised locally and the event held at a local venue.

### **Initial Job Opportunities**

#### A) Construction

We are keen to encourage builders and tradesman to apply for employment directly to the main construction contractor companies. However, if appropriate, branded advertisements to publicise vacancies may be created for publication in the local media. Local radio advertising may also be used. Vacancies will also be advertised via a ‘Jobs’ page on the plant’s dedicated website and on the corporate websites of E.ON Energy from Waste and DS Smith via links to the plant website.

E.ON Energy from Waste and DS Smith will also work with a number of public facing agencies with whom they already have strong working relationships to ensure that the profiles of any vacancies arising are raised across the local area.

- Job Centre Plus (JCP) – JCP is currently the largest advertising ‘job board’ in the country reaching both those employed as well as those unemployed. In the event of vacancies becoming available, we will work with JCP’s Labour Market Recruitment Advisors (LMRA’s)~ to identify what is required. The mechanism for this is as follows: Each job in the external employment market has a code assigned to it, once JCP fully understands what is required it will check through every code and advise the **local** individuals already on their books that jobs

matching their skills are available. If local individuals with the necessary skills are not identified, the search can be extended across a wider area.

- *Where 2 Work/Action 4 Employment/Reemploy* – these are agency offshoots of the JCP and also offer a 'job board' service that can be tailored to the local area. Each partner provides a defined specialist service to a specific sector of the job seeker market (long term unemployed/registered disability). We have strong relationships and a history of partnering each of these agencies.

By working with JCP agency offshoots such as those outlined above we will stand a greater chance of reaching the full community in the Kemsley/Sittingbourne area and ensuring that we do not unintentionally discriminate against any minority or excluded group. In advance of launching any recruitment campaign we would obtain data providing a breakdown of the local community in order to better understand how we can 'mirror and match' their needs.

## B) Operation of the plant

As stated above, branded advertisements to publicise vacancies may be created for publication in the local media. Local radio advertising may also be used. Vacancies will also be advertised via a 'jobs' page on the plant's dedicated website and on the corporate websites of E.ON from Waste and DS Smith via links to the plant website. We will also continue to work with the public facing agencies mentioned above.

There will be a requirement to recruit and train apprentices before the plant becomes operational. E.ON energy from Waste and DS Smith will link into their existing apprentice training schemes to ensure that young people from the local area are provided with opportunities to work and train at the plant. The criteria for potential apprentices would include the following:

- Applicants would be required to live within a safe, commutable distance from the plant
- Applicants would primarily be drawn from recent school / college leavers.

## **Future Employment**

We anticipate that once the plant is operational it will provide ongoing employment and contracting opportunities, bringing significant economic benefit to the local area. The natural turnover of both employees and contractors will mean the plant will have recruitment needs in the future. We would expect these opportunities to be advertised through the local media, via the website and by continuing to work with local recruitment bodies.