

HS2

Equality, Diversity & Inclusions and Skills, Employment and Education

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Meet the Contractor – EWC and MWCC

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“Equality, diversity and inclusion **is critical to our success.**

“We need to **attract new people** to the industry to ensure we have access to the **widest possible talent pool**, and to do that we need to draw those **skills from all parts of society.**

“It is important that **HS2** as a company **represents the many and varied communities** that it will impact.”

Mark Thurston, HS2 Ltd CEO



Our goals and measures of success

Be an exemplar of EDI practice

Most diverse workforce and leadership

- Change the infrastructure industry

Improve participation by under-represented groups

Build an accessible and inclusive railway

Deliver significant improvements compared to other rail services

Change lives within disadvantaged communities

Business, education, training and employment opportunities



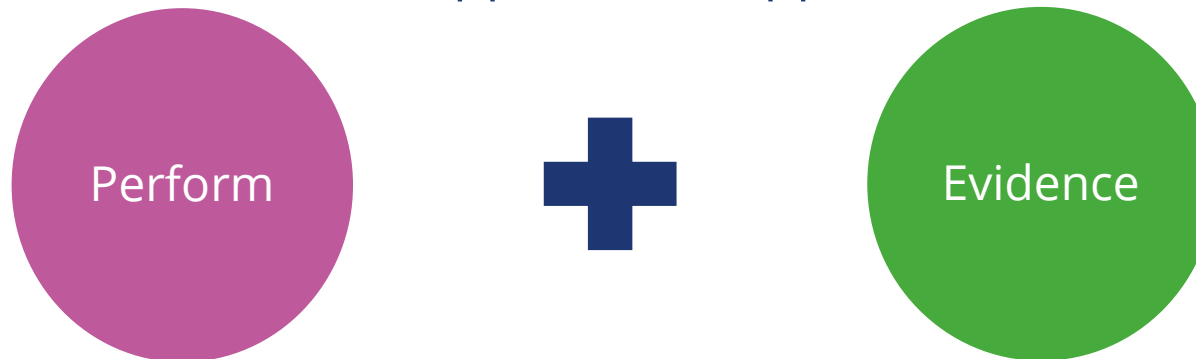
Developing EDI
practices to
improve
contracts
opportunities



What we expect of our supply chain



We will support our suppliers to:



Crowders video

ROOTS ALONG THE ROUTE:

Impact of HS2 Inclusive Procurement approach on SME's

https://www.youtube.com/results?search_query=HS2+EDI



Improving your chances of winning HS2 contract:

- Collect & report on diversity data
- Challenge your Tier 1 with innovative approach to EDI
- Show practical commitment and outcomes on EDI
- Establish EDI as continuous improvement, not a tick box



Equality Monitoring video

Get On Board:

What, why equality monitoring is important

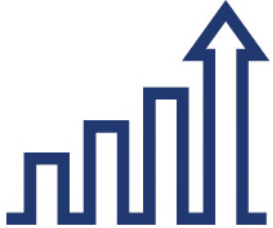
<https://www.youtube.com/watch?v=l2Mr5gJ6b3I>



Skills, Employment & Education



HS2 Strategic goals



Catalyst for growth

Be a catalyst for sustained and balanced economic growth across the UK.



Capacity & connectivity

Add capacity and connectivity as part of a 21st century integrated transport system.



Value for money

Deliver value to the UK taxpayer and passenger.



Customer experience

Set new standards in customer experience.



Skills & employment

Create opportunities for skills and employment.



Health, safety & security standards

Set new standards in health, safety and security in the construction and operation of the railway.



Sustainable & a good neighbour

Create an environmentally sustainable solution and be a good neighbour to local communities.



Skills, Employment and Education (SEE)

To create sustainable job opportunities for young people, local people and those from diverse groups

To foster and develop talent to create an engaged and highly-skilled workforce for the delivery of HS2

To be an exemplar of equality, diversity and inclusion practice

The importance of SEE and EDI

Demonstration of how you would deliver SEE outcomes supports your bid

Builds the capacity of the supply chain to demonstrate good SEE and EDI performance

SEE forecasting and EDI are tools to identify and mitigate potential risks/ impact

SEE and EDI are a solution to infrastructure sector talent and skills gap

SEE and EDI attract new people from diverse groups into the industry

Strategic objectives on SEE and wider public interest in jobs and skills creation

**What is needed to
demonstrate practical SEE
outcomes?**



SEE output areas

Apprenticeships



Worklessness



Education and careers support



SEE Output Examples

Appenticeships

- Apprentice starts
- Existing apprentices

Worklessness

- Workless job starts
- Workless graduate starts

Educational and career support

- Support for NCHSR
- Professional status
- Schools engagement
- Placement positions



Training a new generation

The National College
for High Speed Rail
will attract new
talent and train the
existing workforce
with over 1,000
graduates a year.



Birmingham Campus



Doncaster Campus

Improve your chances of winning contracts

1

Be open to change

2

Be willing to ask for support

3

Develop an understanding of SEE & EDI

4

Be open to recruiting in a different way



SEE and EDI are a 'golden thread'

Integrated into workforce requirements

- Tier 1 suppliers will provide clear guidance for the supply chain's SEE and EDI requirements including the support that will be available to aide compliance and successful delivery.
- Tender documentation will ask Tier 2 & 3 bidders to demonstrate a clear and firm commitment to SEE and EDI including monitoring and verification data, and how they will obtain the full cooperation of subcontractors and suppliers.



Questions?

