

## Eiffage Kier SEE Stage One Delivery Plan

Volume of SEE outputs required		
General SEE requirements	Stage One requirement	Stage Two requirement
	Deliver one SEE output for every £3million of contract value  50% of SEE outputs are in the priority areas	At all times throughout the works, 4% of the workforce employed in the delivery of the works are to be apprentices.  Plus Deliver one SEE output for every £3 million of the contract value.  50% of SEE outputs are in the priority areas

Output type	Priority area	Definition	SEE value (both stages)	Notes
<b>Apprenticeships</b>				
Apprentice start	Y	A new employee of the Contractor, a Subcontractor, or the Contractor's supply chain, either recruited to the workforce for the delivery of the works; or  An existing staff member who is enrolled onto an approved apprenticeship standard in order to upskill the workforce after the starting date	One SEE output	No less than 75% of apprentices must be Apprentice starts.
Existing apprentice		An individual employed before the starting date as an apprentice by the Contractor, a Subcontractor or the Contractor's supply chain who is already employed on an apprenticeship prior to the starting date	One SEE output	No more than 25% of apprentices are existing apprentices.
<b>Worklessness</b>				
Workless job start (26 weeks sustained)	Y	A new job start, sustained for at least 26 weeks, where the candidate was previously workless prior to being employed for a period of at least 26 weeks before being eligible to be claimed as an output.	One SEE output	
Workless graduate job start		A graduate job start where the candidate was previously workless	One SEE output	
<b>Educational/career support</b>				
Support for the National College for High Speed Rail	Y	Activities undertaken to support the development and operation of the National College for High Speed Rail.	20 days = one SEE output	
Placement position	Y	A position intended to enable an individual to learn, develop or enhance their knowledge and skills in an industry or job role by providing a short work experience placement	20 days = one SEE output	
Professional status attainment		Number of individuals supported to attain professional registration and status at no cost to the individual. This includes registration at Technician, Incorporated and Chartered levels	five individuals = one SEE output	
School Engagement		Education activities that support schools and school students, by raising awareness of the educational and employment opportunities in the industry and complement the Employer's Education Programme	20 days = one SEE output	