

Dundee Central Waterfront Community Benefits Agreements End Use



Introduction

The vision for the Waterfront is “To transform the City of Dundee into a world leading waterfront destination for visitors and businesses through the enhancement of its physical, economic and cultural assets.”

Dundee City Council is committed to ensuring that maximum economic and social benefit is secured for all of its citizens during this transformation process. This means requiring developers on Dundee Waterfront Projects to have a strong commitment to ensuring that the development has real and lasting impacts for the economy and people of Dundee.

To achieve this Dundee City Council has developed a Community Benefits Approach intended to maximise opportunities at both the Construction and End User Phases of Developments.

To this end it shall be made a requirement of each end user Lease or Sale Agreement that the end users in each developer’s development makes a commitment to, where practical, support the Community Benefit Requirements as articulated in this “Community Benefit Agreements for End User” document. Each developer shall be required to enter into a binding obligation to impose, monitor, and if necessary enforce these end user Community Benefit Requirements, as a condition of purchasing or leasing Dundee Central Waterfront Development sites from Dundee City Council.



Community Benefits in End User Agreements

It is a requirement of this agreement that each end user makes a commitment in their lease, contract of sale or other binding contract with the developer, to employ local people, where possible, in their Dundee Central Waterfront operation and to agree to adopt Dundee City Councils Employability Partnership Discover Opportunities as their recruitment partner of choice.

Specifically, each developer shall ensure that each end user is contractually required to:

- Engage with Discover Opportunities, Dundee's Employability Partnership, as early as possible to identify employment requirements and recruitment criteria;
- Work in partnership with Discover Opportunities or nominated employability partner to agree a Community Benefits plan for each development outlining recruitment requirements and approach
- Work with Discover Opportunities and Employability Partners to establish and where appropriate to develop bespoke and general pre-employment training programmes geared at preparing local people for employment;
- Guarantee, as much as practicable, a minimum number of jobs for local people and/or guaranteed interviews for local people who have undertaken appropriate pre-employment training.
- Engage with Discover Opportunities post recruitment to provide feedback and details of future recruitment needs.
- Support local activities to promote your development to potential job seekers and participate in publicity campaigns as appropriate.



The Council will support these initiatives by providing coordination and monitoring support as well as sign posting to a range of support organisations which can provide access to relevant recruitment support, training and funding. Specifically Discover Opportunities, the employability partnership commit to:

- Establish and manage employability partners to co-ordinate and deliver support and services. This will include, but is not limited to Job Centre Plus, Skills Development Scotland, Dundee City Council, Discover Opportunities and Opportunities for All provision.
- Co-ordinate recruitment campaigns to each employers' requirements and timescales
- Provide a vacancy management service.
- Where required, work with employers to develop pre-recruitment training programmes that meet employer needs. This will include provision of sectorial training academies such as a Hospitality Academy and customer service programmes including WorldHost.
- Provide aftercare to successful candidates and the employer to ensure maximum retention and sustainability of employment.

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