

# Meet the people behind the schemes

## Tête à Tête with Paul Cluskey

We are standing outside Bankside Mix on a brisk winter morning, clutching cups of coffee for warmth. Paul Cluskey, Project Manager for Transforming Tate Modern, is showing me the site that will be London's brand new home for modern art.



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Paul has worked with the Mace Group for five years, and came to the Tate project after working on schemes such as the Lloyd's Register of Shipping development. He has worked in construction for over 20 years, having started with a concrete gang at the age of 17.

So how did he get where he is today?

"When I started on site, there was no such thing as a Workplace Co-ordinator. You heard about the next job through your family, friends and colleagues, and there was no formal training or routes for progression. It's very different now – companies want to support their workers as they move through their careers.

"I was desperate to start working and left school at 16, but I soon found myself wanting to work in site management rather than the concrete gang – to contribute to the whole project rather than just one part. I started by running small sections of the development and by the age of 27 was managing a project of my own. Since then I have managed schemes worth in excess of £350m, but without doubt this is the most prestigious so far.

"At the peak of Transforming Tate Modern we will have upwards of 350 people working for 90 companies. The satisfaction you get when you deliver a project like this safely and on time is tremendous, but one of the greatest things about this particular project is knowing that it is more than a building – it will form part of the

community, and they will get pleasure from it for years to come."

So what advice does Paul give to local residents looking to access opportunities in the construction sector?

"Get advice from those in the know. Like NEO Bankside and the Shard of Glass, this year we will have a Workplace Co-ordinator (WPC) based on site. The WPC can provide free training and support to Southwark residents, and help identify what career will be right for you.

"Mace and its trade contractors will work with the WPC to make sure you're supported during those crucial first few months – you can earn your CSCS card, for example. What you really need is enthusiasm and a willingness to work and learn. There are no glass ceilings in this job – just look at my career. Who knows where you might end up!"

More information on the Workplace Co-ordinator initiative is available online: [www.southwark.gov.uk](http://www.southwark.gov.uk) E-mail: [building.london@southwark.gov.uk](mailto:building.london@southwark.gov.uk); tel. 020 7525 3355



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Coming up in the next issues of dbrief Quarterly

# dbrief Quarterly

Keeping you informed of developments on Bankside and London Bridge

Get your copy of **dbrief Monthly** by email. Go to [www.betterbankside.co.uk/development](http://www.betterbankside.co.uk/development)

Welcome to **dbrief Quarterly** issue 3

In the next five years Bankside and London Bridge will be transformed. More than 15 development schemes representing £4 billion of investment will generate 4,500 construction jobs and 15,000 permanent jobs.

The headline figures are impressive, but what do these developments mean for you? **dbrief Quarterly** is a collaboration by these groundbreaking schemes, working together with Southwark Council and Business Improvement Districts Better Bankside and Team London Bridge, to bring you the stories behind those headlines.

**In this issue** we continue to look at how these exciting schemes are transforming Bankside and London Bridge. This time we focus on how the developments can benefit local people through opportunities for jobs, and the acquisition of transferable skills for the future.

To help local people find out what jobs might become available, a Jobs Fair was organised by Southwark Council and the Building London Creating Futures programme in December on the Rockingham Estate in Elephant and Castle.

As well as the employment agency Southwark Works, major employers working in the area came along, including Balfour Beatty, Carillion, Mace, Network Rail and Skanska. The response from people looking for work was tremendous and the good news is that local people are already starting work on Bankside and London Bridge developments.

The articles in this issue of dbrief Quarterly will give you some idea of the range of opportunities that will become available with Network Rail, NEO Bankside and Tate Modern, and information

about what to do next if you want to take up any of these new opportunities.

Meanwhile, in our Meet the People interview we find out how Paul Cluskey, Construction Manager for Mace on Transforming Tate Modern, got to where he is today – and how other people might be able to follow in his footsteps.

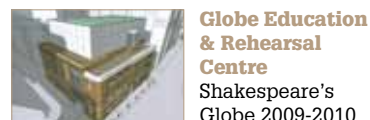
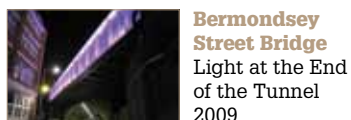
**Front cover image:** Craig Stone, winner of our photo competition

**Map** what's where and who's doing it

Map information provided by Southwark Council



- Developments
- ① Thames Water mains replacement
- ② Holland Street one-way system
- ③ Sumner Street redesign
- ④ Great Guildford Street redesign
- ⑤ Red Cross Way redesign
- ⑥ Southwark Bridge refurbishment
- ⑦ New Thames tunnel
- ⑧ Tower Bridge refurbishment
- A Better Bankside boundary
- B Team London Bridge boundary





**Bankside Mix**  
Land Securities  
2009



**Borough Market**  
Thameslink  
Programme  
2009-2012



**London Bridge Place**  
Sellar  
Property Group  
2009-2013



**Tate Modern extension**  
Transforming  
Tate Modern  
2009-2012

## Network Rail apprenticeship scheme rolls into Rockingham

Network Rail's national award winning apprenticeship scheme rolled into the Rockingham Estate last month, as part of Southwark Council's Jobs Fair.

Young people in the Bankside area had the chance to meet a team of Network Rail apprentices, grab some background materials and learn more about the exciting range of rewarding apprenticeships the company offers. These include track, signal, E&P (overhead lines), telecoms, signal design, property works and mechanical locking.



Photo © Dan Taylor



In 2010 Network Rail is looking to recruit up to 240 new apprentices over 17 years of age. Apprentices at Network Rail get the very best on the job training possible. Their first year is spent at HMS Sultan in

Gosport, the largest specialist engineering training centre in Europe, with the following two years usually based at a depot close to their home.

Matthew Lutz, Network Rail resourcing manager, comments: "It was great to bring our apprenticeship scheme down to Southwark and the Rockingham Estate. On the day itself we were really pleased by the number of local residents that came along and by the interest and enthusiasm that they and the community showed.

"Since then we have already had a number of apprenticeship enquiries from the area and are now looking forward to receiving these applications."

To apply for an apprenticeship with Network Rail, please visit [www.networkrail.co.uk/apprenticeships](http://www.networkrail.co.uk/apprenticeships). Apprenticeships can only be applied for online.

## NEO Bankside brings new opportunities to Bankside

As the first concrete frames emerge from the ground, the growth of the ground-breaking residential scheme NEO Bankside, a joint venture development between Native Land and Grosvenor, is also bringing new job opportunities for local workers.

Although still in its early days, over the life of the development the target is for at least 35 jobs to be made available for people from Southwark, an agreement which Southwark Council made with the developers when planning permission was granted. The main contractors for NEO Bankside, Carillion, are responsible for coordinating those jobs, which are identified by each subcontractor as they are appointed to work on the scheme.

Jobs will include carpentry, bricklaying and dry-lining apprentices, labourers, plumbers, electricians and kitchen installers.

Gary Stent, Carillion's Construction Manager at NEO Bankside, explains that

these are still the early trades and there will be more to come later: "One area where we will be looking to fill jobs is in logistics. This is one of the most under-recognised roles but it's crucial in making sure all trades can take place. For example they drive the hoists up and down the outside of the buildings to deliver materials and workers, and they are also responsible for the bits of clearing up that other subcontractors are not responsible for – what we call the 'fairy dust' that contractors leave behind."

As well as jobs for those already qualified in trades, NEO Bankside will also bring local people the opportunity to gain their CSCS card – the Construction

**"NEO Bankside will bring local people the opportunity to gain their CSCS card – the Construction Skills Certification Scheme – now essential for work on most construction sites."**

Skills Certification Scheme. This is now essential for work on most construction sites as proof of occupational competence, and having a CSCS card will help many more local people access jobs in future.

For more information about forthcoming construction opportunities at NEO Bankside, please contact the

Workplace Coordinator, Sam Dowdeswell on: [sam.j.dowdeswell@carillionplc.com](mailto:sam.j.dowdeswell@carillionplc.com)

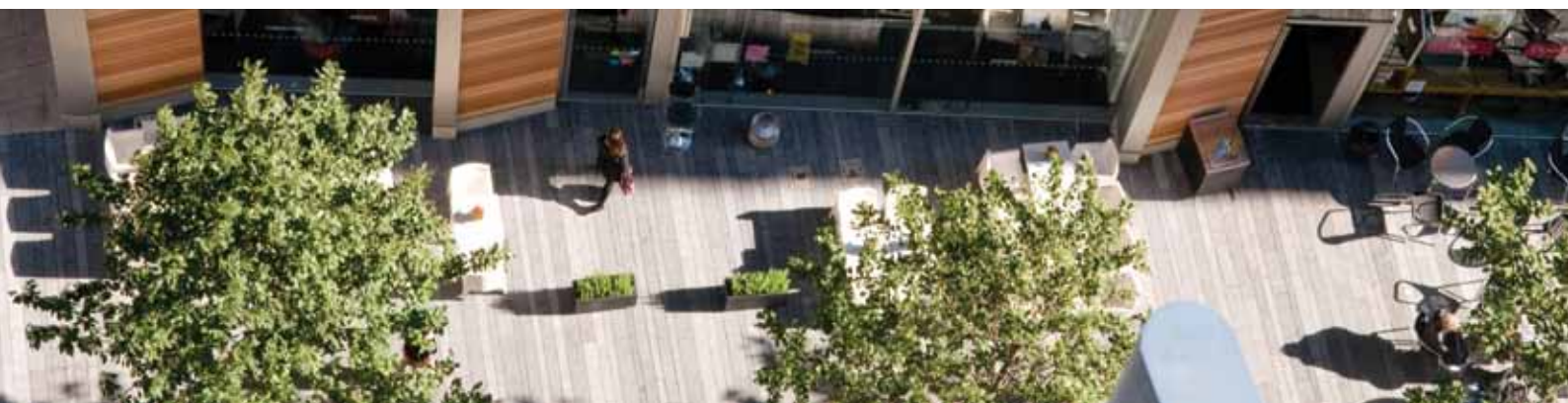
For more information about NEO Bankside, contact the sales team on 020 7998 1888.



© Dan Taylor

Alan Walker of Elephant and Castle found his job at Skanska through the Jobs Fair. Carillion have their first

Southwark apprentice starting work at NEO Bankside in January, an Elephant and Castle resident who will be working as a bricklayer.



# Creating new futures at Tate Modern

Tate has always been committed to helping to provide local employment opportunities, and sees the importance of making sure that people living in Southwark are able to work in a range of different roles in the gallery. Ensuring these employment opportunities continue is a high priority, particularly with the development of the gallery as part of Transforming Tate Modern.



Photo © Jenny Dunn

START is a project that helps unemployed people access 'customer facing' jobs in galleries, museums, theatres and visitor attractions. Tate has been working in partnership with START for the last 10 years to ensure that local people have the best possible chance of accessing work in the gallery and over 30% of the Gallery Assistants recruited for the opening of Tate Modern in 2000 came through the project. Since then Tate has employed almost 100 START trainees in the roles of Gallery or Retail Assistant and will be looking to START to recruit staff in 2012 for their new building.

In June 2008, START ran two pre-employment training courses for local residents who were interested in becoming Gallery Assistants at Tate Modern. Of the 14 positions on offer, eight were offered to people who had

attended the pre-employment training course. Eighteen months later all of the trainees are still working at Tate and of the eight, four have been offered secondment opportunities and one has been promoted.

Tate Modern will also be working with the Transforming Tate Modern construction manager, Mace, to create a sustainable workforce and to provide local communities with employment and transferable skills.

Through their programme 'Mace Sustain' they work with employment organisations such as Southwark Works and Work

**"Tate Modern will be working with the Transforming Tate Modern construction manager, Mace, to create a sustainable workforce and to provide local communities with employment and transferable skills."**

community groups. They also attended the recent local jobs fair at the Rockingham Estate in Elephant and Castle to talk about the employment opportunities available.

If you are currently unemployed, live in Southwark, have great customer care skills and some experience of working with the general public, START would love to hear from you. Please call a Workplace Coordinator on 020 7928 8583 or 020 7928 9106. If you are interested in finding out more about the opportunities Mace can offer as part of Transforming Tate Modern contact Gez Carr on 07776 152 804 or [gez.carr@macesustain.com](mailto:gez.carr@macesustain.com)

Photo: view from the south © Hayes Davidson and Herzog & de Meuron



Directions, as well as a range of community organisations. They aim to be exemplary in achieving community involvement, local labour training and development excellence.

As with the START project, a Workplace Coordinator will sit with the construction team on site to provide a focal point for community engagement and local employment. Through their long partnership with Southwark Council and the Building London Creating Futures programme, Mace Sustain has focused on providing pre-employment support and training, job search sessions, literacy and numeracy and ESOL (English for speakers of other languages) to many individuals and

## Photo competition winner

Thank you to everyone who entered our photo competition, inspired by local resident Edith Richter who we met in Issue 2. Edith has an eagle-eye view of developments on Bankside from her Falcon Point home and appropriately our winning photo – featured on this issue's front cover – is another bird's eye view. It was taken by Craig Stone from the top of one of the tower cranes at NEO Bankside, 18 storeys above the ground. It saves us having to make the trip ourselves... thank you Craig!



## Coming up...

In future issues of dbrief Quarterly we will continue to look at the stories behind the headlines in Bankside and London Bridge, as more schemes start to emerge from the ground.

Having looked at the future of the area we will explore the area's rich history, now being further revealed by the archaeological excavations that are part of each development.

We will also look at new spaces, streets and squares – the 'public realm' – that will grow between the buildings. 'Bankside Urban Forest' is a strategy to coordinate these individual projects with an overall vision, encouraging investment and imaginative, high-quality improvements.

If you have any topics you would like us to explore in future issues of dbrief Quarterly, please contact us at:

[dbrief@betterbankside.co.uk](mailto:dbrief@betterbankside.co.uk)

## Working Together



Bankside projects worked together to ensure that any disruption from essential work over the festive period was kept to a minimum. Most projects closed, but on Christmas Day, Boxing Day and Sunday, 27 December Alan Cooke from Network Rail, and Bill Legassick and Dipesh Patel from Southwark Council worked from a temporary office in Falcon Point to keep local residents informed about important work taking place on the Blackfriars station redevelopment. Network Rail also got into the festive spirit and provided Falcon Point Piazza with a Christmas tree.