



This is
BASE

STRATEGIC REVIEW
ISSUE 02 - FEBRUARY 2018


BASE

BATTERSEA ACADEMY FOR SKILLS & EMPLOYMENT

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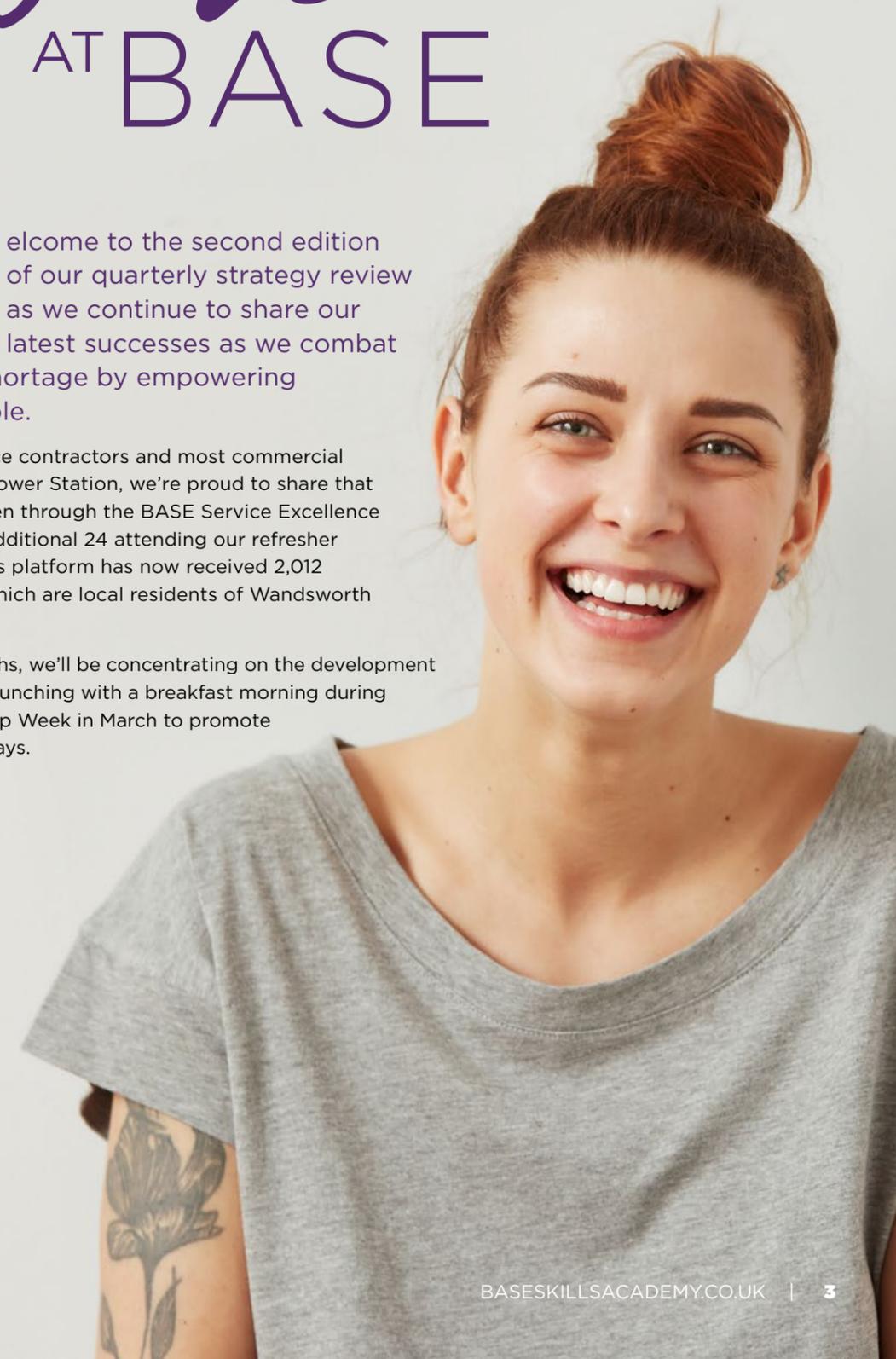
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sharing SUCCESS AT BASE

Welcome to the second edition of our quarterly strategy review as we continue to share our latest successes as we combat London's skills shortage by empowering exceptional people.

Working with all service contractors and most commercial tenants at Battersea Power Station, we're proud to share that over 147 staff have been through the BASE Service Excellence programme, with an additional 24 attending our refresher programme. BASE jobs platform has now received 2,012 applications, 449 of which are local residents of Wandsworth or Lambeth.

Over the coming months, we'll be concentrating on the development of careers pathways, launching with a breakfast morning during National Apprenticeship Week in March to promote apprenticeship routeways.



ARE YOU *ready* FOR THE *changing workplace?*

According to a study authored by the Institute for the Future (ITF), 50% of the occupations that exist today won't exist 10 years from now. The good news is that 85% of jobs that will exist in 2030 haven't even been invented yet. But what does this mean for employees and employers?

SKILLS SHORTAGES

This rapid pace of change will mean that staff will continue training throughout their career. According to the World Economic Forum, businesses will experience a shortfall of 1.5M graduates in 2020 who possess the skills required for a "Knowledge Economy". This will impact all employers as new technology is integrated into every aspect of the workplace.

Companies will need to focus on up-skilling and retraining employees as learning expectations and credentials will move away from traditional structures of education while new technology and on-the-job learning will come to the forefront.

GLOBALISATION

Staff at all levels will need to become proficient in new technology as it integrates into every aspect of the workplace. Global talent pools and virtual teams will become a common way to fill skills gaps. Organisations

that are equipped to provide an environment to engage and train a multicultural workforce will rise to the top.

THE RISE OF SOCIAL RESPONSIBILITY

As the world becomes smaller, corporate social responsibility will be more visible and more important than ever before. An organisation's carbon footprint and sustainability will be scrutinised, as will employee rights and how employers interact and engage with local communities.

NEW WAYS OF MAKING CONTACT & COMMUNICATING

Technology is changing the way we communicate. Jobseekers increasingly use social media to find jobs while smart employers can gain an edge in the competition for tech-savvy employees by using a variety of platforms to reach out to and engage with jobseekers.

Moving forward

IN YOUR CAREER

We've been creating a library of articles to help jobseekers find the perfect role and progress in their careers.

“Locate your niche - and get closer to it”

READ OUR ARTICLE

'How to make your career work for you' offering advice to help candidates prepare for the future with goal setting, finding a niche and developing a specialty.'

HOW TO MAKE YOUR CAREER WORK FOR YOU

Even if you're working in a dream job, you can feel stuck if you aren't constantly developing. But while it may appear the best option is to look for other employment - there's often things you can do to get your current job moving in the right direction again.

Read this article and more at baseskillsacademy.co.uk/this-is-base



PARTNERSHIPS for success

We have formed a number of exciting new local partnerships this quarter, including High Trees Community Development Trust, a recent recipient of a BPS Foundation grant.

High Trees work with local people and external partners to build the capacity of individuals and smaller voluntary community organisations. Through the projects and services they deliver, and partnerships they enter into, High Trees seek to regenerate the communities socially and economically.

Funded by the BPS Foundation, High Trees were able to launch a new initiative, Power 50, to help people over 50, who are unemployed into employment or employed and looking for a career change living in Lambeth and Wandsworth. This new support scheme is available entirely free to any Lambeth or Wandsworth resident who is over 50 and currently unemployed.

High Trees also run a series of accredited and non-accredited functional skills courses. To protect local employment and encourage career development, we worked with High Trees to provide employer engagement on site and support one of our service contractors with English as a Second Language (ESOL) staff training.

BRINGING OUT THE BEST IN OUR NEIGHBOURHOODS

Battersea Power Station Foundation is an independent charity supporting organisations working to make a real difference to local people living in Lambeth and Wandsworth. The foundation funds projects that bring out the best in our neighbourhoods and give everyone the chance to share in the many benefits they have to offer.

DID YOU KNOW?

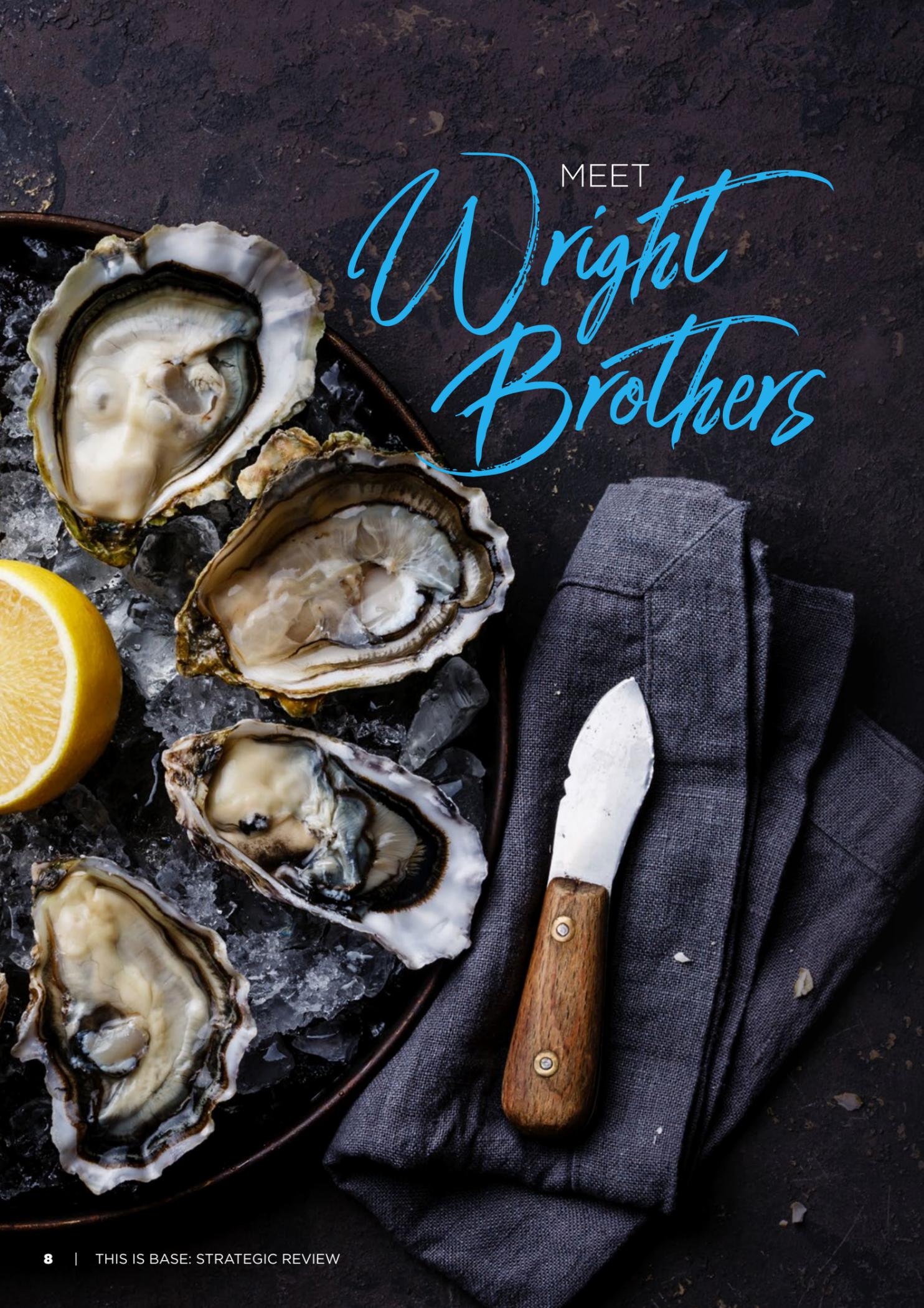
2,800+

over 50s are unemployed in Lambeth and Wandsworth*

50%

of those have been out of work longer than 12 months*

*Information correct at time of publication. Source: Love Lambeth



MEET
Wright Brothers

Seafood and oyster specialist Wright Brothers is one of the latest additions to Battersea Power Station and the growing scene of great food, with a soft launch of their fifth restaurant at the start of December last year.

Launched by brothers-in-law Ben and Robin, Wright Brothers was started with the intention to change the perception of oysters, shellfish and seafood in the UK. They have had an exciting journey to date, developing restaurants and a wholesale business while also running an oyster farm in Cornwall and a pub on the way. They now wholesale 5 to 6 tonnes of oyster a week to 300 of the finest restaurants in the capital.

We spoke with co-founder Robin to get a better insight into Wright Brothers' ethos and values and also reflect on the last two months in Battersea.

WHAT GENERAL ETHOS AND VALUES INFLUENCE THE WAY YOU RUN YOUR RESTAURANTS?

"We supply our restaurants with the finest seafood available from our wholesale business based in Billingsgate Market. We select the finest people to join the "brotherhood" which creates the culture of seafood experts with an abundance of passion and knowledge. Our goal is to spread the word about our passion for seafood and give our guests and customers a Wright Brothers experience they won't forget and will want to repeat. We are passionate about oysters, everything from our oceans and most importantly people. We now have a big Wright Brothers family of around 250 and lots of happy guests."

"This is a very exciting food scene we are proud to be a part of"

WHAT DREW YOU TO BATTERSEA AS A LOCATION FOR YOUR 5TH RESTAURANT?

"The opportunity to open a stunning riverside restaurant within the most iconic development in London since Canary Wharf. We love it and never get bored of gazing up at those chimneys."

WHAT DO YOU THINK ABOUT THE EMERGING FOOD SCENE IN BATTERSEA?

"This is a very exciting food scene we are proud to be a part of. The Battersea team have done a brilliant job in curating the make-up of the estate with independent and exciting operators."

"Our restaurant is performing beyond our expectations"

WHAT'S YOUR TEAM LIKE?

"We have a great team with some old hands but also with new members who joined us when we opened in Battersea. There is a buzz about the team and they are building into an enthusiastic group who want to give our guests a great time. It doesn't happen overnight."

ARE YOU ADDING ANYTHING SPECIAL TO THE MENU IN BATTERSEA THAT WILL BE DIFFERENT FROM YOUR OTHER LOCATIONS?

We have put a Jospier oven and grill in the kitchen at Battersea - a charcoal solid fuel bit of kit that cooks at a really high temperature sealing the flavour of the food, meaning we are able to offer fantastic meat options as well as the freshest fish and shellfish that we have available at our other sites."

WHAT'S YOUR MOST POPULAR DISH ON THE MENU? "

"Pound a pop oysters. We have an oyster happy hour daily between 3 to 6pm which has proved a real successul."

WHAT ARE YOUR HOPES FOR THE FUTURE AT BATTERSEA?

"Our restaurant is performing beyond our expectations and we hope Battersea footfall and popularity will continue to grow and grow. It feels like there is an inevitability to the success of Battersea as one of the most exciting destinations in London."

EVERY QUARTER, WE'LL BE SHOWCASING THE PERSON WHO MOST EPITOMISES OUR MISSION: **THE #FACEOFBASE**

Meet

DARIA HASS

Daria has a strong sense of connection to Battersea Power Station: "It's been such a big part of my life," she says. "I'm Battersea born and bred so I've seen those chimneys since I was a child attending St Mary's school, right next door."

When she noticed that the first wave of businesses at the power station were hiring she applied for a role through BASE partner, Wandsworth Work Match and was put forward for a job. It didn't feel like the right role for her so BASE asked her if she would be interested in a position with the CoffeeWorks Project, an independent, family-run specialty coffee house that was opening a site at Battersea Power Station.

"I love working in this iconic location. It's an amazing opportunity."

We sat down with Daria to find out more about her experience:

HOW DID BASE SUPPORT YOU IN YOUR APPLICATION?

"BASE sent me the job description and said: 'it's not exactly what you applied for but it seems similar. Would you be interested?' Working in a coffee shop is something I've always wanted to try so I said yes. BASE facilitated, set up the interview with the recruiter at the CoffeeWorks Project and suggested a couple of things that helped me prepare for the interview and get hired."

WHAT DOES YOUR ROLE AT THE COFFEEWORKS PROJECT INVOLVE?

"The CoffeeWorks Project roasts and brews its own brand coffee, served along with food

that matches the coffee and a variety of teas. I work front of house, dipping into multiple roles and will also train as a barista.

The transferable skills BASE recognised have been helpful in my new position. The ability to work well as a team and present a customer focussed experience were skills honed in previous jobs. I focus on making sure that the customer has the best experience possible, to showcase what we do at the coffee shop. It takes time to create a really good cup of coffee and depends on the skill of the barista so the preparation takes a little bit longer than usual. I talk to the customer about that and share some anecdotes so they understand what an artisan cup of coffee is."

HOW DO YOU LIKE WORKING AT SUCH AN ICONIC LOCATION?

"I spend a lot of time talking about the design of the coffee shop and how it works with the power station. For example, the front of the bar is the old parquet floor of the control room. People are interested in what's going on so my prior knowledge and interest of the local history is coming to play a lot in my role."

Often, people who used to work at Battersea Power Station come to see what it looks like now. They visit the coffee shop and they recognise the parquet floor. It's great when people who have had a history with the site come into the shop and share their stories."

DO YOU SEE A FUTURE IN HOSPITALITY?

"Definitely. I feel that my current position with the CoffeeWorks Project provides opportunity to grow. I am looking forward to progressing to barista, expanding my knowledge of food hygiene from an operations point of view and learning about the management side, ultimately seeing how far I can move within the project."

AND IN BATTERSEA?

"It's a very exciting time to be working here - very different and new. I love working in this iconic location. It's an amazing opportunity. I'm looking at reducing my carbon footprint so having this on my doorstep is really important. I also love being a part of the community this way, bridging the old with the new and bringing in a little bit of history. It's really great to be part of the excitement of the new American Embassy opening and all the things that are happening in Battersea."

#faceof BASE



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