

Social Value Framework; Guidance Document



Foreword



On behalf of the Midlands Highways Alliance Plus, we are delighted to introduce our Social Value Policy, which represents a cornerstone of our commitment to delivering more than just construction projects. As a local authority-led framework, we understand that every investment in infrastructure is an opportunity to create lasting benefits for the communities we serve, delivering benefits that go beyond bricks and

mortar to improve lives, strengthen local economies, and protect our environment.

Social value is not an optional extra; it is a fundamental principle embedded in national legislation and public sector procurement. Since the introduction of the Public Services (Social Value) Act 2012 and reinforced by the Procurement Act 2023 and the National Procurement Policy Statement, public bodies have a duty to consider how their spending can deliver wider social, economic, and environmental outcomes. This framework embraces that responsibility wholeheartedly.

Our approach is performance-driven and evidence-based. We aim to ensure that every project delivered through the framework contributes to measurable improvements in areas such as:

- Local employment and skills development, creating pathways for apprenticeships, traineeships, and lifelong learning.
- Inclusive growth, supporting SMEs, VCSEs, and diverse suppliers to thrive within our supply chains.
- Environmental sustainability, reducing carbon emissions, enhancing biodiversity, and leaving a positive legacy for future generations.
- Community wellbeing, fostering stronger, healthier, and more resilient communities through engagement and collaboration.

This document sets out clear objectives, practical tools, and reporting mechanisms to embed social value throughout the procurement and delivery lifecycle. It provides guidance for contractors, clients, and stakeholders on how to align project outcomes with local priorities, ensuring that social value is relevant, proportionate, and impactful.

We recognise that social value is not static, it evolves with the needs of society and the expectations of our communities. That is why this policy promotes continuous improvement, shared learning, and innovation. By working together, we can transform infrastructure delivery into a catalyst for positive change, ensuring that public investment achieves the greatest possible benefit for people, places, and the planet.

Thank you for joining us on this journey. Together, we can build not only roads, bridges, and public spaces, but stronger, fairer, and greener communities for generations to come.

Karen Notman, Midlands Highways Alliance Plus Manager

Leicestershire County Council

This document contains:

- Context & Social Value Landscape
- How to use this document
- Definition and Legislative Context
- Social Value Framework
- Social Value Approach
- Metrics & Reporting
- Benchmarking
- Metric definition & Evidence Requirements



Introduction

MHA+ Social Value Working Group are pleased to launch the Social Value Guidance document. This guide is intended to support the MHA+ community to understand and embed the MHA+ new Social Value Framework throughout highways services work, generated through procurement, commissioning, service improvement groups and the delivery of contracting and consulting services frameworks. Users of this guide may include, but is not limited to:

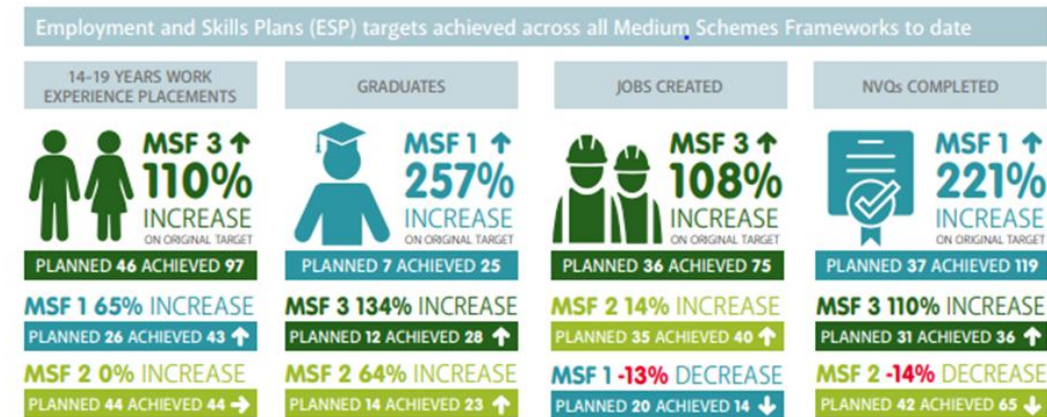
- 36 Member Local Authorities
- Medium Schemes Framework 4 (MSF4) suppliers and supply chain partners
- Professional Services Partnership 4 (PSP4) suppliers and supply chain partners
- MHA+ staff
- Thematic and Service Improvement Groups

MHA+ has successfully embedded employment and skills-based outcomes since the start of the Medium Schemes Framework1 (MSF1), which is now on its fourth iteration with MSF4. Planning, delivering and recording positive employment and skills impacts have until now been through the Employment and Skills Plans (ESP) in MSF.

ESP's provide target benchmarks against fourteen employment and skills areas. These were ratified by the National Construction Skills Academy Group and were developed and approved by the construction industry. Employment and skills planning has assisted the MHA+ in its commitment to consider social value as set out in The Public Services (Social Value) Act 2012.

Monitoring ESP performance is an integral part of MSF4 performance management; with bi-monthly reporting to the Framework Community Board. A total of 817 ESP benchmarks were achieved – double the amount planned – across 23 MSF3 schemes. The below graphic provides an overview of ESP achievements to date across all 3 previous MSF frameworks.

Figure 1 1 Employment and Skills Plans targets achieved across all Medium Schemes Frameworks (image to the right)



The Social Value landscape for MHA+ members

The social value landscape has rapidly evolved and changed, with increased legislation, metrics and measures, accountable personnel and contracts inclusive of its requirements.

One thing is clear; social value matters to everyone. Whilst the bespoke requirements across local authorities may not be the same, the priority areas are often alike.

We all focus around:

- Economic growth
- Local skills and employment
- Health and wellbeing
- Decarbonisation and environmental

With the recent addition of the procurement act 2023, we must now have clarity on what we target, what drives the best outcomes for our communities and how we maximise the realisation of those benefits through our contracts.

Social value and focusing on real community impact is the right thing to do. As a framework community, we will strive to create a platform where best practice is shared, data is captured and a picture of where communities need us most is available to tap into for all future contracts to incorporate.

How to make best use of this document

For Local Authorities, Contractors and Consultants

Local Authorities

This document serves as a guideline to provide consistency across all public service contracts within the MHA+. The steps detailed and the metrics provided will help you establish a baseline of what is important for you and the communities you serve.

Whilst you are not restricted to this document, this should clarify the definition of social value and how to engage with consultants and contractors to identify, plan and deliver meaningful social value for your local authority.

The metrics will then be used to determine which measures will support the focus areas for projects delivered across your local authority.

Contractors

This document will support your understanding of how important social value is for this framework and provides a basic structure for engagement at project level.

The local authority is committed to working with the outcomes and approach listed within this document.

As a contractor, you will adopt the principles within document, determine on a scheme-by-scheme basis which metrics reflect the needs of the community you impact and provide consistent data in line with the measures proposed.

The benchmarks have been provided as a way to determine what outcomes to target based on your project value.

Each scheme will trigger an SV plan and last the duration of the scheme.

Consultants

This document will support how you feed into the reporting and data capture of the outcomes delivered across contracts.

The MHA+ understands that the size and scale of contracts varies for consultants. This guide should provide confidence that the capture of social value in your contracts are required and needed, with the flexibility to determine which measures best reflect the outcomes you have agreed to work towards.

Under the metrics section of this document, you will find the core measures relevant for consultants to deliver against.

A SV plan is triggered when you hit a certain threshold you have 12 months to complete this plan, if another threshold triggers within this time for the same authority you would add to the original plan and have 12 months from that date.

Definition and Legislative Context

Social Value Definition

Social value, in simplistic terms, refers to the positive impact that is had on people, places and communities. The term itself implies adding greater social investment which creates a ripple of positive outcomes.

Within the construction industry, social value specifically supports the requirements on all public procurement contracts to demonstrate local value for the benefit of local people. The core areas this typically covers are:

- Employment & Skills; The creation of opportunities for local people to benefit from employment or employability support, encompassing all age groups and demographics.
- Local Economic Growth; Working with local businesses ranging from micro, small to voluntary sectors organisations, ensuring financial investment with local businesses.
- Health & Wellbeing; Creating healthier and safe spaces, which encourage active lifestyles and drive behavior changes for better health and wellbeing.
- Environment & Decarbonisation; Actively working to reduce our carbon impact whilst protecting and enhancing the environment.



Legislation

Over the past 15 years, various amounts of legislation and policy notes have been issued to further strengthen the commitment and approach of delivering meaningful social value across the UK. Here are the core changes that have driven the evolution of social value:

Social Value Act 2012

The public Services (Social Value) Act requires public authorities in England and Wales to consider the environmental, social and economic wellbeing of the local area when procuring services. The aim is to ensure that public spending generates additional community benefits.

Procurement Act 2023

The Procurement Act 2023, which came into force February 2025, requires the following with regards to social value (albeit without an explicit mention of 'social value' in the wording):

- Maximum value for money; ensuring each pound of public money is invested wisely and efficiently
- Public Benefit; driving better outcomes for people, environment and growth through better innovation and technology
- Transparency; accurate data with public visibility

Equality Act 2010

The Equality Act legally protects people with protected characteristics (age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex and sexual orientation).

Section 149 of the Act sets out the Public Sector Equality Duty (PSED) which public bodies (or bodies carrying out public functions) are subject to. In exercising their functions, due regard must be paid to eliminating discrimination, advancing equality of opportunity between persons with protected characteristics and those who do not share that protected characteristics.

PPN 06/21 NPPS 05/21

The PPN0620 states that a 10% weighting of social value is to be applied to all public procurement contracts over the value of £10m or more, social value must be over and above contract scope and that social value must be one of the differentiating factors when appointing suppliers.

The NPPS 05/21 has defined three national priority social value outcomes, that all contracting authorities must consider when assessing the 'value' suppliers are bringing to the contract.

Social Value Framework

What is the Social Value Framework?

The social value working group has explored the needs of the MHA+ community through several MHA+ stakeholder engagement events. The main wants/needs we identified are summarized below:

Member authorities wanted a 'pick and mix' style tool to help social value planning and delivery for a wide range of different schemes and contracts spanning large and diverse geographical areas.

Suppliers: Social value delivery for clients is often siloed and disconnected from MHA+. Moreover, suppliers have struggled to incorporate competing priorities and needs into their social value plans from local and regional needs to ESP and Considerate Constructor Scheme targets. These competing social value drivers creates a difficult and complex landscape for suppliers to create effective and responsive social value plans. Our suppliers are looking for a clear direction from MHA+ so social value planning can be a much more consistent and unified process.

MHA+ required a common set of metrics to be able to report social impact in a consistent and comparative way. The use of numerous social value recording tools has made reporting on social value activities outside of Employment and Skills Plans difficult and complex.

An MHA+ specific Social Value Framework was suggested as the best solution to help bring about the following:

1. A framework that is best suited to reflect and bring together a wide range of local, regional, national and organizational priority outcomes and measures.
2. Social value actions and activities that can be united under a common set of metrics.
3. A framework can bring suppliers and clients under a single social value approach with MHA+ taking the lead. This will reduce disjointed approaches, siloed delivery and increase collaboration between MHA+, clients and suppliers.

Social Value Approach

How to plan for social value and set projects up for success

Overview

Effective social value planning takes time and expertise. MHA+ contractors are particularly effective at planning, delivery and reporting of social value. The social value group asked contractors to summarise their top tips for effective social value planning, and delivery for construction projects.

We have summarized them within the below 5 stages to highlight how suppliers and MHA+ will use their social value data to inform future decisions and create a continuous improvement cycle.



Stage 1: Initial Engagement

Early engagement to understand local needs and priorities, is advisable and a first great step in developing your social value plan. An analysis of local needs should be completed along with identifying project stakeholders through consultation listening events. The Social Value Framework should be reviewed with the client and local delivery partners to explore and discuss priority measures for the project or plan. Research should be conducted in the local area to identify potential delivery partners and community initiatives linked to the priority measures identified.





Stage 2: Pre-start planning:

Once your initial stakeholder engagement and research is complete, you are ready to start developing your social value plan. A social value plan should include:

1. Stakeholder Mapping
2. Supplier resources to support delivery, including available staff time, equipment and materials
3. Outcomes, and goals,
4. Target commitments and metrics.
5. A timed delivery plan.
6. Definition of local.
7. Recording and monitoring process, including verification level and regularity of reporting.

The MHA+ recognises two different types of social value plans:

1. Project Specific Plan – All planned activities and initiatives are linked to a specific project or task order. Proportionality and benchmarking will be based on project value for the supplier producing the plan.
2. Client Specific Plan – All planned activities and initiatives linked to multiple small projects or task orders released by the same client. Proportionality and benchmarking will be based on value thresholds as started within section 5 of this document entitled Benchmarking.

Stage 3: Project delivery

At the start of the project delivery phase, roles and responsibilities should be assigned to team members and the social value plan should be registered with MHA+ Team, Tina Langton (Tina.Langton@leics.gov.uk).

Engagement should take place with local communities, staff and delivery partners to carry out the delivery of the social value plan and work should commence with suppliers and the client to identify joint delivery initiatives. Throughout this phase, communication with stakeholders should be maintained and the local community should be provided with regular project/plan updates.

Your delivery plan will ideally contain milestones for delivery, allowing a performance review against targets set.





Stage 4: Performance and monitoring

To monitor performance through the delivery of the social value plan, data and evidence should be collected and verified. MHA+ have identified 3 levels of performance management.

The 3 steps of verification:

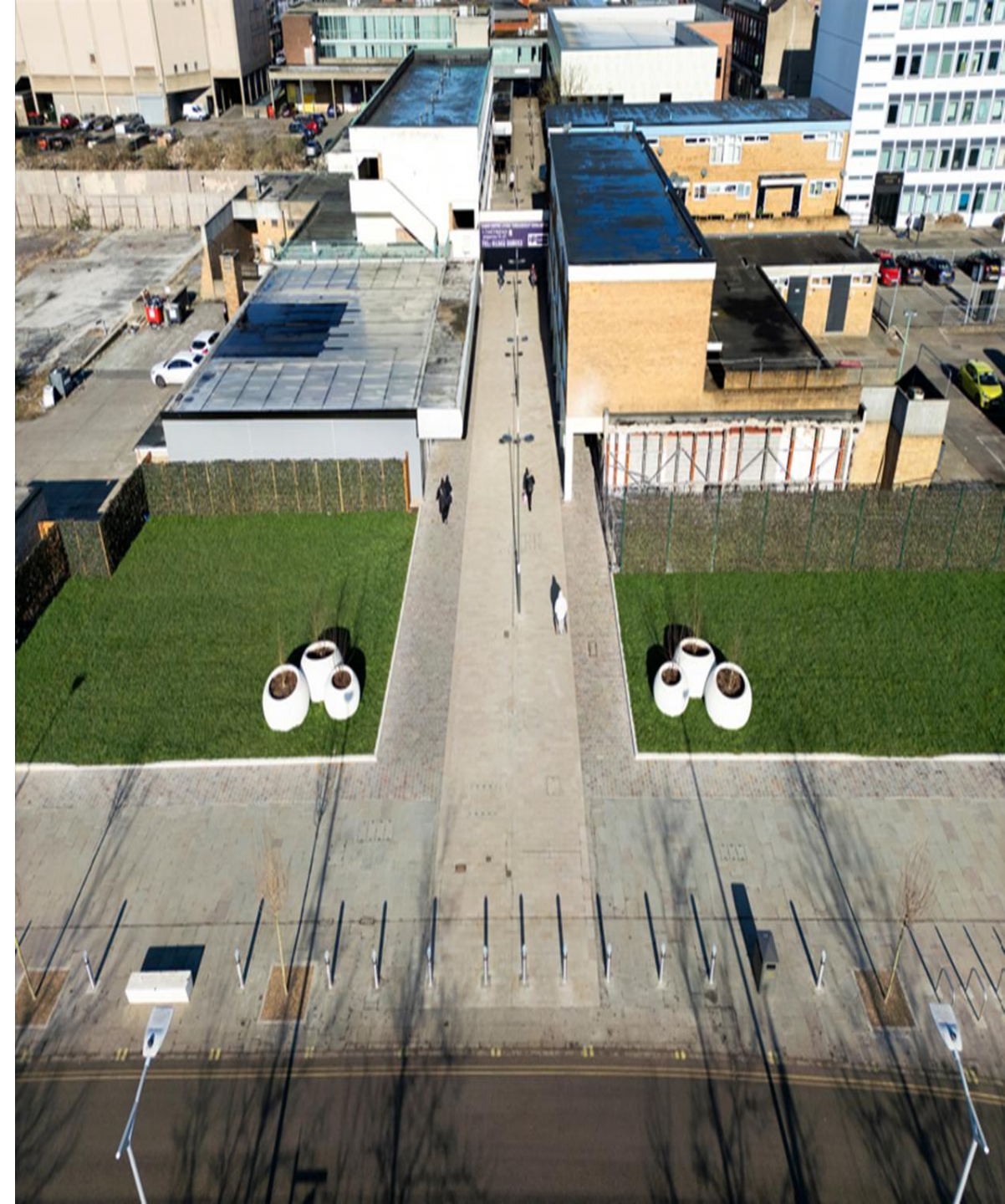
- Step 1: Supplier captures social value data and evidence monthly
- Step 2: Quarterly reports submitted to MHA+ for Tina Langton
- Step 3: Data reviewed by panel for verification annually

Data should be captured monthly, and on a quarterly basis should be submitted to the MHA+. The data should be reviewed, and the project performance analysed to ensure the key target measures are being met to fulfil the intended outcomes.

Proposed deviations from the plan should be identified and discussed and agreed with the client and MHA+ representative Tina Langton. Regular social value status meetings should be held with the progress reported to all key stakeholders.

Stage 5: Project closure

Social value performance should be included in project reviews, or an evaluation should be conducted to highlight compliance and lessons learned. Best practice case studies should be added to the MHA+ ISP area and shared within SVWG meetings. Upon completion, the contributions of the team should be celebrated and recognized. Finally, the results should be verified and shared with key stakeholders as required.



Metrics & Reporting

Measures, definitions and evidence

Flexibility, Expectations and Approach

Across the MHA+ frameworks, our Social Value approach is built on a balance of **consistency where it matters and flexibility where it enables better outcomes**. The Social Value activity definitions used within our frameworks remain consistent and aligned to the MHA+ measure set (MHA01–MHA33), ensuring clarity, reliable reporting, and common evidence expectations across all suppliers and authorities. These definitions provide the structure that allows us to monitor delivery confidently and fairly.

While these activity definitions are fixed, the way we shape an individual Social Value Plan is intentionally more adaptable. The benchmark and target levels set out in the MHA+ materials are designed as guidance rather than rigid requirements. They help inform what “good” looks like for different contract sizes and frameworks, but they are not intended to restrict the development of a plan if an authority and supplier feel that an alternative approach will generate stronger or more relevant value for the local area.

This means that Social Value Plans do not have to follow benchmark levels precisely, nor do they have to include every activity associated with a particular band. If a supplier and authority wish to take a different approach—perhaps focusing on a smaller number of impactful initiatives or designing a plan around activities that play to supplier strengths—this is absolutely acceptable. What matters is that the plan uses valid MHA+ measures, contains clear and auditable commitments, and is deliverable within the contract. MHA+ will always consider any plan that is meaningful, proportionate and beneficial, even if it looks different from a benchmark-driven model.

MHA+ therefore encourages authorities and suppliers to use the benchmarks as a **starting point**, not a constraint, and to design Social Value Plans that genuinely add value to communities, align with regional goals, and reflect the reality of individual contract circumstances.

Definitions

Local

Depending on the project, local may be defined as:

Local authority area (e.g., Wolverhampton, Solihull)

Combined authority or regional footprint

Postcodes within a set radius of the project

Contracting authorities can specify their definition in the tender or social value framework so suppliers know exactly what counts as “local”, if not we would define local as within 30 miles of the place of work.

Hybrid working does not change the ‘local’ status as local is defined for where they work not where they live.

For example,

A contract has a mixture of part-time and full-time employees working on the contract. The total hours spent working on the contract for the year, totals 8 full-time employees and 4 part-time employees, which totals 19,240 hours. 19240 divided by 1,924 equals 10 FTEs for the year.

This Measure relates to existing local staff working on the contract who have worked for the company for more than 12 months. Do not double count with MHA02.

FTE

Most UK employees define full-time as 37.5 to 40 hours per week.

This comes from the standard UK FTE guidance:

UK Full-time hours are “typically 35-40 hours per week”

Many employers specifically use 37.5 hours per week as the standard full-time week

We ask you to use your organisations standard full-time hours when converting part time roles into FTE, this becomes your baseline for social value reporting. Converting to FTEs allows the flexibility for a contract to calculate accurately both part-time and full-time employees. Typically, 1 FTE equals a full-time employee working 37 hours and a 0.5 FTE is a part-time employee working 18.5 hours.

To find the FTE for the year, divide total amount of hours worked by staff on the contract by 1,924, which assumes a 37-hour workweek. To find the FTE per month. Divide total hours worked for the month with 160.3, (1,924 divided by 12).

For example,

A contract has a mixture of part-time and full-time employees working on the contract. The total hours spent working on the contract for the year, totals 8 full-time employees and 4 part-time employees, which totals 19,240 hours. 19240 divided by 1,924 equals 10 FTEs for the year.

This Measure relates to existing local staff working on the contract who have worked for the company for more than 12 months. Do not double count with MHA02.

Core Measures; Contractors

MHA Ref.	Measure	Evidence Requirements	Guidance
MHA01 No. People (FTE)	No. of FTE local employees retained working for the contract (direct/supply chain)	A clear definition of ‘local’ should be included in the social value plan, this could include the home offices of staff, or the first 3 digits of a person’s postcode. Staff time spent on the contract needs to be converted to full time equivalent.	Suppliers should only include actual staff time for existing workforce, billed to the contract and who are living locally. This Measure relates to existing local staff working on the contract who have worked for the company for more than 12 months. Do not double count with MHA02.
MHA02 No. People (FTE)	No. of FTE local new hires working as part of the contract (direct/supply chain)	New start contracts, List of local employees, with the first 3 digits of their postcode and job roles within the contract. Timesheet, site sign in sheets or entry logs.	Newly employed staff, hired in the last 12 months. Local job opportunities as a result of the contract demonstrates a contribution to local job creation and economic development. This measure refers to newly employed staff, hired for less than 12 months. Recently qualified trainees can be counted as new hires after 12 weeks, (as long as there is no double counting with MHA06). Staff hours billed to the contract by staff living within locality converted to full-time equivalents. Please see MHA01 for a detailed explanation of how to calculate FTEs. This measure relates to newly employed staff and should not be double counted with MHA01. After 12 months of employment record under MHA01
MHA03 No. People (FTE)	No. of FTE local new hires working as part of the contract. (direct/supply chain) must belong to MHA priority Group (Disability, Neurodiverse, Care Leavers, Young Offenders, ex-forces and NEETS)	New start contracts, List of local employees, with the first 3 digits of their postcode and job roles within the contract. Timesheet, site sign in sheets or entry logs.	Local job opportunities for people who belong to one of the priority groups, that has been employed as a result of a specific and deliberate employment initiative. Instead of holding sensitive data, verification can be done by: • Jobcentre plus • Local authority employment teams • Supported employment providers • Probation or DWP partners • Youth / NEET services • Disability support organisations This measure refers to newly employed staff, hired within the last 12 months. Recently qualified trainees can be counted as new hires after 12 weeks, (as long as there is no double counting with MHA06). Staff hours billed to the contract by staff living within locality converted to full-time equivalents. Please see MHA01 for a detailed explanation of how to calculate FTEs. This measure relates to newly employed staff and should not be double counted with MHA01 or MHA02.

MHA Ref.	Measure	Requirements	Guidance
MHA04 No. Weeks	No. of weeks of training opportunities specifically delivered on the contract (training must be linked to vocational qualifications example: BTEC, NVQ, City and Guilds	Provide details of the qualification including the level, accredited training provider and the role of the beneficiary within the contract. Employee testimonials can also be submitted.	Training opportunities must be linked to a formal accreditation qualification for this measure to count. For example, NVQs, BTEC, and City and Guilds. This measure is to count the time spent by the contract workforce working towards formal qualifications that is not defined as an apprenticeship. investment in employee development, enhancing their skills, knowledge and overall productivity, encouraging a continuous improvement culture within the contract and beyond.
MHA05 No. Training Hours	No. of staff training hours delivered as part of the contract (internal and external training not linked to vocational qualifications)	Provide: • Topic / Title of training • Date • List of individual participants taking part linked to the contract, • Duration in hours • employee feedback, training materials used, copies of any certificates awarded.	Our industry is evolving rapidly with new technologies and methods. Continuous training helps keep our workforce up to date with these changes, ensuring that they have the necessary skills to meet modern construction demands. Investing in workforce development also reduces workforce inequalities and promotes social mobility by widening access to higher paid and sustainable career pathways. This measure refers to the number of training hours for the contract workforce that contribute towards industry or contract skills gaps such as knowledge share and technical expertise. Training cannot be part of any formal qualifications. Training must be less than 2 days in total. Total hours = attendees x hours
MHA06 No. Weeks	No. of existing apprentice and starts as part of the contract	Records of the number of apprentices employment at the start of contract and the accredited training provider. Information provided should be compliant with GDPR.	This measure counts the number of weeks invested by the contact to support apprentice(s). The apprentice(s) can be new or existing. Only the weeks spent working on the contract can be counted. Can be double counted with MHA05 and MHA07 as long as the start and/or completions are within 3 months prior to contract start and/or 3 months of contract finish. Cannot be double counted with MHA02 or MHA03. Apprenticeship levels from 2 to 6 (Foundation) can be counted. Any training weeks that contribute to a formal qualification outside of these level parameters can be counted as part of MHA04.
MHA08 No. Weeks	No. Graduates working on the contract	Records of graduates who have worked on the project and support programs along with graduation dates and employment status updates.	Supporting graduates bridges the gap between education and employment and demonstrates a commitment to equipping graduates with real-world skills. By investing in the future of graduates, this contributes to wider goals of economic growth and social stability as well as supporting graduates with their personal career development. This metric calculates the number of graduates who have worked directly on the contract.

MHA Ref.	Measure	Requirements	Guidance
MHA09 No. Persons / Weeks	No. of weeks spent on work placements as part of the contract 14-24 y.o Example: School, College, T-Levels and University placements	Records of employment or workbook, including the number of weeks of work placement. The records should include the industry in which the experience was gained, and whether the work was paid or unpaid, including the pay type (minimum wage, national living wage, higher wage).	This measure demonstrates a contract commitment to fostering early careers development, supporting youth employment and bridging the gap between education and the world of work. Work placements can be short i.e. 1 working week or can be an extended work placement of up to 24 working weeks to via supported internship and T-Level students. Can be paid or unpaid, with this information recorded. The work placement must be linked directly to the contract/SV plan, and be supported by contract workforce, however, placements can be based either on site or at a local/regional office as long as support from the contract can be clearly evidenced.
MHA11 No. Hours	No. of hours dedicated to workforce employee mentoring (direct or supply chain) Example: One to one coaching/mentoring by line manager linking to career development and training planning	Records of the total number of mentoring hours provided to employees working directly on the contract. Additionally, survey or feedback forms could be used by both mentors and mentees to capture qualitative data and monitor the impact of the mentoring.	Workforce employee mentoring is an important component of fostering a supportive workplace culture where employees are able to develop their career and grow. Effective mentoring programs develop skills within the workforce but also build strong professional relationships which can improve collaboration within the contract and beyond. This measure records the total number of hours dedicated to mentoring for those working on the project. This includes one to one coaching/mentoring by the line manager. Mentoring must be above and beyond what the embedded staff member is contractually obligated to deliver as core LA operations. Mentoring is a deliberate, structured, developmental interventions that supports an individual's progression, learning or wellbeing.
MHA18 No. Sessions	No. of Mental Health and Wellbeing initiatives delivered to workforce and supply chain	The number of hours of mental health and wellbeing initiatives provided and the number of staff who have attended (e.g. a 1-hour workshop to 50 staff would be 50 hours). The number of employees working on the contract with access to professional mental health support (at least six sessions of therapy) following a workplace screening.	Good mental health and wellbeing are important for a happy and health population and workforce. By measuring initiatives delivered to those working on the contract directly and within the supply chain, this should have positive long-term impacts on their wellbeing. This measure counts the number of mental health and wellbeing initiatives delivered to the workforce over the life of the contract. For multi-year contracts, the programs developed for each year of the contract can be counted separately. Group initiatives can also be counted.
MHA20 No. Hours	No. of hours volunteering provided to support local community-led/charitable initiatives	Records of volunteer logs with the number of hours, including dates and times along with the initiatives supported and activities performed. Any resources or outputs created as part of the volunteering activity.	This measure contributes to social responsibility and local community-led initiatives that leaves a positive impact for the local community. This is captured by recording the number of hours spent volunteering by employees working on the contract and the hours spent coordinating the activity. This includes formal volunteer hours only, meaning they must take place during work hours, as overtime, or must be work that has been delivered as a direct result of the activity organised through the project. In order for contracts to count supply chain volunteering, the supplier must have supplied the supply chain organisation with paid working hours for the volunteering hours claimed. Hours counted as part of this measure should not be double-counted with MHA23.

MHA Ref.	Measure	Requirements	Guidance
MHA21 £ Equivalen t	Donations in Kind contributions made to local community-led/charitable organisations/initiatives	Record of the local charitable organisations/initiatives supported along with the total value contributed. Receipt of donations should be provided. This can also include a value of non-cash donations.	Donations to local organisations and initiatives demonstrates a commitment to investing in the local community and contributing to the socio-economic wellbeing of the local area. This measure calculates the amount of money contributed (or equivalent financial value if a non-cash donation is made). Donations in Kind can include but not limited to; equipment and materials donated. For example, donating a van for a specific community project. The value of the contribution would be calculated by the buying price, age, depreciation etc.
MHA23 No. People	Employability / STEM Activities to 14-24 y.o (CV Writing, Mock interviews, construction curriculum support) Example: Partnership working with regional career hubs, career education providers, school business engagement and world of work events must link to careers and improving employability skills	Record the names of the schools/colleges visited and a breakdown of the number of staff hours spent on each visit (including time spent preparing and then delivering the session). Describe the visits and the activities delivered and provide any supporting information, e.g. a confirmation from the school/college after the visit.	This measure demonstrates a contract commitment to supporting and enhancing young people's employability skills and career readiness. This measure records how many employability workshop sessions take place through the duration of the contract. This could for example include a CV writing session, mock interviews and construction curriculum support with local educational providers. Workshops must link to careers and improving employability skills and must directly link to the contract/SV Plan. For example, if 1 staff have spent 1 hour on a visit, and there was 30 young people attended then the total number reported for that visit should be 30.
MHA24 No. Hours	No. of Careers Fairs, school/college/university visits	Total staff hours spent on sessions, Records should be kept where the session took place.	Promoting education and career development can leave a long-lasting positive impact on future talent and innovation. This measure can include delivering curriculum related activities in schools, visiting university or colleges. For example, if 10 staff have spent 3 hours each on a visit, then the total number of hours reported for that visit should be 30.
MHA25 No. Hours	No. hours of 'support into work' assistance to 24 y.o+ provided to unemployed people through career mentoring, including mock interviews, CV advice and careers guidance	Record the names of the organisation visited and a breakdown of the number of staff hours spent on each visit (including time spent preparing and then delivering the session). Describe the visits and the activities delivered and provide any supporting information, e.g. a confirmation from the organisation after the visit.	This measure demonstrates a contract commitment to supporting and enhancing people's employability skills and career readiness. This measure records how many employability workshop sessions take place through the duration of the contract. This could for example include a CV writing session, mock interviews and construction curriculum support. Workshops must link to careers and improving employability skills and must directly link to the contract/SV Plan. For example, if 1 staff have spent 1 hour on a visit, and there was 10 people attended then the total number reported for that visit should be 10.
MHA28 No. £	Amount spent within local supply chain as part of the contract	Total spent within local supply chain (to be included within financial report). Invoices may be required. List of businesses, good purchased and the first 3 digits of the	This metric tracks the expenditure within the local supply chain throughout the duration of the contract or plan. This supports the growth and sustainability of local businesses, local jobs and strengthens ties with the community. Definition of local should be defined by either a project or client specific social value plan. This is often the authority boundary of the client.

Additional Measures;
Optional; Contractors

MHA Ref.	Measure	Requirements	Guidance
MHA07 No. People	No. of apprentice completions as part of the contract	Records of apprentice employment on contract and accredited training provider. The type and level of the apprenticeship should be recorded, and a copy of certificates should be provided dated during the contract duration or within 3 months of finish. Information provided should be compliant with GDPR.	This measure counts how many apprentice(s) complete their qualifications as part of the contract. The qualification must be completed within 3 months of the contract end. Can be double counted with MHA05 and MHA06 , as long as the start and/or completions are within 3 months prior to contract start and/or 3 months of contract finish. Apprenticeship levels from 2 to 6 (Foundation) and level 7 (Degree) can be counted. Any training weeks that contribute to a formal qualification outside of these level parameters can be counted as part of MHA05
MHA10 No. Persons / Weeks	No. of weeks spent on work placements as part of the contract 14-24 y.o must belong to MHA priority group Disability, Neurodiverse, Care Leavers, Young Offenders ex-forces and NEETS Example: Targeted placements working with SEND, Young offending and Looked after children teams based within local LAs	Records of employment or workbook, including the number of weeks of work placement. The records should include the industry in which the experience was gained, and whether the work was paid or unpaid, including the pay type (minimum wage, national living wage, higher wage).	This measure demonstrates a contract commitment to fostering early careers development, supporting priority group youth employment and bridging the gap between education and the world of work. Work placements can be short i.e. 1 working week or can be an extended work placement of up to 24 working weeks to via supported internship and T-Level students. Can be paid or unpaid, with this information recorded. The work placement must be linked directly to the contract/SV plan, and be supported by contract workforce, however, placements can be based either on site or at a local/regional office as long as support from the contract can be clearly evidenced.
MHA12 No. People	No. of people completing supervisor training. (direct/supply chain)	Logs of the total number of hours of training provided to each staff member along with the date of completion for those who achieve formal accreditation. Certificates of completion should also be kept, as necessary.	This measure encourages and tracks workforce operatives gaining access to supervisory training, leading to formal accreditation. The training provides operatives who are keen to improve their job grade and achieve higher salaries providing the necessary supervisory skills to do so. This provides a sustainable pathway for operatives to gain higher positions within the contract workforce and improved salaries, promoting workforce equity. This measure counts how many people undertake training which leads to formal accreditation, such as the Institute of Leadership and Management qualifications.
MHA13 No. People	No of people taking Leadership and Management Training (direct/supply chain)	Records of the number of hours of leadership and management training and the number of staff (either directly working on the project or through the supply chain) who have received the training. If applicable, certificates of completion should also be included.	Investing in leadership training is important to promote workforce equity. Leadership training pathways allows the contract workforce to gain the required skills to move into senior positions within the contract, promoting a more diverse and representative leadership team, contributing to the overall success and resilience of the contract and the supplier. This metric counts the number of people undertake generic courses, including those linked with the Institute of Leadership and Management, Chartered Management Institute or occupation-specific training. The courses must be at least half a day in duration to be captured as part of this metric.

MHA Ref.	Measure	Requirements	Guidance
MHA14 No. People	No of people taking Advanced Health and Safety Training example: SMSTS, SSSTS, NEBOSH, IOSH etc.	Records of the total number of hours spent taking advanced health and safety courses for individual staff members, including records of training certificates where applicable.	Investing in health and safety training not only protects the workforce but also supports a pro-active safety culture, where the workforce are more likely to follow safety protocols and encourage others to do the same. This measure records the number of people who take advanced health and safety training as a result of the contract. The training includes: SMSTS (5 day course and refresher), SSTS (2 day), NEBOSH (National Examination Board in Occupational Safety and health) or IOSH (Institute of Occupational Safety and Health) courses.
MHA15 No. People	No. of workforce employees working on the contract achieving a promotion or internal progression	Details of all promotions including employees previous and new position, dates of promotion and the criteria used for promotion. Training and development logs may be kept during the project along with performance reviews as an option.	Tracking the number of employees who are working on the contract who achieve higher graded positions is a measure of career progression. This demonstrates a commitment to nurturing talent and promotion from within which can lead to increased employee satisfaction and builds a culture of continuous improvement and excellence which can boost local skills and salaries. This measure counts the number of employees who achieved a higher graded position following work on the contract.
MHA16 No. People	No of people supported to Professional Qualifications such as chartership	The number of people supported to achieve professional qualifications whilst working on the contract. The type of qualification and date achieved should be recorded. Contracts can claim up to 6 months of contract end date as long as this is not double counted on an additional project.	Supporting individuals in obtaining professional qualifications, such as technician, incorporated and chartership, is crucial for personal and professional development. These qualifications not only validate expertise and competence within construction specific fields but also enhance career prospects and earning potential. By investing in professional development, organisations can ensure their workforce remains skilled, knowledgeable, and up to date with industry best practice standards.
MHA17 No. %	Percentage of workforce working on the contract with a flexible contract (direct/supply chain)	Total workforce numbers vs total number of staff with a flexible working contract. Example of a flexible working contract offered to the contract workforce.	Offering flexible working to the contract workforce encourages a more diverse workforce, helps the industry address the skills shortage, can contribute to narrowing gender pay gaps, and can support underrepresented groups and promote workforce wellbeing. Flexible contracts can help towards accommodating different needs and lifestyles, promote a wider talent pool of applicants, including those who might not be able to work traditional hours and reduce employee absenteeism as improved work/life balance is promoted within the contract. To count this measure please record the total number of workforce and the % of the total workforce that has a fully flexible contract. The flexible contract must have at least 2 days flexible working option as part of the contract. A flexible contract is any employment contract that provides workers with formal, contractual flexibility over their working hours, patterns or location – such as hybrid working, flexi time, compressed hours,

MHA Ref.	Measure	Requirements	Guidance
MHA19 No. Hours	No. of sessions encouraging Community co-design, co-creation or co-delivery of projects	A record of the number of co-design events held and a list of attendees. Meeting minutes including a list of impacts on design/implementation proposals as a result of the event should also be included.	Engaging with the local community ensures that projects are inclusive and reflect diverse local perspectives. By holding co-design events, this can foster collaboration and empower local people to contribute their ideas and feedback which can ultimately lead to more effective and socially accepted outcomes on the project. The objective of this metric is to measure number of co-design events to record community integration and collaboration. The event must lead to some impact to design/implementation proposals to be counted in this metric. Impact test Did the community input result in a decision, alteration or co-produced element of the project? Yes – count the session No – Do not count the session
MHA22 No. Hours	No. of volunteering hours dedicated to environment enhancement	Log of the hours spent by employees working on the contract spent volunteering on activities relating to ecology and biodiversity. The log should include details of the activities undertaken.	Dedicating time towards ecology and biodiversity enhancement can leave a positive impact on the local environment and promote sustainability and conservation. This measure highlights commitment to environmental stewardship. Efforts may include for example tree planting, habitat restoration, and wildlife monitoring. The measure records the number of hours used by employees working on the contract to volunteer their skills to positively impact the local environment. This should not be double-counted with other metrics recording volunteer hours. MHA21.
MHA26 No. Partnerships	No of Charitable partnerships must have delivered 3 or more engagement events	Details of the charitable partnership along with a log of engagement activities with dates and length of the engagements.	Building and maintaining partnerships with charities contributes to social responsibility efforts and can support welfare in the community. A partnership can include a variety of engagement activities: workshops, fundraising activities, collaborative projects and joint initiatives that address social issues. A minimum of 3 engagements should be delivered to be defined as a ‘partnership’ and be counted within this measure .
MHA27 No. Partnerships	No of school partnerships must have delivered at least 3 engagement events	Details of the school partnered with along with a log of engagement activities with dates and length of the engagements. Any resources created and testimonials from staff and students.	Partnering with local schools can positively contribute to education and community development. Ensuring at least 3 engagements are delivered ensures a longer-term more meaningful partnership which can support the development of educational and employment skills for local students. This can lead to improved educational outcomes and inspire future career opportunities. Partnership engagement could include but not limited to; STEM sessions, employability workshops, train the trainer activities and career curriculum advice with staff members.
MHA29 £	Amount spent within local supply chain as part of the contract (MSMEs and VCSEs)	Total spent on MSMEs and VCSEs included within financial report. Invoices may be required.	This measure tracks the total expenditure specifically spent with MSMEs and VCSEs throughout the duration of the project. This encourages growth for smaller local businesses, supports community organisations, and enterprises which often reinvest profits into the local community. Expenditure captured as part of this measure should not be double counted with MHA31. Potential MSMEs and VCSEs can be identified through engagement with local stakeholders or through the Social Enterprise UK tool which can be used to identify VCSEs in the local area. For example, a local supermarket which provides food for the local homeless population.

MHA Ref.	Measure	Requirements	Guidance
MHA31 No. Training Hours	No. of hours dedicated to providing business advice mentoring for local MSMEs or VCSEs	List of MSMEs or VCSEs who have been provided with business advise mentoring, number of hours spent through project duration.	This metric measures the number of activity hours (not reach hours) spent providing expert advise and mentoring (for example, legal advice, engineering advice, financial advice) to VCSEs or MSMEs. The number of activity hours counted must be provided during working hours on the contract or plan, through overtime, or delivered as a direct result of an activity organised by the supplier and agreed with employees on the contract. Hours included in MHA32 should not be double counted with MHA21 and MHA24 .
MHA32 No. Training Hours (Becomes monetized through proxy values)	Creating opportunities for entrepreneurship, helping new businesses to grow	Testimonials from beneficiaries, resources used and a breakdown of the investment made. Investment could be, but not limited to: Staff time, cost of materials/equipment, development of guidance documents.	Creating opportunities for entrepreneurship and supporting the growth of new businesses are vital for fostering economic development and innovation. Entrepreneurs bring fresh ideas, drive technological advancements, and create jobs, which are essential for a dynamic and resilient economy. Our MHA+ suppliers often provide investment, mentorship and provide routes to market for small entrepreneurial businesses. The inclusion of this measure it is hoped will encourage a culture of creativity and problem solving between our larger and small suppliers to help us, as a supplier community to remain adaptable and agile to market challenges.
MHA33 No. £ Equivalent	£s invested with the Introduction of new technologies, new ways of working to support supply chain and Members	New method or technology, how this has been shared within the MHA+ community and the breakdown of investment made by the supplier. Provide a breakdown of £ invested, materials, equipment and other resources	Sharing expertise and resources to develop and implement new technologies to help drive modernisation and increase productivity across the MHA+ community. This measure involves the investment made by a supplier to share and learn from new technologies for other suppliers within the MHA+ community for all to benefit from. Areas that could be included but not limited to: Enhancing operational efficiency, streamlining processes, and improvements to quality and safety. To count – Only new technologies that is shared among the MHA+ community can be counted. New technologies that does not involve sharing with MHA+ community cannot be counted. To record against this measure, please record the £s invested by the supplier to develop and share the new technologies.
MHA34 No. £ Equivalent	£s invested in new methods of working to drive modernisation and increase productivity within supply chain and Members	New method of working, how this has been shared within the MHA+ community and the breakdown of investment made by the supplier. Provide a breakdown of £ invested, materials, equipment and other resources	Sharing expertise and resources to develop and implement new methods of working to help drive modernisation and increase productivity across the MHA+ community. This measure involves the investment made to share and learn from new methods of working for other suppliers within the MHA+ community for all to benefit from. Areas that could be included but not limited to: Enhancing operational efficiency, streamlining processes, and improvements to quality and safety. To count – Only new methods of working that is shared among the MHA+ community can be counted. New methods of working that does not involve sharing with MHA+ community cannot be counted. To record against this measure, please record the £s invested by the supplier to develop and share the new methods of working.

Core Measures; Consultants

MHA Ref.	Measure	Requirements	Guidance
MHA05 No. Training Hours	No. of staff training hours delivered as part of the contract (internal and external training not linked to vocational qualifications)	Provide: • Topic / Title of training • Date • List of individual participants taking part linked to the contract, • Duration in hours • employee feedback, training materials used, copies of any certificates awarded.	Our industry is evolving rapidly with new technologies and methods. Continuous training helps keep our workforce up to date with these changes, ensuring that they have the necessary skills to meet modern construction demands. Investing in workforce development also reduces workforce inequalities and promotes social mobility by widening access to higher paid and sustainable career pathways. This measure refers to the number of training hours for the contract workforce that contribute towards industry or contract skills gaps such as knowledge share and technical expertise. Training cannot be part of any formal qualifications. Training must be less than 2 days in total. Total hours = attendees x hours
MHA09 No. Persons / Weeks	No. of weeks spent on work placements as part of the contract 14-24 y.o Example: School, College, T-Levels and University placements	Records of employment or workbook, including the number of weeks of work placement. The records should include the industry in which the experience was gained, and whether the work was paid or unpaid, including the pay type (minimum wage, national living wage, higher wage).	This measure demonstrates a contract commitment to fostering early careers development, supporting youth employment and bridging the gap between education and the world of work. Work placements can be short i.e. 1 working week or can be an extended work placement of up to 24 working weeks to via supported internship and T-Level students. Can be paid or unpaid, with this information recorded. The work placement must be linked directly to the contract/SV plan, and be supported by contract workforce, however, placements can be based either on site or at a local/regional office as long as support from the contract can be clearly evidenced.
MHA11 No. Hours	No. of hours dedicated to workforce employee mentoring (direct or supply chain) Example: One to one coaching/mentoring by line manager linking to career development and training planning	Records of the total number of mentoring hours provided to employees working directly on the contract. Additionally, survey or feedback forms could be used by both mentors and mentees to capture qualitative data and monitor the impact of the mentoring.	Workforce employee mentoring is an important component of fostering a supportive workplace culture where employees are able to develop their career and grow. Effective mentoring programs develop skills within the workforce but also build strong professional relationships which can improve collaboration within the contract and beyond. This measure records the total number of hours dedicated to monitoring for those working on the project. This includes one to one coaching/mentoring by the line manager. Mentoring must be above and beyond what the embedded staff member is contractually obligated to deliver as core LA operations. Mentoring is a deliberate, structured, developmental interventions that supports an individual's progression, learning or wellbeing.
MHA17 No. %	Percentage of workforce working on the contract with a flexible contract (direct/supply chain)	Total workforce numbers vs total number of staff with a flexible working contract. Example of a flexible working contract offered to the contract workforce.	Offering flexible working to the contract workforce encourages a more diverse workforce, helps the industry address the skills shortage, can contribute to narrowing gender pay gaps, and can support underrepresented groups and promote workforce wellbeing. Flexible contracts can help towards accommodating different needs and lifestyles, promote a wider talent pool of applicants, including those who might not be able to work traditional hours and reduce employee absenteeism as improved work/life balance is promoted within the contract. To count this measure please record the total number of workforce and the % of the total workforce that has a fully flexible contract. The flexible contract must have at least 2 days flexible working option

MHA Ref.	Measure	Requirements	Guidance
MHA18 No. Sessions	No. of Mental Health and Wellbeing initiatives delivered to workforce and supply chain	The number of hours of mental health and wellbeing initiatives provided and the number of staff who have attended (e.g. a 1-hour workshop to 50 staff would be 50 hours). The number of employees working on the contract with access to professional mental health support (at least six sessions of therapy) following a workplace screening.	Good mental health and wellbeing are important for a happy and health population and workforce. By measuring initiatives delivered to those working on the contract directly and within the supply chain, this should have positive long-term impacts on their wellbeing. This measure counts the number of mental health and wellbeing initiatives delivered to the workforce over the life of the contract. For multi-year contracts, the programs developed for each year of the contract can be counted separately. Group initiatives can also be counted.
MHA20 No. Hours	No. of hours volunteering provided to support local community-led/charitable initiatives	Records of volunteer logs with the number of hours, including dates and times along with the initiatives supported and activities performed. Any resources or outputs created as part of the volunteering activity.	This measure contributes to social responsibility and local community-led initiatives that leaves a positive impact for the local community. This is captured by recording the number of hours spent volunteering by employees working on the contract and the hours spent coordinating the activity. This includes formal volunteer hours only, meaning they must take place during work hours, as overtime, or must be work that has been delivered as a direct result of the activity organised through the project. In order for contracts to count supply chain volunteering, the supplier must have supplied the supply chain organisation with paid working hours for the volunteering hours claimed. Hours counted as part of this measure should not be double-counted with MHA23.
MHA21 £ Equivalent	Donations in Kind contributions made to local community-led/charitable organisations/initiatives	Record of the local charitable organisations/initiatives supported along with the total value contributed. Receipt of donations should be provided. This can also include a value of non-cash donations.	Donations to local organisations and initiatives demonstrates a commitment to investing in the local community and contributing to the socio-economic wellbeing of the local area. This measure calculates the amount of money contributed (or equivalent financial value if a non-cash donation is made). Donations in Kind can include but not limited to; equipment and materials donated. For example, donating a van for a specific community project. The value of the contribution would be calculated by the buying price, age, depreciation etc.
MHA22 No. Hours	No. of volunteering hours dedicated to environment enhancement	Log of the hours spent by employees working on the contract spent volunteering on activities relating to ecology and biodiversity. The log should include details of the activities undertaken.	Dedicating time towards ecology and biodiversity enhancement can leave a positive impact on the local environment and promote sustainability and conservation. This measure highlights commitment to environmental stewardship. Efforts may include for example tree planting, habitat restoration, and wildlife monitoring. The measure records the number of hours used by employees working on the contract to volunteer their skills to positively impact the local environment. This should not be double-counted with other metrics recording volunteer hours. MHA21.

MHA Ref.	Measure	Requirements	Guidance
MHA24 No. Hours	No. of Careers Fairs, school/college/university visits	Total staff hours spent on sessions, Records should be kept where the session took place.	Promoting education and career development can leave a long-lasting positive impact on future talent and innovation. This measure can include delivering curriculum related activities in schools, visiting university or colleges. For example, if 10 staff have spent 3 hours each on a visit, then the total number of hours reported for that visit should be 30.
MHA25 No. Hours	No. hours of 'support into work' assistance to 24 y.o+ provided to unemployed people through career mentoring, including mock interviews, CV advice and careers guidance	Record the names of the organisation visited and a breakdown of the number of staff hours spent on each visit (including time spent preparing and then delivering the session). Describe the visits and the activities delivered and provide any supporting information, e.g. a confirmation from the organisation after the visit.	This measure demonstrates a contract commitment to supporting and enhancing people’s employability skills and career readiness. This measure records how many employability workshop sessions take place through the duration of the contract. This could for example include a CV writing session, mock interviews and construction curriculum support. Workshops must link to careers and improving employability skills and must directly link to the contract/SV Plan. For example, if 1 staff have spent 1 hour on a visit, and there was 10 people attended then the total number reported for that visit should be 10.
MHA30 No. Training Hours	Modern slavery training	Training resources used and a breakdown of development and delivery hours. For training already in existence, please record delivery of training only. Hours by each participant of the training session can be counted (no of participants x duration of course). For example, 9 participants taking a 2 hour course with one instructor would be equivalent to 20 hours (10x2).	Construction projects often involve temporary and migrant workers who are at higher risk of exploitation. Training equips staff with the knowledge to protect these vulnerable groups and helps the contract to actively combat modern slavery, building trust with clients, stakeholders and the public. This measure records the staff hours invested in developing and delivering modern Day Slavery Training to contract workforce, clients and supply chain.
MHA31 No. Training Hours	No. of hours dedicated to providing business advice mentoring for local MSMEs or VCSEs	List of MSMEs or VCSEs who have been provided with business advise mentoring, number of hours spent through project duration.	This metric measures the number of activity hours (not reach hours) spent providing expert advise and mentoring (for example, legal advice, engineering advice, financial advice) to VCSEs or MSMEs. The number of activity hours counted must be provided during working hours on the contract or plan, through overtime, or delivered as a direct result of an activity organised by the supplier and agreed with employees on the contract. Hours included in MHA32 should not be double counted with MHA21 and MHA24.

Additional Measures;
Optional; Consultants

MHA Ref.	Measure	Evidence Requirements	Guidance
MHA01 No. People (FTE)	No. of FTE local employees retained working for the contract (direct/supply chain)	A clear definition of ‘local’ should be included in the social value plan, this could include the home offices of staff, or the first 3 digits of a person’s postcode. Staff time spent on the contract needs to be converted to full time equivalent.	Suppliers should only include actual staff time for existing workforce, billed to the contract and who are living locally. This Measure relates to existing local staff working on the contract who have worked for the company for more than 12 months. Do not double count with MHA02.
MHA02 No. People (FTE)	No. of FTE local new hires working as part of the contract (direct/supply chain)	New start contracts, List of local employees, with the first 3 digits of their postcode and job roles within the contract. Timesheet, site sign in sheets or entry logs.	Newly employed staff, hired in the last 12 months. Local job opportunities as a result of the contract demonstrates a contribution to local job creation and economic development. This measure refers to newly employed staff, hired for less than 12 months. Recently qualified trainees can be counted as new hires after 12 weeks, (as long as there is no double counting with MHA06). Staff hours billed to the contract by staff living within locality converted to full-time equivalents. Please see MHA01 for a detailed explanation of how to calculate FTEs. This measure relates to newly employed staff and should not be double counted with MHA01. After 12 months of employment record under MHA01
MHA03 No. People (FTE)	No. of FTE local new hires working as part of the contract. (direct/supply chain) must belong to MHA priority Group (Disability, Neurodiverse, Care Leavers, Young Offenders, ex-forces and NEETS)	New start contracts, List of local employees, with the first 3 digits of their postcode and job roles within the contract. Timesheet, site sign in sheets or entry logs.	Local job opportunities for people who belong to one of the priority groups, that has been employed as a result of a specific and deliberate employment initiative. Instead of holding sensitive data, verification can be done by: • Jobcentre plus • Local authority employment teams • Supported employment providers • Probation or DWP partners • Youth / NEET services • Disability support organisations This measure refers to newly employed staff, hired within the last 12 months. Recently qualified trainees can be counted as new hires after 12 weeks, (as long as there is no double counting with MHA06). Staff hours billed to the contract by staff living within locality converted to full-time equivalents. Please see MHA01 for a detailed explanation of how to calculate FTEs. This measure relates to newly employed staff and should not be double counted with MHA01 or MHA02.

MHA Ref.	Measure	Requirements	Guidance
MHA04 No. Weeks	No. of weeks of training opportunities specifically delivered on the contract (training must be linked to vocational qualifications example: BTEC, NVQ, City and Guilds investment in employee development, enhancing their skills, knowledge and overall productivity, encouraging a continuous improvement culture within the contract and beyond.	Provide details of the qualification including the level, accredited training provider and the role of the beneficiary within the contract. Employee testimonials can also be submitted.	Training opportunities must be linked to a formal accreditation qualification for this measure to count. For example, NVQs, BTEC, and City and Guilds. This measure is to count the time spent by the contract workforce working towards formal qualifications that is not defined as an apprenticeship.
MHA06 No. Weeks	No. of existing apprentice and starts as part of the contract	Records of the number of apprentices employment at the start of contract and the accredited training provider. Information provided should be compliant with GDPR.	This measure counts the number of weeks invested by the contact to support apprentice(s). The apprentice(s) can be new or existing. Only the weeks spent working on the contract can be counted. Can be double counted with MHA05 and MHA07 as long as the start and/or completions are within 3 months prior to contract start and/or 3 months of contract finish. Cannot be double counted with MHA02 or MHA03. Apprenticeship levels from 2 to 6 (Foundation) can be counted. Any training weeks that contribute to a formal qualification outside of these level parameters can be counted as part of MHA04.
MHA07 No. People	No. of apprentice completions as part of the contract	Records of apprentice employment on contract and accredited training provider. The type and level of the apprenticeship should be recorded, and a copy of certificates should be provided dated during the contract duration or within 3 months of finish. Information provided should be compliant with GDPR.	This measure counts how many apprentice(s) complete their qualifications as part of the contract. The qualification must be completed within 3 months of the contract end. Can be double counted with MHA06 and MHA07, as long as the start and/or completions are within 3 months prior to contract start and/or 3 months of contract finish. Apprenticeship levels from 2 to 6 (Foundation) and level 7 (Degree) can be counted. Any training weeks that contribute to a formal qualification outside of these level parameters can be counted as part of MHA05

MHA Ref.	Measure	Requirements	Guidance
MHA08 No. Weeks	No. Graduates working on the contract	Records of graduates who have worked on the project and support programs along with graduation dates and employment status updates.	Supporting graduates bridges the gap between education and employment and demonstrates a commitment to equipping graduates with real-world skills. By investing in the future of graduates, this contributes to wider goals of economic growth and social stability as well as supporting graduates with their personal career development. This metric calculates the number of graduates who have worked directly on the contract.
MHA10 No. Persons / Weeks	No. of weeks spent on work placements as part of the contract 14-24 y.o must belong to MHA priority group Disability, Neurodiverse, Care Leavers, Young Offenders ex-forces and NEETS Example: Targeted placements working with SEND, Young offending and Looked after children teams based within local LAs	Records of employment or workbook, including the number of weeks of work placement. The records should include the industry in which the experience was gained, and whether the work was paid or unpaid, including the pay type (minimum wage, national living wage, higher wage).	This measure demonstrates a contract commitment to fostering early careers development, supporting priority group youth employment and bridging the gap between education and the world of work. Work placements can be short i.e. 1 working week or can be an extended work placement of up to 24 working weeks to via supported internship and T-Level students. Can be paid or unpaid, with this information recorded. The work placement must be linked directly to the contract/SV plan, and be supported by contract workforce, however, placements can be based either on site or at a local/regional office as long as support from the contract can be clearly evidenced.
MHA12 No. People	No. of people completing supervisor training. (direct/supply chain)	Logs of the total number of hours of training provided to each staff member along with the date of completion for those who achieve formal accreditation. Certificates of completion should also be kept, as necessary.	This measure encourages and tracks workforce operatives gaining access to supervisory training, leading to formal accreditation. The training provides operatives who are keen to improve their job grade and achieve higher salaries providing the necessary supervisory skills to do so. This provides a sustainable pathway for operatives to gain higher positions within the contract workforce and improved salaries, promoting workforce equity. This measure counts how many people undertake training which leads to formal accreditation, such as the Institute of Leadership and Management qualifications.
MHA13 No. People	No of people taking Leadership and Management Training (direct/supply chain)	Records of the number of hours of leadership and management training and the number of staff (either directly working on the project or through the supply chain) who have received the training. If applicable, certificates of completion should also be included.	Investing in leadership training is important to promote workforce equity. Leadership training pathways allows the contract workforce to gain the required skills to move into senior positions within the contract, promoting a more diverse and representative leadership team, contributing to the overall success and resilience of the contract and the supplier. This metric counts the number of people undertake generic courses, including those linked with the Institute of Leadership and Management, Chartered Management Institute or occupation-specific training. The courses must be at least half a day in duration to be captured as part of this metric.

MHA Ref.	Measure	Requirements	Guidance
MHA14 No. People	No of people taking Advanced Health and Safety Training example: SMSTS, SSSTS, NEBOSH, IOSH etc.	Records of the total number of hours spent taking advanced health and safety courses for individual staff members, including records of training certificates where applicable.	Investing in health and safety training not only protects the workforce but also supports a pro-active safety culture, where the workforce are more likely to follow safety protocols and encourage others to do the same. This measure records the number of people who take advanced health and safety training as a result of the contract. The training includes: SMSTS (5 day course and refresher), SSTS (2 day), NEBOSH (National Examination Board in Occupational Safety and health) or IOSH (Institute of Occupational Safety and Health) courses.
MHA15 No. People	No. of workforce employees working on the contract achieving a promotion or internal progression	Details of all promotions including employees previous and new position, dates of promotion and the criteria used for promotion. Training and development logs may be kept during the project along with performance reviews as an option.	Tracking the number of employees who are working on the contract who achieve higher graded positions is a measure of career progression. This demonstrates a commitment to nurturing talent and promotion from within which can lead to increased employee satisfaction and builds a culture of continuous improvement and excellence which can boost local skills and salaries. This measure counts the number of employees who achieved a higher graded position following work on the contract.
MHA16 No. People	No of people supported to Professional Qualifications such as chartership	The number of people supported to achieve professional qualifications whilst working on the contract. The type of qualification and date achieved should be recorded. Contracts can claim up to 6 months of contract end date as long as this is not double counted on an additional project.	Supporting individuals in obtaining professional qualifications, such as technician, incorporated and chartership, is crucial for personal and professional development. These qualifications not only validate expertise and competence within construction specific fields but also enhance career prospects and earning potential. By investing in professional development, organisations can ensure their workforce remains skilled, knowledgeable, and up to date with industry best practice standards.
MHA19 No. Hours	No. of sessions encouraging Community co-design, co-creation or co-delivery of projects	A record of the number of co-design events held and a list of attendees. Meeting minutes including a list of impacts on design/implementation proposals as a result of the event should also be included.	Engaging with the local community ensures that projects are inclusive and reflect diverse local perspectives. By holding co-design events, this can foster collaboration and empower local people to contribute their ideas and feedback which can ultimately lead to more effective and socially accepted outcomes on the project. The objective of this metric is to measure number of co-design events to record community integration and collaboration. The event must lead to some impact to design/implementation proposals to be counted in this metric. Impact test Did the community input result in a decision, alteration or co-produced element of the project?

MHA Ref.	Measure	Requirements	Guidance
MHA26 No. Partnerships	No of Charitable partnerships must have delivered 3 or more engagement events	Details of the charitable partnership along with a log of engagement activities with dates and length of the engagements.	Building and maintaining partnerships with charities contributes to social responsibility efforts and can support welfare in the community. A partnership can include a variety of engagement activities: workshops, fundraising activities, collaborative projects and joint initiatives that address social issues. A minimum of 3 engagements should be delivered to be defined as a ‘partnership’ and be counted within this measure .
MHA27 No. Partnerships	No of school partnerships must have delivered at least 3 engagement events	Details of the school partnered with along with a log of engagement activities with dates and length of the engagements. Any resources created and testimonials from staff and students.	Partnering with local schools can positively contribute to education and community development. Ensuring at least 3 engagements are delivered ensures a longer-term more meaningful partnership which can support the development of educational and employment skills for local students. This can lead to improved educational outcomes and inspire future career opportunities. Partnership engagement could include but not limited to; STEM sessions, employability workshops, train the trainer activities and career curriculum advice with staff members.
MHA28 No. £	Amount spent within local supply chain as part of the contract	Total spent within local supply chain (to be included within financial report). Invoices may be required. List of businesses, good purchased and the first 3 digits of the postcode.	This metric tracks the expenditure within the local supply chain throughout the duration of the contract or plan. This supports the growth and sustainability of local businesses, local jobs and strengthens ties with the community. Definition of local should be defined by either a project or client specific social value plan. This is often the authority boundary of the client.

MHA Ref.	Measure	Requirements	Guidance
MHA29 £	Amount spent within local supply chain as part of the contract (MSMEs and VCSEs)	Total spent on MSMEs and VCSEs included within financial report. Invoices may be required.	This measure tracks the total expenditure specifically spent with MSMEs and VCSEs throughout the duration of the project. This encourages growth for smaller local businesses, supports community organisations, and enterprises which often reinvest profits into the local community. Expenditure captured as part of this measure should not be double counted with MHA30. Potential MSMEs and VCSEs can be identified through engagement with local stakeholders or through the Social Enterprise UK tool which can be used to identify VCSEs in the local area. For example, a local supermarket which provides food for the local homeless population.
MHA32 No. Training Hours (Becomes monetized through proxy values)	Creating opportunities for entrepreneurship, helping new businesses to grow	Testimonials from beneficiaries, resources used and a breakdown of the investment made. Investment could be, but not limited to: Staff time, cost of materials/equipment, development of guidance documents.	Creating opportunities for entrepreneurship and supporting the growth of new businesses are vital for fostering economic development and innovation. Entrepreneurs bring fresh ideas, drive technological advancements, and create jobs, which are essential for a dynamic and resilient economy. Our MHA+ suppliers often provide investment, mentorship and provide routes to market for small entrepreneurial businesses. The inclusion of this measure it is hoped will encourage a culture of creativity and problem solving between our larger and small suppliers to help us, as a supplier community to remain adaptable and agile to market challenges.
MHA33 No. £ Equivalent	£s invested with the Introduction of new technologies, new ways of working to support supply chain and Members	New method or technology, how this has been shared within the MHA+ community and the breakdown of investment made by the supplier. Provide a breakdown of £ invested, materials, equipment and other resources	Sharing expertise and resources to develop and implement new technologies to help drive modernisation and increase productivity across the MHA+ community. This measure involves the investment made by a supplier to share and learn from new technologies for other suppliers within the MHA+ community for all to benefit from. Areas that could be included but not limited to: Enhancing operational efficiency, streamlining processes, and improvements to quality and safety. To count – Only new technologies that is shared among the MHA+ community can be counted. New technologies that does not involve sharing with MHA+ community cannot be counted. To record against this measure, please record the £s invested by the supplier to develop and share the new technologies.
MHA34 No. £ Equivalent	£s invested in new methods of working to drive modernisation and increase productivity within supply chain and Members	New method of working, how this has been shared within the MHA+ community and the breakdown of investment made by the supplier. Provide a breakdown of £ invested, materials, equipment and other resources	Sharing expertise and resources to develop and implement new methods of working to help drive modernisation and increase productivity across the MHA+ community. This measure involves the investment made to share and learn from new methods of working for other suppliers within the MHA+ community for all to benefit from. Areas that could be included but not limited to: Enhancing operational efficiency, streamlining processes, and improvements to quality and safety. To count – Only new methods of working that is shared among the MHA+ community can be counted. New methods of working that does not involve sharing with MHA+ community cannot be counted. To record against this measure, please record the £s invested by the supplier to develop and share the new methods of working.

Reporting Social Value; 3 Levels

Standardised Approach

One of the benefits of our social value framework is that it creates a 'standardised approach' to reporting. Making supplier reporting a much simpler process. Allowing for comparisons to be drawn and best practice to be highlighted across the MHA+ community. Standardisation has been achieved through the following 4 steps.

1. A common set of metrics
2. Defined set of 'core' and 'optional' measures for both contractors and consultants.
3. A set of wide-ranging measures that reflect both local and regional priorities
4. Benchmarking data, to help suppliers achieve and maintain proportionality.

Reporting Levels

MHA+ have identified three reporting levels, allowing for a more agile and flexible approach to reporting supplier social value activities.

Level One – Contract/project specific reporting. (existing)

All social value activities, directly linked to a specific MHA+ project, managed by either Medium Schemes and/or Professional Services Frameworks can be included at this first level. Activities to be recorded must be in addition to the scope of works and be directly linked to the contract. We envisage both contractors and consultants to be reporting activities at level one.

Level Two - Client specific reporting (new)

All social value activities that sit outside of a specific contract/project but are within a client's authority boundary can be recorded within level two. This is particularly useful to help consultants account for their social value activities within local areas and for contractors that have social value activities that fall outside of projects.

By adding in this extra reporting level, our hope is that this will foster more collaborative approaches to planning and delivery of social value across both contractors and consultants and help capture social value data that otherwise may be lost.

Level Three – MHA+ specific reporting (new and under review)

All social value activities that sit outside of both project and client specific reporting and directly links to the work of the MHA+ can be reported at Level three. MHA+ specific activities and events and any activities linked to the Thematic/Service Improvement Groups where appropriate.

Please note corporate activities, not linked to projects or clients of both consultants and contractors cannot be included

Benchmarks; Baseline targets based on Value (£) MSF

Band	1	2	3	4	5	6	7	8	9	10
Measure	£100k-£1m	£1m-£3.5m	£3.5m-£6m	£6m-£10m	£10m-£15m	£15m-£20m	£20m-£30m	£30m-£40m	£40m-£50m	£50m+
No. of FTE local employees retained working for the contract (direct/supply chain)	0	1	1	2	2	3	3	4	4	5
No. of FTE local new hires working as part of the contract (direct/supply chain)	0	0	1	2	2	3	3	4	4	4
No. of FTE local new hires working as part of the contract. (direct/supply chain) must belong to MHA priority Group (Disability, Neurodiverse, Care Leavers, Young Offenders, ex-forces and NEETS)										
No. of weeks of training opportunities specifically delivered on the contract (training must be linked to vocational qualifications example: BTEC, NVQ, City and Guilds)	0	0.2	0.2	0.5	0.5	1	1	1.5	1.5	2
No. of staff training hours delivered as part of the contract (internal and external training not linked to vocational qualifications, must work towards industry or contract skills gaps example: knowledge share and technical workshops)	10	25	25	35	35	50	50	75	75	75
No. of existing apprentice and starts as part of the contract	0	0	1	2	2	3	3	4	4	4
No. of apprentice completions as part of the contract	0	0	0	1	1	1	2	2	2	2
No. Graduates working on the contract	0	0	1	1	2	2	2	3	3	3
No. of weeks spent on work placements as part of the contract 14-24 y.o (direct or supply chain) Example: School, College and University placements	1	2	2	2	3	3	3	4	4	5
No. of weeks spent on work placements as part of the contract 14-24 y.o must belong to MHA priority group Disability, Neurodiverse, Care Leavers, Young Offenders ex-forces and NEETS (direct or supply chain) Example: Targeted placements										
No. of hours dedicated to workforce employee mentoring (direct or supply chain) Example: One to one coaching/mentoring by line manager linking to career development and training planning	0	5	5	10	10	10	25	25	25	30
No. of people completing supervisor training. (direct/supply chain)	0	0	0	1	1	1	2	2	2	2
No of people taking Leadership and Management Training (direct/supply chain)	0	1	2	2	2	2	3	3	3	3
No of people taking Advanced Health and Safety Training example: SMSTS, SSSTS, NEBOSH, IOSH etc	0	2	2	3	3	3	4	4	4	5
No. of workforce employees working on the contract achieving a promotion or internal progression	0	0	0	0	0	0	0	1	1	2
No of people supported to Professional Qualifications such as chartered ship	0	0	1	1	2	2	2	3	3	3
Percentage of workforce working on the contract with a flexible contract (direct/supply chain)	0	0	0	0	0	0	3	6	8	10
No. of Mental Health and Wellbeing initiatives delivered to workforce and supply chain	1	1	2	2	3	3	4	4	4	5
No. of sessions encouraging Community co-design, co-creation or co-delivery of projects	0	0	1	1	1	2	2	3	3	3
No. of hours volunteering provided to support local community-led/charitable initiatives	8	16	16	24	24	32	40	64	80	96
Donations or in Kind contributions made to local community-led/charitable organisations/initiatives	0	500	1500	3000	3500	4000	5000	6500	8000	10000
No. of volunteering hours dedicated to environment enhancement	8	16	16	24	24	32	32	40	40	40
Employability / STEM Sessions to 14-24 y.o (CV Writing, Mock interviews, construction curriculum support) Example: Partnership working with regional career hubs, career education providers, school business engagement and world of work events must link to careers and improving employability skills	1	2	3	4	5	5	6	6	6	7
No. of Careers Fairs, school/college/university visits										
No. hours of 'support into work' assistance provided to unemployed people through career mentoring, including mock interviews, CV advice and careers guidance										
No of Charitable partnerships must have delivered 3 or more engagement events	0	0	1	1	1	2	2	2	2	2
No of school partnerships must have delivered at least 3 engagement events	0	0	1	1	1	2	2	2	2	2
Amount spent within local supply chain as part of the contract	10%	10%	10%	15%	15%	20%	20%	30%	30%	35%
Amount spent within local supply chain as part of the contract (MSMEs and VCSEs)	10%	10%	10%	15%	15%	20%	20%	30%	30%	35%
Modern Slavery Training (direct/supply chain)	1	1	1	2	2	2	3	3	4	4
No. of hours dedicated to providing business advice mentoring for local MSMEs or VCSEs	0	0	5	5	10	10	15	20	25	30
Creating opportunities for entrepreneurship, helping new businesses to grow	0	0	0	0	0	0	1	2	2	3
£s invested with the Introduction of new technologies, new ways of working to support supply chain and Members	0	0	0	0	0%	0%	0%	1%	2%	3%
£s invested in new methods of working to drive modernisation and increase productivity within supply chain and Member	0	0	0	0	0	0	0	1%	2%	3%

Benchmarks; Baseline targets based on Value (£) PSP

[illegible]