



## **LMC Social Value and Net Zero Statement**

### **Introduction**

At LMC, our vision is to be a beacon of excellence in apprenticeship education, empowering individuals to realise their full potential and make meaningful contributions to society. Guided by our core values of Collaboration, Innovation, Support and Accountability, we strive to create an inclusive and supportive learning community where every individual thrives.

### **LMC Values**

- Collaborative: We work collaboratively with all stakeholders to provide excellent, personalised services through our culture of continuous quality improvement
- Supportive: We support people to achieve excellence, enriching and transforming their lives through education and opportunity
- Accountable: We uphold the highest professional standards and take responsibility for our actions.
- Forward-thinking: We provide innovative training programmes designed to meet current and future economic, social and environmental challenges

LMC is committed to promoting the value of diversity in the workplace and our courses are designed to meet the needs of learners with different skills and abilities. Inclusion and diversity training is embedded across all courses, equipping future leaders with the skills and approaches enabling diverse workforces to thrive. We are committed to widening participation from under-represented groups in Higher Education. Our apprenticeship programmes and progression routes offer pathways into Higher Education for employees who would not otherwise have accessed higher education ((Ofsted Full Inspection Report 2024)

We acknowledge that we have a responsibility to contribute to the betterment of both society and the environment by minimising our environmental impact whilst maximising the educational benefits of our programmes.

LMC's outlook is truly global. We work across continents, sharing knowledge and building networks of project management professionals. We share the values at the core of the United Nations Sustainable Development Goals in providing quality educational opportunities which provide real economic benefits. We support apprentices to deliver complex projects, many of which contribute to the key SDG's of affordable and clean energy, economic growth, clean water and sanitation and building the infrastructures which underpin economic and social development.

### **Commitment to Net Zero**

We are committed to operating within a sustainable business model which minimises our environmental impact and contributes to the government target to reduce greenhouse gases by 100% by 2050. To do this we are committed to operating as a low greenhouse gas emissions business and taking all reasonable steps to reduce our carbon footprint.

- We operate a digital business which is almost completely paper free
- We have reduced employee travel to a minimum by offering remote working opportunities to all staff.
- Our delivery model is blended with a significant percentage of virtual delivery to companies across the UK, reducing thousands of travel miles for our apprentices and their employers.

Our actions towards net zero align with the guidance from Institute for Apprenticeships and Technical Education. As part of the Trailblazer Group for Project Management and Project Control courses, these principles have underpinned the courses we deliver.

Our programmes are designed to support apprentices in prioritising the sustainable use of resources throughout the project lifecycle.

**THEME 1 – PROCUREMENT AND DESIGN:** To consider the sustainability impacts of an occupation on both its upstream supply chain and for users of occupations which design materials, products or applications over their lifetime.

**THEME 2 – ENERGY SOURCES AND USAGE** To appreciate the direct and indirect impacts of an occupation's energy demand and the implementation of measures for reducing greenhouse gas emissions.

**THEME 3 – MANAGEMENT OF RESOURCES** To appreciate the raw materials and waste generated (directly and indirectly) from an occupation and the implementation of measures toward sustainable resource consumption, whole-life and circular economy thinking.

**THEME 4 – OPPORTUNITIES AND CONSEQUENCES** To consider the beneficial impacts of an occupation being done in a sustainable way and the risk of an occupation being done in a 'non-sustainable' way. The effects of this to the economy, society and the environment and measures to reduce adverse impacts.

We will continue to work with our employers and stakeholders to embed sustainable project management practices across all courses. In this we will liaise closely with our awarding bodies and Professional Statutory and Regulatory Bodies to review our curriculum and teaching resources. These include:

- The University of West London
- The Association of Project Management
- The Engineering Construction Industry Training Board
- The Institute of Apprenticeships and Technical Education

## **Future Goals**

1. Review the carbon footprint of our current offices and take steps to reduce emissions by 10% in 2025

2. Appoint a sustainability champion to lead new initiatives to minimise our environmental impact and maximise our positive social and economic impact.

3. Adopt a sustainable procurement policy

### **Contributing to sustainable economic growth**

1. Closing the skills gap in Project Related roles
2. Supporting businesses to deliver projects on time and to budget
3. Driving growth in UK Productivity

A study by Price Waterhouse Cooper (PwC) in 2019 estimated the value added to the UK economy by Project Management was £156 billion. This is across all sectors, due to the pace of change to which organisations must respond; increasingly competitive markets, technological advances and the drive for net zero.

A 2019 report by McKinsey identified project management as one of the top 12 workplace skills and have predicted that 5.5 million employees in the sector will be under-skilled by 2030. LMC programmes of learning have been carefully designed to address skills gaps in the areas of complex information and processing and interpretation, leadership and management, advanced communication and negotiation and critical thinking.

[Tackling shortages in the UK workforce by rethinking skills and the future of work | McKinsey](#)

Reports by both the Association for Project Management (APM) and the Project Management Institute have warned of the risks to national and global productivity caused by a lack of Project Managers to carry out major infrastructure projects and construction projects including oil, gas and renewable energies. According to industry analysts, the shortage of talent may pose a considerable risk to organisations as they rely on project teams to implement strategic initiatives on time and on budget.

<https://www.consultancy.uk/news/28809/world-faces-growing-project-management-talent-shortage>

Our mission is to scale our provision to support employers in meeting critical training needs to enable them to meet business targets and increase UK productivity. At the same time, our courses offer outstanding career development opportunities for our apprentices and equip them with the skills needed to meet 21<sup>st</sup> social, environmental and economic challenges.

### **An inclusive place to work and study**

LMC is firmly committed to creating a workplace and a learning environment where individuals are respected and diversity is celebrated. We believe that working with people from many different cultures, faiths, ages and backgrounds will enable a more rounded perspective and a more innovative approach to problem-solving and innovation.

We actively ensure all our policies, procedures and practices including recruitment, teaching, and assessment are fair and give all students equal chances to succeed.

We share these values with our students and ensure that they underpin our decision-making.

- Understand and create the environment for an inclusive and diverse organisational culture.
- Actively seek the views of others and value diversity internally and externally.
- Work collaboratively to build rapport and trust, develop networks and maintain relationships.
- Build and inspire teams, empower and motivate others to improve performance and achieve outcomes.
- Manage with integrity and take an ethical approach to develop trust with stakeholders.
- Be open, approachable, and authentic and able to build and maintain trust with others.
- Maintain professional conduct to enhance the honour, reputation, and usefulness of project management as a professional discipline.

### **How we demonstrate our commitment to EDI**

We have a champion of Equality, Diversity and Inclusion who advises management on current best practice and leads cross-college initiatives and events

Leaders and managers have recognised the challenges staff face in remote working environments and have taken steps to prioritise staff wellbeing including hosting social events for all staff, establishing a staff wellbeing area on TEAMS and introducing a new employee assistance programme from September 2023.

Both staff and students have access to mental health support and advice from a highly qualified team member who is LMC's Wellbeing Champion.

Leaders and managers are supportive of staff needs in celebrating diverse festivals according to their beliefs and have amended policies around annual leave to reflect this approach.

### **Future Actions**

1. Identify ways to increase our positive social impact through volunteering and supporting charities in the countries we work with
2. Take steps to increase the enrolment of under-represented groups our courses, particularly in terms of gender, ethnicity and students from areas of economic deprivation in the Greater London area