EMPLOYMENT & SKILLS PLAN

Site: Land at 8 Downley Road, Havant, PO9 2JD

Proposal: Proposed new development seeks to demolish the existing vacant commercial buildings, car parking and service areas within the site and replace with a single industrial building, totalling 9,424 sqm gross internal floor area (101,430 sq ft), split into three units having a flexible set of mixed industrial uses. This includes use classes E (g) (iii), B2 and B8 along with ancillary offices, car parking, service areas and soft landscaping.

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Build value: Band 3, £6.1 – 10m
NSAfC Benchmark: Benchmark 5.0 Factories
Planned Start: Spring 2025
Planned Completion: September 2025

Applicants: Royal London Property Fund

Date: July 2024

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Prepared by:

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1. Introduction

1.1 This Employment and Skills Framework Plan has been prepared on behalf of Royal London Property Fund Ltd, in support of the redevelopment of the commercial premises and land at 8 Downley Road, Havant.

1.2 The new development seeks to demolish the existing vacant buildings, car parking and service areas within the site and replace with a single industrial building, totalling 9,424m2 gross internal floor area (101,430ft2), split into three units having a flexible set of mixed industrial uses. This includes use classes E (g) (iii), B2 and B8 along with ancillary offices, car parking, service areas and soft landscaping. This building replaces the existing old, outdated and vacant building with three modern industrial units which respond to modern day business needs both now and in the future.

1.3 The proposed application site is 1.7 hectares (4.19 acres) in the area shown within the red boundary on the adjacent site plan. The site currently consists of a mixture of outdated 1960s industrial buildings and associated two storey offices, along with service yard, car parking areas and limited soft landscaping. The total existing floor area is 9,933m2 (106,923ft2).

1.4 The site was last occupied by Dunham-Bush (HVAC), who were manufacturers of air conditioning and heating products. This would have fallen within a B2 General Industrial and manufacturing use class. The company went into administration in April this year where the majority of the company's estimated 87 employees were made redundant. It is clear though the current building has been deteriorating for some time, especially in the main factory areas to the rear where the sawtooth roof is failing. There are large areas that have been poorly repaired in the past and it is clear large areas of the roof are leaking. The building is poorly insulated and highly inefficient, reflecting a building of its time.

1.5 The site is located within an established employment area, with commercial buildings to the immediate north, south and west. There are many recent examples of redevelopment that have taken place to bring commercial premises up to modern day standards. This includes Spring Business Park on the corner of New Lane to the west of the site, Velocity on the corner of Downley Road and Stanbridge Road and the last-mile distribution facility that has recently opened at 32 New Lane, a short distance to the south. There is lots of inward investment into the area which is exciting given many of the surrounding premises are quite dated given they were built in the 1960s.

1.6 The principle of redevelopment of the site with new commercial premises which retains the current employment uses is considered to be acceptable in planning terms due to its location within the designated urban area boundary and well-established North Havant and New Lane Industrial Estate.

1.7 The site is sustainably located for employment use and will contribute positively to the aspirations of the Havant Local Plan to regenerate this well-established employment area. The redevelopment also offers an opportunity to make use of an underutilised brownfield site, the principle of which is fully supported by the NPPF.

1.8 The proposed development has the ability to create numerous jobs, benefiting from its location along the south coast for its wider labour pool and an attractive environment, assisting in job creation and reducing out-commuting.

1.9 The statement has been produced to set-out the economic benefits the proposals will bring, including site-specific measures that it can deliver in terms of potential jobs and training for local people. It broadly follows the National Skills Academy for Construction suggested guidance for this type of project, and discussions held with the Economic Team.

1.10 It should be noted that Havant Borough Council does not currently require an Employment and Skills Plan in the current or emerging Local Plan policies for Commercial Development. It focuses primarily on significant residential schemes to support local people in accessing employment and skills training either through a financial contribution or a site-specific skills and employment plan (as discussed in emerging Policy DR2 relating to Regeneration). This requirement only applies to developments of over 100 dwellings, which often has a longer build out programme and various trades involved in construction when compared to commercial premises. The assumption being that commercial development by default creates job opportunities by its very nature both in during construction and this continues once premises are occupied. The requirement was removed for commercial schemes in an earlier draft version of the emerging Local Plan. That said, the developer is keen to work with the council on bringing long-term benefits to both local residents and businesses.

1.11 When reviewing the proposed floorspace for the new commercial premises, some 9,424 sqm in total using Gross Internal Area (GIA), we have looked at the likely number of employees that could be accommodated utilising Employment Densities Guide (3rd Edition) 2015, produced by the Homes and Communities Agency (HCA). Depending on the type of uses specified, employment density calculations are based on external footprint, internal footprints or net internal areas.

1.12 The estimated number of jobs that could be created within the 3 commercial premises have also been calculated using likely scenarios utilising the same Employment Densities Guide[1]. Scenario one is based on all units purely being occupied by B8 storage or logistics companies. The job density of B8 uses is approximately one person per 70 Gross External Area (GEA) sqm ranging to one person per 95 GEA (but can be lower depending on the type of business and their operations). This indicates that jobs generated from B8 uses on across all three units could range from 102-139 jobs.

1.13 If all units were used for B2 industrial and manufacturing uses, at a density of one person per every 36 sqm, this would equate to approximately 260 jobs (but it is more likely to have a higher mix of light industry uses given its location and configuration of the units proposed or only one unit at any one time being in B2 use). If two units were occupied as B8 use and one as B2, the job density figures indicates 144 - 171 jobs would be provided if all units were occupied.

1.14 When the floorspace is converted into likely Net Internal Area (NIA) based on likely number of employees per every sqm (one every 12 sqm based on 15-20% ratios) this equates to 149-190 staff anticipated utilising Employment Densities Guide (3rd Edition) 2015. Net Internal Area (NIA) - this is commonly referred to as the net lettable or 'usable' area of offices and retail units. It includes entrance halls, kitchens and cleaners' cupboards, but excludes corridors, internal walls, stairwells, lifts, WCs and other communal areas. The NIA floorspace calculations are used for B1c light industrial or B1b research and development uses now falling within Class E (g)(iii-ii). They have a job density of one person per 47 sqm or one person per 60 sqm using NIA. If all

[1] Employment Densities Guide (3rd Edition) 2015, produced by the Homes and Communities Agency (HCA).

units were occupied as B1 (now Class E(g)(iii)) light industrial units, the job density figures indicates 149 - 190 jobs.

1.15 Overall, the above supporting characteristics indicate that the proposals could create between 54-149 number of jobs in association with all three commercial units, all within the Borough, which should be given significant weight when assessing the proposals. This is a conservative range of jobs and could be much higher than this as calculated above if flexibility of the b-uses is granted permission. Ultimately the above depends on the occupiers, which is to be made flexible to make it easier for occupiers to choose to locate here and the premises are then ultimately attractive to a broader range of businesses.

1.16 We also understand that every £1 of investment in construction generates £2.92 of economic benefit (Fine Margins: Delivering financial sustainability in the UK Construction, 2020 CBI) so this is a significant project for the Borough, on what would be a new key employment site. Given this construction project is estimated to cost in the region of £9.5m, this would equate to £26.28m of economic benefit.

1.17 Given the above, the proposed development will make a positive socio-economic contribution to Havant both in the construction and operational phases. The proposal will also represent an inward investment to the wider area, with net benefits arising for its residents and local businesses.

1.18 Furthermore, the principle of development is considered acceptable in planning terms given the site is located within the defined urban area and seeks to provide new employment uses within an established employment area since the former landowner and its business went into administration last year.

1.19 The proposal replaces poor quality building stock on previously developed land to the north that has become not fit for purpose, strengthens an existing business cluster in this area and helps to support jobs and growth. It also contributes to the supply of employment floorspace in a sustainable location, maintaining a diverse and successful economy in accordance with Policy CS2 Employment, Policy CS3 Skills and Employability, Policy CS17 Concentration and Distribution of Development within the Urban Areas and Policy DM10 Protection of Existing Employment Sites in conformity with the NPPF.

2 Royal London Property Fund

2.1 Royal London Property Fund is part of the UK's largest mutually owned Royal London Group which is a pension and investment company which was established in 1988. They help a wide range of clients across the globe achieve their investment goals, with a commitment to managing our clients' assets in the right way. As part of their remit, they have a development arm alongside managing £169.3 billion assets for investors, intermediaries and institutions.

2.2 At Royal London, their social impact work is really important to them. They have a Corporate and Social Responsibility CSR programme which supports the communities in which they work in. As well as at the 'Group' level, there a number local initiatives as well. Notably their work to support East London Business Alliance, an organisation that helps build connections between businesses and communities in east London and beyond, to create a positive impact, strengthen

communities and help tackle the issues that determine social mobility. This is how they help drive meaningful change for wider society.

2.3 They also have their Changemakers Programme, they have now supported a total of 20 social enterprises focused on their Purpose impact areas of helping to build financial resilience or moving fairly to a sustainable world.

2.4 Working with their partner, the School for Social Entrepreneurs, Royal London deliver social value by developing and investing in bold ideas and sustainable solutions from ambitious social enterprises across the UK and Ireland through their Changemakers Programme.

2.5 The School for Social Entrepreneurs (SSE) know they can't fix issues like poverty, climate change and poor health alone. That's why they exist – to help 1,000 leaders of social change every year to develop the skills, strengths and networks they need to tackle society's biggest problems. The leaders they support help millions of people in need while creating meaningful jobs, often for the most disadvantaged.

2.6 SSE run programmes that equip people to start, scale and strengthen social enterprises and organisations that make a positive difference. But they're not a traditional school. Learning with SSE is inspiring, action-based and accessible. Their programmes are highly tailored to the specific needs of participating organisations, offering a blend of learning, funding and mentoring.

2.7 Lord Michael Young founded SSE in 1997 and today they work internationally, with teams across the UK, Canada and India. The School for Social Entrepreneurs are groups which is known to have been active in Hampshire (through the Action Hampshire charity) in previous years.

3 Canmoor – Developer responsible for the Construction Phase & Future Management

3.1 Royal London is partnering with Canmoor Ltd, who are responsible for building out the scheme and managing the proposed commercial premises.

3.2 The business is a warehouse, logistics and office developer and asset manager that operates nationwide. Based in London, Manchester and Glasgow the team has national coverage with local expertise.

3.3 Currently the business currently manages a portfolio in excess of 15,000,000 sq ft with over 800 tenants across the UK. Therefore has a great deal of experience of construction projects and attracting inward investment into communities as a result of development.

3.4 The proposals are an opportunity to bring new industrial/warehouse units to this commercial area. The design and location of the premises are very likely to attract SMEs or those wishing to occupy purpose-built, modern premises.

3.5 The site is in a sustainable Town Centre location with good access to the A27 and M3, alongside walking and cycling distances of the Havant and Warblington train stations and central bus station.

3.6 The three units ranging from 27,395 sq ft / 2,545 sqm to 38,500 sq ft / 3,577 sqm (GIA) and are suitable for a range of occupiers, including SMEs looking for purpose-built premises if considering

longer-term expansion plans. This is often challenging given Havant has a history of old industrial stock within the Borough, often not suitable for modern business needs due to its age.

3.7 Subject to receiving planning consent in 2024, it is hoped that the build will commence within 3 months (enabling works prior to this) with completion anticipated in 2025.

3.8 It is hoped in advance of the decision being made that a prior approval to demolish the buildings will occur first. This will create a relatively short build programme of nine months following demolition.

3.9 Unlike residential schemes which have longer timeframes and more trades involved in the construction and fit-out process, it is hard to follow all CITB benchmarks for a scheme of this nature. The commercial units are speculative and whilst there have been some enquiries from possible future occupiers, the complete fit-out of the premises won't be completed until each commercial let is confirmed and it will be done by the future occupier themselves. This is also slightly challenging given it is hard to secure contractors in the current climate, with availability of materials becoming ever more challenging. Given this uncertainty around delivery of some of the usual key performance indicators, a financial donation would be offered in its place to assist with training in the local area. The amount will be proportionate to the scale and kind of the development/the performance indicator which either the developer or fund are unable to contribute too (which is set-out in the following section).

4 Key Performance Indicators

4.1 The proposed development will generate jobs both in the construction and the operation phases. The project team have produced an Employment and Skills Framework Plan for the construction and occupation phases following Havant's template of using key performance indicators based on the CITB and NSAfC benchmarks where they can make a firm commitment. This has taken into account the short build programme of 9 months.

Construction Phase	
KPI 1	**Work Placements**
	CITB Industry Priority: Image and Recruitment
Activity	**2 x Work Experience placements initiated within 3 months of commencement (anticipated to be late in early 2025)** The Appointed Contractor will provide work experience placements to local people potentially from colleges such as Havant South Downs College, Highbury College or Job Centre Plus. Typically, placements are 5 working days each. This target describes work experience attendance on the projects for students from schools, colleges and Universities (14 years plus) who undertake a work-experience placement for a minimum of 5 working days. This KPI is aimed at providing students with the opportunity to carry out tasks agreed by the education provider and the employer enabling the learner to gain a meaningful insight into the construction sector.

	To be completed prior to construction being completed (anticipated by the end of the Summer 2025 subject to programme).
Partner/Contact	**Havant Borough Council:** James Maw, Economic Development Manager Mobile: 07827070644 Email: James.maw@havant.gov.uk **Construction Skills Fund (Hampshire County Council):** Hilary Ball, Project Coordinator Email: hilary.ball2@hants.gov.uk **DWP/JCP:** Matthew Leopold, Employment and Partnership Manager Email: matthew.leopold@dwp.gov.uk **Havant South Downs College (HSDC):** Will Sparrow, Leads the Construction T Levels Courses Email: will.sparrow@hsdc.ac.uk **Highbury College:** Martin Smith, Sector Lead Construction Email: martin.smith@highbury.ac.uk

KPI 2	**Construction Careers Information, Advice and Guidance (CCIAG) Events**
	CITB Industry Priority: Image and Recruitment
Activity	**1 x site visit, providing careers information and experience of a live construction site, target date Summer 2025.** The applicant will arrange a site visit for a group of young people from one of the local schools or College's listed below to provide an insight into the day-to-day activities on a busy construction site. It will also be aimed at young people with an interest in a career in the construction industry. **Secondary Schools** – Havant Academy, Warblington School or Park Community School **Colleges** – Havant and South Downs College (HSDC), Highbury College **1 x School Visit or attendance at a Careers Event, providing information and promoting careers within the construction industry to school/college students, target date Summer 2025.** The Developer will arrange a site visit for a group of students from one of the local schools or College's listed below to give them idea of the day-to-day activities on a busy construction site. It will also be aimed at students with an interest in construction related careers. Alternatively they will attend a school or college listed below (or organise a virtual presentation) or attend a careers fair. **Secondary Schools** – Havant Academy, Warblington School or Park Community School **Colleges** – Havant and South Downs College (HSDC), Highbury College

	This target consists of the organisation and delivery of events focused on improving the image of the sector. Events are aimed at increasing awareness of the opportunities available within the industry, what it is like to work in Construction and how to get into the sector. To be counted, the activity must be formally structured, agreed by the project and the participating organisation, and recorded on the CCIAG form. The key target groups for delivery of this outcome are: • Entrants 14-19: (e.g. NEETs, school students, school leavers, college students) • Undergraduates Influencers (e.g. school / university / adult influencers, careers advisers, careers school staff, other providers, community groups).
Partner/Contact	**Havant Borough Council:** James Maw, Economic Development Manager Mobile: 07827070644 Email: James.maw@havant.gov.uk **Havant South Downs College (HSDC):** Will Sparrow, Leads the Construction T Levels Courses Email: will.sparrow@hsdc.ac.uk **Highbury College:** Martin Smith, Sector Lead Construction Email: martin.smith@highbury.ac.uk **Park Community School:** Susan Parish, Business and Community Manager Email: s.parish@pcs.hants.sch.uk **Warblington School**: Lucy Fletcher, Careers officer Email: l.fletcher@warblington.ac.uk **Havant Academy:** Emma Bagnall, Advice and Guidance Practitioner from EBP (Employment & Business Partnership) supports their careers offer and the school Email: ebagnall@EBPsouth.co.uk

Occupation Phase	
KPI 3	**Recruitment**
	Havant Borough Council's Priority: Encouraging Local Recruitment
Activity	**Through lease agreements/sale contracts with end occupiers:** **a) Encourage and support them to fill any new FTE jobs created with local residents;** **b) Advertise all vacancies using a multi-media campaign targeting key locations within the borough in order to attract local candidates where possible, by partnering with Job Centre Plus and other similar organisations, with the assistance of the Havant's Economic Team.** The developer's representatives will also continue to liaise with the Havant Economy and Regeneration Teams to identify opportunities to work together to promote employment opportunities for local people. The occupiers are unknown at this stage. Enquires for the premises usually occur just before or on completion.

Partner/Contact	**Havant Borough Council:** James Maw, Economic Development Manager Mobile: 07827070644 Email: James.maw@havant.gov.uk **DWP/JCP:** Matthew Leopold, Employment and Partnership Manager Email: matthew.leopold@dwp.gov.uk

KPI 4	**Future Recruitment**
	Havant Borough Council's Priority: Encouraging Local Recruitment
Activity	**On invite, the developer or one of its development partners will attend at least 1 local career fair, assist in careers programmes including participating in mock interviews, and reviewing of students' CVs.** The above activities help promote employment opportunities for local people.
Partner/Contact	**Havant Borough Council:** James Maw, Economic Development Manager Mobile: 07827070644 Email: James.maw@havant.gov.uk

Additional Commitments	
KPI 5	**General Commitments by Royal London and Developer Canmoor:**
	Havant Borough Council's Priority: Encouraging Training of Local Residents
Activity	**Through their Corporate and Social Responsibility CSR programme they make a donation of a minimum of £1,000 will be made to a charitable initiative in the field of education as guided by Havant Borough Council.**
Partner/Contact	**Havant Borough Council:** James Maw, Economic Development Manager Mobile: 07827070644 Email: James.maw@havant.gov.uk

4.2 Given there is no planning policy requirement to carry out an Employment and Skills Plan currently for commercial schemes, it is hoped that the above measurable KPIs make a positive contribution to Havant's key ambition to tackle high unemployment and worklessness, low job density and low resident skills base particularly for 16-24 years in key areas of the Borough. This is alongside the key economic benefits identified in earlier sections of this statement.

5 Conclusion

5.1 The proposals provide the following planning benefits:

- Purpose built, modern commercial premises;
- Provision of much needed and growing demand for modern commercial space;
- Location assists in reducing out-commuting;
- Additional new employment opportunities for local businesses and people, particularly important given the previous company who owned the site went into administration and previously employed 87 people;

- Replaces poor quality building stock on previously developed land that has become not fit for purpose, strengthens an existing business cluster in this area and helps to support jobs and growth.
- It also contributes to the supply of employment floorspace in a sustainable location, maintaining a diverse and successful economy;
- Provision of additional landscaping and new trees;
- A net gain in biodiversity on site.

5.2 Given the above, the proposed development will make a positive socio-economic contribution to Havant both in the construction and operational phases. The proposal will also represent an inward investment to the wider area, with net benefits arising for its residents and local businesses.