
EMPLOYMENT & SKILLS PLAN

APPLICATION REFERENCE: APP/21/00601

SITE: Land North of Solent Road, Havant

PROPOSAL: Proposed Portsmouth Water Headquarters building (Use Class E(g)(i) use) and new employment premises (Use Class B2.B8/E(g)(iii) use); widened access onto Solent Road; and associated access, car parking, landscaping and works; including the felling of 7 No. trees the subject of TPO No.1801 in order to improve the access and allow for the development.

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Build value: Band 3, £6.1 – 10m
NSAFC Benchmark: Benchmark 5.0 Factories & 8.0 Offices
Planned Start: Autumn 2022
Planned Completion: Winter 2023

Applicants: Chancerygate (Erdington) Ltd

Date: March 2022

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Prepared on behalf of:

Chancerygate^c



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1. Introduction

- 1.1 This Employment and Skills Framework Plan has been prepared on behalf of Chancerygate (Erdington) Ltd, in support of the full planning application APP/21/00601 on Land North of Solent Road, Havant.
- 1.2 The proposal is for Portsmouth Water Headquarters building (Use Class E(g)(i) use) and new employment premises (Use Class B2,B8/E(g)(iii) use); widened access onto Solent Road; and associated access, car parking, landscaping and works; including the felling of 7No. trees the subject of TPO No.1801 in order to improve the access and allow for the development.
- 1.3 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.
- 1.4 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 Chancerygate is keen to work with the council on bringing long-term benefits to both local residents and businesses.
- 1.5 Given Portsmouth Water intends on relocating from their existing offices, this scheme which incorporates purpose-built facilities next to some of their retained operations, ensures that the independent water supply company retains its Head Office in Havant.
- 1.6 Portsmouth Water currently employs over 250 people ranging from Customer Services to Civil Engineers. Around 120 employees are primarily based at their Head Office in Havant, with treatment works sites at Fishbourne, Farlington and Itchen. It should be noted that they are a key local employer, with 95% of their staff living within 10 miles of the current head office. (More details are provided in section 2 of this note in regard to employment and training opportunities Portsmouth Water offer to new and existing staff).
- 1.7 When reviewing the proposed floorspace for the offices, some 1,858 sqm in total, we have looked at the likely number of employees that could be accommodated if this was occupied by another company utilising Employment Densities Guide (3rd Edition) 2015, produced by the Homes and Communities Agency (HCA). 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 125 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.

- I.8 The above employment densities corresponds with Portsmouth Water figures, although the number of staff based at the site can increase during certain periods, with some members of staff requiring to come to the offices before going out on site or for operational reasons (please see the accompanying planning statement for more details).
- I.9 The estimated number of jobs that could be created within the 4 commercial premises have also been calculated using likely scenarios utilising the same Employment Densities Guide¹. Scenario one includes a mixture of uses falling within B classes, consisting of small business workspaces based on incubators at 30-60 sqm densities, leading to between 34 and 67 jobs. Scenario two comprises of all premises being used for of Light Industrial Uses at a density of one person per 47 sqm, which equates to 39 jobs using NIA. 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 55 jobs (but it is more likely to have a higher mix of light industry uses given its location and configuration of the units proposed). The jobs that could be supported by development could be lower than this if occupied by purely B8 uses (circa 11 jobs based on 180 sqm density per employee) or significantly higher than the range provided, however ultimately depends on the occupiers, which is to be made flexible.
- I.10 Overall, the above supporting characteristics indicate that the proposals will retain 120 jobs, transferred from the existing Portsmouth Water Head offices and create between 11-39 number of jobs in association with the commercial units, all within the Borough, which should be given significant weight when assessing the proposals.
- I.11 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 £8m, this would equate to £23.36m of economic benefit.
- I.12 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.
- I.13 Furthermore, the principle of development is considered acceptable in planning terms given the site is located within the defined urban area and seeks to retain and provide new employment uses within an established employment area.
- I.14 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.

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

2 Portsmouth Water - Occupier of the proposed offices

- 2.1 Portsmouth Water is an independent water supply company that serves over 280,000 customers in and around the Portsmouth area since 1857. It has a long tradition of providing safe drinking water of the highest quality from its springs, wells, boreholes, and surface water sources.
- 2.2 Portsmouth Water has been based in Havant since the 1960s, when the existing premises were built. They were previously based in Portsmouth in multiple locations.
- 2.3 The below provides some background information from the prospective occupier in terms of what they typically put in place to encourage and promote staff recruitment and training opportunities for local residents.
- 2.4 Portsmouth Water currently employ over 250 people, with 214 people working full-time and 41 working in part-time roles.
- 2.5 Roles at Portsmouth Water are hugely varied, with a range of employment opportunities provided at a variety of skill levels. This includes the following activities:
 - Laboratory,
 - ICT,
 - Finance,
 - Customer services,
 - Engineering,
 - Administration,
 - Biodiversity,
 - Manual operatives,
 - M&E; and
 - Project management roles
- 2.6 120 employees are primarily based at their current Head Office in Havant with treatment works sites at Fishbourne, Farlington and Itchen.
- 2.7 Portsmouth Water have a strong local employment base with 95% of their staff living within 10miles of the current Head Office in Havant.
- 2.8 The proposals help reduce out-committing which is very important to the Borough given current trends. The scheme seeks the retention of Portsmouth Water Head offices in Havant. There are also other business operational needs to consider, given the site benefits from being next to its current depot (which will be retained as part of the redevelopment plans).
- 2.9 The business has a high staff retention rate, with 1/5 of all staff having been within the business for over 20 years. The company offers many other benefits to staff, including three-year medicals, healthcare and pensions.
- 2.10 Portsmouth Water also offer opportunities through a range of Modern Apprenticeships including Mechanical and Electrical, Business Administration and Customer Services allowing employees to obtain qualifications ranging from an NVQ Level 2 to HNC.

- 2.11 Employees are encouraged to further their academic qualifications in relation to their job activity. For example, a number of employees have gone on to achieve, Degree and MSc qualifications.
- 2.12 All new employees receive a full induction programme when they start, which includes health and safety training relevant to the position held, as well as personal and professional development, well-being and GDPR training, alongside an introduction to all Portsmouth Water operations.
- 2.13 Refresher health and safety training is provided and vocational opportunities encouraged to all members of staff regardless of their length of service. Portsmouth Water can confirm that 40% of their staff have completed vocational training whilst being employed at the organisation.
- 2.14 In terms of new recruits that fall within 16-24 age category, that have just left education or previously not employed equates to 8% of the current workforce. Portsmouth Water have a memorandum of understanding with Portsmouth University and close relationships with PETA which assists their recruitment process. They also offer numerous apprenticeships around the business including in Customer Services, IT, Finance and operational (investments, M&E, production). Many of the engineers of the business joined on a graduate programme.
- 2.15 The occupier's recruitment and HR department work with Indeed and jobsite when advertising new positions. Portsmouth Water would be willing to work with Havant's Economic Team to promote employment opportunities to local people. This includes possible partners such as Job Centre Plus or attending local job fayres hosted by the council.
- 2.16 Portsmouth Water already host lots of education resources on their website and provide 'community talks' to its local residents and customers. Prior to Covid-19 pandemic, they often provided work experience placements and would be happy to continue these once restrictions are eased in line with CITB and NSAfC benchmarks.

3 Chancerygate – Developer responsible for the Construction Phase

- 3.1 Portsmouth Water is partnering with Chancerygate (Erdington) Ltd, who are responsible for building out the scheme and managing the proposed commercial premises.
- 3.2 Founded 25 years ago, Chancerygate is the UK's largest multi-unit industrial developer and asset manager and the only one operating nationwide.
- 3.3 Currently the business has up to 2.8 million sq ft of industrial space under construction or ready for development across 20 sites ranging from Bournemouth to Edinburgh.
- 3.4 Manages in excess of £255m of assets across more than 5 million sq ft of commercial space in 392 units. Therefore has a great deal of experience of construction projects and attracting inward investment into communities as a result of development.
- 3.5 The proposals are an opportunity to bring new industrial/warehouse units to this mixed-use area, although none of the premises are likely to have trade counter uses given there is already a number within the vicinity of the site. The design and location of the premises are very likely to attract SMEs or those wishing to occupy purpose-built, modern premises.
- 3.6 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 Bedhampton train stations and central bus station.

3.7 Units ranging from 5,210 to 23,788 sq ft are suitable for SMEs looking for purpose-built premises. 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.

3.8 Subject to receiving planning consent in 2022, it is hoped that the build will commence within 3 months (enabling works prior to this) with completion anticipated in 2023. Given this is a largely greenfield site, with a relatively short build programme of one year, 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. The commercial units are speculative and whilst there have been many 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 Portsmouth Water 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 is in addition to what the future occupier, Portsmouth Water typically put in place to encourage and promote staff recruitment and training opportunities for local residents.

Construction Phase	
KPI I	Work Placements
	CITB Industry Priority: Image and Recruitment
Activity	2 x Work Experience placements arranged within 3 months of commencement (anticipated to be late in 2022 or early 2023) 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 2023, subject to the final build programme).
Partner/Contact	Havant Borough Council: Sarah Flamson, Employment Skills Lead, Economic Development Office Email: sarah.flamson@easthants.gov.uk Tel: 01730 234168 Mob: 07793 240165 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, prior to the construction being completed (anticipated target date by the end 2023, subject to the final build programme). 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 2 x School Visits (or online presentation made to schools in light of Covid-19 restrictions) or attendance at a Careers Event, providing information and promoting careers within the construction industry to school/college students, prior to the construction being completed (anticipated target date by the end of 2023). 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: Sarah Flamson, Employment Skills Lead, Economic Development Office Email: sarah.flamson@easthants.gov.uk Tel: 01730 234168 Mob: 07793 240165 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.

	Portsmouth Water 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.
Partner/Contact	Havant Borough Council: Sarah Flamson, Employment Skills Lead, Economic Development Office Email: sarah.flamson@easthants.gov.uk Tel: 01730 234168 Mob: 07793 240165 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, Portsmouth Water will attend at least 2 local career fairs or 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: Sarah Flamson, Employment Skills Lead, Economic Development Office Email: sarah.flamson@easthants.gov.uk Tel: 01730 234168 Mob: 07793 240165

Additional Commitments	
KPI 5	General Commitments by Developer Chancerygate:
	Havant Borough Council's Priority: Encouraging Training of Local Residents
Activity	Through Chancerygate's Corporate Social Responsibility (CSR) program 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: Sarah Flamson, Employment Skills Lead, Economic Development Office Email: sarah.flamson@easthants.gov.uk Tel: 01730 234168 Mob: 07793 240165

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 HQ building for Portsmouth Water to help a valued employer of local and regional importance remain based in Havant;
- 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;
- 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;
- Makes more efficient use of the existing HQ building for the delivery of housing;
- Upgrade of current road layout;
- 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.