
Employment and Skills Plan

JOB NO: 5855

PROJECT : Beachlands Redevelopment

ADDRESS : 5 Seafront, Beachlands Hayling Island

SITE INFORMATION

Site: Beachlands, 5 Seafront. Hayling Island, PO11 0AG

Landowner/developer: Linland Limited

Planning application number: TBA

Description of the Development

The Beachlands site has been highlighted by the local authority for at least the past 20 years, as a specific area within the borough requiring regeneration and investment. This need has become more pressing as time has passed and the associated application outlines how this could be achieved on the Beachlands part of the overall policy HY 45 policy.

The development comprises a continuation of commercial units on the ground floor. These are not defined by their use at this precise time as this will be part of the ongoing marketing of these units.

Currently on site there is a long established amusement arcade and a café. It may be that these uses are maintained in some of the units of the development.

It is considered a positive effect to double the amount of commercial as within this application.

As there is already residential accommodation at first floor level it is considered reasonable to maintain this presence with a proposed 32No. residential units on the floors above the commercial units.

In Havant Borough Council's guidance for Employment and Skills Plans, it suggests that this document should include estimated construction costs. While the applicant has employed a Quantity Surveyor to do this, it is considered to be commercially sensitive and this information will be published as part of a viability assessment which will be withheld from public view as it often the case.

If planning permission is granted then the intention is to begin regeneration work as soon as possible. Redevelopment will be difficult as this will require the temporary loss of the revenue earning current use and therefore it is envisaged that build time will need to be swift to reduce this period with reduced income.

Opportunities for Employment

The current employment on site as follows:

Opening times

CASINO AREA

Mon – 9am-10pm

Tue – 9am-10pm

Wed – 9am-10pm

Thu – 9am-10pm

Fri – 9am-11pm

Sat – 9am-11pm

Sun – 9am-11pm

ARCADE AREA

Mon – 11am-9pm

Tue – 11am-9pm

Wed – 9am-9pm

Thu – 11am-9pm

Fri – 11am-10pm

Sat – 9am-10pm

Sun - 9am-10pm

The café adopts similar hours at the start of the day but closes at 7pm each day.

This generates 4 No. full time staff for the Amusement arcade and
6 No. part time staff for the café.

At this stage it is difficult to predict the additional employment opportunities in detail but given that the floor area of the commercial use doubles it will be reasonable to suggest that this at least doubles the employment currently offered on site.

A labour forecasting tool is not currently available

Opportunities for Skills

A skills forecasting tool is not currently available but shall be developed once advance marketing of the new commercial units begins.

Delivery of Employment and Skills on site

As more information becomes available the applicant will endeavor to complete an employment and skills matrix as per appendix A of this document.

Appendix A

Employment and Skills Matrix

Category	NSAfc-CBA benchmark	Activity	Number of people	Supervision	Dates	Notes
Work placement (14-16 years)						
Work placement (16-19 years)						
Work placement (19+ years)						
Curriculum support activities – individual engagement						
Graduates - persons						
Apprentice starts – persons						
Existing apprentices – persons						
Apprentice completions - persons						
Jobs advertised through local employment vehicles – number						
NVQ starts for sub- contractors						
NVQ completions for sub- contractors						
Training plans for sub- contractors - number						
Supervisor training for sub- contractors - persons						

Leadership and management training for sub-contractors - persons	
Advanced health and safety training for sub-contractors - persons	
Construction Skills Certification Scheme (CSCS) cards	n/a
Support with transport, childcare and work equipment	n/a
Recruitment through Jobcentre Plus	n/a
Recruitment through other local employment vehicles	n/a
Work trials and interview guarantees	n/a
Pre-employment training	n/a
In-house training schemes	n/

