

Employment & Skills Note – 32 New Lane, Havant

The redevelopment at New Lane 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 phase following Havant's template of using key performance indicators based on the CITB and NSaFC benchmarks. It is anticipated that this is secured by condition using the anticipated build-cost and the development type (the factories category is the best fit).

We are also in a position to provide some 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.

The proposed warehouse will provide a range of employment opportunities at a variety of skill levels. This will include the following activities:

- Warehouse staff
- Drivers
- Administration
- Managerial, professional and technical occupations
- Other (including ICT, customer service, sales and engineering)

The occupier's estimate is that the proposed development would create over 70 permanent jobs, dozens of flexible work opportunities and 100s of driver opportunities. In the busiest periods there will be over 200 people on site.

The occupier's recruitment team will advertise vacancies via a multi-channel campaign including targeting key locations within Havant District in order to attract local candidates. They also use recruitment agencies that employ individuals on a temporary basis to fulfil seasonal staffing demand which is targeted towards the same areas as the pre-launch campaign.

The occupier will also continue to liaise with the Havant Economy and Regeneration Teams to identify opportunities to work together to promote employment opportunities at the warehouse for local people.

The occupier collaborates with external contractors for various services required for the operation of the last-mile facility e.g. janitorial and security services. These contractors would also be recruiting and training staff within the local area, bringing further opportunities to the District.

Post recruitment, all direct employees receive work-related training and coaching in the first 4 weeks of employment or temporary assignment. This includes Safe Handling as well as process specific instruction to carry out their roles effectively and safely. The proposed occupier also has their own programme to facilitate and encourage academic and professional qualifications. The specific details of the training programme are commercially sensitive but examples of courses available include:

- Administration and Accounting
- Construction Trades
- Healthcare
- Computer Science and Information Technology
- Mechanical and Electrical Trades

- HGV and Logistics Assistant

The recruitment team monitors the location of candidates which apply for jobs to ensure recruitment is maximised from the local area. They also monitor the awareness of eligible recruits to the training opportunities provided and the number of participants.

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.