



Employment and Skills Plan

Oak Park Health and Wellbeing Campus, Havant PO9 2EL

Land located at Oak Park, Havant, PO9 2EL

Ashley House Plc

CRM.1112.005



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Oak Park Health and Wellbeing Campus

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1 Introduction

1.1 Introduction

- 1.1.1 This Employment and Skills Plan accompanies a planning application made by Ashley House Plc for the development of the Oak Park 'Health and Wellbeing Campus', consisting of an integrated, affordable housing and care facility for local people as they grow older and their housing and care needs change.
- 1.1.2 Havant Borough Council (HBC) has introduced Employment and Skills Plans for all major developments within the Borough, in order to use the opportunities presented by development to improve local employment and training. This is intended to help address longstanding problems with poor skills and qualification, which act as barriers to people accessing work. Employment and Skills Plans should help to maximise the benefits of development for local people.

1.2 Proposed Development

- 1.2.1 The proposed development consists of three broad types of accommodation: 51 extra care residential units; 48 supported living units; and 80 nursing home units. The nursing home and extra care units are grouped around a central 'Hub' designed for use of the whole community, to include a shop, area for arts and crafts, a cinema, a gym, and other communal facilities.
- 1.2.2 All living arrangements are grouped around two large landscaped 'courtyards' which will be accessible to residents, visitors and guests. A variety of types of garden are provided including vegetable gardening, an 'outdoor gym' and exercise paths, herb gardens for sensory experiences, social space, and shelter.

1.3 Methodology

- 1.3.1 HBC have produced a guidance note on Employment and Skills Plans, and this has been used to inform this document. The baseline conditions have been identified to assess the current situation, and the jobs created during construction and operation have been considered- focussing on how these can help improve the current baseline position.

1.4 Structure

- Chapter 1 (this chapter) provides a brief introduction to the site and the Employment and Skills plan.
- Chapter 2 provides a review of national and local policy regarding employment and skill creation.
- Chapter 3 provides an overview of the baseline conditions around the site.
- Chapter 4 provides information on the construction and operational phase job creation.
- Chapter 5 provides a summary and conclusion.

2 Policy Context

2.1 Introduction

- 2.1.1 This section provides a brief review of national and local policy on employment and skills creation.

2.2 National Policy

- 2.2.1 The National Planning Policy Framework (2012) sets out the Government's commitment to securing economic growth. The framework states that 'Planning policies should aim for a balance of land use within their area so that people can be encouraged to minimise journey length for employment...'
- 2.2.2 The proposed development would provide a variety of appropriate employment for local people, and is easily accessible using sustainable modes of travel. Therefore the proposed development fits within this NPPF requirement.
- 2.2.3 The 2015 report 'Catch 16-24' by the UK Commission for Employment and Skills highlights the challenges young people face finding work, and the difficulties in getting experience which is often required to gain employment. The report identifies that opportunities to gain experience are not as extensive as they could be, and few employees offer work experience opportunities. The report recommends that more meaningful work experience should be made available, and that more earning and learning opportunities should be created.
- 2.2.4 The proposed development would provide a wide range of jobs requiring a variety of skill types, and would offer the opportunity for people to be trained onsite to gain the necessary skills. Jobs available would include those which young people could enter into directly from education. By providing training onsite, the development would allow employees to increase their skill set whilst gaining paid employment.
- 2.2.5 The 2014 'Growth through People Report' also by the UK Commission for Employment and Skills identifies key priorities in order to rebuild and sustain the UK economy. The key priorities include:
- Employers should lead on skills and the government should enable them
 - 'Earning and learning' should be the gold standard in vocational education
 - Education and employers should be better connected to prepare people for work
- 2.2.6 The above national policies emphasise the importance of providing local, appropriate employment opportunities and ensuring people have the opportunity to gain the skills required for employment. The proposed development would do this, and whilst providing training onsite, it would increase the future job prospects for employees should they seek employment elsewhere.

2.3 Local Policy

Havant Borough Local Plan (Core Strategy)

2.3.1 The Havant Borough Local Plan (Core Strategy) was adopted in 2011, and sets out the planning framework for the Borough until 2026. The plan sets out a number of policies against which planning applications will be considered.

2.3.2 Policy CS3 deals with skills and employability, and states that:

‘Planning permission will be granted for development proposals that:

1. Raise skill levels and increase employability.
2. Tackle skill shortages in existing and potential business clusters and sectors, particularly advanced manufacturing and marine businesses.
3. Promote skills provision in emerging growth sectors such as sustainable construction methods.
4. Promote skills provision on strategic sites particularly with regard to construction skills.
5. Address barriers to employment for economically inactive people.
6. Provide childcare facilities within or in close proximity to employment sites.’

2.3.3 Policy CS14 requires all new homes to achieve Code Level 3 of the Code for Sustainable Homes, and all non-residential buildings to achieve a BREEAM standard of ‘very good’. Therefore Employment and Skills Plans relating to the construction phase of major developments will open up opportunities for skills provision in sustainable construction methods in pursuit of a BREEAM ‘excellent’ rating and Code Level 4 of the Code for Sustainable Homes.

2.3.4 The Oak Park ‘Health and Wellbeing’ Campus complies with the Havant Borough Local Plan by providing a range of employment types including construction, management, and health care jobs. The development would also provide indirect jobs for suppliers to the site. The jobs available will include low skilled jobs, this is in line with the skill levels across the Borough, and will help address barriers to employment for economically inactive people.

Havant Employment and Skills Plan (2012)

2.3.5 HBC have introduced Employment and Skills Plans for major developments in the Borough in order to use the opportunities presented by development to improve local employment and training. The Employment and Skills Plan applies to developments of 50 or more new homes, and therefore the proposed Oak Park ‘Health and Wellbeing Campus’ is applicable.

2.3.6 The Employment and Skills plan guidance sets out ways in which employment and training measures can be secured, such as suitable training and recruitment approaches.

2.3.7 This document sets out the necessary information outlined in the Employment and Skills Plan guidance.

South Hampshire Strategy (2012)

2.3.8 The South Hampshire Strategy provides a framework to guide sustainable development and changes in South Hampshire until 2026. It highlights a number of sectors where a significant

increase in jobs is projected, including the health and care sector where 9,000 additional jobs are forecasted by 2026.

- 2.3.9 The document goes on to say that tackling unemployment requires job opportunities in locations which are accessible, as well as training, to ensure that people have the necessary skills to undertake these jobs.
- 2.3.10 The proposed development would provide job opportunities in an accessible location, as well as training opportunities to ensure local people have the necessary skills to undertake these jobs. It would also contribute towards the additional jobs forecasted in the health and care sector, as well as creating jobs in a wide range of other sectors.

3 Baseline Conditions

3.1 Introduction

- 3.1.1 In order to consider the benefits the proposed development could provide, it is first necessary to identify the baseline conditions around the development site. This section provides a review of how Havant currently is, including the employment situation and qualification levels.

3.2 Population Structure

- 3.2.1 Data from 2013 shows that Havant has a population of 121,600, with 60% working age (16-64 years). The proportion of working age population is slightly lower than the Great Britain figure of 64%, and the Hampshire figure of 63%.

	Havant	Hampshire	GB
Total Population	121,600	1,337,700	62,275,900
Working age population (%)	59.7%	62.7%	63.8%

Based on 2013 data

3.3 Employment rate

- 3.3.1 Historically Havant has the highest rate of unemployment in the county of Hampshire, including both the cities of Portsmouth and Southampton. In 2013-2014 unemployment in the Borough was 6.5%, in line with the Great British average, but over double that of Hampshire (3%)
- 3.3.2 Within Havant 29% of those out of work state that they want a job, a significantly higher percentage than in Hampshire (18%) and marginally higher than the Great British average (25%).
- 3.3.3 In terms of unemployment in young people (18-24 year olds), Havant is in line with the rest of Great Britain (3.5% and 3.2% respectively), which experiences a disproportionately high percentage of young people claiming Job Seekers Allowance (JSA). The figure for Havant is over double that of Hampshire (1.5%).

	Havant	Hampshire	GB
Unemployment rate	6.5%	3%	6.5%
Unemployed- wants a job	28.6%	18%	25.1%
JSA claimants (18-24)	3.5%	1.5%	3.2%

Based on 2013/14 data

3.4 Skill level

- 3.4.1 Compared to both Hampshire and Great Britain, Havant Borough has a significantly greater proportion of its workforce with no qualifications, and a smaller proportion with high level qualifications. Based on 2013 data, 15% of the Borough's residents do not have any formal qualifications compared to 5% in Hampshire and 9% in Great Britain.

	Havant	Hampshire	GB
High level (NVQ4) qualifications	25.6%	37.2%	35.2%
No qualifications	14.7%	5.2%	9.3%

Based on 2013 data

3.5 Employment opportunities

- 3.5.1 Job density provides an indicator of the ratio of total jobs to the number of working aged residents. In 2013 the Havant job density was 0.64, considerably lower than the Hampshire value of 0.82 and the Great British value of 0.78. This demonstrates a shortage of jobs available locally for residents. This figure is supported by the Jobcentre Plus statistic for Havant Borough, of 7.8 claimants per unfilled Jobcentre vacancy in March 2012.

	Havant	Hampshire	GB
Job density	0.64	0.82	0.78

Based on 2013 data

- 3.5.2 There is a marked mismatch in the Borough between the skill levels of local residents and the skill levels required by local employees. This is a key reason for the mass commuting both in and out of the Borough, with low skilled workers commuting out of the area and high skilled workers commuting in.

3.6 Employment types

- 3.6.1 Figure 1 shows the type of jobs residents in Havant are employed in, compared to the average in Great Britain. A high proportion of residents are employed in elementary occupations, and as managers, directors and senior officials. A smaller proportion are employed in profession occupations and in associate professional and technical occupations. The values for the other profession types show smaller variation between Havant and Great Britain.

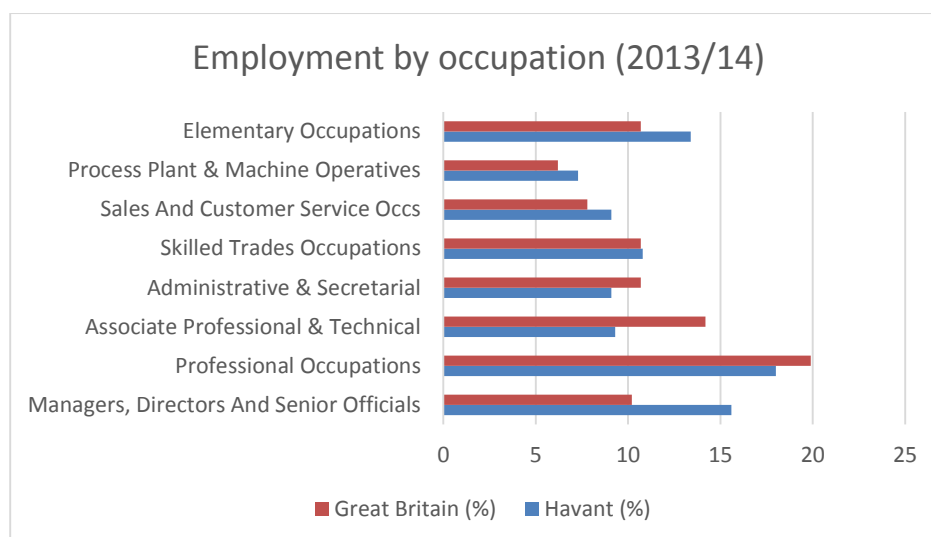


Figure 1. Employment by occupation

3.7 Conclusion of Baseline Conditions

3.7.1 The data above demonstrates that, compared to Hampshire and the average across Great Britain, Havant experiences:

- High unemployment and worklessness
- A high proportion of people out of work who want a job
- Low job density
- Low resident skills base

3.7.2 Based on this, any development that provides employment opportunities within the Borough, particularly of the appropriate skills level can contribute to improving the baseline situation for local residents.

4 Job Opportunities

- 4.1.1 The proposed development would create job opportunities both during construction and operation. The varied nature of the site means that a wide variety of jobs would be created, providing for people with different levels of skills. This section considers the number and type of jobs created during construction and operation.

4.2 Construction phase

- 4.2.1 Construction of the proposed development is likely to take 18 months and will generate approximately 150 full time equivalent construction-related jobs. It is expected that the majority of jobs will be secured locally, and there will be opportunities for local people to access these jobs through advertisements in local job centres and other recruitment vehicles.
- 4.2.2 Due to the short term nature of the construction phase, the number of jobs generated is considered to have minor benefits to employment levels and the local economy. However, as stated in Policy CS3 of the Local Plan (Core Strategy), planning permission will be granted to development proposals that ‘...promote skill provision in emerging growth sectors such as sustainable construction methods...’ Given the sustainable design of the Oak Park Health and Wellbeing Campus, the construction phase will provide workers with direct experience of sustainable construction methods. Therefore although the duration of employment will be short, it will be of a high quality, and will provide workers with valuable experience which should assist them in finding future employment opportunities elsewhere.
- 4.2.3 There will also be a number of jobs created as an ‘indirect’ effect of the construction phase. For example the transportation of labour and materials to and from the site will provide opportunities for local companies to capture sub-contractor roles.
- 4.2.4 The multiplier effect will result in additional expenditure on local goods and services. This will have an impact in terms of additional revenue bought into local businesses, and potential employment that is likely to result from extra trade and spending on accommodation, food, drink and transport by construction staff and suppliers.

4.3 Operational Phase

- 4.3.1 The proposed development is for a long term residential and care facility, and therefore it will remain operational for the foreseeable future. It is estimated that there will be a requirement up to 80 direct full time staff equivalent work at the nursing home the facility. The direct jobs created will be in a variety of areas including:
- Health care: including nurses, health carers, doctors and physiotherapists
 - Food providers: including kitchen staff and chefs
 - Activity providers: including staff to run art and crafts and other activities
- 4.3.2 Although a variety of skills will be required across the site, it is not the case that relevant skills will necessarily have to have been acquired at similar developments. To a large extent,

skills can be transferred from other development types where appropriate. Furthermore training will be offered onsite- this will be considered further in the following section.

4.3.3 A variety of indirect jobs will be created, and where possible these will be created in the local area. Indirect jobs will include:

- Food suppliers
- Suppliers of health care equipment
- Local businesses who could supply the shop
- Local businesses who may benefit from visitors to the site who go on to visit the surrounding area

4.3.4 Overall the proposed development would create a number of temporary and permanent jobs during operation and construction, in a wide range of sectors and requiring a variety of skill levels. Many of the jobs created will be suitable for the skill set in Havant, and therefore the proposed development should contribute to providing both employment and training for local residents.

4.4 Recruitment and training

4.4.1 The operators will utilise local employment vehicles such as the Havant Jobcentre Plus and other local employment agencies to recruit staff locally. The character of the bulk of direct employment opportunities at the site will favour recruitment of people from the local area.

4.4.2 The operators will outsource some non-care services, such as landscape maintenance. They will make every effort to ensure local businesses and suppliers have good opportunities to supply services and products to the development.

4.4.3 The operators are committed to staff development and will ensure an appropriate training regime is developed to enable all staff to enhance their skills. Employment opportunities at a range of skill levels will be available across the development. This will provide local people with a low skill set to gain employment and acquire new skills, thereby improving future employability.

4.4.4 The direct care-giving roles of most employment at the site will restrict the ability of operators to employ apprentices in such roles. Nevertheless, for developments of this kind to success over the long term, a strong partnership with local colleges and schools is essential. Through these, opportunities for work-experience and vocational training may be possible across the site. This will allow young people to gain real-life experience and the relevant skills to either undertake employment on site, or to use the skills gained onsite to gain employment elsewhere.

4.4.5 The Hub will provide an opportunity for inter-generational contact via school visits. This will allow school children to gain a greater understanding of the activities and opportunities provided on site, and the types of jobs available at the facility. By providing children with the opportunity to visit the site and see the types of jobs available, this may help shape their career decisions, and give them a greater idea of the type of career they would like to go into.

- 4.4.6 There will also be an emphasis on developing volunteering opportunities, particularly into the hub. Developing partnerships with local charities will be an important part of building local relationships.

5 Conclusion

- 5.1.1 This Employment and Skills Plan has demonstrated that the Oak Park 'Health and Wellbeing Campus' is expected to have a significant positive impact on employment and skills at a local level.
- 5.1.2 The positive benefits include direct and indirect jobs in a variety of sectors and covering a variety of skill sets. Local residents and businesses will be given the opportunity to apply for jobs, and local employment vehicles such as the Havant Jobcentre will be used to promote the jobs in the local area.
- 5.1.3 The baseline review (Chapter 3) demonstrates that a relatively large proportion of residents in Havant have low level qualifications, where as many of the jobs available in the area require more skilled staff. This has resulted in a lack of jobs available for local residents, and residents being forced to commute out of the area to find work.
- 5.1.4 The range of jobs provided on site should contribute to overcoming this situation, and help local residents find employment and gain new skills.