

EMPLOYMENT AND SKILLS PLAN

HAVANT BOROUGH COUNCIL



Site	LAND TO REAR OF 1, HAWTHORNE GROVE MENHAM, HAYLING ISLAND PO11 9DW
Landowner/developer	BELLWAY HOMES
Main Contractor	BELLWAY HOMES
NSAFC-CBA Benchmark	
Planning application number	APP / X1735 / A / 13 / 2192777
Developer contact details:	
Name	~~PETER WHITING~~
Address	BELLWAY HOMES BELLWAY HOUSE EMBANKMENT WAY CASTLEMAN BUSINESS CENTRE RINGWOOD BH24 1EH
Tel no	
Mobile no	01425 477666
Email	peter.whiting@bellway.co.uk
Contact name	PETER WHITING
Havant BC contact details:	
David Harris Economic Development Officer Havant Borough Council Public Service Plaza Havant PO9 2AX TEL: 023 9244 6460 FAX: 023 9248 0263 MOB: 07810 504 958 EMAIL: david.harris@havant.gov.uk	
This document forms the developer's response to sections 6 of the Section 106 Agreement between TOLCARE DRIVE DEVELOPMENTS LTD and HAMPSHIRE COUNTY COUNCIL and THE COUNCIL OF THE BOROUGH OF HAVANT. The Section 106 Agreement (Town and Country Planning Act) linked to this development, obliges the Developer to agree an Employment and Skills Plan	

(ESP) with the planning authority (Havant Borough Council

This mutually authored plan is to meet that obligation and shows how skill levels within the local labour market will be developed both during the construction phase and after completion of the project.

Development

Please give a brief description of the proposed development including identifying what is being built, the estimated construction cost, the start date, the period of construction and what the end use(s) of the development will be.

131 N1 OPEN MARKET & AFFORDABLE HOUSE AT AN ESTIMATED COST OF £9.7M

PROPOSED START DATE NOV 2014 WITH 30 MONTH CONSTRUCTION

3. Objectives

One of Havant Borough Council's strategic priorities is to improve the prosperity of the borough. This includes raising economic activity rates, development of higher skilled jobs and improving skills levels and aspirations of the local residents.

The objectives of the Employment and Skills Plan are to:

- Demonstrate the use of local labour from within the developer's project team and within the company
- To procure goods and services from local contractors, sub-contractors and suppliers (where economically and practically feasible)
- To support the employment of the local community
- Demonstrate the recruitment and training opportunities within the contractors company
- Provide opportunities for local residents to access jobs created during the construction phase of the development
- Reduce economic inactivity in the local area particularly with priority groups such as NEETs and long term unemployed
- Support the development of skills within the local community.
- Provide opportunities for Schools, Further and Higher Education providers to engage with the project to enhance learning

Opportunities

Please state the approximate number and type of jobs that will be created during the construction stage of the development. Please provide a copy of the labour forecasting tool if available.

APPROX 50 JOBS, BACKLAYING PLUMBERY, ELECTRICIANS.
ROOFER, TILER, CARPENTER, LANDSCAPER, GROUNDWORKER

Opportunities

Please state the approximate number and type of jobs that will be created during the occupation stage of the development. Please provide a copy of the labour forecasting tool if available.

Approx 50.

Delivery

Please complete the employment and skills matrix at the end of this document with details of the following employment and training measures that will be provided for local people during the occupation phase of the development. Please provide a method statement to support the employment and skills plan.

- Recruitment through Job Centre Plus and other local employment vehicles
- Work trials and interview guarantees
- Pre-employment training
- Apprenticeships
- Vocational training (NVQ)
- Work experience (14-16 years, 16-19 years and 19+ years)
- School, college and university site visits
- Construction Skills Certification Scheme (CSCS) cards
- Supervisor training
- Leadership and management training
- Support with transport, childcare and work equipment
- Any further details of in-house training schemes

Monitoring

Please provide details on how the Employment and Skills Plan will be monitored.

VIA MONTHLY SITE MEETINGS

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						

DEFINITIONS OF OUTPUTS

4.1 Work Experience Placement (16-19 years + Adults) The work experience placements are to support (i) young people Not in Employment, Education or Training (NEET) (ii) long term unemployed (iii) those in full-time further education, to gain experience in the construction industry. This includes CBE Diplomas which are designed for 14-19 year olds and which help prepare them for further study at university or employment in the Construction sector. Three levels of Diploma are available, Foundation, Higher and Advanced, all three of which incorporate work experience. Other construction courses include BTEC and full-time craft courses. The minimum duration of a work experience placement should be 10 working days. Evidence: Offer letter from either the project or employer detailing activity, plus attendance record and evaluation form Outcome: 1 individual represents 1 outcome	4.2 Work Experience Placement (14-16 years) The work experience placements are to support young people during their school education in years 10 and 11. This can include block placements as part of their statutory work experience placement or CBE diploma or BTEC courses. It can also include one day a week placement as part of a young apprenticeship or alternative curriculum. The minimum period is 5 days. Evidence: Offer letter from either the project or employer detailing activity, plus attendance record and evaluation form Outcome: 1 individual represents 1 outcome
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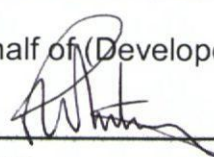
4.3 Curriculum Support Activities This includes carrying out workshops within educational establishments or on site with students from schools or colleges enabling the student to understand the practical applications of their studies. Evidence: Confirmation from education establishment of individual employee contribution to classroom-based or site-based workshop activity Outcome: 1 individual involved in delivering a workshop activity represents 1 outcome	4.4 Graduates This target describes employment opportunities in relation to the project for university students who have graduated within 3 years of the start of their employment. A search for courses can be made on www.bconstructive.co.uk and contact with higher education institutions offering the courses can be made through www.ucas.ac.uk. Evidence: Copy of offer of employment from employer Outcome: 1 individual represents 1 outcome
4.5 Apprentice Starts This target describes recruitment of either traditional, specialist, displaced or adult apprentices to the project workforce. An apprenticeship outcome is defined as an individual pursuing a formal apprenticeship framework incorporating either NVQ level 2 or 3. Evidence: Apprenticeship registration documents. Outcome: 1 individual represents 1 outcome	4.6 Existing Apprentices An apprentice who is working on the project who is already employed by a trade contractor or main contractor. Evidence: Apprenticeship registration number. Outcome: 1 individual represents 1 outcome
4.7 Apprentice Completions This target describes completion of a formal apprenticeship framework incorporating either NVQ level 2 or 3. Evidence: completion certificates Outcome: 1 individual represents 1 outcome	4.8 Jobs Advertised Through Local Employment Vehicles This target describes the identification of job opportunities and the utilisation of Jobcentre Plus (JCP), local authorities or community groups to source potential employees. We will provide a job description and a brief for the selection process. Evidence: Copy of completed vacancy template, employment acceptance document Outcome: 1 individual represents 1 outcome
4.9 NVQ Starts for Subcontractors This target describes NVQ starts at levels 2, 3, 4 or 5 for individuals working in the project supply chain, not directly employed by the main contractor Evidence: NVQ registration documents	4.10 NVQ Completions for Subcontractors This target describes NVQ completions at levels 2, 3, 4 or 5 for individuals working in the project supply chain, not directly employed by the main contractor. Evidence: NVQ completion certificates

Outcome: 1 individual represents 1 outcome	Outcome: 1 individual represents 1 outcome
4.11 Training Plans for Subcontractors This target describes each instance of the creation of a supply chain company training plan. Assistance with compiling a company training plan can be given by ConstructionSkills Evidence: Company Training Plan Outcome: 1 Company Training Plan represents 1 outcome	4.12 Supervisor Training for Subcontractors This target describes training activity leading to formal accreditation such as Institute of Leadership and Management (ILM) qualifications. Detailed information on ILM courses is available at www.i-l-m.com . Courses delivered against this target must be at least one day in duration. We will work with a range of training providers to identify suitable opportunities. Evidence: Completion certificate Outcome: 1 individual represents 1 outcome
4.13 Leadership and Management Training for Subcontractors This target describes outputs involving individuals who wish to develop their leadership and management skills. Generic courses could include those linked with the Institute of Leadership and Management, Chartered Management Institute or alternatively training could be occupation specific. Courses delivered against this target must be at least one day in duration. Evidence: Completion certificate Outcome: 1 individual represents 1 outcome	4.14 Advanced Health and Safety Training for Subcontractors Training which can be delivered against this target includes SMSTS (5 day and refresher), SSSTS (2 day), NEBOSH (National Examination Board in Occupational Safety and Health) or IOSH courses (Institute of Occupational Safety and Health). Evidence: Completion certificate Outcome: 1 individual represents 1 outcome

This Employment and Skills Plan has been signed by duly authorised representatives of each of the Parties.

SIGNED

For and on behalf of (Developer)

Signature:  _____

Name: P. WHITING

Title: TECHNICAL MANAGER

Date: 2nd October 2014

SIGNED

For and on behalf of Havant Borough Council

Signature: _____

Name: _____

Title: _____

Date: _____