

EMPLOYMENT AND SKILLS PLAN

1. SITE

Trade Park, 4-10 Solent Road, Havant

2. LAND OWNER/DEVELOPER

Hargreaves Properties Limited

3. PLANNING APPLICATION REF:

APP/12/00491

4. PLANNING CONDITIONS

This Employment and Skills Plan is provided to fulfil and discharge conditions 19 (Phase 1 - Full) and TBC (Phase 2 - Outline) of planning permission APP/12/00491.

5. DEVELOPMENT

Full planning permission for Phase 1 comprising up to 1243 sqm (gross internal) of Class B1c (light industry) and/or Class B2 (general industrial) and/or Class B8 use (storage and distribution), to include ancillary trade counters and B1a use (offices), with associated access, car parking and landscaping. Outline planning permission for Phase 2 comprising up to 3388 sqm (gross internal) of Class B1c (light industry) and/or Class B2 (general industrial) and/or Class B8 use (storage and distribution), to include ancillary trade counters and B1a use (offices), with associated access and car parking.

6. CONSTRUCTION STAGE OPPORTUNITIES

Phase 1 (Units 1 and 2) - Based on build costs of £701,622

Phase 2 (Units 3 and 4) - Based on build costs of £2,371,741

Phase 1 – The build costs fall below the trigger (of £1M) for a requirement to provide construction stage opportunities. Therefore no such employment/training provision is proposed in respect of the construction stage for Units 1 and 2.

Phase 2 – The opportunities outlined at Section 8 are derived from the National Skills Academy for Construction Client and Local Authority Guidance for the Band 1 (£1-3.5M) benchmark, providing a total of 10 potential opportunities for the construction stage of Units 3 and 4 (see attached table).

Hargreaves is committed to entering into the spirit of the Employment and Skills Plan and meeting the target of providing 10 construction stage employment/training opportunities. However, fulfilling the targets will essentially be determined, to some extent, by the availability of suitable candidates from the local area. Consequently, Hargreaves cannot be bound to this target where it is found to be unachievable due to the failure to find suitable candidates to fill the positions.

7. OCCUPATION STAGE OPPORTUNITIES

Phase 1 (Units 1 and 2) – the number of full-time equivalent employees falls below the trigger (of 50 FTE employees) to provide any occupation stage opportunities (and is not therefore a requirement of condition 19).

Phase 2 (Units 3 and 4) – opportunities at occupation stage will be provided, in accordance with the following measures, where the trigger of 50 or more full time equivalent jobs are created by any future businesses that occupy units 3 or 4 (or subdivision thereof).

The following measures will be undertaken to offer, and seek to secure, job/training opportunities and meet the employment needs of the local area:

- i) To include and undertake recruitment through Job Centre Plus;
- ii) To guarantee job interviews for those candidates sourced, as potentially suitable, by Job Centre Plus;
- iii) To provide work experience/work placement positions, where appropriate, and
- iv) To provide opportunities for apprenticeships at between 50-10% of the full time staff ratio.

Essentially, it must be acknowledged that whilst Hargreaves will ensure future tenants are made aware of the terms of the Employment and Skills Plan, these tenants may have established procedures for recruitment and training opportunities, which must be fully taken into account when implementing the Plan.

8. CONTACT DETAILS

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