



Employment and Skills Plan

(Revision D)

Site	Kingsclere Avenue
Developer	Portsmouth City Council
Main Contractor	Feltham Construction Ltd
Author	Clive Palmer
Reference	APP/16/00492
Estimated Build Value	£7m
Planned Start date	July 2017
Planned Completion date	February 2019

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1. Introduction and development details:

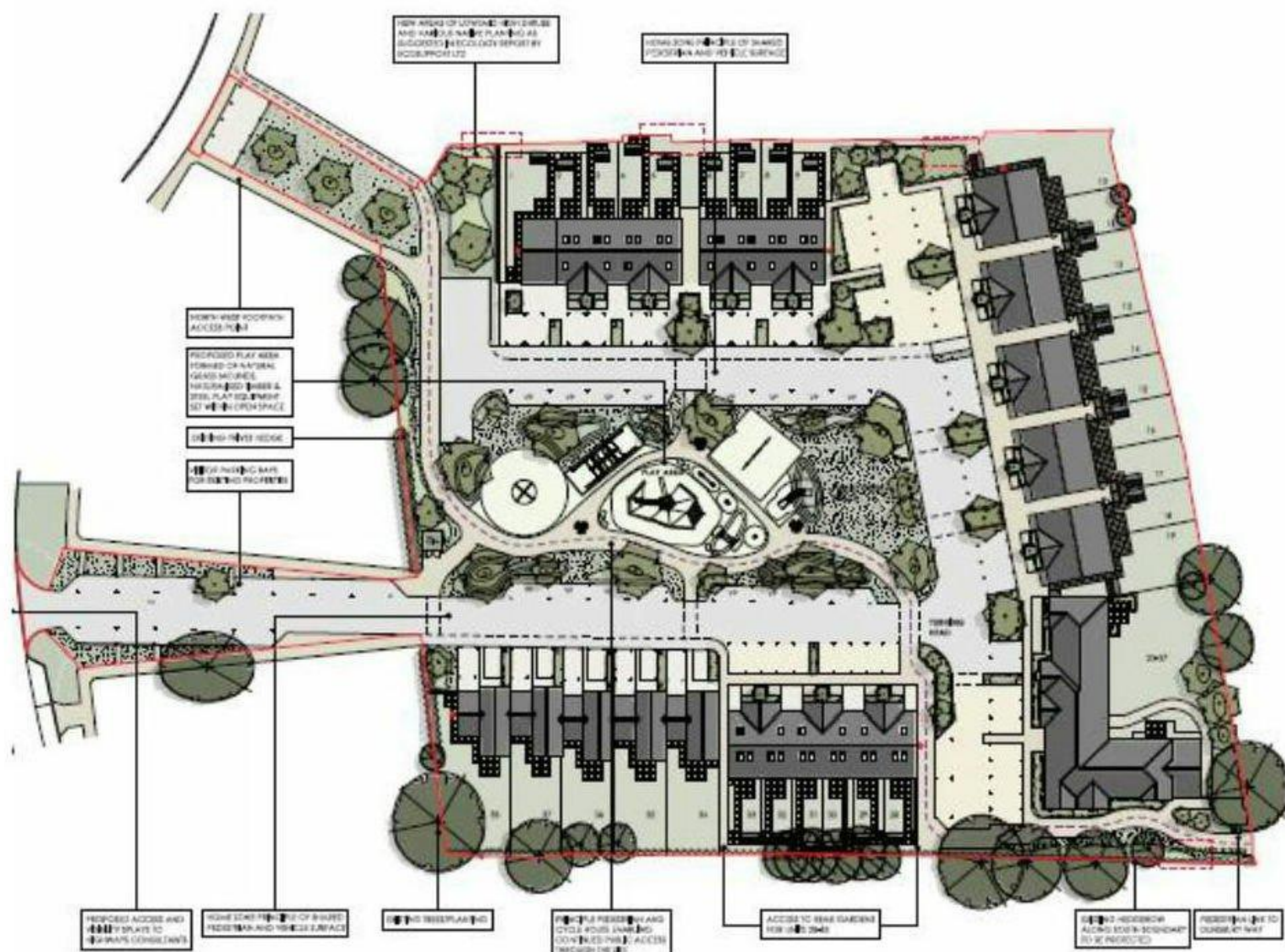
The development at Kingsclere Avenue comprises 38 new build homes,

- 30 houses
- 8 apartments

The mix is as follows:

- 8 x 2 bedroom apartments
- 11 x 3 bedroom, 5 person houses
- 14 x 3 bedroom, 6 person houses
- 5 x 4 bedroom, 7 person houses

For Portsmouth City Council



2. Objectives

Feltham Construction has considered the following six principals in order to shape this plan:

- Provide good value, high quality services
- Getting the City working
- Investing in education and training
- Keeping people safe
- Keeping the city clean and green
- Looking after people

The criteria that specifically relate to the ESP are below:

Feltham Construction in conjunction with Portsmouth City Council will develop activities within the ESP with a view to:

1.0 Provide good value, high quality services

1.1	Deliver value for money and efficient services
1.2	Work with local agencies, including Jobcentre plus and their partner organisations
1.3	Link with existing Regeneration programmes

2.0 Getting the local area working

2.1	Demonstrate the use of local labour from within the Feltham Construction project team and within the company
2.2	Procure goods and services from local contractors, subcontractors and suppliers to support the employment of the local community (where economically and practically feasible)
2.3	Demonstrate the recruitment and training opportunities within Feltham Construction
2.4	Provide opportunities for Portsmouth and Havant residents to access jobs created during the construction phase of the project
2.5	Support engagement with groups such as NEET and the long term unemployed

3.0 Investing in Education and Training

3.1	Provide the opportunity for Schools, Further & Higher Education providers to engage with the project to enhance learning
3.2	Promote greater choice and diversity
3.3	Support the development of skill within the local community

4.0 Keeping People Safe

4.1	Engaging with the adjacent school at to highlight the potential dangers associated with construction sites
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3. Delivery – Construction Phase Method Statement

3.1 Work Experience Placements (16 – 19 years)

The work experience placements are to support young people in full-time further education to gain experience in the construction industry

Target Post Codes PO6, PO9, PO10

Key Issues: coordination with the site team, risk assessment and method statement, insurance, site safety induction, child protection, parental consent and supervision

Supervision: Main Contractor	Target: 3 weeks
Activity: 1 -2 week work placement from South Downs College, Highbury College or Havant College based students	How Many: 3 weeks
	When: Sept 2017 x 1 week April 2018 x 1 week Sept 2018 x 1 week

3.2 Work Experience placement (14 – 16 years)

The work experience placements (at the school or alternative venue rather than site) are to support young people during their school education in years 10 & 11

Target Post Codes PO6, PO9, PO10

Key Issues: coordination with the site team, risk assessment and method statement, insurance, site safety induction, child protection, parental consent and supervision

Supervision: Main Contractor	Target: 6 weeks
Activity: This can be achieved with the assistance of EBP South Contact Details: Education Business Partnership Building 1000, lakeside, North Harbour, Western Road, Portsmouth, Hampshire, PO6 3EN	How Many: 6 weeks
	When: March 2018 x 2 weeks June 2018 x 2 weeks September 2018 x 2 weeks

3.3 School Support Activities(CCIAG)

This includes carrying out workshops within educational establishments with students from schools enabling the student to experience and understand the practical applications of construction activities in order to help them decide if construction work is for them.

Target Post Codes PO6, PO9, PO10

Key Issues: preparation of engaging material and delivery of workshops / taster days

Supervision: Main Contractor	Target: 8 days
Activity: Arrange for daily workshops with local schools such as Havant Academy, Park Community and Warblington School	How Many: 8 days
	When: September 2017 x 2 days March 2018 x 2 days June 2018 x 2 days September 2018 x 2 days

3.4 Apprentice Starts

This target describes recruitment of either traditional, specialist, displaced or adult apprentices to the project workforce

Target Post Codes PO6, PO9, PO10

Key Issues: employment, progression and range of experience

Supervision: Main Contractor & Subcontractor Teams	Target: 3
Activity: We will work closely with the major subcontractors for the scheme and make it a condition of their engagement that they make every effort to provide opportunities towards achieving the overall target. The specific activity for each individual will not be known until the subcontractors are appointed	How Many: 3
	When: September 2017 x 2 September 2018 x 1

3.5 Existing Apprentices

An apprentice working on the project, who is already employed by a contractor or subcontractor,

Target Post Codes PO6, PO9, PO10

Key Issues: employment, progression and range of experience

Supervision: Main Contractor & Subcontractor Teams	Target: 2
Activity: We will work closely with the major subcontractors for the scheme and make it a condition of their engagement that they make every effort to provide opportunities towards achieving the overall target. The specific activity for each individual will not be known until the subcontractors are appointed	How Many: 2
	When: September 2017 x 1 September 2018 x 1

3.6 Apprentice Completions

This target describes completion of a formal apprenticeship framework incorporating either NVQ level 2 or 3

Target Post Codes PO6, PO9, PO10

Key Issues: duration of apprenticeships

Supervision: Main Contractor & Subcontractor Teams	Target: 2
Activity: We will work closely with the major subcontractors for the scheme and make it a condition of their engagement that they make every effort to provide opportunities towards achieving the overall target. The specific activity for each individual will not be known until the subcontractors are appointed	How Many: 2
	When: September 2017 x 1 September 2018 x 1

3.7 Jobs Created on Construction Projects

3.7a Supported New Local Employment:

This target describes the employment of individuals by the main contractor or supply chain. The target relates to those who are employed as trainees, or those previously unemployed who have been provided with additional support to enable them to become employed

Target Post Codes PO6, PO9, PO10

Supervision: Main Contractor & Subcontractor Management Teams	Target: 2
Activity: Employing a local labourer / forklift driver for the project, subject to FCL finding a candidate that is willing to participate	How Many: 2
	When: January 2018 x 2

3.7b New Local Recruitment:

This target describes the employment of individuals by the main contractor or supply chain. The target relates to those who are employed as trainees, or those previously unemployed.

Target Post Codes PO6, PO9, PO10

Supervision: Main Contractor & Subcontractor Management Teams	Target: 2
Activity: Local subcontractors will be encouraged to engage local labour via tender negotiations	How Many: 2
	When: January 2018 x 2

For points 3.7a & b we will liaise with Heidi Golder ([REDACTED] –023 9286 8225)

3.8 Supervisor Training for Subcontractors

This target describes training activities leading to formal accreditation, such as Institute of Leadership and Management (ILM) qualifications. Courses delivered against this target must be at least ½ day in duration

Target Post Codes PO6, PO9, PO10

Key Issues: duration of apprenticeships

Supervision: Main Contractor & Subcontractor Management Teams	Target: 2
Activity: We will work closely with the major subcontractors for the scheme and make it a condition of their engagement that they make every effort to provide opportunities towards achieving the overall target. The specific activity for each individual will not be known until the subcontractors are appointed	How Many: 2
	When: October 2017 x 1 March 2018 x 1

3.9 Leadership & Management Training for Main Contractor & Subcontractor's

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 1 day in duration

Supervision: Main Contractor & Subcontractor Management Teams	Target: 2
Activity: We will work closely with the major subcontractors for the scheme and make it a condition of their engagement that they make every effort to provide opportunities towards achieving the overall target. The specific activity for each individual will not be known until the subcontractors are appointed	How Many: 2
	When: December 2017 x 1 July 2018 x 1

3.10 Advanced Health & Safety Training for Main Contractor & Subcontractors

Training which can be delivered against this target include SM STS (Site Management Safety Training Scheme – 5 day and refresher), SSSTS (Site Supervisor Safety Training Scheme – 2 day), NEBOSH (National Examination Board in Occupational Safety & Health) or IOSH courses (Institute of Occupational Health & Safety)

Supervision: Main Contractor & Subcontractor Management Teams	Target: 1
Activity: We will work closely with the major subcontractors for the scheme and make it a condition of their engagement that they make every effort to provide opportunities towards achieving the overall target. The specific activity for each individual will not be known until the subcontractors are appointed	How Many: 1
	When: July 2018

4. Contact Details

<u>Developer</u> Portsmouth City Council Adrian Legg Project Manager Housing Development Floor 3 Core 5 Civic Offices Guildhall Square Portsmouth PO1 2AY Tel: 023 9283 4084 Mob: [REDACTED] Email: [REDACTED] Web: www.portsmouth.gov.uk	<u>Main Contractor</u> Feltham Construction Ltd Clive Palmer Contracts Manager Colin Hodge Project Manager Feltham House 42 London Road Newbury Berkshire RG14 1LA Tel: 01635 277100 Mob: [REDACTED] Email: [REDACTED] Web: www.felthamconstruction.co.uk
<u>Architect:</u> Pope Priestley Architects Steve White Unit 15 Vicarage Farm Business Park Winchester Road Fair Oak Hampshire SO50 7HD Tel: 023 8033 5228 Email: [REDACTED]	<u>Structural Engineer</u> RJ Watkinson Structural & Civil Engineers Keith Sargent 12 High Street Lyndhurst Hampshire SO43 7BD Tel: 02 [REDACTED] Email: [REDACTED]

5. Signature Page

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

SIGNED

For and on behalf of the Developer:

Signature: _____

Name: _____

Title: _____

Date: _____

SIGNED

For and on behalf of the Main Contractor:

Signature: _____

Name: _____

Title: _____

Date: _____