Employment and Skills Plan – Havant Thicket Reservoir

Project and Contractor	Bartons Road, Havant		
Lead Contact	Emma Ward		
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Reference	N/A		
Build Value	£16million		
NSAFC Benchmark	Benchmark 1.0 Residential Band 5 £15.1 – 20million		
Planned start	January 2027	**Planned completion**	September 2028
First Quarterly Review	Quarterly – First review March 2027		

*An update meeting will be held every quarter between the ESH Co-Ordinator and the contractor to formally review KPI progress and track evidence

1. Project Outline

2. Objectives of the Plan

Havant Borough Council has adopted a National Skills Academy for Construction (NSAfC) programme in partnership with the Construction Industry Training Board (CITB). This provides a framework for public sector organisations with responsibility for procuring construction work to embed employment and skills interventions; including Apprenticeships, work placements, job creation and upskilling opportunities that are relevant and proportionate to the construction activity. It ensures that all tiers of the construction supply chain can grow their business by supporting employment, skills and Apprenticeships.

Employment and Skills Plan will contribute to the following priorities:

- Ensure children and young people in Havant thrive and achieve their full potential
- Support young people to achieve the skills they need to play an active role in society, particularly as the participation age rises (the age at which a child must stay in education or training)
- Promote employment opportunities for young people
- Provide opportunities for all to develop the skills needed to play a full part in Havant's economic success
- Support new and existing businesses to grow, including continuing to support local businesses through procurement processes

3. KPI Summary

KPI	Description	Target	Weeks

1	Work Placements	14	**16**
2	Jobs created by NSAfC projects (new entrants)	14	**16**
3	Construction Careers Information, Advice and Guidance (CCIAG) Events	6	
4	Training Weeks on site	365	333
5	Qualifying the Workforce	24	
6	Green Skills	4	
7	Case Studies Approved	2	
Total			**365**

4. KPIs						
KPI 1	**Work Placements (100% from Havant Borough post codes)**					
	CITB Industry Priority: Image and Recruitment					
	NSAfC Benchmark:	14	Agreed Target:	14	Training Weeks:	**16**
Activity	**2x T Level Construction placements to be provided for up to 9 weeks: commencing September each year** Stonebond will provide work experience placements for T Level Construction students studying at Havant and South Downs College. HSDC will recruit suitable learners from the course to attend work experience. The minimum expectation to achieve this outcome will be 315 hours per placement / 45 days. Start date of T Level placement will begin from April 2027.					
Activity	**8x work placements provided for Havant Youth Hub with flexible start dates throughout the year OR DWP work experience** Havant Youth Hub supports young adults seeking employment and training opportunities. Stonebond will work with Havant Youth Hub to provide work experience with flexibility to meet the needs of the business and the individual. These work experience placements can start at any point during the year and can last for a pre-arranged duration of time. Stonebond can also liaise with DWP to support the Youth Guarantee work experience scheme providing 2-4 weeks work experience to individuals seeking employment opportunities through the Job Centre.					
Activity	**2x work placements to be provided for Supported Internship Placements through HSDC: commencing March each year** Stonebond to provide work experience placements to students studying on the Supported Internship Programme at HSDC. HSDC will work with Stonebond to recruit appropriate students for the work placements. Work experience should typically last for the duration of 6 months and would normally be at least 20 hours per week. This can be flexible and agreed between Stonebond and the HSDC Supported Internship Team to suit both business and the learner. There is flexibility to recruit to work experience based on the needs of the business and partnering organisations. Havant Borough Council can support with introducing additional					

	partners should these not be suitable. Stonebond may also source their own work experience placements through pre-existing relationships with schools, colleges and universities but the post codes must be within Havant Borough (PO7 – PO11).
Partner/Contact	HSDC T Level Construction: Will Sparrow will.sparrow@hsdc.ac.uk HSDC Supported Internship Programme: Sarah Legg sarah.legg@hsdc.ac.uk HCC SIP: Angela Kirby angela.kirby2@hants.gov.uk Havant Youth Hub: Hannah Haynes hannah.haynes@havant.gov.uk DWP Work Experience: Louise-Angela Sunley louise-angela.sunley@dwp.gov.uk

KPI 2	**Jobs created by NSAfC projects (new entrants)**					
	CITB Industry Priority: Image and Recruitment					
	NSAfC Benchmark:	14	Agreed Target:	14		**16**
Activity	**14 x local candidates to be recruited into trades, target start dates dependent on schedule through local CSCS course, Job Centre and Youth Hub. On contract award, Stonebond will notify the client of further roles to be recruited locally through the supply chain** Stonebond and their sub-contractors to refer vacancies to Havant and Cosham Job Centre and Havant Youth Hub to allow targeted recruitment of individuals who have completed Construction Pre-Employment Training, including but not limited to CITB H&S and CSCS. Those who are successful in securing roles should be supported through the Hampshire County Council CYF scheme to ensure retention within their role. Stonebond to contact HSDC and Job Centre Plus, CTP and other agencies to broaden scope for recruitment if required. **All candidates must be from a Havant Borough post code (PO7-PO11).**					
Partner/Contact	Havant and Cosham Job Centre: Shaun Wilson shaun.wilson4@dwp.gov.uk Havant Youth Hub: Hannah Haynes hannah.haynes@havant.gov.uk					

KPI 3	**Construction Careers Information, Advice and Guidance (CCIAG) Events**			
	CITB Industry Priority: Image and Recruitment			
	NSAfC Benchmark:	6	Agreed Target:	**6**
Activity	**6 x Careers Assembly or Careers Fair attendance, providing information and promoting careers within the construction industry to school students in 2025** Stonebond will support local schools interested in careers in construction, to promote the industry. We will liaise with local schools and colleges to ensure we make this option available to the most appropriate students from the local area. Havant Borough Council will support with connecting to individual schools and events when necessary. Careers events may also happen within colleges, universities, Youth Hubs and Job Centres.			
Partner/Contact	Hampshire County Council Careers Hub: chloe.giles2@hants.gov.uk			

KPI 4	Training Weeks on site			
	CITB Industry Priority: Training and Development			
	NSAfC Benchmark:	365	Agreed Target:	**365**
Activity	**Stonebond will record and submit details of all activity within the remit of KPI 4** The activities that can be included towards this target are Apprenticeships and new entrants undertaking higher qualifications (existing graduate trainees working on the project can be included towards the training weeks).			
Partner/Contact	Not required			

KPI 5	Qualifying the Workforce			
	CITB Industry Priority: Training and Development			
	NSAfC Benchmark:	24	Agreed Target:	**24**
Activity	**24 x nationally recognised qualifications or industry certification for the project workforce.** Stonebond will provide training opportunities, including but not restricted to NVQs, Apprenticeship NVQs, SMSTS, CSCS and CPCS. This target applies to both main contractor employees and subcontractors. We will liaise with all stakeholders to set up a robust training schedule to show ongoing workforce development of both main and sub-contractor workforce.			
Partner/Contact	Not required			

KPI 6	Green Skills
	CITB Industry Priority: Training and Development
Activity	**6 x Green skills qualifications and/ or initiatives** Stonebond will provide green skills and/or initiatives embedded in their standard practice. This could be achieved through a programme of green skills training, staff incentives, general green literacy and awareness activities. This list is not exhaustive, and Stonebond can engage in any chosen activities centred around boosting green awareness.
Partner/Contact	CITB: Garry Mortimer GarryMortimer@cscs.co.uk

KPI 7	Case Studies Approved
	CITB Industry Priority: Strategic Leadership
	Project specific-to be agreed pre-approval
Activity	**An assortment of T Level, Supported Internship, Apprenticeship, Job Starts, Environmental case study totalling a minimum of 2 across the project** Stonebond to provide feedback on best practice or a significant achievement on the project. HBC will provide case study template and guidance. We would expect there to be numerous opportunities to develop case studies through the project and will produce the case study towards the end of the programme.

Partner/Contact	HBC Economic Development: James Maw james.maw@havant.gov.uk HBC Economic Development: Hannah Haynes hannah.haynes@havant.gov.uk

Appendix 1: Summary of CITB Key Performance Indicator Definitions

KPI 1a: Work Placements (In Education). Key Industry Priority: Image and Recruitment

This target describes work experience attendance on NSAfC Projects for students from schools, colleges and Universities (14 years plus) who undertake a work-experience placement for a minimum of 5 working (consecutive or non-consecutive) days. Longer duration traineeships can be counted under KPI 4. This KPI is aimed at providing students with the opportunity to carry out tasks agreed by the education provider and the employer enabling the learner to gain a meaningful insight into the construction sector.

KPI 1b: Work Placements (Not in Education). Key Industry Priority: Image and Recruitment

This target describes work experience attendance on NSAfC Projects for persons not enrolled in a course of education/study and who undertake a work-experience/pre-employment placement for a minimum of 5 working (consecutive or non-consecutive) days. This can include individuals from organisations such as Princes Trust, Probation Service, Jobcentre Plus, Women into Construction, Armed Forces re-settlement programmes or local community organisations. It may also be appropriate for individuals seeking a career change.
This KPI is aimed at providing persons with the opportunity to carry out tasks agreed by their supporting organisation (where applicable) and the employer enabling the individual to gain a meaningful insight into the construction sector.

KPI 2: Jobs created by NSAfC projects (new entrants). Key Industry Priority: Image and Recruitment
This target describes the creation of new and sustainable job opportunities for new entrants into the sector. And as a result of the project are required on the project site (s) by the main contractor or subcontractor. This target relates to (SPONSA reporting lines):

- Persons who are employed as Apprentices
- Persons previously unemployed
- Graduates

KPI 3: Construction Careers Information, Advice and Guidance (CCIAG) Events. Key Industry Priority: Image and Recruitment
This target consists of the organisation and delivery of events focused on improving the image of the sector. Events are aimed at increasing awareness of the opportunities available within the industry, what it is like to work in Construction and how to get into the sector. To be counted, the activity must be formally structured, agreed by the project and the participating organisation, and recorded on the CCIAG form. The key target groups for delivery of this outcome are:

- Entrants 14-19: (e.g. NEETs, school students, school leavers, college students)
- Undergraduates
- Influencers (e.g. school / university / adult influencers, careers advisers, careers school staff, other providers, community groups)

KPI 4: Training Weeks on site. Key Industry Priority: Training and Development
This target relates to and counts the number of weeks of formalised training being undertaken by the site labour force working on a NSAFC Project. This will involve training following a recognised syllabus of study which has been accredited by either an awarding body for that qualification or by the recognised issuing organisation.
One training week = 5 working days. Days can be cumulative for any individual (i.e. if an individual undertook a 3 day course (certificated) a 4 day training course (certificated) and a qualification which is made up of 3 days of training the contractor could claim 2 training weeks). This target can include apprenticeship programmes counted in training weeks. This target relates to all employees:

- New entrants who are undertaking apprenticeship frameworks
- New entrants who are undertaking traineeships or equivalent
- New entrants undertaking technical/higher level qualifications

KPI 5: Qualifying the Workforce, Key Industry Priority: Training and Development
5a) Main Contractor and 5b) Sub Contactor - Qualifications
This target relates to persons gaining a nationally recognised qualification equivalent to Level 2 or above.

Achievements can include vocational awards/ diplomas, apprenticeship completions, professional qualifications, leadership and management courses including ILM, health and safety, (including IOSH, NEBOSH, SMILLER HOMESTS & SSSTS). Outcomes must be accredited by a nationally recognised professional institution or awarding body. 5c) Main Contactor and 5d) Sub Contactor – Short Duration Training This target relates to persons gaining industry certification. Achievements can include short duration courses; project specific learning e.g. products, installation, technologies, or may relate to occupational competence, licence to practice or sector specific training e.g. the environment, sustainability, health and safety Outcomes must be accredited by public education establishments, employers or other training providers and may be held externally or in-house and must be a minimum duration of 3 hours For the client-based approach KPI5 relates to those who are working as part of the NSAfC project workforce; this includes main contractor employees and subcontractors. For funded approach KPI5 relates to those working as part of the supply chain workforce.
KPI 6: Training Plans. Key Industry Priority: Training and Development This target relates to the annual company plan which details the organisational structured approach to training and developing the workforce. The plan must show the start and end date so that it demonstrates that this is a plan rather than a matrix. This target can include new plans and plans to be renewed For the client-based approach KPI6 relates to those who are working as part of the NSAfC project workforce; this includes main contractor employees and subcontractors. For funded approach KPI6 relates to those working as part of the supply chain workforce.
KPI 7: Case Studies Approved. Key Industry Priority: Strategic Leadership This target consists of completing and submitting a promotional case study which describes either an example of best practice or a significant achievement on the NSAfC project. Case studies counted against this measure must be compliant with the National Skills Academy for Construction case study guidelines. The completed case study must be approved by a representative of CITB and the client/contractor's internal Communications team and available for inclusion on the National Skills Academy for Construction website and for additional promotional purposes.

Appendix 2: Employment and Skills Plan Yearly Targets

			ICF Ref:													
Employment and Skills Areas			**2027**	**2028**												**Total**
KPI 1	Work Placements - persons															**14**
(1a)	*(In Education)*		2	*2*												
(1b)	*(Not in Education)*		5	*5*												
KPI 2	Jobs Created by NSAfC Projects (new entrants)															
(2a)	*(Apprenticeships)*		*2*	*2*												***14***
(2b)	*(New Entrants)*		*5*	*5*												
KPI 3	Construction Careers Events (CCIAG)		4	2												**6**
KPI 4	Training Weeks on site		*300*	65												**365**
KPI 5	Qualifying the Workforce		**20**	**4**												**24**
(5a)	*(Qualifications gained main contractor)*															
(5b)	*(Qualifications gained subcontractor)*															
(5c)	*(Industry certification gained main contractor)*															
(5d)	*(Industry certification gained subcontractor)*															
KPI 6	Green Skills		3	3												**6**
KPI 7	Case Studies Approved		1	1												**2**

Appendix 3: Construction Programme

Not Applicable