

Employment and Skills Plan

Site: The Hedgerows, Westergate

Developer: Taylor Wimpey Southern Counties

Main Contractor: Taylor Wimpey

Author: Sue Goff

Reference:

Estimated Build Value:

Planned Start Date: January 2020

Planned Completion Date: November 2021

**Taylor
Wimpey**

Policy Skills SP21

Employment and Skills

The purpose of this document is to demonstrate how Taylor Wimpey propose to comply with the objectives set within the SKILLS SP21, which is summarised as follows: -

- a. Raise skill levels and increase employability.
- b. Tackle skills shortages in existing and potential business sector clusters that are, or have the potential to be, strengths in the local economy;
- c. Promote skills on strategic housing and employment sites particularly with regard to construction skills;
- d. Address barriers to employment for economically inactive people; and

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Section 1. Introduction and Development Details

The Hedgerows is situated at Westergate, Chichester and is a development consisting of

70 no. 1 – 4 Bedroom Homes.

Anticipated construction commencement is January 2020 and has a completion date of December 2021.

Section 2. Increasing Skill Levels and Employability

Subcontractors & Local Businesses

We will endeavour to work with businesses in the local and surrounding areas wherever possible. We will engage with businesses with the assistance of Arun Council. These businesses will be able to quote for the relevant works required. We will be employing and creating new and sustainable job opportunities for people in the local and surrounding areas, this will not only be through Taylor Wimpey but subcontractors also. The job roles we would look to evolve with the project would be trade apprentices, i.e. carpenters, bricklayers, painters & decorators, trainees, graduates and where appropriate to they would undertake the required qualifications and training relevant to their job.

Section 3. Tackling Shortages Within Business Sectors or Clusters, that have the potential to be strengths in the local community

Construction Careers IAG Events

We will be interacting with the local schools and colleges to inform students of the many job roles involved within construction from working on site to working in an office, what we are able to offer with regards to on the job training and ongoing qualifications. We will attend careers events, career talks or guess my job so we are able to give people an opportunity to see what is available and how they can progress within their chosen career. We encourage students to visit a development in order to see how all the different professions work together and how this is managed. We are also able to offer work experience for students, to give them a taster for a future career.

Section 4. Addressing barriers to employment for economically inactive people

We believe that everyone should have the right to equal access to employment and provide the opportunity for people to undertake work experience, apprenticeships and traineeships through Taylor Wimpey and their subcontractors. These roles are accompanied with various benefits.

We promote diversity to create an organisation that attracts, supports and promotes the broadest range of talent available within the local and surrounding areas.

People have different needs, values and beliefs. Our people management practice demands that employment propositions are both consistently fair but also flexible and inclusive in ways that assist our people while supporting our business needs and objectives

We have defined diversity to mean that we actively embrace the business and local communities in which we operate and will strive to reflect their richness and character to include such aspects as gender, race, disability and religion but also diversity of thought, background and experience

We believe that everyone should have the right to equal access to employment and, when in our employ, to equal pay and access to training and career development

