ARUN
DISTRICT COUNCIL

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Employment and Skills Plan – A/282/22/RES

Project and Contractor	Redrow		
Lead Contact	Tom Davies + Site Manager TBC		
Telephone			
Email			
Reference			
Build value	£31,747,728		
NSAfC Benchmark	Band 7		
Planned start	June 2023	**Planned completion**	March 2027
First Quarterly Review Date	October 2023		

1. Project Outline

The Arundel Road site is situated within Arun District Council. The site measures 8.9 ha and is bound to the north by a small woodland copse and a residential property. To the west the site is bounded by well-established hedgerows beyond which lie agricultural fields. The southern boundary consists of a chain-link fence beyond which is a line of well-established trees which help to define the boundary with the adjacent playing fields and sports club.

The site is located on the northern edge of the settlement of Angmering, approximately 0.60km from the centre. Angmering lies in an accessible location along the A27 between Portsmouth and Brighton, approximately 21km west/east respectively. It also lies approximately 5.6km from the centres of Worthing and Littlehampton to the east and west respectively.

Angmering offers a wide range of local amenities that could serve residents of the development. These include a number of pubs, restaurants, supermarkets, sports facilities, medical centre, places of worship, primary school, secondary school and sixth form, many of which are within 1km of the site.

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2. Objectives of the Plan

The Arun Local Plan 2018 contains strategic objective for Employment and Enterprise which is to: "Strengthen Arun's economic base and provide local job opportunities by increasing, diversifying and improving the quality of employment within the District through the provision of appropriate employment sites, quality affordable accommodation and the development of business support and partnerships."

The Arun Local Plan, section 8.9 Employment and Skills, further details the ambitions of the Council;

"Development can help to enable to the challenge of meeting the Local Plan's Strategic objective for employment and underpin the Economic Strategy for Arun by helping to meet district-wide requirements for skill enhancement. In particular the Council wishes to introduce Employment and Skills Plans for major developments in the District in order to use the opportunities presented by development to improve local employment and training."

This plan will seek to incorporate Policy SKILLS SP1;

Policy SKILLS SP1

Employment and Skills

The Council will encourage development proposals that support the following:

a. Raise skills 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
e. Provide for the development of childcare facilities within or close proximity to employment sites.

Construction Employment and Skills Plans play an important role in supporting the council to deliver on these plans by securing quality employment, training and apprenticeship opportunities for local residents and increasing awareness of construction industry roles and opportunities.

If appropriate - This employment and skills plan follows the 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.

3. KPI Summary			
KPI	**Description**	**Target**	**Weeks**
1	Work Placements	15	75
2	Jobs created by NSAfC projects (new entrants)	9	
3	Construction Careers Information, Advice and Guidance (CCIAG) Events	7	
4	Training Weeks on site	731	
5	Qualifying the Workforce	16	
6	Training Plans	4	
7	Case Studies Approved	2	
Total			

4. KPIs						
KPI 1	**Work Placements**					
	NSAfC Benchmark:	20	Agreed Target:	15	Training Weeks:	75
Activity	Redrow will endeavour to provide opportunities for access to onsite work placements over the lifetime of the site. This will be coordinated through the local educational establishments and the local job centre within the area and give access to local people to the opportunity to learn about housebuilding as well as gain an in site into careers into construction. Work placements will be either a consecutive 5 days or 5 non consecutive days. Ideally placement students will be 16+. Measure; the completion of a work placement evaluation form. One form equals one placement. Justification: The conclusion of the agreed target number is 15 on the basis of the location of the planned site is has very low unemployment in the area and some educational establishments may not want to engage in the opportunities.					
Partner/Contact	James Herdman – Area Site Manager [redacted]					

KPI 2	Jobs created by NSAfC projects (new entrants)					
	NSAfC Benchmark:	18	Agreed Target:	9		
Activity	Jobs created • new entrants • apprenticeship starts • Management Trainees We will endeavour to ensure there are New Entrant / apprenticeships / Graduate opportunities for local people. We will communicate our apprenticeship recruitment plans to the local authority and its network of partners including local educational establishments and job centre plus to promote apprenticeship vacancies to local people. We will also endeavour to work with local colleges to advise of vacancies for level 1 and full-time students as well as alternative programs such as T-Levels who wish to complete an apprenticeship. Applicants will need to apply via the Redrow careers website for vacancies. We will also work with our supply chain to endeavour to encourage advertising and recruitment of local people. As part of the tendering process Redrow will Measure; Notification of vacancies to Employment, Skills & Training Manager Justification: The conclusion of the agreed target number is 9, 3 per year, on the basis of the location of the planned site is has very low unemployment in the area.					
Partner/Contact	Clare Hindley – Redrow – Head of Talent Prinal Shah – Redrow – Apprenticeship Manager					

KPI 3	Construction Careers Information, Advice and Guidance (CCIAG) Events			
	NSAfC Benchmark:	9	Agreed Target:	**7**
Activity	Construction Careers Information Advice & Guidance (CCIAG) Redrow will work with local education establishments and the local authority's network of partners to support careers information, advice and guidance events in the local area. This can include but not limited to Schools careers events, masterclass Q&A sessions, mock interviews, career talks. Sessions will be arranged directly with interested parties directly for a convenient time. Target Groups for activity; • Entrants 14-19: (e.g. persons currently not in education, employment or training, or school students, school leavers, college students) • Under graduates • Influencers (e.g. school / college/ university / adult influencers ,careers advisers, careers school staff, other providers, community groups) Measure; Confirmation of attendance of event by organiser Outline of event and rough number of students attended. Justification: The conclusion of the agreed target number is 7 on the basis of the location of the planned site is has very low unemployment in the area and some educational establishments may not want to engage in the opportunities.			
Partner/Contact	James Herdman – Area Site Manager [redacted]			

KPI 4	Training Weeks on site			
	NSAfC Benchmark:	731	Agreed Target:	**600**
Activity	Redrow are committed to ensuring the continued professional development of its workforce and will work closely with our supply chain to ensure they have the training required. We will endeavour to meet this requirement through Apprenticeships and approved training courses such as SMSTS, SSSTS, SEATS Training weeks will be collated and reported on under each heading on a quarterly basis. One training week is 5 working days. Measure; Confirmation of course, details and completion date. Justification: The conclusion of the agreed target number is 600 hours due to the length of build on the site we feel this is more achievable.			

Partner/Contact	

KPI 5	**Qualifying the Workforce**			
	NSAfC Benchmark:	32	Agreed Target:	**16**
Activity	Redrow are committed to the continued professional development and upskilling of its workforce and supply chain. We will endeavour to report on the number of qualifications and approved qualifications achieved by employees and the supply chain for the duration of the development. This will include; NVQ's, apprenticeship qualifications, professional qualifications and HS&E courses Justification: The conclusion of the agreed target number is 16 on the basis of the location of the planned site is has very low unemployment in the area which may have an impact on them professional accredited qualifications.			
Partner/Contact	James Herdman – Area Site Manager [redacted]			

KPI 6	Training Plans			
	NSAfC Benchmark:	6	Agreed Target:	**6**
Activity	Redrow are committed to Learning & Development. We will deliver this through a variety of accredited and non-accredited training. Accredited training will include but not limited to First aid, SEATS and SMSTS. Non accredited training will include but not limited to e-learning modules and in house training courses.			
Partner/Contact	James Herdman – Area Site Manager [redacted]			

KPI 7	Case Studies Approved
Activity	We will endeavour to work with the local authority to provide case studies of successes, achievements and as well as share best practice. These case studies will be shared with the local authority with images and data permission.

Partner/Contact	Clare Hindley – Redrow – Head of Talent Prinal Shah – Redrow – Apprenticeship Manager

Appendix 1: Summary of CITB Key Performance Indicator Definitions

Appendix 2: Employment and Skills Plan Monthly Targets (Year 1)

Employment and Skills Areas		1	2	3	4	5	6	7	8	9	10	11	12	Total
	Work placement (Per Year)	0	0	0	**1**	0	1	**0**	1	**0**	0	**0**	0	**3 (Per Yr)**
	Jobs created by NSAfC projects (new entrants)	0	0	0	0	0	0	1	3	0	0	0	0	3
	Construction Careers Information, Advice and Guidance (CCIAG) Events	0	0	1	1	0	0	0	0	0	0	0	0	2
	Training Weeks on site	**15**	15	**15**	15	**15**	15	**15**	15	**15**	15	**15**	**15**	**180 hrs per yr**
	Qualifying the Workforce	0	0	0	0	1	1	1	1	0	0	0	0	4
	Training Plans	0	0	0	0	0	0	0	1	0	0	0	0	1
	Case Studies	0	0	0	0	0	0	0	1	0	0	0	0	1
