

Employment and Skills Plan – Land West of Church Lane and South of Horsemere Green Lane, Climping

Project	Residential Development of 300 units at Land West of Church Lane and South of Horsemere Green Lane, Climping
Developer	Foreman Homes Ltd (FHL)
Lead Contact	Jane Carrington or Toby Whiting (FHL)
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Planning Reference	CM/1/17/OUT

1. Project Outline

Foreman Homes Ltd are a Hampshire based, residential development company, who have grown over the last few years to be one of the region's largest and most recognised privately owned house builders.

The company has been built on the solid foundations of hard work, dedication and good people with a passion for building quality homes. Throughout the 24 years since the company was founded, growing from a small, family run business renovating properties and building a few homes each year, to constructing in excess of 300 properties a year, each development, regardless of size or style, has been created with a clear vision at its heart. They are proud and excited to be bringing this site forward for development.

Outline planning permission was granted on 28th September 2018 for the construction of up to 300 dwellings and ancillary development, including open space and highway works.

The construction of the development, consisting of residential dwelling houses and apartments, open space and improvements to Church Lane roundabout, will likely commence in August 2022 (subject to the timing of the approval of the Reserved Matters and the discharge of planning conditions) and will take approximately 6 years to complete.

During construction, an array of roles and apprenticeships will be available both on site and at their head office in Park Gate, Southampton, with advertisements being displayed on their website and on the on-site information board.

FHL supply chain engages apprentices in several specialist activities and although the majority of sub-contractors are local to FHL, in Southampton, they will try to facilitate the use of companies local to the development itself, where ever possible, to boost local employment opportunities.

Throughout the duration of the construction period and where the situation allows, FHL are keen to involve local schools and colleges, offering work placements, site visits and support with careers advice.

2. Objectives of the Plan

Foreman Homes will formulate activities within the ESP with an aim to:

- Work with local agencies, including Job Centre plus and their partner organisations
- Link with existing Regeneration programmes
- Procure goods and services from local contractors, sub-contractors and suppliers to support the employment of the local community (where economically and practically feasible)
- Demonstrate the recruitment and training opportunities within the company
- Support engagement with priority groups such as NEET and long term unemployed
- Provide opportunities for Schools, Further and Higher Education providers to engage with the project to enhance learning
- Promote greater choice and diversity
- Support the development of skills within the local community

3. KPI Summary

KPI	Description	Target
1	Work Placements	23
2	Local jobs created	22
3	Construction Careers Information, Advice and Guidance (CCIAG) Events	2
4	Training Weeks on site	1148
5	Qualifying the Workforce	39
6	Training Plans	7

4. KPIs

KPI 1	Work Placements
	CITB Industry Priority: Image and Recruitment
	Target: 23
Activity	FHL provide a 2 week rotation-style programme which offers opportunities to gain exposure and experience across the entire property development cycle. During a placement, students will not only spend time in the department(s) that most closely aligns to the areas they are seeking to gain experience in, but also with other core departments of the business to help them gain a greater appreciation of the property development process. FHL shall use their best endeavours to ensure they provide as broad an age range as possible for placements.
Contact	Arun District Council - Miriam.Nicholls@arun.gov.uk West Sussex County Council West Sussex Service for Schools Local Schools/Colleges Hampshire County Council Jobcentre Plus

KPI 2	Local Jobs Created
	CITB Industry Priority: Image and Recruitment
	Target: 22
Activity	As usual on a development scheme, the majority of apprentices on site will be employed by subcontractor partners. FHL are keen to promote and use subcontractors that offer apprenticeships within their company and are happy to provide the opportunity for Construction Skills to be included in apprenticeships on this development. The specific activity for each individual will not be known until the subcontractor is appointed and the apprenticeship confirmed however, this could include ground works, painting & decorating, plastering, bricklaying, electrical, plumbing and even landscaping. That said, FHL are keen to develop, not only existing staff via an apprenticeship, but provide new opportunities for apprentices. The following apprentices have recently completed their apprenticeships with FHL and are now full time employees: Apprentice Surveyor Construction Apprentice Customer Care Apprentice Apprentice Site Manager FHL are proud of their commitment to their apprenticeship schemes, which has been clearly recognized through the achievement of 'Apprentice of the Year' for an employee at the 2020 National Building & Construction Awards, at which they were also awarded 'Residential Developer of the Year'. Employed-Unemployed Persons: Given the large proportion of individuals on site that will be employed by sub-contractors compared to FHL, it is likely that the majority of the new entrants will be supported by one of FHL's appointed subcontractors who they will work with to broker any opportunity. The specific activity for each individual will not be known until the subcontractors are appointed. And, as above, FHL will play an active role in creating opportunities for new entrants where suitable. FHL will also work with Job Centre Plus and other organisations to provide opportunities.
Contact	Arun District Council - Miriam.Nicholls@arun.gov.uk West Sussex County Council Hampshire County Council Local Schools/Colleges Jobcentre Plus Sub-contractors as and when appointed

KPI 3	Construction Careers Information, Advice and Guidance (CCIAG) Events		
	CITB Industry Priority: Image and Recruitment		
	Target:	2	
Activity	FHL seek to encourage young, talented people into the industry by showing the breadth of viable, attractive career opportunities that exist. FHL encourage their employees, across all roles and levels, to act as role models and mentors for the industry. As such, FHL are keen to engage in career events and workshops within educational establishments or host site visits (where Health & Safety permits) for students from schools and colleges, to promote the many career possibilities within the construction industry.		
Contact	Arun District Council - Miriam.Nicholls@arun.gov.uk West Sussex County Council Hampshire County Council Local Schools/Colleges		

KPI 4	Training Weeks on site		
	CITB Industry Priority: Training and Development		
	Target:	1148	
Activity	As mentioned above, the majority of new entrants undertaking apprenticeships and technical/higher level qualifications will be employed by subcontractors, but FHL will also play an active role, where possible, in creating opportunities on site and at their head office. FHL currently have three members of staff studying for a Level 4 NVQ in Construction Supervision on other development sites. All training weeks provided by FHL and their subcontractors will be recorded to achieve the target		
Contact	FHL Apprentices Apprentices with subcontractors		

KPI 5	Qualifying the Workforce		
	CITB Industry Priority: Training and Development		
	Target:	39	
Activity	FHL will provide training opportunities, including but not restricted to, NVQ's, health and safety, asbestos awareness, manual handling, fork lift truck driving etc as best suited to the project. This target applies to both FHL employees and subcontractors. FHL encourage the use of CSCS (Construction Skills Certification Scheme) cards on all of their development sites and provide the opportunity for all employees to gain this qualification.		
Contact	Subcontractors Jane Carrington/Toby Whiting --- FHL		

KPI 6	Training Plans		
	CITB Industry Priority: Training and Development		
	Target:	7	
Activity	FHL arrange individual training plans for any employee who wishes to progress in their chosen field and want to obtain further qualifications, such as an NVQ. Training and development is a key element in each of their employees and is tracked to provide the best outcome for both the employee and the company. FHL will liaise with all subcontractors on site to ensure outputs are achieved and they have an up to date training matrix and policy in place to show commitment to skills training.		
Contact	Jane Carrington/Toby Whiting – FHL Subcontractors		

Summary of CITB Key Performance Indicator (KPI) 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 Contractor - 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, SMSTS & SSSTS).

Outcomes must be accredited by a nationally recognised professional institution or awarding body.

5c) Main Contractor and 5d) Sub Contractor – 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.