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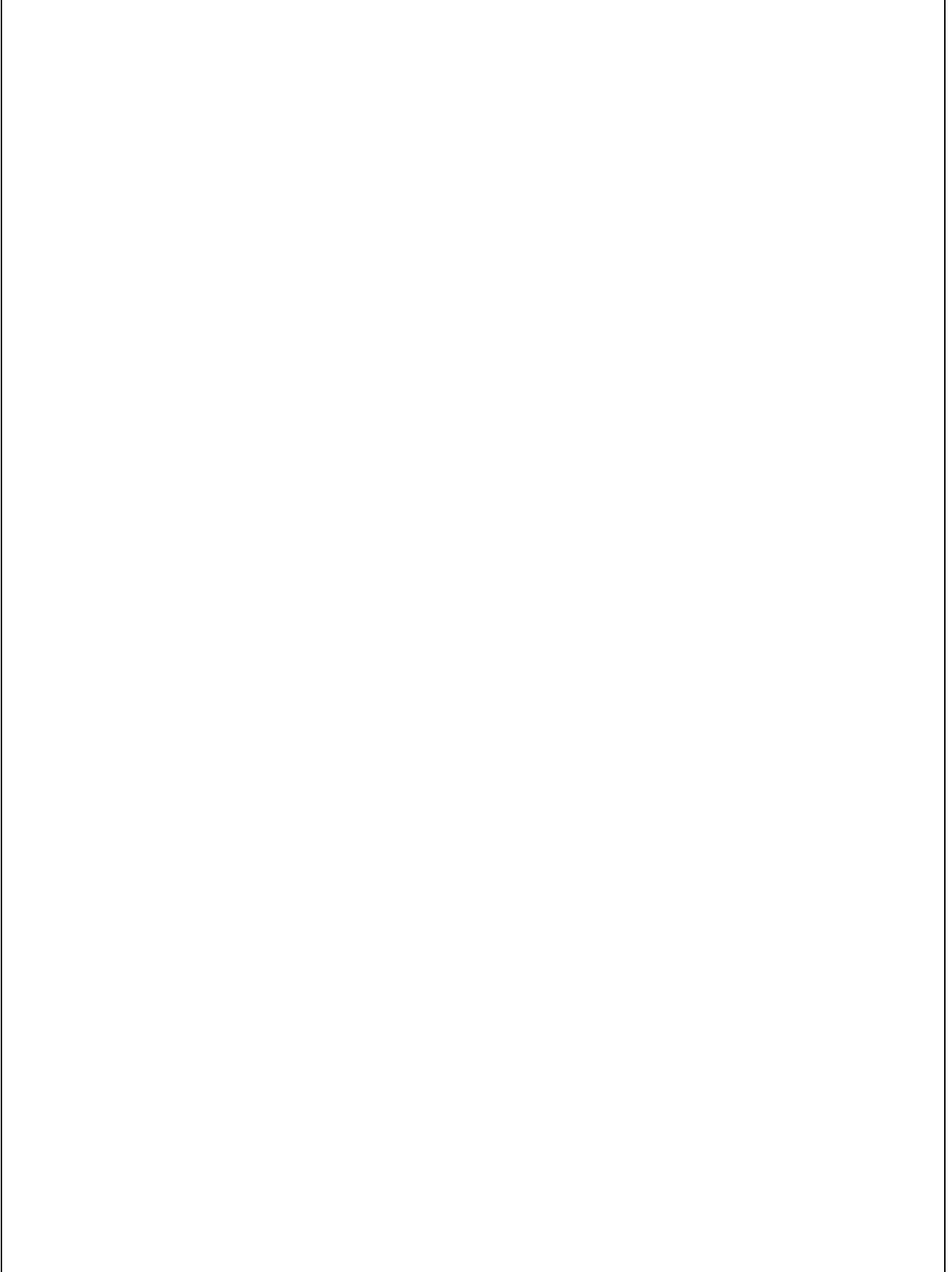
## Employment and Skills Plan – **P/25/17/OUT**

|                                    |                                                       |                           |               |
|------------------------------------|-------------------------------------------------------|---------------------------|---------------|
| <b>Project and Contractor</b>      | Church Barton House, Pagham – Hampshire Homes Limited |                           |               |
| <b>Lead Contact</b>                | Lauren Wiltshire                                      |                           |               |
| <b>Telephone</b>                   |                                                       |                           |               |
| <b>Email</b>                       |                                                       |                           |               |
| <b>Reference</b>                   | P/25/17/OUT                                           |                           |               |
| <b>Build value</b>                 | £18,000,000                                           |                           |               |
| <b>NSAFC Benchmark</b>             |                                                       |                           |               |
| <b>Planned start</b>               | January 2026                                          | <b>Planned completion</b> | December 2029 |
| <b>First Quarterly Review Date</b> | April 2026                                            |                           |               |

### 1. Project Outline

Outline application with all matters reserved- Erection of up to 65 No. dwellings, access roads, landscaping, open space and associated works.

Reserved matters permission granted January 2024



## 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                                                      | 3      | 3     |
| 2              | Jobs created by NSAfC projects (new entrants)                        |        |       |
| 3              | Construction Careers Information, Advice and Guidance (CCIAG) Events |        |       |
| 4              | Training Weeks on site                                               | 12     |       |
| 5              | Qualifying the Workforce                                             | 10     |       |
| 6              | Training Plans                                                       | 6      |       |
| 7              | Case Studies Approved                                                |        |       |
| <b>Total</b>   |                                                                      |        |       |

| 4. KPIs         |                  |  |                |  |  |  |
|-----------------|------------------|--|----------------|--|--|--|
| KPI 1           | Work Placements  |  |                |  |  |  |
|                 | NSAfC Benchmark: |  | Agreed Target: |  |  |  |
| Activity        |                  |  |                |  |  |  |
| Partner/Contact |                  |  |                |  |  |  |

|  |  |
|--|--|
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| KPI 2           | Jobs created by NSAfC projects (new entrants) |  |                |  |  |  |
|-----------------|-----------------------------------------------|--|----------------|--|--|--|
|                 | NSAfC Benchmark:                              |  | Agreed Target: |  |  |  |
| Activity        |                                               |  |                |  |  |  |
| Partner/Contact |                                               |  |                |  |  |  |

|                 |                                                                             |  |                |  |
|-----------------|-----------------------------------------------------------------------------|--|----------------|--|
| <b>KPI 3</b>    | <b>Construction Careers Information, Advice and Guidance (CCIAG) Events</b> |  |                |  |
|                 | NSAfc Benchmark:                                                            |  | Agreed Target: |  |
| Activity        |                                                                             |  |                |  |
| Partner/Contact |                                                                             |  |                |  |

|                 |                               |  |                |  |
|-----------------|-------------------------------|--|----------------|--|
| <b>KPI 4</b>    | <b>Training Weeks on site</b> |  |                |  |
|                 | NSAfc Benchmark:              |  | Agreed Target: |  |
| Activity        |                               |  |                |  |
| Partner/Contact |                               |  |                |  |

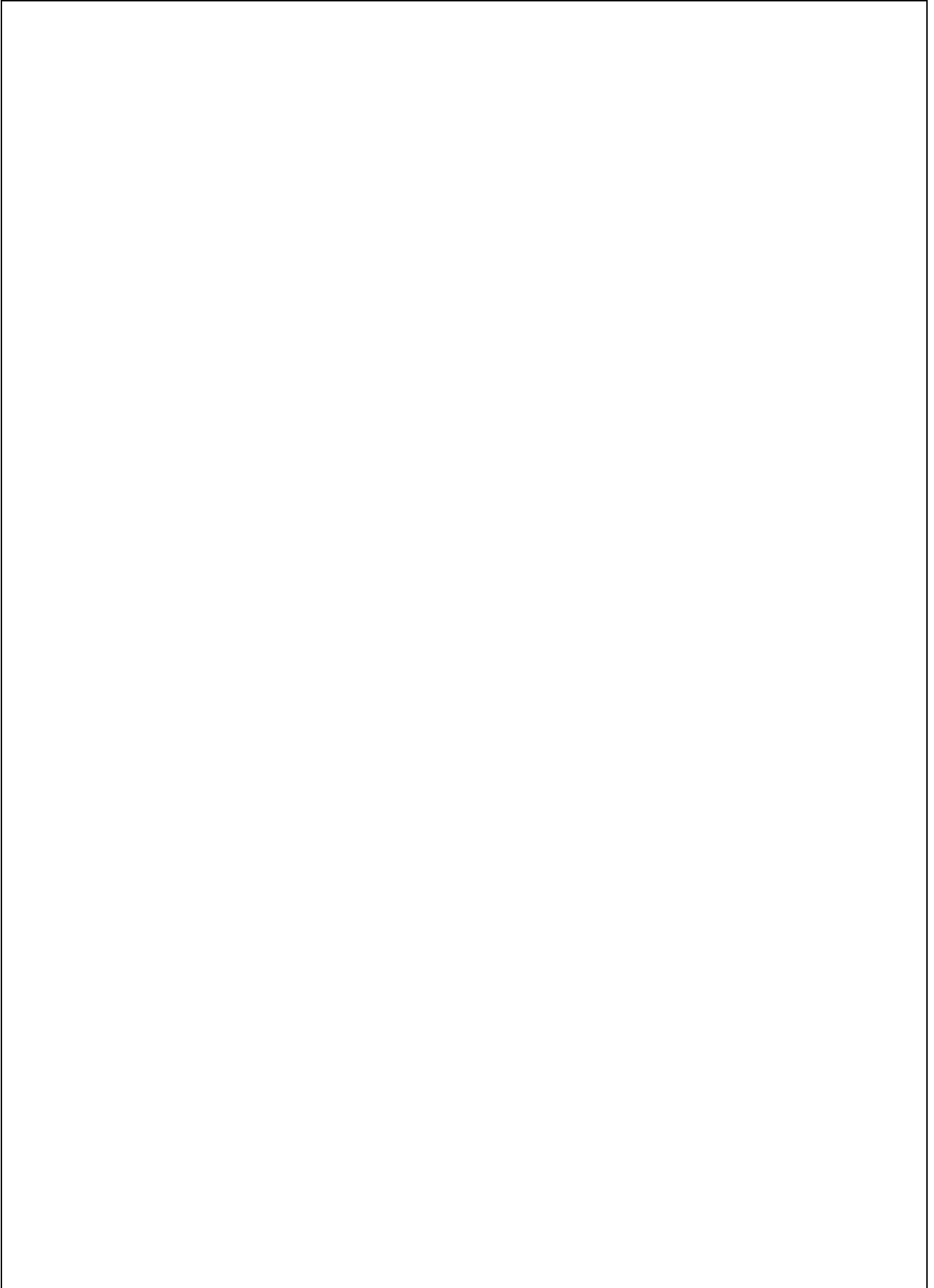
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|-----------------|---------------------------------|--|----------------|--|
| <b>KPI 5</b>    | <b>Qualifying the Workforce</b> |  |                |  |
|                 | NSAfc Benchmark:                |  | Agreed Target: |  |
| Activity        |                                 |  |                |  |
| Partner/Contact |                                 |  |                |  |

| KPI 6           | Training Plans   |  |                |  |
|-----------------|------------------|--|----------------|--|
|                 | NSAfc Benchmark: |  | Agreed Target: |  |
| Activity        |                  |  |                |  |
| Partner/Contact |                  |  |                |  |

| KPI 7    | Case Studies Approved |  |  |  |
|----------|-----------------------|--|--|--|
|          |                       |  |  |  |
| Activity |                       |  |  |  |

|                 |  |
|-----------------|--|
|                 |  |
| Partner/Contact |  |

**Appendix 1: Summary of CITB Key Performance Indicator Definitions**





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

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