



Employment and Skills Plan

Site: Regis Park

Developer: Taylor Wimpey Southern Counties

Main Contractor: Taylor Wimpey

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Reference: SG/LP/Regis Park

Planned Start Date: November 2020

Planned Completion Date: November 2024

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

Planning condition 20 attached to Outline planning permission ref: P/134/16/OUT requires that prior to commencement of development the applicant shall prepare and submit for approval an Employment and Skills Plan for the construction phase of development. Following approval of the Employment and Skills Plan the developer will implement and promote the objectives of the approved plan.



Section 1. Introduction and Development Details

Regis Park is situated at land north of Sefter Road and 80 Rose Green Road Pagham.

The development comprises a total of 280 dwellings consisting of a mix of 2, 3 and 4 bed properties provided as houses and apartments. Associated open space, landscaping and parking will be provided. In addition to the residential element of the development, the proposals also provide a replacement Scout Hut near the entrance to Sefter Road and a suitable area of hard standing must be made available for an Ambulance Community Response Post Facility.

Anticipated construction commencement is November 2020 and has a completion date of November 2024.

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 District 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 they would undertake the required qualifications and training relevant to their job.

We propose the following targets regarding jobs roles, training, careers events etc.

Employment and Skills Plan Review –

KPI Summary

1	Work Placements	Name	Age	Postcode (First Part)	M/F	Active/ Complete	Organisation	In/Not In Education	Completion Date	No. of Days
Target	6									
Current										

2	Jobs created new entrants	Name	Age	Postcode (First Part)	M/F	Occupation	App/NEET/ Local/ Graduate	Start Date	Qual Level	Qual Title	Employer Name	Provider
Target	10											
Current												

3	Careers Information, Advice and Guidance (CIAG) Events	Details of Activity	Place	School/College	No. of Students	Date dd/mm/yy
Target	10					
Current						

4	Training Weeks on site	Name	Age	Postcode (First Part)	Occupation	No. of Weeks
Target	8					
Current						

5	Qualifying the Workforce	Name	Age	Postcode (First Part)	M/F	Qual/Cert	Completion Date	Pass/Fail	Employer Name	Provider	Course Title
Target	8										
Current											

6	Training Plans	Company Name	Start Date	End Date
Target	5			
Current				

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

Section 5. Childcare Facilities Within or Close to Employment Sites

Construction sites are temporary in nature and therefore whilst not possible to develop formal childcare facilities on such a temporary basis (which would also have related construction site health and safety implications) we believe employees should have access to information and advice in relation to the availability of childcare facilities within close proximity. We will provide all employees with information about day nurseries and pre-schools in the locality.