

## Employment and Skills Plan

### Drove Lane, Yapton

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| <b>Project</b>                                                     | Drove Lane, Yapton               |
| <b>Developer</b>                                                   | Barratt David Wilson Homes       |
| <b>Lead contact for development phase</b>                          | Charlotte Hopkins<br>Alan Morton |
|                                                                    |                                  |
| <b>(Residential/Infrastructure/Highways)</b>                       | Residential                      |
| <b>Planned start date (subject to pre-commencement conditions)</b> | November 2021                    |
| <b>Estimated duration of build phase</b>                           | 3 Years                          |

## Introduction

The Drove Lane, Yapton development was granted Outline Planning Permission (Ref. Y/92/17/OUT) on 31<sup>st</sup> May 2019 for the following:

**Outline application with all matters reserved save access, for up to 300 dwellings, link road, surface drainage, open space and landscaping. Departure from the Development Plan and Access route is within the Yapton (Main Road) Conservation Area**

A Reserved Matters application (Ref. Y/49/21/RES) was submitted in April 2021 and validated on the 19<sup>th</sup> April 2021 for the following:

**Approval of reserved matters following Y/92/17/OUT for 300 No. dwellings covering landscape, layout, scale & external appearance (resubmission following Y/78/20/RES). This application affects the setting of listed buildings, affects the character & appearance of the Main Road/Church Road, Yapton Conservation Area & affects a Right of Way. This site falls within Strategic Site SD7 (Zero Rated).**

Barratt Developments is the nation's largest volume house builder, creating communities that people aspire to live. The Barratt Group has achieved the maximum five-star rating in the annual Home Builders Federation customer satisfaction survey for a record 11<sup>th</sup> consecutive year. This is demonstrated by our Site Managers, who won 92 NHBC Pride in the job awards in 2020 – more than any other house builder.

| KPI 1                                                                                                                                                                                                                             | Work Experience Placements - (in education)                                                                                                                                                                                                              |
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| This target describes work experience attendance for students from schools, colleges and universities (16 years plus) who undertake a work-experience placement for a minimum of 5 working (consecutive or non-consecutive) days. |                                                                                                                                                                                                                                                          |
| Activity                                                                                                                                                                                                                          | Deliver 8 work experience placements over the duration of the development.<br><br>Link to Chichester College and explore other opportunities to connect with local educational facilities.                                                               |
| Action                                                                                                                                                                                                                            | Charlotte to contact Chichester College to discuss work experience opportunities with a main contact to be identified.<br><br>Charlotte to put programme of Work Experience placements in place and liaise between the site team and Chichester College. |

| KPI 2                                                                                                                                                                                                                                                | Jobs created - (new entrants)                                                              |
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| This target describes the creation of new and sustainable job opportunities for new entrants in the sector and as a result of the project, the successful candidate(s) are required on the project site(s) by the main contractor or sub-contractor. |                                                                                            |
| Activity                                                                                                                                                                                                                                             | 6 new jobs created.<br><br>1 x 2 year Apprenticeship starts planned for the start on site. |

|         |                                                                                                                                                                                                                                                                |
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|         | Labourers, Fork Lift Drivers, Gatemen, Banksmen, Carpentry and Bricklayer jobs will be available.                                                                                                                                                              |
| Actions | <p>Apprenticeships and job starts to target Arun District in the first instance. Recruitment from further afield if necessary.</p> <p>Try and target local residents via various media opportunities.</p> <p>Charlotte to monitor interest and job starts.</p> |

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| <b>KPI 3</b>                                                                                                                                                                                                                                                                       | <b>Construction Careers Information, Advice &amp; Guidance (CCIAG) Events</b>                                                                                                            |
| 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. |                                                                                                                                                                                          |
| Activity                                                                                                                                                                                                                                                                           | <p>Deliver 6 events to include:</p> <p>Chichester College - Awards Ceremony<br/>Targeted secondary schools – Moving on Day<br/>Site visits for local schools and colleges (all ages)</p> |
| Action                                                                                                                                                                                                                                                                             | Charlotte to put delivery programme in place                                                                                                                                             |

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| <b>KPI 4</b>                                                                                                                                                                                                                                                                                                                                                   | <b>Training Weeks on site</b>                  |
| This target relates to and counts the number of weeks of formal training being undertaken by the site labour force. This will involve training following a recognised syllabus of study that has been accredited/certificated by either an awarding body for that qualification or by the recognised issuing organisation. One training week = 5 working days. |                                                |
| Activity                                                                                                                                                                                                                                                                                                                                                       | 1 x apprenticeship over a 52 week build period |
| Action                                                                                                                                                                                                                                                                                                                                                         | Charlotte to put delivery programme in place   |

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| <b>KPI 5</b>                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>Qualifying the workforce – project workforce</b>                                                                                                     |
| 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 IIM, health and safety, (including IOSH, NEBOSH, SMSTS & SSSTS). Outcomes must be accredited by a nationally recognised professional institution or awarding body. |                                                                                                                                                         |
| Activity                                                                                                                                                                                                                                                                                                                                                                                                                                  | <p>8 qualifications</p> <p>Charlotte to identify suitable training outcomes and require sub-contractors to share information to support this target</p> |
| Action                                                                                                                                                                                                                                                                                                                                                                                                                                    | Monitor progress of qualifying workforce                                                                                                                |

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| <b>KPI 6</b>                                                                                                                                                                                                                                                                                                        | <b>Training Plans</b>                                           |
| This target relates to the annual company plan that 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. |                                                                 |
| Activity                                                                                                                                                                                                                                                                                                            | 3 x Barratt to advertise and implement standard training matrix |
| Action                                                                                                                                                                                                                                                                                                              | Charlotte to put delivery programme in place                    |