



THAKEHAM

Land at Bilsham Road, Yapton

Employment and Skills Plan Condition 19 of Y/91/17/OUT

Project	Bilsham Road, Yapton
Developer	Bilsham Road LLP (Hyde Group)
Lead contact for development phase	Matt O'Halloran (Thakeham Partnerships Limited)
(Residential/Infrastructure/Highways)	Residential
Planned start date (subject to pre-commencement conditions)	May 2022
Estimated duration of build phase	3 years

Introduction

The Land at Bilsham Road, Yapton was granted Outline Planning Permission under reference Y/91/17/OUT on 4 April 2019 for “the development of up to 250 residential dwellings (Class C3), vehicular access, public open space, ancillary works and associated infrastructure.”

A Reserved Matters application (Reference: Y/127/21/RES) was submitted on 1 September 2021 for the “Approval of reserved matters (appearance, landscaping, layout and scale) following the grant of Y/91/17/OUT for 250 No dwellings with associated parking, road/footway/cycleway provision, open space, landscaping, surface water attenuation & ancillary works (resubmission following Y/152/20/RES)”. The application is still under determination.

Condition 19 of the outline application (Y/91/17/OUT) requires “Prior to commencement of development for each phase, the applicant shall prepare and submit for approval an Employment and Skills Plan for the construction of each phase of the development. Following approval of the Employment and Skills Plan, the development will implement and promote the objectives of the approved plan”

This Employment and Skills Plan has been prepared to discharge condition 19 and sets out Hyde Group and Thakeham’s commitments to providing employment and training opportunities within Arun District.

About Thakeham and Thakeham Partnerships

Thakeham delivers quality new homes across Sussex, Surrey and Hampshire. As well as a housebuilder, we are proud to be a leading contractor in the South East. Thakeham Partnerships works with housing associations, Councils and institutions to deliver a range of residential and commercial projects to a high standard.

Employment and Skills Plan

KPI1	Work Experience Placements – (in education)
This target describes work experience for students from schools, colleges and universities (16 to 24 years).	
Activity	- A minimum of 6 apprenticeship or NVQ opportunities will be offered at site within our subcontractor base - Provide site visits to local secondary schools, colleges and further education institutions to support careers insight and experience - Provide minimum 5 days work experience per year for 16-24 year olds

Action	Thakeham to contact local colleges and schools to discuss work experience opportunities. Action plan to be implemented to monitor subcontractor apprentice levels.
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KPI2	Jobs created – (new entrants)
This target describes the creation of new and sustainable opportunities for new entrants in the construction sector.	
Activity	- Support 5 local individuals or the local job club to provide mock interviews, transferable skills workshops, CV support and mentoring for those seeking work in the construction sector
Actions	Thakeham will target Arun District for new candidates initially before extending the opportunities to further afield if required. Thakeham to monitor interests in job starts.

KPI3	Construction Careers Information, Advice & Guidance {CCIAG} Events
This target consists of the organization and delivery of events focused on increasing awareness of opportunities in the construction industry, what it is like to work in construction and how to get into the sector.	
Activity	Deliver 3 events including: 1. Local college careers event 2. Local secondary school careers event 3. Site visits for local schools
Action	Thakeham to put delivery programme in place

KPI4	Training Weeks on site
This target relates to and counts the number of weeks of weeks of formal training being undertaken by the site labour force. This will involve trainings following a recognised syllabus of study that has been accredited/certified by either an awarding body for that qualification or by the recognized issuing organization. One training week = 5 working days	
Activity	2 x apprenticeships over a 52 week build period
Action	Thakeham to put delivery programme in place

KPI5	Qualifying the workforce - project workforce
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 national recognised professional institution or awarding body.	
Activity	- All site recruitment will be offered to Hyde / Arun District Council referrals before being placed into the open market - All tenders for parcels of work will be advertised within Arun District, via the Council's opportunity support routes - In our appointment of subcontractors, local workforce and local contractor appointments will be preferred
Action	Monitor progress of qualifying workforce