

Training and Employment Plan

New Technical Site, Bicester Heritage, Buckingham Road,
Bicester
October 2019

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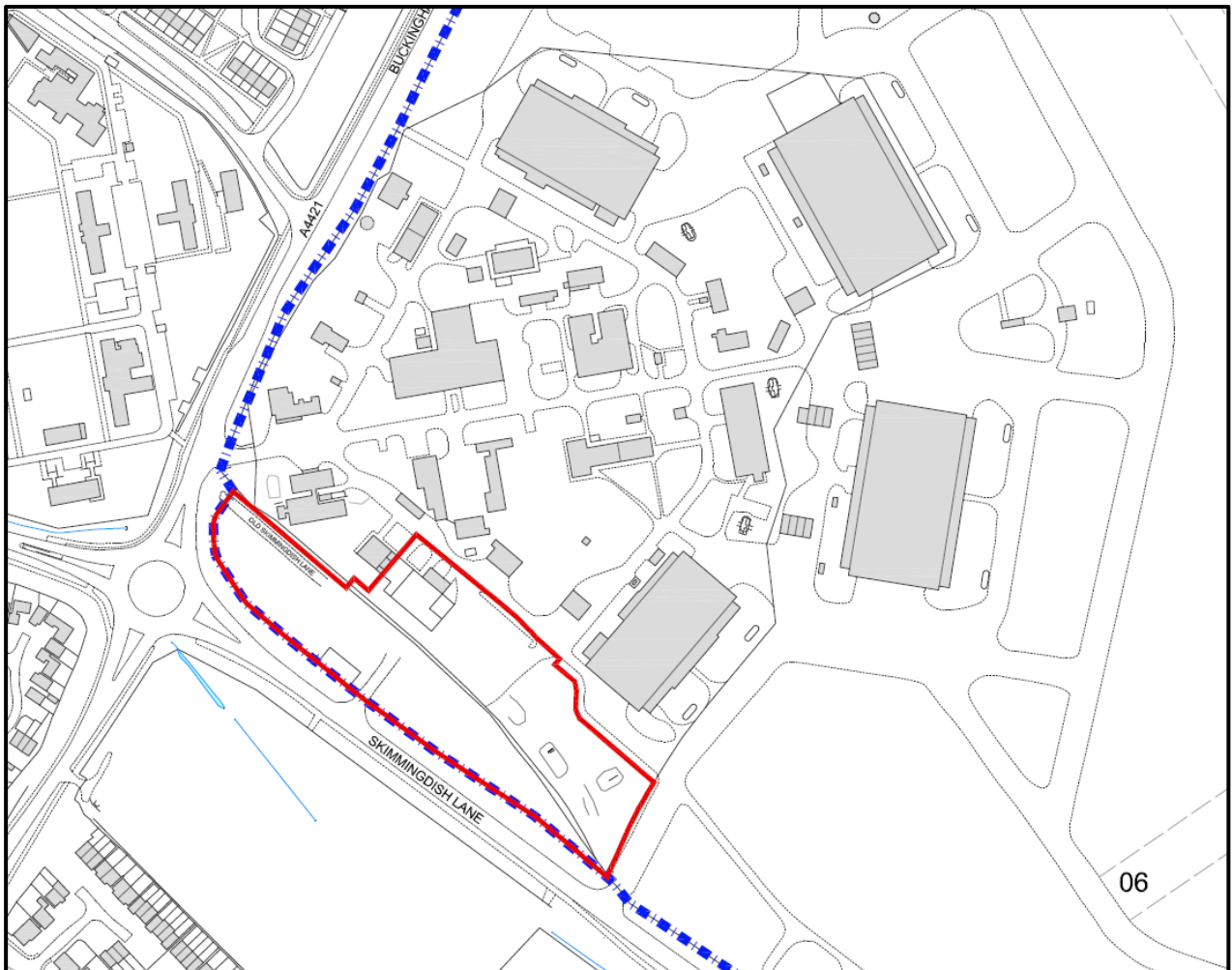
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1 Introduction

1.1 The description of development is:

Extension to existing Technical Site to provide new *employment units comprising flexible B1(c) light industrial, B2 (general industrial), B8 (storage or distribution) uses with ancillary offices, storage, display and sales, together with associated access, parking and landscaping* at Bicester Heritage, Buckingham Road, Bicester on the 3rd September 2019 (application ref. 18/01333/F).

Figure 1: Site Location Plan Extract



1.2 Condition 7 of the decision notice states:

“No construction shall take place until a Training and Employment Plan for the New Technical Site as a whole has been submitted to and approved in writing by the Local Planning Authority. As a minimum this plan shall include the arrangements by which the applicant (or other specified persons) will provide construction (and related trades) apprenticeship starts during construction of the development hereby approved. Construction shall take place in accordance with the agreed Plan”.

1.3 The relevant policies are paragraphs 80 and 81 of the National Planning Policy Framework (NPPF) (February 2019), paragraph B14 of the adopted Cherwell Local Plan 2011 – 2031 and the Strategic

Objective 3 of the adopted Local Plan.

- 1.4 These policies / paragraphs seek to support and encourage sustainable economic growth, an increase in skills & attract companies and investments to Cherwell via skilled workers.
- 1.5 This Training and Employment Plan (TEP) demonstrates the commitment to training and apprenticeships from the applicant and its tenants, including the ways in which the current development proposal will support the expansions of facilities and increased opportunities for apprenticeships and training.
- 1.6 The TEP outlines the measures that will be taken by the applicant and their contractors deliver the training and employment opportunities specified in the condition for local communities and people during the construction phase of the development at the New Technical Site (NTS). The training employment plan allows condition 7 to be discharged.

2 Bicester Heritage – Apprenticeships and Training

- 2.1 The Bicester Heritage business park is home to 41 businesses in the automotive and aviation engineering, leisure and sales sectors. It is a business campus which provides over 200 skilled jobs on site, 12 of which are employed directly within Bicester Heritage Ltd.
- 2.2 Over four years the applicant has rejuvenated this unique architectural survivor, restoring the RAF's Technical Site for modern purpose and created not just a destination, but a thriving hub of industry geared to supporting the wider motoring community. It has involved refurbishing and restoring the red brick buildings, hangars, tree-lined avenues and airfield to provide an authentic period setting for specialists, vehicle owners, enthusiasts and visitors to meet, share their passions and immerse themselves in a classic age.
- 2.3 Skilled workers in the construction sector have been involved and continue to be involved in the sensitive work being undertaken on the site. The commitment of the applicant to delivering apprenticeships and skilled workers is shown in the saving of this site from dereliction. It could not have been achieved without training and enhancing the skills of those involved in the restoration. The New Technical site will extend this commitment which is considered further below.
- 2.4 Furthermore, the restoration of the site has allowed the applicant to support the provision of much-needed apprentices for the automotive market. The automotive sector is worth £5.5bn annually in the UK, employs 34,900 people and needs 200 new apprentices every year. Bicester Heritage works closely with the Federation of British Historic Vehicle Clubs and all its tenants to support the preservation of skills and creation of skilled apprenticeships and future job opportunities for the next generation of engineers.
- 2.5 The Bicester Heritage business park currently provides a wide range of apprenticeships, internships and training opportunities across the 41 businesses on site (the expansion of which is outlined further below). For example, these include the following:
- Heritage Engineering – Kingsbury Racing
 - High Performance Engineering and Design – KWSP
 - Historic Vehicle Technician – CPE
 - Historic Vehicle Technician – Blue Diamond
 - Auctioneering Sales Specialist – Bonhams MPH
 - Business Management Internship – Bicester Heritage

Apprenticeship Colleges on the Technical Site

Heritage Skills Academy – Institute for Apprenticeships

- 2.6 Heritage Engineering Technicians perform a vital role in the preservation, restoration, remanufacture, service and repair of historic UK and International engineering achievements.
- 2.7 The range of heritage sectors include veteran, vintage and classic; agricultural engineering, aviation, bus and coach, commercial vehicle, marine, military vehicle, motorcycle, motor vehicle and steam, working in organisations as diverse as Global Manufacturers, Museums and small operators to small

voluntary groups and individual owners.

- 2.8 The Heritage Skills Academy (HSA) plays a vital role in connecting employers with newly skilled apprentices and as such benefits from the strategic importance of its location in Bicester Heritage. For apprentices the location within 'Bicester Heritage' provides an exciting and vibrant environment which embeds them within the world of specialist engineers, historic engineering and cutting-edge technology. HSA works directly with employers to deliver the following:
- Advertising their vacancy;
 - Conducting initial Interviews with applicants;
 - Shortlisting suitable candidates and arranging interviews with the company;
 - Organising employment with the company;
 - Organising and delivering the Apprenticeship Training over three to four years; and
 - Looking after the interests of the Apprentice and Employer to ensure that Apprentices are successful Training Location.
- 2.9 With the support of the Federation of Historic British Vehicle Clubs', the Galashan Foundation' and the 'Starter Motor Charity, HSA has developed workshop and training facilities dedicated to Heritage Engineering mechanical, coachbuilding and trim apprenticeships. In March 2019 HSA opened a new coachbuilding and trim facility at Bicester Heritage.
- 2.10 Building on the success to date, the New Technical site will allow HSA to expand further. In 2020 HSA will be expanding into Bicester Heritage's New Technical Site. This unique location provides the finest academy in the world for the training and education of the UK's next generation of world class Heritage Engineers.
- 2.11 Currently, there are around 100 apprentices studying on the existing technical site. The target is to grow to 200 as part of the New Technical site, with future ambitions of 400 per year by 2023.

Banbury & Bicester College

- 2.12 Banbury and Bicester College work closely with employers to ensure their learning programmes help develop the skills, attributes and confidence that are needed for the workplace. For example, the college helps prepare and encourage students to participate in work experience, work-based learning, employer masterclasses and a wide range of learning opportunities.
- 2.13 One such pathway is the classic vehicle restoration programme to help students get the skills they need for a career in the industry. This pathway includes the country's only full-time programmes in classic vehicle restoration. These programmes have been designed in partnership with the Federation of British Historic Vehicle Clubs, to meet a growing skills gap in this lucrative industry.
- 2.14 There are currently between 30 – 60 students studying per year on this course which is at the existing Technical Site at Bicester Heritage. The opportunity for apprenticeships and training will be expanded through the increased number of tenants moving into the New Technical Site and Technical Site as part of the proposed development.

3 Training and Employment for Local People

3.1 The description of development is:

Extension to existing Technical Site to provide new *employment units comprising flexible B1(c) light industrial, B2 (general industrial), B8 (storage or distribution) uses with ancillary offices, storage, display and sales, together with associated access, parking and landscaping* at Bicester Heritage, Buckingham Road, Bicester on the 3rd September 2019 (application ref. 18/01333/F).

Figure 2: Site Layout Plan Extract



The New Technical Site – Expansion of Skills Opportunity

- 3.2 The New Technical Site will increase the provision of apprenticeships and training on the site. The NTS provides the opportunity for the Heritage Skills Academy to grow into larger premises and create a world-leading heritage skills academy with ambitions to provide 200 – 400 apprenticeship training places each year.
- 3.3 Furthermore, the NTS will increased the number of business able to offer work-based apprenticeships and training to the HSA and Banbury and Bicester College. At least a further eight new businesses are scheduled to move into the NTS, which in addition to the 41 existing at Bicester Heritage, it is estimated this will help support a substantial number of apprenticeship and training opportunities

The New Technical Site – Development and Construction Delivery

- 3.4 Bicester Heritage Ltd. prides itself on the use of local businesses to deliver its development projects. Bicester Heritage Ltd employed its team for the purposes of design and planning using businesses located within 30 minutes of the site. These include:
 - Ridge and Partners – Multi-disciplinary design services;
 - Anthony Stiff Associates – LVIA and landscape design services;
 - Worledge Associates – Heritage and conservation consultants; and
 - Edgars – Planning consultants.

- 3.5 All of these businesses, as well as Bicester Heritage Ltd provide apprenticeships and training schemes and as such have been incorporated into the delivery of the New Technical Site throughout the delivery of the project so far and will continue until completion of the project.
- 3.6 The opportunities offered by these businesses include apprentices and trainees involved in the NTS project at Bicester Heritage during 2019. They will continue to be involved during the life of the construction of the NTS. These are summarised in table 1 below.

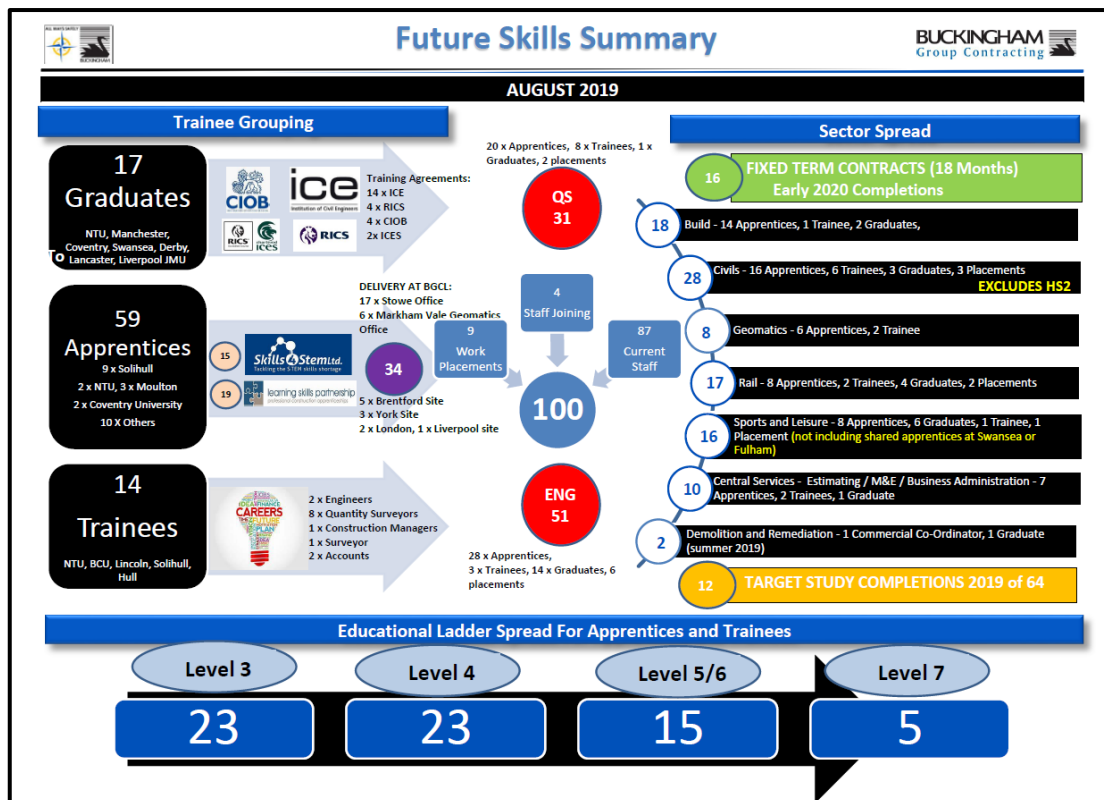
Table 1: Statement of Apprenticeship and Trainee Involvement at the NTS

Statement of Apprenticeship and Trainee Involvement at the NTS
<p>Company: Ridge and Partners Ltd</p> <p>Role: Client side and Contractor Designers</p> <p>Services: Architecture, Civil Engineering, Structural Engineering, Mechanical and Electrical Engineering</p> <p>Number of Apprentices and Trainees: 5</p> <p>Roles / Tasks: Architectural Assistants involved in the preparation of planning and technical drawings including 3D marketing visuals and new tenant fit-out projects.</p>
<p>Company: Worlledge Associates</p> <p>Role: Heritage Consultant and Conservations Advisors</p> <p>Services: Heritage Consultant</p> <p>Number of Apprentices and Trainees: 1</p> <p>Roles / Tasks: Placement while in full time education involved in NTS Design Team Meetings.</p>
<p>Company: Buckingham Group Contracting Ltd.</p> <p>Role: Main Contractor</p> <p>Services: Design and Construction Services</p> <p>Number of Apprentices and Trainees: 1</p> <p>Roles / Tasks: Apprentice Quantity Surveyor working for the Design & Build Contractor.</p>
<p>Company: Edgars Ltd</p> <p>Role: Town Planning Advisors</p> <p>Services: Town Planning Consultancy</p> <p>Number of Apprentices and Trainees: 2</p> <p>Roles / Tasks: Apprentice Town Planners providing support for the NTS project.</p>

Buckingham Group Contracting Ltd

- 3.7 The NTS construction work will be undertaken by Buckingham Group Contracting Ltd (henceforth referred to as 'Buckingham'), the main contractor initially with the remainder by the tenants themselves. This is required to ensure each new building is fit for purpose due to the specialist requirements of each business.
- 3.8 With a company history spanning over 63 years, Buckingham is a major multi-disciplinary contractor with a turnover exceeding £500m. They are an established Principal Contractor providing a range of fully integrated, versatile and flexible services to Public and Private Sector Clients throughout the UK & Ireland.
- 3.9 Buckingham are local to the site, their head office is situated in Stowe (12 miles north west of the site) and has regional offices across the country, such as Manchester, Birmingham and London. At the time of writing, Buckingham have confirmed that they have 14 trainees, 59 apprentices and 17 graduates in the business overall. It is their intention to involve apprentices and graduates in the NTS project.
- 3.10 Buckingham have grown organically to become a highly established Main / Principle Contractor, providing a range of services including civil engineering, building, land remediation / restoration and demolition.
- 3.11 Buckingham's vision is; in all key aspects to be the best performing, and most respected, medium-sized, UK Contractor, as determined by their Clients, Suppliers and Employees. Buckingham has a history of supporting apprenticeships and upskilling the work force and have been winners of regional awards for providing apprentices.

Figure 3: Buckingham Future Skills Summary



Apprentices

- 3.12 The applicant supported by its consultants will provide high quality construction / trades apprenticeships during construction of the NTS site as set out in this training and employment plan. The number of apprentices in each individual trade will be driven by the demand for apprenticeships in each. Due to the type of construction project, the applicant will work closely with the contractor and tenants to ensure opportunities for apprenticeships are maximised where possible.
- 3.13 Buckingham have confirmed that they have a trainee commercial manager that will be working on the scheme and that their sub-contractors are likely to have trainees working on the NTS construction as well. During the initial phase of the project, Buckingham have also been using an apprentice Quantity Surveyor on the project.
- 3.14 With regards to the fitting out of buildings, the applicant will be supported by the tenants upon occupation following completion of the base build project to complete the construction project. As such, the apprentices and trainees will be delivered by the tenants (future occupiers) and their contractors.

4 Summary and Conclusion

- 4.1 The description of development is:

Extension to existing Technical Site to provide new employment units comprising flexible B1(c) light industrial, B2 (general industrial), B8 (storage or distribution) uses with ancillary offices, storage, display and sales, together with associated access, parking and landscaping' at Bicester Heritage, Buckingham Road, Bicester on the 3rd September 2019 (application ref. 18/01333/F).

- 4.2 The applicant supported by its consultants will provide high quality construction / trades apprenticeships during construction of the NTS site as set out in this training and employment plan. The number of apprentices in each individual trade will be driven by the demand for apprenticeships in each. Due to the type of construction project, the applicant will work closely with the contractor and tenants to ensure opportunities for apprenticeships are maximised where possible.
- 4.3 Buckingham have confirmed that they have a trainee commercial manager that will be working on the scheme and that their sub-contractors are likely to have trainees working on the NTS construction as well. During the initial phase of the project, Buckingham have also been using an apprentice Quantity Surveyor on the project.
- 4.4 With regards to the fitting out of buildings, the applicant will be supported by the tenants upon occupation following completion of the base build project to complete the construction project. As such, the apprentices and trainees will be delivered by the tenants (future occupiers) and their contractors.
- 4.5 The TEMP outlines the measures that will be taken by the applicant and their contractors deliver the training and employment opportunities specified in the condition for local communities and people during the construction phase of the development at the New Technical Site. The training employment plan allows condition 7 to be discharged.