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Training and Employment Plan

Catalyst Bicester

NOVEMBER 2020

Q200424

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1 Introduction

- 1.1 This Training and Employment Plan (“TEP”) has been prepared on behalf of Albion Land (“the Applicant”).
- 1.2 It relates to the Hybrid (LPA ref. 19/01740/HYBRID) and Outline (ref. 19/01746/OUT) planning consents granted on 24 September 2020 for land to the south of Wendlebury Road, Chesterton (known as Catalyst Bicester) and specifically the employment development phases.
- 1.3 The employment development will collectively deliver 27,000 sqm GIA falling within the B1 Use Class.
- 1.4 Albion Land have recently submitted a Reserved Matters (pursuant to the outline component of the Hybrid consent) for Phase 1 of the employment development, which also includes some enabling works for future phases of the employment development.
- 1.5 Further Reserved Matters applications will follow for later phases of the employment development as the proposed business community at Catalyst Bicester is delivered.
- 1.6 This TEP is prepared pursuant to Condition 39 of the Hybrid consent **and** 17 of the Outline consent which require (in both cases):

No construction shall take place in any phase until a Training and Employment Plan for that phase 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 relevant phase of the development hereby approved. Construction shall take place in accordance with the agreed Plan.

- 1.7 Full discharge of these conditions is sought, and therefore this TEP deals with the approach that will be adopted for **all employment development phases** in respect of these two planning permissions.
- 1.8 It outlines how the Applicant and Parkway Construction (“the Contractors”) will provide apprenticeship starts throughout the construction of the employment development.
- 1.9 Once approved by Cherwell District Council (“CDC”) this TEP will be applicable until the employment development is substantially completed.

2 Context

- 2.1 The Applicant is committed to delivering all phases of the consented employment development on the Site (**Figure 2.1**), with the Contractor having been appointed to construct all phases of the employment development on their behalf.

Figure 2.1. Site Location



Parkway Construction

- 2.2 The Contractor is an established construction company that has been operating from its Milton Keynes base (less than 25 miles from the Site) since November 2003.
- 2.3 They are currently working in Albion Land to deliver (inter alia) the development at North West Bicester (known as Axis J9) and have been effectively delivering the approved Training and Employment Plan there.
- 2.4 In relation to this development, there will be 3 permanent site-based employees, who are based within 30 miles of the Site and 3 supplementary management staff (site engineers) who are located within 40 miles of the Site.

2.5 The Contractor carries no construction labour resource, which is procured through sub-contractors. Any supplementary labour required by sub-contractors is normally sourced from the local workforce (as appropriate to the skills required).

3 Apprenticeship Start Strategy

- 3.1 The Applicant and Contractor will procure construction (and related trade) apprenticeships throughout the construction of the employment development.
- 3.2 Where possible, the recruitment process will begin prior to commencement of each development phase.
- 3.3 Reasonable endeavours will otherwise be made maintain an open recruitment process; however this is dependent on supplementary labour needs and, at present, government guidelines in relation to COVID-19 working practices in the construction industry (for example, on social distancing and safe team working).
- 3.4 Throughout the construction process The Apprenticeship & Training Company Ltd, which is based in Banbury, (or a similar available service) will assist with the recruitment, selection and training of apprentices.
- 3.5 Apprenticeship opportunities will be advertised using appropriate means, with assistance from the above services. As a minimum, advertisements will be placed in local newspaper job sections, and posted on popular online services. Potential applicants will be made aware of the apprenticeship opportunity, the location and type of development.
- 3.6 Local construction colleges may also be contacted (to arrange recruitment events and/or to ensure relevant students are made aware of the available opportunities)¹.
- 3.7 Apprentices will be targeted in the local area, and within Cherwell and surrounding areas.
- 3.8 Following this, normal recruitment procedures will apply, with Applicants recruited and trained based on their abilities and skillsets, however where possible they will be introduced to all aspects of the construction process.

¹ Dependent on local COVID-19 restrictions on face to face meetings and events.



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