



Training and Employment Plan (TEMP)

Heyford Park Phase 9

On behalf of Elgin Investments LLP

27th April 2021

Contents

- 1. Introduction**
- 2. The Development**
- 3. Apprentices**
- 4. Training**
- 5. Monitoring**
- 6. Case Study**

1. Introduction

This Training and Employment Plan (TEMP) has been prepared on behalf of Elgin Investments LLP.

It is submitted pursuant to discharging the relevant obligation under the S106 Agreement (with reference to the full planning application ref 16/0226/F dated 6th April 2020) (“the Planning Obligation”) concerning the submission and approval of a Training and Employment Plan (TEMP).

Clause 12.1 of the Fourth Schedule of the S106 Agreement requires that a Training and Employment Plan (TEMP) is to be approved by Cherwell District Council.

This Training and Employment Plan (TEMP) sets out the measures that will be implemented by Elgin Investment LLP and their contractors Dorchester Living to encourage the training and employment of local people during the construction of Phase 9.

The S106 Agreement outlines that as a minimum the TEMP should include the following:

- A minimum of 15 construction (and related trades) apprenticeship starts.
- Apprenticeships may be delivered through the Apprenticeship & Training Ltd or the Owners’ apprenticeship programme or other equivalent approach.
- All apprenticeship opportunities shall be initially advertised within the area of Cherwell District Council, if no suitable applicants this shall be widened to Oxfordshire and then the surrounding locality.
- Detail how the Owners and appointed contractor will work with local employment/training agencies including Job Centre Plus and Bicester Job Club or any other successor initiatives.
- How the Owners will deliver local supply chain events to promote opportunities for companies local to Bicester and how such opportunities shall be advertised.
- Details of how the TEMP will be reviewed and the progress made.

2. The Development

Elgin Investments LLP will be developing 296 residential dwellings located in Phase 9 comprising of 207 open market and 89 affordable units with properties ranging in size from 1 – 5 bed. The

development has been split into seven sub phases (9A – 9G) for the build out. Dorchester Living have been contracted to deliver this phase of development at Heyford Park on behalf of Elgin Investments.

3. Apprentices

Elgin Investments will work with Dorchester Living to provide fifteen construction and/or construction related trades apprentices during the construction of the Phase 9 development. These will be provided through both the wider Supply Chain and directly within Dorchester Living.

Elgin Investments and Dorchester Living will work with an Apprentice Training Agency to offer a formal apprenticeship framework contract.

The requirement for apprentices to be provided within the wider Supply Chain will be written into Subcontractor tender documentation.

Apprenticeship opportunities will be advertised locally including Job Centre Plus and Bicester Job Club and other local employment agencies. Applicants will be targeted in the following order:

- 1) Within Cherwell District Council administrative area
- 2) Within Oxfordshire
- 3) Within the locality i.e. Milton Keynes, Northamptonshire, Aylesbury.

4. Training

Dorchester Living is committed to providing its staff with the skills and training that are necessary to undertake their duties safely and efficiently.

Dorchester Living work alongside the Construction Skills Centre in Bicester (part of Abingdon and Witney College) to provide the support required to train apprentices prior and during their employment.

5. Monitoring

Throughout the construction of the development Elgin Investments and Dorchester Living will submit a report detailing the progress to Cherwell District Council. The report will be submitted on annually

on the anniversary of implementation until the final occupation has taken place. The report will include the following:

- The number of apprenticeships hired.
- Deals of apprenticeships through the supply chain and Dorchester Living.
- Details of marketing and advertisements.

6. Case Study

Dorchester Living have a history providing a number of apprentices on the Heyford Park development and offered them opportunities to develop their chosen trade area where they have before struggled to gain employment and/or training. The most recent success has concluded into the direct employment of a carpentry apprentice into our construction team following his successful completion of NVQ level 2 & 3.