

Application Consultation

Application No.:	21/01657/OBL
Applicant's Name:	Dorchester Group
Proposal:	Discharge of Schedule 4, Clause 12.1 of the S106 Agreement for 16/02446/F to provide a Training and Employment Plan (TEMP)
Location:	Phase 9, Heyford Park, Camp Road, Heyford Park, Bicester, OX25 5HD

Summary

In relation to the Council's adopted (extant) economic development strategy and activities to promote skills and local work opportunities, the Training and Employment Plan (TEMP) is very much welcomed in principle. The plan responds to the s106 requirement but is not yet fully developed. In order therefore to translate the plan into practice, further detail and support are likely to be required by the applicant. To assist this process, it is proposed that a small steering group consisting of the applicant, Job Centre Plus, OxLEP and Cherwell's economic growth service is established to support the applicant in finalising the details of the plan, leading to the more effective implementation of it.

Overview

Training and Employment Plans (TEMPs) are increasingly recognised as an effective tool to assist a developer during the initial construction phase, the operator during the longer-term operational phase and the local community in the development of skills and provision of work opportunities.

The value is notable, especially in larger multi-phased developments such as this whereby the development of local capacity prepares for the development of subsequent phases, and also supports wider community interests. Those interests are shared with key organisations that can add insight and experience to help achieve the highlighted outputs and desired outcomes.

Aims

In establishing the aims and objectives, *"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.”*

Some of those aims are likely to be readily achievable by the developer but others may not be. Partners, such as the Apprenticeship Training Agency and Job Club, are not currently operational. Others mentioned elsewhere in the Plan, such as the Abingdon and Witney College at Bicester, are establishing themselves. Other potential partners may usefully be considered to maximise both resilience and effectiveness in the delivery of the plan.

Partnership

In recent years, Oxfordshire Local Enterprise Partnership (OxLEP) has extended the TEMP concept to provide a supportive framework of ‘Community Employment Plans’ (CEPs). This not only enables training and employment matters to be prepared for but also provides wider benefits for the community, engagement of social enterprises, and other ‘added value’ to be achieved.

The CEP framework is shown at:

<https://www.oxfordshirelep.com/sites/default/files/uploads/CEP%20Evidence%20Paper%20Final.pdf>

The ‘Construction Phase Community Employment Plan Template’ is shown as Appendix 3 (pg 25):

- 1) Local labour, supply chain & procurement
- 2) Engaging with Education
- 3) Youth & apprenticeships
- 4) Disadvantaged & Communities
- 5) Partnership support

‘Former RAF Upper Heyford’ is identified in Appendix 4 (Pg 31) as one of the ‘Proposed Sites for CEPs in Oxfordshire’. It is therefore of strategic importance and warrants the support of the CEP framework.

Conclusion

The Training and Employment Plan provided for this development is a valuable first step. It requires, however, the addition of practical details and the support of partners to be most effective.

The more structured CEP framework developed by OxLEP could help to achieve this, indicating how this could be achieved over time by the applicant alongside the practical support of public agency partners through a small ‘steering group’.

I would welcome a discussion with the applicant.

Steven Newman
Senior Economic Growth Officer

Cherwell District Council