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Training and Skills Plan (TEMP) – Adderbury

This TEMP shows Hayfield's commitment to deliver construction (and related trades) apprenticeships during the construction of the development, as required by the Section 106 Agreement attached to the outline planning permission (**19/00963/OUT**).

The following sets out the principles of how Hayfield propose to deliver workforce training and provide access to jobs for local persons of all ages and skill levels through the Adderbury development.

Hayfield aims to encourage local people to get jobs locally by providing training at a variety of needs levels and to increase awareness of opportunities that exist for employment within the Development and within the Construction and Management sectors.

We will also deliver off-site education within suitable establishments including schools; colleges, and other suitable educational establishments.

Focus throughout the Adderbury Development will be on:-

- The use of local Labour
- The use of goods and services procured from local sub-contractors
- Set out proof of delivery of job and training opportunities for Cherwell District residents
- Set out details of sub-contractor delivery of job and training opportunities
- Prioritise those not in Employment to reduce economic inactivity within the District,
- Record the delivery of learning opportunities for schools and further/higher education.

Hayfield commits to the following measures:-

1. Work Experience Placement 16-19 year old's plus Adults one week per year in Developer's Regional Office/On-Site.
2. Work Experience Placement 14-19 year old's in full-time education one day per year in Hayfield's Regional Office or on site (Provided Developer Insurances permit delivery on site).
3. Curriculum Support Activities one half-day workshop per year in a local educational establishment explaining the variety of roles undertaken within Residential Development.
4. Graduates set out current and planned Graduate Programmes within Hayfield and record involvement at Adderbury. Hayfield runs an Industrial placement Programme with Oxford Brookes University, and a Graduate Programme.
5. Apprenticeships to be requested of Sub-Contractors. The apprenticeships will be delivered through an accredited Apprenticeship Training Agency, for example CITB, or other equivalent approach. Sub-Contractor apprenticeship opportunities arising will be initially advertised within the administrative area of the District Council, and if there are no suitable applicants identified as a result of such advertisements, the opportunities shall be advertised to people residing in Oxfordshire and then the surrounding locality (e.g. Milton Keynes, Aylesbury and Northamptonshire).

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6. Hayfield appointed Sub- Contractors will provide at least 2 construction (and related trades) apprenticeship starts during the construction of the Development.

7. Hayfield is a rapidly expanding company which is always interested in recruiting new talent. Hayfield advertises current vacancies on its website [Hayfield Careers \(hayfieldhomes.co.uk\)](http://hayfieldhomes.co.uk)

8. Hayfield makes the commitment to work directly with and advertise all site-based jobs in the identified local Job Centre Plus and the Jobs Fair being held by the Job Centre. Any successful initiatives to identify employment opportunities related to the construction of the Development, and skills and training to assist local people, residing in Bicester and within 5 miles thereof to access job opportunities. Requirement of Sub-Contractors employing greater than 15 persons to do same when recruiting.

9. Hayfield will hold a recruitment day on-site, once the sales/ show home is open.

9. Apprentice Completions Record of Success of above.

10. NVQ Starts for Sub-Contractors. Sub-Contractors to maintain/provide records.

11. NVQ Completions for Sub-Contractors to maintain / provide records.

12. Supervisor Training for Sub-Contractors To be included in the above.

13. Advanced Health and Safety Training for Sub-Contractors Regular tool-box talks to be arranged on site by the Hayfield Managers and their Suppliers / Sub-Contractors.

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Monitoring Report of the TEMP, June 2023

As of June 2023, the following progress has been made in delivering upon the measures identified within the originally submitted TEMP.

- A laborer is employed on-site who lives within Adderbury, who found the job through an advert in the local Adderbury Post Office.
- A site manager is employed on-site who lives within 3 miles of the site.
- Two trades have been employed, from Adderbury and the immediate area.