



## **Training and Employment Plan (TEMP)**

**Heyford Park**

**On behalf of Dorchester Living Ltd**

**15 March 2023**

## **Contents**

- 1. Introduction**
- 2. The Development**
- 3. Apprentices**
- 4. Training**
- 5. Residential Apprenticeship Framework**
- 6. Commercial Apprenticeship Framework**
- 7. Monitoring**
- 8. Case Study**

## **1. Introduction**

This Training and Employment Plan (TEMP) has been prepared on behalf of Dorchester Living Ltd.

It is submitted pursuant to discharging the relevant obligation under the S106 Agreement (with reference to the full planning application ref 18/00823/HYBRID dated 8<sup>th</sup> September 2022) (“the Planning Obligation”) concerning the submission and approval of a Training and Employment Plan (TEMP).

Clause 2.1.1 of the Thirteenth 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 Dorchester Living to encourage the training and employment of local people during the construction of the development.

The S106 Agreement outlines that as a minimum the TEMP for the development of the Pink Land at Heyford Park should include the following:

- A minimum of 57 construction (and related trades) apprenticeship starts in relation to the residential development during construction.
- A minimum of 36 construction (and related trades) apprenticeship starts in relation to the commercial development during construction.
- 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.
- Work directly with local employment/training agencies including Job Centre Plus and Bicester Job Club or any successor initiatives to identify employment opportunities related to the construction of the Development and skills and training to assist local people residing in Bicester and/or Heyford and within 5 miles of the Site to access job opportunities
- How the Owners will deliver local supply chain events to promote opportunities for companies local to Bicester and how such opportunities shall be advertised.
- On each anniversary of the date of Commencement of Development of the Pink Land until the construction of the Development has been completed to submit to the District Council a report

which demonstrates the progress made towards achieving the outputs identified in the TEMP in respect of the residential and commercial elements of the Development including the contribution towards providing at least the minimum number of apprenticeships identified therein.

- Details of how the TEMP will be reviewed and the progress made.

## **2. The Development**

The Hybrid application is a residential led application with up to 1,175 dwellings and 35,175 sq m of commercial accommodation being delivered over a ten year build out period. The delivery of the development has been phased as approved under Condition 5 (22/03016/DISC). The residential element will range in size between 1 and 5 bedroom properties with 353 affordable properties and 822 open market units.

## **3. Apprentices**

Dorchester Living will provide at least 57 construction and/or construction related trades apprentices relating to the construction of the residential elements and 36 construction and/or related trades apprenticeships relating to construction of the commercial elements of development during the construction of the development.

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. Residential Apprenticeship Framework**

Dorchester Living propose a framework to assign and monitor apprenticeships offered throughout the course of development of the Hybrid planning permission, which is specified below. To summarise, for each unit, 0.05 apprenticeships will be offered. This calculation will assist Dorchester Living, and all delivery partners, to meet the obligation of 57 construction (and related trades) apprenticeship starts in relation to the residential development set out in the full planning application ref 18/00823/HYBRID. As part of the Section 106 obligations, each phase will then have a calculated total of apprenticeships that must be offered during the build out.

<b><u>TEMP Framework</u></b>		
<b>Dorchester Land as part of Application</b>		
<b>Parcel</b>	<b>No. of Dwellings</b>	<b>No. of Apprenticeships</b>
10	130	7
11	84	4
12	123	6
13	6	0
16	178	9
17	62	3
21	122	6
23	430	19*
39	13	1
40	27	1
<b>Total</b>	<b>1175</b>	<b>37</b>

\*Minus 3 apprenticeships due to rounding up of apprenticeships.

## **6. Commercial Apprenticeship Framework**

To meet the S106 requirements there will 36 apprenticeships provided throughout the build out of the 35,175 sq m of commercial accommodation. It is expected that this will be built out between 2024 and 2027 subject to consumer demand. It is expected that for every 1,000 sq m of commercial space there will be one apprenticeship.

## **7. Monitoring**

Throughout the construction of the development Dorchester Living will submit a report detailing the progress to Cherwell District Council. The report will be submitted annually on the anniversary of the commencement of development has taken place. The report will include the following:

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

## **8. 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 previously struggled to gain employment and/or training. The most recent success has resulted in the direct employment of a carpentry apprentice into our construction team following his successful completion of NVQ level 2 & 3.