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# Training and Employment Plan

Axis J9 Phase 3, Bicester

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JUNE 2023

Q210286

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# 1 Introduction

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- 1.1 Planning permission has been granted for 14,835 sq.m of employment development (Use Classes E(g)(iii), B2 and B8) at land to the north of the existing Axis J9 Business Park and west of Howes Lane, Bicester (“the Site”) (LPA ref: 21/03177/F).
- 1.2 Albion Land has successfully delivered two earlier phases of employment development at the Axis J9 Business Park.
- 1.3 This Training and Employment Plan (“TEP”) sets out the measures that will be implemented by Albion Land and their Contractors (Parkway Construction, who also delivered the two earlier phases of development at the Business Park) to encourage training and employment opportunities for local people during the construction phase of the employment development at the Site.
- 1.4 The TEP is submitted to satisfy the requirements of Schedule 2 of the Section 106 Agreement which accompanies the planning permission, which confirms it is required to demonstrate:
  - (a) The reasonable endeavours that will be used to provide an appropriate number of construction and related trade apprenticeship starts during the construction of the development, in accordance with a target of three apprenticeship starts;
  - (b) How Albion Land and Parkway will work with local employment / training agencies to identify employment opportunities relation to the construction of the development and skills and training to assist local people to access job opportunities;
  - (c) How local supply chain events to promote opportunities for local companies will be delivered, and how such events will be advertised;
  - (d) How the TEP will be monitored.
- 1.5 These obligations mirror those that were embodied in the Section 106 Agreement applicable to earlier phases of development at Axis J9 Business Park. As such, this TEP takes a similar approach as the TEPs prepared (and approved by Cherwell District Council (“CDC”)) for those earlier phases.
- 1.6 To assist CDC’s consideration, this TEP also updates on the apprenticeship starts that were secured in earlier phases of development, demonstrating the successful implementation of the commitments that were made by the Contractors in relation to those works.

## 2 Training and Employment for Local People

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### Parkway Construction

- 2.1 Parkway is an established construction company that has been operating from its Milton Keynes base (less than 25 miles from the Site), since November 2003.
- 2.2 AS with earlier phases of development, there will be 3 permanent employees that are site-based, who are all located within 30 miles of the Site. In addition, they have 3 further supplementary management staff in the form of site engineers who are located within a 40-mile radius of the Site.
- 2.3 Parkway carry no labour resource and all labour is procured by their approved sub-contractors. Sub-contractors (where supplementary labour is required), will be sourced from the local workforce so far as practicable (considering the necessary skills and whether the costs of doing so reflect best value for the project).
- 2.4 Parkway will encourage sub-contractors to work directly with local employment/training agencies; including Job Centre Plus (“JCP”) and Bicester Job Club (“BJC”), to advertise job opportunities, which local people (residing in a 5-mile radius of Bicester) can access.

### Apprenticeships

- 2.5 Working with Parkway, Albion Land will use all reasonable endeavours to provide three further construction/trades apprenticeships during construction of the development.
- 2.6 The Contractors propose to use the network they have built during earlier phases of the development to assist with the recruitment, selection and training of apprentices. They have established a particularly strong working relationship with Abingdon and Whitney College. Notably the following network will be called upon:
  - Edward Collett – Head of Business Development at Abingdon and Whitney College
  - Sharon Williams – Tutor/Assessor at Abingdon and Whitney College
  - Cat Armstrong – Community Employment Plan Advisor at The Oxfordshire Local Enterprise Partnership (OxLEP)
  - Steven Newman – Cherwell District Council Economic Growth Team.
- 2.7 The Contractors will also call upon the Bicester Construction Skills Centre if necessary or helpful in achieving the above objectives.
- 2.8 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.

- 2.9 Other local construction colleges may also be contacted (to arrange recruitment events and/or to ensure relevant students are made aware of the available opportunities).
- 2.10 Apprentices will be targeted in the local area, and within Cherwell and surrounding areas.
- 2.11 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.

## **Training**

- 2.12 Parkway is committed to providing its staff with the skills and training that are necessary for them to undertake their duties efficiently and safely.
- 2.13 Current training initiatives for Parkway staff includes all necessary statutory training required for the team to competently fulfil their respective roles along with any ad hoc training that may be required from time to time as the requirements arise.
- 2.14 Parkway will collaborate with Bicester Construction Skills Centre (or equivalent) to ensure that effective training is provided to selected apprentices both prior and during their employment.

## **Goods and Services**

- 2.15 Where economically and practically feasible, Parkway procure goods and services from local contractors, sub-contractors and suppliers to support the employment of the local community.
- 2.16 The process for selecting contractors, sub-contractors and suppliers involves due consideration of the company's location, with a preference for local companies where economically viable.
- 2.17 Parkway will promote opportunities for companies based in Bicester through the organisation of 3 introductory events prior to construction commencing. The event(s) will be advertised through suitable channels e.g. local press, social media and B2B Direct Marketing.

## **Sustainable Commuting**

- 2.18 The Site is within an accessible location that is well integrated with Bicester. In particular, the Site offers good accessibility to existing and proposed public transport nodes and routes.
- 2.19 Parkway promotes the use of sustainable modes of travel to its staff and its suppliers where economically and practically feasible.

## 3 Review of Earlier Phases

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### Apprenticeship Starts

- 3.1 During the construction of Phase 2 of the Business Park, the Contractor employed 3 full time apprentices (2 no. Site Managers and 1 no. Setting Out Engineer).
- 3.2 The Site Managers both undertook a Level 3 Team leader apprenticeship at Abingdon and Witney College to give them the site experience and math qualification they needed to then follow on with their HNC in Construction and the Built Environment.
- 3.3 The Setting Out Engineer has completed their first-year apprenticeship stage at Bedford College and is now in the second year of the Edexcel Level 4 Diploma in Construction and the Built Environment.
- 3.4 During earlier stages of the project, sub-contractors placed additional apprentices at the Site for varying periods.

### Local Skills and Supply Contractors

- 3.5 During earlier phases of the development at Axis J9, the Contractors (and their sub-contractors) made use of the following local supply chains and businesses:
  - Nichols Builder Merchants - Telford Rd, Bicester OX26 4LD
  - Blanchfords Builders Merchant - Unit 1, Lords Farm, Lords Lane, Bicester OX27 7HL
  - Nolan Fuels - Lodge Farm Depot, Bucknell Rd, Middleton Stoney, Bicester OX25 4TA
  - Jan's Kitchen Catering – (Behind Touch of Pine) Telford Rd, Bicester OX26 4LD
  - Screwfix - Wedgwood Road Launton Road Industrial Estate, Telford, Launton Rd, Bicester OX26 4LD
  - Travis Perkins - 128 Churchill Rd, Bicester OX26 4XZ
  - Toolstation - Unit 1, trade park, Launton Rd, Launton, Bicester OX26 4JG
  - Thames Water - Wendlebury Road. Bicester.
  - HG Timber - The HG Timber Building/Radclive Rd, Buckingham MK18 4FD
  - Encon Witney - Unit 5, Stanton Harcourt Industrial Estate, Stanton Harcourt, Witney OX29 5UX
  - Wickes – Bicester, Launton Rd, Bicester OX26
  - Quest Hardware Buckingham - Signal Hill, Lenborough Rd, Buckingham MK18 4BU
  - Gem Tool Hire and Sales - 28 Wedgwood Rd OX26 4UL
  - Scottish & Southern - Yarnton, Kidlington OX5 1NY
  - Bicester Green - The Yard, Launton Road
  - Jewson - Station Rd, Launton, Bicester OX26 5DS

- Aggregate Industries - Telford Rd, Bicester OX26 4LD
- Smiths of Bletchington - Station Rd, Enslow, Kidlington OX5 3AY
- Bicester Sweepers - Stratton Lane, Bicester OX27 8RJ
- Bucks Recycling - Building 214, Westcott Venture Park, Westcott, Aylesbury HP18 0XB
- Wernic - Pipe Ln, Banbury OX16 2RP
- Various and numerous small and national retailers in the close proximity of the developments, i.e. shops and retail outlets for food and beverage.

3.6 It is anticipated that these local supply chains and businesses will continue to be used going forwards by the Contractors and their sub-contractors as required.

## 4 Monitoring

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- 4.1 The TEP will be monitored on an annual basis and an annual progress report will be submitted to Cherwell District Council throughout the construction of the employment development.
- 4.2 The TEP annual progress report will include:
- Labour – Details of collaboration with JCP, BJC;
  - Apprentices (i.e. progress update of amount recruited, advertisements/marketing, details of collaboration with local contacts and expertise);
  - Supply Chain – Details of event(s) organised to promote local supply chain and the local suppliers used.





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