

## Axis J9 Phase 3, Bicester (23/01800/OBL)

### Training and Employment Plan to satisfy the requirements of Schedule 2 of the Section 106 Agreement associated with planning permission ref 21/03177/F

Combined comments by Cherwell District Council's Economic Growth Service and Oxfordshire Local Enterprise Partnership's Skills Service.

- 1) The plan should provide an indicative build start date and end date, with an overall project value. This is used to help align targets according to CITB guidance. The economic statement references a 1-year and a 2-year build programme.
- 2) The Bicester Job Club no longer exists so please remove this reference and replace with the following alternatives - ASPIRE and SOFEA. Introductions to these organisations can be made with the contractor.
- 3) Advertising job opportunities is helpful however, many clients require insight into the industry through taster days or work placements to enable learning and industry appreciation. The plan would benefit from including on-site work placements and site visits, which could be offered to referral agencies. We would use the CITB guidance to indicate a target which requires a project value estimate – can this be provided please?
- 4) The employer should be aiming for 5 – 10% of workforce on site to be apprentices. For apprenticeships, ideally should be aiming to support on-site training for 6 apprentices if the FTE is around 110 for the site (indicated in Economic Statement). Stretch target of 10 apprentices on-site – this should be across the supply chain and not purely the main contractor. For monitoring I suggest the below detail is provided where possible:
  - Number of weeks of apprenticeships or T-Level placements supported by the development.
  - Apprenticeship Course Name, STC Code, Level, Training Provider, Age banding of apprentice and confirm whether the apprentice lives in Oxfordshire.
- 5) Please ensure apprenticeships are posted on Gov.UK website. Various apprenticeship 'advertising' platforms such as Talentview and Oxme draw vacancies from this website.
- 6) Goods and services and local suppliers – it's very good to see the companies listed which have been contracted through the development. To enhance reporting and to understand the local economic value, it would help to provide a total local contract spend in monitoring and reporting.
- 7) The plan doesn't have any reference to engaging with local schools. we would suggest that the applicant looks at how they could engage with local schools either by offering taster sessions on site, support classroom learning or offer a meaningful work placement on site to a young person. Another consideration would be to consider if you could offer a talk or insight day to career leaders at local schools to explain the various pathways into the industry instead. This can be very beneficial to students who receive guidance from careers leaders. The Careers and Enterprise

Company can help the contractor connect with career leads at local schools and coo to understand how best they can offer this insight to construction.

- 8) In 2.17, we would suggest the applicant liaises with the Oxford Construction Training Group for help to promote local supply chain opportunities within Oxfordshire.
- 9) For monitoring purposes, we would recommend bi-annual meetings with Cherwell District Council, economic growth team and OxLEP Skills where reporting could include the measurements below.
  - Total amount £ spent in local supply chain (Spend with Oxfordshire businesses - and within specified radius of Bicester)
  - No. of Full Time Equivalent hired or retained for the duration of the contract (Oxfordshire employees only).
  - No. of staff hours spent on local school and college visits supporting pupils.
  - No. of weeks of apprenticeships or T-Levels completed on the development (either directly or via supply chain).
  - No. of weeks of training opportunities completed on the development (BTEC, NVQ/HNC 2+) either directly or via the supply chain.
  - No. of meaningful work placement weeks, either directly or via the supply chain.
  - Apprenticeship details – Course, Level, Training Provider, confirm whether apprentice resides in Oxfordshire (or within specified radius of Bicester).

These measurements can be used to calculate the Local Economic and Social Value generated by these activities on site. The plan should include indicative dates for these meetings to be held virtually (or in-person).