

Construction Phase Community Employment Plan

A Community Employment Plan has been developed by (insert name of the developer) with support from (e.g. OxLEP, the Local Planning Authority, the Department for Work and Pensions, etc.)

The plan below sets out the construction phase Community Employment Plan and outcomes required as detailed by condition X of the development site outline planning permission (reference number X)

Outputs from the plan will be measured and monitored as part of an on-going dialogue from monthly meetings with a variety of key external and internal stakeholders. All progress will be shared regularly with the Local Planning Authority. Stakeholders participating in the Community Employment Plan include:

For example:

- OxLEP
- Local Planning Authority
- Further Education Institutions
- Department for Work and Pensions

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Action	Activity	Timescale	Target/outputs	Stretch target	Responsible person	Definition
Local labour, supply chain & procurement	Local employment and training clauses including use of local apprenticeships and traineeships built into procurement contracts					
	Maximise local procurement through ensuring main and sub-contractors source locally where practical					
	Hold a minimum of X “meet the buyer” events aimed at supporting local supply chain opportunities.					Meet the Buyer events are run by the construction partner to explain the project, the opportunities and the procurement process to local suppliers
	Supporting employment for young people					Young people aged between 18-25 when they start on site
	Supporting local employment through X% of workforce having an Oxfordshire postcode					Oxfordshire postcodes: http://www.postcodearea.co.uk/postalowns/oxford/
	Supporting Social Enterprises in supply chain					Social Enterprise trade to tackle social problems, improve communities, people’s life chances, or the environment

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Engaging with Education	Support Oxfordshire careers events and National Apprenticeship Week (NAW) annually during the course of the development					Careers event; a not for profit event that supports education and employment outcomes for young people
	Work with and support schools county wide to promote and introduce pupil and those that advise pupils of the range of skills and careers available in the construction industry					
	Provide site tours to schools, colleges, universities and those organisations up skilling individuals					
	Support University graduate research projects					
	Develop a series of creative interventions that advise parents of the range of skills and careers available in the construction industry					
Youth & apprenticeships	Support apprenticeships by: <ul style="list-style-type: none"> • embedding use of local apprentices in supply chain procurement • ensuring the construction phase supports X number of apprenticeships during construction 					
	Support training and work experience for young people by: <ul style="list-style-type: none"> • Providing a strategy that delivers –employment training and work experience/placements places for young people, matched to their areas of 					

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	<p>interest and aspirations, where they engage in purposeful work related learning activities rather than observation.</p> <ul style="list-style-type: none"> Embedding these opportunities in supply chain 					
Disadvantaged & Communities	<ul style="list-style-type: none"> Support a series of sector based work academies for those aged 18 or above (8 participants at each) over the life of the development aimed at creating opportunities for those most marginalised from the workplace 					<p>A sector-based work academy can last up to six weeks and has three key components:</p> <ul style="list-style-type: none"> Pre-employment training relevant to the needs of your business and sector. Up to one week work experience placement – of great benefit to both the individual and a business A guaranteed job interview https://www.gov.uk/government/publications/sector-based-work-academies-employer-guide/sector-based-work-academies-employer-guide
	Supporting local charities					Local charity means a charity with an Oxfordshire registered office address and whose beneficiaries are primarily Oxfordshire residents
	Promoting local volunteering					
Partnership support	<p>Developer to:</p> <ul style="list-style-type: none"> nominate a single point of contact for Community Employment Plan construction phase, activity and monitoring ensure all reasonable monitoring requests are actioned in a timely 					

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SAMPLE