

## 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:

- Client/Developer (Name of main contact)
- Contractor (Name of main Contact)
- OxLEP (Name of main contact)
- Local Planning Authority (Vale of White Horse/ South Oxfordshire/ West Oxfordshire/ Cherwell District/Oxford City Council)
- Further Education Institutions – Consider inviting to the steering group. For example, Careers and Education Company, Abingdon & Witney College, Oxford Brookes, University of Oxford.
- Department for Work and Pensions

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Action	Activity	Timescale	Target/outputs	Stretch target	Responsible person	Definition
<b>Local labour, supply chain &amp; procurement</b>	Local employment and training clauses including use of local apprenticeships 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.					
	Supporting employment for young people					
	Supporting local employment through X% of workforce having an Oxfordshire postcode					Use of the below link to check Oxfordshire postcodes is encouraged: The first three columns (PCD, PCD2, PCDS) include a full list of all Oxfordshire Postcodes.  <a href="#">ONS Postcode Directory (Latest) Centroids</a>
	Supporting Social Enterprises in supply chain					

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<b>Engaging with Education</b>	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					
<b>Youth &amp; apprenticeships</b>	Support apprenticeships by: <ul style="list-style-type: none"> <li>• embedding use of local apprentices in supply chain procurement</li> <li>• ensuring the construction phase supports X number of apprenticeships during construction</li> <li>• pledging Apprenticeship Levy (where appropriate)</li> </ul>					
	Support training and work experience for young people by: <ul style="list-style-type: none"> <li>• Providing a strategy that delivers –employment training and work experience/placements</li> </ul>					

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	<p>places for young people, matched to their areas of interest and aspirations, where they engage in purposeful work-related learning activities rather than observation.</p> <ul style="list-style-type: none"> <li>Embedding these opportunities in supply chain</li> </ul>					
<b>Inclusive Economic Activities &amp; Communities</b>	<ul style="list-style-type: none"> <li>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</li> </ul>					<p>A sector-based work academy can last up to six weeks and has three key components:</p> <ul style="list-style-type: none"> <li>Pre-employment training relevant to the needs of your business and sector.</li> <li>Up to one week work experience placement – of great benefit to both the individual and a business</li> <li>A guaranteed job interview</li> <li><a href="https://www.gov.uk/government/publications/sector-based-work-academies-employer-guide/sector-based-work-academies-employer-guide">https://www.gov.uk/government/publications/sector-based-work-academies-employer-guide/sector-based-work-academies-employer-guide</a></li> </ul>
	Supporting local charities					Local charity means a charity with an Oxfordshire registered office address and whose beneficiaries are primarily Oxfordshire residents
	Promoting local volunteering					
<b>Partnership support</b>	<p>Developer to:</p> <ul style="list-style-type: none"> <li>nominate a single point of contact for Community Employment Plan construction phase, activity and monitoring</li> </ul>					

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	<ul style="list-style-type: none"><li>ensure all reasonable monitoring requests are actioned in a timely manner</li></ul>					
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SAMPLE