



EMPLOYMENT AND SKILLS PLAN

BICESTER 11

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1 Introduction

- 1.1 This Employment and Skills Plan (“ESP”) sets out the measures that will be implemented by Albion Land and their contractors (Parkway Construction) to encourage training and employment opportunities for local people during the construction of the development at their Site located to the north of Skimmingdish Lane, Bicester (Cherwell Local Plan allocation Bicester 11).
- 1.2 The ESP is submitted to discharge condition 24 of the outline planning permission for development of up to 48,308sqm of employment floorspace (Class B1c, B2, B8 and ancillary B1a uses), the siting of the buildings to the south of the site, servicing and circulation areas, vehicular and pedestrian access from Skimmingdish Lane and landscaping (LPA Reference 15/01012/OUT) which reads as follows:

Prior to the occupation of any relevant building an Employment & Skills Plan (ESP) setting out measures to encourage training and employment opportunities for local people during the construction of the development shall first be submitted to and approved in writing with the Local Planning Authority. The ESP shall be implemented in accordance with the approved details.

- 1.3 The wording of the condition requires submission of details pertaining to the construction phase only, prior to occupation of any relevant building. This submission seeks to cover the whole of the construction phase at the Site and is submitted in advance of occupation of the first relevant building.
- 1.4 The reason for the condition is stated as being “to encourage the employment of local people and encourage sustainable patterns of commuting”.

2 Training and Employment for Local People

The Development

- 2.1 The development at the Site is being delivered in a number of phases, in accordance with the Phasing Plan approved under application 16/00422/DISC and as indicated in **Figure 1**.

Figure 1 – Approved Phasing Plan



- 2.2 The Enabling Phase, together with Phase 1, have both been completed, whilst construction is now underway on Phases 2a and 3a. These phases are being delivered by Parkway Construction (see below for further information).

- 2.3 The Programme for the remainder of Phases 2b and 3a is as follows:

- March 2018 – Submission of Reserved Matters
- August 2018 – Commencement of development
- December 2019 – Construction complete

- 2.4 The following activities are currently active on site. Contractors have been selected via a competitive tender process:

- Bulk earth moving
- Groundworks and drainage
- Structural steelwork
- Metal decking
- Scaffolding

- Brick and blockwork
- Cladding
- Syphonic drainage
- Canopies
- Mechanical and plumbing
- Electrical
- Pre-cast concrete
- Industrial doors, shutters and docks
- Air conditioning
- Floor slabs
- Raised access floors
- Mansafe system
- Stair balustrades
- Concrete yards
- Windows
- Carpentry
- Fire protection
- Fencing and gates
- Landscaping
- Tarmacking

2.5 During the remainder of Phases 2b and 3a there are anticipated to be a total of 7 further sub-contract to be let in addition to those already procured and detailed in Paragraph 2.4. Parkway Construction carry no labour resource and all labour is procured by their approved sub-contractors. The packages remaining to be let comprise of carpentry, soft flooring, mastic, cleaning, block paving, white lining and landscaping. All sub-contractors, where supplementary labour is required, will be encouraged to source from the local workforce wherever feasible.

2.6 Albion Land are in dialogue with a number of potential operators/occupiers for proposed development in Phase 3b. It is anticipated that reserved matters for development on this part of the site will be submitted during 2018, with construction taking place during 2019 (though this is subject to occupier interest).

Parkway Construction

2.7 Parkway Construction (“Parkway”) are presently the main contractors for the development and it is anticipated that they will also deliver development in Phase 3b. If this is not the case, then the contractors responsible for delivering Phase 3b would adhere to the same principles set out in this Plan.

2.8 Parkway are an established construction company that has been operating from its Milton Keynes base, which is less than 25 miles from the Site, since November 2003.

2.9 Parkway has 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.

Recruitment

- 2.10 Parkway is a rapidly expanding company which is always interested in recruiting new talent.
- 2.11 Parkway advertises current vacancies on its website (www.parkwaymk.com) and, in the case of any vacancies specific to the development at Bicester 11 will additionally advertise these via the Local Press (the Bicester Advertiser).
- 2.12 If supplementary labour is required for this development, the opportunities identified at Paragraph 2.5 above will be advertised during the next 2-3 months.

Apprenticeships

- 2.13 The CITB produces guidance setting out levels of employment and skills requirements that are considered proportionate and reasonable to be achieved in its guidance “Client-Based Approach to developing and implementing an Employment and Skills Strategy on construction projects through on-site training” (2012). This guidance sets out recommended levels of apprenticeships starts for construction of factory workspace based on the cost of the proposed works, as set out in **Table 1**.

Table 1: CITB guidance – reasonable and proportionate Apprenticeship Starts by cost of construction (2012)

| | | | | | | |
|-----------------------------------|---------|----------|---------|---------|---------|----------|
| Value of construction - factories | £1-3.5m | £3.5-10m | £10-30m | £30-60m | £60-90m | £90-100m |
| Apprentice starts - persons | 0 | 1 | 2 | 3 | 4 | 5 |

- 2.14 The gross cost of the construction of the entire development at the Site is estimated to be in the range £10m-£30m. Accordingly, Albion Land (via their contractors) will make reasonable endeavours to accommodate 2 apprenticeship starts over the construction period.

Training

- 2.15 Parkway is committed to providing its staff with the skills and training that are necessary for them to undertake their duties efficiently and safely.
- 2.16 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.

Goods and Services

- 2.17 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.

- 2.18 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.
- 2.19 The sub-contractors currently involved in development at the Site include:
- Mick George, based in Huntington
 - Hewletts, Astro and Mandek, all based in Northampton
 - S T Holford, based in Kettering
 - B & M Fabrications, based in Oxford
- 2.20 Whilst the sub-contractors that will be required during Phase 3b are unknown until such time as the final design of the building(s) are known, Parkway (or any other main contractor responsible for managing the build process) will use reasonable endeavours to procure the required goods and services locally where this does not impact on the viability or delivery of the project.

Sustainable Commuting

- 2.21 The Site is within easy walking distance of bus stops on Boston Road and Bicester Road (both of which are served by footpath and cycleway connections to Skimmingdish Lane). These stops are served by the S5 and 18 bus services, which together provide frequent services covering much of Bicester and the surrounding area.
- 2.22 The Site is also easily accessible by public transport, foot and bicycle from Bicester North Railway station (located circa 2.4km from the Site).
- 2.23 Parkway promotes the use of sustainable modes of travel to its staff and its suppliers where economically and practically feasible.