

D o l l L a n e

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LEYLAND

Employment and Skills Statement

The Re-Development of the
Former Moss Side Test Track, Leyland

Doll Lane, Leyland

Employment and Skills Statement (October 2017)

Draft 17/10/2017

1. Introduction

This Employment and Skills Statement has been prepared in the context of the Council's adopted Central Lancashire Employment and Skills SPD, December 2016 ('the SPD'). The Statement seeks to demonstrate how the aims and principles of the SPD will be delivered by Barratt and Property Capital's proposed development at Doll Lane, Leyland, and via corporate employment and skills policies and initiatives at the national and local level in creating sustainable communities.

2. Policy Context

The SPD has been driven by Preston, Chorley and South Ribble Councils' aspiration to see additional benefits (known as social value) incorporated into their housing and other development opportunities. Social value is defined as "the additional economic, social and environmental benefits that can be created when the Council purchases a good or a service from an outside organisation, above and beyond the value of that good or service". By integrating social value at the planning stage of a project, this can result in significant 'added value' benefits to the residents of Lancashire, particularly in the area of employment and skills (to which this SPD relates). It will also contribute to the Lancashire Employment and Skills Strategic Framework, which details the employment and skills needs within Lancashire.

South Ribble, Chorley and Preston have collaborated extensively in spatial planning terms as the combined area functions as one integrated local economy and travel to work area. It is a single housing market area; and nearly 80% of house moves take place within it. It is appropriate and efficient to consider the similar issues facing Central Lancashire in a collaborative way. To this end Central Lancashire has a combined Core Strategy, Local Plans that develop the vision set out within it, and a series of joint SPDs. It is within this context that this joint Employment Skills SPD has been prepared.

In addressing the above context and aims of the SPD, this Statement is structured as follows:

- Section 3 – Set outs how the development responds to the aims of the SPD to help to provide the right skills and employment opportunities are provided at the right time to benefit the applicant and developer, and the local area.
- Section 4 – Provides further details of Bellway’s corporate aims in respect of employment and skills, and the key aims, policies and initiatives being taken forward by Barratt at the national and local level in creating sustainable communities.
- Section 5 – concludes the statement
- The Employment and Skills pro forma is included in draft at Appendix 1.

3. Local Employment and Skills

Barratt and Property Capital have taken into account and considered the following aims of the SPD to ensure the right skills and employment opportunities are provided at the right time to benefit both the developer and local population:

- Creation of apprenticeships/new entrants/graduates/traineeships
- Recruitment through Job Hub and Jobcentre plus and other local employment vehicles
- Work trials and interview guarantees
- Vocational training (NVQ)
- Work experience (14-16 years, 16-19 years and 19+ years) (5 working days minimum)
- Links with schools, colleges and university
- Use of local suppliers
- Supervisor Training
- Management and Leadership Training
- In house training schemes
- Construction Skills Certification Scheme (CSCS) Cards
- Support with transport, childcare and work equipment
- Community based projects

Details of the corporate approach to these opportunities are given in the following section, with examples where appropriate.

The SPD also requires completion of a template to provide project specific details of opportunities relating to future workforce, inclusive workforce, skilled and productive workforce and community benefits. This is included in draft at Appendix 1 and is a work in progress.

Subject to planning approval, further information will be available to complete this template and it is expected that, following the grant of planning permission, it would be subject to review and engagement with the Local Authority secured by condition or s106 agreement.

4. Barratt Policy and Initiatives on Employment and Skills:

Barratt offers a number of corporate policies and initiatives to generate employment and boost skills in creating sustainable communities. These are outlined below in relation to the opportunities identified in the SPD.

Creation of apprenticeships

- Barratt Group has employed 995 apprentices in the last 10 years
- Barratt Manchester has vacancies for eight trade apprentices this year (2017)
- Barratt Developments Plc was named 2014 BT Macro Employer of the Year by the National Apprenticeship Service.
- In 2017 the company was shortlisted for the Best School Leaver Programme for the Target Jobs Awards

Recruitment through Job Hub and Jobcentre plus and other local employment vehicles

- Thorough our own website
- Transition partnership to support ex forces personnel

Work trials and interview guarantees

- Some divisions of Barratt offer work trials and interviews through specific relationships with local authorities e.g. at Hollygate Park in Cotgrave, Nottingham – North Midlands division
- Vocational training (NVQ)
 - Apprentices work towards a two year intermediate apprenticeship with the opportunity to progress to an advanced apprenticeship then once completed they have the option to progress to an assistant site manager programme through the Barratt Academy or through our sponsored degree program.
 - An NVQ forms part of an apprenticeship
 - We also qualify many employees to their NVQ at supervisory and management levels.

Work experience (14-16 years, 16-19 years and 19+ years)

- All divisions support this where possible in Technical and Commercial departments for those interested in a Quantity Surveying, Buying, Technical Engineering and Design.

Links with schools, colleges and university

- All divisions arrange regular site and health and safety tours with local schools etc.
- There is also a specific Working Safely with Schools pack available to divisions and a Safety Bill mascot that can be used for these events.
- We also have on campus ambassadors, sponsor the West Midlands Construction UTC and attend/carry out careers events and talks.

Use of local suppliers

- Some sites have a local procurement policy e.g. within five miles at Saxon Rise in Nuneaton, Mercia division.
- Should a local authority have a specific requirement to identify local suppliers, this would usually be specified via a planning condition or S106.

Supervisor training

- All apprentices work with experienced tradespeople on site and have an apprentice champion who manages their progress.
- For technical and commercial they are provided with a mentor.
- If the question means do we provide supervisor training then the answer is yes, we have the Barratt Assistant Site Manager Academy.

Management and leadership training

- Foundation and BSc (Hons) Construction degree from Sheffield Hallam University
- A full range of in house management training delivered by the Talent Team

<http://www.barratffuturetalent.co.uk/sponsored-construction-degree/>

In house training schemes

- Accelerated construction scheme - one year
- ASPIRE Graduate training scheme – two years
- A full range of sales, customer service, IT and management training is delivered by the Talent Team.

<http://www.barratffuturetalent.co.uk/graduates/programmes/>

Construction Skills Certification Scheme (CSCS) cards

- This is part of their qualification for Technical and Commercial and all trade apprentices must sit the health and safety test to acquire one
- We mandate CSCS Scheme cards for all site staff.

Support with transport, childcare and work equipment and community based projects.

- These are all supported either as employee benefits or as CSR activities.

5. Conclusion

Barratt offers a number of corporate policies and initiatives to generate employment and boost skills in creating sustainable communities, in line with the SPD requirements.

As the project is only at planning application stage the project specific opportunities are a work in progress and will be identified more fully and quantified as the project moves towards development.

Appendix 1

Doll Lane Development - Employment and Skills Opportunities

Work in Progress - to be completed as the development progresses.

Site: Leyland Test Track site, Doll Lane, Leyland, Preston
Landowner/Developer: Barratt Homes Manchester
Proposal: Site enabling works, the development of highway and drainage infrastructure for the full application site ("the site") (Phase 1) and 197 new homes and associated internal access roads, public open space and green infrastructure (Phase 2). Outline planning permission for the development of up to 753 new homes, up to 5,000 sqm of Business Park (Use Classes B1) up to 15,000 sqm (Use Class B2) and up to 8,000 sqm Industrial Estate (Use Class B8), local centre comprising up to 3,000 sqm of accommodation for any combination of uses within Classes A1, A2, A3, A4, A5, B1 or D1 (including health centre / clinic) (which shall not exceed 2,500 sqm of main town centre uses), a Primary School (1.60ha) and associated public open space and green infrastructure (Phases 3-5).
Opportunities at Construction Phase: The number of jobs (including the labour forecasting tool if available): NLP model is 2 x jobs per unit, so 1900 will be underpinned throughout the lifetime of the development Type of jobs: All types Phasing and Timescale: to be confirmed
Opportunities at Occupation Phase The number of jobs (including the labour forecasting tool if available): As above, figure is for the duration of the development Type of jobs: All types Phasing and Timescale: to be confirmed Also, the scheme will contribute to the Preston, South Ribble and Lancashire City Deal, which ultimately aims to create over 20,000 jobs.
Contact Details: Simon Artiss, Planning Manager Barratt Manchester 4 Brindley Road City Park Manchester M16 9HQ
Please tick if you are happy that this Statement can be shared with Job Centre Plus. Yes.

FUTURE WORKFORCE	Indicative Commitment
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Working days committed from business volunteers to support careers education and information and/curriculum development in schools and colleges in Lancashire per year.	To be confirmed
Number of work experience placements (14-16 years, 17-19years and 19 years +) based on a placement being one week at Lancashire schools and colleges.	To be confirmed
Number of undergraduate project placements per year offered to Lancashire universities.	To be confirmed
Number of graduate internships per year for graduates living in Lancashire.	To be confirmed
INCLUSIVE WORKFORCE	
Number of employment opportunities offered to Lancashire residents that are unemployed or at a disadvantage (e.g. ex-offenders).	To be confirmed
Number of work placements or trails offered to unemployed Lancashire residents.	To be confirmed
Working days committed from business volunteers to mentor NEET (not in education, employment or training) young people 16-18 year olds.	To be confirmed
SKILLED AND PRODUCTIVE WORKFORCE	
Number of apprenticeships.	To be confirmed
Commitment to workforce planning and investment in training of employees.	To be confirmed
Investment in Leadership skills.	To be confirmed
COMMUNITY BENEFITS	
Projects driven by local communities.	To be confirmed
Procurement and commissioning of local small and medium-sized enterprises and social enterprises/third sector organisations.	To be confirmed
Construction Skills Certificate Schemes.	To be confirmed
Support with transport, childcare and work equipment.	To be confirmed