

# Employment and Skills Management Plan

Site	Hinkler Parade
Developer	Barratt David Wilson Southampton Division

This document forms the developer's response to sections 15.1 to 15.5 of the Section 106 agreement between Southampton City Council and BDW Trading Ltd.

## Contents

1. Introduction
2. The Development
3. Objectives
4. Delivery
5. Local Employment Activity
6. Contact details
7. Appendix – Training
8. Employment and Skills Activity Matrix

## 1. Introduction

Section 106 of the Town and Country Planning Act obliges developers to agree an Employment and Skills Management Plan ('Plan') with the planning authority (Southampton City Council).

This Plan meets the obligation, showing how skill levels within the local labour market will be developed both during the construction phase and eventual occupation of the building.

## 2. The Development

This development will consist of a mix of 105 houses and flats with retail units and a community centre. Construction activity will commence in March 2010 and is due for completion in 2012. The shopping parade will be the centre of the Thornhill community.

## 3. Objectives

The objectives of this plan are to:

- demonstrate the use of local labour from within the developer's project team and the company,
- where economically and practically feasible, procure goods and services from local contractors, sub-contractors and suppliers to support the employment of the local community,
- demonstrate the recruitment and training opportunities within the contractor's company,
- provide opportunities for local residents to access employment opportunities created during the construction phase of the development and subsequent occupation,
- reduce economic inactivity in the local area and
- support the development of skills within the local community.

## 4. Delivery

### Labour

Direct new labour generated by the development will be sought from the immediate locality and within the City boundaries where reasonably practicable. This emphasis will be passed to subcontractors during procurement negotiations.

### Procurement of goods and services

All goods and services are procured locally where possible.

### Subcontractors Apprentice Commitments

The following commitments have been made by subcontractors during trade package procurement negotiations:

- I & I Carpentry: two apprentices,
- HBS plumbing: one apprentice,
- Skill scaffold: one apprentice,
- Imperial dry Lining: one apprentice and
- S. Cosgrove (painter): one apprentice.

### **Recruitment and training of staff**

Five site staff will be directly employed by Barratt Construction; it is planned that four of these will live in the SO19 post code area.

We also aim to recruit eight workers that live in the S019 post code area. These will be in Bricklaying and General Operative positions, achieved through sub-contractors. We expect several of these workers to move on to another site, within the Barratt David Wilson Group or other employment within the industry.

### **Supporting the development of skills within subcontractors**

Regular toolbox talks will take place on site to ensure all site workers are kept up to date with construction and built environment issues and procedures.

We will ensure that all sub-contracted staff have passed the CSCS test and carry the relevant card for their activities on site.

### **Providing opportunities for local residents**

We will seek to provide support and training within the local community, including:

- training and testing in the Construction Skills Certification Scheme (CSCS) will be provided for local NEET young people,
- support will be given to the local 'Thornhill Plus You Enterprise' chip shop and
- meetings and sales launches will be held in the Hinkler public house.

### **Mechanisms and routes**

Partnership activity will be engaged in with local strategic partnerships, including Southampton City Council, Jobcentre Plus and local agencies.

Participants in supported training to be recruited with an emphasis on those:

- not in education, employment or training (NEET),
- unemployed for more than 6 months,
- residing in regeneration areas and
- with learning and support needs.

Safety and career presentations will be carried out at Hightown and Thornhill primary schools. The career briefs will carry on throughout the year for sixth year pupils, with a view to raise awareness of opportunities within the construction industry.

Support of individuals will be considered on an individual basis in order to help people progress towards appropriate qualifications and employment within the construction industry.

## **5. Local Employment activity**

Jobcentre plus, Young Peoples Careers advisers and the Wheatsheaf trust will all be engaged.

We will advertise locally utilising the internet and local community locations such as the Natterbox in Hinkler Road.

Employment is achieved by recruiting directly to the company by the routes detailed above or by requiring contractors to follow the same methodology.

## **6. Contact details**

All community contact should in the first instance be through Anthony Dimmick the Community Liaison Manager.

Tel: 01489779200

Mob: 07702675321

Email: [Anthony.dimmick@barratthomes.co.uk](mailto:Anthony.dimmick@barratthomes.co.uk)

## Appendix – training

The table below gives details of training to be providing during the construction phase of the development.

<b>Training to be offered</b>	<b>Who the training is to be delivered to</b>	<b>Trainer/provider</b>
Construction Employability, Construction Skills Certification Scheme & Aluminium Towers	Local Economically inactive including NEET.	Southampton City Council partners
CSCS Training	Existing staff + Sub -Contractors	Internal trainers
Apprentice positions; project generated	Local residents.	CITB Construction Skills
Apprentice existing	Existing direct and subcontractor staff	CITB Construction Skills
Barratt Academy	Existing Staff	Internal trainers
First Aid	Existing staff + Sub -Contractors	St John's Ambulance
BTEC + NVQ 3	Existing Staff	Southampton City College
Induction	Existing staff + Sub -Contractors	Internal trainers
Toolbox Talks, featuring various built environment issues.	Existing staff + Sub -Contractors	Internal trainers
Career Talks	Local Schools	Barratt and CITB Construction Skills
Site Management Safety Training Scheme	Existing Staff Management	HCS Training
Fire Marshall	Existing staff + Sub -Contractors	HCS Training

## Hinkler Parade - Employment & Skills Activity Matrix – Barratt Construction

Update : 18.10.10

**Value: £15 Million****Start Date: July 2010****End Date: December 2012**

CATEGORY	NSAfc-CBA Benchmark	ACTIVITY	No OF PEOPLE	SUPERVISION	DATES	NOTES
<b>1a</b> School site visits / 14-16yr Groups Incl. Pre-NEET	8	Hightown Primary School site visits including health and safety awareness.	21	2 Barratt Construction managers	To be advised	30 sets of small High visibility vests and Safety Helmets donated.
		Church Youth Group site visit providing insight to the construction environment and progression routes in the construction industry.	8 young people & 2 Youth Workers	2 Barratt Construction managers	July 2010	
<b>1b</b> College site visits		City College site visits focusing on built environment themes.	To be confirmed	Anton Jung of City College & 1 Barratt Construction Manager	To be confirmed	
<b>1c</b> University site visits		Solent University site visits focusing on built environment themes.	To be confirmed	Phil Brown of Solent University	Oct 2010 to Dec 2012	

## Hinkler Parade - Employment & Skills Activity Matrix – Barratt Construction

Update : 18.10.10

**Value: £15 Million****Start Date: July 2010****End Date: December 2012**

CATEGORY	NSAfc-CBA Benchmark	ACTIVITY	No OF PEOPLE	SUPERVISION	DATES	NOTES
<b>2a</b> School Workshops	4	Hightown Primary School "Ivor Goodsite" Health and Safety awareness workshops and year 6 Construction Project.	130	2 Barratt Construction Managers	Started 10.06.10	
		Thornhill Primary School "Ivor Goodsite" Health and Safety awareness workshops.	200	2 Barratt Managers	Started 10.06.10	
		Hightown and Thornhill Primary careers visit.	55	2 Barratt Managers	23.06.10	
<b>3</b> University Research Project	1	Mentoring of HNC Solent University student.	1	Tutor: Phil Brown and I Barratt Construction Manager.	Sept 2010 to July 2011	
<b>4</b> Work Experience 14-16 yrs	9 person weeks	Experience in sales, administration and technical office functions.	To be confirmed	Solent Education Business Partnership and 2 Barratt Managers.	January to July 2011	

## Hinkler Parade - Employment & Skills Activity Matrix – Barratt Construction

Update : 18.10.10

**Value: £15 Million****Start Date: July 2010****End Date: December 2012**

CATEGORY	NSAfc-CBA Benchmark	ACTIVITY	No OF PEOPLE	SUPERVISION	DATES	NOTES
<b>5</b> Work Experience 16+ yrs	36 person weeks	Unemployed adults and 18-19 year old NEETS				
		3 day off site CSCS & Employment training	Max groups 15	1 SCC Partner	05/10/2010 23/11/2010 22/03/2011 07/06/2011	Led by Southampton City Council, SITES and Jobcentre Plus
		4 day on site work experience and skills training. Including training and accreditation.	Max group 5	1 Wastes Manager 2 subcontractors		PASMA, Aluminium Tower Training days: 08/10/2010 26/11/2010 25/03/2011 10/06/2011
		16-17 Yr olds	To be confirmed	City College	Nov 2010 to June 2011	
		Placement for HNC Solent University student.	1	Tutor: Phil Brown and 1 Barratt Construction Manager.	Summer 2011	



## Hinkler Parade - Employment & Skills Activity Matrix – Barratt Construction

Update : 18.10.10

**Value: £15 Million****Start Date: July 2010****End Date: December 2012**

CATEGORY	NSAfc-CBA Benchmark	ACTIVITY	No OF PEOPLE	SUPERVISION	DATES	NOTES
<b>6</b> Apprentices - existing	300 Person Weeks	Existing subcontractor Apprentice activity on site to be captured using names, trade and postcodes.	To be advised	Sub Contractors – various / Barratt Management.	July 2010 onwards.	
		Displaced Apprentices taken on to complete portfolio.	To be advised	Construction Skills / Barratt Management	Sept 2010 onwards	
		Apprentice Portfolio Support in partnership with other companies.	To be advised	Barratt Management / SCC	Sept 2010 onwards	
<b>7</b> Apprentices – project initiated	6 Starts	Subcontractor based Apprentices. Names and postcodes to be listed:  I & I Carpentry: 2 HBS plumbing: 1 Skill scaffold: 1 Imperial dry Lining: 1 S. Cosgrove (painter): 1	6	Sub Contractors - Various	Sept 2010 onwards	Barratt technician is No.7

## Hinkler Parade - Employment & Skills Activity Matrix – Barratt Construction

Update : 18.10.10

**Value: £15 Million****Start Date: July 2010****End Date: December 2012**

CATEGORY	NSAfc-CBA Benchmark	ACTIVITY	No OF PEOPLE	SUPERVISION	DATES	NOTES
<b>8</b> Health and Safety Tests	105	100% of workforce on site required to have past CSCS test. To be detailed on the Site Training Plan.	To be advised	Barratt Management	July 2010 onwards	
		Site Training Plan will provide details of all other health and safety related training delivered during development.	To be advised	Barratt Management	July 2010 onwards	
<b>9</b> Qualifications (NVQ, OSAT & Other)	45	Site Training Plan will provide details of all other qualifications delivered during development.	To be advised	Barratt Management	July 2010 onwards	
<b>10</b> Construction Skills Certification Scheme (CSCS) cards	90	100% of workforce on site required to carry current CSCS cards.	To be advised	Barratt Management	July 2010 onwards	
		CSCS trainee cards (red) will be provided to all Apprentices who work on site.	To be advised	Barratt Management	Sept 2010 onwards	

<b>Hinkler Parade - Employment &amp; Skills Activity Matrix – Barratt Construction</b>		
Update : 18.10.10		
<b>Value: £15 Million</b>	<b>Start Date: July 2010</b>	<b>End Date: December 2012</b>

CATEGORY	NSAfc-CBA Benchmark	ACTIVITY	No OF PEOPLE	SUPERVISION	DATES	NOTES
<b>11</b> Short Courses	9 persons	Site Training Plan will provide details of all short course and tool box talks delivered during development.	To be advised	Barratt Management	July 2010 onwards	
<b>12</b> Progression into Employment	9 Persons	Bricklayers and General Operative positions will be targeted for early recruitment via local residents. Turnover to further employment is expected and will be evidenced where possible	8	Barratt Management and sib-contractors.	August 2010	
		A local resident with significant barriers to employment will be taken on as a gatekeeper for the site.	1	Barratt Management	July 2010 onwards	

**Indicative program of work experience for unemployed adults and / or NEETS**

<b>Day 1</b>	<b>Day2</b>	<b>Day 3</b>	<b>Day 4</b>
Arrive on site Site safety induction and tour of the site  Questions and answers  Vocational Skills Certification	Practical day or site lay out activity day	Practical day.  Questions and Answers  Register with a labour agency	Vocational Skills Certification   Closedown

Notes: