

Briefing note on the requirement for an Employment & Skills Plan to support major developments in Gloucester

Supporting information to justify the criteria that require an E&S Plan.

By David Evans, City Growth & Delivery Manager, June 2021

- 1.1 An Employment and Skills Plan (ESP) is requested from developers of major schemes to secure employment and skills development opportunities for local people during the construction phase. Policy B1 of the Pre-Submission Gloucester City Plan requires developers to submit an Employment & Skills Plan that is proportionate to the scale and size of the development, and which sets out clear targets reflecting industry standard benchmarks.
- 1.2 The Council has issued a guidance note for developers on ESPs in Gloucester, which explains why the Council requires an ESP and provides support on how the ESP should be prepared. This note is available on the Council's website at:
<https://www.gloucester.gov.uk/media/4646/ee010-employment-and-skills-plans-guidance.pdf>
- 1.3 To deliver Employment and Skills Plans, Gloucester City Council references the Construction Industry Training Board (CITB) National Skills Academy for Construction (NSAFC) Client Based Approach (CBA), which provides target outputs against a series of employment and skills areas. These outputs have been ratified by the National Construction Skills Academy Group and have been developed and approved by the construction industry. The following is a link to the above document: <https://www.citb.co.uk/media/s5bduaph/english-client-based-approach-client-guidance.pdf>
- 1.4 Several local authorities within the UK have already implemented and successfully delivered Employment and Skills Plans through this method. The above CITB document makes specific reference to Southampton City Council (on page 88), where all major development since 2008 have required an Employment Skills Plan. Sedgemoor District Council, for example, applies the standard through the Planning process for major applications, and it has had considerable success in securing commitments from contractors associated with the Hinkley Point C Nuclear Power station development. As discussed at the examination sessions, Cheltenham Borough Council has adopted a requirement for Employment and Skills Plans and an extract has been provided to the Inspector.
- 1.5 In line with the CITB approach, an Employment and Skills Plan will initially be requested for residential developments that consist of 10 or more units, and commercial developments that amount to 1,000 sqm or more of new internal floorspace.
- 1.6 Since the publication of the policy the Council has entered discussions with three developers to support them to produce an ESP for their proposed development. These are for developments by:

Barratt Homes plc – Barratt Homes, secured consent in 2018 to build 420 new homes at Winnycroft Farm, a greenfield site on the edge of the city.

The ESP will support the provision of training, local recruitment, work experience, school engagement, and supply opportunities for local businesses throughout the construction term.

Barratt Homes plc
Excerpt from Employment & Skills Plan for the development of 420 homes at Winnycroft, Gloucester

- work with local agencies, including Jobcentre plus and their partner organisations to meet the plan requirements
- liaise with Commercial Department to monitor services from local contractors, sub-contractors and suppliers to support employment of the local community
- promote recruitment and training opportunities
- seek opportunities for local residents from priority neighbourhoods to access jobs created during the construction phase and after the eventual completion
- support engagement with priority groups such as NEET and long term unemployed
- support opportunities for schools, FE and HE providers to engage with the project to enhance learning
- support the development of skills within the local community

Hydro Components. The company secured Planning permission in 2019 for a 14,000sqft extension to its Gloucester manufacturing unit. The consent included the requirement to produce an ESP and following discussions with the Council, this included training leading to recognised qualifications for local people.

Gloucester City Council & REEF Developments. The Council and its development partner have recently secured consent for a major regeneration scheme in King's Quarter in the city centre, including the development of a range of commercial and residential properties. The consent includes the requirement to produce a ESP and discussions are ongoing to design the plan.

- 1.7 The policy is designed to be proportionate to the scale of the investment. The Council has issued clear guidance on how to prepare an Employment & Skills Plan, and officers of the City Growth & Delivery service are available to support developers to prepare a plan that is commensurate with the scale of the development proposed.
- 1.8 The CITB suggests details of employment and skills areas to be included within an ESP, and these might include:
1. Work experience placements
 2. Jobs directly and indirectly created
 3. Construction careers information, advice and guidance events
 4. Training on and off site
 5. Provision of nationally recognised qualifications
 6. Training plans
- 1.9 The CITB also offers specific benchmarks, which relate the size of the development to the employment and skills outputs. The following table is an extract from the CITB's Client-based approach, focussing by way of an example, on a residential scheme. The table refers to the contributions required depending on the scale of the scheme, ranging from £1m to £100m.

Appendix B Benchmarks

1.0 Residential		band 1	band 2	band 3	band 4	band 5	band 6	band 7	band 8	band 9	band 10	band 11	band 12	band 13
		£1-3.5m	£3.6 – 6m	£6.1 - 10m	£10.1 - £15m	£15.1 – £20m	£20.1 – 30m	£30.1 - 40m	£40.1 – 50m	£50.1 – 60m	£60.1 – £70m	£70.1 – 80m	£80.1 – 90m	£90.1 – £100m
1	Work Placements – persons	3	6	8	11	14	16	20	22	23	25	25	26	26
2	Jobs created by NSAFc	1	4	7	12	14	16	18	19	22	23	25	26	28
3	Construction Careers Information, Advice & Guidance (CCIAG) Events	1	2	4	5	6	7	9	10	11	12	12	13	14
4	Training Weeks on site	47	99	167	261	365	522	731	939	1148	1357	1656	1775	1984
5	Qualifying the Workforce – project workforce <i>Total of 5(a) plus 5(b) plus 5(c) plus 5(d)</i>	6	9	15	20	24	29	32	36	39	43	45	50	51
5(a) 5(b)	• Qualifications gained (equiv. NVQ2 and above)	1	2	5	8	11	13	16	18	20	22	24	26	27
5(c) 5(d)	• Industry certification gained	5	7	10	12	13	16	16	18	19	21	21	24	24
6	Training Plans	4	4	5	5	5	6	6	6	7	7	7	8	8
7	Case Studies	Project Specific – to be agreed pre-approval												