

Extract from the adopted Cheltenham Borough Plan 2011 – 2031 (Adopted July 2020)

EMPLOYMENT SKILLS PLANS

3.25. In the long term, it is not socially or environmentally sustainable for people to travel long distances to reach work. In Cheltenham, the Council considers there is a need to better match the jobs available in the local area with the skills present in the local workforce. Nurturing our environment to attract and retain talent is critical, especially in the light of Brexit and the UK losing ranks on the list of the world's major economies.

3.26. In order for local people to secure jobs in the local labour market, it is necessary for them to attain appropriate education and skills to meet the needs of local employers. In turn, local employers need to provide opportunities to suitably qualified people from the local area whilst also attracting a highly-skilled workforce.

POLICY EM3: EMPLOYMENT SKILLS PLANS

For major indoor commercial development of 1,000 sq. m or more, applicants for planning permission will be required to submit an Employment Skills Plan (ESP) which identifies opportunities for the employment and skills development of local people through the implementation of the development proposal.

This policy contributes towards achieving the Cheltenham Plan Vision: Theme B - objectives a, b, e and g.

3.27. The above policy aims to facilitate a more balanced relationship between labour supply and demand in Cheltenham and to align these two key elements of sustainable economic policy more effectively. It is designed to complement key themes of the Strategic Economic Plan for Gloucestershire (2014) (SEP) to support skills delivery according to local priorities and to ensure there is a direct correlation between skills supply and demand.

3.28. The Council will expect an Employment Skills Plan (ESP) to be submitted as part of all relevant planning proposals. The ESP should address priorities identified and agreed at an early stage through liaison with the Council itself and local employment and skills agencies. It is anticipated the ESP will contain targets which are in conformity with industry standard benchmarks for the outcomes expected from the particular size and type of construction proposed. Targets will likely relate to the jobs created at the construction phase of development as well as the jobs created thereafter.

3.29. As the Government defines major commercial development as being 1,000 sq. m of floorspace, the threshold set out in Policy EM4 reflects this definition.

The full Cheltenham Borough Plan and supporting documentation can be downloaded from the following link - [Overview | The Cheltenham Plan | Cheltenham Borough Council](#).