

**EMPLOYMENT AND SKILLS PLAN
(JANUARY 2022)**

For

Integra 61 (Durham) Ltd

At

**INTEGRA 61, DURHAM
Plot DC3
4 X UNIT SCHEME**

Unit G4 Fusion Hive
North Shore Innovation Centre
Stockton-on-Tees
TS18 2NB



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1.0 Introduction

This Employment and Skills Plan has been prepared by **the main contractor** to support the detailed planning application for **Integra 61, Durham, Plots DC3, Durham, construction of 4nr industrial units including access & parking**. In carrying out the proposed development, it is recognised that there is an opportunity to explore employment and skills opportunities that will assist the local community by improving job prospects and employability. **The main contractor** will use its reasonable endeavours to support the Council's stated objective of promoting where possible a maximum benefit to the local population in terms of employment and skills opportunities.

This document sets out the expected commitments of the developer and the steps **the main contractor** will take whilst carrying out the development, to ensure that a target of 5-10% of any labour requirements are offered as new employment and skills opportunities.

2.0 Developer Commitments

In signing up to the principle of TRT **the main contractor** agrees to and will use reasonable endeavours to ensure that their contractors and sub-contractors work with the Employability Team to ensure:

- (i) That employment and skills opportunities are identified and notified to the Employability Team to be made available to out of work County Durham residents.
- (ii) That every vacancy associated with the Development (including vacancies of contractors and subcontractors) is to be notified to the Employability Team at least 7 (seven) days before recruitment from other sources and candidates from the agencies identified by the Council shall have an equal opportunity in the selection process.
- (iii) They work in collaboration with the Council's Employability Team in the first instance to source suitable candidates to recruit out of work County Durham residents for all employment and skills opportunities created within both the construction and any Post-Construction Phases.
- (iv) Provide regular updates (timescales to be agreed with the Council) on the progress against the targets set out in this Employment & Skills Plan by completing the monitoring spreadsheet.
- (v) Records of those individuals supported as part of the agreed Employment and Skills Opportunities are retained by providing a fully completed Client Beneficiary Form to the Employability Team within 10 working days of the individual starting the opportunity.

3.0 Employment & Skills Opportunities

The Main Contractor agrees to and will use reasonable endeavours to ensure that their contractors and sub-contractors provide person weeks for out of work County Durham residents recruited from a source specified by the Council. More specifically, this target will be made up of the following employment and skills opportunities identified below:

Employment & Skills Opportunity	Year 1	Year 2	Year 3	Year 4	Year 5	TOTAL
Job Type						
Apprenticeships	1	N/A	N/A	N/A	N/A	
Graduate Internships	0	N/A	N/A	N/A	N/A	
Work Placements (paid or unpaid)	2	N/A	N/A	N/A	N/A	
Traineeships	1	N/A	N/A	N/A	N/A	
Work Experience (School Pupils)	2	N/A	N/A	N/A	N/A	
Vocational qualifications or training	All	N/A	N/A	N/A	N/A	
Education visits or workshops	1	N/A	N/A	N/A	N/A	
Business Ambassador Scheme	TBA	N/A	N/A	N/A	N/A	
Future Business Magnets Business Partner	0	N/A	N/A	N/A	N/A	
Career Events	1	N/A	N/A	N/A	N/A	

4.0 Main Contractor Employment Details

Main Contractor to provide further details of the Employment & Skills Opportunities to be created including:

- Specific Details of each type of opportunity e.g. types of jobs, apprenticeship frameworks etc
- Timescales
- Who is creating the opportunities e.g. developer or sub-contractor?
- Notification process of available opportunities and recruitment process
- Any training requirements for opportunities created
- Contact Name & Details of the nominated point of contact to co-ordinate the delivery of the agreed Employment & Skills Opportunities.

Specific Details of each type of opportunity e.g. types of jobs, apprenticeship frameworks etc

We will endeavour to recruit 5-10 positions using local labour including groundworks, kerb laying, steel fixing, carpentry and M&E.

Timescales

43 weeks

Who is creating the opportunities e.g. developer or sub-contractor?

Main Contractor - Principal Contractor & supply chain

Notification process of available opportunities and recruitment process?

We will be recruiting using Agencies / word of mouth & supply chain / Sector Based Work Academies with Learning Curve Group

Any training requirements for opportunities created?

Specific to each individual task. The main contractor require minimum proof of competency and will assist in ensuring CSCS cards are in place, prestart inductions, site wide H&S awareness, noise training, abrasive wheels, first aid at work as applicable and specific plant operator requirements.

Vocational qualifications – what qualifications are you, or have you, planning for the staff to undertake?

The main contractor will support staff members with personnel development including NVQ, first aid, street works as fit for purpose for the schemes needs.

We encourage supply chain members to train and as part of our strategy require minimum Gold Membership of Constructionline.

Environmental awareness is fundamental and all main contractor staff and supply chain are offered the opportunity to undertake a Level 2 qualification in Climate Change & Environmental Awareness <https://www.learningcurvegroup.co.uk/courses/learners/level-2-climate-change-enviromental-awareness>

Contact Name & Details of the nominated point of contact to co-ordinate the delivery of the agreed Employment & Skills Opportunities:

Steve Morris, Commercial Director Learning Curve Group steve.morris@learningcurvegroup.co.uk
James Taylor, Regional Director and Group Head of Planning, james.taylor@citrus-group.co.uk

Local Labour

Use as many local supply chain partners as possible from a start of April 2022 onwards.

Staff:

Typically: Project Manager / Site Manager, Site Engineer, Project QS, Trade / Sub-Contractor Supervision