

## OUTLINE SKILLS & EMPLOYMENT PLAN : LAND AT LICHFIELD ROAD, JUNCTION 9 M42

### Application Name/Applicant

This Outline Skills & Employment Plan has been prepared by Richborough (the Applicant) to accompany a planning application for employment development on land at Lichfield Road, Junction 9 of the M42.

The application is an Outline Planning Application with all matters reserved (appearance, landscaping, layout and scale) save for access. The description of development for the application is as follows:

"Outline planning application, with all matters reserved save for access, for an employment development (Use Class B2/B8 with ancillary Use Class E(g) floorspace), associated landscaping, habitat creation, parking, service yards, footpaths, HGV waiting area, water pumping station and other infrastructure".

### Purpose of the Outline Skills & Employment Plan

This Outline Skills and Employment Plan has been produced proactively by Richborough.

It sets out initial commitments to ensuring localised employment and skills development benefits as a result of the proposed development. Further detail on this Plan can be developed as part of the application determination process.

Richborough (via its Preferred Development Partner) will work collaboratively with various local agencies – such as North Warwickshire Borough Council (NWBC), FE colleges, local schools and Jobcentre Plus – in delivering these stated commitments.

This Plan has been guided by the contents of the NWBC 'Draft Employment Development Plan Document' dated January 2024.

### Construction Phase

#### Scale of Opportunity

A separate report – *Land at Lichfield Road J9 M42 - Economic Need & Benefits* - has quantified the likely scale of construction investment and construction employment associated with the proposed development.

The report states that:

- Total construction costs of the development inclusive of fees are likely to be circa £60 million.
- The development will support an average of 600 on and off-site construction jobs throughout the build phases. This total estimate of construction jobs comprises a mixture of on-site works and all off-site pre-fabrication and supply chain activities which could take place anywhere within the UK/overseas.

The report also states that the construction industry offers very accessible employment opportunities, with extensive use of apprenticeships and trainees within the sector.

All construction works will be spread across phases and/or into discrete work packages.

### Commitments

Within each main phase of construction investment, Richborough's Preferred Development Partner will:

1. Ensure construction contractors widely advertise all available employment opportunities across North Warwickshire. The main construction contractors will be required to engage with local job brokerage services and education providers to advertise jobs.
2. Ensure the main construction contractors make full use of all available information on the local construction supply chain and maximise their use of local construction sub-contractors.
3. Ensure the construction contractors maximise local apprenticeship opportunities.
4. Make staff available to visit local schools throughout the construction phases to explain the construction programme and inspire interest in the construction sector. These sessions will deliver construction sector careers information and advice.
5. Ensure the construction contractors maximise the opportunities for any work placements for local 16-18 students, subject to the necessary risk and health and safety assessments.

### **Operational Phase**

#### Scale of Opportunity

A separate report – *Land at Lichfield Road J9 M42 - Economic Need & Benefits* - has quantified the likely permanent on and off-site employment that will be generated as occupiers move into the development.

The report estimates:

- Some 845 FTE jobs would be accommodated in a fully developed and fully occupied scheme.
- There will be a further 169 FTE off-site jobs created in local supply chains.

### Commitments

In order to ensure localised benefits from this occupier employment, mechanisms will be put in place to ensure that occupiers endeavour to:

1. Advertise widely across North Warwickshire (and neighbouring districts) all new employment opportunities and engage fully with local brokers – such as JobCentre Plus – on any vacancies.
2. Provide apprenticeship opportunities.
3. Provide work experience opportunities for local young people (for 14-16 years, 16-19 years and 19+ years).
4. Maintain a commitment to accredited training and skills development for all new staff, actively supporting new qualifications and career progression.

### **Monitoring**

It is proposed that Richborough's Preferred Development Partner provides an annual statement to NWBC to outline progress against the commitments outlined above. These annual reports will be provided throughout the construction phase and for a period of two years post construction.

*Signed By*

Name: Nick Jones

Signature:



Date:7.6.24

For and on Behalf of Richborough.