



Hodgetts Estates

**LAND NORTH-EAST OF JUNCTION 10 M42,
NORTH WARWICKSHIRE**

Employment, Skills and Training Statement



Hodgetts Estates

LAND NORTH-EAST OF JUNCTION 10 M42, NORTH WARWICKSHIRE

Employment, Skills and Training Statement

PUBLIC

PROJECT NO. 70075293

OUR REF. NO. RPT.015.JW

DATE: DECEMBER 2023

WSP

8 First Street

Manchester

M15 4RP

Phone: +44 161 200 5000

WSP.com



QUALITY CONTROL

Issue/revision	First issue
Remarks	Final
Date	22/12/2023
Prepared by	AR/JW
Checked by	AR/JW
Authorised by	DH
Project number	70075293
Report number	Rpt.015.JW



CONTENTS

1	INTRODUCTION	1
2	SOCIO-ECONOMIC NEED AND BENEFITS	4
3	EMPLOYMENT SCHEME - CONSTRUCTION PHASE	9
4	EMPLOYMENT SCHEME - OCCUPATION PHASE	15
5	SUMMARY AND CONCLUSIONS	21

APPENDICES

APPENDIX A

INDICATIVE MASTERPLANS

APPENDIX B

PROPOSED CONNECTIVITY PLAN

APPENDIX C

PROPOSED HUB OFFICE

1

INTRODUCTION



1 INTRODUCTION

- 1.1.1. This Employment, Skills and Training Statement (hence forth referred to as the ‘Employment Statement’) has been prepared by WSP on behalf of Hodgetts Estates (‘the Applicant’) and sets out the benefits, in terms of economic, employment, skills and training opportunities, of the proposed development at Land North-East of Junction 10 M42, North Warwickshire (‘Land NE J10 M42’ or ‘the site’) (application ref. PAP/2021/0663).
- 1.1.2. The purpose of the Employment Statement is to maximise the economic, employment, skills and training benefits of the proposal and to ensure that these substantial benefits are focused and accrued locally, as far as is practicable. Specifically, this means the benefits would be targeted towards the immediate wards and parishes, where levels of deprivation are highest, and more broadly the local authority areas of North Warwickshire and Tamworth wherever possible. This is to ensure that resources, be they physical resources such as construction materials or goods, or human resources such as staff or services, are sourced as sustainably as possible both during construction and operation of the site.
- 1.1.3. The intention is that the measures outlined in this Employment Statement could be conditioned as part of any consent forthcoming or secured through Section 106 (S106) obligations, to ensure that the benefits are realised.
- 1.1.4. The application is for:
“Outline planning permission for development of land within Use Class B2 (general industry), Use Class B8 (storage and distribution) and Use Class E(g)(iii) (light industrial), and ancillary infrastructure and associated works, development of overnight lorry parking facility and ancillary infrastructure and associated works. Details of access submitted for approval in full, all other matters reserved”.
- 1.1.5. The Applicant’s stated aim is to create “*The Greenest Business Park in the West Midlands*” and this ambitious target permeates the scheme design and plans for the site to ensure the highest levels of Environmental, Social and Governance (ESG) are achieved. Land NE J10 M42 would be a new strategic employment site for North Warwickshire and Tamworth accommodating highly sustainable units targeted at national and multinational businesses for headquarters and ‘campus’ style facilities, thus providing a significant inward investment opportunity for the West Midlands.
- 1.1.6. Attached at **Appendix A** are an *Indicative Masterplan INST+ Specification – Plan* (ref: 4263-CA-00-00-DR-A-00090 Rev SK5) and *Indicative Masterplan* (ref. 4263-CA-00-00-DR-A-00095 Rev P1) which illustrate the form in which a multi-unit scheme may come forward at the site – other illustrative layouts are set out in the submitted Design and Access Statement (ref. 4263-CA-00-XX-RP-A-06005 Rev PL4). The business park layout and design shown illustrates an example of the High Quality Design Principles (HQDPs) adopted within Hodgetts Estates’ market leading Institutional Plus Development Platform (INST+). The purpose of the INST+ Platform is to provide surety to local communities, institutional grade corporate occupiers, and investors that the delivered workplaces will align with their current and future needs for sustainability and social and environmental responsibility. This ensures that developments will have a lasting positive social value impact over and above purely economic gains. The INST+ Platform specification puts an emphasis on high quality design and provides as standard net-zero carbon ready workplaces and community and employee wellness facilities. By adopting this design led and future focused

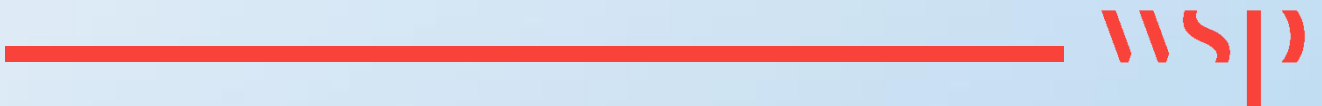


approach, it is expected that progressive and forward thinking major corporate occupiers with aligned ESG goals will be attracted to this opportunity, assisting in creating connections and integrations with local communities.

- 1.1.7. This Employment Statement should be read alongside the Employment Land Need Assessment (prepared by Nicol Economics), the Socio-Economic Chapter of the Environmental Statement (prepared by WSP) and the Employment Land Statement (prepared by JLL), all of which form part of the planning application.
- 1.1.8. The remainder of the report is set out as follows:
 - Outline of the socio-economic baseline of the local area and the benefits of the scheme;
 - Description of the employment catchment and job profiles;
 - Employment Scheme – Construction Phase;
 - Employment Scheme – Occupation Phase;
 - Details of the proposed ancillary Hub Office and relevant case studies to demonstrate how it would support the construction and occupation phase employment schemes;
 - Additional measures to facilitate the provision of the local benefits identified; and
 - Summary and conclusion.

2

SOCIO-ECONOMIC NEED AND BENEFITS



2 SOCIO-ECONOMIC NEED AND BENEFITS

2.1.1. The following section outlines the socio-economic need for the proposal and the subsequent benefits that will arise from the scheme.

2.2 SOCIO-ECONOMIC BASELINE

2.2.1. Key findings from the socio-economic baseline assessment prepared as part of the ES Chapter on socio-economic effects have been summarised below.

2.2.2. In general, economic activity levels are lower at ward level than regional (local authority) level, but higher than national average rate of economic activity. The proportion of the working age resident population who were claiming out of work benefits in Dordon ward (in which the site is located) was higher than the rates for North Warwickshire and Great Britain as a whole, but lower than the rates in Tamworth.

2.2.3. The proportion of people employed in higher skilled occupations in Dordon ward was notably lower than the comparative figures for North Warwickshire, Tamworth and England and Wales as a whole.

2.2.4. The neighbourhood impact area (North Warwickshire 002B) is ranked among the 50% most deprived areas in England. The Lower Super Output Area (LSOA) is ranked in the 30% most deprived across the living environment and education, skills and training domains. Overall, the area has above average levels of deprivation.

2.3 SOCIO-ECONOMIC BENEFITS OF THE SCHEME

THE VALUE OF EMPLOYMENT LAND

2.3.1. Tamworth's need for employment land and housing cannot be met within its local authority area and a significant proportion of employment land and housing need has been, and will need to be, met by sites in North Warwickshire. Tamworth has an extremely constrained employment land supply and relies on North Warwickshire to help deliver its need. There is, currently, very limited available supply of large well-located sites (and empty premises) suitable for "big box" occupiers serving regional logistics and industrial markets. The proposal would deliver up to 100,000sqm of new employment floorspace, helping to increase the supply of logistics and industrial accommodation locally and regionally.

2.3.2. The proposal is close to the Birch Coppice Business Park which is a major industrial location that has proved extremely successful in attracting a wide range of businesses, from important local firms needing to expand (such as Instarmac) to major regional, national and international corporates such as VW, Ocado, Euro Car Parts and UPS. The Park is home to some 6,500 jobs, with c.38% of employees living within 5 miles. Over 4.5 million sq. ft of space is occupied by food, retail, automotive, engineering, manufacturing and light assembly companies and it receives several freight trains daily into Birmingham Intermodal Freight Terminal (BIFT). Since construction of phase 1 began in 2001, the scheme has generated £350 million of investment in development and infrastructure and over £8 million in business rates.

2.3.3. The success of the Birch Coppice Business Park in this location and its similarities to the proposal demonstrate the significant employment potential of the Site.

EMPLOYMENT OPPORTUNITIES

- 2.3.4. The proposed development will secure both temporary and permanent employment opportunities.
- 2.3.5. Implementation of the proposed development would include a significant construction period (at least a year) which would generate turnover and temporary employment for local construction firms and related trades, as well as construction training opportunities. As highlighted in the ES Chapter on socio-economic effects, it is estimated that the development would generate between 255 to 283 person years of temporary construction employment over the entire construction phase. This is equivalent to 255 to 283 construction workers being employed on a full-time basis for twelve months.
- 2.3.6. In order to estimate the Gross Value Added (GVA) by construction employment, the Annual Business Survey 2018 Revised Results provides estimates of the approximate GVA by different sectors of the UK economy. During 2018 the approximate GVA by the construction sector was £107,614 million. With an average number of people employed in the construction sector during 2018 of 1.53 million, this suggests that the gross value added per full time equivalent (FTE) construction job in 2018 was £70,336. Taking the estimated construction employment figures, it is therefore assumed that **between £17.9 million to £19.9 million in GVA would be created as a result of the construction phase.**
- 2.3.7. Once operational, the ES Chapter estimated that **the proposed development would create between 776 to 1,295 FTE net additional jobs for North Warwickshire and Tamworth residents, with an additional 471 to 786 FTE jobs across the West Midlands. Taken together, the proposed development could support up to 2,081 FTE permanent jobs throughout the region.**
- 2.3.8. Economists measure the overall value of economic activity via a variety of concepts; below the level of the nation the measure used is GVA. The potential economic benefits of the proposed development can be assessed by applying the most recent estimate of GVA per FTE employee in the sector in the West Midlands (£47,000 in 2018¹) to the estimates of jobs created. Based on the range of employment estimates this produces **a range of annual GVA contribution to the North Warwickshire economy of between £58 million and £96 million.** The average GVA for all employees in Warwickshire of £58,600 in 2018 leads to a higher **GVA figures of £62.5 million to £104.2 million.**
- 2.3.9. The above information is set out in **Table 2-1** below.

¹ ONS (2021) Subregional productivity: labour productivity indices by UK ITL2 and ITL3 subregions [online] Available from: [Subregional productivity: labour productivity indices by UK ITL2 and ITL3 subregions - Office for National Statistics](#)

Table 2-1: Summary of economic benefits from the proposed development

Temporary construction employment	255 to 283 person years of temporary construction employment. This is equivalent to 255 to 283 construction workers being employed on a full-time basis for twelve months (based on estimated build cost of £48 million to £53 million).
Temporary construction GVA	£17.9 to £19.9 million of GVA
Gross on-site employment	In rounded terms 1,250 to 2,050 FTE jobs on the site once the development is completed and fully occupied. The lower figure is based on employment densities for National Distribution Centres
Gross Value Added	From £62.5 million to £104.2 million annually in perpetuity (to the West Midlands economy), of which between £38.9 million and £64.9 million would be within the local economy (North Warwickshire Borough and Tamworth Borough)**
<i>Source: Land West of Dordon, Junction 10, M42 Environmental Statement, Chapter 13 Socio-Economics, WSP, November 2021. Notes: * to the nearest 50 FTE jobs; ** based on applying the GVA per job used in the ES (£58,645) to on-site estimated jobs, excludes off site economic benefits</i>	

- 2.3.10. The proposed development therefore provides a significant opportunity to address the need for local jobs in Polesworth and Dordon by directly employing local workers during the construction and operational phases.

2.4 EMPLOYMENT CATCHMENT

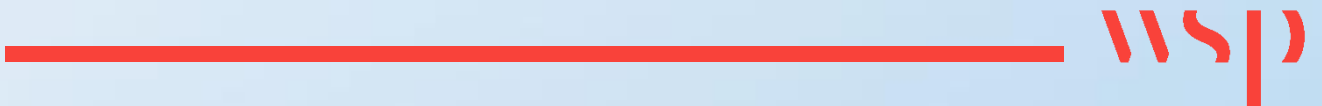
- 2.4.1. There are significant pockets of deprivation within close vicinity of the site. In Tamworth in particular, there are a number of some of the most deprived neighbourhood areas in the country. There are four lower super output areas (LSOAs) within or just on the edge of 3 km (2 miles) of the proposed development site that are in the bottom 10% nationally for deprivation and a further three which are in the bottom 20% nationally for deprivation. This includes the communities of Belgrave, Glascote and Stonydelph, who were identified as key regeneration priorities in Tamworth's 2013 Growth and Regeneration Plan. An increase in the employment opportunities on offer as a result of the proposed development, as well as the enhanced pedestrian, wheel, cycle and bus connections between Tamworth and North Warwickshire, have the clear potential to help address some of these issues.
- 2.4.2. The proposal offers both construction and operational employment opportunities for the existing catchment, however there will be further demand for employment through future housing developments. For instance, the site is well located in respect of large new housing allocations in the North Warwickshire Local Plan at Polesworth with Dordon (site allocation H4 for a minimum of 2,000 dwellings), Tamworth (site allocation H5 for 1,270 dwellings) and Atherstone (site allocations H1 and H2 for 620 and 1,282 dwellings respectively). The site is approximately 1.7 miles/34 minute walk or a 2.3 miles/13 minute cycle from allocation H4, 2.1 miles/12 minute cycle from allocation H5, 3.4 miles/18 minute cycle from allocation H2 and 5.1 miles/28 minute cycle from allocation H1. All of these times and distances would be reduced by the package of pedestrian, cycle and wheeling connectivity enhancements proposed (see Proposed Connectivity Plan (ref. 4263-CA-00-00-DR-A-00803/P6 attached at **Appendix B**). Improved accessibility to jobs by foot, cycle and wheel is particularly important for the most deprived LSOAs in eastern Tamworth.
- 2.4.3. Consequently, there is a strong economic need case in support of the proposed development, especially given the prevalence of deprived areas and projected housing growth in the surrounding area.

2.5 JOB PROFILES

- 2.5.1. The logistics sector offers a wide range of job opportunities at all levels including managerial and technical jobs. Within the West Midlands, on average jobs in the logistics sector are as well paid as the 'all sector' average for full-time jobs in the region. A further benefit is that roles in the logistics sector are much more likely to offer full-time employment. Logistics facilities can, and often do, have headquarters and other management functions attached to them, especially in this case given the ESG credentials of the scheme and major corporate occupiers that are likely to be attracted as a consequence. This means that a broad range of roles can be accommodated, including those that are lower skilled and others which are in management roles and require more technical expertise.
- 2.5.2. The development would provide a range of employment uses and unit sizes to facilitate a mix of employment providers and types. A substantial amount of high-bay storage and distribution floorspace would be provided (as this is demanded by the market), complemented by a range of smaller 'starter' / 'incubator' units targeted at local Small and Medium Enterprises (SMEs) for general industry / light industrial uses. This will be particularly beneficial as there is an evidenced shortage of SME spaces as identified in the Coventry & Warwickshire Sub-Regional Employment Market Signals Study (July 2019), a key evidence base document for the sub-region.
- 2.5.3. In addition to attracting smaller local businesses, given the exemplar sustainability measures incorporated into the proposals, as well as its prominent location, it is likely to attract interest from multinationals, 'Blue Chip' companies such as those on the FTSE 250 list looking for campus and headquarters type facilities which meet their responsible investment ('RI') / business aims.
- 2.5.4. More broadly, it should be noted that the supply chain and logistics sector is critical for the wider economy which has been especially highlighted in recent years, with the sector having 'key worker' status in order to ensure a continuous supply of essential goods such as food and medicine during the COVID-19 pandemic. Furthermore, through the Future of Freight Plan published by Department for Transport (DfT) in June 2022, which identifies warehousing an essential part of the 'infrastructure' required to deliver freight networks and shines a light on the need for timely delivery of warehousing in the right locations and at the right standards to meet current and future freight needs.
- 2.5.5. This has translated into a renewed focus on the sector as a potential landing place for aspiring job seekers. The Future of Freight Plan, amongst other aims, seeks to establish freight and logistics as an industry for talented, skilled, and diverse people. Other initiatives, such as 'Generation Logistics', created through a collaboration between Logistics UK and The Chartered Institute of Logistics and Transport (CILT) with DfT acting as lead supporting Department, have been initiated to change perceptions of working in the logistics sector to emphasise the breadth of opportunities that exist in the industry.
- 2.5.6. As emphasised through this campaign, roles in the logistics supply chain are available in a broad range of areas including environment & sustainability, transportation, warehousing, customer care, infrastructure, digital technology, engineering, human resources, solutions design, consultancy, operations excellence, sales & marketing and finance. Job opportunities at the site are therefore likely to be reflective of these diverse areas.

3

EMPLOYMENT SCHEME - CONSTRUCTION PHASE



3 EMPLOYMENT SCHEME - CONSTRUCTION PHASE

3.1 EMPLOYMENT SCHEME – CONSTRUCTION PHASE

- 3.1.1. An 'Employment Scheme – Construction Phase' will be prepared for the site, which could be required by planning condition and / or S106 obligation. The Employment Scheme – Construction Phase could comprise, inter-alia, the following scheme programmes, commitments and measures:
- Measures to **maximise the proportion of local construction workers and ensure local unemployed people have the opportunity to apply for and secure these jobs**;
 - Where appropriate, **measures for training for construction workers**, including registered job seekers from local job centres;
 - Where commercially reasonable and sensible, having regard to costs and efficiency, **preference to be given to procurement of products and services from local supply chain networks as close to the site as practicable**;
 - **Provide young people (school, sixth form, further education (FE) college and university) with the opportunity to gain valuable site and project-related experience**, especially targeting unemployed residents and job seeking students;
 - **Advertise job opportunities, vacancies, recruitment programmes and job-related training courses** with North Warwickshire Borough Council (NWBC), Tamworth Borough Council (TBC), Warwickshire County Council (WCC) and the Department for Work and Pensions (DWP) (in addition to any other channels which may be agreed);
 - Work in partnership with NWBC, TBC and WCC (in addition to any other partners which may be agreed) to facilitate economic regeneration, by engaging with education providers, job seekers and residents to **promote the opportunities which exist in the construction and built environment sectors**;
 - A **commitment to early and on-going co-operation with universities, FE colleges and employment support and training providers** to proactively scope out business opportunities and labour force requirements and put joint plans in place to meet these requirements, as far as practicable, locally; and
 - All **scheme contractors and sub-contractors to be encouraged to support the measures and programmes outlines above**.

3.2 CONSTRUCTION JOBS

- 3.2.1. The construction phase of the scheme will give rise to a number of temporary jobs across the construction phase. This provides a unique opportunity to involve local people and those living across the West Midlands more broadly, in what will be a significant project.
- 3.2.2. To inform the approach to the construction phase employment initiative and to ensure the jobs, skills and training measures outlined above are delivered as effectively as possible, WSP reviewed relevant national standards. This included the National Skills Academy for Construction (NSAfC). The NSAfC was developed in conjunction with the Construction Industry Training Board (CITB) as a

framework to assist either contractors or public sector authorities in delivering high-quality training opportunities on live construction projects².

3.2.3. The NSAfC framework is underpinned by a set of key performance indicators (KPIs)³ which cover seven areas, as follows:

1. Work placements
2. Jobs created
3. Careers events
4. Training weeks
5. Qualifications achieved
6. Training plans
7. Case studies

3.2.4. Aims are set out within each KPI, along with a recommended approach for monitoring the progress of the KPI aims. These are usually elaborated on within an Employment and Skills Plan, akin to this document.

3.2.5. The NSAfC incorporate detailed guidance documents for contractors on how to approach employment and skills targets and implementation. This includes a set of nationalised benchmarks which are dependent on the type of construction project being undertaken. The benchmarks relevant to ‘factories’ projects (the benchmarks reviewed as being the closest linked to the development proposals) are shown in **Figure 3-1** below. The NSAfC remains the only body in England which readily publishes national benchmarks on skills and employment objectives.

5.0 Factories		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	0	1	1	1	2	2	2	3	3	3	3	3	3
2	Jobs created by NSAfC projects	0	2	3	5	5	6	8	8	9	10	11	11	12
3	Construction Careers Information, Advice & Guidance (CCIAG) Events	0	1	2	2	3	3	4	5	5	5	5	6	6
4	Training Weeks on site	12	26	44	69	97	139	194	250	306	361	417	472	528
5	Qualifying the Workforce – project workforce <i>Total of 5(a) plus 5(b) plus 5(c) plus 5(d)</i>	4	6	9	12	14	17	19	22	23	25	25	28	29
5(a) 5(b)	Qualifications gained (equiv. NVQ2 and above)	1	1	3	4	5	6	8	9	10	11	11	12	13
5(c) 5(d)	Industry certification gained	3	5	6	8	9	11	11	13	13	14	14	16	16
6	Training Plans	3	3	4	4	4	5	5	5	6	6	6	6	6
7	Case Studies	Project Specific – to be agreed pre-approval												

Figure 3-1: NSAfC Employment and Skills Plan benchmarks for factory developments⁴

² CITB (2022) What is the National Skills Academy for Construction (NSAfC)? [Online] Available from: <https://www.citb.co.uk/standards-and-delivering-training/national-skills-academy-for-construction/what-is-the-national-skills-academy-for-construction/>

³ CITB (2022) KPIs: Meeting your targets [Online] Available from: <https://www.citb.co.uk/standards-and-delivering-training/national-skills-academy-for-construction/how-to-do-it-nsafc-toolkit/kpis-meeting-your-targets/>

⁴ CITB (2017) Client Based Approach to Developing and Implementing an Employment and Skills Strategy on Construction Projects – V3 July 2017 [Online] Available from: <https://www.citb.co.uk/media/s5bduaph/english-client-based-approach-client-guidance.pdf>

- 3.2.6. The NSAfC framework approach is commonly adopted by local authorities and through the use of benchmarks, it can help to ensure that appropriate levels of employment opportunities are embedded within the construction phase.
- 3.2.7. For this project, the benchmarks in Band 9 have been adopted. **Table 3-1** provides an overview of how these benchmarks will be met and/or exceeded and how this relates to key priorities identified in the baseline assessment of the ES Chapter.

ENSURING ACHIEVEMENT OF THE CONSTRUCTION EMPLOYMENT AIMS

- 3.2.8. The targets and initiatives proposed within **Table 3-1** below could be incorporated within the Invitation to Tender (ITT) documentation for prospective contractors. This would ensure that the requirements set out within this Statement are well understood and factor within the contractor response. This will then become part of their contract with Hodgetts Estates, highlighting the importance of this to the Applicant and the overarching aims of the project.



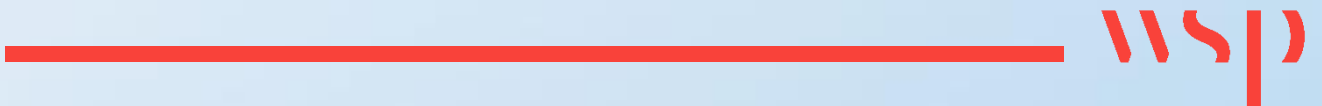
Table 3-1 – Construction phase initiatives proposed

#	NSAFC KPI area	NSAFC description	Project target	Target Audience (this is a non-exhaustive list)	Monitoring and Validation – ‘How will this be measured?’
1	Work placements	<p>This KPI is aimed at providing persons with the opportunity to carry out tasks agreed by their supporting organisation (where applicable) and the employer enabling the individual to gain a meaningful insight into the construction sector.</p> <p>It is anticipated that these placements be offered to both students from schools, colleges and universities along with people who are not currently enrolled in any course of study.</p>	4	<p>WCC residents focused on NWBC</p> <p>TBC residents</p>	<p>Quarterly report outlining:</p> <ul style="list-style-type: none"> • Weeks of placements provided • Residential postcode of individual • Type of work undertaken
2	Jobs created	<p>This target describes the creation of new and sustainable job opportunities for new entrants into the sector.</p>	10	<p>WCC residents focused on NWBC</p> <p>TBC residents</p> <p>West Midlands residents</p>	<p>Quarterly report outlining:</p> <ul style="list-style-type: none"> • Upcoming vacancies • Number of vacancies advertised to date • Jobs taken up • Postcodes of employees
3	Careers events	<p>This target consists of the organisation and delivery of events focused on improving the image of the sector.</p> <p>Events are aimed at increasing awareness of the opportunities available within the industry, what it is like to work in construction and how to get into the sector.</p>	5	<p>WCC residents focused on NWBC</p> <p>TBC residents</p>	<p>Details of completed careers event including:</p> <ul style="list-style-type: none"> • School/college • Nature of support (i.e., was a presentation given? Or was a stall set up?) • Number of employee hours dedicated for the event
4	Training weeks on-site	<p>This target relates to and counts the number of weeks of formal training being undertaken by trainees/new entrants working on a NSAFC Project. This will involve training following a recognised syllabus of study which has been accredited/certificated by either an awarding body for that qualification or by the recognised issuing organisation. One training week is equivalent to five working days.</p>	320	<p>WCC residents focused on NWBC</p> <p>TBC residents</p>	<p>Quarterly report outlining:</p> <ul style="list-style-type: none"> • Apprenticeship starts • Apprenticeship types (i.e., which trades) • Apprenticeship levels • Apprentice residential postcode • Apprenticeship time spent on project
5a	Qualifications achieved: NVQ2 above	<p>This target relates to persons gaining a nationally recognised qualification equivalent to Level 2 or above. Achievements can include vocational awards/diplomas, apprenticeship completions, professional qualifications, leadership and management courses including ILM, Health and Safety, (including IOSH, NEBOSH, SMSTS & SSSTS). Outcomes must be accredited by a nationally recognised professional institution or awarding body</p>	10	<p>WCC residents focused on NWBC</p> <p>TBC residents</p>	<p>Quarterly report outlining:</p> <ul style="list-style-type: none"> • Number of persons who have gained qualifications • Qualification types • Residential postcode of individual

5b	Qualifications achieved: Industry certifications	This target further relates to persons gaining industry certification. Achievements can include short duration courses; project specific learning (for example products, installation, technologies), or may relate to occupational competence, licence to practice or sector specific training (for example the environment, sustainability, health and safety). Outcomes must be accredited by public education establishments, employers or other training providers and may be held externally or in-house and must be a minimum duration of 3 hours.	13	WCC residents focused on NWBC TBC residents	
6	Training plans	Annual company or project wide training plan to be developed which details the organisational structured approach to training and developing the workforce. The plan must show the start and end date of the construction programme. This target can include new plans, or reviews and updates to existing plans.	6	WCC residents focused on NWBC TBC residents	Copy of completed training plans
7	Case studies	This target consists of completing and submitting a promotional case study which describes either an example of best practice or a significant achievement on the NSAfC project.	1	WCC and the Warwickshire Skills Hub	Copy of finalised case study

4

EMPLOYMENT SCHEME - OCCUPATION PHASE



4 EMPLOYMENT SCHEME - OCCUPATION PHASE

4.1 EMPLOYMENT SCHEME – OCCUPATION PHASE

- 4.1.1. As the current planning application is in outline, there are a number of unknowns associated with the end-users of the site and their bespoke employment needs. Whilst there will be significant employment uplift as a result of the development, the exact organisations to be taking up space at the development is not known at this stage.
- 4.1.2. Despite this, the Applicant is committed to ensuring that the local employment prioritised throughout the construction phase is replicated throughout the operational phase once the development is complete and operational.
- 4.1.3. An 'Employment Scheme – Occupation Phase' will be prepared for the site, which could be required by planning condition and / or S106 obligation. The Employment Scheme – Occupation Phase could comprise, inter-alia, the following scheme programmes, commitments and measures which prospective site occupiers would, where relevant, may be required to adhere to:
- **Formation of an 'Employment Land Panel'**, to collaborate on employment and upskilling opportunities across the site;
 - **Provision of smaller 'incubator' type units for SMEs**, to enable local businesses to benefit from the strategic location and grow, whilst remaining in the area;
 - **Development of an ancillary Hub Office, which would act as a communal training facility** for use by local training and education providers associated with the site;
 - **Provide details of how local employment opportunities at the site would be advertised** and how liaison with, inter-alia, NWBC, TBC and WCC will take place in relation to maximising access for the local workforce and in particular unemployed persons and students;
 - **Provide details of the measures to be taken to offer the aforementioned local employment opportunities at the site;**
 - Where it is commercially reasonable and sensible to do so having regard to costs and efficiency, **preference to be given to procurement of products and services from local supply chain networks as close to the site as practicable.**
- 4.1.4. Information on some of these initiatives is described in greater detail below.

EMPLOYMENT PANEL

- 4.1.5. To ensure a consistent approach to recruitment of local people and to collaborate on employment and upskilling opportunities across the development, the Applicant will establish an Employment Panel. Relevant officers from NWBC, TBC and WCC would be invited to attend, and the Panel would include representatives from the different businesses taking up tenancies at the development. There would also be the potential to include the Warwickshire Skills Hub within the panel, along with local organisations and/or contacts from the Department for Work and Pensions.
- 4.1.6. The Employment Panel may also be used as a resource to facilitate the nomination of SMEs to take up space in the development.

SPACES FOR SMALL AND MEDIUM ENTERPRISES

- 4.1.7. A flexible permission is currently being sought which could enable the provision of up to 10,000 sqm (over 107,000 sqft) of Class B2 (general industry) and Class E(g)(iii) (light industrial). This diverse employment offer would enable locally based SMEs to take up smaller units at the site and benefit from the strategic location whilst remaining in North Warwickshire, particularly through the Class E(g)(iii) (light industrial) floorspace.
- 4.1.8. The proposed location for these SME units is Plot A2 where the maximum building height is proposed to be lower and where a significant landscaped buffer zone is to be created to the north and east, such that the SME units would be completely screened when viewed from Birchmoor, Polesworth and Dordon. The SME units would also provide a transitional zone between the larger industrial warehouses to the south.
- 4.1.9. Provision of these SME units, which would be facilitated by the overarching strategic scale development, responds directly to the need for smaller ‘starter’ / ‘incubator’ units targeted at local businesses, as identified in the Coventry & Warwickshire Sub-Regional Employment Market Signals Study 2019. A requirement to deliver these units, if deemed necessary, could be provided as a condition to any planning permission forthcoming, or as a S106 obligation.

HUB OFFICE

- 4.1.10. The proposals also include an ancillary ‘Hub Office’, to be located on Plot B2 of the Parameters Plan (ref. 4263-CA-00-00-DR-A-00075/P18). An indicative site layout, floorplan and CGI of the Hub Office are presented at **Appendix C** (ref. 4263-CA-00-00-DR-A-00080 Rev P4) and below in **Figure 4-1** for ease of reference.

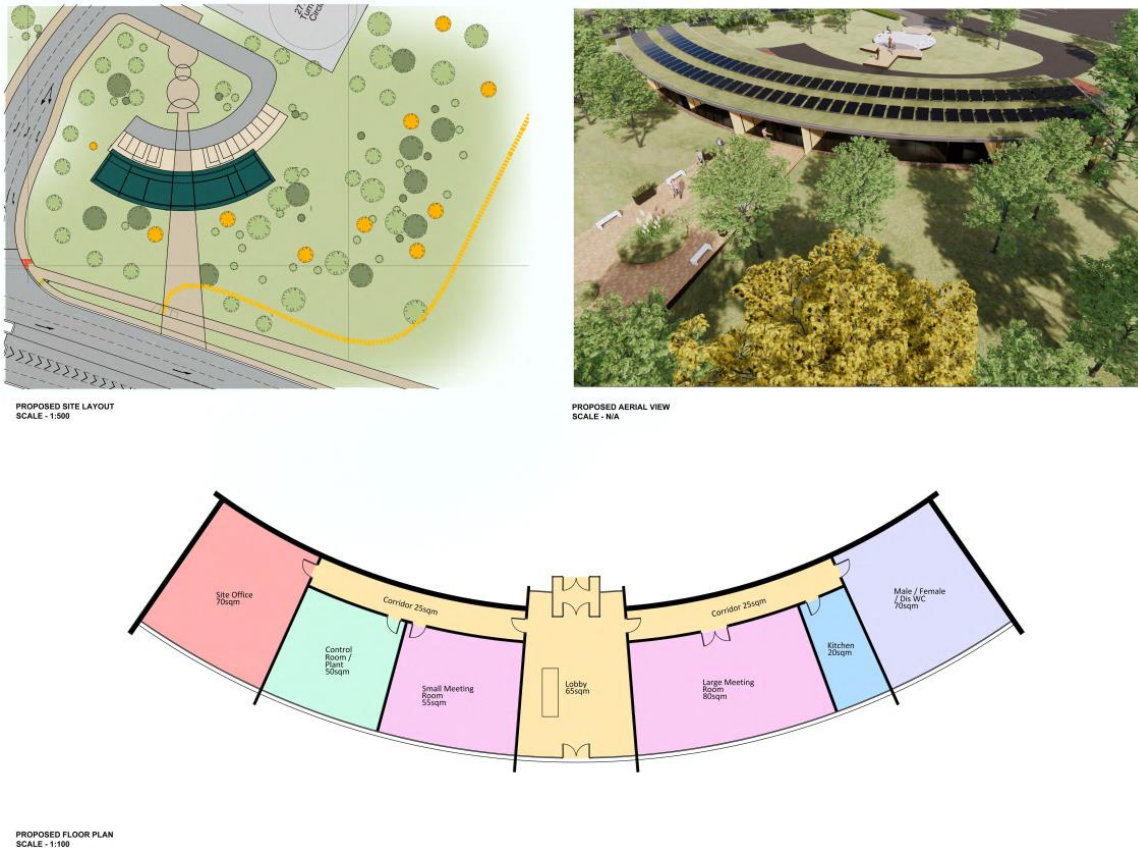


Figure 4-1 ancillary Hub Office site layout, floorplan and CGI

- 4.1.11. The Hub Office is proposed to be a high-quality designed building given its prominent gateway location at the entrance to the site and could incorporate elements such as a green roof, timber frame construction, floor to ceiling glazing and solar panels, set within a landscaped area with outdoor public spaces for meeting and congregating – see **Figure 4.1** above.

ESTABLISHING THE HUB OFFICE

- 4.1.12. It is proposed that the Hub Office would be a multifunctional space, acting as a site office incorporating management suite, security and maintenance functions during operation of the site and a marketing space during construction, as well as communal cycle parking, showers and changing facilities available to use by the general public to encourage active travel and sustainable commuting patterns, both for the site and the neighbouring cluster of business parks surrounding M42 Jn10 and Birch Coppice Business Park.
- 4.1.13. The Hub Office would also act as a communal training facility for use by local training and education providers associated with the site, such as North Warwickshire & South Leicestershire College (NWSLC), as well as by site occupiers, both during construction and occupation phases. It is envisaged that these parties would be able to use the communal facilities including flexible meeting and presentation rooms, computer suite and office space. These facilities are a project commitment through 'Design Parameters' set out within the submitted Design Guide.
- 4.1.14. It is intended that the Hub Office would be delivered as part of the first phase of development so that it could also be used for training, apprenticeships and work experience programmes during construction of the main phases of the development. Under the terms of future S106 obligations, in the form of the Employment Scheme – Construction Phase agreement, project construction partners would be required to deliver a number of apprenticeships throughout the course of construction of the scheme. They would also be required to sign up to the Considerate Constructors Scheme, an industry Code of Practice which includes a commitment to actively encourage and support an inclusive and diverse workplace.
- 4.1.15. The Applicant has also committed to running a series of 'Jobs Fairs' and 'Open Days' during the course of construction and operation of the site, in conjunction with the main site contractor and prospective future occupier(s), to promote jobs and opportunities to local residents – details of which are set out in **Table 3.2**. These could also be hosted at the Hub Office.
- 4.1.16. The layout of the Hub Office is indicative at this stage and the final design will be finessed through discussions with partners, such as NWSLC, Warwickshire Skills Hub and other training and education providers, to ensure it best meets the needs of prospective users. Nevertheless, the building will reflect the nature of the proposed educational use incorporating the highest levels of design and sustainability to inspire the next generation of aspiring jobseekers and trainees.
- 4.1.17. Initial meetings with NWSLC have established that the college does not have a campus presence within North Warwickshire for its specialist construction and logistics courses, something which the college is keen to address and it is a role which the Hub Office could potentially fulfil. There is a commitment on the part of Hodgetts Estates to working with NWSLC toward it becoming the preferred training and education provider for the scheme.
- 4.1.18. With regards to operational employment, the Hub Office will aim to replicate similar developments in the surrounding area, with examples provided below.

- **The Hub**⁵, located at Prologis RFI DIRFT, offers logistics training and education with the aim of providing skills to the next generation of logistic workers. In 2021, 96 local people completed the training programme and secured employment with local logistics employers, delivering a social value of £1.54 million. The Hub also offers a space for people to relax, chat, meet, and learn.
- **The Centre for Logistics, Education and Research (CLEAR)**⁶ is a new training and research facility located in Magna Park, Lutterworth. The facility is a collaboration between NWSLC, Wincanton PLC and GLP, providing skills training and professional development at all levels across the spectrum of logistics and supply chain roles.

4.1.19. NWSLC is one of the collaborators on the CLEAR facility, offering a range of full-time, part-time, Higher Education, and Apprenticeship programmes over six campuses based within Warwickshire and Leicestershire, as outlined in **Table 4-1** below.

Table 4-1 – NWSLC courses currently on offer across campuses

Campus	Purpose	Location
Clear Campus	Specialist logistic courses	Bittesby House, Westland Way, Magna Park, Lutterworth, LE17 4JH
Digital Skills Academy	Specialist digital courses and apprenticeships	Coventry University Technology Park, Puma Way, Coventry, CV1 2TT
Harrowbrook Campus	Construction, trades, and logistic courses	Harrowbrook Industrial Estate, Nuffield Road, Hinckley, LE10 3DT
Nuneaton Campus	General courses and services	Hinckley Road, Nuneaton, CV11 6BH
MTI Campus	Automotive engineering training and education	MIRA Technology Park, 1 Eastern Avenue, Lindley, CV10 0UX
Wigston Campus	General courses and specialist spa centre	Blaby Road, Wigston, Leicestershire, LE18 4PH
Hinckley Campus	Creative arts courses and higher education	Lower Bond Street, Hinckley, LE10 1QU

4.1.20. NWSLC provides supported learning in construction, warehousing and logistics subjects ranging from apprenticeships, online courses, T-levels, and other accredited qualifications. By fostering a partnership with NWSLC through the Hub Office, this will generate a key vocational link for their

⁵ <https://thehubdirft.com/>

⁶ <https://www.nwslc.ac.uk/the-centre-for-logistics-education-and-research-clear/>

current and future students. Concurrently, any training offered via the Hub Office will provide additional upskilling opportunities and space for training within North Warwickshire.

4.2 OTHER KEY PARTNERS

- 4.2.1. The Warwickshire Skills Hub is provided by Warwickshire County Council and is located at Eliot Park Innovation Centre in Nuneaton. The Hub provides support for businesses, schools, and communities through offering opportunities to increase skills and training to meet the needs of Warwickshire's evolving economy.
- 4.2.2. The Warwickshire Skills Hub will be a key partner in the achievement of each of the targets set out in **Table 3-1**, as well as other measures set out within the employment schemes. This will be particularly useful in the identification of local people who would be well-suited to the roles and opportunities arising from the construction and occupation phases.
- 4.2.3. Hodgetts Estates has held meetings with members of the Employability and Skills Team at Warwickshire Skills Hub, to understand the measures that are in place within Warwickshire to support apprenticeships and staff training, both during construction and occupation. The Applicant will continue to work with Warwickshire Skills Hub, and other partners, to deliver the package of skills and training measures proposed.

5

SUMMARY AND CONCLUSIONS



5 SUMMARY AND CONCLUSIONS

- 5.1.1. This Employment, Skills and Training Statement has been prepared by WSP on behalf of Hodgetts Estates and sets out the benefits, in terms of economic, employment, skills and training opportunities, of the planning application proposal at Land NE J10 M42 (ref. PAP/2021/0663).
- 5.1.2. The purpose of the Employment Statement is to maximise the economic, employment, skills and training benefits of the proposal and to ensure that these substantial benefits are focused and accrued locally, as far as is practicable. Specifically, this means the benefits would be targeted towards the immediate wards and parishes, where levels of deprivation are highest, and more broadly the local authority areas of North Warwickshire and Tamworth wherever possible.
- 5.1.3. There are significant pockets of deprivation within close vicinity of the site including some of the most deprived neighbourhood areas in the country, which the proposed scheme would benefit greatly.
- 5.1.4. The committed measures set out herein, comprising preparation of Employment Schemes for Construction and Occupation Phases, creation of an Employment Land Panel, provision of 'starter' / 'incubator' units for SMEs and construction of an ancillary Hub Office, as well as the broader economic benefits of the scheme such as annual GVA and job creation, taken together, would constitute a significant social and economic benefit for North Warwickshire and Tamworth and particularly the deprived areas in the vicinity of the site. As such, these measures and economic benefits weigh heavily in favour of the proposal.
- 5.1.5. Moreover, Land NE J10 M42 would provide a much needed new strategic employment site for North Warwickshire in a highly sustainable location and represent a significant inward investment opportunity for the West Midlands.

Appendix A

INDICATIVE MASTERPLANS





NOTES:
 Please note Title Plans have been scaled using Ordnance Survey features which may have altered over time. Complete accuracy cannot be guaranteed without further on-site survey.
 Any dimensions given are to be confirmed with site measure.
 Subject to Surveys, constraints & planning.
 Red Line indicative only.
 Copyright Chatwoods (Birmingham) Limited. No implied licence exists.
 Contractors must verify all dimensions on site before commencing any work or shop drawings. This drawing is not to be scaled. Use figured dimensions only.
 Subject to statutory approvals and survey.
 Building areas are liable to adjustment over the course of the design process due to the ongoing construction detailing developments.
 Please note the information contained within this drawing is solely for the benefit of the employer and should not be relied upon by third parties.
 The CDM hazard management procedures for the Chatwoods aspects of the design of this project are to be found on the "Chatwoods - Hazard Analysis and Design Risk Assessment" and/or drawings. The full project design team comprehensive set of hazard management procedures are available from the Principle Designer appointed for the project.
 Please note Title Plans have been scaled using Ordnance Survey features which may have altered over time. Complete accuracy cannot be guaranteed without further on-site survey.



- Development Site Boundary (red line indicative only)
79.97 acres / 32.36 Ha
- Parameter Boundary
- Public bridleway (to be diverted where necessary)

Rev	Revision Description	Date	Author	Reviewer
	SKETCH			

32 Frederick Street, Birmingham, B1 3HH +44 (0)21 234 7500
 www.chetwoods.com



Project
LAND NORTH EAST OF J10 M42, DORDON

Client
HODGETTS ESTATES

Drawing Title
**INDICATIVE MASTERPLAN
 INST+ SPECIFICATION**

Scale	Size	Drawn	Checked	Date
1:1500	A1	RC	NH	09/02/23

Project	Originator	Zone	Level	Type	Role	Number	Rev
4263	CA	00	00	DR	A	00090	SK5



NOTES:

Please note Title Plans have been scaled using Ordnance Survey features which may have altered over time. Complete accuracy cannot be guaranteed without further on-site survey.
Any dimensions given are to be confirmed with site measure.
Subject to Surveys, constraints & planning.

Red Line indicative only.

Copyright Chetwoods (Birmingham) Limited. No implied licence exists.
Contractors must verify all dimensions on site before commencing any work or shop drawings. This drawing is not to be scaled. Use figured dimensions only.
Subject to statutory approvals and survey.
Building areas are liable to adjustment over the course of the design process due to the ongoing construction detailing developments.

Please note the information contained within this drawing is solely for the benefit of the employer and should not be relied upon by third parties.
The CDM hazard management procedures for the Chetwoods aspects of the design of this project are to be found on the "Chetwoods - Hazard Analysis and Design Risk Assessment" and/or drawings. The full project design teams comprehensive set of hazard management procedures are available from the Principle Designer appointed for the project.

Please note Title Plans have been scaled using Ordnance Survey features which may have altered over time. Complete accuracy cannot be guaranteed without further on-site survey.



- Development Site Boundary (red line indicative only)
79.97 acres / 32.36 Ha
- Parameter Boundary
- Public bridleway (to be diverted where necessary)

Rev	Revision Description	Date	Author	Reviewer
PRELIMINARY				
32 Frederick Street, Birmingham, B1 3HH			+44 (0)121 234 7500 www.chetwoods.com	



Project
LAND NORTH EAST OF J10 M42, DORDON

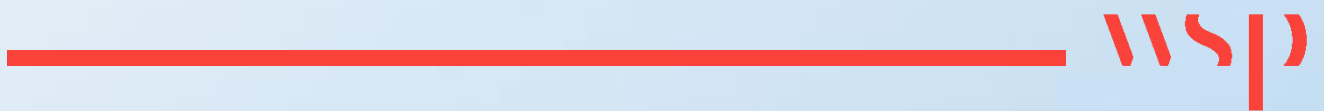
Client
HODGETTS ESTATES

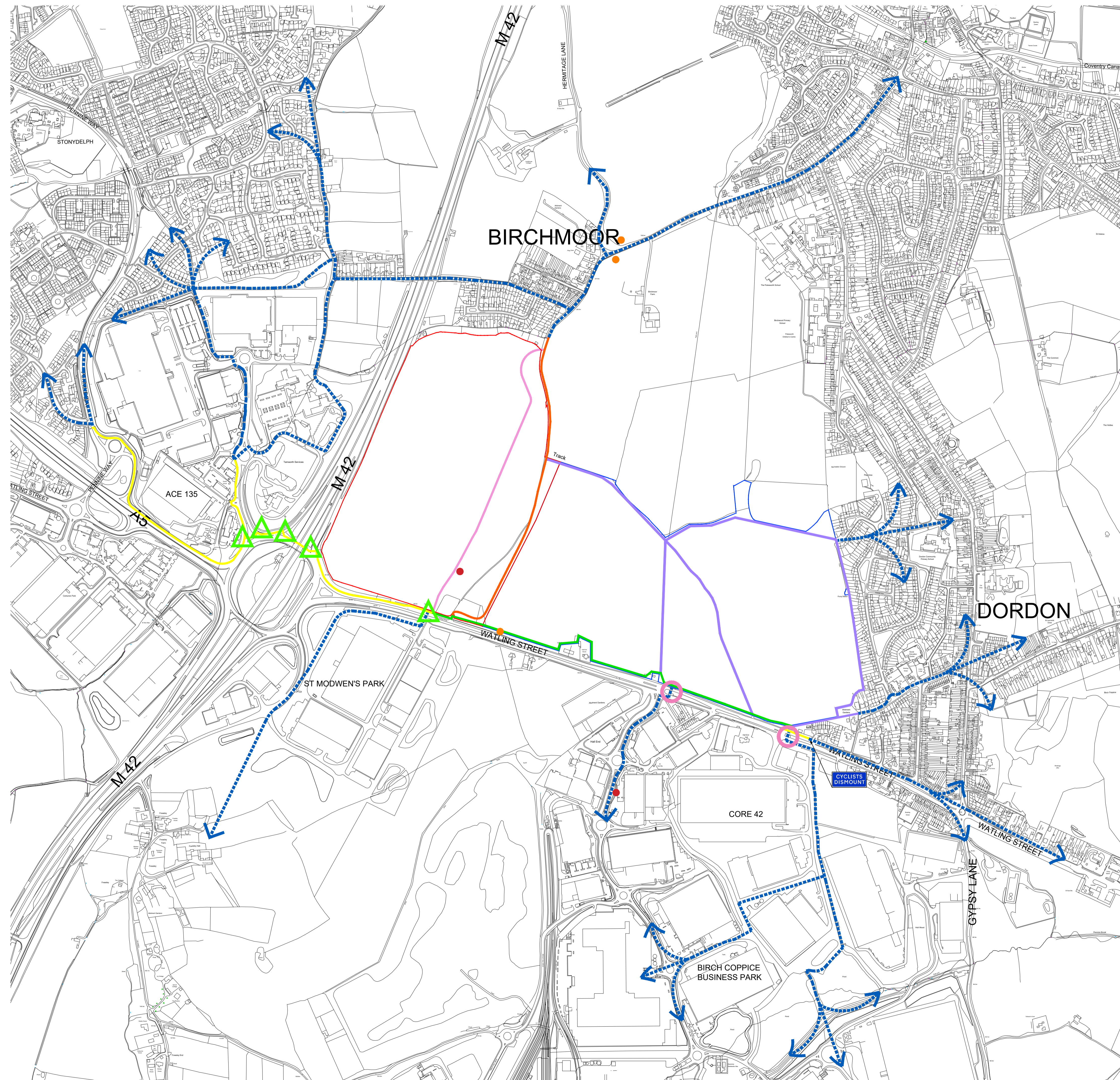
Drawing Title
INDICATIVE MASTERPLAN

Scale	Size	Drawn	Checked	Date			
1:1500	A1	MD	NH	15/12/23			
Project	Originator	Zone	Level	Type	Role	Number	Rev.
4263	CA	00	00	DR	A	00095	P1

Appendix B

PROPOSED CONNECTIVITY PLAN





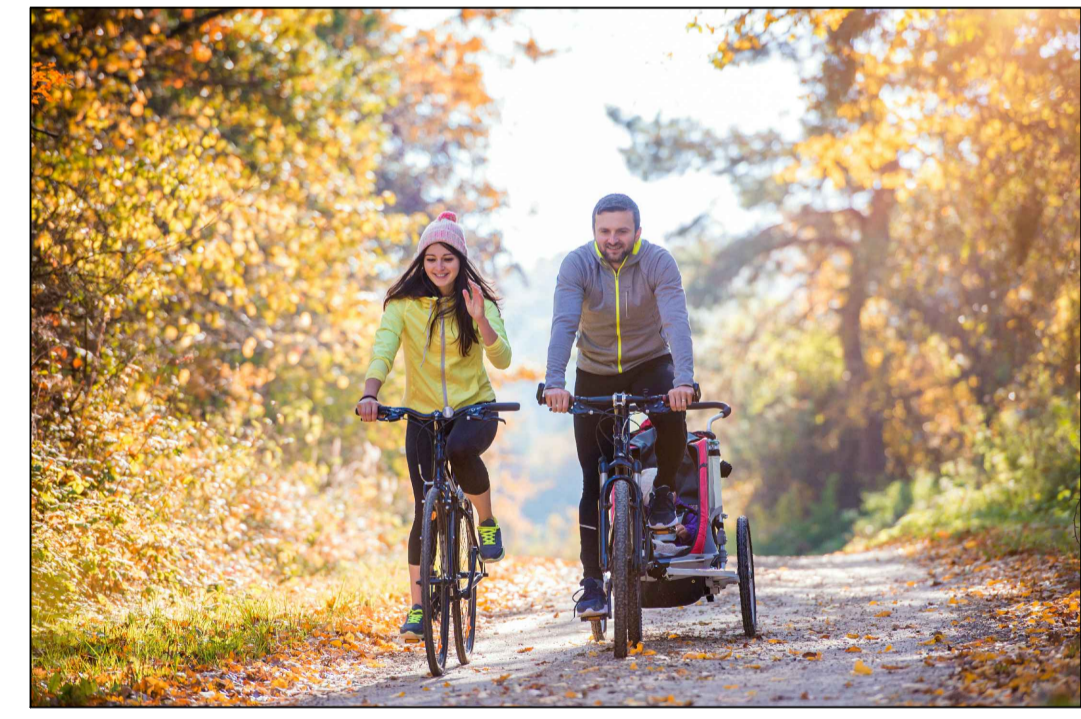
Dual 3m wide tarmacked footway/cycleways for the new pedestrian/cycle routes



Part Tarmac, Part Grass/Sand Public Bridleway



Tarmac Public Footpath

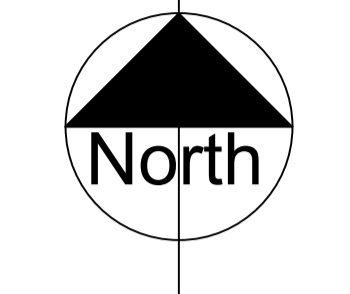
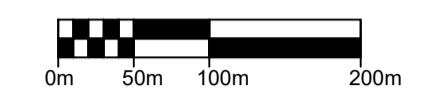


All Routes to Be Lined With Trees / Hedgerows to Enhance Rural Quality, Biodiversity and Wayfinding



Tarmac cycling route

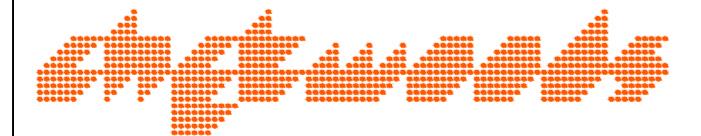
NOTES:
 Copyright Chetwoods (Birmingham) Limited. No implied licence exists.
 Contractors must verify all dimensions on site before commencing any work or shop drawings. This drawing is not to be scaled. Use figured dimensions only.
 Subject to statutory approvals and survey.
 Building areas are liable to adjustment over the course of the design process due to the ongoing construction detailing developments.
 Please note the information contained within this drawing is solely for the benefit of the employer and should not be relied upon by third parties.
 The CDM hazard management procedures for the Chetwoods aspects of the design of this project are to be found on the "Chetwoods - Hazard Analysis and Design Risk Assessment" and/or drawings. The full project design teams comprehensive set of hazard management procedures are available from the Principle Designer appointed for the project.



- SITE BOUNDARY
79.97 acres / 32.36 Ha
- OTHER LAND UNDER THE CONTROL OF THE APPLICANT
102.94 acres / 41.66 Ha
- 3M WIDE TARMAC SHARED PAVEMENT / CYCLEWAY ALONG SITE ROAD AND NORTH TO BIRCHMOOR
- PART TARMAC, PART GRASS/SAND PUBLIC BRIDLEWAY (AE45)
- 3M WIDE TARMAC OFFLINE SHARED FOOT / CYCLEWAY
- 3M WIDE TARMAC SHARED FOOT / CYCLEWAY ALONG ROUTE OF EXISTING AND PROPOSED PUBLIC RIGHTS OF WAY NETWORK
- ENHANCED TARMAC PAVEMENT / CYCLEWAY ALONG A5
- - - - POSSIBLE INBOUND / ONWARD JOURNEY ROUTE OPTIONS
- BUS STOP - ONE WAY
- BUS STOP - TWO WAYS
- ▲ KEY CROSSING POINT UPGRADED TO SIGNAL CONTROLLED
- KEY CONTROLLED CROSSING POINT

Rev	Revision Description	Date	Author/Reviewer

32 Frederick Street, Birmingham, B1 3HH | +44 (0)121 234 7500 | www.chetwoods.com



Project
LAND NORTH EAST OF J10 M42, DORDON

Client
HODGETTS ESTATES

Drawing Title
PROPOSED CONNECTIVITY PLAN - ROUTE TYPE & SURFACE

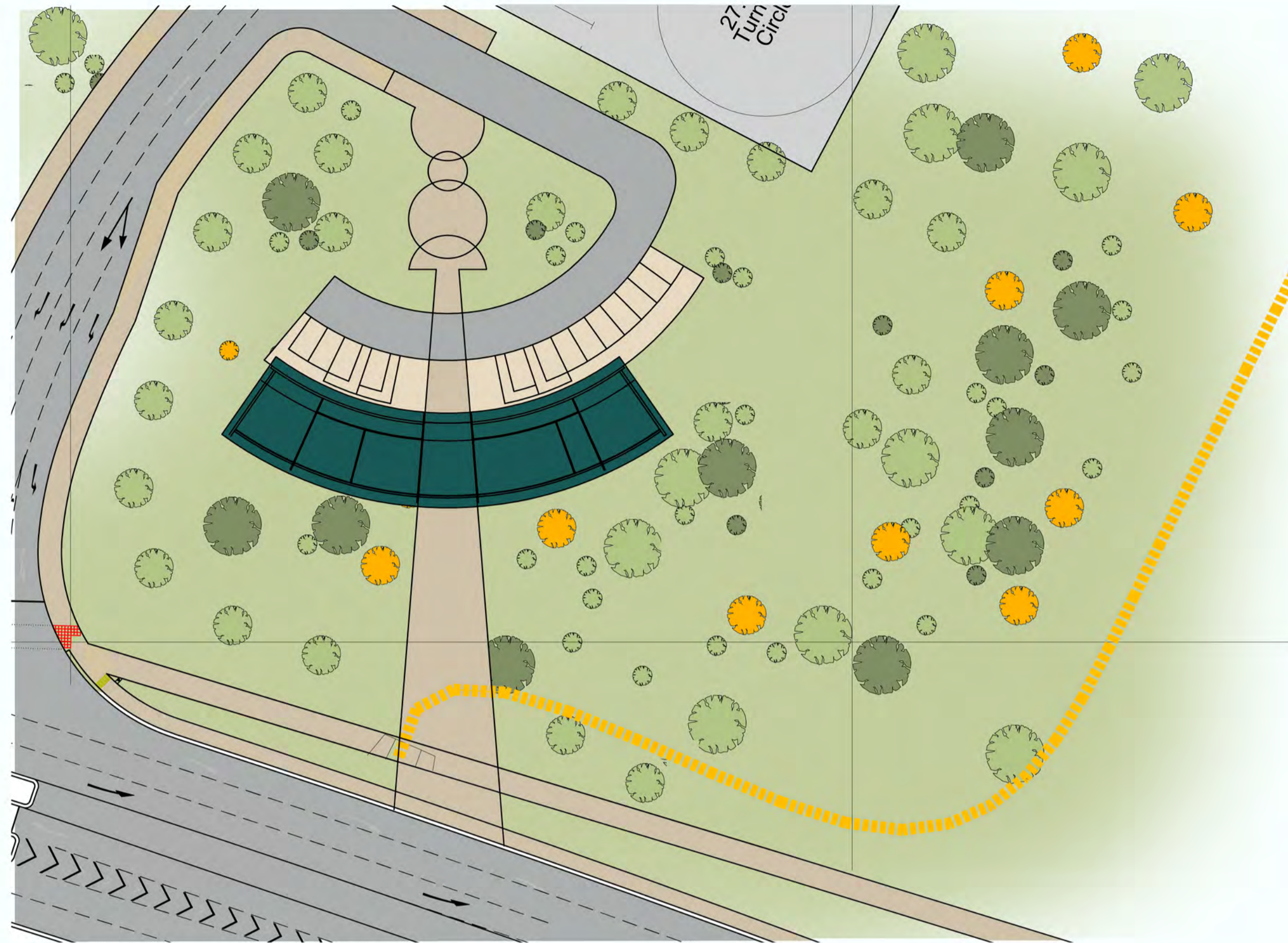
Scale	Size	Drawn	Checked	Date
1:5000	A1	mb	NH	27.07.2022

Project	Original	Zone	Level	Type	Rate	Number	Rev.
4263	CA	00	00	DR	A	00803	P6

Appendix C

PROPOSED HUB OFFICE

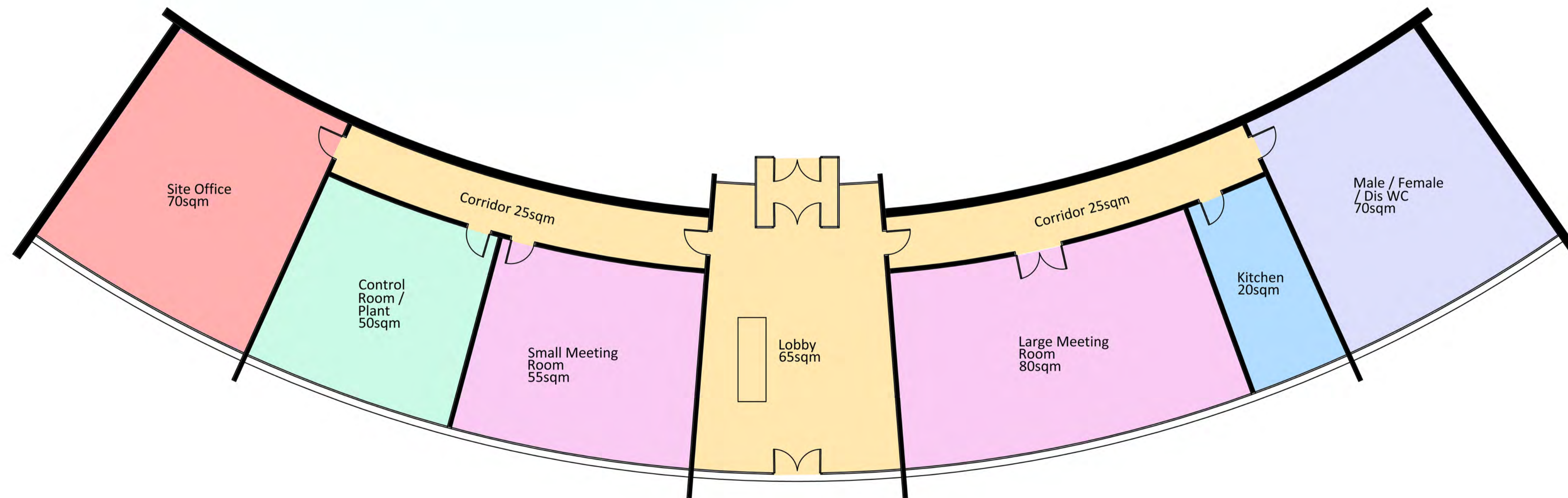




PROPOSED SITE LAYOUT
SCALE - 1:500



PROPOSED AERIAL VIEW
SCALE - N/A



PROPOSED FLOOR PLAN
SCALE - 1:100

NOTES:
Copyright Chetwoods (Birmingham) Limited. No implied licence exists.
Contractors must verify all dimensions on site before commencing any work or shop drawings. This drawing is not to be scaled. Use figured dimensions only.
Subject to statutory approvals and survey.
Building areas are liable to adjustment over the course of the design process due to the ongoing construction detailing developments.
Please note the information contained within this drawing is solely for the benefit of the employer and should not be relied upon by third parties.
The CDM hazard management procedures for the Chetwoods aspects of the design of this project are to be found on the "Chetwoods - Hazard Analysis and Design Risk Assessment" and/or drawings. The full project design team comprehensive set of hazard management procedures are available from the Principle Designer appointed for the project.



NB.
• SUBJECT TO SURVEYS,
CONSTRAINTS & PLANNING.
• LAYOUT TO BE TRACKED.
• RED LINE INDICATIVE ONLY.

Rev	Revision Description	Date	Author	Reviewer
PRELIMINARY				
32 Frederick Street, Birmingham, B1 3HH		+44 (0)121 234 7500 www.chetwoods.com		

Project
LAND WEST OF J10, M42

Client
HODGETTS ESTATES

Drawing Title
PROPOSED HUB OFFICE

Scale
AS A1 RC SF JAN 21

Project
4263 CA 00 00 DR A 00080 P4



8 First Street
Manchester
M15 4RP

wsp.com

PUBLIC