

Employment and Training Strategy

160 Malden Road, Camden, NW5 4BT

Prepared for: Andreas Kyprianides
November 2022

Prepared by: H Goodban
Checked by: B Rogers
Date: 01 August 2022
Revision:

Ground Floor
86-90 Paul Street
London
EC2A 4NE

0845 121 3432
www.gradeplanning.co.uk

Grade Planning Ltd. Registered in England No: 07753020. Registered Office: 178a Ferme Park Road, London, N8 9BN

Contents

- 1.0 Introduction
- 2.0 Section 106 Obligations
- 3.0 Supporting Actions
- 4.0 Summary

1.0 Introduction

- 1.1 This Employment and Training Strategy (also sometimes referred to as an Employment and Skills Plan) has been prepared on behalf of Andreas Kyprianides (the applicant) to accompany an application for planning permission at 160 Malden Road, London, NW5 4HT. The application proposes the demolition of existing buildings at the site and construction of a new building providing 15 residential units (including 4 x affordable units) and 184 sqm of commercial (office) floorspace.
- 1.2 The aim of this Strategy is to ensure that throughout the site preparation and construction phases of the development, local people have access to the jobs and training opportunities associated with the development, and local suppliers or other companies or individuals have access to supply chain opportunities. Delivery of this strategy will involve working with a range of stakeholders and community partners.
- 1.3 This Employment and Training Strategy has been prepared in line with Camden Local Plan Policy E1 (Economic Development) and supporting paragraphs 5.11 to 5.16, as well as Camden's Planning Guidance on 'Employment sites and business premises'. The Strategy explains how relevant employment and training requirements set out in local policy and guidance will be met during and (if appropriate) after construction, and how employment and training opportunities will be delivered in cooperation with Camden Council. The Strategy also includes measurable outputs where known/available including the identification of key delivery partners and timeframes for delivery of these outputs.
- 1.4 Section 2.0 of this report sets out draft key obligations to be included in the Section 106 Agreement in connection with the proposed development. Section 3.0 provides details of further supporting 'actions' to assist the delivery of the obligations and requirements associated with employment and training.
- 1.5 A dedicated developer/contractor representative will be appointed to manage delivery of this Employment and Training Strategy throughout the lifespan of the development (once the contractor is confirmed).

2.0 Section 106 Obligations

- 2.1 It is proposed that the developer will commit to the following (draft) measurable obligations as part of the Section 106 Agreement, to be agreed with Camden Council in due course:

Employment and Training Plan

- Work in partnership with Camden Council and the King's Cross Construction Centre in preparing and delivering the **Employment and Training Plan**;
- Prior to commencement of development, submit an **Employment and Training Plan** to the Council for approval;
- Not to commence development until such time as the Council has approved the **Employment and Training Plan** as demonstrated by written notice to that effect;
- Provide **Employment and Training Opportunities Contribution** (if applicable) (in line with paragraphs 50 and 51 of the Employment sites and business premises CPG);
- To ensure that throughout the construction phase the development shall be **carried out in accordance with the Employment and Training Plan** and in the event of non-compliance with this clause, the developer representative responsible for the Employment and Training Plan shall forthwith take any steps required to remedy such non-compliance.

Local Employment

- Seek to meet the **local recruitment target** from Camden's resident population by working towards the Construction Industry Training Board (CIB) benchmark (in line with paragraph 67 of the Employment CPG);
- If labour targets cannot be met by residents of Camden, secure labour targets through **Central London Forward** boroughs, and provide evidence of this to Camden Council (i) within one week of the start of works (ii) 6 months after start of works;
- the King's Cross Construction Centre is notified of all **vacancies** arising from the building contract for the development for employees, self-employees, contractors and subcontractors;
- advertising all construction **vacancies** exclusively through Kings Cross Construction Centre for a period of no less than one week before promoting more widely;
- Ensure that the King's Cross Construction Centre is supplied with a **full labour programme** for the lifetime of the Development (with six-monthly updates) demonstrating: what skills and employment are needed through the life of the programme; and measures to ensure that these needs are met as far as possible through the provision of local labour from residents of the London Borough of Camden;
- Provide the Council with a detailed **six-monthly labour return** for monitoring the employment and self-employment profile of all workers referred by the Kings Cross Construction Centre and employed during the Construction Phase.

Training

- Secure one **work experience placement** student for a period of two weeks during the construction period recruited through King's Cross Construction Skills Centre (in line with paragraph 69 of the Employment CPG);

- **Payment in lieu of work experience** (if applicable) – where the work experience is not delivered (in line with paragraph 69 of the Employment sites and business premises CPG).
- Employ **one apprentice** (if applicable under paragraph 64 of the Employment CPG) recruited through Kings Cross Construction Centre, for a period of not less than 26 weeks where achievable, paid at a rate not less than the London Living Wage (in line with paragraph 64 of the Employment CPG);
- Pay the **Construction Apprentice Support Contribution** (if applicable under paragraph 64 of the Employment CPG).

Local Procurement

- Arrange and attend meeting with the Council's Economic Development Local Procurement Team prior to tendering contracts, to agree actions to be taken in accordance with the **Camden Local Procurement Code**;
- Demonstrate how the **Camden Local Procurement Code** has been used in the procurement of products/materials in relation to the development, and provide details to the Council prior to commencement of development, and 6 months after commencement.
- Ensure that the development is constructed in accordance with the requirements of the **Camden Local Procurement Code**, and in the event of noncompliance with this clause the developer representative shall take steps to remedy such non-compliance.
- Provide a **Capacity Building Workshop for suppliers** in the form of a workshop/meet the buyer event to support Camden's SMEs (in line with paragraph 71 of Employment CPG);

3.0 Supporting Actions

- 5.1 To deliver the aim of this Strategy (as set out in Section 1.0 above) and achieve the Section 106 targets (listed in Section 2.0 above), the paragraphs below set out a series of (draft) 'supporting actions' to be agreed and finalised in due course and to be undertaken by the applicant/developer.
- 5.2 The following actions are proposed:
- Establish key partners to assist in the delivery of the Employment and Training Strategy (in liaison with Camden Council), including: Camden Council, Kings Cross Construction Centre and others to be identified;
 - Appoint a dedicated developer/contractor representative to manage delivery of the Employment and Training Strategy throughout the lifespan of the development;
 - Include contract clauses within all relevant contracts to ensure that the Section 106 targets are passed down through the supply chain;
 - Provide regular updates to contractors on employment and training activities and oversee introductions to partners such as Kings Cross Construction Centre.
 - Circulate vacancy notifications at the earliest opportunity to the identified partners (partners to be identified as part of the first action above);
 - Monitor the outcome of the vacancy notification process (e.g. percentage of vacancies being filled by Camden residents);
 - Prior to commencement of development, produce an indicative programme of works to indicate what skills are required and when;
 - Host a minimum of two college site visits from a group of construction related students during the construction period;
 - Provide the Council's Employment and Enterprise team with the tender schedule for the development in order to identify appropriate opportunities for local suppliers and local companies/individuals;
 - Provide regular training and employment monitoring information to the Council in an agreed format.

4.0 Summary

- 4.1 This Employment and Training Strategy accompanies an application for planning permission at 160 Malden Road, London, NW5 4HT involving the construction of 15 residential units and 184 sqm of commercial (office) floorspace.
- 4.2 The aim of this Strategy is to ensure that throughout the site preparation and construction phases of the development, local people have access to the jobs and training opportunities associated with the development, and local suppliers or other companies or individuals have access to supply chain opportunities. The Strategy explains how relevant employment and training requirements set out in local policy and guidance will be met during and (if appropriate) after construction, in cooperation with Camden Council and other partners.
- 4.3 Section 2.0 of the Strategy sets out draft Section 106 obligations in connection with directly supporting local employment and training opportunities in Camden through the proposed development. Section 3.0 provides a series of draft supporting actions which are proposed in order to deliver the overarching aim of the Strategy and achieve the Section 106 targets.