

BIG YELLOW SELF STORAGE LTD
ALPHA HOUSE, REGIS ROAD
KENTISH TOWN
JULY 2022

EMPLOYMENT & TRAINING STRATEGY

Introduction

This Employment and Training Strategy relates to a full planning application for the redevelopment of Alpha House, 24-27 Regis Road. Its purpose is to demonstrate how employment and training requirements will be addressed and supported during and after construction for the following Proposed Development:

'Redevelopment of the site and the construction of a self-storage facility (Use Class B8) and flexible office space (Use Class E(g)(i)), together with vehicle and cycle parking and landscaping.'

This strategy has been informed by a meeting held with Tebraiz Shahzad and Kate Gibbs of LB Camden Economic Development team on 26.4.22.

The document should be read in conjunction with the Economic Statement prepared by Quod, which also accompanies the planning application.

Construction Phase Commitments

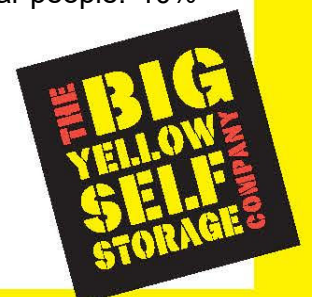
Big Yellow intend to employ independent contractors for separate phases of the redevelopment comprising demolition and site clearance, shell and external works, then internal fitting out.

The construction works on site will be phased into separate contracts comprising of the following: -

Phase I	Demolition and site clearance
Phase II	Shell build to include envelope and external works which will be undertaken by a Main Contractor
Phase III	Fitting out works by Trade Contractors employed directly by Big Yellow

Therefore, from our discussions with LB Camden Officers, the following commitments and initiatives are proposed for the construction phase of the development: -

- Recruit a target of 1nr construction apprentices per £3m build cost across the wider supply chain, paid at the recommended wage level, and pay the Council a support fee of £1,700 per apprentice.
- Use reasonable endeavours to engage with local schools and other local educational organisations to promote awareness and interest in all elements of construction industry with a commitment to involve students in construction activities etc if practicable
- Local recruitment – commitment to regular and ongoing engagement with Inclusive Economy team to ensure that wherever possible we are employing local people. 10% target for construction jobs to be filled by local residents.



- Local Procurement Strategy for construction stage supply chain (to include targeting high ratio of SME's). Sign up to the Camden Local Procurement Code to use reasonable endeavours to work towards a local procurement target of 10% of total procurement value and include promotion of local businesses to construction workers.
- Sign up to Considerate Constructor Scheme
- Advertise all construction vacancies and work placement opportunities exclusively with the Kings Cross Skills Centre for a period of one week before marketing more widely.
- Work experience placements for local residents to be promoted

Employment in development after completion.

Once completed the store operations shall be supported by the Facilities Team. After completion, Big Yellow will seek/engage with locally based SME's to provide ongoing routine and preventative maintenance services.

The proposed Big Yellow store once completed will directly employ no more than 3 or 4 people. These roles will comprise a Store Manager, Assistant Manager and 1 or 2 Sales Assistants. It is highly probable that the management roles will be recruited from within the existing Big Yellow business and assurances cannot be given these people will be Camden residents.

Recruitment of a Sales Assistant role could be sourced from within LB Camden. Big Yellow will use reasonable endeavours to achieve this utilising job brokerage services recommended by the Council.

The Economic Statement prepared by Quod deals comprehensively with the benefits flowing from the end use of the development (section 3) and in particular the number of indirect jobs created (estimated 340 - 490). These jobs will make a positive contribution towards LB Camden's aspirations for the Regis Road Growth Area. Big Yellow attracts a significant range of occupiers, and these jobs will provide a wide range of opportunities to Camden residents across a diverse range of skill sets.

In order to further assist economic growth for small and start-up businesses in the Borough Big Yellow are prepared to consider a market rent discount to LB Camden residents. The proposed offer will be applicable to the flexi-office space only (566 sqm GIA) at a discounted rate of 10% for a period 5 years. The space will be available on flexible terms to suit businesses needs with a minimum term of 28 days. Big Yellow will provide the space fully fitted to include heating and cooling, data and internet points, carpeting and painting.