

Employment Skill and Training Plan (EST) for the Re-Construction of 63 – 86 Rowe Court, Reading, RG30 2HY

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Development Name:	Re-Construction of 63 – 86 Rowe Court
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The document must be treated as a draft unless it has been signed.



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16th March 2023



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16th March 2023



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16th March 2023

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Introduction and Background

The purpose of this document is to outline and detail the proposed Employment Skill and Training Strategy / Plan for the project, which will outline the proposed approach, methodology and type of engagement with the local residents residing within the Reading Borough.

The project is the re-construction of 63 – 86 Rowe Court, Reading, which the original block was destroyed in a devastating fire. The new block is of a four storey building, comprising of 24 studio / one bed one person homes with associated car parking, cycle parking, refuse and amenity space and landscaping.

Following the fire, the original block was required to be demolished due to the structure being unsafe and the re-construction of the new block required planning. Planning was granted under application number: 221693 on the 3rd of March 2023.

As part of the Planning Permission, a number of conditions were attached, which Condition #18 required for a Employment Skill and Training Plan (EST) to be submitted and approved by the Local Planning Authority as a pre-commencement condition.

The Planning Permission Condition set out that the EST is to outline how the following will be addressed during the construction phase of the project:

- 1.1** Promoting any appropriately local jobs in the local job centre.
- 1.2** Ensuring that the main contractor will use reasonable endeavours to provide apprenticeship and training opportunities locally, and that a record of all training and upskilling taking place on the site is maintained.
- 1.3** Keeping a record of all locally employed members of the workforce engaged in the construction phase of the development.

Therefore, the purpose of this document is to outline the activities / actions to be undertaken to ensure the construction phase comply with this Condition imposed.

1.1 - Promoting any appropriately local jobs in the Job Centre

It is confirmed, that during the course of the project, should the Main Contractor or their wider supply chain be recruiting for specific roles, relating to the Rowe Court project, they will be requested that in addition to their normal recruitment process, they engage with and place an advert via a recognised Government Jobs Portal.

Proposed Website to Advise Job Role: <https://findajob.dwp.gov.uk/>

The above link is the proposed website in which those recruiting for the project will be asked to advertise the role on. This is a Department of Work and Pensions (Job Centre) operated website.

Monitoring / Tracking:

All those who are recruiting will be asked to provide copies of the job role which will be kept on a register by the Main Contractor.

1.2 - Ensuring that the Main Contractor will use reasonable endeavours to provide apprenticeships and training opportunities locally, and that a record of all training and upskilling taking place on site is maintained

The UK Construction Industry is currently suffering with a continued skilled shortage in which most Main Contractors which are of reasonable size are undertaking and providing training opportunities whether that be traditional trades and/or management roles.

Apprenticeships

Due to the anticipated project programme, being approximately 60 weeks the project duration is not sufficiently long enough to provide a specific apprenticeship role due to the time frame required to be trained i.e. between 2 – 4 years.

It is expected and anticipated that the Main Contractor and their supply chain of specialist trade contractors will employ a number of trade apprentices who will most likely be engaged on the project. Therefore, as part of the Main Contractor's recording of works, they will record each month the number of days worked on the project by an apprentice and/or trainee.

Training Opportunities (Work Experience and Job Shadowing)

The Main Contractor will also be required to liaise with the Employment, Skill and Training Officer of Reading Borough Council to discuss and offer opportunities for School Students and School Leavers.

The two following elements that will be on offer:

Works Experience for School Students

This will be for a fixed period for those at School who wish to consider a career in Construction, in which they will gain experience with the Main Contractor.

Due to the likely age of those students, this will focus on management roles as this provides less restrictions / not such a high level of supervision when you consider the risk profile of a unskilled / inexperienced student on a busy, building site.

It is anticipated that these work placement / experience will last for 1 – 2 weeks.

Job Shadowing / Construction Role Introductions

This follows a similar vein to the work experience but is aimed at those who are 16+ and/or have just left full time education and would like to understand construction, the potential roles and how that translates into the workplace with real life experience.

This would be an opportunity to provide an insight into both management and trades due to the likely age of the candidates being considered.

Training and Up-Skilling

The Main Contractor will be required to record and document all training and up-skilling activity which has been undertaken by themselves and their supply chain working on the project.

The training and up-skilling is likely to take the form of the following:

- Formal, academia-based training for the workforce who are attending day release college / university.
- Formal vocational / industry specific training such as First Aid at Work, CITB SMSTS (Site Management Safety Training Scheme) etc.
- Informal training of consisting of toolbox talks for specific activities and/or elements and/or manufacturer training for specific materials, products installations

This will form part of the Main Contractors monthly report to the Employer detailed the total hours and type of training, upskilling undertaken.

1.3 – Keeping a record of all locally employed members of the workforce engaged in the construction phase of the development

Part of the normal day to day management of a construction project, each person working on the project is required to sign in and out of the work site.

To accommodate and record the locality of those working on the project, the Main Contractor will ask for each person signing in to note the post code in which they travelled from. This will be collated monthly and form part of their monthly report to the Employer noting the percentage of the workforce who live / travel from the RG post code.

1.4 – Other Elements of Social Value

Whilst these do not specifically form part of the Condition, it is anticipated that the Main Contractor will likely participate in the following, should they be invited and/or made aware of local events such as:

- Meet the Buyer – providing opportunities for local suppliers and trade sub-contractors to engage with the Main Contractor, with opportunity to potentially be included within their tender list for this project and others they have in the Borough. .
- Career Day Events / Employment Fairs – should there be local events, the Main Contractor could potentially attend to promote both the industry but also roles within their own organisation.
- School Trips / Visits – should local schools be looking for construction professionals working on the project to attend local schools to explain the potential career opportunities industry, this is something that most involved in the industry have undertaken and happy to engage with students / schools accordingly.