

Construction of two leisure centres in Reading

Construction Employment and Skills Plan

On 12 April 2021 and 23 April 2021, Planning Permissions (Ref: 201734 and 201735) were granted for the construction of Rivermead Leisure Centre and Palmer Park Leisure Centre in Reading.

The planned development includes 8750m² of leisure space. The expected construction period is August 2021 to September 2023 (approx. 86 weeks of which will be new construction phase), at a cost greater than £1 million.

Pellikaan is committed to delivering a training and employment programme that generates social and economic benefits for the local population, particularly in relation to recognised skills gaps in the local area. As such, an Employment and Skills Plan (ESP) has been developed in line with the guidance contained in Reading Borough Council's Employment Skills and Training SPD (April 2013) and through initial discussions with Reading UK CIC (the Council's delivery partner).

Pellikaan will be working with local organisations and with our partners and subcontractors towards achieving the targets set in this ESP.

Local organisations and programmes that we expect to be working with include:

- Reading UK CIC, the Borough's Delivery Partner
- Reading College / Activate Learning
- Reading University – School of Building and Construction
- Reading's CSCS Card Employment Programme
- DWP JobCentrePlus
- Local schools
- Others as recommended by Reading UK

All workforce on Pellikaan construction sites are employed by our subcontractors. Therefore, we will be working closely with our partners and subcontractors in working towards the ESP targets. To stimulate local economy and in the process increase employment and skills opportunities, Pellikaan contracts local or regional companies where possible. Likely trades include decoration, security, cleaning, scaffolding etc.

Pellikaan will make its best endeavours to achieve the targets in the following Employment and Skills Plan in order to maximise the opportunities for the local community.

Construction ESP	Action	Comment
Target		
Apprenticeships for 8 people with subcontractors	Pellikaan will encourage subcontractors to use apprentices, preferably local, aiming for 8 apprentices.	
Progression into employment – pre-employment training, taster days, shadowing, work experience, or sector-based work academy (SBWA) for 16 unemployed less than 6 months	Pellikaan will work with its subcontractors to support progression into employment. Linked with Readings CSCS Card employment programme with the College. Investigate SBWA with the local Job Centre.	
Progression into employment – pre-employment training, taster days, shadowing, work experience, or sector-based work academy (SBWA) for 16 unemployed more than 6 months	Pellikaan will work with its subcontractors to support progression into employment. Linked with Readings CSCS Card employment programme with the College. Investigate SBWA with the local Job Centre.	
Progression into employment – Local Recruitment	All will make reasonable endeavours to employ a significant proportion of the site workforce from the Reading area, from the vacant roles required. Subcontractors will be encouraged to use the local Job Centre for any vacancies. Pellikaan aims to provide 6 job opportunities for directly hired staff or via local agencies. These roles could include banksmen, security, cleaners and casual labour. Best endeavours will be made to hire these	

	locally. We will list any such vacancies with DWP Job Centre Plus. To increase the numbers of workforce from the Reading area, we will offer works packages locally, aiming to contract local companies. We can advertise or join a construction opportunities event or similar to announce the works for local companies.	
50 students from local school/college/ university to visit construction site and/or receive education session	Pellikaan in conjunction with Reading UK CIC will arrange site visits for local schools, FE providers and Reading University Construction Faculty, with a view to promote career prospects within the industry. Education outreach: we will also offer an introductory class about construction and the site to these visiting students.	
21 Work Experience for those in education or those not in education	Pellikaan will make its best endeavours to hosting work experience for - students who have an interest in construction either via Reading College, Reading University or another identified local provider. - young persons who are NEET aged 16-24 years Linked to Reading's ongoing employment support scheme	

Signed

Gert-Jan Peeters
Pellikaan Construction Ltd
7 June 2021

Date