



Redevelopment of Island Road commercial land, Reading

Construction Employment and Skills Plan

On the 24th October 2017 Exton Estates {Three} Limited were granted Planning Permission (Ref: 170444) for the redevelopment of commercial brownfield land on Island Road West, in south Reading.

The planned development is for 2no warehouse/employment buildings serving the logistics sector, with DHL identified as the end user. The work will be carried out by Buckingham Construction and the expected construction period is 43 weeks starting from 18th January 2018 at a cost of £10.6million. Peak on-site activity is expected between week 28-38.

Exton Estates {Three} Limited, through its consultancy Knight Webb and contractor (Buckingham Construction) is committed to deliver a specific 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) will be developed in line with the guidance contained in Reading Borough Council's Employment Skills and Training SPD (April 2013) and through specific discussions with Reading UK CIC (the Council's delivery partner).

The following Employment and Skills Plan was developed and agreed with Sue Brackley 22/11/17.

Construction ESP	Action	Comment
Target		
0 x Apprenticeships	Out of scope – introduce Co-Train as potential partner for short terms QS or engineering roles	Buckingham to advise of any apprentices working on site, in which trades, to support good practise in construction. Co-Train to discuss any potential for short term placement on site.

Progression into employment – 1 x Supported Employment Work Academy {SEWA}(aimed at unemployed less than 6 months)	Develop an SEWA (or similar pre-employment training) for up to 10 local people	Reading UK CIC to work with Buckingham to develop a programme for more skilled workers – work experience / work shadowing could be provided for roles such as document control / site foreman / QS / engineers and could be aimed at college or university students Buckingham have now confirmed all workers on site must be 18 years of age or older, with CSCS Work Experience up to 2 days will be offered. Local School/College Presentations to be confirmed
Progression into employment – 10 x guaranteed jobs for local People 18+ years	Buckingham to support where feasible, the employment of local sub-contractors and local unskilled labour. Buckingham to identify possible opportunities for temp roles for Forklift drivers, banksmen general labourers, office/admin staff	Reading UK CIC to discuss with local Job Centre for potential for any local unemployed to gain unskilled jobs on site {CSCS} Buckingham to advise on which Agency will be employed to supply local labour Buckingham to record site operatives home locations as part of signing in procedure.
Min 57 students from local school/college/ university to visit construction site	Buckingham to host visits from local south Reading schools/College – target of 57 pupils,	Reading UK CIC to introduce Buckingham to local junior schools and colleges to facilitate visits with the aim of introducing young residents to the world of construction and future career possibilities. Buckingham to confirm School or college once site is established

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On behalf of
Company: _____

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