



# **COMMUNITY EMPLOYMENT PLAN EVIDENCE PAPER 2023**

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# 1 SUMMARY

**This document updates and builds on the first edition of the Community Employment Plan (CEP) Evidence Paper which was endorsed by the Oxfordshire Growth Board in 2017, now known as the Future Oxfordshire Partnership (FOP). The full details of the Growth Board meeting at which the paper was endorsed can be accessed [here](#)<sup>1</sup>.**

The purpose of the 2023 update is to:

- Update supporting evidence for the continued inclusion of CEP policies in Local Plans and/or Supplementary Planning Documents
- Provide an overview of policies relating to the use of CEPs across Oxfordshire's five Local Planning Authorities
- Highlight best practice from CEPs currently in operation across Oxfordshire

It is also intended that this document is useful to developers and major employers so that they understand the context for Community Employment Plans within Oxfordshire. A Developers' Handbook is also being created alongside this paper, which OxLEP Skills aims to publish in Summer 2023. The guidance will be available on the OxLEP Skills [website](#) for all employers to access.

OxLEP Skills works with businesses and communities to help meet the county's six skills priorities as outlined in the Local Skills Report and Plan 2022. OxLEP Skills offers a variety of support to help manage Oxfordshire's consistently tight labour market, and reduce significant skills shortages in identified sectors, such as the construction industry. OxLEP Skills has championed the use of Community Employment Plans since 2014, bringing together major employers, local authorities, education providers and employment services, to create and enhance training and skills initiatives resulting from major or strategic development for Oxfordshire communities.

Next review date: September 2025.

<sup>1</sup> Oxfordshire Growth Board – Wednesday 26 July 2017 Agenda <https://mycouncil.oxford.gov.uk/ieListDocuments.aspx?CId=460&MId=4690&Ver=4>

<sup>2</sup> OxLEP Skills Community Employment Plan webpage <https://www.oxfordshirelep.com/community-employment-plans>

<sup>3</sup> OxLEP Local Skills Report and Plan 2022 <https://www.oxfordshirelep.com/sites/default/files/uploads/8724%20Local%20Skills%20Report%20%26%20Plan%20v2%20final.pdf>



# 2

## BACKGROUND

### 2.1 What are CEPs?

CEPs are employer-led initiatives which can be required through the planning process, either as a S106 obligation or as a planning condition. It should be emphasised that developers and contractors can voluntarily lead these initiatives on developments, as some Local Plans encourage use at application.

CEPs can be required for the construction phase of all large-scale developments and strategic sites, and/or for the end-use phase of large commercial developments. These sites typically have thresholds of 1000+ homes and/or 4000sqm of commercial space although in some districts lower thresholds are applied. The activities included within a CEP seek to maximise the community impacts of development by ensuring that local people can better access job opportunities arising from the development. They also aim to address skills and labour challenges faced by industries through activities which support recruitment, retention, and skill development.

Activities within a CEP are likely to include:

- ▶ Apprenticeships and vocational technical pathways
- ▶ Employment and training initiatives for all ages, including both work taster and work experience placements
- ▶ Traineeships for younger people, including those who are not in employment, education or training (NEET)
- ▶ Best endeavours to maximise local labour, including pre-employment training, local procurement agreements – potential for local businesses to be included in tender lists
- ▶ Support for local skills and training events – i.e. Oxfordshire Apprenticeship Awards, Careers Fest (Oxfordshire’s career event for schools and FE colleges), National Apprenticeship Week, National Careers Week
- ▶ School, College and University engagement initiatives such as site visits, school visits and project support
- ▶ Inclusive economic activities such as the use of social enterprises within the supply chain, volunteering, charitable donations and community outreach projects, particularly relating to skills and employment initiatives

Appendix 3 of this document contains a construction phase CEP template to illustrate the types of activity within a plan.



## 2.2 National Planning Policy Framework (NPPF)<sup>4</sup>

The NPPF sets out Government advice on planning policy and states that the main purpose of planning is to 'contribute to the achievement of sustainable development.' This comprises of three main objectives: economic, social and environmental.

The economic objective is 'to help build a strong, responsive and competitive economy, by ensuring that sufficient land of the right type is available in the right places and at the right time to support growth, innovation and improved productivity; and by identifying and coordinating the provision of infrastructure'.

The NPPF goes further to state that economic policies 'should help create the conditions in which businesses can invest, expand and adapt' and adopt an 'approach which allows each area to build on its strengths, counter any weaknesses and address the challenges of the future'. It further states that economic policies should 'seek to address potential barriers to investment, such as inadequate infrastructure'.

CEPs help to build a skills infrastructure which businesses need to expand and grow in the region. CEPs aim to bring employment and training opportunities closer to local communities to enable sustainable economic growth. Created in partnership with developers, major employers, local authorities, training providers and employment agencies, CEPs can play an important role to ensure proper alignment between jobs created and a skilled local labour force to the benefit of all parties.

## 2.3 Oxfordshire's Economic Recovery Plan: The ERP Action Plan 2021<sup>5</sup>

During the Covid-19 pandemic, the Economic Recovery Task Group was established, with a range of strategic partners including chief officers from Oxfordshire's six authorities, OxLEP senior representatives, senior representatives from Oxford's universities and the Future Oxfordshire Partnership Board. The aim of the group was to identify recovery routes for Oxfordshire's economy. In 2021, the group published the Oxfordshire Covid-19 Economic Recovery Plan (ERP) providing a comprehensive and co-ordinated county-level economic route map for recovery from the Covid-19 pandemic.

The report identified that the Covid-19 pandemic continued to impact many groups within the Oxfordshire labour market particularly young adults and the over-50s. Job losses were principally felt within the visitor economy and as such, there has been a shift in demand for skills required by Oxfordshire employers. Central to the ERP is a framework of activities which aims to realign skills with high demand occupations, including many within the construction and development industry. Similarly, there is a recognition within the ERP that a focus on developing and embedding green construction skills within the local population is essential to support the UK Government's Net-Zero Strategy. The ERP Report identifies CEPs as a means for supporting these aims by maximising the opportunities to create employment and enhance skills initiatives for local communities during the construction and operation phase of new developments.

<sup>4</sup> National Planning Policy Framework (2021) <https://www.gov.uk/guidance/national-planning-policy-framework>

<sup>5</sup> Oxfordshire's Economic Recovery Plan: The ERP Action Plan (2021); OxLEP [https://www.oxfordshirelep.com/sites/default/files/uploads/Oxfordshire%20ERP%20Action%20Plan%20-%20FINAL%20%2826th%20February%202021%29\\_0.pdf](https://www.oxfordshirelep.com/sites/default/files/uploads/Oxfordshire%20ERP%20Action%20Plan%20-%20FINAL%20%2826th%20February%202021%29_0.pdf)

## 2.4 Local Skills Report and Plan 2022<sup>6</sup>

The Oxfordshire Local Skills Report and Plan 2022 created by OxLEP Skills for the Department of Education provides a comprehensive overview of the skills and labour market within Oxfordshire following the Covid-19 pandemic and sets out its strategy to align skills development with employers' needs for Oxfordshire's key sectors, which are identified in Figure 1.

A Local Skills Improvement Plan (LSIP) for Oxfordshire is currently in development by Thames Valley Chamber of Commerce, contracted by the Department of Education to ensure post-16 technical education and skills provision is more

responsive and flexible in meeting local labour market skills needs. The LSIP will develop further the findings of the OxLEP Local Skills Report and Plan 2022 and has also identified that the Construction and Built Environment is a key focus sector.

CEPs can support the identified sectors in Figure 1, where there are major development proposals in Oxfordshire, to implement activities which support skills development, inspire young people and career changers to pursue a future in the industry and bring employment and training opportunities to local communities, particularly residents furthest from the labour market.

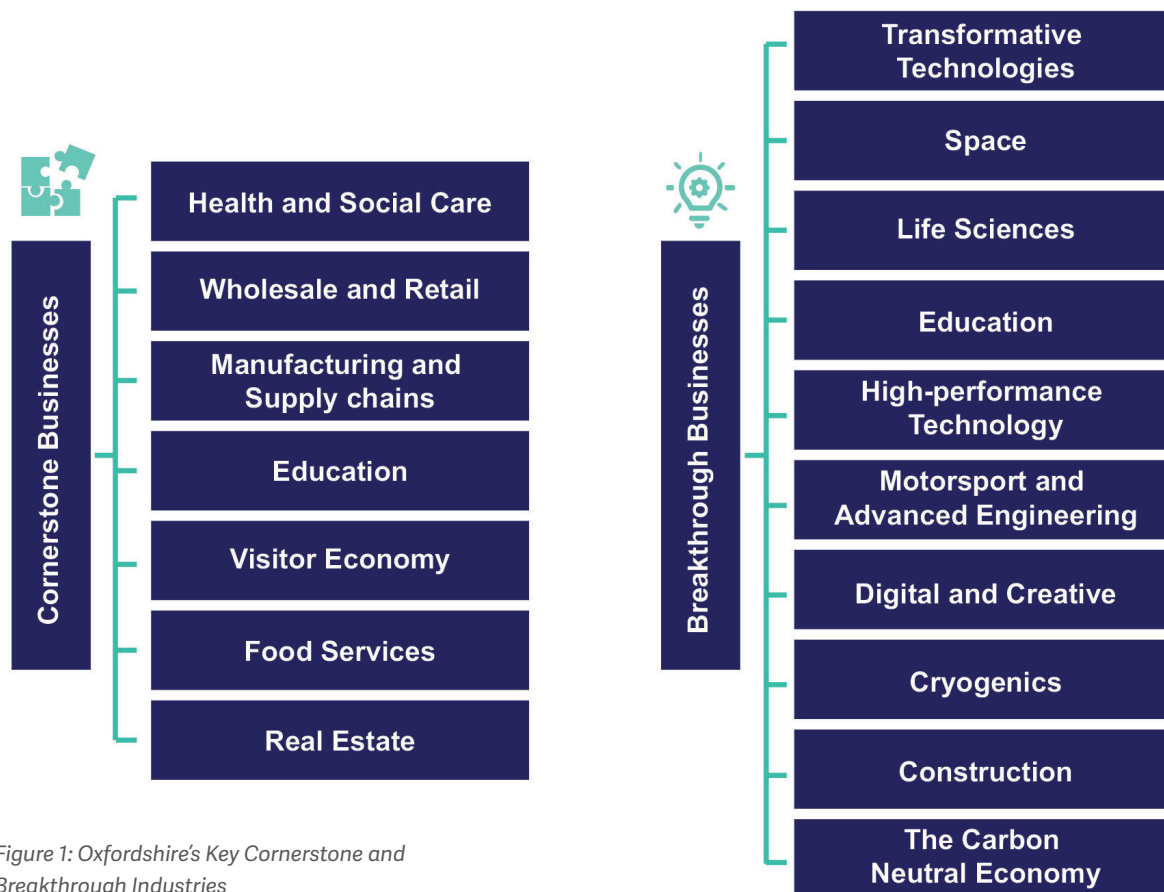


Figure 1: Oxfordshire's Key Cornerstone and Breakthrough Industries

<sup>6</sup> Local Skills Report and Plan (2022); OxLEP Skills

## 2.5 The Oxfordshire Inclusive Economy Partnership (OIEP)<sup>7</sup>

CEPs are a tool for supporting wider social value outcomes and inclusive economic activities such as integrating social enterprises and start-ups within supply chains, promotion of volunteering, 'fair pay' initiatives and addressing diversity and inclusion within the workforce. These activities align with the aims of the Oxfordshire Inclusive Economy Partnership to:

- ▶ Identify activities that encourage inclusive employment
- ▶ Increase educational attainment
- ▶ Increase social value impact through procurement
- ▶ Deliver place-based interventions

A consistent and embedded countywide approach to CEPs can play a key part in delivering an inclusive economy and develop a range of opportunities for those who face barriers to accessing employment and our vibrant economy. This requires a collaborative approach from employers and district authorities to utilise the existing skills and employment infrastructure present within Oxfordshire.

## 2.6 Net zero ambition in Oxfordshire

The UK Government set out its ambition to achieve net zero emissions by 2050 in its Net Zero Strategy: Build Back Greener<sup>8</sup> which identifies the decarbonising opportunities associated with the construction and development industry. There is ambition to install 600,000 heat pump installations per year by 2028, deliver vast retrofit programmes for the 300,000 buildings in the public sector

estate and increase EPC achievements across UK property. All indicate a need to shift towards improved green skills and training within the construction and development industry.<sup>9</sup>

Oxfordshire authorities have begun their response to this challenge; each declaring climate emergencies and setting target dates for achieving a net zero ambition, with some as early as 2030. Pathways to a zero carbon Oxfordshire report<sup>10</sup> identifies how Oxfordshire can achieve net-zero ambition across four scenarios which reflect various societal and technological adoption scenarios. Within each scenario there remains a constant need for improved green skills and training within construction and development. The report estimates that to achieve net-zero ambition, Oxfordshire will need to renovate between 3000–8,900 pre-2020 properties; install between 58,000–80,000 domestic and workplace charge points; and install between 41,000–130,00 heat pumps by 2030.<sup>11</sup>

Oxfordshire is responding to this need currently; Abingdon and Witney College has established its new Green Construction Skills Centre with the Government's Getting Building Fund (secured by OxLEP) and will offer training in renewable technologies such as heat pumps, solar thermal and rainwater harvesting as well as courses for existing professionals on retro-fit and low carbon principles. This skills infrastructure within the county will support training in technologies which will be required within future development.

<sup>7</sup> The Oxfordshire Inclusive Economy Partnership <https://futureoxfordshirepartnership.org/projects/the-oxfordshire-inclusive-economy-partnership/>

<sup>8</sup> Net Zero Strategy: Build Back Greener (2019); HM Government [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1033990/net-zero-strategy-beis.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1033990/net-zero-strategy-beis.pdf)

<sup>9</sup> Net Zero Strategy: Build Back Greener (2019); HM Government

<sup>10</sup> Pathways to a zero carbon Oxfordshire (2021); Environmental Change Institute <https://www.eci.ox.ac.uk/publications/downloads/PazCo-final.pdf>

<sup>11</sup> Pathways to a zero carbon Oxfordshire (2021); Environmental Change Institute



Other county responses to net-zero ambition include district authorities identifying E39 Green Skills within Shared Prosperity Fund proposals. Many of these proposals include further funding for green skills in construction and development.

The Greater South East Net Zero Hub (the Hub) is a collaboration of eleven Local Enterprise Partnerships (LEPs), which are working together to increase the number, scale and quality of local energy projects being delivered across the greater south east region of England. The key objective of the Hub is to work collaboratively with LEPs and their member local authorities across the greater south-east area to co-ordinate the identification and prioritisation of local energy projects and to undertake the initial stages of development for priority projects, up to a point where investment can be secured.

Regulatory change such as the changes to Part L Building Regulations, taking effect from June 2023; the oncoming Future Buildings Standard (currently undergoing consultation and due to take effect 2025)<sup>12</sup> and the county's net-zero ambition will continue to increase the need for local skilled labour to design and build energy efficient buildings. As demand for renewable technologies, retrofitting practices and other low carbon technologies and practices (modular methods of construction, passivhaus design etc.) increase within development, there will be greater opportunity within the development cycle to embed further green skills and training initiatives; this can be maximised using activities identified in CEPs. Further guidance and consideration for embedding green skills and training within CEPs can be found in the Developers' Handbook (available Summer 2023).

## 2.7 CEPs in Oxfordshire

OxLEP Skills produced the CEP Evidence Paper in 2017 which set out the evidence for supporting the inclusion of CEPs in Local Plans. Following the endorsement of the CEP Evidence Paper by the Oxfordshire Growth Board on 26th July 2017, the Growth Board resolved:

▶ To endorse the CEP Evidence Paper

And that:

- ▶ The CEP Evidence Paper is published on OxLEP's website as evidence for CEP policies in Local Plans
- ▶ OxLEP continues its work with each Local Planning Authority to facilitate the implementation of CEP policies and to request CEPs as a condition on development sites which meet the proposed threshold via supplementary planning documentation as appropriate

OxLEP Skills has supported all Oxfordshire Local Authorities to include policies either within draft Local Plans or draft Supplementary Planning Documents (SPDs). Table 1 provides an overview of the current policy picture for CEPs/Employment Skills Plans within Oxfordshire, at the time of writing.

### (Vale of White Horse) Development Policy 11: Community Employment Plans

All new development proposals should demonstrate how opportunities for local employment, apprenticeships and training can be created and seek to maximise the opportunities for sourcing local produce, suppliers and services, during both construction and operation.

The Council may require the submission of a site-specific Community Employment Plan (CEP) for the construction and operation of major development sites, using a planning condition or legal agreement.

The CEP should be prepared in partnership with the District Council and any other partners to deliver the agreed CEP. The CEP should cover, but not be limited to:

- local procurement agreements
- apprenticeships, employment and training initiatives for all ages and abilities, and
- training and work experience for younger people including those not in education, employment or training.

As defined by Development Management Procedure Order 2010

*Box 1: Policy wording from Vale of White Horse Local Plan 2031 Part 2*

<sup>12</sup> Net Zero Strategy: Build Back Greener (2021); HM Government



| Local Authority     | Policy overview   |
|---------------------|---|
| Vale of White Horse | Development Policy 11 of LPP2 (see policy wording in Box 1)                                   |
| Oxford City Council | LP 2036 refers to Employment Skill Plans in context and encouraged at application             |
| Cherwell District   | Employment Skills Plans are referenced in Developer Contribution SPD 2018                     |
| West Oxfordshire    | Referenced in context within Local Plan and referred within Developer Contributions Draft SPD |
| South Oxfordshire   | No reference to CEPs or ESPs in context   |

**Table 1: Overview of Community Employment Plan policy across Oxfordshire**

Following examination, CEPs remained referenced within the Vale of White Horse Local Plan Part 2 (LPP2)<sup>13</sup> as Development Policy 11 where this policy is applied to developments with 500+ residential homes and/or 1000sqm of commercial space. OxLEP Skills has supported six developments which meet these thresholds and details of planned outcomes from these developments can be found in Appendix 1.

The use of CEPs, or Employment, Skills and Training Plans (ESTPs), is relatively common across the UK. There is greater recognition that skills and training are essential components for economic growth and should be considered within planning policy. For example, Reading Borough Council now presents ‘employment, skills and training development’ within its ‘CC9; Securing Infrastructure’ policy<sup>14</sup>, which outlines how local skills are critical infrastructure for economic development and growth. A full list of surrounding authorities with ESTP conditions or developer obligations can be found in Appendix 2.

In Spring 2022, OxLEP Skills launched its Social Contract Programme which included the appointment of a full-time Community Employment Plan Advisor to help implement CEPs within developments across Oxfordshire and collate evidence from Community Employment Plans or Employment, Skills and Training Plans across the county.

33 sites have been identified which meet the OxLEP Skills recommended threshold of 1000 homes and/or 4000sqm of commercial use. A list of these sites can be found in Appendix 4. OxLEP Skills is currently supporting implementation of nine Community Employment Plans across these sites and further details about the outcomes from these plans can be found in Appendix 1. The remaining identified sites are either yet to progress through planning to on-site construction or are waiting to obtain planning permission.

It is estimated that between 2022–2027, these nine Community Employment Plans have the potential to support:

- ▶ 128 Apprenticeships
- ▶ 11 Local Supply Chain Events
- ▶ 138 Work Experience Placements
- ▶ In excess of 50 career-focussed events

<sup>13</sup> Vale of White Horse District Council Local Plan 2031 Part 2 (adopted 2019) <https://www.whitehorsedc.gov.uk/wp-content/uploads/sites/3/2021/03/VOWHDC-Master-1.pdf>

<sup>14</sup> Reading Borough Council Local Plan (adopted 2019) [https://images.reading.gov.uk/2019/12/Local\\_Plan\\_Adopted\\_November\\_2019.pdf](https://images.reading.gov.uk/2019/12/Local_Plan_Adopted_November_2019.pdf)

OxLEP Skills recommends that Community Employment Plans are required, at a minimum, on large strategic sites with 1000 or more homes and/ or 4,000sqm (gross) of commercial floorspace. This narrows the focus to the largest and often strategically allocated developments which can have greatest impact on local communities.

However, evidence from Vale of White Horse shows that CEPs can be implemented on smaller development sites and that accumulatively the outcomes from CEPs below the recommended thresholds are notable.

Many development sites within Oxford City do not reach the recommended OxLEP Skills thresholds due to geographic limitations of the City's development areas. However, these sites often have the potential to offer more accessible training and skills opportunities in a central location, particularly for deprived neighbourhoods within the Authority's boundary.

Specific thresholds are determined by the Planning Authority to reflect the nature of significant development in their planning boundaries.





## 2.8 Case Study: Oxford North

Oxford North is a strategic allocation within the Oxford Local Plan 2036 and currently being developed by Oxford North Ventures, a joint venture between Thomas White Oxford, the development company of St John's College, Cadillac Fairview and Stanhope.

Together they are building a new sustainable innovation district on 64 acres of land to the north of the city creating one million sqft (92,903 sqm) of labs and offices supporting 4,500 jobs, three new public parks, shops, bars and restaurants and significant investment into sustainable travel. Also being delivered are 480 homes for 1,500 people with the first 317 new homes being delivered by residential development partner Hill Group.

With outline planning approved by Oxford City Council in March 2021, a Section 106 obligation required Thomas White Oxford to submit a Training, Employment and Business strategy to be implemented, with future development and construction partners, setting out the following obligations:

- ▶ Appointment of a Local Employment Co-ordinator
- ▶ 15% of job vacancies during the construction phase are taken up by local residents
- ▶ Provision of job vacancy forecasting to the Local Authority for both the construction and end-use phase
- ▶ 15% of the total value of contracts is procured from local companies and suppliers
- ▶ Apprenticeship targets based on sqm calculation

The submitted strategy set out the process for how employment, training, and skills development would be embedded across all phases of the development site. The key points within the strategy include:

- ▶ Identifying key issues relating to employment, skills and training within Oxfordshire seeking input from the Local Authority and OxLEP Skills

*continued overleaf*





- ▶ Setting out the Employment & Skills Methodology which raised vacancies from within the supply chain to the Local Employment Co-ordinator to be shared with partner agencies
- ▶ Creating an Employment, Skills and Training plan for each phase seeking input from the contractor, the Local Authority Economic Development Team and OxLEP Skills

A key part of the strategy focuses on improving employability within the area and setting out a process for engaging with individuals who are seeking employment within the construction industry.

The development partners have committed to this through engagement with OxLEP Skills, Oxford City Council, the voluntary/community sector and training providers, to establish the creation of a talent pool of local residents that can be linked to the opportunities created. This collaboration and engagement will also

provide apprenticeship opportunities – all along the supply chain – for local people, through both the development of Oxford North and the resulting community created. Outcomes achieved during the enabling works phase for Oxford North include creating six apprenticeships on site and over 250 construction jobs.

With enabling infrastructure works nearing completion, Phase 1a construction is due to start on the Red Hall, Building 1 & 2 and Central Park. The development partners will work with the appointed contractor to continue delivering the strategy to create new jobs and opportunities.

Reserved matters planning permission has recently been granted for the first 317 new homes on Canalside to be delivered by Hill Group. A new CEP is currently being developed for the site which has ambitions to build upon the initial successes.



## Case Study 2: Kingsgrove, Wantage

Kingsgrove, Wantage (formerly known as Crab Hill, Wantage) is a strategic allocation in the Vale of White Horse Local Plan 2031 Part 1<sup>15</sup> for delivery of around 1500 homes. Outline Planning for the whole development site was obtained by St Modwen Developments who are now building out the site with various housebuilders and contractors.

Working collaboratively with the Economic Development team from Vale of White Horse and OxLEP Skills, a CEP was agreed with St Modwen. A working group with representatives from each housebuilder and contractor on site to support the delivery of the plan was established. A consultant was appointed to coordinate the plan and its activities and provide quarterly reporting to the Local Authority.

The group has identified how they can impact local communities through education

engagement, apprenticeships, and outreach work to support those furthest from the labour market.

Highlights from the development include having on average 13 construction trade apprentices working on site each year; maintaining a 10% of the workforce aged between 18–25; engaging with various county initiatives which bring employers closer to local schools and colleges such as the **'Find Your Future'** virtual careers platform<sup>16</sup>; offering site visits on a rolling basis to numerous pupils from local schools and colleges; and completing formal work placements for trade students from local Further Education colleges and sixth form pupils from local schools.

In addition to their commitment to employment and training on site, the developers have endeavoured to enhance the community within Wantage through volunteering time and resources, as well as charitable donations to community and social causes totalling over £17,000 since 2021.



<sup>15</sup> Vale of White Horse District Council Local Plan 2031 Part 1 Appendices [https://www.whitehorsedc.gov.uk/wp-content/uploads/sites/3/2019/07/359975-VWH-Plan\\_Appendix\\_DIGITAL-LPPI-appendices.pdf](https://www.whitehorsedc.gov.uk/wp-content/uploads/sites/3/2019/07/359975-VWH-Plan_Appendix_DIGITAL-LPPI-appendices.pdf)

<sup>16</sup> Find Your Future webpage <https://www.oxfordshirelep.com/skills/our-programmes/find-your-future>

# 3

## CEP JUSTIFICATION

Local Planning Authorities can either use planning conditions or S106 obligations for the delivery of a CEP. Section 2 contains an overview of the current policy picture for the use of CEPs. The National Planning Policy Framework states that planning conditions should only be sought where they are 'necessary, relevant to planning and to the development to be permitted, enforceable, precise, and reasonable in all other respects'<sup>17</sup>. Planning obligations should only be sought where they are 'necessary to make the development acceptable in planning terms; directly related to the development; and fairly and reasonably related in scale and kind to the development'.<sup>18</sup>

The section contains the justification to meet these criteria for the inclusion of CEP policies in Local Plans or the use of planning obligations.

### **Necessary:**

The NPPF guidance on meeting the tests requires that a condition must not be imposed unless there is a definite planning reason for it. Local planning policies are clear that employment generating development should provide mitigation measures in line with its impacts on the demands for housing, labour, skills and on the transport network. A CEP is therefore necessary to make the development acceptable in planning terms.

According to the NPPF the purpose of planning is to 'contribute to the achievement of sustainable development' via economic, social, and environmental means. The economic objective is defined as helping to 'build a strong, responsive and competitive economy, by ensuring that sufficient land of the right types is available in the right places and at the right time to support growth, innovation and improved productivity; and by identifying and coordinating the provision of infrastructure'.<sup>19</sup> The role of land use and spatial planning is equally critical in economic development terms ensuring that new job opportunities during construction and at the end use are maximised to deliver the greatest benefit to communities.

Economic policies should 'help create the conditions in which business can invest, expand and adapt' and that 'significant weight should be placed on the need to support economic growth and productivity, taking into account both local business needs and wider opportunities for development'.<sup>20</sup>

CEPs developed in partnership with developers, local authorities and skills providers can play an important role in achieving this vision and ensure alignment between the jobs created and the availability of a skilled local labour force to the benefit of all parties.

<sup>17</sup> NPPF (2021), paragraph 56

<sup>18</sup> NPPF (2021), paragraph 57

<sup>19</sup> NPPF (2021), paragraph 8

<sup>20</sup> NPPF (2021), paragraph 81

## Relevant to planning:

A condition for a CEP is related to planning objectives, as outlined above and directly relates to the aim of contributing to sustainable development. It is well within the scope of the permission to which it is attached and is not being used to control matters that are subject to specific control elsewhere in planning legislation.

Developers often identify projected employment outcomes as part of the justification for development. CEPs make it easier for developers to deliver on these ambitions. It is therefore important that the impacts of development are mitigated and the economic benefits of new development in terms of improved local skills and employment outcomes are realised.

It is possible that local community support for significant development projects may be affected if job and training opportunities are not being created for residents; in particular those with previous skills and experience in construction. Provision should be made for those who are skilled to occupy suitable vacancies and those unskilled workers who require some upskilling. This supports local workers who face higher living costs within Oxfordshire and local construction firms which face the recruitment challenges within the tight labour market.

Nationally the construction industry is experiencing a skills shortage, with the CITB reporting that around 224,900 extra construction workers may be needed by 2027 to meet UK construction demand. The industry has a history of labour and skills shortages which have been influenced by macro demographic trends such as the UK's ageing workforce, changes in EU migration policy and the continued competition from other industries to attract skilled workers.<sup>21</sup>

Locally, according to Labour Market Information, there are currently around 23,000 people

employed in construction jobs in Oxfordshire. Of all occupation types, Oxfordshire employers find it hardest to recruit to elementary construction roles and skilled trades<sup>22</sup>.

In this situation, wages are likely to continue to rise and finding suitable labour will become more difficult and expensive. The ability to source labour at realistic rates is critical to project viability and deliverability. CEPs can contribute to promoting vacancies within local communities and helping to source labour for the duration of the construction period and future developments identified in Oxfordshire.

## Relevant to the development being permitted:

A CEP condition is fairly and reasonably related to the development given that the development is of a significant size. As outlined above, it is related to planning objectives, and in addition, is also justified by the nature and impact of the development.

The definition of major development according to the Town and Country Planning (Development Management Procedure) Order 2015<sup>23</sup> is 10 or more residential units or more than 1,000sqm of floor space. The District Councils, as the Local Planning Authorities, will need to determine the thresholds for the use of CEPs, so this threshold will vary depending on the district. The requirement is targeted at these largest developments as it is most relevant to them.

In Oxfordshire, both activity and employment rates are higher than the regional average and significantly higher than the national average. In the year to December 2022, some 349,900 residents aged 16-64 were in employment (employed or self-employed).

<sup>21</sup> CSN Industry Outlook – 2023- 2027; CITB <https://www.citb.co.uk/about-citb/construction-industry-research-reports/construction-skills-network-csn>

<sup>22</sup> OxLEP Local Skills Plan and Report (2022); OxLEP Skills

<sup>23</sup> The Town and Country Planning (Development Management Procedure) (England) Order 2015; <https://www.legislation.gov.uk/uksi/2015/595/article/2/made>

The rate of unemployment remains low; at May 2023 there were some 9,415 claimants; a rate of 2.7%, compared to 4.8% for England and 3.5% for SouthEast region. It should be noted though this number remains higher than pre-Covid where the rate was around 1.8%.<sup>24</sup>

The tightness of the Oxfordshire labour market brings challenges for businesses seeking to recruit staff from a small pool of local labour. In addition, house prices are a concern which makes it harder to recruit to lower income roles and increases the amount of commuting, thereby further adding to the strain of a transport network already operating at capacity.

Deliverability and viability are clearly relevant; labour costs will be a significant element within the viability assessment. A CEP helps to protect the developer from future labour skills shortages and subsequent increased labour costs. CEP conditions are only being recommended on large developments.

### **Enforceable:**

It is practically possible to enforce a condition requiring a CEP. It will be evident whether a plan has been produced or not. As per the NPPF guidance on meeting the six tests, it will be possible to detect a contravention and to remedy any breach of the condition.

In other CEPs, the targets and outputs are formulated in partnership with developers and then monitored through a steering group. The quality of the plan developed can be ensured by drawing on best practice both locally and nationally from CEPs already in place.

### **Precise:**

The text of the condition should be clear to the applicant and others what must be done to

comply with it. The text requesting a condition in responses to planning applications states:

*The developers will be required to prepare and implement, with local authorities and skills providers, a Community Employment Plan (CEP) that will seek to mitigate the impacts of development through ensuring that local people can better access training and job opportunities (including apprenticeships) arising from the development. CEPs should relate to outcomes from both the construction and the end use phase, where appropriate.*

This text is comparable to that used in other areas where CEPs are part of planning policy and are regularly attached as conditions to planning applications.

Using a standard approach to the CEP format will ensure it is precise in terms of content and objectives.

### **Reasonable in all other respects:**

A condition requesting a CEP is reasonable; in no way does it place unjustifiable and disproportionate burdens on the applicant.

Developing local labour and upskilling the workforce is supported by the Construction Industry Training Board (CITB) and other trade organisations in the construction sector. The CITB state 'there is no reason why a planning condition containing requirements with respect to employment and skills cannot meet these tests; indeed it is common to see a planning condition containing these requirements'<sup>25</sup>.

The use of CEPs or Employment and Skills Plans is relatively common as demonstrated in Appendix 2. In these and other areas, the requirement to complete a CEP as part of planning conditions is well established, so there is clear precedent for this approach.

<sup>24</sup> Oxfordshire Local Skills Dashboard (accessed 5th January 2023) <https://public.tableau.com/views/OxfordshireLocalSkillsDashboard/Unemployment?%3AshowVizHome=no>

<sup>25</sup> Client Based Approach: To developing and implementing an Employment and Skills Strategy on Construction Projects, Local Client Guidance' – England (2017); CITB <https://www.citb.co.uk/media/s5bduaph/english-client-based-approach-client-guidance.pdf>



# 4

## OVERVIEW OF OXFORDSHIRE'S ECONOMY

This section of the document contains more detailed information on the Oxfordshire economy detailing general economic activity including wage and occupational information. Claimant data, educational attainment and indices for multiple deprivation are also included to demonstrate disparities in education, employment and skills across Oxfordshire.

- ▶ In the year to December 2022, there were some 349,900 economically active residents (aged between 16-64) down from 2017 figures at 357,400. This probably remains a persistent effect from the Covid-19 pandemic which saw the number of economically active drop to 337,000.<sup>26</sup>
- ▶ In May 2023, the rate of unemployment for 16 - 64 year olds was below national averages at 2.7%. However, unemployment remains higher than pre-pandemic levels when unemployment was at 1.8% (9,335 claimants) in March 2020.<sup>27</sup>
- ▶ The Oxfordshire economy experienced a sustained annual growth of 3.9% per annum between 2006–2019, exceeding national and regional averages. Between 2015–2020, total number of jobs grew by 4.2%, which is nearly double the national growth rate of 2.6%.<sup>28</sup>
- ▶ Whilst growth and high employment rates bring a host of economic benefits, these headline messages mask several issues relating to the skills and training environment and general

labour market within Oxfordshire. Oxfordshire's tight labour market creates challenges for businesses seeking to recruit staff with specific skills and experience.

- ▶ Oxfordshire employers report facing challenges recruiting at degree level (Level 4+) candidates for high value-added occupations and for elementary occupations where labour shortages have long existed. This is particularly relevant to the construction and development industry where demand for elementary construction occupations is high.<sup>29</sup>
- ▶ Census 2021 data shows that Oxfordshire has experienced population growth over the last decade growing by 10.9% and number of households increasing by 11.3%.<sup>30</sup> The increased growth illustrates the popularity of the region as a place to live which is also evidenced with the region's house prices increasing on average by 13% since 2018.<sup>31</sup>
- ▶ Vacancy data shown in the table below demonstrate the continued demand for certain occupations within the region alongside advertised wage trends.<sup>32</sup> Whilst the advertised wage trends are not actual wages, the data illustrates how employers value and compete to recruit for certain occupations within Oxfordshire. Further information on industry specific labour and skill shortages can be found in Section 7.

<sup>26</sup>. Annual Population Survey Dec 2017 –Dec 2022 (NOMIS)

<sup>27</sup>. [Oxfordshire Local Skills Dashboard](#) (ONS Claimant Count, Jan 23)

<sup>28</sup>. OxLEP Local Skills Report and Plan (2022); OxLEP Skills

<sup>29</sup>. OxLEP Local Skills Report and Plan (2022); OxLEP Skills

<sup>30</sup>. Census Data 2021; ONS <https://census.gov.uk/census-2021-results>

<sup>31</sup>. [Rightmove 'House Prices in Oxfordshire'](#)

<sup>32</sup>. Lightcast Job Posting Analytics

Table 2: Overview of unique postings and wage trends for occupations and job roles in Oxfordshire  
(Source: Lightcast)

| Occupations/ Job role  | Unique Postings<br>Sept'21 - Sept'22 | Advertised Wages 3yr trend<br>Oct'19 - Sept'22 |
|--|--------------------------------------|--|
| <b>Elementary Construction Occupations</b>                         | 1175                                 | +8.1%  |
| <b>Skilled Construction and Building Trades</b>                    | 1753                                 | +9.8%  |
| <b>Carpenters</b>  | 247                                  | +12.3%   |
| <b>Groundworkers</b>   | 774                                  | +15.3%   |
| <b>Plumbers</b>  | 136                                  | +21.3%   |
| <b>Painters/Decorators</b>   | 125                                  | +1.2%  |
| <b>Science, Research, Engineering and Technology Professionals</b> | 16,603                               | +2.5%  |
| <b>Software Engineers</b>  | 339                                  | +5.4%  |
| <b>Mechanical Design Engineers</b>                                 | 258                                  | +5.1%  |
| <b>Postdoctoral Research Associates</b>                            | 236                                  | +6.4%  |
| <b>Software Developers</b>   | 197                                  | 0%   |
| <b>Caring Personal Service Occupations</b>                         | 8957                                 | +9.7%  |
| <b>Support Workers</b>   | 1456                                 | +10.8%   |
| <b>Care Assistants</b>   | 924                                  | 17.4%  |
| <b>Teaching Assistants</b>   | 368                                  | +12.1%   |

# 5

## UNEMPLOYMENT CLAIMANTS

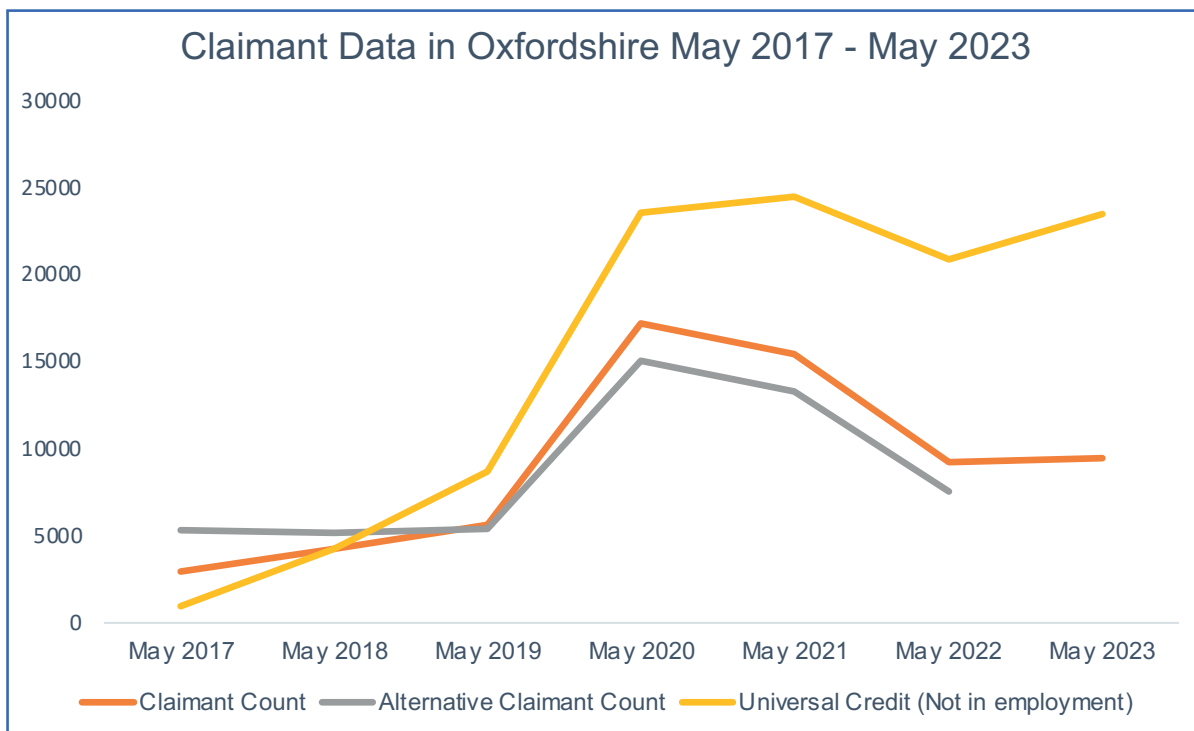
Since 2017 changes to the benefit system have included the introduction of Universal Credit which replaces a range of benefits including Job Seekers Allowance (JSA) and income-related Employment and Support Allowance (ESA).

The introduction of Universal Credit impacted claimant data as a broader span of claimants is now required to look for work than those who previously claimed JSA or ESA. Universal Credit also replaces a range of benefits and tax credits including Child Tax Credit, Housing Benefit and Income Support and can include people with a disability, health condition or caring responsibilities which prevent them from working. The Universal Credit (Not in Employment) figure can therefore be greater than the number of people listed as unemployed and seeking work as they could be claiming multiple benefits.

The Claimant Count is the Office for National Statistics (ONS) measure of the number of people claiming benefits principally for the reason of being unemployed. With the introduction of Universal Credit, the Alternative Claimant Count was also produced to model the number of claimants if Universal Credit had been in place since 2013. Most claimants have now transitioned to the Universal Credit system so the Alternative Claimant Count is discontinued, with the last figures released in August 2022. The Claimant Count and the Alternative Claimant Count provide a trend to illustrate numbers of those who are unemployed and seeking employment in Oxfordshire.



The graph below shows the general trend of claimants increasing and that the number of claimants remains higher than pre Covid-19 pandemic.





The table below provides an overview of claimant data, total population, migration indicators, and student numbers by District:

|  | Oxfordshire | Cherwell | Oxford City | South   | Vale    | West    |
|--|-------------|----------|-------------|---------|---------|---------|
| <b>Claimant count<sup>33</sup></b>   | 9,615       | 2,200    | 2,660       | 1,740   | 1,760   | 1,270   |
| <b>Alternative Claimant Count (Not in employment)<sup>34</sup></b>                                       | 7,337       | 1,572    | 2,207       | 1,278   | 1,257   | 1,028   |
| <b>Universal Credit (Not in Employment)<sup>35</sup></b>   | -           | 5,038    | 4,226       | 3,199   | 3,472   | 2,820   |
| <b>Cohort 16–18 year-olds in mainstream education<sup>36</sup></b>                                       | 13,402      | 3,191    | 2,638       | 2,717   | 2,614   | 2,242   |
| <b>Not in Education Employment/ Training (NEET)<sup>37</sup></b>   | 218         | 67       | 62          | 23      | 40      | 26      |
| <b>Not known<sup>38</sup></b>  | 197         | 40       | 46          | 39      | 38      | 34      |
| <b>Population at Census<sup>39</sup></b>   | 725,300     | 161,100  | 162,100     | 149,100 | 138,900 | 114,200 |
| <b>Migration indicator<sup>40</sup> (the number of people migrating from within and from outside UK)</b> | 98,583      | 17,979   | 34,609      | 16,167  | 16,571  | 13,258  |
| <b>Numbers of students (aged 16-64)<sup>41</sup></b>   | 25,800      | 4,900    | 7,100       | 5,800   | 5,200   | 2,800   |

Table 3: Overview of unemployment, education and migration figures

<sup>33</sup> ONS Claimant Count (March 2023)

<sup>34</sup> Stat-Xplore Alternative Claimant Count (August 2022)

<sup>35</sup> Stat-Xplore People on Universal Credit (March 2023)

<sup>36</sup> Oxfordshire County Council data from EET (August 2022)

<sup>37</sup> Oxfordshire County Council data from EET (August 2022)

<sup>38</sup> Oxfordshire County Council data from EET (August 2022)

<sup>39</sup> Census 2021

<sup>40</sup> Census 2021 Dataset TS019 Migrant Indicator

<sup>41</sup> ONS Annual Population Survey (showing April 2021–March 2022)

# 6

## INDICES OF MULTIPLE DEPRIVATION

Oxfordshire is generally a prosperous region; it is the 10th least deprived of 151 upper-tier local authorities in England (up from 11th in 2015). However, within Oxfordshire there are 17 wards that are in the 20% most deprived nationally. These places can be found across the county in the City of Oxford, Vale of White Horse and Cherwell Districts. It is particularly noticeable that educational attainment is low, with 12 of these areas within the 10% most educationally deprived. It is also notable that the higher levels of deprivation are mainly seen to be linked to Education, Employment and Training, whereas deprivation is not so evident in the living environment and indoor sub-domain.

There is also emerging Census 2021<sup>42</sup> data which measures the number of households experiencing some form of deprivation across four indicators of employment, education, health and disability and household overcrowding. Households are classified as deprived where:

- ▶ **Education:** no one has at least level 2 education and no one aged 16 to 18 years is a full-time student
- ▶ **Employment:** any member, not a full-time student, is either unemployed or disabled
- ▶ **Health:** any member is disabled
- ▶ **Housing:** the household's accommodation is either overcrowded, in a shared dwelling, or has no central heating

44% of households across Oxfordshire are deprived in at least one dimension. Further details on these dimensions are due to be published in future Census 2021 topics; it is possible these data will demonstrate employment and education deprivation.

| Ward                     | Index of Multiple Deprivation (IMD) |            |                         |        |                                      |       |                                   |  |   |                                  |                    |                                  |                           |                    |                     |   |
|--------------------------|-------------------------------------|------------|-------------------------|--------|--------------------------------------|-------|-----------------------------------|--|---|----------------------------------|--------------------|----------------------------------|---------------------------|--------------------|---------------------|---|
|                          | Education, Skills and Training      | Employment | Adult Skills Sub-domain | Income | Children and Young People Sub-domain | Crime | Health Deprivation and Disability | Income Deprivation Affecting Older People (IDAOPI) | Income Deprivation Affecting Children Index (IDACI) | Barriers to Housing and Services | Living Environment | Geographical Barriers Sub-domain | Wider Barriers Sub-domain | Indoors Sub-domain | Outdoors Sub-domain |   |
| Greater Leys 18B         | 1                                   | 1          | 2                       | 1      | 2                                    | 1     | 2                                 | 2  | 2   | 4                                | 8                  | 7                                | 2                         | 9                  | 4                   |   |
| Abingdon South 08C       | 2                                   | 1          | 3                       | 1      | 2                                    | 1     | 7                                 | 4  | 3   | 2                                | 9                  | 8                                | 9                         | 6                  | 8                   | 5 |
| Banbury Grimsbury 0..    | 2                                   | 3          | 2                       | 4      | 2                                    | 2     | 2                                 | 1  | 3   | 3                                | 6                  | 2                                | 8                         | 3                  | 2                   | 3 |
| Banbury Grimsbury 0..    | 2                                   | 1          | 2                       | 1      | 2                                    | 1     | 5                                 | 2  | 1   | 3                                | 5                  | 6                                | 8                         | 3                  | 8                   | 3 |
| Banbury Neithrop 03D     | 2                                   | 2          | 2                       | 2      | 3                                    | 2     | 3                                 | 3  | 2   | 3                                | 5                  | 5                                | 5                         | 4                  | 6                   | 2 |
| Banbury Ruscot 05A       | 2                                   | 1          | 3                       | 1      | 3                                    | 1     | 3                                 | 2  | 2   | 4                                | 7                  | 6                                | 7                         | 4                  | 6                   | 3 |
| Banbury Ruscot 05B       | 2                                   | 1          | 2                       | 1      | 2                                    | 1     | 1                                 | 1  | 5   | 1                                | 7                  | 7                                | 8                         | 4                  | 7                   | 5 |
| Banbury Ruscot 05F       | 2                                   | 1          | 2                       | 1      | 2                                    | 1     | 1                                 | 2  | 2   | 2                                | 6                  | 6                                | 7                         | 3                  | 7                   | 3 |
| Barton 05B               | 2                                   | 1          | 3                       | 1      | 2                                    | 1     | 4                                 | 3  | 2   | 2                                | 5                  | 6                                | 8                         | 2                  | 7                   | 3 |
| Blackbird Leys 17A       | 2                                   | 1          | 3                       | 2      | 3                                    | 1     | 3                                 | 3  | 6   | 3                                | 1                  | 7                                | 1                         | 3                  | 9                   | 3 |
| Blackbird Leys 17B       | 2                                   | 1          | 2                       | 1      | 2                                    | 2     | 4                                 | 2  | 3   | 2                                | 4                  | 7                                | 9                         | 2                  | 9                   | 3 |
| Blackbird Leys 17D       | 2                                   | 2          | 3                       | 2      | 3                                    | 2     | 1                                 | 3  | 2   | 3                                | 3                  | 4                                | 6                         | 2                  | 5                   | 3 |
| Greater Leys 18A         | 2                                   | 1          | 3                       | 1      | 2                                    | 1     | 2                                 | 3  | 3   | 1                                | 4                  | 7                                | 9                         | 2                  | 8                   | 4 |
| Greater Leys 18C         | 2                                   | 1          | 2                       | 2      | 2                                    | 1     | 5                                 | 2  | 2   | 2                                | 2                  | 9                                | 4                         | 2                  | 10                  | 4 |
| Littlemore & Rose Hill.. | 2                                   | 2          | 3                       | 2      | 2                                    | 3     | 2                                 | 3  | 4   | 1                                | 4                  | 6                                | 7                         | 3                  | 6                   | 3 |
| Littlemore & Rose Hill.. | 2                                   | 1          | 2                       | 1      | 2                                    | 1     | 4                                 | 2  | 1   | 2                                | 2                  | 4                                | 5                         | 2                  | 5                   | 2 |
| Oxford Central 08B       | 2                                   | 3          | 4                       | 9      | 5                                    | 1     | 3                                 | 1  | 1   | 3                                | 2                  | 1                                | 4                         | 2                  | 2                   | 2 |

Table 4: Indices of multiple deprivation for Oxfordshire Wards (Source: Skills, Employment and Enterprise of Oxfordshire's Ethnic Minority Communities Report

<https://www.oxfordshirelep.com/sites/default/files/uploads/EthnicityEmpSkillsFULL.pdf>

<sup>42</sup> Census 2021, Households by Deprivation Dimensions 2021; ONS

# 7

## EDUCATIONAL ATTAINMENT AND APPRENTICESHIPS

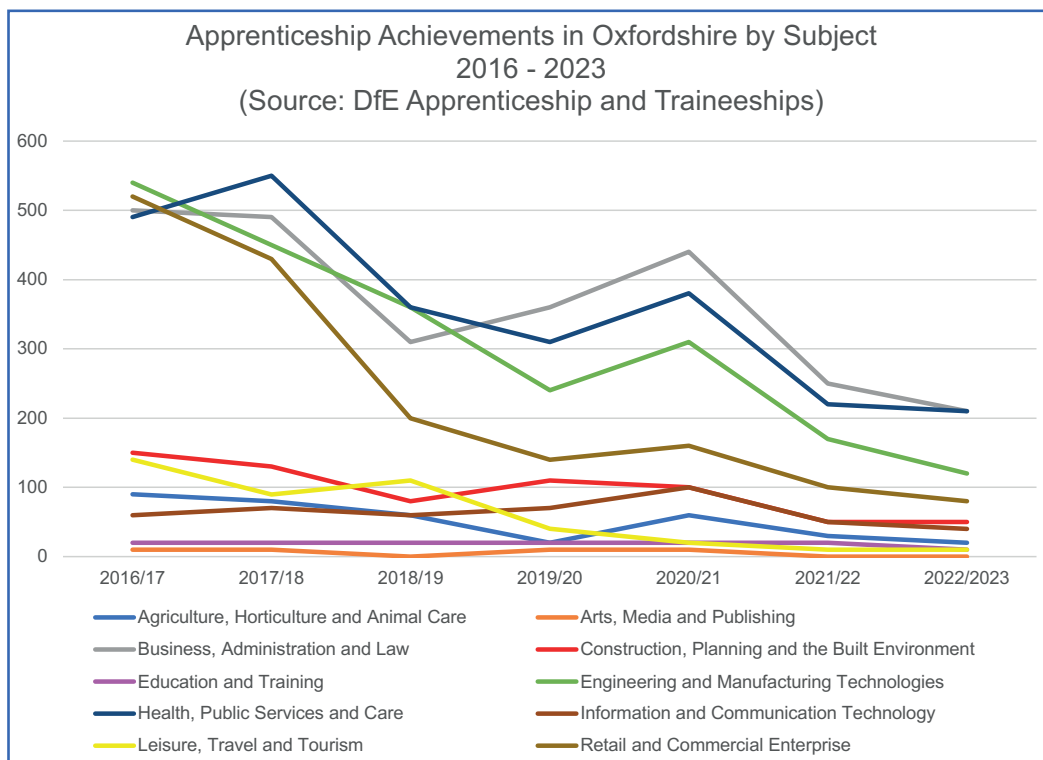
This table shows that overall Oxfordshire residents have high levels of educational attainment; however, there remain Districts in which there are significant numbers with no qualifications at all. CEPs provide valuable opportunities for people to access skills and training, thereby increasing their employability. Increasing skills attainment is good for individuals, helping those currently marginalised from the workforce to move closer to the labour market and also, upskilling existing employees which can lead to higher wages.

Apprenticeships enable people to ‘earn while they learn’ and are a crucial employment pathway for attracting new talent, maintaining workforce capacity, and developing skills for industry. Businesses can benefit from apprentices as they can quickly begin to contribute to output whilst learning new skills. Apprenticeships are applicable to all businesses and industries however, they have been more readily adopted within the Health and Social Work, Public Administration, Education and Wholesale/Retail sectors.<sup>43</sup>

Apprenticeships have been identified by various industry bodies including CITB (Construction), Advance Oxford (Science and Technology) and Logistics UK as critical for skilling their industries’ future workforce.

The below graph shows the decline of Apprenticeship Achievements in Oxfordshire since 2016/2017. Whilst undoubtedly the Covid-19 pandemic will have impacted Achievement rates, the trend commenced prior to the pandemic and has not recovered. It should also be noted the exclusion of Apprenticeship Achievements in Science and Mathematics and Arts, Media and Publishing subjects due to low or no data. This data presents two challenges: the first is a need to increase Apprenticeship Starts and Achievements within the Science and Technology industry and the second is to find ways to encourage Apprenticeship Achievements within Construction and Development.

Table 5: Apprenticeship rates in Oxfordshire by subject 2016 -2023 (Source: DfE Further Education Statistics ‘Apprenticeships in England by industry characteristics’)



<sup>43</sup> DfE Further Education Statistics ‘Apprenticeships in England by industry characteristics’

| Variable                                       | Cherwell |         | Oxford |         | South Oxfordshire |         | Vale of White Horse |         | West Oxfordshire |           |
|--|----------|---------|--------|---------|-------------------|---------|---------------------|---------|------------------|-----------|
|  | number   | percent | number | percent | number            | percent | number              | percent | number           | percent   |
| % with NVQ4+ - aged 16-64                      | 44,700   | 49.7    | 68,300 | 66.1    | 40,900            | 49.8    | 40,400              | 53.0    | 38,900           | 59.4      |
| % with NVQ3+ - aged 16-64                      | 60,200   | 66.9    | 82,800 | 80.1    | 55,300            | 67.3    | 52,700              | 69.1    | 53,100           | 81.1      |
| % with NVQ2+ - aged 16-64                      | 72,800   | 81.0    | 93,800 | 90.8    | 70,500            | 85.9    | 63,500              | 83.4    | 60,000           | 91.7      |
| % with NVQ1+ - aged 16-64                      | 80,400   | 89.4    | 98,200 | 95.0    | 76,000            | 92.5    | 68,300              | 89.6    | 62,300           | 95.2      |
| % with other qualifications (NVQ) - aged 16-64 | 5,400    | 6.0     | 2,700  | 2.6     | 4,000             | 4.9     | 4,400               | 5.8     | Not known        | Not known |
| % with no qualifications (NVQ) - aged 16-64    | 4,100    | 4.6     | 2,400  | 2.3     | 2,100             | 2.6     | 3,500               | 4.6     | 2,200            | 3.4       |

Table 5: NVQ attainment across Oxfordshire by Local Authority, Jan 2021–Dec 2021  
(Source: NOMIS Annual Population Survey, Jan 2021 – Dec 2021)



# 8

## OCCUPATION CLASSIFICATION

The occupation classification table on the next page shows the average wages, number of establishments and the change in the number of jobs in each of the main industry categories across Oxfordshire between 2017 and 2021. Highlighted in yellow are industries which represent over 10% of the population employed. This shows that the key sectors in Oxfordshire are:

- ▶ Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles
- ▶ Professional, Scientific and Technical Activities
- ▶ Education
- ▶ Human Health and Social Work Activities

Construction, highlighted below in green, represents 6% of jobs in Oxfordshire and jobs within the industry have grown by 5% since 2017. The growth of jobs in the construction sector reflects much research that job growth will

continue within this sector due to the demand for housing and other major infrastructure projects across the county. Demand for skilled labour within the industry continues to outstrip the supply with CITB citing an additional 23,000 workers are needed by 2026 in the South East to deliver the forecast output.

| SIC     | Description  | Avg. Wages Per Job | 2017 Jobs | 2021 Jobs | % 2021 Jobs | 2017-2021 Change | 2017-2021 % Change | 2021 Establishments |
|---------|--|--------------------|-----------|-----------|-------------|------------------|--------------------|---------------------|
| A       | Agriculture, Forestry and Fishing                                    | £23,691            | 2,655     | 2,508     | 1           | (147)            | (6%)               | 1,537               |
| B       | Mining and Quarrying   | £34,501            | 270       | 251       | 0           | (19)             | (7%)               | 19                  |
| C       | Manufacturing  | £37,620            | 24,939    | 25,444    | 7           | 505              | 2%                 | 1,272               |
| D       | Electricity, Gas, Steam and Air Conditioning Supply                  | £53,952            | 911       | 830       | 0           | (81)             | (9%)               | 51                  |
| E       | Water Supply; Sewerage, Waste Management and Remediation Activities  | £38,401            | 2,952     | 2,371     | 1           | (581)            | (20%)              | 104                 |
| F       | Construction   | £39,672            | 21,136    | 22,240    | 6           | 1,103            | 5%                 | 4,016               |
| G       | Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles | £26,517            | 51,915    | 48,377    | 13          | (3,538)          | (7%)               | 5,446               |
| H       | Transportation and Storage   | £32,626            | 12,912    | 13,466    | 4           | 554              | 4%                 | 1,302               |
| I       | Accommodation and Food Service Activities                            | £14,793            | 24,758    | 24,578    | 7           | (179)            | (1%)               | 2,236               |
| J       | Information and Communication  | £47,534            | 19,865    | 21,202    | 6           | 1,338            | 7%                 | 3,038               |
| K       | Financial and Insurance Activities                                   | £35,780            | 4,516     | 5,301     | 1           | 786              | 17%                | 548                 |
| L       | Real Estate Activities   | £33,887            | 5,987     | 7,317     | 2           | 1,330            | 22%                | 1,407               |
| M       | Professional, Scientific and Technical Activities                    | £42,077            | 37,730    | 43,684    | 12          | 5,955            | 16%                | 6,845               |
| N       | Administrative and Support Service Activities                        | £23,944            | 23,884    | 28,607    | 8           | 4,723            | 20%                | 3,006               |
| O       | Public Administration and Defence; Compulsory Social Security        | £33,928            | 10,100    | 10,230    | 3           | 129              | 1%                 | 346                 |
| P       | Education  | £31,074            | 57,408    | 60,028    | 16          | 2,620            | 5%                 | 1,119               |
| Q       | Human Health and Social Work Activities                              | £25,940            | 43,973    | 44,272    | 12          | 299              | 1%                 | 1,818               |
| R       | Arts, Entertainment and Recreation                                   | £24,738            | 6,911     | 7,177     | 2           | 266              | 4%                 | 1,008               |
| S       | Other Service Activities   | £23,077            | 8,945     | 5,766     | 2           | (3,179)          | (36%)              | 1,396               |
| Totals: |  | £31,498            | 361,767   | 373,651   |             | 11,883           | 3%                 | 36,513              |

Table 6: Overview of wages, job growth and establishments by industry in Oxfordshire between 2017 and 2021

Source: Lightcast data Job Analytics

# 9

## LABOUR AND SKILL SHORTAGES IN OXFORDSHIRE

This section provides a brief overview of labour and skills for sectors which are seeking to grow within Oxfordshire and develop new space for operation. These sectors are Logistics and Warehousing; Science and Technology which covers a range of sectors otherwise identified within OxLEP Skills Strategy – Transformative Technologies, Space, Life Sciences, High-Performance Technology, Motorsport and Advanced Engineering, and Cryogenics – Retail and Hospitality. Underpinning all these sectors is the Construction and Development sector which creates the new places and buildings for these sectors. Greater detail on the county’s skill need can be found in the OxLEP Skills Local Report and Plan 2022.

### Construction and Development

According to Labour Market Information, there are approximately 23,000 construction workers within Oxfordshire which has increased by 5% since 2017.<sup>44</sup> At the end of July 2022, there were 1,344 unique postings across construction occupations. The top vacancies for this period are shown in Table 7.

The CITB Construction Skills Network forecasts the need for an additional 225,000 workers across the UK to meet demand by 2026. Within the South East region, an additional 4,600 workers are required with the greatest recruitment needed in the following occupations:

- ▶ Non-construction professional, technical, IT, and other office-based staff (1,540 per year)
- ▶ Labourers (540 per year)
- ▶ Plumbing and HVAC trades (350 per year)
- ▶ Civil Engineers (250 per year)<sup>45</sup>

Construction output is forecast to grow within the South East region by 4.9% to the year 2027. Within Oxfordshire there are several major projects which contribute to this expected growth as listed in Appendix 4. This is also supported by evidence from the National Foundation for Educational Research which identifies that under various future scenarios, there will be high growth in construction jobs to meet the continued demand for housing.<sup>46</sup>

| Construction Vacancies, July 2022                       | No. of unique postings |
|---|------------------------|
| Elementary Construction Occupations                     | 253                    |
| Civil Engineers   | 125                    |
| Quantity Surveyors                                      | 90                     |
| Construction and Building Trades n.e.c.                 | 88                     |
| Construction Project Managers and Related Professionals | 87                     |
| Production Managers and Directors in Construction       | 75                     |
| Carpenters and Joiners                                  | 71                     |
| Plumbers and Heating and Ventilating Engineers          | 63                     |

Table 7: Unique postings in Oxfordshire July 2022, Construction Sector (Source: Lightcast Job Analytics)

<sup>44 & 45</sup> CSN Industry Outlook – 2023-2027, CITB

<sup>46</sup> Wilson, R., Hillary, J., Bosworth, D., Bosworth, L., Cardenas-Rubio, J., Day, R., Patel, S., Bui, H., Lin, X., Seymour, D. and Thoung, C. (2022). The Skills Imperative 2035: Occupational Outlook – Longrun employment prospects for the UK. Headline Report. Slough: NFER.

Greatest growth within the industry is forecast in scenarios which anticipate a rapid transition to net zero with adoption of technologies such as modular methods of construction. The construction and development industries are major players in the UK's ambition to achieve net zero by 2050 as the built environment is directly responsible for 25% of UK emissions.<sup>47</sup>

Within construction and development, there are certain roles which are identified as key to this net zero ambition such as Heating, Ventilation and Air Conditioning workers (HVAC) and project managers. CITB identifies that by 2028 the UK will require more workers within these roles including:

- ▶ 59,000 plumbers and HVAC workers
- ▶ 80,000 project managers including retrofit coordinators
- ▶ 27,000 building envelope specialists including insulation installers.<sup>48</sup>

The transition of these roles to becoming 'green' will require upskilling or retraining in emerging renewable technologies such as ground source heat pumps or air source heat pumps. Whilst retraining and upskilling in green skills is necessary, there also remains the continued need to attract additional workers to the industry to meet anticipated demand.

## Retail

| Retail vacancies, July 2022 | No. of unique postings |
|-----------------------------|------------------------|
| Sales Assistants            | 135                    |
| Sales Advisors              | 73                     |
| Team Leads                  | 59                     |
| Store Managers              | 56                     |
| Retail Assistants           | 55                     |

Table 8: Unique postings in Oxfordshire July 2022, Retail Sector (Source: Lightcast Job Analytics)

There are around 11,000 employees in the wholesale and retail industry in Oxfordshire. Jobs within this industry have decreased by 20% since 2017. The industry is typically characterised with low qualifications with only 7% of jobs advertising the need or preference for a Level 4+ qualification.<sup>49</sup>In Oxfordshire, the retail sector

employs the largest number of part time workers with 57% of workers on part time contracts.<sup>50</sup>

At the end of July 2022, there were 2,017 unique postings within the wholesale and retail industry. The top jobs being advertised can be seen in Table 8.

<sup>47</sup> A Pathway to Net Zero for the UK Built Environment (2021); UKGBC

<sup>48</sup> Building Skills for Net Zero (2021); CITB [https://www.citb.co.uk/media/vnfoegub/b06414\\_net\\_zero\\_report\\_v12.pdf](https://www.citb.co.uk/media/vnfoegub/b06414_net_zero_report_v12.pdf)

<sup>49</sup> Lightcast Job Postings Analytics 'Retail'

<sup>50</sup> Oxfordshire's Economic Recovery Plan: The ERP Action Plan (2021); OxLEP

## Logistics and Warehousing

| Logistics Vacancies, July 2022 | No. of unique job postings |
|--------------------------------|----------------------------|
| Warehouse Operatives           | 285                        |
| Delivery Drivers               | 116                        |
| HGV Class 2 Drivers            | 44                         |
| Forklift Drivers               | 53                         |
| HGV Drivers                    | 49                         |

Table 9: Unique postings in Oxfordshire, July 2022, Logistics Sector (Source: Lightcast Job Analytics)

In 2021, there were nearly 14,000 people working in the logistics industries making up just over 3% of the Oxfordshire workforce. Most of the sub sectors in Oxfordshire have seen growth in their number of employees with the warehousing sub sector growing by nearly 400% since 2003. The postal sub-sector within this industry has reduced by nearly 50% over the same timeframe. The majority of logistics jobs are low-skilled with nearly 94% of job postings in Oxfordshire between July 2021 and 2022 not listing any education level and only 4% of jobs requiring a Level 6+ qualification.<sup>51</sup> At the end

of July 2022, there were 1,732 unique job postings in supply chain, logistics, transport and distribution. The top five jobs advertised within Logistics industry can be seen in Table 9.

The above vacancies reflect much of the national situation for the Logistics Industry where there remains acute shortage of HGV Drivers, warehousing staff and forklift operators. Logistics UK reports that many industry employers continue to report concerns to fill vacancies and there is decreased appetite to offer apprenticeships within the industry.<sup>52</sup>

## Science and Technology

| Science Vacancies, July 2022     | No. of unique job postings |
|----------------------------------|----------------------------|
| Postdoctoral Research Associates | 63                         |
| Laboratory Technicians           | 41                         |
| Scientists                       | 24                         |
| Research Associates              | 22                         |
| Research Scientists              | 22                         |

Table 10: Unique postings in Oxfordshire, July 2022, Science and Technology Sector (Source: Lightcast Job Analytics)

In 2021 there were around 13,000 people employed within science industries in Oxfordshire. This sector has experienced great growth since 2017 with a 30% increase in jobs, significantly above the regional average of 16%.<sup>53</sup>

Analysis completed by Advanced Oxford demonstrates that many science and technology

businesses within Oxfordshire anticipate continued job growth over the next five years, as does analysis completed for the Oxford-Cambridge Arc Universities group.<sup>54, 55</sup> There is major investment to the region in the science and technology industry evidenced by new development such as Moderna's Innovation and Technology Centre at Harwell Campus, new inner-city laboratory space at the

<sup>51</sup> Lightcast Job Postings Analytics 'Logistics'

<sup>52</sup> Logistics UK Skills and Employment Report 2021

<sup>53</sup> Lightcast Job Postings Analytics 'Science Group'

<sup>54</sup> Advanced Oxford; Retain, Attract, Growth

<sup>55</sup> Oxford – Cambridge Arc Universities Group Life Sciences Skills Report 2022 - 2030



Clarendon Centre, Oxford North and the expansion of The Oxford Science Park for the Ellison Institute.

The sector is typically characterised by high-level qualifications and high wages with the average Oxfordshire salary 16% above the national average. 75% of all job postings in the month to July 2022 referenced a Level 6+ science qualification within the candidate description.<sup>56</sup>

At the end of July 2022, there were 1,122 unique job postings across the science-related occupations

in Oxfordshire as shown in table 10. Across these job roles the most in-demand specialised skills included: Chemistry (23% of postings); Biology (22% of postings); Biochemical Assays (16% of postings); Biochemistry (16% of postings); Molecular Biology (16% of postings); and Data Analysis (14%).

Research completed by Advanced Oxford also considered the top transferable skills sought within the sector identifying key enabling skills such as Communication, Project Management, Solutions and Management as skills sought by employers.

## Information and Communications Occupations

| Information and Comms vacancies, July 2022 | No. of unique job postings |
|--|----------------------------|
| Administrators                             | 128                        |
| Software Engineers                         | 88                         |
| Administrative Assistants                  | 79                         |
| Assistant Managers                         | 73                         |

Table 11: Unique postings in Oxfordshire, July 2022, Information and Comms Sector (Source: Lightcast Job Analytics)

In 2021 some 21,000 people were employed in Information and Communication occupations. Since 2017, jobs within this group have increased by 6.7% which is similar to the increase seen across the region.

Qualifications within job postings are typically not listed with 15% of job postings indicating either

a need or preference for a Level 6+ qualification. The top skills within these postings include: Python (Programming Language) (10%); Agile Methodology (9%) and Software Engineering (8%). At the end of July 2022, there were 5,142 unique job postings across information and communication occupations which can be seen in Table 11.<sup>57</sup>

<sup>56</sup> Lightcast Job Postings Analytics 'Science'

<sup>57</sup> Lightcast Job Analytics 'Information and Communications' Group

# APPENDIX 1:

## OVERVIEW OF COMMUNITY EMPLOYMENT PLAN OR EMPLOYMENT, SKILLS AND TRAINING PLANS IN OXFORDSHIRE

| CEP | LPA                 | Apprenticeships                             | Other Training and Skills Outcomes  | Educational Engagement  | Inclusive Economic Outcomes   |
|-----|---------------------|---|---|---|---|
| 1   | Vale of White Horse | N/A   | 3 summer vacancies on site for A&W students. 1 work placement                       | Attend 2 career events; offer a site visit to students from A&W College; provide 1x work experience on site                   | Waste materials to be recycled with A&W College.  |
| 2   | Vale of White Horse | 2 in-store apprenticeships                  | N/A   | Attend 2 careers events; support 2 events with secondary schools to promote careers in retail                                 | Streamlined application and interview process for JobCentre Plus applicants                               |
| 3   | Vale of White Horse | 3 apprenticeships                           | 3 work placements on site; offer a construction insight day to disadvantaged groups | Support 2 career events; provide a school workshop on careers in construction;  | Support 2 social enterprises; commit to providing monetary donation to local community group              |
| 4   | Oxford City         | 3-5% of workforce on site to be Apprentices | 10-20 traineeships on-site  | Attend 2-4 career events per annum; support delivery of 3-4 events within selected secondary schools; 2-4 site sites per year | 30-45 individuals on Sector-Based Work Academies. Support 2-4 local social enterprise during project life |
| 5   | Vale of White Horse |   | Offer 2x traineeships for skilled technical worker;                                 | Attend 2 career fairs per annum; support graduate research programme  | Offer part-time classroom based skills and training programme for 25 people per year for unemployed       |
| 6   | Vale of White Horse | 2 apprenticeships                           | Support work experience placement for a construction management student             | 3x site visits arranged for structural engineer graduates   | Provision of resources to local training providers  |
| 7   | Cherwell            | 45 apprenticeships                          | 14-20 work placements; 34-40 industry qualifications or industry certificates       | Appoint an Enterprise Advisor; support 15-20 school career development events   | Donate or volunteering hours to value of £5,000.  |
| 8   | Vale of White Horse |   |   |   | 1x Social Enterprise used within supply chain   |

| CEP | LPA                 | Apprenticeships   | Other Training and Skills Outcomes  | Educational Engagement   | Inclusive Economic Outcomes  |
|-----|---------------------|---|---|--|--|
| 9   | Vale of White Horse | 13 apprenticeships on average across the supply chain                       | Virtual Work Experience events during covid pandemic; 25x one work experience placement on site within each academic year | Attendance at 2 Career Fayres; opened the site during Open Doors 2021; Mock Interviews offered to Year 11 students at Icknield Community College; on-site tours offered to female year 11 engineering students at UTC. | Travel fund for A&W College students; equipment donations to A&W College; £10,000 donated to local charities |
| 10  | Vale of White Horse | 5 apprentices to work on site (1 direct)                                    | Offer 1 week per 2 months on site to students either from A&W College and/or Faringdon Community College.                 | Offer 2 site visits to local schools and attend 1 career event   | Use of 3 social enterprises within supply chain  |
| 11  | Vale of White Horse | 10 apprenticeships per year on site (approx. 100 during total build period) | 4x work experience placements on site per year  | Support 1x careers event per year and offer 2x events focussed on skills/training in schools   | 2x vacancies to be offered as a SBWA; support 2 charities and social enterprises during construction.        |
| 12  | Oxford City         | 3 apprenticeships   | 4x work experience placements   | 4-6 careers events and on-site visits; create 2-4 resources aimed at teachers and parents  | 2 vacancies for Sector-Based Work Academies; 10 volunteering days for local projects                         |
| 13  | Vale of White Horse | 6-12 apprenticeships through supply chain                                   | 2-4 work experience placements  | 4-6 careers events and on-site visits; create 2-4 resources aimed at teachers and parents  | 1 vacancy for Sector – Based Work Academy  |
| 14  | Vale of White Horse | 1 apprenticeship per year from March 2025 onwards                           | 8 site tours of new RAL campus  | 2x research positions; 14 events delivered to schools or online; 6 community engagement events   | 1-3 vacancies for SBWAs from Dec 2025 onwards  |
| 15  | Oxford City         | 2 apprenticeships   | 5 work placements (main focus on site trades) and a summer placement for a graduate                                       |  | Use of at least 2 social enterprises within the supply chain   |
| 16  | Oxford City         | 15 apprenticeships  |   | 12 site tours provided to schools and colleges   | 61 individuals supported through SBWAs. Use of 3 social enterprises within supply chain                      |

Between 2022–2027, Community Employment Plans in Oxfordshire have the potential to support:

- 161 Apprenticeships
- 14 Local Supply Chain Events

- 162 Work Experience Placements for those who are furthest from the labour market including young people, long-term unemployed, service leavers and veterans or

- those with health problems or disabilities
- 60 career-focussed events with local schools, colleges and employment agencies

# APPENDIX 2:

## EXAMPLES OF OTHER EMPLOYMENT, SKILLS AND TRAINING PLANNING POLICIES

|                  | Authority                           | Policy reference                  | Any thresholds?   | Main obligation/ condition wording.   | Developer contributions sought?   | Infrastructure Funding Statement   |
|------------------|-------------------------------------|-----------------------------------|---|---|---|--|
| <b>Hampshire</b> |                                     |                                   |   |   |   |  |
| 1                | Test Valley Borough Council         | Annex 3 of SPD                    | No thresholds aside from 'allocations and major applications'. Precise obligations to be negotiated on a site by site basis.  | <p><b>A3.9</b> On allocations and major applications (residential and employment) the Council will require the following to be undertaken by the developer:</p> <ul style="list-style-type: none"> <li>• Training in the skills relevant to the construction of the development;</li> <li>• Training to be to a minimum standard of NVQ level 2 of equivalent;</li> <li>• Availability of training to be advertised in local press, schools and colleges;</li> <li>• Availability of training to be notified to local training providers and colleges;</li> <li>• Fees incurred by trainees in attending training courses to be paid; and</li> <li>• Apprenticeship to be offered to applicants completing approved training courses</li> </ul> | Where a development is speculative the developer will be required to make a contribution and the subsequent occupiers required to enter an agreed training programme, funded by the developer, with an appropriate body. The obligations will not be used to remedy existing deficiencies but will be proportionate in scale to the development | IFS 2021 Statement: Non – financial S106 agreements include an ESP Plan and also a contribution of £22,876<br><br>(ref: 19/0034/ OUTS) |
| 2                | Basingstoke & Deane Borough Council | SPD – Employment and Skills (p22) | <p>(P23) These obligations will reflect the scale of the development and are only likely to be necessary on major developments or significant employment sites.</p> <p>In this respect, the following thresholds will be used:</p> <ul style="list-style-type: none"> <li>• Residential schemes of 100 homes or greater;</li> <li>• Retail, leisure and office schemes of 1,000m2 floorspace or greater; and</li> <li>• Warehouse and industrial schemes of 2,000m2 floorspace or greater.</li> </ul> | <p>Planning obligations will be used to secure quality employment, training and apprenticeship opportunities for local residents and to increase awareness of construction industry roles and opportunities. These obligations will reflect the scale of the development and are only likely to be necessary on major developments or significant employment sites. In this respect, the following thresholds will be used:</p> <ul style="list-style-type: none"> <li>• Residential schemes of 100 homes or greater;</li> <li>• Retail, leisure and office schemes of 1,000m2 floorspace or greater; and</li> <li>• Warehouse and industrial schemes of 2,000m2 floorspace or greater.</li> </ul>  | Alternative financial contribution sought   | <p>None referenced in 2019 – 2020 IFS.</p> <p>IFS 2020 -2021</p> <p>ESP sought 19/00971/ OUT – Land at Basingstoke Golf Course</p>     |

|                  | Authority                | Policy reference   | Any thresholds?  | Main obligation/<br>condition wording.  | Developer contributions sought? | Infrastructure Funding Statement |
|------------------|--------------------------|--|--|---|---------------------------------|----------------------------------|
| <b>Hampshire</b> |                          |  |  |   |                                 |                                  |
| 3                | Rushmoor Borough Council | Policy PC8 - Skills Training and Employment Local Plan 2014 -2032 (adopted 2019) | No thresholds referenced   | Policy PC8 - Skills, Training and Employment Planning permission will be permitted for development which, subject to compliance with other policies contained within this plan, supports educational and employment opportunities by:<br>a. Providing adult learning opportunities;<br>b. Enhancing partnership working between developers, employers and training establishments in the Borough;<br>c. Providing new training facilities; and<br>d. Supporting local skills and employment providers   |                                 |                                  |
| 4                | Winchester City Council  | Referenced in context in LPP2 under 6.3.2 (p131)                                 | No threshold referenced in policy however, stated on website that all large-scale planning applications (10+ homes/1000sqm plus floor space) will require an ESP.<br><a href="#">Employment and Skills Plans - Winchester City Council</a> | In order to promote its Economic Strategy and to contribute to social wellbeing and community inclusivity (Policy DS1), the Council encourages organisations carrying out development projects to provide training and employment for local people. This is not a planning policy requirement, but the Council will seek to negotiate such provision, particularly in conjunction with larger projects, either through an agreement to employ local labour and training during construction or by means of a financial contribution towards such opportunities. These arrangements should be formalised where possible through a planning obligation, requiring an Employment and Skills Plan to be developed and implemented for the relevant construction projects. |                                 |                                  |



|                  | Authority              | Policy reference  | Any thresholds?           | Main obligation/ condition wording.   | Developer contributions sought? | Infrastructure Funding Statement |
|------------------|------------------------|---|---------------------------|---|---------------------------------|----------------------------------|
| <b>Hampshire</b> |                        |   |                           |   |                                 |                                  |
| 5                | Havant Borough Council | SPD (p37) - plans for developments of 100 new homes which is monitored in partnership with CITB Centre Plus. Otherwise contribution for skills provision. | 100 Homes (gross or more) | <p>Employment and Skills</p> <p>5.43 Havant Borough Council introduced Employment and Skills Plans for residential development, to maximise opportunities for improving local employment and training. This has helped address long standing problems in the borough with poor skills and qualifications, which act as barriers to people accessing work.</p> <p>5.44 Employment and Skills Plans use the Construction Industry Training Board (CITB) framework for outputs in on-site measures towards providing training and jobs for local people. Plans will be required for developments of 100 new homes (gross or more) and the commitment will be set out in a S106 agreement. The detailed measures will be in the appendix to the S106 and monitored through the Employment and Skills Plan and agreed before the commencement of work on site. Plans are sought for the construction phase of residential schemes. The council monitors the plans in partnership with the CITB Centre Plus.</p> <p>5.45 An alternative option is to make a single financial contribution towards a construction skills training programme, delivered by local providers to residents, the payment would be in lieu of an Employment and Skills Plan.</p> |                                 | None                             |

| Authority        | Policy reference          | Any thresholds?                                | Main obligation/ condition wording.  | Developer contributions sought?   | Infrastructure Funding Statement  |  |
|------------------|---------------------------|--|--|---|---|--|
| <b>Hampshire</b> |                           |  |  |   |   |  |
| 6                | Eastleigh Borough Council | Eastleigh Local Plan (April 2022)              | No threshold referenced  | <p>Policy DM16, Workforce training requirements and new jobs (p88)</p> <p>1. The provision of workforce training activities will normally be permitted on employment sites where they:</p> <p>a. are related to employment uses on that site; and/or</p> <p>b. contribute to improving workforce skills for the Borough.</p> <p>2. Opportunities will be sought for the provision of workforce training opportunities and jobs for local unemployed people: a. on major construction sites; and</p> <p>b. within the companies occupying new employment developments.</p> | <p>LP17: Skills</p> <ul style="list-style-type: none"> <li>• Planning permissions for new training facilities;</li> <li>• Skill related obligations secured as part of planning permissions.</li> </ul> | <p>Financial Contributions Received in 2019/20. Received economic development (£15,564), (Land to the North and East of Boorley Green, Winchester Road S106 asks for a £100,000 Economic Development Contribution to be used for the provision of a worker, training bursaries and for start-up businesses in Local Area.)</p> <p>Infrastructure Funding Statement 2020/2021 received £39,560 for economic development purposes.</p> |
| 7                | Gosport Borough Council   | Policy LP17: Skills Local Plan (adopted 2015). | This policy applies to major employment generating developments including retail, leisure and office development greater than 1,000sqm; industrial development greater than 2,000sqm; warehouse development greater than 4,000sqm (all figures gross); and any other development likely to generate 50 full time equivalent jobs or more. The policy will also apply to construction jobs related to residential schemes of 40 or more dwellings | <p>POLICY LP17: SKILLS</p> <p>1. The Borough Council will require employment and training measures as part of development proposals on appropriate sites.</p> <p>2. Existing specialist training facilities will be protected unless it can be demonstrated that there is no longer a requirement for such facilities.</p> <p>3. New training facilities will be permitted provided they accord with other policies in the Local Plan.</p>  | <p><a href="#">UK ESTP Examples\ Hampshire\ Gosport Infrastructure Funding Statement IDP_2021.pdf</a></p>   |  |

|                        | Authority                               | Policy reference  | Any thresholds?   | Main obligation/condition wording.   | Developer contributions sought? | Infrastructure Funding Statement  |
|------------------------|---|---|---|--|---------------------------------|---|
| <b>Buckinghamshire</b> |   |   |   |  |                                 |   |
| 8                      | Milton Keynes Council                   | Planning Obligations SPD 2021, Policy DS3 Employment Development Strategy                               | No thresholds   | Example HoTs<br>Planning obligations might include: <ul style="list-style-type: none"> <li>• Local Labour Agreements;</li> <li>• Financial contributions to the expansion of or creation of facilities for further education.</li> </ul> |                                 | IFS 2020/21<br>Received a total of £130,963.23 for skills and other inward investment projects.   |
| <b>Berkshire</b>       |   |   |   |  |                                 |   |
| 9                      | Reading Borough Council                 | Local Plan adopted 2019. Policy CC9 Securing Infrastructure   | No thresholds   |  |                                 | IFS 2020 – 21<br>Economic Development contributions totalled £338,059.27<br>Spent £137,000 on employment and skills plan delivery.<br>Agreed Economic Development Contributions: £19,700.50 |
| 10                     | Royal Borough of Windsor and Maidenhead | SPD – Economic Development Section 9  | All applications for non-residential development resulting in net increase in floorspace 20sqm+ | A contribution per increase in floorspace towards meeting the cost of projects identified  |                                 |   |
| 11                     | Wokingham Borough Council               | Policy for employment and skills plan included in ER5 in draft local plan due for examination late 2022 | Development proposals for 10 or more dwellings or 1,000sqm of non-residential floorspace        |  |                                 |   |

| Authority               | Policy reference       | Any thresholds?  | Main obligation/ condition wording.   | Developer contributions sought?   | Infrastructure Funding Statement |
|-------------------------|------------------------|--|---|---|----------------------------------|
| <b>Northamptonshire</b> |                        |  |   |   |                                  |
| 12                      | North Northamptonshire | Employment and Skills Training included in SPD (adopted 2017) (p11)  | Planning obligations to secure such commitments will reflect the scale of the development and are only likely to be necessary on major developments sites of more than 10 dwellings or 1,000sqm floorspace. | <p>Developers will be requested to submit an Employment and Skills Strategy to the Council outlining opportunities that will be provided by the development and how they will be promoted and delivered. Such opportunities will include:</p> <ul style="list-style-type: none"> <li>• Construction training initiatives – e.g. Through Construction Futures which can provide apprenticeships and training opportunities</li> <li>• Up skilling through contributions toward higher education in high skilled fields of employment</li> <li>• Local procurement agreement – potential for local businesses to be included in tender lists</li> </ul> |                                  |
| 13                      | West Northamptonshire  | Policy E6 – Education, skills and training included in West Northamptonshire Joint Core Strategy Local Plan (part 1) | No threshold  | <p>The role of the university of Northampton, Moulton College, Northampton College, Tresham College and other educational institutions will be supported. New educational facilities will be encouraged and should be developed at sites which are accessible by sustainable transport modes.</p> <p>Training and employment agreements will be supported to secure employment and skills development for the local workforce.</p>  |                                  |



# APPENDIX 3:

## CONSTRUCTION PHASE COMMUNITY EMPLOYMENT PLAN TEMPLATE

A Community Employment Plan has been developed by (the developer) with support from....

required as detailed by condition x of the development site outline planning permission (reference x)

monthly meetings with a variety of key external and internal stakeholders. All progress will be shared regularly with the Local Planning Authority. Stakeholders participating in the Community Employment Plan include:

The plan below sets out the construction phase Community Employment Plan and outcomes

Outputs from the plan will be measured and monitored as part of an on-going dialogue from

| Action  | Activity   | Time scale | Target/ outputs | Stretch target | Responsible person | Definition  |
|---|--|------------|-----------------|----------------|--------------------|---|
| <b>Local labour, supply chain &amp; procurement</b> | Local employment and training clauses including use of local apprenticeships and traineeships built into procurement contracts |            |                 |                |                    |   |
|   | Maximise local procurement through ensuring main and sub-contractors source locally where practical                            |            |                 |                |                    |   |
|   | Hold a minimum of x "meet the buyer" events aimed at supporting local supply chain opportunities.                              |            |                 |                |                    | Meet the Buyer' events are run by the construction partner to explain the project, the opportunities and the procurement process to local suppliers |
|   | Supporting employment for young people   |            |                 |                |                    | Young people aged between 18-25 when they start on site   |
|   | Supporting local employment  |            |                 |                |                    | Oxfordshire postcodes: <a href="http://www.postcodearea.co.uk/postaltowns/oxford/">http://www.postcodearea.co.uk/postaltowns/oxford/</a>            |
| Supporting Social Enterprises in supply chain       |  |            |                 |                |                    | Social Enterprise trade to tackle social problems, improve communities, people's life chances, or the environment                                   |



| Action                             | Activity   | Time scale | Target/ outputs | Stretch target | Responsible person | Definition   |
|------------------------------------|--|------------|-----------------|----------------|--------------------|--|
| <b>Engaging with Education</b>     | Support Oxfordshire careers events such as CareersFest, Open Doors or National Apprenticeship Week annually during the course of the development   |            |                 |                |                    | Careers event: a not for profit event that supports education and employment outcomes for young people |
|                                    | Work with and support schools county wide to promote and introduce pupils and career leads of the range of skills and careers available in the construction industry   |            |                 |                |                    |  |
|                                    | Provide site tours to schools, colleges, universities and those organisations up skilling individuals  |            |                 |                |                    |  |
| <b>Youth &amp; apprenticeships</b> | Support University graduate research projects  |            |                 |                |                    |  |
|                                    | Develop a series of creative interventions that advise parents of the range of skills and careers available in the construction industry   |            |                 |                |                    |  |
|                                    | Support apprenticeships by: <ul style="list-style-type: none"> <li>• embedding use of local apprentices in supply chain procurement</li> <li>• ensuring the construction phase supports x apprenticeships during construction</li> <li>• utilising apprenticeship levy or pledging apprenticeship levy (where applicable)</li> </ul>   |            |                 |                |                    |  |
|                                    | Support training and work experience for young people by: <ul style="list-style-type: none"> <li>• Providing a strategy that delivers –employment training and work experience/placements places for young people, matched to their areas of interest and aspirations, where they engage in purposeful work-related learning activities rather than observation.</li> <li>• Embedding these opportunities in supply chain</li> </ul> |            |                 |                |                    |  |

| Action  | Activity   | Time scale | Target/ outputs | Stretch target | Responsible person | Definition  |
|---|--|------------|-----------------|----------------|--------------------|---|
| <b>Inclusive Economic Initiatives &amp; Communities</b> | <ul style="list-style-type: none"> <li>Support a series of sector based work academies for those aged 18 or above (8 participants at each) over the life of the development aimed at creating opportunities for those most marginalised from the workplace</li> </ul>  |            |                 |                |                    | <p>A sector-based work academy can last up to six weeks and has three key components:</p> <ul style="list-style-type: none"> <li>Pre-employment training relevant to the needs of your business and sector</li> <li>Up to one week work experience placement – of great benefit to both the individual and a business</li> <li>A guaranteed job interview</li> </ul> <p><a href="https://www.gov.uk/government/publications/sector-based-work-academies-employer-guide/sector-based-work-academies-employer-guide">https://www.gov.uk/government/publications/sector-based-work-academies-employer-guide/sector-based-work-academies-employer-guide</a></p> |
|   | Supporting local charities and social enterprises  |            |                 |                |                    | Local charity means a charity with an Oxfordshire registered office address and whose beneficiaries are primarily Oxfordshire residents   |
|   | Promoting local volunteering   |            |                 |                |                    |   |
|   | Supporting work experience or training opportunities for groups who are furthest from the labour market  |            |                 |                |                    |   |
| <b>Partnership support</b>                              | <p>Developer to:</p> <ul style="list-style-type: none"> <li>nominate a single point of contact for Community Employment Plan construction phase, activity and monitoring</li> <li>ensure all reasonable monitoring requests are actioned in a timely manner</li> </ul> |            |                 |                |                    |   |

## APPENDIX 4: PROPOSED SITES FOR CEPS

| Meet recommended threshold |  |                     |            |
|----------------------------|--|---------------------|------------|
| 1                          | Crab Hill, Wantage (Kingsgrove)  | Vale of White Horse | CEP agreed |
| 2                          | Land to the West of Great Western Park (Valley Park) Didcot            | Vale of White Horse | CEP agreed |
| 3                          | Elms Farm Business Park, Grove Road, Wantage                           | Vale of White Horse |            |
| 4                          | Former Esso Research Centre  | Vale of White Horse |            |
| 5                          | Rutherford Appleton Laboratory   | Vale of White Horse | CEP agreed |
| 6                          | Land at Former Didcot A Power Station (End-Use)                        | Vale of White Horse | CEP agreed |
| 7                          | Kingston Bagpuize Business Park  | Vale of White Horse | CEP agreed |
| 8                          | Mary Lyon Centre, Harwell Campus                                       | Vale of White Horse |            |
| 9                          | Dalton Barracks Garden Village   | Vale of White Horse |            |
| 10                         | Harwell Campus (various sites)   | Vale of White Horse | CEP agreed |
| 11                         | North Witney Strategic Development Area                                | West Oxfordshire    |            |
| 12                         | East Chipping Norton Strategic Development Area                        | West Oxfordshire    |            |
| 13                         | Oxfordshire Cotswolds Garden Village / Salt Cross Garden Village       | West Oxfordshire    |            |
| 14                         | West Eynsham Strategic Development Area                                | West Oxfordshire    |            |
| 15                         | PR8 Land East of Begbroke  | Cherwell            |            |
| 16                         | Banbury 1 Canalside  | Cherwell            |            |
| 17                         | Hawkwell Village   | Cherwell            |            |
| 18                         | South East Bicester, Wrethwick Way                                     | Cherwell            |            |
| 19                         | Heyford Park   | Cherwell            |            |
| 20                         | OS Parcel 3371 Adjoining Wendlebury Parish Boundary, Little Chesterton | Cherwell            |            |
| 21                         | Great Wolf   | Cherwell            | CEP agreed |
| 22                         | Oxfordshire Strategic Rail Freight Interchange                         | Cherwell            |            |
| 23                         | Bicester Gateway Business Park   | Cherwell            |            |
| 24                         | Employment Land North East of Junction 11                              | Cherwell            |            |
| 25                         | Barton Park  | Oxford City Council | CEP agreed |
| 26                         | Oxford North   | Oxford City Council | CEP agreed |
| 27                         | Oxpens/West End  | Oxford City Council |            |
| 28                         | Chalgrove Airfield Chalgrove OX44 7RJ                                  | South Oxfordshire   |            |
| 29                         | Land adjacent to Culham Science Centre                                 | South Oxfordshire   |            |
| 30                         | Bayswater  | South Oxfordshire   |            |
| 31                         | Northfield   | South Oxfordshire   |            |
| 32                         | South of Grenoble Road   | South Oxfordshire   |            |
| 33                         | Land at Berinsfield Garden Village                                     | South Oxfordshire   |            |

This is a list of strategic sites identified across Local Plans which meet minimum thresholds of 1000 homes and/or 4000 sqm commercial space. Local Planning Authorities may apply lower thresholds.

# APPENDIX 5:

## OXFORDSHIRE DISTRICTS

Oxfordshire is made up of five separate districts, each of which has its own district council and its own distinctive economy. Oxford City is the county's functional centre and most of the county is within an Oxford Travel to Work Area (TTWA - as defined at the time of the 2011 Census). However, in the north of the county, Banbury has a TTWA of its own extending into Northamptonshire, and the south parts of Oxfordshire are within the Reading TTWA.

As reflected in the Local Plans, the main locations for housing and employment growth will be within the Knowledge Spine, from Bicester in the north through Oxford to Science Vale in the south. Significant growth is expected in sites such as Begbroke Science Park, Harwell Campus, Upper Heyford, Milton Park/Didcot, Culham Science Park and Oxford North. That isn't to say that housing and employment sites will be confined to these areas, as such opportunities for CEPs will exist across the county.

Planned investments and new policies make it likely that there will be significant job growth in the following areas:

- Cherwell: in particular in Bicester there is the potential for growth in bioscience, advanced engineering and warehousing and distribution
- Oxford City: there is likely to be significant growth in employment in education (related to the University), bioscience and healthcare and retail
- Vale of White Horse and South Oxfordshire: at Science Vale there is the potential for growth in the specialist technology areas, including space science and satellite communications, the physical sciences and biomedical
- West Oxfordshire: there is potential for growth in existing firms in engineering, motorsport and food production<sup>58</sup>

These give an indication of the growth industries in each district, as well as highlighting the scale of potential job growth in Oxfordshire.

A short summary of district-specific information is contained below.

### Cherwell:

Cherwell has a diverse economy but often with 'lower value' activity similar to the South Midlands<sup>59</sup>. The population grew by 13.5% from around 141,900 in 2011 to 161,000 in 2021. During the same period, there has been an increase of 29.5% of people in the age group 65+ and an increase of 11.6% in people aged 15-64.<sup>60</sup>

Levels of employment are high, however, wages paid in Cherwell lag behind those of the South East region and 49% of the population is educated to NVQ L4; lower than other Authorities within the County.

Retail provides the largest employment in the Cherwell district, with around 22% of the workforce employed in this sector in 2021.<sup>61</sup> The next main industries are Manufacturing (11%) and Human

Health and Social Work Activities (10%). There are pockets of deprivation in the district, with parts of 'Grimsbury and Castle' and 'Ruscote' in Banbury within the 20% most deprived nationally.

|  |         |
|--|---------|
| Population at Census                               | 161,100 |
| Claimant Count                                     | 2,200   |
| Alternative Claimant Count                         | 1,572   |
| Universal Credit (Not in Employment) <sup>62</sup> | 5,038   |

<sup>58</sup> Economic Forecasting to inform the Oxfordshire Strategic Economic Plan and Strategic Housing Market Assessment', p.30

<sup>59</sup> Economic Development Strategy for Cherwell 2011-2016, p.9

<sup>60</sup> Census 2021

<sup>61</sup> Lightcast Cherwell Economy Overview (2021)

<sup>62</sup> Stat-Xplore DWP Local Authority by Employment Status, People on Universal Credit (March 2023)

## City of Oxford:

Oxford City has grown by 6.7% since the 2011 census to a total population of 162,100 of which 47% is aged under 30. Oxford City has a thriving economy, ranked 7th in its workforce's contribution to the national economy when compared to the other 54 cities in England for Gross Value Added.

The level of unemployment in the city is low, and the workforce is highly qualified with 66% of the working age population qualified to NVQ Level 4 and above. The education sector dominates employment in Oxford representing 30.9% of all jobs in 2021 followed by Human Health and Social Work activities at 17.8%.<sup>63</sup>

As with Oxfordshire as a whole, levels of economic activity are high and the unemployment rate is low. However, there are pockets of deprivation in Oxford City, including parts of Rosehill and Iffley, Barton and

Sandhills and Blackbird Leys which are identified within the English Indices of Deprivation (2019)<sup>64</sup> amongst the 20% most deprived wards whilst Northfield Brook is identified within the 10% most deprived wards in England.

|  |         |
|--|---------|
| Population at Census                               | 162,100 |
| Claimant Count                                     | 2,660   |
| Alternative Claimant Count                         | 2,207   |
| Universal Credit (Not in Employment) <sup>65</sup> | 4,226   |

## South Oxfordshire:

South Oxfordshire has seen its population increase by 11.1% since the 2011 census to 149,100 in 2021. Levels of unemployment are low and the population is highly qualified although the authority has seen a decrease in the attainment of NVQ Level 4+ to 49.8%. Employment is predominantly in Professional, Scientific and Technical at 18.9% followed by Retail at 13% and Education at 10.6%.<sup>66</sup> Some parts of the district, Berinsfield and parts of Didcot, have a relatively high score on the multiple indices of deprivation.

|  |         |
|--|---------|
| Population at Census                               | 149,100 |
| Claimant Count                                     | 1,740   |
| Alternative Claimant Count                         | 1,278   |
| Universal Credit (Not in Employment) <sup>67</sup> | 3,199   |



<sup>63</sup> Lightcast City of Oxford Economy Overview (2021)

<sup>64</sup> English indices of deprivation 2019 - GOV.UK ([www.gov.uk](http://www.gov.uk))

<sup>65</sup> Stat-Xplore DWP Local Authority by Employment Status, People on Universal Credit (March 2023)

<sup>66</sup> Lightcast South Oxfordshire Economy Overview (2021)

<sup>67</sup> Stat-Xplore DWP Local Authority by Employment Status, People on Universal Credit (March 2023)



## Vale of White Horse:

The Vale of White Horse has a population of 138,900 and strong knowledge-based economy. Levels of unemployment are low and 53% of the workforce is qualified to NVQ L4 or above. Employment is predominantly in the Professional, Scientific and Technical category, followed by Retail, at 20.2% and 11.3% respectively.<sup>68</sup> As with South Oxfordshire, these high levels are due to the Science Vale area. There are relatively low levels of deprivation across the district; however, some parts of Abingdon Caldecott fall within the 20% most deprived nationally.

|  |         |
|--|---------|
| Population at Census                               | 138,900 |
| Claimant Count                                     | 1,760   |
| Alternative Claimant Count                         | 1,257   |
| Universal Credit (Not in Employment) <sup>69</sup> | 3,472   |

## West Oxfordshire:

West Oxfordshire has seen its population grow by 9% since 2011 to 114,200 in 2021. Unemployment levels are low and 49.8% of the workforce is qualified to NVQ L4 or above. 14.2% of the workforce is employed in Retail followed by 11.2% in manufacturing.<sup>70</sup>

|  |         |
|--|---------|
| Population at Census                               | 114,200 |
| Claimant Count                                     | 1,270   |
| Alternative Claimant Count                         | 1,028   |
| Universal Credit (Not in Employment) <sup>71</sup> | 2,820   |



<sup>68</sup>. Lightcast Economy Overview Vale of White Horse (2021)

<sup>69</sup>. Stat-Xplore DWP Local Authority by Employment Status, People on Universal Credit (March 2023)

<sup>70</sup>. Lightcast Economy Overview West Oxfordshire (2021)

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